Building Effective Networks

THE ACADEMY OF MANAGEMENT

Denver, Colorado ◆ August 9 to 14

2002

How to Use the Program Guide

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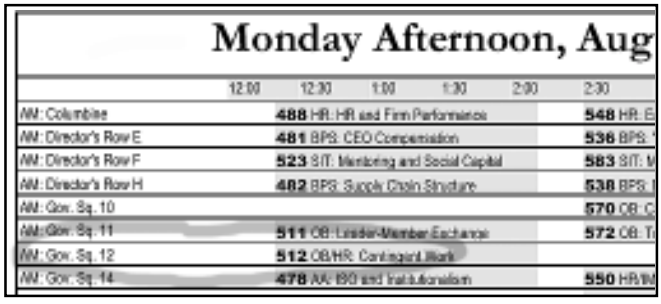
Looking for what's happening each day at a glance?

EXAMPLE

Go to Section B, Conference Program Guide starting on page 45. On Monday morning, you might look at session #512. This is a session co-sponsored by the Organizational Behavior Division (OB) and Human Resources Division (HR) (see the inside back cover for an explanation of acronyms and symbols). It is held in the Governor's Square 12 Room of the Adam's Mark Hotel.

NOTE: The Friday through Sunday sessions are, for the most part, Professional Development Workshops, Committee Activities and Meetings, and the All-Academy opening on Sunday afternoon and evening. These sessions are numbered 1 through 339. Monday through Wednesday sessions between 8:00 AM and 5:20 PM are the scholarly sessions, i.e. paper sessions and symposia. Monday and Tuesday evenings are also times for division receptions, business meetings, and social hours. The Monday through Wednesday sessions are numbered 340 to 1032.

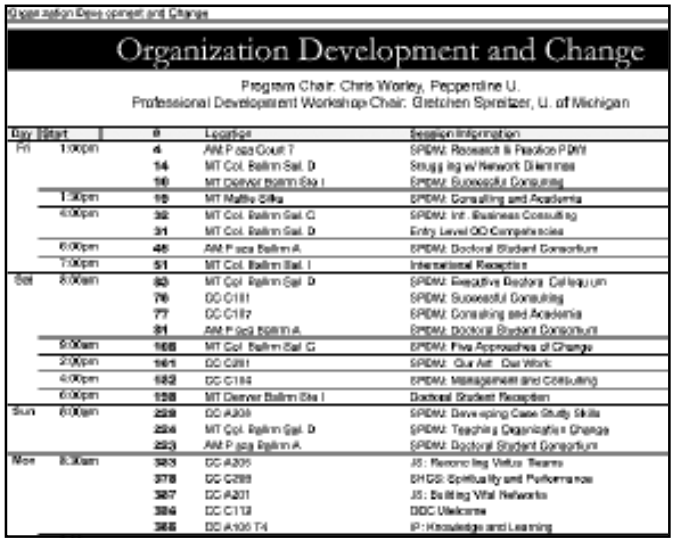


Monday Afternoon, Aug

	12:00	12:30	1:00	1:30	2:00	2:30
AM: Columbine		**488** HR: HR and Firm Performance				**548** HR: E
AM: Director's Row E		**481** BPS: CEO Compensation				**536** BPS:
AM: Director's Row F		**523** SIT: Mentoring and Social Capital				**583** SIT: M
AM: Director's Row H		**482** BPS: Supply Chain Structure				**538** BPS: I
AM: Gov. Sq. 10						**570** OB: C
AM: Gov. Sq. 11		**511** OB: Leader-Member Exchange				**572** OB: T
AM: Gov. Sq. 12		**512** OB/HR: Contingent Work				
AM: Gov. Sq. 14		**478** AA: ISO and Institutionalism				**550** HR/M

Looking for a particular Division's sessions?

Go to Section C, Summary Overview by Division/Committee starting on page 65. Here you will find all the division-sponsored session numbers and names listed by day, time, location, and the session number, so you can look in the session details section to find the full description of the session. Here you will also find listed the reviewers for that division, and information on some special division-related sessions you might find interesting.



Organization Development and Change

Program Chair: Chris Worley, Pepperdine U.
Professional Development Workshop Chair: Gretchen Spreitzer, U. of Michigan

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM Plaza Court 7	SPDW: Research & Practice PDW
		14	MT Col. Ballrm Sal. D	Strugg ng w/ Network Dilemmas
		16	MT Denver Ballrm Sta I	SPDW: Successful Consulting
	1:30pm	19	MT Maffey Cliffs	SPDW: Consulting and Academia
	4:00pm	32	MT Col. Ballrm Sal. C	SPDW: Int'l. Business Consulting
		31	MT Col. Ballrm Sal. D	Entry Level OD Competencies
	6:00pm	46	AM Plaza Ballrm A	SPDW: Doctoral Student Consortium
	7:00pm	51	MT Col. Ballrm Sal. I	International Reception
Sat	8:00am	63	MT Col. Ballrm Sal. D	SPDW: Executive Doctors' Colloquium
		76	DC C151	SPDW: Successful Consulting
		77	DC C152	SPDW: Consulting and Academia
		91	AM Plaza Ballrm A	SPDW: Doctoral Student Consortium
	9:00am	108	MT Col. Ballrm Sal. G	SPDW: Five Approaches of Change
	2:00pm	161	DC C251	SPDW: Our Art: Our Work
	4:00pm	182	DC C154	SPDW: Management and Consulting
	6:00pm	198	MT Denver Ballrm Sta I	Doctoral Student Reception
Sun	8:00am	259	DC A304	SPDW: Developing Case Study Skills
		264	MT Col. Ballrm Sal. D	SPDW: Teaching Organization Change
		283	AM Plaza Ballrm A	SPDW: Doctoral Student Consortium
Mon	8:30am	323	DC A205	JS: Resourcing Virtual Teams
		378	DC C259	SHCD: Spirituality and Performance
		387	DC A201	JS: Building Vital Networks
		394	DC C153	DDC Welcome
		395	DC A106 TH	IP: Knowledge and Learning

Looking for a full description of a session?

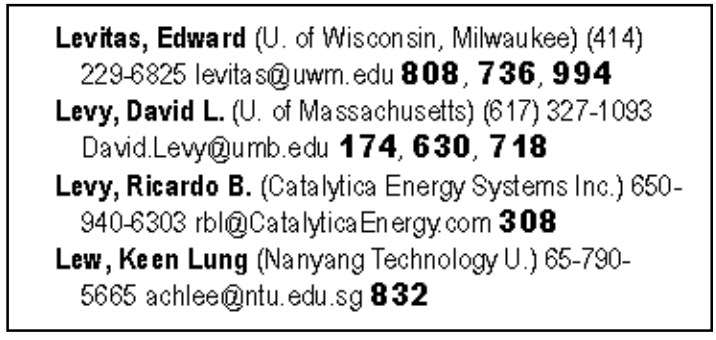
EXAMPLE

Go to Section D, Session Details starting on page 135. Let's assume you want to check out the details of ENT, PNP, SIM jointly sponsored (JS) session 543. Because the sessions are numbered consecutively for all the days, first locate that session number. Here you will find the full title, the people participating in the session, the papers or presentations included in the session and any additional instructions for attendees. The symbols located next to the session number indicate the orientations that apply for that given session. For example, the 🕮 symbol next to the session number indicates that this is a teaching-oriented paper or session; the ☯symbol indicates that this is a management practice-oriented session, and the ❖ indicates that the session is a theme-oriented paper or session. For a listing of all acronyms and symbols, see the inside back cover.

543 🕮☯❖JS: *(ENT, PNP, SIM)* **Building Networks To Promote Socially Effective New Ventures**
2:30-3:50 Convention Center: A207
Facilitators: **Deborah R. Ettington**, Eastern Michigan U.; **Lynda St. Clair**, Bryant College; **Mary Tschirhart**, Indiana U.
Speakers: **Pamela Chaloult**, Social Venture Network; **Ami Doshi**, Ewing Marion Kauffman Foundation; **Marilyn L. Taylor**, U. of Missouri, Kansas City; **Norris F. Krueger Jr.**, Boise State U.

Looking for someone on the program?

Go to the Section F, Index starting on page 299. You will find the numbers of the sessions associated with the particular individual.



Levitas, Edward (U. of Wisconsin, Milwaukee) (414) 229-6825 levitas@uwm.edu **808, 736, 994**
Levy, David L. (U. of Massachusetts) (617) 327-1093 David.Levy@umb.edu **174, 630, 718**
Levy, Ricardo B. (Catalytica Energy Systems Inc.) 650-940-6303 rbl@CatalyticaEnergy.com **308**
Lew, Keen Lung (Nanyang Technology U.) 65-790-5665 achlee@ntu.edu.sg **832**

Looking for the hotel room of the session?

Hotel floor plans are at the very back of the program in Section G, Conference Floor Plans beginning on page 337.

We hope you have made the Program Guide easy to use so you can make the most of the 2002 Academy of Management Meeting.

Please stop by an Academy Information Booth (there is one in each hotel) or go to the meeting website: http://aom.pace.edu/meetings/2002

Academy of Management 2002 Meeting

Building Effective Networks

Adam's Mark Hotel
1550 Court Place
Denver, Colorado 80202

Hyatt Regency Denver
1750 Welton Street
Denver, Colorado 80202

Marriott City Center Hotel
1701 California Street
Denver, Colorado 80202

Colorado Convention Center
700 14th Street
Denver, Colorado 80202

Front cover
Design and Chinese calligraphy by Rosalie L. Tung.

Back cover
Aerial photo of China's Great Wall, taken by Mr. Chen Changfen who was recognized by the 1989 special issue of TIME magazine as one of the ten most influential "inventors and innovators of photography," along with George Eastman and Edwin Land, in the 150-year history of photography.

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"Fabric Grigot: A Network in Textiles" (quilt) Ann Rippin and Charles Booth, U. of the West of England 21
"Creativity and Networks: A Story of Mutual Influence" (porcelain) Veronique Tran, University of Geneva 25
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Welcome to the 2002 Meeting of the Academy of Management

Dear Worldwide Members and Friends of the Academy,

On behalf of the many, many people who have worked almost unceasingly since last fall to put this meeting together, we extend a warm welcome to our worldwide members and friends of the Academy to the 62nd Annual Meeting of the Academy of Management to be held in Denver, Colorado.

Despite the trying circumstances we had to operate under, such as the anthrax scare and electronic disruption following the tragic events of September 11, we have received a 20 percent increase in paper submissions, resulting in an overall 9 percent increase in total submissions (3,273 submissions in all including papers, symposia and PDW workshops). The submissions to the scholarly program were reviewed by 3,769 reviewers from 41 countries! Given the record number of submissions and the rigorous review process, we have set a new high for scheduled sessions featuring over 3,800 people from over 1,000 unique affiliations. This represents a 25 percent increase over the preceding year. The participants come from 51 countries/economic entities around the world - 30 percent from outside of the U.S. In sum, we have planned plenty of intellectually stimulating sessions, with something for everyone.

To allow for the widest possible dissemination of the Meetings, the information in this printed program, the downloadable Interactive Scholarly Papers (where available), abstracts of all papers and symposia, and updated information about Denver and what the city has to offer are available on the 2002 Meeting Web Site http://www.aom.pace.edu/meetings/2002. On the site, you can search the program by keyword, division or interest group, participant, day, etc.

Theme for 2002: Building Effective Networks

The theme for 2002, a numeric palindrome year, is "Building Effective Networks". This theme is reflected in the programs of each of the Divisions and Interest Groups of the Academy. The popularity of this theme has also prompted us to sponsor a record number of All-Academy Symposia (33 in all) that are theme-related. Some of these sessions are less conventional in both content and format to capture the richness and diversity of flavor of this year's conference theme, including our opening panel on Sunday which examines the role of spiritual discernment in enhancing decision making and leadership skills. This session will feature spiritual leaders from three religious traditions (Christianity, Judaism, and Zen Buddhism). For a comprehensive listing of the All-Academy Symposia, please see page 69. Many distinguished speakers will also address the theme from various perspectives, including **Mr. George Kell**, Executive Head of the Global Compact; **Mr. Chuanzhi Liu**, co-founder of Legend Holdings, Ltd.; and **Dr. Rosabeth M. Kanter** of Harvard Business School. In addition, many Divisions and Interest Groups will host their own Distinguished Speakers. For a complete listing of these distinguished speakers, please see pages 5–9. In Denver, we will continue to celebrate the artistic talents and expressions of our members and friends through the **Art and Poetry Exhibit** which opens on Sunday evening at 7:00 p.m. (Adam's Mark Plaza Ballroom F). In addition, each Division and Interest Group has been given a free session to express the theme in whatever format it deems fit to display and demonstrate the reality that the Academy of Management itself constitutes a forum for networking among researchers, educators and practitioners who are dedicated to the advancement of knowledge and practice in the field of management.

What's New in 2002

The anthrax scare of last fall (a bad situation) apparently produced an unanticipated positive consequence, namely quickening the pace of conversion to electronic submissions. Most Divisions and Interest Groups handled their submissions completely electronically - from submission, through reviews and provision of feedback to submitters. In general, electronic submissions and their processing thereof went very smoothly.

Thanks to the hard work of Matt Suppa, this year we are pleased to announce an exciting new feature of the Annual Meeting Program - an interactive searchable online version tailored especially to your needs and interests called "My AOM Program". This new feature will enable you to review the online program (http://aomdb.pace.edu/aompd2002) and create a customized listing of sessions based on your own selections. You will be able to add sessions to your program, modify your selection, save it, print it or send it to your e-mail address.

At the Convocation (formerly known as business meeting) scheduled on Sunday at 5 p.m. (Adam's Mark, Plaza Ballroom), President **Jean M. Bartunek** will present a brief report on the "State of the Academy" which will be followed by an address by our 2002

continued

Distinguished Executive, **Russell T. Lewis**, CEO and President, The New York Times Company. At the Convocation, the winners of 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 will be made.

As part of the opening reception on Sunday evening, we will feature music by **Chris Daniels and the Kings**, "The coolest seven piece 'horn band' in the U.S. and Europe with two top ten songs on the American Radio charts playing funk, r & b, blues, and swing. Come join us on Sunday evening for this All Academy event (Adam's Mark Plaza Ballroom and Exhibit Area) where you can relax and meet old friends and make new ones over food and music.

Due to the 20 percent increase in paper submissions this year, we have expanded our **Interactive Paper Sessions** (108 sessions!). To accommodate this expansion, these will be held over eight time blocks (whole day Monday and Tuesday until 3:50 p.m.). Since some journals consider web posting of papers as prior publication, authors of interactive papers have the option of posting their papers in a downloadable version on the web or simply providing their email address on the web so that those who are interested could write them directly for a copy. In this way, participants can still read the papers in advance of the meeting if they so choose and, at the same time, allay authors' concerns about the prior publication policy of certain journals. Caucuses will be scheduled on Tuesday from 4:10-5:20 p.m.

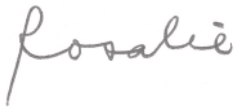
In light of September 11 and subsequent events, on Tuesday morning (7:30-8:30 a.m., Adam's Mark, Silver Room), teachers from various traditions (Buddhist Practice, Christian Centering Prayer, Christian Mantra Meditation, Hindu Practice, Jewish Practice, Muslim Practice, and Quaker Practice), under the leadership of Andre Delbecq, will gather for an hour of music, silence, and readings focusing on World Peace. On Tuesday afternoon (4:10-5:20 p.m., Adam's Mark, Governors Square 14) there will be a Celebration of the Life and Accomplishments of Richard Hodgetts, All-Academy Symposia Chair, who passed away last November.

In line with the growing involvement and participation from scholars and practitioners from around the world, this year the university sponsors come up from three countries - U.S., Canada and China. In addition to the traditional university sponsors, this year we welcome two exhibitor sponsors - Perseus Publishing and Prentice-Hall.

To better serve the needs of our members, this year all placement services will occur in the Hyatt Regency Denver Hotel so that more space can be provided for such activities.

In closing, we would like to express our heartfelt thanks and appreciation to the thousands of people who have contributed generously of their time to make the 2002 program a success. We hope you will find the program intellectually stimulating, rewarding and enjoyable. More importantly, true to this year's theme, we hope that over the course of the almost week-long meetings, you will be able to reinforce existing and establish new networks and linkages with colleagues and friends from around the world to enable and facilitate our collective efforts as researchers, educators and practitioners who are dedicated to the knowledge and practice in the field of management.

We look forward to personally welcoming all of you to Denver!



Rosalie L. Tung
Academy Program Chair and Vice President
Simon Fraser University

Rita E. Collins
2002 Program Coordinator
Simon Fraser University

Keynote, Distinguished and Featured Speakers

All Academy Sessions

Russell T. Lewis, Chief Executive Officer and President of the New York Times Company, is the 2002 Distinguished Academy of Management Executive. Mr. Lewis was elected to the Board of Directors of The New York Times Company in May 1997. Mr. Lewis has served as chief executive officer of The New York Times Company since October 1997. He also serves as president of the Company, a position he has held since September 1996. As CEO, he has primary responsibility for overseeing and coordinating all of the Company's operations and business units and for working closely with the chairman to chart the future direction of the Company. He created and serves on the Company's Policy and Operating Committees, which are designed to better link corporate and operating functions.

Previously, Mr. Lewis served as president and general manager of The New York Times newspaper since February 1993, responsible for all of The Times' business functions, including the production, circulation, advertising, financial, systems and planning areas. Under his leadership, The Times:

- Accelerated revenue growth despite a sluggish advertising environment
- Improved profit margins through expense controls, production efficiencies and selective pricing initiatives in advertising and circulation
- Brought the College Point plant in on time and on budget
- Reduced the business side staff size by more than 10% over four years
- Completed the newsroom pagination project, which resulted in significant cost savings

Before serving as president, Mr. Lewis was executive vice president and deputy general manager since January 1992, and prior to that, senior vice president, production since August 1988. During that period, he led the restructuring of the production areas to be managed by non-union managers and the successful transition to the Edison, N.J., color printing plant.

Previously, Mr. Lewis served in various positions at The Times, including senior vice president of circulation from November 1984 to April 1988; vice president of circulation in January 1983; assistant director of consumer marketing in January 1982; and circulation sales director in May 1981. During this period, The Times:

- Increased daily circulation by over 130,000 copies and Sunday by over 122,000 copies, making The Times the largest selling Sunday newspaper in the U.S.
- Converted home delivery system from independent dealers to Times controlled T-routes.
- Rolled out the National Edition and instituted home delivery in over 30 major cities
- Consolidated the network of metropolitan area newspaper wholesalers and took control of that critical aspect of The Times' business

Mr. Lewis first joined The Times in 1966, as a copy boy, while attending college. He became a news clerk, then a news assistant, and won a Publisher's Award for a story he wrote about a New York City postal strike. In 1977, he returned to The Times as a staff attorney in the Company's legal department and was involved in litigation on a number of issues regarding freedom of the press.

In May 2001, for the third consecutive year, Mr. Lewis was selected for *Worth* Magazine's list of the "50 Best CEOs." He was also the recipient of the American Lung Association of NY Life & Breath Award.

During Mr. Lewis' tenure as CEO and president, the Company has been repeatedly cited for its commitment to excellence and innovation in a wide variety of areas. In Fortune magazine's 2002 annual survey of the "America's Most Admired Companies," The New York Times was listed as No.1 in its industry, receiving the top ranking all eight categories. The company also ranked No. 1 against all 530 companies surveyed in social responsibility and quality products/services.

From 1978 through 1981, Mr. Lewis served as secretary of the New York City Bar Association's Committee on Communications Law. In 1985 he was elected to the Board of Directors of the New York State Publishers Association and in 1990 served as its president. Mr. Lewis currently serves on the board of Colgate University, Hamilton, N.Y.

Mr. Lewis earned a Bachelor of Arts degree in 1969 from the State University of New York at Stony Brook. He entered Brooklyn Law School in 1970 and continued to work at The Times as a legal clerk. He was awarded a J.D. degree in 1973 and was a litigation associate with the New York City law firm of Cahill, Gordon and Reindel.

Mr. Lewis was born in 1947.

Session 336, Academy of Management Convocation/ Distinguished Executive Speaker, Adam's Mark Hotel, Plaza Ballroom Sections A+B+C, Sunday, August 11, 5:00 PM – 7:00 PM

Exploring the Foundation of the Practice through the Lens of Three Religious/Wisdom Traditions: Connecting to the "Lived Experience" of the Contemporary CEO

This All-Academy session which marks the opening of the 2002 Denver Meetings is organized by Andre L. Delbecq, J. Thomas and Kathleen L. McCarthy University Professor of Santa Clara U. The featured speakers for this session are: Father Laurence Freeman, O.S.B., who heads the World Community for Christian Meditation; Rabbi Zalman Schacter-Shalomi, who holds a Wisdom Chair at the Nairopa Institute in Boulder, Colorado, and is founder of the Institute of Saging; Norman Fisher, Zen Buddhist priest and poet who served as co-Abbot of the San Francisco Zen Center from 1995–2000; Richard Levy of Catalytica Energy Systems, Inc.; Esslie Hughes, formerly of Bank of New York; and Robert Shapiro, a trustee of the Hana Foundation and President and COO of Monsanto (1993); Chairman and CEO in 1995; Chairman of Pharmacia Corporation in April 2000 following the merger of Monsanto Company and Pharmacia and Upjohn.

> *Session 308, Exploring the Foundation of the Practice Through the Lens of Three Religious/Wisdom Traditions: Connecting to the "Lived Experience" of the Contemporary CEO, Adam's Mark, Plaza Ballroom Sections A+B+C, Sunday, August 11, 2:30 PM – 4:30 PM*

Mr. Chuanzhi Liu is CEO and co-founder of Legend Holdings Group, Ltd., China's top producer of PCs and one of the five major producers of computer motherboards in the world.

Mr. Liu graduated with an engineering degree from Xian Military Communication Engineering College of China and began his career as a research scientist at the Computer Research Institute, Chinese Academy of Science. In 1984, he started a computer company with ten colleagues, with a loan from a nearby commune for RMB200,000 (roughly U.S. $80,000 at the then prevailing exchange rate). In 2001, the sales of the Legend Holdings Group reached RMB32.8 billion (roughly U.S. $4 billion). In the same year, it was ranked as the best managed company in China, and the 8th "Global Best High-Tech Companies" by *Business Week* (June 2000). In June 2001, Legend entered into a joint venture with AOL Time Warner Inc. to provide internet services in China.

The Economist has characterized Mr. Liu as the leader of a "corporate cultural revolution" in China by demonstrating how he has successfully led his company to adapt to the unique Chinese political-economic environment in its transition from a planned to market economy. Mr. Liu created an ownership and incentive system to bring about sustained growth of his company by bringing into full play the initiatives of his employees. He advocated that the major responsibility of a business leader is to "build an effective team, formulate a visionary strategy, and develop promising successors", which has now become the cornerstone of the management system at the Legend Holdings Group.

Mr. Liu's vision and contributions have won him many accolades, including the titles of "Star of Asia" by *Business Week*; "Asian Businessman of the Year" by *Fortune*; and the chief protagonist in the 2001 Harvard Business School Case, "A Technology Legend in China". Last November, he was selected as one of the "25 Business Leaders with Global Influence" by *Times*, the only executive from China to be thus honored.

> *Session 347, The Making of a Legend: The Role of Networks, Adam's Mark, Plaza Ballroom Sections A+B+C, Monday, August 12, 2002 8:30 AM – 10:20 AM*

Rosabeth Moss Kanter is the Ernest L. Arbuckle Professor of Business Administration at Harvard Business School, specializing in strategy, innovation, and leadership for change. She advises major corporations and governments worldwide, and is the author or co-author of 15 books, including her latest book, *Evolve!: Succeeding in the Digital Culture of Tomorrow*. Other award-winning bestsellers include *Men & Women of the Corporation*, *The Change Masters*, *When Giants Learn to Dance*, and *World Class: Thriving Locally in the Global Economy*. In 2001 she received the Academy of Management's Distinguished Career Award for scholarly contributions.

She joined the Harvard Business School faculty in 1986 from Yale University, where she held a tenured professorship from 1977 to 1986. From 1989-1992 she also served as Editor of the Harvard Business Review, which was a finalist for a National Magazine Award for General Excellence in 1991. She co-founded Goodmeasure Inc., whose consulting clients include some of the

"Pondering", (ink brush painting) Rosalie Tung, Simon Fraser University

world's best companies. She has received 20 honorary doctoral degrees and over a dozen leadership awards, and has been named to lists of the "100 most important women in America" and the "50 most powerful women in the world." She serves on many businesses, civic and non-profit boards.

Session 479, Leading Toward a Better World? Business as a Force for Change, Adam's Mark, Plaza Ballroom Sections D+E+F, Monday, August 12, 12:20 PM - 2:10 PM

Divisional Sessions

Business Policy and Strategy

To celebrate its 30th anniversary, BPS will feature several pioneers in this area. These include the following: Arnold C. Cooper who is Louis A. Weil, Jr. Professor of Management at the Krannert School of Management, Purdue University. He received the Richard D. Irwin Outstanding Educator Award in 1999. William D. Guth who is Professor of Management and Strategy at the Leonard N. Stern School of Business, New York University. He is the founding Chair of the Division of Business Policy and Strategy from 1972-74. James Brian Quinn is the William and Josephine Buchanan Professor of Management, Emeritus, at the Tuck School of Business at Dartmouth. He was awarded the Academy of Management Outstanding Educator Award and the Book of the Year Award. Henry Mintzberg (see biographical sketch under Management Education and Development below). Dan E. Schendel is Professor of Management at the Krannert School of Management, Purdue University. He is the founding and current Editor-in-Chief of the Strategic Management Journal, and was also the founding President and is the current Executive Director of the Strategic Management Society. He was also the first elected Chair of the Division of Business Policy and Strategy.

Session 869, Pioneers of Business Policy and Strategy Distinguished Speakers' Session, Adam's Mark, Governors Square 17, Tuesday, August 13, 4:10 PM - 5:20 PM

Heath Care Management

William F. Jessee, MD, CMPE is President and Chief Executive Officer of the Medical Group Management Association (MGMA), the leading voice for group medical practice in U.S.A. Before joining MGMA in 1999, Dr. Jessee served for three years as Vice President for Quality and Managed Care Standards at the American Medical Association (AMA), where he led the AMA's activities in clinical guidelines, quality improvement, and accreditation. He also holds academic appointments as Clinical Professor of Preventive Medicine and Biometrics at the University of Colorado Health Sciences Center in Denver, and as Adjunct Professor of Health Policy and Administration at the University of North Carolina School of Public Health, Chapel Hill. An internationally well-known public speaker on health care issues, especially managed care strategies and quality of care, Dr. Jessee is the author of more than 70 scientific articles, books, and book chapters.

Session 601, Distinguished Speaker: William F. Jessee, MD, Convention Center, A112, Monday, August 12, 4:10PM – 5:20PM

International Management

John Dunning, Director of the Center for International Business Education and Research at Rutgers University and formerly of the University of Reading, has made seminal contributions to the theory of multinational enterprises. His work includes 35 books and monographs and over 150 articles on international investment, business economics, and regional economics. His work includes *American Investment in British Manufacturing Industry* (1958), which was the first major study written on the impact of foreign direct investment on a host country, and his book International *Production and the Multinational Enterprise*. Most recently he has published *Governments, Globalization and International Business* (1997). He has received many honors from both academia and government, and has served as Director of the United Nations Center on Transnational Corporations.

Session 604, AIM-IMD Distinguished Scholar Forum: Relational Assets, Networks, and International Business Activity, Convention Center, C102/104, Monday, August 12, 4:10PM – 6:10PM

Management Consulting

Manfred Kets de Vries holds the Raoul de Vitry d'Avaucourt Chair of Human Resource Management at INSEAD (France). He probes the interface between international management, psychoanalysis, psychotherapy, cognitive theory and dynamic psychiatry. His specific areas of interest are leadership, executive stress, entrepreneurship and the dynamics of organizational intervention and change. He is the author of 17 books including *Leaders, Fools and Impostors* (1993) and *The Leadership Mystique* (2001). Manfred is also a consultant on organizational transformation and strategic human resource management to leading international companies. He was also the first fly fisherman in Outer Mongolia and is a member of New York's Explorers Club.

Session 614, Can CEOs Change? Yes but Only if They Want to…, Convention Center, C110, Monday, August 12, 4:10 PM – 5:20 PM

Management Education & Development

Henry Mintzberg is the Cleghorn Professor of Management Studies at McGill University. Prof. Mintzberg is also a Visiting Scholar at INSEAD in Fontainebleau, France. Prof. Mintzberg has written about 120 articles and 10 books. Honors have included election as an Officer of the Order of Canada and l'Ordre national du Quebec, and selection as Distinguished Scholar for the year 2000 by the Academy of Management. The *Financial Times Dynamo* (January 2001) placed Prof. Mintzberg as their 7th ranked "management thinker" worldwide. For more information on honorary degree and other awards, please see his full C.V. at http://www.henrymintzberg.com/.

Over the years, Prof. Mintzberg's writing and research has been mostly on managerial work, strategy formation, and forms of organizing. He is completing a book called Developing Managers, not MBAs, and is preparing a series of essays to be published under the title Managing Quietly, as well as a short political pamphlet called *Getting Past Smith and Marx: Toward a Balanced Society*. For much of the past seven years or so, Prof. Mintzberg has worked in

collaboration with colleagues from Canada, England, France, India, and Japan, to develop new approaches to management education. The International Masters Program in Practicing Management has been running for five years now, and they are launching the Advanced Leadership Program, both rather novel ways to help managers learn from their own experience. In recent years, Prof. Mintzberg has shifted a bit toward more general writing. He has written newspaper articles and short stories (a collection of the short stories is in progress, to be called Reflection from the Window). He has just completed a book called *Why I Hate Flying*, a spoof of all the foibles of flying, and of managing.

Session 408, MED Distinguished Speaker: Henry Mintzberg, Convention Center, A113, Monday, August 12, 9:00 AM - 10:20 AM

Management Spirituality & Religion

Tami Simon is the founder and president of Sounds True, an audio/video/music publisher dedicated to disseminating spiritual wisdom, based in Boulder, Colorado. With a background in religious studies and community public radio, Tami began Sounds True at the age of 22, combining her love of the spoken-word with a passion for inquiry and contemplative studies. As interviewer, producer, and editor, Tami has led the editorial team at Sounds True for the past 17 years and has served as executive producer of over 500 spoken-word productions. In addition to its core line of audio learning programs, Sounds True publishes instructional videos, world sacred music, and a new series of programs on "The Inner Art of Business" – audio teaching programs on how to apply spiritual values to business.

Among its many distinctions, Sounds True has been twice named by *Inc*. Magazine as one of the top 500 fastest growing companies in the United States. Since 1997, Tami has been named each year as one of Boulder County's Top Ten women Business Owners. She received the 1997 "Esprit Entrepreneur of Distinction" Award and a 2000 Working Woman Entrepreneurial Excellence Award, and has been profiled in *Parade* Magazine, *The Los Angeles Times*, *The San Francisco Chronicle*, *Success Magazine*, and the book *Women's Ventures, Women's Visions* (Crossing Press, 1997).

Session 569, Creating Networks and Building Community, Convention Center, A102, Monday, August 12, 2:30 PM - 3:50 PM

Organization Communication & Information Systems

Janet Fulk is a Professor of Communications in the Annenberg School for Communication and Professor of Management & Organization in the Marshall School of Business at the University of Southern California. She holds a M.B.A. and Ph.D. in administrative sciences from The Ohio State University. A series of recent projects sponsored by three grants from the National Science Foundation examines how communication and information systems are employed to foster collaboration and knowledge distribution within and between organizations. A recently completed research project sponsored by the Annenberg Center for Communication examines the development of new "virtual" organizational forms for global competition. Her publications include *Policing Hawthorne* (2001, with Gregory Patton and Peter Monge), *Shaping Organizational Form: Communication, Connection and Community* (1999, with Gerardine DeSanctis), and *Organizations and Communication Technology* (1990, with Charles Steinfield), which won the best book award from the National Communication Association in 1990. Recent articles on organizations and communication technology have appeared in *Human Relations*, *Communication Theory and Organization Science*, and an award-winning article appeared in *Academy of Management Journal*. She has completed a term on the Board of Governors of Academy of Management, and was elected Fellow in 1997.

Peter Monge is Professor of Communication at the Annenberg School for Communication and Professor of Management and Organization at the Marshall School of Business, University of Southern California. He has published *Communicating and Organizing* (with Vince Farace and Hamish Russell), *Multivariate Techniques in Human Communication Research* (with Joe Cappella), *Policing Hawthorne* (with Janet Fulk and Greg Patton) and *Reasoning with Statistics* (5th ed, with Fred Williams). His research on organizational communication networks, collaborative information systems, globalization and communication processes, co-evolutionary theory, and research methods has been published in numerous leading communication and organizational journals, handbooks, and book chapters. He served as editor of *Communication Research* from 1986 to 1993 and as president of the International Communication Association, 1997-1998. He is currently completing a book with Noshir Contractor entitled, *Theories of Communication Networks*.

Session 626, OCIS Distinguished Speakers, Convention Center, A204, Monday, August 12, 4:10 PM - 5:20 PM

Organization Development & Change

Susan A. Mohrman is a Senior Research Scientist at the Center for Effective Organizations in the Marshall School of Business at the University of Southern California. Her research on organization development and design, organization learning, high technology organizations, and the design of teams and other lateral approaches to organizing has earned the respect of both academics and practitioners. Her most recent books include *Research for Theory and Practice* (Lexington Press, 1999), *Strategies for High Performance Organizations* (Jossey-Bass, 1998 and 2001), and *Tomorrow's Organization: Crafting Winning Capabilities in a Dynamic World* (Jossey-Bass, 1998). Sue has served as Program and Division Chair for the ODC division and as a representative to the Board of Governors of the Academy of Management.

Session 782, Distinguished Speaker: Susan A. Mohrman, Convention Center, C112, Tuesday, Aug 13, 10:30 AM - 11:50 AM

Operations Management

To celebrate OM's 30th anniversary, the division will hold a roundtable discussion featuring its past chairs. The session is entitled, "OM Past, Present and Future – Past Chairs share their Wisdom and Counsel". This session will be a led by current chair Tom Choi, with numerous past chairs participating. The history of the division and field will be reviewed and prescriptions offered for the future. All the 29 past chairs have been invited to participate and at least 12 have confirmed. The past chairs of OM are: Jay R. Galbraith (Massachusetts Institute of Technology), Powell Niland (Washington U., St Louis), Michael Pohlen (U. of Delaware), George J. Gore (U. of Cincinnati), Everett Adam (U. of Missouri, Columbia), Michael P. Hottenstein (Pennsylvania State U.), John S. Fryer (U. of South Carolina), Linda G. Sprague (U. of New Hampshire), Kenneth D. Ramsing (U. of Oregon), Ross Piper (Indiana State U.) Richard Chase (U. of Southern California), Phil Carter (Arizona State U.), James Weeks (U. of North Carolina, Greensboro), Kathleen Johnson (U. of Louisville), Hahn Chan K. (Bowling Green State U.) , Thomas Callarman (Arizona State U.), Ronald Ebert (U. of Missouri), Ram Narasimhan (Michigan State U.), Roger Schroeder (U. of Minnesota), Barbara Flynn (Wake Forest U.), Dan Reid (U. Of New Hampshire), David Dilts (Vanderbilt U.), Jeff E. Heyl (Lincoln U., New Zealand), T.J. Wharton (Oakland U.), James P. Gilbert (Rollins College), Stanley E. Fawcett (Brigham Young U.), Peter T. Ward (Ohio State U.), Cecil Bozarth (North Carolina State U.), Rob Klassen (U. of Western Ontario), Thomas Y. Choi (Arizona State U.)

Session 530, OM Past, Present and Future - Past Chairs Share their Wisdom and Counsel, Convention Center, C206, Monday, August 12, 1:00 PM- 2:10 PM

Organizational & Management Theory

Kathleen M. Eisenhardt is Professor of Strategy and Organization at Stanford University. Professor Eisenhardt's research interests center on complexity theory with a focus on its application to strategy and organization in uncertain, high-velocity markets. She is currently studying the effective acquisition of entrepreneurial firms, creation of synergies in multi-business corporations, and the concept of boundaries in high-velocity markets. She co-authored *Competing on the Edge: Strategy as Structured Chaos* (Harvard Business School Press, 1998) which won the George R. Terry award for outstanding contribution to management thinking. For her ideas on fast strategic decision making, Professor Eisenhardt won the Pacific Telesis Foundation Award. She has also received the Whittemore Prize for her writing on organizing global firms in rapidly changing markets, the Stern Award for her work on strategic alliance formation in entrepreneurial firms, and the *Administrative Science Quarterly* Scholarly Contribution award for her research on fast product innovation. Her articles are published in a variety of academic and management journals including *Administrative Science Quarterly*, *Harvard Business Review*, *Strategic Management Journal*, *Academy of Management Review*, *Red Herring*, *Academy of Management Journal*, and *Organization Science*. Professor Eisenhardt is a member of the Strategic Management Society and INFORMS, and has been elected a Fellow of the Academy of Management. She served as OMT Division Chair in 1998 and serves on the editorial boards of *Administrative Science Quarterly* and *Strategic Management Journal*. She is a Fellow of the World Economic Forum (Davos).

Session 386, OMT Welcome Breakfast and Distinguished Scholar Award, Adam's Mark, Silver, Monday, August 12, 8:30 AM – 10:20 AM

Technology & Innovation Management

Andrew H. Van de Ven is Vernon H. Heath Professor of Organizational Innovation and Change in the Carlson School of Management of the University of Minnesota. He received his Ph.D. from the University of Wisconsin at Madison in 1972, and taught at Kent State University and the Wharton School of the University of Pennsylvania before his present appointment. His current research focuses on processes of organizational innovation and change. He is co-author of *The Innovation Journey* (Oxford U. Press, 1999), and *Organizational Change and Innovation Processes: Theory and Methods for Research* (Oxford U. Press, 2000). Van de Ven was 2000-2001 President of the Academy of Management.

Session 923, TIM Distinguished Speaker: Andy Van De Ven, Convention Center, C208, Tuesday, August 13, 4:10 PM – 5:20 PM

Meet the Meeting Planners

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Conflict Management	Bruce Barry, Vanderbilt U.	Sally Blount-Lyon, New York U.
Critical Management Studies	Paul Adler, U. of Southern California	Ralph Stablein, Massey U.
Entrepreneurship	Kelly G. Shaver, College of William and Mary	Andrew Zacharakis, Babson College
Gender and Diversity in Organizations	Elizabeth Cooper, U. of Rhode Island	Bernardo Ferdman, Alliant International U.
Health Care Management	Leonard H. Friedman, Oregon State U.	Kathryn H. Dansky, Pennsylvania State U.
Human Resources	Patrick M. Wright, Cornell U.	Diana L. Deadrick, Old Dominion U.
International Management	Sully Taylor, Portland State U.	Schon L. Beechler, Columbia U.
Management Consulting	Georges Trepo, HEC School of Management	Rickie Moore, E.M. Lyon/ISEOR
Management Education & Development	Regina F. Bento, U. of Baltimore	Carolyn Wiley, Mercer Ltd./UCD
Management History	Shawn M. Carraher, Texas A&M U.	Michele A. Govekar, Ohio Northern U.
Management, Spirituality & Religion	Sandra King, California State Polytechnic U., Pomona	Marjolein Lips-Wiersma, U. of Canterbury
Managerial & Organizational Cognition	Pamela S. Barr, Georgia State U.	Andrea Casey, George Washington U.
Operations Management	Ken Boyer, Michigan State U.	Morgan Swink, Michigan State U.
Organization & Management Theory	Mary Jo Hatch , U. of Virginia	Tina Dacin, Queen's U.
Organization Development & Change	Chris Worley, Pepperdine U.	Gretchen Spreitzer, U. of Michigan
Organizational Behavior	Angelo De Nisi, Texas A&M U.	Bruce Avolio, State U. of New York, Binghamton
Organizational Communication & Information Systems	Cynthia M. Beath, U. of Texas, Austin	Laurie Kirsch, U. of Pittsburgh
Organizations & the Natural Environment	Carolyn Egri, Simon Fraser U.	Michael V. Russo, U. of Oregon
Public & Non-profit Division	Stephen P. Osborne, Aston U.	Matthew Liao-Troth, Western Washington U.
Research Methods	Tojo Thatchenkery , George Mason U.	Philip L. Roth, Clemson U.
Social Issues in Management	Melissa S. Baucus, Xavier U.	Bryan W. Husted, ITESM/ Instituto De Empresa
Technology & Innovation Management	James Wade, U. of Wisconsin, Madison	Laura B. Cardinal, U. of North Carolina, Chapel Hill

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Special Thanks

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62nd Annual Meeting of the Academy of Management

August 9-14, 2002 • Denver, Colorado **Professional Development Workshops: August 9-11**
Refereed Scholarly Program: August 11-14

Building Effective Networks

IMPORTANT DATES

JULY 12, 2002 Deadline to reserve your room with the Housing Bureau
JULY 25, 2002 Deadline to register in advance at the lower registration fee
AUGUST 1, 2002 Deadline to cancel your registration with Academy of Management. (See housing section for hotel cancellation policy.)

DON'T MISS THIS YEAR'S MEETING IN DENVER, COLORADO! Submissions are in and this year's theme, Building Effective Networks, promises to make this meeting a great mix of papers, presentations and participation. To make sure you are ready to join other members of the Academy of Management remember to:

- **RESERVE YOUR ROOM**
- **REGISTER TO ATTEND**
- **BOOK YOUR TRAVEL PLANS**

You can reserve your room, register for the meeting and book your travel plans online by visiting the Denver Meeting website at **http://aom.pace.edu/meetings/2002/.** You'll need a credit card for all online reservations and registration, but the online access gives you secure, 24-hour access to make your plans at your convenience. Or please read the following information for instructions on how to make all of your housing, registration and travel plans.

RESERVE YOUR ROOM

by using the online reservation system available at http://aom.pace.edu/meetings/2002/ or by completing the 2002 AOM Annual Meeting Housing Reservation Form (enclosed). The deadline to reserve your room at the conference rates is July 12, 2002. If you choose to complete the form, please mail or fax it to:

MAIL: 2002 AOM Annual Meeting Housing Bureau
1555 California Street, Suite 300
Denver, CO 80202-4264
FAX: (303) 571-9435

REGISTER TO ATTEND

by using the online registration system available at http://aom.pace.edu/meetings/2002/ or by completing the enclosed EARLY REGISTRATION FORM. The deadline to register in advance at the lower registration fees is July 25, 2002. Please send your completed registration WITH YOUR PAYMENT to:

MAIL: Academy of Management Registration
P.O. Box 3020
Briarcliff Manor, NY 10510-8020
FAX: (914) 923-2615

MAKE YOUR TRAVEL ARRANGEMENTS

by contacting ATC, Association Travel Concepts, the official travel agency of the 2002 Annual Meeting in Denver. You can save as much as 15% off published airfares by purchasing your ticket at least 60 days prior to the meeting. ATC will also search for the lowest available fare on ANY airline flying into Denver! Contact ATC at:

ON-LINE: http://aom.pace.edu/meetings/2002/
or at http://www.atcmeetings.com
PHONE: 1-800-458-9383
E-MAIL: atc@assntravel.com
FAX: (858) 581-3988

62nd Annual Meeting of the Academy of Management

August 9-14, 2002 • Denver, Colorado

HOUSING INFORMATION AND INSTRUCTIONS

DEADLINE: JULY 12, 2002

Reservations must be made with the HOUSING BUREAU by July 12, 2002 to benefit from the reduced room rates. After July 12, 2002, you may continue to make reservations online, faxing completed form to the Housing Bureau, or by contacting the hotels directly, however, the reduced rates and hotel availability cannot be guaranteed.

Visit **http://aom.pace.edu/meetings/2002** to make your housing reservations online, 24 hours a day, 7 days a week or follow the instructions below and complete the 2002 AOM ANNUAL MEETING HOUSING FORM.

MEETING AND HOTEL INFORMATION

- Sessions will be held at the Denver Convention Complex, Adam's Mark Denver, and the Denver Marriott City Center.
- All Placement Services will be held at the Hyatt Regency Denver for the duration of the conference.
- All hotels are within .8 miles (1.2 km) of the convention center and all are within 2 blocks of either the free 16th Street Mall Shuttle or RTD light rail. The Adam's Mark is on the shuttle line; the Marriott and the Convention Center are both on the RTD light rail line.

HOTEL NAMES AND ADDRESSES	SINGLE	DOUBLE
ADAM'S MARK DENVER (Headquarters Hotel), 1550 Court Place	$146.00	$157.00
BROWN PALACE, 321 Seventeenth Street	$165.00 (Standard Room)	$165.00 (Standard Room)
	$180.00 (Superior Room)	$180.00 (Superior Room)
COMFORT INN DOWNTOWN DENVER, 401 17th Street	$99.00	$109.00
EMBASSY SUITES DOWNTOWN DENVER, 1881 Curtis Street	$165.00	$175.00
EXECUTIVE TOWER HOTEL, 1405 Curtis Street	$115.00	$115.00
HOLIDAY INN DOWNTOWN DENVER, 1450 Glenarm	$117.00	$127.00
HYATT REGENCY DENVER DOWNTOWN, 1750 Welton Street	$163.00	$181.00
MARRIOTT CITY CENTER, 1701 California Street	$161.00	$161.00

All rates listed are in U.S. Dollars. All reservations require a one-night room deposit and tax deposit. Current room tax in Denver is 13.45%.

HOUSING FORM INSTRUCTIONS:

All reservations must be made with the HOUSING BUREAU. Reserve your room online at http://aom.pace.edu/meetings/2002 OR complete the 2002 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the 2002 AOM ANNUAL MEETING HOUSING BUREAU (Address and fax number provided on the form).

DO NOT SUBMIT DUPLICATE FORMS! Doing so may result in duplicate charges and duplicate reservations! DO NOT mail this form to the Academy of Management Office.

DEPOSIT/PAYMENT/ACKNOWLEDGMENTS:

ALL reservations will require a one-night room and tax deposit (tax is currently 13.45%.). To facilitate your reservation – please guarantee your reservation with a credit card. For those who prefer to send a check deposit, you will be required to SEND A CHECK DIRECTLY TO THE HOTEL LISTED ON YOUR HOUSING ACKNOWLEDGMENT. Any reservation not guaranteed by either a credit card or check sent directly to the hotel will automatically be cancelled!! To ensure your room is not automatically cancelled, please guarantee your reservation via a credit card. Acknowledgments will be sent based on your preference indicated on the housing form. If you do not receive your acknowledgment within 14 days, please contact the 2002 AOM Annual Meeting Housing Bureau directly at: dmcvb-housing@dmcvb.org or by faxing them at: (303) 571-9435.

CHANGES AND CANCELLATIONS

Reservations canceled or changed prior to JULY 12, 2001 are to be made with the 2002 AOM Annual Meeting Housing Bureau. After July 16, changes and or cancellations should be made online, by faxing the Housing Bureau, or by calling the hotel directly. The hotels must receive all cancellations 7 days prior to your arrival in order to obtain a refund of your deposit. Changes or cancellations made with the 2002 AOM Annual Meeting Housing Bureau should be directed to: dmcvb-housing@dmcvb.org or by faxing them at: (303) 571-9435

SPECIAL NEEDS

If you have any special needs such as a wheelchair accessible room, please indicate this on your housing reservation form.

STUDENT HOUSING

Attention Students! There are a limited number of dormitory style rooms available at the University of Denver. These rooms are available at a minimal cost and are assigned on a FIRST-COME, FIRST-SERVED BASIS! Please make your reservation directly through the Conference, Meeting and Event Services office at the University of Denver via email: gblehm@du.edu or by phone: (303) 871-7451 (tell the operator that you are inquiring abou housing for the Academy of Management conference and your call will be transferred appropriately). Reservations must be made prior to July 20, 2002.

DO NOT USE THE 2002 AOM ANNUAL MEETING HOUSING FORM. You must make your reservations directly with the University of Denver. (The Housing Bureau cannot make reservations at the University of Denver so please do not use the housing form.)

62nd Annual Meeting of the Academy of Management

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Professional Development Workshops: August 9-11
Refereed Scholarly Program: August 11-14

HOUSING RESERVATION FORM

DEADLINE: JULY 12, 2002

IF FAXING HOUSING FORM, DO NOT MAIL A DUPLICATE. SUBMIT ONE ROOM REQUEST PER FORM – MAKE EXTRA COPIES IF NEEDED. RESERVATIONS MUST BE RECEIVED BY THE 2002 AOM ANNUAL MEETING HOUSING BUREAU BY JULY 12, 2002.

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EMAIL: dmcvb-housing@dmcvb.org
ONLINE: http://aom.pace.edu/meetings/2002/

PLEASE PRINT OR TYPE THE FOLLOWING INFORMATION TO INSURE CORRECT AND TIMELY PROCESSING.

ARRIVAL DATE: _____ DEPARTURE DATE: _____

Reservation For: _____
(First name) (Last name)

Share with: _____

Share with: _____

Share with: _____

SEND MY ACKNOWLEDGEMENT BY: (select one) EMAIL: _____ FAX: _____ MAIL TO: _____

Name: _____

Company/Organization: _____

Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____

Country: _____ Email: _____

Daytime Phone: _____ Fax: _____

(please include country code if international)

HOTEL PREFERENCE
(Please write out hotel name):

Choice 1: _____

Choice 2: _____

Choice 3: _____

If hotel choices are unavailable, which is more important? RATE _____ LOCATION _____

TYPE OF ACCOMMODATIONS : NUMBER OF PEOPLE: 1 2 3 4 (Please circle correct number) NUMBER OF BEDS: 1 2 (Please circle correct number)

Additional Requests: Request non-smoking room _____ Request rollaway bed _____ Request wheelchair-accessible room _____

Please list other accommodation needs: _____

ALL RESERVATIONS REQUIRE A ONE-NIGHT ROOM DEPOSIT AND TAX DEPOSIT

I understand the hotel will charge my credit card for this deposit OR I will send a check directly to the HOTEL upon receipt of the official housing acknowledgement. I also understand if I do not provide a credit card or do not send a deposit by check, my hotel reservation will be cancelled. Please do not send any checks to the housing bureau.

INDICATE FORM OF PAYMENT (Select either credit card or check payment):

☐ I will pay by CHECK and send it directly to the hotel upon receipt of the official housing acknowledgement.
(DO NOT SEND ANY DEPOSIT CHECKS TO THE HOUSING BUREAU.)

☐ I will pay by CREDIT CARD. (Please select from the following credit cards and complete all information requested.)

Check One: ☐ MASTERCARD ☐ VISA ☐ AMERICAN EXPRESS

Cardholder: _____ Card #: ☐☐☐☐ ☐☐☐☐ ☐☐☐☐ ☐☐☐☐ Exp. Date: _____
(Print name exactly as it appears on card)

Cardholder Signature: _____

All reservations must be processed through the Housing Bureau. If you are sharing a room, send only one form with the names of all persons occupying the room. The Housing Bureau will acknowledge reservations within 5-7 days of receipt of this form. Reservations are assigned on a first-come, first-served basis and according to room availability. After July 16, 2002, changes and or cancellations should be made online, by faxing the Housing Bureau, or by calling the hotel directly. You may contact the Housing Bureau by fax at (303) 571-9435 OR by email at dmcvb-housing@dmcvb.org. Cancellations made after July 12 will incur a charge of $25.00. New room requests received 7 days prior to, or after July 12, 2002, will also be subject to this fee.

62nd Annual Meeting of the Academy of Management

August 9-14, 2002 • Denver, Colorado

REGISTRATION INFORMATION AND INSTRUCTION

DEADLINE: JULY 25, 2002

IF YOU REGISTER BEFORE JULY 25, 2002 YOU PAY A REDUCED REGISTRATION FEE.
PAYMENT MUST ACCOMPANY YOUR FORM.

Visit: **http://aom.pace.edu/meetings/2002/** to register on-line using our secure site with your credit card.
Via mail: Return the completed Early Registration Form by the deadline date to the address shown on the form.
Via fax: Return the completed Early Registration Form by the deadline to: **914-923-2615**
EARLY REGISTRATION FEES ONLY APPLY TO THOSE REGISTRATIONS POSTMARKED BY JULY 25, 2002.
REGISTRATIONS RECEIVED AFTER JULY 25, 2002 WILL NOT BE ACCEPTED
AND YOU MUST REGISTER ON-SITE AND PAY THE HIGHER FEE.

MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE
Member: Academic and Executive	$150.00 USD	$210.00 USD
Member: Student and Emeritus	$55.00 USD	$77.00 USD

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

NON MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE
Non-Member: Academic and Executive	$265.00 USD	$325.00 USD
Non-Member: Student	$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 from the list below and include them in the appropriate section of the Early Registration Form. The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.

DIVISIONS

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

INTEREST GROUPS

Critical Management Studies (CMS)
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. Forms sent without payment will not be processed.

ATTENDANCE AND RESTRICTED ACCESS

Registration 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.

CANCELLATIONS

- To receive a refund of your registration fees, you must request it in writing and postmark or fax it to the Academy by AUGUST 1, 2002.
- No refunds will be issued after AUGUST 1, 2002.
- Please refer to the Housing Information and Instructions page for specifics on hotel cancellation policies.

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.

THE MEETING PROGRAM

Please bring this copy of 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 11, 2002 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and for people who register on-site.

THE PRESIDENTIAL LUNCHEON: Tuesday, August 13, 2002

Seating for the Presidential Luncheon will be somewhat limited. 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 may not be accommodated this year.

62nd Annual Meeting of the Academy of Management

August 9-14, 2002 • Denver, Colorado
Professional Development Workshops: August 9-11
Refereed Scholarly Program: August 11-14

EARLY REGISTRATION FORM

DEADLINE: JULY 25, 2002

Mail completed form to:
Academy of Management Registration
P.O. Box 3020
Briarcliff Manor, NY 10510-8020

OR Fax completed form to: **914-923-2615**

OR Register Online using your credit card
http://aom.pace.edu/meetings/2002/

INSTRUCTIONS

Refer to Registration Information page for complete details

- All registrants must complete Contact and Name Badge Information
- If you are a MEMBER – go to Member Registration Fees
- NON MEMBERS – OR EXPIRED MEMBERSHIPS – go to Non-Member Registration Fees
- Indicate any additional lunches or t-shirt purchases
- Calculate the Total Amount Due.
- No purchase orders or forms without payment will be processed

CONTACT INFORMATION

Name (First/Last): _____ Member ID # (Optional): _____

Address: _____

City: _____ State/Province: _____ Zip/Postal Code: _____ Country: _____

Phone: _____ Fax: _____ Email: _____

NAME BADGE INFORMATION (Name as you would like it to appear on badge)

Name Badge: _____ Affiliation: _____

Spouse Name for Courtesy Badge: _____

MEMBER REGISTRATION FEES

Academic/Executive – includes one ticket for Tuesday August 13 Presidential Lunch . . . . . **$150.00 US** _____
Student – does not include ticket for Tuesday August 13 Presidential Lunch . . . . . **$55.00 US** _____
Emeritus – includes one ticket for Tuesday August 13 Presidential Lunch . . . . . **$55.00 US** _____

NON-MEMBER REGISTRATION FEES – includes 1 year of membership & 2 divisions/interest groups

Academic/Executive – includes 1 ticket for Tuesday Aug. 13 Presidential Lunch . . . . . **$265.00 US** _____
Student – does not include ticket for Tuesday August 13 Presidential Lunch . . . . . **$113.00 US** _____
Place your division and or interest group selections below. Please refer to the Registration Information page for a complete listing.

SELECTION ONE: _____ SELECTION TWO: _____

ADDITIONAL SPECIAL EVENTS TICKETS AND ITEMS

Additional Lunch Ticket for Student/Guest for Presidential Lunch . . . . . **Quantity ( ) x $35.00 US ea.** _____
White Logo T-Shirt . . . . . **Quantity ( ) x $10.00 US ea.** _____

If You Are Registering for Summer Placement Check Here (submit separate placement registration to Placement) ☐

SPECIAL NEEDS: If you require special assistance at the meeting please contact: needs@aom.pace.edu

TOTAL AMOUNT DUE (Payment must accompany form) $ _____

PAYMENT BY CHECK

- **Make Check Payable to: Academy of Management** • Payment must accompany form • Payable and drawn only in US funds on US banks.
- Incorrect checks will be returned • Please sign your check

PAYMENT BY CREDIT CARD

We only accept MasterCard, Visa or American Express

Check One: ☐ MASTERCARD ☐ VISA ☐ AMERICAN EXPRESS

Cardholder: _____ Card #: ☐☐☐☐ ☐☐☐☐ ☐☐☐☐ ☐☐☐☐ Exp. Date: _____
(Print name exactly as it appears on card)

I hereby authorize the Academy of Management to charge my credit card for the above amount:

Cardholder Signature: _____

FOR OFFICE USE ONLY:

Today's Date: _____ Check#/CC: _____ Amount Paid: _____

62nd Annual Meeting of the Academy of Management

August 9-14, 2002 • Denver, Colorado

TRAVEL INFORMATION

ASSOCIATION TRAVEL CONCEPTS (ATC) has been selected as the official travel agency for The Academy of Management Annual Meeting in Denver August 9-14, 2002. As the official agency, ATC has negotiated discounts with United, Avis and Alamo Rental 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 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 Denver.

ATC Association Travel Concepts

ASSOCIATION TRAVEL CONCEPTS
1-800-458-9383
email: atc@assntravel.com
www.atcmeetings.com
Fax: (858) 581-3988

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:

- 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.

Above discounts apply for travel August 6 through 17, 2002.
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# 556EG**	**800-521-4041**
Avis:	**ID# J949039**	**800-331-1600**
Alamo:	**ID# 72620 GR**	**800-732-3232**

DENVER INTERNATIONAL AIRPORT

Located 23 miles east of downtown Denver and offering a full range of domestic and international flights. Taxis and commercial shuttles can be found just outside the baggage claim area on Level 5. The trip to the downtown area takes about 30 minutes. Visit the DIA web site www.flydenver.com, for additional information.

Ground Options to and from the Airport
For complete and detailed information on ground transportation, please refer to the official conference website at http://aom.pace.edu/meetings/2002/.

RTD SkyRide
$6 to and from DIA and downtown Denver. See the conference website for more info.

Taxis
A Taxi ride to or from DIA and downtown runs about $45.
Zone Taxi: **303-444-8888**
Metro Taxi **303-333-3333**
Yellow Cab: **303-777-7777**

Shuttle Services
There are a variety of van shuttle services to and from DIA. Shuttles cost $15. See the conference website for more info.

Limousines
There are a multitude of private limousine services available in Denver. See the conference website for more info.

FREQUENTLY ASKED QUESTIONS

Climate
Denver has an arid climate that is mild and dry. The average summer temperature is 72 degrees F (22 degrees C).

Altitude
Denver is known as the mile high city having an elevation of 5,280 feet above sea level. Adjustments to the altitude may take some people a day or two, so it is important to keep well hydrated.

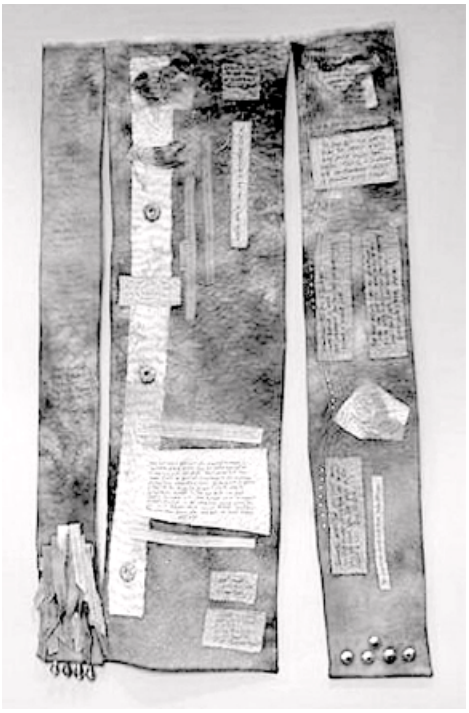
Registration, Housing and Travel Guidelines

Airport and Train Station Transportation

Denver International Airport (DIA) is located approximately 23 miles from downtown Denver. There are a number of options for getting to and from the airport. The least expensive is RTD Skyride. The cost is $6 to and from DIA and downtown Denver; you can pick up the free 16th Street Mall Shuttle from Market Street Station and it will take you to the Adam's Mark Hotel or within a couple of blocks of any of the other hotels. Cabs are also available and would cost less than $5 from Market Street Station to any of the hotels. There is a link on the web page to the RTD website, which has schedules and other information. Three taxi companies serve the airport - a taxi ride between DIA and downtown runs about $45. (Zone Taxi: 303-444-8888, Metro Taxi 303-333-3333, Yellow Cab: 303-777-7777). A number of shuttle services also operate out of DIA. Links and phone numbers are available on the web page - the shuttles generally run $15-$20. Links are also provided on the web page for a variety of limo services. Denver's Amtrak Station is located in LoDo at the west end of the 16th Street Mall. The free mall shuttle will take you from the station to within a couple of blocks of any of the conference hotels. A cab ride from the train station would cost approximately $5.

Transportation to Student Housing

If you are staying in student housing, cabs and shuttle services are an option. The RTD Skyride will drop you at 30th & Downing where you can pick up the light rail to Evans and then take a bus east on Evans to Denver University web page. Please check the web page http://www.aom.pace.edu/meetings/2002/ for additional information on transportation. Click "Welcome to Denver" and then "Transportation and Accessibility." This link also has information on accommodation for special needs.



"Fabric Grigot: A Network in Textiles" (quilt) Ann Rippin and Charles Booth, U. of the West of England

"Organized Anarchy" (photograph) Dennis Gioia, Pennsylvania State U.

Welcome to Denver

On behalf of the Local Arrangements Committee, I look forward to welcoming you to Denver for the 2002 Academy of Management meetings. In addition to the University of Denver, committee members represent the faculties of University of Colorado, Regis University, Colorado Technical University, and the U.S. Air Force Academy. We are all committed to making sure that you enjoy your stay in Colorado. We are also particularly committed to ensuring that everyone's needs are met with regard to transportation and accessibility.

I would like to extend special thanks to all of the LAC members who have worked so hard to bring you this conference and to the spirit of cooperation that the administrations of their Universities have shown in allowing them the time and resources to make this contribution.

If there is anything that we can do to make your experience at the Academy of Management meetings more valuable and enjoyable, please do not hesitate to contact us. Some basic information will be given in the next few pages, but please check our website frequently for additional detail and updates:
http://www.aom.pace.edu/meetings/2002/

Richard B. Kettner-Polley
University of Denver

Denver 2002 Charity – Urban Peak of Denver

We have chosen Urban Peak of Denver as the local charity for the Denver 2002 meeting of the Academy of Management. When you visit Denver in August and walk down the 16th Street Mall, you are bound to see some homeless and runaway kids. There are far fewer of them on the streets and they are better cared for as a result of the efforts of Urban Peak of Denver. With our help, Urban Peak can continue their effort toward ensuring that none of these kids is without a home when the winter weather hits the front range. Urban Peak's annual food budget is $18,000. If we manage to sell 1,000 t-shirts, we will be able to contribute $6,000 to this cause and so cover their food budget for four months, freeing them to expand their programs. Please help support this worthy cause by buying t-shirts for yourself, your family, and friends.

Urban Peak's mission is to serve homeless and runaway youth. They provide youth with a safe, caring, stable environment and assist them in permanently exiting street life. Urban Peak believes in the potential of every youth to contribute to our world.

Urban Peak was founded in 1988 by members of Denver's Capitol Hill community in response to the alarming numbers of homeless youth gathering in the neighborhood. What began as a drop-in center and street outreach program has evolved into a full service agency providing a continuum of services that range from street outreach to housing. Urban Peak is the only licensed homeless and runaway youth program in Colorado.

Each year, hundreds of youth come to Urban Peak for assistance. Urban Peak provides the services to help a young person move beyond life on the streets. These programs include education, job training, and housing assistance.

Additional information on Urban Peak of Denver can be found on their web page at: http://www.urbanpeak.org/

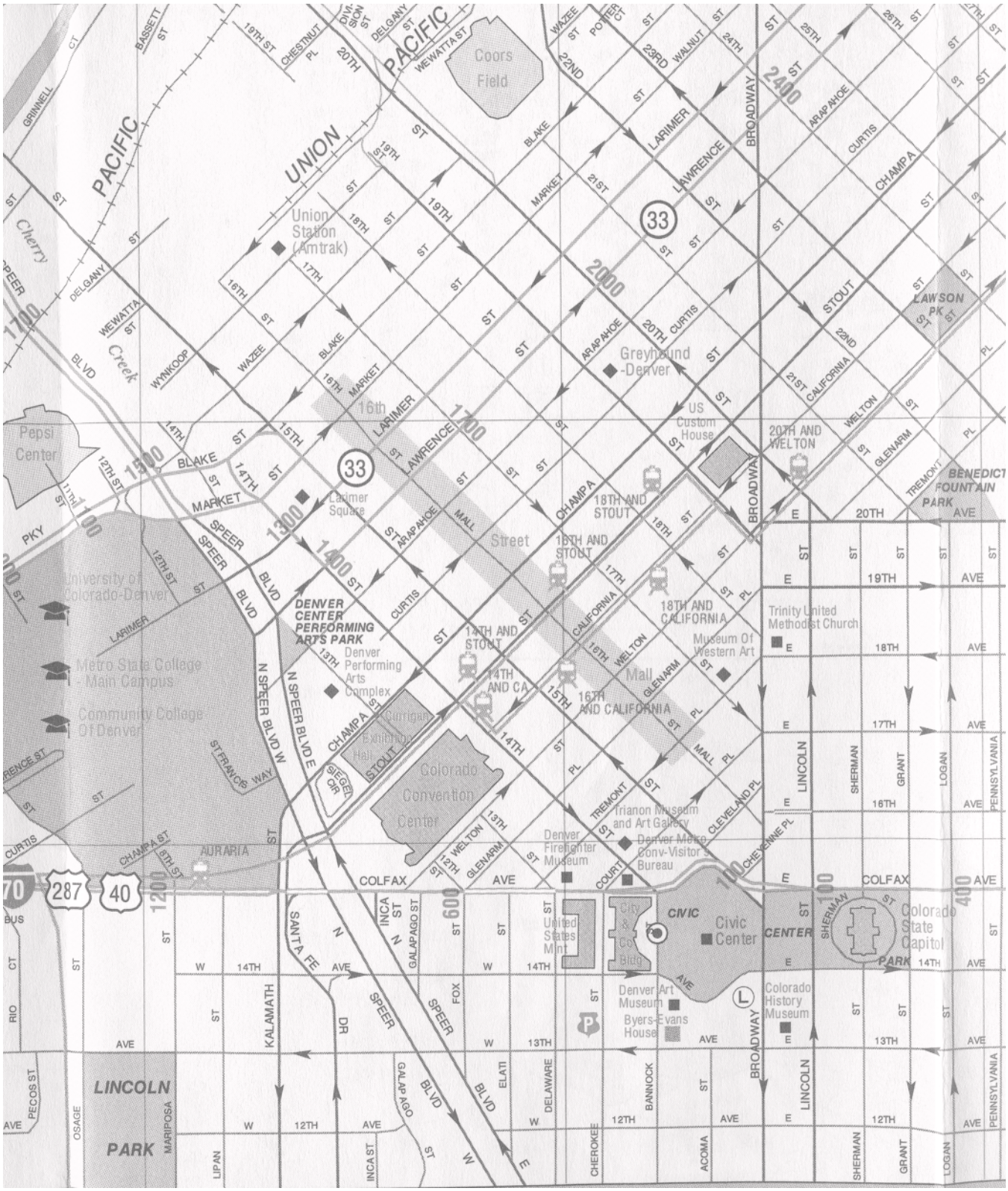
T-shirts

The Denver 2002 Academy of Management t-shirt will feature a full-color "Red Rocks" logo on a white t-shirt. For a better view of the logo, please visit our website: http://www.aom.pace.edu/meetings/2002/index_flash4.html and click on "Welcome to Denver" and then "T-Shirts." The t-shirts are $10 each. Please be sure to order your shirts when you register in order to make sure that you don't miss out. Remember that sales will benefit Urban Peak of Denver, so please be sure to order t-shirts using the check-off on the registration form. We will have extra shirts available at the meeting, but you can help us better estimate the demand by ordering in advance. We're really hoping to set a record in our charitable contribution this year.

Shuttle Service and Accessibility

Because all of the venues at the Denver Meetings are in close proximity and there are no hills downtown, we have decided not to run a regular shuttle service. Please check the website: http://www.aom.pace.edu/meetings/2002/index_flash4.html for detailed information on public transportation. There is a free shuttle bus that runs frequently on the 16th Street Mall. That will get you from Adam's Mark to within 2 blocks of the Convention Center, the Hyatt and the Marriott. All three of these venues are also on light rail, which runs at right angles to the Mall. We do plan to run shuttles between the Convention Center and the Adam's Mark Hotel for one hour before the Presidential Luncheon and one hour after in order to accommodate the large number of people who will be moving between those two sites at that time. Finally, if you have special mobility issues and these options don't serve your needs, there is a link on the website for you to contact us directly and we can make arrangements to provide taxicab vouchers on a case- by-case basis.

Denver Map


Coors Field
Union Station (Amtrak)
Greyhound -Denver
US Custom House
Pepsi Center
Larimer Square
DENVER CENTER PERFORMING ARTS PARK
Denver Performing Arts Complex
Colorado Convention Center
Civic Center
Denver Art Museum
Byers-Evans House
Colorado History Museum
Colorado State Capitol
Museum Of Western Art
Trinity United Methodist Church
Trianon Museum and Art Gallery
Denver Fire Center Museum
Denver Metro Conv-Visitors Bureau
United States Mint
City & County Bldg
LINCOLN PARK
LAWSON PK
BENEDICT FOUNTAIN PARK
University of Colorado-Denver
Metro State College - Main Campus
Community College Of Denver
Mall
Street
PACIFIC
UNION
CHAMPA
STOUT
LARIMER
LAWRENCE
BROADWAY
COLFAX
AURARIA
18TH AND STOUT
16TH AND CALIFORNIA
14TH AND STOUT
14TH AND CA
20TH AND WELTON
N SPEER BLVD W
N SPEER BLVD E
SPEER BLVD
SANTA FE
CIVIC CENTER

Local Arrangement Committee Tours and Entertainment

There is a wealth of entertainment opportunities within very close proximity to the Denver's conference hotels. Our goal this year is to give you as much information as possible and let you explore the options on your own. Please check the following website often for detailed information and updates on entertainment:

http://www.aom.pace.edu/meetings/2002/

We will be posting links to concert schedules for all of the major venues as soon as they become available. There are also links to a number of other entertainment opportunities including Coors Field (home of the Colorado Rockies), Six Flags Elitch Gardens (an amusement park within 2 miles of the Convention Center), Ocean Journey (a world-class aquarium, also within 2 miles of the Convention Center), the Art Institute, the Historical Museum, the Museum of Nature and Science, and the Denver Zoo. We have also posted information on biking, running, hiking, and kayaking opportunities. For those who would like to participate in more organized events, we have arranged four tours.

Sunday, August 11, 9:00am – 6:00pm

Colorado Springs Tour

The Garden of the Gods, the Olympic Training Center, Pikes Peak, the Famous Broadmoor Hotel, Old Colorado City, the Cave of the Winds and the Air Force Academy are some of the highlights a tour along the Front Range of the Rocky Mountains has to offer. The scenery in Colorado Springs is a combination of open plains and rugged mountain outcroppings and offers a different perspective of Colorado terrain. Great Events will custom design your tour to Colorado Springs.

Estimated tour time: 9 hours

You will depart from Denver around 9:00 am and travel on a deluxe motor coach. The first stop will be - if open to the public in August, the United States Air Force Academy and a tour of the beautiful Academy Chapel and Visitor's Center.

Next is a short drive to the ancient outcroppings of the Garden of the Gods with their eerie formations and balancing boulders. The Park's theater will show a dynamic 12-minute presentation that explains how those red rocks got there.

Then it's off to Pikes Peak and the Cog railway that brings you to the top! The roundtrip takes 3 hours and we will stay at the top for about 30-40 minutes. The railway begins its journey at the historic Manitou Springs depot. The vistas and changing natural settings - from canyons filled with dense pines and boulders to Alpine tundra above timberline - during this adventure are amazing. The sight from the top inspired Katherine Lee Bates to write "America the Beautiful."

Around 4:30 pm, we will head back to Denver where we will arrive around 6:00 pm.

Cost per person: $95.50

This tour includes the following:

- Great Events guide
- Transportation by deluxe Motor Coach
- (Guided tour at the Air Force Academy)
- Garden of the Gods
- Pikes Peak Cog Railway
- Boxed lunch
- All sales taxes, tips and gratuities
- Planning and coordination by Great Events

Monday, August 12, 9:00am – 5:00pm

Rocky Mountain National Park

Get out of the city for a glimpse of what the Colorado Rocky Mountains are all about. On the way to the park, the crisp blue skies serve as a backdrop to white mountain peaks, while mountainsides covered with pines provide a spectacular visual appetizer to what's to come for your guests.

We will leave Denver in the direction of Boulder, which sits in the foothills and will bring us up to the Rocky Mountains. The drive to Estes Park will take at least 2 hours. Our tour will take us along a wonderful scenic canyon as we wind our way toward Estes Park.

We will briefly drive through the Estes Park Village shopping area before continuing into Rocky Mountain National Park. The scenery in the Park is nothing short of spectacular and there will be several photo-taking stops. The route will take us on Many Parks Curve, the second highest paved road in the nation. The first highest, Trail Ridge Road, may be closed depending on the weather. The accessible areas of the park and the number of photo stops will be determined by weather conditions.

We will also stop for lunch at the famous Stanley Hotel.

Cost per person: $93.00 based upon a minimum of 20 participants

Dress warm in layers. The park and town can be surprisingly chilly in any season.

The Rocky Mountain National Park Tour includes the following:

- Round-trip transportation via deluxe motor coach
- Great Events guide on each motor coach
- Admission fee to Rocky Mountain National Park
- Tour of Stanley Hotel
- Planning and Coordination by Great Events
- Lunch at Stanley Hotel

Since you may not be used to the high altitude we'll make sure there's bottled water for everyone.

Tuesday, August 13, 2:00pm – 5:00pm

Coors Wellness Center and Brewery Tour
Come and experience one of the most renowned and copied wellness centers in corporate America. Coors wellness center has proven that keeping employee's fit will lower health insurance costs and increase worker productivity and satisfaction. The popular Coors brewery tour will follow. This tour is considered a must for visitors to Denver. Participants are allowed to indulge themselves with up to 3 beers at the end of the tour.

Saturday, Sunday, and Monday, August 10–12; times to be arranged

Denver Architecture Foundation Walking Tours
The Foundation has agreed to run these walking tours with anywhere from 10 to 50 participants. The cost is $25 per person. Check the following website for times and meeting places for these tours:

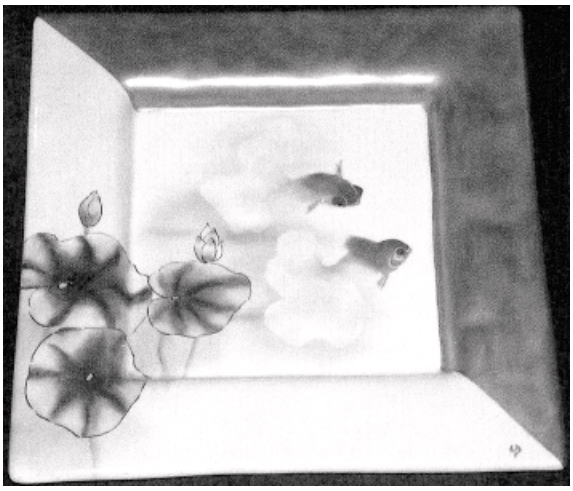
http://www.aom.pace.edu/meetings/2002/

In order to keep the cost low, we will not be taking advance registration for the tours, but a guide will be available and you can pay show up and pay on site.

Historic Lodo (Lower Downtown), 2 Hours
Lodo is one of Denver's most prominent historic districts and most fashionable places to live, offering the hottest night life, best restaurants and the historical origins of the city. Denver's architectural beginnings date back to the 1880s. Many young architects of the "Chicago School" came to Denver seeking fame and fortune, and found it here. Once a transportation hub between Chicago and San Francisco, Denver's original central business district has seen many uses over the past 100 years. Tour around this neighborhood and experience Denver's successful resurrection of old abandoned warehouses and buildings into the city's most prestigious address. You will discover many different styles of architecture from Beaux Arts to Art Deco to Chicago School.

Denver's Central Business District, 2 Hours
Once known as the "Wall Street of the Rockies", Denver's 17th Street has buildings whose architecture captures the energy growth boom in the 19th and 20th centuries. You will see many architectural styles ranging from the Neoclassical to the Post Modern. This is the core of Denver's beautiful skyline. Included are the Denver Performing Arts Complex, a historic office building renovated into low-income rental property, our own Campidoglio, modeled after the famous one in Venice, Italy, and two I. M. Pei buildings. Your guide will show you how Denver has integrated a wide range of housing into the core of the city.

All Around Civic Center, 2 Hours
The Civic Center is a Western version of The Mall in Washington, D.C. and Denver's governmental hub. It is surrounded by the State Capitol, the Denver Art Museum, the Public Library and several City and County Buildings including a major new structure just nearing completion. Its origins stems from 1893 when then-mayor Speer visited the World Columbian Exposition in Chicago and returned to Denver with a vision for the "City Beautiful" movement. The Civic Center master plan was on the boards by 1904 and served as the heart of City Beautiful movement that shaped so much of Denver.



"Creativity and Networks: A Story of Mutual Influence" (porcelain)
Veronique Tran, University of Geneva

"Growing Up Too Soon" (pencil drawing) Teri Tompkins, Pepperdine U.

62nd Annual Meeting of the

Academy of Management

August 9th-14th 2002 • Denver, Colorado

This form must be received by 5 p.m. MDT on July 9th, 2002. Please complete and return with full payment in U.S.dollars to: Great Events/TEAMS, 3401 Quebec St. # 4050, Denver CO, 80207 Phone (303) 394-2022, Fax (303) 394-3450

Official Tour Order Form

Name _____ E-mail _____

Address _____ City _____ State _____

Phone _____ Fax _____ Zip _____

Tour #1 Colorado Springs and Pikes Peak

August 11 9 am - 6pm Please order _____ tickets @ $99.50 each = $ _____

Tour #2 Rocky Mountain National Park

August 12 9 am - 5 pm Please order _____ tickets @ $93 each = $ _____

Tour #3 Coors Fitness Center and Brewery

August 13 2 pm - 5 pm Please order _____ tickets @ $25 each = $ _____

Total Amount Due in U.S. Dollars = $ _____

I am paying by ☐ check # _____ *Make your cheque payable to Great Events*

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Deadline for tour pre-registration is 5 pm MDT on July 9th, 2002. After that, reservations can be made on-site (space available) at the Academy of Management Tour Desk at the Colorado Convention Center.

On-site tickets will carry a $5 per ticket surcharge. Your canceled check or charge is your receipt. Pick-up and/or purchase of tickets will be at the Academy of Management Tour Desk.

Cancellation of any tour must be in writing. Applicable refunds will be processed within 30 days of the end of the meeting and will be returned minus a $5 per person cancellation fee. Cancellations received after 5:00 pm on July 9th, 2002 will result in a $20 per person cancellation fee. Any tour may be canceled due to lack of attendance. If a tour is canceled, your money will be refunded automatically within 30 days of the end of the meeting.

No refunds will be issued on-site.

The listed tour descriptions are representative of the tenor of the tour. Great Events reserves the right to alter the order in which sites are visited and to substitute like venues to meet conditions at the time of the tour.

All tours will depart from the Colorado Convention Center. Please arrive 15 minutes before the scheduled departure time to allow for boarding of the buses. Tours depart on time. There are no refunds for missed tours. Tours are under the professional guidance of Great Events, Inc.

Liability Waiver

I/we agree and acknowledge that I/we are undertaking such participation in _____ tours, events and activities of my own free will and intentional act and I/we are aware that possible physical injury might occur to me as a result of my participation in these tours, events and activities. I/we give this acknowledgment freely and knowingly and I/we are, as a result, able to participate in _____ tours, events and activities and do hereby assume responsibility for my own well-being. I/we also agree not to allow any other individual to participate in my place.

Signature

_____

Date _____

The Academy of Management's Annual Meeting, for the convenience of its attendees, is coupled with other events offered by various business entities. Absent a specific acknowledgement by the Academy, the Academy does not endorse nor take responsibility for the representations, action or inaction, of any third party providing/offering services/tours/events at or during the Academy's Annual Meeting. The Academy specifically disclaims any and all liability resulting from such activities and Academy registrants agree to waive any and all claims or actions against the Academy related to such activities.

62nd Annual Meeting of the
Academy of Management
August 9th-14th 2002 • Denver, Colorado

This form must be received by July 25th, 2002. Please complete and return with full payment in U.S.dollars to: Academy of Management Registration, PO Box 3020, Briarcliff Manor, NY 10510-8020 or you may fax this form to 914-923-2615

T-Shirt Order Form

100% cotton white T-shirt featuring the 2002 meeting *Red Rocks* logo

Name _____ Member ID # (optional) _____

Address _____ City _____ State/Prov _____

Phone _____ Fax _____ Country _____ Zip/Postal Code _____

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Large T-Shirt Please order _____ T-shirt(s) @ $10 U.S. each = $ _____

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2002 University Meeting Sponsors

On behalf of our sponsors, welcome to Denver, and the 2002 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. Our sponsors this year represent a number of U.S. states and three countries, the U.S, Canada and China.

This year we have 16 sponsors whose institutions have combined to contribute $38,000. The Academy is very grateful to the sponsors for the 2002 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, Texas Wesleyan University
Director of Sponsorship

Gold Sponsors

Arizona State University

Arizona State University is a leading center for research and technological advancement in partnership with the global business community while advancing the economic competitiveness and quality of life in Arizona. The College of Business is an important part of ASU's strength thanks to its internationally-renowned faculty, research and programs.

The ASU MBA faculty is regularly ranked in the Top 20 for research productivity measured by publication in the most highly regarded scholarly journals. Further, in an international list of 50,000 publishing research economists, ASU MBA claims two of the top 100 professors - an accomplishment realized by only a handful of other business schools around the country. Three of the 33 charter members of the *Academy of Management Journal* Hall of Fame are professors from the Department of Management.

Ranked consistently among the top 50 worldwide, ASU MBA builds from the strength of the faculty, offering integrated specializations in supply chain management, services marketing and management, information management, financial management and markets, health services administration and sports business. The ASU BUSINESS undergraduate program offers one of the few honors programs in the country housed entirely within a business school. The ASU Business Honors Program is affiliated with ASU's renowned Barrett Honors College.

ASU BUSINESS is committed to realizing its vision of excellence by engaging the best scholars as teachers, researchers and leader, partnering with innovators in the corporate arena, and engaging the brightest minds as students and later alumni. This educational experience is carried out in an environment rich with technology resources that mirrors the corporate arena.

Boston College

Undergraduate: Boston College is a coeducational university with an enrollment of 9,000 undergraduate students representing every state in the U.S. and more than 95 countries. Founded in 1863, it is one of the oldest Jesuit universities in the United States. The Carroll School of Management, offering a Bachelor of Science in Management, enrolls 2,189 students. The school was ranked 38th among national universities, #30 in Business Management Education and #20 in Finance by *U.S. News and World Report*.

Graduate: Boston College has a graduate enrollment of 4,500. The Carroll School of Management accounts for 692 part-time and 281 full-time students in its MBA, MSF, MSA and Ph.D. programs. On the graduate level, the school offers four degree programs:

- Master of Business Administration (MBA), emphasizing hands-on learning and a global outlook
- Master of Science in Finance (MSF), a rigorous ten-course curriculum providing advanced financial skills
- Master of Science in Accounting (MSA), the newest program, brings focus to the accounting profession
- Ph.D. in Management with Concentrations in Finance and Organization Studies

The Carroll School of Management MBA program was ranked #41 overall, and #5 in the country in graduates employed at graduation by *U.S. News and World Report*. *Forbes Magazine* "Return on Investment" rankings placed the Boston College Carroll School MBA program at #23.

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

China Europe International Business School (CEIBS)

The China Europe International Business School (CEIBS) is the only independent, stand-alone business school in China. It was established in 1994 under a joint venture agreement between the Chinese government and the European Union. It is based in Shanghai, with a branch campus in Beijing.

The school admits 128 full time MBA students and over 420 Executive MBA students, and provides executive training courses to thousands of managers and senior executives every year. The curricula are designed according to international standard, with a special focus on China, using teaching materials and techniques commonly used in top business schools in the West. The MBA program is taught entirely in English; the EMBA program is taught in both English and Chinese. The average GMAT score of the MBA class is 667.4, with an average working experience of 6.7 years. More than 50% of the EMBA students are company presidents and CEOs, with an average working experience of 12.5 years. CEIBS has exchange arrangement with 28 top business schools worldwide. In 2001, 37.8% of MBA students spent at least one module study abroad.

Composition of CEIBS faculty is one of the most international in the world. Eighty percent of its permanent and core faculty comes from outside of China. Most of them have been educated at top business schools in Europe, America and Asia, and have research

published in journals such *Administrative Science Quarterly*, *Journal of Marketing Research*, *Academy of Management Review*, *Strategic Management Journal*, *Journal of International Business Studies*, *Harvard Business Review*, etc. CEIBS also offers opportunities to a large number of visiting professors for short-term teaching and research positions.

The MBA and EMBA programmes of CEIBS ranked 92nd and 29th respectively in the 2001 worldwide ranking of business schools by the British based *Financial Times*. For more information: please visit www.ceibs.edu.

University of Colorado at Boulder

In October of 2001, the Leeds family of New York committed $35 million to the University of Colorado at Boulder's business school, the 6th largest gift in history to a business school. This gift provides the resources to further support the Leeds School's dedication to the world's understanding of the impact business has on society. The school's mission is to develop individuals who can adapt to and lead change, are knowledgeable in the best business practices, think critically, communicate effectively, act ethically, value diversity and are competitive in the global economy. Its faculty and students conduct leading edge research that contributes to the world's understanding of the impact business has on society.

The school offers undergraduate, MBA, doctoral, and executive degree programs. These programs are taught by professors who are among the best in their field, including leaders of national professional associations, winners of numerous teaching awards, and recipients of major research grants. CU-Boulder, which recently celebrated its 125th year, ranked 10th among public research universities, and third among rising research universities in the public sector in a study called "The Rise of American Research Universities." Professors have won national awards including the John Von Neumann Theory Prize, the Nobel of the operations research and management science field. The Leeds School partners closely with the region's dynamic entrepreneurial and high-tech businesses. The combination of this partnering and its outstanding faculty was acknowledged with the MBA entrepreneurship program's 16th ranking in *U.S. News & World Report*.

University of Denver

The University of Denver is the oldest independent university in the Rocky Mountain region. The campus is just eight miles from downtown Denver and 15 miles from the mountains. Approximately 9,300 students are enrolled in the university's undergraduate, graduate and professional programs. The University offers a wide array of academic and professional studies at the graduate level. The tradition of academic excellence is made manifest in each of the Graduate Studies programs - two of which are proud sponsors of the 2002 Academy of Management Conference.

University College. An award-winning provider of adult education, University College offers six master's degrees and 39 certificate programs in topics related to today's growing and changing industries. University College courses provide hard-hitting education for today's professionals looking for career advancement or change. The curriculum is constantly evolving to parallel trends in today's top industries. Instructors share their professional knowledge in areas such as Computer Information Systems, Technology Management, Telecommunications, Applied Communication, Geographic Information Systems, and Environmental Policy and Management.

Daniels College of Business. Founded in 1908, the Daniels College of Business is the eighth oldest U.S. business school. Its integrated business curriculum teaches business fundamentals in ways that allow students to apply what they learn. For example, the college has transformed its MBA into a national model that integrates disciplines and emphasizes ethics, communication skills and social responsibility. In addition to the MBA, specialized master's programs include areas such as accountancy, hotel, restaurant and tourism management, information technology and electronic commerce. Many of these programs, including the MBA, have been ranked in the top 25 listings of *Forbes* and *U.S. News and World Report* for regional business schools.

Please visit our website at: www.du.edu/grad/.

Simon Fraser University

Simon Fraser University, named after explorer Simon Fraser, has been consistently ranked as one of Canada's best comprehensive universities. The University has two campuses: the main Burnaby Mountain campus, and the Harbor Center campus in downtown Vancouver. The university has over 24,000 full- and part-time graduate and undergraduate students.

The Faculty of Business seeks to produce broadly educated, analytical, enterprising and socially responsible managers capable of making lasting contributions to business, government and society. The undergraduate program accepts about 500 students a year. At the graduate level, about 100 students are accepted into our various MBA programs and another 60 students enroll each year in either the weekend or weeknight cohorts of our 24-month EMBA program. Its MBA program has been ranked top in Western Canada. It is an ethnically diverse MBA program with 70 percent of the students born outside of Canada. To meet the needs of the community, the Faculty has developed several new programs. These include an MBA program that focuses on improving managerial skills in organizations that employ advanced technology and another that provides advanced strategic and managerial skills to accounting professionals. Its on-line graduate diploma program in business administration provides core business skills to working professionals. Research is the foundation on which the Faculty's teaching programs are based. The Faculty's teaching and research focus on eight areas: accounting, finance, international business, management and organizational studies, marketing, management and information systems, management science, and strategy and policy.

Silver Sponsors

University of Colorado at Denver

A warm welcome from your colleagues at the Business School at CU-Denver. One of four independent campuses of the CU System, the University of Colorado at Denver is an 11,000-student campus located in downtown Denver. CU-Denver is just steps away from

the historic LoDo District and adjacent to the city's Performing Arts Center and professional sports complexes.

With over 1,300 graduate students, and 2,600 students overall, the Business School at CU-Denver is the largest graduate business program in the state and a top choice for working professionals seeking a quality graduate business education. Strong ties to the business community and a faculty of active scholars provide students the knowledge and skills they need to advance their careers. Our curriculum reflects our student's demands for business relevance, our faculty's insistence that the courses they teach stay on the cutting edge, and our business partners input which we actively and continuously seek. And, with seven specialized MS programs, ten focused MBA tracks and over eighty electives available each year, students can tailor their study to meet their personal career goals.

The Business School faculty consists of 65 scholars with a wide variety of interests and disciplinary backgrounds. They share a commitment to conducting high quality research and to finding ways to help students apply theory to practice.

While you are in town, hop on the 16th Street Shuttle, walk two blocks west (towards the mountains) on historic Larimer Street and enjoy a stroll through our campus. It is an oasis in the city.

University of New Mexico

The Robert O. Anderson School and Graduate School of Management at the University of New Mexico (UNM) seek to provide excellence in professional management education and service to the community. The Schools are consistently ranked among the top 10 business schools by Hispanic Business, and U.S. News and World Report has identified the Schools as a "best value" in business education. The Anderson School are an international leader in social management issues being cited as showing "significant activities" in the World Resources Institute and Aspen Institute Report Beyond Grey Pinstripes.

BBA, MBA, and EMBA Programs form the academic core at the Anderson Schools. Enrollments are 1,000 students at the undergraduate level and 600 students at the graduate level. Most classes are taught by full time Ph.D. faculty, even at the undergraduate level. The Schools possess a richly diverse population. Over 40% of the MBA students are women, and over 25% are members of minority groups. Almost 40% of the BBA students are Hispanic and 5% are Native American. In addition, almost 40% of full-time faculty members are women.

The Anderson Schools are at the cutting edge of technology commercialization, with an academic program backed by active partnerships with New Mexico's federal labs including Los Alamos National Laboratories, Sandia National Laboratories and Phillips Laboratory. Recent funding of a Chair in Microsystems, Technology, and Commercialization is expanding program offerings and strengthening the bond forged among the Schools, UNM's School of Engineering, and community partners.

Anderson Schools' alumni form the core of New Mexico's economy. They are found in all 50 states and 22 foreign countries. For more information on The Schools and their programs, visit our website at: www.mgt.unm.edu.

Host Sponsors

Benedictine University

U.S. News & World Report named Benedictine University among the top schools in the Midwest Region and ranked the school Top Ten in the Midwest for Campus Diversity in their 2002 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.

Creighton University

Consistently ranked as the best comprehensive university in the Midwest, Creighton University is a diverse institution for its size (6,226 students; 1,361 faculty). In addition to a College of Arts and Sciences, Creighton has a College of Business Administration; Schools of Dentistry, Medicine, Law, Nursing, and Pharmacy and Allied Health Professions; and a Graduate School offering master and doctorate degrees. Founded in 1878, Creighton is private, Catholic, and coeducational, and operated by the Jesuit religious order.

The AACSB-accredited College of Business Administration at Creighton educates ethical and socially responsible business leaders for a dynamic world. It is home to about 11 percent of the student body. The College offers majors in accounting, economics, entrepreneurship, finance, information systems, international business, and marketing at the undergraduate level; graduate level programs include the traditional MBA, as well as Masters of Information Technology Management, Masters of Electronic

Commerce, and joint MBA-JD, Electronic Commerce-JD, and MBA-PharmD degrees. The College, set in a metropolitan area of nearly a million people, enjoys an excellent reputation with the thriving Omaha business community, and regularly places its graduates in the *Fortune* 100 and 500 companies headquartered there. The College and its four endowed chairholders host the Anna Tyler Waite Center for Leadership, the Joe Ricketts Center for Electronic Commerce, and a leading economic indicator for the region, the Midwest Purchasing Managers Index. A Center for Financial and Accounting Integrity is under development.

Colorado State University

The College of Business develops and disseminates educational and research programs of excellence demanded by our rapidly changing, information-driven, global community. The College offers an excellent applied educational experience to 2,300 undergraduates and 650 graduate students with an emphasis on technology, global enterprises and entrepreneurship. The College of Business is on the national "top 10 list" of several leading employers including Accenture, HP, Sun Microsystems and IBM.

A blend of business, education and service is part of the College's fabric. Our academic program includes service-learning objectives woven into the curriculum allowing students and faculty to make a difference beyond the classroom. A progressive faculty is comprised of 56 individuals, half of whom were recently added and three-quarters hail from Top 50 and 2nd tier premier doctoral universities.

Business administration accounts for the largest number of majors at Colorado State and has grown 46 percent in the past five years. Undergraduate concentrations are offered in six areas: Accounting, Computer Information Systems, Entrepreneurship, Finance and Real Estate, Management and Marketing. Admission standards require the highest index score (equivalent to a 3.0 GPA) within the University.

The College of Business is included in the top 25 percent of member business institutions that are accredited by AACSB International – The Association to Advance Collegiate Schools of Business. *U.S. News & World Report*'s 2002 ranking of America's best colleges includes the College of Business among the Top 100 best business undergraduate programs.

The Graduate Program includes an Evening-Campus MBA, Distance MBA, Executive MBA, MS Accounting and MS in Computer Information Systems. The Distance MBA has earned a number of hallmarks of quality, including being named a "best buy" by Geteducated.com, a distance- education research firm (*New York Times*). The program was also denoted as a "big name" university offering a high quality degree (Kiplinger's Personal Finance magazine) and was identified as a model for a successful distance MBA delivery (The Chronicle of Higher Education).

University of Nebraska – Omaha

The University of Nebraska at Omaha (UNO) is located in the heart of Nebraska's largest city, and is proud to serve as the state's metropolitan university. UNO is proud to offer a wide variety of degrees at the baccalaureate and master's levels, as well as selected doctoral degree programs. UNO offers a learning environment that features the best of both worlds - a small-school atmosphere within a thriving city where internship, employment and entertainment opportunities are plentiful.

Approximately 14,000 students are enrolled at UNO. Although many come from within a 100-mile radium of Omaha, fully one-third of the student population represents each state in the nation and 60 countries.

The UNO College of Business Administration aspires to be a leading urban-regional college of business by providing opportunities to each student for an exceptional education experience, by conducting quality research, and by providing service relating to the disciplines of the college. Our students can participate in the college's strong internship program, where they apply the knowledge they gain in the classroom to real-work situations in the Omaha business community. We are also proud of our Nebraska Business Development Center (NBDC), which is a cooperative program of the U.S. Small Business Administration and the University of Nebraska at Omaha. Through eight regional centers located in Nebraska, NBDC provides guidance for new business ventures or improvement projects for clients throughout the state.

The University of Nebraska at Omaha is a pacesetting, comprehensive metropolitan university, committed to a standard of excellence in its teaching, research and public service activities. UNO strives to anticipate and respond creatively to the emerging needs of the 21st century, while preparing students for a life-long commitment to learning and leadership roles in a constantly changing society.

Oklahoma State University

At the College of Business Administration at Oklahoma State University, more than 4,000 students are taking the important next step to career advancement and personal achievement. They're enrolling in one of the 15 undergraduate degree programs, six master's degree programs, or one of the several Ph.D. degree programs. These programs offer superior academic challenges and innovative research opportunities.

The College produces superior business leaders by incorporating the latest technology into the curriculum and seeking input from leaders in business and government to create industry-relevant degrees. More than 100 dedicated faculty members provide practical and progressive coursework that is enhanced by state-of-the art labs, real-world learning experiences and study-abroad opportunities.

Proud to be a sponsor of the Academy of Management, the Department of Management at OSU consists of 37 tenure-track faculty members committed to high levels of teaching and research scholarship, as well as service to the profession, the institution and the nation. The department offers four undergraduate programs (management, management information systems, management science and computer systems, and management with an option in human resource management), three master's programs (master of business administration, master of science in telecommunications management and a master of science in management information systems/accounting information systems), and a doctoral program.

All programs at the College of Business Administration are accredited by the Association to Advance College Schools of

Business (AACSB), which means that they meet or exceed established standards for business schools internationally.

Oklahoma State University is a land-grant university with approximately 26,000 students on six campuses, the largest being in Stillwater.

Regis University

Regis University is proud to be a sponsor of the Academy of Management. One of 28 U.S. colleges and universities sharing a 500-year tradition of Jesuit/Catholic education, Regis University prepares men and women of all ages to take leadership roles and to make a positive impact in a changing society. Innovative business programs in all three schools of the University have grown out of this mission by incorporating questions of meaning, values and ethical behavior throughout the curriculum.

Business and management programs, undergraduate and graduate, account for the largest enrollment in the University. All three schools that comprise the University, Regis College, the School for Health Care Professions, and the School for Professional Studies, offer degrees in business and management tailored to the specific educational and professional needs of their distinctive groups of students. The University serves more than 12,000 undergraduate and graduate students in six Colorado locations and nationwide through online programs. Business and management programs include bachelor's degrees in accounting, business administration, health care administration, health information management, human resource management, marketing, and organization development. Graduate programs include master's degrees in business administration, management, nonprofit management, and health services administration. The Regis University online MBA program is the largest in the United States.

By incorporating questions of meaning, values and ethical behavior throughout the curriculum, Regis University places special emphasis on the implications of decision-making in business, the global and ethical dimensions of business, and the application of theory in practice. This practice challenges students to develop the skills and leadership abilities necessary for distinguished professional work and contributions to the improvement and transformation of society.

Regis University has been named one of the top universities in the West for seven consecutive years by *U.S. News & World Report*. Nationally recognized since the 1970s as a leader in adult higher education, Regis University has received the Peter F. Drucker Foundation Award for innovative programs and a national award from the Council for Adult and Experiential Learning (CAEL) for excellence in innovation and service to adult learners.

Thunderbird, The American Graduate School of International Management

Any MBA program will teach about the world of business. At Thunderbird, we teach about the world AND about business.

For more than 55 years, Thunderbird, The American Graduate School of International Management has offered a comprehensive education in managing business in a global context. Using a tripartite foundation of core business, language and communication, plus international studies, the Thunderbird curriculum integrates an international perspective into every course. The Thunderbird graduate is a true specialist in international management with the additional opportunity to concentrate on a specific business discipline and focus on a specific region of the world. The Thunderbird graduate enters business environments throughout the world prepared to make an immediate contribution.

Students begin their studies either at the principal campus near Phoenix, Arizona in the U.S. or at Thunderbird Europe, strategically located just minutes from Geneva in the French-Swiss border community of Archamps, FR. Depending on the student's chosen course of study, he/she can spend as little as one or as many as three trimesters at either site. Thunderbird offers a one year (three semester) MBA in International Management program as well as its traditional four semester program for those interested in deeper regional and language studies.

The program also includes opportunities to study at Thunderbird facilities and partner programs throughout Europe, Asia or Latin America. As a Thunderbird student, one can have a truly multinational experience while earning an international business degree.

With a student body representing more than 70 nations, a faculty that comes from almost as many countries, and a global context woven into every course, at Thunderbird, everything is global.

University of Wyoming

Founded as a land-grant college in 1886, the University of Wyoming is the only accredited four-year institution of higher education in the state. Approximately 10,000 students are enrolled in undergraduate and graduate programs on the 785 acre campus in Laramie. Another 2000 are enrolled in off-campus programs scattered across 100,000 square miles of majestic mountains and striking high plains.

Business education has been present at the University of Wyoming since the 1890 legislation specifically identified "industrial and professional pursuits" as objects of the founding university mission. The College offers undergraduate majors in accounting, business administration, economics, finance, management and marketing. Graduate programs are offered in accounting, e-business, economics, finance and business administration (MBA). A Ph.D. program emphasizes resource economics. It reflects the historical interest in Wyoming and the West of balancing development and environmental concerns.

The College of Business, located just two hours north of Denver, is home to 1,300 students and 60 faculty members and was reaccredited by AACSB – International in 2000. The College takes pride in its student-oriented programs. Class size, faculty respect for students and instructional quality are academic qualities that distinguish our learning setting. Our graduates are proud of their accomplishments and the college's role in helping them meet their goals.

We are pleased to join with the Academy of Management in sponsoring their annual meeting in 2002 and encourage you to take a day trip to some of the finest recreational areas in the Rocky Mountain region located just minutes away from Laramie.

Special Thanks to the 2002 Exhibitor Sponsors

Perseus Publishing

Gold Sponsor of Interactive Paper Sessions

Perseus Publishing has a long tradition of excellence in the publishing of business books for a wide audience. The Perseus list includes such distinguished authors as Warren Bennis, Bill Bridges, Jerry Gilley, Christopher Locke, John Patrick, Jim Champy and many, many others.

This fall Perseus will launch its most ambitious project ever: BUSINESS: The Ultimate Resource. The most comprehensive volume ever published, BUSINESS will be a one-stop reference covering virtually every aspect of the world of business. With an introduction by Daniel Goleman, BUSINESS draws on the collected business intelligence of hundreds of marquis name contributors, offering the most current thinking in all fields, from marketing and finance, to strategic planning and human resources. Unprecedented in scope and featuring original best practice essays, a world almanac, a substantial source section and much more, BUSINESS will be the operating system for doing business in the 21st century. To learn more, please stop by our booth or visit our website at www.ultimatebusinessresource.com.

Perseus Publishing is a member of the Perseus Books Group, an independent family of publishers including Basic Books, Basic Civitas Books, PublicAffairs, Counterpoint Press, Da Capo Press, Westview Press, and the Running Press.

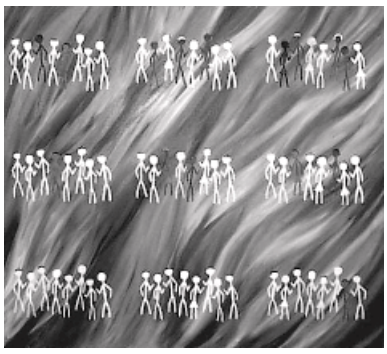
To find out more about the full range of titles we publish, please visit us at www.perseusbooksgroup.com.

Prentice Hall

Bronze Sponsor of Sunday Morning Break in Exhibits Area

Prentice Hall is a division of Pearson Education, the world's largest integrated education business, offering a full range of rich content across electronic and print media for all students everywhere - from early childhood to professional education and training. Pearson Education is the global leader in online learning through its 1,200 textbook companion Websites, NCS Learn, and the InformIT portal for technology professionals.

As the world of business education continues to expand and evolve, Prentice Hall remains dedicated to educating future business leaders through flexible solutions and innovative ideas. With our distinguished roster of authors who are the hallmark of business publishing, as well as our rich selection of textbooks, cases, simulations, online courses, web sites, and software products, we're proud to bring this world of education to you and your students...one classroom at a time! Please stop by our booth or visit us online at www.prenhall.com.



"Diversity Networking Matrix" (oil on canvas)
Yehuda Baruch, U of Texas, Arlington

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 Director's Row H at the Adam's Mark on Saturday, August 10, from 6:00-7:00 pm and again on Sunday, August 11, from 1:00-2:00 pm. Pre-registration for Placement Services may be done online at
http://www.aom.pace.edu/placement
from Monday, June 3rd, until Saturday, July 27. 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 $100. All Placement services and interview tables will be located in smaller meeting rooms at the Hyatt Regency. 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:

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

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

"Born Global", Sara L. McGaughey, U. of New South Wales

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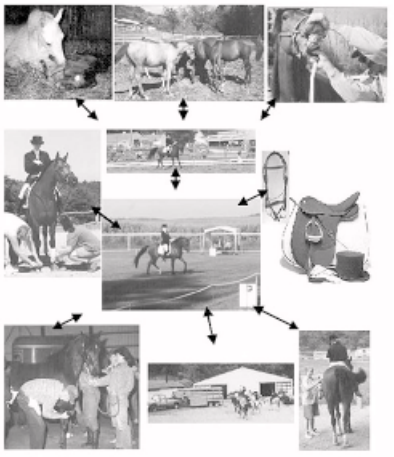


"Networks of Performance: Dressage"
Grace Ann Rosile, New Mexico State U.
and Alexis Downs, U of Central Oklahoma

2002 Exhibitors

Colorado Convention Center Ballroom

Sunday, August 11 – Tuesday, August 13

Exhibitor	Booth
American Association for Higher Education	101
Ashgate Publishing Company	101
Authors Academic Press	201
Berrett-Koehler Publishers, Inc.	203
Blackwell Publishing	401
British Psychological Society	101
Business Week Magazine	415/101
California Management Review	310
Changing Nature of Work Videos	126
Council for International Exchange of Scholars	124
CRM Learning	207
Davies-Black Publishing	324
Edward Elgar Publishing	308
Elsevier Science	315
Emerald	219
European Case Clearing House	417
Exhibitor Relations/George Washington Univ.	105
Georgetown University Press	101
The Great Game of Business	107
HarperCollins Publishers	322
Harvard Business School Publishing	200
Houghton Mifflin Company	420
Human Relations	320
Information Age Publishing	100
Interpretive Software Business Simulations	128
IP Publishing	101
Ivey Publishing	407
Jack Tesmer Institute	206
John Wiley & Sons/Jossey Bass	400
Kluwer Academic Publishers	311
Lawrence Erlbaum Associates, Inc.	408
M.E. Sharpe, Inc.	414
McGraw-Hill/Irwin	301
The MIT Press	209
Nicholas Brealey Publishing	101
Oxford University Press	416
Palgrave	211
Perseus Books Group	309

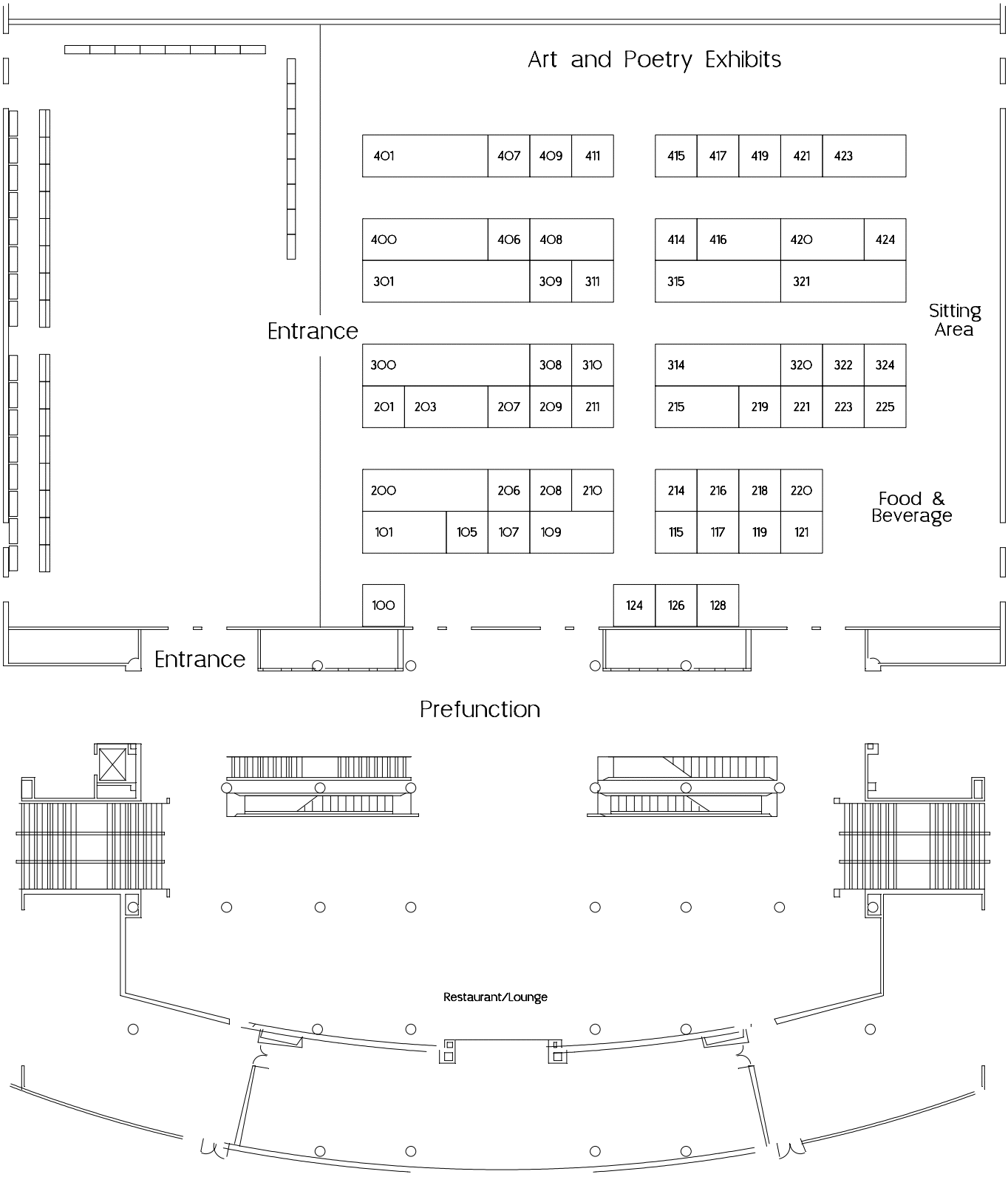
Exhibitor	Booth
Gold Sponsor of Interactive Paper Sessions	
Prentice Hall	300
Bronze Sponsor of Sunday Morning Break in Ballroom	
QSR International Pty Ltd.	225
Qualitative Data Analysis Group	109
Quorum Books/Greenwood Publishing Group	411
Random House, Inc.	215
Routledge	208
Sage Publications	314
Simon & Schuster	419
Society for Human Resource Management	421
South-Western, Thomson Learning	321
Stanford University Press	406
Taylor & Francis	210
Transaction Publishers, Rutgers	101
University of Chicago Press	101
University of Virginia	424
The Wall Street Journal	409
XanEdu	423

Exhibitor Hours

Sunday, August 11	9:00 a.m. – 5:00 p.m.
Monday, August 12	9:00 a.m. – 5:00 p.m.
Tuesday, August 13	9:00 a.m. – 11:45 a.m. 2:15 p.m. – 5:00 p.m.

Exhibits are closed Wednesday, August 14

2002 Exhibitors Map: Colorado Convention Center Ballroom



William H. Newman Award Nominees

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the past three years. Division program chairs may nominate one paper for this award. The Awards Committee, under the direction of the Chair, Sara Rynes (U. of Iowa), selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Here are this year's nominees.

BPS The Role of Network Resources in Market Entry: Commercial Banks' Entry into Investment Banking.
Michael Jensen, U. of Michigan

CM Do I Need to be a Tough Negotiator all the Time? Relationship Between Negotiators and the Concession Timing Effect
Seungwoo Kwon, Carnegie Mellon U.

ENT Exploiting an Opportunity: Entrepreneurs' Assessment of Imitation Threat and Liability of Newness
Young Rok Choi, Singapore Management U.

GDO What Managers Seek from Their Careers: Expanding the Traditional Model of Career Satisfaction
Kimberly Eddleston, Northeastern U.

HCM Factors that Influence Line Managers' Perceptions of Hospital Performance Data
Liane Soberman Ginsburg, U. of Calgary

IM Knowledge "Spill-backs" to Foreign Market Participants: The Impact of Exporting on Firm Innovation
Robert Salomon, New York U.

MC Bridging the Worlds of Academia and Business: Understanding Organizational Success in a Management Consultancy Firm
Véronique Ambrosini, Cranfield U.

MED The Effects of Cognitive Style on the Research Supervision Process in Management Education
Steven J. Armstrong, Hull U.

MH The Theory of the Firm Meets the 17th Century: The Case of the Chartered Trading Companies
Andrew von Nordenflycht, Massachusetts Institute of Technology

MOC How Personality Drives Network Benefits: Need for Cognition, Social Networks, and Information Amount
Marc H. Anderson, U. of Minnesota

MSR Birthing New Worlds through Exceptional Responses to Challenging Circumstances
Sangeeta Parameshwar, U. of Illinois, Springfield

OB The Pervasive Effects of Network Content
Brooke Harrington, Brown U.

OCIS The Role of Exchange Processes, Inter-group Context and Identification in Knowledge Sharing
Bernd Erhard Irmer, U. of Queensland

ODC The Right Shock to Initiate Change: A Sense-making Perspective
J. Bradley Morrison, Massachusetts Institute of Technology

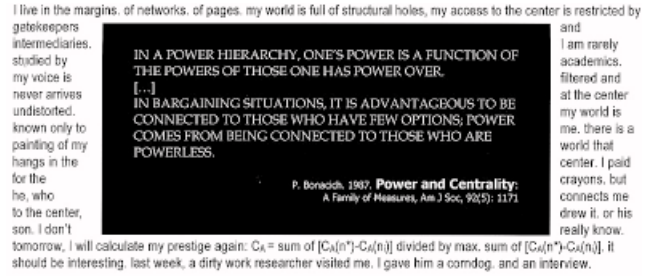
OM Just-in-Time in Practice at Toyota: Rules-in-Use for Building Self-Diagnostic, Adaptive Work-Systems
Steven J. Spears, Harvard U.

OMT Adaptation of Corporate Governance to Deregulation: A Longitudinal Study of the U.S. Banking Industry
Kim Bongjin, Tilburg U.

ONE Voluntary Environmental Initiatives as Signaling Mechanisms
Bruce Paton, Silicon Valley Center for Innovation & Sustainability

SIM Managing Public Affairs Through Storytelling
Pursey Heugens, Concordia U.

TIM Knowledge Creation, Social Networks, and Innovation: An Integrative Study
David Obstfeld, U. of California, Irvine



"At the Margins" Benedict Kemmerer and Hans Hansen, U. of Kansas

Carolyn Dexter Award Nominees

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for the Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high calibre for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Each divisional program chair can nominate up to two papers to the chair of this year's Dexter Award Committee, Louise Fitzgerald (De Montfort U.). Here are this year's nominees:

BPS Governing the Corporation in Emerging Economies: A Principal-Principal Perspective
Michael Young, Chinese U. of Hong Kong
Mike W. Peng, Ohio State U.
David Ahlstrom, Chinese U. of Hong Kong
Garry D. Bruton, Texas Christian U.

Learning-by-Hiring: When is Mobility Useful for Inter-Firm Knowledge Transfer?
Jaeyong Song, Yonsei U.
Paul C. Almeida, Georgetown U.
Geraldine Amber Wu, Columbia U.

CM Why Do Individuals Follow Cultural Norms? Need for Closure, Script-based Expectancies, and Conflict
Ho-ying Fu, Nanyang Technological U.
Michael Morris, Columbia U.
Sau-lai Lee, U. of Hong Kong
Chi-yue Chiu, U. of Hong Kong

ENT Opening the Black Box of Regional Culture: A Cross-Section of 54 Regions
Sjoerd Beugelsdijk, Tilburg U.
Niels Noorderhaven, Tilburg U.
Anton van Schaik, Tilburg U.

International Social Capital, Foreign Organizing Knowledge Acquisition and Technological Learning by Internationalizing Software Firms
Erkko Autio, Helsinki U. of Technology
Pia Arenius, Helsinki U. of Technology
Harry J. Sapienza, U. of Minnesota

GDO Awareness of Racism as a Predictor in the Study of Occupations: A Cross-National Approach
Maria Fernanda Garcia, Texas A&M U.

Individual and Contextual Factors Affecting Quality of Work Life and Work Attitudes of Gay Men
Raymond Nam Cam Trau, Monash U.
Charmine E. J. Hartel, Monash U.

HCM Professionalism and Organizational Citizenship Behavior: An Empirical Examination Among Israeli Nurses
Aaron Cohen, U. of Haifa
Yardena Kol, U. of Haifa

A Study of Organizational Factors that Support Clinical Quality Improvement: The Case of Chronic Disease Management
Mattia J. Gilmartin, INSEAD

HR Determinants and Moderating Influences of U.S. and Foreign National Managers' Willingness to Assume a Global Assignment
Robert Konopaske, U. of North Carolina, Wilmington
John M. Ivancevich, U. of Houston

Cultural Values and Interviewer Judgments in the Cross-Border Employment Interview
Ghee Soon Lim, National U. of Singapore
Ann Marie Ryan, Michigan State U.

IM MNC Knowledge Transfer, Subsidiary Absorptive Capacity and HRM
Dana Minbaeva, Copenhagen Business School
Torben Pedersen, Copenhagen Business School
Ingmar Bjorkman, Swedish School of Economics
Carl Fey, Stockholm School of Economics
Hyeon Jeong Park, Cornell U.

Change Management in MNC: How Global Convergence Intertwines with National Diversities
Mike Geppert, U. of Wales, Swansea
Dirk Matten, U. of Wales, Swansea
Karen Williams, U. of Wales, Swansea

MED The Cultural Imprint of Teaching-cases: A Comparative Study of the Best-selling MBA Cases in the U.S. and China
Neng Liang, China Europe International Business School/ Peking U.
Jiaqian Wang, Peking U.

Teaching in China: Culture-based Challenges
Herman Aguinis, U. of Colorado, Denver
Heidi A. Roth, U. of Colorado, Denver

MH Corporate Governance, Business Strategy and the Characteristics of Networks: A Theoretical Model and Application to the British Cotton Industry, 1830-1980
Steve Toms, U. of Nottingham
Igor Filatotchev, U. of Bradford

Jardine, Matheson & Company – The Role of the External Organization in Risk Reduction and Learning
Carol Matheson Connell, Glasgow U.

MSR Managerial Discernment: An Examination in the Case of Employee Appraisal
Vincent J. Duriau, U. of Maryland
Laurent Falque, EDHEC

A Buddhist Perspective on the Capitalist Iron Cage
Siriwut Buranapin, Boston U.

OB Culture and Competitive Decision Making: The Mediating and Moderating Effects of Individualism
Xiao-Ping Chen, U. of Washington, Seattle
Shu Li, Nanyang Technology U.

Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior
Samuel Aryee, Hong Kong Baptist U.
Hwee-Hoon Tan, National U. of Singapore
Pawan S. Budhwar, Cardiff U.

OCIS Outsourcing vs. Quasi-outsourcing: The Case of IT in France and Germany
Jerome Barthelemy, Audencia Nantes
Dominique Geyer, Audencia Nantes

Electronic Commerce in China: Theory and Cases
Maris G. Martinsons, City U. of Hong Kong

ODC The Influence of Attitudes to Change of Adoption of an Integrated IT System
Allannah Rafferty, Queensland U. of Technology
Roland Hirokazu Simons, Queensland U. of Technology

Efficacy of Appreciative Inquiry in Building Relational Capital in a Transcultural Strategic Alliance
Monty G. Miller, Pepperdine U.
Stephen P. Fitzgerald, Collaborative Capacity Consulting
Kenneth Murrell, U. of West Florida
Joanne Preston

OM Relevance of Baldrige Criteria in an International Context: A Study of National Culture
Barbara B. Flynn, Wake Forest U.
Brooke Saladin, Wake Forest U.

Manufacturing Transitions in Manufacturing Firms: A Cross-Cultural Comparison
Linda Edelman, Bentley College
Mark Frohlich, London Business School

OMT Calder and the Network: Towards Movement and Aesthetic Consideration in Network Theorizing
David Barry, Victoria U, Wellington
Claus Rerup, U. of Pennsylvania

Organizational Rules and Rule Histories: A Review of Rule-Based Models of Organizational Learning
Martin Schulz, U. of British Columbia
Nikolaus Beck, U. of Erfurt

ONE Sustainable Development or Neo-Colonialism?
Subhabrata Bobby Banerjee, U. of South Australia

Ireland's "Celtic Tiger" Economy through the Lens of Sustainable Development
James J. Kennelly, Skidmore College
Finbarr Bradley, Dublin City U.

RM The Identification of a Partial Metric Invariance Model for Multi-Group Studies
Gordon Gheung, Chinese U. Hong Kong

To Text or Context? Comparing Endotextual and Exotextual Approaches to Narrative Organizational Research
David Barry, Victoria U., Wellington
Brigid Carrol, U. of Auckland
Hans Hansen, U. of Kansas

SIM Enabling Guanxi Management in China: A Hierarchical Stakeholder Model of Guanxi Management in China: A Hierarchical Stakeholder Model
Chenting Su, U. of Victoria
M. Joseph Sirgy, Virginia Polytechnic Institute and State U.
Ronald K. Mitchell, U. of Victoria

Child Labor and International Business Ethics: The Case of the Brazilian Shoe Industry
J. Lawrence French, Virginia Polytechnic Institute and State U.
Richard E. Wokutch, Virginia Polytechnic Institute and State U.

TIM Improving Patent Valuation Methods for Management - Validating New Indicators by Understanding Patenting Strategies
Markus Georg Reitzig, Munich School of Management

Is Investing in Innovation Unproductive? A Time to Sow and a Time to Reap
Pedro Conceicao, Instituto Superior Tecnico
Francisco Veloso, U. Catolica Portuguesa

About the Academy of Management

The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

The Academy is committed to shaping the future of management research and education. Management is defined broadly to encompass all processes, structures, and behaviors that are related to the work of organizations, as well as the dynamics of industries, economies, cultures, and other environmental forces that affect organizations and their employees.

- 12,000 Members (70% U.S. / 30% Non-U.S.)
- 75 Countries Represented
- 24 Divisions and Interest Groups
- 7 Regional Affiliates (Eastern, Midwest, Western, Southern, Southwest, Iberoamerican, Asia)

Member Type Percentages

Professors 65%
Students 26%
Business Executives 7%
Emeriti (i.e. retired professors) 2%

AoM Publications

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Presents cutting edge research that provides readers with a forecast for new management thoughts and techniques. Published 6 times per year. Circulation: 13,700.

Academy of Management Review
Explores new management theories and presents high quality conceptual work. Published quarterly. Circulation: 13,600.

Academy of Management Executive
Presents straightforward practical articles geared toward the executive reader. Published quarterly. Circulation: 12,900.

Academy of Management Learning & Education Journal
Now accepting papers for this journal of scholarship on management education. Published quarterly.

Academy of Management News
Quarterly newsletter covering society news and activities.

24 Division-specific Newsletters
Periodic newsletters addressing areas of specialization.

Placement Roster
Roster of job opportunities and positions wanted. Published Spring, Fall, and at the Annual Meeting.

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Future Annual Meetings of the Academy of Management

2003 Seattle, Washington
August 1–6: Washington State Convention and Trade Center and Surrounding Hotels

2004 New Orleans, Louisiana
August 6–11: Sheraton New Orleans Hotel, New Orleans Marriott and Surrounding Hotels

2005 Honolulu, Hawaii
August 5–10: Hawaii Convention Center, Hilton Hawaiian Village and Sheraton Waikiki

2006 Atlanta, Georgia
August 11–16: Atlanta Marriott Marquis, Hyatt Regency Atlanta and Atlanta Hilton Hotel

2007 Philadelphia, Pennsylvania
August 3–8: Philadelphia Convention Center and Surrounding Hotels

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Affiliations reflect those at the time of presidency.

2000–2001	Van de Ven, Andrew H.	U. of Minnesota
1999–2000	Whetten, David A.	Brigham Young U.
1998–1999	Huff, Anne S.	U. of Colorado
1997–1998	Starbuck, William H.	New York U.
1996–1997	Hitt, Michael A.	Texas A&M U.
1995–1996	Mowday, Richard T.	U. of Oregon
1994–1995	Von Glinow, Mary Ann Y.	Florida International U.
1993–1994	Oldham, Greg R.	U. of Illinois
1992–1993	Hambrick, Donald C.	Columbia U.
1991–1992	Aldag, Ramon J.	U. of Wisconsin
1990–1991	Beyer, Janice M.	U. of Texas
1989–1990	Kerr, Steven	U. of Southern California
1988–1989	Bedeian, Arthur G.	Louisiana State U.
1987–1988	Hellriegel, Don	Texas A&M U.
1986–1987	Steers, Richard M.	U. of Oregon
1985–1986	Luthans, Fred	U. of Nebraska
1984–1985	Bartol, Kathryn M.	U. of Maryland
1983–1984	Slocum Jr., John W.	Southern Methodist U.
1982–1983	Duncan, Robert B.	Northwestern U.
1981–1982	Wortman Jr., Max S.	U. of Tennessee
1980–1981	Cummings, Larry L.	U. of Wisconsin
1979–1980	Glueck, William F.	U. of Georgia
1978–1979	Pledger, Rosemary	U. of Houston at Clear Lake
1977–1978	Miner, John B.	Georgia State U.
1976–1977	Kast, Fremont E.	U. of Washington
1975–1976	Vance, Stanley C.	U. of Tennessee
1974–1975	Hicks, Herbert G.	Louisiana State U.
1973–1974	Porter, Lyman W.	U. of California, Irvine
1972–1973	Summer Jr., Charles E.	U. of Washington
1971–1972	Steiner, George A.	U. of California at Los Angeles
1970–1971	Wolf, William B.	Cornell U.
1969–1970	Litterer, Joseph A.	U. of Massachusetts
1968–1969	Gordon, Paul J.	Indiana U.
1967–1968	Dale, Ernest	U. of Pennsylvania
1966–1967	Richards, Max D.	Pennsylvania State U.
1965–1966	Le Breton, Preston P.	U. of Washington
1964–1965	McFarland, Dalton E.	Michigan State U.
1963–1964	Davis, Keith	Arizona State U.
1962–1963	Koontz, Harold D.	U. of California at Los Angeles
1961–1962	Smiddy, Harold F.	General Electric Co.
1960–1961	Terry, George R.	Northwestern U.
1959–1960	Towle, Joseph W.	Washington U.
1958–1959	Mandeville, Merten J.	U. of Illinois
1957–1958	Goetz, Billy E.	Massachusetts Institute of Technology
1956–1957	Brown, Alvin M.	Johns–Manville Corp.
1955–1956	Moore, Franklin G.	U. of Michigan
1954–1955	Shuman, Ronald B.	U. of Oklahoma
1953–1954	Spriegel, William R.	U. of Texas
1952–1953	Folts, Franklin E.	Harvard U.
1951–1952	Mee, John F.	Indiana U.
1950–1951	Newman, William H.	Columbia U.
1949–1950	Jucius, Michael J.	Ohio State U.
1948–1949	Schell, Erwin H.	Massachusetts Institute of Technology
1947–1948	Davis, Ralph C.	Ohio State U.
1941–1947	Brecht, Robert P.	U. of Pennsylvania
1936–1940	Jamison, Charles L. (Founder)	U. of Michigan

2002 AoM Meeting Statistics

Table 1: 2002 Submissions by Division/Interest Group

Numbers reflect those submissions that were checked in and sent for review. In many cases, symposia were sent to multiple divisions.

Division/Interest Group	Papers	Symposia
AA	N/A	36
AP	39	N/A
BPS	467	18
CAR	56	5
CM	62	5
CMS	N/A	N/A
ENT	156	7
GDO	72	13
HCM	61	2
HR	174	15
IM	180	8
MC	48	3
MED	61	16
MH	77	2
MOC	70	5
MSR	34	3
OB	290	39
OCIS	93	6
ODC	84	9
OM	44	3
OMT	228	11
ONE	34	5
PNP	35	2
RM	53	3
SIM	91	8
TIM	182	11
Totals:	2691	226

Table 2: 2002 Papers, Symposia and Sessions

Submission	Total	Scheduled	Number
Papers	2691	Accepted for Division	894
		Accepted for SIT	124
		Accepted for Interactive	416
		Total Papers Accepted	1434
		Accepted for Proceedings	141
Symposia	226	Jointly Sponsored	66
		Singly Sponsored	36
		Accepted for Showcase	33
		Accepted for All Academy	33
Sessions	1028	Paper Sessions	374
		Symposia	168
		Professional Development Workshops	260
		Other	213
Participants		On Program	3886
		As Reviewers	3,769

Table 3: Universities with 30+ Program Participants

Based on self-identified statistics. Data may be incomplete.

Count	Affiliation name
59	Harvard U.
48	Texas A&M U.
45	U. of Michigan
44	U. of Pennsylvania
38	New York U.
36	Columbia U.
35	Pennsylvania State U.
33	INSEAD
32	Cornell U.
31	Case Western Reserve U.
31	National U. of Singapore
31	U. of Illinois, Urbana-Champaign

Table 4: Country Representation of Program Participants

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

Country	Count	Country	Count
Argentina	2	New Zealand	20
Australia	104	Norway	16
Austria	5	Oman	2
Belgium	22	Pakistan	1
Brazil	12	Philippines	1
Bulgaria	1	Poland	1
Canada	178	Portugal	4
China	32	Russian Federation	3
Costa Rica	1	Saudi Arabia	1
Denmark	14	Scotland	2
Egypt	1	Singapore	56
Finland	9	Slovenia	1
France	74	South Africa	2
Germany	36	Spain	25
Hong Kong	39	Sweden	34
Hungary	1	Switzerland	32
India	2	Taiwan	8
Ireland	10	Thailand	2
Israel	34	Turkey	1
Italy	18	United Kingdom	174
Japan	11	United States	2699
Kazakhstan	1	United States Minor Outlying Islands	1
Korea	1	Uruguay	1
Korea, Republic of	17	Vietnam	1
Malta	1	Not provided	94
Mexico	3	Other	1
Netherlands	70		

Friday Morning, August 9, 2002

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30
AM: Director's Row I			← AAC: Board of Governors` Meeting							→
MT: Matchless									**3** ENT: Doctoral Consortium	→
OS: Off-Site			← IM: IM Division Rafting Trip							→

Friday Afternoon, August 9, 2002

	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
AM: Columbine	**11** MED/MH: Teaching and		**21** MED: Teaching under					
AM: Director's Row I	← AAC: Board of Governors` Meeting							
AM: Gov. Sq. 10	**9** HR: HR Education: A Town Meeting!							
AM: Gov. Sq. 12	**15** PS: Collaborative Action Learning							
AM: Gov. Sq. 16	**13** MSR: Doctoral Consortium							
AM: Plaza Court 1					**26** MED/CAR/GDO: Transitioning into Academia			
AM: Plaza Court 7	**4** BPS and Cosponsors: Research & Practice PDW							
AM: Tower Court A					**28** MSR/RM: Spirituality: Quant. Database			
AM: Tower Court B	**5** BPS/OMT/TIM: Conversations on Knowledge							→
MT: Col. Ballrm Sal. A					**29** ONE/TIM: Hydrogen Economy Teach-In			
MT: Col. Ballrm Sal. B							**30** CM: CM Doctoral Consortium	→
MT: Col. Ballrm Sal. C			**20** MC: Learning in a Virtual World				**32** ODC/MC/BPS/IM: Intl. Business	→
MT: Col. Ballrm Sal. D	**14** ODC: Struggling w/ Network Dilemmas						**31** ODC: Entry Level OD Competencies	→
MT: Col. Ballrm Sal. F	**7** ENT:	**17** ENT/ONE/SIM/GDO/PNP: Bill Drayton			**24** ENT/SIM/PNP/ONE: Enterprise			
MT: Col. Ballrm Sal. G		**18** MC: Consulting Process					**34** MC: Executive Coaching	→
MT: Col. Ballrm Sal. H	**8** GDO: Diversity Theory and Practice							
MT: Col. Ballrm Sal. I+J					**22** CMS: CMS Political Economy Tutorial			→
MT: Denver Ballrm Ste I	**10** MC/ODC: Successful Consulting							→
MT: Denver Ballrm Ste IV					**25** GDO: GDO Doctoral Consortium		**35** GDO: GDO Doctoral	→
MT: Denver Ballrm Ste V		**16** ENT: E-Learning for Ent Educators			**23** ENT/IM: Globalization and ENT Women			
MT: Denver Ballrm Ste VI							**33** TIM/OCIS: TIM/OCIS Doctoral Consortium	→
MT: Matchless	← ENT: Doctoral Consortium							→
MT: Mattie Silks		**19** MC/ODC/OMT: Consulting and Academia						→
MT: Nat Hill	**12** MH: Railroads, Mining and Colorado				**27** MH: Colorado & Denver in History			
MT: Pomeroy	**6** CAR: Intelligent Career Card Sort							→
OS: Off-Site	← IM: IM Division Rafting Trip							

Friday Evening, August 9, 2002

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
AM: Gov. Sq. 11	**39** PS: An Informal AR Gathering								
AM: Gov. Sq. 14	**38** MSR: Spirit and Meaningful					**53** MSR:			
AM: Gov. Sq. 16							**55** MSR: Ken Wilber I: Framework		
AM: Gov. Sq. 9					**48** AAC: Seattle 2003: Democracy Planning				
AM: Plaza Ballrm A			**45** OB/OMT/ODC: Doctoral Student Consortium						
AM: Plaza Court 1	**37** MED: Transition Economies of Europe			**47** MED: Developing a Research Culture					
AM: Plaza Court 4	**40** SIM: SIM Doctoral Consortium								
AM: Silver				**46** BPS: BPS Doctoral Consortium					
AM: Terrace			**44** OB/OMT: Junior Faculty Workshop						
AM: Tower Court B	← BPS/OMT/TIM: Conversations								
MT: Col. Ballrm Sal. B	← CM: CM Doctoral Consortium								
MT: Col. Ballrm Sal. C	← ODC/MC/BPS/IM: Intl. Business Consulting								
MT: Col. Ballrm Sal. D	← ODC: Entry Level OD								
MT: Col. Ballrm Sal. G	← MC: Executive Coaching		**42** HCM: Reception and Welcome to HCM						
MT: Col. Ballrm Sal. I					**51** ODC: International Reception				

Friday Evening, August 9, 2002 (cont.)

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
MT: Col. Ballrm Sal. I+J	← CMS: CMS Political Economy								
MT: Denver Ballrm Ste II	**36** ENT: New Faculty Consortium								
MT: Denver Ballrm Ste III			**43** IM: IM Welcome and Academy Roadmap						
MT: Denver Ballrm Ste IV	← GDO: GDO Doctoral Consortium								
MT: Denver Ballrm Ste VI	← TIM/OCIS: TIM/OCIS Doctoral Consortium								
MT: Matchless	← ENT: Doctoral Consortium								
MT: Mattie Silks	← MC/ODC/OMT: Consulting and		**41** CMS: CMS Reception			**52** CMS: CMS Doctoral Workshop			
MT: Pomeroy	← CAR: Intelligent Career Card								
OS: Off-Site							**54** IM: IM Dinner with the EC		
OS: Off-Site					**50** GDO: GDO Doctoral Consortium Dinner				
OS: Off-Site					**49** ENT: Doctoral Consort Dinner				

Saturday Morning, August 10, 2002

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
AM: Director's Row H			**99** AAC: Board of Governors' Meeting →						
AM: Gov. Sq. 10	**68** HR: HR Doctoral Student Consortium →								
AM: Gov. Sq. 11	**86** SIM: Rebuilding Social Capital								
AM: Gov. Sq. 12			**107** PS: Accelerated Action Learning						
AM: Gov. Sq. 16	**62** BPS: BPS New Faculty Consortium →								
AM: Gov. Sq. 9	**69** HR: HR Jr. Faculty Consortium →								
AM: Plaza Ballrm A	**81** OB/OMT/ODC: Doctoral Student Consortium →								
AM: Plaza Ballrm D		**98** NDSC: New Doctoral Student Consortium →							
AM: Plaza Court 1			**102** HR/CAR: Surviving Workaholism						
AM: Plaza Court 4	**85** SIM: SIM Doctoral Consortium →								
AM: Silver	← BPS: BPS Doctoral Consortium →								
AM: Terrace	**80** OB/OMT: Junior Faculty Workshop →								
AM: Tower Court A				**108** AAC: Newsletter Editor					
AM: Tower Court B	**63** BPS/OMT/TIM: Conversations on Knowledge →								
AM: Tower Court C	**79** OB: International Strategies								
CC: A101		**87** CAR/GDO: Becoming a Department Chair							
CC: A103	← MED/OB: Learning through Film						**121** MED/IM/ITC: Innovative Distance Learning →		
CC: A105			**103** MED: Learning & Teaching via Internet						
CC: A107			**105** MED/OB/OCIS: Teaching with Technology						
CC: A109			**104** MED: Developing Doctoral Students						
CC: C101	**76** MC/ODC: Successful Consulting →								
CC: C102	**61** AAC: Membership Committee Meeting								
CC: C103	**82** OCIS/TIM: OCIS/TIM Jr Faculty Consortium →								
CC: C104	**75** MC: Teaching Management Consulting								
CC: C105					**114** MOC: Organizational Identity, Image				
CC: C106						**118** HCM: Junior Faculty Survival Skills			
CC: C107	**77** MC/ODC/OMT: Consulting and Academia →								
CC: C108		**92** HCM/MED: Teaching Skills							
CC: C109								**123** MC: Marketing U.-based	
CC: C110						**117** HCM: Grad School Survival Skills			
CC: C112	**78** MSR:	**94** MSR: Spirit Practice							
CC: C202		**96** RM: Regression Interactions							
CC: C206	**73** IM/PNP/ONE: Behavioral Simulations for IM →								
CC: C208	**70** IAM/ENT: Iberoamerican Entrepreneurship				**112** IAM: Globalization and Management				
CC: C209	**84** RM/OB/BPS/OMT/IM: Social Network Workshop →								
CC: C210	**71** IM: Doctoral Consortium →								
CC: C212	**72** IM: IM Junior Faculty Consortium →								
MT: Col. Ballrm Sal. A		**95** ONE: ONE Doctoral Consortium →							
MT: Col. Ballrm Sal. B			**100** CM: CM Doctoral Consortium →						
MT: Col. Ballrm Sal. C	**74** MC: Process Consultation		**106** ODC/MC: Five Approaches of Change						
MT: Col. Ballrm Sal. D	**83** ODC/MED: Executive Doctoral Colloquium →								
MT: Col. Ballrm Sal. F	**66** ENT: Research Methods in Ent			**109** ENT: Utilizing Effective Networks			**119** ENT: Entrepreneurship Theory		
MT: Col. Ballrm Sal. G		**90** GDO: GDO Doctoral Consortium			**111** GDO: GDO Doctoral Consortium				
MT: Col. Ballrm Sal. H+I+J		**91** GDO: Diversity Dialogues I							
MT: Denver Ballrm Ste I	← GDO: GDO								
MT: Denver Ballrm Ste II		**89** ENT: New Faculty Consortium →							
MT: Denver Ballrm Ste III					**115** ONE: Evolution of ONE Research				
MT: Denver Ballrm Ste IV					**116** TIM/BPS/OMT: Modeling Legacies and Shocks				
MT: Denver Ballrm Ste V	**67** ENT: Community Based Ent			**110** ENT/PNP/MED: Universities & Economic			**120** ENT: NTA's: Current Practice		
MT: Denver Ballrm Ste V	← TIM/OCIS: TIM/OCIS Doctoral Consortium →								
MT: Matchless	← ENT: Doctoral Consortium →								
MT: Mattie Silks	**65** CMS: CMS	**88** CMS: CMS	**101** CMS: CMS & Postcolonial Theory					**124** CMS: CMS & Case	
MT: Nat Hill		**93** MH: New Member Workshop			**113** MH: AACSB Changes and		**122** MH: Time Management		
OS: Off-Site	**64** CAR: Career Journeys →								
OS: Off-Site		**97** SIM: SBE/SIM Joint Symposium							

Saturday Afternoon, August 10, 2002

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
AM: Director's Row H	← AAC: Board of Governors' Meeting									
AM: Gov. Sq. 10	← HR: HR Doctoral Student Consortium									
AM: Gov. Sq. 11	← SIM:				**163** SIM: SIM Values Statement					
AM: Gov. Sq. 12			**150** PS: International Action Research				**171** PS: Comparative Action Research			
AM: Gov. Sq. 16	← BPS: BPS New Faculty Consortium									→
AM: Gov. Sq. 9	← HR: HR Jr. Faculty Consortium									
AM: Plaza Ballrm A	← OB/OMT/ODC: Doctoral Student Consortium									
AM: Plaza Ballrm D	← NDSC: New Doctoral Student Consortium									
AM: Plaza Court 1		**136** HR/MED: Measure Learning Effectiveness					**165** HR/MED/IM: Multinational HR Research			
AM: Plaza Court 2					**158** BPS/IAM/TIM/AAM/IM: Internationalizing Research					→
AM: Plaza Court 3		**128** BPS/RM: Strategy and Simulation			**159** BPS/OMT/ONE/SIM/IM: From Idea to Submission					→
AM: Plaza Court 4	← SIM: SIM Doctoral Consortium									→
AM: Plaza Court 5		**134** AAC: (TTC) The World as Classroom								
AM: Plaza Court 6					**162** OMT/OB: Qualitatively Different					→
AM: Plaza Court 7		**132** PNP: PNP Junior Faculty Consortium								→
AM: Plaza Court 8			**149** PNP: PNP Doctoral Consortium I							
AM: Silver	← BPS: BPS Doctoral Consortium									→
AM: Terrace	← OB/OMT: Junior Faculty Workshop									
AM: Tower Court B	← BPS/OMT/TIM: Conversations on Knowledge									
AM: Tower Court C			**147** OB: IS and OB Networking							
AM: Vail			**137** BPS/OMT: A Process View of Strategy							→
CC: A101			**138** CAR: Movin' On					**173** CAR: Academic Dual Career ...		
CC: A103	← MED/IM/ITC: Innovative		**144** MED/OCIS/OB: Use of Art for Team Development				**168** MED/OCIS/OB/TIM/MOC: IT Networks & Critical			
CC: A105				**155** MED: A Case Critique Colloquium						
CC: A107		**131** MED/OCIS: Anime II & Recruitment								
CC: A109		**130** MED: Business Games add Reality					**170** MSR/CMS: Spirituality: Critical			
CC: Ballroom		**126** AAC: Registration								
CC: Ballroom		**127** AAC: Membership								
CC: C101	← MC/ODC: Successful Consulting									→
CC: C102			**139** CAR/HCM: Physical Health and Well-Being							
CC: C103	← OCIS/TIM: OCIS/TIM Jr Faculty Consortium									
CC: C104			**142** MC: Consulting for Academia						**182** MC/ODC/OMT:	→
CC: C105			**145** MOC/OCIS: Organizational Memory				**169** MOC/RM: Cognitive Mapping Workshop			
CC: C106								**177** HCM: Skills for Managing P&T		
CC: C107	← MC/ODC/OMT: Consulting and Academia									→
CC: C108			**143** MED/MSR: Leadership Development							
CC: C109	← MC:		**141** MC: Overcoming Resentment				**166** MC: Selling		**184** MC: Appreciative	→
CC: C110								**176** HCM: Dissertation Survival Skills		
CC: C112			**146** MSR: Developing Academic							**185** →
CC: C201					**161** MOC/ODC/OB/OMT: Our Art , Our Work					→
CC: C202	← RM:						**167** MED/IM: Strategic Learning - USA & Japan			
CC: C204				**154** ITC: International Academic Careers						
CC: C205								**181** OM: SCM Research		
CC: C206	← IM/PNP/ONE: Behavioral		**148** OM: OM Doctoral Student Consortium							
CC: C208				**153** IAM: Strategy & Market Integration				**178** IAM/IM: Cross-Cultural Methodology		
CC: C209	← RM/OB/BPS/OMT/IM: Social Network Workshop									
CC: C210	← IM: Doctoral Consortium									
CC: C212	← IM: IM Junior Faculty Consortium									
HY: Pikes Peak		**125** AAC: Placement Registration								
MT: Col. Ballrm Sal. A	← ONE: ONE Doctoral Consortium									
MT: Col. Ballrm Sal. B	← CM: CM Doctoral Consortium									
MT: Col. Ballrm Sal. D	← ODC/MED: Executive Doctoral Colloquium									→
MT: Col. Ballrm Sal. E		**135** ENT: Endowed Chairs Annual Lunch								

Saturday Afternoon, August 10, 2002 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
MT: Col. Ballrm Sal. F	← ENT:		**140** ENT: Coaching the Ent Team			**164** ENT: Writing for Rejection				
MT: Col. Ballrm Sal. G+H+I+J	**129** GDO: Diversity Dialogues II									→
MT: Denver Ballrm Ste II	← ENT: New Faculty Consortium									
MT: Denver Ballrm Ste IV	**133** TIM: Challenges Teaching Innovation						**172** TIM/OCIS/ONE: Publishing in the Journals			
MT: Denver Ballrm Ste V	← ENT: NTA's:				**160** ENT: Entrepreneurship Innovations			**175** ENT: Ent Pedagogy Award Winner		
MT: Denver Ballrm Ste VI	← TIM/OCIS: TIM/OCIS Doctoral Consortium									→
MT: Matchless	← ENT: Doctoral Consortium									
MT: Mattie Silks	← CMS: CMS &			**151** CMS: CMS Roundtables				**174** CMS: CMS & MNCs		→
MT: Nat Hill				**157** MH: Meet Paul Hersey				**180** MH: Jaques and Management		
MT: Pomeroy				**156** MH: Dissertation Planning Workshop				**179** MH: Managing the Dissertation		
OS: Off-Site	← CAR: Career Journeys									
OS: Off-Site									**183** MOC: Coors Brewery	→
OS: Off-Site				**152** ENT: Field Trip: Service Project						

Saturday Evening, August 10, 2002

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
AM: Columbine			**199** SIM: SIM Distinguished Speaker					
AM: Director's Row F	**186** AAC: Seattle 2003							
AM: Gov. Sq. 10	← HR: HR Doctoral							
AM: Gov. Sq. 11		**189** HR: HR Reception						
AM: Gov. Sq. 12	← PS: Comparative							
AM: Gov. Sq. 15		**190** NDSC: All Doctoral Student Reception						
AM: Gov. Sq. 16	← BPS: BPS New Faculty							
AM: Plaza Ballrm D	← NDSC: New							
AM: Plaza Court 2	← BPS/IAM/TIM/AAM/IM:							
AM: Plaza Court 3	← BPS/OMT/ONE/SIM/IM: From							
AM: Plaza Court 4	← SIM: SIM Doctoral Consortium							
AM: Plaza Court 6	← OMT/OB: Qualitatively Different							
AM: Plaza Court 7	← PNP: PNP Junior Faculty							
AM: Silver	← BPS: BPS Doctoral Consortium							
AM: Tower Court A			**191** AAC: How to Use AoM					
AM: Vail	← BPS/OMT: A Process View of							
CC: A101	← CAR: Academic							
CC: A103			**196** MED/IM: Internationalization of Faculty			**202** MED: Qualitative Research and Music		
CC: A107	**187** IM: Barry M. Richman Dissertation							
CC: C101	← MC/ODC: Successful Consulting							
CC: C103			**197** OCIS: OCIS Reception					
CC: C104	← MC/ODC/OMT: Management and Consulting							
CC: C105	← MOC/RM:							
CC: C107	← MC/ODC/OMT: Consulting and Academia							
CC: C109	← MC: Appreciative Inquiry							
CC: C112	← MSR/MED: Spirituality at Work					**203** MSR/PNP/GDO: Indigenous Spirituality		
CC: C201	← MOC/ODC/OB/OMT: Our Art , Our Work							
CC: C205/207				**200** IM: IM Division PDW Reception				
CC: C208			**195** IAM: IAM Business Meeting					
MT: Col. Ballrm Sal. D	← ODC/MED: Executive Doctoral							
MT: Col. Ballrm Sal. G+H+I	← GDO: Diversity Dialogues II							
MT: Denver Ballrm Ste I			**198** ODC: Doctoral Student Reception					
MT: Denver Ballrm Ste II	← ENT: New							
MT: Denver Ballrm Ste III	**188** ONE: ONE Welcoming Reception							
MT: Denver Ballrm Ste IV			**194** GDO: GDO PDW Social Event					
MT: Denver Ballrm Ste VI	← TIM/OCIS: TIM/OCIS Doctoral Consortium							

Saturday Evening, August 10, 2002 (cont.)

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
MT: Matchless	← ENT: Doctoral							
MT: Mattie Silks	← CMS: CMS & MNCs		**192** CMS/OCIS: CMS & Stan Deetz			**201** CMS: CMS Social Hour		
OS: Off-Site	← MOC: Coors Brewery Tour							
OS: Off-Site			**193** ENT: Entrepreneurship Social					

Sunday Morning, August 11, 2002

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
AM: Columbine			**255** SIM/PNP/ONE: Research Roundtables						
AM: Director's Row E	← AAC: Breakfast with Division Chairs				**261** AAC: AME Writers` Workshop				
AM: Director's Row F	**209** AAC: AoM Affiliates & Associates					**277** AAC: Current/Incoming Heads & Members			
AM: Director's Row H			**242** AAC: Current Program		**260** AAC: Incoming Chairs of Div/Int Grp			**289** AAC: Division Treasurers'	
AM: Gov. Sq. 10		**236** HR: HR Doctoral Student Consortium							
AM: Gov. Sq. 11					**268** OMT/BPS/PNP: Conducting Network Research				
AM: Gov. Sq. 12					**264** MEN: Mentoring Networks				
AM: Gov. Sq. 14			**254** PS: Institutional AR approaches						
AM: Gov. Sq. 15			**247** BPS/IM/OMT: Managing Your Dissertation						
AM: Gov. Sq. 16	← BPS: BPS Doctoral Consortium								
AM: Gov. Sq. 17	**222** OB/OMT: Junior Faculty Workshop								
AM: Gov. Sq. 9	**216** HR: HR Jr. Faculty Consortium								
AM: Plaza Ballrm A	**223** OB/OMT/ODC: Doctoral Student Consortium								
AM: Plaza Court 1						**272** AAC: Eastern AoM Officers			
AM: Plaza Court 2				**256** AAC: Executive		**273** AAC: Midwest AoM Officers			
AM: Plaza Court 3						**274** AAC: Southwest AoM Officers			
AM: Plaza Court 4						**276** AAC: Western AoM Officers			
AM: Plaza Court 5						**275** AAC: Southern AoM Officers			
AM: Plaza Court 6						**278** AAC: People of Color Committee			
AM: Plaza Court 8			**253** PNP: PNP Doctoral Consortium II						
AM: Silver	**210** BPS: BPS New Faculty Consortium								
AM: Terrace					**267** OMT/BPS: Craft of Reviewing				
AM: Tower Court A					**262** AAC: News Editor for				
AM: Tower Court B			**250** HR/MED: Building Research Networks						
AM: Tower Court C					**265** OB: Conversations with OB Division				
AM: Tower Court D		**235** HR: Innovative Teaching Practices							
AM: Vail	**211** BPS/MED: Crafting Strategy Courses				**263** BPS/TIM: Dynamic Resources/Capabilities				
CC: A101	**212** CAR: Surviving by Your Sabbatical					**279** CAR: Career Research Networks			
CC: A103	← MED: Business Games in Europe		**252** MED/CAR/GDO: Corporate Women-Corporate Lives						
CC: A105	← MED: Management eMedia					**283** MED/AAC: Teaching in Turbulent Times			
CC: A107						**284** MED/OB/HR: The Authors Speak			
CC: A108		**230** CAR: Career Resilience							
CC: A110/112				**259** MC: Getting Hierarchy To Work					
CC: A113			**246** AAM: Asian Management Research						
CC: A202/204	**221** MSR:					**285** MSR: Religious/Spiritual Tolerance			
CC: A206		**241** RM: Ask the Quantitative Gurus			**270** RM: Ask the Qualitative Experts				
CC: A208	**228** RM/ODC/BPS: Developing Case Study Skills								
CC: A210			**251** ITC: Internet Collaboration						
CC: Ballroom			**243** AAC: Registration						→
CC: Ballroom			**244** AAC: Exhibits						→
CC: Ballroom			**245** AAC: Membership						→
CC: C102/104	**225** OM: Integration in Teaching								
CC: C103		**240** OCIS: Relevant Research, Part I				**286** OCIS: Relevant Research, Part II			
CC: C105		**238** MOC: Cognition in the Rough							
CC: C106		**234** HCM:							
CC: C107					**266** OM: Service Management Teaching				
CC: C108	**215** HCM: HCM: Continental								
CC: C110			**249** HCM: Research Skills			**282** HCM: Publication Skills			
CC: C112		**239** MSR: Ken Wilber II: Management Path							
CC: C206	**219** IM/PNP/ONE: Behavioral Simulations for IM								
CC: C208	**218** IM: IM Teaching Best Practices								
CC: C210	**217** IM: International Research Network								
CC: C212	**220** IM/SIM/PNP/IAM: Doing International Research								

Sunday Morning, August 11, 2002 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Exhibit Break Area						**271** AAC:			
MT: Col. Ballrm Sal. A	**227** ONE: Mitchell Young Scholars Awards								
MT: Col. Ballrm Sal. B		**231** CM: Applying Networks to Conflict				**280** CM: Conflicting Values Conflicts			
MT: Col. Ballrm Sal. C	**226** ONE: Environ. Performance Metrics								
MT: Col. Ballrm Sal. D	**224** ODC/MED: Teaching Organization Change								
MT: Col. Ballrm Sal. F	**214** ENT/RM/BPS/IM: Research Transition Countries					**281** ENT/IM/BPS: Internationalization and Ent			
MT: Col. Ballrm Sal. G					**269** ONE/PNP/SIM: Grants for Environ. Research				
MT: Denver Ballrm Ste II		**233** ENT: New Faculty Consortium							
MT: Denver Ballrm Ste IV	**229** TIM/BPS: Innovation Research Methods								
MT: Denver Ballrm Ste V	**213** ENT: Family Business Issues			**258** ENT: Family Business Teaching					
MT: Matchless	← ENT: Doctoral Consortium								
MT: Mattie Silks		**232** CMS: CMS Coffee		**257** CMS: CMS Doctoral Research Workshop			**287** CMS: CMS in Denver		
MT: Nat Hill		**237** MH: Getting Published					**288** MH: Getting Involved and		
MT: Pomeroy			**248** GDO: GDO Research/Networking Wkshp						

Sunday Afternoon, August 11, 2002

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
AM: Columbine	**292** AAC: Incoming 2002-2003 PDW				**306** OMA: Administrative Science Quarterly					
AM: Director's Row E	**290** AAC: Incoming 2002-3 Program				**304** AAC: AoM Review		**310** AAC: AoM Review Incoming Board			
AM: Director's Row F	**291** AAC: AMR Writer's Workshop									
AM: Director's Row H	← AAC:							**318** AAC: HR Executive Committee		
AM: Director's Row I		**299** AAC: Ethics Committee Luncheon								
AM: Gov. Sq. 10	**295** AAC: AMJ Editors & Reviewers							**327** AAC: OMT Executive Commitee		
AM: Gov. Sq. 11	**297** OMA: JMI Board							**328** AAC: OB Executive Meeting		
AM: Gov. Sq. 12		**298** AAC: Mentoring Committee Bus.								
AM: Gov. Sq. 14								**311** AAC: AoM Journal Board Meeting		
AM: Gov. Sq. 15					**301** AAC: New Member Orientation					
AM: Gov. Sq. 16								**312** AAC: BPS Executive Committee		
AM: Gov. Sq. 17			**300** AAC: How to Use					**331** AAC: PNP Executive Committee		
AM: Plaza Ballrm A+B+C						**307**	**308** AA: Decision Making & Contemplation			
AM: Plaza Court 1	**293** AAC: Academy of Management Council									
AM: Plaza Court 2	**294** AAC: International Theme Committee									
AM: Plaza Court 3								**335** OMA: Editorial Board Meeting of		
AM: Plaza Court 4					**305** OMA: M@n@gement Editorial Board					
AM: Tower Court A					**302** AAC: AME Executive Editorial Board					
AM: Tower Court C	**296** OMA: JAME Editorial Board Meeting									
AM: Tower Court D					**303** AAC: AoM Learning & Education					
CC: A101								**334** AAC: TIM Executive Committee		
CC: A202								**313** AAC: CAR Executive Committee		
CC: A204								**314** AAC: CM Executive Committee		
CC: A206								**315** AAC: ENT Executive Committee		
CC: A208								**316** AAC: GDO Executive Committee		
CC: A210								**317** AAC: HCM Executive Committee		
CC: A212								**319** AAC: IM Executive Committee		
CC: Ballroom	← AAC: Registration									
CC: Ballroom	← AAC: Exhibits									
CC: Ballroom	← AAC: Membership									
CC: C101								**333** AAC: SIM Executive Committee		
CC: C103								**332** AAC: RM Executive Committee		
CC: C105								**329** AAC: ONE Executive Committee		
CC: C107								**330** AAC: OCIS Executive Committee		
CC: C109								**326** AAC: ODC Executive Committee		

Sunday Afternoon, August 11, 2002 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
CC: C202								**320** AAC: MC Executive Committee		
CC: C204								**325** AAC: OM Executive Committee		
CC: C206								**324** AAC: MSR Executive Committee		
CC: C208								**323** AAC: MOC Executive Committee		
CC: C210								**322** AAC: MH Executive Committee		
CC: C212								**321** AAC: MED Executive Committee		
CC: Exhibit Break Area						**309** AAC:				

Sunday Evening, August 11, 2002

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
AM: Plaza Ballrm A+B+C	**336** AA: AoM Convocation							
AM: Plaza Ballrm D+E & Exhibit Area						**339** AA: Chris Daniels &		
AM: Plaza Ballrm D+E & Exhibit Area.					**337** AA: Music and Conversation			
AM: Plaza Ballrm F					**338** AA/AP: Art & Poetry Exhibition			
CC: C202	← AAC: MC							

Monday Morning, August 12, 2002

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00
AM: Columbine			**357** HR: Implications of P-O Fit				**432** HR: Doing Relevant HR				
AM: Director's Row E			**350** BPS: Ownership Structure & Governance				**419** BPS: Executive Compensation				
AM: Director's Row F			**395** SIT: Small Business Perspectives				**470** SIT: Cracks in the Glass				
AM: Director's Row H			**349** BPS: Contract Design				**418** BPS: Strategic Outsourcing				
AM: Gov. Sq. 10					**413** OB: OB Welcome		**454** OB: Effective Networks for				
AM: Gov. Sq. 11							**455** OB: Charismatic Leadership				
AM: Gov. Sq. 12							**422** BPS/OMT/TIM: Organizational				
AM: Gov. Sq. 14			**380** OB/HR: Beyond Social Exchange								
AM: Gov. Sq. 17		**34**	**348** BPS: Competitive Advantage of Network				**420** BPS: Exploiting Strategic				
AM: Plaza Ballrm A+B+C			**347** AA: The Role of Networks				**416** AA: Networks for Research				
AM: Plaza Ballrm D+E+F							**415** AA: Global Compact as a				
AM: Plaza Court 7				**400** PNP: NPO Management			**466** PNP: Theory and Practice				
AM: Plaza Court 8							**453** OB: Leadership Perspectives				
AM: Silver			**386** OMT: OMT Distinguished Scholar								
AM: Terrace			**358** HR: Employee Share Ownership				**433** HR: Performance Management				
AM: Tower Court A							**456** OB: Teams				
AM: Tower Court B							**462** OMT: Culture: Process or				
AM: Tower Court D							**463** OMT: Corporate Governance				
AM: Vail			**359** HR: International HRM				**434** HR: Disabilities and				
CC: A101/103			**352** CAR/OB/HR: Unpacking Career Success				**426** CM/SIM/OB: Abuse, Bullying, &				
CC: A102		**342** MSR:					**452** MSR: Spirituality and Research				
CC: A104			**376** MH: Sit. Lead. Then and Now				**450** MH: Scientific Management				
CC: A105			**351** CAR: Constituencies and Commitment				**423** CAR: Mentoring Effects				
CC: A106 T1			**362** IPC: Strategy Process and Firm Growth				**438** IPC: Board of Directors`				
CC: A106 T2			**363** IPC: Key Firm Competencies in China								
CC: A106 T3			**365** IPC: Technology Strategy				**440** IPC: Strategy, Innovation and				
CC: A106 T4			**366** IPC: Knowledge and Learning				**441** IPC: Corporate Level Strategy				
CC: A107			**353** CM: Zen and Negotiation				**425** CM: Conflict in Groups and				
CC: A108/110			**379** OB/CM: Social Identity at Work				**430** GDO/OB: Gender and				
CC: A109			**355** GDO: Diversity Resistance				**429** GDO: Racial and Sexual				
CC: A112			**356** **397** HCM: Quality in Healthcare				**431** HCM: Leadership and				
CC: A113			**374** MED:	**408** MED: Henry Mintzberg							
CC: A201			**387** OMT/ODC: Building Vital Networks				**417** AA: The Presidents Speak				
CC: A202		**340** GDO:					**459** ODC: Is Change Manageable?				
CC: A204			**382** OCIS:	**410** OCIS: E-Working			**458** OCIS: Information Systems				
CC: A205			**383** OCIS/OMT/ODC: Reconciling Virtual Teams				**464** OMT/OCIS/OB: Distance and				
CC: A206		**343** SIM:	**390** SIM: Organizational Ethics				**469** SIM: Environment in CSR				
CC: A207			**392** SIM/BPS/ONE: Organizational Slack and CSR				**421** BPS/OMT: Discovering				
CC: A208			**394** SIT: Merger Process and the Aftermath				**471** SIT: Dot Coms and the New				
CC: A209			**381** OB/OCIS: Cyberjustice				**457** OB/ODC/MOC: Cognition and				
CC: A210			**354** ENT: Theories				**427** ENT: Decision Making				
CC: A212							**428** ENT: Strategic Alliances				
CC: A214 T1			**367** IPC: CEOs, Governance and Performance								
CC: A214 T2							**442** IPC: Complexity and				
CC: A214 T3			**368** IPC: Governance and Succession				**443** IPC: Social Relations and				
CC: A214 T4			**370** IPC: Managing Diversity				**439** IPC: Board Composition &				
CC: Ballroom				**402** AAC: Registration							→
CC: Ballroom				**403** AAC: Exhibits							→
CC: Ballroom 3				**405** AP: Art & Poetry Exhibition							→
CC: Ballroom				**404** AAC: Membership							→
CC: C101/103			**375** MED/MC: Culture and the U.S. Military				**449** MED/HR: Exec Ed: Living the				
CC: C102				**406** IM: International Staffing			**435** IM: Ethics and Morality				
CC: C104			**360** IM: IM	**407** IM: MNC Strategy			**436** IM: Firm-Environment Interface				

Monday Morning, August 12, 2002 (cont.)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00
CC: C105 T2			**369** IPC: Managing Stakeholder Relations				**437** IPC: Diversification Risk,				
CC: C105 T3							**444** IPC: Trust and Citizenship				
CC: C105 T4			**371** IPC: Motivation and Morale				**445** IPC: Emotion Creativity,				
CC: C106 T2			**372** IPC: Strategy Cognition Real Options								
CC: C106 T3			**364** IPC: E-strategies								
CC: C106 T4			**361** IPC: Alliances, Learning & Knowledge								
CC: C108			**388** **399** ONE: Environmental Stakeholders				**465** ONE: Negotiating Stakeholder				
CC: C109			**391** SIM: Stakeholder Policies & Agendas				**468** SIM: Ethics in International				
CC: C110		**341** MC:	**373** MC: KM and consulting				**448** MC: Fostering Knowledge-				
CC: C112			**384** ODC:	**411** ODC: Responses to Change			**460** ODC: Readiness for Change				
CC: C201			**377**	**409** MOC: Complex Organizational			**451** MOC: Organizational				
CC: C204			**393** SIT: Organizational Citizenship				**472** SIT: Networks and Firm				
CC: C205 T1							**446** IPC: Ventures & Competitive				
CC: C205 T2							**447** IPC: Corporate Venturing,				
CC: C206			**385** **398** OM: Service Issues				**461** OM: International Operations				
CC: C207			**396** TIM/HR/OM: Internet in the Supply Chain				**475** TIM/BPS/OMT: Firm Theory &				
CC: C208		**344** TIM: Welcome					**474** TIM: Insights from Patent				
CC: C209			**378** MSR/ODC/MED: Spirituality and Performance				**424** CAR/GDO/HR: Managing Work				
CC: C210			**389** RM: Measurement and Analysis				**467** RM: Narrative Research				
CC: C212				**412** TIM: Networks & Knowledge			**473** TIM: Insights into E-Commerce				
CC: Exhibit Break Area						**414** AAC:					
HY: Pikes Peak				**401** AAC: Placement Registration							→

Monday Afternoon, August 12, 2002

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
AM: Columbine		**488** HR: HR and Firm Performance				**548** HR: Empirical Macro HRM					
AM: Director's Row E		**481** BPS: CEO Compensation				**536** BPS: "Real Options" Logic			**594** BPS: Real Options &		
AM: Director's Row F		**523** SIT: Mentoring and Social Capital				**583** SIT: Management			**638** SIT: Networks		
AM: Director's Row H		**482** BPS: Supply Chain Structure				**538** BPS: Dynamics of Alliance			**593** BPS: Combining &		
AM: Gov. Sq. 10						**570** OB: Collective Efficacy			**622** OB: Emotions at Work		
AM: Gov. Sq. 11		**511** OB: Leader-Member Exchange				**572** OB: Turnover					
AM: Gov. Sq. 12		**512** OB/HR: Contingent Work							**631** OMT/HR/CAR:		
AM: Gov. Sq. 14		**478** AA: ISO and Institutionalism				**550** HR/IM: Cross-Cultural			**624** OB/HR: The Psych		
AM: Gov. Sq. 15						**532** AA: The Great Wall					
AM: Gov. Sq. 17		**480** BPS: Internal & External Capabilities				**537** BPS: Capturing Value in			**595** BPS: M&A		
AM: Gov. Sq. 9		**516** OMT: Learning and Organizations							**628** OMT: Creativity,		
AM: Plaza Ballrm A+B+C						**531** AA: AoM Award Winners					
AM: Plaza Ballrm B+C+E+F									**590** AA: Meditation Forms		
AM: Plaza Ballrm D+E+F		**479** AA: Leading Toward a Better World?									
AM: Plaza Court 1						**534** AP: Aesthetic Inquiry: A					
AM: Plaza Court 3						**535** BPS: Internal Competition			**596** BPS: Geographic		
AM: Plaza Court 7									**634** PNP: Business		
AM: Plaza Court 8									**623** OB: Commitment and		
AM: Terrace		**486** HR: e-HR and the Future of the HR				**547** HR: Virtual Teams			**603** HR: New Forms of		
AM: Tower Court A						**571** OB: Justice and Fairness					
AM: Tower Court B		**515** OMT: Networking Across Boundaries				**577** OMT: Networks of			**629** OMT: Strategic		
AM: Tower Court D		**514** OMT: Identity in Organizations				**578** OMT: Social Capital and			**630** OMT: Perspectives on		
AM: Vail		**487** HR: Issues in Compensation Design				**549** HR: Recruitment and			**602** HR: High Performance		
CC: A101/103		**485** ENT/BPS/OMT: Entrepreneurs in Rock				**546** HCM/MED: Perspectives			**619** MOC/OB/OMT: EI and		
CC: A102						**569** MSR: Guest Speaker:			**621** MSR: Spirituality &		
CC: A104		**509** MH: Corp. Gov.				**567** MH: 30-year Celebration			**617** MH: Business Meeting		
CC: A105		**484** CAR: Boundaries, 24-7 & Virtuality				**539** CAR: Career Success					

Monday Afternoon, August 12, 2002 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: A106 T1		**495** IPC: Mimetic Behavior & Evolution				**558** IPC: Technology and			**608** IPC: Research Design		
CC: A106 T2		**493** IPC: Cooperative Relations				**554** IPC: Unpacking Strategic			**609** IPC: Cases and		
CC: A106 T3		**494** IPC: Multimarket Competition				**560** IPC: Investors and Firm			**607** IPC: Environment and		
CC: A106 T4		**498** IPC: Research in Strategic				**559** IPC: Resources and			**610** IPC: Time and		
CC: A107		**525** CM: Dispute Resolution in Orgs.				**540** CM: Relational					
CC: A108/110		**518** OMT/PNP: Networks for Nation				**545** GDO/HR/CAR:			**600** GDO/SIM: Intimate		
CC: A109			**528** GDO: Definitions of			**544** GDO: A Discussion with			**599** GDO: Learning from a		
CC: A112									**601** HCM: Distinguished		
CC: A113		**508** MED: Luncheon of Past MED Div.							**615** MED: Leadership as		
CC: A201		**477** AA: Knowledge Networks				**533** AA: Transnational IT			**591** AA: International		
CC: A204		**513** OCIS: Establishing Research				**574** OCIS: E-Communications			**626** OCIS: OCIS Keynote		
CC: A205		**507** MC/ODC: Network Analysis &				**575** OCIS/OMT/HCM:			**592** AA: Learning,		
CC: A206		**520** SIM: Employee Stakeholder Relations				**582** SIM: Networking for SIM					
CC: A207		**483** BPS/IM/TIM: Global Wireless Strategy				**543** ENT/PNP/SIM: Socially			**633** ONE/SIM:		
CC: A208		**524** SIT: Demands for Justice				**584** SIT: Pay Differences			**637** SIT: Managerial		
CC: A209		**489** HR/MED/OB: 360 Degree Feedback				**573** OB/GDO/MOC: Identity in			**625** OB/MOC: 25 Years of		
CC: A210						**541** ENT: Innovation &			**597** ENT: Corporate		
CC: A212						**542** ENT: Venture Capital			**598** ENT: Satisfaction And		
CC: A214 T1		**499** IPC: Strategic Technology				**561** IPC: Knowledge and					
CC: A214 T2		**500** IPC: Venture Capital and Strategy				**562** IPC: Sense-making and			**612** IPC: Strategy,		
CC: A214 T3		**496** IPC: Alliance Performance & Function							**613** IPC: Manufacturing,		
CC: A214 T4		**501** IPC: Measuring and Assessing Ethics				**563** IPC: Social and					
CC: Ballroom	← AAC: Registration										
CC: Ballroom	← AAC: Exhibits										
CC: Ballroom 3	← AP: Art & Poetry Exhibition										
CC: Ballroom	← AAC: Membership										
CC: C101/103		**517** OMT/BPS: Beyond Individuals:				**588** TIM/BPS/IM: Networking			**632** ONE/IM/CM: Pursuing		
CC: C102		**490** IM: Beyond Expatriation				**552** IM: Governments and					
CC: C102/104									**604** IM: IMD Distinguished Scholar		
CC: C104		**491** IM: Managing in Uncertainty				**551** IM: IJVs					
CC: C105 T2		**502** IPC: Managing Innovation									
CC: C105 T1		**503** IPC: Relation and Identity Issues				**553** IPC: Governance and			**606** IPC: Top		
CC: C105 T3		**504** IPC: Occupational Concerns									
CC: C105 T4		**505** IPC: Change and Success									
CC: C106 T1						**564** IPC: Methods and the					
CC: C106 T3						**555** IPC: Causal Ambiguity in					
CC: C106 T4						**565** IPC: High Velocity					
CC: C108						**579** ONE: Extraordinary Firm					
CC: C109									**636** SIM: Responsibility		
CC: C110						**566** MC: Consultants: Witches			**614** MC: Can CEOs		
CC: C112			**529** ODC: Networks and						**627** ODC: Technology and		
CC: C201		**510** MOC: Effects of Affect				**568** MOC: Attributions and			**618** MOC: Distributed		
CC: C204		**522** SIT: Variety in Teams									
CC: C205 T1		**506** IPC: Negotiation Strategies				**556** IPC: Corporate					
CC: C205 T2		**497** IPC: Financial Measures and Strategy				**557** IPC: A New Look at					
CC: C205 T4									**611** IPC: A Long Term		
CC: C205 T5									**605** IPC: Networks and		
CC: C206			**530** OM: Past Chair Panel			**576** OM: Discussion Groups					**640** OM: OM Business
CC: C207		**492** IM/OB: Reconciling Culture				**585** TIM: Radical Innovations			**616** MED/ONE/ODC:		
CC: C208		**526** TIM: Technology & Alliance				**586** TIM: Turbulent					
CC: C209		**521** SIM/BPS: Political Strategy & Perf.				**581** RM/ODC/MOC: How Do			**620** MOC/OB/OMT:		
CC: C210		**519** RM: Grounded Inquiry				**580** RM: Quantitative Analysis			**635** RM: ORM Editorial Board Meeting		
CC: C212		**527** TIM: Government and Innovation				**587** TIM: Effective Governance			**639** TIM: Modularity and		

Monday Afternoon, August 12, 2002 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: Exhibit Break Area						**589** AAC:					
HY: Moulin Rouge	**476** OMA: Journal of OB Luncheon										
HY: Pikes Peak	← AAC: Placement Registration										

Monday Evening, August 12, 2002

	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
AM: Director's Row E	**641** BPS: Social 2: Mid-Career Networking							
AM: Gov. Sq. 10				**659** OB: Social Hour				
AM: Gov. Sq. 14	**648** OB: Division Awards							
AM: Plaza Ballrm E+F	**645** HR: HR Division Ice Cream Social							
AM: Plaza Court 7	**652** PNP: PNP Party							→
AM: Silver		**653** OMT: OMT Social Hour						
AM: Tower Court D	**650** OMT:							
CC: A101				**662** MSR: MSR Social Hour and				
CC: A102	**647** MSR: MSR Business Meeting &							
CC: A103			**654** MC: MC Social Hour					
CC: A104			**657** MH: Social Hour					
CC: A105	**642** ENT: ENT Business Meeting							
CC: A107				**660** ENT: ENT Reception				
CC: A109	**643** GDO: GDO							
CC: A110			**656** GDO: GDO Social					
CC: A112	**644** HCM: Business Meeting							
CC: A201			**655** OM: 30th Anniversary Celebration					
CC: A202				**661** HCM: HCMD Reception				
CC: A204	**649** OCIS: OCIS Division							
CC: A205			**658** OCIS: OCIS Social Hour					
CC: C102/104	← IM: IMD Distinguished							
CC: C106				**663** ONE: ONE Social				
CC: C108	**651** ONE: ONE Business Meeting							
CC: C110	**646** MC: MC					**664** MC: MC Friends and Members Dinner		→
CC: C206	← OM: OM Business							
CC: C210	← RM: ORM Editorial							

Tuesday Morning, August 13, 2002

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
AM: Columbine		**684** HR: Internat`l Diffusion of IR/HRM				**748** HR: Strategic HR Management		
AM: Director's Row E		**673** BPS: Strategic Adaptation and Renewal				**739** BPS: Middle Managers Networks		
AM: Director's Row F		**723** SIT: Emotions in Organizations				**793** SIT: The Processes of Change		
AM: Director's Row H		**671** BPS: Executive Turnover				**737** BPS: TMT Heterogeneity		
AM: Gov. Sq. 10		**709** OB: Research Workshop Networks				**776** OB: Goal Setting		
AM: Gov. Sq. 11						**775** OB: New Approaches to Trust		
AM: Gov. Sq. 12		**675** BPS/ENT: Intuition in Decisions				**796** TIM/OMT/MOC: Managing in Age Of		
AM: Gov. Sq. 14						**733** AA: Networks in Pluralistic World		
AM: Gov. Sq. 17		**672** BPS: Resource-Based Competition				**738** BPS: Knowledge Integration &		
AM: Gov. Sq. 9		**714** OMT: Org Learning and Failure				**787** OMT: Organizational Survival		
AM: Plaza Court 3		**674** BPS: R&D & Intellectual Property				**736** BPS: Funding & Valuing R&D		
AM: Plaza Court 7						**789** PNP: Networks and Public		
AM: Plaza Court 8		**710** OB: Leadership in the Network Age				**778** OB: Business Week		
AM: Silver	← AA: Hour of	**669** AA: Spirituality and Health						
AM: Terrace		**685** HR: Compensation and Reactions				**747** HR: Temp Agencies as Market Makers		
AM: Tower Court A						**777** OB: Virtual Workplace		
AM: Tower Court B		**716** OMT: Organizational Theorizing				**786** OMT: Sensemaking, Enactment,		
AM: Tower Court D		**715** OMT: Uncovering Organizational Logics				**785** OMT: Innovation and Organization		
AM: Vail						**746** HR: Multi-Level Safety		
CC: A101/103		**681** CM/OB: Injustice and Third Parties				**742** ENT/OMT: Complexity &		
CC: A102		**708** MSR: Linking Spirit, Religion, & Work						
CC: A104		**706** MH: Developmental Processes				**773** MH: Sociocultural Trends		
CC: A105		**677** CAR: Careers Paths Outside N.A.						
CC: A106 T1		**688** IPC: Organizations and Ethical Issues				**752** IPC: Corporate Social Responsibility		
CC: A106 T2		**689** IPC: Business and Government				**753** IPC: Managing in China		
CC: A106 T3		**690** IPC: High Performance Employees				**754** IPC: Career Discussions and		
CC: A106 T4		**691** IPC: Part-Time Work and Retirement				**755** IPC: Learning and Creativity		
CC: A107		**679** CM: Identity, Conflict, Diversity				**741** CM: Justice and Injustice		
CC: A108/110		**717** OMT/OB/SIM: Organizational Virtues				**788** OMT/MOC: Institutions and Cognition		
CC: A109			**726** GDO: Work-Life Quality and Diversity			**743** GDO: Invisible Diversity		
CC: A112		**683** HCM: Network Development				**745** HCM: Long Term Care		
CC: A113		**704** MED: Pedagogical Ideas in Action				**772** MED: What is a Manager?		
CC: A201		**711** OB/HR: Shared Leadership in Teams				**734** AA: People and Strategy		
CC: A204						**780** OCIS: E-Business		
CC: A205		**670** AA: Small World National Networks				**735** AA: Creating International Networks		
CC: A206		**720** SIM: Stakeholder Models & Research						
CC: A207		**676** BPS/SIM: Governments and Firms				**740** BPS/OMT/ENT: Entrepreneurial		
CC: A208		**722** SIT: Leadership				**792** SIT: Intercultural Dilemmas		
CC: A209		**712** OB/TIM/OCIS: Knowledge Sharing in R&D Teams				**779** OB/OMT: The Sounds of Silence		
CC: A212		**682** ENT: Venturing in the Inner City						
CC: A214 T1		**692** IPC: Management Education				**757** IPC: Project Management		
CC: A214 T2		**693** IPC: Firm Boundaries and Technology				**758** IPC: Who Enters Foreign Markets?		
CC: A214 T3		**694** IPC: Human Resources and Culture				**759** IPC: Joint Ventures		
CC: A214 T4		**697** IPC: Quality in Healthcare				**763** IPC: Information Systems		
CC: Ballroom			**728** AAC: Registration					
CC: Ballroom			**729** AAC: Exhibits					
CC: Ballroom 3			**731** AP: Art and Poetry Exhibition					
CC: Ballroom			**730** AAC: Membership					
CC: C101/103		**705** MED/CAR: Networking in Our Own Backyard				**744** GDO/OMT/RM: Otherness at Large		
CC: C102		**687** IM: International Cooperation				**750** IM: Global Networks		
CC: C104		**686** IM: Subsidiary Performance				**749** IM: Internationalization Journey		
CC: C105 T2		**698** IPC: Colleagiality and Careers				**764** IPC: Celebrity Leaders and CEOs		
CC: C105 T1		**699** IPC: High Performance Systems				**762** IPC: Diversity, Culture and HR		

Tuesday Morning, August 13, 2002 (cont.)

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: C105 T3		**701** IPC: Identification in Organizations				**761** IPC: Gender and Diversity		
CC: C105 T4						**765** IPC: Public and Nonprofit Sector		
CC: C106 T1		**696** IPC: Networks and Legitimacy				**766** IPC: Implementing Change		
CC: C106 T2		**702** IPC: Empowerment and Grievances				**767** IPC: Social Networks & Groups		
CC: C106 T3		**695** IPC: Understanding E-Business				**760** IPC: Spirituality in the Workplace		
CC: C106 T4						**751** IPC: Unpacking Diversity		
CC: C108		**718** ONE: Environmental Performance						
CC: C110	**668** MC: The Consulting Business Model					**771** MC: Behavior Change and Emotions		
CC: C112						**782** ODC: Distinguished Speaker		
CC: C201		**707** MOC: Sensemaking in the Field				**774** MOC: Framing: Process and Outcome		
CC: C204		**721** SIT: Project Teams				**791** SIT: Downsizing and its Effects		
CC: C205 T1						**768** IPC: Turnover & Work-Family Conflict		
CC: C205 T2						**769** IPC: Incentives & Fairness in HRM		
CC: C205 T4		**703** IPC: IT, Productivity and Memory				**770** IPC: Effective Healthcare Management		
CC: C205 T5		**700** IPC: Groups and Teams				**756** IPC: Cross-Cultural Education		
CC: C206		**713** OM: Cutting Edge New Product Develop				**784** OM: Technology and Environment		
CC: C207		**680** CM/HR: Labor-Management Partnerships				**781** OCIS/ONE/SIM: CC: New Meanings &		
CC: C208		**724** TIM: New Contexts & Models for R&D				**795** TIM: Technological Communities		
CC: C209		**678** CAR/HR/OMT: Building the Fast Organization				**783** ODC/MH/MC: Historical OD: Lewin`s		
CC: C210		**719** RM: Networks and Quasi-Objects				**790** RM: OB Research		
CC: C212		**725** TIM: Managing Innovation				**794** TIM: Acquisitions		
CC: Exhibit Break Area					**732** AAC:			
HY: Pikes Peak			**727** AAC: Placement Registration					→

Tuesday Afternoon, August 13, 2002

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
AM: Columbine						**820** HR: Culture and Compensation					→
AM: Director's Row E						**809** BPS: Trust and Opportunism			**868** BPS: Strategic Alliance		
AM: Director's Row F						**858** SIT: Organizational Innovation			**922** SIT: Building Effective		
AM: Director's Row H						**807** BPS: Diversification Discount			**867** BPS: Diversification		→
AM: Gov. Sq. 10						**844** OB: Discrimination and			**907** OB: Justice		
AM: Gov. Sq. 11						**843** OB: Psychological Contracts			**910** OB/MED/MC: The		
AM: Gov. Sq. 12						**847** OB/IM: Which Differences			**909** OB/HR/CM: Emerging		
AM: Gov. Sq. 14						**804** AA: The 21st Century			**866** AA: Remembering Richard		
AM: Gov. Sq. 16						**845** OB/BPS/IM: M&As:					
AM: Gov. Sq. 17						**808** BPS: Organizational			**869** BPS: Pioneers of Strategy		
AM: Gov. Sq. 9						**853** OMT: Friends and Foes of					
AM: Plaza Ballroom	← AA: Presidential Luncheon										
AM: Plaza Court 1						**805** AAC: Membership Debriefing					
AM: Plaza Court 3						**810** BPS: Performance and					
AM: Plaza Court 6								**864** CMS: CMS Welcome			
AM: Plaza Court 7						**856** PNP: Collaboration?			**917** PNP: PNP Distinguished		
AM: Plaza Court 8									**906** OB: Organizational Errors		
AM: Silver						**839** MH: AACSB					
AM: Terrace						**819** HR: Employee-Customer			**899** HR: Issues in Interviewing		
AM: Tower Court A						**842** OB: OCB and Helping					
AM: Tower Court B						**854** OMT: Institutional Variation &					
AM: Vail						**821** HR: HR and Trust			**898** HR: Personality and		
CC: A101/103						**841** MOC/BPS: Organizational			**870** CAR/HR: The Protean		
CC: A104									**904** MH: Memorial		
CC: A105						**812** CAR: Hughes Distinguished					→
CC: A106 T1						**826** IPC: Knowledge and Innovation			**879** CAU: Leading Change		

Tuesday Afternoon, August 13, 2002 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: A106 T2									**880** CAU: Building Effective		
CC: A106 T3						**825** IPC: Innovation in Education			**881** CAU: Structuration Theory		
CC: A106 T4						**827** IPC: The Internet and			**882** CAU: Spiritual Talk		
CC: A107						**813** CM: Social Context of					
CC: A108/110						**823** IM/HR: Effective HRM in IJVs			**903** MED/ODC: Action		
CC: A109						**816** GDO: Discrimination at Work			**896** GDO: Diversity and		
CC: A112						**818** HCM: Hospitals and Nursing			**897** HCM: Service Line		
CC: A113						**838** MED: Integrating Theory and			**902** MED: Personality and		
CC: A201						**801** AA: Building Networks Today			**865** AA: Negative Aspects of		
CC: A204						**848** OCIS: Management of IT			**912** OCIS: Privacy & Ethics		
CC: A205						**802** AA: Career Bridges			**908** OB/HR: Emotion		
CC: A207						**811** BPS/OMT/SIM: New Paradigms			**895** ENT/OB: The OB of		
CC: A208						**860** SIT: Paradoxes of			**920** SIT: Environmental		
CC: A209						**846** OB/HR: Expanding P-E Fit			**911** OB/RM: Modeling OB Over		
CC: A210						**814** ENT: Management and the IPO			**893** ENT: Governance		
CC: A212						**815** ENT: Motivations For New			**894** ENT: Growth		
CC: A214 T1						**828** IPC: An Historical			**883** CAU: Tacit Knowledge		
CC: A214 T2						**829** IPC: Non-Anglo/American			**884** CAU: Teaching Strategic		
CC: A214 T3						**830** IPC: Learning in MNEs			**885** CAU: Networks for		
CC: A214 T4						**831** IPC: Leadership Theory and			**886** CAU: Business Schools as		
CC: A214 T5									**887** CAU: Collaborative		
CC: Ballroom					**798** AAC: Registration						
CC: Ballroom					**799** AAC: Exhibits						
CC: Ballroom 3						**806** AP: Art and Poetry Exhibition					
CC: Ballroom					**800** AAC: Membership						
CC: C101											→
CC: C101/103						**849** OCIS/RM/OMT: Discursive			**914** ODC/RM: First Person		
CC: C102									**900** IM: Managing		
CC: C104						**822** IM: Institutions			**901** IM: Networks		
CC: C105 T2									**872** CAU: Faculty Evaluation		
CC: C105 T1						**832** IPC: Trust and Chinese			**871** CAU: Technologies in the		
CC: C105 T3									**873** CAU: AMJ Editor		
CC: C105 T4						**833** IPC: Alliances, Networks &			**874** CAU: Service Sector Firms		
CC: C106 T1									**875** CAU: High Survey		
CC: C106 T2						**834** IPC: Reputation and Brand			**876** CAU: M&A Integration		
CC: C106 T3						**835** IPC: Training and Team			**877** CAU: Research in OM		
CC: C106 T4									**878** CAU: Inquiry and		
CC: C108						**855** ONE: Environmental Initiatives					
CC: C109									**919** SIM: Chair`s		→
CC: C110						**837** MC: R&D and Innovation					
CC: C112						**851** ODC: NTL, ODN, and the ODC			**913** ODC: ODC Awards and		
CC: C201						**840** MOC: Cognition and			**905** MOC: Networks and		
CC: C204						**859** SIT: Work-Family Trends			**921** SIT: Relationships and		
CC: C205 T1						**836** IPC: Venture Creation and			**888** CAU: Organizational		
CC: C205 T2						**824** IPC: Managing Turnover			**889** CAU: Terms of Confusion		
CC: C205 T3									**890** CAU: The Enron Debacle		
CC: C205 T4									**891** CAU: Leadership Networks		
CC: C205 T5									**892** CAU: Re-Envisioning the		
CC: C206						**852** OM: Supply Chain Partnerships			**915** OM: Supplier Selection and		
CC: C207						**817** GDO/SIM/MED: A Call to Action			**924** TIM/OMT/BPS: Knowledge		
CC: C208						**862** TIM: Capabilities and Change			**923** TIM: TIM Distinguished		→
CC: C209						**850** OCIS/TIM: Exaggeration and IT			**916** ONE/MED/SIM:		
CC: C210						**857** RM: Social Networks Inquiry			**918** RM: Celebrating Scholarship		

Tuesday Afternoon, August 13, 2002 (cont)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: C212						**861** TIM: Organizing for Innovation					
CC: Exhibit Break Area							**863** AAC:				
HY: Moulin Rouge						**803** AA: Ties that Bind					
HY: Pikes Peak	← AAC: Placement Registration										

Tuesday Evening, August 13, 2002

	5:30	6:00	6:30	7:00	7:30	8:00	8:30
AM: Columbine		**928** HR: HR Business Meeting			**944** HR: HR Division Social Hour		
AM: Director's Row H		**925** BPS: BPS Business Meeting					
AM: Gov. Sq. 16				**943** CM: CM Division Social Hour			
AM: Gov. Sq. 17				**935** BPS: BPS Social Hour			
AM: Plaza Court 1			**934** CM: CM Business Meeting				
AM: Plaza Court 6		**927** CMS: CMS Business Meeting					
AM: Tower Court B				**936** OMA: Human Relations Reception			
CC: A105		**926** CAR: CAR Business Meeting					
CC: A106				**937** CAR: CAR Social Hour			
CC: A108					**945** MED: MED Social		
CC: A113		**929** MED: MED Business Meeting					
CC: A205				**939** ODC: ODC Social Hour			
CC: C101		**931** RM: RMD Business Meeting					
CC: C102/104			**933** IM: IM Business Meeting...				
CC: C103				**940** RM: RMD Social and Party			→
CC: C109		← SIM: Chair`s		**941** SIM: SIM Social & BC Best Paper Award			
CC: C201		**930** MOC: MOC Division					
CC: C207				**938** MOC: MOC Division Social			
CC: C208		**932** TIM: TIM Business					
CC: C212				**942** TIM: The Best Social Event in Town...			

Wednesday Morning, August 14, 2002

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
AM: Director's Row E		**949** BPS: Evolution of BPS Field				**994** BPS: The Governance of Innovation		
AM: Director's Row F		**978** SIT: Knowledge and Its Sharing				**1021** SIT: Psychological Contracts		
AM: Director's Row H		**951** BPS: The Effects of Prior Experience				**993** BPS: Valuing Intellectual Capital		
AM: Gov. Sq. 10		**966** OB: Teams						
AM: Gov. Sq. 11		**965** OB: Integrating Trust Perspectives						
AM: Gov. Sq. 12		**967** OB/CAR: Developing Managerial Talent						
AM: Gov. Sq. 15		**952** BPS/IM: Global Knowledge Competition				**996** BPS/MOC/OB: Managerial Perceptual		
AM: Gov. Sq. 17		**948** BPS: Economic Underpinnings of RBV						
AM: Gov. Sq. 9		**973** OMT: Institutional Networks				**1016** OMT: Evolution or Ecology?		
AM: Plaza Court 3		**950** BPS: Divestitures and Spin-Offs				**992** BPS: Role of Reputation		
AM: Plaza Court 7						**1017** PNP: Performance Management		
AM: Plaza Court 8						**1011** OB: Culture		
AM: Tower Court B		**972** OMT: Alliances and Embeddedness				**1015** OMT: Powering Networks		
CC: A101/103		**958** GDO/CAR: Complicating the Conversation				**1000** GDO/HR/OB: Gender Inclusion &		
CC: A102						**1010** MSR: Spirituality at Work		
CC: A104		**963** MH: Quality Issues				**1008** MH: People		
CC: A105		**954** CAR: Gender and Career Judgments				**997** CAR: Experiencing Networks &		
CC: A107		**955** CM: Conflict Strategies in Teams						
CC: A108/110		**962** MED/PNP/SIM: AOM Service-Learning Fellows				**1001** GDO/HR/OB: Work-Life Interface:		
CC: A109			**980** GDO: Sex v Gender					
CC: A112			**985** HCM: Consumers			**1003** HCM: Integrated Health Networks		
CC: A113		**961** MED: Part-Time MBA Integration				**1007** MED: Meeting Mintzberg`s		
CC: A201			**981** AA: Positive Professional Practice			**991** AA: Entrepreneurial Networks		
CC: A204			**987** OCIS: Change in Communicative			**1013** OCIS: Knowledge Sharing &		
CC: A205		**947** AA: Diversity Networks				**990** AA: Public-Private Networks		
CC: A206		**976** SIM: Approaches to SIM Research				**1019** SIM: Nonmarket & Political		
CC: A207		**953** BPS/IM: Renewal of Korean Firms				**995** BPS/IM: Corporate Refocusing		
CC: A208		**977** SIT: Decision Making				**1020** SIT: Organizational Culture		
CC: A209		**969** OB/SIM: Interwoven Relationships				**1012** OB/GDO/RM: Team Diversity and		
CC: A210		**957** ENT: Creating Networks				**998** ENT: Cultural And Social Influences		
CC: A212		**956** ENT: Opportunity Exploitation				**999** ENT: Family Business		
CC: Ballroom			**983** AAC: Registration					
CC: Ballroom...			**984** AAC: Membership					
CC: C101/103						**1002** GDO/OB/OMT: The Impact of		
CC: C102		**960** IM: Culture and Management				**1004** IM: IB Research		
CC: C104		**959** IM: Cross-Border Acquisitions				**1005** IM: Emerging Economies		
CC: C108		**974** ONE: Environmental Information						
CC: C109		**970** ODC: Managing Multiple Dimensions				**1018** SIM: The Dark Side of Networks		
CC: C110		**946** MC: Business and Academia Networking						
CC: C112		**971** ODC: Strategic Change				**1014** ODC: Organizational Learning		
CC: C201			**986** MOC: Individual Identity and Fit			**1009** MOC: Social Networks		
CC: C204		**979** SIT: National Culture				**1022** SIT: Story-Telling and Narrative		
CC: C207		**964** MH/MSR: Labor, Symbol & Allegory				**1006** IM/OMT/RM: Globalization &		
CC: C208			**988** TIM: Firm Boundaries			**1024** TIM: New Product Development		
CC: C209		**968** OB/HR: Perceived Support						
CC: C210		**975** RM: Social Construction of Knowledge						
CC: C212			**989** TIM: IT and Performance			**1023** TIM: eCommunities of Practice		
HY: Pikes Peak			**982** AAC: Placement Registration					

Wednesday Afternoon, August 14, 2002

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30
AM: Gov. Sq. 11		**1030** OB: Workplace Deviance						
AM: Gov. Sq. 14		**1031** OB/CM/HR: Destructive Leadership						
AM: Gov. Sq. 15		**1027** ENT/BPS/MH: Research Pioneers						
AM: Plaza Court 7		**1032** PNP: Expanding Public Management						
CC: A104		**1029** MH: Organizational Issues						
CC: A201		**1025** AA: Shifting Social Identities						
CC: A205		**1026** AA: Rebuilding Trust						
CC: C104		**1028** IM: Member Feedback						

Notes

Academy/Affiliate Activities and Committees

Program Chair: Rosalie L. Tung, Simon Fraser U.
Program Coordinator: Rita E. Collins, Simon Fraser U.
Professional Development Workshop Chair: Denise M. Rousseau, Carnegie Mellon U.
Coordinator: Andrea Rivero-Dabos, Carnegie Mellon U.
International Theme Committee Program Chair: Flemming Poulfelt, Copenhagen Business School
Teaching Theme Committee's Practitioner Series Chair: Terry Orr, Columbia U.
Mentoring Committee PDW Workshop Co-Chair: Liz Borredon, EDHEC School of Management
Asia Academy of Management Chair: Hun-Joon Park, Yonsei U.
Iberoamerican Academy of Management Chair: Martin Larraza-Kintana, U. Publica De Navarra
New Doctoral Student Consortium Chair: Grant H. Fenner, U. of Memphis

Day	Start	#	Location	Session Information
Fri	8:00am	1	AM:Director's Row I	Board of Governors` Meeting
	1:00pm	15	AM:Gov. Sq. 12	Collaborative Action Learning
	5:00pm	39	AM:Gov. Sq. 11	An Informal AR Gathering
	7:00pm	48	AM:Gov. Sq. 9	Seattle 2003: Democracy Planning Dinner
Sat	8:00am	70	CC:C208	(IAM): Iberoamerican Entrepreneurship
		61	CC:C102	Membership Committee Meeting
	8:45am	98	AM:Plaza Ballrm D	New Doctoral Student Consortium
	9:00am	99	AM:Director's Row H	Board of Governors' Meeting
		107	AM:Gov. Sq. 12	Accelerated Action Learning
	9:30am	108	AM:Tower Court A	Newsletter Editor
	10:00am	112	CC:C208	Globalization and Management
	11:00am	121	CC:A103	(ITC): Innovative Distance Learning
	12:00pm	125	HY:Pikes Peak	Placement Registration
		126	CC:Ballroom	Registration
		127	CC:Ballroom	Membership
	12:30pm	134	AM:Plaza Court 5	(TTC) The World as Classroom
	1:00pm	150	AM:Gov. Sq. 12	International Action Research
	1:30pm	153	CC:C208	Strategy & Market Integration
		154	CC:C204	International Academic Careers
	2:00pm	158	AM:Plaza Court 2	(IAM): Internationalizing Research
	3:00pm	171	AM:Gov. Sq. 12	Comparative Action Research
	3:30pm	178	CC:C208	(IAM): Cross-Cultural Methodology
	5:00pm	186	AM:Director's Row F	Seattle 2003 Committee
	5:30pm	190	AM:Gov. Sq. 15	All Doctoral Student Reception
	6:00pm	191	AM:Tower Court A	How to Use AoM Placement Service
		195	CC:C208	IAM Business Meeting
Sun	7:30am	205	AM:Director's Row E	Breakfast with Division Chairs
	8:00am	209	AM:Director's Row F	AoM Affiliates & Associates
		220	CC:C212	(IAM): Doing International Research
	9:00am	242	AM:Director's Row H	Current Program Chairs 2001-2002
		246	CC:A113	Asian Management Research
		251	CC:A210	Internet Collaboration
		254	AM:Gov. Sq. 14	Institutional AR approaches
		243	CC:Ballroom	Registration
		244	CC:Ballroom	Exhibits
		245	CC:Ballroom	Membership
	9:30am	256	AM:Plaza Court 2	Executive Committee of Council
	10:00am	264	AM:Gov. Sq. 12	Mentoring Networks
		260	AM:Director's Row H	Incoming Chairs of Div/Int Grp
		261	AM:Director's Row E	AME Writers` Workshop
		262	AM:Tower Court A	News Editor for Div/Int Grp
	10:15am	271	CC:Exhibit Break Area	Conference Break

	10:30am	**272**	AM:Plaza Court 1	Eastern AoM Officers
		273	AM:Plaza Court 2	Midwest AoM Officers
		274	AM:Plaza Court 3	Southwest AoM Officers
		275	AM:Plaza Court 5	Southern AoM Officers
		276	AM:Plaza Court 4	Western AoM Officers
		277	AM:Director's Row F	Current/Incoming Heads & Members
		278	AM:Plaza Court 6	People of Color Committee
		283	CC:A105	(TC): Teaching in Turbulent Times
	11:30am	**289**	AM:Director's Row H	Division Treasurers' Meeting
	12:00pm	**290**	AM:Director's Row E	Incoming 2002-3 Program Chairs
		291	AM:Director's Row F	AMR Writer's Workshop
		292	AM:Columbine	Incoming 2002-2003 PDW Chairs
		293	AM:Plaza Court 1	Academy of Management Council
		294	AM:Plaza Court 2	International Theme Committee
		295	AM:Gov. Sq. 10	AMJ Editors & Reviewers
	12:30pm	**298**	AM:Gov. Sq. 12	Mentoring Committee Bus. Meeting
		299	AM:Director's Row I	Ethics Committee Luncheon
	1:00pm	**300**	AM:Gov. Sq. 17	How to Use AoM Placement Service
	2:00pm	**301**	AM:Gov. Sq. 15	New Member Orientation
		302	AM:Tower Court A	AME Executive Editorial Board
		303	AM:Tower Court D	AoM Learning & Education
		304	AM:Director's Row E	AoM Review Outgoing Board Mtg.
	2:45pm	**309**	CC:Exhibit Break Area	Conference Break
	3:00pm	**310**	AM:Director's Row E	AoM Review Incoming Board Mtg.
	3:30pm	**311**	AM:Gov. Sq. 14	AoM Journal Board Meeting
		312	AM:Gov. Sq. 16	BPS Executive Committee
		313	CC:A202	CAR Executive Committee
		314	CC:A204	CM Executive Committee
		315	CC:A206	ENT Executive Committee
		316	CC:A208	GDO Executive Committee
		317	CC:A210	HCM Executive Committee
		318	AM:Director's Row H	HR Executive Committee
		319	CC:A212	IM Executive Committee
		320	CC:C202	MC Executive Committee
		321	CC:C212	MED Executive Committee
		322	CC:C210	MH Executive Committee
		323	CC:C208	MOC Executive Committee
		324	CC:C206	MSR Executive Committee
		325	CC:C204	OM Executive Committee
		326	CC:C109	ODC Executive Committee
		327	AM:Gov. Sq. 10	OMT Executive Commitee
		328	AM:Gov. Sq. 11	OB Executive Meeting
		329	CC:C105	ONE Executive Committee
		330	CC:C107	OCIS Executive Committee
		331	AM:Gov. Sq. 17	PNP Executive Committee
		332	CC:C103	RM Executive Committee
		333	CC:C101	SIM Executive Committee
		334	CC:A101	TIM Executive Committee
Mon	9:00am	**401**	HY:Pikes Peak	Placement Registration
		402	CC:Ballroom	Registration
		403	CC:Ballroom	Exhibits
		404	CC:Ballroom	Membership
	10:15am	**414**	CC:Exhibit Break Area	Conference Break
	2:45pm	**589**	CC:Exhibit Break Area	Conference Break
	9:00pm	**666**	AM:Plaza Ballrm D+E	Reception, New & Int'l Members
Tue	9:00am	**727**	HY:Pikes Peak	Placement Registration
		728	CC:Ballroom	Registration
		729	CC:Ballroom	Exhibits
		730	CC:Ballroom	Membership

	10:15am	**732**	CC:Exhibit Break Area	Conference Break
	2:00pm	**798**	CC:Ballroom	Registration
	2:15pm	**799**	CC:Ballroom	Exhibits
		800	CC:Ballroom	Membership
	2:30pm	**805**	AM:Plaza Court 1	Membership Debriefing Meeting
	3:15pm	**863**	CC:Exhibit Break Area	Conference Break
Wed	9:00am	**982**	HY:Pikes Peak	Placement Registration
		983	CC:Ballroom	Registration
		984	CC:Ballroom	Membership

Other Meetings & Activities

Program Chair: Rosalie L. Tung, Simon Fraser U.
Program Coordinator: Rita E. Collins, Simon Fraser U.

Day	Start	#	Location	Session Information
Sun	12:00pm	**296**	AM:Tower Court C	JAME Editorial Board Meeting
		297	AM:Gov. Sq. 11	JMI Editorial Board Meeting
	2:00pm	**305**	AM:Plaza Court 4	M@n@gement Editorial Board Meeting
		306	AM:Columbine	Administrative Science Quarterly Editorial Board Meeting
	3:30pm	**335**	AM:Plaza Court 3	Editorial Board Meeting of LRP
Mon	12:00pm	**476**	HY:Moulin Rouge	Journal of OB Luncheon
Tue	6:30pm	**936**	AM:Tower Court B	Human Relations Reception

"Continuum" by Rita Collins (photograph), Simon Fraser University

All Academy

In Memory of: Richard M. Hodgetts

Day	Start	#	Location	Session Information
Sun	2:30pm	**307**	AM:Plaza Ballrm A+B+C	Welcome to the 2002 Meetings
	2:35pm	**308**	AM:Plaza Ballrm A+B+C	Decision Making & Contemplation
	5:00pm	**336**	AM:Plaza Ballrm A+B+C	AoM Convocation
	7:00pm	**337**	AM:Plaza Ballrm D+E & Exhibit Area.	Music and Conversation
		338	AM:Plaza Ballrm F	Art & Poetry Exhibition
	7:30pm	**339**	AM:Plaza Ballrm D+E & Exhibit Area	Chris Daniels & the Kings
Mon	8:30am	**347**	AM:Plaza Ballrm A+B+C	The Role of Networks
	10:40am	**415**	AM:Plaza Ballrm D+E+F	Global Compact as a Network
		416	AM:Plaza Ballrm A+B+C	Networks for Research
		417	CC:A201	The Presidents Speak
	12:20pm	**477**	CC:A201	Knowledge Networks
		478	AM:Gov. Sq. 14	ISO and Institutionalism
		479	AM:Plaza Ballrm D+E+F	Leading Toward a Better World?
	2:30pm	**531**	AM:Plaza Ballrm A+B+C	AoM Award Winners
		532	AM:Gov. Sq. 15	The Great Wall
		533	CC:A201	Transnational IT Networks
	4:10pm	**590**	AM:Plaza Ballrm B+C+E+F	Meditation Forms & Discipline
		591	CC:A201	International Management Teams
		592	CC:A205	Learning, Knowledge, Networks
Tue	7:30am	**667**	AM:Silver	Hour of Contemplation
	8:30am	**669**	AM:Silver	Spirituality and Health
		670	CC:A205	Small World National Networks
	10:30am	**733**	AM:Gov. Sq. 14	Networks in Pluralistic World
		734	CC:A201	People and Strategy
		735	CC:A205	Creating International Networks
	12:00pm	**797**	AM:Plaza Ballroom	Presidential Luncheon
	2:30pm	**801**	CC:A201	Building Networks Today
		802	CC:A205	Career Bridges
		803	HY:Moulin Rouge	Ties that Bind
		804	AM:Gov. Sq. 14	The 21st Century Corporation
	4:10pm	**865**	CC:A201	Negative Aspects of Networks
		866	AM:Gov. Sq. 14	Remembering Richard Hodgetts
Wed	8:30am	**947**	CC:A205	Diversity Networks
	9:00am	**981**	CC:A201	Positive Professional Practice
	10:40am	**990**	CC:A205	Public-Private Networks
		991	CC:A201	Entrepreneurial Networks
	12:20pm	**1025**	CC:A201	Shifting Social Identities
		1026	CC:A205	Rebuilding Trust

Showcase Symposia

Program Chair: Rosalie L. Tung, Simon Fraser U.
Program Coordinator: Rita E. Collins, Simon Fraser U.

Day	Start	#	Location	Session Information
Mon	8:30am	**396**	CC:C207	SHCS: Internet in the Supply Chain
		378	CC:C209	SHCS: Spirituality and Performance
	10:40am	**422**	AM:Gov. Sq. 12	SHCS: Organizational Search
		475	CC:C207	SHCS: Firm Theory & Modularity
		424	CC:C209	SHCS: Managing Work and Home Domains
	12:20pm	**512**	AM:Gov. Sq. 12	SHCS: Contingent Work
		492	CC:C207	SHCS: Reconciling Culture Dimensions
		521	CC:C209	SHCS: Political Strategy & Perf.
	2:30pm	**575**	CC:A205	SHCS: Coordination of Expertise
		585	CC:C207	SHCS: Radical Innovations
	4:10pm	**631**	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
		616	CC:C207	SHCS: Educating for Sustainability
		620	CC:C209	SHCS: Organizing for Resilience
Tue	8:30am	**675**	AM:Gov. Sq. 12	SHCS: Intuition in Decisions
		680	CC:C207	SHCS: Labor-Management Partnerships
		678	CC:C209	SHCS: Building the Fast Organization
	10:30am	**796**	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		781	CC:C207	SHCS: CC: New Meanings & Methods
		783	CC:C209	SHCS: Historical OD: Lewin`s Influence
	2:30pm	**847**	AM:Gov. Sq. 12	SHCS: Which Differences Matter When?
		845	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		817	CC:C207	SHCS: A Call to Action
		850	CC:C209	SHCS: Exaggeration and IT
	4:10pm	**910**	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		924	CC:C207	SHCS: Knowledge Flow Across Networks
		916	CC:C209	SHCS: Environmental Teaching
Wed	8:30am	**967**	AM:Gov. Sq. 12	SHCS: Developing Managerial Talent
		952	AM:Gov. Sq. 15	SHCS: Global Knowledge Competition
		964	CC:C207	SHCS: Labor, Symbol & Allegory
	10:40am	**996**	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
	12:20pm	**1031**	AM:Gov. Sq. 14	SHCS: Destructive Leadership
		1027	AM:Gov. Sq. 15	SHCS: Research Pioneers

Shared Interest Track

Program Chair: Denise M. Rousseau, Carnegie Mellon U.

Day	Start	#	Location	Session Information
Mon	8:30am	**393**	CC:C204	SIT: Organizational Citizenship
		394	CC:A208	SIT: Merger Process and the Aftermath
		395	AM:Director's Row F	SIT: Small Business Perspectives
	10:40am	**470**	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
		471	CC:A208	SIT: Dot Coms and the New Economy
		472	CC:C204	SIT: Networks and Firm Performance
	12:20pm	**522**	CC:C204	SIT: Variety in Teams
		523	AM:Director's Row F	SIT: Mentoring and Social Capital
		524	CC:A208	SIT: Demands for Justice
	2:30pm	**583**	AM:Director's Row F	SIT: Management Education
		584	CC:A208	SIT: Pay Differences
	4:10pm	**637**	CC:A208	SIT: Managerial Wrong Doing
		638	AM:Director's Row F	SIT: Networks Variations
Tue	8:30am	**721**	CC:C204	SIT: Project Teams
		722	CC:A208	SIT: Leadership
		723	AM:Director's Row F	SIT: Emotions in Organizations
	10:30am	**791**	CC:C204	SIT: Downsizing and its Effects
		792	CC:A208	SIT: Intercultural Dilemmas
		793	AM:Director's Row F	SIT: The Processes of Change
	2:30pm	**858**	AM:Director's Row F	SIT: Organizational Innovation
		859	CC:C204	SIT: Work-Family Trends
		860	CC:A208	SIT: Paradoxes of Organizational Life
	4:10pm	**920**	CC:A208	SIT: Environmental Performance
		921	CC:C204	SIT: Relationships and Helping
		922	AM:Director's Row F	SIT: Building Effective Networks
Wed	8:30am	**977**	CC:A208	SIT: Decision Making
		978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
	10:40am	**1020**	CC:A208	SIT: Organizational Culture
		1021	AM:Director's Row F	SIT: Psychological Contracts
		1022	CC:C204	SIT: Story-Telling and Narrative

"America Attacked: The loss of innocence and isolation." Watercolor. Gail McKee, Roanoke College

Interactive Papers

Program Chair: David Ahlstrom, Chinese U. of Hong Kong

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Day	Start	#	Location	Session Information
Mon	8:30am	**361**	CC:C106 T4	IP: Alliances, Learning & Knowledge
		362	CC:A106 T1	IP: Strategy Process and Firm Growth
		363	CC:A106 T2	IP: Key Firm Competencies in China
		364	CC:C106 T3	IP: E-strategies
		365	CC:A106 T3	IP: Technology Strategy
		366	CC:A106 T4	IP: Knowledge and Learning
		367	CC:A214 T1	IP: CEOs, Governance and Performance
		368	CC:A214 T3	IP: Governance and Succession
		369	CC:C105 T2	IP: Managing Stakeholder Relations
		370	CC:A214 T4	IP: Managing Diversity
		371	CC:C105 T4	IP: Motivation and Morale
		372	CC:C106 T2	IP: Strategy Cognition Real Options
	10:40am	**437**	CC:C105 T2	IP: Diversification Risk, Incentives
		438	CC:A106 T1	IP: Board of Directors` Activities
		439	CC:A214 T4	IP: Board Composition & Performance
		440	CC:A106 T3	IP: Strategy, Innovation and Change
		441	CC:A106 T4	IP: Corporate Level Strategy
		442	CC:A214 T2	IP: Complexity and Coevolution
		443	CC:A214 T3	IP: Social Relations and Performance
		444	CC:C105 T3	IP: Trust and Citizenship Behavior
		445	CC:C105 T4	IP: Emotion Creativity, Intelligence
		446	CC:C205 T1	IP: Ventures & Competitive Response
		447	CC:C205 T2	IP: Corporate Venturing, Competition
	12:20pm	**493**	CC:A106 T2	IP: Cooperative Relations
		494	CC:A106 T3	IP: Multimarket Competition
		495	CC:A106 T1	IP: Mimetic Behavior & Evolution
		496	CC:A214 T3	IP: Alliance Performance & Function
		497	CC:C205 T2	IP: Financial Measures and Strategy
		498	CC:A106 T4	IP: Research in Strategic Management
		499	CC:A214 T1	IP: Strategic Technology Development
		500	CC:A214 T2	IP: Venture Capital and Strategy
		501	CC:A214 T4	IP: Measuring and Assessing Ethics
		502	CC:C105 T2	IP: Managing Innovation
		503	CC:C105 T1	IP: Relation and Identity Issues
		504	CC:C105 T3	IP: Occupational Concerns
		505	CC:C105 T4	IP: Change and Success
		506	CC:C205 T1	IP: Negotiation Strategies
	2:30pm	**553**	CC:C105 T1	IP: Governance and Monitoring
		554	CC:A106 T2	IP: Unpacking Strategic Groups
		555	CC:C106 T3	IP: Causal Ambiguity in Strategy
		556	CC:C205 T1	IP: Corporate Governance
		557	CC:C205 T2	IP: A New Look at Alliances
		558	CC:A106 T1	IP: Technology and Operations
		559	CC:A106 T4	IP: Resources and Knowledge Creation
		560	CC:A106 T3	IP: Investors and Firm Performance
		561	CC:A214 T1	IP: Knowledge and Networks
		562	CC:A214 T2	IP: Sense-Making and Decision-Making
		563	CC:A214 T4	IP: Social and Organization Theory
		564	CC:C106 T1	IP: Methods and the Review Process
		565	CC:C106 T4	IP: High Velocity Environments

	4:10pm	**605**	CC:C205 T5	IP: Networks and Competition
		606	CC:C105 T1	IP: Top Management Teams
		607	CC:A106 T3	IP: Environment and Development
		608	CC:A106 T1	IP: Research Design and Methods
		609	CC:A106 T2	IP: Cases and Narratives
		610	CC:A106 T4	IP: Time and Organizational Change
		611	CC:C205 T4	IP: A Long Term View of Change
		612	CC:A214 T2	IP: Strategy, Organizing Performance
		613	CC:A214 T3	IP: Manufacturing, Quality & Change
Tue	8:30am	**688**	CC:A106 T1	IP: Organizations and Ethical Issues
		689	CC:A106 T2	IP: Business and Government
		690	CC:A106 T3	IP: High Performance Employees
		691	CC:A106 T4	IP: Part-Time Work and Retirement
		692	CC:A214 T1	IP: Management Education
		693	CC:A214 T2	IP: Firm Boundaries and Technology
		694	CC:A214 T3	IP: Human Resources and Culture
		695	CC:C106 T3	IP: Understanding E-Business
		696	CC:C106 T1	IP: Networks and Legitimacy
		697	CC:A214 T4	IP: Quality in Healthcare
		698	CC:C105 T2	IP: Colleagiality and Careers
		699	CC:C105 T1	IP: High Performance Systems
		700	CC:C205 T5	IP: Groups and Teams
		701	CC:C105 T3	IP: Identification in Organizations
		702	CC:C106 T2	IP: Empowerment and Grievances
		703	CC:C205 T4	IP: IT, Productivity and Memory
	10:30am	**751**	CC:C106 T4	IP: Unpacking Diversity
		752	CC:A106 T1	IP: Corporate Social Reponsibility
		753	CC:A106 T2	IP: Managing in China
		754	CC:A106 T3	IP: Career Discussions and Mentoring
		755	CC:A106 T4	IP: Learning and Creativity
		756	CC:C205 T5	IP: Cross-Cultural Education
		757	CC:A214 T1	IP: Project Management
		758	CC:A214 T2	IP: Who Enters Foreign Markets?
		759	CC:A214 T3	IP: Joint Ventures
		760	CC:C106 T3	IP: Spirituality in the Workplace
		761	CC:C105 T3	IP: Gender and Diversity
		762	CC:C105 T1	IP: Diversity, Culture and HR
		763	CC:A214 T4	IP: Information Systems
		764	CC:C105 T2	IP: Celebrity Leaders and CEOs
		765	CC:C105 T4	IP: Public and Nonprofit Sector
		766	CC:C106 T1	IP: Implementing Change
		767	CC:C106 T2	IP: Social Networks & Groups
		768	CC:C205 T1	IP: Turnover & Work-Family Conflict
		769	CC:C205 T2	IP: Incentives & Fairness in HRM
		770	CC:C205 T4	IP: Effective Healthcare Management
	2:30pm	**824**	CC:C205 T2	IP: Managing Turnover
		825	CC:A106 T3	IP: Innovation in Education
		826	CC:A106 T1	IP: Knowledge and Innovation
		827	CC:A106 T4	IP: The Internet and Innovation
		828	CC:A214 T1	IP: A Historical Reassessment of OT
		829	CC:A214 T2	IP: Non-Anglo/American Governance
		830	CC:A214 T3	IP: Learning in MNEs
		831	CC:A214 T4	IP: Leadership Theory and Research
		832	CC:C105 T1	IP: Trust and Chinese Communities
		833	CC:C105 T4	IP: Alliances, Networks & Legitimacy
		834	CC:C106 T2	IP: Reputation and Brand Building
		835	CC:C106 T3	IP: Training and Team Building
		836	CC:C205 T1	IP: Venture Creation and Performance

Caucuses

Caucuses Chair: Brad Shrader, Iowa State U.

Day	Start	#	Location	Session Information
Tue	4:10pm	**873**	CC:C105 T3	CAU: AMJ Editor
		871	CC:C105 T1	CAU: Technologies in the Classroom
		872	CC:C105 T2	CAU: Faculty Evaluation Systems
		874	CC:C105 T4	CAU: Service Sector Firms
		879	CC:A106 T1	CAU: Leading Change
		880	CC:A106 T2	CAU: Building Effective Networks
		881	CC:A106 T3	CAU: Structuration Theory
		882	CC:A106 T4	CAU: Spiritual Talk
		883	CC:A214 T1	CAU: Tacit Knowledge
		884	CC:A214 T2	CAU: Teaching Strategic Management
		885	CC:A214 T3	CAU: Networks for Innovation
		886	CC:A214 T4	CAU: Business Schools as Networks
		888	CC:C205 T1	CAU: Organizational Citizenship
		889	CC:C205 T2	CAU: Terms of Confusion
		890	CC:C205 T3	CAU: The Enron Debacle
		891	CC:C205 T4	CAU: Leadership Networks
		892	CC:C205 T5	CAU: Re-envisioning the Ph.D.
		875	CC:C106 T1	CAU: High Survey Response Rates
		876	CC:C106 T2	CAU: M&A Integration
		877	CC:C106 T3	CAU: Research in OM
		878	CC:C106 T4	CAU: Inquiry and Reflection
		887	CC:A214 T5	CAU: Collaborative Learning

Art and Poetry: Building Effective Networks

Program Chair: Christian F. Poulson, II, California State Polytechnic U., Pomona

Day	Start	#	Location	Session Information
Sun	7:00pm	**338**	AM:Plaza Ballrm F	Art & Poetry Exhibition
Mon	9:00am	**405**	CC:Ballroom 3	Art & Poetry Exhibition
	2:30pm	**534**	AM:Plaza Court 1	Aesthetic Inquiry: A Forum
Tue	9:00am	**731**	CC:Ballroom 3	Art and Poetry Exhibition
	2:30pm	**806**	CC:Ballroom 3	Art and Poetry Exhibition

The Art & Poetry Division thanks its 20 Reviewers

Michel Avital, Case Western Reserve U.
James Bassett, California State Polytechnic U., Pomona
Jon Beard, Southern Illinois U.
Joy Beatty, Boston College
Gabe Buntzman, Western Kentucky U.
Gary Coombs, Ohio U.
Alexis Downs, U. of Central Oklahoma
Jacob Eisenberg, Cyprus International Institute of Management
Bill Ferris, Western New England College
Dennis Gioia, Pennsylvania State U.
Jeri King, U. of Missouri, Columbia
Cahy Hoon Lee, National University of Singapore
Sara McGauhey, U. of New South Wales
Keith Murnighan, Northwestern U.
Nick Nissley, St.Thomas U.
Grace Ann Rosile, Horse Sense at Work
Faye Smith, Emporia State U.
Steve Taylor, U. of Bath
Deborah Vidaver-Cohen, Florida International U.
Elden Wiebe, U. of Alberta

Haiku: Canadian Geese on Pennsylvania Pond

Deep ice cracking, crashing
Booming sounds slicing morning air
A promise of spring, and geese

Honking broadwings land
Swimming, talking, storming, forming
Then silence and suddenly, flight

Winds blowing intensely
Churning swirls over pond surfaces
A virtual winter storm in June

"Canadian Geese on Pennsylvania Pond" by Robert D'Intino, Pennsylvania State U.

Business Policy and Strategy

Program Chair: Javier Gimeno, INSEAD
Professional Development Workshop Chair: Margaret A. Peteraf, Dartmouth College

Day	Start	#	Location	Session Information
Fri	1:00pm	**4**	AM:Plaza Court 7	SPDW: Research & Practice PDW
		5	AM:Tower Court B	SPDW: Conversations on Knowledge
	4:00pm	**32**	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
	6:30pm	**46**	AM:Silver	BPS Doctoral Consortium
Sat	7:30am	**57**	AM:Silver	BPS Doctoral Consortium
	8:00am	**84**	CC:C209	SPDW: Social Network Workshop
		62	AM:Gov. Sq. 16	BPS New Faculty Consortium
		63	AM:Tower Court B	SPDW: Conversations on Knowledge
	10:00am	**116**	MT:Denver Ballrm Ste IV	SPDW: Modeling Legacies and Shocks
	12:00pm	**128**	AM:Plaza Court 3	SPDW: Strategy and Simulation
	1:00pm	**137**	AM:Vail	SPDW: A Process View of Strategy
	2:00pm	**159**	AM:Plaza Court 3	SPDW: From Idea to Submission
		158	AM:Plaza Court 2	SPDW: Internationalizing Research
Sun	7:30am	**206**	AM:Gov. Sq. 16	BPS Doctoral Consortium
	8:00am	**228**	CC:A208	SPDW: Developing Case Study Skills
		211	AM:Vail	SPDW: Crafting Strategy Courses
		214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
		229	MT:Denver Ballrm Ste IV	SPDW: Innovation Research Methods
		210	AM:Silver	BPS New Faculty Consortium
	9:00am	**247**	AM:Gov. Sq. 15	SPDW: Managing Your Dissertation
	10:00am	**263**	AM:Vail	SPDW: Dynamic Resources/Capabilities
		267	AM:Terrace	SPDW: Craft of Reviewing
		268	AM:Gov. Sq. 11	SPDW: Conducting Network Research
	10:30am	**281**	MT:Col. Ballrm Sal. F	SPDW: Internationalization and Ent
Mon	8:20am	**345**	AM:Gov. Sq. 17	BPS Welcome
	8:30am	**392**	CC:A207	JS: Organizational Slack and CSR
		394	CC:A208	SIT: Merger Process and the Aftermath
		348	AM:Gov. Sq. 17	Competitive Advantage of Network
		349	AM:Director's Row H	Contract Design
		350	AM:Director's Row E	Ownership Structure & Governance
		361	CC:C106 T4	IP: Alliances, Learning & Knowledge
		362	CC:A106 T1	IP: Strategy Process and Firm Growth
		363	CC:A106 T2	IP: Key Firm Competencies in China
		364	CC:C106 T3	IP: E-strategies
		365	CC:A106 T3	IP: Technology Strategy
		366	CC:A106 T4	IP: Knowledge and Learning
		367	CC:A214 T1	IP: CEOs, Governance and Performance
		368	CC:A214 T3	IP: Governance and Succession
		369	CC:C105 T2	IP: Managing Stakeholder Relations

10:40am	**422**	AM:Gov. Sq. 12	SHCS: Organizational Search
	475	CC:C207	SHCS: Firm Theory & Modularity
	421	CC:A207	JS: Discovering Geography
	470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
	437	CC:C105 T2	IP: Diversification Risk, Incentives
	418	AM:Director's Row H	Strategic Outsourcing
	419	AM:Director's Row E	Executive Compensation and Risk
	420	AM:Gov. Sq. 17	Exploiting Strategic Networks
	438	CC:A106 T1	IP: Board of Directors` Activities
	439	CC:A214 T4	IP: Board Composition & Performance
	440	CC:A106 T3	IP: Strategy, Innovation and Change
	441	CC:A106 T4	IP: Corporate Level Strategy
	442	CC:A214 T2	IP: Complexity and Co-evolution
	443	CC:A214 T3	IP: Social Relations and Performance
	446	CC:C205 T1	IP: Ventures & Competitive Response
	447	CC:C205 T2	IP: Corporate Venturing, Competition
12:20pm	**485**	CC:A101/103	JS: Entrepreneurs in Rock and Roll
	521	CC:C209	SHCS: Political Strategy & Perf.
	517	CC:C101/103	JS: Beyond Individuals: Structure
	483	CC:A207	JS: Global Wireless Strategy
	522	CC:C204	SIT: Variety in Teams
	493	CC:A106 T2	IP: Cooperative Relations
	494	CC:A106 T3	IP: Multimarket Competition
	480	AM:Gov. Sq. 17	Internal & External Capabilities
	481	AM:Director's Row E	CEO Compensation Determinants
	482	AM:Director's Row H	Supply Chain Structure Dynamics
	495	CC:A106 T1	IP: Mimetic Behavior & Evolution
	496	CC:A214 T3	IP: Alliance Performance & Function
	497	CC:C205 T2	IP: Financial Measures and Strategy
	498	CC:A106 T4	IP: Research in Strategic Management
	499	CC:A214 T1	IP: Strategic Technology Development
	500	CC:A214 T2	IP: Venture Capital and Strategy
2:30pm	**588**	CC:C101/103	JS: Networking in Biotechnology
	553	CC:C105 T1	IP: Governance and Monitoring
	583	AM:Director's Row F	SIT: Management Education
	554	CC:A106 T2	IP: Unpacking Strategic Groups
	555	CC:C106 T3	IP: Causal Ambiguity in Strategy
	535	AM:Plaza Court 3	Internal Competition
	536	AM:Director's Row E	"Real Options" Logic
	537	AM:Gov. Sq. 17	Capturing Value in M&A
	538	AM:Director's Row H	Dynamics of Alliance Networks
	556	CC:C205 T1	IP: Corporate Governance
	557	CC:C205 T2	IP: A New Look at Alliances
	558	CC:A106 T1	IP: Technology and Operations
	559	CC:A106 T4	IP: Resources and Knowledge Creation
	560	CC:A106 T3	IP: Investors and Firm Performance
	561	CC:A214 T1	IP: Knowledge and Networks
4:10pm	**638**	AM:Director's Row F	SIT: Networks Variations
	593	AM:Director's Row H	Combining & Mobilizing Knowledge
	594	AM:Director's Row E	Real Options & Diversification
	595	AM:Gov. Sq. 17	M&A Implementation
	596	AM:Plaza Court 3	Geographic Clusters
	605	CC:C205 T5	IP: Networks and Competition
	606	CC:C105 T1	IP: Top Management Teams
	612	CC:A214 T2	IP: Strategy, Organizing Performance
5:30pm	**641**	AM:Director's Row E	Social: Mid-Career Networking

Tue	8:30am	**676**	CC:A207	JS: Governments and Firms
		675	AM:Gov. Sq. 12	SHCS: Intuition in Decisions
		671	AM:Director's Row H	Executive Turnover
		723	AM:Director's Row F	SIT: Emotions in Organizations
		672	AM:Gov. Sq. 17	Resource-Based Competition
		673	AM:Director's Row E	Strategic Adaptation and Renewal
		674	AM:Plaza Court 3	R&D & Intellectual Property
	10:30am	**740**	CC:A207	JS: Entrepreneurial Failure
		791	CC:C204	SIT: Downsizing and its Effects
		736	AM:Plaza Court 3	Funding & Valuing R&D Strategies
		737	AM:Director's Row H	TMT Heterogeneity
		738	AM:Gov. Sq. 17	Knowledge Integration & Transfer
		739	AM:Director's Row E	Middle Managers Networks
		765	CC:C105 T4	IP: Public and Nonprofit Sector
	2:30pm	**841**	CC:A101/103	JS: Organizational Identity Dynamics
		845	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		811	CC:A207	JS: New Paradigms of Governance
		807	AM:Director's Row H	Diversification Discount
		858	AM:Director's Row F	SIT: Organizational Innovation
		808	AM:Gov. Sq. 17	Organizational Capabilities
		809	AM:Director's Row E	Trust and Opportunism
		810	AM:Plaza Court 3	Performance and Decision Framing
		833	CC:C105 T4	IP: Alliances, Networks & Legitimacy
	4:10pm	**924**	CC:C207	SHCS: Knowledge Flow Across Networks
		867	AM:Director's Row H	Diversification Outcomes
		922	AM:Director's Row F	SIT: Building Effective Networks
		868	AM:Director's Row E	Strategic Alliance Consequences
		869	AM:Gov. Sq. 17	Pioneers of Strategy
	5:30pm	**925**	AM:Director's Row H	BPS Business Meeting
	6:30pm	**935**	AM:Gov. Sq. 17	BPS Social Hour
Wed	8:30am	**948**	AM:Gov. Sq. 17	Economic Underpinnings of RBV
		952	AM:Gov. Sq. 15	SHCS: Global Knowledge Competition
		953	CC:A207	JS: Renewal of Korean Firms
		949	AM:Director's Row E	Evolution of BPS Field
		977	CC:A208	SIT: Decision Making
		950	AM:Plaza Court 3	Divestitures and Spin-Offs
		951	AM:Director's Row H	The Effects of Prior Experience
	10:40am	**995**	CC:A207	JS: Corporate Refocusing
		996	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
		1020	CC:A208	SIT: Organizational Culture
		992	AM:Plaza Court 3	Role of Reputation
		993	AM:Director's Row H	Valuing Intellectual Capital
		994	AM:Director's Row E	The Governance of Innovation
	12:20pm	**1027**	AM:Gov. Sq. 15	SHCS: Research Pioneers

The Business Policy and Strategy Division Thanks its 870 Reviewers:

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Careers

Program Chair: Allan W. Bird, U. of Missouri, St. Louis
Professional Development Workshop Chair: Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington

Day	Start	#	Location	Session Information
Fri	1:00pm	**6**	MT:Pomeroy	Intelligent Career Card Sort
	3:00pm	**26**	AM:Plaza Court 1	SPDW: Transitioning into Academia
Sat	8:00am	**64**	OS:Off-Site 1	Career Journeys
	8:30am	**87**	CC:A101	SPDW: Becoming a Department Chair
	9:00am	**102**	AM:Plaza Court 1	SPDW: Surviving Workaholism
	1:00pm	**138**	CC:A101	Movin' On
		139	CC:C102	SPDW: Physical Health and Well-Being
	3:30pm	**173**	CC:A101	Academic Dual Career
Sun	8:00am	**212**	CC:A101	Surviving by Your Sabbatical
	8:30am	**230**	CC:A108	Career Resilience
	9:00am	**252**	CC:A103	SPDW: Corporate Women-Corporate Lives
	10:30am	**279**	CC:A101	Career Research Networks
Mon	8:30am	**352**	CC:A101/103	JS: Unpacking Career Success
		351	CC:A105	Constituencies and Commitment
		394	CC:A208	SIT: Merger Process and the Aftermath
	10:40am	**424**	CC:C209	SHCS: Managing Work and Home Domains
		423	CC:A105	Mentoring Effects
		470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
	12:20pm	**484**	CC:A105	Boundaries, 24-7 & Virtuality
		523	AM:Director's Row F	SIT: Mentoring and Social Capital
	2:30pm	**539**	CC:A105	Career Success
		545	CC:A108/110	JS: Demography in Mentor Networks
		584	CC:A208	SIT: Pay Differences
		565	CC:C106 T4	IP: High Velocity Environments
	4:10pm	**631**	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
Tue	8:30am	**678**	CC:C209	SHCS: Building the Fast Organization
		705	CC:C101/103	JS: Networking in Our Own Backyard
		677	CC:A105	Careers Paths Outside N.A.
		691	CC:A106 T4	IP: Part-Time Work and Retirement
	10:30am	**791**	CC:C204	SIT: Downsizing and its Effects
		754	CC:A106 T3	IP: Career Discussions and Mentoring
	2:30pm	**812**	CC:A105	Hughes Distinguished Speaker
	4:10pm	**870**	CC:A101/103	JS: The Protean Executive
		921	CC:C204	SIT: Relationships and Helping
	5:30pm	**926**	CC:A105	CAR Business Meeting
	6:30pm	**937**	CC:A106	CAR Social Hour
Wed	8:30am	**958**	CC:A101/103	JS: Complicating the Conversation
		967	AM:Gov. Sq. 12	SHCS: Developing Managerial Talent
		954	CC:A105	Gender and Career Judgments
	10:40am	**1021**	AM:Director's Row F	SIT: Psychological Contracts
		997	CC:A105	Experiencing Networks & Careers

The Careers Division thanks its 73 Reviewers:

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Conflict Management

Program Chair: Bruce Barry, Vanderbilt U.
Professional Development Workshop Chair: Sally Blount-Lyon, New York U.

Day	Start	#	Location	Session Information
Fri	4:00pm	**30**	MT:Col. Ballrm Sal. B	CM Doctoral Consortium
Sat	9:00am	**100**	MT:Col. Ballrm Sal. B	CM Doctoral Consortium
Sun	8:30am	**231**	MT:Col. Ballrm Sal. B	Applying Networks to Conflict
	10:30am	**280**	MT:Col. Ballrm Sal. B	Conflicting Values Conflicts
Mon	8:30am	**379**	CC:A108/110	JS: Social Identity at Work
		353	CC:A107	Zen and Negotiation
	10:40am	**426**	CC:A101/103	JS: Abuse, Bullying, & Aggression
		425	CC:A107	Conflict in Groups and Teams
	12:20pm	**524**	CC:A208	SIT: Demands for Justice
		506	CC:C205 T1	IP: Negotiation Strategies
	12:30pm	**525**	CC:A107	Dispute Resolution in Orgs.
	2:30pm	**540**	CC:A107	Relational Interdependence
		563	CC:A214 T4	IP: Social and Organization Theory
	4:10pm	**632**	CC:C101/103	JS: Pursuing the Kyoto Protocol
		637	CC:A208	SIT: Managerial Wrong Doing
Tue	8:30am	**680**	CC:C207	SHCS: Labor-Management Partnerships
		681	CC:A101/103	JS: Injustice and Third Parties
		679	CC:A107	Identity, Conflict, Diversity
		700	CC:C205 T5	IP: Groups and Teams
		702	CC:C106 T2	IP: Empowerment and Grievances
	10:30am	**741**	CC:A107	Justice and Injustice
	2:30pm	**813**	CC:A107	Social Context of Negotiation
		824	CC:C205 T2	IP: Managing Turnover
	4:10pm	**909**	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		920	CC:A208	SIT: Environmental Performance
	5:45pm	**934**	AM:Plaza Court 1	CM Business Meeting
	6:45pm	**943**	AM:Gov. Sq. 16	CM Division Social Hour
Wed	8:30am	**955**	CC:A107	Conflict Strategies in Teams
	10:40am	**1020**	CC:A208	SIT: Organizational Culture
	12:20pm	**1031**	AM:Gov. Sq. 14	SHCS: Destructive Leadership

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Critical Management Studies

Program Chair: Paul Adler, U. of Southern California
Professional Development Workshop Chair: Ralph Stablein, Massey U.

Day	Start	#	Location	Session Information
Fri	3:00pm	**22**	MT:Col. Ballrm Sal. I+J	CMS Political Economy Tutorial
	6:00pm	**41**	MT:Mattie Silks	CMS Reception
	7:30pm	**52**	MT:Mattie Silks	CMS Doctoral Workshop
Sat	8:00am	**65**	MT:Mattie Silks	CMS Continental Breakfast
	8:30am	**88**	MT:Mattie Silks	CMS Introduction
	9:00am	**101**	MT:Mattie Silks	CMS & Post-colonial Theory
	11:30am	**124**	MT:Mattie Silks	CMS & Case Teaching
	1:30pm	**151**	MT:Mattie Silks	CMS Roundtables
	3:00pm	**170**	CC:A109	SPDW: Spirituality: Critical Review
	3:30pm	**174**	MT:Mattie Silks	CMS & MNCs
	6:00pm	**192**	MT:Mattie Silks	SPDW: CMS & Stan Deetz
	7:30pm	**201**	MT:Mattie Silks	CMS Social Hour
Sun	8:30am	**232**	MT:Mattie Silks	CMS Coffee
	9:30am	**257**	MT:Mattie Silks	CMS Doctoral Research Workshop
	11:00am	**287**	MT:Mattie Silks	CMS in Denver
Tue	3:30pm	**864**	AM:Plaza Court 6	CMS Welcome
	5:30pm	**927**	AM:Plaza Court 6	CMS Business Meeting

Entrepreneurship

Program Chair: Kelly G. Shaver, College of William and Mary
Professional Development Workshop Chair: Andrew Zacharakis, Babson College

Day	Start	#	Location	Session Information
Fri	12:00pm	3	MT:Matchless	Doctoral Consortium
	1:00pm	7	MT:Col. Ballrm Sal. F	Welcome
	1:30pm	17	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
		16	MT:Denver Ballrm Ste V	E-Learning for Ent Educators
	3:00pm	24	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
		23	MT:Denver Ballrm Ste V	SPDW: Globalization and Ent Women
	5:00pm	36	MT:Denver Ballrm Ste II	New Faculty Consortium
	7:00pm	49	OS:Off-Site 7	Doctoral Consort Dinner
Sat	7:30am	58	MT:Matchless	Doctoral Consortium
	8:00am	66	MT:Col. Ballrm Sal. F	Research Methods in Ent
		70	CC:C208	SPDW: Iberoamerican Entrepreneurship
		67	MT:Denver Ballrm Ste V	Community Based Ent
	8:30am	89	MT:Denver Ballrm Ste II	New Faculty Consortium
	9:30am	109	MT:Col. Ballrm Sal. F	Utilizing Effective Networks
		110	MT:Denver Ballrm Ste V	SPDW: Universities & Economic Dev.
	11:00am	119	MT:Col. Ballrm Sal. F	Entrepreneurship Theory
		120	MT:Denver Ballrm Ste V	NTA's: Current Practice
	12:30pm	135	MT:Col. Ballrm Sal. E	Endowed Chairs' Annual Lunch
	1:00pm	140	MT:Col. Ballrm Sal. F	Coaching the Ent Team
	1:30pm	152	OS:Off-Site 8	Field Trip: Service Project
	2:00pm	160	MT:Denver Ballrm Ste V	Entrepreneurship Innovations
	2:30pm	164	MT:Col. Ballrm Sal. F	Writing for Rejection
	3:30pm	175	MT:Denver Ballrm Ste V	Ent Pedagogy Award Winner
	6:00pm	193	OS:Off-Site 9	Entrepreneurship Social
Sun	7:30am	207	MT:Matchless	Doctoral Consortium
	8:00am	214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
		213	MT:Denver Ballrm Ste V	Family Business Issues
	8:30am	233	MT:Denver Ballrm Ste II	New Faculty Consortium
	9:30am	258	MT:Denver Ballrm Ste V	Family Business Teaching
	10:30am	281	MT:Col. Ballrm Sal. F	SPDW: Internationalization and Ent
Mon	8:30am	354	CC:A210	Theories
		395	AM:Director's Row F	SIT: Small Business Perspectives
	10:40am	427	CC:A210	Decision Making
		428	CC:A212	Strategic Alliances
		472	CC:C204	SIT: Networks and Firm Performance
		446	CC:C205 T1	IP: Ventures & Competitive Response
		447	CC:C205 T2	IP: Corporate Venturing, Competition
	12:20pm	485	CC:A101/103	JS: Entrepreneurs in Rock and Roll
		522	CC:C204	SIT: Variety in Teams
		496	CC:A214 T3	IP: Alliance Performance & Function
		500	CC:A214 T2	IP: Venture Capital and Strategy
		502	CC:C105 T2	IP: Managing Innovation
	2:30pm	543	CC:A207	JS: Socially Effective New Ventures
		541	CC:A210	Innovation & Learning
		554	CC:A106 T2	IP: Unpacking Strategic Groups
		542	CC:A212	Venture Capital Investments
		565	CC:C106 T4	IP: High Velocity Environments
	4:10pm	597	CC:A210	Corporate Entrepreneurship
		598	CC:A212	Satisfaction And Leadership
	5:30pm	642	CC:A105	ENT Business Meeting
	7:00pm	660	CC:A107	ENT Reception

Tue	8:30am	**682**	CC:A212	Venturing in the Inner City
		675	AM:Gov. Sq. 12	SHCS: Intuition in Decisions
		693	CC:A214 T2	IP: Firm Boundaries and Technology
	10:30am	**742**	CC:A101/103	JS: Complexity & Entrepreneurship
		740	CC:A207	JS: Entrepreneurial Failure
	2:30pm	**814**	CC:A210	Management and the IPO
		815	CC:A212	Motivations for New Ventures
		836	CC:C205 T1	IP: Venture Creation and Performance
	4:10pm	**895**	CC:A207	JS: The OB of Entrepreneurship
		921	CC:C204	SIT: Relationships and Helping
		893	CC:A210	Governance
		894	CC:A212	Growth
Wed	8:30am	**977**	CC:A208	SIT: Decision Making
		956	CC:A212	Opportunity Exploitation
		957	CC:A210	Creating Networks
	10:40am	**998**	CC:A210	Cultural And Social Influences
		999	CC:A212	Family Business
	12:20pm	**1027**	AM:Gov. Sq. 15	SHCS: Research Pioneers

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Gender and Diversity in Organizations

Program Chair: Elizabeth Cooper, U. of Rhode Island
Professional Development Workshop Chair: Bernardo M. Ferdman, Alliant International U.

Day	Start	#	Location	Session Information
Fri	1:00pm	**8**	MT:Col. Ballrm Sal. H	Diversity Theory and Practice
	1:30pm	**17**	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
	3:00pm	**25**	MT:Denver Ballrm Ste IV	GDO Doctoral Consortium
		26	AM:Plaza Court 1	SPDW: Transitioning into Academia
	4:30pm	**35**	MT:Denver Ballrm Ste IV	GDO Doctoral Consortium
	7:00pm	**50**	OS:Off-Site	GDO Doctoral Consortium Dinner
Sat	7:30am	**59**	MT:Denver Ballrm Ste I	GDO Doctoral Consortium Bkfst
	8:30am	**87**	CC:A101	SPDW: Becoming a Department Chair
		90	MT:Col. Ballrm Sal. G	GDO Doctoral Consortium
		91	MT:Col. Ballrm Sal. H+I+J	Diversity Dialogues I
	10:00am	**111**	MT:Col. Ballrm Sal. G	GDO Doctoral Consortium
	12:00pm	**129**	MT:Col. Ballrm Sal. G+H+I+J	Diversity Dialogues II
	6:00pm	**194**	MT:Denver Ballrm Ste IV	GDO PDW Social Event
	7:30pm	**203**	CC:C112	SPDW: Indigenous Spirituality
Sun	9:00am	**252**	CC:A103	SPDW: Corporate Women-Corporate Lives
		248	MT:Pomeroy	GDO Research/Networking Wkshp
Mon	7:45am	**340**	CC:A202	GDO Breakfast
	8:30am	**355**	CC:A109	Diversity Resistance
		394	CC:A208	SIT: Merger Process and the Aftermath
		395	AM:Director's Row F	SIT: Small Business Perspectives
		367	CC:A214 T1	IP: CEOs, Governance and Performance
	10:40am	**424**	CC:C209	SHCS: Managing Work and Home Domains
		430	CC:A108/110	JS: Gender and Leadership
		470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
		429	CC:A109	Racial and Sexual Harassment
	12:20pm	**523**	AM:Director's Row F	SIT: Mentoring and Social Capital
		524	CC:A208	SIT: Demands for Justice
	12:50pm	**528**	CC:A109	Definitions of Diversity
	2:30pm	**573**	CC:A209	JS: Identity in Teams
		545	CC:A108/110	JS: Demography in Mentor Networks
		584	CC:A208	SIT: Pay Differences
		544	CC:A109	A Discussion with Anne S. Huff
		560	CC:A106 T3	IP: Investors and Firm Performance
	4:10pm	**600**	CC:A108/110	JS: Intimate Partner Violence
		599	CC:A109	Learning from a Gendered Context
	5:30pm	**643**	CC:A109	GDO Divisional Meeting
	6:30pm	**656**	CC:A110	GDO Social
Tue	8:30am	**701**	CC:C105 T3	IP: Identification in Organizations
	8:45am	**726**	CC:A109	Work-Life Quality and Diversity
	10:30am	**743**	CC:A109	Invisible Diversity
		744	CC:C101/103	JS: Otherness at Large
		751	CC:C106 T4	IP: Unpacking Diversity
		761	CC:C105 T3	IP: Gender and Diversity
		762	CC:C105 T1	IP: Diversity, Culture and HR
	2:30pm	**817**	CC:C207	SHCS: A Call to Action
		859	CC:C204	SIT: Work-Family Trends
		816	CC:A109	Discrimination at Work
		860	CC:A208	SIT: Paradoxes of Organizational Life
	4:10pm	**896**	CC:A109	Diversity and Communication
Wed	8:30am	**958**	CC:A101/103	JS: Complicating the Conversation
	8:45am	**980**	CC:A109	Sex vs Gender

10:40am	**1000**	CC:A101/103	JS: Gender Inclusion & Advancement
	1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.
	1002	CC:C101/103	JS: The Impact of Gender Context
	1012	CC:A209	JS: Team Diversity and Performance

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Health Care Management

Program Chair: Leonard H. Friedman, Oregon State U.
Professional Development Workshop Chair: Kathryn H. Dansky, Pennsylvania State U.

Day	Start	#	Location	Session Information
Fri	6:00pm	**42**	MT:Col. Ballrm Sal. G	Reception and Welcome to HCM
Sat	8:30am	**92**	CC:C108	SPDW: Teaching Skills
	10:30am	**117**	CC:C110	Grad School Survival Skills
		118	CC:C106	Junior Faculty Survival Skills
	1:00pm	**139**	CC:C102	SPDW: Physical Health and Well-Being
	3:30pm	**176**	CC:C110	Dissertation Survival Skills
		177	CC:C106	Skills for Managing P&T
Sun	8:00am	**215**	CC:C108	HCM: Continental Breakfast
	8:30am	**234**	CC:C106	Feedback from Reviewers
	9:00am	**249**	CC:C110	Research Skills
	10:30am	**282**	CC:C110	Publication Skills
Mon	8:30am	**356**	CC:A112	Division Welcome
	8:45am	**397**	CC:A112	Quality in Healthcare
	10:40am	**431**	CC:A112	Leadership and Healthcare
		472	CC:C204	SIT: Networks and Firm Performance
	2:30pm	**575**	CC:A205	SHCS: Coordination of Expertise
		546	CC:A101/103	JS: Perspectives on CEOs Learning
		554	CC:A106 T2	IP: Unpacking Strategic Groups
	4:10pm	**601**	CC:A112	Distinguished Speaker
		611	CC:C205 T4	IP: A Long Term View of Change
	5:30pm	**644**	CC:A112	Business Meeting
	7:00pm	**661**	CC:A202	HCMD Reception
Tue	8:30am	**683**	CC:A112	Network Development
		697	CC:A214 T4	IP: Quality in Healthcare
	10:30am	**745**	CC:A112	Long Term Care
		762	CC:C105 T1	IP: Diversity, Culture and HR
		770	CC:C205 T4	IP: Effective Healthcare Management
	2:30pm	**818**	CC:A112	Hospitals and Nursing
		824	CC:C205 T2	IP: Managing Turnover
	4:10pm	**897**	CC:A112	Service Line Management
Wed	9:00am	**985**	CC:A112	Consumers
	10:40am	**1003**	CC:A112	Integrated Health Networks

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Human Resources

Program Chair: Patrick Wright, Cornell U.
Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

Day	Start	#	Location	Session Information
Fri	1:00pm	**9**	AM:Gov. Sq. 10	HR Education: A Town Meeting!
Sat	8:00am	**68**	AM:Gov. Sq. 10	HR Doctoral Student Consortium
		69	AM:Gov. Sq. 9	HR Jr. Faculty Consortium
	9:00am	**102**	AM:Plaza Court 1	SPDW: Surviving Workaholism
	12:30pm	**136**	AM:Plaza Court 1	SPDW: Measure Learning Effectiveness
	3:00pm	**165**	AM:Plaza Court 1	SPDW: Multinational HR Research
	5:30pm	**189**	AM:Gov. Sq. 11	HR Reception
Sun	8:00am	**216**	AM:Gov. Sq. 9	HR Jr. Faculty Consortium
	8:30am	**235**	AM:Tower Court D	Innovative Teaching Practices
		236	AM:Gov. Sq. 10	HR Doctoral Student Consortium
	9:00am	**250**	AM:Tower Court B	SPDW: Building Research Networks
	10:30am	**284**	CC:A107	SPDW: The Authors Speak
Mon	8:30am	**380**	AM:Gov. Sq. 14	JS: Beyond Social Exchange
		352	CC:A101/103	JS: Unpacking Career Success
		396	CC:C207	SHCS: Internet in the Supply Chain
		357	AM:Columbine	Implications of P-O Fit
		358	AM:Terrace	Employee Share Ownership
		359	AM:Vail	International HRM
		370	CC:A214 T4	IP: Managing Diversity
		371	CC:C105 T4	IP: Motivation and Morale
	10:40am	**424**	CC:C209	SHCS: Managing Work and Home Domains
		449	CC:C101/103	JS: Exec Ed: Living the Learning
		432	AM:Columbine	Doing Relevant HR Research
		433	AM:Terrace	Performance Management Issues
		434	AM:Vail	Disabilities and Accommodation
	12:20pm	**489**	CC:A209	JS: 360 Degree Feedback
		512	AM:Gov. Sq. 12	SHCS: Contingent Work
		486	AM:Terrace	e-HR and the Future of the HR
		487	AM:Vail	Issues in Compensation Design
		488	AM:Columbine	HR and Firm Performance
	2:30pm	**545**	CC:A108/110	JS: Demography in Mentor Networks
		547	AM:Terrace	Virtual Teams
		550	AM:Gov. Sq. 14	JS: Cross-Cultural Training
		548	AM:Columbine	Empirical Macro HRM Research
		583	AM:Director's Row F	SIT: Management Education
		549	AM:Vail	Recrutiment and Retention
		560	CC:A106 T3	IP: Investors and Firm Performance
	4:10pm	**631**	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
		624	AM:Gov. Sq. 14	JS: The Psych Contract Construct
		602	AM:Vail	High Performance Work Systems
		603	AM:Terrace	New Forms of Organizing
	5:30pm	**645**	AM:Plaza Ballrm E+F	HR Division Ice Cream Social
Tue	8:30am	**684**	AM:Columbine	Internat`l Diffusion of IR/HRM
		680	CC:C207	SHCS: Labor-Management Partnerships
		678	CC:C209	SHCS: Building the Fast Organization
		711	CC:A201	JS: Shared Leadership in Teams
		685	AM:Terrace	Compensation and Reactions
		690	CC:A106 T3	IP: High Performance Employees

	10:30am	**746**	AM:Vail	Multi-Level Safety
		747	AM:Terrace	Temp Agencies as Market Makers
		748	AM:Columbine	Strategic HR Management
		762	CC:C105 T1	IP: Diversity, Culture and HR
		768	CC:C205 T1	IP: Turnover & Work-Family Conflict
		769	CC:C205 T2	IP: Incentives & Fairness in HRM
	2:30pm	**846**	CC:A209	JS: Expanding P-E Fit Research
		819	AM:Terrace	Employee-Customer Relationship
		820	AM:Columbine	Culture and Compensation
		823	CC:A108/110	JS: Effective HRM in IJVs
		821	AM:Vail	HR and Trust
		832	CC:C105 T1	IP: Trust and Chinese Communities
	4:10pm	**908**	CC:A205	JS: Emotion Recognition
		909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		870	CC:A101/103	JS: The Protean Executive
		898	AM:Vail	Personality and Performance
		899	AM:Terrace	Issues in Interviewing
	5:30pm	**928**	AM:Columbine	HR Business Meeting
	7:00pm	**944**	AM:Columbine	HR Division Social Hour
Wed	8:30am	**968**	CC:C209	JS: Perceived Support
	10:40am	**1000**	CC:A101/103	JS: Gender Inclusion & Advancement
		1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.
	12:20pm	**1031**	AM:Gov. Sq. 14	SHCS: Destructive Leadership

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Day	Start	#	Location	Session Information
Fri	8:00am	**2**	OS:Off-Site	IM Division Rafting Trip
	1:00pm	**4**	AM:Plaza Court 7	SPDW: Research & Practice PDW
	3:00pm	**23**	MT:Denver Ballrm Ste V	SPDW: Globalization and Ent Women
	4:00pm	**32**	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
	6:00pm	**43**	MT:Denver Ballrm Ste III	IM Welcome and Academy Roadmap
	8:00pm	**54**	OS:Off-Site	IM Dinner with the EC
Sat	8:00am	**84**	CC:C209	SPDW: Social Network Workshop
		71	CC:C210	Doctoral Consortium
		72	CC:C212	IM Junior Faculty Consortium
		73	CC:C206	SPDW: Behavioral Simulations for IM
	11:00am	**121**	CC:A103	SPDW: Innovative Distance Learning
	2:00pm	**159**	AM:Plaza Court 3	SPDW: From Idea to Submission
		158	AM:Plaza Court 2	SPDW: Internationalizing Research
	3:00pm	**165**	AM:Plaza Court 1	SPDW: Multinational HR Research
		167	CC:C202	SPDW: Strategic Learning - USA & Japan
	3:30pm	**178**	CC:C208	SPDW: Cross-Cultural Methodology
	5:00pm	**187**	CC:A107	Barry M. Richman Dissertation
	6:00pm	**196**	CC:A103	SPDW: Internationalization of Faculty
	6:30pm	**200**	CC:C205/207	IM Division PDW Reception
Sun	8:00am	**214**	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
		219	CC:C206	SPDW: Behavioral Simulations for IM
		217	CC:C210	International Research Network
		220	CC:C212	SPDW: Doing International Research
		218	CC:C208	IM Teaching Best Practices
	9:00am	**247**	AM:Gov. Sq. 15	SPDW: Managing Your Dissertation
	10:30am	**281**	MT:Col. Ballrm Sal. F	SPDW: Internationalization and Ent
Mon	8:30am	**360**	CC:C104	IM Division Welcome
	9:00am	**406**	CC:C102	International Staffing
		407	CC:C104	MNC Strategy
	10:40am	**435**	CC:C102	Ethics and Morality
		436	CC:C104	Firm-Environment Interface
		441	CC:A106 T4	IP: Corporate Level Strategy
	12:20pm	**490**	CC:C102	Beyond Expatriation
		492	CC:C207	SHCS: Reconciling Culture Dimensions
		483	CC:A207	JS: Global Wireless Strategy
		523	AM:Director's Row F	SIT: Mentoring and Social Capital
		524	CC:A208	SIT: Demands for Justice
		491	CC:C104	Managing in Uncertainty
	2:30pm	**588**	CC:C101/103	JS: Networking in Biotechnology
		550	AM:Gov. Sq. 14	JS: Cross-Cultural Training
		551	CC:C104	IJVs
		552	CC:C102	Governments and Governance
	4:10pm	**632**	CC:C101/103	JS: Pursuing the Kyoto Protocol
		604	CC:C102/104	IMD Distinguished Scholar
	8:01pm	**665**	HY:Grand Ballrm	IM Division Dance
Tue	8:30am	**722**	CC:A208	SIT: Leadership
		686	CC:C104	Subsidiary Performance
		687	CC:C102	International Cooperation
		694	CC:A214 T3	IP: Human Resources and Culture

	10:30am	**792**	CC:A208	SIT: Intercultural Dilemmas
		749	CC:C104	Internationalization Journey
		750	CC:C102	Global Networks
		753	CC:A106 T2	IP: Managing in China
		758	CC:A214 T2	IP: Who Enters Foreign Markets?
		759	CC:A214 T3	IP: Joint Ventures
	2:30pm	**845**	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		847	AM:Gov. Sq. 12	SHCS: Which Differences Matter When?
		823	CC:A108/110	JS: Effective HRM in IJVs
		822	CC:C104	Institutions
		829	CC:A214 T2	IP: Non-Anglo/American Governance
		830	CC:A214 T3	IP: Learning in MNEs
	4:10pm	**900**	CC:C102	Managing Internationally
		901	CC:C104	Networks
	5:40pm	**933**	CC:C102/104	IM Business Meeting
Wed	8:30am	**952**	AM:Gov. Sq. 15	SHCS: Global Knowledge Competition
		953	CC:A207	JS: Renewal of Korean Firms
		978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
		959	CC:C104	Cross-Border Acquisitions
		960	CC:C102	Culture and Management
	10:40am	**1006**	CC:C207	JS: Globalization & Knowledge
		995	CC:A207	JS: Corporate Refocusing
		1004	CC:C102	IB Research
		1005	CC:C104	Emerging Economies
	12:20pm	**1028**	CC:C104	Member Feedback

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Shahid Yamin, Swinburne U. of Technology
Corinne Young, U. of Tampa
Murray A. Young, Colorado Christian U.
Srilata A. Zaheer, U. of Minnesota
Lena Zander, Stockholm School of Economics
Annabel Zarkada-Fraser, Griffith U.
Mary Zellmer-Bruhn, U. of Minnesota

Management Consulting

Program Chair: Georges Trepo, HEC , France
Professional Development Workshop Chair: Rickie Moore, E.M. Lyon/ISEOR

Day	Start	#	Location	Session Information
Fri	1:00pm	**10**	MT:Denver Ballrm Ste I	SPDW: Successful Consulting
	1:30pm	**19**	MT:Mattie Silks	SPDW: Consulting and Academia
		18	MT:Col. Ballrm Sal. G	Consulting Process
	2:00pm	**20**	MT:Col. Ballrm Sal. C	Learning in a Virtual World
	4:00pm	**32**	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
	4:15pm	**34**	MT:Col. Ballrm Sal. G	Executive Coaching
Sat	8:00am	**76**	CC:C101	SPDW: Successful Consulting
		77	CC:C107	SPDW: Consulting and Academia
		74	MT:Col. Ballrm Sal. C	Process Consultation Models
		75	CC:C104	Teaching Management Consulting
	9:00am	**106**	MT:Col. Ballrm Sal. C	SPDW: Five Approaches of Change
	11:15am	**123**	CC:C109	Marketing U.-based Consultants
	1:00pm	**141**	CC:C109	Overcoming Resentment
		142	CC:C104	Consulting for Academia
	3:00pm	**166**	CC:C109	Selling Consulting Services
	4:00pm	**182**	CC:C104	SPDW: Management and Consulting
	4:15pm	**184**	CC:C109	Appreciative Inquiry
Sun	9:30am	**259**	CC:A110/112	Getting Hierarchy To Work
Mon	8:00am	**341**	CC:C110	MC Welcome
	8:30am	**375**	CC:C101/103	JS: Culture and the U.S. Military
		373	CC:C110	KM and consulting
	10:40am	**448**	CC:C110	Fostering Knowledge-Based Firms
	12:20pm	**507**	CC:A205	JS: Network Analysis & Consulting
		503	CC:C105 T1	IP: Relation and Identity Issues
		505	CC:C105 T4	IP: Change and Success
	2:30pm	**566**	CC:C110	Consultants: Witches or Doctors?
	4:10pm	**614**	CC:C110	Can CEOs Change?
		613	CC:A214 T3	IP: Manufacturing, Quality & Change
	5:30pm	**646**	CC:C110	MC Business Meeting
	6:20pm	**654**	CC:A103	MC Social Hour
	8:00pm	**664**	CC:C110	MC Friends and Members' Dinner
Tue	8:10am	**668**	CC:C110	The Consulting Business Model
	10:30am	**783**	CC:C209	SHCS: Historical OD: Lewin`s Influence
		771	CC:C110	Behavior Change and Emotions
		752	CC:A106 T1	IP: Corporate Social Responsibility
		755	CC:A106 T4	IP: Learning and Creativity
	2:30pm	**837**	CC:C110	R&D and Innovation Management
	4:10pm	**910**	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		922	AM:Director's Row F	SIT: Building Effective Networks
Wed	8:20am	**946**	CC:C110	Business and Academia Networking

The Management Consulting Division thanks its 56 Reviewers:

Susan Adams, Bentley College
Terry Armstrong, Emerson College
Gary Bojes, George Washington U.
Marc Bonnet, U. of Lyon 2
Mark Brown, Foster College of Business Administration
Anthony F. Buono, Bentley College
Joe Byrnes, Bentley College
Miguel Caldas, EAESP - Fundaçao Getulio Vargas
James J. Carroll, CPA
Alan H. Church, W. Warner Burke Associates, Inc.
Luis Felipe Cisneros Martinez, ITESM
Bill Clampitt
Timothy Clark, King's College
William Czander, Fordham U.
Léon de Caluwé, Vrije U.
Fabien De Geuser, HEC School of Management
Richard Dunford, Macquarie U.
Michel Ferrary, CERAM Business School
Helen Fine, Bridgewater State College
Lilli Friedland, Executive Advisors
Dona M. Greenwood
Larry Greiner, U. of Southern Carolina
Marilyn Harris, Central Michigan U.
James M. Hunt, Babson College
David Jamieson, Pepperdine U.
Robert Jenefsky, Ecole Hôtelière de Lausanne
Teresa Joyce, Kennesaw State U.
Jeffrey Kerr, U. of Miami
Mike Knudstrup, American University of Sharjah
Miriam Lacey, Pepperdine U.
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Don Marple
Gilbert McNeill, Clark U.
Anthony Mento, Loyola College

Reviewers, continued

Mike Moore, Michigan State U.
Rickie Moore, E.M. Lyon
Kurt Motamedi, Pepperdine U.
Nippa Michael, Freiberg U.
Aaron J. Nurick, Bentley College
Patricia R Pedigo, Price Waterhouse Coopers
Flemming Poulfelt, Copenhagen Business School
Eric J. Romero, West Texas A&M U.
Hans Schiønnemann
David S. Shaw
Andrew Sturdy, U. of Melbourne
Irvin Summers
Georges Trepo, HEC Business School
Flavio Vasconcellos, EAESP - Fundaçao Getulio Vargas
Claartje J. Vinkenburg, Vrije U.
Bill Vroman, U. of Baltimore
Jim Warren, Center for Collaborative Management
Ken Weidner, St. Joseph's U.
Joseph W. Weiss, Bentley College
Andreas Werr, Stockholm School of Economics
Sally Woodward, London City U.
Alberto Zanzi, Suffolk U.

Management Education and Development

Program Chair: Regina Bento, U. of Baltimore
Professional Development Workshop Chair: Carolyn Wiley, Mercer Ltd./UCD

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
		11	AM:Columbine	SPDW: Teaching and Case Methods
	2:00pm	21	AM:Columbine	Teaching under Tension/Terror
	3:00pm	26	AM:Plaza Court 1	SPDW: Transitioning into Academia
	5:00pm	37	AM:Plaza Court 1	Transition Economies of Europe
	6:30pm	47	AM:Plaza Court 1	Developing a Research Culture
Sat	7:00am	56	CC:A103	SPDW: Learning through Film
	8:00am	83	MT:Col. Ballrm Sal. D	SPDW: Executive Doctoral Colloquium
	8:30am	92	CC:C108	SPDW: Teaching Skills
	9:00am	103	CC:A105	Learning & Teaching via Internet
		105	CC:A107	SPDW: Teaching with Technology
		104	CC:A109	Developing Doctoral Students
	9:30am	110	MT:Denver Ballrm Ste V	SPDW: Universities & Economic Dev.
	11:00am	121	CC:A103	SPDW: Innovative Distance Learning
	12:00pm	131	CC:A107	SPDW: Anime II & Recruitment in Films
		130	CC:A109	Business Games Add Reality
	12:30pm	136	AM:Plaza Court 1	SPDW: Measure Learning Effectiveness
	1:00pm	143	CC:C108	SPDW: Leadership Development
		144	CC:A103	SPDW: Use of Art for Team Development
	1:30pm	155	CC:A105	A Case Critique Colloquium
	3:00pm	165	AM:Plaza Court 1	SPDW: Multinational HR Research
		168	CC:A103	SPDW: IT Networks & Critical Thinking
		167	CC:C202	SPDW: Strategic Learning - USA & Japan
	4:30pm	185	CC:C112	SPDW: Spirituality at Work Pedagogy
	6:00pm	196	CC:A103	SPDW: Internationalization of Faculty
	7:30pm	202	CC:A103	Qualitative Research and Music
Sun	7:00am	204	CC:A105	Management eMedia Networking
	7:30am	208	CC:A103	Business Games in Europe
	8:00am	211	AM:Vail	SPDW: Crafting Strategy Courses
		224	MT:Col. Ballrm Sal. D	SPDW: Teaching Organization Change
	9:00am	250	AM:Tower Court B	SPDW: Building Research Networks
		252	CC:A103	SPDW: Corporate Women-Corporate Lives
	10:30am	283	CC:A105	SPDW: Teaching in Turbulent Times
		284	CC:A107	SPDW: The Authors Speak
Mon	8:30am	378	CC:C209	SHCS: Spirituality and Performance
		375	CC:C101/103	JS: Culture and the U.S. Military
		374	CC:A113	MED Division Welcome
		366	CC:A106 T4	IP: Knowledge and Learning
	9:00am	408	CC:A113	Henry Mintzberg
	10:40am	449	CC:C101/103	JS: Exec Ed: Living the Learning
	12:20pm	489	CC:A209	JS: 360 Degree Feedback
		508	CC:A113	Luncheon of Past MED Div. Chairs
	2:30pm	546	CC:A101/103	JS: Perspectives on CEOs Learning
		583	AM:Director's Row F	SIT: Management Education
	4:10pm	616	CC:C207	SHCS: Educating for Sustainability
		615	CC:A113	Leadership as Art
		637	CC:A208	SIT: Managerial Wrong Doing
		638	AM:Director's Row F	SIT: Networks Variations
		606	CC:C105 T1	IP: Top Management Teams

Tue	8:30am	**705**	CC:C101/103	JS: Networking in Our Own Backyard
		704	CC:A113	Pedagogical Ideas in Action
		692	CC:A214 T1	IP: Management Education
	10:30am	**772**	CC:A113	What is a Manager?
		755	CC:A106 T4	IP: Learning and Creativity
		756	CC:C205 T5	IP: Cross-Cultural Education
	2:30pm	**817**	CC:C207	SHCS: A Call to Action
		838	CC:A113	Integrating Theory and Practice
		825	CC:A106 T3	IP: Innovation in Education
		835	CC:C106 T3	IP: Training and Team Building
	4:10pm	**903**	CC:A108/110	JS: Action Learning Networks
		910	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		916	CC:C209	SHCS: Environmental Teaching
		902	CC:A113	Personality and Mgmt Education
	5:30pm	**929**	CC:A113	MED Business Meeting
	7:00pm	**945**	CC:A108	MED Social
Wed	8:30am	**961**	CC:A113	Part-Time MBA Integration
		962	CC:A108/110	JS: AOM Service-Learning Fellows
	10:40am	**1007**	CC:A113	Meeting Mintzberg`s Challenge

The Management Education and Development Division thanks its 157 Reviewers

Hamid Akbari, Northeastern Illinois U.
Clarence Anderson, Walla Walla College
Alexandra Anna, Colorado College
Elena Antonacopoulou, U. of Manchester
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Barry Armandi, SUNY at Old Westbury
Steven J. Armstrong, Hull U.
Alan Belasen, SUNY Empire State College
Joy Benson, U. Illinois
Marc Bonnet, U. of Lyon
Charles Booth, U. of the West of England
Travis Bradberry, Workforce Development Solutions
Linda L. Brennan, Mercer U.
John Brinkman, International School of Business, Info. Technology and Enterprise
Kenneth G.Brown, U. of Iowa
Craig Bullis, United States Military
Lisa Burke, Louisiana State U.
Joseph F. Byrnes, Bentley College
George J. Byrtek, George Fox U.
Paula Caproni, U. Michigan
Tom Carey, Dublin City U.
Joseph Champoux, U. of New Mexico
John Clarry, The College of New Jersey
Conna Condona, Nova Sourtheastern U.
Gary Coombs, Ohio U.
Tara Grey Coste, U. of Southern Maine
Ann Cunliffe, California State U., Hayward
Robert DeFillippi, Suffolk U.
Deepak Dogra, Siemens Public Communication Networks Ltd.
Craig Poulenez Donovan, Kean U.
George W. Downie, Bournemouth U.
Angus Duff, U. Paisley
Andy Dungan, Southern Oregon U.
Daniel M. Eveleth, U. of Idaho
André M. Everett, U. of Otago
Mary J. Fambrough, Alliant International U.
Jan Flynn, Georgia State U.
Mike Frandsen, Juniata College
Razelle Frankl, Rowan U.
Elizabeth Frederick, Metropolitan State College of Denver
Ken Friedman, Norwegian School of Management
Linda Gibson, Pacific Lutheran U.
C Gopinath, Suffolk U.
Claude L. Graeff, Illinois State U.
Greg Hammill, Fairleigh Dickinson U.
Beryl Harman, U.S. Military
Carol Harvey, Assumption College
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Alan Heffner, Mary Washington College
Amy B. Hietapelto, Michigan Technological U.
Lee Holmer, Seattle U.
Martin Hornyak, U. of West Florida
Pierre-Guy Hourquet, EDHEC
Courtney Hunt, Northern Illinois U.
Alvin Hwang, Pace U.
MaryAnne Hyland, Adelphi U.
P. Vigneswara Ilavarasan, Indian Institute of Technology Kanpur
Jacques Jaussaud, U. Francois Rabelais
Robert Jenefsky, Ecole Hoteliere de Lausanne
Rhonda Jones, George Washington U.
Joshua Joseph, Ethics Resource Center
Katherine A. Karl, Indiana U. South Bend
Sanda Kaufman, Cleveland State U.
Edward Kemery, U. of Baltimore
Amy Kenworthy-U'Ren, Bond U.
Stephen Kleisath, U. of Wisconsin, Platteville
Constantine Kontoghiorghes, Oakland U.
Vicki LaFarge, Bentley College
Theo R. Leverenz, EPPA Consulting
Jeff Lewis, The Metropolitan State College of Denver
Andrea Licari, St. Johns U.
Deborah R. Litvin, U. of New Haven
Kathi Lovelace, U. of Massachusetts, Amherst
James Lyttle, Long Island U.
Mark Mallinger, Pepperdine U.
Mary Mallon, U. of Otago
Terrell Manyak, Nova Southeastern U.
Steven Maranville, U. of Houston Downtown
Pär Mårtensson, Stockholm School of Economics
Lynn M. Martin, U. of Central England
Rita Di Mascio, U. of Western Sydney
Victoria McCarthy, U. of Oklahoma Norman
Anne M McCarthy, Colorado State U.
Mindi McKenna, Rockhurst U.
Jeanne McNett, Assumption College
Mary C. Meisenhelter, York College of PA
Jérôme Meric, CERMAT-IAE De TOURS
Martina Merkle, DiAx
Gordon Meyer, Canisius College
Nicholas S. Miceli, Ohio Northern U.
Gene Milbourn, Jr., U. Baltimore
Laurie Milton, U. of Calgary
Abainesh Mitiku, West Virginia State College
Kathrin M. Moeslein, Technishche U. Muenchen
Stephen Morrissette, U. of St. Francis
Clive Muir, Stetson U.
Lena Neal, Computer Sciences Corporation
Eric H. Neilsen, Case Western Reserve U.
Nick Nissley, U. of St. Thomas
Miguel R. Olivas-Lujan, U. Pittsburgh / ITESM Monterrey
Marc Orlitzky, U. of New South Wales
Jesse Overall, U. of La Verne
Diane H. Parente, Pennsylvania State U., Erie
Alan Patz, U. of Southern California
Yvon Pesqueux, Conservatoire National des Arts et Metiers
Prudence Pollard, La Sierra U.
Michael Provitera, Saint Peter's College
Hank Ramsey, Oklahoma State U.
Paula Rechner, California State U., Fresno
Will Rifkin, U. of New South Wales
Joan Benek-Rivera, Bloomsburg U.
Cynthia Roberts, Purdue U. North Central
Lynda Rogerson, Colorado Technical U.
Kenneth G. Rossi, Hawaii Pacific U.
Daniel James Rowley, U. of North Colorado
Dale Rude, U. of Houston
Joel Rudin, Rowan U.
Eugene Sadler-Smith, U. of Plymouth
Jane Schmidt-Wilk, Maharishi U.
Cindy Schuster, U. of Baltimore
Flora Sfez, ESCEM
William C. Sharbrough, The Citadel
David Shaw, Hong Kong
Frank Shipper, Purdue U.

Reviewers, continued

Tracey Honeycutt Sigler, Northern Kentucky U.
Randall G. Sleeth, Virginia Commonwealth U.
Lidewey E.C. van der Sluis, Vrije Universiteit Amsterdam
Jaye Smith, Pepperdine U.
William B. Snavely, Miami U.
Sandra Sparrius, Rhodes U.
James Spee, U. of Redlands
Gary Stark, Washburn U.
James A. F. Stoner, Fordham U.
Julia Storberg, U. Minnesota
Robert Sullivan, U. of Paisley
Cynthia Sutton, Metropolitan St College of Denver
Joo-Seng Tan, Nanyang Technological U.
Cem Tanova, Eastern Mediterranean U.
Scott Taylor, Open U.
Julia Teahen, Baker College
Kenneth Thompson, DePaul U.
Teresa Torres, Rovira Virgili U
Donna Trent, Eckerd U.
Esteban Treviño, Monterrey
Mary L. Tucker, Ohio U.
Nicholas W. Twigg, Lamar U.
Rahul Varman, Indian Institute of Technology Kanpur
Guilan Wang, Central Michigan U.
Ken Weidner, St. Joseph's U.
Patricia Wheeler, Harcourt Higher Education
Carolyn Wiley, Mercer Ltd.
Addie Perkins Williamson, Perkins Williamson Associates
Joseph Wolfe, Experiential Adventures
David Wylie, Babson College
Elaine K. Yakura, Michigan State U.
Shahid Yamin, Swinburne U.
Lichia Yiu, Centre For Socio-Eco-Nomic Development
Yuji Yoshida, Chiba U. of Commerce

Management History

Program Chair: Shawn M. Carraher, Texas A&M U.
Professional Development Workshop Chair: Michele A. Govekar, Ohio Northern U.

Day	Start	#	Location	Session Information
Fri	1:00pm	**11**	AM:Columbine	SPDW: Teaching and Case Methods
		12	MT:Nat Hill	Railroads, Mining and Colorado
	3:00pm	**27**	MT:Nat Hill	Colorado & Denver in History
Sat	8:30am	**93**	MT:Nat Hill	New Member Workshop
	10:00am	**113**	MT:Nat Hill	AACSB Changes and History
	11:00am	**122**	MT:Nat Hill	Time Management
	1:30pm	**156**	MT:Pomeroy	Dissertation Planning Workshop
		157	MT:Nat Hill	Meet Paul Hersey
	3:30pm	**179**	MT:Pomeroy	Managing the Dissertation
		180	MT:Nat Hill	Jaques and Management History
Sun	8:30am	**237**	MT:Nat Hill	Getting Published
	11:00am	**288**	MT:Nat Hill	Getting Involved and Accepted
Mon	8:29am	**346**	CC:A104	Welcome
	8:30am	**376**	CC:A104	Sit. Lead. Then and Now
		393	CC:C204	SIT: Organizational Citizenship
	10:40am	**450**	CC:A104	Scientific Management
	12:20pm	**509**	CC:A104	Corp. Gov.
	2:30pm	**567**	CC:A104	30-year Celebration
		563	CC:A214 T4	IP: Social and Organization Theory
	4:10pm	**606**	CC:C105 T1	IP: Top Management Teams
		617	CC:A104	Business Meeting
	6:30pm	**657**	CC:A104	Social Hour
Tue	8:30am	**706**	CC:A104	Developmental Processes
	10:30am	**783**	CC:C209	SHCS: Historical OD: Lewin`s Influence
		773	CC:A104	Sociocultural Trends
		764	CC:C105 T2	IP: Celebrity Leaders and CEOs
	2:30pm	**828**	CC:A214 T1	IP: An Historical Reassessment of OT
		839	AM:Silver	AACSB
	4:10pm	**904**	CC:A104	Memorial: Richard Hodgetts
Wed	8:30am	**964**	CC:C207	SHCS: Labor, Symbol & Allegory
		963	CC:A104	Quality Issues
	10:40am	**1008**	CC:A104	People
	12:20pm	**1027**	AM:Gov. Sq. 15	SHCS: Research Pioneers
		1029	CC:A104	Organizational Issues

Management History thanks its 81 Reviewers:

Mohammed Ahmed, Nova Southeastern U.
Mohammed Arif, Texas A & M U.
Bernardo Bátiz-Lazo, The Open U. Business School, Milton Keynes
Gayle Baugh, U. of West Florida
Anthony Beckett, U. of the West of England
Charles Blackwell, Nova Southeastern U.
Charles Booth, U. of the West of England
Linda Brown, St. Ambrose U.
Kyle Bruce, Griffith U.
P. B. Buchan, Queen's U.
Trevor Buck, Leicester Business School
Michael R Buckley, U. of Oklahoma
Cara L. Carraher, U. of Florida
Charles E. Carraher, Florida Atlantic U.
Sarah S. Carraher, Texas A & M U.
Shawn M. Carraher, Texas A & M U.
Kerry Carson, U. of Louisiana
Paula Carson, U. of Louisiana
Grasoon Changchaitum, Thammasat U.
M. Glenn Cobb, Maxwell Air Force Base
Conna Condon, Hofstra U.
Bill Cooke, U. of Manchester
Anabella Davila, Monterrey Tech.
Chaitanya Dhulipalla, Texas A & M U.
Robert J. Dickey, Kyongju U.
Scott Douglas, U. of Montana
Sujay Dutta, Louisiana State U.
Tamela D. Ferguson, U. of Louisiana
Tiffany Galvin, U. of Utah
Mark Gambill, Nova Southeastern U.
Jane Gibson, Nova Southeastern U.
Ted Gorczyca, SP Corp.
Michele Govekar, Ohio Northern U.
Regina A. Greenwood, Kettering U.
Shannon S. Gunter, AIM Investments
Jonathon R. B. Halbesleben, U. of Oklahoma
David W. Hays, Nova Southeastern U.
Jorge Herrera
Raymond L. Hogler, Colorado State U.
Jim Hoopes, Babson College
Jill Hough, University of Tulsa
John Humphreys Eastern New Mexico State U.
Chen-Ying Huang, Soochow U.
Kendra Ingram, Texas A & M U.
Alvin J. Jackson, Texas A & M U.
David Jacobs, American U.
Ira T. Kaplan, Hofstra U.
Caleb Kvale, Covenant College
Heather Kvale, Covenant College
Eileen Kelly, Ithaca College
Tim Kiessling, U. of Oklahoma
Lois L. Kurowski, Indiana U. Kokomo
Jerri Lane, Texas A & M U.
Terrell G. Manyak, Nova Southeastern U.
Karl Moore, McGill U.
Ed Murphy

Reviewers, continued

Satyanarayana Parayitam,
Pete Petersen, Johns Hopkins U.
Thida Phinpraphat, Chulalongkorn U.
Michael J. Provitera, Nova Southeastern U.
Sherri Rather, Delta Airlines
Arthur A. Rasher, U. of Tulsa
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Rick Ringer, Illinois State U.
Betty Marie E. Ross, Illinois State U.
Michael Rowlinson, U. of North London
Andrew Schwarz, U. of Houston
Colleen Schwarz, U. of Houston
Cuthbert Scott, Indiana U., Northwest
Peter Sorensen, Benedictine U.
Chester Spell, Washington State U.
Blair Staley, Mary Washington College
Curt H. Stiles, Seton Hall U.
Sherry Sullivan, Bowling Green State U.
Julia A. Teahen, Baker College
John Thios, New Mexico Highlands U.
Ely Weitz, Tel Aviv U.
William Wolf, Cornell U.
Daniel A. Wren, U. of Oklahoma
Gillian H Wright, Liverpool Business School
Therese F. Yaeger, Benedictine U.

Management Spirituality and Religion

Program Chair: Sandra West King, California State Polytechnic U., Pomona
Professional Development Workshop Chair: Marjolein Lips-Wiersma, U. of Canterbury

Day	Start	#	Location	Session Information
Fri	1:00pm	**13**	AM:Gov. Sq. 16	Doctoral Consortium
	3:00pm	**28**	AM:Tower Court A	SPDW: Spirituality: Quant. Database
	5:00pm	**38**	AM:Gov. Sq. 14	Spirit and Meaningful Research
	7:30pm	**53**	AM:Gov. Sq. 14	Meditation
	8:00pm	**55**	AM:Gov. Sq. 16	Ken Wilber I: Framework
Sat	8:00am	**78**	CC:C112	Meditation
	8:30am	**94**	CC:C112	Spirit Practice
	1:00pm	**146**	CC:C112	Developing Academic Community
		143	CC:C108	SPDW: Leadership Development
	3:00pm	**170**	CC:A109	SPDW: Spirituality: Critical Review
	4:30pm	**185**	CC:C112	SPDW: Spirituality at Work Pedagogy
	7:30pm	**203**	CC:C112	SPDW: Indigenous Spirituality
Sun	8:00am	**221**	CC:A202/204	Meditation
	8:30am	**239**	CC:C112	Ken Wilber II: Management Path
	10:30am	**285**	CC:A202/204	Religious/Spiritual Tolerance
Mon	8:00am	**342**	CC:A102	MSR Division Welcome
	8:30am	**378**	CC:C209	SHCS: Spirituality and Performance
	10:40am	**452**	CC:A102	Spirituality and Research
	2:30pm	**569**	CC:A102	Guest Speaker: Tami Simon
	4:10pm	**621**	CC:A102	Spirituality & Management
	5:30pm	**647**	CC:A102	MSR Business Meeting & Elections
	7:00pm	**662**	CC:A101	MSR Social Hour and Reception
Tue	8:30am	**708**	CC:A102	Linking Spirit, Religion, & Work
	10:30am	**793**	AM:Director's Row F	SIT: The Processes of Change
		760	CC:C106 T3	IP: Spirituality in the Workplace
	2:30pm	**831**	CC:A214 T4	IP: Leadership Theory and Research
Wed	8:30am	**964**	CC:C207	SHCS: Labor, Symbol & Allegory
	10:40am	**1010**	CC:A102	Spirituality at Work
		1021	AM:Director's Row F	SIT: Psychological Contracts

Management Spirituality & Religion thanks its 34 Reviewers:

Ben Arbaugh, U. of Wisconsin, Oshkosh
Ruth Axelrod, George Washington U.
Catharyn Baird, Regis U.
Tim Barnett, Louisiana Tech U.
Joel Bennett, Texas Christian U.
Regina Bento, U. of Baltimore
Jerry Biberman, U. of Scranton
Norman Bryan, Georgia State U.
Yeon Choi, Hongik U.
Kent Faught, Quachita Baptist U.
Charles Fornaciari, Florida Gulf Coast U.
Paul Gibbons, Future Considerations
Peter Heslin, U. of Toronto
Irene Houle, Clark U.
Jenny Knowles, New York U.
Lee Robbins, Golden State U.
Marjolein Lips-Wiersma, U. of Canterbury
Debbie Litvin, U. of New Haven
Charles Matthews, Florida Gulf Coast U.
Don McCormick, U. of Redlands
Marc Mentzer, U. of Saskatchewan
Gedeon Mudacumura, Penn State - Harrisburg U.
Moses Pava, Yeshiva U.
Khush Pittenger, Ashland U.
Michael Provitera , Saint Peter's College
Paul Raimond, City U. Business School
David Schmidt, Cedarville U.
Michael Skelley, DePaul U.
Frank Toney, U. of Phoenix
David Trott, St. Edward's U.
Nicholas Twigg, Lamar U.
Ken Weidner, San Jose U.
Aimee Wheaton, Regis U.
John Young, U. of California, Los Angeles

Managerial and Organizational Cognition

Program Chair: Pamela S. Barr, Georgia State U.
Professional Development Workshop Chair: Andrea Casey, George Washington U.

Day	Start	#	Location	Session Information
Sat	10:00am	**114**	CC:C105	Organizational Identity, Image
	1:00pm	**145**	CC:C105	SPDW: Organizational Memory
	2:00pm	**161**	CC:C201	SPDW: Our Art, Our Work
	3:00pm	**169**	CC:C105	SPDW: Cognitive Mapping Workshop
		168	CC:A103	SPDW: IT Networks & Critical Thinking
	4:00pm	**183**	OS:Off-Site	Coors Brewery Tour
Sun	8:30am	**238**	CC:C105	Cognition in the Rough
Mon	8:30am	**377**	CC:C201	MOC Welcome
		372	CC:C106 T2	IP: Strategy Cognition Real Options
	9:00am	**409**	CC:C201	Complex Organizational Identity
	10:40am	**457**	CC:A209	JS: Cognition and Affect
		451	CC:C201	Organizational Misbehavior
		446	CC:C205 T1	IP: Ventures & Competitive Response
	12:20pm	**510**	CC:C201	Effects of Affect
	2:30pm	**573**	CC:A209	JS: Identity in Teams
		581	CC:C209	JS: How Do We Know What We Know
		568	CC:C201	Attributions and Causality
		555	CC:C106 T3	IP: Causal Ambiguity in Strategy
	4:10pm	**619**	CC:A101/103	JS: EI and Leadership
		625	CC:A209	JS: 25 Years of Decision Biases
		620	CC:C209	SHCS: Organizing for Resilience
		618	CC:C201	Distributed Cognition/Networks
Tue	8:30am	**707**	CC:C201	Sensemaking in the Field
		701	CC:C105 T3	IP: Identification in Organizations
		702	CC:C106 T2	IP: Empowerment and Grievances
	10:30am	**788**	CC:A108/110	JS: Institutions and Cognition
		796	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		774	CC:C201	Framing: Process and Outcome
		767	CC:C106 T2	IP: Social Networks & Groups
	2:30pm	**841**	CC:A101/103	JS: Organizational Identity Dynamics
		840	CC:C201	Cognition and Competition
	4:10pm	**905**	CC:C201	Networks and Preparedness
	5:30pm	**930**	CC:C201	MOC Division Business Meeting
	6:30pm	**938**	CC:C207	MOC Division Social Hour
Wed	8:30am	**977**	CC:A208	SIT: Decision Making
	9:00am	**986**	CC:C201	Individual Identity and Fit
	10:40am	**996**	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
		1009	CC:C201	Social Networks

The Managerial and Organizational Cognition Division thanks its 64 Reviewers:

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Operations Management

Program Chair: Kenneth Boyer, Michigan State U.
Professional Development Workshop Chair: Morgan Swink, Michigan State U.

Day	Start	#	Location	Session Information
Sat	1:00pm	**148**	CC:C206	OM Doctoral Student Consortium
	3:30pm	**181**	CC:C205	SCM Research
Sun	8:00am	**225**	CC:C102/104	Integration in Teaching
	10:00am	**266**	CC:C107	Service Management Teaching
Mon	8:30am	**396**	CC:C207	SHCS: Internet in the Supply Chain
		385	CC:C206	OM Division Welcome
	8:50am	**398**	CC:C206	Service Issues
	10:40am	**461**	CC:C206	International Operations Issues
		471	CC:A208	SIT: Dot Coms and the New Economy
	1:00pm	**530**	CC:C206	Past Chair Panel
	2:30pm	**576**	CC:C206	Discussion Groups
		559	CC:A106 T4	IP: Resources and Knowledge Creation
		563	CC:A214 T4	IP: Social and Organization Theory
	4:10pm	**613**	CC:A214 T3	IP: Manufacturing, Quality & Change
	4:50pm	**640**	CC:C206	OM Business Meeting
	6:20pm	**655**	CC:A201	30th Anniversary Celebration
Tue	8:30am	**713**	CC:C206	Cutting Edge New Product Develop
		695	CC:C106 T3	IP: Understanding E-Business
	10:30am	**784**	CC:C206	Technology and Environment
		792	CC:A208	SIT: Intercultural Dilemmas
	2:30pm	**852**	CC:C206	Supply Chain Partnerships
	4:10pm	**915**	CC:C206	Supplier Selection and Development
		920	CC:A208	SIT: Environmental Performance
Wed	8:30am	**979**	CC:C204	SIT: National Culture

The Operations Management Division thanks its 74 Reviewers:

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Organization and Management Theory

Program Chair: Mary Jo Hatch, U. of Virginia
Professional Development Workshop Chair: Tina Dacin, Queen's U.

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
		5	AM:Tower Court B	SPDW: Conversations on Knowledge
	1:30pm	19	MT:Mattie Silks	SPDW: Consulting and Academia
	6:00pm	44	AM:Terrace	SPDW: Junior Faculty Workshop
		45	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
Sat	8:00am	84	CC:C209	SPDW: Social Network Workshop
		80	AM:Terrace	SPDW: Junior Faculty Workshop
		63	AM:Tower Court B	SPDW: Conversations on Knowledge
		77	CC:C107	SPDW: Consulting and Academia
		81	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
	10:00am	116	MT:Denver Ballrm Ste IV	SPDW: Modeling Legacies and Shocks
	1:00pm	137	AM:Vail	SPDW: A Process View of Strategy
	2:00pm	159	AM:Plaza Court 3	SPDW: From Idea to Submission
		162	AM:Plaza Court 6	SPDW: Qualitatively Different
		161	CC:C201	SPDW: Our Art, Our Work
	4:00pm	182	CC:C104	SPDW: Management and Consulting
Sun	8:00am	222	AM:Gov. Sq. 17	SPDW: Junior Faculty Workshop
		223	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
	9:00am	247	AM:Gov. Sq. 15	SPDW: Managing Your Dissertation
	10:00am	267	AM:Terrace	SPDW: Craft of Reviewing
		268	AM:Gov. Sq. 11	SPDW: Conducting Network Research
Mon	8:30am	383	CC:A205	JS: Reconciling Virtual Teams
		387	CC:A201	JS: Building Vital Networks
		386	AM:Silver	OMT Distinguished Scholar
		362	CC:A106 T1	IP: Strategy Process and Firm Growth
		370	CC:A214 T4	IP: Managing Diversity
	10:40am	422	AM:Gov. Sq. 12	SHCS: Organizational Search
		475	CC:C207	SHCS: Firm Theory & Modularity
		464	CC:A205	JS: Distance and Group Work
		421	CC:A207	JS: Discovering Geography
		462	AM:Tower Court B	Culture: Process or Commodity?
		463	AM:Tower Court D	Corporate Governance
		471	CC:A208	SIT: Dot Coms and the New Economy
	12:20pm	485	CC:A101/103	JS: Entrepreneurs in Rock and Roll
		518	CC:A108/110	JS: Networks for Nation Building
		517	CC:C101/103	JS: Beyond Individuals: Structure
		514	AM:Tower Court D	Identity in Organizations
		515	AM:Tower Court B	Networking Across Boundaries
		516	AM:Gov. Sq. 9	Learning and Organizations
		497	CC:C205 T2	IP: Financial Measures and Strategy
		500	CC:A214 T2	IP: Venture Capital and Strategy
	2:30pm	575	CC:A205	SHCS: Coordination of Expertise
		577	AM:Tower Court B	Networks of Creativity
		578	AM:Tower Court D	Social Capital and Its Effects
		558	CC:A106 T1	IP: Technology and Operations
		560	CC:A106 T3	IP: Investors and Firm Performance
		561	CC:A214 T1	IP: Knowledge and Networks
		562	CC:A214 T2	IP: Sense-Making and Decision-Making
		563	CC:A214 T4	IP: Social and Organization Theory

	4:10pm	**631**	AM:Gov. Sq. 12	SHCS: Contingent Professional Work
		619	CC:A101/103	JS: EI and Leadership
		620	CC:C209	SHCS: Organizing for Resilience
		628	AM:Gov. Sq. 9	Creativity, Humor, Irony at Work
		629	AM:Tower Court B	Strategic Organization
		630	AM:Tower Court D	Perspectives on Strategy
		637	CC:A208	SIT: Managerial Wrong Doing
		609	CC:A106 T2	IP: Cases and Narratives
		610	CC:A106 T4	IP: Time and Organizational Change
		612	CC:A214 T2	IP: Strategy, Organizing Performance
		613	CC:A214 T3	IP: Manufacturing, Quality & Change
	5:30pm	**650**	AM:Tower Court D	OMT Business Meeting
	6:00pm	**653**	AM:Silver	OMT Social Hour
Tue	8:30am	**678**	CC:C209	SHCS: Building the Fast Organization
		717	CC:A108/110	JS: Organizational Virtues
		722	CC:A208	SIT: Leadership
		714	AM:Gov. Sq. 9	Org. Learning and Failure
		715	AM:Tower Court D	Uncovering Organizational Logics
		716	AM:Tower Court B	Organizational Theorizing
		696	CC:C106 T1	IP: Networks and Legitimacy
		697	CC:A214 T4	IP: Quality in Healthcare
		698	CC:C105 T2	IP: Colleagiality and Careers
		699	CC:C105 T1	IP: High Performance Systems
		703	CC:C205 T4	IP: IT, Productivity and Memory
	10:30am	**779**	CC:A209	JS: The Sounds of Silence
		744	CC:C101/103	JS: Otherness at Large
		788	CC:A108/110	JS: Institutions and Cognition
		796	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		742	CC:A101/103	JS: Complexity & Entrepreneurship
		740	CC:A207	JS: Entrepreneurial Failure
		785	AM:Tower Court D	Innovation and Organization
		786	AM:Tower Court B	Sensemaking, Enactment, Beliefs
		787	AM:Gov. Sq. 9	Organizational Survival
		764	CC:C105 T2	IP: Celebrity Leaders and CEOs
		766	CC:C106 T1	IP: Implementing Change
	2:30pm	**849**	CC:C101/103	JS: Discursive Approaches
		811	CC:A207	JS: New Paradigms of Governance
		853	AM:Gov. Sq. 9	Friends and Foes of CEOs
		854	AM:Tower Court B	Institutional Variation & Change
		824	CC:C205 T2	IP: Managing Turnover
		833	CC:C105 T4	IP: Alliances, Networks & Legitimacy
		834	CC:C106 T2	IP: Reputation and Brand Building
	4:10pm	**924**	CC:C207	SHCS: Knowledge Flow across Networks
		922	AM:Director's Row F	SIT: Building Effective Networks
Wed	8:30am	**972**	AM:Tower Court B	Alliances and Embeddedness
		973	AM:Gov. Sq. 9	Institutional Networks
	10:40am	**1015**	AM:Tower Court B	Powering Networks
		1006	CC:C207	JS: Globalization & Knowledge
		1002	CC:C101/103	JS: The Impact of Gender Context
		1016	AM:Gov. Sq. 9	Evolution or Ecology?
		1022	CC:C204	SIT: Story-Telling and Narrative

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Asaf Zohar, York U.

Organization Development and Change

Program Chair: Chris Worley, Pepperdine U.
Professional Development Workshop Chair: Gretchen Spreitzer, U. of Michigan

Day	Start	#	Location	Session Information
Fri	1:00pm	**4**	AM:Plaza Court 7	SPDW: Research & Practice PDW
		14	MT:Col. Ballrm Sal. D	Struggling w/ Network Dilemmas
		10	MT:Denver Ballrm Ste I	SPDW: Successful Consulting
	1:30pm	**19**	MT:Mattie Silks	SPDW: Consulting and Academia
	4:00pm	**32**	MT:Col. Ballrm Sal. C	SPDW: Intl. Business Consulting
		31	MT:Col. Ballrm Sal. D	Entry Level OD Competencies
	6:00pm	**45**	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
	7:00pm	**51**	MT:Col. Ballrm Sal. I	International Reception
Sat	8:00am	**83**	MT:Col. Ballrm Sal. D	SPDW: Executive Doctoral Colloquium
		76	CC:C101	SPDW: Successful Consulting
		77	CC:C107	SPDW: Consulting and Academia
		81	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
	9:00am	**106**	MT:Col. Ballrm Sal. C	SPDW: Five Approaches of Change
	2:00pm	**161**	CC:C201	SPDW: Our Art, Our Work
	4:00pm	**182**	CC:C104	SPDW: Management and Consulting
	6:00pm	**198**	MT:Denver Ballrm Ste I	Doctoral Student Reception
Sun	8:00am	**228**	CC:A208	SPDW: Developing Case Study Skills
		224	MT:Col. Ballrm Sal. D	SPDW: Teaching Organization Change
		223	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
Mon	8:30am	**383**	CC:A205	JS: Reconciling Virtual Teams
		378	CC:C209	SHCS: Spirituality and Performance
		387	CC:A201	JS: Building Vital Networks
		384	CC:C112	ODC Welcome
		366	CC:A106 T4	IP: Knowledge and Learning
	9:00am	**411**	CC:C112	Responses to Change
	10:40am	**459**	CC:A202	Is Change Manageable?
		457	CC:A209	JS: Cognition and Affect
		470	AM:Director's Row F	SIT: Cracks in the Glass Ceiling?
		471	CC:A208	SIT: Dot Coms and the New Economy
		441	CC:A106 T4	IP: Corporate Level Strategy
		460	CC:C112	Readiness for Change
	12:20pm	**507**	CC:A205	JS: Network Analysis & Consulting
		503	CC:C105 T1	IP: Relation and Identity Issues
	1:00pm	**529**	CC:C112	Networks and Change
	2:30pm	**581**	CC:C209	JS: How Do We Know What We Know
		562	CC:A214 T2	IP: Sense Making and Decision Making
		564	CC:C106 T1	IP: Methods and the Review Process
	4:10pm	**616**	CC:C207	SHCS: Educating for Sustainability
		607	CC:A106 T3	IP: Environment and Development
		609	CC:A106 T2	IP: Cases and Narratives
		627	CC:C112	Technology and Change
		610	CC:A106 T4	IP: Time and Organizational Change
		611	CC:C205 T4	IP: A Long Term View of Change
		613	CC:A214 T3	IP: Manufacturing, Quality & Change
Tue	8:30am	**721**	CC:C204	SIT: Project Teams
		723	AM:Director's Row F	SIT: Emotions in Organizations
		698	CC:C105 T2	IP: Colleagiality and Careers

	10:30am	**783**	CC:C209	SHCS: Historical OD: Lewin`s Influence
		782	CC:C112	Distinguished Speaker
		792	CC:A208	SIT: Intercultural Dilemmas
		755	CC:A106 T4	IP: Learning and Creativity
		766	CC:C106 T1	IP: Implementing Change
	2:30pm	**851**	CC:C112	NTL, ODN, and the ODC on Change
	4:10pm	**914**	CC:C101/103	JS: First Person Research
		903	CC:A108/110	JS: Action Learning Networks
		913	CC:C112	ODC Awards and Business Meeting
	6:30pm	**939**	CC:A205	ODC Social Hour
Wed	8:30am	**970**	CC:C109	Managing Multiple Dimensions
		971	CC:C112	Strategic Change
	10:40am	**1021**	AM:Director's Row F	SIT: Psychological Contracts
		1022	CC:C204	SIT: Story-Telling and Narrative
		1014	CC:C112	Organizational Learning

The Organization Development & Change Division thanks its 94 Reviewers:

John Adams, Sun Microsystems
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Wayne Boss, U. of Colorado
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Organizational Behavior

Program Chair: Angelo De Nisi, Texas A&M U.
Professional Development Workshop Chair: Bruce J. Avolio, State U. of New York, Binghamton

Day	Start	#	Location	Session Information
Fri	6:00pm	**44**	AM:Terrace	SPDW: Junior Faculty Workshop
		45	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
Sat	7:00am	**56**	CC:A103	SPDW: Learning through Film
	8:00am	**84**	CC:C209	SPDW: Social Network Workshop
		79	AM:Tower Court C	International Strategies
		80	AM:Terrace	SPDW: Junior Faculty Workshop
		81	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
	9:00am	**105**	CC:A107	SPDW: Teaching with Technology
	1:00pm	**147**	AM:Tower Court C	IS and OB Networking
		144	CC:A103	SPDW: Use of Art for Team Development
	2:00pm	**162**	AM:Plaza Court 6	SPDW: Qualitatively Different
		161	CC:C201	SPDW: Our Art, Our Work
	3:00pm	**168**	CC:A103	SPDW: IT Networks & Critical Thinking
Sun	8:00am	**222**	AM:Gov. Sq. 17	SPDW: Junior Faculty Workshop
		223	AM:Plaza Ballrm A	SPDW: Doctoral Student Consortium
	10:00am	**265**	AM:Tower Court C	Conversations with OB Division
	10:30am	**284**	CC:A107	SPDW: The Authors Speak
Mon	8:30am	**380**	AM:Gov. Sq. 14	JS: Beyond Social Exchange
		352	CC:A101/103	JS: Unpacking Career Success
		381	CC:A209	JS: Cyberjustice
		379	CC:A108/110	JS: Social Identity at Work
		393	CC:C204	SIT: Organizational Citizenship
		394	CC:A208	SIT: Merger Process and the Aftermath
		370	CC:A214 T4	IP: Managing Diversity
		371	CC:C105 T4	IP: Motivation and Morale
	9:30am	**413**	AM:Gov. Sq. 10	OB Welcome
	10:40am	**426**	CC:A101/103	JS: Abuse, Bullying, & Aggression
		430	CC:A108/110	JS: Gender and Leadership
		457	CC:A209	JS: Cognition and Affect
		464	CC:A205	JS: Distance and Group Work
		453	AM:Plaza Court 8	Leadership Perspectives
		454	AM:Gov. Sq. 10	Effective Networks for Women
		455	AM:Gov. Sq. 11	Charismatic Leadership
		456	AM:Tower Court A	Teams
		472	CC:C204	SIT: Networks and Firm Performance
		444	CC:C105 T3	IP: Trust and Citizenship Behavior
		445	CC:C105 T4	IP: Emotion Creativity, Intelligence
	12:20pm	**489**	CC:A209	JS: 360 Degree Feedback
		492	CC:C207	SHCS: Reconciling Culture Dimensions
		512	AM:Gov. Sq. 12	SHCS: Contingent Work
		522	CC:C204	SIT: Variety in Teams
		511	AM:Gov. Sq. 11	Leader-Member Exchange
		523	AM:Director's Row F	SIT: Mentoring and Social Capital
		524	CC:A208	SIT: Demands for Justice
		504	CC:C105 T3	IP: Occupational Concerns
		505	CC:C105 T4	IP: Change and Success
		506	CC:C205 T1	IP: Negotiation Strategies

	2:30pm	**573**	CC:A209	JS: Identity in Teams
		570	AM:Gov. Sq. 10	Collective Efficacy
		571	AM:Tower Court A	Justice and Fairness
		572	AM:Gov. Sq. 11	Turnover
		584	CC:A208	SIT: Pay Differences
		562	CC:A214 T2	IP: Sense Making and Decision Making
		564	CC:C106 T1	IP: Methods and the Review Process
	4:10pm	**619**	CC:A101/103	JS: EI and Leadership
		625	CC:A209	JS: 25 Years of Decision Biases
		620	CC:C209	SHCS: Organizing for Resilience
		624	AM:Gov. Sq. 14	JS: The Psych Contract Construct
		622	AM:Gov. Sq. 10	Emotions at Work
		623	AM:Plaza Court 8	Commitment and Identity
	5:30pm	**648**	AM:Gov. Sq. 14	Division Awards
	6:45pm	**659**	AM:Gov. Sq. 10	Social Hour
Tue	8:30am	**709**	AM:Gov. Sq. 10	Research Workshop Networks
		717	CC:A108/110	JS: Organizational Virtues
		711	CC:A201	JS: Shared Leadership in Teams
		681	CC:A101/103	JS: Injustice and Third Parties
		712	CC:A209	JS: Knowledge Sharing in R&D Teams
		710	AM:Plaza Court 8	Leadership in the Network Age
		721	CC:C204	SIT: Project Teams
		722	CC:A208	SIT: Leadership
		723	AM:Director's Row F	SIT: Emotions in Organizations
		690	CC:A106 T3	IP: High Performance Employees
		691	CC:A106 T4	IP: Part-Time Work and Retirement
		695	CC:C106 T3	IP: Understanding E-Business
		700	CC:C205 T5	IP: Groups and Teams
		701	CC:C105 T3	IP: Identification in Organizations
		702	CC:C106 T2	IP: Empowerment and Grievances
	10:30am	**775**	AM:Gov. Sq. 11	New Approaches to Trust
		779	CC:A209	JS: The Sounds of Silence
		776	AM:Gov. Sq. 10	Goal Setting
		777	AM:Tower Court A	Virtual Workplace
		778	AM:Plaza Court 8	Business Week
		793	AM:Director's Row F	SIT: The Processes of Change
		766	CC:C106 T1	IP: Implementing Change
		767	CC:C106 T2	IP: Social Networks & Groups
	2:30pm	**845**	AM:Gov. Sq. 16	SHCS: M&As: Sociocultural Processes
		847	AM:Gov. Sq. 12	SHCS: Which Differences Matter When?
		846	CC:A209	JS: Expanding P-E Fit Research
		859	CC:C204	SIT: Work-Family Trends
		842	AM:Tower Court A	OCB and Helping
		843	AM:Gov. Sq. 11	Psychological Contracts
		844	AM:Gov. Sq. 10	Discrimination and Diversity
		860	CC:A208	SIT: Paradoxes of Organizational Life
		824	CC:C205 T2	IP: Managing Turnover
		831	CC:A214 T4	IP: Leadership Theory and Research
		832	CC:C105 T1	IP: Trust and Chinese Communities
	4:10pm	**908**	CC:A205	JS: Emotion Recognition
		895	CC:A207	JS: The OB of Entrepreneurship
		911	CC:A209	JS: Modeling OB Over Time
		910	AM:Gov. Sq. 11	SHCS: The "Challenge" of Leadership
		909	AM:Gov. Sq. 12	SHCS: Emerging Contexts for Justice
		906	AM:Plaza Court 8	Organizational Errors
		907	AM:Gov. Sq. 10	Justice
		921	CC:C204	SIT: Relationships and Helping

Wed	8:30am	**968**	CC:C209	JS: Perceived Support
		967	AM:Gov. Sq. 12	SHCS: Developing Managerial Talent
		969	CC:A209	JS: Interwoven Relationships
		965	AM:Gov. Sq. 11	Integrating Trust Perspectives
		977	CC:A208	SIT: Decision Making
		978	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
		966	AM:Gov. Sq. 10	Teams
	10:40am	**1000**	CC:A101/103	JS: Gender Inclusion & Advancement
		1001	CC:A108/110	JS: Work-Life Interface: Firm & Ind.
		1002	CC:C101/103	JS: The Impact of Gender Context
		1012	CC:A209	JS: Team Diversity and Performance
		996	AM:Gov. Sq. 15	SHCS: Managerial Perceptual Accuracy
		1011	AM:Plaza Court 8	Culture
		1021	AM:Director's Row F	SIT: Psychological Contracts
		1022	CC:C204	SIT: Story-Telling and Narrative
	12:20pm	**1031**	AM:Gov. Sq. 14	SHCS: Destructive Leadership
		1030	AM:Gov. Sq. 11	Workplace Deviance

The Organizational Behavior Division thanks its 212 Reviewers:

Michael Abelson, Texas A&M U.
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Reviewers, continued

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Jing Zhou, Texas A&M U.
Tracy Zhou, U. of Miami

Organizational Communication and Information Systems

Program Chair: Cynthia M. Beath, U. of Texas, Austin
Professional Development Workshop Chair: Laurie J. Kirsch, U. of Pittsburgh

Day	Start	#	Location	Session Information
Fri	4:00pm	**33**	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
Sat	7:30am	**60**	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
	8:00am	**82**	CC:C103	SPDW: OCIS/TIM Jr Faculty Consortium
	9:00am	**105**	CC:A107	SPDW: Teaching with Technology
	12:00pm	**131**	CC:A107	SPDW: Anime II & Recruitment in Films
	1:00pm	**145**	CC:C105	SPDW: Organizational Memory
		144	CC:A103	SPDW: Use of Art for Team Development
	3:00pm	**172**	MT:Denver Ballrm Ste IV	SPDW: Publishing in the Journals
		168	CC:A103	SPDW: IT Networks & Critical Thinking
	6:00pm	**192**	MT:Mattie Silks	SPDW: CMS & Stan Deetz
		197	CC:C103	OCIS Reception
Sun	8:30am	**240**	CC:C103	Relevant Research, Part I
	10:30am	**286**	CC:C103	Relevant Research, Part II
Mon	8:30am	**383**	CC:A205	JS: Reconciling Virtual Teams
		381	CC:A209	JS: Cyberjustice
		393	CC:C204	SIT: Organizational Citizenship
		364	CC:C106 T3	IP: E-strategies
		382	CC:A204	OCIS Division Welcome
		371	CC:C105 T4	IP: Motivation and Morale
	9:00am	**410**	CC:A204	E-Working
	10:40am	**464**	CC:A205	JS: Distance and Group Work
		458	CC:A204	Information Systems Development
	12:20pm	**513**	CC:A204	Establishing Research Networks
	2:30pm	**575**	CC:A205	SHCS: Coordination of Expertise
		574	CC:A204	E-Communications
		561	CC:A214 T1	IP: Knowledge and Networks
	4:10pm	**626**	CC:A204	OCIS Distinguished Speakers
	5:30pm	**649**	CC:A204	OCIS Division Meeting
	6:30pm	**658**	CC:A205	OCIS Social Hour
Tue	8:30am	**712**	CC:A209	JS: Knowledge Sharing in R&D Teams
		695	CC:C106 T3	IP: Understanding E-Business
		701	CC:C105 T3	IP: Identification in Organizations
		703	CC:C205 T4	IP: IT, Productivity and Memory
	10:30am	**781**	CC:C207	SHCS: CC: New Meanings & Methods
		792	CC:A208	SIT: Intercultural Dilemmas
		793	AM:Director's Row F	SIT: The Processes of Change
		780	CC:A204	E-Business
		763	CC:A214 T4	IP: Information Systems
	2:30pm	**849**	CC:C101/103	JS: Discursive Approaches
		850	CC:C209	SHCS: Exaggeration and IT
		848	CC:A204	Management of IT Services
		827	CC:A106 T4	IP: The Internet and Innovation
		832	CC:C105 T1	IP: Trust and Chinese Communities
	4:10pm	**912**	CC:A204	Privacy & Ethics
Wed	9:00am	**987**	CC:A204	Change in Communicative Genres
	10:40am	**1013**	CC:A204	Knowledge Sharing & Learning

Organization and Communication and Information Systems Division thanks its 142 Reviewers:

Allyson Adrian, Georgetown U.
Ritu Agarwal, U. of Maryland
Manju Ahuja, Indiana U.
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Soon Ang, Nanyang Technological U.
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Jeff Smith, Wake Forest U.
Deborah Sole, Harvard U.
Cheri Speier, Michigan State U.
Kate Stewart, U. of Maryland
Mani Subramani, U. of Minnesota
Yang Sun, Queen's U.
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Viswanath Venkatesh, U. of Maryland
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Molly Wasko, Florida State U.
Mary Beth Watson-Manheim, U. of Illinois, Chicago
Suzanne Weisband, U. of Arizona
Jeanne Wilson, College of William and Mary
Susan Winter, U. of North Carolina, Charlotte
Wilfred Wu, U. of Oklahoma
Weidong Xia, U. of Minnesota
JoAnne Yates, Massachusetts Institute of Technology
Youngjin Yoo, Case Western Reserve U.
Ilze Zigurs, U. of Nebraska, Omaha
Robert Zmud, U. of Oklahoma

Organizations and the Natural Environment

Program Chair: Carolyn Egri, Simon Fraser U.
Professional Development Workshop Chair: Michael V. Russo, U. of Oregon

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
	1:30pm	17	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
	3:00pm	24	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
		29	MT:Col. Ballrm Sal. A	SPDW: Hydrogen Economy Teach-In
Sat	8:00am	73	CC:C206	SPDW: Behavioral Simulations for IM
	8:30am	95	MT:Col. Ballrm Sal. A	ONE Doctoral Consortium
	10:00am	115	MT:Denver Ballrm Ste III	Evolution of ONE Research
	2:00pm	159	AM:Plaza Court 3	SPDW: From Idea to Submission
	3:00pm	172	MT:Denver Ballrm Ste IV	SPDW: Publishing in the Journals
	5:00pm	188	MT:Denver Ballrm Ste III	ONE Welcome Reception
Sun	8:00am	226	MT:Col. Ballrm Sal. C	Environ. Performance Metrics
		227	MT:Col. Ballrm Sal. A	Mitchell Young Scholars Awards
		219	CC:C206	SPDW: Behavioral Simulations for IM
	9:00am	255	AM:Columbine	SPDW: Research Roundtables
	10:00am	269	MT:Col. Ballrm Sal. G	SPDW: Grants for Environ. Research
Mon	8:30am	392	CC:A207	JS: Organizational Slack and CSR
		388	CC:C108	ONE Interest Group Welcome
	8:50am	399	CC:C108	Environmental Stakeholders
	10:40am	465	CC:C108	Negotiating Stakeholder Networks
	2:30pm	579	CC:C108	Extraordinary Firm Performance
	4:10pm	616	CC:C207	SHCS: Educating for Sustainability
		633	CC:A207	JS: Stakeholders and Innovation
		632	CC:C101/103	JS: Pursuing the Kyoto Protocol
		607	CC:A106 T3	IP: Environment and Development
	5:30pm	651	CC:C108	ONE Business Meeting
	7:00pm	663	CC:C106	ONE Social
Tue	8:30am	718	CC:C108	Environmental Performance
		696	CC:C106 T1	IP: Networks and Legitimacy
	10:30am	781	CC:C207	SHCS: CC: New Meanings & Methods
		760	CC:C106 T3	IP: Spirituality in the Workplace
	2:30pm	855	CC:C108	Environmental Initiatives
	4:10pm	916	CC:C209	SHCS: Environmental Teaching
		920	CC:A208	SIT: Environmental Performance
Wed	8:30am	974	CC:C108	Environmental Information

Organizations and the Natural Environment Interest Group thanks its 58 Reviewers:

Lynne Andersson, Temple U.
Linda Angell, Victoria U. , Wellington
Bobby Banerjee, RMIT U.
Tima Bansal, U. of Western Ontario
Thomas Bateman, U. of Virginia
Sabine Boettcher, Siemens AG
Frances Bowen, U. of Sheffield
Hilary Bradbury, Case Western Reserve U.
Oana Branzei, U. of British Columbia
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Sandra Christensen, Eastern Washington U.
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Mark Cordano, Wright State U.
Michael Elmes, Worcester Polytechnic Institute
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David Levy, U. of Massachusetts, Boston
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Mike Russo, U. of Oregon
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Jerry Sheppard, Simon Fraser U.
Knud Sinding, U. of Southern Denmark
Peter Stanwick, Auburn U.

Reviewers, continued

Mark Starik, George Washington U.
Edward Stead, East Tennessee State U.
Marie-France Turcotte, U. du Quebec
Christa Walck, Michigan Technological U.
Mark Wexler, Simon Fraser U.
Frank Wijen, Tilburg U.
Monika Winn, U. of Victoria

Public and Nonprofit

Program Chair: Stephen P. Osborne, Aston U.
Professional Development Workshop Chair: Matthew Liao-Troth, Western Washington U.

Day	Start	#	Location	Session Information
Fri	1:30pm	**17**	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
	3:00pm	**24**	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
Sat	8:00am	**73**	CC:C206	SPDW: Behavioral Simulations for IM
	9:30am	**110**	MT:Denver Ballrm Ste V	SPDW: Universities & Economic Dev.
	12:00pm	**132**	AM:Plaza Court 7	PNP Junior Faculty Consortium
	1:00pm	**149**	AM:Plaza Court 8	PNP Doctoral Consortium I
	7:30pm	**203**	CC:C112	SPDW: Indigenous Spirituality
Sun	8:00am	**219**	CC:C206	SPDW: Behavioral Simulations for IM
		220	CC:C212	SPDW: Doing International Research
	9:00am	**255**	AM:Columbine	SPDW: Research Roundtables
		253	AM:Plaza Court 8	PNP Doctoral Consortium II
	10:00am	**269**	MT:Col. Ballrm Sal. G	SPDW: Grants for Environ. Research
		268	AM:Gov. Sq. 11	SPDW: Conducting Network Research
Mon	8:50am	**400**	AM:Plaza Court 7	NPO Management
	10:40am	**466**	AM:Plaza Court 7	Theory and Practice
	12:20pm	**518**	CC:A108/110	JS: Networks for Nation Building
	2:30pm	**543**	CC:A207	JS: Socially Effective New Ventures
	4:10pm	**638**	AM:Director's Row F	SIT: Networks Variations
		634	AM:Plaza Court 7	Business Meeting
	5:30pm	**652**	AM:Plaza Court 7	PNP Party
Tue	8:30am	**722**	CC:A208	SIT: Leadership
	10:30am	**791**	CC:C204	SIT: Downsizing and its Effects
		789	AM:Plaza Court 7	Networks and Public Management
		765	CC:C105 T4	IP: Public and Nonprofit Sector
	2:30pm	**860**	CC:A208	SIT: Paradoxes of Organizational Life
		856	AM:Plaza Court 7	Collaboration?
		834	CC:C106 T2	IP: Reputation and Brand Building
	4:10pm	**922**	AM:Director's Row F	SIT: Building Effective Networks
		917	AM:Plaza Court 7	PNP Distinguished Speaker
Wed	8:30am	**962**	CC:A108/110	JS: AOM Service-Learning Fellows
	10:40am	**1020**	CC:A208	SIT: Organizational Culture
		1017	AM:Plaza Court 7	Performance Management
	12:20pm	**1032**	AM:Plaza Court 7	Expanding Public Management

Research Methods

Program Chair: Tojo Thatchenkery, George Mason U.
Professional Development Workshop Chair: Philip L. Roth, Clemson U.

Day	Start	#	Location	Session Information
Fri	3:00pm	**28**	AM:Tower Court A	SPDW: Spirituality: Quant. Database
Sat	8:00am	**84**	CC:C209	SPDW: Social Network Workshop
	8:30am	**96**	CC:C202	Regression Interactions
	12:00pm	**128**	AM:Plaza Court 3	SPDW: Strategy and Simulation
	3:00pm	**169**	CC:C105	SPDW: Cognitive Mapping Workshop
Sun	8:00am	**228**	CC:A208	SPDW: Developing Case Study Skills
		214	MT:Col. Ballrm Sal. F	SPDW: Research Transition Countries
	8:30am	**241**	CC:A206	Ask the Quantitative Gurus
	10:00am	**270**	CC:A206	Ask the Qualitative Experts
Mon	8:30am	**389**	CC:C210	Measurement and Analysis
	10:40am	**467**	CC:C210	Narrative Research
	12:20pm	**519**	CC:C210	Grounded Inquiry
	2:30pm	**581**	CC:C209	JS: How Do We Know What We Know
		580	CC:C210	Quantitative Analysis
		564	CC:C106 T1	IP: Methods and the Review Process
	4:10pm	**608**	CC:A106 T1	IP: Research Design and Methods
		609	CC:A106 T2	IP: Cases and Narratives
		635	CC:C210	ORM Editorial Board Meeting
Tue	8:30am	**719**	CC:C210	Networks and Quasi-Objects
		723	AM:Director's Row F	SIT: Emotions in Organizations
	10:30am	**744**	CC:C101/103	JS: Otherness at Large
		793	AM:Director's Row F	SIT: The Processes of Change
		790	CC:C210	OB Research
		761	CC:C105 T3	IP: Gender and Diversity
	2:30pm	**849**	CC:C101/103	JS: Discursive Approaches
		858	AM:Director's Row F	SIT: Organizational Innovation
		857	CC:C210	Social Networks Inquiry
	4:10pm	**914**	CC:C101/103	JS: First Person Research
		911	CC:A209	JS: Modeling OB Over Time
		918	CC:C210	Celebrating Scholarship
	5:30pm	**931**	CC:C101	RMD Business Meeting
	6:30pm	**940**	CC:C103	RMD Social and Party
Wed	8:30am	**978**	AM:Director's Row F	SIT: Knowledge and Its Sharing
		979	CC:C204	SIT: National Culture
		975	CC:C210	Social Construction of Knowledge
	10:40am	**1006**	CC:C207	JS: Globalization & Knowledge
		1012	CC:A209	JS: Team Diversity and Performance

Research Methods Division thanks its 131 Reviewers:

Mark Addleson, George Mason U.
Veronique Ambrosini, Cranfield U.
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Don Austin, General Composites Inc.
David Barry, Victoria U., Wellington
Nicholas Beaumont, Monash U.
Rabi Bhagat, U. of Memphis
James Bishop, New Mexico State U.
Claudia Bitencourt, U. do Vale, Brazil
Laura Black, Massachusettes Institute of Technology
Richard Blackburn, U. of North Carolina, Chapel Hill
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Cliff Cheng, U. of Southern California
Gordon W. Cheung, Chinese U. of Hong Kong
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Cynthia Cycyota, U. of Texas
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Carolyn Gardner, Radford U.

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Linda Krefting, Texas Technical U.
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Carolyn Wiethoff, Indiana U., Bloomington
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Margaret L. Williams, Virginia Commonwealth U.
Ethlyn Williams, U. of South Florida
Katherine Xin, China European International Business School
Ali Yakhef, Stockholm University
Francis J. Yammarino, State U. of New York, Binghamton
Leodones Yballe, Nazareth College of Rochester
Feirong Yuan, Texas A&M U.

Social Issues in Management

Program Chair: Melissa S. Baucus, Xavier U.
Professional Development Workshop Chair: Bryan W. Husted, ITESM/Instituto de Empresa

Day	Start	#	Location	Session Information
Fri	1:30pm	**17**	MT:Col. Ballrm Sal. F	SPDW: Bill Drayton
	3:00pm	**24**	MT:Col. Ballrm Sal. F	SPDW: Enterprise Development
	5:00pm	**40**	AM:Plaza Court 4	SIM Doctoral Consortium
Sat	8:00am	**85**	AM:Plaza Court 4	SIM Doctoral Consortium
		86	AM:Gov. Sq. 11	Rebuilding Social Capital
	8:30am	**97**	OS:Off-Site 6	SBE/SIM Joint Symposium
	2:00pm	**159**	AM:Plaza Court 3	SPDW: From Idea to Submission
		163	AM:Gov. Sq. 11	SIM Values Statement
	6:00pm	**199**	AM:Columbine	SIM Distinguished Speaker
Sun	8:00am	**220**	CC:C212	SPDW: Doing International Research
	9:00am	**255**	AM:Columbine	SPDW: Research Roundtables
	10:00am	**269**	MT:Col. Ballrm Sal. G	SPDW: Grants for Environ. Research
Mon	8:00am	**343**	CC:A206	SIM Welcome Session
	8:30am	**392**	CC:A207	JS: Organizational Slack and CSR
		390	CC:A206	Organizational Ethics
		391	CC:C109	Stakeholder Policies & Agendas
		393	CC:C204	SIT: Organizational Citizenship
		395	AM:Director's Row F	SIT: Small Business Perspectives
		363	CC:A106 T2	IP: Key Firm Competencies in China
		369	CC:C105 T2	IP: Managing Stakeholder Relations
		372	CC:C106 T2	IP: Strategy Cognition Real Options
	10:40am	**426**	CC:A101/103	JS: Abuse, Bullying, & Aggression
		468	CC:C109	Ethics in International Context
		469	CC:A206	Environment in CSR research
		443	CC:A214 T3	IP: Social Relations and Performance
	12:20pm	**521**	CC:C209	SHCS: Political Strategy & Perf.
		520	CC:A206	Employee Stakeholder Relations
		501	CC:A214 T4	IP: Measuring and Assessing Ethics
	2:30pm	**543**	CC:A207	JS: Socially Effective New Ventures
		553	CC:C105 T1	IP: Governance and Monitoring
		582	CC:A206	Networking for SIM Community
		584	CC:A208	SIT: Pay Differences
	4:10pm	**633**	CC:A207	JS: Stakeholders and Innovation
		600	CC:A108/110	JS: Intimate Partner Violence
		636	CC:C109	Responsibility Management
		637	CC:A208	SIT: Managerial Wrong Doing
Tue	8:30am	**717**	CC:A108/110	JS: Organizational Virtues
		676	CC:A207	JS: Governments and Firms
		720	CC:A206	Stakeholder Models & Research
		688	CC:A106 T1	IP: Organizations and Ethical Issues
		689	CC:A106 T2	IP: Business and Government
		690	CC:A106 T3	IP: High Performance Employees
	10:30am	**781**	CC:C207	SHCS: CC: New Meanings & Methods
		752	CC:A106 T1	IP: Corporate Social Reponsibility
	2:30pm	**811**	CC:A207	JS: New Paradigms of Governance
		817	CC:C207	SHCS: A Call to Action
		859	CC:C204	SIT: Work-Family Trends
		860	CC:A208	SIT: Paradoxes of Organizational Life
	4:10pm	**916**	CC:C209	SHCS: Environmental Teaching
		919	CC:C109	Chair`s Address/Business Meeting
		921	CC:C204	SIT: Relationships and Helping

	6:30pm	**941**	CC:C109	SIM Social & BC Best Paper Award
Wed	8:30am	**962**	CC:A108/110	JS: AOM Service-Learning Fellows
		969	CC:A209	JS: Interwoven Relationships
		976	CC:A206	Approaches to SIM Research
	10:40am	**1018**	CC:C109	The Dark Side of Networks
		1019	CC:A206	Nonmarket & Political Strategies
		1022	CC:C204	SIT: Story-Telling and Narrative

The Social Issues in Management Division thanks its 126 Reviewers:

Brad Agle, U. of Pittsburgh
Ramon Aldag, U. of Wisconsin
Barbara Altman, U. of North Texas
Lynne Andersson, Temple U.
Jeff Bailey, U. of Idaho
Gail Ball, Pennsylvania State U.
Jeffrey Barach, Tulane U.
James Barker, U.S. Air Force Academy
Tim Barnett, Louisiana Technology
Kenneth Bass, East Carolina U.
Laquita Blockson, Florida International U.
Tim Blumentritt, Marquette U.
Frances Bowen, Sheffield U.
Norman Bowie, U. of Minnesota
Steven Brenner, Portland State U.
Jon Briscoe, Northern Illinois U.
Mike Brown, Pennsylvania State U.
Ann Buchholtz, U. of Georgia
Brian Burton, Western Washington U.
Ken Butterfield, Washington State U.
Craig Caldwell, U. of Pittsburgh
Jerry Calton, U. of Hawaii, Hilo
Gerald Cavanagh, U. of Detroit, Mercy
Sandra Christensen, Eastern Washington U.
Judy Clair, Boston College
Lynnette Claire, U. of Oregon
Phil Cochran, Pennsylvania State U.
Tom Comstock, Pennsylvania State U.
Bill Cooke, U. of Manchester
Mark Cordano, Wright State U.
Bryan Dennis, U. of Georgia
Robbin Derry, Appalachian State U.
Meinolf Dierkes, Science Center, Berlin
Dawn Elm, St. Thomas U.
Steve Frankforter, Winthrop U.
Dave Fritzsche, Pennsylvania State U.
Jeffrey Gale, Loyola Marymount U.
Virginia Gerde, U. of New Mexico
Kathy Getz, American U.
Dan Gilbert, Gettysburg College
Janet Gillespie, Xavier U.
Michele Govekar, Ohio Northern U.
Daniel Greening, U. of Missouri
Jennifer Griffin, George Washington U.
Sefa Hayibor, U. of Pittsburgh
Mark Heuer, George Washington U.
Pursey Heugens, Concordia U.
Amy Hillman, Arizona State U.
Irene Houle, Clark U.
Morten Huse, Norweigan School of Management
Bryan Husted, ITESM/Instituto De Empresa
Michael Johnson-Cramer, Boston U.
Ray Jones, U. of Pittsburgh
Tom Jones, U. of Washington
Patricia Kelley, U. of Washington, Bothell
Darien Kerkin, Massey U.
Susan Key, U. of Alabama, Birmingham
Tom Klein, U. of Toledo
Larry Lad, Butler U.
Anne Lawrence, San Jose State U.
Dwight Lemke, James Cook U.
Jeff Lenn, George Washington U.
Stefanie Lenway, U. of Minnesota
Jeanne Liedtka, U. of Virginia
Jeanne Logsdon, U. of New Mexico
Annette O'Leary Lohman, California State U.
Patrice Luoma, Quinnipiac U.
Tammy MacLean, U. of Massachusetts, Boston
John Mahon, U. of Maine
Mary Mallott, U. of Hawaii, West Oahu
Bill Martello, U. of Judaism
Jim Mattingly, U. of Missouri
Douglas May, U. of Nebraska
Tim Mazur, Independent Ethics Consultant
Jean McGuire, Concordia U.
Barry Mitnick, U. of Pittsburgh
Valerie Mock, U. of Maryland, Europe
Sara Morris, Old Dominion U.
Peter Mudrack, Kansas State U.
Eleanor O'Higgins, University College
Marc Orlitzky, U. of New South Wales
David Palmer, Santa Clara U.
Karen Paul, Florida International U.
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Robert Phillips, U. of San Diego
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James Post, Boston U.
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Tara Radin, Hofstra U.
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Kathy Rehbein, Marquette U.
Michael Rehg, Air Force Institute of Technology
Scott Reynolds, U. of Minnesota
Chris Robertson, Northeastern U.
Kate Rogers, Pitzer College
Ron Roman, U. of Pittsburgh
Michael Rubach, U. of Central Arkansas
Michael Russo, U. of Oregon
Lori Ryan, San Diego State U.
David Saiia, U. of Northern Iowa
Linda Sama, U. of Texas, El Paso
Marshall Schminke, U. of Central Florida
Doug Schuler, Rice U.
Elizabeth Scott, Pennsylvania State U.
Brian Shaffer, U. of Maryland
Mark Sharfman, U. of Oklahoma
Brad Shrader, Iowa State U.
Randi Sims, Nova Southeastern U.
Matt Skeese, Nova Southeastern U.
Bill Sodeman, Dell Corporation
Peter Stanwick, Auburn U.
Kelly Strong, Michigan Technological U.
Diane Swanson, Kansas State U.
Gene Szwajkowski, U. of Illinois, Chicago
Marilynn Taylor, U. of Missouri, Kansas City
Linda Trevino, Pennsylvania State U.
Kristi Lewis Tyran, Western Washington U.
Harry VanBuren, U. of Northern Iowa
Craig VanSandt, Augustana College
Sandra Waddock,, Boston College
Gary Weaver, U. of Delaware
Jim Weber, Duquesne U.
Judith White, Santa Clara U.
Duane Windsor, Rice U.
Rich Wokutch, Virginia Tech
Steven Yule, U. of Aberdeen

Technology and Innovation Management

Program Chair: James Wade, U. of Wisconsin, Madison
Professional Development Workshop Chair: Laura B. Cardinal, U. of North Carolina, Chapel Hill

Day	Start	#	Location	Session Information
Fri	1:00pm	4	AM:Plaza Court 7	SPDW: Research & Practice PDW
		5	AM:Tower Court B	SPDW: Conversations on Knowledge
	3:00pm	29	MT:Col. Ballrm Sal. A	SPDW: Hydrogen Economy Teach-In
	4:00pm	33	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
Sat	7:30am	60	MT:Denver Ballrm Ste VI	SPDW: TIM/OCIS Doctoral Consortium
	8:00am	82	CC:C103	SPDW: OCIS/TIM Jr. Faculty Consortium
		63	AM:Tower Court B	SPDW: Conversations on Knowledge
	10:00am	116	MT:Denver Ballrm Ste IV	SPDW: Modeling Legacies and Shocks
	12:00pm	133	MT:Denver Ballrm Ste IV	Challenges Teaching Innovation
	2:00pm	158	AM:Plaza Court 2	SPDW: Internationalizing Research
	3:00pm	172	MT:Denver Ballrm Ste IV	SPDW: Publishing in the Journals
		168	CC:A103	SPDW: IT Networks & Critical Thinking
Sun	8:00am	229	MT:Denver Ballrm Ste IV	SPDW: Innovation Research Methods
	10:00am	263	AM:Vail	SPDW: Dynamic Resources/Capabilities
Mon	8:00am	344	CC:C208	Welcome (Continental Breakfast)
	8:30am	396	CC:C207	SHCS: Internet in the Supply Chain
		365	CC:A106 T3	IP: Technology Strategy
	9:00am	412	CC:C212	Networks & Knowledge Creation
	10:40am	422	AM:Gov. Sq. 12	SHCS: Organizational Search
		475	CC:C207	SHCS: Firm Theory & Modularity
		471	CC:A208	SIT: Dot Coms and the New Economy
		473	CC:C212	Insights into E-Commerce
		474	CC:C208	Insights from Patent Analyses
		442	CC:A214 T2	IP: Complexity and Coevolution
	12:20pm	483	CC:A207	JS: Global Wireless Strategy
		522	CC:C204	SIT: Variety in Teams
		502	CC:C105 T2	IP: Managing Innovation
	12:30pm	526	CC:C208	Technology & Alliance Formation
		527	CC:C212	Government and Innovation
	2:30pm	588	CC:C101/103	JS: Networking in Biotechnology
		585	CC:C207	SHCS: Radical Innovations
		586	CC:C208	Turbulent Environments
		587	CC:C212	Effective Governance Structures
		558	CC:A106 T1	IP: Technology and Operations
		559	CC:A106 T4	IP: Resources and Knowledge Creation
	4:10pm	638	AM:Director's Row F	SIT: Networks Variations
		639	CC:C212	Modularity and Standards
		612	CC:A214 T2	IP: Strategy, Organizing Performance
Tue	8:30am	724	CC:C208	New Contexts & Models for R&D
		712	CC:A209	JS: Knowledge Sharing in R&D Teams
		721	CC:C204	SIT: Project Teams
		725	CC:C212	Managing Innovation
		693	CC:A214 T2	IP: Firm Boundaries and Technology
		695	CC:C106 T3	IP: Understanding E-Business
	10:30am	796	AM:Gov. Sq. 12	SHCS: Managing in Age Of Complexity
		794	CC:C212	Acquisitions
		795	CC:C208	Technological Communities
		757	CC:A214 T1	IP: Project Management
		763	CC:A214 T4	IP: Information Systems

	2:30pm	**850**	CC:C209	SHCS: Exaggeration and IT
		858	AM:Director's Row F	SIT: Organizational Innovation
		861	CC:C212	Organizing for Innovation
		862	CC:C208	Capabilities and Change
		826	CC:A106 T1	IP: Knowledge and Innovation
		827	CC:A106 T4	IP: The Internet and Innovation
		828	CC:A214 T1	IP: A Historical Reassessment of OT
	4:10pm	**924**	CC:C207	SHCS: Knowledge Flow Across Networks
		923	CC:C208	TIM Distinguished Speaker: Andy Van De Ven
	5:30pm	**932**	CC:C208	TIM Business Meeting
	6:30pm	**942**	CC:C212	The Best Social Event in Town
Wed	9:00am	**988**	CC:C208	Firm Boundaries
		989	CC:C212	IT and Performance
	10:40am	**1023**	CC:C212	eCommunities of Practice
		1020	CC:A208	SIT: Organizational Culture
		1024	CC:C208	New Product Development

Technology & Innovation Management Division thanks its 223 Reviewers:

Melville Adams, U. of Alabama
Terry Adler, New Mexico State U.
David Ahlstrom, Chinese U. Hong Kong
Gautam Ahuja, U. of Michigan
Raymond Aldag, U. of Wisconsin, Madison
Brad Altemeyer, STCC
Suad Alwan, Chicago State U.
Philip Anderson, INSEAD
Melissa M. Appleyard, U. of Virginia
Thomas Astebro, U. of Waterloo
Kwaku Atuahene-Gima, City U. of Hong Kong
Diane Bailey, Stanford U.
Jon Beard, Southern Illinois U.
Eli Berniker, Pacific Lutheran U.
Stephen Betts, Rutgers U.
Gaurab Bhardwaj, Babson College
Ganesh Bhatt, Morgan State U.
Matthew Bhotner, U. of Chicago
Paul Bierly, James Madison U.
Melvin Blumberg, Pennsylvania State U., Harrisburg
Ricarda Boucken, U. Lueneburg
Linda Brennan, Mercer U.
Regis Cabral, Umea U.
Donna Canestraro, State U. of New York,Albany
Laura Cardinal, U. of North Carolina, Chapel Hill
Mason Carpenter, U. of Wisconsin, Madison
Kthomas Chandy, Binghamton U.
Nataporn Chanvarasuth, Rensselaer Polytechnic Institute
Florence Charue-Duboc, U. of Michigan
Saikat Chaudhuri, Harvard U.
Yi-Yu Chen, Rutgers U.
Henry Chesbrough, Harvard U.
Valerie Claude-Gaudillat, HEC School of Management
Manuela Faia Correia, Ispa
MiguelPina Cunha, U. Nova De Lisboa
Ben Dankbaar, U. of Nijmegen
John N. Davis, Texas Tech U.
Harsha Desai, Loyola College
Kristen Bell DeTienne, Brigham Young U.
Hung-bin Ding, Rensselaer Polytechnic Institute
Marcel Dissel, CeTIM - U. of Munich
Gina Dokko, U. of Pennsylvania
Kevin Dooley, Arizona State U.
Deborah Dougherty, Rutgers U.
Michael Dowling, U. of Regenburg
Florence Durieux, U. of Paris, Dauphine
Linda Edelman, U. of Warwick
Sendil Ethiraj, U. of Pennsylvania
George Farris, Rutgers U.
Michael Fern, U. of North Carolina, Chapel Hill
Lee Fleming, Harvard U.
Serghei Floricel, U. of Quebec, Montreal
Steven Floyd, U. of Connecticut
Richard Franza, Bentley U.
Andrew Gaudes, U. of Manitoba
Varghese George, Rutgers U.
Gerard George, U. of Wisconsin, Madison
Barry Gerhart, U. of Wisconsin, Madison
Ignacio Gil Pechuan, Polytechnic U. Valencia
Joseph Gilbert, U. of Nevada, Las Vegas
Sanjay Goel, U. of Minnesota, Duluth
Jerry Lee Goen, Oklahoma Baptist U.
Albert Goldberg, Israel Institute of Technology
Shanthi Gopalakrishnan, New Jersey Institute of Technology
Jovan Grahovac, Tulane U.
Stephen Green, Purdue U.
Peter Groenewegen, Vrije U.
Didier Guillot, U. of California, Berkeley
Nile Hatch, Brigham Young U.
Donald Hatfield, Virginia Tech.
Oscar Hauptman, Melbourne Business School
Michael Heeley, Rice U.
Andrew Henderson, U. Texas
Dean A. Hennessy, U. Toronto
James Hesford, Washington U.
Martin Hoegl, Washington State U.
John Howells, Aarhus Business School
David Hsu, Massachusetts Institute of Technology
Liang-Chih Huang, I-Shou U.
Pamsy Hui, U of Texas
Jane Humble, Arizona State U.
Starling Hunter, Massachusetts Institute of Technology
Ypaul Huo, U. of Puget Sound
Richard Insinga, State U. of New York, Oneonta
Sanjay Jain, U. of Wisconsin, Madison
Avan Jassawalla, State U. of New York, Geneseo
Eduardo Jasson, York U.
Mark Jenkins, Cranfield School of Management
Carol Jessup, U. of Illinois, Springfield
William Kaghan, U. of Washington
George Kalidonis, DePaul U.
Sarah Kaplan, Massachusetts Institute of Technology
Riitta Katila, U. of Maryland
Ralph Katz, Northeastern U.
Bernhard Katzy, U. of Munich
Robert Keller, U. of Houston
Martin Kenney, U. of California, Davis
Eric Kessler, Pace U.
Susanna Khavul, London Business School
David King, Indiana U.
Barbara Klein, U. of Michigan, Dearborn
Dong-gil Ko, Indiana U.
Constantine Kontoghiorghes, Oakland U.
Stefan Koruna, ETH Zuerich
Matthew Kraatz, U. of Illinois
Kristian Kreiner, Copenhagen Business School
Barbara Kuhns, DePaul U.
Arun Kumaraswamy, Rutgers U.
Sam Kurokawa, Drexel U.
Terri Kurtzberg, New York U.
Joseph Lampel, U. of Nottingham
Eytan Lasry, U. of Toronto
Juha Laurila, Helsinki School of Economics
Chung-Shing Lee, Pacific Lutheran U.
Gwendolyn Kuo-Fang Lee, U. of California, Berkeley
Roger Leenders, U. Groningen
Richard Leifer, Rensselaer Polytechnic Institute
Edward Levitas, U. of Wisconsin, Milwaukee
Jeff Lewis, Metropolitan State College, Denver
Kwanghui Lim, National U. Singapore
Alex Lopes, U. of Pittsburgh
Ann Majchrzak, U. Southern California
Omar Malik, Temple U.
Lalit Manral, Columbia U.
Donald Marple, U. of North Carolina, Chapel Hill
John Mathews, MGSM
Michael Mattei, Bellarmine U.
Judy Matthews, Australian National U.
Kyle Mayer, U. of Southern California
David McArthur, U. of Nevada, LasVegas
Elizabeth McCrea, Pennsylvania State U.
Susan McEvily, U. of Pittsburgh
Ann McFadyen, North Carolina State U.
David McKendrick, U.of California, San Diego
Steve McMillan, Pennsylvania State U., Abington
Mark Meckler, U. of Portland

Reviewers, continued

Sanjay Mehta, CGI (BellSygma)
Russ Meir
Sarfraz Mian, State U. of New York, Oswego
Thomas Mierzwa, The Fountainhead Group
Anne Miner, U. of Wisconsin, Madison
Shaila Miranda, Florida Atlantic U.
Michael Moch, Michigan State U.
Kathrin Moeslein, Muenchen
Pierangela Morlacchi, U. of Bath
Kamal Munir, U. of Cambridge
Tom Murtha, U. of Minnesota
John Naman, U. of Maryland
Jay Nathan, St. John's U.
Mark Nelson, Rensselaer Polytechnic Institute
Jill Nemiro, California State Polytechnic U.
Gina O'Connor, Rensselaer Polytechnic Institute
Richard Osborn, Wayne State U.
Alan O'Sullivan, U. of Ottawa
David Owens, Vanderbilt U.
Theresa Pardo, State U. of New York, Albany
Diane Parente, Pennsylvania State U., Erie
Anne Parmigiani, U. of Michigan
Srikanth Paruchuri, Columbia U.
Monica Parzinger, Clemson U.
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Stefano Perlusz, Aalborg U.
Joseph Petrick, Wright State U.
Frank Piller, Technische U. of Muenchen
John Pliniussen, Queen's U.
Tim Pollock, U.of Wisconsin, Madison
Benjamin Powell, U. of Alabama
Ebrahim Randeree, State U. of New York, Buffalo
Ruth Raubitschek, U.S. Dept of Justice
Daniel Reaume, U. of Michigan
Guido Reger, U. of Brandenburg
Susan Reid, Concordia U.
Patrick Reinmoeller, Erasmus U.
Arie Rip, U. Twente
David Robinson, Texas Tech U.
Elaine Romanelli, Georgetown U.
Sandra Rota, U. of Zurich
Frank Rothaermel, Michigan State U.
Raja Roy, U. of Pittsburgh
Cathy Rusinko, Philadelphia U.
Dino Ruta, Bocconi
Michael Santoro, Lehigh U.
Joseph Sarkis, Clark U.
Paul Schwager, Appalachian State U.
Ann Seror, U. of Laval
Arthur Shulman, U. of Queensland
Brian Silverman, U. of Toronto
Narveshwar Sinha, U. of Cambridge
Bill Smith, Emporia
Luca Solari, U.of Milan
Paul Steffens, U. of Queensland
Gregory Stock, Northern Illinois U.
Bernhard Stockmeyer, Technische U. of Muenchen
Gabriel Szulanski, U. of Pennsylvania
Thorsten Teichert, U. of Bern
Jason Thatcher, Florida State U.
Francois Therin, Groupe Esc Grenoble
Michael Thorn, Nova Southeastern U.
Amrit Tiwana, Emory U.
Michael Tomczyk, U. of Pennsylvania
Hang Tran, U. of Massachusettes, Amherst
Charlie Trevor, U. of Wisconsin, Madison
William Truran, Stevens Institute of Technology
Christopher L. Tucci, New York U.
Gregory Unruh, Instituto De Empresa
Michael Usrey, U. of Colorado
Hans van der Bij, Eindhoven U. of Technology
Sandra Vasa-Sideris, Southern Polytechnic U.
Francisco Veloso, Massachusetts Institute. of Technology
Rita Vick, U. of Hawaii
Tricia Vilkinas, U. of South Australia
Maximilian VonZedtwitz, IMD
Rodney Walter, Jr., Western Illinois U.
Al Warner, Pennsylvania State U., Erie
Jerry Wellman, Fielding Institute
George Westerman, Harvard U.
Celeste Wilderom, U. Twente
Alla Wilson, U. of Wisconsin, Green Bay
Jaana Woiceshyn, U. of Calgary
Susan Yager, Southern Illinois U.
Emery Yao, U. of Pittsburgh
Sai Yayavaram, U. of Texas, Austin
Tien Hua Yim-Teo, Nanyang Technological U.

Friday, August 9, 2002

Friday 8:00AM

1 : *(AAC)* **Board of Governors' Meeting**
8:00- 5:00 Adam's Mark: Director's Row I
Organizer: **Jean M. Bartunek**, Boston College

2 ❖: *(IM)* **International Management Division White Water Rafting Adventure**
8:00- 5:00 Off-Site
This event is limited to IM Division members. Pre-registration and a fee to cover transportation and the rafting are required. Places are limited and registrations will be accepted on a first-come first-served basis. We will be leaving early on Friday (exact time to be announced later), so make sure you book your flight to arrive on Thursday. For further information, contact Professor Schon Beechler at slb7@columbia.edu.
Organizer: **Schon L. Beechler**, Columbia U.

Friday 12:00PM

3 : *(ENT)* **Entrepreneurship Division Doctoral Consortium**
12:00- 6:00 Marriott: Matchless
Contact Ben Oviatt (benoviatt@gsu.edu) or Shaker Zahra (szahra@gsu.edu) for more info.
Coordinators: **Ben Oviatt**, Georgia State U.**; Shaker A. Zahra**, Georgia State U.

Friday 1:00PM

4 🕮☯SPDW: *(BPS, MED, ODC, OMT, ONE, IM, TIM)* **The Intersection Between Research and Practice in Management Scholarship**
1:00- 4:00 Adam's Mark: Plaza Court 7
Pre-registration is required. Please contact Rita Gunther McGrath rdm20@columbia.edu
Organizer: **Rita Gunther McGrath**, Columbia U.
Presenters: **Clark Gilbert**, Harvard U.**; Melanie Karbe**, Booz-Allen & Hamilton

5 ❖SPDW: *(BPS, OMT, TIM)* **Cranfield and Sam Walton Conversations on Organizational Knowledge**
1:00- 6:00 Adam's Mark: Tower Court B
Pre-registration is needed to participate. Contact person is Vikas Anand, Sam Walton College of Business, U. of Arkansas (vikas@walton.uark.edu).
Organizers: **Mark R. Meckler**, U. of Portland**; Mark Jenkins**, Cranfield U.**; Vikas Anand**, U. of Arkansas**; Candace Jones**, Boston College
Moderators: **William H. Glick**, Arizona State U.**; Elaine Romanelli**, Georgetown U.**; Monica C. Higgins**, Harvard U.**; Bill McEvily**, Carnegie Mellon U.**; Jonathan Lewis Johnson**, U. of Arkansas**; Raghu Garud**, New York U.**; Michelle Gittelman**, New York U.**; Gerard P. Hodgkinson**, Leeds U.

6 ❖: *(CAR)* **An "Intelligent Career" Approach to Network Research**
1:00- 6:00 Marriott: Pomeroy
The workshop will last for the full Friday afternoon session (13:00-18:00). Pre-registration required. For registration and inquiries e-mail PollyParker (p.parker@auckland.ac.nz) or Michael Arthur (marthur@suffolk.edu).
Organizers: **Polly Parker**, Auckland U.**; Michael B. Arthur**, Suffolk U.

7 : *(ENT)* **Welcome to Entrepreneurship PDW**
1:00- 1:30 Marriott: Col. Ballrm Sal. F
Professional Development Workshop Chair: **Andrew Zacharakis**, Babson College

8 ☯: *(GDO)* **Diversity and Diversimilarity: Exploring the Journey from Theory to Practice**
1:00- 4:00 Marriott: Col. Ballrm Sal. H
Pre-registration is encouraged but not mandated. There will be a limit of 30 participants to permit a high level of interaction and involvement. Please contact Joseph Ofori-Dankwa, Saginaw Valley State U., e-mail: oforidan@svsu.edu, if at all possible by July 29th.
Organizer: **Joseph Ofori-Dankwa**, Saginaw Valley State U.
Presenters: **David L. Ford, Jr.**, U. of Texas, Dallas**; Robin D. Johnson**, U. of California, Los Angeles**; Joseph Ofori-Dankwa**, Saginaw Valley State U.

9 🕮☯: *(HR)* **HR Education: Is It Dead or Just Sleeping? A Town Meeting**
1:00- 5:00 Adam's Mark: Gov. Sq. 10
This is the first town hall-type meeting of the HR Division, and the topic is the role of HR education in business schools. Twenty-three HR educators will act as session leaders, and all members of the HR profession are invited to participate. Anyone interested in the state of HR education should attend! For more information, contact Vida Scarpello (mgtvvs@langate.gsu.edu). No pre-registration required — walk-ins welcome!
Organizer: **Vida Scarpello**, Georgia State U.
Facilitators: **Thomas A. Mahoney**, Vanderbilt U.**; Eugene F. Stone-Romero**, U. of Central Florida **; Dianna L. Stone**, U. of Central Florida **; Debra J. Cohen**, George Washington U.**; Nancy Bereman**, Witchita State U.**; Herman A. Theeke**, Central Michigan U.**; David B. Balkin**, U. of Colorado, Boulder**; Vida Scarpello**, Georgia State U.**; H. John Bernardin**, Florida Atlantic U.**; Eduardo Salas**, U. of Central Florida **; Lynn M. Shore**, Georgia State U.**; Sara L. Rynes**, U. of Iowa**; Mary E. Graham**, Clarkson U.**; Thomas Bergmann**, U. of Wisconsin, Eau Claire**; Donna Ledgerwood**, North Texas U.**; Rebecca A. Thacker**, Ohio U.**; Greg S. Hundley**, Purdue U.**; Wayne F. Cascio**, U. of Colorado, Denver**; Luis R. Gomez-Mejia**, Arizona State U.**; Theresa M. Welbourne**, U. of Michigan **; Larry McKibbin**, Washburn U.
Presenter: **Tammy J. Davis**, Jacksonville U.
Moderator: **Vida Scarpello**, Georgia State U.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

FRIDAY

10 ☯SPDW: *(MC, ODC)* **Developing the Practice of Consulting: Critical Concepts and Skills**
1:00- 8:00 Marriott: Denver Ballrm Ste I
This workshop contains a number of different sessions and will conclude with an interactive consulting clinic. Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. Participation fee (contributes to the cost of notebook and handouts for sessions, beverages, snacks and equipment rental) - $ 20 for Friday, $25 for Saturday, $40 for both days. Participants are encouraged to network for lunch and dinner.
Presenters: **Rickie Moore**, E.M. Lyon/ISEOR**; Richard Dunford**, Macquarie U.**; Carol Gorelick**, SOLUTIONS Inc./ Pace U.**; Suzanne L. Geigle**, Pricewaterhouse Coopers**; Robert F. Jenefsky**, Ecole Hoteliere de Lausanne**; James M. Hunt**, Babson College**; Joseph R. Weintraub**, Babson College**; H. William Vroman**, Morgan State U. / Strategic Planning Inc.**; Leon de Caluwe**, Free U. , Amsterdam**; Johannes Vermaak**, Twynstra Management Consultants**; Michael Nippa**, Freiberg U. of Mining and Technology**; Thomas H. Olson**, U. of Southern California**; Tracey Carsten Roll**, Experian North America**; Tenny Poole**, Experian Information Systems**; Magoroh Maruyama**, Interactive Heterogenetics

11 🕮SPDW: *(MED, MH)* **Building Effective Networks through a Teaching and Case Method Symposium**
1:00- 2:00 Adam's Mark: Columbine
Open to all. The only expense is for the book (approximately $27 U.S. dollars). Contact Michael Provitera at e-mail: docprov@msn.com
Organizer: **Michael J. Provitera**, Saint Peter's College
Facilitator: **Michael J. Provitera**, Saint Peter's College

12 : *(MH)* **Managerial Capitalism, Railroads, Mining and Colorado**
1:00- 3:00 Marriott: Nat Hill
Share, discuss and learn key developments in management history that happened in Colorado. Email m-govekar@onu.edu for details.
Participant: **Paul L. Govekar**, Independent Scholar
Professional Development Workshop Chair: **Michele A. Govekar**, Ohio Northern U.

13 ☯: *(MSR)* **Doctoral Consortium**
1:00- 3:00 Adam's Mark: Gov. Sq. 16
Facilitator: **Andre L. Delbecq**, Santa Clara U.
Coordinator: **Lee Perry Robbins**, Golden Gate U.
Discussants: **Judi Neal**, Association for Spirit at Work**; Marjolein Lips-Wiersma**, U. of Canterbury**; Ian Mitroff**, U. of Southern California**; David C. Trott**, St. Edwards U.**; Jerry Biberman**, U. of Scranton**; Jerry Biberman**, U. of Scranton

14 ☯❖: *(ODC)* **Struggling with Network Dilemmas: Implications for Management, Moderation and Consulting**
1:00- 3:45 Marriott: Col. Ballrm Sal. D
Organizers: **Matthias Meyer**, Chemnitz U.of Technology **; Ralf Wetzel**, Chemnitz U.of Technology **; Jens Aderhold**, Chemnitz U.of Technology

15 ☯❖: *(PS)* **Advances in Academic-Practitioner Collaborative Action Learning**
1:00- 5:00 Adam's Mark: Gov. Sq. 12
People participating in this workshop series are strongly recommended to bring descriptive project materials and summary information on accomplishments, issues, and lessons for cross-project learning. Please contact Terry Orr mto10@columbia.edu or Lyle Yorks yorks@exchange.tc.columbia.edu for further information.
Welcome: **Lyle Yorks**, Columbia U.
Facilitators: **Rita Kowalski**, U.S. Dept. of Veterans Affairs**; David Coghlan**, U. of Dublin**; Daniel R. Kowalski**, U.S. Dept. of Veterans Affairs**; Rupert F. Chisholm Jr.**, Pennsylvania State U.**; Joel I. Harmon**, Fairleigh Dickinson U.**; Lena Neal**, CSC Consulting**; Gregory Hammill**, Fairleigh Dickinson U.**; Jeana Wirtenberg**, Public Service Enterprise Group
Presenter: **Daniel F. Twomey**, Fairleigh Dickinson U.
Professional Development Workshop Chair: **Terry Orr**, Columbia U.

Friday 1:30PM

16 🕮: *(ENT)* **New Pathways in E-learning: Issues and Opportunities for Entrepreneurship Educators**
1:30- 3:00 Marriott: Denver Ballrm Ste V
Speakers: **Nan Gottfried**, XanEdu **; Amy Boyd**, XanEdu **; Edward Cooper**, Regis U.
Moderator: **Jill R. Kickul**, DePaul U.

17 ☯SPDW: *(ENT, ONE, SIM, GDO, PNP)* **Social Entrepreneurship Distinguished Speaker — Bill Drayton, Founder of Ashoka**
1:30- 3:00 Marriott: Col. Ballrm Sal. F
Organizer: **Norris F. Krueger Jr.**, Boise State U.

18 ☯: *(MC)* **The Consulting Process - Essential Skills**
1:30- 4:00 Marriott: Col. Ballrm Sal. G
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenters: **Richard Dunford**, Macquarie U.**; Carol Gorelick**, SOLUTIONS Inc./ Pace U.**; Suzanne L. Geigle**, Pricewaterhouse Coopers**; Robert F. Jenefsky**, Ecole Hoteliere de Lausanne

19 🕮☯SPDW: *(MC, ODC, OMT)* **Developing the Discipline of Consulting : Challenges, Pedagogy, Research and Reflection**
1:30- 6:00 Marriott: Mattie Silks
This workshop contains a number of different sessions. Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com.
Presenters: **Judith Gebhardt**, Pepperdine U.**; Roderick French**, Office of the Dept. of the Navy, Chief Information Office**; Thomas C. Head**, Roosevelt U.**; Peter Sorensen**, Benedictine U.**; Brigitte Winkler**, A47 Consulting**; Anthony F. Buono**, Bentley College**; Alberto Zanzi**, Suffolk U.**; Flemming Poulfelt**, Copenhagen Business School**; Marc Bonnet**, ISEOR/U. of Lyon**; Terry R. Armstrong**, Armstrong Consulting**; Rickie Moore**, E.M. Lyon/ ISEOR**; Kurt Motamedi**, Pepperdine U.**; Aaron J. Nurick**, Bentley College**; Timothy Clark**, U. of London**; Richard Dunford**, Macquarie U.**; Elliott Jaques**, George Washington U.**; Randall B.**

Hayes, Central Michigan U.**; Susan M. Adams**, Bentley College**; Thomas H. Olson**, U. of Southern California**; Larry E. Greiner**, U. of Southern California**; William B. Werther, Jr.**, U. of Miami**; Wayne P. Jones**, U. of Louisville**; Michael W. Stebbins**, California Polytechnic State U., San Luis Obispo**; Marilyn E. Harris**, CMU/HSCC**; Debra McGilsky**, Central Michigan U.**; Kevin G. Love**, Central Michigan U.**; Larry Lepisto**, Central Michigan U.**; Mahmood Bahaee**, Central Michigan U.

Friday 2:00PM

20 ☯: *(MC)* **Learning in a Virtual World**
2:00- 3:45 Marriott: Col. Ballrm Sal. C
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.
Presenters: **Judith Gebhardt**, Pepperdine U.**; Roderick French**, Office of the Dept. of the Navy, Chief Information Office**; Brian McElyea**, Naval Hospital, Jacksonville**; Alex Bennet**, Office of the Dept. of the Navy, Chief Information Office / Federal KM Working Group

21 🕮☯: *(MED)* **Teaching in the Balkans: An American Professor Dealing with War, Terrorism, and Ethnic Tension**
2:00- 3:00 Adam's Mark: Columbine
contact Ellen Greenberg at email: egreenberg@mbox.cit.bg
Organizer: **Ellen Greenberg**, American U., Bulgaria
Presenter: **Ellen Greenberg**, American U., Bulgaria

Friday 3:00PM

22 : *(CMS)* **CMS Tutorial: Fundamentals of Political Economy**
3:00- 6:00 Marriott: Col. Ballrm Sal. I+J
Chair: **Ralph Stablein**, Massey U.

23 ☯SPDW: *(ENT, IM)* **Globalization and Entrepreneurial Women Around the World**
3:00- 4:30 Marriott: Denver Ballrm Ste V
Speakers: **Maria-Teresa Lepeley**, U. of Connecticut**; Xiaohong He**, Quinnipiac U.**; Maya Reddi**, TeamNet Solutions Inc.**; Cheryl Murray**, The Metro-Harford Chamber of Commerce

24 ❖SPDW: *(ENT, SIM, PNP, ONE)* **Building Networks for Enterprise Development**
3:00- 4:30 Marriott: Col. Ballrm Sal. F
Organizer: **Norris F. Krueger Jr.**, Boise State U.
Speakers: **Keith F. Ward**, Boise State U.**; Erik R. Pages**, NCOE**; Ami Doshi**, Ewing Marion Kauffman Foundation**; Patricia G. Greene**, U. of Missouri, Kansas City**; Rick Ritter**, Boise State U.**; James Hogge**, Boise State U.**; Christopher Hertz**, Idaho National Energy & Environmental Labs**; Gautam Pillay**, Inland Northwest Research Alliance

25 ❖: *(GDO)* **Gender and Diversity in Organizations Doctoral Consortium Session I: Finding Your Network**
3:00- 4:30 Marriott: Denver Ballrm Ste IV
All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.
Chair: **Kecia M. Thomas**, U. of Georgia
Presenters: **Derek R. Avery**, St. Joseph's U.**; C. Douglas Johnson**, Winthrop U.**; Patrick F. McKay**, U. of Wisconsin, Milwaukee**; Audrey J. Murrell**, U. of Pittsburgh**; Marcus M. Stewart**, U. of Georgia

26 🕮☯SPDW: *(MED, CAR, GDO)* **Our First Years: Transitioning into Academia**
3:00- 5:00 Adam's Mark: Plaza Court 1
Organizer: **Ian O. Williamson**, U. of Maryland
Presenters: **Gwendolyn M. Coombs**, U. of Nebraska, Lincoln**; dt ogilvie**, Rutgers U., Newark**; Laquita C. Blockson**, Florida International U.**; Patricia G. Martinez**, U. of Texas, San Antonio**; Ian O. Williamson**, U. of Maryland

27 : *(MH)* **Colorado & Denver in Management History**
3:00- 5:00 Marriott: Nat Hill
One of the most popular speakers on Colorado history.
Organizer: **Michele A. Govekar**, Ohio Northern U.
Presenter: **Tom Noel**, U. of Colorado, Denver

28 ❖SPDW: *(MSR, RM)* **Building an Effective Network for Web-Based Research: A Quantitative Database**
3:00- 5:00 Adam's Mark: Tower Court A
Coordinator: **Joel B. Bennett**, OWLS
Presenters: **Judi Neal**, Association for Spirit at Work**; David C. Trott**, St. Edwards U.**; Terence C. Krell**, Western Illinois U., Quad Cities

29 🕮☯❖SPDW: *(ONE, TIM)* **Hydrogen Economy Teach-In**
3:00- 5:00 Marriott: Col. Ballrm Sal. A
Presenter: **Jason Denner**, Rocky Mountain Institute

Friday 4:00PM

30 🕮☯: *(CM)* **Conflict Management Doctoral Consortium**
4:00- 6:00 Marriott: Col. Ballrm Sal. B
Organizer: **Sally Blount-Lyon**, New York U.

31 🕮☯: *(ODC)* **Testing and Evaluating the Application of Entry Level Organization Development Competencies in Graduate OD Programs**
4:00- 6:00 Marriott: Col. Ballrm Sal. D
Organizer: **Glenn H. Varney**, Bowling Green State U.

32 ☯✈SPDW: *(ODC, MC, BPS, IM)* **Perspectives On International Business Consulting**
4:00- 7:00 Marriott: Col. Ballrm Sal. C
Facilitators: **Thomas C. Head**, Roosevelt U.**; Peter Sorensen**, Benedictine U.**; Brigitte Winkler**, A47 Consulting

33 🕮SPDW: *(TIM, OCIS)* **TIM/OCIS Doctoral Consortium**
4:00- 8:30 Marriott: Denver Ballrm Ste VI
Pre-registration is required. Applications will be accepted until June 1, 2002. The consortium will employ a rolling admissions policy; we'll try to notify you of your acceptance as soon as possible. We are taking electronic applications for 2002. To apply, please electronically send a one-page statement explaining why you would like to attend and a current curriculum vita to <PDW-TIM@bschool.unc.edu>. For a detailed schedule and list of

participating faculty, please use this e-mail.
Organizers: **Laura B. Cardinal**, U. of North Carolina, Chapel Hill**; Laurie J. Kirsch**, U. of Pittsburgh
Speakers: **Richard A. Bettis**, U. of North Carolina, Chapel Hill**; Michael A. Hitt**, Arizona State U.**; Mariann Jelinek**, College of William and Mary**; David Mowery**, U. of California, Berkeley**; Marshall Scott Poole**, Texas A&M U.**; Christopher L. Tucci**, New York U.

Friday 4:15PM

34 ☯: *(MC)* Coaching Executives
4:15- 6:00 Marriott: Col. Ballrm Sal. G
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenters: **James M. Hunt**, Babson College**; Joseph R. Weintraub**, Babson College

Friday 4:30PM

35 ☯❖: *(GDO)* GDO Doctoral Consortium Session II: Finding Your Place in the Job Market
4:30- 6:30 Marriott: Denver Ballrm Ste IV
All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.
Chair: **Kecia M. Thomas**, U. of Georgia
Presenters: **Stacy Blake-Beard**, Harvard U.**; Scott B. Button**, Personnel Decisions Research Institutes, Inc.**; dt ogilvie**, Rutgers U., Newark**; Marian N. Ruderman**, Center for Creative Leadership**; Kecia M. Thomas**, U. of Georgia

Friday 5:00PM

36 : *(ENT)* Entrepreneurship Division New Faculty Consortium
5:00- 6:30 Marriott: Denver Ballrm Ste II
Contact David Deeds for more info deeds@po.cwru.edu
Coordinators: **David L. Deeds**, Case Western Reserve U.**; Anne McCarthy**, Colorado State U.**; Barbara Jean Bird**, American U.

37 🕮☯: *(MED)* The Joint Vienna Institute: Effective Networking and Collaboration among Six International Organizations in Providing Training for the Transition Economies of Central and Eastern Europe and the Former Soviet Union
5:00- 6:30 Adam's Mark: Plaza Court 1
Organizer: **Kenneth P. Pasternak**, InterAssociates Ltd./Joint Vienna Institute
Presenter: **Kenneth P. Pasternak**, InterAssociates Ltd./Joint Vienna Institute

38 ☯: *(MSR)* Spirituality, Religion, and Meaningful Research
5:00- 6:00 Adam's Mark: Gov. Sq. 14
Facilitator: **Paul Raimond**, City U., London

39 ☯❖: *(PS)* Networking Academic-Practitioner Experiences: Wine and Cheese Gathering
5:00- 7:00 Adam's Mark: Gov. Sq. 11
Presiding: **Rupert F. Chisholm Jr.**, Pennsylvania State U.
Welcome: **Joel I. Harmon**, Fairleigh Dickinson U.
Hosts: **Terry Orr**, Columbia U.**; Lyle Yorks**, Columbia U.

40 : *(SIM)* SIM Doctoral Consortium
5:00- 9:00 Adam's Mark: Plaza Court 4
For a complete list of participants, see the Saturday program.
Organizers: **Ann K. Buchholtz**, U. of Georgia**; Daniel R. Gilbert**, Gettysburg College

Friday 6:00PM

41 : *(CMS)* CMS Reception for Arriving Critters
6:00- 7:30 Marriott: Mattie Silks
If you are new, meet members of the CMS workshop. Say hi. Meet up with others for dinner, etc.
Hosts: **Paul Adler**, U. of Southern California**; James R. Barker**, U.S. Air Force Academy**; Raymond Louis Hogler**, Colorado State U.**; Ralph Stablein**, Massey U.

42 : *(HCM)* Reception and Welcome to HCM: Skills for Managing a Successful Academic Career
6:00- 8:00 Marriott: Col. Ballrm Sal. G
Organizer: **Kathryn H. Dansky**, Pennsylvania State U.

43 ❖: *(IM)* Welcome to the IM Division and Road Map to the IM Division Sessions at the AoM Conference
6:00- 8:00 Marriott: Denver Ballrm Ste III
Program Chair: **Sully Taylor**, Portland State U.
Division Chair: **Srilata Zaheer**, U. of Minnesota
Host: **Farok J. Contractor**, Rutgers U.
Speakers: **Anne-Wil Harzing**, U. of Melbourne**; Svjetlana Madzar**, Gustavus Aldolphus College
Professional Development Workshop Chair: **Schon L. Beechler**, Columbia U.
Division Chair-Elect.: **Joseph L.C. Cheng**, U. of Illinois

44 ❖SPDW: *(OB, OMT)* Junior Faculty Workshop
6:00- 9:00 Adam's Mark: Terrace
Workshop is designed for junior faculty to help them develop networks in the Academy. The program is broken into 5 sessions. The Friday session addresses having an impact as a teacher.
Organizers: **Kenneth R. Thompson**, DePaul U.**; Brian Uzzi**, Northwestern U.
Presenters: **Allen C. Bluedorn**, U. of Missouri, Columbia**; Kimberly D. Elsbach**, U. of California, Davis**; Martin Gargiulo**, INSEAD**; Tal Simons**, Columbia U.**; William B. Snavely**, Miami U., Ohio

45 SPDW: *(OB, OMT, ODC)* Doctoral Student Consortium
6:00- 8:00 Adam's Mark: Plaza Ballrm A
Editors' panel in conjunction with people attending the Junior Faculty Consortium.
Coordinators: **Ronald E. Purser**, San Francisco State U.**; Paul Ingram**, Columbia U.**; Angelo J. Kinicki**, Arizona State U.
Speakers: **Maureen L. Ambrose**, U. of Central Florida **; Hilary Bradbury**, Case Western Reserve U.**; Dov Eden**, Tel Aviv U.**; Mariann Jelinek**, College of William and Mary**; Timothy A. Judge**,

U. of Florida**; John Freeman**, U. of California, Berkeley**; William Ocasio**, Northwestern U.**; Quy Nguyen-Huy**, INSEAD**; Hayagreeva Rao**, Emory U.**; Tal Simons**, Columbia U.**; Jesper B. Sorensen**, Massachusetts Institute of Technology**; Olav Sorenson**, U. of California, Los Angeles**; Ramkrishnan V. Tenkasi**, Benedictine U.**; Mary J. Waller**, U. of Illinois**; Richard W. Woodman**, Texas A&M U.**; Francis J. Yammarino**, State U. of New York, Binghamton

Friday 6:30PM

46 🕮☯: *(BPS)* **Business Policy and Strategy Doctoral Consortium**
6:30- 9:00 Adam's Mark: Silver
Introduction: **Jeff Dyer**, Brigham Young U.
Presenters: **Will Mitchell**, Duke U.**; Kathleen Eisenhardt**, Stanford U.**; Jay Barney**, Ohio State U.

47 🕮❖: *(MED)* **The Development of a Research Culture in a Newly Established University: The Use of Publication Syndicates**
6:30- 8:00 Adam's Mark: Plaza Court 1
Organizer: **Barbara Myers**, Auckland Technological U.
Presenter: **Barbara Myers**, Auckland Technological U.

Friday 7:00PM

48 : *(AAC)* **Seattle 2003: Democracy Planning Dinner**
7:00- 10:00 Adam's Mark: Gov. Sq. 9
Organizer: **Andrea Rivero-Dabos**, Carnegie Mellon U.
Presenter: **Denise M. Rousseau**, Carnegie Mellon U.

49 : *(ENT)* **Entrepreneurship Doctoral Consortium Dinner — Offsite**
7:00- 10:00 Off-Site
Organizers: **Ben Oviatt**, Georgia State U.**; Shaker A. Zahra**, Georgia State U.

50 ❖: *(GDO)* **Gender and Diversity in Organizations Doctoral Consortium Dinner**
7:00- 9:30 Off-Site
Location and cost will be announced at the afternoon session of the doctoral consortium.
Organizer: **Kecia M. Thomas**, U. of Georgia

51 ✈: *(ODC)* **Reception to Welcome International Academy Members**
7:00- 9:00 Marriott: Col. Ballrm Sal. I
Program Chair: **Chris Worley**, Pepperdine U.
Division Chair: **Peter Sorensen**, Benedictine U.
Professional Development Workshop Chair: **Gretchen Spreitzer**, U. of Michigan

Friday 7:30PM

52 : *(CMS)* **CMS Doctoral Workshop**
7:30- 9:00 Marriott: Mattie Silks
Coordinators: **David Jacobs**, American U.**; Naomi R. Olson**, Boston College**; Terry B. Porter**, U. of Massachusetts, Amherst
Speakers: **Erica Gabrielle Foldy**, Harvard U.**; David Jacobs**, American U.**; Ralph Stablein**, Massey U.

53 : *(MSR)* **Meditation**
7:30- 8:00 Adam's Mark: Gov. Sq. 14
Coordinator: **Jerry Biberman**, U. of Scranton

Friday 8:00PM

54 ❖: *(IM)* **Dinner on the Town with the IM Division Executive Committee Members**
8:00- 10:00 Off-Site
Meet the Executive Committee members at the New and International Members Welcome and Road Map session at 8:00 PM to convene and go to dinner. Advance registration is not necessary.
Program Chair: **Sully Taylor**, Portland State U.
Division Chair: **Srilata Zaheer**, U. of Minnesota
Hosts: **Farok J. Contractor**, Rutgers U.**; Anne-Wil Harzing**, U. of Melbourne**; Mikael Sondergaard**, U. of Southern Denmark
Professional Development Workshop Chair: **Schon L. Beechler**, Columbia U.
Division Chair-Elect.: **Joseph L.C. Cheng**, U. of Illinois

55 ☯: *(MSR)* **Ken Wilber's Theory Frame and the Implications for Management, Spirituality and Religion**
8:00- 10:00 Adam's Mark: Gov. Sq. 16
Facilitators: **Thierry C. Pauchant**, HEC, Montreal**; Ian Mitroff**, U. of Southern California
Coordinator: **Lee Perry Robbins**, Golden Gate U.
Speakers: **Dale E. Fitzgibbons**, Illinois State U.**; Judi Neal**, Association for Spirit at Work**; David S. Steingard**, St. Joseph's U.**; John E. Young**, U. of New Mexico

Saturday, August 10, 2002

Saturday 7:00AM

56 🕮SPDW: *(MED, OB)* **From Titans To Dissidents: Leveraging Learning through Film**
7:00- 9:00 Convention Center: A103
Participants should bring video assignments they have created for use in management courses to share with other workshop participants. Participants will receive a collection of numerous video-based assignments/worksheets developed for use in the classroom by the workshop organizers. Several sample movie analysis sheets similar to those that will be distributed to workshop participants will be e-mailed to you separately. Copies will also be faxed along with the signed permission forms.
Organizer: **Amy B. Hietapelto**, Michigan Technological U.
Presenters: **Amy B. Hietapelto**, Michigan Technological U.**; Sonia M. Goltz**, Michigan Technological U.**; Sharon Tyrell**, Michigan Technological U.

Saturday 7:30AM

57 🕮☯: *(BPS)* **Business Policy and Strategy Doctoral Consortium**
7:30- 6:00 Adam's Mark: Silver
Organizer: **Jeff Dyer**, Brigham Young U.
Presenters: **Brian Silverman**, U. of Toronto**; Jay Barney**, Ohio State U.**; Kathleen Eisenhardt**, Stanford U.**; Will Mitchell**, Duke U.**; Jan W. Rivkin**, Harvard U.**; Harbir Singh**, U. of Pennsylvania

58 : *(ENT)* **Entrepreneurship Division Doctoral Consortium**
7:30- 5:30 Marriott: Matchless
Contact Ben Oviatt (benoviatt@gsu.edu) or Shaker Zahra (szahra@gsu.edu) for more info.
Coordinators: **Ben Oviatt**, Georgia State U.**; Shaker A. Zahra**, Georgia State U.

59 : *(GDO)* **GDO Doctoral Consortium Breakfast**
7:30- 8:30 Marriott: Denver Ballrm Ste I
All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.
Host: **Kecia M. Thomas**, U. of Georgia

60 🕮SPDW: *(TIM, OCIS)* **TIM/OCIS Doctoral Consortium**
7:30- 8:00 Marriott: Denver Ballrm Ste VI
Pre-registration is required. Continuation of Doctoral Consortium that begins on Friday. See earlier session for registration details.
Organizers: **Laura B. Cardinal**, U. of North Carolina, Chapel Hill**; Laurie J. Kirsch**, U. of Pittsburgh
Speakers: **Richard A. Bettis**, U. of North Carolina, Chapel Hill**; Michael A. Hitt**, Arizona State U.**; Mariann Jelinek**, College of William and Mary**; David Mowery**, U. of California, Berkeley**; Marshall Scott Poole**, Texas A&M U.**; Christopher L. Tucci**, New York U.

Saturday 8:00AM

61 : *(AAC)* **Membership Committee Opening Meeting and Breakfast**
8:00- 10:00 Convention Center: C102
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

62 : *(BPS)* **Business Policy and Strategy New Faculty Consortium**
8:00- 6:00 Adam's Mark: Gov. Sq. 16
The session requires pre-registration. Contact Person: Suresh Kotha. University of Washington Business School, 320 Mackenzie, 353200, Seattle, WA 98115. skotha@u.washington.edu. Phone: (206)-543-4466
Organizers: **Suresh B. Kotha**, U. of Washington**; Gautam Ahuja**, U. of Michigan
Presenters: **Michael A. Hitt**, Arizona State U.**; Ming-Jer Chen**, U. of Virginia**; Raghu Garud**, New York U.**; Kathleen Eisenhardt**, Stanford U.**; William D. Guth**, New York U.**; Nandini Rajagopalan**, U. of Southern California**; Kevin Steensma**, U. of Washington**; Melissa Schilling**, New York U.**; Joanne E. Oxley**, U. of Michigan **; Thomas W. Lee**, U. of Washington**; Edward Zajac**, Northwestern U.

63 ❖SPDW: *(BPS, OMT, TIM)* **Cranfield and Sam Walton Conversations on Organizational Knowledge**
8:00- 2:00 Adam's Mark: Tower Court B
Pre-registration is needed to participate. Contact person is Vikas Anand, Sam Walton College of Business, University of Arkansas (vikas@walton.uark.edu).
Organizers: **Mark R. Meckler**, U. of Portland**; Mark Jenkins**, Cranfield U.**; Vikas Anand**, U. of Arkansas**; Candace Jones**, Boston College
Moderators: **William H. Glick**, Arizona State U.**; Elaine Romanelli**, Georgetown U.**; Monica C. Higgins**, Harvard U.**; Bill McEvily**, Carnegie Mellon U.**; Jonathan Lewis Johnson**, U. of Arkansas**; Raghu Garud**, New York U.**; Gerard P. Hodgkinson**, Leeds U.

64 ❖: *(CAR)* **Getting High: Career Journeys in the Rocky Mountains National Park**
8:00- 5:00 Off-Site
Outdoor experience, but not real hiking or intensive sport activity. Need to register in advance with y.baruch@uta.edu by 31 May or y.baruch@uea.ac.uk after 1st June 2002.
Organizers: **Yehuda Baruch**, U. of East Anglia/U. of Texas, Arlington**; Cherlyn S. Granrose**, Berry College**; Patricia Ann Baccili**, Claremont Graduate U.

65 : *(CMS)* **Continental Breakfast**
8:00- 8:30 Marriott: Mattie Silks
Hosts: **Paul Adler**, U. of Southern California**; Ralph Stablein**, Massey U.

66 ☯: *(ENT)* **Being Sisyphus; Becoming Parsival: Overcoming Myths About "Unconventional" Research Methods**
8:00- 9:30 Marriott: Col. Ballrm Sal. F
Registration required. Contact Saras D. Sarasvathy, University of Washington, saras@u.washington.edu.
Speaker: **Thomas W. Lee**, U. of Washington, Seattle
Moderator: **Saras D. Sarasvathy**, U. of Washington

67 ☯: *(ENT)* **The Organization of Community-Based Entrepreneurial Development**
8:00- 9:30 Marriott: Denver Ballrm Ste V
Michael Christie m.christie@qut.edu.au
Host: **Michael Christie**, Queensland U. of Technology
Speakers: **Benson Honig**, Haifa U.**; Frank Hoy**, U. of Texas, El Paso**; Leigh Sear**, Durham U.**; David Pickernell**, U. of Glamorgan

68 🕮☯: *(HR)* **HR Doctoral Student Consortium**
8:00- 5:30 Adam's Mark: Gov. Sq. 10
This is a developmental workshop aimed at helping advanced doctoral students (ABDs) hone the skills necessary to succeed in an academic career. Pre-registration required; contact Robert.Cardy@asu.edu.
Organizers: **Robert L. Cardy**, Arizona State U.**; Janice S. Miller**, U. of Wisconsin, Milwaukee**; Elissa Perry**, Columbia U.
Distinguished Speaker: **Wayne F. Cascio**, U. of Colorado, Denver
Presenters: **Sara L. Rynes**, U. of Iowa**; Edward J. Conlon**, U. of Notre Dame**; Rodger W. Griffeth**, Georgia State U.**; K. Michele Kacmar**, Florida State U.**; Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill**; Larry J. Williams**, Organizational Research Methods**; John R. Hollenbeck**, Michigan State U.**; Sheldon Zedeck**, U. of California, Berkeley**; Mark Huselid**, Rutgers U.**; Richard W. Woodman**, Texas A&M U.**; John E. Sawyer**, U. of Delaware**; Marc J. Wallace**, Center for Workforce Effectiveness**; Dianna L. Stone**, U. of Central Florida **; Hal G. Gueutal**, State U. of New York, Albany**; Eduardo Salas**, U. of Central Florida **; Donna Maria Blancero**, Arizona State U.**; Melissa W. Barringer**, U. of Massachusetts, Amherst**; Janice S. Miller**, U. of Wisconsin, Milwaukee**; Miriam Erez**, Technion-Israel Institute of Technology**; Michael A. Hitt**, Arizona State U.**; Blaine McCormick**, Baylor U.**; Rebecca A. Thacker**, Ohio U.**; Charlie Trevor**, U. of Wisconsin **; Cynthia L. Sutton**, Metropolitan State College, Denver**; Greg L. Stewart**, Brigham Young U.**; Sarah J. Freeman**, U. of Wisconsin, Milwaukee**; Craig J. Russell**, U. of Oklahoma**; Robert L. Cardy**, Arizona State U.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

69 : *(HR)* **HR Junior Faculty Consortium**
8:00- 5:00 Adam's Mark: Gov. Sq. 9
This is a developmental workshop aimed at helping junior faculty members (first three years as Assistant Prof.) navigate the challenges associated with building a successful academic career. Pre-registration required; contact Cynthia Stevens at CStevens@rhsmith.umd.edu.
Organizers: **Cynthia Kay Stevens**, U. of Maryland**; Adrienne Colella**, Texas A&M U.**; Alan M. Saks**, U. of Toronto
Presenters: **Alan M. Saks**, U. of Toronto**; Adrienne Colella**, Texas A&M U.**; Joann Krauss Williams**, Jacksonville State U.**; Deborah S. Noble**, U. of Missouri**; Scott J. Behson**, Fairleigh Dickinson U.**; Timothy DeGroot**, McMaster U.**; Amy L. Kristof-Brown**, U. of Iowa**; Steve Werner**, U. of Houston**; Mary A. Gowan**, U. of Central Florida**; Howard J. Klein**, Ohio State U.**; Cynthia Kay Stevens**, U. of Maryland**; Judy Tansky**, Ohio State U.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

70 ☯SPDW: *(IAM, ENT)* **Entrepreneurship in the Iberoamerican Context**
8:00- 9:30 Convention Center: C208
Organizer: **Martin Larraza-Kintana**, U. Pública de Navarra
Presenters: **André Carlos M. Menck**, U. Federal de Uberlandia**; Jennifer Spencer**, George Washington U.**; Maria Jose Pinillos-Costa**, U. Rey Juan Carlos**; Carolina Gomez**, Florida International U.**; Luis Pereiro**, U. Torcuato Di Tella**; Martin Larraza-Kintana**, U. Pública de Navarra

71 🕮❖: *(IM)* **International Management Division Doctoral Consortium**
8:00- 5:00 Convention Center: C210
Coordinator: **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology
Presenters: **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology**; Thomas W. Lee**, U. of Washington**; P. Christopher Earley**, Indiana U.**; Andrew Delios**, National U. of Singapore**; Robert E. Hoskisson**, U. of Oklahoma**; Livia Markoczy**, U. of California, Riverside**; Susan C. Schneider**, U. of Geneva**; Anne S. Tsui**, Hong Kong U. of Science and Technology**; Harry G. Barkema**, Tilburg U.

72 🕮❖: *(IM)* **International Management Junior Faculty Consortium**
8:00- 5:00 Convention Center: C212
Participants must apply and pre-register for this consortium. This consortium is open to invited participants only. Please contact Professor Tom Murtha at TMURTHA@csom.umn.edu for further information.
Coordinator: **Thomas P. Murtha**, U. of Minnesota
Presenters: **Thomas P. Murtha**, U. of Minnesota**; Andrew Inkpen**, Thunderbird, The American Graduate School of International Management**; John Mezias**, U. of Miami**; Kazuhiro Asakawa**, Keio U.**; Yves Doz**, INSEAD**; Cristina B. Gibson**, U. of Southern California**; Tarun Khanna**, Harvard U.**; Vladimir Pucik**, International Institute for Management Development**; J. Myles Shaver**, U. of Minnesota**; Peter S. Ring**, Loyola Marymount U.**; Stephen B. Tallman**, U. of Utah**; Mary Ann Von Glinow**, Florida International U.**; Georg Von Krogh**, U. of St. Gallen

73 🕮❖SPDW: *(IM, PNP, ONE)* **Behavioral Simulations and Interactive Exercises for International Management**
8:00- 1:00 Convention Center: C206
Participants must pre-register for either one or both sessions and space is limited. For additional information, contact the session organizer, Professor Martha Maznevski at maznevski@imd.ch.
Organizers: **Martha L. Maznevski**, International Institute for Management Development**; Mikael Sondergaard**, U. of Southern Denmark
Facilitators: **Allan W. Bird**, U. of Missouri, St. Louis**; Joyce Osland**, U. of Portland**; Jeanne M. McNett**, Assumption College**; Ann**

SATURDAY

Gregory, Memorial U.**; Elina Ibrayeva**, Southwest State U.**; Mark Mendenhall**, U. of Tennessee, Chattanooga**; Malika Richards**, Drexel U.**; Sully Taylor**, Portland State U.
Presenter: **Winfried Ruigrok**, U. of St. Gallen

74 : *(MC)* Process Consultation
8:00- 9:00 Marriott: Col. Ballrm Sal. C
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenter: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

75 🕮☯: *(MC)* Designing and Teaching Curricula in Management Consulting
8:00- 11:00 Convention Center: C104
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.
Presenters: **Larry E. Greiner**, U. of Southern California**; Alberto Zanzi**, Suffolk U.**; Randall B. Hayes**, Central Michigan U.**; Thomas H. Olson**, U. of Southern California**; Susan M. Adams**, Bentley College**; Anthony F. Buono**, Bentley College**; Michael W. Stebbins**, California Polytechnic State U., San Luis Obispo**; Flemming Poulfelt**, Copenhagen Business School**; Marc Bonnet**, ISEOR/U. of Lyon**; Richard Dunford**, Macquarie U.**; Kurt Motamedi**, Pepperdine U.**; Marilyn E. Harris**, CMU/HSCC**; Debra McGilsky**, Central Michigan U.**; Kevin G. Love**, Central Michigan U.**; Larry Lepisto**, Central Michigan U.**; Mahmood Bahaee**, Central Michigan U.

76 ☯SPDW: *(MC, ODC)* Developing the Practice of Consulting: Critical Concepts and Skills
8:00- 8:00 Convention Center: C101
This workshop contains a number of different sessions and will conclude with an interactive consulting clinic. Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. Participation fee (contributes to the cost of notebook and handouts for sessions, beverages, snacks and equipment rental) - $ 20 for Friday, $25 for Saturday, $40 for both days. Participants are encouraged to network for lunch and dinner.
Presenters: **Rickie Moore**, E.M. Lyon/ISEOR**; Richard Dunford**, Macquarie U.**; Carol Gorelick**, SOLUTIONS Inc./ Pace U.**; Suzanne L. Geigle**, Pricewaterhouse Coopers**; Robert F. Jenefsky**, Ecole Hoteliere de Lausanne**; James M. Hunt**, Babson College**; Joseph R. Weintraub**, Babson College**; H. William Vroman**, Morgan State U. / Strategic Planning Inc.**; Leon de Caluwe**, Free U. , Amsterdam**; Johannes Vermaak**, Twynstra Management Consultants**; Michael Nippa**, Freiberg U. of Mining and Technology**; Thomas H. Olson**, U. of Southern California**; Tracey Carsten Roll**, Experian North America**; Tenny Poole**, Experian Information Systems**; Magoroh Maruyama**, Interactive Heterogenetics

77 🕮☯SPDW: *(MC, ODC, OMT)* Developing the Discipline of Consulting: Challenges, Pedagogy, Research and Reflection
8:00- 8:00 Convention Center: C107
This workshop contains a number of different sessions. Pre-register by July 19, 2002 with Vincent Favre at mcdpdw2002@em-lyon.com.
Presenters: **Judith Gebhardt**, Pepperdine U.**; Roderick French**, Office of the Dept. of the Navy, Chief Information Office**; Thomas C. Head**, Roosevelt U.**; Peter Sorensen**, Benedictine U.**; Brigitte Winkler**, A47 Consulting**; Anthony F. Buono**, Bentley College**; Alberto Zanzi**, Suffolk U.**; Flemming Poulfelt**, Copenhagen Business School**; Marc Bonnet**, ISEOR/U. of Lyon**; Terry R. Armstrong**, Armstrong Consulting**; Rickie Moore**, E.M. Lyon/ ISEOR**; Kurt Motamedi**, Pepperdine U.**; Aaron J. Nurick**, Bentley College**; Timothy Clark**, U. of London**; Richard Dunford**, Macquarie U.**; Elliott Jaques**, George Washington U.**; Randall B. Hayes**, Central Michigan U.**; Susan M. Adams**, Bentley College**; Thomas H. Olson**, U. of Southern California**; Larry E. Greiner**, U. of Southern California**; William B. Werther, Jr.**, U. of Miami**; Michael W. Stebbins**, California Polytechnic State U., San Luis Obispo**; Wayne P. Jones**, U. of Louisville**; Marilyn E. Harris**, CMU/ HSCC**; Debra McGilsky**, Central Michigan U.**; Kevin G. Love**, Central Michigan U.**; Larry Lepisto**, Central Michigan U.**; Mahmood Bahaee**, Central Michigan U.

78 : *(MSR)* Meditation
8:00- 8:30 Convention Center: C112
Coordinator: **Jerry Biberman**, U. of Scranton

79 ✈❖: *(OB)* International Research in Organizational Behavior: Strategies for Global Collaboration
8:00- 12:00 Adam's Mark: Tower Court C
We want to provide a forum for the discussion of research agendas and ideas from different regions of the world that will enable U.S. members to become aware of and involved in OB issues. We want to provide non-U.S. members with the opportunity to become more involved in OB issues addressed in the U.S. This may have the further benefit of strengthening the representation of international scholars in the OB division.
Presenters: **Robert E. Wood**, Australian Graduate School of Management**; Carrie R. Leana**, U. of Pittsburgh

80 ❖SPDW: *(OB, OMT)* Junior Faculty Workshop
8:00- 5:00 Adam's Mark: Terrace
Workshop is designed for junior faculty to help them develop networks in the Academy. The Saturday session runs from 8am to 5pm, beginning with breakfast. There are four major topics covered in this session including: Having an impact as a scholar, maintaining professional balance, grant writing, and sustaining motivation across the career.
Organizers: **Kenneth R. Thompson**, DePaul U.**; Brian Uzzi**, Northwestern U.
Presenters: **Raymond Aldag**, U. of Wisconsin **; Sigal G. Barsade**, Yale U.**; Anne M. O'Leary-Kelly**, U. of Arkansas**; Fred Luthans**, U. of Nebraska, Lincoln**; William H. Starbuck**, New York U.**; Jennifer M. George**, Rice U.**; Pamela R. Haunschild**, Stanford U.**; Nic Mathys**, DePaul U.**; Richard T. Mowday**, U. of Oregon**; Mary Ann Von Glinow**, Florida International U.**; John L. Naman**, N/A**; Sheena S. Iyengar**, Columbia U.**; Mary Ann Glynn**, Emory U.**; Heather Haveman**, Columbia U.

81 SPDW: *(OB, OMT, ODC)* Doctoral Student Consortium
8:00- 5:00 Adam's Mark: Plaza Ballrm A
Editors' panel in conjunction with people attending the Junior Faculty Consortium.
Coordinators: **Ronald E. Purser**, San Francisco State U.**; Paul**

Ingram, Columbia U.**; Angelo J. Kinicki**, Arizona State U.
Speakers: **Maureen L. Ambrose**, U. of Central Florida **; Hilary Bradbury**, Case Western Reserve U.**; Dov Eden**, Tel Aviv U.**; Mariann Jelinek**, College of William and Mary**; Timothy A. Judge**, U. of Florida**; John Freeman**, U. of California, Berkeley**; William Ocasio**, Northwestern U.**; Quy Nguyen-Huy**, INSEAD**; Hayagreeva Rao**, Emory U.**; Tal Simons**, Columbia U.**; Jesper B. Sorensen**, Massachusetts Institute of Technology**; Olav Sorenson**, U. of California, Los Angeles**; Ramkrishnan V. Tenkasi**, Benedictine U.**; Mary J. Waller**, U. of Illinois**; Richard W. Woodman**, Texas A&M U.**; Francis J. Yammarino**, State U. of New York, Binghamton

82 SPDW: *(OCIS, TIM)* **OCIS/TIM Junior Faculty Consortium**
8:00- 5:00 Convention Center: C103
Participants are requested to pre-register for this activity by emailing Prof. V. Sambamurthy (smurthy@rhsmith.umd.edu) so that we can get an accurate headcount for catering purposes.
Organizers: **V. Sambamurthy**, U. of Maryland**; Raghu Garud**, New York U.
Presenters: **Ann Majchrzak**, U. of Southern California**; Alain Pinsonneault**, McGill U.**; Noshir Contractor**, U. of Illinois**; Martin F. Kenney**, U. of California, Davis**; Lynda Aiman-Smith**, North Carolina State U.

83 ☯SPDW: *(ODC, MED)* **Executive Doctoral Colloquium**
8:00- 6:00 Marriott: Col. Ballrm Sal. D
Organizers: **John D. Aram**, Case Western Reserve U.**; Mark Jenkins**, Cranfield U.**; David R. Schwandt**, George Washington U.**; Therese F. Yaeger**, Benedictine U.**; Peter Sorensen**, Benedictine U.

84 ❖SPDW: *(RM, OB, BPS, OMT, IM)* **Social Network Research Workshop**
8:00- 5:00 Convention Center: C209
Registration required including a fee of $45 dollars to cover cost of software and CD-ROMs.
Presenters: **Nicholas Athanassiou**, Northeastern U.**; Stephen P. Borgatti**, Boston College**; Daniel J. Brass**, U. of Kentucky**; Julie M. Hite**, Brigham Young U.**; David Krackhardt**, Carnegie Mellon U.

85 : *(SIM)* **SIM Doctoral Consortium**
8:00- 6:00 Adam's Mark: Plaza Court 4
Organizers: **Ann K. Buchholtz**, U. of Georgia**; Daniel R. Gilbert**, Gettysburg College
Presenters: **Bradley R. Agle**, U. of Pittsburgh**; Laquita C. Blockson**, Florida International U.**; Craig P. Dunn**, San Diego State U.**; Steve Feldman**, Case Western Reserve U.**; Ann E. Feyerherm**, Pepperdine U.**; R. Edward Freeman**, U. of Virginia**; Virginia Woods Gerde**, U. of New Mexico**; Jennifer Griffin**, George Washington U.**; Jeffrey S. Harrison**, U. of Central Florida**; Patsy Lewellyn**, U. of South Carolina, Aiken**; Jeanne M. Logsdon**, U. of New Mexico**; John F. Mahon**, U. of Maine**; Mary J. Mallott**, U. of Hawaii, West Oahu**; Joshua D. Margolis**, Harvard U.**; Douglas R. May**, U. of Nebraska, Lincoln**; Kathryn S. Rogers**, Pitzer College**; Lori Verstegen Ryan**, San Diego State U.**; Craig V. VanSandt**, Augustana College**; Sandra Waddock**, Boston College**; Gary R. Weaver**, U. of Delaware**; Stephanie Welcomer**, U. of Maine**; Andrew C. Wicks**, U. of Washington**; Marshall J. Schminke**, U. of Central Florida**; Pursey Heugens**, Concordia U.

86 ❖: *(SIM)* **Rebuilding: The Role of Social Capital and Social Networks**
8:00- 12:30 Adam's Mark: Gov. Sq. 11
Organizers: **Kathleen A. Getz**, American U.**; Jerry M. Calton**, U. of Hawaii, Hilo
Presenters: **Tim Rowley**, U. of Toronto**; Duane Windsor**, Rice U.

Saturday 8:30AM

87 SPDW: *(CAR, GDO)* **On Becoming a Department Chair (and Further)**
8:30- 10:00 Convention Center: A101
Presenter: **Jeffrey A. Mello**, Towson U.
Speakers: **David B. Balkin**, U. of Colorado, Boulder**; Erik Winslow**, George Washington U.**; Joy Schneer**, Rider U.

88 : *(CMS)* **Introducing the People and the Program**
8:30- 9:00 Marriott: Mattie Silks
Chair: **Ralph Stablein**, Massey U.

89 : *(ENT)* **Entrepreneurship Division New Faculty Consortium**
8:30- 5:30 Marriott: Denver Ballrm Ste II
Contact David Deeds for more info deeds@po.cwru.edu
Coordinators: **David L. Deeds**, Case Western Reserve U.**; Anne McCarthy**, Colorado State U.**; Barbara Jean Bird**, American U.

90 : *(GDO)* **GDO Doctoral Consortium Session III: Finding a Place for Your Scholarship**
8:30- 10:00 Marriott: Col. Ballrm Sal. G
All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.
Chair: **Kecia M. Thomas**, U. of Georgia
Presenters: **Donna Chrobot-Mason**, U. of Colorado, Denver**; Erika Hayes James**, U. of Virginia**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee**; Peggy Stockdale**, Southern Illinois U., Carbondale

91 ☯❖: *(GDO)* **Building Community & Inclusion: Dialogues About Diversity & Networking In and Around Organizations**
8:30- 12:00 Marriott: Col. Ballrm Sal. H+I+J
This workshop continues in the afternoon. Attendance all day is preferred but not required. All Academy members are welcome. Pre-registration is highly encouraged (though not required), to allow better planning for and use of the day. Contact Bernardo M. Ferdman, Alliant International U., bferdman@alliant.edu, preferably by July 8th.
Organizer: **Bernardo M. Ferdman**, Alliant International U.
Facilitators: **S. Gayle Baugh**, U. of West Florida**; Stacy Blake-Beard**, Harvard U.**; Ronald J. Burke**, York U.**; Donna Chrobot-Mason**, U. of Colorado, Denver**; Parshotam Dass**, U. of Manitoba**; Martin N. Davidson**, U. of Virginia**; Marta M. Elvira**, INSEAD/U. of California, Irvine**; Robin Ely**, Harvard U.**; Erika Hayes James**, U. of Virginia**; Audrey J. Murrell**, U. of Pittsburgh**; Joseph Ofori-Dankwa**, Saginaw Valley State U.**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee**; Peggy Stockdale**, Southern Illinois U., Carbondale**; Jasmine Tata**, Loyola U., Chicago**; Kecia M. Thomas**, U. of Georgia**; Carolyn M. Wiethoff**, Indiana U., Bloomington**;**

SATURDAY

Elaine Yakura, Michigan State U.
Professional Development Workshop Chair: **Bernardo M. Ferdman**, Alliant International U.

92 🕮SPDW: *(HCM, MED)* **Teaching Skills for the 21st Century**
8:30- 10:30 Convention Center: C108
Chair: **Mindi McKenna**, Rockhurst U.
Presenters: **Dewey E. Johnson**, California State U., Fresno**; Keith J. Benson**, Winthrop U.**; Robert C. Myrtle**, U. of Southern California

93 : *(MH)* **New Member Workshop: Introduction to the Academy, the MH Division and the Annual Meeting**
8:30- 10:00 Marriott: Nat Hill
Presenters: **Andrew H. Van de Ven**, U. of Minnesota**; Jorge M. Herrera**, CultureSense International, Inc.**; Shawn M. Carraher**, Texas A&M U.

94 ☯: *(MSR)* **Action Research as Spiritual Practice**
8:30- 12:00 Convention Center: C112
Presenter: **Peter Reason**, U. of Bath

95 🕮☯❖: *(ONE)* **ONE Doctoral Consortium**
8:30- 5:00 Marriott: Col. Ballrm Sal. A
Organizers: **Mark B. Milstein**, U. of North Carolina, Chapel Hill**; Anne S. York**, U. of North Carolina, Chapel Hill
Facilitators: **Pratima Bansal**, U. of Western Ontario**; Mary Yoko Brannen**, San Jose State U.**; Petra Christmann**, U. of Virginia**; Stuart Hart**, U. of North Carolina, Chapel Hill**; David A. Hofmann**, U. of North Carolina, Chapel Hill**; Andrew King**, New York U.**; Michael Lenox**, New York U.**; Abagail McWilliams**, U. of Illinois, Chicago**; Sanjay Sharma**, Wilfrid Laurier U.**; David A. Whetten**, Brigham Young U.**; Mark P. Sharfman**, U. of Oklahoma

96 : *(RM)* **Estimating Interaction Effects Using Multiple Regression.**
8:30- 12:30 Convention Center: C202
Introductory graduate level statistics and research methods required. $35 fee required by July 15.
Presenter: **Herman Aguinis**, U. of Colorado, Denver

97 : *(SIM)* **Philosophers and Social Scientists on Business Ethics: Two Solitudes or Theoretical Mosaic?**
8:30- 10:00 Off-Site
This event will be held in conjunction with the Society of Business Ethics meeting at the Westin Tabor Center.
Organizer: **Gary R. Weaver**, U. of Delaware
Participants: **Norman E. Bowie**, U. of Minnesota**; George Brenkert**, Georgetown U.**; James F. Weber**, Duquesne U.**; Richard P. Nielsen**, Boston College**; Archie B. Carroll**, U. of Georgia

Saturday 8:45AM

98 : *(NDSC)* **New Doctoral Student Consortium**
8:45- 5:30 Adam's Mark: Plaza Ballrm D
Sponsored by China Europe International Business School (CEIBS). The New Doctoral Student Consortium (NDSC) is designed for first- and second-year doctoral students. It provides an opportunity for new students to meet each other and learn more about succeeding in their doctoral programs and in academia. Such topics as strategies for launching a successful publication record, how to conduct exemplary research, ways to develop mentoring relationships, building teaching excellence and getting involved in your Academy will be addressed. Pre-registration is required since space is limited. Pre-registration will open on March 1, 2002, and can be performed by accessing our website at www.aom.pace.edu/ndsc.
Organizers: **Grant H. Fenner**, U. of Memphis**; Manuela N. Hoehn**, Boston U.**; Kevin W. Rock**, U. of Illinois, Urbana-Champaign**; Bo Nielsen**, Copenhagen Business School**; Tyrone S. Pitsis**, U. of Technology, Sydney
Presenters: **Denise M. Rousseau**, Carnegie Mellon U.**; Peter J. Lane**, Arizona State U.**; Jane Whitney Gibson**, Nova Southeastern U.**; Glen E. Kreiner**, U. of Cincinnati**; Candida G. Brush**, Boston U.**; Stewart Clegg**, U. of Technology, Sydney**; Terri A. Scandura**, U. of Miami**; Jason A. Colquitt**, U. of Florida**; Edwin A. Locke**, U. of Maryland**; Kimberly D. Elsbach**, U. of California, Davis**; Gregory B. Northcraft**, U. of Illinois**; Peter J. Frost**, U. of British Columbia**; Larry E. Greiner**, U. of Southern California

Saturday 9:00AM

99 : *(AAC)* **Board of Governors' Meeting**
9:00- 5:00 Adam's Mark: Director's Row H
Organizer: **Jean M. Bartunek**, Boston College

100 🕮☯: *(CM)* **Conflict Management Doctoral Student Consortium**
9:00- 5:00 Marriott: Col. Ballrm Sal. B
Interested doctoral students and/or their advisors should contact Sally Blount (NYU) at sblount@stern.nyu.edu by June 15, 2002.
Organizer: **Sally Blount-Lyon**, New York U.
Speakers: **Steven Blader**, New York U.**; Corinne Bendersky**, Massachusetts Institute of Technology**; Peter H. Kim**, U. of Southern California**; Don Moore**, Carnegie Mellon U.**; Ya-Ru Chen**, New York U.**; Kathleen Valley**, Harvard U.**; Terry L. Boles**, U. of Iowa**; Donald E. Conlon**, Michigan State U.**; Laura Kray**, U. of Arizona**; Kimberly A. Wade-Benzoni**, New York U.**; Gregory B. Northcraft**, U. of Illinois**; Roy J. Lewicki**, Ohio State U.**; Margaret A. Neale**, Stanford U.**; Max H. Bazerman**, Harvard U.

101 : *(CMS)* **Postcolonialism and Organizational Analysis: Theory, Research, Practice**
9:00- 11:30 Marriott: Mattie Silks
Chairs: **Anshuman Prasad**, U. of New Haven**; Pushkala Prasad**, Skidmore College
Speakers: **Anshuman Prasad**, U. of New Haven**; Pushkala Prasad**, Skidmore College**; Raza A. Mir**, Monmouth U.**; Ali H. Mir**, Monmouth U.

102 ☯SPDW: *(HR, CAR)* **Surviving Workaholism: Yours, Mine, and Theirs**
9:00- 12:00 Adam's Mark: Plaza Court 1
This workshop will help participants learn how to deal with those "inefficient, nitpicking, control freaks" they have to interact with in their workplace. Exercises, discussion, and self-assessment will be used to investigate a broad range of implications. Pre-registration is recommended but walk-ins welcome if space is available; contact

Gayle Porter (gporter@camden.rutgers.edu).
Organizer: **Mary R. Watson**, New School U.
Facilitator: **Gayle Porter**, Rutgers U., Camden
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

103 🕮: *(MED)* **Learning and Teaching via the Internet: What Do We Know?**
9:00- 11:00 Convention Center: A105
Organizer: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh
Presenters: **Leigh Stelzer**, Seton Hall U.**; J. B. Arbaugh**, U. of Wisconsin, Oshkosh

104 🕮☯: *(MED)* **Developing Doctoral Students - A Generational Perspective**
9:00- 11:00 Convention Center: A109
Distinguished Speaker: **Paul S. Goodman**, Carnegie Mellon U.
Presenters: **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill**; Nancy Rothbard**, U. of Pennsylvania

105 🕮SPDW: *(MED, OB, OCIS)* **Teaching Management with Technology: You Need a Network to Teach without a Net**
9:00- 12:00 Convention Center: A107
Contact Randall G. Sleeth at email: rsleeth@vcu.edu
Organizer: **Randall G. Sleeth**, Virginia Commonwealth U.
Presenters: **Randall Dunham**, U. of Wisconsin, Madison**; Joseph E. Garcia**, Western Washington U.**; Robert David Marx**, U. of Massachusetts, Amherst**; Randall G. Sleeth**, Virginia Commonwealth U.**; Joan Weiner**, Drexel U.**; Joseph E. Champoux**, U. of New Mexico

106 ☯SPDW: *(ODC, MC)* **The Five Approaches of Change**
9:00- 12:00 Marriott: Col. Ballrm Sal. C
Organizers: **Leon de Caluwe**, Free U. , Amsterdam**; Johannes Vermaak**, Twynstra Management Consultants

107 ☯❖: *(PS)* **Accelerated Action Learning through Real-Time Academic-Practitioner Action Research**
9:00- 12:00 Adam's Mark: Gov. Sq. 12
This workshop is designed for practitioner-based action research/ learning projects to make progress on their own action research, with input from academic and practice-based experts. Project participants should come ready to work on their projects, either in making progress or setting the stage for the next round of AR.
Chair: **Daniel F. Twomey**, Fairleigh Dickinson U.
Facilitators: **Terry Orr**, Columbia U.**; Lyle Yorks**, Columbia U.**; Victoria Jean Marsick**, Columbia U.**; Gregory Hammill**, Fairleigh Dickinson U.**; Rupert F. Chisholm Jr.**, Pennsylvania State U.**; Joel I. Harmon**, Fairleigh Dickinson U.**; David Coghlan**, U. of Dublin**; Daniel R. Kowalski**, U.S. Dept. of Veterans Affairs**; Rita Kowalski**, U.S. Dept. of Veterans Affairs**; Lena Neal**, CSC Consulting**; Jeana Wirtenberg**, Public Service Enterprise Group

Saturday 9:30AM

108 : *(AAC)* **Newsletter Editor**
9:30- 11:00 Adam's Mark: Tower Court A
Organizer: **Norman B. Bryan**, Georgia State U.

109 ❖: *(ENT)* **Utilizing Effective Networks in Entrepreneurship Curriculum**
9:30- 11:00 Marriott: Col. Ballrm Sal. F
Speakers: **Kelly G. Shaver**, College of William and Mary**; McRae C. Banks**, Worcester Polytechnic Institute**; Gina Betti**, Worcester Polytechnic Institute
Moderator: **Brian B. McKenzie**, Victoria U.

110 ☯SPDW: *(ENT, PNP, MED)* **How Universities Can Assist Economic Development**
9:30- 11:00 Marriott: Denver Ballrm Ste V
Presenters: **Alan L. Carsrud**, U. of California, Los Angeles**; Hugh D. Sherman**, Ohio U.**; Norris F. Krueger Jr.**, Boise State U.**; Newell Gough**, Boise State U.

Saturday 10:00AM

111 ❖: *(GDO)* **GDO Doctoral Consortium Session IV: Finding Your Place in the Network of Diversity Scholars**
10:00- 12:00 Marriott: Col. Ballrm Sal. G
All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.
Chair: **Kecia M. Thomas**, U. of Georgia
Presenters: **Jeanette N. Cleveland**, Pennsylvania State U.**; David L. Ford, Jr.**, U. of Texas, Dallas**; Jasmine Tata**, Loyola U., Chicago**; David A. Thomas**, Harvard U.

112 ☯: *(IAM)* **Management in a Globalized World: Applications for Iberoamerican Countries**
10:00- 11:30 Convention Center: C208
Contact person: Carlos Alsua. No pre-registration required.
Chair: **Carlos Alsua**, U. of Alaska, Anchorage
Presenters: **John Sargent**, U. of Texas, Pan American**; Linda Matthews**, U. of Texas, Pan American**; Eric J. Romero**, West Texas A&M U.**; Carlos Alsua**, U. of Alaska, Anchorage**; Carolina Gomez**, Florida International U.

113 🕮: *(MH)* **AACSB and Management Education: Are Changes Consistent with AACSB History?**
10:00- 11:00 Marriott: Nat Hill
Organizer: **Michele A. Govekar**, Ohio Northern U.
Presenters: **Milton R. Blood**, AACSB International-Association to Advance Collegiate Schools of Business**; Terry L. Maris**, Ohio Northern U.**; Nicholas S. Miceli**, Ohio Northern U.

114 🕮☯❖: *(MOC)* **Organizational Identity and Image: Research Methods at Work**
10:00- 12:00 Convention Center: C105
Preregistration strongly encouraged. Please contact Jan Christine at jchristi@fast.net or Andrea Casey at acasey@gwu.edu
Presenters: **Timothy J. Tobin**, George Washington U.**; Janet M. Dukerich**, U. of Texas, Austin**; Dennis A. Gioia**, Pennsylvania State U.**; Mary Jo Hatch**, U. of Virginia**; Majken Schultz**, Copenhagen Business School**; David A. Whetten**, Brigham Young U.
Program Coordinator: **Jan Christine**, George Washington U.

SATURDAY

115 ☯❖: *(ONE)* **Evolution of ONE Research Networks: Connecting Past, Present, & Future ONE Scholars and Scholarship**
10:00- 12:00 Marriott: Denver Ballrm Ste III
Presenters: **Sanjay Sharma**, Wilfrid Laurier U.**; Mark Starik**, George Washington U.

116 🕮☯❖SPDW: *(TIM, BPS, OMT)* **Modeling Legacies and Shocks**
10:00- 12:00 Marriott: Denver Ballrm Ste IV
Pre-registration is not required, but is encouraged. Contact Mike Lawless at lawless@duke.edu.
Chairs: **Michael W. Lawless**, Duke U.**; Philip C. Anderson**, INSEAD
Speakers: **Raghu Garud**, New York U.**; Daniel Levinthal**, U. of Pennsylvania

Saturday 10:30AM

117 ❖: *(HCM)* **Skills for Managing the Transition through Graduate School**
10:30- 12:00 Convention Center: C110
Chair: **Timothy Hoff**, State U. of New York, Albany
Presenters: **Louise Meret-Hanke**, Pennsylvania State U.**; Darrell Burke**, Virginia Commonwealth U.**; Jullet A. Davis**, U. of Alabama, Tuscaloosa

118 ❖: *(HCM)* **Skills for Managing the Transition through Junior Faculty Status**
10:30- 12:00 Convention Center: C106
Chair: **Camille K. Barsukiewicz**, U. of Memphis
Presenters: **James D. Bramble**, Creighton U.**; Nicole L. Dubbs**, Columbia U.**; Robert J. Weech-Maldonado**, Pennsylvania State U.

Saturday 11:00AM

119 ☯: *(ENT)* **Building Theory for the Entrepreneurship Domain: Should We Pursue a Unified Theory?**
11:00- 12:30 Marriott: Col. Ballrm Sal. F
Presenters: **Per Davidsson**, Jönköping International Business School**; Frederic Delmar**, Stockholm School of Economics**; William B. Gartner**, U. of Southern California
Moderators: **Page West**, Wake Forest U.**; Lowell Busenitz**, U. of Oklahoma

120 🕮: *(ENT)* **Non-traditional Academics in Entrepreneurship: Current Practice and Critical Issues**
11:00- 12:30 Marriott: Denver Ballrm Ste V
For more information contact McRae C. Banks,Department of Management, WPI, 100 Institute Road, Worcester MA 01609, 508-831-5218, macb@wpi.edu OR James B. Sanders,The Columbia Group, jsanders@home.com.
Chairs: **McRae C. Banks**, Worcester Polytechnic Institute**; James Sanders**, U. of Maryland**; Jack Kaplan**, Columbia U.

121 🕮SPDW: *(MED, IM, ITC)* **Innovative Distance Learning Web-Enabled Course Designs**
11:00- 1:00 Convention Center: A103
Chair: **Juan Florin**, Bryant College
Presenters: **John Burrows**, Tulane U.**; Suzanne C. de Janasz**, James Madison U.**; Louise Kelly**, Alliant International U.**; Harsh K. Luthar**, Bryant College**; Juan Florin**, Bryant College**; Virginia Taylor**, William Paterson U.**; David J. Ackerman**, U. of Alaska Southeast Office of Distance Education

122 : *(MH)* **Strategic Time Management for the Doctoral Student**
11:00- 12:00 Marriott: Nat Hill
Presenters: **Jane Whitney Gibson**, Nova Southeastern U.**; Regina A. Greenwood**, Kettering U.**; Michele A. Govekar**, Ohio Northern U.

Saturday 11:15AM

123 🕮☯: *(MC)* **Marketing for University-based Consultants**
11:15- 12:15 Convention Center: C109
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.
Presenter: **Wayne P. Jones**, U. of Louisville

Saturday 11:30AM

124 : *(CMS)* **Contributions from the Critical: Innovation in Case Study Teaching**
11:30- 12:30 Marriott: Mattie Silks
Chair: **Paul Adler**, U. of Southern California

Saturday 12:00PM

125 : *(AAC)* **Placement Registration**
12:00- 5:00 Hyatt: Pikes Peak
Organizer: **Nancy H. Leonard**, West Virginia U.

126 : *(AAC)* **Registration**
12:00- 5:00 Convention Center: Ballroom
Organizer: **Nancy Urbanowicz**, Academy of Management

127 : *(AAC)* **Membership**
12:00- 5:00 Convention Center: Ballroom
Discover the benefits of membership, update member information, find out how to get involved.
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

128 SPDW: *(BPS, RM)* **Applying Simulation to Strategy**
12:00- 2:00 Adam's Mark: Plaza Court 3
This workshop is free and open to all AOM members. Contact person: Quintus R. Jett (jettq@rice.edu)
Presenters: **Quintus R. Jett**, Rice U.**; Corinne A. Coen**, State U. of New York, Buffalo**; Alan B. Eisner**, Pace U.**; Alva Taylor**, Dartmouth College

129 ☯❖: *(GDO)* **Building Community & Inclusion II: The Dialogue Continues**
12:00- 6:00 Marriott: Col. Ballrm Sal. G+H+I+J
This workshop is a continuation of the morning session, and includes a light lunch. All Academy members are welcome. Pre-registration is highly encouraged (though not required), to allow better planning for and use of the day. Contact Bernardo M.

Ferdman, Alliant International U., bferdman@alliant.edu, preferably by July 8th.
Organizer: **Bernardo M. Ferdman**, Alliant International U.
Facilitators: **S. Gayle Baugh**, U. of West Florida**; Stacy Blake-Beard**, Harvard U.**; Ronald J. Burke**, York U.**; Donna Chrobot-Mason**, U. of Colorado, Denver**; Parshotam Dass**, U. of Manitoba**; Martin N. Davidson**, U. of Virginia**; Marta M. Elvira**, INSEAD/U. of California, Irvine**; Robin Ely**, Harvard U.**; Erika Hayes James**, U. of Virginia**; Audrey J. Murrell**, U. of Pittsburgh**; Joseph Ofori-Dankwa**, Saginaw Valley State U.**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee**; Peggy Stockdale**, Southern Illinois U., Carbondale**; Jasmine Tata**, Loyola U., Chicago**; Kecia M. Thomas**, U. of Georgia**; Carolyn M. Wiethoff**, Indiana U., Bloomington**; Elaine Yakura**, Michigan State U.

130 🕮: *(MED)* **Business Games: Reality What an Interesting Concept. … Even Global**
12:00- 1:30 Convention Center: A109
Learning can be fun, come play a business game, domestic or international
Presenter: **A. Andrea Licari**, St. John's U.

131 🕮SPDW: *(MED, OCIS)* **Films and Cinema in Teaching (Animated Film as a Continuing Teaching Resource)**
12:00- 1:30 Convention Center: A107
Open to all.
Organizer: **Joseph E. Champoux**, U. of New Mexico
Presenters: **Jon Billsberry**, Open U., U.K.**; Joseph E. Champoux**, U. of New Mexico

132 🕮☯: *(PNP)* **Public and Nonprofit Division Junior Faculty Consortium**
12:00- 6:00 Adam's Mark: Plaza Court 7
Pre-registration required. Contact Jennifer Wade or Judith Miller.
Organizers: **Jennifer A. Wade**, U. of Colorado, Denver**; Judith L. Miller**, Ohio U.

133 🕮: *(TIM)* **Teaching Challenges in Innovation and Technology Management**
12:00- 3:00 Marriott: Denver Ballrm Ste IV
While registration is not required to attend this PDW, you may wish to ensure that you are able to receive a copy of the handouts. Please register with Donald E. Hatfield <hatfield@vt.edu> prior to the meetings. Be sure to include the subject line of "TIM PDW" in your email.
Organizers: **Ron Sanchez**, International Institute for Management Development**; Donald E. Hatfield**, Virginia Polytechnic Institute and State U.
Speakers: **Arnold C. Cooper**, Purdue U.**; Allan N. Afuah**, U. of Michigan **; Ron Adner**, INSEAD**; Chet Miller**, Wake Forest U.

Saturday 12:30PM

134 🕮☯: *(AAC)* **Teaching Theme Committee (TTC) The World as Classroom: Pedagogies of Engagement**
12:30- 4:00 Adam's Mark: Plaza Court 5
Luncheon and refreshments included
Organizers: **Laurie N. DiPadova**, U. of Utah**; David Jamieson**, Pepperdine U.**; John A. Miller**, Bucknell U.**; Joan Weiner**, Drexel U.

135 ☯: *(ENT)* **Council of Endowed Chairs' Annual Luncheon**
12:30- 2:00 Marriott: Col. Ballrm Sal. E
Limited to 30; admission by pre-registration only. Cost of $25. Register with Mac Banks (macb@wpi.edu)
Organizer: **McRae C. Banks**, Worcester Polytechnic Institute

136 🕮SPDW: *(HR, MED)* **Does Innovative Teaching Work? Evaluating Learning Effectiveness and Publishing the Results**
12:30- 2:30 Adam's Mark: Plaza Court 1
Pre-registration is recommended but walk-ins welcome if space is available; contact amy_kenworthy_uren@bond.edu.au
Organizer: **Mary R. Watson**, New School U.
Chair: **Amy L. Kenworthy-U'Ren**, Bond U.
Facilitators: **Brooks C. Holtom**, Marquette U.**; Tim O. Peterson**, Oklahoma State U.**; James (Ben) Shaw**, Bond U.**; Ian O. Williamson**, U. of Maryland**; Amy L. Kenworthy-U'Ren**, Bond U.**; Mary R. Watson**, New School U.**; Dale E. Fitzgibbons**, Illinois State U.**; Roy J. Lewicki**, Ohio State U.**; Barbara B. Flynn**, Wake Forest U.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

Saturday 1:00PM

137 SPDW: *(BPS, OMT)* **A Process View of Strategy: Exploiting the Duality of Content and Process**
1:00- 6:00 Adam's Mark: Vail
Presenters: **Yves Doz**, INSEAD**; Joe Porac**, Emory U.**; Gabriel Szulanski**, U. of Pennsylvania

138 : *(CAR)* **"Movin' On - or - What's Next After an Academic Career?"**
1:00- 3:00 Convention Center: A101
Organizers: **Judi S. Strauss**, Benedictine U.**; Razelle Frankl**, Rowan U.

139 SPDW: *(CAR, HCM)* **Ask the Experts: Issues Surrounding Employee Physical Health and Well-Being**
1:00- 3:00 Convention Center: C102
Organizer: **Thomas A. Wright**, U. of Nevada, Reno
Speakers: **Blake E. Ashforth**, Arizona State U.**; Roderick D. Iverson**, Simon Fraser U.**; James Campbell Quick**, U. of Texas, Arlington**; Barry M. Staw**, U. of California, Berkeley**; Russell Cropanzano**, Colorado State U.**; John Diamond**, Triad Medical Center

140 ☯: *(ENT)* **Coaching the Leadership Team: When Entrepreneurs Need Developmental Support**
1:00- 2:30 Marriott: Col. Ballrm Sal. F
No registration required.Contact Person: Deborah Butler, Georgia State University, 404.651-0767. dbutler@gsu.edu.
Speaker: **Mark D. Cannon**, Vanderbilt U.
Moderator: **Deborah S. Butler**, Georgia State U.

141 ☯: *(MC)* **Overcoming Resentments Against Management Consultants in Client Organizations**
1:00- 2:45 Convention Center: C109
Please pre-register by July 19, 2002, with Vincent Favre at

mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenter: **Michael Nippa**, Freiberg U. of Mining and Technology

142 🕮☯: *(MC)* **Using Consulting for Scholarly Research**
1:00- 4:00 Convention Center: C104
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.
Presenters: **Anthony F. Buono**, Bentley College**; Rickie Moore**, E.M. Lyon/ISEOR**; Alberto Zanzi**, Suffolk U.**; Flemming Poulfelt**, Copenhagen Business School**; Marc Bonnet**, ISEOR/U. of Lyon**; Terry R. Armstrong**, Armstrong Consulting**; Larry E. Greiner**, U. of Southern California**; William B. Werther, Jr.**, U. of Miami**; Richard Dunford**, Macquarie U.**; Timothy Clark**, U. of London**; Kurt Motamedi**, Pepperdine U.**; Aaron J. Nurick**, Bentley College

143 ☯SPDW: *(MED, MSR)* **Moving from Manager to Humanager - Holistic "Mind-Bypass" Activities for Leadership Development**
1:00- 2:30 Convention Center: C108
Organizer: **Erella Shefy**, Humanager Consultants
Facilitator: **Jerry Biberman**, U. of Scranton

144 🕮☯SPDW: *(MED, OCIS, OB)* **The Use of Art, Drama, Poetry and Storytelling for Team Development: Reframing the Way We Look at Teams in Organisations**
1:00- 3:00 Convention Center: A103
Organizer: **Lichia Yiu**, Centre for Socio-Economic Development
Presenters: **William P. Ferris**, Western New England College**; Nick Nissley**, U. of St. Thomas**; William Van Buskirk**, La Salle U.**; Lichia Yiu**, Centre for Socio-Economic Development

145 SPDW: *(MOC, OCIS)* **Organizational Memory: Conceptualizing It in the Tower, Using It in the Field**
1:00- 3:00 Convention Center: C105
Pre-registration is not required but appreciated. Please contact Fernando Olivera at folivera@ivey.uwo.ca
Chairs: **Fernando Olivera**, U. of Western Ontario**; Andrea Casey**, George Washington U.
Coordinator: **Linda Byington**, George Washington U.
Speakers: **Vikas Anand**, U. of Arkansas**; Robert L. Cross**, U. of Virginia**; Diane Rulke**, U. of London**; Eric W. Stein**, Pennsylvania State U.

146 : *(MSR)* **Beyond Networks to Community: Spiritual Foundations for Developing Academic Community**
1:00- 2:30 Convention Center: C112
Presenters: **Rita Weathersby**, U. of New Hampshire**; Judith A. White**, Santa Clara U.

147 ☯❖: *(OB)* **Networking of Organizational Behavior and Information Systems Researchers**
1:00- 3:00 Adam's Mark: Tower Court C
This workshop focuses on how OB and IS can work together to facilitate the integration and use of advanced information technology.
Presenter: **Surinder Kahai**, Binghamton U.

148 : *(OM)* **Doctoral Student Consortium - Research Incubator**
1:00- 5:00 Convention Center: C206
Moderator: **Rebecca Duray**, U. of Colorado, Colorado Springs

149 🕮☯: *(PNP)* **Public and Nonprofit Division Doctoral Student Consortium (Day 1)**
1:00- 5:00 Adam's Mark: Plaza Court 8
Preregistration required. Continued on Sunday.
Organizers: **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis**; Mary Kittleson Kirlin**, Indiana U./Purdue U., Indianapolis
Presenters: **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis**; Joseph J. Galaskiewicz**, U. of Arizona**; Robert T. Golembiewski**, U. of Georgia**; Mary E. Guy**, Florida State U.**; James L. Perry**, Indiana U.**; Jennifer A. Wade**, U. of Colorado, Denver

150 ☯❖: *(PS)* **International Comparisons of Academic-Practitioner AR**
1:00- 3:00 Adam's Mark: Gov. Sq. 12
This workshop is a continuation of the Practitioner Series on Collaborative Action Research. Participants are strongly encouraged to engage in discussions with projects internationally and draw lessons for their own projects and on-going workshop discussions.
Chair: **Victoria Jean Marsick**, Columbia U.
Presenters: **Peter Reason**, U. of Bath**; Morten Levin**, Norweign U.**; David Coghlan**, U. of Dublin**; Peter Totterdell**, U. of Sheffield**; Thoralf Ulrik Qvale**, Work Research Institute
Discussant: **Joel I. Harmon**, Fairleigh Dickinson U.

Saturday 1:30PM

151 : *(CMS)* **New Directions in Research: Roundtables**
1:30- 3:30 Marriott: Mattie Silks
Organizer: **Ann L. Cunliffe**, California State U., Hayward
Presenters: **Charles Booth**, U. of the West of England**; John Brocklesby**, Victoria U., Wellington**; Wendy Cukier**, Ryerson U.**; Robert S. D'Intino**, Pennsylvania State U.**; Eduardo Davel**, Ecole des HEC, Montreal / Tele-universite**; Rick Delbridge**, Cardiff U.**; Jeanie M. Forray**, Western New England College**; Yvonne Benschop**, U. of Nijmegen**; Bill Harley**, U. of Melbourne**; Cynthia Hardy**, U. of Melbourne**; John Hassard**, U. of Manchester Institute of Science & Technology**; Michael Rowlinson**, U. of North London**; Richard N. Hayes**, Northwestern U.**; Heather Joy Hopfl**, U. of Northumbria**; Dave M. Boje**, New Mexico State U.**; Grace Ann Rosile**, New Mexico State U.**; Alexis Downs**, U. of Central Oklahoma**; Mary Mallon**, Massey U., Palmerston North**; Catherine Middleton**, Ryerson U.**; Jonathan Murphy**, Kazakhstan Institute of Management**; Chris Thomas Nyland**, Monash U.**; Kathryn Mary Pavlovich**, U. of Waikato**; Kate Kearins**, U. of Waikato**; Maria Jose Tonelli**, Fundacao Getulio Vargas**; Peter Turnbull**, Cardiff U.**; Stephanie Welcomer**, U. of Maine**; Rafael Alcadipani**, Escola de Administracao de Empresas de Sao Paulo**; Barbara Townley**, U. of Edinburgh

152 ☯: *(ENT)* **Field Trip: Service Project**
1:30- 5:00 Off-Site
Contact Norris Krueger (208) 426-3573, nkrueger@boisestate.edu
Organizer: **Norris F. Krueger Jr.**, Boise State U.

153 ✈: *(IAM)* **Firm Strategy and Changes in the Institutional Environment: What to Do in the Face of Market Integration**
1:30- 3:00 Convention Center: C208
Contact Person: Alvaro Cuervo-Cazurra.
Organizer: **Alvaro Cuervo-Cazurra**, U. of Minnesota
Presenters: **Alvaro Cuervo-Cazurra**, U. of Minnesota**; Ana Teresa Tavares**, U. de Porto**; Tarun Khanna**, Harvard U.**; Omar Toulan**, McGill U.

154 🕮☯❖: *(ITC)* **International Academic Careers: Vehicles for Building Effective Networks**
1:30- 5:00 Convention Center: C204
Chair: **Winfried Ruigrok**, U. of St. Gallen
Presenters: **Henrik Holt Larsen**, Copenhagen Business School**; Flemming Poulfelt**, Copenhagen Business School**; Susan M. Adams**, Bentley College**; Nancy J. Adler**, McGill U.

155 🕮: *(MED)* **A Case Critique Colloquium**
1:30- 5:00 Convention Center: A105
You are cordially invited to participate in the Eleventh Case Critique Colloquium. Several cases will be discussed by a panel of experts to show you and their authors how to improve their case research for effective teaching and publication. Open, no restriction on participation, but preregistration encouraged to get cases for advance preparation; contact Tim W. Edlund (Morgan State U) at email: tedlund@morgan.edu
Organizers: **Timothy W. Edlund**, Morgan State U.**; John F. Mahon**, U. of Maine
Speakers: **John F. Mahon**, U. of Maine**; John A. Seeger**, Bentley College**; Joan Winn**, U. of Denver**; Deborah R. Ettington**, Eastern Michigan U.**; Margaret J. Naumes**, U. of New Hampshire**; Timothy W. Edlund**, Morgan State U.**; Steven Maranville**, U. of Houston, Downtown

156 : *(MH)* **Planning Your Dissertation Workshop**
1:30- 3:00 Marriott: Pomeroy
Organizer: **Jorge M. Herrera**, CultureSense International, Inc.

157 🕮☯: *(MH)* **Management History Live: Meeting Paul Hersey**
1:30- 3:30 Marriott: Nat Hill
Presiding: **Charles W. Blackwell** , Nova Southeastern U.
Presenter: **Paul Hersey**, Center for Leadership Studies

Saturday 2:00PM

158 ❖ SPDW: *(BPS, IAM, TIM, AAM, IM)* **Building International Bridges in Strategy Research**
2:00- 6:00 Adam's Mark: Plaza Court 2
Please register sending an e-mail to Maurizio.Zollo@insead.fr
Organizer: **Maurizio Zollo**, INSEAD
Presenters: **Andrew M. Pettigrew**, Warwick U.**; Rita Gunther McGrath**, Columbia U.**; Will Mitchell**, Duke U.**; Harry G. Barkema**, Tilburg U.**; Sea-Jin Chang**, Korea U.**; John Hagedoorn**, Maastricht U.

159 ❖SPDW: *(BPS, OMT, ONE, SIM, IM)* **From Idea to Submission: Developing Theoretical and Empirical Research**
2:00- 6:00 Adam's Mark: Plaza Court 3
Participants will be required to pre-register by a set date (June 30), and are encouraged to read two sets of publications suggested by two co-chairs.
Chairs: **Ming-Jer Chen**, U. of Virginia**; Albert A. Cannella Jr.**, Texas A&M U.
Speakers: **Gautam Ahuja**, U. of Michigan **; R. Duane Ireland**, U. of Richmond**; Paul M. Hirsch**, Northwestern U.**; Paul Beamish**, U. of Western Ontario**; Margaret A. Peteraf**, Dartmouth College

160 🕮: *(ENT)* **What's New, Interesting and Innovative in Entrepreneurship Undergraduate Education?**
2:00- 3:30 Marriott: Denver Ballrm Ste V
Contact person: Jill Kickul, DePaul University, jkickul@depaul.edu, 312.362.6786
Moderators: **Robert S. D'Intino**, Pennsylvania State U.**; Jill R. Kickul**, DePaul U.

161 SPDW: *(MOC, ODC, OB, OMT)* **Our Art, Our Work**
2:00- 6:30 Convention Center: C201
Preregisgtration is required. Please contact Hans Hansen at Hans@ku.edu. Participants are asked to email a brief of a current research or organizational issue they're working on or interested in working on. Materials fee: $5.00
Chair: **Hans Hansen**, U. of Kansas
Speakers: **Mary Jo Hatch**, U. of Virginia**; David Barry**, Victoria U., Wellington**; Gail Whiteman**, Erasmus U.**; Tara Werner**, Auckland U.**; Stephen Taylor**, Manchester Metropolitan U.**; Michael B. Elmes**, Worcester Polytechnic Institute

162 ❖SPDW: *(OMT, OB)* **Qualitatively Different: Creating Networked Communities of Practice for Qualitative Research**
2:00- 6:00 Adam's Mark: Plaza Court 6
Organizer: **Katherine A. Lawrence**, U. of Michigan
Presenters: **Martha S. Feldman**, U. of Michigan **; Katherine A. Lawrence**, U. of Michigan **; Dvora Yanow**, California State U., Hayward**; Monica C. Worline**, U. of Michigan **; Hilary Bradbury**, Case Western Reserve U.

163 : *(SIM)* **SIM Proposed Values Statement and Strategic Objectives**
2:00- 4:00 Adam's Mark: Gov. Sq. 11
All members of the Division are encouraged to attend this important meeting.
Organizers: **Jeanne M. Logsdon**, U. of New Mexico**; Edwin M. Epstein**, St. Mary's College

Saturday 2:30PM

164 ☯: *(ENT)* **Writing for Rejection**
2:30- 4:30 Marriott: Col. Ballrm Sal. F
Contact Person: Kelly G. Shaver, Department of Psychology, College of William & Mary, P.O. Box 8795, Williamsburg, VA 23187-8795. Phone 757-221-3885; Fax 757-221-3896; E-mail at either kgshav@attglobal.net or kgshav@netscape.net .

Speakers: **Candida G. Brush**, Boston U.**; Per Davidsson**, Jönköping International Business School**; Anne McCarthy**, Colorado State U.**; Shaker A. Zahra**, Georgia State U.
Moderator: **Kelly G. Shaver**, College of William and Mary

Saturday 3:00PM

165 ❖SPDW: *(HR, MED, IM)* **Facilitating Multinational HR Collaboration, Research, and Networking**
3:00- 5:00 Adam's Mark: Plaza Court 1
This workshop will help attendees cope with some of the nuances of international research; i.e., how to conduct large-scale international research projects with multiple collaborators; publish international and cross-cultural research; and participate in international activities of professional HR associations. No pre-registration required — walk-ins welcome! For more information, contact Randall Schuler (schuler@rci.rutgers.edu).
Organizer: **Mary R. Watson**, New School U.
Chair: **Randall S. Schuler**, Rutgers U.
Facilitators: **James C. Sesil**, Rutgers U.**; Paul R. Sparrow**, U. of Manchester**; Michael J. Morley**, U. of Limerick
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

166 ☯: *(MC)* **Selling and Marketing Consulting Services**
3:00- 4:00 Convention Center: C109
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenter: **Thomas H. Olson**, U. of Southern California

167 🕮☯❖SPDW: *(MED, IM)* **Management Education for Strategic Organizational Learning: Comparative Research in American and Japanese Major Companies**
3:00- 5:00 Convention Center: C202
The contact person is Yuji Yoshida, Professor, Chiba University of Commerce
Organizer: **Yuji Yoshida**, Chiba U. of Commerce
Presenters: **Yuji Yoshida**, Chiba U. of Commerce**; Kevin C. Banning**, Auburn U., Montgomery**; Thomas C. Cross**, Drake U.**; Koji Kudo**, Chiba U. of Commerce**; Yoshiharu Kuwana**, Chiba U. of Commerce

168 🕮❖SPDW: *(MED, OCIS, OB, TIM, MOC)* **Using Computer Networks in Management Education to Develop Higher-Order Critical Thinking Skills**
3:00- 5:00 Convention Center: A103
Organizer: **Leigh Stelzer**, Seton Hall U.
Presenters: **Leigh Stelzer**, Seton Hall U.**; Jason Z. Yin**, Seton Hall U.

169 🕮☯SPDW: *(MOC, RM)* **Mapping Cognition: Research Design and Methods**
3:00- 5:30 Convention Center: C105
Preregistration is strongly encouraged. Please contact Margaret Gorman at mgorman@gwu.edu.
Chair: **Margaret D. Gorman**, George Washington U.
Presenters: **Kathleen Carley**, Carnegie Mellon U.**; Colin Eden**, U. of Strathclyde**; Mauri O. Laukkanen**, U. of Kuopio**; Raymond C. Maietta**, Research Talk Inc.

170 ❖SPDW: *(MSR, CMS)* **The State of the Debate: A Critical Review and Future Directions Re. Spirituality in the Workplace**
3:00- 4:30 Convention Center: A109
Speakers: **Linda Smircich**, U. of Massachusetts, Amherst**; Marta B. Calas**, U. of Massachusetts, Amherst**; Gordon Dehler**, U. of Dayton**; Jerry Biberman**, U. of Scranton**; Nada Korac Kakabadse**, Cranfield U.
Discussant: **Marjolein Lips-Wiersma**, U. of Canterbury

171 ☯❖: *(PS)* **Comparative Learning in Collaborative Action Research**
3:00- 5:30 Adam's Mark: Gov. Sq. 12
This workshop builds upon the three previous Practitioner Series workshops on Friday and Saturday, and is a cumulative experience. See the first workshop for a list of facilitators.
Chair: **Terry Orr**, Columbia U.
Facilitators: **Daniel F. Twomey**, Fairleigh Dickinson U.**; Rita Kowalski**, U.S. Dept. of Veterans Affairs**; Daniel R. Kowalski**, U.S. Dept. of Veterans Affairs**; David Coghlan**, U. of Dublin**; Rupert F. Chisholm Jr.**, Pennsylvania State U.**; Joel I. Harmon**, Fairleigh Dickinson U.**; Lena Neal**, CSC Consulting**; Judith A. O'Neil**, N/A**; Gregory Hammill**, Fairleigh Dickinson U.**; Jeana Wirtenberg**, Public Service Enterprise Group

172 SPDW: *(TIM, OCIS, ONE)* **"Straight Talk" on Publishing in the Journals**
3:00- 5:00 Marriott: Denver Ballrm Ste IV
Registration is not required. If you have questions about the workshop please contact Jon W. Beard <jbeard@siue.edu>.
Organizer: **Laura B. Cardinal**, U. of North Carolina, Chapel Hill
Chair: **Jon W. Beard**, Southern Illinois U., Edwardsville
Speakers: **Richard A. Bettis**, U. of North Carolina, Chapel Hill**; Michael A. Hitt**, Arizona State U.**; Donald Palmer**, U. of California, Davis**; Marshall Scott Poole**, Texas A&M U.**; Sim B. Sitkin**, Duke U. / Duke Corporate Education, Inc.**; Ken G. Smith**, U. of Maryland
Discussant: **Mariann Jelinek**, College of William and Mary

Saturday 3:30PM

173 : *(CAR)* **Academic Dual Career**
3:30- 5:30 Convention Center: A101
Presenters: **Milton Mayfield**, Texas A&M International U.**; Jacqueline Rowley Mayfield**, Texa A&M International U.

174 : *(CMS)* **Contested Governance: Critical Perspectives on the Multinational Corporation**
3:30- 6:00 Marriott: Mattie Silks
Chairs: **David L. Levy**, U. of Massachusetts**; Diana Rosemary Sharpe**, Warwick U.
Presenters: **David L. Levy**, U. of Massachusetts**; Diana Rosemary Sharpe**, Warwick U.**; Bobby Banerjee**, U. of South Australia**; Raza A. Mir**, Monmouth U.**; Ali H. Mir**, Monmouth U.

175 🕮: *(ENT)* **The Irwin – McGraw-Hill Innovation in Entrepreneurship Pedagogy Award Winner**
3:30- 5:00 Marriott: Denver Ballrm Ste V
Organizer: **Jill R. Kickul**, DePaul U.

176 : *(HCM)* **Skills for Surviving a Dissertation**
3:30- 5:00 Convention Center: C110
Chair: **Camille K. Barsukiewicz**, U. of Memphis
Presenters: **Linda Searle Leach**, California State U., Fullerton**;** **Myron D. Fottler**, U. of Central Florida **; Eric W. Ford**, Pennsylvania State U.

177 : *(HCM)* **Skills for Managing the P& T Process**
3:30- 5:00 Convention Center: C106
Chair: **Jane Banaszak-Holl**, U. of Michigan
Presenters: **Diane Brannon**, Pennsylvania State U.**;** **Robert C. Myrtle**, U. of Southern California**;** **Sharon Topping**, U. of Southern Mississippi

178 🕮SPDW: *(IAM, IM)* **Methodological Issues in Cross-Cultural Research**
3:30- 5:00 Convention Center: C208
Contact person: Herman Aguinis. Please bring your methodological questions to this interactive session.
Chair: **Herman Aguinis**, U. of Colorado, Denver
Speakers: **Gordon W. Cheung**, Chinese U. of Hong Kong**;** **Miguel R. Olivas-Luján**, U. of Pittsburgh/ITESM, Monterrey**;** **Robert J. Vandenberg**, U. of Georgia**;** **Herman Aguinis**, U. of Colorado, Denver

179 : *(MH)* **Managing the Dissertation Process**
3:30- 5:00 Marriott: Pomeroy
Presenters: **Paul L. Govekar**, Independent Scholar**;** **Julia Teahen**, Baker College**;** **Charles W. Blackwell**, Nova Southeastern U.**;** **Daniel A. Wren**, U. of Oklahoma, Norman

180 🕮☯: *(MH)* **Elliott Jaques- Connections in Management History**
3:30- 5:00 Marriott: Nat Hill
Speakers: **Shawn M. Carraher**, Texas A&M U.**;** **Michele A. Govekar**, Ohio Northern U.**;** **Nicholas S. Miceli**, Ohio Northern U.

181 : ☯ (*OM)* **At the Intersections of the Disciplines: Supply Chain Management Research Part II - Practitioners'**
3:30- 5:00 Convention Center: C205
Presenters: **Diane H. Parente**, Pennsylvania State U., Erie**;** **Aleda V. Roth**, U. of North Carolina, Chapel Hill**;** **Michael Ishman**, Niagra U.**;** **Peggy Daniels Lee**, Pennsylvania State U., Erie

Saturday 4:00PM

182 🕮☯SPDW: *(MC, ODC, OMT)* **Have Management and Management Consultancy Headed Down a Dead-End Road ?**
4:00- 7:00 Convention Center: C104
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.
Presenter: **Elliott Jaques**, George Washington U.

183 : *(MOC)* **Networking through History: Tour of the Coors Brewery and Exhibition Center**
4:00- 6:30 Off-Site
Preregistration is required and attendance is limited. Please contact Deborah Williams at deb.williams@attbi.com by 8/8/02.
Coordinator: **Deborah Williams**, U. of Queensland

Saturday 4:15PM

184 ☯: *(MC)* **Using Appreciative Inquiry for Conducting Consulting Engagements**
4:15- 6:15 Convention Center: C109
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenters: **Tracey Carsten Roll**, Experian North America**;** **Tenny Poole**, Experian Information Systems

Saturday 4:30PM

185 🕮SPDW: *(MSR, MED)* **Spiritual and Religious Experience in Organizations: How Do I Discuss It with Students?**
4:30- 6:00 Convention Center: C112
Facilitators: **Charles Fornaciari**, Florida Gulf Coast U.**;** **Kathy Lund Dean**, John Cook School of Business

Saturday 5:00PM

186 : *(AAC)* **Seattle 2003 Organizing Committee**
5:00- 6:00 Adam's Mark: Director's Row F
Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

187 : *(IM)* **Barry M. Richman Dissertation Award Finalists Presentations**
5:00- 6:30 Convention Center: A107
Chair: **Farok J. Contractor**, Rutgers U.
Professional Development Workshop Chair: **Schon L. Beechler**, Columbia U.

188 ☯: *(ONE)* **ONE Welcome Reception**
5:00- 7:00 Marriott: Denver Ballrm Ste III
Organizer: **Michael V. Russo**, U. of Oregon

Saturday 5:30PM

189 : *(HR)* **HR Division Pre-Conference Reception**
5:30- 7:00 Adam's Mark: Gov. Sq. 11
The HR division welcomes all HR consortia and PDW participants, as well as all other HR members, to come to a brief reception to kick off the 2002 conference!
Organizer: **Diana L. Deadrick**, Old Dominion U.

190 : *(NDSC)* **All Doctoral Student Reception**
5:30- 7:30 Adam's Mark: Gov. Sq. 15
Organizer: **Grant H. Fenner**, U. of Memphis

Saturday 6:00PM

191 : *(AAC)* **How to Use AoM Placement Services**
6:00- 7:00 Adam's Mark: Tower Court A
Organizer: **Nancy H. Leonard**, West Virginia U.

192 SPDW: *(CMS, OCIS)* **Places to Go After the "Linguistic Turn"**
6:00- 7:30 Marriott: Mattie Silks
Chair: **Ralph Stablein**, Massey U.
Distinguished Speaker: **Stanley Deetz**, U. of Colorado, Boulder

193 : *(ENT)* **Entrepreneurship Division Social: Denver Museum of Nature and Science**
6:00- 10:00 Off-Site
Pre-registration is required. Buses leave from the Marriott at 6PM sharp. Contact Zacharakis@Babson.edu to register. For more info on the museum, see http://faculty.babson.edu/zacharakis/PDW-AOM.htm.
Professional Development Workshop Chair: **Andrew Zacharakis**, Babson College

194 : *(GDO)* **Celebrating Community & Inclusion: Gender and Diversity in Organizations Social Event**
6:00- 7:30 Marriott: Denver Ballrm Ste IV
Preconference attendees are invited to stay and celebrate the accomplishments of a long and productive day with refreshments and conviviality.
Host: **Bernardo M. Ferdman**, Alliant International U.

195 : *(IAM)* **Iberoamerican Academy of Management Business Meeting**
6:00- 8:00 Convention Center: C208
All members and prospective members are welcomed!
Presiding: **Luis R. Gomez-Mejia**, Arizona State U.
Professional Development Workshop Chair: **Martin Larraza-Kintana**, U. Pública de Navarra

196 🕮❖SPDW: *(MED, IM)* **Issues in International Management Education: Internationalization of Curriculum and Faculty through Teaching Abroad Experiences - Lessons from France, Greece and Canada**
6:00- 7:30 Convention Center: A103
Organizer: **Patrice Houdayer**, Audencia Nantes.Ecole de Management
Presenters: **Patrice Houdayer**, Audencia Nantes.Ecole de Management**; Pierre-guy Hourquet**, EDHEC**; Flora Sfez**, ESCEM**; Jerome Meric**, CERMAT-IAE de Tour

197 : *(OCIS)* **OCIS Pre-Conference Reception**
6:00- 8:00 Convention Center: C103
If you're an OCIS member who is in town for the conference, and especially if you're attending one of the OCIS sponsored pre-conference events, such as the OCIS/TIM doctoral consortium, the OCIS/TIM junior faculty workshop, or the new doctoral students workshop, please join us at this reception.
Organizer: **Laurie J. Kirsch**, U. of Pittsburgh

198 : *(ODC)* **ODC Reception for Doctoral Students**
6:00- 8:00 Marriott: Denver Ballrm Ste I
Program Chair: **Chris Worley**, Pepperdine U.
Division Chair: **Peter Sorensen**, Benedictine U.
Professional Development Workshop Chair: **Gretchen Spreitzer**, U. of Michigan

199 : *(SIM)* **SIM Distinguished Speaker: When "Doing Good" Appears to be More than Reputation Burnishing**
6:00- 9:00 Adam's Mark: Columbine
This session is sponsored jointly by SIM and the Society for Business Ethics.
Organizers: **Judith A. Clair**, Boston College**; Kelly Strong**, Michigan Technological U.
Distinguished Speaker: **David A. Whetten**, Brigham Young U.

Saturday 6:30PM

200 ❖: *(IM)* **International Management Division Professional Development Workshops Reception**
6:30- 8:00 Convention Center: C205/207
Professional Development Workshop Chair: **Schon L. Beechler**, Columbia U.

Saturday 7:30PM

201 : *(CMS)* **Social Hour and Poster Presentations on "What's New in Critical Management Studies"**
7:30- 8:30 Marriott: Mattie Silks
Hosts: **Paul Adler**, U. of Southern California**; Ralph Stablein**, Massey U.

202 🕮: *(MED)* **Performing Qualitative Research: Results of Research Presented through Music**
7:30- 9:00 Convention Center: A103
Come prepared to share songs that have had an impact on you both positively and negatively. What are the themes and common threads of those songs.
Organizer: **Dorothy Marcic**, Vanderbilt U.
Presenter: **Dorothy Marcic**, Vanderbilt U.

203 ☯SPDW: *(MSR, PNP, GDO)* **'Tutu Ana Te Puehu' - To Seek, to Know, to Resolve: The Religious Spirit in Organization**
7:30- 9:30 Convention Center: C112
Presenters: **Manuka Henare**, Auckland U.**; Manley Begay**, Arizona U.

Sunday, August 11, 2002

Sunday 7:00AM

204 🕮☯❖: *(MED)* **Management eMedia Networking**
7:00- 9:00 Convention Center: A105
Organizer: **Charles Wankel**, St. John's U.
Speakers: **Charles Wankel**, St. John's U.**; David G. Allen**, U. of Memphis**; Regina Bento**, U. of Baltimore**; Alan B. Eisner**, Pace U.**; Fabio Fonti**, U. of Illinois, Urbana-Champaign**; Bernard Forgues**, U. of Paris 12**; Jeanie M. Forray**, Western New England College**; Mark Allen Fuller**, Washington State U.**; Eric Goodman**, Colorado Technical U.**; Mary E. Graham**, Clarkson U.**; Hugh Gunz**, U. of Toronto**; Terence C. Krell**, Western Illinois U., Quad Cities**; Sarfraz A. Mian**, State U. of New York, Oswego**; Paul Miesing**, State U. of New York, Albany**; Kelly A. Mollica**, Wake Forest U.**; Laurel Newman**, U. of Illinois, Springfield**; E Brian Peach**, U. of West Florida**; Thierry Rakotobe-Joel**, Ramapo College**; William Daniel Schulte**, St. John's U.**; Tagi Sagafi-Nejad**, Loyola College**; Pamela Specht**, U. of Nebraska, Omaha**; Matt L. Suppa**, Academy of Management**; Luis L. Martins**, Georgia Institute of Technology**; Leigh Stelzer**, Seton Hall U.

Sunday 7:30AM

205 : *(AAC)* **Breakfast Meeting with Current Division/ Interest Group Chairs (2001-2002)**
7:30- 9:00 Adam's Mark: Director's Row E
Organizer: **Jone L. Pearce**, U. of California, Irvine

206 🕮☯: *(BPS)* **Business Policy and Strategy Doctoral Consortium**
7:30- 12:00 Adam's Mark: Gov. Sq. 16
Organizer: **Jeff Dyer**, Brigham Young U.
Presenters: **Brian Silverman**, U. of Toronto**; Jay Barney**, Ohio State U.**; Kathleen Eisenhardt**, Stanford U.**; Will Mitchell**, Duke U.**; Jan W. Rivkin**, Harvard U.**; Harbir Singh**, U. of Pennsylvania

207 : *(ENT)* **Entrepreneurship Division Doctoral Consortium**
7:30- 12:00 Marriott: Matchless
Contact Ben Oviatt (benoviatt@gsu.edu) or Shaker Zahra (szahra@gsu.edu) for more info.
Coordinators: **Ben Oviatt**, Georgia State U.**; Shaker A. Zahra**, Georgia State U.

208 🕮: *(MED)* **Business Games in Europe**
7:30- 9:00 Convention Center: A103
Organizer: **John Handley**, Cranfield U.
Presenters: **Fulvio Ulessi**, M&U Milan**; John Handley**, Cranfield U.

Sunday 8:00AM

209 : *(AAC)* **Officers of AoM Affiliates and Associates**
8:00- 10:00 Adam's Mark: Director's Row F
Organizer: **Jean M. Bartunek**, Boston College

210 🕮☯❖: *(BPS)* **Business Policy and Strategy New Faculty Consortium**
8:00- 12:00 Adam's Mark: Silver
Pre-registration is required. Contract Person: Suresh Kotha, skotha@u.washington.edu, (206) 543-4466
Organizers: **Suresh B. Kotha**, U. of Washington**; Gautam Ahuja**, U. of Michigan
Presenters: **Michael A. Hitt**, Arizona State U.**; Ming-Jer Chen**, U. of Virginia**; Raghu Garud**, New York U.**; Kathleen Eisenhardt**, Stanford U.**; William D. Guth**, New York U.**; Nandini Rajagopalan**, U. of Southern California**; Kevin Steensma**, U. of Washington**; Melissa Schilling**, New York U.**; Joanne E. Oxley**, U. of Michigan **; Edward Zajac**, Northwestern U.**; Donald D. Bergh**, Pennsylvania State U.

211 🕮SPDW: *(BPS, MED)* **Crafting Strategy Courses**
8:00- 10:00 Adam's Mark: Vail
We strongly recommend, but do not require, that participants register in advance. It would be especially helpful if each participant could send a copy of his or her current course syllabus and a short description of pressing course-design issues to Gautam Ahuja (gahuja@bus.umich.edu). Copies of submitted syllabi will be circulated to registered participants.
Organizers: **Gautam Ahuja**, U. of Michigan **; Jan W. Rivkin**, Harvard U.
Speakers: **Will Mitchell**, Duke U.**; Michael A. Roberto**, Harvard U.**; Gabriel Szulanski**, U. of Pennsylvania

212 ❖: *(CAR)* **Surviving by Your Sabbatical: How to Outwit, Outplay and Outlast the Common Pitfalls**
8:00- 10:30 Convention Center: A101
Organizers: **Sherry E. Sullivan**, Bowling Green State U.**; Madeline M. Crocitto**, State U. of New York, Old Westbury

213 ☯: *(ENT)* **An Examination of Family Business Issues: Theory and Reality**
8:00- 9:30 Marriott: Denver Ballrm Ste V
Contact Person: Susan Duffy, 202-994-7375, sgd@gwu.edu
Speakers: **George T. Solomon**, George Washington U.**; Susan Gail Duffy**, George Washington U.**; Sandra West King**, California State Polytechnic U., Pomona**; Erik Winslow**, George Washington U.**; Janet Nixdorff**, George Washington U.

214 ☯SPDW: *(ENT, RM, BPS, IM)* **Entrepreneurship Research in Transition Economies**
8:00- 10:30 Marriott: Col. Ballrm Sal. F
Contact person is Klaus Uhlenbruck. No registration required but advanced sign-up appreciated
Speakers: **Michael A. Hitt**, Arizona State U.**; Mike W. Peng**, Ohio State U.**; Mike Wright**, U. of Nottingham**; Sheila M. Puffer**, Northeastern U.
Moderator: **Klaus Uhlenbruck**, Texas A&M U.

215 : *(HCM)* **HCM: Continental Breakfast**
8:00- 9:00 Convention Center: C108
Please pre-register with Kathryn Dansky at kxd9@psu.edu
Organizer: **Kathryn H. Dansky**, Pennsylvania State U.

216 : *(HR)* **HR Junior Faculty Consortium**
8:00- 12:00 Adam's Mark: Gov. Sq. 9
This is a continuation of a developmental workshop aimed at helping junior faculty members (first three years as Assist. Prof.) navigate the challenges associated with building a successful academic career. Pre-Registration required; contact Cynthia Stevens at CStevens@rhsmith.umd.edu.
Organizers: **Cynthia Kay Stevens**, U. of Maryland**; Adrienne Colella**, Texas A&M U.**; Alan M. Saks**, U. of Toronto
Presenters: **M. Susan Taylor**, U. of Maryland**; Eduardo Salas**, U. of Central Florida **; Donald P. Schwab**, U. of Wisconsin **; Angelo S. DeNisi**, Texas A&M U.**; Talya N. Bauer**, Portland State U.**; K. Michele Kacmar**, Florida State U.**; Alan M. Saks**, U. of Toronto
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

217 ❖: *(IM)* **Building International Research Networks**
8:00- 12:00 Convention Center: C210
Please contact the workshop organizer, Professor John Mezias at jmezias@miami.edu for more information about the pre-conference web site and posting directions.
Organizer: **John Mezias**, U. of Miami
Speakers: **Mary B. Teagarden**, Thunderbird, The American Graduate School of International Management**; Robert J. House**, U. of Pennsylvania

218 🕮❖: *(IM)* **Teaching International Management: Best Practices from Our Faculty**
8:00- 12:00 Convention Center: C208
Organizer: **Schon L. Beechler**, Columbia U.
Presenters: **Svjetlana Madzar**, Gustavus Aldolphus College**; Colette A. Frayne**, California Polytechnic State U., San Luis Obispo**; Michael Geringer**, California Polytechnic State U., San Luis Obispo**; Vladimir Pucik**, International Institute for Management Development**; Guenter K. Stahl**, INSEAD

219 🕮❖SPDW: *(IM, PNP, ONE)* **Behavioral Simulations and Interactive Exercises for International Management**
8:00- 12:00 Convention Center: C206
Participants must pre-register for either one or both sessions and space is limited. For additional information, contact the session organizer,Professor Martha Maznevski at maznevski@imd.ch.
Organizers: **Mikael Sondergaard**, U. of Southern Denmark**; Martha L. Maznevski**, International Institute for Management Development
Facilitators: **Allan W. Bird**, U. of Missouri, St. Louis**; Joyce Osland**, U. of Portland**; Jeanne M. McNett**, Assumption College**; Ann Gregory**, Memorial U.**; Elina Ibrayeva**, Southwest State U.**; Mark Mendenhall**, U. of Tennessee, Chattanooga**; Malika Richards**, Drexel U.**; Winfried Ruigrok**, U. of St. Gallen**; Sully Taylor**, Portland State U.

220 ❖SPDW: *(IM, SIM, PNP, IAM)* **Doing International Research: Problems and Solutions**
8:00- 12:00 Convention Center: C212
Pre-registration strongly encouraged. Contact: anne-wil@harzing.com. Walk-in participants will be admitted on a first come first served basis only if space is still available. In addition to presentations that will cover the main issues in doing international research at least an hour of the workshop will be devoted to "networking". We therefore ask participants to indicate with their registration whether: a. they would be interested in collaborating in an international project (and specify the area), b. they have an idea for an international research project they would like to set up. We will collate all the data and distribute them to participants before the workshop. Mid-morning drinks and snacks are sponsored by Blackwell Publishers.
Organizer: **Anne-Wil Harzing**, U. of Melbourne
Presenters: **Miguel R. Olivas-Luján**, U. of Pittsburgh/ITESM, Monterrey**; Gerhard Fink**, Wirtschaftsuniversitaet Wien**; Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration**; Alexander Thomas**, U. of Regensburg**; Rebecca Marschan-Piekkari**, U. of Sheffield

221 : *(MSR)* **Meditation**
8:00- 8:30 Convention Center: A202/204
Coordinator: **Jerry Biberman**, U. of Scranton

222 ❖SPDW: *(OB, OMT)* **Junior Faculty Workshop**
8:00- 10:30 Adam's Mark: Gov. Sq. 17
Workshop is designed for junior faculty to help them develop networks in the Academy. This workshop begins at 8am with a continental breakfast. The focus of this workshop is to meet the editors of the major journals in our field.
Organizer: **Kenneth R. Thompson**, DePaul U.
Presenters: **Brian Uzzi**, Northwestern U.**; Edward J. Conlon**, U. of Notre Dame**; Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill**; Robert C. Ford**, U. of Central Florida**; Roy J. Lewicki**, Ohio State U.**; Marshall J. Schminke**, U. of Central Florida**; John Slocum**, Southern Methodist U.**; Edward Zajac**, Northwestern U.**; Sheldon Zedeck**, U. of California, Berkeley

223 SPDW: *(OB, OMT, ODC)* **Doctoral Student Consortium**
8:00- 12:00 Adam's Mark: Plaza Ballrm A
Editors' panel in conjunction with people attending the Junior Faculty Consortium.
Coordinators: **Ronald E. Purser**, San Francisco State U.**; Paul Ingram**, Columbia U.**; Angelo J. Kinicki**, Arizona State U.
Speakers: **Maureen L. Ambrose**, U. of Central Florida **; Hilary Bradbury**, Case Western Reserve U.**; Dov Eden**, Tel Aviv U.**; Mariann Jelinek**, College of William and Mary**; Timothy A. Judge**, U. of Florida**; John Freeman**, U. of California, Berkeley**; William Ocasio**, Northwestern U.**; Quy Nguyen-Huy**, INSEAD**; Hayagreeva Rao**, Emory U.**; Tal Simons**, Columbia U.**; Jesper B. Sorensen**, Massachusetts Institute of Technology**; Olav Sorenson**, U. of California, Los Angeles**; Ramkrishnan V. Tenkasi**, Benedictine U.**; Mary J. Waller**, U. of Illinois**; Richard W. Woodman**, Texas A&M U.**; Francis J. Yammarino**, State U. of New York, Binghamton

224 🕮SPDW: *(ODC, MED)* **Engaging Students in the Classroom: Techniques to Teach Organization Change Issues**
8:00- 12:00 Marriott: Col. Ballrm Sal. D
Organizers: **Lynda M. Kilbourne**, Xavier U.**; Eric Goodman**, Colorado Technical U.
Presenters: **Lynda M. Kilbourne**, Xavier U.**; Karen S. Whelan-Berry**, Texas Wesleyan U.**; Chet Miller**, Wake Forest U.**; Steven H. Cady**, Bowling Green State U.

225 🕮: *(OM)* **Are You Ready to Swim? Assessing Readiness for Integration in Teaching**
8:00- 12:00 Convention Center: C102/104
Moderator: **Diane H. Parente**, Pennsylvania State U., Erie

226 🕮☯: *(ONE)* **Environmental Performance Metrics**
8:00- 10:00 Marriott: Col. Ballrm Sal. C
Organizer: **Niran Harrison**, U. of Oregon

227 🕮☯: *(ONE)* **Mitchell Young Scholars Awards**
8:00- 12:00 Marriott: Col. Ballrm Sal. A
Organizer: **Mary Lucille Hastings**, Houston Advanced Research Center

228 SPDW: *(RM, ODC, BPS)* **Developing Case Studies: Building Skills to Write Cases for Teaching and Research**
8:00- 12:00 Convention Center: A208
Presenters: **Joan Winn**, U. of Denver**; William Naumes**, U. of New Hampshire**; David Wylie**, Babson College

229 ☯SPDW: *(TIM, BPS)* **Innovations in Researching Innovative Capabilities**
8:00- 10:00 Marriott: Denver Ballrm Ste IV
Chair: **Peter J. Lane**, Arizona State U.
Speakers: **Paul C. Almeida**, Georgetown U.**; Joanne E. Oxley**, U. of Michigan **; Frank T. Rothaermel**, Michigan State U.

Sunday 8:30AM

230 ☯: *(CAR)* **Career Resilience**
8:30- 10:00 Convention Center: A108
Presenters: **Yochanan H. Altman**, U. of North London**; Yehuda Baruch**, U. of East Anglia/U. of Texas, Arlington

231 ☯❖: *(CM)* **Teaching Old Dogs New Tricks: Network Methods in the Study of Conflict**
8:30- 10:00 Marriott: Col. Ballrm Sal. B
Organizers: **Terry L. Boles**, U. of Iowa**; Zoe Barsness**, U. of Washington, Tacoma
Speakers: **Kathleen Carley**, Carnegie Mellon U.**; Raymond A. Friedman**, Vanderbilt U.**; Gregory A. Janicik**, New York U.**; Priti Pradhan Shah**, U. of Minnesota

232 : *(CMS)* **CMS Coffee**
8:30- 9:30 Marriott: Mattie Silks
Come along for a coffee and chat to start your day.
Organizer: **Ralph Stablein**, Massey U.

233 : *(ENT)* **Entrepreneurship Division New Faculty Consortium**
8:30- 12:00 Marriott: Denver Ballrm Ste II
Contact David Deeds for more info deeds@po.cwru.edu
Coordinators: **David L. Deeds**, Case Western Reserve U.**; Anne McCarthy**, Colorado State U.**; Barbara Jean Bird**, American U.

234 : *(HCM)* **Publishing Your Research: Feedback from Reviewers**
8:30- 9:00 Convention Center: C106
You must pre-register for this session and you must submit your paper electronically to the assigned reviewer by June 30. Contact Kathryn Dansky, kxd9@psu.edu, for more information or to pre-register.
Facilitator: **Jane Banaszak-Holl**, U. of Michigan

235 🕮: *(HR)* **Innovative Teaching Practices: An Experiential Approach to Teaching HRM Competencies**
8:30- 12:00 Adam's Mark: Tower Court D
This workshop provides a "hands-on" opportunity to learn how to teach HRM competencies; there will also be discussion time with a publisher's rep. Pre-registration is recommended but walk-ins welcome if space is available; contact Rebecca Thacker at thacker@ohiou.edu.
Organizer: **Mary R. Watson**, New School U.
Chair: **Rebecca A. Thacker**, Ohio U.
Facilitators: **Donna Maria Blancero**, Arizona State U.**; Blaine McCormick**, Baylor U.**; Jeff Shelstad**, Prentice-Hall**; Charles McCormick, Jr.**, South-Western Publishing Co.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

236 🕮☯: *(HR)* **HR Doctoral Student Consortium**
8:30- 12:00 Adam's Mark: Gov. Sq. 10
This is a continuation of a developmental workshop aimed at helping advanced doctoral students (ABDs) hone the skills necessary to succeed in an academic career. Pre-registration required; contact Robert.Cardy@asu.edu.
Organizers: **Robert L. Cardy**, Arizona State U.**; Janice S. Miller**, U. of Wisconsin, Milwaukee**; Elissa Perry**, Columbia U.
Presenters: **Larry J. Williams**, Organizational Research Methods**; Gregory B. Northcraft**, U. of Illinois**; Margaret A. Neale**, Stanford U.**; Mary A. Gowan**, U. of Central Florida**; Lynn M. Shore**, Georgia State U.**; Howard J. Klein**, Ohio State U.**; Timothy A. Judge**, U. of Florida**; Carol T. Kulik**, Arizona State U.**; Greg R. Oldham**, U. of Illinois**; Cheri Ostroff**, Columbia U.**; David A. Harrison**, Pennsylvania State U.**; Teresa J. Rothausen**, U. of St. Thomas**; Ellen Ernst Kossek**, Michigan State U.**; Mark A. Mone**, U. of Wisconsin, Milwaukee**; Rodger W. Griffeth**, Georgia State U.**; Talya N. Bauer**, Portland State U.**; Angelo S. DeNisi**, Texas A&M U.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

237 : *(MH)* **Getting Published: The Experts Speak**
8:30- 11:00 Marriott: Nat Hill
Organizer: **Shawn M. Carraher**, Texas A&M U.
Presenters: **Daniel A. Wren**, U. of Oklahoma, Norman**; Robin Peterson**, New Mexico State U.**; Susan Petrie**, Sloan Management Review**; Diana Reed**, Drake U.**; Dewey E. Johnson**, California State U., Fresno

238 : *(MOC)* **Cognition in the Rough V**
8:30- 12:00 Convention Center: C105
Pre-register by June 1 (CIR5@coe.tamu.edu) by sending: 1) name, affiliation, position, and contact information; 2) a brief abstract (not to exceed 150 words) and up to four keywords; 3) an overview of your research (not to exceed 1500 words)that includes: research topic, conceptual framework, research questions, methods, anticipated contributions to research/practice, and key findings (if research is complete); challenges (the area on which you would like to focus discussion (not to exceed 250 words) and references.

Facilitators: **Elena P. Antonacopoulou**, U. of Manchester**; Neal M. Ashkanasy**, U. of Queensland**; Pamela S. Barr**, Georgia State U.**; Michel Bougon**, Bryant College**; Andrea Casey**, George Washington U.**; Janet M. Dukerich**, U. of Texas, Austin**; Colin Eden**, U. of Strathclyde**; Dov Eden**, Tel Aviv U.**; Marlena Fiol**, U. of Colorado, Denver**; Dennis A. Gioia**, Pennsylvania State U.**; William H. Glick**, Arizona State U.**; Gerard P. Hodgkinson**, Leeds U. **; George P. Huber**, U. of Texas, Austin**; Lynn A. Isabella**, U. of Virginia**; Gerry Johnson**, U. of Strathclyde**; 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**; Sim B. Sitkin**, Duke U. / Duke Corporate Education, Inc.**; Kathleen M. Sutcliffe**, U. of Michigan
Coordinators: **Jamie L. Callahan**, Texas A&M U.**; Frank C. Schultz**, Michigan State U.**; Luis L. Martins**, Georgia Institute of Technology**; Polly M. Silva**, Virginia Polytechnic Institute and State U.

239 ☯: *(MSR)* Post-Visit Discussion of Ken Wilber: Implications for Management and Spirituality

8:30- 10:00 Convention Center: C112
Facilitators: **Thierry C. Pauchant**, HEC, Montreal**; Ian Mitroff**, U. of Southern California
Coordinator: **Lee Perry Robbins**, Golden Gate U.
Speakers: **Dale E. Fitzgibbons**, Illinois State U.**; Judi Neal**, Association for Spirit at Work**; David S. Steingard**, St. Joseph's U.**; John E. Young**, U. of New Mexico

240 : *(OCIS)* The Relevant Researcher's Dilemma: Differentiating Expectations for Academic vs. Practice Articles

8:30- 10:00 Convention Center: C103
Organizers: **Jeanne W. Ross**, Massachusetts Institute of Technology**; Robert W. Zmud**, U. of Oklahoma
Presenters: **Ann Majchrzak**, U. of Southern California**; M. Lynne Markus**, City U. of Hong Kong**; Daniel Robey**, Georgia State U.**; James Brancheau**, Gartner

241 : *(RM)* Pose Your Methods Questions to the Quantitative Gurus

8:30- 10:00 Convention Center: A206
No registration required. Everyone is welcome.
Presenters: **Mark B. Gavin**, Oklahoma State U.**; David A. Hofmann**, U. of North Carolina, Chapel Hill**; Nate Bennett**, Georgia Tech. U.**; Mark A. Griffin**, Queensland U. of Technology**; Charles Lance**, U. of Georgia**; Stephanie L. Castro**, Florida Atlantic U.**; Fred Switzer**, Clemson U.**; Robert J. Vandenberg**, U. of Georgia**; Gordon W. Cheung**, Chinese U. of Hong Kong**; Philip L. Roth**, Clemson U.**; Philip Bobko**, Gettysburg College

Sunday 9:00AM

242 : *(AAC)* Current Program Chairs (2001-2002)

9:00- 10:00 Adam's Mark: Director's Row H
Organizer: **Rosalie L. Tung**, Simon Fraser U.

243 : *(AAC)* Registration

9:00- 5:00 Convention Center: Ballroom
Organizer: **Nancy Urbanowicz**, Academy of Management

244 : *(AAC)* Exhibits

9:00- 5:00 Convention Center: Ballroom
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

245 : *(AAC)* Membership

9:00- 5:00 Convention Center: Ballroom
Discover the benefits of membership, update member information, find out how to get involved.
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

(AAC) Placement Registration

9:00- 5:00 Hyatt: Pikes Peak
Organizer: **Nancy H. Leonard**, West Virginia U.

246 ✈ ❖: *(AAM)* Asian Management Research Roundtable: Issues, Ideas, and Networks

9:00- 12:00 Convention Center: A113
Organizer: **Hun-Joon Park**, Yonsei U.
Facilitators: **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology**; Francoise Chevalier**, Groupe HEC Graduate School of Management**; James Sun**, Renmin U.
Presenters: **Zhong-Ming Wang**, Zhejiang U.**; Bernardo C. Garcia, Ph.D.**, Global Leadership Resources**; Eric W. K. Tsang**, Wayne State U.**; Hyukrae Kim**, Yonsei U.**; Shigemi Yoneyama**, Musashi U.**; Ingyu Oh**, Ritsumeikan Asia Pacific U.**; Paul C. Hong**, U. of Toledo**; Dora C. Lau**, Chinese U. of Hong Kong

247 SPDW: *(BPS, IM, OMT)* Managing Your Dissertation Workshop

9:00- 12:00 Adam's Mark: Gov. Sq. 15
If you are interested in attending, please contact Belen Villalonga at bvillalonga@hbs.edu or 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.
Organizers: **Belen Villalonga**, Harvard U.**; Alvaro Cuervo-Cazurra**, U. of Minnesota
Presenter: **Richard Makadok**, Emory U.
Speakers: **Heather Berry**, U. of Pennsylvania**; David Robinson**, Texas Tech U.**; Bongjin Kim**, Tilburg U.**; Namgyoo K. Park**, U. of Miami**; Albert A. Cannella Jr.**, Texas A&M U.**; Michael Lubatkin**, U. of Connecticut**; Bill McKelvey**, U. of California, Los Angeles**; Will Mitchell**, Duke U.**; John E. Prescott**, U. of Pittsburgh**; Gabriel Szulanski**, U. of Pennsylvania

248 ❖: *(GDO)* Two Heads are Better than One: Research and Networking Workshop

9:00- 12:00 Marriott: Pomeroy
Sponsored by GDO mentoring committee. Please feel free to contact co-chairs, Ellen Ensher (eensher@lmu.edu), Ellen Fagenson-Eland (efagenso@gmu.edu) and Belle Rose Ragins (ragins@uwm.edu) for more information.
Chairs: **Ellen Ensher**, Loyola Marymount U.**; Ellen Fagenson Eland**, George Mason U.**; Belle Rose Ragins**, U. of Wisconsin, Milwaukee
Facilitators: **Max Wortman**, Iowa State U.**; Stacy Blake-Beard**, Harvard U.
Professional Development Workshop Chair: **Bernardo M. Ferdman**, Alliant International U.

249 ☯: *(HCM)* **Research Skills for the 21st Century: The Use of Practice as a Source of Knowledge Creation**
9:00- 10:30 Convention Center: C110
Chair: **Kathleen Montgomery**, U. of California, Riverside
Presenters: **Sharon Topping**, U. of Southern Mississippi**; Margarete Arndt**, Clark U.**; Reuben R. McDaniel**, U. of Texas, Austin**; Stephen S. Mick**, Virginia Commonwealth U.

250 ❖SPDW: *(HR, MED)* **Building Effective Research Networks: Capitalizing on Who You Know**
9:00- 12:00 Adam's Mark: Tower Court B
If you want to increase your research productivity by building effective research partnerships, this workshop is for you! Contact Christina Stamper to sign-up for a research table and find out more about this workshop. Pre-registration is recommended but walk-ins welcome if space is available; contact Christina.Stamper@wmich.edu.
Organizer: **Mary R. Watson**, New School U.
Chair: **Christina L. Stamper**, Western Michigan U.
Facilitators: **Rebecca J. Bennett**, U. of Toledo**; Kenneth G. Brown**, U. of Iowa**; Ethlyn Anne Williams**, U. of South Florida**; Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science**; Joel H. Neuman**, State U. of New York, New Paltz**; Mark V. Roehling**, Michigan State U.**; Mary R. Watson**, New School U.
Professional Development Workshop Chair: **Diana L. Deadrick**, Old Dominion U.

251 🕮☯❖: *(ITC)* **International Internet Collaboration**
9:00- 12:00 Convention Center: A210
Chair: **Charles Wankel**, St. John's U.
Presenters: **MaryAnne Hyland**, Adelphi U.**; Susan H. Godar**, William Paterson U.**; Ernest R. Cadotte**, U. of Tennessee**; David A. Lamond**, U. of Western Sydney**; Mike Davis**, Edge Hill U. College**; Nancy E. Landrum**, Morehead State U.**; Graeme Martin**, U. of Abertay Dundee**; Sanjay T. Menon**, Louisiana State U.,Shreveport**; Eleanor O'Higgins**, U. College, Dublin**; Miguel R. Olivas-Luján**, U. of Pittsburgh/ITESM, Monterrey**; Thomas Krichel**, Long Island U.**; Janet L. Barnes-Farrell**, U. of Connecticut**; Charles Wankel**, St. John's U.

252 🕮☯❖SPDW: *(MED, CAR, GDO)* **Learning through Human Experiences: Corporate Women - Corporate Lives**
9:00- 11:00 Convention Center: A103
Participants should read the book ahead of time. The book is entitled Our Separate Ways: Black and White Women and the Struggle for Professional Identity (Harvard Business School Press, 2001).
Facilitators: **Stella M. Nkomo**, U. of South Africa**; Ella L. Bell**, Dartmouth College

253 🕮☯: *(PNP)* **Public and Nonprofit Division Doctoral Student Consortium (Day 2)**
9:00- 12:00 Adam's Mark: Plaza Court 8
Preregistration required. Continued from Saturday.
Organizers: **Wolfgang Bielefeld**, Indiana U./Purdue U., Indianapolis**; Mary Kittleson Kirlin**, Indiana U./Purdue U., Indianapolis
Presenters: **Lisa Berlinger**, Yale U.**; Ralph S. Brower**, Florida State U.**; Mary Kittleson Kirlin**, Indiana U./Purdue U., Indianapolis**; Matthew Liao-Troth**, Western Washington U.**; Donijo Robbins**, Grand Valley State U.

254 ☯❖: *(PS)* **Cross-Institutional Approaches to Collaborative Action Research/Learning**
9:00- 12:00 Adam's Mark: Gov. Sq. 14
This workshop is aimed at both academics and practitioners to focus on the academic/institutional groundings of various action research approaches. While this workshop is linked to the three-day practitioner series, it provides a broader perspective and opportunity for reflection on the state and art of action research/learning.
Chair: **Lyle Yorks**, Columbia U.
Presenters: **Daniel F. Twomey**, Fairleigh Dickinson U.**; Victoria Jean Marsick**, Columbia U.**; Judith McMorland**, Auckland U.**; Ann W. Martin**, Cornell U.**; Rupert F. Chisholm Jr.**, Pennsylvania State U.
Discussant: **Rupert F. Chisholm Jr.**, Pennsylvania State U.

255 ❖ SPDW: *(SIM, PNP, ONE)* **Advancing Our Scholarly Networks: Research Roundtables**
9:00- 12:00 Adam's Mark: Columbine
Pre-registration with the session organizers is recommended, but walk-ins will be welcome.
Organizers: **Judith A. Clair**, Boston College**; Kelly Strong**, Michigan Technological U.
Facilitators: **James F. Weber**, Duquesne U.**; Kathleen A. Getz**, American U.**; Sara A. Morris**, Old Dominion U.**; Sandra Waddock**, Boston College**; Gordon P. Rands**, Western Illinois U.**; Jennifer Griffin**, George Washington U.**; Anne T. Lawrence**, San Jose State U.**; Jane Beckett-Camarata**, Kent State U.**; Stelios C. Zyglidopoulos**, Rochester Institute of Technology**; Pursey Heugens**, Concordia U.

Sunday 9:30AM

256 : *(AAC)* **Executive Committee of Council**
9:30- 10:30 Adam's Mark: Plaza Court 2
Organizer: **Raymond Saner**, Centre for Socio-Eco-Nomic Development

257 : *(CMS)* **Doctoral Workshop: Research**
9:30- 11:00 Marriott: Mattie Silks
Coordinators: **David Jacobs**, American U.**; Naomi R. Olson**, Boston College**; Terry B. Porter**, U. of Massachusetts, Amherst
Speakers: **Ann L. Cunliffe**, California State U., Hayward**; Dave M. Boje**, New Mexico State U.**; Martin J. Kilduff**, Pennsylvania State U.**; Ralph Stablein**, Massey U.**; Diane L. Swanson**, Kansas State U.**; Barbara Townley**, U. of Edinburgh

258 🕮: *(ENT)* **Family Business Teaching, Research and Outreach: A Survival Guide**
9:30- 11:00 Marriott: Denver Ballrm Ste V
Contact: Nancy Upton, Baylor U.
Speakers: **Sandra West King**, California State Polytechnic U., Pomona**; Greg McCann**, Stetson U.**; Ramona Heck**, Baruch College
Moderator: **Nancy Upton**, Baylor U.

259 ☯: *(MC)* **Teamwork! When Will We Learn How To Get It from the Top?**
9:30- 12:00 Convention Center: A110/112
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com.
Presenters: **Samuel A. Culbert**, U. of California, Los Angeles**; Walter Nord**, U. of South Florida**; H. William Vroman**, Morgan State U. / Strategic Planning Inc.**; Oscar Ortsman**, Ecole Centrale Paris

Sunday 10:00AM

260 : *(AAC)* **Incoming Chairs of Division and Interest Group (2002-2003)**
10:00- 11:30 Adam's Mark: Director's Row H
Organizer: **Rosalie L. Tung**, Simon Fraser U.

261 : *(AAC)* **AME Writers' Workshop**
10:00- 12:00 Adam's Mark: Director's Row E
Organizer: **Robert C. Ford**, U. of Central Florida

262 : *(AAC)* **Newsletter Editors for Divisions and Interest Groups**
10:00- 11:00 Adam's Mark: Tower Court A
Organizer: **Norman B. Bryan**, Georgia State U.

263 SPDW: *(BPS, TIM)* **Conversations About the Dynamics of Strategy: Integrating Resources, Capabilities, Routines, Knowledge**
10:00- 12:00 Adam's Mark: Vail
Organizers: **Constance E. Helfat**, Dartmouth College**; Alvaro Cuervo-Cazurra**, U. of Minnesota
Presenters: **Linda Argote**, Carnegie Mellon U.**; Anne Marie Knott**, U. of Pennsylvania**; Daniel Levinthal**, U. of Pennsylvania**; Marvin B. Lieberman**, U. of California, Los Angeles**; Sidney G. Winter**, U. of Pennsylvania

264 ☯❖: *(MEN)* **Are Many Mentors Better Than One? The Research and Practice of Mentoring Networks**
10:00- 12:00 Adam's Mark: Gov. Sq. 12
Participants: **Monica C. Higgins**, Harvard U.**; Kathy E. Kram**, Boston U.
Professional Development Workshop Chairs: **Troy R. Nielson**, California State U., San Marcos**; Liz Borredon**, EDHEC

265 ☯❖: *(OB)* **Conversations with the OB Division's Leadership**
10:00- 12:00 Adam's Mark: Tower Court C
This is a workshop where leaders in the OB division can solicit feedback on new directions for the division to pursue and for participants to help shape future directions.
Organizer: **Bruce J. Avolio**, State U. of New York, Binghamton
Presenters: **Terence R. Mitchell**, U. of Washington, Seattle**; Angelo S. DeNisi**, Texas A&M U.**; Angelo J. Kinicki**, Arizona State U.**; Carolyn M. Wiethoff**, Indiana U., Bloomington**; Allen C. Bluedorn**, U. of Missouri, Columbia**; Sigal G. Barsade**, Yale U.**; Kenneth R. Thompson**, DePaul U.

266 : *(OM)* **New Teaching Resources for Service Management**
10:00- 12:00 Convention Center: C107
Chair: **Rohit Verma**, U. of Utah
Speakers: **Larry Menor**, U. of Western Ontario**; Rich Metters**, Emory U.**; Madeline Pullman**, Colorado State U.**; Scott Young**, U. of Utah**; William Youngdahl**, Thunderbird, The American Graduate School of International Management

267 ✈❖SPDW: *(OMT, BPS)* **Craft of Reviewing**
10:00- 12:00 Adam's Mark: Terrace
Organizers: **Hettie A. Richardson**, Louisiana State U.**; Lucy R. Ford**, Virginia Commonwealth U.
Presenters: **Arthur G. Bedeian**, Louisiana State U.**; Joyce S. Falkenberg**, Norwegian School of Economics and Business Administration**; Karen D. Locke**, College of William and Mary**; William S. Schulze**, Case Western Reserve U.

268 ❖SPDW: *(OMT, BPS, PNP)* **Conducting Network Research in Different Sectors: Issues and Opportunities**
10:00- 12:00 Adam's Mark: Gov. Sq. 11
Organizer: **Keith G. Provan**, U. of Arizona
Presenters: **Keith G. Provan**, U. of Arizona**; Joseph J. Galaskiewicz**, U. of Arizona**; Sherrie E. Human**, Xavier U.**; Richard N. Osborn**, Wayne State U.

269 ☯SPDW: *(ONE, PNP, SIM)* **Green for Green: Locating Sources of Grants & Securing Funding for Environmentally-Oriented Research**
10:00- 12:00 Marriott: Col. Ballrm Sal. G
Presenters: **Tima Bansal**, U. of Western Ontario**; Mark P. Sharfman**, U. of Oklahoma

270 : *(RM)* **"Tripping" on Qualitative Research: Ask the Experts**
10:00- 12:00 Convention Center: A206
Presenters: **Ali H. Mir**, Monmouth U.**; Marta B. Calas**, U. of Massachusetts, Amherst**; Raza A. Mir**, Monmouth U.**; Linda Smircich**, U. of Massachusetts, Amherst**; Kamala Visweswaran**, U. of Texas, Austin

Sunday 10:15AM

271 : *(AAC)* **Conference Break**
10:15- 10:45 Convention Center: Exhibit Break Area
Join us for refreshments. Morning break sponsored by Prentice Hall.
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Sunday 10:30AM

272 : *(AAC)* **Eastern Academy of Management Officers**
10:30- 12:00 Adam's Mark: Plaza Court 1
Organizer: **Joel I. Harmon**, Fairleigh Dickinson U.

273 : *(AAC)* **Midwest Academy of Management Officers**
10:30- 12:00 Adam's Mark: Plaza Court 2
Organizer: **Robert H. Moorman**, Creighton U.

274 : *(AAC)* **Southwest Academy of Management Officers**
10:30- 12:00 Adam's Mark: Plaza Court 3
Organizer: **Donde P. Ashmos**, U. of Texas, San Antonio

275 : *(AAC)* **Southern Academy of Management Officers**
10:30- 12:00 Adam's Mark: Plaza Court 5
Organizer: **Donna Ledgerwood**, North Texas U.

276 : *(AAC)* **Western Academy of Management Officers**
10:30- 12:00 Adam's Mark: Plaza Court 4
Organizer: **Joyce Osland**, U. of Portland

277 : *(AAC)* **Current & Incoming Heads and Members of Academy Committees**
10:30- 12:00 Adam's Mark: Director's Row F
Organizer: **Jone L. Pearce**, U. of California, Irvine

278 : *(AAC)* **People of Color Committee Meeting**
10:30- 12:00 Adam's Mark: Plaza Court 6
Organizer: **Ian O. Williamson**, U. of Maryland

279 ❖: *(CAR)* **Understanding and Building Collaborative Careers Research Networks**
10:30- 12:00 Convention Center: A101
Presenters: **Leisa Sargent**, Queensland U. of Technology**; Lea Elizabeth Waters**, U. of Melbourne

280 ☯❖: *(CM)* **Friends, Strangers, and Enemies: Confronting Ethnic and Ideologically-Based Conflicts**
10:30- 12:00 Marriott: Col. Ballrm Sal. B
Organizers: **Terry L. Boles**, U. of Iowa**; Zoe Barsness**, U. of Washington, Tacoma
Speakers: **Max H. Bazerman**, Harvard U.**; Bruce Barry**, Vanderbilt U.**; Karen A. Jehn**, U. of Pennsylvania**; Linda L. Putnam**, Texas A&M U.**; Tom Tyler**, New York U.

281 ☯SPDW: *(ENT, IM, BPS)* **Internationalization and Entrepreneurship: Current Status and Research Agenda**
10:30- 12:00 Marriott: Col. Ballrm Sal. F
Speakers: **Gerard George**, U. of Wisconsin, Madison**; Robert E. Hoskisson**, U. of Oklahoma**; R. Duane Ireland**, U. of Richmond**; Michael A. Hitt**, Arizona State U.
Moderator: **Shaker A. Zahra**, Georgia State U.

282 : *(HCM)* **How to Get Published Early and Often**
10:30- 12:00 Convention Center: C110
Chair: **Eric S. Williams**, U. of Alabama, Tuscaloosa
Presenters: **Barbara Bigelow**, Clark U.**; Kyle L. Grazier**, U. of Michigan **; John D. Blair**, Texas Tech U.**; Myron D. Fottler**, U. of Central Florida

283 🕮☯❖SPDW: *(MED, AAC)* **Teaching in Turbulent Times: A Discussion Forum and Workshop**
10:30- 12:00 Convention Center: A105
Open to all. Bring short descriptive cases from your own experience to share if possible. Contact cfpoulson@csupomona.edu if you have any questions. This is an interactive discussion forum and workshop focused on learning from each others; experiences and the development of support networks — bring your own cases.
Organizer: **Christian F. Poulson, II**, California State Polytechnic U., Pomona
Presenters: **Christian F. Poulson, II**, California State Polytechnic U., Pomona**; Bryan Mundell**, SDA Bocconi U.

284 🕮❖SPDW: *(MED, OB, HR)* **The Authors Speak: Influencing Management Education and Learning through Textbook Publishing and Writing**
10:30- 12:00 Convention Center: A107
Presenters: **Ricky W. Griffin**, Texas A&M U.**; Stephen P. Robbins**, San Diego State U.**; Wayne F. Cascio**, U. of Colorado, Denver**; Ellen Ernst Kossek**, Michigan State U.**; Richard Block**, Michigan State U.**; Benjamin Wolkinson**, Michigan State U.

285 ☯: *(MSR)* **Fostering Religious/Spiritual Tolerance in the Workplace: An Appreciative Inquiry**
10:30- 12:00 Convention Center: A202/204
Facilitator: **V. Nilakant**, U. of Canterbury

286 : *(OCIS)* **The Relevant Researcher's Dilemma: Designing Research for Practice and Academic Contributions**
10:30- 12:00 Convention Center: C103
Organizers: **Jeanne W. Ross**, Massachusetts Institute of Technology**; Robert W. Zmud**, U. of Oklahoma
Presenters: **Ann Majchrzak**, U. of Southern California**; M. Lynne Markus**, City U. of Hong Kong**; Daniel Robey**, Georgia State U.**; James Brancheau**, Gartner

SUNDAY

Sunday 11:00AM

287 : *(CMS)* **CMS in Denver**
11:00- 12:00 Marriott: Mattie Silks
Chair: **Ralph Stablein**, Massey U.

288 : *(MH)* **Getting Involved in Professional Organizations and Getting Your Work Accepted: A Stakeholder Approach**
11:00- 12:00 Marriott: Nat Hill
Organizer: **Charles Booth**, U. of the West of England
Presenters: **John Francis Wilson**, Nottingham U.**; K. Thomas Chandy**, State U. of New York, Binghamton**; Charles Booth**, U. of the West of England

Sunday 11:30AM

289 : *(AAC)* **Division Treasurers' Meeting**
11:30- 12:30 Adam's Mark: Director's Row H
Organizers: **Rosalie L. Tung**, Simon Fraser U.**; Heather Crowe**, Academy of Management

Sunday 12:00PM

290 : *(AAC)* **Incoming 2002-2003 Program Chairs**
12:00- 1:30 Adam's Mark: Director's Row E
Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

291 : *(AAC)* **AMR Writer's Workshop**
12:00- 2:00 Adam's Mark: Director's Row F
Organizer: **Ramona L. Paetzold**, Texas A&M U.

292 : *(AAC)* **Incoming 2002-2003 PDW Chairs**
12:00- 1:30 Adam's Mark: Columbine
Organizer: TBA

293 : *(AAC)* **Academy of Management Council**
12:00- 2:00 Adam's Mark: Plaza Court 1
Organizer: **Raymond Saner**, Centre for Socio-Eco-Nomic Development

294 : *(AAC)* **International Theme Committee**
12:00- 2:00 Adam's Mark: Plaza Court 2
Organizer: **Flemming Poulfelt**, Copenhagen Business School

295 : *(AAC)* **Improving the Reviewing of Empirical Manuscripts: A Roundtable Meeting with Editors and Associate Editors of the Academy of Management Journal**
12:00- 2:00 Adam's Mark: Gov. Sq. 10
Pre-registration required: Contact Don Bergh at ddb2@psu.edu (# of particpants limited).
Facilitators: **Maureen L. Ambrose**, U. of Central Florida **; Harry G. Barkema**, Tilburg U.**; Angelo S. DeNisi**, Texas A&M U.**; Dov Eden**, Tel Aviv U.**; Michael A. Hitt**, Arizona State U.**; Thomas W. Lee**, U. of Washington**; Richard T. Mowday**, U. of Oregon**; Gregory B. Northcraft**, U. of Illinois**; Sara L. Rynes**, U. of Iowa**; Anne S. Tsui**, Hong Kong U. of Science and Technology**; Marshall J. Schminke**, U. of Central Florida
Coordinator: **Donald D. Bergh**, Pennsylvania State U.

296 : *(OMA)* **Journal of Applied Management and Entrepreneurship Annual Editorial Board Meeting**
12:00- 2:00 Adam's Mark: Tower Court C
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

297 : *(OMA)* **JMI Editorial Board Meeting**
12:00- 2:00 Adam's Mark: Gov. Sq. 11
Organizer: **Kimberly B. Boal**, Texas Tech U.

Sunday 12:30PM

298 : *(AAC)* **Mentoring Committee Business Meeting**
12:30- 2:00 Adam's Mark: Gov. Sq. 12
Organizers: **Lisa K. Gundry**, DePaul U.**; Joycelyn Finley-Hervey**, Jackson State U.

299 : *(AAC)* **Ethics Committee Luncheon**
12:30- 2:00 Adam's Mark: Director's Row I
Organizer: **Elena P. Antonacopoulou**, U. of Manchester

Sunday 1:00PM

300 : *(AAC)* **How to Use AoM Placement Services**
1:00- 2:00 Adam's Mark: Gov. Sq. 17
Organizer: **Nancy H. Leonard**, West Virginia U.

Sunday 2:00PM

301 : *(AAC)* **New Member Orientation**
2:00- 3:30 Adam's Mark: Gov. Sq. 15
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

302 : *(AAC)* **Academy of Management Executive Editorial Board Meeting**
2:00- 3:30 Adam's Mark: Tower Court A
Organizer: **Robert C. Ford**, U. of Central Florida

303 : *(AAC)* **Academy of Management Learning and Education**
2:00- 3:30 Adam's Mark: Tower Court D
Organizer: **Roy J. Lewicki**, Ohio State U.

304 : *(AAC)* **Academy of Management Review Outgoing Board Meeting**
2:00- 3:00 Adam's Mark: Director's Row E
Organizer: **Edward J. Conlon**, U. of Notre Dame

305 : *(OMA)* **M@n@gement Editorial Board Meeting**
2:00- 3:30 Adam's Mark: Plaza Court 4
Chairs: **Martin G. Evans**, U. of Toronto**; Bernard Forgues**, U. of Paris 12

306 : *(OMA)* **Administrative Science Quarterly Editorial Board Meeting**
2:00- 4:00 Adam's Mark: Columbine
Organizer: **Christine Oliver**, York U.

Sunday 2:30PM

307 : *(AA)* **Welcome to the 2002 Annual Meetings**
2:30- 2:35 Adam's Mark: Plaza Ballrm A+B+C
Welcome: **Rosalie L. Tung**, Simon Fraser U.

Sunday 2:35PM

308 ☯❖: *(AA)* **Exploring the Foundation of the Practice Through the Lens of Three Religious/Wisdom Traditions: Connecting to the "Lived Experience" of the Contemporary CEO**
2:35- 4:30 Adam's Mark: Plaza Ballrm A+B+C
Please join us for this very special All Academy session to kick off the 2002 Conference! The contemporary leadership challenge is increasingly complex. Leadership decisions are more than rational/ technical challenges. They involve complex organizational contexts with diverse stakeholders. Action paths encompass long and not easily integrated chains of causation. In the nexus of this complexity stand organizational leaders who need to be grounded in the truth of reality, capable of providing focus through clarity of vision, sensitive to wisdom as well as knowledge, and steadfast through implementation setbacks. Thus contemporary leadership requires personality integration and a high level of moral functioning, absent of control by a false/shadow self that distorts the inner compass. The classical spiritual discipline across religious/wisdom traditions most associated with the diminishment of the false self and leading to the ability to reside in truth without distortion is Meditation/ Contemplative practice. In this session three world recognized spiritual leaders from Christian, Jewish and Buddhist traditions will discuss the foundation of contemplative/meditation practice. They will set forth how their tradition conceives of the practice, how the discipline might shape the spiritual journey of a leader, and what behavioral "fruits" one would look for in a leader shaped by their tradition's practice. Subsequently three CEOs will discuss their

personal meditation practice and provide exemplification of how they experience their practice influences their executive decisions.
Chair: **Andre L. Delbecq**, Santa Clara U.
Speakers: **Father Laurence Freeman, O.S.B.**, World Community of Christiam Meditation**; Rabbi Zalman Schachter-Shalomi**, Nairopa Institute**; Norman Fisher**, Zen Center**; Ricardo B. Levy**, Catalytica Energy Systems Inc.**; Esslie Hughes**, (Formerly) Bank of New York**; Robert Shapiro**, Hana Foundation

Sunday 2:45PM

309 : *(AAC)* **Conference Break**
2:45- 3:15 Convention Center: Exhibit Break Area
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Sunday 3:00PM

310 : *(AAC)* **Academy of Management Review Incoming Board Meeting**
3:00- 4:30 Adam's Mark: Director's Row E
Organizer: **Arthur P. Brief**, Tulane U.

Sunday 3:30PM

311 : *(AAC)* **Academy of Management Journal Board Meeting**
3:30- 5:00 Adam's Mark: Gov. Sq. 14
Organizer: **Thomas W. Lee**, U. of Washington

312 : *(AAC)* **BPS Executive Committee Meeting**
3:30- 5:00 Adam's Mark: Gov. Sq. 16
Chair: **Albert A. Cannella Jr.**, Texas A&M U.

313 : *(AAC)* **CAR Executive Committee Meeting**
3:30- 5:00 Convention Center: A202
Chair: **Maury Peiperl**, London Business School

314 : *(AAC)* **CM Executive Committee Meeting**
3:30- 5:00 Convention Center: A204
Chair: **Judi McLean Parks**, Washington U.

315 : *(AAC)* **ENT Executive Committee Meeting**
3:30- 5:00 Convention Center: A206
Chair: **Thomas J. Dean**, U. of Colorado, Boulder

316 : *(AAC)* **GDO Executive Committee Meeting**
3:30- 5:00 Convention Center: A208
Chair: **Ellen Ernst Kossek**, Michigan State U.

317 : *(AAC)* **HCM Executive Committee Meeting**
3:30- 5:00 Convention Center: A210
Chair: **Sharon Topping**, U. of Southern Mississippi

318 : *(AAC)* **HR Executive Committee Meeting**
3:30- 5:00 Adam's Mark: Director's Row H
Chair: **Lois E. Tetrick**, U. of Houston

319 : *(AAC)* **IM Executive Committee Meeting**
3:30- 5:00 Convention Center: A212
Chair: **Srilata Zaheer**, U. of Minnesota

320 : *(AAC)* **MC Executive Committee Meeting**
3:30- 5:30 Convention Center: C202
Chair: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

321 : *(AAC)* **MED Executive Committee Meeting**
3:30- 5:00 Convention Center: C212
Chair: **Robert J. DeFillippi**, Suffolk U.

322 : *(AAC)* **MH Executive Committee Meeting**
3:30- 5:00 Convention Center: C210
Chair: **Jorge M. Herrera**, CultureSense International, Inc.

323 : *(AAC)* **MOC Executive Committee Meeting**
3:30- 5:00 Convention Center: C208
Chair: **Neal M. Ashkanasy**, U. of Queensland

324 : *(AAC)* **MSR Executive Committee Meeting**
3:30- 5:00 Convention Center: C206
Chair: **Judi Neal**, Association for Spirit at Work

325 : *(AAC)* **OM Executive Committee Meeting**
3:30- 5:00 Convention Center: C204
Chair: **Thomas Y. Choi**, Arizona State U.

326 : *(AAC)* **ODC Executive Committee Meeting**
3:30- 5:00 Convention Center: C109
Chair: **Peter Sorensen**, Benedictine U.

327 : *(AAC)* **OMT Executive Committee Meeting**
3:30- 5:00 Adam's Mark: Gov. Sq. 10
Chair: **Eric Abrahamson**, Columbia U.

328 : *(AAC)* **OB Executive Committee Meeting**
3:30- 5:00 Adam's Mark: Gov. Sq. 11
Chair: **Terence R. Mitchell**, U. of Washington, Seattle

329 : *(AAC)* **ONE Executive Committee Meeting**
3:30- 5:00 Convention Center: C105
Chair: **Gordon P. Rands**, Western Illinois U.

330 : *(AAC)* **OCIS Executive Committee Meeting**
3:30- 5:00 Convention Center: C107
Chair: **Mark Keil**, Georgia State U.

331 : *(AAC)* **PNP Executive Committee Meeting**
3:30- 5:00 Adam's Mark: Gov. Sq. 17
Chair: **Michael A. Card**, South Dakota U.

332 : *(AAC)* **RM Executive Committee Meeting**
3:30- 5:00 Convention Center: C103
Chair: **Dave M. Boje**, New Mexico State U.

333 : *(AAC)* **SIM Executive Committee Meeting**
3:30- 5:00 Convention Center: C101
Chair: **Jeanne M. Logsdon**, U. of New Mexico

334 : *(AAC)* **TIM Executive Committee Meeting**
3:30- 5:00 Convention Center: A101
Chair: **Philip C. Anderson**, INSEAD

335 : *(OMA)* **Editorial Board Meeting of Long Range Planning**
3:30- 5:00 Adam's Mark: Plaza Court 3
Organizer: **Charles Baden-Fuller**, City U., London

Sunday 5:00PM

336 : *(AA)* Academy of Management Convocation/ Distinguished Executive Speaker

5:00- 7:00 Adam's Mark: Plaza Ballrm A+B+C

Presiding: **Jean M. Bartunek**, Boston College

Welcome: **Rosalie L. Tung**, Simon Fraser U.

The State of the Academy of Management | **Jean M. Bartunek**, Boston College

All-Academy Awards and Celebration: Presentation of the Newman, Dexter, and Outstanding Mentoring Practice Awards | **Lisa K. Gundry**, DePaul U.; **Joycelyn Finley-Hervey**, Jackson State U.; **Sara L. Rynes**, U. of Iowa; **Louise Fitzgerald**, De Montfort U.

Keynote Speaker: **Russell T. Lewis**, The New York Times Company

Sunday 7:00PM

337 : *(AA)* All-Academy Reception: Music and Conversation

7:00- 9:00 Adam's Mark: Plaza Ballrm D+E & Exhibit Area

Sponsored by Simon Fraser University, University of Denver, Arizona State University, and University of Colorado, Boulder. The Denver Organizing Commitee welcomes you to the annual meeting with an opportunity to enjoy collegial conversations and strengthen/ renew the friendship that keeps our community strong. To celebrate the 2002 Meetings, we offer you a special performance by Chris Daniels and the Kings at 7:30 PM.

Hosts: **Rosalie L. Tung**, Simon Fraser U.**; Rita E. Collins**, Simon Fraser U.**; Denise M. Rousseau**, Carnegie Mellon U.**; Andrea Rivero-Dabos**, Carnegie Mellon U.**; Stephen J. Havlovic**, U. of Wisconsin, Whitewater**; David Ahlstrom**, Chinese U. of Hong Kong**; Christian F. Poulson, II**, California State Polytechnic U., Pomona**; Charles B. Shrader**, Iowa State U.**; Dennis H. Nagao**, Georgia Institute of Technology**; Karen S. Whelan-Berry**, Texas Wesleyan U.**; Geralyn McClure Franklin**, U. of Texas, Permian Basin**; Nancy H. Leonard**, West Virginia U.**; Eleanor O'Higgins**, U. College, Dublin**; Jane Whitney Gibson**, Nova Southeastern U.**; 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**; Annmarie Koory**, Academy of Management

Coordinators: **Kang Rae Cho**, U. of Colorado, Denver**; Blair Gifford**, U. of Colorado, Denver**; Eric Goodman**, Colorado Technical U.**; Kurt Heppard**, U.S. Air Force Academy**; David Hopkins**, U. of Denver**; William Stephen Silver**, U. of Denver**; Aimee Wheaton**, Regis U.**; Christopher Edwards**, U. of Denver**; James R. Barker**, U.S. Air Force Academy**; Lawrence Plummer**, U. of Denver**; Robert Gumbrecht**, U. of Denver**; Joseph G. Rosse**, U. of Colorado, Boulder**; Bahman P. Ebrahimi**, U. of Denver

Local Arrangements Chair: **Richard Kettner-Polley**, U. of Denver

338 ❖: *(AA, AP)* Art & Poetry Exhibition

7:00- 9:00 Adam's Mark: Plaza Ballrm F

Join us for the opening of the Art and Poetry Exhibition. On Monday and Tuesday, the exhibition can be viewed in Exhibit Hall (Convention Center) from 9:00 AM to 5:00 PM.

Organizer: **Christian F. Poulson, II**, California State Polytechnic U., Pomona

❖I Got Your Back!! Affinity Groups as Effective Networks | **C. Douglas Johnson**, Winthrop U.

✈International Explorations | **Eric J. Romero**, West Texas A&M U.

Serial Number 9-11-01, September 11, 2001: Voices in the Workplace – A Performance in Three Acts | **Michaela C. Driver**, East Tennessee State U.

❖From Industrial to Leisure Revolution: Networks of England | **Robert Towler**, Schlumberger Geoquest; **Annette Jane Towler**, U. of Colorado, Denver

❖Diversity Networking Matrix | **Yehuda Baruch**, U. of East Anglia/U. of Texas, Arlington

❖Gwen on Salma's Crutches | **David J. O'Connell**, St. Ambrose U.

❖Fabric Grigot: A Network in Textiles | **Ann Rippin**, U. of the West of England; **Charles Booth**, U. of the West of England

❖Creativity and Networks: A Story of Mutual Influence | **Veronique Tran**, U. of Geneva

❖Cross-Cultural Collaboration | **Linda MacGrain Herkenhoff**, St. Mary's College

❖At the Margins | **Benedict Kemmerer**, U. of Kansas; **Hans Hansen**, U. of Kansas

The Greatest Leader Who Wasn't | **Charles C. Manz**, U. of Massachusetts, Amherst

❖The Ultimate Network | **Mark P. Kriger**, Norweigan School of Management

✈❖A Fisherman's Song: Catching a Network of Couplings | **Chee Kong Ho**, National U. of Singapore; **Chay Hoon Lee**, Nanyang Technology U.

❖That's What Friends R For | **Merel Kats**, Goois Lyceum Bussum; **Hetty Van Emmerik**, Utrecht U.

❖Networks of Performance: Dressage | **Grace Ann Rosile**, New Mexico State U.; **Alexis Downs**, U. of Central Oklahoma

🕮Give Me Some Leverage: An Artistic Approach to Understanding the Use of Organizational Resources | **Barbara J. Allison**, Troy State U.; **Richard Steven Voss**, Troy State U.

Shadows of the Night | **Gail H. McKee**, Roanoke College

America Attacked: The Loss of Innocence and Isolation | **Gail H. McKee**, Roanoke College

❖The Mountains. The Stars. / One with the Warm Summer Night. / Are We? Are We? Ha! | **Pedro David Perez**, Cornell U.

Dreaming of Executive Success | **C. Douglas Johnson**, Winthrop U.

❖Macro Network Manifestations | **Dennis A. Gioia**, Pennsylvania State U.

Organized Anarchy | **Dennis A. Gioia**, Pennsylvania State U.

❖Network Fluidity: A Water Fountain | **Mark Pruett**, George Mason U.

❖Tears for Fears: A Water Fountain | **Mark Pruett**, George Mason U.

Rhubarb Pie | **Samuel Phineas Upham**, U. of Pennsylvania

❖The Advent of E-Grief: Informal Network Support in a Crisis | **Ana Sierra Leonard**, U. of Cincinnati

❖Passing on the Love: The Network of Adoption. Poem and Pencil Drawings by Teri C. Tompkins | **Teri C. Tompkins**, Pepperdine U.

Max Weber's Prediction: Economic Emotions | **Anastasia M. Luca**, U. of California, Los Angeles

Urbanization: Sun of the Uncity City of LA | **Anastasia M. Luca**, U. of California, Los Angeles

❖Questioning | **Dina Mansour-Cole**, Indiana U./Purdue U., Fort Wayne

✈Born Global | **Sara L. McGaughey**, U. of New South Wales

Canadian Geese on Pennsylvania Pond | **Robert S. D'Intino**, Pennsylvania State U.

✈Children of the "Chicken Village." | **Christian F. Poulson, II**, California State Polytechnic U., Pomona

✈Three Studies in Light and Color | **Christian F. Poulson, II**, California State Polytechnic U., Pomona

Sunday 7:30PM

339 : *(AA)* **Chris Daniels & the Kings**

7:30- 8:20 Adam's Mark: Plaza Ballrm D+E & Exhibit Area

This All-Academy event will feature music by Chris Daniels and the Kings, "The coolest seven piece 'horn band' in the US and Europe with two top ten songs on the American Radio charts playing funk, r&b, blues, & swing! `An American Tragedy' from the new CHOICE CUTS CD and `Is My Love Enough' have both made it to the top of the charts for Adult Contemporary Radio." Check out their web page and listen to some of their music at www.chrisdaniels.com. Come join us on Sunday evening for a great time.

Local Arrangements Chair: **Richard Kettner-Polley**, U. of Denver

SUNDAY

"Visit the Exhibit: Art and Poetry 2002" by Chris Poulson, California State Polytechnic U., Pomona

Monday, August 12, 2002

Monday 7:45AM

340 : *(GDO)* **GDO Breakfast: Welcome New Members**
7:45- 8:20 Convention Center: A202
Welcomes: **Elizabeth Cooper**, U. of Rhode Island**; Ellen Ensher**, Loyola Marymount U.

Monday 8:00AM

341 : *(MC)* **Management Consulting Division Welcome and Introduction**
8:00- 8:29 Convention Center: C110
Program Chair: **Georges Trepo**, HEC , France
Division Chair: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

342 : *(MSR)* **MSR Welcome**
8:00- 8:29 Convention Center: A102
Division Chairs: **Sandra West King**, California State Polytechnic U., Pomona**; Judi Neal**, Association for Spirit at Work
Division Chair-Elect.: **Lee Perry Robbins**, Golden Gate U.

343 🕮☯: *(SIM)* **Social Issues in Management Welcome**
8:00- 8:29 Convention Center: A206
Welcoming session for new and returning members of SIM.
Program Chair: **Melissa S. Baucus**, Xavier U.

344 : *(TIM)* **Welcome (Continental Breakfast)**
8:00- 8:50 Convention Center: C208
In this session we welcome new and reurning members to the Technology and Innovation Management Division.
Program Chair: **James Wade**, U. of Wisconsin, Madison
Division Chair: **Philip C. Anderson**, INSEAD
Division Chair-Elect.: **Raghu Garud**, New York U.

Monday 8:20AM

345 : *(BPS)* **Business Policy and Strategy: Welcome**
8:20- 8:29 Adam's Mark: Gov. Sq. 17
Program Chair: **Javier Gimeno**, INSEAD

Monday 8:29AM

346 : *(MH)* **Welcome**
8:29- 8:30 Convention Center: A104
Sponsored by Nova Southeastern University and the Journal of Applied Management and Entrepreneurship
Welcome: **Shawn M. Carraher**, Texas A&M U.

Monday 8:30AM

347 ☯❖: *(AA)* **The Making of a Legend: The Role of Networks**
8:30- 10:20 Adam's Mark: Plaza Ballrm A+B+C
This symposium features Mr. Liu Chuanzhi, co-founder of Legend Holdings, Ltd., who also held the position of CEO of the group until June, 2001. Legend Holdings is a Chinese home-grown multinational with headquarters in Beijing, China. Legend is the largest PC manufacturer in Asia and is among the top ten in the world. In 2000, Legend's PC shipments totalled 2.8 million units. Legend has been ranked as the best managed company in China in 2001. In June 2001, Legend entered into a joint venture with AOL Time Warner Inc. to provide internet services in China. Mr. Liu's vision and contributions have won him many awards, including the titles of "Star of Asia" by BUSINESS WEEK ; "Asian Businessman of the Year" by FORTUNE; and the chief protagonist in the 2001 HBS case, "A Technology Legend in China". The ECONOMIST has also credited him as "leading a corporate cultural revolution in China".
Chairs: **Rosalie L. Tung**, Simon Fraser U.**; Neng Liang**, China European International Business School / Peking U.
Distinguished Speaker: **Chuanzhi Liu**, Legend Holdings Ltd.
Discussant: **Neng Liang**, China European International Business School / Peking U.

348 ❖: *(Paper Session) - (BPS)* **The Competitive Advantage of Networks**
8:30- 10:20 Adam's Mark: Gov. Sq. 17
Chair: **Joan E. Ricart**, U. of Navarra
❖The Competitive Advantage of Interconnected Firms: An Extension of the Resource-Based View | **Dovev Lavie**, U. of Pennsylvania
❖Syncretic Competitive Advantage in Project Based Enterprises: Systemic Capabilities and Cooperation | **Paul Skilton**, Grand Valley State U.
❖Business Model Design, and Firm Performance: Evidence From Emerging Growth Public Firms | **Christoph Zott**, INSEAD; **Raphael H. Amit**, U. of Pennsylvania
Dynamic Capabilities, Social Capital, & Rent Appropriation: Ties That Split Pies | **Russell Coff**, Emory U.; **Maureen Blyler**, Emory U.
Discussant: **Gautam Ahuja**, U. of Michigan

349 : *(Paper Session) - (BPS)* **Contract Design in Interfirm Relations: Shaping Incentives in Incomplete Contracts**
8:30- 10:20 Adam's Mark: Director's Row H
Chair: **Tailan Chi**, U. of Illinois, Urbana-Champaign
BPS: Property Rights Theory, Transaction Costs Theory and Agency Theory: An Economic Approach to Strategy | **Jongwook Kim**, U. of Illinois, Urbana-Champaign; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
BPS: The Option to Expand: The Use of Multi-Unit Opportunities to Support Self-Enforcing Agreements in Franchise Relationships | **Janet E.L. Bercovitz**, Duke U.

MONDAY

BPS: Relationships, Incentives and Measurement: An Analysis of Contract Choice in Information Technology | **Kyle J. Mayer**, U. of Southern California; **Arturs T. Kalnins**, U. of Southern California

BPS: The Role of Industry Management Standards in Solving Problems of Asymmetric Information | **Ann Terlaak**, U. of California, Santa Barbara

BPS: Collaborative Planning, Forecasting and Replenishment (CPFR) as a Relational Contract: Incomplete Contracts Perspectives on Information Technology | **Sung-Min Kim**, U. of Illinois, Urbana-Champaign

Discussant: **Michael J. Leiblein**, Ohio State U.

350 : *(Paper Session) - (BPS)* Ownership Structure and Corporate Governance: Can We Generalize from U.S. Evidence?

8:30- 10:20 Adam's Mark: Director's Row E

Chair: **Annette L. Ranft**, Wake Forest U.

BPS: A Nationally Embedded Corporate Governance Model Using U.S,, Swedish, and French Historical Institutional Data | **Michael Lubatkin**, U. of Connecticut; **Peter J. Lane**, Arizona State U.; **Philippe Very**, EDHEC; **Sven-olof Collin**, Lund U.

BPS: Ownership Structure, Expropriation, and Performance of Group-Affiliated Companies in Korea | **Sea-Jin Chang**, Korea U.

✈ **BPS:** Governing the Corporation in Emerging Economies: A Principal-Principal Perspective | **Michael Young**, Chinese U. of Hong Kong; **Mike W. Peng**, Ohio State U.; **David Ahlstrom**, Chinese U. of Hong Kong; **Garry D. Bruton**, Texas Christian U.

✈ **BPS:** Ownership Structure and Firm Performance in East Asia | **Xuesong Geng**, National U. of Singapore; **Kulwant Singh**, National U. of Singapore; **Clement K. Wang**, National U. of Singapore

BPS: Meta-Analyses of Financial Performance and Equity: Fusion or Confusion? | **Dan R. Dalton**, Indiana U.; **Catherine M. Daily**, Indiana U.; **S. Trevis Certo**, Texas A&M U.; **Rungpen Roengpitya**, Indiana U.

Discussant: **Mike Wright**, U. of Nottingham

351 ❖: *(CAR)* Building Relational Networks to Enhance Commitment to the Organization

8:30- 10:20 Convention Center: A105

Chairs: **Wendy J. Casper**, U. of Tulsa**; Kevin E. Fox**, U. of Tulsa

Job and Organizational Determinants of Affective Organizational Commitment | **Wendy J. Casper**, U. of Tulsa

Affect as an Antecedent to an Employee's Commitment to Multiple Constituencies | **Kevin E. Fox**, U. of Tulsa

The Impact of Mentoring on Organizational Commitment and Turnover Intentions | **Ann Huffman**, Texas A&M U.

The Relationships Among Multiple Constituency Commitment and Interpersonal Courtesy and Altruism | **Chris Wright**, Corporate Survey.Com

Discussant: **Robert Tett**, U. of Tulsa

352 JS: *(CAR, OB, HR)* Unpacking and Reconceptualizing Career Success

8:30- 10:20 Convention Center: A101/103

Chairs: **Peter A. Heslin**, U. of Toronto**; Hugh Gunz**, U. of Toronto

Conceptualizing and Evaluating Career Success | **Peter A. Heslin**, U. of Toronto

Psychological Success: When the Career is a Calling | **Douglas T. Hall**, Boston U.

Playing to Win: Trade-Offs, Traps and Resolutions | **Nigel Nicholson**, London Business School

Who are the Gatekeepers of "Career Success"? | **Michael B. Arthur**, Suffolk U.

Discussant: **Barbara S. Lawrence**, U. of California, Los Angeles

353 : *(Paper Session) - (CM)* Zen and the Art of Negotiation

8:30- 10:20 Convention Center: A107

Chair: **Susan E. Brodt**, Duke U.

CM: The Shadow of the Past: How Past Negotiation Performance Affects Future Negotiation Performance | **Kathleen O'Connor**, Cornell U.; **Josh Arnold**, California State U., Long Beach

CM: From Self-Prediction to Self-Defeat: The Effect of Expecting a Competitive Opponent on Negotiator Predictions, Behaviors, and Outcomes | **Kristina Diekmann**, U. of Utah; **Ann E. Tenbrunsel**, U. of Notre Dame; **Adam Galinsky**, Northwestern U.

CM: When Self-Interest Leads to Group Benefit: Power, Orientation, and Integrative Agreements | **Alison Fragale**, Stanford U.; **Peter H. Kim**, U. of Southern California; **Margaret A. Neale**, Stanford U.

CM: Interpersonal Perception in Negotiations: The Velvet Glove, Accuracy, and Kelley & Stahelski Revisited | **J. Mark Weber**, Northwestern U.; **Jeffrey Loewenstein**, Northwestern U.; **Leigh Thompson**, Northwestern U.

354 : *(Paper Session) - (ENT)* Theoretical Approaches To Entrepreneurship

8:30- 10:20 Convention Center: A210

Chair: **Ellen Foster Curtis**, Pennsylvania State U.

ENT: Structuration Theory: A Framework for Exploring the Entrepreneurship Domain | **Yolanda A. Sarason**, Colorado State U.; **Jesse F. Dillard**, U. of Central Florida ; **Thomas J. Dean**, U. of Colorado, Boulder

ENT: A Process Framework of Entrepreneurship: From Exploration, Through Exploitation, to Exit | **Soon Lee Eugene Kang**, Texas A&M U.; **Klaus Uhlenbruck**, Texas A&M U.

ENT: Toward a Theory of Entrepreneurial Action: Detecting and Evaluating Opportunities | **Jeffery S. McMullen**, U. of Colorado, Boulder; **Dean Shepherd**, U. of Colorado, Boulder

☯ **ENT:** Failing Firms and Successful Entrepreneurs: Serial Entrepreneurship as a Simple Machine | **Saras D. Sarasvathy**, U. of Washington

355 🕮☯: *(GDO)* **Diversity Resistance: Individual and Organizational, Subtle and Overt**
8:30- 10:20 Convention Center: A109
Chair: **Kecia M. Thomas**, U. of Georgia
"Racial Harassment Isn't a Problem Where I Work" | **Donna Chrobot-Mason**, U. of Colorado, Denver
Diversity Resistance: Tales from the Front Line | **Richelle Southwick**, Southern Company
Traditional Selection Methods as Resistance to Diversity in Organizations | **Patrick F. McKay**, U. of Wisconsin, Milwaukee
Influence of Climate for Diversity Training Transfer on the Effectiveness of Diversity Training | **Loriann Roberson**, Arizona State U.
Discussant: **Arthur P. Brief**, Tulane U.

356 : *(HCM)* **Health Care Management Division Welcome**
8:30- 8:45 Convention Center: A112
Program Chair: **Leonard H. Friedman**, Oregon State U.

357 : *(HR)* **Person-Organization Fit: Balancing Its Constructive and Destructive Forces**
8:30- 10:20 Adam's Mark: Columbine
Chair: **Marcus W. Dickson**, Wayne State U.
Speakers: **Steven D. Caldwell**, Georgia Institute of Technology**; Harold W. Goldstein**, Baruch College**; Tomas R. Giberson**, Infinite Learning, LLC**; Linda Bajdo**, Wayne State U.**; Kevin C. Ruminson**, California State U., Chancellor's Office**; Kenneth P. Yusko**, Arlington County Govt, VA**; Christian J. Resick**, Wayne State U.**; Marcus W. Dickson**, Wayne State U.
Discussant: **Amy L. Kristof-Brown**, U. of Iowa

358 : *(HR)* **Theoretical and Empirical Research in Stock Based Compensation**
8:30- 10:20 Adam's Mark: Terrace
Chair: **Jim Sesil**, Rutgers U.
Speakers: **Matt Bloom**, U. of Notre Dame**; Maya Kroumova**, New York Institute of Technology**; Paul R. Sparrow**, U. of Manchester**; Denise M. Rousseau**, Carnegie Mellon U.
Discussant: **Paul S. Goodman**, Carnegie Mellon U.

359 : *(Paper Session) - (HR)* **International/Global Issues in HRM**
8:30- 10:20 Adam's Mark: Vail
Chair: **John Purcell**, U. of Bath
✈ **HR:** Cultural Values and Interviewer Judgments in the Cross-Border Employment Interview | **Ghee Soon Lim**, National U. of Singapore; **Ann Marie Ryan**, Michigan State U.
❖ **HR:** Determinants and Moderating Influences of Managers' Willingness to Assume a Global Assignment | **Robert Konopaske**, U. of North Carolina, Wilmington; **John M. Ivancevich**, U. of Houston
☯✈❖**HR:** IHRM Strategy and Practice Decisions: What Difference do Culture and Institutional Pressures Make? | **Shannon Lloyd**, Monash U.; **Charmine E.J. Hartel**, Monash U.
☯✈ **HR:** Predicting Cross-Cultural Training Performance: The Validity of Four Different Selection Tools | **Filip Lievens**, Ghent U.; **Michael Harris**, U. of Missouri, St. Louis
Discussant: **Yehuda Baruch**, U. of East Anglia/U. of Texas, Arlington

360 : *(IM)* **IM Division Welcome**
8:30- 8:59 Convention Center: C104
Welcome: Srilata Zaheer, U. of Minnesota, Farok Contractor, Rutgers U.; Joseph L. C. Cheng, U. of Illinois; Sully Taylor, Portland State U.; Schon Beechler, Columbia U.
Chair: **Srilata Zaheer**, U. of Minnesota

361 : *(Paper Session) - (IPC)* **Strategic Alliances, Learning and Knowledge**
8:30- 10:20 Convention Center: C106 T4
Facilitator: **Yves Doz**, INSEAD
BPS: Coordination and Protection Abilities: Determinants of Learning in Alliances | **Miguel Rivera**, HEC, France; **Pierre Dussauge**, HEC, France
☯❖**BPS:** Learning by Collaboration: Roles of Interfirm Networks in Enhancing Knowledge Advantage | **Devi R. Gnyawali**, Virginia Polytechnic Institute and State U.
✈**BPS:** Learning and Knowledge Transfer in Strategic Alliances: A Social Exchange View | **Senthil K. Muthusamy**, Bowling Green State U.
❖**BPS:** Structuring Learning Alliances: Achieving Learning Objectives While Minimizing Undesired Knowledge Transfer | **Sofy Carayannopoulos**, York U.
BPS: The Scope and Governance of Knowledge-Sharing Alliances | **Joanne E. Oxley**, U. of Michigan ; **Rachelle Sampson**, New York U.

362 : *(Paper Session) - (IPC)* **Examining Strategy Processes and Modes of Growth**
8:30- 10:20 Convention Center: A106 T1
Facilitator: **Stephen Mezias**, New York U.
BPS: Explaining Sustained Profitable Growth | **B. S. Chakravarthy**, U. of Minnesota; **Hee-Jae Cho**, International Institute for Management Development
✈**BPS:** Strategy Creation in Practice – Adaptive and Creative Learning Dynamics | **Patrick Regnér**, Stockholm School of Economics
OMT: Surviving the Internet Bubble: Examining the Links Between Modes of Growth and Commercial Success | **Wm. Gerard Sanders**, Brigham Young U.; **Steven R. Boivie**, U. of Texas, Austin

363 : *(Paper Session) - (IPC)* ***Guanxi*** **and Key Firm Competencies in China**
8:30- 10:20 Convention Center: A106 T2
Facilitator: **Irene Hau-Siu Chow**, Chinese U. of Hong Kong
✈**BPS:** Guanxi Capitalism? The Diversification Strategies of China's New Entrepreneurs | **Zhixing Xiao**, INSEAD; **Rupert Hoogewerf**, Cambridge U.
✈**BPS:** The Battle of Competences: Lessons From the Evolution of Competition in China | **Ming Zeng**, INSEAD; **Peter Williamson**, INSEAD
✈❖**SIM:** Enabling Guanxi Management in China: A Hierarchical Stakeholder Model of Guanxi | **Chenting (Eric) Su**, Victoria U.; **M. Joseph Sirgy**, Virginia Polytechnic Institute and State U.; **Ron K. Mitchell**, Victoria U.

MONDAY

364 : *(Paper Session) - (IPC)* **Strategies in New Economy Firms? Examining E-strategies**
8:30- 10:20 Convention Center: C106 T3
Facilitator: **Violina Rindova**, U. of Maryland

❖**BPS:** Dot-Competition: Intended Strategies, Imitability, and Performance | **Bruce Walters**, Louisiana Tech U.; **Mark Kroll**, Louisiana Tech U.; **Peter Wright**, U. of Memphis

OCIS: What Drives Electronic Commerce? A Theory of Planned Behavior Perspective | **Paul A. Pavlou**, U. of Southern California
Winner of Best Interactive Paper Award

✈**BPS:** Managing Profitable International Growth of Digital Information Good Providers | **Volker Mahnke**, Copenhagen Business School; **Markus Venzin**, Bocconi U.

BPS: Gaining Competitive Advantage in Electronic Markets: Business-Level Strategies for Online Brokerage | **Jennifer Oetzel**, American U.

365 : *(Paper Session) - (IPC)* **Technology Strategy: Increasing Returns and Information Industries**
8:30- 10:20 Convention Center: A106 T3
Facilitator: **Ruth S. Raubitschek**, U.S. Deptartment of Justice

BPS: Dynamic Capabilities in Technological Innovation: Opportunities for Later Adopters on the Internet | **Carmen Weigelt**, Duke U.

❖**BPS:** Open Standard: Role of Externalities and Impact on the Industry Structure | **Xavier Lecocq**, IAE - USTL; **Benoit Demil**, U. of Lille 1

✈❖**TIM:** Exploring the Open Source Software Phenomenon: Issues for Organization Science | **Eric von Hippel**, Massachusetts Institute of Technology; **Georg Von Krogh**, U. of St. Gallen

❖**BPS:** Industries, Information, and the Internet: An Information-Oriented Perspective of Industries | **Chitu Okoli**, Louisiana State U.

366 : *(Paper Session) - (IPC)* **Unpacking Organizational Knowledge and Learning**
8:30- 10:20 Convention Center: A106 T4
Facilitator: **William H. Starbuck**, New York U.

BPS: Leveraging Knowledge Integration Through Social Identity: A Knowledge Theory of the Firm Perspective | **Annick Willem**, Vlerick Leuven Gent Management School

☯**BPS:** Measuring Organizational Learning Capability | **Jay Weerawardena**, U. of Queensland; **Len Coote**, U. of Queensland

ODC: Coaching Behaviors That Encourage Client Learning | **Sandy Kristin Piderit**, Case Western Reserve U.; **Tony Lingham**, Case Western Reserve U.

☯**MED:** Formulating Learning Strategy in Organizations: Challenges Facing the Chief Learning Officer | **Timothy Baldwin**, Indiana U.; **Camden C. Danielson**, Indiana U.

367 : *(Paper Session) - (IPC)* **CEOs, Corporate Governance and Firm Performance**
8:30- 10:20 Convention Center: A214 T1
Facilitator: **Michael Young**, Chinese U. of Hong Kong

BPS: CEO Information Seeking Behavior and Firm Performance | **Vikas Anand**, U. of Arkansas; **Charles C. Manz**, U. of Massachusetts, Amherst; **Peter Hom**, Arizona State U.

BPS: CEO Centrality and the Intraorganizational Network | **Elie Matta**, U. of Western Ontario; **Glenn Rowe**, U. of Western Ontario; **Nada Farah**, McGill U.

GDO: Women as CEO Successors: The Impact of Context on Performance | **James J. Hoffman**, Texas Tech U.; **Redie Smith**, John C. Smith U.; **David Dawley**, West Virginia U.

368 : *(Paper Session) - (IPC)* **Corporate Governance and Executive Succession**
8:30- 10:20 Convention Center: A214 T3
Facilitator: **Ann C. Mooney**, Stevens Institute of Technology

BPS: A Longitudinal Study of Leader Succession, Tenure, and Performance in the NBA | **Robert C. Giambatista**, Texas Tech U.

BPS: Executive Slack: A Conceptual Introduction and Explanation for CEOs' Outside Board Seats | **Ann C. Mooney**, Stevens Institute of Technology; **Sydney Finkelstein**, Dartmouth College

BPS: When Firms Do Not Designate Heirs Apparent: Understanding the Role of Organizational Adaptation, Power and Managerial Labor Markets | **Yan Zhang**, Rice U.; **Nandini Rajagopalan**, U. of Southern California

BPS: Does Executive Succession Matter? Comparing Apples and Oranges: A Meta-Analytic Review of Empirical Evidence | **Tzabbar Daniel**, U. of Toronto

369 : *(Paper Session) - (IPC)* **Managing Stakeholder Relations: Stewardship, Corporate Governance and Investor Activism**
8:30- 10:20 Convention Center: C105 T2
Facilitator: **Lori Verstegen Ryan**, San Diego State U.

☯**SIM:** Agents, Owners and Stakeholders: The Lack of Diversification in Managerial Portfolios and its Impact | **Philip L. Cochran**, Pennsylvania State U. ; **Melissa S. Baucus**, Xavier U.; **Thomas G. Comstock**, Pennsylvania State U.; **Joseph P. Kane**, Pennsylvania State U.

📖☯**SIM:** Investor Activism, Managerial Responsiveness, and Corporate Social Performance: Do Managers Listen to Shareholders? | **Parthiban David**, U. of Notre Dame; **Matt Bloom**, U. of Notre Dame

SIM: Institutional Ownership and Corporate Social Performance: The Moderating Effect of Investment Horizon | **Shaker A. Zahra**, Georgia State U.; **Donald Neubaum**, U. of Central Florida

BPS: A Resource-Based View of Governance: Imitability and Substitutability of Governance Mechanisms | **Douglas J. Miller**, Tulane U.

370 : *(Paper Session) - (IPC)* **Challenges in Managing Diversity and Different Social Groups within Organizations**
8:30- 10:20 Convention Center: A214 T4
Facilitator: **Adrienne Colella**, Texas A&M U.
OMT: Dollars and Difference: Value Diversity and Financial Performance in Investment Clubs | **Brooke Harrington**, Brown U.
☯❖**OB:** The Effects of Relational Demography on Group Behavior: A Network Approach | **M. Alix Valenti**, U. of Texas, Dallas
HR: I Don't Want to Work with "Those People": Racial Composition, SDO, and Organizational Attractiveness | **Elizabeth Eve Umphress**, Tulane U.; **Kristin Smith-Crowe**, Tulane U.; **Joerg Dietz**, U. of Western Ontario

371 : *(Paper Session) - (IPC)* **Motivation and Morale After 9/11**
8:30- 10:20 Convention Center: C105 T4
Facilitator: **Shawn M. Carraher**, Texas A&M U.
OB: Self-Determination Theory as a New Framework for Understanding Organizational Behavior | **Marylene Gagne**, Concordia U.; **Edward L. Deci**, U. of Rochester
HR: Effects of the Terrorist Attacks of 9/11/01 on Employee Morale | **Ann Marie Ryan**, Michigan State U.; **Jennifer Z. Carr**, Michigan State U.; **Bradley J. West**, Michigan State U.
OB: Self-Concordance at Work: Understanding the Motivational Effects of Transformational Leaders| **Joyce E. Bono**, U. of Minnesota
❖**OCIS:** Undermining Effects of Extrinsic Motivation on Intrinsic Motivations in User's Technology Acceptance | **Younghwa Lee**, U. of Colorado, Boulder; **Jintae Lee**, U. of Colorado, Boulder

372 : *(Paper Session) - (IPC)* **Strategy, Cognition and Another Look at Real Options**
8:30- 10:20 Convention Center: C106 T2
Facilitator: **Arun Kumaraswamy**, Rutgers U., Camden
MOC: Successful and Unsuccessful Downsizing: Influence of Strategy and Perceived Threat and Opportunity | **Boris Kabanoff**, Queensland U. of Technology; **Ian Palmer**, U. of Technology, Sydney; **Shane Brown**, Queensland U. of Technology
MOC: Toward a Descriptive Theory of Real Options in Strategic Management | **Michael L. Barnett**, New York U.
SIM: Risk Management, Real Options, and Corporate Social Performance | **Bryan W. Husted**, ITESM/Instituto de Empresa

373 🕮☯✈: *(Paper Session) - (MC)* **The Importance of Implicit and Explicit Knowledge in Management Consulting: Theoretical Foundations and Empirical Evidences.**
8:30- 10:20 Convention Center: C110
Chair: **Alberto Zanzi**, Suffolk U.
☯**MC:** Bridging the Worlds of Academia and Business: Understanding Organizational Success in a Management Consultancy Firm | **Veronique Ambrosini**, Cranfield U.
MC: Dynamic Competition and Development of New Competencies: The Case of the Internet Consulting Industry | **Valerie Claude-Gaudillat**, HEC , France; **Bertrand V. Quelin**, HEC, France
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award
MC: Knowledge Management in Action - A Study of Knowledge Management in Danish Management Consultancies | **Nicoline Jacoby Petersen**, Copenhagen Business School; **Flemming Poulfelt**, Copenhagen Business School
Discussant: **Alfred Kieser**, Mannheim U.

374 ❖: *(MED)* **MED Welcome**
8:30- 9:00 Convention Center: A113
Program Chair: **Regina Bento**, U. of Baltimore
Division Chair: **Robert J. DeFillippi**, Suffolk U.

375 ☯JS: *(MED, MC)* **Organizational Culture: Education and Application in a Military Paradigm**
8:30- 10:20 Convention Center: C101/103
Chair: **Joseph LeBoeuf**, U.S. Military Academy
Speakers: **Richard Craig Bullis**, U.S. Military Academy**; Mark Tribus**, U.S. Military Academy

376 : *(MH)* **Situational Leadership Then and Now**
8:30- 10:20 Convention Center: A104
Chairs: **Charles W. Blackwell** , Nova Southeastern U.**; Jane Whitney Gibson**, Nova Southeastern U.
Speakers: **Daniel A. Wren**, U. of Oklahoma, Norman**; Dewey E. Johnson**, California State U., Fresno**; Paul Hersey**, Center for Leadership Studies
Discussant: **Timothy O. McCartney**, Nova Southeastern U.

377 : *(MOC)* **Managerial and Organizational Cognition Division Welcome**
8:30- 8:55 Convention Center: C201
Program Chair: **Pamela S. Barr**, Georgia State U.

378 ❖SHCS: *(MSR, ODC, MED)* **Spirituality at Work: Lessons for Organization Performance and Personal Meaning at Work**
8:30- 10:20 Convention Center: C209
Speakers: **Jeffery Ferguson**, U. of Colorado, Colorado Springs**; Donald D. Warrick**, U. of Colorado, Colorado Springs**; Mark L. McConkie**, U. of Colorado, Colorado Springs
Discussant: **Judi Neal**, Association for Spirit at Work

379 ❖JS: *(OB, CM)* **Social Identity in Evolving, Boundary-Less, and Pluralistic Organizations**
8:30- 10:20 Convention Center: A108/110
Chair: **Ya-Ru Chen**, New York U.
Speakers: **Deborah J. Terry**, U. of Queensland**; Elizabeth A. Mannix**, Cornell U.**; Matthew S. Rodgers**, Cornell U.**; Caroline A. Bartel**, New York U.**; Batia Mishan Wiesenfeld**, New York U.**; Sophie LeRoy**, New York U.
Discussant: **Richard Moreland**, U. of Pittsburgh

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380 JS: *(OB, HR)* **New Perspectives on Helping: Beyond Social Exchange**
8:30- 10:20 Adam's Mark: Gov. Sq. 14
Speakers: **Scott W. Lester**, U. of Wisconsin, Eau Claire**; William H. Bommer**, Georgia State U.**; Jiing-Lih Farh**, Hong Kong U. of Science and Technology**; Jeffrey A. Joireman**, Seattle Pacific U.**; Mark C. Bolino**, U. of Notre Dame**; Bruce M. Meglino**, U. of South Carolina**; M. Audrey Korsgaard**, U. of South Carolina**; Lynn M. Shore**, Georgia State U.**; Chen-Bo Zhong**, Northwestern U.**; Denise Daniels**, Seattle Pacific U.**; Jane George-Falvy**, U. of Washington**; William H. Turnley**, Kansas State U.
Discussant: **Robert C. Liden**, U. of Illinois, Chicago

381 ❖JS: *(OB, OCIS)* **"Cyberjustice": The Quest for Fairness in Today's Networked Organizations**
8:30- 10:20 Convention Center: A209
Chairs: **Bradley J. Alge**, Purdue U.**; Jerald Greenberg**, Ohio State U.
Speakers: **Bradley J. Alge**, Purdue U.**; Gary A. Ballinger**, Purdue U.**; Maureen L. Ambrose**, U. of Central Florida **; Terry W. Noel**, Wichita State U.**; G. Stoney Alder**, U. of Nevada, Las Vegas**; Jeanne M. Wilson**, College of William and Mary**; Catherine Cramton**, George Mason U.**; Linda A. Jackson**, Michigan State U.**; Gretchen Barbatsis**, Michigan State U.**; Frank Biocca**, Michigan State U.**; Yong Zhao**, Michigan State U.**; Ricky Samona**, Michigan State U.**; Alexander von Eye**, Michigan State U.**; Hiram E. Fitzgerald**, Michigan State U.**; John M. Oesch**, U. of Toronto
Discussant: **Jerald Greenberg**, Ohio State U.

382 : *(OCIS)* **OCIS Welcome**
8:30- 8:59 Convention Center: A204
Please join the OCIS Program Chair for coffee and announcements about the OCIS program.
Program Chair: **Cynthia M. Beath**, U. of Texas, Austin

383 ☯❖JS: *(OCIS, OMT, ODC)* **Reconciling Virtual Team Theory and Practice: Embedded Meanings, Structures, and Networking Contexts**
8:30- 10:20 Convention Center: A205
Organizer: **Arthur Shulman**, U. of Queensland
Chair: **Judy Matthews**, Australian National U.
Identity Formation Among Virtual Workers | **Manju K. Ahuja**, Indiana U.
Control Enactment in Global Virtual Teams | **Brad Crisp**, Indiana U.
The Situated Nature of Virtual Teamwork | **Julie Rennecker**, Case Western Reserve U.
What Is Virtual Team Change? | **Gavin M. Schwarz**, U. of Wollongong
Discussant: **Daniel Robey**, Georgia State U.

384 : *(ODC)* **2002 ODC Program Welcome and Continental Breakfast**
8:30- 8:59 Convention Center: C112
Program Chair: **Chris Worley**, Pepperdine U.
Division Chair: **Peter Sorensen**, Benedictine U.

385 : *(OM)* **OM Welcome - 30th Anniversary Celebration**
8:30- 8:49 Convention Center: C206
Program Chair: **Kenneth Boyer**, Michigan State U.

386 : *(OMT)* **OMT Welcome Breakfast and Distinguished Scholar Award**
8:30- 10:20 Adam's Mark: Silver
Program Chair: **Mary Jo Hatch**, U. of Virginia
Organization Theory: Past and Future? | **Kathleen Eisenhardt**, Stanford U.
Introduction: **Tina Dacin**, Queen's U.
Distinguished Speaker: **Kathleen Eisenhardt**, Stanford U.

387 ❖JS: *(OMT, ODC)* **Building Vital Networks to Energize Organizations**
8:30- 10:20 Convention Center: A201
Speakers: **Wayne E. Baker**, U. of Michigan **; Robert L. Cross**, U. of Virginia**; James D. Ludema**, Benedictine U.**; Gretchen Spreitzer**, U. of Michigan **; Arran Caza**, U. of Michigan **; Sally Maitlis**, U. of British Columbia**; Ryan Quinn**, U. of Michigan

388 : *(ONE)* **ONE Interest Group Welcome**
8:30- 8:49 Convention Center: C108
Program Chair: **Carolyn Egri**, Simon Fraser U.

389 : *(Paper Session) - (RM)* **New Directions in Measurement and Analysis**
8:30- 10:20 Convention Center: C210
Chair: **Robert P. Gephart, Jr.**, U. of Alberta
✈❖**RM:** The Identification of a Partial Metric Invariance Model for Multi-Group Studies | **Gordon W. Cheung**, Chinese U. of Hong Kong
RM: Adequate Measurement Isn't Just "Nice!" A Review of Measurement Practices in Management Research | **Claudia C. Cogliser**, U. of Oklahoma; **Clay Dibrell**, Oregon State U.; **Stella Hua**, Oregon State U.
RM: Metric Equivalence/Invariance Across Multiple Groups: Comparing Apples with Apples with Apples etc. | **Roger B. Rensvold**, City U. of Hong Kong
Discussants: **Gilad Chen**, Georgia Institute of Technology**; Marcia J. Simmering**, Louisiana State U.

390 🕮☯: *(Paper Session) - (SIM)* **Organizational Ethics: Climate, Leadership and Ethics Programs**
8:30- 10:20 Convention Center: A206
Chair: **Marshall J. Schminke**, U. of Central Florida
SIM: An Examination of the Relationship Between Ethical Work Climate and Moral Awareness | **Craig V. VanSandt**, Augustana College; **Jon M. Shepard**, Virginia Polytechnic Institute and State U.
SIM: Conceptualizing and Measuring Ethical Leadership: Development of an Instrument ⚐ | **Michael E. Brown**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.
SIM: A Kantian Perspective on the Characteristics of Ethics Programs | **Scott J. Reynolds**, U. of Minnesota; **Norman E. Bowie**, U. of Minnesota
Discussants: **James F. Weber**, Duquesne U.**; Thomas M. Jones**, U. of Washington

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391 🕮☯: *(Paper Session) - (SIM)* **Stakeholder Policies, Agendas and Management of Issues**
8:30- 10:20 Convention Center: C109
Chair: **Steve Wartick**, Northern Iowa U.
❖**SIM:** Issues Management: Antecedents and Consequences of a Professional Approach | **Paul Dunn**, Brock U.; **Jennifer Griffin**, George Washington U.
❖**SIM:** Stakeholder Policy Content: A Network Approach | **Michael E. Johnson-Cramer**, Boston U.
SIM: Stakeholder Group Influences on Policy Learning: Expanding Policy Learning Theory Using Agenda-Building | **David M. Wasieleski**, U. of Pittsburgh
Discussants: **Stefanie Ann Lenway**, U. of Minnesota**; D. Jeffrey Lenn**, George Washington U.

392 🕮☯JS: *(SIM, BPS, ONE)* **Organizational Slack and Corporate Social Responsiveness**
8:30- 10:20 Convention Center: A207
Chair: **Frances E. Bowen**, U. of Sheffield
Influences in Corporate Philanthropy : The Evolution of Strategic Philanthropy | **David H. Saiia**, Northern Iowa U.
Do Strategic Slack and Governance Mechanisms Set the Limits of Social Responsiveness? | **Linda Sama**, Pace U.
The Composition of Organizational Slack and the Nature of Corporate Community Involvement | **Stephen Brammer**, U. of Bath
Organizational Slack as a Facilitator of Operational Level Environmental Initiatives | **Frances E. Bowen**, U. of Sheffield
The Influence of Slack in Human Resources on Community Service Through the Workplace | **Lynda St. Clair**, Bryant College
Discussants: **Jay Bourgeois**, U. of Virginia**; Mark P. Sharfman**, U. of Oklahoma**; Sanjay Sharma**, Wilfrid Laurier U.

393 ☯: *(Paper Session) - (SIT)* **New Roles for Organizational Citizenship**
8:30- 10:20 Convention Center: C204
Facilitator: **Soon Ang**, Nanyang Technology U.
OCIS: IS Professionals as Organizational Citizens: Good Soldiers and Mercenaries | **Mary Sue Love**, Southern Illinois U., Edwardsville; **Jo Ellen Moore**, Southern Illinois U., Edwardsville
SIM: Developing Corporate Citizens: Linking Organizational Developmental Theory and Corporate Responsibility | **Jennifer Leigh**, Boston College
MH: A Social Contract Perspective on Organizational Citizenship Behavior | **Robert S. D'Intino**, Pennsylvania State U.; **Jon M. Shepard**, Virginia Polytechnic Institute and State U.; **Lee M. Wolfle**, Virginia Polytechnic Institute and State U.
Winner of John F. Mee Management History Contribution Award
OB: Work Autonomy as Situational Constraint of Organizational Citizenship Behavior | **Chen-Bo Zhong**, Northwestern U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

394 ☯: *(Paper Session) - (SIT)* **Merger Process and the Aftermath**
8:30- 10:20 Convention Center: A208
Facilitator: **Jane E. Salk**, ESSEC / Carnegie Mellon U.
OB: >From Culture Clash to Integration: Cultural Leadership in a Post-Merger Organization | **Michelle C. Bligh**, Claremont Graduate U.
BPS: CEOs in the Merger Process: Aspirations, Influence and Outcomes | **Kathleen Park**, Massachusetts Institute of Technology
GDO: Seduction Silencing Leadership: Carly Fiorina's Gendered Portrayal in U.S. Business Press | **Linda A. Krefting**, Texas Tech U.
CAR: Career Interrupted? Postacquisition Career Fates of Target Senior Executives | **Kathleen Park**, Massachusetts Institute of Technology

395 ☯: *(Paper Session) - (SIT)* **Small Business Perspectives**
8:30- 10:20 Adam's Mark: Director's Row F
Facilitator: **Lisa K. Gundry**, DePaul U.
GDO: Firm, Owner, and Financing Characteristics: Differences Between Female-Owned and Male-Owned Small Business | **Alicia Robb**, Federal Reserve Board of Governors
❖**ENT:** Start-up and Growth of Immigrant Small Businesses: The Impact of Social and Human Capital | **Jennifer Marlene Sequeira**, U. of Texas, Arlington; **Abdul Rasheed**, U. of Texas, Arlington
SIM: Small Business and Social Responsibility: A Review | **Lynnette Claire**, U. of Oregon
GDO: When He & She Sell Seashells: Exploring the Relationship Between Gender Balance & Firm Performance | **Reg Litz**, U. of Manitoba/U. of Calgary (Visiting); **Cathleen Folker**, U. of St. Thomas

396 ☯SHCS: *(TIM, HR, OM)* **The Internet in the Supply Chain: Productive Playfulness or Employee Theft?**
8:30- 10:20 Convention Center: C207
Chair: **Diane H. Parente**, Pennsylvania State U., Erie
Speakers: **Peg Thoms**, Pennsylvania State U., Erie**; Kathleen Noce**, Pennsylvania State U., Erie**; Karen Papke-Shields**, Salisbury State U.

Monday 8:45AM

397 🕮☯✈: *(Paper Session) - (HCM)* **Quality in Healthcare: Moving Beyond Measurement**
8:45- 10:20 Convention Center: A112
Chair: **Eric S. Williams**, U. of Alabama, Tuscaloosa
HCM: Factors that Influence Line Managers' Perceptions of Hospital Performance Data | **Liane Soberman Ginsburg**, U. of Calgary
Winner of HCM Division Best Paper Based on a Dissertation Award
☯✈**HCM:** A Study of Organizational Factors that Support Clinical Quality Improvement | **Mattia J. Gilmartin**, INSEAD

☯**HCM:** Physicians' Perceptions of Medical Errors | **Nir Menachemi**, U. of Alabama, Birmingham; **Richard M. Shewchuk**, U. of Alabama, Birmingham; **Stephen J. O'Connor**, U. of Alabama, Birmingham
Discussant: **Diana W. Hilberman**, U. of California, Los Angeles

Monday 8:50AM

398 : *(Paper Session) - (OM)* **Service Issues: Healthcare, Supplier Selection and Classification**
8:50- 10:20 Convention Center: C206
Chair: **Richard B. Chase**, U. of California, Los Angeles
OM: Developing Classification Schemes Within a Service Industry: The Case of Retail Pharmacy Industry | **Thanigavelan Jambulingam**, Saint Joseph's U.; **Ravi Kathuria**, Chapman U.; **William R. Doucette**, U. of Iowa
OM: Service Failures Faced by Nurses | **Anita L. Tucker**, Harvard U.
Winner of OM Division Best Student Paper Award
☯✈**OM:** The Role of Value Added Services in Supplier Selection Process | **Rohit Verma**, U. of Utah; **Gerhard Plaschka**, DePaul U.
Discussant: **Hale Kaynak**, U. of Texas, Pan American

399 ❖: *(Paper Session) - (ONE)* **Interorganizational Relationships with Environmental Stakeholders**
8:50- 10:20 Convention Center: C108
Chair: **Kate Kearins**, U. of Waikato
ONE: The Interpretive Basis of Action: Identity and Tactics in Environmental Movement Organizations | **Deborah Balser**, U. of Missouri, St. Louis; **JoAnn Carmin**, Virginia Polytechnic Institute and State U.
ONE: Multistakeholder Arrangements in the 'Risk Society': Challenges for the Chemicals Industry | **Suzanne Harriette Benn**, U. of Technology, Sydney
❖**ONE:** Differences in Inter-Sectoral Alliances Between Corporations and Environmental Non-Profit Organizations: How Resources and Capabilities Vary By Alliance Type | **Ted London**, U. of North Carolina, Chapel Hill; **Dennis Rondinelli**, U. of North Carolina, Chapel Hill; **Hugh ONeill**, U. of North Carolina, Chapel Hill
Discussants: **James J. Kennelly**, Skidmore College**; Sharon Livesey**, Fordham U.**; Cathy A. Rusinko**, Philadelphia U.

400 ☯: *(Paper Session) - (PNP)* **Perspectives on Non-Profit Management**
8:50- 10:20 Adam's Mark: Plaza Court 7
Chair: **Karun K. Singh**, Columbia U.
PNP: The Price of Doing Good: Executive Compensation in Nonprofit Organizations | **Peter Frumkin**, Harvard U.; **Elizabeth K. Keating**, N/A
PNP: Nonprofit CEOs: How Their Context Impacts What and How They Learn | **John J. Sherlock**, U. of Maryland
❖**PNP:** How Nonprofits Close: A Qualitative Study of 31 Twin Cities Nonprofit Organizations | **Mark A. Hager**, The Urban Institute; **Joseph J. Galaskiewicz**, U. of Arizona
Discussant: **Maria L. Nathan**, Lynchburg College

Monday 9:00AM

401 : *(AAC)* **Placement Registration**
9:00- 5:00 Hyatt: Pikes Peak
Organizer: **Nancy H. Leonard**, West Virginia U.

402 : *(AAC)* **Registration**
9:00- 5:00 Convention Center: Ballroom
Organizer: **Nancy Urbanowicz**, Academy of Management

403 : *(AAC)* **Exhibits**
9:00- 5:00 Convention Center: Ballroom
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

404 : *(AAC)* **Membership**
9:00- 5:00 Convention Center: Ballroom
Discover the benefits of membership, update member information, find out how to get involved.
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

405 : *(AP)* **Art & Poetry Exhibition**
9:00- 5:00 Convention Center: Ballroom
Please stop by our gallery adjacent to the Exhitbit area.

406 : *(Paper Session) - (IM)* **Effective International Staffing**
9:00- 10:20 Convention Center: C102
Chair: **Richard Byron Peterson**, U. of Washington, Seattle
✈❖**IM:** Expatriate Social Ties: The Impact of Relationships with Comparable Others & Host Country Nationals | **Erin C. Johnson**, U. of Iowa; **Amy L. Kristof-Brown**, U. of Iowa; **Annelies E.M. Van Vianen**, U. of Amsterdam; **Irene E. De Pater**, U. of Amsterdam; **Megan M. Rigsby**, FreeMarkets, Inc.
IM: An Empirical Investigation of the Relationship Between Expatriate Assignment, Adjustment and Managerial Effectiveness | **Jeffrey Shay**, U. of Montana; **Sally A. Baack**, San Francisco State U.
IM: The Relationship between Repatriate Assets/Capabilities and Unit Performance: Toward a Model | **Gary Oddou**, California State U., San Marcos
✈**IM:** Adjustment of Female vs. Male Business Expatriates in the Same Host Location | **Jan Selmer**, Hong Kong Baptist U.; **Alicia S. M. Leung**, Hong Kong Baptist U.
Discussant: **Riki Takeuchi**, U. of Maryland, College Park

407 : *(Paper Session) - (IM)* **MNC Strategy & Performance: How, Where & How Fast?**
9:00- 10:20 Convention Center: C104
Chair: **Hans Schenk**, Tilburg U. / Erasmus U.
✈**IM:** The Influence of Internationalization on Time-Based Competition | **Peter Davis**, U. of Memphis; **Clay Dibrell**, Oregon State U.; **Paula Danskin Harveston**, Berry College
✈**IM:** Multinationality and Performance: A Three Stage-Theory and Empirical Evidence from Service Sector | **Sumit Kumar Kundu**, Saint Louis U.; **Farok J. Contractor**, Rutgers U.; **Chin-Chun Hsu**, Saint Louis U.
✈**IM:** Exporting and Capital Investment: On the Strategic Behavior of Exporters | **Jose Campa**, IESE; **J. Myles Shaver**, U. of Minnesota

✈❖**IM:** The Influence of Location Choice and a Firm's Multinational Network of Operations on Firm Value | **Heather Berry**, U. of Pennsylvania
Discussant: **Ram Mudambi**, Temple U.

408 🕮☯❖: *(MED)* **MED Distinguished Speaker: Henry Mintzberg**
9:00- 10:20 Convention Center: A113
Chair: **Robert J. DeFillippi**, Suffolk U.
Introduction: **Regina Bento**, U. of Baltimore
Distinguished Speaker: **Henry Mintzberg**, McGill U.

409 : *(Paper Session) - (MOC)* **The Complexity of Organizational Identity**
9:00- 10:20 Convention Center: C201
Chair: **Jeremy Marcel**, Georgia State U.
MOC: We Know More Than We Say: A Typology for Understanding a Manifold Organizational Identity 🏳 | **Celia Virginia Harquail**, U. of Virginia; **Adelaide Wilcox King**, U. of Virginia
MOC: Organizational Identity: Empirical Research and an Emergent Designed Direction | **Victor Seidel**, Stanford U.
MOC: What Makes Some Organizational Features Appear More Essential Than Others? | **Johan Van Rekom**, Erasmus U.
Discussant: **Larry Stimpert**, Colorado College

410 ❖: *(Paper Session) - (OCIS)* **E-Working**
9:00- 10:20 Convention Center: A204
Chair: **Suzanne Weisband**, U. of Arizona
OCIS: Enacting New Ways of Organizing: Exploring the Activities and Consequences of Post-Industrial Work 🏳 | **Katherine Cissel Kellogg**, Massachusetts Institute of Technology; **Wanda J. Orlikowski**, Massachusetts Institute of Technology; **JoAnne Yates**, Massachusetts Institute of Technology
Runner up to Best Paper Award
OCIS: Contradiction as Trigger for Change: An Activity-Theoretical Approach to Computerization | **Carole Groleau**, U. of Montreal; **Yrjo Engestrom**, Helsinki U.
OCIS: Discontinuities and Post-Bureaucratic Organizing: A Framework and Research Propositions | **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Kevin Crowston**, Syracuse U.; **Katherine M. Chudoba**, Florida State U.
Discussants: **JoAnn M. Brooks**, U. of Michigan **; Mark Mortensen**, Stanford U.**; Susan Winter**, U. of North Carolina, Charlotte

411 : *(Paper Session) - (ODC)* **Individual and Emotional Responses to Change**
9:00- 10:20 Convention Center: C112
Chair: **Julie Wolfram Cox**, Monash U.
☯**ODC:** Criticism as a Door to Mutuality: Reframing for Collaborative Inquiry | **Peter Rivard**, Boston College; **Jenny W. Rudolph**, Boston College; **Richard P. Nielsen**, Boston College
ODC: Emotional Filtering in Strategic Change 🏳 | **Quy Nguyen-Huy**, INSEAD
Winner of ODC Division Best Paper
ODC: Shamans, Corporate Healers and Toxic Handlers: Processing Negative Emotions in Organizations | **Ginka Toegel**, London Business School; **Martin J. Kilduff**, Pennsylvania State U.; **Narasimhan Anand**, London Business School
Discussant: **David Jamieson**, Pepperdine U.

412 ❖: *(Paper Session) - (TIM)* **Social Networks and Knowledge Creation**
9:00- 10:20 Convention Center: C212
Chair: **Matthew S. Bothner**, U. of Chicago
❖**TIM:** Knowledge Creation, Social Networks, and Innovation: An Integrative Study 🏳 | **David Obstfeld**, U. of California, Irvine
Winner of Best Paper Runner Up
TIM: Social Capital for Hire? Mobility of Technical Professionals and Firm Influence in Wireless Standards Committees | **Gina Dokko**, U. of Pennsylvania; **Lori Rosenkopf**, U. of Pennsylvania
✈❖**TIM:** How Communities Support Innovative Activities: Assistance and Sharing Among Sports Enthusiasts | **Sonali Shah**, Massachusetts Institute of Technology; **Nikolaus Franke**, Vienna U. of Economics and Business Administration
❖**TIM:** Technological Capability Building through Networking Strategies within High-Tech Industries 🏳 | **Wim Vanhaverbeke**, Limburgs U. Centrum; **Geert Duysters**, Eindhoven U. of Technology; **Bonnie Beerkens**, Eindhoven U. of Technology
Winner of Stephan Schrader Best Paper Award

Monday 9:30AM

413 : *(OB)* **OB Welcome**
9:30- 10:20 Adam's Mark: Gov. Sq. 10
Welcomes: **Terence R. Mitchell**, U. of Washington, Seattle**; Angelo S. DeNisi**, Texas A&M U.

Monday 10:15AM

414 : *(AAC)* **Conference Break**
10:15- 10:45 Convention Center: Exhibit Break Area
Join us for refreshments. Morning break sponsored by Prentice Hall.
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Monday 10:40AM

415 ☯❖: *(AA)* **The Global Compact: Building Corporate Citizenship in a World of Networks**
10:40- 12:00 Adam's Mark: Plaza Ballrm D+E+F
A striking effort to build an effective business network is United Nations' Secretary General Kofi Annan's "Global Compact" between business and society. This symposium proposes that the Global Compact (GC) could create a tipping point for dramatic change in business practice toward greater corporate citizenship. To be successful, GC must build an effective network among its business signatories and the NGOs, multilateral institutions, labor organizations, and governmental organizations that support it. The

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GC has to create momentum for companies to implement effective responsibility management systems, provide transparency, and learn how to engage stakeholders in a mutual process of learning.
Chairs: **James E. Post**, Boston U.**; Sandra Waddock**, Boston College
Speakers: **Georg Kell**, United Nations**; Peter Senge**, Massachusetts Institute of Technology/Society for Organizational Learning**; Thomas J. Donaldson**, U. of Pennsylvania**; Nikolai Rogovsky**, International Labor Organization

416 ❖: *(AA)* **Networks for Research and Research on Networks in Health Care**
10:40- 12:00 Adam's Mark: Plaza Ballrm A+B+C
Chair: **Louise Fitzgerald**, De Montfort U.
Aggregation in Qualitative Research: Producing an Overview of Research in Health Care | **Sue Dopson**, Templeton College, Oxford U.
The Researcher-Decision Maker Partnership: Some Observations from Experience | **Trish Reay**, U. of Alberta
Institutionalizing a Research Collaboration from Networks, Sites of Difference and Boundaries | **Kathleen Montgomery**, U. of California, Riverside
Engaging Researchers and Practitioners in the Scholarship of DiscoveryThrough a Longitudinal Study | **Rhonda M. Engleman**, U. of Minnesota

417 ❖: *(AA)* **Building Effective Networks Through the Academy of Management: The Presidents Speak**
10:40- 12:00 Convention Center: A201
Chair: **Jane Whitney Gibson**, Nova Southeastern U.
Speakers: **Jean M. Bartunek**, Boston College**; Andrew H. Van de Ven**, U. of Minnesota**; Richard T. Mowday**, U. of Oregon**; Jone L. Pearce**, U. of California, Irvine**; David A. Whetten**, Brigham Young U.
Discussants: **Charles W. Blackwell** , Nova Southeastern U.**; Dana V. Tesone**, U. of Central Florida

418 : *(Paper Session) - (BPS)* **Strategic Outsourcing: New Evidence on Benefits and Drawbacks**
10:40- 12:00 Adam's Mark: Director's Row H
Chair: **James Robins**, California Polytechnic State U., San Luis Obispo
BPS: Outsourcing and the Variability of Product Performance: Data from International Courier Services | **C.M. Hsieh**, Washington U.; **Sergio Giovanetti Lazzarini**, Washington U.; **Jack A. Nickerson**, Washington U.
BPS: Outsourcing as Commitment to Insiders: Evidence from Drug Development | **Pierre Azoulay**, Columbia U.
BPS: Outsourcing and Complexity in the Long-Term Contracts: An Empirical Investigation of Competence and Specificity | **Jerome Barthelemy**, AUDENCIA Nantes; **Bertrand V. Quelin**, HEC, France
❖**BPS:** How Much You Know Versus How Well I Know You: Supplier Selection for Innovative Components | **Glenn Hoetker**, U. of Illinois, Urbana-Champaign
Discussant: **Nicholas Argyres**, Boston U.

419 : *(Paper Session) - (BPS)* **Executive Compensation and Risk: The Role of Stock Options and Equity Incentives**
10:40- 12:00 Adam's Mark: Director's Row E
Chair: **Martin Larraza-Kintana**, U. Pública de Navarra
BPS: Deconstructing Compensation: The Dimensions of Executive Pay | **Cynthia Devers**, Central Michigan U.; **Robert Wiseman**, Michigan State U.; **Gerry M. McNamara**, Michigan State U.
BPS: Rethinking Executive Stock Option Plans From the Perspective of Behavioral Agency Models | **Bartolome Deya-Tortella**, U. of Islas Baleares; **Luis R. Gomez-Mejia**, Arizona State U.; **Julio De Castro**, U. of Colorado, Boulder; **Robert Wiseman**, Michigan State U.
BPS: Executive Compensation and Equity Incentives in the US High Technology Industry | **Martin James Conyon**, U. of Pennsylvania
BPS: CEO Stock Options: The Silent Dimension of Ownership | **Jean McGuire**, Concordia U.; **Elie Matta**, U. of Western Ontario
Discussant: **Richard A. Johnson**, U. of Missouri, Columbia

420 ❖: *(Paper Session) - (BPS)* **Exploiting Strategic Networks: Institutional Legitimacy and Resource Access Considerations**
10:40- 12:00 Adam's Mark: Gov. Sq. 17
Chair: **Kathryn Mary Pavlovich**, U. of Waikato
BPS: Relational and Market-Based Legitimation of Internet IPOs | **Tim G. Pollock**, U. of Maryland, College Park; **Ranjay Gulati**, Northwestern U.; **Anthony Sadler**, U. of Wisconsin, Madison
BPS: Virtual Alliances in the Internet Context | **Lalit Manral**, Columbia U.; **Kathryn Rudie Harrigan**, Columbia U.; **Atul Nerkar**, Columbia U.
BPS: The Role of Network Resources in Market Entry: Commercial Banks' Entry Into Investment Banking | **Michael Jensen**, U. of Michigan
BPS: Population-Specific Resources and Cross-Sector Alliances | **Michael Yaziji**, INSEAD
Discussant: **Charlene L. Nicholls-Nixon**, U. of Western Ontario

421 JS: *(BPS, OMT)* **Accidental Tourists: Organizational Researchers Discover Geography**
10:40- 12:00 Convention Center: A207
Organizers: **Heather Haveman**, Columbia U.**; Peter W. Roberts**, Columbia U.
Liquidity Events, Noncompete Covenants and the Geographic Distribution of Entrepreneurial Activity | **Olav Sorenson**, U. of California, Los Angeles
Vertical Linkages, Knowledge Transfer and Export Performance: The Australian and New Zealand Wine In | **Peter W. Roberts**, Columbia U.
Geographic Networks and Competitive Behavior | **Heather Haveman**, Columbia U.
Discussant: **Steven Klepper**, Carnegie Mellon U.

422 SHCS: *(BPS, OMT, TIM)* **Exploratory Search in Organizations**
10:40- 12:00 Adam's Mark: Gov. Sq. 12
Chairs: **Riitta Katila**, U. of Maryland/Stanford U.**; Gautam Ahuja**, U. of Michigan
The Road to Drug Discovery: Knowledge Explorations Along Different Dimensions | **Atul Nerkar**, Columbia U.
Citius, Altius, Fortius: Search for Radical Innovations | **Riitta Katila**, U. of Maryland/Stanford U.
Success Breeds Success but so Does Desperation: Aspirations, Risk-Taking, and Search Outcomes | **Lee Fleming**, Harvard U.
Choice Interaction and Organizational Structure | **Nicolaj Siggelkow**, U. of Pennsylvania
The Search and Discovery Process of Great Inventors | **Patrick Maggitti**, U. of Maryland, College Park
Discussants: **Kathleen Eisenhardt**, Stanford U.**; Daniel Levinthal**, U. of Pennsylvania
Winner of OMT Division Best Symposium Proposal Award

423 : *(Paper Session) - (CAR)* **Mentoring Effects: Proteges, Mentors and Mentoring Media**
10:40- 12:00 Convention Center: A105
Chair: **Stacy E. McManus**, Harvard U.
CAR: Online Mentoring and Computer-Mediated Communication: New Directions in Research | **Ellen Ensher**, Loyola Marymount U.; **Christian G. Heun**, Loyola Marymount U.; **Anita L. Blanchard**, U. of North Carolina, Charlotte
CAR: Mentoring Provided: Relation to Mentors' Career Success, Personality and Mentoring Received | **Nikos Bozionelos**, U. of Strathclyde
❖**CAR:** Effects of the Mentor's Position on the Protégé's Perceptions of Mentoring and Attitudinal Responses | **S. Gayle Baugh**, U. of West Florida; **Terri A. Scandura**, U. of Miami; **Ekin K. Pellegrini**, U. of Miami
Discussants: **Romila Singh**, U. of Wisconsin, Milwaukee**; Troy R. Nielson**, California State U., San Marcos

424 SHCS: *(CAR, GDO, HR)* **Work and Home as Competing and Complementary Domains**
10:40- 12:00 Convention Center: C209
Chair: **Lori E. Homer**, U. of Washington
Speakers: **Sue Campbell Clark**, Idaho State U.**; Ellen Ernst Kossek**, Michigan State U.**; Karen C. Gareis**, Brandeis U.**; Mary Mannion Plunkett**, The Boeing Company
Discussant: **Susan C. Eaton**, Harvard U.

425 : *(Paper Session) - (CM)* **Happy Together (or Not): Conflict in Groups and Teams**
10:40- 12:00 Convention Center: A107
Chair: **Terry L. Boles**, U. of Iowa
CM: Task Versus Relationship Conflict: A Meta-Analysis | **Carsten De Dreu**, U. of Amsterdam; **Laurie R. Weingart**, Carnegie Mellon U.
CM: A Field Study of Group Faultlines, Team Identity, Conflict, and Performance in Organizational Groups | **Kate Bezrukova**, U. of Pennsylvania; **Karen A. Jehn**, U. of Pennsylvania; **Elaine Zanutto**, U. of Pennsylvania
CM: The Role of Expertise and Reputation on Perceptions of Conflict and Influence Within Groups | **Ethan Burris**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.; **Amy Stanton**, Cornell U.

426 ☯JS: *(CM, SIM, OB)* **Workplace Abuse, Aggression, Bullying, and Incivility: Conceptual Integration and Empirical Insights**
10:40- 12:00 Convention Center: A101/103
Chair: **Philip J. Moberg**, U. of Akron
Speakers: **Charlotte Rayner**, Staffordshire U.**; Theresa M. Glomb**, U. of Minnesota**; Barbara Anne Ritter**, U. of Akron**; Lilia M. Cortina**, U. of Michigan **; Loraleigh Keashly**, Wayne State U.**; Hui Liao**, U. of Minnesota**; Rebecca Fischbein**, U. of Akron
Discussant: **Joel H. Neuman**, State U. of New York, New Paltz

427 : *(Paper Session) - (ENT)* **Decision Making**
10:40- 12:00 Convention Center: A210
Chair: **Yuri Mishina**, U. of Illinois, Urbana-Champaign
☯**ENT:** Bayesian Causal Maps as Decision Aids in Venture Capital Decision Making: Methods and Applications | **Benedict Kemmerer**, U. of Kansas; **Sanjay Mishra**, U. of Kansas; **Prakash P. Shenoy**, U. of Kansas
ENT: Mismatch Between Entrepreneurs and Their Firms: The Role of Cognitive Fit/Misfit | **Keith Haven Brigham**, Texas Tech U.; **Julio De Castro**, U. of Colorado, Boulder; **Dean Shepherd**, U. of Colorado, Boulder
ENT: What Effectuation is Not: Further Development of an Alternative to Rational Choice | **Nicholas Dew**, U. of Virginia; **Saras D. Sarasvathy**, U. of Washington
ENT: The Knowledge Economy: Reconsidering the Risk Concept for Entrepreneurial Firms | **Jay J. Janney**, U. of Dayton; **Gregory G. Dess**, U. of Kentucky

428 : *(Paper Session) - (ENT)* **Strategic Alliances**
10:40- 12:00 Convention Center: A212
Chair: **Terry W. Noel**, Wichita State U.
ENT: Testing the Effectiveness of Organizational Practices in University Technology Transfer Programs | **Kenneth Colwell**, U. of Oregon
ENT: Rent Creation and Appropriation: Toward a Theory of the Entrepreneurial Firm | **Sharon Alvarez**, Ohio State U.; **Jay Barney**, Ohio State U.
ENT: Privatization, Corporate Entrepreneurship, and Performance: Testing a Normative Model | **Bostjan Antoncic**, U. of Ljubljana
ENT: Strategic Alliances Between Startups and Large Firms: Uncoupling Entrepreneurial Challenges | **Reiko Kishida**, Case Western Reserve U.

429 : *(Paper Session) - (GDO)* **Racial and Sexual Harassment: Perceptions and Reactions**
10:40- 12:00 Convention Center: A109
Chair: **Kathleen Suchon**, U. of Massachusetts, Dartmouth
GDO: An Examination of Perceived Fairness in Organizations'

MONDAY

Sexual Harassment Investigations | **Teri Elkins**, U. of Houston; **Stephanie Ward**, U. of Houston

✈**GDO:** A Theoretical Framework to Explain Sexual Harassment in an International Cross-Cultural Context | **Vipan K. Luthar**, St. Paul College; **Harsh K. Luthar**, Bryant College

☯**GDO:** Examining Perceptions of Objective and Subjective Racial Harassment and Managerial Responses | **Donna Chrobot-Mason**, U. of Colorado, Denver; **William K. Hepworth**, U. of Colorado, Denver

Discussants: **Mary Tucker**, Ohio U.**; Jacqueline N. Hood**, U. of New Mexico

430 JS: *(GDO, OB)* **Whither Gender and Leadership in the New Millennium?**

10:40- 12:00 Convention Center: A108/110

Chairs: **Barry Z. Posner**, Santa Clara U.**; D. Anthony Butterfield**, U. of Massachusetts, Amherst

Leadership Styles of Women and Men | **Alice Eagly**, Northwestern U.

Psychological Barriers to Women's Progress in Management: An International Perspective | **Virginia E. Schein**, Gettysburg College

Developing Women Leaders in the New Millennium | **Marian N. Ruderman**, Center for Creative Leadership

As the Millennium Turns: Gender and Aspirations to Top Management | **Gary N. Powell**, U. of Connecticut

Discussant: **Lisa A. Mainiero**, Fairfield U.

431 🕮☯: *(Paper Session) - (HCM)* **Leadership in Healthcare Organizations: Evidence from the Field**

10:40- 12:00 Convention Center: A112

Chair: **Christy Harris Lemak**, U. of Florida

HCM: An Empirical Investigation of the Impacts of Large-Scale Change at a Healthcare Organization | **Michele J. Hansen**, Indiana U./Purdue U., Indianapolis; **Gerard F. Farias**, Fairleigh Dickinson U.

HCM: The Relationship Between Leadership and Organizational Sustainability | **Eric Harter**, Praxair Healthcare Services; **Marshall Sashkin**, George Washington U.

HCM: Innovation and Physician Practices: The Case for Social Entrepreneurship | **David R. Williams**, U. of Alabama, Birmingham; **Samuel Robert Hernandez**, U. of Alabama, Birmingham

Discussant: **Grant T. Savage**, U. of Alabama, Tuscaloosa

432 ☯: *(HR)* **Rigor and Relevance in HR Science and Practice**

10:40- 12:00 Adam's Mark: Columbine

Chair: **Patrick Wright**, Cornell U.

Speakers: **J. Randall MacDonald**, IBM Corporation**; Ian Ziskin**, Qwest Communications**; Brian Hackett**, The Conference Board

433 : *(Paper Session) - (HR)* **Issues in Performance Management**

10:40- 12:00 Adam's Mark: Terrace

Chair: **Christopher O.L.H. Porter**, Texas A&M U.

❖**HR:** Male or Female, Young or Old: Does Who You Work With Influence Your Pay or Performance Rating? | **Cheri Ostroff**, Columbia U.; **Leanne E. Atwater**, Arizona State U.

☯**HR:** Multisource Feedback: A Longitudinal Study of Convergent and Predictive Validity | **Kathy Armstrong**, U. of Melbourne; **Peter Michael Hart**, U. of Melbourne; **Elizabeth A. Gordon**, Boeing Australia

☯✈**HR:** Managers' Satisfaction with Performance Appraisals: Effect of Background, Culture and Tool Use | **Randi Lunnan**, Norweigan School of Management; **Jon Erland Lervik**, Norweigan School of Management; **Ragnhild Kvalshaugen**, Norweigan School of Management

HR: Personality as a Moderator of Monitoring Acceptance | **David Zweig**, U. of Toronto; **Jane Webster**, Queen's U.

Discussant: **James Hamilton Dulebohn**, Michigan State U.

434 : *(Paper Session) - (HR)* **Disabilities and Accommodation**

10:40- 12:00 Adam's Mark: Vail

Chair: **Bradford S. Bell**, Michigan State U.

HR: Barriers to the Accommodation of People with Disabilities: An Examination of the Information Process | **David C. Baldridge**, Rochester Institute of Technology

☯❖**HR:** The Everyday ADA: The Influence of a Requester's Assessments on Decisions to Ask for Needed Accommodation | **David C. Baldridge**, Rochester Institute of Technology; **John F. Veiga**, U. of Connecticut

HR: Workplace Accommodations: A Multiperspective Examination of Employee Usage | **Angela Tania Hall**, Florida State U.

Discussant: **Mark V. Roehling**, Michigan State U.

435 : *(Paper Session) - (IM)* **Ethics, Morality and Compensation: The Global Challenge**

10:40- 12:00 Convention Center: C102

Chair: **Rakesh B. Sambharya**, Rutgers U., Camden

✈**IM:** Managers' Justifications of Unethical Behaviors: a 28 Nation Social Institutions Approach | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **John B. Cullen**, Washington State U.

✈**IM:** Managerial Compensation Consequences of Cultural Differences | **H. L. Tosi Jr.**, Florida U.; **Thomas Greckhamer**, Florida U.

IM: Income, Money Ethic, Pay Satisfaction, Commitment, and Unethical Behaviors: A Study of 12 Countries | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Adebowale Akande**, Potch U.; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mark G. Borg**, U. of Malta; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Chin-Kang Jen**, National Sun Yat-Sen U.; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Vivien Lim**, National U. of Singapore; **Eva Malovics**, U. of Szeged; **Johnsto E. Osagie**, Florida A&M U.; **Ruja Pholsward**, U. of the Thai Chamber of Commerce; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Allen Stembridge**, Southwestern Adventist U.; **Toto Sutarso**, Middle Tennessee State U.; **Theresa Li-Na Tang**, FISI-Cendant; **Thompson S.H. Teo**, National U. of Singapore; **Peter Vlerick**, Ghent U.

IM: Mapping Moral Philosophies in the Global Economy | **Chris Robertson**, Northeastern U.; **William F. Crittenden**, Northeastern U.
Discussant: **Wei He**, Boston College

436 : *(Paper Session) - (IM)* **Firm-Environment Interface: Scanning and Investment Strategies**
10:40- 12:00 Convention Center: C104
Chair: **Taco Reus**, Florida State U.
✈**IM:** Strategic Uncertainty and Executive Scanning Behavior: The Role of Cultural Distance | **Bahman P. Ebrahimi**, U. of Denver; **Ramachandran Subramanian**, Grand Valley State U.; **Olukemi O. Sawyerr**, California State U., Long Beach
✈❖**IM:** Impact of Environmental Imprinting & Search on Resource Change | **Aldas Pranas Kriauciunas**, U. of Michigan ; **Prashant Kale**, U. of Michigan
IM: Are Emerging Economies Less Efficient? Comparing Performance Persistence in the U.S. and India | **Aya Chacar**, London Business School; **Balagopal Vissa**, London Business School
✈**IM:** The Influence of MNCs' Mode and Diversification Entry Strategies on Productivity in a Developing Country | **R. Scott Marshall**, Portland State U.
Discussant: **Witold J. Henisz**, U. of Pennsylvania

437 : *(Paper Session) - (IPC)* **Diversification, Risk and Managerial Performance Incentives**
10:40- 12:00 Convention Center: C105 T2
Facilitator: **Luis R. Gomez-Mejia**, Arizona State U.
BPS: Should Firms Hedge Risk? | **Kent Miller**, Purdue U.
BPS: How Diversification Reduces Employment Risk: Amihud and Lev Revisited | **Kristina Louise Szafara**, Cornell U.
BPS: Too Much of a Good Thing? The Links Between Firm Performance and Managerial Incentives | **Wm. Gerard Sanders**, Brigham Young U.
☯**BPS:** The Relationships Between Risk and Executive Compensation | **Matt Bloom**, U. of Notre Dame; **Parthiban David**, U. of Notre Dame

438 : *(Paper Session) - (IPC)* **Assessing the Activities of Boards of Directors: Monitoring and Relations With Top Management**
10:40- 12:00 Convention Center: A106 T1
Facilitator: **Edward Zajac**, Northwestern U.
☯**BPS:** Board Selection Strategy, Director Share Ownership and 'Underpricing' of Initial Public Offerings | **Igor Filatotchev**, U. of Bradford
BPS: Changes in Board Monitoring and Performance of Declining Firms: The Additive Effect of Ownership Structure | **Ashay B. Desai**, U. of Wisconsin, Oshkosh
BPS: The Dynamics of the Power Relation Between the CEO and the Board of Directors | **Wei Shen**, U. of Florida
☯**BPS:** Board Monitoring, Corporate Control Exerted by Ownership, and Acquisition Performance: A Test of Substitution Effects | **Ashay B. Desai**, U. of Wisconsin, Oshkosh; **Mark Kroll**, Louisiana Tech U.

439 : *(Paper Session) - (IPC)* **The Board of Directors: Composition and Firm Performance**
10:40- 12:00 Convention Center: A214 T4
Facilitator: **Bat Batjargal**, Stanford U./Peking U.
BPS: Boards of Directors and Firm Performance: Integrating Agency and Resource-Dependence Perspectives | **Amy Hillman**, Arizona State U.; **Thomas Dalziel**, Arizona State U.
✈❖**BPS:** Board Composition and Firm Performance During Institutional Transitions | **Mike W. Peng**, Ohio State U.
BPS: Board Matters: Corporate Governance and Firm Performance Through the Asian Economic Crisis | **Chandru Rajam**, National U. of Singapore; **Guoli Chen**, National U. of Singapore

440 : *(Paper Session) - (IPC)* **Strategy, Innovation and Change**
10:40- 12:00 Convention Center: A106 T3
Facilitator: **Hugh O'Neill**, North Carolina U., Chapel Hill
☯**BPS:** Radical Change Recidivism | **Katsuhiko Shimizu**, U. of Texas, San Antonio
✈**BPS:** Does Organizational Change Enhance or Undermine Reputation? Adaptation vs. Inertia in French Haute Cuisine Restaurants | **Rodolphe Durand**, EM Lyon; **Hayagreeva Rao**, Emory U.; **Philippe Michel Monin**, EM Lyon
☯✈**BPS:** Creating a Global Innovation Portfolio: A Contingent Resource-Based View | **Ted London**, U. of North Carolina, Chapel Hill

441 : *(Paper Session) - (IPC)* **Corporate Level Strategy: Acquisitions and Scalability**
10:40- 12:00 Convention Center: A106 T4
Facilitator: **Laurence Capron**, INSEAD
📖☯**BPS:** Corporate Strategy and Financial Analysis: A Preliminary Study | **Patrick S. Moreton**, Washington U.; **Todd Zenger**, Washington U.
❖**ODC:** Managing the Corporate Scalability Challenge: Hypergraph Modeling of External Corporate Networks | **Derrick E. D'Souza**, U. of North Texas; **Sajal K. Das**, U. of Texas, Arlington
IM: Business Groups in Korea: A Resource-based Perspective | **Kae H. Chung**, Old Dominion U.; **Hae Ryong Kim**, Ulsan U.
BPS: The State of Post-Acquisition Performance Literature: Where to from Here? | **David R. King**, Indiana U., Bloomington

442 : *(Paper Session) - (IPC)* **Organizational Complexity and Coevolution: Understanding Firm Adaptation and Change**
10:40- 12:00 Convention Center: A214 T2
Facilitator: **Philip C. Anderson**, INSEAD
BPS: To Explore or Exploit: A Test of Organizational Learning at the Corporate and Business Unit Level | **Constance R. James**, Pepperdine U.
BPS: Exploration and Exploitation on Shifting Landscapes | **Sendil Ethiraj**, U. of Pennsylvania; **Jitendra V. Singh**, U. of Pennsylvania
TIM: Translating Ideas in Facts and Artifacts: Co-Evolution of Technology and Networks in Heart Failure | **Pierangela Morlacchi**, U. of Bath

BPS: Complexity, Cognition and Adaptation: Toward a Grounded Theory of the Origins of Strategies | **Giovanni Gavetti**, Harvard U.; **Jan W. Rivkin**, Harvard U.

443 : *(Paper Session) - (IPC)* **Corporate Social Relations and Firm Performance**
10:40- 12:00 Convention Center: A214 T3
Facilitator: **Laquita C. Blockson**, Florida International U.
BPS: Coworkers are Watching: Performance Implications of Peer Monitoring | **Misty L. Loughry**, Clemson U.
BPS: Does Employee Power Affect Firm Performance? The Effects of Unionization, Employee Ownership, and Labor-Management Relationships on Firm Performance in the Airline Industry | **Andrew von Nordenflycht**, Massachusetts Institute of Technology
SIM: Linking Corporate Social Responsibility to Financial Performance Through Market Valuation: A Theoretical Model with Supporting Exploratory Evidence | **Peter Sherman**, U. of Nebraska, Lincoln; **Jan Hansen**, U. of Nebraska, Lincoln
SIM: Unpacking Social Responsibility: The Curvilinear Relationship Between Social and Financial Performance | **Michael L. Barnett**, New York U.; **Robert Salomon**, New York U.

444 : *(Paper Session) - (IPC)* **Trust, Citizenship Behavior and Turnover**
10:40- 12:00 Convention Center: C105 T3
Facilitator: **Alison S. O'Brien**, George Mason U.
OB: Revisiting the Cosmopolitan-Local Construct: An Event History Analysis of Employee Turnover | **Roderick D. Iverson**, Simon Fraser U.; **Charles W. Mueller**, U. of Iowa; **James L. Price**, U. of Iowa
OB: The Influence of Social Context and Individual Differences on Identifying With the Organization as a Source of Information on Self-Efficacy | **Svenja Tams**, London U.
OB: Customer Citizenship Behavior in Internet Service Deliveries: A Social Exchange Perspective | **Markus Groth**, Australian Graduate School of Management
OB: Trust-ME: A Multiple-Item Scale for Measuring Managers Employee Trust | **Shay Tzafrir**, Technion

445 : *(Paper Session) - (IPC)* **New Questions and Answers About Emotion, Creativity and Intelligence in the Workplace**
10:40- 12:00 Convention Center: C105 T4
Facilitator: **Ethlyn Anne Williams**, U. of South Florida
OB: Expected Evaluations and Creativity: New Answers to an Old Question | **Feirong Yuan**, Texas A&M U.; **Jing Zhou**, Texas A&M U.
OB: Creative Requirement: A Neglected Construct in the Study of Employee Creativity? | **Kerrie Unsworth**, Queensland U. of Technology; **Toby Wall**, U. of Sheffield; **Angela Carter**, U. of Sheffield
OB: The Direct and Moderating Influences of Lateral and Vertical Relationships on Emotional Exhaustion | **Victor Y. Haines III**, U. of Montreal; **Dominique Martel**, U. of Sherbrooke
OB: Emotional Intelligence as an Intelligence Facet: Construct Validation and Its Predictive Power of Job Performance | **Kenneth S. Law**, Hong Kong U. of Science and Technology; **Lynda J. Song**, Hong Kong U. of Science and Technology; **Chi-Sum Wong**, N/A

446 : *(Paper Session) - (IPC)* **New Venture Growth, Decision Making and Competitive Response**
10:40- 12:00 Convention Center: C205 T1
Facilitator: **Armand Gilinsky**, N/A
MOC: An Empirical Examination of Curvilinearity in the Strategic Issue Diagnosis-Response Linkage | **Scott D. Julian**, Saginaw Valley State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Robert T. Justis**, Louisiana State U.
BPS: An Empirical Examination of Aggregate Patterns in U.S. Venture Capital Investment Decision Making | **Isin Guler**, U. of Pennsylvania
ENT: Defining Performance in Specific Terms: A Theoretical Model of New Venture Growth | **Brett Anitra Gilbert**, Indiana U.; **Patricia P. McDougall**, Indiana U.; **David Bruce Audretsch**, Indiana U., Bloomington
BPS: Incumbent Pricing Responses to Entry | **Daniel H. Simon**, Cornell U.

447 : *(Paper Session) - (IPC)* **Entrepreneurship, Corporate Venturing and Competitive Dynamics**
10:40- 12:00 Convention Center: C205 T2
Facilitator: **Allen C. Bluedorn**, U. of Missouri, Columbia
ENT: Innovation, Enterpreneuship, and "Competing on the Edge:" An Empirical Test of Brown And Eisenhardt (1998) | **Kurt Heppard**, U.S. Air Force Academy; **Christine S. Koberg**, U. of Colorado, Boulder; **Dawn Detienne**, Utah State U.
ENT: The Erosion of the Competitive Advantage of Strategic Planning in Entrepreneurial Firms: A Configuration Theory and Resource Based View | **Linda Tegarden**, Virginia Polytechnic Institute and State U.; **Yolanda A. Sarason**, Colorado State U.
BPS: Looking Beyond the Local: Non-Local Search and Assimilation Through External Corporate Venturing | **Thomas Keil**, York U.; **Erkko Autio**, Helsinki U. of Technology
ENT: Explaining Corporate New Venturing From an Upper Echelon Perspective | **Philip K. Goulet**, U. of South Carolina

448 : *(Paper Session) - (MC)* **How to Foster "Knowledge-Based" Firms?**
10:40- 12:00 Convention Center: C110
Chair: **Marc Bonnet**, ISEOR/U. of Lyon
MC: Organizing for Knowledge Exchange: Implications for Different Types of Knowledge-Based Firms | **Rashmi H. Assudani**, McGill U.
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

MONDAY

☯**MC:** Balancing Technological and Organizational Platforms to Create Knowledge: Lessons from Consulting | **Marc Ingham**, Edhec-UCL; **Caroline Delmeire**, UCL

❖**MC:** Competences, Knowledge Management and the Creation of Value | **Francoise Dupuich-Rabasse**, Esc Rouen; **Georges Trepo**, HEC , France

Discussant: **Jim Lyttle**, Long Island U.

449 JS: *(MED, HR)* **Living the Learning in Executive Education: Integrating Lessons From the Field With Theory**

10:40- 12:00 Convention Center: C101/103

Chair: **Schon L. Beechler**, Columbia U.

Aligning Educational Initiatives with Business Objectives | **William M. Klepper**, Columbia U.

Assessing the Effects of Executive and Management Development | **David Lewin**, U. of California, Los Angeles

Learning from Experience: A Novel Approach to Designing and Delivering an Education Program for Senior Executives at Columbia Business School | **Schon L. Beechler**, Columbia U.

Learning Even More from Experience: Applying Adult Learning Theory to a Post-Program Assessment of the Columbia Senior Executive Program | **Lyle Yorks**, Columbia U.

Discussants: **Timothy Baldwin**, Indiana U.**; John Gumpert**, Praxair Corp.

450 : *(Paper Session) - (MH)* **Scientific Management**

10:40- 12:00 Convention Center: A104

Chair: **Regina A. Greenwood**, Kettering U.

☯**MH:** Lean Manufacturing Versus Scientific Management: Sequel or Substitute? | **Regina A. Greenwood**, Kettering U.; **David S. Hoyte**, J. L. French, Inc.

MH: Taylor's 'Soldiering': A Historical Perspective of the Restriction of Output | **Anthony R. Wheeler**, U. of Oklahoma, Norman

📖☯**MH:** Two Faces of Scientific Management | **Ira T. Kaplan**, Hofstra U.

✈**MH:** >From Taylor to Tetra: Scientific Management and Retail Distribution | **Lars Engwall**, Uppsala U.

Discussants: **Karl Moore**, McGill U.**; Ira T. Kaplan**, Hofstra U.**; Lois Landis Kurowski**, Indiana U., Kokomo**; Anthony R. Wheeler**, U. of Oklahoma, Norman

451 : *(Paper Session) - (MOC)* **Tales From the Darkside: Organizational Misbehavior**

10:40- 12:00 Convention Center: C201

Chair: **Loren T. Gustafson**, Seattle Pacific U.

MOC: Using the Theory of Reasoned Action to Predict Organizational Misbehavior | **Yoav Vardi**, Tel Aviv U.; **Idit Siton Avisror**, Holiday Inn Hotels; **Ely Weitz**, Tel Aviv U.

MOC: Scandalized Olympic Identity | **Mary Ann Glynn**, Emory U.; **Maureen Blyler**, Emory U.

MOC: The Dark Side of Goal Setting: The Role of Goals in Motivating Unethical Decision Making | **Maurice Schweitzer**, U. of Pennsylvania; **Lisa Ordonez**, U. of Arizona; **Bambi M. Douma**, U. of Arizona

Discussant: **Susan Houghton**, Georgia State U.

452 : *(Paper Session) - (MSR)* **From Concept to Application**

10:40- 12:00 Convention Center: A102

Chair: **Louis W. Fry**, Tarleton State U. Central Texas

MSR: Research in Spirituality, Religion, and Work: Walking the Line Between Relevance and Legitimacy | **Kathy Lund Dean**, Idaho State U.; **Charles Fornaciari**, Florida Gulf Coast U.; **James J. McGee**, Santa Clara U.

MSR: Towards a Spiritually Integral Theory of Management | **David S. Steingard**, St. Joseph's U.; **Dale E. Fitzgibbons**, Illinois State U.

✈**MSR:** Managerial Discernment: An Examination in the Case of Employee Appraisal | **Vincent J. Duriau**, U. of Maryland, College Park; **Laurent Falque**, EDHEC

Discussant: **Ian Mitroff**, U. of Southern California

453 : *(OB)* **Interweaving Research Perspectives on Leadership: Shackleton and the Endurance Expedition**

10:40- 12:00 Adam's Mark: Plaza Court 8

An innovative and exciting symposium format with multiple perspectives on a single case.

Chair: **Martin L. Martens**, Concordia U.

The Social Construction of Leaders and Leadership | **Martin L. Martens**, Concordia U.

Shackleton Master Motivator | **Terence R. Mitchell**, U. of Washington, Seattle

Sir Ernest Shackleton: Charismatic/Transformational Leader | **Gregory A. Bigley**, U. of Washington

Courage as a System of Interrelating | **Monica C. Worline**, U. of Michigan

454 ❖: *(OB)* **The Meaning of "Effective Networks" for Women and Gendered Nature of Network Research**

10:40- 12:00 Adam's Mark: Gov. Sq. 10

Chair: **Maura A. Belliveau**, Texas A&M U.

Stigma, Legitimacy, and Mobility: A Contextual Perspective on Social Capital and Career Progress | **Raymond T. Sparrowe**, Washington U.

The Gender Divide in Social Network Research: Status Attainment versus Social Support | **Mary Still**, Cornell U.

The Received View of Women's Networks and Career Outcomes: The Construction or Construal of Networks as the Source of Differential Success? | **Maura A. Belliveau**, Texas A&M U.

455 : *(Paper Session) - (OB)* **Charismatic and Transformational Leadership**

10:40- 12:00 Adam's Mark: Gov. Sq. 11

Chair: **James G. Hunt**, Texas Tech U.

OB: Followers' Reactions to Leaders' Vision: A Process Model | **Joyce E. Bono**, U. of Minnesota; **Timothy A. Judge**, U. of Florida

❖**OB:** The Impact of Charismatic Leadership: A 'Social Capital' Perspective | **Mansour Javidan**, U. of Calgary; **Paul Varella**, U. of Calgary

OB: Charisma under Crisis: Presidential Leadership Before and After 9/11 | **Michelle C. Bligh**, Claremont Graduate U.; **Jeffrey C. Kohles**, California State U., San Marcos; **James R. Meindl**, State U. of New York, Buffalo

✈**OB:** Measurement of Charisma and Vision | **Naresh Khatri**, U. of Missouri, Columbia; **Pawan S. Budhwar**, Cardiff U.; **Klaus Templer**, Nanyang Technology U.; **Ruth Lee**, Nanyang Technology U.; **Lynn Lim**, Nanyang Technology U.; **Lee Ping Lim**, Nanyang Technology U.

456 : *(Paper Session) - (OB)* Team Effectiveness and Its Underlying Processes

10:40- 12:00 Adam's Mark: Tower Court A

Chair: **Cynthia Fukami**, U. of Denver

OB: The Critical Role of Creativity in the Relationship Between Team Processes and Performance | **Lucy L. Gilson**, U. of Connecticut; **Christina E. Shalley**, Georgia Institute of Technology; **Stuart H. Milne**, N/A

OB: Beyond The Shadow Of The Future | **Corinne A. Coen**, State U. of New York, Buffalo

❖**OB:** Team Member Functional Background and Involvement in Management Teams | **J. Stuart Bunderson**, Washington U.

Discussant: **Don Hellriegel**, Texas A&M U.

457 JS: *(OB, ODC, MOC)* Using Our Heads and Hearts: Influences of Cognition and Affect on Positive Organizational Change

10:40- 12:00 Convention Center: A209

Chairs: **Leslie E. Sekerka**, Case Western Reserve U.**; Seung-Yoon Rhee**, U. of Michigan

Speakers: **Richard P. Bagozzi**, Rice U.**; Jane E. Dutton**, U. of Michigan **; Barbara L. Fredrickson**, U. of Michigan **; Fiona Lee**, U. of Michigan **; Rollin McCraty**, Institute of HeartMath**; Jose Antonio Rosa**, Case Western Reserve U.

458 ❖: *(Paper Session) - (OCIS)* Information Systems Development

10:40- 12:00 Convention Center: A204

Chair: **Robert W. Zmud**, U. of Oklahoma

☯**OCIS:** Patterns of Cognitive Conflict in ISD Teams: A Process View | **Ricardo Aldaba Lim**, Asian Institute of Management; **Ann Majchrzak**, U. of Southern California

OCIS: Learn or Not: Impact of Cognitive Elaboration on Learning in ISD Projects | **Jiangfan Jenny Zhong**, U. of Southern California; **Ann Majchrzak**, U. of Southern California

OCIS: Systems Development Performance Improvement: A Knowledge Creation and Embedding Perspective | **Ravi Patnayakuni**, Temple U.; **Arun Rai**, Georgia State U.

OCIS: Engaging in System Design: Enabling Learning Across Communities | **Kevin P. Gallagher**, Florida State U.; **Betty Vandenbosch**, Case Western Reserve U.

Discussants: **T Ravichandran**, Rensselaer Polytechnic Institute**; Kay M. Nelson**, Ohio State U.**; Pierre Andre Balthazard**, Arizona State U.**; Shaila Miranda**, U. of Oklahoma

459 ☯: *(ODC)* Is Change Manageable? An Analysis of the Developing Critique of the Manageability of Change

10:40- 12:00 Convention Center: A202

Chairs: **Ian Palmer**, U. of Technology, Sydney**; Richard Dunford**, Macquarie U.

Speakers: **Ian Palmer**, U. of Technology, Sydney**; Richard Dunford**, Macquarie U.**; Loizos Th. Heracleous**, National U. of Singapore**; Ben Bryant**, London Business School**; Robert J. Marshak**, American U.**; Robert Waldersee**, Queensland U. of Technology**; Lynette Joy Clark**, Queensland U. of Technology**; Dexter Dunphy**, U. of Technology, Sydney

Discussants: **Craig C. Lundberg**, Cornell U.**; Suzanne L. Geigle**, Pricewaterhouse Coopers

460 : *(Paper Session) - (ODC)* Perspectives on the Readiness for Change

10:40- 12:00 Convention Center: C112

Chair: **David Coghlan**, U. of Dublin

ODC: The Role of Organizational Culture and Reshaping Capabilities in Creating Readiness for Change | **Renae A. Jones**, Queensland U. of Technology; **Nerina L. Jimmieson**, U. of Queensland; **Andrew Griffiths**, U. of Wollongong

☯**ODC:** The Transtheoretical Model of Change: An Application to Individual Readiness for Change | **Christie J. Kennedy**, San Jose State U.

ODC: Readiness for Change: The Development of a Scale | **Daniel T. Holt**, Air Force Institute of Technology

Discussant: **James D. Ludema**, Benedictine U.

461 : *(Paper Session) - (OM)* International Operations Issues

10:40- 12:00 Convention Center: C206

Chair: **Ram Narasimhan**, Michigan State U.

☯✈**OM:** Relevance of Baldrige Criteria in an International Context: A Study of National Culture | **Barbara B. Flynn**, Wake Forest U.; **Brooke Saladin**, Wake Forest U.

✈**OM:** Managing Transitions in Manufacturing Firms: A Cross-Cultural Comparison | **Linda Edelman**, Bentley College; **Mark Frohlich**, London Business School

OM: Just-in-Time in Practice at Toyota: Rules-in-Use for Building Self-Diagnostic, Adaptive Work-Systems | **Steven J. Spear**, Harvard U.

Discussant: **Nancy E. Waldeck**, U. of Toledo

462 : *(Paper Session) - (OMT)* Culture: Process or Commodity?

10:40- 12:00 Adam's Mark: Tower Court B

Chair: **Joseph Lampel**, City U., London

OMT: Towards a Theory of Structural Change and Product Homogeneity in Cultural Industries | **Gokce Sargut**, Columbia U.

OMT: Why do Late Adopters Perform Poorly: Symbolic Adoption, or Cultural Incongruity? | **Peter Cebon**, U. of Melbourne; **E. Geoffrey Love**, Rice U.

OMT: Chasing the Tastemakers: Gatekeeper Embeddedness in Cultural Industries | **Pacey Foster**, Boston College

✈**OMT:** Cross Cultural Code Switching | **Andrew Molinsky**, Brandeis U.

463 : *(Paper Session) - (OMT)* **Corporate Governance: Dynamic Perspectives**
10:40- 12:00 Adam's Mark: Tower Court D
Chair: **Janet E.L. Bercovitz**, Duke U.
OMT: Adaptation of Corporate Governance to Deregulation: A Longitudinal Study of the U.S. Banking Industry | **Bongjin Kim**, Tilburg U.
Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award
✈**OMT:** A Model of Governance and Legality of Firms in Transforming Economies: Empirical Evidence From China | **Ivan M. Manev**, U. of Maine; **Aimin Yan**, Boston U.; **Tatiana S. Manolova**, Boston U.
OMT: The Professional Partnership: Relic or Exemplar? | **Royston Greenwood**, U. of Alberta; **Laura Empson**, Oxford U.; **Bob Hinings**, U. of Alberta
OMT: Joining the Corporate Troika: The Rise of the CFO in American Corporations, 1963-1993 | **Dirk M. Zorn**, Princeton U.

464 ❖JS: *(OMT, OCIS, OB)* **Proximity Revisited: A Closer Look at the Meaning and Effects of Distance in Group Work**
10:40- 12:00 Convention Center: A205
The Meaning of Distance to Members of Geographically Distributed Teams | **Jeanne M. Wilson**, College of William and Mary
Group Engagement Across Status Differences and Physical Distance | **Anca Metiu**, INSEAD
The Effects of Distance on the Formation of Collection Intuition | **Quintus R. Jett**, Rice U.
Discussants: **JoAnne Yates**, Massachusetts Institute of Technology**; Marietta L. Baba**, Michigan State U.

465 ☯❖: *(ONE)* **Negotiating Stakeholder Networks by Necessity: The Rocky Flats Experience**
10:40- 12:00 Convention Center: C108
Rocky Flats, once the U.S.'s most contaminated site, is planned for closure. Stakeholder representatives will discuss their experiences in the network that negotiated the resolution of this site.
Chair: **Mark Cordano**, Ithaca College
Speakers: **Mark Udall**, Congressman, 2nd Congressional District of Colorado**; Doug Young**, 2nd Congressional District of Colorado**; Nancy Tuor**, Kaiser-Hill Company**; Ken Korkia**, Rocky Flats Citizens Advisory Board**; Samantha Dixion**, City of Westminster**; Len Ackland**, U. of Colorado, Boulder**; Monika Winn**, U. of Victoria**; Ann E. Feyerherm**, Pepperdine U.

466 : *(Paper Session) - (PNP)* **Theory and Practice in Public Management**
10:40- 12:00 Adam's Mark: Plaza Court 7
Chair: **Tom Thomas**, San Francisco State U.
❖**PNP:** All That Glitters: Non-Economic Competition and the Implications for Organizational Theory | **Mark Andrew Fuller**, York U.
❖**PNP:** New Public Management and Democracy: A Problematic Pairing? | **Peter DeLeon**, U. of Colorado, Denver; **Owen Hughes**, Monash U.
❖**PNP:** Talking COP: Discourses of Change and Policing Identities | **Robyn Thomas**, Cardiff U.; **Annette Davies**, Cardiff U.
Discussant: **Jean Hartley**, Warwick U.

467 : *(Paper Session) - (RM)* **Researching Narratives and Narrating Research**
10:40- 12:00 Convention Center: C210
Chair: **Stephen Linstead**, U. of Essex
RM: Narrating Research | **Hans Hansen**, U. of Kansas
✈**RM:** To Text or Context? | **David Barry**, Victoria U., Wellington; **Brigid Carroll**, Auckland U.; **Hans Hansen**, U. of Kansas
RM: A Hermeneutical Approach to Research: Discovering How People in Organizations Learn through Conversations | **Ann C. Baker**, George Mason U.
Discussants: **Karen D. Locke**, College of William and Mary**; Bruce James Hanson**, Colorado Technical U.

468 🕮☯: *(Paper Session) - (SIM)* **Research on Ethics in an International Context**
10:40- 12:00 Convention Center: C109
Chair: **Randi L. Sims**, Nova Southeastern U.
✈**SIM:** Power Distance and Individualism as Cultural Determinants of Ethical Judgments | **Daniel A. Sauers**, Lincoln U., New Zealand; **Jeffrey C. Kennedy**, Lincoln U., New Zealand; **Kee Hock Loo**, Lincoln U., New Zealand
SIM: The Linkage Between National Culture and Corruption: An Investigation of 46 Nations | **Michael D. Santoro**, Lehigh U.; **Amy K. Scott**, Lehigh U.
☯✈**SIM:** Child Labor and International Business Ethics: The Case of the Brazilian Shoe Industry | **J. Lawrence French**, Virginia Polytechnic Institute and State U.; **Richard E. Wokutch**, Virginia Polytechnic Institute and State U.
Discussants: **Jerry M. Calton**, U. of Hawaii, Hilo**; Bobby Banerjee**, U. of South Australia

469 🕮☯: *(Paper Session) - (SIM)* **Incorporating Environment into Corporate Social Responsibility and Stakeholder Research**
10:40- 12:00 Convention Center: A206
Chair: **Patricia C. Kelley**, U. of Washington
SIM: The Effect of Environment on the Relationship Between Social Responsibility and Performance | **Irene Goll**, U. of Scranton; **Abdul Rasheed**, U. of Texas, Arlington
☯❖**SIM:** The Creation of Value: Reconciling Social Responsibility, Sustainability and a Stakeholder Approach | **David Wheeler**, York U.; **Barry A. Colbert**, York U.; **R. Edward Freeman**, U. of Virginia
☯**SIM:** Cognitive Frames of Corporate Environmental Performance: Positional Differences and Similarities | **Oana**

MONDAY

Branzei, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia
Discussants: **Jamie R. Hendry**, Bucknell U.**; David H. Saiia**, Northern Iowa U.

470 ☯: *(Paper Session) - (SIT)* **Cracks in the Glass Ceiling?**
10:40- 12:00 Adam's Mark: Director's Row F
Facilitator: **Michael Harris**, U. of Missouri, St. Louis
✈**CAR:** Shattering the Glass Ceiling - The 'Greenhouse' Effect and Women's Careers | **Yochanan H. Altman**, U. of North London; **Ruth Catherine Simpson**, Brunel U.
GDO: The Glass Ceiling and the Politics of Knowledge: On the Possibilities of Roads Not Taken | **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst
☯✈**ODC:** Gender and Action in the Third Wave: Challenges for Enterprise Development and Change | **Nina Amble**, Work Research Institute; **Lene Foss**, Tromsoe U.
BPS: Who are Female Directors? New Empirical Evidence on Human Capital and Institutional Explanations | **Todd Fister**, U. of Illinois, Urbana-Champaign

471 ☯: *(Paper Session) - (SIT)* **Dot Coms and the New Economy**
10:40- 12:00 Convention Center: A208
Facilitator: **Urs E. Gattiker**, Aalborg U.
ODC: Punctuated Norm Crisis: Action Learning and Social Construction During the Rise and Fall of Dotcoms | **Kenneth Wm. Kury**, Boston College
TIM: An e-Venture in e-Topia: Networked Technologies and Connected Discourses | **Thea Michelle Hinde**, Keele U.
OMT: Towards a Theory of Variation in Idea-Markets: Attracting "Eyeballs" to Websites During the Dot-Com | **Christian H. Czernich**, Stockholm School of Economics; **Chip Heath**, Stanford U.
☯**OM:** Value Drivers in e-Services | **Rohit Verma**, U. of Utah; **Zafar Iqbal**, DePaul U.

472 ☯❖: *(Paper Session) - (SIT)* **Networks and Firm Performance**
10:40- 12:00 Convention Center: C204
Facilitator: **Marlene Burkhardt**, Juniata College
📖☯❖**OB:** Interpersonal Relationships at the Top | **David Butcher**, Cranfield U.; **Sally Atkinson**, Cranfield U.
❖**OB:** The Pervasive Effects of Network Content | **Brooke Harrington**, Brown U.
Winner of OB Division Best Dissertation-Based Paper Award
❖**ENT:** The Effects of Underwriter Networks on IPO Performance | **Hyeon Jeong Park**, Cornell U.
☯❖**HCM:** The Entrepreneurial Process in Health Care: The Nashville Network | **Sharon Topping**, U. of Southern Mississippi; **Jon C. Carr**, U. of Southern Mississippi; **Beth Woodard**, Belmont U.; **Michael Burcham**, ParadigmHealth; **Kina Johnson**, U. of Southern Mississippi

473 : *(Paper Session) - (TIM)* **Insights into E-Commerce**
10:40- 12:00 Convention Center: C212
Chair: **Sanjay Jain**, U. of Wisconsin, Madison
TIM: Trustworthiness as a Source of Competitive Advantage in Online Auction Markets | **Paul A. Pavlou**, U. of Southern California
TIM: Product Quality Information, Market State Information and Transaction Costs in Electronic Auctions | **Otto Koppius**, Erasmus U.; **Eric Van Heck**, Erasmus U.
☯✈**TIM:** Online Disintermediation. Differences in the Behavior of Traditional Retailers in Adopting Ecommerce | **Veneta Stefanova Andonova**, U. Pompeu Fabra
TIM: Pure Plays Versus Brick and Click: An Analysis of Marketing, Channel Structure, and Performance | **Howard Rasheed**, U. of South Florida; **Scott W. Geiger**, U. of South Florida

474 : *(Paper Session) - (TIM)* **Technological Insights from Patent Analyses**
10:40- 12:00 Convention Center: C208
Chair: **David Robinson**, Texas Tech U.
❖**TIM:** Evolution of R&D Capabilities: Role of Knowledge Networks Within a Firm | **Srikanth Paruchuri**, Columbia U.; **Atul Nerkar**, Columbia U.
❖**TIM:** Subsidiaries and Knowledge Networks: The Evolving Influences on Innovation | **Paul C. Almeida**, Georgetown U.; **Anupama Phene**, U. of Utah
TIM: Knowledge Transfer with the Firm: What Drives the Speed of Transfer? | **Anupama Phene**, U. of Utah; **Anoop Madhok**, Erasmus U.; **Kun Liu**, U. of Utah
✈**TIM:** Improving Patent Valuation Methods for Management - Validating New Indicators by Understanding Patenting Strategies | **Markus Georg Reitzig**, Munich School of Management

475 SHCS: *(TIM, BPS, OMT)* **The Theory of the Firm and Modularity: Towards a Fruitful Convergence?**
10:40- 12:00 Convention Center: C207
Organizers: **Michael G. Jacobides**, London Business School**; Phanish Puranam**, London Business School
Chair: **Richard Langlois**, U. of Connecticut
Speakers: **Henry Chesbrough**, Harvard U.**; Andrea Prencipe**, U. of Sussex
Discussant: **Sidney G. Winter**, U. of Pennsylvania

Monday 12:00PM

476 : *(OMA)* **Journal of Organizational Behavior Luncheon**
12:00- 2:00 Hyatt: Moulin Rouge
Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

Monday 12:20PM

477 ❖: *(AA)* **Co-Evolution of Knowledge Networks and Twenty-first Century Organizational Forms**
12:20- 2:10 Convention Center: A201
Social Capital and Communities of Practice: Studying Knowledge Creation, Retention, and Transfer | **Peter R. Monge**, U. of Southern California
Knowledge Networks as Public Goods | **Yan Xu**, U. of Southern California
A Network Analysis of Information Retrieval in Transactive Memory Systems | **Noshir Contractor**, U. of Illinois
Modelling Exception Handling and Knowledge Sharing in Project Teams | **John Kunz**, Stanford U.
Discussant: **Bill McKelvey**, U. of California, Los Angeles

478 ❖: *(AA)* **ISO Certification and Institutionalism: Adoption and Diffusion of Global Management Standards**
12:20- 2:10 Adam's Mark: Gov. Sq. 14
Chair: **Anastasia M. Luca**, U. of California, Los Angeles
Speakers: **Peter Mendel**, Stanford U.**; Isin Guler**, U. of Pennsylvania**; Mauro F. Guillen**, U. of Pennsylvania**; J. Muir Macpherson**, U. of Pennsylvania**; Ann Terlaak**, U. of California, Santa Barbara**; Andrew King**, New York U.**; Petra Christmann**, U. of Virginia**; Glen Stirling Taylor**, U. of Hawaii**; Eitan Naveh**, Technion-Israel Institute of Technology**; Alfred Marcus**, U. of Minnesota**; Hyoung Koo Moon**, Korea U.**; Anastasia M. Luca**, U. of California, Los Angeles**; Charles J. Corbett**, U. of California, Los Angeles
Discussant: **Esmeralda Garbi**, Florida Atlantic U.

479 ☯❖: *(AA)* **Leading Toward a Better World? Business as a Force for Change**
12:20- 2:10 Adam's Mark: Plaza Ballrm D+E+F
This session will explore lessons learned from both changes within major multinational corporations and from their efforts to contribute to constructive societal change. Recent events have surfaced numerous gaps in the global information age: for example, between the promise of creating "connected communities" and the reality of divisiveness and conflict; between macro-policies and micro-opportunities; between messages sent by leaders and behavior on the ground in local units; between the expectations for corporate social responsibility and what companies can actually deliver; and between the experiences of men and women. The leadership portfolio in many companies now includes the challenges of managing uncertainty, working through partner networks, building a common culture permitting collaboration across diverse units, and addressing problems well beyond a company's borders. This session will look at how companies improve their competitiveness while tackling new challenges, such as pharmaceutical companies' efforts to improve health in developing countries, from oil companies addressing environmental sustainability, and from initiatives of technology companies to bridge the digital divide. Does this reflect the evolution of a new corporate model? Is there a connection between business success in the digital age and active corporate citizenship? How does this model respond – or not – to the critics of global capitalism who are suspicious of the power of giant enterprises?
Distinguished Speaker: **Rosabeth Kanter**, Harvard U.

480 : *(Paper Session) - (BPS)* **Developing Capabilities: Internal Development Versus External Sourcing**
12:20- 2:10 Adam's Mark: Gov. Sq. 17
Chair: **Patrick Reinmoeller**, Erasmus U.
BPS: Boundary Management and Organizational Growth | **Filipe Manuel Santos**, Stanford U.; **Kathleen Eisenhardt**, Stanford U.
✈**BPS:** >From Catching Up to Competitive Advantage: The Evolution in Use of Methods of Resource Development | **Alvaro Cuervo-Cazurra**, U. of Minnesota
✈**BPS:** How Firms Change: Internal Development Versus External Capability Sourcing in the Global Telecommunications Industry | **Laurence Capron**, INSEAD; **Will Mitchell**, Duke U.
✈**BPS:** Market Liberalization and Its Impact on Firm Scope | **Alvaro Cuervo-Cazurra**, U. of Minnesota; **Omar Toulan**, McGill U.
Discussant: **Todd Zenger**, Washington U.

481 : *(Paper Session) - (BPS)* **The Determinants of CEO Compensation**
12:20- 2:10 Adam's Mark: Director's Row E
Chair: **Glenn Rowe**, U. of Western Ontario
BPS: Compensation Consultants and Executive Pay | **Simon Peck**, U. of St. Gallen; **Martin James Conyon**, U. of Pennsylvania
BPS: Market Comparisons as Determinants of CEO and Outside Director Compensation in U.S. Firms | **James J. Cordeiro**, State U. of New York, Brockport
BPS: Incentive Compensation Plans and Deregulation: Why Boards of Directors and Blockholders Matter? | **Bongjin Kim**, Tilburg U.
BPS: Impressing the Investor: CEO Compensation in IPO Firms | **S. Trevis Certo**, Texas A&M U.; **Catherine M. Daily**, Indiana U.; **Dan R. Dalton**, Indiana U.
Discussant: **Daniel P. Forbes**, U. of Minnesota

482 : *(Paper Session) - (BPS)* **The Dynamics of Supply Chain Structure and Coordination**
12:20- 2:10 Adam's Mark: Director's Row H
Chair: **Jack A. Nickerson**, Washington U.
☯**BPS:** Where Do Intermediate Markets Come From? | **Michael G. Jacobides**, London Business School
❖**BPS:** Do Modular Products Lead to Modular Organizations? | **Glenn Hoetker**, U. of Illinois, Urbana-Champaign
❖**BPS:** Asymmetrical Power as a Basis for Intensive Coordination in a Multi-Firm Network | **Alan O'Sullivan**, U. of Ottawa
❖**BPS:** Coerced to Co-Operate? Development of a Cooperative Distribution Strategy in Japan | **James M. Hagen**, Cornell U.; **Katsumasa Hayashi**, Naigai Industries, Inc.
BPS: Experience and Learning in Supply Chain Negotiations, Evidence from an Industry Simulation | **James Edward Henderson**, Babson College; **Karel Cool**, INSEAD
Discussant: **Ron Adner**, INSEAD

483 JS: *(BPS, IM, TIM)* **Business Strategy in the Evolving Global Wireless Telecommunications Sector**
12:20- 2:10 Convention Center: A207
Chair: **Bennet A. Zelner**, Georgetown U.
Competition and Price Discrimination in the U.S. Cellular Telephone Service Industry | **Patrick S. Moreton**, Washington U.
Replication and Adaptation in Knowledge Transfer among International Telecom Firms | **Charles Williams**, U. of Michigan
The Impact of Firm Rivalry on Location Choices in the Cellular Phone Industry | **Juan Alcacer**, New York U.
The Political Spectrum | **Witold J. Henisz**, U. of Pennsylvania
Discussant: **Anita McGahan**, Boston U.

484 ☯❖: *(CAR)* **Cyber-Relations, Religion, and 24-7 in Paradise: Managing Boundaries in 21st Century Work**
12:20- 2:10 Convention Center: A105
Chairs: **Susan G. Cohen**, U. of Southern California**; Edith Lilian Greenblatt**, U. of Southern California
Introduction to Symposium by the Chairs | **Susan G. Cohen**, U. of Southern California
Anybody Out There? Virtuality Impacting Individual Psychological States & Team Enabling Conditions | **Cristina B. Gibson**, U. of Southern California
Connecting at the Team-Member Boundary: Virtual Team Characteristics Predicting Member Satisfaction | **Paul E. Tesluk**, U. of Maryland
Protestant Relational Ideology and (In)Attention to Relational Cues in Work Settings | **Jeffrey Sanchez-Burks**, U. of Michigan
Too Close for Comfort: Boundary Management in 24-7 Service Workers | **Edith Lilian Greenblatt**, U. of Southern California
Managing Boundaries for Individual and Organizational Effectiveness | **Edward Lawler III**, U. of Southern California
Discussant: **Edward Lawler III**, U. of Southern California

485 ☯❖JS: *(ENT, BPS, OMT)* **I Get By With a Little Help From My Friends: Entrepreneurs in Rock and Roll Networks**
12:20- 2:10 Convention Center: A101/103
Chair: **Timothy S. Reed**, Air Force Institute of Technology
Speakers: **Hugh McGee**, Pat McGee Band, Inc.**; Cheryl Preheim**, NBC News**; Barry Fey**, House Of Blues Promotions**; Virgil M. Thompson**, Cox Radio**; Ron Cerrito**, Interscope Geffen A&M Records**; Kurt Heppard**, U.S. Air Force Academy**; Andrew C. Corbett**, Rensselaer Polytechnic Institute**; Jeffery S. McMullen**, U. of Colorado, Boulder
Musician: **Pat McGee**, Pat McGee Band, Inc.

486 ☯❖: *(HR)* **"e-HR and the Future of the HR Function"**
12:20- 2:10 Adam's Mark: Terrace
Speakers: **Mike Christie**, Hewitt Associates, LLC**; Steve Moritz**, Dell Computer Corporation**; Mark L. Lengnick-Hall**, U. of Texas, San Antonio

487 : *(Paper Session) - (HR)* **Issues in Compensation Design**
12:20- 2:10 Adam's Mark: Vail
This session includes papers on issues with regard to compensation design such as organizational pay mix, group incentives, and broad based incentives
Chair: **Karen J. Jansen**, Pennsylvania State U.
HR: Organizational Pay Mix: The Implications of Various Theoretical Perspectives | **Yoshio Yanadori**, Cornell U.; **Michael C. Sturman**, Cornell U.; **George T. Milkovich**, Cornell U.; **Janet H. Marler**, State U. of New York, Albany
HR: Group Incentives Context, Design and Effectiveness: Evidence of Complex, Nonlinear Relationships | **Edilberto F. Montemayor**, Michigan State U.
☯**HR:** Organization-Wide Broad-Based Incentives: Rational Theory and Evidence | **Janet H. Marler**, State U. of New York, Albany; **George T. Milkovich**, Cornell U.; **Yoshio Yanadori**, Cornell U.
Discussant: **Gary C. McMahan**, U. of Texas, Arlington

488 : *(Paper Session) - (HR)* **HR Practices and Firm Performance**
12:20- 2:10 Adam's Mark: Columbine
Chair: **Elizabeth Fraser Cabrera**, U.Carlos III de Madrid
☯**HR:** The Effects of Firm Strategy and Human Resource Practices on Firm Innovation in Nonunionized Firms | **Simon Taggar**, York U.; **Alan M. Saks**, U. of Toronto
☯**HR:** How HRM Affects Corporate Financial Performance: Evidence from Belgian SMEs | **Luc Sels**, Catholic U., Leuven; **Sophie De Winne**, Catholic U., Leuven; **Johan Maes**, Catholic U., Leuven; **Jeroen Delmotte**, Catholic U., Leuven; **Dries Faems**, Catholic U., Leuven; **Anneleen Forrier**, Catholic U., Leuven
☯**HR:** Training and Organizational Effectiveness: Do Incentives Make a Difference? | **Simon Taggar**, York U.; **Alan M. Saks**, U. of Toronto; **Robert R. Haccoun**, York U.
Discussant: **Diane Burton**, Massachusetts Institute of Technology

489 JS: *(HR, MED, OB)* **360 Degree Feedback: Dilemmas in Practice, Opportunities in Research**
12:20- 2:10 Convention Center: A209
Chair: **Jay A. Conger**, London Business School
360-Degree Trends and Predicaments | **Jean Brittain Leslie**, Center for Creative Leadership
Understanding 360-Degree Feedback at the Individual, Organizational, and National Levels | **David A. Waldman**, Arizona State U.
Decoupling Development from Administration: Time for Two 360-Degree Instruments? | **Ginka Toegel**, London Business School
Does Method Matter? Online vs. Paper Survey Effects in 360-Degree Feedback | **Allan H. Church**, PepsiCo, Inc.

490 : *(IM)* **Beyond Expatriation: New Themes in Expatriate Research**
12:20- 2:10 Convention Center: C102
Chair: **Jean-Luc Cerdin**, ESSEC
Facilitator: **Paula M. Caligiuri**, Rutgers U.
The Relationship Between Expatriate Assignment and Global Leadership Competencies | **Mark Mendenhall**, U. of Tennessee, Chattanooga
Designing Repatriate Training Programs: A Contingency Framework | **Ibraiz Tarique**, Rutgers U.
Towards a Boundaryless Career: A Closer Look at the Expatriate Career Concept | **Guenter K. Stahl**, INSEAD
Repatriation in French Multinationals: Traditional Propositions and New Research Directions | **Mila Borislavova Lazarova**, Rutgers U.
Foreign Assignments and Organizational Performance: A Comparative Analysis of European Countries | **Amanda Dunkel**, Vienna U. of Economics and Business Administration

491 : *(Paper Session) - (IM)* **Management Lessons from Uncertain Environments: Dazed and Confused**
12:20- 2:10 Convention Center: C104
Chair: **James J. Kennelly**, Skidmore College
IM: Modes and Effects of Change: Evidence from Telecommunications Firms | **Laurence Capron**, INSEAD; **Will Mitchell**, Duke U.
IM: An Evolutionary View of the Internationalization of Chase Manhattan Bank, 1917 to 1996 | **Gino Cattani**, U. of Pennsylvania
✈**IM:** The Value of Real Options in a Period of Great Uncertainty | **Seung-Hyun Lee**, Ohio State U.; **Mona V. Makhija**, Ohio State U.
✈**IM:** Greenfield Investment in the Global Energy Industry: Negotiating Complexity and Legitimacy | **Rajesh Kumar**, Aarhus School of Business; **Srinivasa Rangan**, Babson College; **Carlos Rufin**, Babson College
Discussant: **Stanley D. Nollen**, Georgetown U.

492 ❖SHCS: *(IM, OB)* **Building Effective Networks: Reconciling Cultural Dimensions of Five International Research Programs**
12:20- 2:10 Convention Center: C207
Chairs: **Vipin Gupta**, Fordham U.**; Robert J. House**, U. of Pennsylvania
Speakers: **Mansour Javidan**, U. of Calgary**; Paul Hanges**, U. of Maryland**; Peter W. Dorfman**, New Mexico State U.**; Fons Trompenaars**, THT Intercultural Management Group**; Lilach Sagiv**, Hebrew U.**; Michael H. Hoppe**, Center for Creative Leadership

493 : *(Paper Session) - (IPC)* **Understanding Competitive and Cooperative Relations and Their Interaction**
12:20- 2:10 Convention Center: A106 T2
Facilitator: **Carlos Garcia-Pont**, IESE, U. of Navarra
❖**BPS:** Strategic Analysis to Build Value-Creative Network: The Value Configuration Approach | **Xavier Lecocq**, IAE - USTL; **Saïd Yami**, ERFI-ISEM
☯✈**BPS:** Competition Versus Cooperation: Toward an Integration | **Ming-Jer Chen**, U. of Virginia; **Alberto Daniel Hanani**, U. of London
❖**BPS:** Networking for Action: Action-Based Firm Differences in Embeddedness Perspective | **Ping Kwong Yeung**, Open U., Hong Kong; **Chung-Ming Lau**, Chinese U. of Hong Kong

494 : *(Paper Session) - (IPC)* **Strategic Groups and Multimarket Competition**
12:20- 2:10 Convention Center: A106 T3
Facilitator: **Avi Fiegenbaum**, Technion
☯**BPS:** Diffusing the Shadow of the Future: Technological Innovation and (Non) Mutual Forbearance | **Raja Roy**, U. of Pittsburgh; **John E. Prescott**, U. of Pittsburgh
❖**BPS:** When Does the Competition Matter? Investigating Managerial and Board Perceptions Within a Multimarket Context | **John Stephan**, State U. of New York, Buffalo
☯✈**BPS:** Multipoint Competition, Mutual Forbearance and Entry Into Geographic Markets | **Lucio Fuentelsaz**, U. of Zaragoza; **Jaime Gómez**, U. of Zaragoza
BPS: The Performance Implications of Strategic Group Membership: The Role of Multi-Market Competition | **Zied Guedri**, Concordia U.; **Jean McGuire**, Concordia U.

495 : *(Paper Session) - (IPC)* **Mimetic Behavior and Industry Evolution**
12:20- 2:10 Convention Center: A106 T1
Facilitator: **Marvin B. Lieberman**, U. of California, Los Angeles
✈**BPS:** Identifying Mimetic Isomorphic Patterns and Measuring Their Consequences | **Charles Baden-Fuller**, City U., London; **Ilidio Barreto**, U. Catolica Portuguesa
BPS: Temporal Mimicry Patterns and Performance Consequences in U.S. Investment Banks' Underwriting IPOs | **Kyung Min Park**, INSEAD
☯✈**BPS:** Strategic Similarity and Performance: A Test of Urban Hotels | **Ainhoa Urtasun**, Navarra Public U.; **Isabel Gutierrez**, U.Carlos III de Madrid
BPS: The Impact of Stock Price "Alerts" on Firm Behavior and Industry Evolution: When the Market Misleads | **Carl J. Kock**, U. of Pennsylvania

496 : *(Paper Session) - (IPC)* **The Function and Performance of Strategic Alliances**
12:20- 2:10 Convention Center: A214 T3
Facilitator: **Shige Makino**, Chinese U. of Hong Kong
BPS: Influences of Transaction Governance and Process Pattern on Alliance Performance | **Steven S. Lui**, City U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong
✈**BPS:** Equity Participation and the Wealth Effect of Strategic Alliances: Evidence from Taiwan | **Shao-Chi Chang**, National Cheng Kung U.
✈❖**ENT:** The Influence of Organizational Performance Goals and National Culture on SME Strategic Alliance Propensity | **Franz T. Lohrke**, U. of Alabama, Tuscaloosa; **Mark Weaver**, Rowan U.; **Patrick Kreiser**, U. of Alabama, Tuscaloosa

MONDAY

☯❖**BPS:** Managing Joint Ventures: The Impact of Experience, Strategic Interdependence, and Control on Performance | **Rebecca Monette Guidice**, U. of Mississippi; **John B. Cullen**, Washington State U.

497 : *(Paper Session) - (IPC)* **Financial and Accounting Measures and Strategy**
12:20- 2:10 Convention Center: C205 T2
Facilitator: **Eleanor O'Higgins**, U. College, Dublin
BPS: Why Financial Buyers Do It Better? Agency Theory Meets the Knowledge-Based View of the Firm | **Oliver Frank Gottschalg**, INSEAD
☯**BPS:** Improving the Management of Turnaround with Corporate Financial Measures | **John A. Pearce II**, Villanova U.; **Jonathan P. Doh**, Villanova U.
🕮☯✈**BPS:** Restructuring Performance: The Applicability of the Balanced Scorecard View | **Seungwha (Andy) Chung**, Yonsei U.; **Gyeong Mook (Gymi) Kim**, Kwandong U.; **Boyoung Cheon**, Yonsei U.
OMT: The Reception Pattern of the Balanced Scorecard: Accounting for Interpretative Viability | **Geert Braam**, U. of Nijmegen; **Stefan Heusinkveld**, U. of Nijmegen; **Jos Benders**, U. of Nijmegen

498 : *(Paper Session) - (IPC)* **Re-examining Research in Strategic Management: From Theory to Methods**
12:20- 2:10 Convention Center: A106 T4
Facilitator: **Eric W. K. Tsang**, Wayne State U.
BPS: A Place to Play: Re-Defining Strategy Research | **Johan Roos**, Imagination Lab Foundation; **Matt Statler**, Imagination Lab Foundation
BPS: Paradox and Theorizing Within the Resource-Based View | **Augustine A. Lado**, Cleveland State U.; **Peter Wright**, U. of Memphis; **Mark Kroll**, Louisiana Tech U.; **Nancy G. Boyd**, North Texas U.
🕮☯❖**BPS:** From Metaphor to Practice in the Crafting of Strategy | **Johan Roos**, Imagination Lab Foundation; **Peter Bürgi**, Imagination Lab Foundation
BPS: Has Strategic Management Shed the Normal Science Straightjacket? Revisiting Bettis' (1991) Critiques | **David Ketchen**, Florida State U.; **Virginia Bratton**, Florida State U.; **T. Russell Crook**, Florida State U.; **Vera L. Hoover**, Florida State U.

499 : *(Paper Session) - (IPC)* **Strategic Issues in Technology Development and Commercialization**
12:20- 2:10 Convention Center: A214 T1
Facilitator: **Anil Nair**, Old Dominion U.
☯**BPS:** Organizational Antecedents of Second-Order Marketing and R&D Competences | **Erwin Danneels**, Worcester Polytechnic Institute
☯**BPS:** Myopic Core Competencies and New Product Performance | **Keith Brouthers**, U. of East London; **Lance Brouthers**, U. of Akron; **Dennis B. Arnett**, Texas Tech U.
BPS: The Definition of Strategic Liabilities and Their Impact on Firm Performance | **Richard J. Arend**, U. of Nevada, Las Vegas
☯**BPS:** The Role of IT in Drug Development: Measuring Capabilities Among Contract Research Organizations | **Christopher Boerner**, U. of California, Berkeley; **Jeffrey Macher**, Georgetown U.

500 : *(Paper Session) - (IPC)* **Venture Capital: Its Function and Role in Firm Strategy**
12:20- 2:10 Convention Center: A214 T2
Facilitator: **Garry D. Bruton**, Texas Christian U.
BPS: The Munificence Penalty: How Excess Resources Impact New Venture Performance | **Hart E. Posen**, U. of Pennsylvania
☯**BPS:** Knowledge, Structure, and the Upside-Down Venture Capitalist | **Noam Wasserman**, Harvard U.
ENT: Institutional Profiles and Their Impact on New Venture Growth in Emerging Economies | **Niels Billou**, London Business School
✈**OMT:** Multi-Stage Selection and the Funding of New Ventures | **Jonathan Thomas Eckhardt**, U. of Maryland, College Park; **Scott Shane**, U. of Maryland, College Park; **Frederic Delmar**, Stockholm School of Economics

501 : *(Paper Session) - (IPC)* **Approaches for Measuring and Assessing Ethics**
12:20- 2:10 Convention Center: A214 T4
Facilitator: **Marshall J. Schminke**, U. of Central Florida
SIM: Utilizing Moral Reasoning in Decision Making: A Closer Look | **Peter E. Mudrack**, Kansas State U.
SIM: Magnitude of Consequences, Accountability, and the Ethical Decision Making of IS Professionals | **Kevin P. Pauli**, Millsaps College; **Douglas R. May**, U. of Nebraska, Lincoln
SIM: Just(?) a True/False Test: Applying Signal Detection Theory to Judgments of Organizational Dishonesty | **Elizabeth D. Scott**, Pennsylvania State U.

502 : *(Paper Session) - (IPC)* **New Evidence on Entrepreneurship and Managing Innovation**
12:20- 2:10 Convention Center: C105 T2
Facilitator: **John A. Mathews**, Macquarie U.
✈**TIM:** Learning Curve? Which One? | **Paulo Jose Prochno**, IBMEC
☯**TIM:** The Duality of Innovation and Attention to Details in Quality Improvement Initiatives | **Eitan Naveh**, Technion-Israel Institute of Technology; **Miriam Erez**, Technion-Israel Institute of Technology
TIM: Interactions between Style and New Technologies: Managing Innovation in the Media Industries | **Tanja S. Schweizer**, Erasmus U.
ENT: Environmental Uncertainty, Configurational Equifinality, and Organizational Performance In Small Firms | **G. Tyge Payne**, U. of Texas, Arlington

503 : *(Paper Session) - (IPC)* **Relational Principles, Identity and Organizational Change**
12:20- 2:10 Convention Center: C105 T1
Facilitator: **Jack M. Feldman**, Georgia State U.

☯❖**MC:** An Interpretative Model of the Dynamics of Cooperation in Intra- and Inter-organizations Networks | **Jean-Paul Bernard Dumond**, Hautes Etudes Commerciales U.

☯**ODC:** Transformative Interactions: Relational Principles to Guide Self-Organizing Change | **Mary A. Ferdig**, Benedictine U.; **James D. Ludema**, Benedictine U.
Best Interactive Paper Award

ODC: Employee Responses to Mergers and Acquisitions: The Mediating Role of Threat to Self-Concept | **Christopher D. Zatzick**, Simon Fraser U.

504 : *(Paper Session) - (IPC)* **Occupational Concerns, Stress and Performance**
12:20- 2:10 Convention Center: C105 T3
Facilitator: **Angelo J. Kinicki**, Arizona State U.

☯**OB:** Stress-Related Aftermaths to Workplace Politics | **Eran Vigoda**, Haifa U.

OB: The Antecedents of Performance: A Multilevel Perspective | **Gillian Bernadette Yeo**, U. of Queensland; **Andrew Neal**, U. of Queensland

☯**OB:** Occupation-Relevant Values Strengthen the Stressor-StrainRelationship in Elite Army Units | **Thomas W. Britt**, Clemson U.; **Melba Stetz**, Walter Reed Army Institute of Research; **Paul Bliese**, Walter Reed Army Institute of Research

OB: Organizational Climate: Moderating Job Insecurity's Toll on Employee Safety | **Tahira M. Probst**, Washington State U., Vancouver

505 : *(Paper Session) - (IPC)* **Challenges Posed by Success in the Context of Organizations and Project Management**
12:20- 2:10 Convention Center: C105 T4
Facilitator: **Tsungting Chung**, Providence U.

OB: Cognitive Processes for Avoiding the Paradox of Success | **Pino G. Audia**, London Business School

MC: How Success Inhibits Innovation and Change: Lessons from an Intervention | **Anurag Sharma**, U. of Massachusetts, Amherst; **Thu Hang T. Tran**, U. of Massachusetts, Amherst

OB: Uncovering and Exploring the Mobilization and Launch Phase of High and Low Performing Project Teams | **Jeff Ericksen**, Cornell U.

☯**MC:** In Search of the Root Causes of Deep Culture Conflicts | **James W. Fairfield-Sonn**, U. of Hartford

506 : *(Paper Session) - (IPC)* **Negotiation Strategies and Tactics**
12:20- 2:10 Convention Center: C205 T1
Facilitator: **Don Moore**, Carnegie Mellon U.

OB: The Later the Better: Issue Delays and Outcome Delays in Dyadic Negotiations | **Sungu Armagan**, Utah State U.; **Tamara A. Uptigrove**, U. of Texas, Dallas; **Gerardo A. Okhuysen**, Utah State U.

CM: Learning to Avoid the Winner's Curse in Bilateral Negotiations: The Effect of Variance in the Payoff | **Yoella Bereby-Meyer**, Ben-Gurion U., Negev; **Brit Grosskopf**, Harvard U.

CM: Do I Need to be a Tough Negotiator all the Time? Relationship Between Negotiators and the Concession Timing Effect | **Seungwoo Kwon**, Carnegie Mellon U.

507 ❖JS: *(MC, ODC)* **Social Network Analysis and Management Consulting**
12:20- 2:10 Convention Center: A205

A Brief History of Social Network Analysis in Management Consulting | **Valdis Krebs**, Orgnet.Com

Jump-Starting Your Consulting Career in Social Network Analysis | **Gerald R. Falkowski**, IBM

Managing Across Boundaries: A Social Network Analysis | **Alessandro Lomi**, Bologna U.

Ethical and Strategic Challenges in Using Network Analysis in Management Consulting | **Stephen P. Borgatti**, Boston College

What Can Social Network Analysis Do for Management Consulting? | **Jose-Luis Molina**, UAB

508 ❖: *(MED)* **Luncheon of Past MED Chairs**
12:20- 2:10 Convention Center: A113
Program Chair: **Regina Bento**, U. of Baltimore
Division Chair: **Robert J. DeFillippi**, Suffolk U.

509 : *(Paper Session) - (MH)* **Corporate Governance in Historical Perspective**
12:20- 2:10 Convention Center: A104
Chair: **Diana Reed**, Drake U.

❖**MH:** Hierarchy Versus Heterarchy in British Aerospace: BAE Systems and Bombardier-Shorts in the 1990s | **John Francis Wilson**, Nottingham U.

MH: Corporate Governance, Business Strategy and the Characteristics of Networks | **Steve Toms**, U. of Nottingham; **Igor Filatotchev**, U. of Bradford

MH: Inventing Corporate Governance: The Emergence of Shareholder Activism in the Nineteen Forties | **Richard Marens**, Sacramento State U.
Paul Hersey Award for Best Paper on Leadership

❖**MH:** Corporate Governance Through Networks and Markets: The Historical Impact of Public Policy | **Trevor Buck**, De Montfort U.

Discussants: **Bill Cooke**, U. of Manchester**; Gillian Wright**, Liverpool John Moores U.**; Michael Rowlinson**, U. of North London**; Mohammed R. Ahmed**, Ameer Institute of Technology

510 : *(Paper Session) - (MOC)* **The Effects of Affect on Decisions and Judgement**
12:20- 2:10 Convention Center: C201
Chair: **Vanessa Urch Druskat**, Case Western Reserve U.

MOC: The Emotional Ties That Bind: Affective Characteristics of Groups and Their Effects on Judgments of Cohesiveness and Common Fate | **Joseph Magee**, Stanford U.; **Larissa Tiedens**, Stanford U.

MOC: Effects of Mood on the Discernment of Varying Levels of Employee Performance in Performance Appraisals | **Stéphane Côté**, U. of Toronto

MOC: The Impact of Affect, Framing, and Need for Cognition on Decision Makers' Recall and Confidence | **Bard Kuvaas**, Norweigan School of Management; **Geir Kaufmann**, Norwegian School of Economics and Business Administration; **Tore Helstrup**, U. of Oslo

MOC: A Web Study of the Effect of Personal Preference, Mood, and Gender on Decision-Making Style | **Marta Sinclair**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Discussant: **Adelaide Wilcox King**, U. of Virginia

511 : *(Paper Session) - (OB)* **LMX: Measurement and Links to Justice and Citizenship Behavior**

12:20- 2:10 Adam's Mark: Gov. Sq. 11

Chair: **Arup Varma**, Loyola U., Chicago

✈**OB:** Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior | **Samuel Aryee**, Hong Kong Baptist U.; **Hwee-Hoon Tan**, National U. of Singapore; **Pawan S. Budhwar**, Cardiff U.

OB: LMX Dyad Agreement: Construct Definition and the Role of Dyad Similarity and Communication | **Barbara D. Minsky**, Troy State U., Dothan

OB: A Justice Perspective to Understanding The Effects of LMX Differentiation For Individual Attitudes | **Berrin Erdogan**, Portland State U.

OB: The Role of Proactive Characteristics and Behaviors on Exchange Relationships and Outcomes | **Robert C. Liden**, U. of Illinois, Chicago; **Raymond T. Sparrowe**, Washington U.; **Berrin Erdogan**, Portland State U.; **Monica C. Gavino**, U. of Illinois, Chicago; **John M. Maslyn**, Vanderbilt U.

Discussant: **Mark J. Martinko**, Florida State U.

512 SHCS: *(OB, HR)* **Contingent Work in the New Economy**

12:20- 2:10 Adam's Mark: Gov. Sq. 12

Organizers: **Blake E. Ashforth**, Arizona State U.**; Paul Tiedt**, U. of Arkansas

Chair: **Anne M. O'Leary-Kelly**, U. of Arkansas

Speakers: **Mindy E. Bergman**, Texas A&M U.**; Daniel C. Feldman**, U. of South Carolina**; William H. Turnley**, Kansas State U.**; Joseph P. Broschak**, U. of Illinois, Urbana-Champaign**; Alison Davis-Blake**, U. of Texas, Austin**; Blake E. Ashforth**, Arizona State U.**; Anne M. O'Leary-Kelly**, U. of Arkansas**; Vikas Anand**, U. of Arkansas

Discussant: **Lois E. Tetrick**, U. of Houston

Winner of OB Division's Most Innovative Session

513 ❖: *(OCIS)* **Establishing Links in Research Networks**

12:20- 2:10 Convention Center: A204

This session is designed to help build research networking relationships among OCIS members. Participants will be organized in small groups based on their research interests for two network-building exercises. Each group will be lead by a researcher recognized for research on the group's topic area. Pre-registration not required. Bring a lunch if you might get hungry. Contact Carol Saunders at csaunders@bus.ucf.edu for more information.

Organizer: **Carol Saunders**, U. of Central Florida

514 : *(Paper Session) - (OMT)* **Identity and Identification in Organizations**

12:20- 2:10 Adam's Mark: Tower Court D

Chair: **Majken Schultz**, Copenhagen Business School

OMT: On the Edge of Identity: Boundary Theory and Work-Self Conflict | **Glen E. Kreiner**, U. of Cincinnati

OMT: Social Identity and Knowledge Transfer Between Groups | **Aimee Kane**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.; **John Levine**, U. of Pittsburgh

❖**OMT:** Identity Orientation and Networking | **Olivia Kyriakidou**, U. of Surrey

OMT: Organizational Identity and Commitment: A Cross-National Test of A Measurement Model | **Peter Foreman**, U. of Illinois, Urbana-Champaign; **Randall E. Westgren**, U. of Illinois, Urbana-Champaign; **David A. Whetten**, Brigham Young U.

OMT: Language Mechanisms in the Dynamic Construction & Categorization of Organizational Identity | **Bing Ran**, U. of Waterloo; **P. Robert Duimering**, U. of Waterloo

515 ❖: *(Paper Session) - (OMT)* **Networking Across Organizational Boundaries**

12:20- 2:10 Adam's Mark: Tower Court B

Chair: **John R. Austin**, Pennsylvania State U.

❖**OMT:** Competing in Groups | **Tim Rowley**, U. of Toronto; **Joel A. C. Baum**, U. of Toronto; **Andrew V. Shipilov**, U. of Toronto

❖**OMT:** Research Impact: Social Network Research, Framing, and Change in Board Network Ties ⚐ | **Marc-David L. Seidel**, U. of Texas, Austin; **James D. Westphal**, U. of Texas, Austin

❖**OMT:** Accessing Private Benefits in Corporate Financing Networks: An Embeddedness Approach ⚐ | **Brian Uzzi**, Northwestern U.; **James J. Gillespie**, Northwestern U.

✈❖**OMT:** Networks Across Organizations and Markets | **Alessandro Lomi**, Bologna U.; **Philippa Pattison**, U. of Melbourne

OMT: A Network Paradigm for the Family Business Enterprise | **Hung-Bin Ding**, Rensselaer Polytechnic Institute

516 : *(Paper Session) - (OMT)* **Learning and Organizations: Organizational and Inter-organizational Learning**

12:20- 2:10 Adam's Mark: Gov. Sq. 9

Chair: **Colin Eden**, U. of Strathclyde

OMT: An Agency Perspective on the Financial Press as a Monitoring Mechanism | **Jonathan Lewis Johnson**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas; **Michael J. Hennelly**, U. of Arkansas

✈**OMT:** Interorganizational Learning and the Location of Manufacturing Subsidiaries | **Paula V. Bastos**, U. Federal Rio de Janeiro; **Henrich R. Greve**, Norwegian School of Management

✈**OMT:** Organizational Rules and Rule Histories: A Review of Rule-Based Models of Organizational Learning | **Martin Schulz**, U. of British Columbia; **Nikolaus Beck**, U. of Erfurt

✈**OMT:** The Intelligence of Superstition | **Jerker C. Denrell**, Stockholm School of Economics

❖**OMT:** Organization-Level and Population-Level Learning During Implementation of a Managerial Innovation | **Andreas Schwab**, Louisiana State U.; **Craig A. Olson**, U. of Illinois; **Anne S. Miner**, U. of Wisconsin, Madison

517 ❖JS: *(OMT, BPS)* **Looking Beyond Individuals: Toward an Understanding of Structure in Network Analysis**
12:20- 2:10 Convention Center: C101/103
Chairs: **Thomas P. Moliterno**, U. of California, Irvine**; Christine Beckman**, U. of California, Irvine
Speakers: **Olav Sorenson**, U. of California, Los Angeles**; Mark S. Mizruchi**, U. of Michigan **; Christine Beckman**, U. of California, Irvine**; Wayne E. Baker**, U. of Michigan **; Christopher Marquis**, U. of Michigan **; Robert Faulkner**, U. of Massachusetts
Discussant: **Walter W. Powell**, Stanford U.

518 ❖JS: *(OMT, PNP)* **Networks for Nation Building: Interorganizational Coordination in Peacekeeping and Development**
12:20- 2:10 Convention Center: A108/110
Speakers: **Silvia Dorado**, U. of Massachusetts, Boston**; Nancy C. Roberts**, Naval Postgraduate School**; Eric C. Martin**, State U. of New York, Albany
Discussant: **David P. McCaffrey**, U. at Albany

519 : *(Paper Session) - (RM)* **Grounding Research and Research in Practice**
12:20- 2:10 Convention Center: C210
Chair: **Laubie Li**, U. of Adelaide
RM: From Revision to Representation: Ties to the Past in Research Methods | **Julie Wolfram Cox**, Monash U.
☯❖**RM:** Configuring Knowledge in Practice-Grounded Research Networks: A Contemporary Example | **David Partington**, Cranfield U.; **Malcolm Young**, Cranfield U.
RM: Using Grounded Inquiry to Explore Idea Management for Innovativeness | **Argun Saatcioglu**, Case Western Reserve U.
Discussants: **James R. Bailey**, George Washington U.**; Carolyn M. Wiethoff**, Indiana U., Bloomington

520 🕮☯: *(Paper Session) - (SIM)* **Ethically Managing Employee Stakeholder Relationships**
12:20- 2:10 Convention Center: A206
Chair: **Tara J. Radin**, Hofstra U.
SIM: Changing Places: Stakeholder Management and the Labor Process in a Global Environment | **Thomas G. Comstock**, Pennsylvania State U.
❖**SIM:** New Institutions for New Employment Relationships: Stakeholder Networks and Justice for Workers | **Harry J. Van Buren III**, Northern Iowa U.
SIM: Two Concepts of Contractarian Corporate Morality | **Ben Wempe**, Erasmus U.
Discussants: **Archie B. Carroll**, U. of Georgia**; Meinolf Dierkes**, WZB

521 ☯SHCS: *(SIM, BPS)* **Corporate Political Strategies and Firm Financial Performance**
12:20- 2:10 Convention Center: C209
Chair: **Amy Hillman**, Arizona State U.
Speakers: **Gerald Keim**, Arizona State U.**; Jean-Philippe Bonardi**, U. of Western Ontario**; Michael D. Lord**, Wake Forest U.**; John F. Mahon**, U. of Maine**; Richard A. McGowan**, Boston College**; Amy Hillman**, Arizona State U.

522 ☯: *(Paper Session) - (SIT)* **Variety in Teams**
12:20- 2:10 Convention Center: C204
Facilitator: **Zhong-Ming Wang**, Zhejiang U.
TIM: The Role of Communication Values in Swift Starting Action Teams | **Earl H. McKinney, Jr.**, Bowling Green State U.; **James R. Barker**, U.S. Air Force Academy; **Daryl R. Smith**, U.S. Air Force Academy; **Kevin J. Davis**, U.S. Air Force Academy
☯✈**ENT:** Initial Composition and Membership Change in Emerging and New Venture Teams | **Gaylen N. Chandler**, Utah State U.; **Benson Honig**, Haifa U.; **Johan Wiklund**, Stockholm School of Economics
BPS: Top Management Teams for Innovation in China: Contribution of Conflict Management | **Guoquan Chen**, Tsinghua U.; **Zhong-Ming Wang**, Zhejiang U.; **Chunghong Liu**, Kwandong U.; **Dean Tjosvold**, Lingnan U.
OB: Dilemma of Diversity: Identity Confusion and Organizational Context in Cross-Functional Work Teams | **Amy Randel**, Wake Forest U.

523 ☯❖: *(Paper Session) - (SIT)* **Relationship Building: Mentoring and Social Capital**
12:20- 2:10 Adam's Mark: Director's Row F
Facilitator: **Guillermo E. Dabos**, Carnegie Mellon U.
❖**OB:** Cross-Gender Information Flow in Job Search Networks: Size, Strength & Institutional Embeddedness | **Maura A. Belliveau**, Texas A&M U.
❖**GDO:** It's Not Just "Who You Know": Gender, Contacts and Job Search Outcomes | **Lisa V. Torres**, U. of California, Santa Barbara; **Matt L. Huffman**, U. of California, Irvine
❖**CAR:** Multiple Mentoring in Academe: Developing the Professorial Network | **Suzanne C. de Janasz**, James Madison U.; **Sherry E. Sullivan**, Bowling Green State U.
❖**IM:** Individualism-Collectivism and Social Network Preferences | **Jean-Paul Roy**, York U.; **Nailin Bu**, Queen's U.

524 ☯: *(Paper Session) - (SIT)* **Demands for Justice**
12:20- 2:10 Convention Center: A208
Facilitator: **Robert P. Wright**, U. of Hong Kong
CM: A Rage for Justice: An Application of Referent Cognitions Theory to Legal-Claiming by Terminated Workers | **Barry M. Goldman**, U. of Arizona
OB: Managing Performance: The Impact of Different Sources of Justice and Choice on Employee Attitudes | **Krystyna Joanna Zaleska**, London Business School; **Lynda Gratton**, London Business School
GDO: Perceptions of Discrimination and Justice: Do Their Outcomes Differ for Men and Women? | **Sharon Foley**,

Chinese U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong; **Angela Wong**, Chinese U. of Hong Kong

IM: Procedural Justice in China | **Jane K. Giacobbe-Miller**, U. of Massachusetts, Amherst; **Kevin P. Farmer**, U. of Massachusetts; **Thomas G. Brashear**, U. of Massachusetts, Amherst; **Daniel J. Miller**, Central Connecticut State U.

Monday 12:30PM

525 : *(Paper Session) - (CM)* **Dispute Resolution in Organizations: Problems and Prospects**

12:30- 2:10 Convention Center: A107

Chair: **Ronda Callister**, Utah State U.

CM: Conflict and Control: A Theoretical Model of the Mechanisms Through Which Organizational Forms Affect Routine Conflict Behaviors | **Corinne Bendersky**, Massachusetts Institute of Technology

☯**CM:** What Kinds of Voice Do Loyal Employees Use to Resolve Workplace Conflicts? | **Andrew Anthony Luchak**, U. of Alberta

CM: Peer Review Procedures: Employee Involvement in Dispute Resolution | **Alexander J.S. Colvin**, Pennsylvania State U.

CM: The Impact of Verbal Aggression on Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behaviors | **Mary Beth Marrs**, U. of Missouri, Columbia; **Daniel B. Turban**, U. of Missouri, Columbia

526 : *(Paper Session) - (TIM)* **Technology and Alliance Formation**

12:30- 2:10 Convention Center: C208

Chair: **Brian Silverman**, U. of Toronto

❖**TIM:** Inter-Firm R&D Partnering in Biotechnology - What Matters Most: Experience or Trust | **John Hagedoorn**, Maastricht U.; **Nadine Roijakkers**, Maastricht U.; **Hans van Kranenburg**, Maastricht U.

✈❖**TIM:** Formation of International R&D Alliances in China | **Jiatao Li**, Hong Kong U. of Science and Technology; **Jing Zhong**, Hong Kong U. of Science and Technology

TIM: Beyond Singular Descriptions: Multidimensional Alliance Formation Modelling | **Lance Richard Newey**, U. of Queensland

❖**TIM:** Alliance Formation Between Incumbents and New Entrants Following Radical Technological Change | **Frank T. Rothaermel**, Michigan State U.; **Warren Boeker**, U. of Washington

527 : *(Paper Session) - (TIM)* **The Role of Government in Promoting Innovation**

12:30- 2:10 Convention Center: C212

Chair: **Andrew D. Henderson**, U. of Texas, Austin

❖**TIM:** From Big Push to Big Pull: Theory and Evidence | **Carlos Rufin**, Babson College; **Ishtiaq Pasha Mahmood**, National U. of Singapore

✈❖**TIM:** Country Capabilities in New Industry Creation: Technology Policies & Firms' Innovation Strategies | **Jennifer Spencer**, George Washington U.; **Stefanie Ann Lenway**, U. of Minnesota; **Thomas P. Murtha**, U. of Minnesota

❖**TIM:** Innovativeness in Industrial Clusters: A Theoretical Explanation | **Peter Galvin**, Curtin U. of Technology; **Jennifer Davies**, Queensland U. of Technology

✈**TIM:** A Generalized Supply/Demand Approach to National Entrepreneurship: Example from the U.S. and Korea | **Young Rok Choi**, Singapore Management U.; **Phillip Phan**, Rensselaer Polytechnic Institute

✈**TIM:** Is Investing in Innovation Unproductive? A Time to Sow and a Time to Reap | **Pedro Conceicao**, Instituto Superior Tecnico; **Francisco Veloso**, U. Catolica Portuguesa

Monday 12:50PM

528 : *(Paper Session) - (GDO)* **Definitions of Diversity**

12:50- 2:10 Convention Center: A109

Chair: **Radha Chaganti**, Rider U.

GDO: Crossing Boundaries: "Women in Management" Meets "Rural Sociology" | **Barbara Pini**, Queensland U. of Technology

GDO: Cracking the Business Case for Diversity | **Deborah R. Litvin**, U. of New Haven

GDO: Age, Disability, and Obesity: Diversity Within Diversity | **Myrtle P. Bell**, U. of Texas, Arlington; **Mary E. McLaughlin**, Pennsylvania State U. ; **Jennifer Marlene Sequeira**, U. of Texas, Arlington

Discussants: **W. E. Douglas Creed**, The Fielding Graduate Institute**; Beth Chung**, San Diego State U.

Monday 1:00PM

529 ❖: *(Paper Session) - (ODC)* **Network Perspectives on Organization Change**

1:00- 2:10 Convention Center: C112

Chair: **Thomas G. Cummings**, U. of Southern California

☯❖**ODC:** Points of Power in Interorganizational Forms: Learning from a Learning Network | **Chris Huxham**, U. of Strathclyde; **Nic Beech**, U. of Strathclyde

❖**ODC:** Social Networks and Planned Organizational Change: A Study of the Impact of Inter-Unit Ties Strength | **Chip Chesmore**, John Deere/Benedictine U.; **Ramkrishnan V. Tenkasi**, Benedictine U.

❖**ODC:** Network Action - A Phenomenon of Collective Change Behavior | **Bernd Vogel**, U. of Hannover; **Heike Bruch**, U. of St. Gallen

❖**ODC:** Exploring Organizational Change Patterns through the Lens of Interorganizational Networks | **Zhi Huang**, U. of Texas, Dallas; **Zhiang Lin**, U. of Texas, Dallas

Discussant: **Mark P. Kriger**, Norweigan School of Management

530 : *(OM)* **OM Past, Present and Future - Past Chairs Share their Wisdom and Counsel**

1:00- 2:10 Convention Center: C206

Program Chair: **Thomas Y. Choi**, Arizona State U.

Speakers: **Richard B. Chase**, U. of California, Los Angeles**; Chan K. Hahn**, Bowling Green State U.**; Ram Narasimhan**, Michigan

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State U.**; Barbara B. Flynn**, Wake Forest U.**; David Dilts**, Vanderbilt U.**; James P. Gilbert**, Rollins College**; Stanley E. Fawcett**, Brigham Young U.**; Peter T. Ward**, Ohio State U.**; Cecil Bozarth**, North Carolina State U.**; Robert D. Klassen**, U. of Western Ontario

Monday 2:30PM

531 ☯: *(AA)* Academy of Management Award Winners: How to Make a Scholarly Contribution Matter in the World

2:30- 3:50 Adam's Mark: Plaza Ballrm A+B+C

The Academy highlights those among us who have distinguished themselves as intellectuals, educators, and committed citizens. This session features last year's Academy award winners: Rosabeth Moss Kanter, Scholarship Award; Martin Evans and Paul Goodman, Educator Award; Michael Hitt, Service Award; and David Thomas and Jack Gabarro, Terry Book Award. President Jean M. Bartunek will host this distinguished panel discussion on how to make a scholarly contribution matter in the world. Come learn from these renowned speakers' insights into our developmental paths, our unfulfilled potential as policy advisors and critics, and the substantial changes we can make in the aftermath of September 11th.

Chair: **Jean M. Bartunek**, Boston College

Speakers: **Martin G. Evans**, U. of Toronto**; John J. Gabarro**, Harvard U.**; Paul S. Goodman**, Carnegie Mellon U.**; Michael A. Hitt**, Arizona State U.**; Rosabeth Kanter**, Harvard U.**; David A. Thomas**, Harvard U.

532 ☯❖: *(AA)* The Great Wall: One of Human Kind's Earliest Networks

2:30- 3:50 Adam's Mark: Gov. Sq. 15

An exhibition of aerial photos of China's Great Wall, one of the world's earliest networks. The photos are taken by Mr. Chen Changfen, who was selected by TIME magazine in 1989 as one of the ten most influential "inventors and innovators of photography" worldwide to mark that industry's 150th anniversary. Others selected were George Eastman and Edwin Land. According to the WORLD HISTORY OF PHOTOGRAPHY, Mr. Chen's contribution lies in his ability to "merge aesthetic concepts with ancient philosophical ideas in his ... photos". Mr. Chen will give a short presentation on how he combines his rich and varied background experiences to come out with these creative forms. This can inspire us to use uncommon associations to arrive at creative solutions to issues/problems that confront us as management scholars and practitioners. The exhibition can be viewed on Tuesday in Adam's Mark, Governors Square 15, from 9:00 AM to 5:00 PM.

Organizer: **Rosalie L. Tung**, Simon Fraser U.

Chair: **Katherine Xin**, China Europe International Business School/ Hong Kong U. of Science and Technology

Photographer: **Changfen Chen**, Chen Changfen Art Center

Discussant: **Rosalie L. Tung**, Simon Fraser U.

533 ☯❖: *(AA)* Building Effective Transnational Product Development (IT) Networks: Challenges and Opportunities

2:30- 3:50 Convention Center: A201

Organizer: **B. S. Sridhar**, U. of Wisconsin, Oshkosh

Chair: **Stephen J. Havlovic**, U. of Wisconsin, Whitewater

Speakers: **Mary Binder**, SBC-Ameritech**; Tim Fliss**, Schneider National**; Hemant Jain**, U. of Wisconsin, Milwaukee**; B. S. Sridhar**, U. of Wisconsin, Oshkosh

Discussants: **B. S. Sridhar**, U. of Wisconsin, Oshkosh**; Stephen J. Havlovic**, U. of Wisconsin, Whitewater

534 ❖: *(AP)* An Exploration into Expressions of Networks and Networks of Expression: Aesthetic Inquiry and Organizational Scholars Creative Development within the Arts and Humanities

2:30- 3:50 Adam's Mark: Plaza Court 1

This session will bring interested scholars together to explore in a large group participatory process new possibilities for creative work. This will be a discussion of both the art work and processes used by the artists and also how this work relates to social science scholar's expanding experimental research practices, teaching possibilities and consulting work in the world of organizational learning and transformation.

Organizer: **Christian F. Poulson, II**, California State Polytechnic U., Pomona

Facilitator: **Mary Finney**, Case Western Reserve U.

535 : *(Paper Session) - (BPS)* Internal Competition: Wasteful Duplication or Strategic Choice?

2:30- 3:50 Adam's Mark: Plaza Court 3

Chair: **Alice C. Stewart**, Ohio State U.

BPS: Making Sense of Internal Competition: Designs for Organizational Redundancy in Response to Environmental Uncertainty | **Julian M. Birkinshaw**, London Business School; **Mats Lingblad**, London Business School

BPS: Divisionalization, Product Cannibalization, and Product Location Choice | **Eui K. Jeong**, Texas A&M U.

BPS: Relative Performance Evaluation and Decentralization in Cournot: Credibly Committing to Cooperate | **Govert Vroom**, INSEAD; **Francisco Ruiz-Aliseda**, Northwestern U.

BPS: An Economic Analysis of the Strategy Process | **Michael A. Roberto**, Harvard U.; **John J. Donovan**, Harvard U.

Discussant: **Ramon Casadesus-Masanell**, Harvard U.

536 : *(Paper Session) - (BPS)* Managing with a "Real Options" Logic: Extensions and Implementation Difficulties

2:30- 3:50 Adam's Mark: Director's Row E

Chair: **Roberto S. Vassolo**, IAE, U. Austral

BPS: Valuation Using Perfect Information: Implications for Capital Investment Decision-Making | **Todd Alessandri**, Syracuse U.; **Diane M. Lander**, U. of Southern Maine; **Richard A. Bettis**, U. of North Carolina, Chapel Hill

📖☯✈❖**BPS:** Resource Matters! A Strategic Review of Real Option Volatility | **Luohua Zhou**, Dartmouth College; **Margaret A. Peteraf**, Dartmouth College

☯❖**BPS:** Social Capital & Escalation of Commitment to Real Options: Even Frayed Knots May Bind | **Russell Coff**, Emory U.; **Kevin J. Laverty**, U. of Washington, Bothell; **Michael Alan Sacks**, Emory U.

BPS: Differentiating Between Active and Passive Management of Real Options: Integrating Real Options

Into the Resource-Based View of the Firm | **Jay J. Janney**, U. of Dayton
Discussant: **Rita Gunther McGrath**, Columbia U.

537 : *(Paper Session) - (BPS)* **Can Buyers Capture Value in M&A? In Search of Private Synergy**
2:30- 3:50 Adam's Mark: Gov. Sq. 17
Chair: **Edwin Ruehli**, Institute for Business Administration
BPS: A Focus on Resources in M&A Success: A Literature Review and Research Agenda to Resolve Two Paradoxes | **Margaret Cording**, U. of Virginia; **Petra Christmann**, U. of Virginia; **Jay Bourgeois**, U. of Virginia
BPS: R&D Investment Level and Environment as Predictors of Firm Acquisition | **Michael B. Heeley**, Rice U.; **David R. King**, Indiana U., Bloomington; **Jeffrey G. Covin**, Indiana U., Bloomington
☯**BPS:** On Pioneers: Do Early Movers Outperform Other Acquirers? | **Kenneth Carow**, Indiana U.; **Randall Heron**, Indiana U.; **Todd Saxton**, Indiana U.
BPS: Does it Pay-Off to Capture Intangible Assets Through Mergers and Acquisitions? ⚐ | **Asli Arikan**, Ohio State U.
Discussant: **Anju Seth**, U. of Illinois, Urbana-Champaign

538 ❖: *(Paper Session) - (BPS)* **The Dynamics of Strategic Alliance Networks: Embeddedness Effects on Alliance Formation and Termination**
2:30- 3:50 Adam's Mark: Director's Row H
Chair: **Carlos Garcia-Pont**, IESE, U. of Navarra
❖**BPS:** The Dynamics of Network Positions and Strategies | **Tim Rowley**, U. of Toronto; **Joel A. C. Baum**, U. of Toronto
❖**BPS:** The Shadow of the Environment and the Past: The Effect of Embeddedness on the Probability of Inter-Firm Partnership Formation | **John Hagedoorn**, Maastricht U.; **Geert Duysters**, Eindhoven U. of Technology
❖**BPS:** The Strength of Churning Ties: A Dynamic Theory of Interorganizational Relationships | **Sergio Giovanetti Lazzarini**, Washington U.; **Todd Zenger**, Washington U.
BPS: Strategic Alliance Termination: The Impact of Organizational Learning and Social Networks | **Nitin Pangarkar**, National U. of Singapore; **Kavita Kumar**, National U. of Singapore
Discussant: **Ravindranath Madhavan**, U. of Pittsburgh

539 : *(Paper Session) - (CAR)* **Career Success and Self Identity**
2:30- 3:50 Convention Center: A105
Chair: **Barbara A. Ribbens**, Western Illinois U.
CAR: Self and Other Referent Criteria of Career Success | **Peter A. Heslin**, U. of Toronto
CAR: Core Self-Evaluations and Career Success: The Mediating Role of Goals, Opportunity and Positive Outlook | **Felissa K. Lee**, U. of Missouri, Columbia
CAR: A Longitudinal Study of Self-Esteem and Career Success | **Thomas J. Naughton**, Wayne State U.
Discussants: **Leisa Sargent**, Queensland U. of Technology**; Kate Mackenzie Davey**, N/A

540 ❖: *(CM)* **Working Together: Rethinking Interdependence in Negotiations**
2:30- 3:50 Convention Center: A107
Chairs: **Deborah M. Kolb**, Simmons College**; Linda L. Putnam**, Texas A&M U.
Speakers: **Joyce K. Fletcher**, Simmons College**; Elizabeth Long Lingo**, Harvard U.**; Kathleen Valley**, Harvard U.**; Jeffrey T. Polzer**, Harvard U.**; Randall Rogan**, Wake Forest U.
Discussant: **Peter Carnevale**, New York U.

541 : *(Paper Session) - (ENT)* **Innovation And Organizational Learning**
2:30- 3:50 Convention Center: A210
Chair: **George S. Vozikis**, U. of Tulsa
ENT: Market Failure and Entrepreneurial Opportunity ⚐ | **Thomas J. Dean**, U. of Colorado, Boulder; **Jeffery S. McMullen**, U. of Colorado, Boulder
ENT: Managing Growth in Entrepreneurial Ventures: A Complex Systems Approach | **Charlene L. Nicholls-Nixon**, U. of Western Ontario
✈**ENT:** International Social Capital, Knowledge Acquisition, and Technological Learning by Internationalizing Software Firms | **Erkko Autio**, Helsinki U. of Technology; **Pia Arenius**, Helsinki U. of Technology; **Harry J. Sapienza**, U. of Minnesota
✈**ENT:** Founding Team Comprehension and Behavioral Integration in Chinese New Technology Ventures ⚐ | **Haiyang Li**, Texas A&M U.; **Yan Zhang**, Rice U.

542 : *(Paper Session) - (ENT)* **Venture Capital Investments**
2:30- 3:50 Convention Center: A212
Chair: **Cathleen Folker**, U. of St. Thomas
☯**ENT:** Contribution of Venture Capital to Entrepreneurial Orientation in Management Buyouts | **Hans Bruining**, Erasmus U.
ENT: Venture Capital Investment Strategy: Beyond the Agency Approach | **Qing Lu**, National U. of Singapore; **Clement K. Wang**, National U. of Singapore
❖**ENT:** The Pitch and the Cash: The Influence of Entrepreneurial Social Competence on Equity Funding | **Manuela N. Hoehn**, Boston U.; **Candida G. Brush**, Boston U.; **Robert A. Baron**, Rensselaer Polytechnic Institute
ENT: Business Risk, Investment Risk, and Syndication of Venture Capital Deals | **Andrew Zacharakis**, Babson College

543 🕮☯❖JS: *(ENT, PNP, SIM)* **Building Networks To Promote Socially Effective New Ventures**
2:30- 3:50 Convention Center: A207
Facilitators: **Deborah R. Ettington**, Eastern Michigan U.**; Lynda St. Clair**, Bryant College**; Mary Tschirhart**, Indiana U.
Speakers: **Pamela Chaloult**, Social Venture Network**; Ami Doshi**, Ewing Marion Kauffman Foundation**; Marilyn L. Taylor**, U. of Missouri, Kansas City**; Norris F. Krueger Jr.**, Boise State U.

544 ❖: *(GDO)* **Wives of the Organization**
2:30- 3:50 Convention Center: A109
Anne S. Huff, a former President of AoM, is currently Director of the Advanced Institute for Management (AIM), an initiative funded by the U.K. government. Her professonal success is a tribute to her

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persevarance and the value of networking.
Introduction: **Elizabeth Cooper**, U. of Rhode Island
Distinguished Speaker: **Anne S. Huff**, U. of Colorado, Boulder

545 ❖JS: *(GDO, HR, CAR)* **Building Effective Mentoring Networks: The Role of Demography**
2:30- 3:50 Convention Center: A108/110
Speakers: **Molly B. Pepper**, Arizona State U.**; David Sluss**, Arizona State U.**; Donna Maria Blancero**, Arizona State U.**; Carol T. Kulik**, Arizona State U.**; Loriann Roberson**, Arizona State U.
Discussant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

546 ☯JS: *(HCM, MED)* **Perspectives on Chief Executive Officers (CEOs) Learning: The "Professional Context," "Social Learning" in Groups and "Transformative Learning" in the Executive Suite**
2:30- 3:50 Convention Center: A101/103
Speakers: **Thomas W. Chapman**, HSC Foundation**; Sharon Confessore**, Kaiser Permanente**; Joyce Henderson**, U. of Maryland, Eastern Shore**; John J. Sherlock**, U. of Maryland

547 ❖ : *(HR)* **Virtual Teams: The Hidden Truth**
2:30- 3:50 Adam's Mark: Terrace
Chair: **Richard J. Klimoski**, George Mason U.
Speakers: **Sheila Simsarian Webber**, Concordia U.**; Jeanne M. Wilson**, College of William and Mary**; Catherine Cramton**, George Mason U.**; Bradford S. Bell**, Michigan State U.**; Kara L. Orvis**, George Mason U.**; Steve W. J. Kozlowski**, Michigan State U.
Discussant: **Bruce J. Avolio**, State U. of New York, Binghamton

548 : *(HR)* **Theoretical Perspectives and Frameworks for Macro HRM Research: Empirically Revisited**
2:30- 3:50 Adam's Mark: Columbine
Chair: **Sean A. Way**, Rutgers U.
The Legitimation Process in Institutional Theory | **Clinton Chadwick**, U. of Illinois, Urbana-Champaign
The Role of Discretionary Behavior in Mediating the HR-Firm Performance Relationship | **Timothy M. Gardner**, Brigham Young U.
HRM and Business Performance Research: Empiricism in Search of Theory | **David Lewin**, U. of California, Los Angeles
Examining the Black Box in Strategic Human Resource Management | **Riki Takeuchi**, U. of Maryland, College Park
Human Resource Flexibility: Construct and Measuring Instrument | **Sean A. Way**, Rutgers U.
Discussants: **Mark Huselid**, Rutgers U.**; David P. Lepak**, U. of Maryland, College Park

549 : *(Paper Session) - (HR)* **Recruitment and Retention**
2:30- 3:50 Adam's Mark: Vail
Chair: **Debra J. Cohen**, George Washington U.
HR: Recruiting as Persuasion: Making the Square Hole Appear Round and Making the Round Peg Feel Square | **Derek S. Chapman**, U. of Calgary; **David Allen Jones**, U. of Calgary
HR: Recruitment Communication Media Features: Impact on Pre-Hire Outcomes 🏳 | **David G. Allen**, U. of Memphis; **James R. Van Scotter**, U. of Memphis; **Robert Otondo**, U. of Memphis
HR: The Effects of Recruitment Practices on Job Seekers' Perceived Employment Brand Equity & Intentions 🏳 | **Jian Han**, Cornell U.; **Christopher Collins**, Cornell U.
HR: "You're Nobody 'til Somebody Loves You": The Use of Job Search for Bargaining Leverage | **Wendy R. Boswell**, Texas A&M U.; **John W. Boudreau**, Cornell U.; **Benjamin B. Dunford**, Cornell U.
HR: Organizational Programs and Psychological Centrality for Retention of Professional Employees | **Mila Borislavova Lazarova**, Rutgers U.
Discussant: **Paul E. Tesluk**, U. of Maryland

550 ✈JS: *(HR, IM)* **Emerging Research in Cross-Cultural Training**
2:30- 3:50 Adam's Mark: Gov. Sq. 14
Chair: **Kurt Kraiger**, U. of Tulsa
Cross-Cultural Training Effectiveness: A Meta-Analysis | **K. Vanessa Winzenburg**, U. of Colorado, Denver
Emerging Research in Cross-Cultural Training | **Kurt Kraiger**, U. of Tulsa
Social Expectancy Theory, Action Theory, and Learning Theories in Cross-Cultural Training | **Dharm Prakash Sharma Bhawuk**, U. of Hawaii
Effectiveness of In-Country Cross-Cultural Training: Role of Cross-Cultural Absorptive Capacity | **Ibraiz Tarique**, Rutgers U.
Discussants: **Paula M. Caligiuri**, Rutgers U.**; Rabi S. Bhagat**, U. of Memphis

551 : *(Paper Session) - (IM)* **IJVs in Transitional Economies**
2:30- 3:50 Convention Center: C104
Chair: **Sabine B. Reddy**, California State U., Long Beach
✈**IM:** Capability Development and Performance in International Joint Ventures in China | **Yan Zhang**, Rice U.; **Haiyang Li**, Texas A&M U.; **Geng Cui**, Lingnan U.
IM: Government, Business Groups, and Corporate Entrepreneurial Intensity in a Transition Economy | **Daphne Yiu**, U. of Oklahoma; **Robert E. Hoskisson**, U. of Oklahoma; **Yuan Lu**, Chinese U. of Hong Kong
✈❖**IM:** The Impact of Control Structure on Partner Conflict in IJVs: A Justice-based Contingency Perspective | **Jeffrey Barden**, Duke U.; **Kevin Steensma**, U. of Washington; **Marjorie A. Lyles**, Indiana U., Indianapolis
✈**IM:** Knowledge Transfer in International Joint Ventures | **Pien Wang**, National U. of Singapore
Discussant: **William Newburry**, Rutgers U.

552 : *(Paper Session) - (IM)* **Governments and Governance: Effects on Firm Performance**
2:30- 3:50 Convention Center: C102
Chair: **Jeffrey Gale**, Loyola Marymount U.
📖✈❖**IM:** The Impact of Supranational Regulation on Corporate Strategy: Towards a Model of Causal Affect | **Thomas Lawton**, Imperial College of Science, Technology and Medicine; **Steven McGuire**, U. of Bath

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❖**IM:** Governments' Effects on Firms' Trade and Investment Decisions: WTO and the Growth of FDI | **Stanley D. Nollen**, Georgetown U.; **Thomas L. Brewer**, Georgetown U.

IM: Trade Shows/Missions and Export Performance | **Timothy J. Wilkinson**, U. of Akron; **Lance Brouthers**, U. of Akron; **Keith Brouthers**, U. of East London

✈**IM:** The Impact of Corporate Governance Reform on the Performance of the Japanese Firm | **Toru Yoshikawa**, Singapore Management U.; **Phillip Phan**, Rensselaer Polytechnic Institute

Discussant: **Jennifer Oetzel**, American U.

553 : *(Paper Session) - (IPC)* **Corporate Governance: More Monitoring or Less?**

2:30- 3:50 Convention Center: C105 T1

Facilitator: **Todd Saxton**, Indiana U.

BPS: Perceptions of Managerial Motives in Corporate Strategy: When Does Agency Theory Make Sense? | **Soon Lee Eugene Kang**, Texas A&M U.

BPS: Boards of Directors, Monitoring and Firm Performance: When is More Monitoring Necessary? | **Karen Schnatterly**, U. of Minnesota; **Scott G. Johnson**, U. of Minnesota

BPS: For Love and Money: Altruism and Agency in Privately Owned and Family-Managed Firms | **Michael Lubatkin**, U. of Connecticut; **William S. Schulze**, Case Western Reserve U.; **Yan Ling**, U. of Connecticut; **Richard N. Dino**, U. of Connecticut

SIM: Balancing Act: An Optimal Trust Model of Corporate Governance | **Ann K. Buchholtz**, U. of Georgia; **Deborah Kidder**, U. of Connecticut

554 : *(Paper Session) - (IPC)* **Unpacking Strategic Groups: Their Composition and Actions**

2:30- 3:50 Convention Center: A106 T2

Facilitator: **Ashish Nanda**, Harvard U.

BPS: Heterogeneity of Resource Profiles Among Strategic Group Members | **Peter Foreman**, U. of Illinois, Urbana-Champaign; **Randall E. Westgren**, U. of Illinois, Urbana-Champaign

✈**BPS:** Strategic Groups Behaviour in Rapidly Changing Environments | **Jose Angel Zuñiga Vicente**, Salamanca U.

ENT: Is the Glass Half Full or Half Empty? Narratives From Entrepreneurs in Born Global and Gradual Globalizing Firms | **Paula Danskin Harveston**, Berry College; **David Osborne**, Berry College; **Ben L. Kedia**, U. of Memphis

❖**HCM:** Strategic Group Stability: Evidence from the Health Care Industry | **Richard L. Churchman**, Belmont U.; **Beth Woodard**, Belmont U.

555 : *(Paper Session) - (IPC)* **Causal Ambiguity in Strategy and Organization Theory**

2:30- 3:50 Convention Center: C106 T3

Facilitator: **Jeffrey J. Reuer**, Ohio State U.

BPS: Separating the Good From the Bad: A Model to Reduce the Ugly Consequences of Causal Ambiguity | **Adelaide Wilcox King**, U. of Virginia

BPS: A Cultural Theory of the Firm: The Intraorganizational Ecology of Memes | **John Weeks**, INSEAD; **Charles Galunic**, INSEAD

❖**MOC:** Applying the Weick-Sutcliffe Model: Ten Discussions From the War on Terrorism's First Three Days | **James Douglas Orton**, U. of Nevada, Las Vegas

BPS: Causal Ambiguity: Some Empirical and Conceptual Developments. | **Veronique Ambrosini**, Cranfield U.; **Cliff Bowman**, Cranfield U.

556 : *(Paper Session) - (IPC)* **Corporate Governance: Enhancing Firm Performance**

2:30- 3:50 Convention Center: C205 T1

Facilitator: **Annette L. Ranft**, Wake Forest U.

BPS: Board Composition From Adolescence to Maturity: A Multi-Theoretic View | **Matthew Lynall**, U. of Western Ontario; **Brian Golden**, U. of Western Ontario; **Amy Hillman**, Arizona State U.

☯**BPS:** Incentives for Monitors: Director Stock-Based Compensation and Firm Performance | **James J. Cordeiro**, State U. of New York, Brockport ; **Rajaram - Veliyath**, Kennesaw State U.; **Donald Neubaum**, U. of Central Florida

BPS: CEO-Directors as Catalysts for Substantive or Symbolic Change in Boardroom Self-Governance? | **Debra Rankin**, U. of Western Ontario; **Brian Golden**, U. of Western Ontario

✈**BPS:** Estimating The Effects of Ownership Concentration and Shareholder Identity on Internationalization | **Gerard George**, U. of Wisconsin, Madison; **Johan Wiklund**, Stockholm School of Economics; **Shaker A. Zahra**, Georgia State U.

557 : *(Paper Session) - (IPC)* **A New Look at Strategic Alliances**

2:30- 3:50 Convention Center: C205 T2

Facilitator: **Gordon Walker**, Southern Methodist U.

BPS: Function Logics: Coordinating Routines and Influencing Alliance Performance | **Peter J. Lane**, Arizona State U.; **David G. Sirmon**, Arizona State U.

❖**BPS:** Strategic Similarity, Alliance Locus, and Alliance Structure in Bio-Pharm Alliances | **Michael D. Santoro**, Lehigh U.; **Joseph P. McGill**, Rutgers U.

BPS: Motives Driving Strategic Alliance Formation and Partner Selection: A Strategic Group Perspective | **Zied Guedri**, Concordia U.

❖**BPS:** An Empirical Study of the Antecedents of Internal Alliances | **Faiza M. Khoja**, U. of Houston; **Andrew Szilagyi**, U. of Houston

558 : *(Paper Session) - (IPC)* **Managing Technology and Operations Strategically**

2:30- 3:50 Convention Center: A106 T1

Facilitator: **Nitin Pangarkar**, National U. of Singapore

BPS: Competitive Strategy or Operational Effectiveness? Examining the Effects of Strategy and Efficiency | **Paul A. Mudde**, Purdue U.

TIM: Neo-Rawlsian Fringes: A New Approach to Market Segmentation and New Product Development | **Avi Giloni**,

Yeshiva U.; **Sridhar Seshadri**, New York U.; **Christopher L. Tucci**, New York U.

BPS: Generating Customer Loyalty among Mobile Phone Users | **Mike Hess**, IESE, U. of Navarra; **Joan E. Ricart**, U. of Navarra

OMT: Product Dynamics of De Novo and De Alio Firms in the Worldwide Optical Disk Drive Industry,1983-1999 | **Olga M. Khessina**, U. of California, Berkeley; **Glenn R. Carroll**, Stanford U.

559 : *(Paper Session) - (IPC)* Competencies, Resources and Knowledge Creation at the Organizational and Institutional Levels

2:30- 3:50 Convention Center: A106 T4

Facilitator: **Richard L. Priem**, U. of Wisconsin, Milwaukee

TIM: Managing Competencies within Entrepreneurial Technology Firms: A Comparative Institutional Analysis | **Steven Casper**, Cambridge U.; **Richard Whitley**, U. of Manchester

OM: Creating Dynamic Capabilities in the New Product Development Process: Connecting the Present to the Future | **Sarah J. Marsh**, Northern Illinois U.; **Gregory N. Stock**, Northern Illinois U.

☯**BPS:** The Role of Core Micro-Strategies in the Engineering of Strategic Evolution | **Carlo Salvato**, LIUC, Cattaneo U.

BPS: Inter-Organizational Knowledge Creation: Assessing Nonaka and Takeuchi's (1995) Factors of Organizational Knowledge Creation in Collaborative R&D Projects | **William H. A. Johnson**, McMaster U.

BPS: How Do Firms Evolve? The Interdependent Adaptation of Routines, Strategy and Mind | **Maurizio Zollo**, INSEAD; **Michael Yaziji**, INSEAD

560 : *(Paper Session) - (IPC)* Boards, Top Management, Institutional Investors and Firm Performance

2:30- 3:50 Convention Center: A106 T3

Facilitator: **Arvind Bhambri**, N/A

OMT: Institutional Ownership and CEO Compensation:Implications of Concentration, Number, and Type of Ownership | **Raihan Hameed Khan**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Pamela Brandes**, Syracuse U.; **Rajdeep Grewal**, Pennsylvania State U.

GDO: Executive Board Diversity: Its Effects on Organizational Performance | **Niclas L. Erhardt**, Iowa State U.; **James Werbel**, Iowa State U.; **Charles B. Shrader**, Iowa State U.

HR: Origin of CEO and Compensation Strategy: Differences Between Insiders and Outsiders | **Yoshio Yanadori**, Cornell U.; **George T. Milkovich**, Cornell U.

❖**BPS:** Network Capital: Institutional Investor Networks as a Source of Competitive Advantage | **Chris Tuggle**, Texas A&M U.; **Len Bierman**, Texas A&M U.; **Christopher M. Cassidy**, Kansas State U.

561 ❖ : *(Paper Session) - (IPC)* Reconceptualizing the Firm: Organizational Knowledge, Networks and Performance

2:30- 3:50 Convention Center: A214 T1

Facilitator: **Sim B. Sitkin**, Duke U. / Duke Corporate Education, Inc.

❖**OCIS:** Information Systems Outsourcing: Values, Governance Structures, and Outcomes | **Shaila Miranda**, U. of Oklahoma; **Yong-Mi Kim**, U. of Oklahoma

❖**BPS:** Conceptualizing the Firm: Resource and Knowledge-based Views and the Nexus pf Contracts | **Jovan Grahovac**, Tulane U.

❖**OMT:** A Structural Approach to Knowledge Transfer: Cross-Block Centrality and Business Unit Performance | **Wen-Pin Tsai**, Pennsylvania State U.; **Martin J. Kilduff**, Pennsylvania State U.

❖**OMT:** Success in Co-Development Alliances: The Role of Networks and Knowledge | **Shawn M. Lofstrom**, U. of Maryland

562 : *(Paper Session) - (IPC)* Understanding Sense Making and Decision Making

2:30- 3:50 Convention Center: A214 T2

Facilitator: **Gil Preuss**, Case Western Reserve U.

ODC: Explaining Unanticipated Consequences: An Historical Analysis of High Altitude Mountaineering | **Michael B. Elmes**, Worcester Polytechnic Institute; **Paul R. Carlile**, Massachusetts Institute of Technology

OMT: Reconciling Garbage Cans and Rational Actors: Explaining Organizational Decisions About Environmental Hazard Management | **David M. Waguespack**, State U. of New York, Buffalo

OB: The Impact of Collective Efficacy on Issue Interpretation and Strategic Decision Making Processes | **Kevin Tasa**, U. of Toronto

ODC: The Right Shock to Initiate Change: A Sensemaking Perspective | **J. Bradley Morrison**, Massachusetts Institute of Technology

563 : *(Paper Session) - (IPC)* Another Look at Social and Organization Theory

2:30- 3:50 Convention Center: A214 T4

Facilitator: **Giuseppe Labianca**, Emory U.

☯❖**OM:** Making the Complex Simple: Using a Design Structure Matrix to Model Complexity and Analyze Uncertainty in Project Management | **David L. McLain**, U. of Colorado, Colorado Springs

☯❖**OMT:** A Theory of Social Receiving | **Jean Louise Kahwajy**, International Institute for Management Development

MH: Rational Male/Rational Manager | **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Tracy Taylor**, U. of Technology, Sydney

CM: When a Sucker Isn't a Sucker: Superior Outcomes of Consistent Contributors in a Public Goods Dilemma | **J. Mark Weber**, Northwestern U.; **J. Keith Murnighan**, Northwestern U.

564 : *(Paper Session) - (IPC)* **Some New Approaches to Research Methodology and the Review Process**
2:30- 3:50 Convention Center: C106 T1
Facilitator: **Laurie Milton**, U. of Calgary
☯✈❖**ODC:** Transforming Apartheid Gesture by Gesture | **Bev A. Sauer**, Johns Hopkins U.
☯**RM:** On the Publication of Replication Studies: A Reviewer's Perspective | **Barbara L. Rau**, U. of Wisconsin, Oshkosh
✈❖**ODC:** Managers' Action: Construct Definition, Model Development and Testing | **Heike Bruch**, U. of St. Gallen; **Bernd Vogel**, U. of Hannover
OB: Understanding Management Doctoral Student Research as a Creative Endeavor | **Todd Dewett**, Texas A&M U.; **Shung Jae Shin**, Texas A&M U.; **Soo Min Toh**, Texas A&M U.; **Matthew Semadeni**, Texas A&M U.

565 : *(Paper Session) - (IPC)* **Entrepreneurship, High Velocity Environments and Knowledge-based Assets**
2:30- 3:50 Convention Center: C106 T4
Facilitator: **J. L. Morrow, Jr.**, Birmingham-Southern College
ENT: Entrepreneurship among Knowledge Workers: Evidence from Equity Analyst Market | **Boris Groysberg**, Harvard U.; **Ashish Nanda**, Harvard U.; **Maria Julia Prats**, Harvard U.
ENT: The "When, Where, and How" of Entrant Survival: Knowledge Regime, Technological Intensity and Start-Up Size | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **M. B. Sarkar**, U. of Central Florida; **Raj Echambadi**, U. of Central Florida; **Bisakha Sen**, U. of Central Florida
ENT: Making Sound and Fast Strategic Decisions in Start-Ups: Effects of TMT Organization and Processes | **Till Talaulicar**, Technical U. , Berlin; **Jens Grundei**, Technical U. , Berlin; **Axel von Werder**, Technical U. , Berlin
CAR: Knowledge as a Strategic Asset in a Cultural Industry: An Exploration of the U.S. Film Industry | **Kate Walsh**, Cornell U.; **Candace Jones**, Boston College

566 🕮☯✈: *(Paper Session) - (MC)* **Unique Research Perspective on Successful Consulting**
2:30- 3:50 Convention Center: C110
Chair: **Susan M. Adams**, Bentley College
✈**MC:** Consultants as Agents of Anxiety and Providers of Managerial Control | **Alfred Kieser**, Mannheim U.; **Berit Ernst**, Mannheim U.
Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting Practice
☯**MC:** What's All the Laugh about? Critique, Anecdotes, Irony and the Consultant's Job | **Miguel P. Caldas**, Escola de Administracao de Empresas de Sao Paulo; **Thomaz Wood**, Escola de Administracao de Empresas de Sao Paulo
☯**MC:** Transforming Wicked Problems: A Consultant's Use of Conversation | **Ann C. Baker**, George Mason U.
Discussants: **Robert M. Davison**, City U., Hong Kong**; William N. Ruud**, N/A

567 : *(Paper Session) - (MH)* **Looking Forward and Looking Back: The Last and Next 30 years of the Management History Division**
2:30- 3:50 Convention Center: A104
Speakers: **Shawn M. Carraher**, Texas A&M U.**; Arthur G. Bedeian**, Louisiana State U.**; Daniel A. Wren**, U. of Oklahoma, Norman**; Michele A. Govekar**, Ohio Northern U.

568 : *(Paper Session) - (MOC)* **Attributions and Causality in Evaluation**
2:30- 3:50 Convention Center: C201
Chair: **Kenneth Dunegan**, Cleveland State U.
MOC: The Team Halo Effect: Why Teams are Praised for Good Performance but Not Blamed for Poor Performance | **Charles E. Naquin**, U. of Notre Dame; **Renee Oatway Tynan**, U. of Notre Dame
MOC: Why do They Think They can? An Attributional Theory of Collective Efficacy and Group Performance. | **Jack Anthony Goncalo**, U. of California, Berkeley
MOC: Distinguishing Between Implicit and Explicit Causal Reasoning | **Frank Yushi Guo**, U. of California, Los Angeles
Discussant: **Richard S. Blackburn**, U. of North Carolina

569 ❖: *(MSR)* **Creating Networks and Building Community**
2:30- 3:50 Convention Center: A102
Chair: **Judi Neal**, Association for Spirit at Work
Speaker: **Tami Simon**, Sounds True Inc.

570 : *(OB)* **Collective Efficacy: New Directions for Predicting Team Effectiveness**
2:30- 3:50 Adam's Mark: Gov. Sq. 10
Chairs: **Catherine G. Collins**, Australian Graduate School of Management**; Sharon Parker**, Australian Graduate School of Management
Speakers: **Terence R. Mitchell**, U. of Washington, Seattle**; Daryl R. Smith**, U.S. Air Force Academy**; Miriam Erez**, Technion-Israel Institute of Technology**; Tal Katz**, The Interdisciplinary Center**; Esther Unger-Aviram**, Ben Gurion U. , Negev**; Cristina B. Gibson**, U. of Southern California**; Sharon Parker**, Australian Graduate School of Management
Discussant: **Robert E. Wood**, Australian Graduate School of Management

571 : *(Paper Session) - (OB)* **Justice, Fairness, and Their Importance for Organizational Behavior**
2:30- 3:50 Adam's Mark: Tower Court A
Chair: **Janet M. Dukerich**, U. of Texas, Austin
OB: The Influence of a Social Referent on the Value of Voice Based Participation | **Kenneth H. Price**, U. of Texas, Arlington; **Donna Y. Stringer**, U. of Texas, Arlington; **Amy B. Henley**, U. of Texas, Arlington; **Thomas W. Hall**, U. of Texas, Arlington; **Kees van den Bos**, Utrecht U.
OB: An Empirical Examination of the Relationships among Organizational Justice, Job Demands, and Occupational Stress | **Larry W. Howard**, Middle Tennessee State U.
OB: The Influence of Personal Characteristics, Organizational

MONDAY

Setting, and Tenure on Equity Sensitivity | **Mark V. Roehling**, Michigan State U.

☯**OB:** Necessary Evils and the Production of Interpersonally Sensitive Behavior in Organizations | **Andrew Molinsky**, Brandeis U.; **Joshua D. Margolis**, Harvard U.

Discussant: **John A. Wagner III**, Michigan State U.

572 : *(Paper Session) - (OB)* New Directions in Turnover and Withdrawal

2:30- 3:50 Adam's Mark: Gov. Sq. 11

Chair: **Bruce M. Meglino**, U. of South Carolina

OB: At Long Last: A Comprehensive Test of the Steers and Rhodes (1978) Attendance Model | **Robert P. Steel**, U. of Michigan, Dearborn; **Joan R. Rentsch**, U. of Tennessee, Knoxville; **James R. Van Scotter**, U. of Memphis

❖**OB:** Does Stardom Affect Job Mobility? Evidence from Analyst Turnover in Investment Banks | **Boris Groysberg**, Harvard U.; **Ashish Nanda**, Harvard U.

OB: Multiple Jobholding and Organization Research: Models of Turnover and the Decision to Moonlight | **Stephen C. Betts**, William Paterson U.

OB: Turnover Behavior of R & D Professionals : The Long Lasting Effect of Intrinsic Work Value | **Jae-Yoon Chang**, Sunmoon U.; **Myung-Un Kim**, Seoul National U.

Discussant: **James A. Breaugh**, U. of Missouri, St. Louis

573 ❖JS: *(OB, GDO, MOC)* What Factors Contribute to Team Identification? Examining Identity in Diverse and Virtual Teams

2:30- 3:50 Convention Center: A209

Speakers: **Marlena Fiol**, U. of Colorado, Denver**; Susan E. Jackson**, Rutgers U.**; Aparna Joshi**, U. of Illinois, Urbana-Champaign**; Chay Hoon Lee**, Nanyang Technology U.**; Edward J. O'Connor**, U. of Colorado, Denver**; Gregory B. Northcraft**, U. of Illinois**; Michael G. Pratt**, U. of Illinois, Urbana-Champaign**; Kevin W. Rock**, U. of Illinois, Urbana-Champaign**; Amy Randel**, Wake Forest U.**; P. Christopher Earley**, Indiana U.

Discussant: **Blake E. Ashforth**, Arizona State U.

574 ❖: *(Paper Session) - (OCIS)* E-Communications

2:30- 3:50 Convention Center: A204

Chair: **Katherine M. Chudoba**, Florida State U.

OCIS: The Spatial, Temporal, and Configurational Characteristics of Geographic Dispersion in Work Teams | **Michael Boyer O'Leary**, Massachusetts Institute of Technology; **Jonathon N. Cummings**, Massachusetts Institute of Technology

OCIS: Task and Relational Communication in Dual Media Groups | **Sharon McKechnie**, Boston College

OCIS: Polychronic Communication: Managing Multiple Conversations at Once | **Jeanine Warisse Turner**, Georgetown U.; **Catherine Tinsley**, Georgetown U.

OCIS: Beyond Messages: The Effects of Informational and Relational Complexity on E-Communication Overload | **Susan E. Brodt**, Duke U.; **Gerardine DeSanctis**, Duke U.; **James D. Emery**, Duke U.

Discussants: **Niki Panteli**, U. of Bath**; Joel Olson**, Colorado Technical U.**; Julie Rennecker**, Case Western Reserve U.**; Jonathan R. Anderson**, U. of Kentucky

575 ☯❖SHCS: *(OCIS, OMT, HCM)* Coordination of Expertise in High-Reliability Work Environments: What Constitutes Effective Practice

2:30- 3:50 Convention Center: A205

Chair: **Samer Faraj**, U. of Maryland

How Focus Works: Time Allocation, Relational Coordination and Performance in Care Provider Groups | **Jody Hoffer Gittell**, Brandeis U.

Study of Team Excellence: Practices of Teams in High-Velocity, High-Stake Environment | **Yan Xiao**, U. of Maryland

Coordinating at the Interstices: Improving Reliability in Health Care | **Karlene A. Roberts**, U. of California, Berkeley

Expertise Coordination In High-Velocity High-Uncertainty Environments | **Samer Faraj**, U. of Maryland

Discussants: **V. Sambamurthy**, U. of Maryland**; Linda Argote**, Carnegie Mellon U.

576 ❖: *(OM)* OM Past, Present and Future (II) - Discussion Groups with Past Chairs

2:30- 3:50 Convention Center: C206

Join us for discussion groups with past chairs on key challenges for the OM community in the future.

Chair: **Thomas Y. Choi**, Arizona State U.

577 ❖: *(Paper Session) - (OMT)* Networks of Creativity

2:30- 3:50 Adam's Mark: Tower Court B

Chair: **Heather Joy Hopfl**, U. of Northumbria

✈❖**OMT:** Calder and the Network: Towards Movement and Aesthetic Consideration in Network Theorizing ⚐ | **David Barry**, Victoria U., Wellington; **Claus Rerup**, U. of Pennsylvania

Winner of West Publishing Best Paper Award

❖**OMT:** Imprints of Creative Style on Project Network Governance | **Jose L. Alvarez**, U. of Navarra; **Silviya Svejenova**, U. of Navarra

OMT: When Collections of Creatives Become Creative Collectives | **Andrew Hargadon**, U. of California, Davis

OMT: Gofers, Gaffers, and Grips: Coordination and Role Enactment in Film Production ⚐ | **Beth Bechky**, U. of California, Davis

578 : *(Paper Session) - (OMT)* Social Capital and Its Effects

2:30- 3:50 Adam's Mark: Tower Court D

Chair: **Janine Nahapiet**, Oxford U.

❖**OMT:** Innovation-Contingent Effects of Social Capital on Firm Performance | **Akbar Zaheer**, U. of Minnesota; **Geoffrey G. Bell**, U. of Minnesota, Duluth

OMT: The Impact of Human and Social Capital on the Survival of Initial Public Offerings | **Harald M. Fischer**, U. of Wisconsin, Madison; **Tim G. Pollock**, U. of Maryland, College Park

❖**OMT:** The Effect of Social Structure on Community Social Capital | **Christopher Marquis**, U. of Michigan

❖**OMT:** Sociotechnical Capital: Measuring Firm Prominence in Multi-Component, Multi-Market Software Industry | **Ramnath K. Chellappa**, U. of Southern California; **Nilesh Saraf**, U. of Southern California

MONDAY

579 ☯: *(ONE)* **Making the Earth a Place Where People Can Live Forever: The Story of CH2MHill**
2:30- 3:50 Convention Center: C108
This symposium features the CEO of the number 1 rated environmental engineering firm in the United States. The company-CH2MHill-is not a household name, but it is a spectacularly successful company that exemplifies extraordinary management and organizational performance. In this symposium the CEO-Ralph Peterson-will explain the reasons for the success of CH2MHill, including the unique management and organizational philosophies that have made this firm the benchmark company in the industry. The firm recently won the Malcolm Baldrige National Quality Award, the Small Business Administration's Dwight D. Eisenhower Award, and the Conference of Mayor's Engineering Company of the Year Award.
Speakers: **Kim S. Cameron**, U. of Michigan **; Ralph R. Peterson**, CH2MHILL

580 : *(Paper Session) - (RM)* **New Methodological Developments in Quantitative Analysis**
2:30- 3:50 Convention Center: C210
Chair: **Jodi Goodman**, Purdue U.
RM: The Use of the Funnel Plot and Measures of Methodological Quality in Meta Analytic Reviews | **Robert W. Verner**, Benedictine U.; **Ramkrishnan V. Tenkasi**, Benedictine U.
RM: The Bias Induced by Researchers Making Range Restriction Corrections | **Joseph Michael Stauffer**, U. of Oklahoma
❖**RM:** A Comparison of Neural Networks and Multiple Linear Regression for Analyzing Managment Data | **Kristen Bell DeTienne**, Brigham Young U.; **David DeTienne**, Orincon Inc.
Discussant: **Linda A. Krefting**, Texas Tech U.

581 ☯❖JS: *(RM, ODC, MOC)* **How Do We Know What We Think We Know? Epistemic Challenges of Building Academic-Practice Networks**
2:30- 3:50 Convention Center: C209
Chair: **Joel I. Harmon**, Fairleigh Dickinson U.
Speakers: **Lyle Yorks**, Columbia U.**; Daniel F. Twomey**, Fairleigh Dickinson U.**; Loraleigh Keashly**, Wayne State U.**; Joel H. Neuman**, State U. of New York, New Paltz**; Daniel R. Kowalski**, U.S. Dept. of Veterans Affairs**; Rita Kowalski**, U.S. Dept. of Veterans Affairs**; Jim Scaringi**, U.S. Dept. of Veterans Affairs**; Joel I. Harmon**, Fairleigh Dickinson U.**; Robert A. Petzel**, U.S. Dept. of Veterans Affairs
Discussants: **Joseph A. Raelin**, Boston College**; David R. Tranfield**, Cranfield U.

582 🕮☯❖: *(SIM)* **Networking to Create a More Effective SIM Community**
2:30- 3:50 Convention Center: A206
All SIM members encouraged to participate in developing strategies to improve networking and make SIM more responsive to members.
Organizer: **Melissa S. Baucus**, Xavier U.
Facilitator: **Dawn R. Elm**, U. of St. Thomas

583 🕮: *(Paper Session) - (SIT)* **Management Education and New Realities**
2:30- 3:50 Adam's Mark: Director's Row F
Facilitator: **Craig Johnson**, U. of Bradford
🕮**MED:** Teaching through Traumatic Events: How Business School Professors Responded to the Events of Sept. 11 | **Judith A. Clair**, Boston College; **Tammy MacLean**, U. of Massachusetts, Boston; **Danna Greenberg**, Babson College
❖**HR:** The Effect of Verbal Guidance Training on Collective Efficacy and Team Performance | **Travor C. Brown**, Memorial U.
🕮❖**MED:** The Action Learning MBA: A New Approach to Management Education | **Craig Johnson**, U. of Bradford; **David P. Spicer**, U. of Bradford
☯**BPS:** Building Blocks of Strategic Targeting Effectiveness and the Growth of SMEs | **Tom Schamp**, Ghent U.; **Dirk Deschoolmeester**, Ghent U.; **Stijn Grymonpré**, Ghent U.

584 ☯: *(Paper Session) - (SIT)* **The Meaning of Pay Differences**
2:30- 3:50 Convention Center: A208
Facilitator: **Evert Van de Vliert**, U. of Groningen
✈**SIM:** Exploring Individual Differences in Normative Myopia: Executives' Personalities and Pay Preferences | **Marc O. Orlitzky**, Australian Graduate School of Management; **Diane L. Swanson**, Kansas State U.
☯**GDO:** Gender and Personality-Based Differences in Pay Raise Thresholds | **Atul Mitra**, U. of Northern Iowa; **Jason D. Shaw**, U. of Kentucky; **Nina Gupta**, U. of Arkansas; **M. Susan Wurtz**, U. of Northern Iowa
OB: CEO Charisma, Compensation, and Firm Performance | **H. L. Tosi Jr.**, Florida U.; **Vilmos F. Misangyi**, U. of Delaware; **Angelo Fanelli**, Florida U.; **David A. Waldman**, Arizona State U.; **Francis J. Yammarino**, State U. of New York, Binghamton
CAR: Human Capital and Social Capital Explanations for Differential Incomes | **Sharron Hunter-Rainey**, Duke U.

585 ✈❖SHCS: *(TIM)* **International Perspectives on Radical Innovation: Results of Networking Among AoM Meeting Attendee**
2:30- 3:50 Convention Center: C207
Chairs: **Richard Leifer**, Rensselaer Polytechnic Institute**; Hans Georg Gemuenden**, Technical U., Berlin
Speakers: **Gina O'Connor**, Rensselaer Polytechnic Institute**; Soeren Salomo**, Technical U., Berlin
Discussant: **Deborah J. Dougherty**, Rutgers U.

586 : *(Paper Session) - (TIM)* **Innovation Dynamics in Turbulent Environments**
2:30- 3:50 Convention Center: C208
Chair: **Joseph Lampel**, City U., London
✈**TIM:** Biotechnology and the Meaning of Technology Acceptance: A Model | **Stefano Perlusz**, Singapore Management U.; **Urs E. Gattiker**, Aalborg U.
☯**TIM:** Tools for Smart Organizations in Unknown Environments | **Carma L. Matti**, Pacific Lutheran U.; **Chung-Shing Lee**, Pacific Lutheran U.

MONDAY

❖**TIM:** Games of Innovation in the New and Old Economy: An Exploratory Study of the Networks of Value Creation | **Serghei Floricel**, U. of Quebec, Montreal; **Roger E. Miller**, École Polytechnique, Montreal

TIM: Innovation Tensions: Chaos, Structure, and Managed Chaos | **Rajiv Nag**, Pennsylvania State U.; **Kevin G. Corley**, U. of Illinois, Urbana-Champaign; **Dennis A. Gioia**, Pennsylvania State U.

587 : *(Paper Session) - (TIM)* **Technology, Knowledge and Effective Governance Structures**

2:30- 3:50 Convention Center: C212

Chair: **Frank T. Rothaermel**, Michigan State U.

☯❖**TIM:** Technological Alliances in the Bio-Pharmaceutical Arena: The Relationship Between Alliance Context A | **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Michael D. Santoro**, Lehigh U.; **Joanne Lee Scillitoe**, Rutgers U.

❖**TIM:** The Influence of Organizational Culture on Alliance Competence and Performance: A Framework Concept | **Melanie Schreiner**, U. of St. Gallen

✈❖**TIM:** Organization of Knowledge Exchange: Empirical Study of Business Service Relationships | **Aija Elina Leiponen**, Cornell U.

TIM: Alternative Governance Structures for the Interfirm Integration of Proprietary Knowledge | **Wei Liu**, U. of Maryland

588 ✈❖JS: *(TIM, BPS, IM)* **Individual and Firm Level Networking in the Biotechnology Sector: An International Perspective**

2:30- 3:50 Convention Center: C101/103

Technological Competencies in Networks of Innovators | **Fabio Pammolli**, U. of Florence

Industry Life Cycle and Firms Strategies: Network Structure and Knowledge Generation | **Vincent N. Mangematin**, INRA/ UPMF

Does Good Science Lead to Valuable Knowledge? Biotech Firms & the Evolutionary Logic of Citation Pat | **Michelle Gittelman**, New York U.

Alliance Formation by U.K. Biotechnology Firms: Implications for Value Creation and Firm Survival | **Peter McNamara**, U. College, Dublin

From Maturity to Emergence: Can Established Global Pharmaceutical Giants Emulate Biotechnology Firms | **Eleanor O'Higgins**, U. College, Dublin

Monday 2:45PM

589 : *(AAC)* **Conference Break**

2:45- 3:15 Convention Center: Exhibit Break Area

Join us in the exhibits area for refreshments.

Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Monday 4:10PM

590 ☯❖: *(AA)* **An In-depth Exploration of Form and Discipline Across Differentiated Contemplative/ Meditation Practices**

4:10- 5:20 Adam's Mark: Plaza Ballrm B+C+E+F

This symposium invites you to explore in depth the wisdom and form of a particular practice. You will have a choice of exploring the "practical mysteries" of a number of spiritual traditions: (1) Buddhist practice (Norman Fisher); (2) Christian Centering Prayer (Thomas Keating); (3) Christian Mantra Meditation (Laurence Freeman);(4) Hindu Practice (Arvind Sharma); (5) Jewish Practice (Lewis Bogage); (6) Muslim Practice (Abdelmagid Mazen); and (7) Quaker Practice (Rita Weathersby). The focus in each session will be on the "nuts and bolts" of the form. Some of the areas of inquiry that will be covered include: How does this form of meditation/contemplation relate to the larger spiritual tradition/religion from which it derives? What are the mechanics? What types of psychological, physiological, social, emotional and spiritual transformations might I expect when practicing this discipline? How will these transformations enhance my leadership capabilities?

Presiding: **Abdelmagid M. Mazen**, Suffolk U.

Facilitators: **Arvind Sharma**, McGill U.**; Rita Weathersby**, U. of New Hampshire**; Norman Fisher**, Zen Center**; Father Laurence Freeman, O.S.B.**, World Community of Christian Meditation**; Father Thomas Keating**, St. Benedict's Monestary, Snowmass, CO**; Rabbi Lewis E. Bogage**, DePaul U.

591 ✈❖: *(AA)* **International Management Team Research: Building Bridges Between Management Disciplines**

4:10- 5:20 Convention Center: A201

Chair: **Paul R. Sparrow**, U. of Manchester

Speakers: **Paul R. Sparrow**, U. of Manchester**; P. Christopher Earley**, Indiana U.**; Donald C. Hambrick**, Pennsylvania State U. **; Charles C. Snow**, Pennsylvania State U.**; Miriam Erez**, Technion-Israel Institute of Technology**; Martha L. Maznevski**, International Institute for Management Development**; Nicholas Athanassiou**, Northeastern U.**; Siegfried Stumpf**, U. Regensburg**; Angelika Zimmermann**, Sheffield U.

Discussant: **P. Christopher Earley**, Indiana U.

592 ❖: *(AA)* **Networking Knowledge: Perspectives of Learning in Organizational Settings**

4:10- 5:20 Convention Center: A205

Chair: **Steven John Armstrong**, Hull U.

The Situated Roots of Organizational Learning and Knowledge | **Mark Easterby-Smith**, Lancaster U.

Producing Knowledge from a Practitioner Base | **Anne S. Huff**, U. of Colorado, Boulder

Strategies and Practices that Sustain Knowledge Networks and Communities | **Victoria Jean Marsick**, Columbia U.

Strategic Competence: A Multilevel Construct | **Gerard P. Hodgkinson**, Leeds U.

Assessing the Strategic Value of Knowledge Networks and Communities | **Martha A. Gephart**, Columbia U.

Discussants: **Stephen Linstead**, U. of Essex**; William McKinley**, Southern Illinois U., Carbondale

593 ❖: *(Paper Session) - (BPS)* **Combining and Mobilizing Knowledge Within Networks**
4:10- 5:20 Adam's Mark: Director's Row H
Chair: **Ann McFadyen**, North Carolina State U.
❖**BPS:** Performance of Difference: Heterogeneous Decision Networks | **Mary A. Hamilton**, U. of Virginia
❖**BPS:** The Effect of Intrafirm Networks on Knowledge Composition and Performance | **Karynne L. Turner**, U. of Pittsburgh
❖**BPS:** Network Alignment | **Bjorn Lovas**, London Business School
✈**BPS:** Learning-by-Hiring: When is Mobility Useful for Inter-Firm Knowledge Transfer? | **Jaeyong Song**, Yonsei U.; **Paul C. Almeida**, Georgetown U.; **Geraldine Amber Wu**, Columbia U.
Discussant: **Susan McEvily**, U. of Pittsburgh

594 : *(Paper Session) - (BPS)* **Real Options and Strategic Dynamics: Diversification, Entry, and Market Adaptation**
4:10- 5:20 Adam's Mark: Director's Row E
Chair: **Avi Fiegenbaum**, Technion
BPS: Sequential Investment Model in Winner-Take-All Markets: Divergence From Real Options Logic | **Asli Arikan**, Ohio State U.; **Ilgaz Arikan**, Ohio State U.; **P Konstantina Kiousis**, Ohio State U.
BPS: Entry in the Presence of Dueling Options | **Timothy B. Folta**, Purdue U.; **Jonathan P. O'Brien**, Purdue U.; **Douglas Johnson**, Purdue U.
BPS: Integrating Real Options and Diversification Lenses in Exploration Contexts | **Roberto S. Vassolo**, IAE, U. Austral; **Jaideep Anand**, U. of Michigan ; **Timothy B. Folta**, Purdue U.
BPS: Strategic Responsiveness: Effects of Learning and Options Creation | **Torben Juul Andersen**, George Mason U.; **Richard A. Bettis**, U. of North Carolina, Chapel Hill
Discussant: **Jerker C. Denrell**, Stockholm School of Economics

595 : *(Paper Session) - (BPS)* **M&A Implementation: Post-Merger Integration of Knowledge and Capabilities**
4:10- 5:20 Adam's Mark: Gov. Sq. 17
Chair: **Theodore Peridis**, York U.
❖**BPS:** Acquiring Social Capital: Value Creation and Value Appropriation Post-Acquisition | **Michelle Rogan**, London Business School; **Bjorn Lovas**, London Business School
BPS: Integrating Acquired Technology: A Structure/Conduct/Performance Framework | **Mathew Hayward**, U. of Texas, Austin
❖**BPS:** Learning Through Alliances and Acquisitions: Accessing and Integrating Knowledge in New Market Entry | **Sarah J. Marsh**, Northern Illinois U.; **Annette L. Ranft**, Wake Forest U.
☯**BPS:** Explaining M&A Integration Effectiveness Through Cultural Learning: A Longitudinal Field Experiment | **David M. Schweiger**, U. of South Carolina; **Philip K. Goulet**, U. of South Carolina
Discussant: **David B. Jemison**, U. of Texas, Austin

596 : *(Paper Session) - (BPS)* **Geographic Clusters, Competitiveness and Performance**
4:10- 5:20 Adam's Mark: Plaza Court 3
Chair: **Brent D. Beal**, Louisiana State U.
BPS: Multinational Enterprises and Clusters: An Organizing Framework | **Alan M. Rugman**, Indiana U.; **Alain Verbeke**, U. of Calgary
BPS: The Organizational Advantage of Nations: An Ecological Perspective on the Evolution of the European Motorcycle Industry, 1885-1993 | **Filippo Carlo Wezel**, U. of Groningen; **Alessandro Lomi**, Bologna U.
BPS: An Intra-Industry Analysis of Geographic Clustering Behavior: Do Industry Characteristics Matter? | **Shaohua Mu**, Virginia Polytechnic Institute and State U.; **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.
✈❖**BPS:** Structure, Knowledge, and Performance in Open Regional Clusters | **Stephen B. Tallman**, U. of Utah; **Mark Jenkins**, Cranfield U.
Discussant: **Caron H. St. John**, Clemson U.

597 : *(Paper Session) - (ENT)* **Corporate Entrepreneurship**
4:10- 5:20 Convention Center: A210
Chair: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh
☯**ENT:** A Predictive Study of the Capital Structure Decisions of SMEs Using Multinomial Logit Modeling | **Brian Gregory**, Auburn U.; **Matt Rutherford**, Gonzaga U.; **Sharon Oswald**, Auburn U.; **Lorraine Gardiner**, Auburn U.
ENT: New Firm Formation: A Dynamic Capability Perspective | **Scott L. Newbert**, Rutgers U.
❖**ENT:** Sustaining Corporate Entrepreneurship: Perceived Implementation/Outcome Comparisons at the Organization and Individual Levels | **Donald F. Kuratko**, Ball State U.; **Jeffrey S. Hornsby**, Ball State U.; **Michael G. Goldsby**, Ball State U.
ENT: Encouraging Entrepreneurial Endeavors in Established Enterprises | **Chris Tuggle**, Texas A&M U.

598 : *(Paper Session) - (ENT)* **Entrepreneurial Satisfaction, Orientation, and Leadership**
4:10- 5:20 Convention Center: A212
Chair: **Per Davidsson**, Jönköping International Business School
ENT: Entrepreneurial Satisfaction: An Empirical Test of Three Approaches to Job Satisfaction | **Leon Schjoedt**, U. of Colorado, Boulder
✈**ENT:** Environment, Founding Team Attributes and Entrepreneurial Orientation in Chinese Technology Ventures | **Haiyang Li**, Texas A&M U.; **Jun Li**, Texas A&M U.
✈**ENT:** Reassessing the Environment-EO Link: The Impact of Environmental Hostility on the Dimensions of Entrepreneurial Orientation | **Patrick Kreiser**, U. of Alabama, Tuscaloosa; **Louis Marino**, U. of Alabama, Tuscaloosa; **Mark Weaver**, Rowan U.
✈**ENT:** Entrepreneurial Leadership: Developing a Cross-Cultural Construct | **Vipin Gupta**, Fordham U.; **Ian C. MacMillan**, U. of Pennsylvania; **Gita Sud de Surie**, U. of Pennsylvania

599 : *(Paper Session) - (GDO)* **New Understandings from a Gendered Context**
4:10- 5:20 Convention Center: A109
Chair: **Claartje J. Vinkenburg**, Vrije U.
GDO: Gendering the Silences: Psychoanalysis, Gender and Organization Studies | **Leroy Lowe**, Saint Mary's U.; **Jane Mullen**, Saint Mary's U.; **Albert J. Mills**, Saint Mary's U.
GDO: Women's Entry to the Academic World – An Institutional Approach to the Process that Shapes Organizational Fields | **Ulf Elg**, Lund U.; **Karin Jonnergard**, Växjö U.
❖**GDO:** From Crime Fighting to Problem-Solving: A Gendered Analysis of 'New Policing' Identities 🏳 | **Annette Davies**, Cardiff U.; **Robyn Thomas**, Cardiff U.
Discussants: **Gwendolyn M. Combs**, U. of Nebraska, Lincoln**; Deborah R. Litvin**, U. of New Haven

600 ☯❖JS: *(GDO, SIM)* **Building Networks to Address Intimate Partner Violence**
4:10- 5:20 Convention Center: A108/110
Chair: **Anne M. O'Leary-Kelly**, U. of Arkansas
Presenter: **Christine M. Pearson**, U. of Western Ontario
Speakers: **Amy Farmer**, U. of Arkansas**; Cynthia E. East**, Georgia State U.**; Ramona L. Paetzold**, Texas A&M U.

601 ☯❖: *(HCM)* **Distinguished Speaker: William F. Jessee, MD**
4:10- 5:20 Convention Center: A112
William F. Jessee, MD, CMPE is President and Chief Executive Officer of the Medical Group Management Association (MGMA), the nation's leading voice for group medical practice.
Introduction: **Kathleen Montgomery**, U. of California, Riverside
Distinguished Speaker: **William F. Jessee**, Medical Group Management Association

602 : *(Paper Session) - (HR)* **High Performance Work Systems**
4:10- 5:20 Adam's Mark: Vail
Chair: **Rebecca A. Thacker**, Ohio U.
✈**HR:** Use of High-Involvement Work Systems | **Dong-Bae Kim**, Korea Labor Institute; **Kyungmook Lee**, Seoul National U.; **Frits Pil**, U. of Pittsburgh
HR: HR Practices and High Involvement: A Group Level Analysis | **Dennis M. Rose**, Queensland U. of Technology; **Mark A. Griffin**, Queensland U. of Technology
☯✈❖**HR:** High-Performance Work Systems and Layoff Strategies: The "Tough Love" of Human Resource Management | **Roderick D. Iverson**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.
Discussant: **Christopher Collins**, Cornell U.

603 : *(Paper Session) - (HR)* **New Forms of Organizing**
4:10- 5:20 Adam's Mark: Terrace
Chair: **Stephen T. Teo**, U. of Technology, Sydney
HR: Professional Employer Organizations and Their Impact on HR Outcomes: A Field Study of HR Outsourcing 🏳 | **Brian S. Klaas**, U. of South Carolina; **Thomas W. Gainey**, State U. of West Georgia; **John A. McClendon**, Temple U.; **Hyuckseung Yang**, Yonsei U.
❖**HR:** Human Resource Alliances as a Means of Improving the Recruiting, Management, and Retention of Employ | **Timothy M. Gardner**, Brigham Young U.
❖**HR:** Information Technology, Union Organizing, and Union Effectiveness | **Jack Fiorito**, Florida State U.; **Paul Jarley**, U. of Kentucky; **John T. Delaney**, Michigan State U.
Discussant: **Clinton Chadwick**, U. of Illinois, Urbana-Champaign

604 ❖: *(IM)* **AIM-IMD Distinguished Scholar Forum: Relational Assets, Networks, and International Business Activity**
4:10- 6:10 Convention Center: C102/104
Chair: **Joseph L.C. Cheng**, U. of Illinois
Distinguished Speaker: **John H. Dunning**, U. of Reading/Rutgers U.
Speakers: **Jose De La Torre**, U. of California, Los Angeles**; Harbir Singh**, U. of Pennsylvania; **Will Mitchell,** Duke U.

605 ❖: *(Paper Session) - (IPC)* **Networks, Competition and Firm Performance**
4:10- 5:20 Convention Center: C205 T5
Facilitator: **Constance E. Helfat**, Dartmouth College
❖**BPS:** Inclusive Transactions in Substitutable Ties: A Longitudinal Study of Competition in Cooperation | **Jonghoon Bae**, INSEAD
BPS: External Sources of Knowledge and Performance in R&D Organizations | **Julian M. Birkinshaw**, London Business School; **Carl Fey**, Stockholm School of Economics
☯❖**BPS:** Network Structure and Competitive Behavior: Empirical Evidence From the Global Steel Industry | **Devi R. Gnyawali**, Virginia Polytechnic Institute and State U.; **Jinyu He**, U. of Illinois, Urbana-Champaign; **Ravindranath Madhavan**, U. of Pittsburgh
❖**BPS:** Social Networks and Strategic Agency | **Shih-Chang Hung**, National Tsing Hua U.

606 : *(Paper Session) - (IPC)* **Top Management Teams and Organizational Performance**
4:10- 5:20 Convention Center: C105 T1
Facilitator: **Wm. Gerard Sanders**, Brigham Young U.
❖**BPS:** The Effects of Differences in Management Style at the Top Management Level on Organizational Performance Following a Merger or Acquisition | **Joseph P. Daly**, Appalachian State U.; **Richard Pouder**, Appalachian State U.; **Boris Kabanoff**, Queensland U. of Technology
❖**BPS:** Top Management Group Social Capital and Its Impacts on Firm Performance | **Yangmin Kim**, Marquette U.
☯**MED:** Learning to Strategize: Practice Perspectives | **Richard Whittington**, Oxford U.
📖☯**MH:** Ralph Currier Davis: A Lesson in Management History | **Michael J. Provitera**, Saint Peter's College

607 : *(Paper Session) - (IPC)* **The Natural Environment, Sustainability, and Development**
4:10- 5:20 Convention Center: A106 T3
Facilitator: **Irene Henriques**, York U.
✈**ONE:** Sustainable Development or Neo-Colonialism? The

Role of Biotechnology and Intellectual Property Rights | **Bobby Banerjee**, U. of South Australia

✈**ONE:** How Green is Ireland? Ireland's "Celtic Tiger" Economy Through the Lens of Sustainable Development | **James J. Kennelly**, Skidmore College; **Finbarr Bradley**, Dublin City U.

ONE: Autopoietic Theory and Ecology | **Janet D. Fiero**, The Fielding Institute

ODC: The Challenges of Changing From the Present to the Past: The Makah Indian Whaling Case | **Karen S. Whelan-Berry**, Texas Wesleyan U.; **Gregory R. Berry**, Texas Wesleyan U.

608 : *(Paper Session) - (IPC)* Issues in Research Design and Methods

4:10- 5:20 Convention Center: A106 T1

Facilitator: **Jose M. Cortina**, George Mason U.

☯**RM:** Embracing Paradox: Multi-Perspective Theorizing on Strategic Change | **Robert MacIntosh**, U. of Glasgow; **Donald MacLean**, U. of Glasgow; **Nic Beech**, U. of Strathclyde

☯**RM:** Within-Person Variation Over Time: Implications for Organizational Research | **Cynthia Diane Fisher**, Bond U.

☯**RM:** Response Rates for Mail Surveys of Nonprofit Organizations: A Review and Empirical Test | **Mark A. Hager**, The Urban Institute; **Sarah Wilson**, The Urban Institute; **Thomas H. Pollak**, The Urban Institute; **Patrick Rooney**, Indiana U./Purdue U., Indianapolis

☯**RM:** Using Confirmatory Factor Analysis and Item Response Theory To Ensure Measurement Invariance | **Chester A. Schriesheim**, U. of Miami; **Xiaohua Zhou**, U. of Miami

609 : *(Paper Session) - (IPC)* Using Cases and Narratives in Organizational Research

4:10- 5:20 Convention Center: A106 T2

Facilitator: **Anne D. Smith**, U. of Tennessee, Knoxville

☯**RM:** Narrative Genres and Biases | **Terrie C. Reeves**, U. of Wisconsin, Milwaukee; **Eric W. Ford**, Pennsylvania State U.; **W. Jack Duncan**, U. of Alabama, Birmingham

OMT: Do Doors Have Lives of Their Own? A Case of Organizing in an Internet Start-Up Company | **Aydin Orsan Orge**, U. of Kansas

OMT: Adaptive Abduction as a Mechanism for Generalizing From Narratives | **Caroline A. Bartel**, New York U.; **Raghu Garud**, New York U.

☯**ODC:** Towards a Multi-Paradigmatic Analysis of Organizational Change Processes: A Case Study Approach | **Alain Vas**, Catholic U., Louvain; **Marc Ingham**, Edhec-UCL

610 : *(Paper Session) - (IPC)* The Many Faces of Time and Organizational Change

4:10- 5:20 Convention Center: A106 T4

Facilitator: **John S. Carroll**, Massachusetts Institute of Technology

OMT: Contingency and Equifinality: Paradoxical or Complimentary? | **Greg Wayne Olsen**, North Texas U.

OMT: Radical Change Direction: What New Alternative Does an Organization Choose? | **Katsuhiko Shimizu**, U. of Texas, San Antonio

ODC: Characteristics of New Greenfield Plants: An Investigation of Organizational Change | **Wendy S. Becker**, U. at Albany

OMT: The Many Faces of Time: Temporal Perspectives in the Study of Organizational Decision Making | **Gerardo A. Okhuysen**, Utah State U.; **Tiffany L. Galvin**, U. of Texas, Dallas; **David M. Berg**, U. of Texas, Dallas

611 : *(Paper Session) - (IPC)* A Long Term View of Organizational Change

4:10- 5:20 Convention Center: C205 T4

Facilitator: **Kenneth Murrell**, West Florida U.

☯**ODC:** The Durability of OD Interventions: The 14-Year-Impact of a Third-Party Intervention | **R. Wayne Boss**, U. of Colorado, Boulder; **Mark L. McConkie**, U. of Colorado, Colorado Springs; **Robert T. Golembiewski**, U. of Georgia

HCM: Hospital Restructuring and Downsizing and Psychological Burnout among Nursing Staff: A Longitudinal Study | **Ronald J. Burke**, York U.

📖☯**ODC:** On the Back of a Napkin: Exploring and Explaining the Systems Equilibrium Model | **Patrick M. Williams**, San Jose State U.; **W. Scott Sherman**, Pepperdine U.

ODC: Organizational Change as a Process of Death and Dying | **Deone Maria Zell**, California State U., Northridge

612 : *(Paper Session) - (IPC)* Strategy, Organizing and Firm Performance

4:10- 5:20 Convention Center: A214 T2

Facilitator: **Brian Golden**, U. of Western Ontario

BPS: The Performance Effects of Strategy Development Processes | **Robert S. Atkin**, U. of Pittsburgh; **Patrick Gibbons**, U. College, Dublin; **Peter McNamara**, U. College, Dublin; **Amanda Susan Nealon**, U. College, Dublin

OMT: The Impact of Organizational Constraints and Integration Processes on Organizational Fit in Related Business Mergers | **Henry P. Mobley**, U. of Kentucky

TIM: The Recency of Technological Inputs and Financial Performance | **Michael B. Heeley**, Rice U.; **Robert Jacobson**, U. of Washington

OMT: Performance Effects on Strategic Activities Within the Organization | **Pino G. Audia**, London Business School

613 : *(Paper Session) - (IPC)* Issues in Manufacturing, Quality and Change in Organizations

4:10- 5:20 Convention Center: A214 T3

Facilitator: **Paul C. Hong**, U. of Toledo

☯**ODC:** Achieving Competitive Advantage Through Implementing a Replicable Management Standard | **Eitan Naveh**, Technion-Israel Institute of Technology

☯**OMT:** Retention of TQM Program | **Ilya Okhmatovskiy**, U. of Southern California

OM: Lean Manufacturing: Context, Practice Bundles and Performance | **Rachna Shah**, U. of Minnesota; **Peter T. Ward**, Ohio State U.

OM Division Honorable Mention Student Paper Award

MONDAY

MC: Do Isomorphism and Ceremonial Behavior in Organizational Intervention Pay Off ? The Case of ISO 9000 | **Flavio Vasconcelos**, Escola de Administracao de Empresas de Sao Paulo; **Miguel P. Caldas**, Escola de Administracao de Empresas de Sao Paulo

614 🕮☯✈: *(MC)* **Can CEOs Change? Yes but Only if They Want to …**
4:10- 5:20 Convention Center: C110
Distinguished Speaker: **Manfred Kets de Vries** , INSEAD

615 ❖🕮: *(MED)* **Leadership as Art: Using Music and Drama to Enhance Learning**
4:10- 5:20 Convention Center: A113
Interactive, engaging session exploring the use of music and drama to teach leadership.
Chair: **Dorothy Marcic**, Vanderbilt U.
Presenter: **William P. Ferris**, Western New England College

616 🕮✈❖SHCS: *(MED, ONE, ODC)* **Educating for Sustainability: Exploring Appropriate Forms and Practices**
4:10- 5:20 Convention Center: C207
Chair: **Judi Marshall**, U. of Bath
Mainstreaming Sustainability Issues in Core Undergraduate Management Education at McGill University | **Kariann Aarup**, Ecole des Hautes Etudes Commerciales
The M.Sc. in Responsibility and Business Practice: Matching Form to Content | **Judi Marshall**, U. of Bath
Co-operative Inquiry as Education into Deep Ecology | **Peter Reason**, U. of Bath
WISE Learning and Obstacles: Reflections on the Weatherhead Institute for Sustainable Enterprise | **Hilary Bradbury**, Case Western Reserve U.

617 : - *(MH)* **Business Meeting**
4:10- 5:20 Convention Center: A104
Organizer: **Shawn M. Carraher**, Texas A&M U.
Division Chair: **Jorge M. Herrera**, CultureSense International, Inc.
Division Chair-Elect.: **Charles Booth**, U. of the West of England

618 ❖: *(MOC)* **Distributed Cognition: Networks and Scholarly Development**
4:10- 5:30 Convention Center: C201
In this session all first authors are students and the discussant will not only comment on the research itself, but will also discuss how to use common research interests to build effective career networks.
What is Rationality if Cognition is Distributed? The Problems and Promise of a New Perspective | **Scott G. Johnson**, U. of Minnesota
Specialization and Coordination of Cognition in Group Problem Solving | **Matthew A. Cronin**, Carnegie Mellon U.; **Ken Kotovsky**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.
Visualizing Networks in Action: A Graphical Technique for Evaluating Knowledge Utilization | **Scott Allen Robbins**, U. of New Mexico
Discussant: **Wayne E. Baker**, U. of Michigan

619 ❖JS: *(MOC, OB, OMT)* **Emotional Intelligence and Leadership: Concepts and Controversies**
4:10- 5:20 Convention Center: A101/103
Chairs: **Neal M. Ashkanasy**, U. of Queensland**; Marie T. Dasborough**, U. of Queensland
Speakers: **Bernard M. Bass**, Binghamton U.**; Joan Faye Pastor**, Alliant International U.**; Delbert M. Nebeker**, Alliant International U.**; Jennifer M. George**, Rice U.**; Jing Zhou**, Texas A&M U.**; Richard E. Boyatzis**, Case Western Reserve U.**; Maree Veronica Boyle**, U. of Queensland**; Marie T. Dasborough**, U. of Queensland**; Neal M. Ashkanasy**, U. of Queensland

620 SHCS: *(MOC, OB, OMT)* **Organizing for Resilience: Processes and Prospects**
4:10- 5:20 Convention Center: C209
Speakers: **Kathleen M. Sutcliffe**, U. of Michigan **; Amy C. Edmondson**, Harvard U.**; Monica C. Worline**, U. of Michigan **; Jody Hoffer Gittell**, Brandeis U.**; Karlene A. Roberts**, U. of California, Berkeley**; Carmit Tadmor**, U. of California, Berkeley**; Timothy J. Vogus**, U. of Michigan **; Jane E. Dutton**, U. of Michigan **; Peter J. Frost**, U. of British Columbia**; Jacoba Marja Lilius**, U. of Michigan **; Jason M. Kanov**, U. of Michigan
Discussant: **Joseph Porac**, Emory U.

621 ☯: *(MSR)* **Bringing Spirituality into Organizational Management**
4:10- 5:20 Convention Center: A102
Chair: **Sandra West King**, California State Polytechnic U., Pomona
Speakers: **Sandra West King**, California State Polytechnic U., Pomona**; Jerry Biberman**, U. of Scranton**; Lee Perry Robbins**, Golden Gate U.

622 : *(Paper Session) - (OB)* **Emotions at Work: Types and Consequence**
4:10- 5:20 Adam's Mark: Gov. Sq. 10
Chair: **Ramon J. Aldag**, U. of Wisconsin, Madison
OB: A Control Theory Conceptualization of the Emotional Labor Process | **James M. Diefendorff**, Louisiana State U.; **Robin Gosserand**, Louisiana State U.
OB: Is That Smile for Real? Reactions to Inauthenticity in Service Settings | **Alicia A. Grandey**, Pennsylvania State U.; **Glenda M. Fisk**, Pennsylvania State U.; **Anna Mattila**, Pennsylvania State U.; **Lori Sideman**, Pennsylvania State U.
OB: The Joint Effect of Noise Exposure and Job Complexity on Distress | **Samuel Melamed**, National Institute of Occupational and Environmental Health; **Yitzhak Fried**, Wayne State U.
OB: Emotional Labor and Compensating Wage Differentials | **John Kammeyer-Mueller**, U. of Florida; **Theresa M. Glomb**, U. of Minnesota
Discussant: **James R. Meindl**, State U. of New York, Buffalo

623 : *(Paper Session) - (OB)* **Further Perspectives on Organizational Commitment and Identity**
4:10- 5:20 Adam's Mark: Plaza Court 8
Chair: **Jorge A. Gonzalez**, U. of Wisconsin, Milwaukee
OB: A Test of Interaction Effects Between Meyer and Allen's (1991) Three Components of Organizational Commitment | **Joseph Huff**, North Texas U.

OB: Why Would a Person Like You Identify with a Place Like This? Antecedents to Organizational Identification | **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

OB: The "Low Alternatives" Component of the Allen and Meyer (1990) Continuance Commitment Scale | **Robert Culpepper**, Stephen F. Austin State U.; **Stephen Jaros**, Southern U.

📖☯✈**OB:** Feasibility and Antecedents of Dual Commitment: Evidence From A Korean Adversarial Industrial Relatiins Context | **Jiman Lee**, Yonsei U.

Discussant: **Suzanne S. Masterson**, U. of Cincinnati

624 JS: *(OB, HR)* Sculpting the Construct of the Psychological Contract

4:10- 5:20 Adam's Mark: Gov. Sq. 14

Chairs: **Richard J. Klimoski**, George Mason U.**; Karin Amanda Orvis**, George Mason U.

The Operationalization and Concurrent Validation of the Employment Goals Construct | **Jennifer R.D. Burgess**, Bradley U.

Filling in the Blanks: How Social Networks Shape Psychological Contracts | **Violet Ho**, Carnegie Mellon U.

The Social-Psychological Contract: Is There any Justice in Violation? | **Brian Griepentrog**, George Mason U.

Individual Differences as Predictors of Psychological Contract Formation and Reactions to Violation | **Karin Amanda Orvis**, George Mason U.

Discussant: **Lois E. Tetrick**, U. of Houston

625 ☯JS: *(OB, MOC)* Looking Forward and Looking Back: 25 Years of Decision Bias Research

4:10- 5:20 Convention Center: A209

Chairs: **Henry Moon**, U. of Maryland**; Kelly E. See**, Duke U.

A Theoretical Integration of Goal Substitution, Midpoints and Decision Frames | **Donald E. Conlon**, Michigan State U.

Choice, Progress or Ongoing Decisions: An Integration of Need to Complete and Sunk Cost Effects | **Howard Garland**, U. of Delaware

Strategic Persistence and Withdrawal in Group Decision Making: The Role of Collective Efficacy | **Glen Robert Whyte**, U. of Toronto

Goals as Reference Points in Action: The Majority of People Perform Better with Lower Rather than H | **Chip Heath**, Stanford U.

Discussants: **Joel Brockner**, Columbia U.**; Barry M. Staw**, U. of California, Berkeley

626 : *(OCIS)* OCIS Distinguished Speakers

4:10- 5:20 Convention Center: A204

Chair: **Pamela Hinds**, Stanford U.

New Theories and Models for Studying Organizational Networks | **Janet Fulk**, U. of Southern California; **Peter R. Monge**, U. of Southern California

627 : *(Paper Session) - (ODC)* The Role of Technology in Change

4:10- 5:20 Convention Center: C112

Chair: **Nick Nissley**, U. of St. Thomas

✈**ODC:** The Influence of Attitudes to Change on Adoption of an Integrated IT System | **Alannah Rafferty**, Queensland U. of Technology; **Roland Hirokazu Simons**, Queensland U. of Technology

☯**ODC:** The Effects of Users' Perceptions of Implementation Communication on Success of New Technologies in the Workplace | **Laurie Kay Lewis**, U. of Texas, Austin

❖**ODC:** Case Studies Exploring the Implications of Telework for Knowledge-Enabling and Social Learning | **Kimberly Wells**, Claremont Graduate U.; **Thomas A. Horan**, Claremont Graduate U.

☯**ODC:** Understanding Race in New Ways: Reflective Learning in Asynchronous Conversations | **Ann C. Baker**, George Mason U.

Discussants: **Gavin M. Schwarz**, U. of Wollongong**; Eric Goodman**, Colorado Technical U.

628 : *(Paper Session) - (OMT)* Creativity, Humor and Irony at Work

4:10- 5:20 Adam's Mark: Gov. Sq. 9

Chair: **Ted Baker**, U. of Connecticut

OMT: On Creativity, Humor and Strategic Renewal | **Elie Matta**, U. of Western Ontario

📖☯**OMT:** Enhancing Creativity through Mindless Work: Enhancing an Expanded Model of Managerial Job Enrichment | **Kimberly D. Elsbach**, U. of California, Davis; **Andrew Hargadon**, U. of California, Davis

OMT: The Impact of Humor on Performance in Task-Based Interactions: A Theoretical Model | **Allan Filipowicz**, Harvard U.

☯**OMT:** An Ironic Story about Fads, Canned and Structured Teamwork Training — and Common Sense | **Jill Woodilla**, Sacred Heart U.; **Ulla Johansson**, Vaxjo U.

629 : *(Paper Session) - (OMT)* Strategic Organization: Competition and Imitation in Networks

4:10- 5:30 Adam's Mark: Tower Court B

Chair: **Henrich R. Greve**, Norwegian School of Management

✈**OMT:** Imitation and the Sustainability of Competitive Advantage 🏳 | **Erik Reimer Larsen**, City U., London; **Costantinos Markides**, London Business School; **Shayne Gary**, Australian Graduate School of Management

OMT: Competitive Dynamics of Non-Profit Organizations: Growth Rates of Huiguans in Singapore, 1820-1998 | **Tai-Young Kim**, Hong Kong U. of Science and Technology; **Albert Teo**, National U. of Singapore

❖**OMT:** An Evaluation of Network Building Principles for Co-evolving Competitive Strategies: The Case of Complexity Theory's NK[C] Model | **Pedro S. Hurtado**, Texas A&M U.; **Ananda Mukherji**, Texa A&M International U.

MONDAY

❖**OMT:** The Competitive Dynamics of Network Status: Status Discrimination in Market Entry | **Michael Jensen**, U. of Michigan

630 : *(Paper Session) - (OMT)* **Alternative Perspectives on Strategy**
4:10- 5:20 Adam's Mark: Tower Court D
Chair: **Jay Bourgeois**, U. of Virginia
☯**OMT:** Practice Perspectives on Strategy: Unifying and Developing a Field | **Richard Whittington**, Oxford U.
OMT: Strategy as Power: A Gramscian Critique | **David L. Levy**, U. of Massachusetts; **Hugh Willmott**, Cambridge U.; **Mats G. Alvesson**, U. of Gottenburg
OMT: Legitimation Through Differentiation? How Architects Socially Construct Their Reputations | **Candace Jones**, Boston College; **Ivan M. Manev**, U. of Maine; **Pacey Foster**, Boston College
❖**OMT:** Strategy as a Political Translation Process : Obligatory Passage Points, Structural and Black Holes | **Manuel Hensmans**, Erasmus U.

631 ☯SHCS: *(OMT, HR, CAR)* **Skilled and Contingent: Paradoxes and Prospects for Professional Independent Contractors**
4:10- 5:20 Adam's Mark: Gov. Sq. 12
Chair: **Thomas Kochan**, Massachusetts Institute of Technology
Speakers: **Alison Davis-Blake**, U. of Texas, Austin**; Joseph P. Broschak**, U. of Illinois, Urbana-Champaign**; Daniel Chng**, U. of Texas, Austin**; Lei Wang**, U. of Texas, Austin**; Stephen Barley**, Stanford U.**; Gideon Kunda**, Tel Aviv U.**; James A. Evans**, Stanford U.**; Sharon F. Matusik**, Rice U.**; Sally Riggs Fuller**, U. of New Mexico**; M. Diane Burton**, Massachusetts Institute of Technology**; Isabel Fernandez-Mateo**, Massachusetts Institute of Technology
Discussant: **Arne L. Kalleberg**, North Carolina U., Chapel Hill

632 ☯✈❖JS: *(ONE, IM, CM)* **Pursuing the Kyoto Protocol: International Cooperation in Global Climate Changes**
4:10- 5:20 Convention Center: C101/103
Chair: **Raymond Saner**, Centre for Socio-Eco-Nomic Development
Speakers: **Anne Arquite Niederberger**, Policy Solutions**; Peter J. Kalas**, World Bank**; Duncan Marsh**, Natsource
Discussant: **Lichia Yiu**, Centre for Socio-Economic Development

633 ☯❖JS: *(ONE, SIM)* **Stakeholder Engagement for Sustainability, Innovation and Competitiveness**
4:10- 5:20 Convention Center: A207
Organizer: **Mary Lucille Hastings**, Houston Advanced Research Center
Speakers: **Mary Lucille Hastings**, Houston Advanced Research Center**; Ann Svendsen**, Simon Fraser U.**; Elizabeth C. Kurucz**, York U.**; David Wheeler**, York U.**; Andrea Larson**, U. of Virginia**; Stuart Hart**, U. of North Carolina, Chapel Hill**; Sanjay Sharma**, Wilfrid Laurier U.**; Prakash Sethi**, City U. of New York, Baruch College**; Anita Burke**, Shell Oil Company

634 : *(PNP)* **PNP Division Business Meeting**
4:10- 5:20 Adam's Mark: Plaza Court 7
Division Chair: **Michael A. Card**, South Dakota U.

635 : *(RM)* **Organizational Research Methods Editorial Board Meeting**
4:10- 6:00 Convention Center: C210
Chair: **Larry J. Williams**, Organizational Research Methods

636 🕮☯: *(SIM)* **Responsibility Management in the Old and New Economies: Common Values in Quality and Responsibility**
4:10- 5:20 Convention Center: C109
Chair: **Sandra Waddock**, Boston College
Speakers: **Math Göbbels**, Nijmegen U.**; Jan Jonker**, Nijmegen U.**; Jeanne Liedtka**, U. of Virginia**; Andrew C. Wicks**, U. of Washington**; Charles Bodwell**, International Labor Organization

637 ☯: *(Paper Session) - (SIT)* **Managerial Wrong Doing**
4:10- 5:20 Convention Center: A208
Facilitator: **Claudia J. Ferrante**, U.S. Air Force Academy
CM: Auditor Independence, Conflict of Interest, and the Unconscious Intrusion of Bias | **Don Moore**, Carnegie Mellon U.; **Max H. Bazerman**, Harvard U.; **George Loewenstein**, Carnegie Mellon U.
☯**SIM:** In Addition to Whistle-Blowing: An Investigation into Witness's Talk about Wrongdoing | **Brian Keith Richardson**, North Texas U.
OMT: Is Anyone Watching Managers During a Speculative Bubble? | **Yuri Mishina**, U. of Illinois, Urbana-Champaign
🕮**MED:** Moral Awareness: Assessing the Influence of Business Education, Culture, and Demographic Factors | **Yvette P. Lopez**, California State U., Fresno; **Julie B. Olson-Buchanan**, California State U., Fresno; **Paula Rechner**, California State U., Fresno

638 ☯❖: *(Paper Session) - (SIT)* **Networks Variations**
4:10- 5:20 Adam's Mark: Director's Row F
Facilitator: **Vincenzo Perrone**, Bocconi U.
🕮❖**MED:** Student Learning Networks: Functionality, Antecedents, and Pedagogical Recommendations | **Eric H. Kessler**, Pace U.
✈❖**BPS:** Strategy of Grouping and Reputation Linkage in Ethnically Based Networks and Multi-Product Firms | **Chong Ju Choi**, Cambridge U.; **Soo Hee Lee**, U. of London
❖**TIM:** Network Building and Strategy Formation in Biotechnology Firms | **Jesper Norus**, Copenhagen Business School
❖**PNP:** Public Sector Networks: Governance and Effectiveness | **Robyn Keast**, Queensland U. of Technology; **Kerry Brown**, Queensland U. of Technology

639 : *(Paper Session) - (TIM)* **Research in Modularity and Standards**
4:10- 5:20 Convention Center: C212
Chair: **Nile W. Hatch**, Brigham Young U.
TIM: Modularity and Innovation in Complex Systems | **Sendil Ethiraj**, U. of Pennsylvania; **Daniel Levinthal**, U. of Pennsylvania
Winner of TIM Division Best Student Paper Award

MONDAY

❖**TIM:** Informational Complexity, Computational Complexity and the Dynamics of Product Modularization | **Mihnea Calin Moldoveanu**, U. of Toronto; **Eytan Lasry**, U. of Toronto

TIM: Unexpectedly Absent: Positive Feedback Dynamics in Computer Software | **Scott F. Turner**, North Carolina U., Chapel Hill; **Richard A. Bettis**, U. of North Carolina, Chapel Hill; **Gerardine DeSanctis**, Duke U.

❖**TIM:** The Use of Open Source Adoption Networks in Proprietary Platform Strategies | **Joel West**, San Jose State U.

Monday 4:50PM

640 : *(OM)* **OM Business Meeting**
4:50- 6:00 Convention Center: C206
All members and prospective members are welcome! Come join us for a celebration of the division's 30th anniversary and receive a commemorative button!
Program Chair: **Kenneth Boyer**, Michigan State U.
Division Chair: **Thomas Y. Choi**, Arizona State U.
Professional Development Workshop Chair: **Morgan Swink**, Michigan State U.
Division Chair-Elect.: **Janet L. Hartley**, Bowling Green State U.

Monday 5:30PM

641 🕮❖: *(BPS)* **Social Event : Networking for Mid-Career BPS Academics**
5:30- 7:30 Adam's Mark: Director's Row E
The Business Policy and Strategy Division will sponsor a new social event for mid-career faculty with at least seven years of experience since earning a doctorate. Contact Prof. Anita McGahan at amcgahan@bu.edu.
Chairs: **Dawn Harris**, Loyola U., Chicago**; Anita McGahan**, Boston U.
Speakers: **Allan N. Afuah**, U. of Michigan **; Joseph Mahoney**, U. of Illinois, Urbana-Champaign**; Margaret A. Peteraf**, Dartmouth College**; Brian Silverman**, U. of Toronto

642 : *(ENT)* **Entrepreneurship Division Business Meeting**
5:30- 6:45 Convention Center: A105
Division Chair: **Thomas J. Dean**, U. of Colorado, Boulder

643 : *(GDO)* **Gender and Diversity in Organizations Divisional Meeting**
5:30- 6:15 Convention Center: A109
Division Chair: **Ellen Ernst Kossek**, Michigan State U.

644 : *(HCM)* **Health Care Management Division Business Meeting**
5:30- 6:30 Convention Center: A112
Division Chair: **Sharon Topping**, U. of Southern Mississippi

645 : *(HR)* **HR Division Ice Cream Social**
5:30- 7:00 Adam's Mark: Plaza Ballrm E+F
Open to members of the HR Division and their families.
Organizer: **Patrick Wright**, Cornell U.

646 : *(MC)* **Business Meeting**
5:30- 6:00 Convention Center: C110
Division Chair: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

647 : *(MSR)* **MSR Business Meeting & Elections**
5:30- 6:50 Convention Center: A102
Division Chair: **Judi Neal**, Association for Spirit at Work

648 : *(OB)* **OB Division Awards Ceremony and Business Meeting**
5:30- 7:00 Adam's Mark: Gov. Sq. 14
Presiding: **Terence R. Mitchell**, U. of Washington, Seattle

649 : *(OCIS)* **OCIS Division Meeting**
5:30- 6:30 Convention Center: A204
Open to members of the OCIS Divison as well as anyone interested in learning about the OCIS Division. Awards will be presented.
Chair: **Mark Keil**, Georgia State U.

650 : *(OMT)* **OMT Business Meeting and Artifact**
5:30- 6:00 Adam's Mark: Tower Court D
Program Chair: **Mary Jo Hatch**, U. of Virginia
Division Chair: **Eric Abrahamson**, Columbia U.
Professional Development Workshop Chair: **Tina Dacin**, Queen's U.
Division Chair-Elect.: **Joel A. C. Baum**, U. of Toronto

651 : *(ONE)* **ONE Interest Group Business Meeting**
5:30- 6:45 Convention Center: C108
Division Chair: **Gordon P. Rands**, Western Illinois U.
Division Chair-Elect.: **Sanjay Sharma**, Wilfrid Laurier U.

652 : *(PNP)* **PNP Division Party**
5:30- 10:30 Adam's Mark: Plaza Court 7
Organizer: **Stephen P. Osborne**, Aston U.

Monday 6:00PM

653 : *(OMT)* **OMT Social Hour**
6:00- 7:00 Adam's Mark: Silver
Division Chair: **Eric Abrahamson**, Columbia U.

Monday 6:20PM

654 : *(MC)* **Management Consulting Social Hour**
6:20- 7:30 Convention Center: A103
Organizer: **Georges Trepo**, HEC , France

655 : *(OM)* **OM Division Social**
6:20- 8:30 Convention Center: A201
All members and prospective members are welcome! Special thanks to Arizona State University which is providing financial sponsorship for this event.
Program Chair: **Kenneth Boyer**, Michigan State U.
Division Chair: **Thomas Y. Choi**, Arizona State U.

Monday 6:30PM

656 : *(GDO)* **GDO Social: Meet, Greet, and Eat!**
6:30- 8:00 Convention Center: A110
Presenter: **Elizabeth Cooper**, U. of Rhode Island

657 : *(MH)* **Social Hour for the Management History Division – Honoring the Memory of Richard Hodgetts**
6:30- 8:00 Convention Center: A104
Sponsored by the Journal of Leadership and Organizational Studies
Host: **Shawn M. Carraher**, Texas A&M U.

658 ❖: *(OCIS)* **OCIS Social Hour**
6:30- 7:30 Convention Center: A205
The OCIS Social Hour, following the OCIS Division Meeting, is an opportunity to meet other OCIS members. Please join us!

Monday 6:45PM

659 : *(OB)* **OB Division Social Hour**
6:45- 8:30 Adam's Mark: Gov. Sq. 10
Host: **Sigal G. Barsade**, Yale U.

Monday 7:00PM

660 : *(ENT)* **ENT Division Reception**
7:00- 8:30 Convention Center: A107
Division Chair: **Thomas J. Dean**, U. of Colorado, Boulder

661 : *(HCM)* **Health Care Management Division Reception**
7:00- 9:00 Convention Center: A202
Host: **Leonard H. Friedman**, Oregon State U.

662 : *(MSR)* **MSR Social Hour and Reception**
7:00- 8:15 Convention Center: A101
Division Chair-Elect.: **Lee Perry Robbins**, Golden Gate U.

663 : *(ONE)* **ONE Interest Group Social**
7:00- 9:00 Convention Center: C106
Program Chair: **Carolyn Egri**, Simon Fraser U.

Monday 8:00PM

664 : *(MC)* **MC Friends and Members' Dinner**
8:00- 11:00 Convention Center: C110
Host: **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

Monday 8:01PM

665 : *(IM)* **IM Division Dance**
8:01- 10:30 Hyatt: Grand Ballrm
Come one, come all, to the 2002 IM Division dance: Contra dancing! (don't worry: we'll teach 'ya, partner!)
Host: **Sully Taylor**, Portland State U.

Monday 9:00PM

666 : *(AAC)* **President's Dessert Reception for New and International Members**
9:00- 10:30 Adam's Mark: Plaza Ballrm D+E
Host: **Jean M. Bartunek**, Boston College

Tuesday, August 13, 2002

Tuesday 7:30AM

667 ☯❖: *(AA)* **A Shared Hour of Meditative/Contemplative Silence**

7:30- 8:30 Adam's Mark: Silver

This will be an hour of contemplative/meditative practice. Teachers from various traditions (Buddhist Practice, Christian Centering Prayer, Christian Mantra Meditation, Hindu Practice, Jewish Practice, Muslim Practice, and Quaker Practice), together with members of the Academy will share readings, music and silence. In light of September 11 and subsequent events, the readings will focus on World Peace and the gathering will provide an opportunity to engage in silent, inter-religious meditation. Participants are asked to arrive ten minutes early, in order to be seated in silence as the session begins. Movement in and out of the room will be restricted during the actual hour of shared practice.

Chair: **Andre L. Delbecq**, Santa Clara U.

Speakers: **Abdelmagid M. Mazen**, Suffolk U.**; Father Thomas Keating**, St. Benedict's Monestary, Snowmass, CO**; Arvind Sharma**, McGill U.**; Father Laurence Freeman, O.S.B.**, World Community of Christian Meditation**; Rita Weathersby**, U. of New Hampshire**; Norman Fisher**, Zen Center**; Rabbi Lewis E. Bogage**, DePaul U.

Tuesday 8:10AM

668 ☯✈: *(Paper Session) - (MC)* **Examining the Consulting Business Model: Theoretical, Financial and Process Issues**

8:10- 10:10 Convention Center: C110

Chair: **Jeffrey L. Kerr**, U. of Miami

MC: Transient Continuity: Tracing Organization Concepts within Consultancies | **Stefan Heusinkveld**, U. of Nijmegen; **Jos Benders**, U. of Nijmegen

MC: Economic Functions of Management Consulting Firms - an Integrative Theoretical Framework | **Michael Nippa**, Freiberg U. of Mining and Technology; **Kerstin Petzold**, Freiberg U. of Mining and Technology

Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting Practic

☯**MC:** Laying the Foundations of Socio-Economic Approach to Management (SEAM) as a Method of Management in the U.S.A. | **Rickie Moore**, E.M. Lyon/ISEOR; **Michel Peron**, ISEOR / U. of Paris Sorbonne

Discussants: **Gary A. Bojes**, George Washington U.**; Judith Gebhardt**, Pepperdine U.

Tuesday 8:30AM

669 ❖: *(AA)* **Spirituality/Contemplative Practice and Managerial Health: What's the Connection?**

8:30- 10:10 Adam's Mark: Silver

Chair: **Thomas G. Plante**, Santa Clara.U./Stanford U.

Speakers: **Carl E. Thoresen**, Stanford U.**; Allen C. Sherman**, U. of Arkansas For Medical Sciences

670 ❖: *(AA)* **National Networks as Small Worlds**

8:30- 10:10 Convention Center: A205

Organizer: **Gordon Walker**, Southern Methodist U.

Speakers: **Bruce Kogut**, U. of Pennsylvania**; Gerald F. Davis**, U. of Michigan **; Sea-Jin Chang**, Korea U.**; Maurizio Zollo**, INSEAD**; Mina Yoo**, U. of Michigan **; Gordon Walker**, Southern Methodist U.

671 : *(Paper Session) - (BPS)* **Turnover in the Executive Suite: The Role of Underperformance and Symbolism**

8:30- 10:10 Adam's Mark: Director's Row H

Chair: **Vincent L. Barker**, U. of Kansas

BPS: Exploring Involuntary Executive Turnover Through a Managerial Discretion Framework | **Wei Shen**, U. of Florida; **Theresa S. Cho**, Rutgers U.

BPS: Fight or Flight: Managing Stigma in Executive Careers | **Albert A. Cannella Jr.**, Texas A&M U.; **Donald R. Fraser**, Texas A&M U.; **D. Scott Lee**, Texas A&M U.; **Matthew Semadeni**, Texas A&M U.

BPS: CEO Dismissal and Firm Performance: A New Look at Who's to Blame | **Margarethe Wiersema**, U. of California, Irvine

BPS: Top Management Team Effects in Mergers & Acquisitions: An Analysis of Long-Term Turnover Patterns | **Jeffrey A. Krug**, U. of Illinois; **Douglas Nigh**, U. of South Carolina

❖**BPS:** Executive Social Capital and Its Impacts on Job Promotion | **Yangmin Kim**, Marquette U.

Discussant: **James W. Fredrickson**, U. of Texas, Austin

672 : *(Paper Session) - (BPS)* **Dynamics of Resource-Based Competition: The Creation and Endurance of Resource Asymmetries**

8:30- 10:10 Adam's Mark: Gov. Sq. 17

Chair: **Tima Bansal**, U. of Western Ontario

📖**BPS:** What Happens to Rents? | **Jean J. Boddewyn**, City U. of New York, Baruch College

BPS: The Evolution of Heterogeneity in Performance | **Tammy L. Madsen**, Santa Clara U.; **Gordon Walker**, Southern Methodist U.

📖☯**BPS:** Creating Competitive Advantage Through Dynamic Resource Interactions | **Abhijit Mandal**, U. of London

BPS: Do Capabilities Enhance Efficiency? Stochastic Frontier Estimation in US Manufacturing | **P. Konstantina Kiousis**, Ohio State U.

✈❖**BPS:** Challenger-Incumbent Competitive Dynamics: An Extended Resource-Based View | **John A. Mathews**, Macquarie U.

Discussant: **Richard Makadok**, Emory U.

TUESDAY

673 : *(Paper Session) - (BPS)* **Strategic Adaptation and Renewal: The Role of Structure and Process**
8:30- 10:10 Adam's Mark: Director's Row E
Chair: **Yiorgos Mylonadis**, London Business School
BPS: Institutionalizing Renewal | **Janine Nahapiet**, Oxford U.
BPS: The Framing of Strategic Threats: A Dilemma in Response | **Clark Gilbert**, Harvard U.
☯**BPS:** Process Management and Adaptation to Technological Change: Evidence from Digital Photography | **Mary J. Benner**, U. of Pennsylvania
BPS: The Role of Process and Context in the Evolution of Incompatible Strategic Initiatives | **Christoph Lechner**, U. of St. Gallen; **Steven W. Floyd**, U. of Connecticut
Discussant: **Catherine Maritan**, State U. of New York, Buffalo

674 : *(Paper Session) - (BPS)* **R&D, Intellectual Property, and the Strategic Use of Patents**
8:30- 10:10 Adam's Mark: Plaza Court 3
Chair: **Mariko Sakakibara**, U. of California, Los Angeles
✈**BPS:** R&D and the Patent Premium | **Ashish Arora**, Carnegie Mellon U.; **Marco Ceccagnoli**, INSEAD; **Wesley M. Cohen**, Carnegie Mellon U.
❖**BPS:** Refilling the Tub? The Effects of Knowledge Obsolescence on Innovative Success in the Biotech-Industry | **Andreas Al-Laham**, U. of Dortmund; **Terry L. Amburgey**, U. of Toronto
BPS: The Duration of Patent Litigation: Firm Strategies and Litigation Tactics in Computers and Research | **Deepak Somaya**, U. of Maryland
BPS: Public Sector Science and the Strategy of the Commons | **Ajay K. Agrawal**, Queen's U.
BPS: The Private Values of "Thicket" Patenting: An Empirical Study Across Industries and Patent Types | **Markus Georg Reitzig**, Munich School of Management
Discussant: **Melissa M. Appleyard**, U. of Virginia

675 SHCS: *(BPS, ENT)* **Intuition as a Driver of Organizational Decisions and Actions**
8:30- 10:10 Adam's Mark: Gov. Sq. 12
Chair: **Michael A. Hitt**, Arizona State U.
Intuition in Strategic Decision Making | **Jay Barney**, Ohio State U.
Effective Use of Intuition in Strategic Decision Making | **Chet Miller**, Wake Forest U.
Entreprenurial Opportunity Recognition: Intuition, Insight, and Foresight and the Definition of New | **Shaker A. Zahra**, Georgia State U.
Entrepreneurship and Intuition: A Research Agenda | **Jeffrey G. Covin**, Indiana U., Bloomington
Inserting Intuition into Strategic Decision Making | **Paul Nutt**, Ohio State U.
Discussants: **George P. Huber**, U. of Texas, Austin**; R. Duane Ireland**, U. of Richmond

676 ☯JS: *(BPS, SIM)* **Government Institutions and Firms' Political Strategies: National and International Perspectives**
8:30- 10:10 Convention Center: A207
Chair: **Guy Holburn**, U. of Western Ontario
Lobbying Legislatures or Agencies: A Game-Theoretic Decision Framework | **Richard Vanden Bergh**, U. of Vermont
Managing to Keep the Lights On (and the Profits Flowing): Political Risk Identification and Management in Electricity Generation | **Bennet A. Zelner**, Georgetown U.
Global and Political Strategies in Deregulated Industries: Are Former Monopolies Schizophrenic? | **Jean-Philippe Bonardi**, U. of Western Ontario
Discussants: **Witold J. Henisz**, U. of Pennsylvania**; Guy Holburn**, U. of Western Ontario

677 : *(Paper Session) - (CAR)* **Career Paths Outside North America: Gaining Experience and Competency**
8:30- 10:10 Convention Center: A105
Chair: **J. Bruce Prince**, Kansas State U.
CAR: Domestic International Jobs | **Phyllis Tharenou**, Monash U.
✈**CAR:** Exploring Changes in Organizational Career Management: The Case of Israel | **Tzabbar Daniel**, U. of Toronto
☯**CAR:** Personal Quest for Building Global Competence: A Taxonomy of Self-Initiating Career Path Strategies | **Charles M. Vance**, Loyola Marymount U.
Discussants: **Lynn K. Harland**, U. of Nebraska, Omaha**; David Marshall Hunt**, N/A

678 ☯SHCS: *(CAR, HR, OMT)* **Building the Fast Organization: A Multi-Level Analysis**
8:30- 10:10 Convention Center: C209
Chair: **Elizabeth Weldon**, International Institute for Management Development
Creating Customer Solutions with Integrated Speed | **Jay R. Galbraith**, U. of Southern California
Fast, Agile Managers: The Role of Social Support and Strategic Improvisation | **Elizabeth Weldon**, International Institute for Management Development
The Protean Orientation: Creating the Adaptable Workforce Necessary for Flexibility and Speed | **Jon P. Briscoe**, Northern Illinois U.
The "Boundaryless" Career, Work Force Flexibility, and Organization Speed | **P. Monique Valcour**, Cornell U.
Discussants: **Douglas T. Hall**, Boston U.**; Ron Sanchez**, International Institute for Management Development

679 : *(Paper Session) - (CM)* **Identity, Conflict, and Diversity: New Research From Multiple Perspectives**
8:30- 10:10 Convention Center: A107
Chair: **Ingrid Fulmer**, Michigan State U.
CM: Demographic and Cultural Dissimilarity's Effects on Responses to Offense | **Karl Aquino**, U. of Delaware;

Rebecca J. Bennett, U. of Toledo; **Debra L. Shapiro**, U. of North Carolina, Chapel Hill; **Tae-Yeol Kim**, North Carolina U., Chapel Hill

❖**CM:** White Views of Civil Rights and Equal Opportunity: Colorblindness, Qualifications, and Quotas | **Nancy DiTomaso**, Rutgers U.; **Rochelle Parks-Yancy**, Rutgers U.; **Corinne A. Post**, Rutgers U.

CM: The Effect of Conflict and Power Differentials on Social Identity and Intergroup Discrimination | **Bongsoon Cho**, State U. of New York, Buffalo; **Debra L. Connelley**, State U. of New York, Buffalo

CM: When Does Gender Matter in Negotiation? | **Hannah Riley**, Harvard U.; **Kathleen Valley**, Harvard U.

680 ❖SHCS: *(CM, HR)* **Network Research and Union-Management Relations: U.S. and U.K. Comparisons**

8:30- 10:10 Convention Center: C207

Chair: **Thomas Kochan**, Massachusetts Institute of Technology

Building Union-Management Partnerships in the European Civil Aviation Industry | **Peter Turnbull**, Cardiff U.

Building and Sustaining Labor Management Partnerships: Recent Experiences in the U.S. | **Susan C. Eaton**, Harvard U.

Phoenix from the Ashes? Labor-Management Partnerships in Britain | **Simon Deakin**, Cambridge U.

Alternative Approaches for Airline Labor Relations: Lessons for the Future | **Andrew von Nordenflycht**, Massachusetts Institute of Technology

Discussant: **Paul Adler**, U. of Southern California

681 JS: *(CM, OB)* **Third-Party and Victim Reactions to Unfairness: Similar or Dissimilar – When, Why, and How?**

8:30- 10:10 Convention Center: A101/103

Chairs: **James J. Lavelle**, Tulane U.**; Robert Folger**, Tulane U.

Speakers: **Daniel Skarlicki**, U. of British Columbia**; Brian Bemmels**, U. of British Columbia**; Graham Brown**, U. of British Columbia**; Thomas M. Tripp**, Washington State U., Vancouver**; Robert Bies**, Georgetown U.**; Karl Aquino**, U. of Delaware**; Ramona Bobocel**, U. of Waterloo**; Gregory Irving**, Wilfrid Laurier U.**; Debra L. Shapiro**, U. of North Carolina, Chapel Hill**; Catherine Tinsley**, Georgetown U.**; Jeanne M. Brett**, Northwestern U.**; Tetsushi Okumura**, Shiga U.

Discussant: **Russell Cropanzano**, Colorado State U.

682 : *(ENT)* **Venturing in the Inner City: Rethinking Entry Barriers to 'New' Markets**

8:30- 10:10 Convention Center: A212

Social, Cultural, Legitimacy, and Institutional Barriers to the Cultural Product Market | **Jeffrey A. Robinson**, Columbia U.

Exploring Entrepreneurial Success in the Inner City: Antecedents of New Ventures Growth | **Brett Anitra Gilbert**, Indiana U.

The Role of the Banker-Entrepreneur Network in Inner-City Economic Development | **Leyland M. Lucas**, Morgan State U.

Leveling the Playing Field: How Business Incubators Help New Businesses and Startups Overcome Entry | **Joseph Eshun**, Columbia U.

Discussant: **Gregory Fairchild**, U. of Virginia

683 🕮☯❖: *(Paper Session) - (HCM)* **Building Effective Networks: Lessons Learned from Healthcare Organizations**

8:30- 10:10 Convention Center: A112

Chair: **Bruce Fried**, North Carolina U., Chapel Hill

❖**HCM:** Impact of Network and System Use on Hospital X-Inefficiency | **Michael D. Rosko**, Widener U.; **Jose Proenca**, Widener U.

❖**HCM:** Emergency Department Overcrowding: Health Care System Failure from a Network Perspective | **Philip Yoon**, U. of Alberta

HCM: The Changing Configuration of Health Organizations: Revisiting the Taxonomy of Health Networks and Systems | **Nicole L. Dubbs**, Columbia U.; **Gloria J. Bazzoli**, Virginia Commonwealth U.; **Stephen M. Shortell**, U. of California, Berkeley; **Peter D. Kralovec**, Health Forum

Discussant: **Rebecca S. Wells**, Pennsylvania State U.

684 ❖: *(HR)* **International Diffusion of Industrial Relations and HR Systems: Building a Research Network**

8:30- 10:10 Adam's Mark: Columbine

Chair: **Mark Paul Fenton-O'Creevy**, Open U., U.K.

Presenter: **Rudiger Kabst**, U. of Paderborn

Speakers: **Paul Gooderham**, Norwegian School of Economics and Business Administration**; Arne L. Kalleberg**, North Carolina U., Chapel Hill**; Jean-Luc Cerdin**, ESSEC**; Patrick C. Flood**, U. of Limerick

Discussant: **Paul R. Sparrow**, U. of Manchester

685 : *(Paper Session) - (HR)* **Employee Reactions to Different Compensation Systems**

8:30- 10:10 Adam's Mark: Terrace

Chair: **Michael Wesson**, Texas A&M U.

HR: When Stock Options Fail to Motivate: Attribution and Context Effects on Stock Price Expectancy | **Benjamin B. Dunford**, Cornell U.; **John W. Boudreau**, Cornell U.; **Wendy R. Boswell**, Texas A&M U.

HR: Reactions to Merit Pay Increases: A Longitudinal Test of a Signal Sensitivity Perspective | **Jason D. Shaw**, U. of Kentucky; **Michelle K. Duffy**, U. of Kentucky; **Atul Mitra**, U. of Northern Iowa; **Daniel E. Lockhart**, U. of Kentucky; **Matt Bowler**, U. of Kentucky

HR: Strategic Compensation and Perceived Pay Fairness | **Larry W. Howard**, Middle Tennessee State U.; **Thomas W. Dougherty**, U. of Missouri, Columbia

Discussant: **Atul Mitra**, U. of Northern Iowa

686 ❖: *(Paper Session) - (IM)* **MNC Subsidiary Strategy and Performance**

8:30- 10:10 Convention Center: C104

Chair: **Gerhard Fink**, Wirtschaftsuniversitaet Wien

✈**IM:** Managing Interdependence in Multinational Companies: A Configurational Approach | **Sharon Watson**, U. of Delaware; **Mohan Subramaniam**, Boston College

✈**IM:** Establishing Corporate Governance Structures for Foreign Subsidiaries of Multinational Corporations | **Bongjin Kim**, Tilburg U.; **John E. Prescott**, U. of Pittsburgh

TUESDAY

IM: The Impact of Internal and External Competitive Forces on MNC Subsidiary Performance | **Julian M. Birkinshaw**, London Business School; **Neil Hood**, U. of Strathclyde; **Stephen Young**, U. of Strathclyde

IM: Testing the Impact of Internal and External Network Drivers on MNC Subsidiary Evolution | **Ana Teresa Tavares**, U. de Porto

Discussant: **John Mezias**, U. of Miami

687 ❖: *(Paper Session) - (IM)* Antecedents and Outcomes of International Cooperation

8:30- 10:10 Convention Center: C102

Chair: **Davina E. Vora**, U. of South Carolina

IM: Knowledge Acquisition and Sharing in International Strategic Alliances (ISA): The Role of Trust | **Thang V. Nguyen**, U. of Oregon; **Scott Bryant**, Montana State U.

IM: Alliance Motivation and Identity Adaptation: The Case of the BP and Statoil Alliance | **Lin Lerpold**, Stockholm School of Economics

✈**IM:** Ethnic Similarity and Equity in IJV | **Sanjeev Agarwal**, Iowa State U.; **Pol Herrmann**, Iowa State U.; **Krishna Erramilli**, Nanyang Technology U.

IM: Explaining the Propensity to Form Alliances in Global Pharmaceutical Industry R&D Networks | **Farok J. Contractor**, Rutgers U.; **Sam Beldona**, Wichita State U.; **Chang-Su Kim**, Nanyang Technological U.

Discussant: **R. Scott Marshall**, Portland State U.

688 : *(Paper Session) - (IPC)* How Organizations Treat Employees When Ethical Issues Arise

8:30- 10:10 Convention Center: A106 T1

Facilitator: **Susan Key**, U. of Alabama, Birmingham

SIM: 'Here's Looking at You': Surveillance as a Trope for Organizational Domination | **James R. Barker**, U.S. Air Force Academy; **Graham Sewell**, U. of Melbourne

SIM: Sexual Harassment Reporting as Whistle-Blowing: Test of a Model of Predictors and Outcomes | **Jeong-Yeon Lee**, Indiana U.; **Sharon Gibson**, Indiana U.; **Janet P. Near**, Indiana U., Bloomington

SIM: Weight Discrimination in the American Workplace: Ethical Issues and Analysis | **Mark V. Roehling**, Michigan State U.

689 ❖ : *(Paper Session) - (IPC)* Business and Government: The Importance and Function of Strategic and Political Networks

8:30- 10:10 Convention Center: A106 T2

Facilitator: **John F. Mahon**, U. of Maine

SIM: A Strategic Approach to MNC Government Affairs: Integrating Competitive and Political Activities | **Timothy P. Blumentritt**, Marquette U.

❖**SIM:** Interface Dynamics in Cause Based Partnerships: Initial Evidence of Negotiated Culture | **Barbara Parker**, Seattle U.; **John W. Selsky**, U. of Melbourne

SIM: Dilemmas of Industrial Policy: A Varieties-of-Capitalism Analysis of Stuck-in-the-Middle Governments | **Mark Lehrer**, U. of Rhode Island

📖☯**SIM:** The Fundamental Economic Work of Governments | **Thomas M. Jones**, U. of Washington; **Shawn Berman**, Santa Clara U.

690 : *(Paper Session) - (IPC)* Managing Employees for High Performance on Multiple Dimensions

8:30- 10:10 Convention Center: A106 T3

Facilitator: **Mary J. Mallott**, U. of Hawaii, West Oahu

HR: Voluntary Turnover and Organizational Performance | **Jason D. Shaw**, U. of Kentucky; **Nina Gupta**, U. of Arkansas; **John E. Delery**, U. of Arkansas

☯**OB:** Employees Facing High Job Demands: How to Keep Them Fit, Satisfied, and Intrinsically Motivated? | **Nico W. VanYperen**, U. of Groningen

SIM: Individual Moral Development and Ethical Climate: The Influence of P-O Fit on Job Attitudes | **Anke Arnaud**, U. of Central Florida ; **Maureen L. Ambrose**, U. of Central Florida ; **Marshall J. Schminke**, U. of Central Florida

SIM: Perceptions of Organizational Ethicality: Do Inflated Perceptions of Self Lead to Inflated Perceptions of the Organization? | **Scott J. Reynolds**, U. of Minnesota

691 : *(Paper Session) - (IPC)* Career Success, Part-Time Work and Retirement: A Closer Look

8:30- 10:10 Convention Center: A106 T4

Facilitator: **Kay M. Glasgow**, California Polytechnic State U., San Luis Obispo

CAR: Time to Retire? An Examination of the Relationships Between Time Usage and Retirement Anxiety | **Vivien Lim**, National U. of Singapore; **Daniel C. Feldman**, U. of South Carolina

CAR: Factors Related to Bridge Employment Participation: A Study of Private Sector Early Retirees | **Mark Alan Davis**, North Texas U.

CAR: An Integrative Model of Part-Time Work: Determinants, Consequences, and Moderators | **Sara McComb**, U. of Massachusetts, Amherst; **Melissa W. Barringer**, U. of Massachusetts, Amherst; **Kristina A. Bourne**, U. of Massachusetts, Amherst

❖**OB:** Intra-Organizational Network Resources: Relation to Career Success and Personality | **Nikos Bozionelos**, U. of Strathclyde

692 : *(Paper Session) - (IPC)* Management in the Classroom

8:30- 10:10 Convention Center: A214 T1

Facilitator: **Michael Young**, Chinese U. of Hong Kong

📖**MED:** "High-maintenance Students" - A Conceptual Exploration and Implications for Instructors | **Lisa A. Burke**, Louisiana State U., Shreveport

📖**MED:** Evaluating the Effectiveness of OB Teaching Methods: A Results Oriented Approach | **James (Ben) Shaw**, Bond U.

📖**MED:** The Masks We Wear: Acting in the Classroom | **Yehuda Baruch**, U. of East Anglia/U. of Texas, Arlington

📖❖**MED:** Reflections on Implementing an Innovative Management Curriculum, or Tacking Between Scylla and Charybdis | **Donald W. McCormick**, U. of Redlands; **Teri C. Tompkins**, Pepperdine U.; **James C. Spee**, U. of Redlands

693 : *(Paper Session) - (IPC)* **Firm Boundaries, Technology and Entrepreneurship**
8:30- 10:10 Convention Center: A214 T2
Facilitator: **Melvin Blumberg**, N/A

❖**TIM:** Safeguard Mechanisms for Information Systems Outsourcing Under Bounded Rationality | **Yong-Mi Kim**, U. of Oklahoma; **Shaila Miranda**, U. of Oklahoma

TIM: Internal Versus External Technology Sourcing and Their Impact on Product Market Opportunities | **Maria Tereza Alexandre**, Michigan State U.; **Frank T. Rothaermel**, Michigan State U.

📖**TIM:** Technology Transfer – An Action and Technology Perspective | **Stefan M. Koruna**, Swiss Federal Institute of Technology

ENT: Why do Entrepreneurs Pull the Plug on Their Innovations? | **Thomas Astebro**, U. of Waterloo; **John L. Michela**, U. of Waterloo

694 : *(Paper Session) - (IPC)* **Managing Human Resources in Cross-Cultural Settings**
8:30- 10:10 Convention Center: A214 T3
Facilitator: **David C. Thomas**, Simon Fraser U.

IM: Job Formalization and Cultural Individualism as Barriers to Trust in Management | **Xu Huang**, U. of Groningen; **Evert Van de Vliert**, U. of Groningen

IM: Where Intrinsic Job Satisfaction Fails to Work: National Moderators of Intrinsic Motivation | **Xu Huang**, U. of Groningen; **Evert Van de Vliert**, U. of Groningen

☯✈**IM:** Building Effective Organizations: Transformational Leadership, Collectivist Orientation and Outcomes | **Fred Ochieng Walumbwa**, U. of Illinois, Urbana-Champaign; **John Lawler**, U. of Illinois, Urbana-Champaign

✈**IM:** Cultural Values in Flux? : The Interactive Effects of Generation and Country on Value Differences | **Darla Domke-Damonte**, Coastal Carolina U.; **Carolyn Egri**, Simon Fraser U.; **David A. Ralston**, U. of Oklahoma; **Isabelle Maignan**, Katholieke U. Nijmegen; **Tomasz Lenartowicz**, U. of Texas, Austin; **Nancy K. Napier**, Boise State U.; **Trang Nguyen**, National Economic U.; **Ana Maria Rossi**, Clinica De Stress E Biofeedback; **Mark Weber**, U. of Minnesota; **Alan Wallace**, Costa Mesa College

695 : *(Paper Session) - (IPC)* **Understanding E-Business and On-line Behavior**
8:30- 10:10 Convention Center: C106 T3
Facilitator: **Dave Chatterjee**, U. of Georgia

☯❖**OCIS:** Perceptions of Personal Web Usage in the Workplace: A Concept Mapping Approach | **Claire A. Simmers**, St. Joseph's U.; **Murugan Anandarajan**, Drexel U.

OB: Service Per Mouseclick: Identifying Antecedents of Customer Coproduction and Citizenship Behaviors | **Markus Groth**, Australian Graduate School of Management

OM: Understanding the Barriers to e-Auction Adoption | **Janet L. Hartley**, Bowling Green State U.; **Michelle D. Heine**, Bowling Green State U.; **Edward Duplaga**, Winona State U.

OCIS: Understanding Online Shopping Behavior Using the Transactions Cost Economics Approach | **Thompson S.H. Teo**, National U. of Singapore; **Pien Wang**, National U. of Singapore; **Chang Hong Leong**, National U. of Singapore

TIM: Deconstructing Cyberspace: A Model for Bringing Order to the 21st Virtual "Wild Wild West" | **Laura Brandt**, Southern Colorado U.; **Jose Castillo**, Southern Colorado U.

696 ❖ : *(Paper Session) - (IPC)* **Networks and Building Organizational Legitimacy**
8:30- 10:10 Convention Center: C106 T1
Facilitator: **Kenneth Bettenhausen**, N/A

ONE: A Model of Firm Ecological Legitimacy | **Mei-Ling Wei**, York U.

❖**OMT:** Bricolage a Process-Model for the Creation of New Organizational Forms: The Case of Microfinance in Bolivia | **Silvia Dorado**, U. of Massachusetts, Boston

OMT: Institutional Influences on Founding Variation in the Emerging Independent Power Industry | **Wesley Sine**, U. of Maryland; **Heather Haveman**, Columbia U.; **Pamela S. Tolbert**, N/A

697 : *(Paper Session) - (IPC)* **Quality in Healthcare Management and Delivery**
8:30- 10:10 Convention Center: A214 T4
Facilitator: **Jim Paul**, U. of Kansas Medical Center

☯**HCM:** Building an Understanding of Qualities Needed for Health Administration Practice: A Cognitive Mapping Approach | **Richard M. Shewchuk**, U. of Alabama, Birmingham; **Stephen J. O'Connor**, U. of Alabama, Birmingham; **David J. Fine**, U. of Alabama, Birmingham

☯**HCM:** The Impact of Implementation Factors on the Success of Healthcare Quality Improvement Programs | **Jason L. Jensen**, U. of North Dakota

OMT: Customization and Conformity: A Replication and Extension of Westphal, Gulati, and Shortell (1997) | **Kaumudi Misra**, Case Western Reserve U.; **Gil Preuss**, Case Western Reserve U.; **Jagdip Singh**, Case Western Reserve U.

HCM: How do Integrated Delivery Systems Adopt and Implement Clinical Information Systems? | **Bryan J. Weiner**, North Carolina U., Chapel Hill; **Lucy Ann Savitz**, RTI/U. of North Carolina

698 : *(Paper Session) - (IPC)* **Colleagiality and Careers in Organizations and Professional Bureaucracies**
8:30- 10:10 Convention Center: C105 T2
Facilitator: **Monica L. Forret**, St. Ambrose U.

❖**OMT:** The Network Relationship: "Collegiality" in Professional Bureaucracies | **Paul D. Nugent**, Rensselaer Polytechnic Institute

☯**ODC:** Helping Older Workers Cope with Continuous Quality Improvement: A Typology of Reactions. | **Roland E. Kidwell, Jr.**, Niagara U.

OMT: Professional Service Firm Mergers and Their Impact on Career Outcomes | **Lisa Haueisen Rohrer**, Harvard U.

699 : *(Paper Session) - (IPC)* **Human Capital and High Performance Systems in Organizations**
8:30- 10:10 Convention Center: C105 T1
Facilitator: **Richard A. Swanson**, U. of Minnesota

OMT: Human Capital and Firm Performance: Understanding the Impact of Employee Turnover on Competitive Advantage | **Likoebe Mohau Maruping**, U. of Maryland

❖**OMT:** To Bridge or to Bond? Integrating Social Capital and Upper Echelons Theories | **Andrew V. Shipilov**, U. of Toronto; **Wade M. Danis**, Marquette U.

❖**OMT:** The Value of Values: A Framework for Within-Groups Social Capital | **Harry J. Van Buren III**, Northern Iowa U.

700 : *(Paper Session) - (IPC)* **Communication, Involvement and Performance in Groups and Teams**
8:30- 10:10 Convention Center: C205 T5
Facilitator: **Todd Weber**, North Carolina U., Chapel Hill

☯❖**OB:** A Structural Equation Analysis of Performance in Face-to-Face and Virtual Teams | **Pierre Andre Balthazard**, Arizona State U.; **David A. Waldman**, Arizona State U.; **Jane M. Howell**, U. of Western Ontario; **Leanne E. Atwater**, Arizona State U.

CM: The Influence of Accounts on Perceived Social Loafing in Work Teams | **Jasmine Tata**, Loyola U., Chicago

OB: Exploring the Mechanisms Through Which High Involvement Results in Group-Level Performance Outcomes | **Hettie A. Richardson**, Louisiana State U.

❖**OB:** Team-Based Communication Networks: Antecedents and Consequences | **Lucinda Lawson**, Lehigh U.

✈**OB:** Acting on What Others Know: Distributed Knowledge and Team Performance | **Martine R. Haas**, Harvard U.

701 : *(Paper Session) - (IPC)* **Identification, Self-verification and Collaboration in Organizations**
8:30- 10:10 Convention Center: C105 T3
Facilitator: **Michele Issel**, U. Illinois, Chicago

GDO: Malleability of Identity | **Keith James**, U. of Alaska, Fairbanks

OB: An Alternative Understanding of Prototypical Behavior: An Incorporation of the Self-Verification Mot | **Bradley Andrew Schleyer**, New York U.

MOC: Scale Development and Validation of a Field Measure of Transactive Memory Systems | **Kyle Lewis**, U. of Texas, Austin

OB: Operationalizing and Testing the Expanded Model of Identification | **Glen E. Kreiner**, U. of Cincinnati

OCIS: Diffuse Collaboration: Copying as a Collective Activity | **Anne-Laure Fayard**, INSEAD; **Austin Henderson**, Rivendel Consulting & Design, Inc.

702 : *(Paper Session) - (IPC)* **Helping Employees Cope With Organizational Change: Avenues for Empowerment and Grievance Initiation**
8:30- 10:10 Convention Center: C106 T2
Facilitator: **Jeffrey J. Bailey**, U. of Idaho

✈**OB:** The Four Dimensions of Empowerment and the Outcomes of Job Performance and Job Satisfaction | **Onne Janssen**, U. of Groningen

OB: The Role of Employability in How Employees Cope with Organizational Change | **Mel Fugate**, Tulane U.; **Angelo J. Kinicki**, Arizona State U.

MOC: Resistance to Empowerment of Subordinates: Why Can't John Follow Through? | **Kent D. Fairfield**, New York U.

☯**CM:** Suffering in Silence: Power-Dependence Theory and the Efficiency Model of Grievance Initiation | **Peter Bamberger**, Technion-Israel Institute of Technology; **Samuel B. Bacharach**, Cornell U.

703 : *(Paper Session) - (IPC)* **Information Technology and the Management of Employee Productivity and Organizational Memory**
8:30- 10:10 Convention Center: C205 T4
Facilitator: **Steve Scullen**, North Carolina State U.

OMT: Using Organizational Memory: A Study in Professional Service Firms | **Davi Noboru Nakano**, U. of Sao Paulo / UNIFIEO

OCIS: Linking Meaning and IT Diffusion | **Susan Winter**, U. of North Carolina, Charlotte; **Connie Marie Gaglio**, San Francisco State U.

OCIS: Going Online on Company Time: The Moderating Effect of Neutralization Technique on Cyberloafing and Organizational Justice | **Vivien Lim**, National U. of Singapore

704 🕮: *(MED)* **Pedagogical Ideas in Action – Practical Pedagogical Development Efforts at the Stockholm School of Economics**
8:30- 10:10 Convention Center: A113
Chair: **Par Martensson**, Stockholm School of Economics

Some Experiences from Leading Pedagogical Development Efforts in a Changing Environment | **Magnus Bild**, Stockholm School of Economics

Combining Group Development Phases With Teaching Methods to Meet Several Learning Styles and Create | **Kristina Nilsson**, Stockholm School of Economics

In the Minds of Students - A Project for Education Development Based on Students' Learning Styles | **Par Martensson**, Stockholm School of Economics

705 ❖JS: *(MED, CAR)* **Building Effective Networks in Our Own Backyard**
8:30- 10:10 Convention Center: C101/103
Chair: **Haze Nicole Schepmyer**, U. of Toronto
Speakers: **Steven James Yule**, U. of Aberdeen**; Ana Sierra Leonard**, U. of Cincinnati**; Haze Nicole Schepmyer**, U. of Toronto**; Jerome Katz**, Saint Louis U.

706 : *(Paper Session) - (MH)* **Developmental Processes in Management History**
8:30- 10:10 Convention Center: A104
Chair: **Gillian Wright**, Liverpool John Moores U.
❖☯**MH:** Rediscovering the Historical Network: Comparative Analysis Linking Values of Lewin to OD Consultants | **Therese F. Yaeger**, Benedictine U.
✈**MH:** Lewin's Action Research Peers: Ronald Lippitt and John Collier | **Bill Cooke**, U. of Manchester
MH: The Use of Historicism in Reviews of Strategic Management Research | **M. Ronald Buckley**, U. of Oklahoma, Norman; **Michael G. Harvey**, Mississippi State U.; **Milorad Novicevic**, U. of Wisconsin, La Crosse; **Thomas J. Hench**, U. of Wisconsin, La Crosse
MH: The Dynamics of Resource Development: The Case of the French Royal Navy | **Pierre-Xavier Meschi**, Ecole Supérieure de Commerce de Marseille, Provence; **Emmanuel Metais**, EDHEC
Discussants: **M. Ronald Buckley**, U. of Oklahoma, Norman**; David Jacobs**, American U.**; Gillian Wright**, Liverpool John Moores U.**; Michael Rowlinson**, U. of North London

707 ☯: *(MOC)* **Making Sense in the Field: Approaches and Implications for Researchers and Practitioners**
8:30- 10:10 Convention Center: C201
Speakers: **Ben Bryant**, London Business School**; Julia Christine Balogun**, Cranfield U. **; Colin Eden**, U. of Strathclyde**; Phyllis Johnson**, U. of Strathclyde**; Gerry Johnson**, U. of Strathclyde
Discussants: **Anne S. Huff**, U. of Colorado, Boulder**; Dennis A. Gioia**, Pennsylvania State U.

708 ❖: *(Paper Session) - (MSR)* **The Integration of Different Religious Perspectives and Work**
8:30- 10:10 Convention Center: A102
Chair: **Joseph W. Weiss**, Bentley College
🕮☯**MSR:** Linking Business, Spirituality and Religion | **Michael K. Moch**, Michigan State U.; **Jean M. Bartunek**, Boston College
☯**MSR:** Legacy Leadership: The Leadership Wisdom of the Apostle Paul | **J. Lee Whittington**, U. of Dallas; **Woody Kageler**, Texas Wesleyan U.; **Tricia Pitts**, Texas Wesleyan U.
☯**MSR:** The Sage Entrepreneur: Traditional Confucian Practices Applied to Contemporary Entrepreneurship | **John E. Young**, U. of New Mexico; **Janice Baker Corzine**, U. of New Mexico
☯**MSR:** Creating in the Name of God Who Creates: A Biblical View of Vocation & Work | **Margaret Diddams**, Seattle Pacific U.; **J. Lee Whittington**, U. of Dallas; **Teresa Davigo**, Seattle Pacific U.
Discussant: **Eric B. Dent**, U. of Maryland, U. College

709 ❖: *(OB)* **Research Workshop Networks: A Methodology for Developing the Employee-Organization Relationship**
8:30- 10:10 Adam's Mark: Gov. Sq. 10
Chair: **M. Susan Taylor**, U. of Maryland
Psychological Contract: Definition and Nomological Net | **Lynn M. Shore**, Georgia State U.
Thorny Issues Within Psychological Contract and Social Exchange Literatures | **Lois E. Tetrick**, U. of Houston
The Organization's Perspective on the Employment Exchange | **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science
Discussants: **Robert Eisenberger**, U. of Delaware**; Judi McLean Parks**, Washington U.**; Anne S. Tsui**, Hong Kong U. of Science and Technology

710 ❖: *(OB)* **Beyond Supervision: Reconceptualizing Leadership for the Network Age**
8:30- 10:10 Adam's Mark: Plaza Court 8
Speakers: **Mary Uhl-Bien**, U. of Central Florida **; Claudia C. Cogliser**, U. of Oklahoma**; James G. Hunt**, Texas Tech U.**; Richard N. Osborn**, Wayne State U.**; Anson Seers**, Virginia Commonwealth U.

711 ❖JS: *(OB, HR)* **Shared Leadership: Reframing the How's and Why's of Leadership**
8:30- 10:10 Convention Center: A201
Chair: **Craig L. Pearce**, Claremont Graduate U.
Viewing Leadership as a Shared Construct: Going from the "I" to the "We" | **Bruce J. Avolio**, State U. of New York, Binghamton
Vertical and Shared Leadership in the Age of Information | **Henry P. Sims Jr.**, U. of Maryland
The Role of Cognition in Enabling Shared Leadership | **C. Shawn Burke**, U. of Central Florida
Self-Leadership and Super Leadership: The Heart and Art of Creating Shared Leadership | **Jeffery D. Houghton**, Abilene Christian U.
Leadership and Entrepreneurs: Differentiating Myth from Reality | **Michael Ensley**, U. of North Carolina, Charlotte
Qualitative and Quantitative Approaches to the Examination of Shared Leadership | **Craig L. Pearce**, Claremont Graduate U.
Shared Leadership 2.0: An Agenda for the Next Generation of Research | **Jay A. Conger**, London Business School

712 ☯❖JS: *(OB, TIM, OCIS)* **Knowledge Sharing in R&D Teams: Antecedents to Effective Knowledge Use, Team Learning, & Innovation**
8:30- 10:10 Convention Center: A209
Chair: **Mimi Shields**, U. of Melbourne
Speakers: **Leon Mann**, U. of Melbourne**; Nicole Gillespie**, U. of Melbourne**; Deborah Sole**, Harvard U.
Discussant: **Nancy Katz**, Harvard U.

713 : *(Paper Session) - (OM)* **Cutting Edge New Product Development**
8:30- 10:10 Convention Center: C206
Chair: **Chan K. Hahn**, Bowling Green State U.
❖**OM:** Marketing-Manufacturing Joint Involvement Across Stages of New Product Development: Effects on the Success of Radical vs. Incremental Innovations 🏳 | **Morgan Swink**, Michigan State U.; **Michael Song**, U. of Washington
Winner of Chan Hahn Best Paper Award

TUESDAY

❖**OM:** Integrating Externally Sourced Technology into New Products and Processes: An Empirical Study | **Gregory N. Stock**, Northern Illinois U.; **Mohan V. Tatikonda**, Indiana U.

OM: Product Development Performance: Evidence from the Aerospace Industry | **Isabelle Dostaler**, Concordia U.

Discussant: **Karen R. Chinander**, U. of Miami

714 : *(Paper Session) - (OMT)* **Organizational Learning, Adaptation and Failure**

8:30- 10:10 Adam's Mark: Gov. Sq. 9

Chair: **Mark Easterby-Smith**, Lancaster U.

OMT: It's All in the Name: A Learning from Failure Perspective on the Adoption of Common Naming Strategy | **You-Ta Chuang**, U. of Toronto; **Joel A. C. Baum**, U. of Toronto

OMT: Learning from Success, Failure and Non-Events: A Study of Event Enactment in the North European Ferry Industry 1960-2000 | **Claus Rerup**, U. of Pennsylvania

OMT: Is There a Learning Curve in Responses to Technological Change? Speed of Response to Tennis Racket Innovations 1960-1991 | **Kristina Dahlin**, U. of Toronto

OMT: Building Bridges to A Distant Peak: Organization Adaptation in the Face of Incomplete Knowledge | **Christina Fang**, U. of Pennsylvania

715 : *(Paper Session) - (OMT)* **Uncovering Organizational Logics**

8:30- 10:10 Adam's Mark: Tower Court D

Chair: **Andrea Casey**, George Washington U.

❖**OMT:** Alliances and Market Participation in the Absence of Standards: A Study of Enterprise Systems Software Industry | **Ramnath K. Chellappa**, U. of Southern California; **Nilesh Saraf**, U. of Southern California

OMT: Organizations Operating on the Institutional Cusp: The Case of Community Development Venture Capital | **Julia Sass Rubin**, Harvard U.; **Marc Ventresca**, Northwestern U.

OMT: Postindustrial Logics in an Industrial World: The Case of the U.S. Software Industry | **Rodney Lacey**, U. of Florida

OMT: The Firm Enacts the Environment and the Environment Feeds Back: Mortality Rates in the United Kingdom | **Filippo Carlo Wezel**, U. of Groningen

716 : *(Paper Session) - (OMT)* **Advanced Organizational Theorizing: Understanding Complex Processes in Loosely Coupled Organizations**

8:30- 10:10 Adam's Mark: Tower Court B

Chair: **James Douglas Orton**, U. of Nevada, Las Vegas

❖**OMT:** A Method for Better Understanding "Understanding" | **Jonathan B. King**, Oregon State U.; **Jonathan T. Down**, Oregon State U.

OMT: ''What Does 'Organizational Complexity' Mean? What Does It Do? "An Approach to the Representation and Dynamics of Complexity in Organizational Phenomena | **Mihnea Calin Moldoveanu**, U. of Toronto; **Robert Bauer**, Institut fur Unternehmensfuhrung

OMT: Why Opposites Attract – On the Problems of Dichotomisation in Research | **Monica Lindgren**, Stockholm School of Economics; **Carin Holmquist**, Stockholm School of Economics

OMT: Pop-Management | **Thomaz Wood**, Escola de Administracao de Empresas de Sao Paulo; **Ana Paula Paes de Paula**, Campinas U.

717 📖☯JS: *(OMT, OB, SIM)* **Organizational Virtues: Implications for Performance**

8:30- 10:10 Convention Center: A108/110

Chair: **Kim S. Cameron**, U. of Michigan

Speakers: **Kim S. Cameron**, U. of Michigan **; David S. Bright**, Case Western Reserve U.**; Monica C. Worline**, U. of Michigan **; Jason M. Kanov**, U. of Michigan **; Arran Caza**, U. of Michigan **; Lauren Vanessa Kachorek**, U. of Michigan **; David A. Whetten**, Brigham Young U.

718 ☯: *(Paper Session) - (ONE)* **Corporate Environmental Performance as Competitive Advantage**

8:30- 10:10 Convention Center: C108

Chair: **David L. Levy**, U. of Massachusetts

☯**ONE:** Evolving Sustainably: A Longitudinal Study of Corporate Commitment to Sustainable Development | **Pratima Bansal**, U. of Western Ontario; **Jodi Evans**, Blue Zone Solutions Inc.; **Kendall Roth**, U. of South Carolina

☯**ONE:** Do Customers Matter? The Impact of Customer Influence on Corporate Environmental Behavior | **Niran Harrison**, U. of Oregon

☯**ONE:** Testing Strategic Environmental Assets in a Multi-Level Model of Competitive Advantage | **Iain Clelland**, Radford U.; **Thomas J. Douglas**, Clemson U.

☯**ONE:** Environmental Policy and Competitive Advantage: A Resource-Based View | **Tim Hargrave**, U. of Minnesota

Discussants: **Andrew King**, New York U.**; Alfred Marcus**, U. of Minnesota**; Knud Sinding**, Southern Denmark U.**; W. Edward Stead**, East Tennessee State U.

719 ❖: *(RM)* **Networks, Quasi-Objects, and Identity: Reintegrating Humans, Technology, and Nature**

8:30- 10:10 Convention Center: C210

Organizer: **Grace Ann Rosile**, New Mexico State U.

Speakers: **Bruce Clarke**, Texas Tech U.**; Alexis Downs**, U. of Central Oklahoma**; Rouven Hagemeijer**, Erasmus U.**; Rita Anne Durant**, U. of Alabama**; Grace Ann Rosile**, New Mexico State U.**; Dave M. Boje**, New Mexico State U.

720 📖☯: *(Paper Session) - (SIM)* **Stakeholder Models and Research**

8:30- 10:10 Convention Center: A206

Chair: **James E. Mattingly**, U. of Missouri

SIM: Stakeholders and The Firm: Part of a Network or Caught in a Web? | **Eleanor O'Higgins**, U. College, Dublin

☯✈❖**SIM:** Stakeholders in Turnaround Process: A Study of

TUESDAY

Resource Dependencies and Social Networks | **Kalle Pajunen**, Tampere U. of Technology

☯**SIM:** Implementing the Stakeholder View - An Empirical Investigation | **Sybille Sachs**, U. of Zurich; **Edwin Rühli**, U. of Zurich; **James E. Post**, Boston U.

Discussants: **Shawn Berman**, Santa Clara U.**; Philip L. Cochran**, Pennsylvania State U.

721 ❖☯: *(Paper Session) - (SIT)* Project Teams

8:30- 10:10 Convention Center: C204

Facilitator: **Catherine Cramton**, George Mason U.

OB: External Sourcing of Core Technologies and the Architectural Dependency of Teams ⚐ | **Henrik Bresman**, Massachusetts Institute of Technology

☯❖**ODC:** Team Level Antecedents of Team Members' Network Building in Innovation Projects | **Martin Hoegl**, Bocconi U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater

Winner of ODC Division Best Practice-Related Paper

TIM: The Embeddedness of Project Teams in Organizations: Implications for Product Innovation | **C. Annique Un**, Cornell U.

❖**TIM:** The Impact of an Innovative Workspace Technology on Team Networking Ability: An Exploratory Study | **Tim O. Peterson**, Oklahoma State U.; **Jon W. Beard**, Southern Illinois U., Edwardsville

722 ☯: *(Paper Session) - (SIT)* Leadership Emerging and Transforming

8:30- 10:10 Convention Center: A208

Facilitator: **Boas Shamir**, Hebrew U.

PNP: Reconsidering Leadership Research: Insights from Emerging Perspectives | **Sonia Ospina**, New York U.

OB: Personality, Transformational Leadership, Trust and the 2000 U.S. Presidential Election Vote | **Rajnandini Pillai**, California State U., San Marcos; **Ethlyn Anne Williams**, U. of South Florida; **Kevin B. Lowe**, U. of North Carolina, Greensboro; **Dong I. Jung**, San Diego State U.

❖**OMT:** The Paradox of Post Heroic Leadership: Gender, Power and the "New" Organization | **Joyce K. Fletcher**, Simmons College

☯✈❖**IM:** Leadership Prototypes and Cultural Variation | **Peter W. Dorfman**, New Mexico State U.; **Paul Hanges**, U. of Maryland; **Felix C. Brodbeck**, Aston Business School

723 ☯: *(Paper Session) - (SIT)* Emotions in Organizational Life

8:30- 10:10 Adam's Mark: Director's Row F

Facilitator: **Joo-Seng Tan**, Nanyang Technology U.

☯**RM:** Emotional Accounts: Analyzing Managers' Autobiographies | **Stefan Meisiek**, Stockholm School of Economics

BPS: An Alternative Approach to Appraising Corporate Social Performance: Stakeholder Emotion | **Rosa Chun**, U. of Manchester

❖**ODC:** Emotional Intelligence: A Key Ability to Succeed in the Matrix Organization | **Stéphane Côté**, U. of Toronto; **Thomas Sy**, A.T. Kearney

OB: Emotional Exhaustion and Effective Work Behavior: A Social Exchange Approach | **Russell Cropanzano**, Colorado State U.; **Deborah E. Rupp**, Colorado State U.

724 ❖: *(TIM)* Towards a New Paradigm for Industrial R&D: New Models and New Contexts

8:30- 10:10 Convention Center: C208

Speakers: **Kwanghui Lim**, National U. of Singapore**; Annabelle Gawer**, INSEAD**; Fiona Murray**, Massachusetts Institute of Technology**; Diane Burton**, Massachusetts Institute of Technology**; James A. Evans**, Stanford U.**; Henry Chesbrough**, Harvard U.

725 : *(Paper Session) - (TIM)* Managing Innovation

8:30- 10:10 Convention Center: C212

Chair: **Ralph Katz**, Northeastern U.

☯**TIM:** Managing Technology Flows in Practice: A Grounded Theory of Sustained Innovation ⚐ | **Deborah J. Dougherty**, Rutgers U.; **Kamal Ahmed Munir**, Cambridge U.; **Mohan Subramaniam**, Boston College

❖**TIM:** Integration of Routine Functions in New Product Development: The Moderating Effect of Innovativeness | **Michael Cratzius**, U. of Kiel; **Soeren Salomo**, Technical U., Berlin

❖**TIM:** Does Communication Have to be so Hard?: The Effects of Communication Mode in Collaborative R&D Projects | **William H. A. Johnson**, McMaster U.

TIM: Cross Functional Integration Deficiencies in Concurrent Engineering | **J. Daniel Sherman**, U. of Alabama, Huntsville

Tuesday 8:45AM

726 : *(Paper Session) - (GDO)* Quality of Life at Work: Importance of Identity, Recognition and Acceptance

8:45- 10:10 Convention Center: A109

Chair: **Robert Sardy**, Progressive Research and Traing for Action

GDO: The Importance of Ethnic Identity to Attitudes, Norms and Behavioral Intentions Toward Diversity ⚐ | **Frank Linnehan**, Drexel U.; **Donna Chrobot-Mason**, U. of Colorado, Denver; **Alison M. Konrad**, Temple U.

☯**GDO:** Keeping Color in Corporate America: What Generates Organizational Commitment for Managers of Color | **Martin N. Davidson**, U. of Virginia; **Lynn Foster-Johnson**, Dartmouth College

☯✈❖**GDO:** Individual and Contextual Factors Affecting Quality of Work Life and Work Attitudes of Gay Men | **Raymond Nam Cam Trau**, Monash U.; **Charmine E.J. Hartel**, Monash U.

Discussants: **Deborah A. O'Neil**, Case Western Reserve U.**; Margaret M. Hopkins**, Case Western Reserve U.

Tuesday 9:00AM

727 : *(AAC)* **Placement Registration**
9:00- 5:00 Hyatt: Pikes Peak
Organizer: **Nancy H. Leonard**, West Virginia U.
(Closed during Presidential Luncheon and will re-open at 2:15 PM)

728 : *(AAC)* **Registration**
9:00- 11:45 Convention Center: Ballroom
Organizer: **Nancy Urbanowicz**, Academy of Management

729 : *(AAC)* **Exhibits**
9:00- 11:45 Convention Center: Ballroom
Exhibits will be closed during the Presdiential Luncheon, and we will re-open at 2:15 PM. This is the last day for Exhibits
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

730 : *(AAC)* **Membership**
9:00- 11:45 Convention Center: Ballroom
Discover the benefits of membership, update member information, find out how to get involved.
Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

731 : *(AP)* **Art and Poetry Exhibition**
9:00- 11:50 Convention Center: Ballroom
Please stop by our gallery adjacent to the Exhitbit area.
Organizer: **Christian F. Poulson, II**, California State Polytechnic U., Pomona

Tuesday 10:15AM

732 : *(AAC)* **Conference Break**
10:15- 10:45 Convention Center: Exhibit Break Area
Join us in the exhibits area for refreshments.
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Tuesday 10:30AM

733 ☯❖: *(AA)* **Building Effective Networks in a Pluralistic World**
10:30- 11:50 Adam's Mark: Gov. Sq. 14
Organizers: **Sally Blount-Lyon**, New York U.**; Jeffrey Sanchez-Burks**, U. of Michigan
Speakers: **Jeffrey Sanchez-Burks**, U. of Michigan **; Francis J. Flynn**, Columbia U.**; Ya-Ru Chen**, New York U.
Discussants: **Karen A. Jehn**, U. of Pennsylvania**; Margaret A. Neale**, Stanford U.

734 ❖: *(AA)* **People and Strategy: Building an Effective Network**
10:30- 11:50 Convention Center: A201
Speakers: **Jeffrey B. Arthur**, Virginia Polytechnic Institute and State U.**; Gregory G. Dess**, U. of Kentucky**; Harold Doty**, Syracuse U.**; Barry Gerhart**, U. of Wisconsin, Madison**; Anne S. Tsui**, Hong Kong U. of Science and Technology**; Patrick Wright**, Cornell U.
Discussant: **Clinton Chadwick**, U. of Illinois, Urbana-Champaign

735 ❖: *(AA)* **Creating International Networks: Economic, Political and Social Issues Strategy**
10:30- 11:50 Convention Center: A205
Machiavellian Marketing Revisited: Public Affairs and Lobbying in Europe and the U.S. | **Phil Harris**, Manchester Metropolitain U.
Corporate Storytelling in a Networked Society: The Case of Biotechnology in European Markets | **Pursey Heugens**, Concordia U.
International Strategic Networking for Political and Regulatory Success | **Patricia C. Kelley**, U. of Washington
Creating Competitive Strategic Advantage in the International Arena: Strategic Alliances and Other | **Kevin J. Laverty**, U. of Washington, Bothell
So What do we Know About International Networking Now? | **John F. Mahon**, U. of Maine

736 : *(Paper Session) - (BPS)* **How Do Financial Markets Value Innovation? Funding and Valuing R&D Strategies**
10:30- 11:50 Adam's Mark: Plaza Court 3
Chair: **Marco Ceccagnoli**, INSEAD
BPS: Assessing the Market Valuation of Firms' Technological Knowledge Using a Real Options Perspective | **Raffaele Oriani**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna
BPS: The Role of Organizational Innovation in Initial Public Offerings of High-Technology Firms | **Geraldine Amber Wu**, Columbia U.
BPS: A Simultaneous Equation Model of the Relationship Between Liquidity and Research and Development | **Edward Levitas**, U. of Wisconsin, Milwaukee
✈**BPS:** Capturing the Value of Exploration With Option Contracts | **Charles Baden-Fuller**, City U., London; **Peter McNamara**, U. College, Dublin; **Alison Dean**, U. of Kent
Discussant: **Jamal Shamsie**, Michigan State U.

737 : *(Paper Session) - (BPS)* **The Behavioral Consequences of TMT Heterogeneity**
10:30- 11:50 Adam's Mark: Director's Row H
Chair: **Peggy A. Cloninger**, U. of Houston, Victoria
BPS: Top Management Team Behavioral Integration, Diversity and Size: Implications for Firm Performance | **Zeki Simsek**, U. of Connecticut; **John F. Veiga**, U. of Connecticut; **Richard N. Dino**, U. of Connecticut
✈**BPS:** Top Management Team Heterogeneity: Promoting or Inhibiting Foreign Expansion? | **Harry G. Barkema**, Tilburg U.; **Oleg Chvyrkov**, Tilburg U.
BPS: Inequality, Instability and Integration: Does the Need for Collaboration Reduce Top Team Inequality? | **Matthew Bidwell**, Massachusetts Institute of Technology
BPS: Top Management Team Heterogeneity, Consensus, and Collaboration: A Moderated Mediation Model of Decision Quality | **Susan G. Michie**, Oklahoma State U.; **Robert S. Dooley**, Oklahoma State U.; **Gerald Fryxell**, Hong Kong Polytechnic U.
Discussant: **Anna Stafsudd**, Lund U.

TUESDAY

738 : *(Paper Session) - (BPS)* **Knowledge Integration and Transfer**
10:30- 11:50 Adam's Mark: Gov. Sq. 17
Chair: **Jose F.P. Santos**, INSEAD
BPS: A Dynamic Model of Knowledge Mobilization Between Firm's External and Internal Environments | **C. Annique Un**, Cornell U.
✈**BPS:** The Corporate Elements Shaping Knowledge Integration: A Study of Continental European Firms | **Raymond Van Wijk**, Erasmus U.; **Andrew M. Pettigrew**, Warwick U.; **Frans A. J. Van Den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.
✈**BPS:** Transferring Collective Knowledge: Collective and Fragmented Teaching and Learning in the Chinese Auto Industry | **Zheng (Jane) Zhao**, U. of Michigan; **Jaideep Anand**, U. of Michigan ; **Will Mitchell**, Duke U.
BPS: Chain Affiliation and Ownership of Spatially Dispersed Outlets: Substitutes or Complements? | **Arturs T. Kalnins**, U. of Southern California; **Kyle J. Mayer**, U. of Southern California
Discussant: **Gabriel Szulanski**, U. of Pennsylvania

739 ❖: *(Paper Session) - (BPS)* **Middle Managers Networks and Strategic Adaptation**
10:30- 11:50 Adam's Mark: Director's Row E
Chair: **Silviya Svejenova**, U. of Navarra
BPS: Knowledge Heterogeneity in Managerial Networks: A Link to Dynamic Capability and Value Creation | **Simon A. Rodan**, San Jose State U.; **Charles Galunic**, INSEAD
✈❖**BPS:** Local External Networks and Managerial Performance in a Global Professional Services Firm | **Marie Louise Mors**, INSEAD; **Bjorn Lovas**, London Business School
BPS: How Much do Middle Managers Matter, Really? An Empirical Study on Their Impact on Profitable Growth | **Johanna Mair**, IESE
❖**BPS:** Social Networks and Strategic Knowledge: A Study of Strategic Renewal from a Mid-Level Perspective | **James M. Pappas**, Oklahoma State U.; **Bill Wooldridge**, U. of Massachusetts, Amherst
Discussant: **Steven W. Floyd**, U. of Connecticut

740 JS: *(BPS, OMT, ENT)* **Multi-Disciplinary Perspectives on Entrepreneurial Failure**
10:30- 11:50 Convention Center: A207
Chair: **Heather Haveman**, Columbia U.
Failing to Innovate or Innovating to Fail? Entrepreneurship and Failure in the Disk Drive Industry | **David McKendrick**, U. of California, San Diego
The Impact of Institutional and Status Effects on Organizational Failure | **Wesley Sine**, U. of Maryland
History of Failure in Real Time: Identifying, Accumulating and Interpreting Perspectives on Failure | **David A. Kirsch**, U. of Maryland
Regulatory Protectionism and Learning in the U.S. Commercial Banking Industry: Survival-Enhancing Learning in New Banks | **Michael L. DeVaughn**, U. of Wisconsin, Madison
Discussant: **Jesper B. Sorensen**, Massachusetts Institute of Technology

741 : *(Paper Session) - (CM)* **Justice and Injustice**
10:30- 11:50 Convention Center: A107
Chair: **Lucy L. Gilson**, U. of Connecticut
CM: The Injustices of Others: Social Reports and Organizational Justice | **Laura Kray**, U. of Arizona; **E. Allan Lind**, Duke U.
CM: Shame, Guilt and Justice: Self-Conscious Emotions as Mediators of the Positive Effects of Perceived Justice | **Chris Bell**, Duke U.
☯**CM:** Is Alternative Justice Just? ADR Program Characteristics and Employee Fairness and Trust Perceptions | **Brenda Richey**, Florida Atlantic U.; **Esmeralda Garbi**, Florida Atlantic U.; **John Bernardin**, Florida Atlantic U.

742 JS: *(ENT, OMT)* **Complex Systems Approaches to the Study of Entrepreneurship**
10:30- 11:50 Convention Center: A101/103
A Complexity Approach to Entrepreneurial System Emergence: The Case of Silicon Alley | **Andac Arikan**, New York U.
Field-Level Entrepreneurship and the Structuring of Emerging Industries: Evidence from U.S. and Europe | **Marc Ventresca**, Northwestern U.
The Non-Linear Dynamics of Entrepreneurship: Complexity Methods for Studying Organizational Emergenc | **Benyamin Bergmann Lichtenstein**, U. of Hartford
Explaining the Emergence of the Entrepreneurial Firm | **Philip C. Anderson**, INSEAD
Discussant: **Bill McKelvey**, U. of California, Los Angeles

743 : *(GDO)* **Invisible Diversities in the Workplace: Exploring and Integrating Hidden Identities**
10:30- 11:50 Convention Center: A109
Organizers: **Judith A. Clair**, Boston College**; Tammy MacLean**, U. of Massachusetts, Boston
Chair: **Joy E. Beatty**, Boston College
Speakers: **Sandra Rothenberg**, Rochester Institute of Technology**; Maureen Scully**, Simmons College**; Cynthia K. Matthews**, U. of Kentucky**; Andre L. Delbecq**, Santa Clara U.**; Judith A. Clair**, Boston College**; Joy E. Beatty**, Boston College**; Tammy MacLean**, U. of Massachusetts, Boston
Discussants: **Paula J. Caproni**, U. of Michigan **; Ellen Ernst Kossek**, Michigan State U.

744 JS: *(GDO, OMT, RM)* **Otherness at Large: Diversity and Multiculturalism in the New Globalized Organizational Landscape**
10:30- 11:50 Convention Center: C101/103
Chairs: **Pushkala Prasad**, Skidmore College**; Anshuman Prasad**, U. of New Haven
The Other Speaks: Postcolonial Theory and Workplace Diversity | **Anshuman Prasad**, U. of New Haven

Representing Postcolonial Identities at Home and Away | **Anna Lorbiecki**, Lancaster U.
Transnational Migration and the Nature of Work | **Ali H. Mir**, Monmouth U.
Institutions and Exoticization: Managing Difference to Keep the Other in Place | **Pushkala Prasad**, Skidmore College
Discussant: **Miguel P. Caldas**, Escola de Administracao de Empresas de Sao Paulo

745 🕮☯: *(Paper Session) - (HCM)* **Provision of Long Term Care Services: The Role of Management**
10:30- 11:50 Convention Center: A112
Chair: **Robert C. Myrtle**, U. of Southern California
HCM: The Impact of PPS for SNFs on Therapy Service Provision: A Transaction Cost Approach | **Jacqueline Zinn**, Temple U.; **Vincent Mor**, Brown U. ; **Joseph Angelelli**, Brown U. ; **Jullet A. Davis**, U. of Alabama, Tuscaloosa; **Orna Intrator**, Brown U. ; **Zhanlian Feng**, Brown U.
HCM: Does Quality of Care Lead to Better Financial Performance?: The Case of the Nursing Home Industry | **Robert J. Weech-Maldonado**, Pennsylvania State U.; **Gerald Neff**, Kaufman, Hall, and Associates; **Vince Mor**, Brown U.
Winner of HCM Division Best Theory-to-Practice Paper
HCM: Relationship Between Management Practice, Staff Turnover, and Resident Outcomes in Nursing Homes | **Ruth A. Anderson**, Duke U.; **L. Michele Issel**, U. of Illinois, Chicago; **Reuben R. McDaniel**, U. of Texas, Austin
Discussant: **Alison Cuellar**, Columbia U.

746 : *(HR)* **Safety in the New Millennium: Multi-Level Examination of Safety in Organizations**
10:30- 11:50 Adam's Mark: Vail
Chair: **Gilad Chen**, Georgia Institute of Technology
High Quality Work, Employee Morale, and Occupational Injuries | **Roderick D. Iverson**, Simon Fraser U.
Development and Validation of the Workplace Cognitive Failure Scale | **J. Craig Wallace**, Georgia Institute of Technology
Integrating Values With Safety Climate and Safety Behavior | **Naomi Iris Maierhofer**, Queensland U. of Technology
Autonomous Work Design and Employee Safety: Cross-Sectional and Longitudinal Explorations | **Nick Turner**, U. of Sheffield
Discussant: **David A. Hofmann**, U. of North Carolina, Chapel Hill

747 ❖: *(HR)* **Temporary Work Agencies as Market Makers: Tripartite Networks in Work Transitions**
10:30- 11:50 Adam's Mark: Terrace
Chairs: **Kay M. Glasgow**, California Polytechnic State U., San Luis Obispo**; Rebecca A. Ellis**, California Polytechnic State U., San Luis Obispo
Speakers: **Kate Purcell**, U. of the West of England**; John Purcell**, U. of Bath**; Bastiaan Anton Koene**, Erasmus U.**; Jaap Paauwe**, Erasmus U.**; Stephanie Tailby**, U. of the West of England**; Rebecca A. Ellis**, California Polytechnic State U., San Luis Obispo**; Kay M. Glasgow**, California Polytechnic State U., San Luis Obispo**; Lars Walter**, U. of Goteborg**; Torbjorn Stjernberg**, U. of Goteborg
Discussants: **Gerald Keim**, Arizona State U.**; Alison Davis-Blake**, U. of Texas, Austin

748 : *(HR)* **The Strategic Management of Human Capital**
10:30- 11:50 Adam's Mark: Columbine
Chair: **David P. Lepak**, U. of Maryland, College Park
Determinants of High Commitment HR Systems: Strategy, Cultural Values, Employee Skills, and Employment | **David P. Lepak**, U. of Maryland, College Park
Putting "Knowledge" into "Worker": Managing Social Capital to Facilitate Knowledge Exchange Between Employees | **Shad Steven Morris**, Cornell U.
Knowledge Management Strategies, Human Resources, and Firm Innovation: An Empirical Study of Australia | **Scott A. Snell**, Cornell U.
Hiring Embeddedness And Firm Performance | **Ian O. Williamson**, U. of Maryland
Discussant: **David P. Lepak**, U. of Maryland, College Park

749 : *(Paper Session) - (IM)* **The Internationalization Journey**
10:30- 11:50 Convention Center: C104
Chair: **Manuel Becerra**, Instituto De Empresa
IM: Navigating Through the Value Landscape: The Journey Towards a Successful MNC | **Harry G. Barkema**, Tilburg U.; **Dorota Piaskowska-Lewandowska**, Tilburg U.
IM: Early International Expansion as a Sensemaking Process: A New Framework | **Anne D. Smith**, U. of Tennessee, Knoxville; **Seung Bai Bach**, U. of Tennessee, Knoxville
IM: Synoptic versus Incremental Internationalization | **Paula Danskin Harveston**, Berry College
IM: Cluster Reputation and the Internationalization Process of Small and Medium Sized Enterprises | **Stelios C. Zyglidopoulos**, Rochester Institute of Technology; **Richard DeMartino**, Rochester Institute of Technology; **David McHardy Reid**, Rochester Institute of Technology
Discussant: **Yair Aharoni**, Tel Aviv U.

750 ❖: *(Paper Session) - (IM)* **Global Networks: Is it Who you Know?**
10:30- 11:50 Convention Center: C102
Chair: **Julius H. Johnson Jr**, U. of Missouri, St. Louis
✈❖**IM:** Social Network Explanation of Entry Decisions: The Evidence of Taiwanese SMEs | **Hongxin John Zhao**, Saint Louis U.; **Chin-Chun Hsu**, Saint Louis U.
✈❖**IM:** Building Effective Networks in Multinationals: A Micro-Macro Model of Social Capital Formation | **Tatiana Kostova**, U. of South Carolina; **Kendall Roth**, U. of South Carolina
✈❖**IM:** External Networks and Geographic Clustering as Sources of MNE Advantages | **Lilach Nachum**, Cambridge U.; **David Keeble**, Cambridge U.
✈❖**IM:** Listening to the Global Grapevine: Towards a Study of SME Export Managers' Social Networks for Export | **Poul Houman Andersen**, Aarhus U.
Discussant: **Tailan Chi**, U. of Illinois, Urbana-Champaign

TUESDAY

751 : *(Paper Session) - (IPC)* **Unpacking Diversity: Gender, Disability and Relational Demography**
10:30- 11:50 Convention Center: C106 T4
Facilitator: **Magoroh Maruyama**, Interactive Heterogenetics
GDO: Exploring Perceived Diversity | **Samir Shrivastava**, Bond U.; **James (Ben) Shaw**, Bond U.; **Elain Barrett-Power**, Bond U.
GDO: Making a Difference - How Organizations Cope with Disability | **Dipl.-Kfm. Ralf Wetzel**, Chemnitz U.of Technology
☯**GDO:** The Influence of Gender and Power in the Ultimatum Game | **Constance R. James**, Pepperdine U.

752 : *(Paper Session) - (IPC)* **Corporate Social Responsibility: Investments, Performance and Firm Reputation**
10:30- 11:50 Convention Center: A106 T1
Facilitator: **Anne T. Lawrence**, San Jose State U.
☯✈**SIM:** Does a Reputation for Corporate Social Responsibility Pay Off? | **Karen Elisabeth Schnietz**, Rice U.; **Marc Epstein**, Rice U.
☯✈**SIM:** Towards a Typology of Corporate Social Responsibility Orientations | **Leeora D. Black**, Monash U.; **Charmine E.J. Hartel**, Monash U.
❖**SIM:** Building Effective Networks for Corporate Social Responsibility | **Victoria E. Johnson**, Mercer U.; **Linda L. Brennan**, Mercer U.
☯**MC:** Balancing the Triple Bottom Line: Financial, Social, and Environmental Performance Consulting | **Thomas Clarke**, U. of Technology, Sydney

753 : *(Paper Session) - (IPC)* **Managing in China: Examining Human Resources and Organizational Culture**
10:30- 11:50 Convention Center: A106 T2
Facilitator: **Alicia S. M. Leung**, Hong Kong Baptist U.
IM: Globalization and Social Protection Reform: Emerging HRM Issues in China | **Cherrie J. Zhu**, Monash U.; **Chris Thomas Nyland**, Monash U.
✈**IM:** Upward Influence Strategies: A Comparative Study of Chinese Managers and American Managers | **Neng Liang**, China European International Business School / Peking U.
✈**IM:** Rewards Allocation Preferences in Chinese State Firms: A Revisit after a Decade's Radical Reform | **Wei He**, Boston College; **Chao C. Chen**, New York U. / Rutgers U.; **Lihua Zhang**, Dalian U. of Technology
✈**IM:** Organizational Culture in the PRC: An Analysis of Culture Dimensions and Culture Types | **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology; **Hui Wang**, Hong Kong U. of Science and Technology

754 : *(Paper Session) - (IPC)* **Career Discussions and Mentoring**
10:30- 11:50 Convention Center: A106 T3
Facilitator: **C. Douglas Johnson**, Winthrop U.
CAR: Predictors of the Career Commitment of Research Scientists | **Jennifer M. Kidd**, Birkbeck, U. of London; **Frances Green**, N/A
☯**CAR:** So You Want to be a Business Ph.D.? | **Marcus M. Stewart**, U. of Georgia; **Ian O. Williamson**, U. of Maryland; **James E. King**, Samford U.
CAR: Straight Talking: The Nature of Effective Career Discussion at Work | **Jennifer M. Kidd**, Birkbeck, U. of London; **Wendy Hirsh**, N/A; **Charles Jackson**, Kingston U.
❖**CAR:** A Dyadic Investigation of Perceptions of Mentoring and the Influence of Relational Demography | **Ellen Fagenson Eland**, George Mason U.; **S. Gayle Baugh**, U. of West Florida; **Melenie J. Lankau**, U. of Georgia

755 : *(Paper Session) - (IPC)* **Organizational and Individual Learning and Creativity**
10:30- 11:50 Convention Center: A106 T4
Facilitator: **Loizos Th. Heracleous**, National U. of Singapore
📖☯❖**MC:** New Learning Builds Effective Management Consulting Networks | **Marilyn E. Harris**, CMU/HSCC
☯**MC:** Economic Intelligence as a Knowledge Creation System. Mecaplast case study | **Alice Mathilde Guilhon**, Groupe CERAM Business School; **Georges Trepo**, HEC , France
📖**MED:** Creating High Impact Learning Environments | **Ellen R. Auster**, York U.; **Krista K. Wylie**, York U.
ODC: Understanding Creativity in the Workplace | **Sherry Phelan**, Turn Around Programs (TAP); **Angela M. Young**, California State U., Los Angeles

756 : *(Paper Session) - (IPC)* **Cross-Cultural Issues in Management Education**
10:30- 11:50 Convention Center: C205 T5
Facilitator: **David S. Shaw**, U. of Macau
✈**MED:** The Evolution of Russian Management Education: An Institutional Dynamics Perspective | **William Q. Judge**, U. of Tennessee, Knoxville; **Sergey Miassoedov**, Academy of National Economy; **Irina Naumova**, Kazan State U.
📖✈**MED:** Teaching in China: Culture-based Challenges | **Herman Aguinis**, U. of Colorado, Denver; **Heidi A. Roth**, U. of Colorado, Denver
✈**MED:** Training Managers in the Network of Foreign Companies Based in Central and Eastern Europe | **Pierre Kletz**, Tours U.
📖✈**MED:** The Cultural Imprint of Teaching-Cases: A Comparative Study of the Best-selling MBA Cases in the U.S and China | **Neng Liang**, China European International Business School / Peking U.; **Jiaqian Wang**, Peking U.

757 : *(Paper Session) - (IPC)* **A Closer Look at Project Management**
10:30- 11:50 Convention Center: A214 T1
Facilitator: **Oscar Hauptman**, Melbourne Business School
☯**TIM:** Multi-Team Projects: A Conceptualization and Longitudinal Study on Management Functions | **Katharina Weinkauf**, U. of Karlsruhe; **Martin Hoegl**, Bocconi U.; **Hans Georg Gemuenden**, Technical U., Berlin
TIM: Fortune, Fame and Feast: External Sources of

Collaboration in the Laboratory | **Raul Necochea**, Georgia Institute of Technology

📖☯✈**TIM:** No Project is an Island: Linking Projects to History and Context | **Mats Engwall**, Stockholm School of Economics

758 : *(Paper Session) - (IPC)* **Who Enters Foreign Markets? Factors Impacting Organizational Choice and Foreign Direct Investment**

10:30- 11:50 Convention Center: A214 T2

Facilitator: **Stanley D. Nollen**, Georgetown U.

✈**IM:** Sequential Investment, Firm Motives, and Agglomeration of Japanese Electronic Firms in the US | **Wilbur Chung**, New York U.; **Jaeyong Song**, Yonsei U.

IM: Reproducing Behaviors in International Expansion: Japanese Location Choices in Europe | **Paula V. Bastos**, U. Federal Rio de janeiro

☯**IM:** Transaction Costs, Risk Behavior and International Entry Mode Choice | **Keith Brouthers**, U. of East London; **Lance Brouthers**, U. of Akron

✈**IM:** Who Goes Abroad? International Diversification by Emerging Market Firms into Developed Markets | **Douglas E. Thomas**, U. of New Mexico; **Lorraine Eden**, Texas A&M U.; **Michael A. Hitt**, Arizona State U.

759 : *(Paper Session) - (IPC)* **A Medley of Research on Joint Ventures**

10:30- 11:50 Convention Center: A214 T3

Facilitator: **Bernard M. Wolf**, York U.

✈**IM:** Leveraging Knowledge through Cooperative Entry Modes: The Effects of Tacitness and Transfer Capacity | **Xavier Martin**, New York U.; **Robert Salomon**, New York U.

✈**IM:** Knowledge "Spill-backs" to Foreign Market Participants: The Impact of Exporting on Firm Innovation | **Robert Salomon**, New York U.

✈**IM:** Organizational Identity and International Joint Venture Performance: The Role of Human Resources | **Yaping Gong**, Ohio State U.

IM: The Relationship Between Trust and Control in International Joint Ventures | **Alexander Toni Mohr**, U. of Bradford

760 : *(Paper Session) - (IPC)* **Management and Spirituality in the Workplace**

10:30- 11:50 Convention Center: C106 T3

Facilitator: **Kathy Lund Dean**, Idaho State U.

📖**MSR:** "Spirituality at Work": A Critical Review | **Ken Weidner**, Saint Joseph's U.

✈**MSR:** A Buddhist Perspective on the Capitalist Iron Cage | **Siriwut Buranapin**, Boston U.

☯❖**MSR:** Synergistic Spirituality: the Intersection of Spiritual Values, Organizational Culture and Ethics | **Aimee Wheaton**, Regis U.; **Catharyn Baird**, Regis U.

☯**ONE:** Missing Nature in the Discourse of Spirituality-in-Business | **Michael B. Elmes**, Worcester Polytechnic Institute

761 : *(Paper Session) - (IPC)* **Gender and Diversity Issues in Management**

10:30- 11:50 Convention Center: C105 T3

Facilitator: **Justin D. Rueb**, U. of Wisconsin, Stevens Point

☯**GDO:** The Impact of Race and Gender on Organizational Effectiveness: Toward a More Encompassing Theory | **Melissa E. Wooten**, U. of Michigan; **Kathleen M. Sutcliffe**, U. of Michigan

GDO: The Experienced Jugglers: The Impact of Work-Life Balance for Older Working Women | **Judith R. Gordon**, Boston College; **Karen S. Whelan-Berry**, Texas Wesleyan U.; **Elizabeth Hamilton**, Boston College

☯**RM:** Exploring Leadership Vision: A Study of Women Entrepreneurs and Executives | **Barbara Jean Bird**, American U.; **Candida G. Brush**, Boston U.

GDO: The Influence of Gender Identity on Proteges' Satisfaction with Mentoring Relationships | **Rowena Ortiz-Walters**, U. of Connecticut; **Kimberly A. Eddleston**, Northeastern U.

762 : *(Paper Session) - (IPC)* **Diversity, Culture and Managing Human Resources**

10:30- 11:50 Convention Center: C105 T1

Facilitator: **Alison Linstead**, U. of Essex

✈**GDO:** Gender and Difference, Culture and Context in India Post | **Elisabeth Mary Wilson**, U. of Manchester

HR: The Effects of Network Groups on Minority Employee Turnover Intentions | **Raymond A. Friedman**, Vanderbilt U.; **Brooks C. Holtom**, Marquette U.

☯**HCM:** Linkages Between Organizational Strategy and Diversity Management Practices | **Kathryn H. Dansky**, Pennsylvania State U.; **Robert J. Weech-Maldonado**, Pennsylvania State U.; **Gita J. DeSouza**, Pennsylvania State U., Delaware County; **Janice L. Dreachslin**, Pennsylvania State U., Great Valley

GDO: Relational Demography, Communication and Supervisor Satisfaction | **Kawai Anita Chan**, U. of Macau

763 : *(Paper Session) - (IPC)* **Information Systems and Management**

10:30- 11:50 Convention Center: A214 T4

Facilitator: **Vicki McKinney**, U. of Arkansas

TIM: IS Implementation: Contingent Effects of Technical Complexity, Task Interdependence and Training | **Rajeev Sharma**, U. of New South Wales; **Philip Yetton**, U. of New South Wales; **Benjamin Chong**, U. of New South Wales

OCIS: Information Overload Within Organizations: The Employee's Perspective | **Suzanne C. de Bakker**, U. of Amsterdam; **Jan A. de Ridder**, U. of Amsterdam

OCIS: Organizational Member Identification During Communication-Based and Administrative Activities | **Craig Richard Scott**, U. of Texas, Austin

OCIS: Reluctance to Report Reality in Troubled Software Projects: An Application of Mischel's Person-Situation Argument | **Lisa A. Burke**, Louisiana State U., Shreveport; **Jo Ellen Moore**, Southern Illinois U., Edwardsville

764 : *(Paper Session) - (IPC)* **A Closer Look at Celebrity Leaders and CEOs**
10:30- 11:50 Convention Center: C105 T2
Facilitator: **Arthur Rasher**, N/A
MH: A Biography of Bill Gates | **Chaitanya Dhulipalla**, Texas A&M U.
MH: America's Most Successful Retailer | **John Thomas Thios**, New Mexico Highlands U.
📖**MH:** John McCain's Legacy | **Alvin Joseph Jackson**, Texas A & M U., Commerce
OMT: The Causes and Consequences of Chief Executive Officer Celebrity | **Mathew Hayward**, U. of Texas, Austin; **James D. Westphal**, U. of Texas, Austin

765 : *(Paper Session) - (IPC)* **Innovation and Reform in the Public and Nonprofit Sector**
10:30- 11:50 Convention Center: C105 T4
Facilitator: **David R. Connelly**, Western Illinois U.
PNP: Law and Public Management: Possibility in Paradox | **Robert K. Christensen**, Indiana U.
☯❖**PNP:** Improving Inter-Professional Collaboration in Child Protection Using Group Process Support Systems | **Michael Connolly**, U. of Glamorgan; **Catherine Jones**, U. of Glamorgan; **Anthony Gear**, U. of Glamorgan
✈❖**PNP:** Dynamics of Privatization: Hierarchies, Markets and Networks in the Brazilian Electrical Sector | **Alketa Peci**, Fundacao Getulio Vargas
BPS: Fractal Development as a Metaphor for the Creation of Strategic Coherence | **Janice A. Black**, New Mexico State U.; **Kim T. Hinrichs**, New Mexico State U.; **Frances H. Fabian**, Tulane U.

766 : *(Paper Session) - (IPC)* **Encouraging Employees to Implement Organizational Change**
10:30- 11:50 Convention Center: C106 T1
Facilitator: **Ann E. Feyerherm**, Pepperdine U.
ODC: Expectations of Change Outcomes: Believe Yourself or Believe Others? | **Feirong Yuan**, Texas A&M U.
OMT: Masking the Real Problems: The Perils of Local Initiative | **J. Bradley Morrison**, Massachusetts Institute of Technology
OB: Breaking the Silence: Toward an Understanding of Speaking Up in the Workplace | **Sonya F. Premeaux**, Arkansas State U.; **Arthur G. Bedeian**, Louisiana State U.
OB: Negotiating Change: Vicious and Virtuous Cycles of Employee Initiative-Taking and Organizational Resistance | **Jeffery A. Thompson**, Miami U., Ohio; **Andrew H. Van de Ven**, U. of Minnesota

767 : *(Paper Session) - (IPC)* **Social Networks, Groups and Transactive Memory Systems**
10:30- 11:50 Convention Center: C106 T2
Facilitator: **Mark Fichman**, Carnegie Mellon U.
❖**OB:** A Social Network Perspective on the Dynamics of Group Performance: A Theoretical and Empirical Study | **Zhi Huang**, U. of Texas, Dallas; **Dan Li**, U. of Texas, Dallas; **Zhiang Lin**, U. of Texas, Dallas
❖**MOC:** Integrating Culturally Distant Members Into Groups: The Role of Choice, Competence and Trust | **Willie Edward Hopkins**, Colorado State U.; **Jackie L. Hartman**, Colorado State U.; **Shirley A. Hopkins**, U. of Denver
MOC: Comparing Two Scales Measuring Transactive Memory Systems in Work Groups | **Yu Yuan**, U. of Southern California
❖**MOC:** Structure and Perception of Interpersonal Affect, and the Formation of Work Networks | **Tiziana Casciaro**, Harvard U.

768 : *(Paper Session) - (IPC)* **Socialization, Turnover and Work-Family Conflict**
10:30- 11:50 Convention Center: C205 T1
Facilitator: **Gary Johns**, Concordia U.
HR: The Well-Adjusted Newcomer: Personality, Pre-Entry Knowledge, Perceived Mobility and Socialization | **John Kammeyer-Mueller**, U. of Florida
HR: How Long is Forever? The Role of Anticipated Tenure in Organizational Socialization | **Melissa S. Cardon**, Case Western Reserve U.
HR: You Paid for the Skills, Now Keep Them: Tuition-Reimbursment and Employee Turnover | **George Benson**, U. of Southern California
HR: The Relationship of Work and Work-Family Practices with Work-Family Conflict | **Jarrod Haar**, Waikato U.; **Chester Spell**, Washington State U., Richland

769 : *(Paper Session) - (IPC)* **Incentives and Fairness in the Human Resources Management Systems of Firms**
10:30- 11:50 Convention Center: C205 T2
Facilitator: **Gary C. McMahan**, U. of Texas, Arlington
HR: Perceived Fairness of a Web-Based Applicant Screening System: Weighing the Rules of Justice | **Brian R. Dineen**, Ohio State U.; **Raymond A. Noe**, Ohio State U.; **Chongwei Wang**, Ohio State U.
☯**HR:** Individual Differences and Risk in Employee Retirement Savings Behavior | **James Hamilton Dulebohn**, Michigan State U.; **Brian Murray**, N/A
HR: Group Incentives and Performance: A Study of Spontaneous Goal Setting, Goal Choice and Commitment | **James P. Guthrie**, U. of Kansas; **Elaine Cahalan Hollensbe**, U. of Cincinnati

770 : *(Paper Session) - (IPC)* **Some Central Issues in Effective Healthcare Management**
10:30- 11:50 Convention Center: C205 T4
Facilitator: **Carmen Leonor Martínez-López**, N/A
☯❖**HCM:** Organizational Learning, Diffusion of Innovation and International Collaboration in Telemedicine | **David F. Robinson**, Texas Tech U.; **Grant T. Savage**, U. of Alabama, Tuscaloosa; **Kim Sydow Campbell**, U. of Alabama, Tuscaloosa
☯**HCM:** Managed Care and Physician Retirement Intentions: Implications for Health Care Managers | **Bahman Bahrami**, North Dakota State U.; **John Elder**, North Dakota State U.; **Sarah Jacobson**, North Dakota State U.
HCM: Organizational Issue Interpretations and Labels as

TUESDAY

Antecedents of Conflict Among Hospital Managers | **Christopher Shook**, U. of Texas, Arlington; **Kathleen E. Voges**, U. of Texas, Arlington; **Scott Scarborough**, U. of Texas, Arlington

771 🕮☯✈: *(Paper Session) - (MC)* **Behavior Change and Emotions as Cornerstone Issues in Consulting**
10:30- 11:50 Convention Center: C110
Chair: **Leyland M. Lucas**, Morgan State U.
🕮☯✈❖**MC:** Prevailing Perspectives On Change | **Leon de Caluwe**, Free U. , Amsterdam; **Hans Vermaak**, Twynstra Management Consultants
🕮☯**MC:** Getting Hierarchy to Work | **Samuel A. Culbert**, U. of California, Los Angeles; **Scott Schroeder**, Chaminade U.
☯❖**MC:** Company and Manager Psychological Contract Violations: Does the Violator Matter? | **Patricia Ann Baccili**, Claremont Graduate U.
Winner of the Bentley College/Copenhagen Business School Best Paper Award
Discussant: **Larry E. Greiner**, U. of Southern California

772 🕮☯✈: *(MED)* **What is a Manager? An Essential Question for Management Education**
10:30- 11:50 Convention Center: A113
Chair: **Jerome Meric**, CERMAT-IAE de Tour
Is to be a Manager to Make Profit? The Relevance of Teaching Management for Non-Profit Organizations | **Pierre Kletz**, Tours U.
The Manager as a Figure – Should Management Education be Based only on Techniques ? | **Yvon Pesqueux**, Conservatoire National des Arts et Métiers
‘‘Aren’t Managers Ordinary People ?” | **Andreu Solé**, HEC, France
Discussants: **Eric Cornuel**, European Foundation for Management Development**; Henry Mintzberg**, McGill U.

773 : *(Paper Session) - (MH)* **Sociocultural Trends in Management History**
10:30- 11:50 Convention Center: A104
Chair: **Jorge M. Herrera**, CultureSense International, Inc.
MH: In Conversation With Art Bedeian | **Alfred A. Bolton**, Averett College; **John Joos**, Skylake Productions; **Mirta M. Martin**, U. of Richmond
MH: Management and Rock Music: A Historical Comparison of Popular Music and Management in the 20th Century | **Harold Langford**, Texas A&M U.
MH: Creating a Process for Firing Managers - 1960s to 1990s: The Role of Outplacement Consulting | **Lisa V. Torres**, U. of California, Santa Barbara
Discussants: **Alfred A. Bolton**, Averett College**; Satyanarayana Parayitam**, Oklahoma State U.**; Emeric Solymossy**, Western Illinois U., Quad Cities

774 : *(Paper Session) - (MOC)* **Framing: Process and Outcome**
10:30- 11:50 Convention Center: C201
Chair: **D. Christopher Kayes**, George Washington U.
MOC: When Technology Fails: How Organizational Accidents Rooted in Technology Influence Accountabilty | **Charles E. Naquin**, U. of Notre Dame
MOC: Crowded Minds in the Organization: The Implicit Bystander Effect | **Stephen Michael Garcia**, Princeton U.; **Kimberlee D. Weaver**, Princeton U.; **Gordon Moskowitz**, Lehigh U.; **John M. Darley**, Princeton U.
☯**MOC:** Susceptibility to Attribute-Framing: Examining Individual Differences | **Kenneth Dunegan**, Cleveland State U.
Discussant: **Susan C. Schneider**, U. of Geneva

775 : *(OB)* **Trust Within and Between Organizations: Rational Choice or Sense-Making Process?**
10:30- 11:50 Adam’s Mark: Gov. Sq. 11
Chairs: **Katinka M. Bijlsma-Frankema**, Vrije U.**; Franck N. Pruvost**, HEC, Paris
Trust in Market Relationships | **Sandro Castaldo**, Bocconi U.
Consumer Trust in the Internet Context: Future Research Directions | **Rita F. Ferreira**, IESE
Procedural Trust Building for Electronic Commerce | **Yao-Hua Y. Tan**, Vrije U.
Trust in Alliances - A Difficult Transition from Thin to Thick Trust | **Antoinette Weibel**, U. of Zurich
The Relevance of Organizational Learning to Trust in Top Management: A Serendipity Pattern Approach | **Katinka M. Bijlsma-Frankema**, Vrije U.
Breaking the Frame: Combining Interactions, Representations and Discourse to Understand Trust | **Franck N. Pruvost**, HEC, Paris
Discussants: **Peter S. Ring**, Loyola Marymount U.**; Tom Tyler**, New York U.

776 : *(Paper Session) - (OB)* **Goal Setting: New Ideas, New Settings, and New Directions for Research**
10:30- 11:50 Adam’s Mark: Gov. Sq. 10
Chair: **Christopher O.L.H. Porter**, Texas A&M U.
OB: Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels | **Bruce Teague**, U. of Pennsylvania
OB: Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels | **Bruce Teague**, U. of Pennsylvania
🕮☯**OB:** Goal Setting and Goal Orientation: An Integration of Two Divergent Literatures | **Gerard H. Seijts**, U. of Western Ontario; **Brandon Latham**, U. of Western Ontario
OB: A Longitudinal Examination of Entrepreneurs’ Goal Pursuit | **Amy L. Kenworthy-U’Ren**, Bond U.
OB: Predicting Changes in Goals from Goal-Performance Discrepancies: What’s the Difference? | **Howard J. Klein**, Ohio State U.; **Brian R. Dineen**, Ohio State U.
Discussant: **Carrie R. Leana**, U. of Pittsburgh

777 : *(Paper Session) - (OB)* **Issues in The Virtual Workplace**
10:30- 11:50 Adam’s Mark: Tower Court A
Chair: **Joan Brett**, Arizona State U.
OB: The Effects of Dependence and Trust on the Decision to Electronically Monitor Subordinates | **Bradley J. Alge**,

TUESDAY

Purdue U.; **Gary A. Ballinger**, Purdue U.; **Stephen G Green**, Purdue U.; **Gregory Till**, Purdue U.

❖**OB:** Managing Impressions in the Virtual Organization: The Impact of Three Forms of Distance | **Zoe Barsness**, U. of Washington, Tacoma; **Kristina Diekmann**, U. of Utah; **Marc-David L. Seidel**, U. of Texas, Austin

❖**OB:** The Impact of Extent of Telecommuting on Job Satisfaction: Toward Unraveling a Conundrum | **Timothy Golden**, U. of Connecticut; **John F. Veiga**, U. of Connecticut

❖**OB:** Work Non-Work Conflict and Stress Among Virtual Workers | **Sumita Raghuram**, Fordham U.; **Batia Mishan Wiesenfeld**, New York U.

Discussant: **Robert P. Wright**, U. of Hong Kong

778 : *(OB)* Business Week's Index of Intellectual Capital: Another Potential Threat to Management Scholars

10:30- 11:50 Adam's Mark: Plaza Court 8

Speakers: **Murray R. Barrick**, Michigan State U.**; Ricky W. Griffin**, Texas A&M U.**; Bruce M. Meglino**, U. of South Carolina**; Angelo S. DeNisi**, Texas A&M U.**; Soon Ang**, Nanyang Technology U.

779 JS: *(OB, OMT)* The Sounds of Silence in Organizations: Causes and Consequences

10:30- 11:50 Convention Center: A209

Organizer: **Patricia Faison Hewlin**, New York U.

Behind the Smile and Nod: An Ethnographic Account of Silencing Conflict | **Leslie Perlow**, Harvard U.

Choosing to Stay Silent at Work: What Employees Don't Speak About and Why? | **Frances J. Milliken**, New York U.

Silence with Pretense: Some Antecedents to the Creation of Facades of Conformity | **Patricia Faison Hewlin**, New York U.

Self-In-Relation as a Concept to Inform Our Understanding of Organizational Silence | **Joyce K. Fletcher**, Simmons College

Discussant: **Elizabeth W. Morrison**, New York U.

780 ❖: *(Paper Session) - (OCIS)* E-Business

10:30- 11:50 Convention Center: A204

Chair: **Alain Pinsonneault**, McGill U.

❖**OCIS:** Information Value in Electronic Networks: The Case of Subscription-Based Online Information Goods ⚐ | **Alexandre Barsi Lopes**, U. of Pittsburgh; **Dennis Frank Galletta**, U. of Pittsburgh

Winner of OCIS Division Top Paper Award

☯**OCIS:** Moving Service Relationships Online: The Role of Provider Involvement | **Anita D. Bhappu**, Southern Methodist U.; **Ulrike Schultze**, Southern Methodist U.

☯✈❖**OCIS:** Electronic Commerce in China: Theory and Cases | **Maris G. Martinsons**, City U., Hong Kong

❖**OCIS:** Bridging Time and Space: An Interpretive Analysis of a Virtual Organization | **Leigh Jin**, San Francisco State U.; **Daniel Robey**, Georgia State U.

Discussants: **Pamela E. Carter**, U. of Oklahoma**; Dave Chatterjee**, U. of Georgia**; Mike Gallivan**, Georgia State U.**; Carsten Osterlund**, Massachusetts Institute of Technology

781 ☯✈❖SHCS: *(OCIS, ONE, SIM)* Corporate Citizenship: Examining New Modes and Methods of Stakeholder Engagement & Accountability

10:30- 11:50 Convention Center: C207

Chairs: **Dirk Matten**, U. of Wales, Swansea**; Andrew Crane**, Cardiff U.

Corporate Citizenship, Civil Rights, and Democratic Accountability in a Global World | **Dirk Matten**, U. of Wales, Swansea

Corporate Accountability & Stakeholder Communication: A Critical Examination of Stakeholder Dialogue | **Sharon Livesey**, Fordham U.

Stakeholders and Strategic Management: Developing an Instrument for Involving Stakeholders | **Michael Behnam**, European Business School

Social Auditing: Implementing Business Ethics in Multinationals with Social Accountability 8000? | **Dirk Ulrich Gilbert**, European Business School

Discussant: **David Wheeler**, York U.

782 : *(ODC)* Distinguished Speaker: Susan A. Mohrman

10:30- 11:50 Convention Center: C112

Program Chair: **Chris Worley**, Pepperdine U.

Context, Perspective, and Complexity: Making a Difference in a Changing World | **Susan A. Mohrman**, U. of Southern California

783 ☯SHCS: *(ODC, MH, MC)* Historical Foundations of Major Concepts in OD: The Influence of Kurt Lewin for OD

10:30- 11:50 Convention Center: C209

Chair: **Therese F. Yaeger**, Benedictine U.

Revisiting the Origins of Action Research, Models, and Planned Change: Implications for Today | **Peter Sorensen**, Benedictine U.

The Model of a Scholar-Practitioner: Kurt Lewin as Scholarly Contributor and Practicing Theorist | **George W. Hay**, McDonald's Corp./Benedictine U.

Examining the Concept of Diversity from an OD Perspective: Groups, Social Change and Cross-Cultural | **Greg Roper**, Ryder Systems

Laying the Developmental Foundation for Today's OD: Lewinian Values and Global Implications | **Therese F. Yaeger**, Benedictine U.

784 : *(Paper Session) - (OM)* Technology and Environment

10:30- 11:50 Convention Center: C206

Chair: **Mikko Junttila**, Helsinki U. of Technology

OM: Normal Accident Theory and the Environmental Reliability and Risk of Petroleum Refineries | **Frederick Wolf**, Portland State U.

OM: Developing e-Loyalty in a Not-for-Profit, Service Organizaiton | **John R. Olson**, DePaul U.; **Kenneth Boyer**, Michigan State U.

❖**OM:** Decision Support for the Career Field Selection Process at the U.S. Air Force Academy | **Andrew Armacost**, U.S. Air Force Academy; **James Lowe**, U.S. Air Force Academy
Discussant: **Mohamed A. Youssef**, Norfolk State U.

785 : *(Paper Session) - (OMT)* **Innovation Processes and Organizational Forms**
10:30- 11:50 Adam's Mark: Tower Court D
Chair: **Andrew H. Van de Ven**, U. of Minnesota
✈**OMT:** Cognitive Determinants of the Innovative Performance of Organizations | **Pedro David Perez**, Cornell U.
OMT: Engagement in Innovative Work Across Multiple Boundaries | **Anca Metiu**, INSEAD
OMT: Innovation Streams and Ambidextrous Organizational Forms | **Wendy K. Smith**, Harvard U.; **Robert Chapman Wood**, San Jose State U.; **George Westerman**, Harvard U.; **Michael L. Tushman**, Harvard U.
☯**OMT:** Process, Practice and Politics: Understanding the Relationship Between Documentation, Deployment and Daily Work | **David G. Bell**, Xerox Palo Alto Research Center; **Susan Newman**, U. of California, Berkeley; **Nelson P. Repenning**, Massachusetts Institute of Technology

786 : *(Paper Session) - (OMT)* **Sensemaking, Enactment and Collective Belief**
10:30- 11:50 Adam's Mark: Tower Court B
Chair: **Michel Bougon**, Bryant College
OMT: Cognitive Mechanisms of Government: Debate About Clinton's Healthcare Reform Efforts as a Driver of | **Amit Nigam**, Northwestern U.
OMT: The Social Processes of Organizational Sensemaking | **Sally Maitlis**, U. of British Columbia
OMT: Disorganization Theory: Messes, Messiness And Messing Up | **Eric Abrahamson**, Columbia U.
OMT: Escalation in Organizations: The Role of Collective Belief | **Isabelle Royer**, Paris Dauphine U.

787 : *(Paper Session) - (OMT)* **Organizational Survival**
10:30- 11:50 Adam's Mark: Gov. Sq. 9
Chair: **Anand Swaminathan**, U. of California, Davis
OMT: Survival as Success in the Face of a Scarcity of Resources | **Manuel Núñez-Nickel**, U.Carlos III de Madrid
☯**OMT:** Self-Confirming Attribution Errors in the Dynamics of Process Improvement | **Nelson P. Repenning**, Massachusetts Institute of Technology
✈**OMT:** Strategic Moves and Organizational Survival in Turbulent Enviroments | **Jose D. Vicente-Lorente**, Salamanca U.; **Jose Angel Zuñiga Vicente**, Salamanca U.
OMT: Ethnic Business Groups, Chain Affiliation, and Survival of Geographically Dispersed Service Firms | **Arturs T. Kalnins**, U. of Southern California; **Wilbur Chung**, New York U.

788 JS: *(OMT, MOC)* **Beyond the Taken-For-Granted: Institutions, Cognition, and Agency in Organizations**
10:30- 11:50 Convention Center: A108/110
Chair: **William Ocasio**, Northwestern U.
Speakers: **Patricia H. Thornton**, Duke U.**; Michael Lounsbury**, Cornell U.**; Stephen Mezias**, New York U.**; William Ocasio**, Northwestern U.
Discussant: **Walter W. Powell**, Stanford U.

789 ❖: *(Paper Session) - (PNP)* **Networks and Public Management**
10:30- 11:50 Adam's Mark: Plaza Court 7
Chair: **Dean Eitel**, DePaul U.
❖**PNP:** Trust and Networking: Knowledge Sharing in the Public Sector | **Anthony M. Cresswell**, U. at Albany; **Theresa A. Pardo**, U. at Albany; **Fiona Thompson**, State U. of New York, Albany; **Jing Zhang**, U. at Albany
❖**PNP:** Networking Among Public Service Organizations: Learning and Change Through the Beacon Council Scheme | **James Downe**, N/A; **Jean Hartley**, Warwick U.; **Lyndsay Rashman**, Warwick U.
PNP: The Evolution of Interorganizational Network Relationships Over Time | **Kimberley Roussin Isett**, North Carolina U., Chapel Hill; **Keith G. Provan**, U. of Arizona
Discussant: **Joseph J. Galaskiewicz**, U. of Arizona

790 : *(Paper Session) - (RM)* **Methods and Topics in Organizational Behavior Research**
10:30- 11:50 Convention Center: C210
Chair: **Richard J. Klimoski**, George Mason U.
❖**RM:** A Neural Network View of Organizational Behavior | **Purnima Bhaskar**, Pennsylvania State U.
RM: Role Taking in Organizations: An Investigation of Multi-Level Effects | **Kyoungsu Kim**, Chonnam National U.; **Fred Dansereau**, State U. of New York, Buffalo; **Joseph A. Alutto**, Ohio State U.; **Francis J. Yammarino**, State U. of New York, Binghamton; **Steven E. Markham**, Virginia Polytechnic Institute and State U.
RM: The Effects of Directive and Non-Directive Task Strategy Interventions in Moderating Goal-Setting | **Robert W. Verner**, Benedictine U.; **Ramkrishnan V. Tenkasi**, Benedictine U.
Discussants: **Andrew F. Simon**, Seton Hall U.**; Margaret Williams**, Virginia Commonwealth U.

791 ☯: *(Paper Session) - (SIT)* **Downsizing and its Effects on People and Firms**
10:30- 11:50 Convention Center: C204
Facilitator: **Jiing-Lih Farh**, Hong Kong U. of Science and Technology
☯**PNP:** Downsizing the Public Sector: A Mini-Case Study in Texas | **Juliana Durr Lilly**, U. of Texas, Arlington
BPS: The (B)hold and the Beautiful | **Peter Berends**, Maastricht U.
CAR: Re-Employed Layoff Victims | **James E. King**, Samford U.
☯**CAR:** Predicting Self-Esteem During Unemployment: The Effect of Gender. | **Lea Elizabeth Waters**, U. of Melbourne

792 ☯: *(Paper Session) - (SIT)* **Intercultural Dilemmas for Firms**
10:30- 11:50 Convention Center: A208
Facilitator: **Dov Te'eni**, Bar Ilan U.

❖**OCIS:** Inter-Cultural Communication: Coping with Different Organizational Discourse Systems and its Implications | **Dov Te'eni**, Bar Ilan U.; **Nurit Zaidman**, Ben Gurion U. , Negev; **David G. Schwartz**, Bar Ilan U.

✈**ODC:** Does Japan Need Third Cultures for its Foreign Ventures? | **George Bear Graen**, U. of Louisiana

OM: Perception of Foreignness: An Analysis of Mexican and U.S. Purchasing Agents | **Gary S. Insch**, West Virginia U.; **Stewart R. Miller**, U. of Texas, Austin

✈**IM:** Why Does an Option Clause Exist in a Joint Venture Contract? | **Malika Richards**, Drexel U.; **Daniel C. Indro**, Pennsylvania State U., Great Valley

793 ☯: *(Paper Session) - (SIT)* **The Processes of Change**
10:30- 11:50 Adam's Mark: Director's Row F
Facilitator: **Robert P. Gephart, Jr.**, U. of Alberta

OB: The Role of Individual Differences in Shaping Interpretations and Reactions to Organizational Change | **Steven D. Caldwell**, Georgia Institute of Technology; **David M. Herold**, Georgia Institute of Technology; **Donald B. Fedor**, Georgia Institute of Technology

OCIS: The Development of Organizational Control in IT-Enabled Work: Exploring the Context of Change | **Siew Kien Sia**, Nanyang Technology U.; **May Theresa Tang**, Nanyang Technology U.

MSR: The Second Half of the Journey: Companioning Organizations through Spiritual Transformation | **Margaret Benefiel**, Andover Newton Theological School

☯**RM:** Charting Organizational Change Phenomena Over Time: The Power of Pictorial Data Collection | **Karen J. Jansen**, Pennsylvania State U.; **Purnima Bhaskar**, Pennsylvania State U.

794 : *(Paper Session) - (TIM)* **Knowledge Transfer and Acquisition**
10:30- 11:50 Convention Center: C212
Chair: **Melissa M. Appleyard**, U. of Virginia

TIM: Different Patterns of Performance Improvement for Explicit and Tacit Knowledge: An Empirical Test | **Amy C. Edmondson**, Harvard U.; **Ann B. Winslow**, Harvard U.; **Gary P. Pisano**, Harvard U.; **Richard M. J. Bohmer**, Harvard U.

☯**TIM:** Knowledge Acquisition Processes for Technology Decisions | **Loren Falkenberg**, U. of Calgary; **Jaana Woiceshyn**, U. of Calgary; **John Karagianis**, U. of Calgary

TIM: Exploring the Black Box of Knowledge Transfer: An Analysis of Barriers to Transfer, Accuracy and Stickiness | **Gabriel Szulanski**, U. of Pennsylvania; **Sidney G. Winter**, U. of Pennsylvania; **Rossella Cappetta**, U. L. Bocconi; **Christophe Van den Bulte**, U. of Pennsylvania

☯**TIM:** Transferring R&D Knowledge | **Jeffrey L. Cummings**, George Washington U.

795 : *(Paper Session) - (TIM)* **The Evolution of Technological Communities**
10:30- 11:50 Convention Center: C208
Chair: **Riitta Katila**, U. of Maryland/Stanford U.

✈**TIM:** Open Source - New Rules in Software Development? | **Margit Osterloh**, U. of Zurich; **Sandra Gabriela Rota**, U. of Zurich; **Marc von Wartburg**, U. of Zurich

TIM: Sources and Patterns of Innovation in a Consumer Products Field: Innovations in Sporting Equipment | **Sonali Shah**, Massachusetts Institute of Technology

❖**TIM:** The Content of Norms Surrounding Multi-Institutional Collaboration in the Medical Device Field | **Mary Dunn**, Boston College

❖**TIM:** Building Networks of Software Communities in a Large Corporation | **Catharina Melian**, Stockholm U.; **Cathryn Burles Ammirati**, Hewlett-Packard; **Pankaj K. Garg**, Hewlett-Packard; **Guje Sevon**, Stockholm School of Economics

796 SHCS: *(TIM, OMT, MOC)* **Managing in the Age of Complexity: A Symposium in Honor Of Herbert A. Simon**
10:30- 11:50 Adam's Mark: Gov. Sq. 12
Chairs: **Mie Augier**, Stanford U.**; Raghu Garud**, New York U.

The Architecture of Simon's Science | **Mie Augier**, Stanford U.

Beyond Modularity | **Raghu Garud**, New York U.

Managing in the Age of Near-Decomposability | **Daniel Levinthal**, U. of Pennsylvania

The Flow of Ideas and Knowledge Creation in Complex Organizations | **Zur Shapira**, New York U.

Cognitive Comparative Advantage and the Problem of Management: Herbert Simon's Vision of the Future | **Richard Langlois**, U. of Connecticut

Tuesday 12:00PM

797 : *(AA)* **Presidential Luncheon**
12:00- 2:15 Adam's Mark: Plaza Ballroom
President Jean M. Bartunek will address the Academy on the topic of "A Dream for the Academy". 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 2001 Best Paper Awards will be announced by President-Elect Jone L. Pearce.
Chair: **Jone L. Pearce**, U. of California, Irvine
Distinguished Speaker: **Jean M. Bartunek**, Boston College

Tuesday 2:00PM

798 : *(AAC)* **Registration**
2:00- 5:00 Convention Center: Ballroom

Tuesday 2:15PM

799 : *(AAC)* **Exhibits**
2:15- 5:00 Convention Center: Ballroom
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

800 : *(AAC)* **Membership**
2:15- 5:00 Convention Center: Ballroom
Discover the benefits of membership, update member information, find out how to get involved.

Tuesday 2:30PM

801 ❖: *(AA)* **A Positive Approach to Building Effective Networking Relationships in Today's Organizations**
2:30- 3:50 Convention Center: A201
Chair: **Fred Luthans**, U. of Nebraska, Lincoln
An Overview of Positive OB and Leadership Approach to Networking | **Fred Luthans**, U. of Nebraska, Lincoln
E-Leadership Can Be a Positive Approach to Networking at a Distance | **Bruce J. Avolio**, State U. of New York, Binghamton
Implications of Collective Efficacy on Networking Within Groups and the Organization | **Alexander D. Stajkovic**, U. of Wisconsin, Madison
The Role of Trust in Effective Networking | **K. Michele Kacmar**, Florida State U.
Self-Reliance: The Implications of Character in Building Effective Networking | **James Campbell Quick**, U. of Texas, Arlington
Discussant: **Fred Luthans**, U. of Nebraska, Lincoln

802 ❖: *(AA)* **Building A Career – An Interactive Network of Relationships**
2:30- 3:50 Convention Center: A205
Chair: **Mariann Jelinek**, College of William and Mary
The Protean Careerist-Development and Innovation in 21st Century - New Links Not Yet Defined | **Sherry E. Sullivan**, Bowling Green State U.
Trajectories and Simultinaeities - The Impact of Electronic Networks on Facilitating Entrepreneurship | **Jerome Katz**, Saint Louis U.
New Directions in Work/Family Research - Self vs. Organizationally-employed: Identifying Balance | **Claire A. Simmers**, St. Joseph's U.
Networking Link Between Organizational and Entrepreneurial Careers in a Time of Global Change | **Dorothy P. Moore**, The Citadel
Discussant: **Mariann Jelinek**, College of William and Mary

803 ❖: *(AA)* **Ties that Bind**
2:30- 3:50 Hyatt: Moulin Rouge
Author: **Steven S. Taylor**, Worcester Polytechnic Institute
Actors: **Melissa S. Baucus**, Xavier U.**; Dawn R. Elm**, U. of St. Thomas**; Michael B. Elmes**, Worcester Polytechnic Institute**; Dale M. Finn**, U. of New Haven**; Erica Gabrielle Foldy**, Harvard U.**; William Torbert**, Boston College**; Jenny W. Rudolph**, Boston College

804 ❖: *(AA)* **The 21st Century Corporation: How Digital Technologies Affect Corporate Transformation & Performance**
2:30- 3:50 Adam's Mark: Gov. Sq. 14
Chairs: **Raphael H. Amit**, U. of Pennsylvania**; Christoph Zott**, INSEAD
Speakers: **Philip C. Anderson**, INSEAD**; Ranjay Gulati**, Northwestern U.**; Lorin M. Hitt**, U. of Pennsylvania**; Bruce Kogut**, U. of Pennsylvania**; Nicolaj Siggelkow**, U. of Pennsylvania

805 : *(AAC)* **Membership Committee Debriefing Meeting**
2:30- 4:00 Adam's Mark: Plaza Court 1

806 : *(AP)* **Art and Poetry Exhitbition**
2:30- 5:00 Convention Center: Ballroom 3
Please stop by our gallery adjacent to the Exhitbit area.

807 : *(BPS)* **Perspectives on the Diversification Discount: Emerging Evidence and New Research Questions**
2:30- 3:50 Adam's Mark: Director's Row H
Chair: **Vasudevan Ramanujam**, Case Western Reserve U.
Speakers: **Huseyin Tanriverdi**, U. of Texas, Austin**; Belen Villalonga**, Harvard U.**; Douglas J. Miller**, Tulane U.**; Michael Raynor**, Deloitte Research
Discussant: **N. Venkatraman**, Boston U.

808 : *(Paper Session)* - *(BPS)* **The Value of Organizational Capabilities**
2:30- 3:50 Adam's Mark: Gov. Sq. 17
Chair: **Joseph Lampel**, City U., London
BPS: Signaling the Strategic Value of Knowledge | **Hermann Achidi Ndofor**, U. of Wisconsin, Milwaukee; **Edward Levitas**, U. of Wisconsin, Milwaukee
❖**BPS:** Are Organizational Capabilities Valuable? An Empirical Test of the Pitfalls of Leveraging Knowledge | **Martine R. Haas**, Harvard U.; **Morten Hansen**, Harvard U.
BPS: Valuing Knowledge-Based Capabilities | **Allan N. Afuah**, U. of Michigan
BPS: Are More Resources Always Better for Growth? | **Yuri Mishina**, U. of Illinois, Urbana-Champaign; **Tim G. Pollock**, U. of Maryland, College Park; **Joe Porac**, Emory U.
Discussant: **Bente Lowendahl**, Norwegian School of Management

809 ❖: *(Paper Session)* - *(BPS)* **Trust and Opportunism in Interfirm Relationships**
2:30- 3:50 Adam's Mark: Director's Row E
Chair: **Clara E. Garcia**, U.Carlos III de Madrid
❖**BPS:** The Central Role of Calculus-Based Trust and Relational Trust in Bank-Small Firm Relationships | **Patrick Saparito**, U. of New Hampshire; **Chao C. Chen**, New York U. / Rutgers U.
❖**BPS:** The Role of Trustworthiness in Reducing Transaction Costs and Increasing Information Sharing: An Empirical Study | **Jeff Dyer**, Brigham Young U.
❖**BPS:** Determinants of Partner Opportunism in Strategic Alliances | **T.K. Das**, City U. of New York, Baruch College; **Noushi Rahman**, City U. of New York, Baruch College

TUESDAY

❖**BPS:** Commitment to a Strategic Alliance: A Comparison of Direct-Competitor and Non-Competitor Alliances | **Candace Elizabeth Young-Ybarra**, Chapman U.
Discussant: **Akbar Zaheer**, U. of Minnesota

810 : *(Paper Session) - (BPS)* **Past Performance, Decision Framing and Risk Taking: Extending the Behavioral Theory of the Firm**
2:30- 3:50 Adam's Mark: Plaza Court 3
Chair: **Henrich R. Greve**, Norwegian School of Management
BPS: Antecedents to Strategic Change: The Role of Managerial Perceptions and Attributions | **Jerayr Haleblian**, U. of California, Riverside; **Nandini Rajagopalan**, U. of Southern California
BPS: Success, Persistence, and Regression Toward the Mean | **Pino G. Audia**, London Business School; **Warren Boeker**, U. of Washington
BPS: Variable Organizational Risk Preferences: Tests of the March-Shapira Model | **Kent Miller**, Purdue U.; **Weiru Chen**, Purdue U.
BPS: Betting the Farm: The Effect of Prior Performance on the Framing of Strategic Risk Decisions | **Craig Turner**, Florida Institute of Technology; **Thomas J. Dean**, U. of Colorado, Boulder
Discussant: **Phil Bromiley**, U. of Minnesota

811 ☯JS: *(BPS, OMT, SIM)* **Renewing Governance and Organizations: New Paradigms of Governance?**
2:30- 3:50 Convention Center: A207
Organizers: **Morten Huse**, Norwegian School of Management**; Anna Grandori**, Bocconi U.
Speakers: **John Child**, U. of Birmingham**; Suzana B. Rodrigues**, U. of Birmingham**; Diana Bilimoria**, Case Western Reserve U.**; Deborah Dahlen Zelechowski**, Robert Morris College**; Anna Grandori**, Bocconi U.**; Edward Zajac**, Northwestern U.
Discussants: **Andrew M. Pettigrew**, Warwick U.**; Michael Useem**, U. of Pennsylvania

812 : *(CAR)* **Everett Cherrington Hughes Distingished Speaker**
2:30- 3:50 Convention Center: A105
The Distinguished Speaker is the recipient of the Everett Cherrington Hughes Award from the previous year. The award recognizes scholarship that has made a significant contribution to the task of linking careers theory with the broader field of organization studies.
Chair: **Maury Peiperl**, London Business School
Introduction: **Samuel Rabinowitz**, Rutgers U., Camden
Distinguished Speaker: **Douglas T. Hall**, Boston U.

813 : *(Paper Session) - (CM)* **The Social Context of Negotiation**
2:30- 3:50 Convention Center: A107
Chair: **Maurice Schweitzer**, U. of Pennsylvania
CM: Conflicting Social Motives in Negotiating Groups | **Laurie R. Weingart**, Carnegie Mellon U.; **Jeanne M. Brett**, Northwestern U.; **Mara Olekalns**, U. of Melbourne
CM: Negotiations in Embedded Relationships: Toward an Integrative Framework | **Pacey Foster**, Boston College
CM: The O. Henry Effect: Relational Norms and Negotiation | **Jared R. Curhan**, Massachusetts Institute of Technology; **Margaret A. Neale**, Stanford U.; **Lee Ross**, Stanford U.
CM: Interdependent Self-Construals Increase the Benevolent Use of Power in a Dispute Resolution | **Elizabeth A. Seeley**, Northwestern U.; **Wendi L. Gardner**, Northwestern U.; **Leigh Thompson**, Northwestern U.

814 : *(Paper Session) - (ENT)* **Management and the IPO**
2:30- 3:50 Convention Center: A210
Chair: **Lynn Neeley**, Northern Illinois U.
☯✈❖**ENT:** More Than Raising Capital: An Exploratory Study Of Managerial Implications of IPOs | **Gaia Marchisio**, Bocconi U.; **Davide Ravasi**, Bocconi U.
ENT: Impressing IPO Investors With Prestige: Do Top Managers Matter? | **Richard H. Lester**, Texas A&M U.; **S. Trevis Certo**, Texas A&M U.; **Catherine M. Daily**, Indiana U.; **Dan R. Dalton**, Indiana U.
ENT: Organizational Slack and the Productive Opportunity of Growing Firms | **Heidi M. Neck**, Babson College
ENT: Determinants and Performance Outcomes of Business Press Endorsement: A Study of Software IPOs | **Joseph E. Coombs**, U. of Richmond; **Monica A. Zimmerman**, Temple U.

815 : *(Paper Session) - (ENT)* **Motivations for New Venture Creation**
2:30- 3:50 Convention Center: A212
Chair: **Douglas Moesel**, U. of Missouri, Columbia
ENT: Already There? The Career Reasons of Minority Nascent Entrepreneurs ⚐ | **Nancy M. Carter**, U. of St. Thomas; **William B. Gartner**, U. of Southern California; **Patricia G. Greene**, U. of Missouri, Kansas City
✈**ENT:** A Cross-National Study of Gender Gaps in Potential for Entrepreneurship | **Stephen L. Mueller**, Texas Christian U.
ENT: Nascency to Newness: The Influence of Internal and External Factors on the Likelihood of First Sales | **Tatiana S. Manolova**, Boston U.; **Candida G. Brush**, Boston U.; **Linda Edelman**, Bentley College
ENT: Women-Owned Businesses in New York City: Results of the First Survey of a Growing Economic Force | **Carolynn R. Jennings**, New York Women's Agenda

816 : *(Paper Session) - (GDO)* **Discrimination at Work: Issues of Race, Sexual Orientation, and Affirmative Action**
2:30- 3:50 Convention Center: A109
Chair: **Christine Brown Mahoney**, U. of Minnesota
GDO: Affirmative Action Attitudes: Effects of Respondent Ethnicity, AAP Strength, and Anticipated Impacts ⚐ | **David A. Kravitz**, George Mason U.; **Stephen L. Klineberg**, Rice U.
✈**GDO:** Awareness of Racism as a Predictor in the Study of Occupations: A Cross-National Approach | **Maria Fernanda Garcia**, Texas A&M U.
GDO: Hiring Discrimination on the Basis of Sexual Orientation | **Michael Horvath**, Clemson U.

GDO: Change in an Individual's Level of Support for Affirmative Action: A Longitudinal Model | **Stephanie Esther Case**, Louisiana State U.; **Marcia J. Simmering**, Louisiana State U.

Discussants: **Mary E. McLaughlin**, Pennsylvania State U. **; Frieda Reitman**, Pace U.

817 ❖SHCS: *(GDO, SIM, MED)* **A Call to Action: Confronting the Powers That Be**

2:30- 3:50 Convention Center: C207

Speakers: **Carol D. Watson**, Rider U.**; Mark Konrad**, Global Importune**; Jacqueline N. Hood**, U. of New Mexico**; Judith A. White**, Santa Clara U.**; Leslie Oakes**, U. of New Mexico

818 ☯✈: *(Paper Session) - (HCM)* **Hospitals and Nurses: Teamwork, Commitment, and Shared Success**

2:30- 3:50 Convention Center: A112

Chair: **Linda Searle Leach**, California State U., Fullerton

HCM: A Longitudinal Analysis of the Impact of Workplace Empowerment on Staff 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

Winner of HCM Division Best Paper Award

☯**HCM:** Relationship Between Nurse Staffing Levels and Hospital Resource Use | **James D. Bramble**, Creighton U.; **Eleanor V. Howell**, Creighton U.; **Eugene C. Rich**, Creighton U.

☯✈❖**HCM:** Professionalism and Organizational Citizenship Behavior (OCB): An Empirical Examination Among Israeli | **Aaron Cohen**, Haifa U.; **Yardena Kol**, Haifa U.

Discussant: **E. Faye Wright**, Case Western Reserve U.

819 : *(HR)* **The Ties that Bind: Employee-Customer Relationships**

2:30- 3:50 Adam's Mark: Terrace

Chair: **Sheila Simsarian Webber**, Concordia U.

Speakers: **Stephanie C. Payne**, Texas A&M U.**; Sheila Simsarian Webber**, Concordia U.**; Kimberly J. Hall**, Texas A&M U.**; Lauren N. Knight**, Texas A&M U.**; Sherry Schneider**, Monash U.**; Barbara A. Gutek**, U. of Arizona**; Markus Groth**, Australian Graduate School of Management**; Karen Holcombe Ehrhart**, San Diego State U.

Discussant: **David E. Bowen**, Thunderbird, The American Graduate School of International Management

820 ☯: *(HR)* **New Perspectives on Culture and Compensation**

2:30- 3:50 Adam's Mark: Columbine

Speakers: **Robert J. House**, U. of Pennsylvania**; Vipin Gupta**, Fordham U.**; Mary F. Sully de Luque**, U. of Pennsylvania**; Julia A. Welch**, U. of Michigan **; Mikhail V. Grachev**, Institute of World Economy and International Relations**; Atul Mitra**, U. of Northern Iowa

821 : *(Paper Session) - (HR)* **HR and Trust**

2:30- 3:50 Adam's Mark: Vail

Chair: **Quinetta M. Roberson**, Cornell U.

HR: Unfairness and Injustice in HR Practice: Who is to Blame? | **Lynda Gratton**, London Business School; **Krystyna Joanna Zaleska**, London Business School

❖**HR:** The Influence of Human Resource Management Practices on Individual Transactive Knowledge Networks | **Lisa M. Moynihan**, Cornell U.

HR: Trust, HRM Practices and Firm Performance | **Shay Tzafrir**, Technion

HR: Social Capital-Enhancing Human Resource Management | **Sung-Choon Kang**, Cornell U.; **Christopher Collins**, Cornell U.; **Scott A. Snell**, Cornell U.; **Shad Steven Morris**, Cornell U.

Discussant: **Jill Perry-Smith**, Emory U.

822 : *(Paper Session) - (IM)* **Institutions & Internationalizing**

2:30- 3:50 Convention Center: C104

Chair: **Dilip Mirchandani**, Rowan U.

IM: Institutional Systems and Variations in Competitive Advantage: An Integrative Model | **Andrew Griffiths**, U. of Wollongong; **Ray Zammuto**, U. of Colorado, Denver

IM: Internationalization and Growth Under Radical Change in the Institutional Environment | **Sharon James-Wade**, U. of Minnesota

IM: The Effect of Regulative and Normative Distances on MNE Ownership and Expatriate Strategies | **Dean Xu**, Peking U.; **Yigang Pan**, York U.; **Paul Beamish**, U. of Western Ontario

✈**IM:** Examining Isomorphic Forces Across Levels of Analysis: An Institutional Perspective of Foreign Entry | **John D. Francis**, Iona College; **Ananda Mukherji**, Texa A&M International U.

Discussant: **Lorraine Eden**, Texas A&M U.

823 ☯❖JS: *(IM, HR)* **Human Resource Management in International Joint Ventures: A Source of Competitive Advantage**

2:30- 3:50 Convention Center: A108/110

Chair: **William Newburry**, Rutgers U.

HRM in IJVs: Literature Review and Directions for Research | **Ibraiz Tarique**, Rutgers U.

HRM as a Conduit of Cultural Influences in IJVs | **Oded Shenkar**, Ohio State U.

Organizational Learning and the Management of HR in IJVs | **Colette A. Frayne**, California Polytechnic State U., San Luis Obispo

IJV CEO Characteristics and IJV Effectiveness | **Orly Yeheskel**, Tel Aviv U.

Discussant: **Michael Geringer**, California Polytechnic State U., San Luis Obispo

824 : *(Paper Session) - (IPC)* **Managing Turnover, Minimizing Layoffs**

2:30- 3:50 Convention Center: C205 T2

Facilitator: **Mark B. Milstein**, U. of North Carolina, Chapel Hill

OMT: The Social Context of Market Reactions | **Sheila Goins**, U. of Illinois, Chicago

HCM: Complexity Science and the Dynamics of Climate and Communication: Reducing Nursing Home Turnover | **Ruth A. Anderson**, Duke U.; **Kirsten Corazzini-Gomez**, Duke U.; **Reuben R. McDaniel**, U. of Texas, Austin

CM: Task Interdependence as a Moderator of Politics-Work Outcomes Relationships | **Deondra Conner**, Florida State U.; **Darren Treadway**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.

OB: Job Embeddedness: A Replication and Extension | **Thomas W. Lee**, U. of Washington, Seattle; **Terence R. Mitchell**, U. of Washington, Seattle; **Chris J. Sablynski**, California State U., Sacramento; **James Paul Burton**, U. of Washington, Bothell; **Brooks C. Holtom**, Marquette U.

825 : *(Paper Session) - (IPC)* **Innovation and New Developments in Management Education**
2:30- 3:50 Convention Center: A106 T3
Facilitator: **Nicholas S. Miceli**, Ohio Northern U.

MED: A Longitudinal Study of Technological and Pedagogical Characteristics of Web-based MBA Courses | **J. B. Arbaugh**, U. of Wisconsin, Oshkosh

MED: Inventing Subject Integration: The Development of an Interdisciplinary Core Course in Management | **Magnus Mikael Mähring**, Stockholm School of Economics

MED: Student Personality Types and Enrollments in Distance Education: A Longitudinal Study | **Charles Fornaciari**, Florida Gulf Coast U.

MED: Grading Cases: Effects of Criteria and Multiple Graders | **C. Gopinath**, Suffolk U.; **Patricia Carlson**, Suffolk U.

MED: Approaches to Learning: Factor Invariance across Gender | **Angus Duff**, Paisley U.

826 : *(Paper Session) - (IPC)* **New Research on Organizational Knowledge and Innovation**
2:30- 3:50 Convention Center: A106 T1
Facilitator: **David F. Robinson**, Texas Tech U.

TIM: State vs. Private Ownership and Innovation Performance: An Empirical Analysis Based on Tobin's Q | **Federico Munari**, Bologna U.; **Raffaele Oriani**, U. of Bologna

TIM: A Review of Research on Innovation in Organizations | **Fariborz Damanpour**, Rutgers U.

TIM: The Product Life Cycle Concept: Buried or Resurrected by the Diffusion Literature? | **Paul Steffens**, U. of Queensland

827 : *(Paper Session) - (IPC)* **The Internet, Information Technology and Innovative Business Models**
2:30- 3:50 Convention Center: A106 T4
Facilitator: **Richard Leifer**, Rensselaer Polytechnic Institute

TIM: Electronic Commerce in a Physical World: A Resource-Based Model of Foreign Market Entry | **Eytan Lasry**, U. of Toronto

TIM: Innovation Adoption in Multiunit Organizations: U.S. Banks Moving Online | **Tieying Yu**, Texas A&M U.; **Metin Sengul**, INSEAD

TIM: Internet Infrastructures and Healthcare Systems: Networks and Markets | **Ann Séror**, Université Laval

OCIS: Knowledge Consequences of Positivist Assumptions in IT Strategies in the MENA Region | **Dmytro Roman Kulchitsky**, George Mason U.

828 : *(Paper Session) - (IPC)* **A Historical Reassessment of Organization Theory and Practice**
2:30- 3:50 Convention Center: A214 T1
Facilitator: **Peter D. Sherer**, U. of Oregon

TIM: Evolving Organizational Practices at an Early Venture Capital Firm: American R&D, 1946-1973 | **David Hsu**, Massachusetts Institute of Technology

MH: Credit Where Credit is Due: The Relevance of Veblen's Thought to Contemporary Management Theory | **Dean A. Hennessy**, U. of Toronto

MH: The Life, Death, and Reincarnation of the Organization Man | **Tammy Yates Arthur**, Millsaps College

MH: Scrutinizing the Visible Hand | **Denise Lima Fleck**, Federal U. of Rio de Janeiro

829 : *(Paper Session) - (IPC)* **Issues in Non-Anglo/American Corporate Governance**
2:30- 3:50 Convention Center: A214 T2
Facilitator: **George S. Vozikis**, U. of Tulsa

IM: Globalization and Societal Variance of Institutions: A Comparative Analysis of Contract Enforcement | **Soo Hee Lee**, U. of London

IM: Different Routes to the Same Goal: Corporate Governance Change in Central and Eastern Europe | **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign; **Adina Dabu**, U. of Illinois, Urbana-Champaign

IM: Board Control and Involvement in Strategic Decision Making: Evidence from Swiss Companies | **Simon Peck**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen; **Hansueli Keller**, U. of St. Gallen

830 : *(Paper Session) - (IPC)* **Learning and Knowledge Transfer in Multinational Enterprises**
2:30- 3:50 Convention Center: A214 T3
Facilitator: **Steven S. Lui**, City U. of Hong Kong

IM: MNC Knowledge Transfer, Subsidiary Absorptive Capacity and HRM | **Dana Minbaeva**, Copenhagen Business School; **Torben Pedersen**, Copenhagen Business School; **Ingmar Bjorkman**, Swedish School of Economics; **Carl Fey**, Stockholm School of Economics; **Hyeon Jeong Park**, Cornell U.

IM: Subsidiary Innovation: An Integrated Approach on Subsidiaries Learning from Local Knowledge | **Shaohua Mu**, Virginia Polytechnic Institute and State U.

IM: Investment Strategies of U.S. and Japanese Firms in Developing Innovation Capability | **C. Annique Un**, Cornell U.

IM: Opportunity Perception at Intermediate Geographic Levels of MNC: Beyond the Local-Global Dichotomy | **Kazuhiro Asakawa**, Keio U.; **Mark Lehrer**, U. of Rhode Island

831 : *(Paper Session) - (IPC)* **A Medley of Leadership Theory and Research**
2:30- 3:50 Convention Center: A214 T4
Facilitator: **Ryan Quinn**, U. of Michigan

MSR: Transcendental Leadership Theory: Exploring the

Spiritual Dimensions of Leadership | **Joseph E. Sanders**, Colorado State U.; **Willie Edward Hopkins**, Colorado State U.; **Gary D. Geroy**, Colorado State U.

OB: The Effects of Organizational Justice on LMX-Outcome Relationships | **Rudolph J. Sanchez**, California State U., Fresno; **Talya N. Bauer**, Portland State U.; **Donald M. Truxillo**, Portland State U.

✈**OB:** The Influence of Transformational Leadership on Followers' Relational Versus Collective Self-Concept | **Ronit Kark**, Bar Ilan U.; **Boas Shamir**, Hebrew U.

OB: Person-Organization Fit and Work Attitudes: The Moderating Role of Leader-Member Exchange | **Berrin Erdogan**, Portland State U.; **Maria L Kraimer**, U. of Illinois, Chicago; **Robert C. Liden**, U. of Illinois, Chicago

❖**OB:** A Group Exchange Structure Approach to Leadership in Groups | **Scott Seibert**, U. of Illinois, Chicago; **Raymond T. Sparrowe**, Washington U.

832 : *(Paper Session) - (IPC)* Relationships, Trust and Ethnic Chinese Communities

2:30- 3:50 Convention Center: C105 T1

Facilitator: **Hwee-Hoon Tan**, National U. of Singapore

OB: Goal Interdependence and Reflexivity for Team Innovation in China | **Dean Tjosvold**, Lingnan U.; **Moureen Tang**, Lingnan U.; **Michael A. West**, U. of Aston

OCIS: Consumer Trust in E-commerce: A Cross-Cultural Study | **Thompson S.H. Teo**, National U. of Singapore; **Jing Liu**, National U. of Singapore

✈**OB:** Organization Versus Relationships in China: Are Organizational Influences Distinguishable from Personal Relationships | **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong

📖☯✈**HR:** Foreign Talent: Antecedents and Consequences of Underemployment | **Chay Hoon Lee**, Nanyang Technology U.; **Mun Wai Chang**, Nanyang Technology U.; **Keen Lung Lew**, Nanyang Technology U.; **Hsueh Pin Tan**, Nanyang Technology U.

833 ❖: *(Paper Session) - (IPC)* Alliances, Networks and Organizational Legitimacy

2:30- 3:50 Convention Center: C105 T4

Facilitator: **Gautam Ahuja**, U. of Michigan

❖**OMT:** Networks in Transition: A Leibnizian Perspective | **Martin J. Kilduff**, Pennsylvania State U.; **Ralph Hanke**, Pennsylvania State U.

❖**OMT:** Should You Bank on Your Network? Structural Embeddedness in the Making of Financial Capital | **Andrew V. Shipilov**, U. of Toronto

❖**OMT:** Power and Dependence in Learning Alliances: Sociological Contributions to Management Theory | **Justin D. Baer**, U. of Washington, Seattle

❖**BPS:** Alliance Governance Structure and Trust | **Joseph E. Coombs**, U. of Richmond; **Paul Bierly**, James Madison U.

834 : *(Paper Session) - (IPC)* Organizational Reputation and Brand Building

2:30- 3:50 Convention Center: C106 T2

Facilitator: **Long W. Lam**, U. of Houston, Clear Lake

☯**PNP:** Organizational Image and Army Officers' Intentions to Leave the Service for a Job in High-Tech Firms | **Eran Vigoda**, Haifa U.; **Eyal Ben-Zion**, Haifa U.

☯**PNP:** The Paradox of Branding and Collaboration | **Mary Tschirhart**, Indiana U.; **Robert K. Christensen**, Indiana U.; **James L. Perry**, Indiana U.

❖**OMT:** Effects of Resource Dependence on Strategic Conformity and the Role of Organizational Credibility | **Hitoshi Mitsuhashi**, U. of Tsukuba

835 : *(Paper Session) - (IPC)* Novel Approches to Training and Team Building

2:30- 3:50 Convention Center: C106 T3

Facilitator: **Laurie Milton**, U. of Calgary

📖**MED:** From Botticelli to Bertalanffy: Art and Equifinality | **Barbara J. Allison**, Troy State U.; **Richard Steven Voss**, Troy State U.

☯**MED:** Target Personality and Rater Agreement – Implications for 360-Degree Feedback | **Nicholas L. Vasilopoulos**, George Washington U.; **Mary D. Sass**, George Washington U.; **Frank M. Shipper**, Salisbury U.; **Amber L. Story**, George Washington U.

☯**MED:** Evaluating Outdoor Experiential Training for Leadership and Team Building | **Scott David Williams**, Wright State U.; **Scott Graham**, Wright State U.; **Bud Baker**, Wright State U.

836 : *(Paper Session) - (IPC)* New Venture Creation and Performance

2:30- 3:50 Convention Center: C205 T1

Facilitator: **Sanjay Jain**, U. of Wisconsin, Madison

📖❖**ENT:** The Entrepreneur on a Path of Gifts: Outline for a Theory of Venture Creation | **Olivier Masclef**, EDHEC

ENT: Toward a Mid-Range Theory of New Venture Performance | **Hamid Bouchiki**, ESSEC ; **Erno Tornikoski**, ESSEC / U. Vaasa

ENT: Optimal Time for Market Entry: Learning From Participation and Others' Experiences | **Moren Levesque**, Case Western Reserve U.

☯✈**ENT:** Institutional Forces and the Written Business Plan | **Benson Honig**, Haifa U.; **Tomas Karlsson**, Jönköping International Business School

837 📖☯✈: *(Paper Session) - (MC)* How to Manage R&D and Innovation: Lessons from Yesterday and Today

2:30- 3:50 Convention Center: C110

Chair: **James Ross Warren**, Center for Collaborative Management

❖**MC:** The Integration of Corporate Strategic Planning, Innovation and R&D Portfolio Strategy | **Charles A. von Urff**, U. of Phoenix, Southern California

MC: Externalization of the Innovation by the Large High-tech Companies of the Silicon Valley | **Michel Ferrary**, Groupe CERAM Business School

☯**MC:** Secrets to Continuous Adaptive Development: Introducing the Concept of Scalable Management Capability | **Sarah Mavrinac**, INSEAD; **Prabal Chakrabarti**, Cap Gemini Ernst & Young; **Jonathan Low**, Cap Gemini Ernst & Young; **Neil Jones**, INSEAD
Discussant: **Bertrand V. Quelin**, HEC, France

838 ❖🕮: *(Paper Session) - (MED)* **Making Connections: Integrating Theory and Practice in Management Education and Development**
2:30- 3:50 Convention Center: A113
Chair: **Teresa Torres**, Rovira I. Vrigili U.
❖**MED:** Development of an Inter-Disciplinary Management Consulting Concentration: An Opportunity to Develop Networks with Practitioners and Faculty from Other Disciplines | **Debra McGilsky**, Central Michigan U.; **Randall B. Hayes**, Central Michigan U.; **Mahmood Bahaee**, Central Michigan U.; **Larry Lepisto**, Central Michigan U.; **Kevin G. Love**, Central Michigan U.
❖🕮**MED:** Applying Learning Organization Principles through Interdisciplinary Teaching | **Mark Mallinger**, Pepperdine U.; **Lindsley Boiney**, Pepperdine U.; **Timothy D. Walter**, Pepperdine U.
❖🕮**MED:** Teaching Spirituality in the Management Classroom: From a Common Language Come Uncommon Connections | **Robert David Marx**, U. of Massachusetts, Amherst; **Karen P. Manz**, U. of Massachusetts, Amherst; **Charles C. Manz**, U. of Massachusetts, Amherst; **Christopher P. Neck**, Virginia Polytechnic Institute and State U.
Discussants: **Charles Booth**, U. of the West of England**; Alan T Belasen**, State U. of New York, Empire State College**; Clive Muir**, Stetson U.

839 ❖: *(MH)* **Entrepreneurial History Building in Action: Networking with the AoM and AACSB**
2:30- 3:50 Adam's Mark: Silver
Chair: **Shawn M. Carraher**, Texas A&M U.
Speakers: **Jone L. Pearce**, U. of California, Irvine**; Richard T. Mowday**, U. of Oregon**; Rosalie L. Tung**, Simon Fraser U.**; Milton R. Blood**, AACSB International-Association to Advance Collegiate Schools of Business

840 : *(Paper Session) - (MOC)* **Cognition and Competitive Behavior**
2:30- 3:50 Convention Center: C201
Chair: **Joseph Gregory Gerard**, U. of Georgia
MOC: Evolution of Collective Strategy Frames in High and Low Velocity Industries | **Sucheta Nadkarni**, U. of Nebraska, Lincoln; **V. K. Narayanan**, Drexel U.
MOC: Follow the Recipe or Improvise? Performance Implications in Three IPO Fields | **Martin L. Martens**, Concordia U.; **P. Devereaux Jennings**, U. of British Columbia
MOC: Dimension Based Relevancy Judgments, Tangled Networks and Competitive Interaction | **Jeremy Marcel**, Georgia State U.
Discussant: **Frank C. Schultz**, Michigan State U.

841 JS: *(MOC, BPS)* **The Dynamics of Organizational Identity: Formation and Change in New Organizations**
2:30- 3:50 Convention Center: A101/103
Chair: **Dennis A. Gioia**, Pennsylvania State U.
Fighting Cancer and Forming the Women's Field Army: Appropriating Identity in New Organizations | **Karen Golden-Biddle**, U. of Alberta
Organizational Identity Formation Processes During a Strategic Organizational Alliance | **Timothy J. Tobin**, George Washington U.
Breaking Away: An Empirical Examination of How Organizational Identity Changes During a Spin-Off | **Kevin G. Corley**, U. of Illinois, Urbana-Champaign
Discussant: **Celia Virginia Harquail**, U. of Virginia

842 : *(Paper Session) - (OB)* **Organizational Citizenship Behavior and Other Helping Behavior at Work**
2:30- 3:50 Adam's Mark: Tower Court A
Chair: **Jing Zhou**, Texas A&M U.
☯**OB:** Does Climate Matter? An Empirical Examination of the Relationship Between Organizational Climate and Organizational Citizenship Behavior | **Aaron Cohen**, Haifa U.; **Danny Keren**, Haifa U.
✈**OB:** Money Attitude, Organization-Based Self-Esteem, Helping Motives, and OCB-Altruism: The U.S.A, Taiwan, Poland, and Egypt | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Grace Mei-Tzu Wu Davis**, Marshall U.; **Dariusz Dolinski**, U. of Opole; **Abdul Hamid Safwat Ibrahim**, Iman U.; **Toto Sutarso**, Middle Tennessee State U.; **Sharon L. Wagner**, U. of San Francisco; **Theresa Li-Na Tang**, FISI-Cendant
☯**OB:** Attributions in Teams: A Test of the LePine and Van Dyne Model | **Simon Taggar**, York U.; **Mitchell J. Neubert**, Baylor U.
OB: Escalating Citizenship: The Pressure of the "Good Soldier" Syndrome | **Mark C. Bolino**, U. of Notre Dame; **William H. Turnley**, Kansas State U.
Discussant: **Xiao-Ping Chen**, U. of Washington, Seattle

843 : *(Paper Session) - (OB)* **Different Psychological Contracts for Different Types of People in Different Types of Settings**
2:30- 3:50 Adam's Mark: Gov. Sq. 11
Chair: **Richard S. DeFrank**, U. of Houston
☯**OB:** Multiple Types of Psychological Contracts: A Six-Cluster Solution | **Inge Van den Brande**, Catholic U., Leuven; **Maddy Janssens**, Catholic U., Leuven; **Luc Sels**, Catholic U., Leuven
❖**OB:** Mutuality and Reciprocity in Research Collaborations: Psychological Contracts in Academic Settings | **Guillermo E. Dabos**, Carnegie Mellon U.; **Denise M. Rousseau**, Carnegie Mellon U.
☯**OB:** Individual Differences in Psychological Contracts: An Attachment Style Perspective | **Venkat Bendapudi**, Ohio State U.; **Neeli Bendapudi**, Ohio State U.; **Deb Ballam**, Ohio State U.
OB: The Role of Personality in Psychological Contracts: From

Formation to Violation | **Usman Raja**, Concordia U.; **Filotheos Ntalianis**, Concordia U.; **Gary Johns**, Concordia U.
Discussant: **Matthew Liao-Troth**, Western Washington U.

844 : *(Paper Session) - (OB)* **Reactions to Diversity and Discrimination at Work and the Ways Organizations Try to Deal with Them**
2:30- 3:50 Adam's Mark: Gov. Sq. 10
Chair: **David A. Kravitz**, George Mason U.
OB: The Relationship Between the Five-Factor Model and Coworkers' Perceptions of the Appropriateness of Accomodations for Workers with Disabilities | **Maria Fernanda Garcia**, Texas A&M U.; **Ramona L. Paetzold**, Texas A&M U.; **Adrienne Colella**, Texas A&M U.
OB: Not All Differences are the Same: The Role of Status in Predicting Reactions to Diversity | **Sandra Spataro**, Yale U.
OB: Race Differences in Reactions to Affirmative Action Practices: A Referent Cognition's Perspective | **Ariel Levi**, Wayne State U.; **Yitzhak Fried**, Wayne State U.
OB: Actions Speak Louder than Words: Impression Management Techniques for Managing Discrimination Lawsuits | **Erika Hayes James**, U. of Virginia; **Lynn Perry Wooten**, U. of Michigan
Discussant: **Dianna L. Stone**, U. of Central Florida

845 ❖SHCS: *(OB, BPS, IM)* **The Role of Sociocultural Processes in Mergers and Acquisitions: Building Integrated Human Networks**
2:30- 3:50 Adam's Mark: Gov. Sq. 16
Chairs: **Guenter K. Stahl**, INSEAD**; Franck N. Pruvost**, HEC, Paris
Mergers Versus Acquisitions: Hard and Soft Differences | **Maurizio Zollo**, INSEAD
Actors' Accounts of their Learning in Cross-National Merger Integration | **Ingmar Bjorkman**, Swedish School of Economics
Antecedents of Trust in Corporate Acquisitions | **Guenter K. Stahl**, INSEAD
Employee Sensemaking After Cross-Border Mergers and Acquisitions | **Allan W. Bird**, U. of Missouri, St. Louis
The Neglected Importance of Leadership in Successful Mergers and Acquisitions | **Sim B. Sitkin**, Duke U. / Duke Corporate Education, Inc.
Discussants: **Amy L. Pablo**, U. of Calgary**; Mark Mendenhall**, U. of Tennessee, Chattanooga

846 JS: *(OB, HR)* **Stretching Fit: Expanding Viewpoints on Relationships in Person-environment Fit Research**
2:30- 3:50 Convention Center: A209
Chair: **David A. Harrison**, Pennsylvania State U.
Speakers: **Daniel M. Cable**, North Carolina U., Chapel Hill**; Karen J. Jansen**, Pennsylvania State U.**; Amy L. Kristof-Brown**, U. of Iowa**; Christine Marie Riordan**, U. of Georgia**; Elizabeth Weatherly**, U. of Alabama, Huntsville**; Marcus M. Stewart**, U. of Georgia**; Margaret A. Shaffer**, Hong Kong Baptist U.**; Purnima Bhaskar**, Pennsylvania State U.**; David A. Harrison**, Pennsylvania State U.**; Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill
Discussant: **Jennifer Anna Chatman**, U. of California, Berkeley

847 SHCS: *(OB, IM)* **Which Differences Matter When? Exploring Demographic and Cultural Configurations in Teams**
2:30- 3:50 Adam's Mark: Gov. Sq. 12
Organizers: **Cristina B. Gibson**, U. of Southern California**; Mary E. Zellmer-Bruhn**, U. of Minnesota
Speakers: **Bradley L. Kirkman**, Georgia Institute of Technology**; Amy Randel**, Wake Forest U.**; Mary M. Maloney**, U. of Minnesota**; Cristina B. Gibson**, U. of Southern California**; Mary E. Zellmer-Bruhn**, U. of Minnesota**; P. Christopher Earley**, Indiana U.**; Debra L. Shapiro**, U. of North Carolina, Chapel Hill**; Kim Jaussi**, State U. of New York, Binghamton**; Amanda J. Gidley**, U. of North Carolina, Greensboro
Discussant: **Sigal G. Barsade**, Yale U.

848 ❖: *(Paper Session) - (OCIS)* **The Management of IT Services**
2:30- 3:50 Convention Center: A204
Chair: **Ritu Agarwal**, U. of Maryland
✈❖**OCIS:** Outsourcing vs. Quasi-Outsourcing: The Case of IT in France and Germany | **Jerome Barthelemy**, AUDENCIA Nantes; **Dominique Geyer**, AUDENCIA Nantes
❖**OCIS:** Architecting the Digitally Enabled Relational Firm | **Nainika Patnayakuni**, Southern Illinois U., Carbondale; **Arun Rai**, Georgia State U.; **Ravi Patnayakuni**, Temple U.
OCIS: A Model of the Relationship Between Transferable Knowledge, IT Governance and Performance | **Raymond M. Henry**, U. of Pittsburgh
Winner of OCIS Division Top Student Paper Award
OCIS: Software Project Risk: An Investigation of the Construct and its Measurement | **Linda Wallace**, Virginia Polytechnic Institute and State U.; **Mark Keil**, Georgia State U.; **Albert H. Segars**, North Carolina U., Chapel Hill
Discussants: **Pamsy Hui**, U. of Texas, Austin**; Catherine Middleton**, Ryerson U.**; Anandhi Bharadwaj**, Emory U.**; Siew Kien Sia**, Nanyang Technology U.

849 🕮❖JS: *(OCIS, RM, OMT)* **Building Effective Networks in Interacting: A Comparison Between Different Discursive Approaches**
2:30- 3:50 Convention Center: C101/103
Chair: **Francois Cooren**, U. at Albany
Contradictions and Control: Suppression Through Expression in the Meta-Talk about Feelings | **Linda L. Putnam**, Texas A&M U.
On Talking to Not Make Decisions: Models of Bridge and Fish Markets | **Stanley Deetz**, U. of Colorado, Boulder
Time, Space and Agency in Organizational Interaction: Towards the Notion of 'Textscapes' | **Cliff Oswick**, King's College, London
The Two Registers of Leadership: Conversational and Symbolic Agencies | **Daniel Robichaud**, U. of Montreal
Discussant: **Stephen Linstead**, U. of Essex

TUESDAY

850 ❖SHCS: *(OCIS, TIM)* **Exaggeration and Information Technology: A Panel on the Rhetoric of Hyperbole in Innovation**
2:30- 3:50 Convention Center: C209
Chair: **Neil Ramiller**, Portland State U.
Speakers: **Richard J. Boland, Jr.**, Case Western Reserve U.**; Deborah J. Dougherty**, Rutgers U.**; Brian T. Pentland**, Michigan State U.**; Burton Swanson**, U. of California, Los Angeles

851 ❖: *(ODC)* **Networking Networks: Perspectives on Change from NTL, ODN, and the Academy of Management**
2:30- 3:50 Convention Center: C112
Speakers: **Craig C. Lundberg**, Cornell U.**; Brenda B. Jones**, Organization Development Network**; Charles N. Seashore**, The Fielding Graduate Institute

852 : *(Paper Session) - (OM)* **Supply Chain Partnerships**
2:30- 3:50 Convention Center: C206
Chair: **Susan Meyer Goldstein**, U. of Minnesota
OM: Post-Industrial Manufacturing | **John E. Ettlie**, Rochester Institute of Technology
OM: Supply Chain Alliances: Rhetoric and Reality. | **Stanley E. Fawcett**, Brigham Young U.; **Gregory Michael Magnan**, Seattle U.
☯**OM:** Strategic Postponement Capacity and Organizational Change Capacity | **Gregory A. Graman**, Wright State U.; **Michael J. Magazine**, U. of Cincinnati; **Joseph A. Petrick**, Wright State U.
Discussant: **James C. Hershauer**, Arizona State U.

853 ☯: *(Paper Session) - (OMT)* **Friends and Foes of CEOs**
2:30- 3:50 Adam's Mark: Gov. Sq. 9
Chair: **Mason A. Carpenter**, U. of Wisconsin, Madison
OMT: The Behavioral Consequences of CEO-Board Trust and Power Relationships in Corporate Governance | **Dong Chen**, Rutgers U.
OMT: Getting by with the Advice of Their Friends: CEO Informal Advice Ties and Firms' Strategic Responses | **Michael McDonald**, U. of Texas, Austin; **James D. Westphal**, U. of Texas, Austin
OMT: Mutiny in the Organization: A Reintroduction | **Gokce Sargut**, Columbia U.
OMT: Survival Beyond Succession: The Impact of Founder Ideological Zeal on Organizational Mortality | **Mukti V. Khaire**, Columbia U.

854 : *(Paper Session) - (OMT)* **Institutional Variation and Change: Conceptualizing Compliance and Contestation**
2:30- 3:50 Adam's Mark: Tower Court B
Chair: **Michael Lounsbury**, Cornell U.
OMT: Institutional Diffusion Across Contested Terrain: The Spread of Women's Intercollegiate Sports | **Matthew Kraatz**, U. of Illinois, Urbana-Champaign; **Joseph P. Broschak**, U. of Illinois, Urbana-Champaign; **Nina Shah**, U. of Illinois, Urbana-Champaign
OMT: Culture, Institutions, and Change: A Cognitive Analysis of School Improvement Efforts | **James R. Detert**, Harvard U.
OMT: Do Late Adopters Conform? The Adoption of "Best Practices" in Australasian Manufacturing Firms. | **Peter Cebon**, U. of Melbourne; **E. Geoffrey Love**, Rice U.
✈**OMT:** The Internationalisation of National Institutions: Stories from France's Grandes Ecoles System | **Jonathan A. Matheny**, Auckland U. of Technology; **Yochanan H. Altman**, U. of North London; **Douglas S. Bryson**, Groupe ESC Rennes

855 ☯: *(Paper Session) - (ONE)* **Voluntary Environmental Initiatives**
2:30- 3:50 Convention Center: C108
Chair: **Mark Starik**, George Washington U.
ONE: A Discursive Field Approach to Institutionalization: The Case of Voluntary Codes of Environmental Management | **Naomi R. Olson**, Boston College; **William B. Stevenson**, Boston College
❖**ONE:** Voluntary Environmental Initiatives as Signaling Mechanisms | **Bruce Paton**, Silicon Valley Center for Innovation and Sustainability
☯**ONE:** Institutional Change & Organizational Strategy: ISO 14001 and Emissions in the Electronics Industry | **Michael V. Russo**, U. of Oregon
Discussants: **Robert P. Gephart, Jr.**, U. of Alberta**; Jennifer Howard-Grenville**, Boston U.**; Sandra Rothenberg**, Rochester Institute of Technology

856 ❖: *(Paper Session) - (PNP)* **Collaboration?**
2:30- 3:50 Adam's Mark: Plaza Court 7
Chair: **Laurie N. DiPadova**, U. of Utah
PNP: Understanding Inter-organizational Cooperation: A Collaborative Approach to the Regulation of Inte | **Brian Davis**, State U. of New York, Albany
❖**PNP:** A Conceptual Framework for Collaborative Partner Selection in Distance Education | **Anne Banks Pidduck**, U. of Waterloo
❖**PNP:** Interagency Collaboration in Memphis: Is it Possible? | **Kathryn A. L. Cheever**, U. of Memphis
Discussant: **Michael Connolly**, U. of Glamorgan

857 ❖: *(Paper Session) - (RM)* **New Methodologies for Social Networks Inquiry**
2:30- 3:50 Convention Center: C210
Chair: **Martin G. Evans**, U. of Toronto
☯**RM:** Analysis of Behavior Sequences Using Probabilistic Finite State Automata | **Catherine Donna Lees**, U. of Western Australia
☯**RM:** Top Manager Responses to Organization Surveys: When Questioning Executives, are Networks the Answer? | **Cynthia S. Cycyota**, U.S. Air Force Academy; **David A. Harrison**, Pennsylvania State U.
☯**RM:** Stochastic Complexity and Blockmodel Selection | **Christopher Owen Wheat**, Harvard U.
Discussants: **David A. Hofmann**, U. of North Carolina, Chapel Hill**; Jeanie M. Forray**, Western New England College

TUESDAY

858 ☯: *(Paper Session) - (SIT)* **Organizational Innovation**
2:30- 3:50 Adam's Mark: Director's Row F
Facilitator: **Stefano Perlusz**, Singapore Management U.
📖☯✈**BPS:** Strategic Leadership Behaviors and Innovation Influence: An Empirical International Study | **Detelin S. Elenkov**, U. of Tennessee, Knoxville; **William Q. Judge**, U. of Tennessee, Knoxville
RM: Why Using Users for Innovation? A Method for Exploring the Benefit of Involving Users in Innovation | **Peter Magnusson**, Stockholm School of Economics
☯**TIM:** Critical Factors Associated with Radical Innovation Success | **Richard Leifer**, Rensselaer Polytechnic Institute; **Gina O'Connor**, Rensselaer Polytechnic Institute
TIM: Promoting Organizational Innovativeness: Balancing Chances and Risks of Situation Control | **Diether Gebert**, Technical U., Berlin; **Sabine Boerner**, Technical U., Berlin; **Ralf Lanwehr**, Technical U., Berlin

859 ☯: *(Paper Session) - (SIT)* **Work-Family Trends**
2:30- 3:50 Convention Center: C204
Facilitator: **Marcus W. Dickson**, Wayne State U.
✈**GDO:** Work-Family Conflict, Self-Efficacy, and Job Satisfaction: Gender Effects in Asia | **Peng Wang**, U. of Illinois, Urbana-Champaign; **John Lawler**, U. of Illinois, Urbana-Champaign; **Kan Shi**, Chinese Academy of Sciences, Beijing
SIM: Partner Violence and Work: Not Just a "Domestic Issue" | **Myrtle P. Bell**, U. of Texas, Arlington; **Angela Moe**, Western Michigan U.; **William E. Schweinle**, U. of Southern Mississippi
OB: Boundary Preferences and Work-Family Conflict: A Person-Environment Fit Perspective | **Glen E. Kreiner**, U. of Cincinnati
GDO: Preferences for Alternative Employment Arrangements in the Context of Gender Schema | **Janet H. Marler**, State U. of New York, Albany; **Phyllis Moen**, Cornell U.

860 ☯: *(Paper Session) - (SIT)* **Eye of the Beholder: Paradoxes of Organizational Life**
2:30- 3:50 Convention Center: A208
Facilitator: **John W. Dienhart**, Seattle U.
SIM: Dignity in Dirty Work | **Ronald L. Dufresne**, Boston College; **Judith A. Clair**, Boston College
OB: Sometimes You've Got to Break the Rules: A Re-Conceptualization of Employee Rule Breaking | **Elizabeth W. Morrison**, New York U.; **Patricia Faison Hewlin**, New York U.; **Linda M. Dunn-Jensen**, New York U.
GDO: The Paradox of the Contented Female Worker: Why are Women Satisfied with Less Pay? | **H. Kristl Davison**, U. of Hartford
PNP: Regulatory Enactment: An Internally Based Model of Compliance | **David W. Hart**, Brigham Young U.

861 : *(Paper Session) - (TIM)* **Organizing for Innovation**
2:30- 3:50 Convention Center: C212
Chair: **Hans Gemuenden**, Technical U., Berlin
TIM: Exploring the Relationship Between Corporate Venturing Activity and Incumbent Firm Innovation Rates | **Gary Dushnitsky**, New York U.; **Michael Lenox**, New York U.
☯❖**TIM:** Innovation and Organization over the Life Cycle: Lessons from the Online Drugstore Industry | **George Westerman**, Harvard U.
TIM: Sustaining Innovation in Pharmaceutical Firms: Does Corporate Governance Matter? | **Phillip Phan**, Rensselaer Polytechnic Institute; **Gideon D. Markman**, U. of Georgia; **David B. Balkin**, U. of Colorado, Boulder
TIM: Product and Process Modularity, External Economies of Scale, and Outsourcing Decisions | **Jovan Grahovac**, Tulane U.; **Geoffrey Parker**, Tulane U.

862 : *(Paper Session) - (TIM)* **Organizational Capabilities and Technological Change**
2:30- 3:50 Convention Center: C208
Chair: **Michael B. Heeley**, Rice U.
TIM: Competence Transformation: Reconfiguration of Capabilities in the Face of Technological Change | **Dovev Lavie**, U. of Pennsylvania
TIM: Exploration vs. Exploitation: An Empirical Test of the Impact of Innovation Strategy on Firm Performance | **Zi-Lin He**, National U. of Singapore; **Poh-Kam Wong**, National U. of Singapore
✈**TIM:** Just Do It: Building Capabilities in Manufacturing Process Innovations | **Kimberly A. Bates**, U. of Toronto; **E James Flynn**, Wake Forest U.
TIM: Capturing the Main Stream Market: Scaling Mission Critical Functions Across the Chasm | **Nagaraj Sivasubramaniam**, Duquesne U.; **K. Thomas Chandy**, State U. of New York, Binghamton; **Uldarico Rex Dumdum**, Marywood U.; **Marla Tuchinsky**, Cisco Systems, Inc.

Tuesday 3:15PM

863 : *(AAC)* **Conference Break**
3:15- 3:45 Convention Center: Exhibit Break Area
Join us in the exhibits area for refreshments.
Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Tuesday 3:30PM

864 : *(CMS)* **The Academy Welcomes Critical Management Studies**
3:30- 5:29 Adam's Mark: Plaza Court 6
Chair: **Ralph Stablein**, Massey U.
Welcomes: **Jean M. Bartunek**, Boston College**; Denise M. Rousseau**, Carnegie Mellon U.
The History and A Vision for the Future | **Paul Adler**, U. of Southern California
Discussants: **Peter J. Frost**, U. of British Columbia**; Cynthia Hardy**, U. of Melbourne**; John M. Jermier**, U. of South Florida**; Linda Smircich**, U. of Massachusetts, Amherst**; Hugh Willmott**, Cambridge U.**; Jim Walsh**, U. of Michigan

Tuesday 4:10PM

865 ❖: *(AA)* **Illegality, Impression Management, Favoritism, and Secrecy: Negative Elements in Networks**
4:10- 5:20 Convention Center: A201
Chair: **Jone L. Pearce**, U. of California, Irvine
Understanding the Uses of Secrecy in Networks: A Study of Chinese, Hong Kong, Thai and U.S. Business | **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology
The Paradoxical Role of Social Networks in Economic Crime | **Wayne E. Baker**, U. of Michigan
Social Capital: The Role of Particularistic Ties in Chinese Managerial Networks | **Anne S. Tsui**, Hong Kong U. of Science and Technology
Social Networks as Hidden Moderators | **Marc-David L. Seidel**, U. of Texas, Austin

866 ❖: *(AA)* **A Celebration of the Life and Accomplishments of Richard Hodgetts**
4:10- 5:20 Adam's Mark: Gov. Sq. 14
This symposium celebrates the career and contributions of Richard M. Hodgetts, distinguished educator, mentor, colleague, and friend.
Organizers: **Regina A. Greenwood**, Kettering U.**; Alfred A. Bolton**, Averett College
Speakers: **Fred Luthans**, U. of Nebraska, Lincoln**; Rosalie L. Tung**, Simon Fraser U.**; Mary Ann Von Glinow**, Florida International U.**; Richard T. Mowday**, U. of Oregon**; John Joos**, Skylake Productions**; Donald F. Kuratko**, Ball State U.
Moderator: **Daniel A. Wren**, U. of Oklahoma, Norman

867 : *(Paper Session) - (BPS)* **Diversification Outcomes: Exploring the Causal Effects on Performance and Innovation**
4:10- 5:20 Adam's Mark: Director's Row H
Chair: **Giovanni Battista Dagnino**, U. of Catania
BPS: Within-Business Diversification in Technology-Intensive Industries | **Ithai Stern**, U. of Texas, Austin; **Andrew D. Henderson**, U. of Texas, Austin
BPS: Efficient Deployment and Development of Human Capital, Diversification Strategy and Firm Performance | **Yasemin Y. Kor**, U. of Delaware; **Huseyin Leblebici**, U. of Illinois
BPS: An Investigation of Risk-Return Relationships in the Context of the Diversified Firm | **Huseyin Tanriverdi**, U. of Texas, Austin; **Vasudevan Ramanujam**, Case Western Reserve U.
BPS: Effects of Diversification on Innovation: Old Question, New Evidence | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore; **Zixia Sheng**, National U. of Singapore
Discussant: **Larry Stimpert**, Colorado College

868 : *(Paper Session) - (BPS)* **The Performance Consequences of Strategic Alliances**
4:10- 5:20 Adam's Mark: Director's Row E
Chair: **Michael Jensen**, U. of Michigan
❖**BPS:** Value Creation through "Going Together": An Event History Study on Market Response to Alliance Formation | **Beiqing (Emery) Yao**, U. of Pittsburgh; **Dingkun Ge**, U. of Illinois, Urbana-Champaign
BPS: Joint Venture Terminations: An Event Study Analysis | **Shyam Kumar**, City U. of New York, Baruch College
❖**BPS:** Increasing Returns, Strategic Alliances, and the Value of E-Commerce Firms | **Namgyoo K. Park**, U. of Miami; **John Mezias**, U. of Miami; **Jaeyong Song**, Yonsei U.
❖**BPS:** Testing Assumptions About Evaluating Strategic Alliance Performance | **Paul M. Olk**, U. of Denver; **Africa Ariño**, U. of Navarra
Discussant: **Mark H. Hansen**, Brigham Young U.

869 : *(BPS)* **Pioneers of Business Policy and Strategy: Distinguished Speakers' Session**
4:10- 5:20 Adam's Mark: Gov. Sq. 17
Chairs: **Dawn Harris**, Loyola U., Chicago**; Constance E. Helfat**, Dartmouth College
Participants: **Arnold C. Cooper**, Purdue U.**; William D. Guth**, New York U.**; Henry Mintzberg**, McGill U.**; James Brian Quinn**, Dartmouth College**; Dan E. Schendel**, Purdue U.

870 ☯JS: *(CAR, HR)* **An Update from the Field Part II: Recruiting and Developing the "Protean" Executive**
4:10- 5:20 Convention Center: A101/103
Chairs: **Jon P. Briscoe**, Northern Illinois U.**; Karen O. Dowd**, James Madison U.
Speakers: **Karen O. Dowd**, James Madison U.**; Jack R. Beighley**, Bank of America Securities**; Jon P. Briscoe**, Northern Illinois U.**; Mary Mannion Plunkett**, The Boeing Company

871 🕮❖: *(CAU)* **Incorporating Innovative Technologies into the Classroom: Pedagogical and Practical Issues for Consideration**
4:10- 5:20 Convention Center: C105 T1
This caucus will address the growing use of emerging technologies in university business courses. The utilization of electronic equipment and the Internet to augment classes will be discussed.
Chairs: **Ralph Haug**, Roosevelt U.**; Josetta S. McLaughlin**, Roosevelt U.

872 ☯: *(CAU)* **Issues for Consideration When Developing Comprehensive Faculty Evaluation Systems**
4:10- 5:20 Convention Center: C105 T2
Faculty evaluation systems are widely used for tenure, promotion, reappointment, and developmental purposes in colleges and universities. This caucus will address important components of these systems such as student evaluations, peer observations, teaching portfolios, and other documentation of faculty activities.
Chair: **Susan M. Burroughs**, Roosevelt U.

873 ❖: *(CAU)* **Meet the AMJ Editor**
4:10- 5:20 Convention Center: C105 T3
This caucus will permit Academy members to meet in a less formal setting with Tom Lee, the editor of the Academy of Management Journal.
Chair: **Pamela M. Williams**, N/A

874 ❖: *(CAU)* **Issues Affecting the Study of Strategy in Service Sector Firms**
4:10- 5:20 Convention Center: C105 T4
This caucus will focus on issues related to the study of strategy in the service sector. The purpose is to gain a better understanding of how service organizations affect our current theoretical models so as to highlight areas of future research.
Chair: **Bruce Skaggs**, U. of Kentucky

875 ❖: *(CAU)* **Achieving High Survey Response Rates with CEOs of Large Nonprofit Organizations**
4:10- 5:20 Convention Center: C106 T1
An example will be described of how a high response rate was achieved when surveying the CEOs of large nonprofit organizations for a dissertation on strategic planning and organizational peformance.
Chair: **Karun K. Singh**, Columbia U.

876 ❖: *(CAU)* **A Social Constructionist Perspective on Mergers and Acquisitions Integration**
4:10- 5:20 Convention Center: C106 T2
This caucus group will discuss how organizations combining through M&A can be socially constructed from synergistic combinations of complementary resources contributed by each of the combining organizations.
Chair: **Keith P. Bahde**, Benedictine U.

877 ❖: *(CAU)* **Correlational Versus Causal Research in Operations Management**
4:10- 5:20 Convention Center: C106 T3
This caucus will provide a forum where validty issues relating to both correlational and causal studies in OM can be identified and compared.
Chair: **Hale Kaynak**, U. of Texas, Pan American

878 ❖: *(CAU)* **How Inquiry and Reflection Can Increase Managerial Success**
4:10- 5:20 Convention Center: C106 T4
This caucus group will discuss how the manager can utilize a spirit of inquiry or action research to increase his/her effectiveness.
Chair: **William Leban**, DeVry U.

879 ❖: *(CAU)* **Leading Change in Engineering Work Culture**
4:10- 5:20 Convention Center: A106 T1
This session will explore characteristics and dynamics of the work culture of engineers and other technology professionals.
Chair: **Robert Anthony Dengler**, Benedictine U.

880 ❖: *(CAU)* **Building Effective Networks to Produce an Edited Book**
4:10- 5:20 Convention Center: A106 T2
The caucus discussion will focus on sharing techniques to build and maintain effective relationships with book contributors, publishers, and co-editors.
Chair: **Carol P. Harvey**, Assumption College

881 ☯❖: *(CAU)* **Structuration Theory as an Intervention Model for Planned Change**
4:10- 5:20 Convention Center: A106 T3
This caucus will provide a forum where scholars and practitioners of ODC can discuss the relevance of structuration theory as a model for planned change.
Chair: **George W. Hay**, McDonald's Corp./Benedictine U.

882 ❖: *(CAU)* **Spiritual Talk: The Inner and Outer Dialogue about Spirituality in the Workplace**
4:10- 5:20 Convention Center: A106 T4
This caucus group will explore individual spiritual talk and its relationship to various organizational contexts.
Chairs: **Karen P. Manz**, U. of Massachusetts, Amherst**; Charles C. Manz**, U. of Massachusetts, Amherst**; Robert David Marx**, U. of Massachusetts, Amherst

883 ❖: *(CAU)* **From Tacit Knowledge to Collective Learning: An Attempt to Create, Capture, and Disseminate Forms of Structured Conversation to Increase Organizational Effectiveness and Performance**
4:10- 5:20 Convention Center: A214 T1
This caucus will discuss how to uncover tacit knowledge from the converstations that occur across an organization.
Chair: **Jeffrey J. Bailey**, U. of Idaho

884 🕮: *(CAU)* **The Challenges of Teaching Strategic Management: Working Toward Successful Inclusion of the Resource-Based View**
4:10- 5:20 Convention Center: A214 T2
We hope to generate a lively discussion related to the teaching of management, with focus on the capstone strategic management course. An interpretive approach to the strategic management course aimed at enhancing student understanding of the RBV will be considered.
Chairs: **Marguerite Schneider**, New Jersey Institute of Technology**; Pamela Lieb**, College of New Jersey

885 ❖: *(CAU)* **Clusters: Effective Networks for Innovation**
4:10- 5:20 Convention Center: A214 T3
This caucus will bring together individuals with backgrounds of research in the U.S.A., Europe, and Asia-Pacific, currently engaged in research examining relationships between innovation and cluster formation.
Chair: **Judy Matthews**, Australian National U.

886 ❖: *(CAU)* **Business Schools as Effective Networked Organizations**
4:10- 5:20 Convention Center: A214 T4
The aim of this caucus is to present a live case of the Rotterdam School of Management as a networked organization.
Chair: **Michael Page**, Erasmus U.

887 🕮: *(CAU)* **Collaborative Learning with Group Interactive Technology**
4:10- 5:20 Convention Center: A214 T5
This caucus will discuss the use of a group process support system to facilitate effective interaction and develop decision-making skills in group case study sessions with graduates.
Chairs: **Catherine Jones**, U. of Glamorgan**; Michael Connolly**, U. of Glamorgan**; Anthony Gear**, U. of Glamorgan**; Martin Read**, U. of Portsmouth

888 ❖: *(CAU)* **Organizational Citizenship Behavior: Issues of Role Definition, Motivation, & Measurement**
4:10- 5:20 Convention Center: C205 T1
This caucus will address issues of theory and measurement regarding organizational citizenship behavior and provide an opportunity for researchers to meet and share ideas.
Chair: **Matt Bowler**, U. of Kentucky

889 ❖: *(CAU)* **Micro, Macro, and Meso: Terms of Confusion in Recent Organizational and Strategic Research**
4:10- 5:20 Convention Center: C205 T2
The purpose of this caucus is to share views on the relevance of micro and macro descriptors and to more broadly look for ways of describing and categorizing cross-level research areas as inter-organizational cooperation, trust, organizational change, and networks.
Chairs: **James M. Hagen**, Cornell U.**; Jens Grundei**, Technical U. , Berlin

890 ❖: *(CAU)* **Enron: The Need to Restructure an Institutional Field**
4:10- 5:20 Convention Center: C205 T3
This caucus will explore the potential restructuring of the institutional field of auditing to accommodate the needs of all stakeholders in the aftermath of the Enron debacle.
Chair: **Kenneth Wm. Kury**, Boston College

891 ❖: *(CAU)* **Leadership Development as a Relational Journey: Building Networks to Learn and Lead**
4:10- 5:20 Convention Center: C205 T4
This caucus proposes discussion of the heightened relational demands of contemporary leadership. It provides an opportunity to generate dialogue toward an integrative framework to examine leadership development.
Chair: **John F. McCarthy**, Boston U.

892 🕮❖: *(CAU)* **Re-envisioning the Ph.D.**
4:10- 5:20 Convention Center: C205 T5
This caucus will discuss ways of developing new national-level approaches to the design of Ph.D. education. This group hopes to attract those having an interest in shaping the future of doctoral education.
Chair: **Irene M. Duhaime**, Georgia State U.

893 : *(Paper Session) - (ENT)* **Governance: Family Business To Corporations**
4:10- 5:20 Convention Center: A210
Chair: **Radha Chaganti**, Rider U.
ENT: New Venture Evolution and Managerial Capabilities | **Warren Boeker**, U. of Washington; **Robert Wiltbank**, U. of Washington
ENT: A Culturally Embedded Investigation of Family Firm Governance | **Yan Ling**, U. of Connecticut
ENT: Corporate Governance and Firm Strategic Behavior in SMEs: Director Influence on Corporate Entrepreneurship | **Jonas Gabrielsson**, SIRE/Halmstad U.
☯**ENT:** Ethical Environments as Small Businesses Grow: The Emergence of Four Clusters | **Michael H. Morris**, U. of Hawaii, Manoa; **Minet Schindehutte**, Miami U., Ohio

894 : *(Paper Session) - (ENT)* **Growth In Entrepreneurial Companies**
4:10- 5:20 Convention Center: A212
Chair: **James Almeida**, Fairleigh Dickinson U.
ENT: Value Creation Through Entrepreneurial Activity: A Multiple Constituency Perspective | **Johanna Mair**, IESE
ENT: Growth History, Knowledge Intensity and Capital Structure in Small Firms | **Stewart Thornhill**, U. of Western Ontario; **Guy Gellatly**, Statistics Canada; **Alan Riding**, Carleton U.
ENT: The Effect of Entrepreneurial Human Capital on Firm Growth | **Jason C. Senjem**, Syracuse U.
ENT: Stock-Option Cultures: Employee Ownership in a High-Growth Software Company | **Julia A. Welch**, U. of Michigan

895 🕮☯JS: *(ENT, OB)* **Organizational Behaviors of New Venture Creation: Synergies Between OB and Entrepreneurship**
4:10- 5:20 Convention Center: A207
Speakers: **Robert A. Baron**, Rensselaer Polytechnic Institute**; Robert P. Vecchio**, U. of Notre Dame**; Jerome Katz**, Saint Louis U.**; Lowell Busenitz**, U. of Oklahoma**; Michael Frese**, Giessen U.**; Stefanie Isabel Krauss**, Giessen U.
Discussant: **J. Robert Baum**, U. of Maryland

896 : *(Paper Session) - (GDO)* **It's Not Just What We Say, It's What We Don't Say: How Group Diversity Affects Communication**
4:10- 5:20 Convention Center: A109
Chair: **Max Wortman**, Iowa State U.
🕮**GDO:** How Do We "Dis" Students? Female and Male Student Accounts of (Dis)Respectful Instructor Behavior | **E. Holly Buttner**, U. of North Carolina, Greensboro
GDO: Not Just Silence, Spirals of Silence | **Frances E. Bowen**, U. of Sheffield; **Kathryn Lee Blackmon**, U. of Bath
GDO: If I Know it, Will I Share it? The Effects of Group Composition on Information Sharing Within Groups | **Melvin L. Smith**, U. of Pittsburgh

GDO: Deconstructing the He Says/She Says Story: Gender & Communication in the Socialization of Women MBAs | **Sharon Livesey**, Fordham U.
Discussants: **C. Douglas Johnson**, Winthrop U.**; Helen Juliette Muller**, U. of New Mexico

897 ☯: *(Paper Session) - (HCM)* **Service Line Management: Adding Value to Multiple Stakeholders**
4:10- 5:30 Convention Center: A112
Chair: **S. Robert Hernandez**, U. of Alabama, Birmingham
HCM: Service Line Implementation as a Contingency Process: Behavioral Health in the VA Health System | **Timothy Hoff**, State U. of New York, Albany
HCM: Product-Line Management and the Patient Care Environment of Hospitals: An Empirical Assessment | **Gary J. Young**, U.S. Dept. of Veterans Affairs; **Martin P. Charns**, U.S. Dept. of Veterans Affairs; **Victoria Parker**, U.S. Dept. of Veterans Affairs; **Danielle Valley**, U.S. Dept. of Veterans Affairs
HCM: Value Definition and Measurement in Community Health Partnerships | **Keith J. Benson**, Winthrop U.; **Robert J. Weech-Maldonado**, Pennsylvania State U.; **Larry D. Gamm**, Texas A&M U.
Discussant: **Beth Goodrick**, Florida Atlantic U.

898 : *(Paper Session) - (HR)* **Personality and Performance**
4:10- 5:20 Adam's Mark: Vail
Chair: **Lisa M. Moynihan**, Cornell U.
☯**HR:** Frame-of-Reference Effects in Personality Testing Revisited: Extension to an Organizational Setting | **Mark N. Bing**, NSMRL; **H. Kristl Davison**, U. of Hartford; **Jenny M. Post**, U. of Southern Mississippi; **Tim J. Davis**, N/A; **James C. Whanger**, U. of Tennessee
HR: The Influence of Conscientiousness and Openness to Experience on Positive Discrepancy Creation | **Ju-Chien Cindy Wu**, U. of Illinois, Urbana-Champaign; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign
HR: A Field Study of Frame-of-Reference Effects on Personality Test Validity | **Donald M. Truxillo**, Portland State U.; **John Michael Hunthausen**, SC Johnson Company; **Talya N. Bauer**, Portland State U.; **Leslie B. Hammer**, Portland State U.
HR: Cynicism, Self-Esteem and "g": Do Individual Differences Affect Follower Responses to Transformation | **Joyce E. Bono**, U. of Minnesota; **Timothy A. Judge**, U. of Florida
HR: Life Satisfaction as a Mediator between Core Self-Evaluations and Performance | **Joseph Charles Rode**, Indiana U., Bloomington; **Marne Arthaud-Day**, Indiana U., Bloomington; **Christine H. Mooney**, Indiana U., Bloomington; **Janet P. Near**, Indiana U., Bloomington; **William H. Bommer**, Georgia State U.; **Robert S. Rubin**, Saint Louis U.
Discussant: **Ellen M. Whitener**, U. of Virginia

899 : *(Paper Session) - (HR)* **Issues in Employment Interviewing**
4:10- 5:20 Adam's Mark: Terrace
Chair: **Jon M. Werner**, U. of Wisconsin, Whitewater
📖**HR:** Evaluating Job Applicants in the Employment Interview: A Dynamic Information Processing Model | **Ghee Soon Lim**, National U. of Singapore
HR: Personality Saturation in Structured Interviews: Less than We Thought? | **Philip L. Roth**, Clemson U.; **Chad H. Van Iddekinge**, Human Resources Research Organization; **Allen I. Huffcutt**, Bradley U.; **Carl E. Eidson, Jr.**, Wilson Learning Corporation; **Mark J. Schmit**, ePredix
📖**HR:** Interviewer Susceptibility to Applicant Impression Management Tactics in the Employment Interview | **Ghee Soon Lim**, National U. of Singapore
Discussant: **Howard J. Klein**, Ohio State U.

900 : *(Paper Session) - (IM)* **Managing Internationally: Individual, Group and Organizational Issues**
4:10- 5:20 Convention Center: C102
Chair: **Rabi S. Bhagat**, U. of Memphis
☯✈❖**IM:** International Staffing Patterns and Firm Performance | **Ingemar Torbiorn**, Stockholm U.; **Carolyn Buie Erdener**, American U., Cairo
IM: Dual Organizational Identification among Subsidiary Managers in Multinational Corporations | **Davina E. Vora**, U. of South Carolina; **Tatiana Kostova**, U. of South Carolina
✈**IM:** Change Management in MNC: How Global Convergence Intertwines with National Diversities ⚐ | **Mike Geppert**, U. of Wales, Swansea; **Dirk Matten**, U. of Wales, Swansea; **Karen Williams**, U. of Wales, Swansea
✈❖**IM:** Transnational Team Functioning: An Intervening Process Model | **Vincent J. Duriau**, U. of Maryland, College Park; **Riki Takeuchi**, U. of Maryland, College Park
Discussant: **Lena Zander**, Stockholm School of Economics

901 ❖: *(Paper Session) - (IM)* **Social and Organizational Networks in Diverse National Contexts**
4:10- 5:20 Convention Center: C104
Chair: **Edwin L. Miller**, U. of Michigan
✈❖**IM:** Network Diversity and Multinational Enterprise Performance | **Anthony Goerzen**, Babson College; **Paul Beamish**, U. of Western Ontario
✈**IM:** Internationalization of Top Management Teams in Europe | **Marielle Heijltjes**, Maastricht U.; **Rene Olie**, Erasmus U.; **Ursula Glunk**, Maastricht U.
✈**IM:** A Social Exchange Approach to Explain Japan's Banking Crisis | **William P. Wan**, Thunderbird, The American Graduate School of International Management; **Robert E. Hoskisson**, U. of Oklahoma
IM: Towards A Professionally Managed Family-Controlled Overseas Chinese Business | **Lai Si Tsui-Auch**, Nanyang Technology U.
Discussant: **Ruth V. Aguilera**, U. of Illinois, Urbana-Champaign

902 📖: *(Paper Session) - (MED)* **Personality and Management Education**
4:10- 5:20 Convention Center: A113
Chair: **Martin J. Hornyak**, U. of West Florida
MED: Goal Orientation and Student Performance ⚐ | **J W. Slocum**, Southern Methodist U.; **William L. Cron**, Texas Christian U.; **Don Vandewalle**, Southern Methodist U.
MED: The Role of Cognitive Style in Management Education ⚐ | **Eugene Sadler-Smith**, U. of Plymouth

MED: The Effects of Cognitive Style on the Research Supervision Process in Management Education | **Steven John Armstrong**, Hull U.
Discussants: **Amy B. Hietapelto**, Michigan Technological U.**; Thomas Hawk**, Frostburg State U.**; Katherine A. Karl**, Indiana U., South Bend

903 JS: *(MED, ODC)* **Building and Sustaining Networks Using Action Learning**
4:10- 5:20 Convention Center: A108/110
Chair: **Victoria Jean Marsick**, Columbia U.
Speakers: **Mike Pedler**, U. of Salford**; Lyle Yorks**, Columbia U.**; Yury Boshyk**, Global Executive Learning**; Joseph A. Raelin**, Boston College**; Phil DiChiara**, Boston Consortium for Higher Education**; Paul Coughlan**, U. of Dublin**; David Coghlan**, U. of Dublin**; Louis Brennan**, U. of Dublin

904 ❖: *(Paper Session) - (MH)* **Attend Memorial Service for Richard Hodgetts (see All Academy Session)**
4:10- 5:20 Convention Center: A104
The Management History Division is setting aside this time to honor Richard Hodgetts, a long time member of the Division who passed away in November.

905 ❖: *(MOC)* **Networks and Preparedness: The Case of Homeland Defense**
4:10- 5:20 Convention Center: C201
Facilitator: **Stephen Mezias**, New York U.
Speakers: **James Douglas Orton**, U. of Nevada, Las Vegas**; Kathleen Carley**, Carnegie Mellon U.**; J. Richard Harrison**, U. of Texas, Dallas

906 : *(OB)* **Conceptual and Methodological Choices and Challenges in Studying Errors in Organizations**
4:10- 5:20 Adam's Mark: Plaza Court 8
Chair: **Paul S. Goodman**, Carnegie Mellon U.
Issues in How Organizations and Organizational Researchers Study Errors | **John S. Carroll**, Massachusetts Institute of Technology
Disaster Dynamics: Using System Dynamics Simulation to Build Theory About Organizational Collapse | **Jenny W. Rudolph**, Boston College
Issues in Studying Variations in Errors Across Multiple OrganizationalUnits | **Rangaraj Ramanujam**, Purdue U.

907 : *(Paper Session) - (OB)* **Research on Justice: Good Sides, Bad Sides, and Altogether New Sides**
4:10- 5:20 Adam's Mark: Gov. Sq. 10
Chair: **Michael Wesson**, Texas A&M U.
❖**OB:** Group Organizational Citizenship Behavior: Conceptualization and Tests of Antecedents / Consequences | **Xiao-Ping Chen**, U. of Washington, Seattle; **Simon S. K. Lam**, U. of Hong Kong; **John Schaubroeck**, Drexel U.; **Stefanie E. Naumann**, U. of the Pacific
OB: Bias in Justice Judgments: Outcomes and Identity as Predictors of Process Fairness Evaluations | **Steven Blader**, New York U.
❖**OB:** When Is It a Pleasure to Do Business with You? Status, Outcome Favorability, and Procedural Fairness | **Ya-Ru Chen**, New York U.; **Joel Brockner**, Columbia U.; **Jerald Greenberg**, Ohio State U.
Winner of OB Division Best Paper Award
OB: The Metaphysic of Justice Theory: A Belief in Sophism | **Raed Elaydi**, Texas A&M U.
Discussant: **James A. Breaugh**, U. of Missouri, St. Louis

908 ❖JS: *(OB, HR)* **Emotion Recognition as a Core Component of Emotional Intelligence: Evidence Predicting Performance**
4:10- 5:20 Convention Center: A205
Chair: **Hillary Anger Elfenbein**, Harvard U.
Accuracy in Communicating Emotion in the Workplace: More Than Individual-Level Skill | **Hillary Anger Elfenbein**, Harvard U.
Emotional Intelligence and Managerial Performance: Nonverbal Emotional Decoding and Subordinates | **Kristin Byron**, Georgia State U.
Emotional Perceptive Abilities, Subclinical Psychopathy, and Sales Performance | **Sophia Terranova**, Emory U.
Emotion Recognition and Managerial Behaviors | **David Matsumoto**, San Francisco State U.
Discussant: **Kristin Byron**, Georgia State U.

909 SHCS: *(OB, HR, CM)* **Emerging Contexts for Organizational Justice**
4:10- 5:20 Adam's Mark: Gov. Sq. 12
Chairs: **Jerald Greenberg**, Ohio State U.**; Jason A. Colquitt**, U. of Florida
Speakers: **Bradley J. Alge**, Purdue U.**; Gary A. Ballinger**, Purdue U.**; Heather Smithson**, Purdue U.**; Jennifer Z. Carr**, Michigan State U.**; M. Audrey Korsgaard**, U. of South Carolina**; Harry J. Sapienza**, U. of Minnesota**; John C. Shaw**, U. of Florida**; Robert Eric Wild**, U. of Florida**; Jason A. Colquitt**, U. of Florida
Discussant: **Jerald Greenberg**, Ohio State U.

910 🕮SHCS: *(OB, MED, MC)* **The "Challenge" of Developing Leaders: Practice, Debate, and Discussion**
4:10- 5:20 Adam's Mark: Gov. Sq. 11
Chairs: **Jeffrey Miles**, U. of the Pacific**; Peg Thoms**, Pennsylvania State U., Erie
Challenging Assignments as a Leadership Development Strategy | **Peg Thoms**, Pennsylvania State U., Erie
Challenging Activities to Develop Leaders at Nationwide Insurance | **Natalie Shope Griffin**, Nationwide Insurance
Leadership Challenge in Executive Training: An Audience Example | **Jeffrey Miles**, U. of the Pacific
Challenge Activities and Leadership Development: Snake Oil or Pathways to Leadership? | **Jay A. Conger**, London Business School
The Challenge of Finding the Leader Within: Committing to Leadership | **Barry Z. Posner**, Santa Clara U.

911 JS: *(OB, RM)* **Modeling Organizational Behavior Over Time: Experience Sampling and Longitudinal Research**
4:10- 5:20 Convention Center: A209
Chair: **Andrew G. Miner**, U. of Minnesota
Speakers: **Cynthia Diane Fisher**, Bond U.**; Chris Noble**, Bond U.**; Remus Ilies**, U. of Florida**; Timothy A. Judge**, U. of Florida**; Andrew G. Miner**, U. of Minnesota**; Theresa M. Glomb**, U. of Minnesota**; Hui Liao**, U. of Minnesota**; Constance Noonan Hadley**, Harvard U.**; Teresa M. Amabile**, Harvard U.**; Marcus Crede**, U. of Illinois, Urbana-Champaign**; Reeshad Dalal**, U. of Illinois, Urbana-Champaign
Discussant: **Howard M. Weiss**, Purdue U.

912 ❖: *(Paper Session) - (OCIS)* **Privacy and Ethics in an Information Age**
4:10- 5:20 Convention Center: A204
Chair: **Mark Allen Fuller**, Washington State U.
OCIS: A Lost Opportunity? MIS Privacy Research in Three Journals, 1995-2000 | **Kathleen E. Greenaway**, Queen's U.
☯❖**OCIS:** Factors Affecting Internet Abuse in the Workplace | **Younghwa Lee**, U. of Colorado, Boulder; **Zoonky Lee**, U. of Nebraska, Lincoln; **Yongbeom Kim**, Fairleigh Dickinson U.
❖**OCIS:** Measuring Antecedents and Trade-Offs to Internet Privacy | **Paul Hart**, Florida Atlantic U.; **Tamara Dinev**, Florida Atlantic U.
Discussants: **Dov Te'eni**, Bar Ilan U.**; Claire A. Simmers**, St. Joseph's U.**; Martin L. Fogelman**, State U. of New York, Albany

913 : *(ODC)* **ODC Awards and Business Meeting**
4:10- 5:20 Convention Center: C112
Program Chair: **Chris Worley**, Pepperdine U.
Division Chair: **Peter Sorensen**, Benedictine U.

914 ☯JS: *(ODC, RM)* **Quality in First Person Research**
4:10- 5:20 Convention Center: C101/103
The Hollowness of Good Intentions: Interviewing Across Difference | **Erica Gabrielle Foldy**, Harvard U.
Living Systemic Thinking | **Judi Marshall**, U. of Bath
Aesthetic Form in First Person Inquiry | **Steven S. Taylor**, Worcester Polytechnic Institute
First Person Inquiry Into Our Purposes: What is Worthy of Attention? | **Peter Reason**, U. of Bath
Encouraging the Interweaving of 1st-, 2nd-, and 3rd-Person Research | **William Torbert**, Boston College

915 : *(Paper Session) - (OM)* **Supplier Selection and Development**
4:10- 5:30 Convention Center: C206
Chair: **William Andrew Taylor**, U. of Bradford
☯**OM:** Factors Affecting Team-Based Judgment of Value in an IT Outsourcing Framework | **Terry R. Adler**, New Mexico State U.; **Robert F. Scherer**, Wright State U.; **Janice A. Black**, New Mexico State U.
OM: Supply Base and Its Complexity: Managerial and Theoretical Implications | **Yunsook Hong**, Arizona State U.; **Thomas Y. Choi**, Arizona State U.
☯❖**OM:** Project Sourcing Decisions in the Presence of Learning and Integration Costs | **Edward G. Anderson**, U. of Texas, Austin; **Geoffrey Parker**, Tulane U.
Discussant: **Carl Pegels**, State U. of New York, Buffalo

916 🕮☯❖SHCS: *(ONE, MED, SIM)* **Hands-On Mini-Fair of Environmental Teaching Resources**
4:10- 5:20 Convention Center: C209
Chair: **Kathryn S. Rogers**, Pitzer College
Speakers: **Anne T. Lawrence**, San Jose State U.**; Ann Svendsen**, Simon Fraser U.**; David R. Sheets**, Pitzer College**; Teri C. Tompkins**, Pepperdine U.**; Lorane M. Dick**, Western U. of Health Sciences**; Kathryn S. Rogers**, Pitzer College

917 : *(PNP)* **PNP Distinguished Speaker: The Corporation for National and Community Service and the Bush Administration 'Social' Agenda**
4:10- 5:20 Adam's Mark: Plaza Court 7
Chair: **Mary Tschirhart**, Indiana U.
The Corporation for National and Community Service and the Bush Administration 'Social' Agenda |

918 : *(RM)* **Celebrating Scholarship and Recognizing Excellence**
4:10- 5:30 Convention Center: C210
The following awards will be presented: RMD Distinguished Career Award, RMD Advancement of Organizational Research Methodology Award, the Best Paper Award, and the Best Dissertation Paper Award. Recipients will share highlights of their research.
Chair: **Larry J. Williams**, Organizational Research Methods
Welcome: **Jodi Goodman**, Purdue U.
Introduction: **Philip L. Roth**, Clemson U.

919 🕮☯: *(SIM)* **Division Chairperson's Address and Business Meeting**
4:10- 6:00 Convention Center: C109
The division chair will deliver her address, followed by comments from the past division chair, from 4:10-5:00. The business meeting will immediately follow, from 5:00-6:00 p.m.
Presenter: **Jeanne M. Logsdon**, U. of New Mexico
Discussant: **Dawn R. Elm**, U. of St. Thomas

920 ☯: *(Paper Session) - (SIT)* **Environmental Performance**
4:10- 5:20 Convention Center: A208
Facilitator: **Kimberly A. Wade-Benzoni**, New York U.
ONE: Engaging Sustainability: An Opportunity for Revitalizing External and Internal Worlds | **Hilary Bradbury**, Case Western Reserve U.
✈**ONE:** A Knowledge-Based View of Environmental Performance in Different Cultural Contexts: Canada, Japan, and China | **Oana Branzei**, U. of British Columbia; **P. Devereaux Jennings**, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia
☯**OM:** Employee Perceptions of Environmental Performance: The Mediating Roles of Teamwork and Empowerment | **Bonnie F. Daily**, New Mexico State U.; **James W. Bishop**, New Mexico State U.; **Robert Steiner**, New Mexico State U.

❖**CM:** Differential Framing of Environmental Disputes by Stakeholder Groups | **Ralph Hanke**, Pennsylvania State U.; **Barbara Gray**, Pennsylvania State U. ; **Linda L. Putnam**, Texas A&M U.

921 ☯❖: *(Paper Session) - (SIT)* **Relationships and Helping Behavior**
4:10- 5:20 Convention Center: C204
Facilitator: **Alan M. Saks**, U. of Toronto
SIM: Doing Unto Others: The Reciprocity of Helping Behavior in Organizations | **John R. Deckop**, Temple U.; **Carol C. Cirka**, Ursinus College; **Lynne Andersson**, Temple U.
❖**ENT:** The Social Dimension of Network Ties Between Entrepreneurial Firms: Implications for Information ACQ | **Thang V. Nguyen**, U. of Oregon; **Lynnette Claire**, U. of Oregon; **Scott Bryant**, Montana State U.
❖**CAR:** Relational Stability: Correlates of Dyadic Ties That Stick Through Transition | **Jonathon N. Cummings**, Massachusetts Institute of Technology; **Monica C. Higgins**, Harvard U.
OB: It's What You Do and How You Do It: Differing Predictors of Givers' and Receivers' Reactions to Favors | **Francis J. Flynn**, Columbia U.; **Joel Brockner**, Columbia U.

922 ☯❖: *(Paper Session) - (SIT)* **Building Effective Networks**
4:10- 5:20 Adam's Mark: Director's Row F
Facilitator: **Cathleen McGrath**, Loyola Marymount U.
❖**BPS:** Building Effective Exporter Networks: Evidence from the Istanbul Clothing Industry | **Liesl Riddle**, George Washington U.
❖**MC:** The Need for Management Consulting Interventions to Build Effective Innovation Networks | **Eric Davoine**, U. of Lyon; **Marc Bonnet**, ISEOR/U. of Lyon
☯❖**PNP:** Building Effective Networks: Development and Change in a Sheltered Workshop | **Parshotam Dass**, U. of Manitoba; **Kenneth Zantow**, U. of Southern Mississippi
❖**OMT:** A Portfolio of Ties: Managing Knowledge Transfer and Learning Within Network Firms | **Francesca Mariotti**, Cardiff U.; **Rick Delbridge**, Cardiff U.

923 : *(TIM)* **TIM Distinguished Speaker: Andy Van De Ven**
4:10- 5:20 Convention Center: C208
Innovation Scholarship and Practice: The Past, Present, and Future
Distinguished Speaker: **Andrew H. Van de Ven**, U. of Minnesota

924 ❖SHCS: *(TIM, OMT, BPS)* **Knowledge Generation and Flow across Organization and Community Networks**
4:10- 5:20 Convention Center: C207
Speakers: **Jan W. Rivkin**, Harvard U.**; Olav Sorenson**, U. of California, Los Angeles**; Toby E. Stuart**, U. of Chicago**; Lee Fleming**, Harvard U.
Discussants: **Waverly W. Ding**, U. of Chicago**; Jesper B. Sorensen**, Massachusetts Institute of Technology

Tuesday 5:30PM

925 : *(BPS)* **Business Policy and Strategy Business Meeting**
5:30- 6:29 Adam's Mark: Director's Row H
Program Chair: **Javier Gimeno**, INSEAD
Division Chair: **Albert A. Cannella Jr.**, Texas A&M U.
Professional Development Workshop Chair: **Margaret A. Peteraf**, Dartmouth College
Division Chair-Elect.: **Ranjay Gulati**, Northwestern U.

926 : *(CAR)* **CAR Business Meeting**
5:30- 6:29 Convention Center: A105

927 : *(CMS)* **Critical Management Studies Business Meeting**
5:30- 6:30 Adam's Mark: Plaza Court 6

928 : *(HR)* **HR Business Meeting**
5:30- 7:00 Adam's Mark: Columbine
Organizer: **Patrick Wright**, Cornell U.

929 : *(MED)* **MED Business Meeting**
5:30- 7:00 Convention Center: A113
Program Chair: **Regina Bento**, U. of Baltimore
Division Chair: **Robert J. DeFillippi**, Suffolk U.

930 : *(MOC)* **MOC Business Meeting**
5:30- 6:30 Convention Center: C201
Division Chair: **Neal M. Ashkanasy**, U. of Queensland

931 : *(RM)* **Research Methods Business Meeting**
5:30- 6:30 Convention Center: C101
Program Chair: **Tojo Thatchenkery**, George Mason U.
Division Chair: **Dave M. Boje**, New Mexico State U.
Professional Development Workshop Chair: **Philip L. Roth**, Clemson U.
Division Chair-Elect.: **Terri A. Scandura**, U. of Miami

932 : *(TIM)* **TIM Business Meeting**
5:30- 6:20 Convention Center: C208
Division Chair: **Philip C. Anderson**, INSEAD
Division Chair-Elect.: **Raghu Garud**, New York U.

Tuesday 5:40PM

933 : *(IM)* **IM Business Meeting**
5:40- 7:00 Convention Center: C102/104
Barry Richman Dissertation Award; Best Paper Award; Best Reviewer Awards; Review of Divisional Finances
Chair: **Srilata Zaheer**, U. of Minnesota
Facilitators: **Farok J. Contractor**, Rutgers U.**; Joseph L.C. Cheng**, U. of Illinois**; Sully Taylor**, Portland State U.**; Schon L. Beechler**, Columbia U.

Tuesday 5:45PM

934 : *(CM)* **Conflict Management Division Business Meeting**
5:45- 6:45 Adam's Mark: Plaza Court 1
All members of the CM division are invited and encouraged to attend and help to chart the division's future. A good time will be had by all. (Reception to follow)
Program Chair: **Bruce Barry**, Vanderbilt U.
Division Chair: **Judi McLean Parks**, Washington U.

Tuesday 6:30PM

935 : *(BPS)* **Business Policy and Strategy Social Hour**
6:30- 7:30 Adam's Mark: Gov. Sq. 17

936 : *(OMA)* **Human Relations Reception**
6:30- 8:30 Adam's Mark: Tower Court B
Organizer: **Tamar Jeffers**, Tavistock Institute

937 : *(CAR)* **Careers Social Hour**
6:30- 8:00 Convention Center: A106

938 : *(MOC)* **Managerial and Organizational Cognition Division Social Hour**
6:30- 7:30 Convention Center: C207
Division Chair: **Neal M. Ashkanasy**, U. of Queensland

939 : *(ODC)* **ODC Social Hour**
6:30- 8:30 Convention Center: A205

940 : *(RM)* **Research Methods Division Social and Party**
6:30- 10:30 Convention Center: C103

941 ☯: *(SIM)* **SIM Division Wine & Cheese Party and Boston College's Center for Corporate Citizenship's Best MBA Paper Award**
6:30- 8:00 Convention Center: C109
The division wine and cheese party is co-sponsored by The Center for Corporate Citizenship at Boston College to honor the Center's Best MBA Paper Award winner. The Center will present their Best MBA Paper Award at the beginning of the event.

942 : *(TIM)* **The Best Social Event in Town**
6:30- 8:30 Convention Center: C212
Division Chair: **Philip C. Anderson**, INSEAD

Tuesday 6:45PM

943 : *(CM)* **Conflict Management Division Social Hour**
6:45- 8:00 Adam's Mark: Gov. Sq. 16
Members and friends of the Conflict Management Division are invited to partake in CM hospitality.
Program Chair: **Bruce Barry**, Vanderbilt U.
Division Chair: **Judi McLean Parks**, Washington U.

Tuesday 7:00PM

944 : *(HR)* **HR Division Social Hour**
7:00- 8:00 Adam's Mark: Columbine
Organizer: **Patrick Wright**, Cornell U.

945 : *(MED)* **MED Social: Celebrating MED as a Living Network**
7:00- 9:00 Convention Center: A108
Program Chair: **Regina Bento**, U. of Baltimore
Division Chair: **Robert J. DeFillippi**, Suffolk U.

Wednesday, August 14, 2002

Wednesday 8:20AM

946 ❖: *(Paper Session) - (MC)* **Efficient Networking between Business and Academia through Consulting**
8:20- 10:20 Convention Center: C110
Chair: **Esther Solomon**, Fordham U.
📖**MC:** Consulting as Structured Helping: Easing First-Time Consulting Students' Pressure to be "Flawless" | **Ken Weidner**, Saint Joseph's U.
❖**MC:** Strategic Organizational Learning Environment: A New Model for University and Business Partnerships | **Dale Jasinski**, Quinnipiac U.; **Steve Dunn**, U. of Wisconsin, Oshkosh
❖**MC:** Networks for Diffusing Knowledge: Use and Assessment of Management Consultants in Peripheral Economies | **Celeste Maria Amorim**, U. of Reading/U. of Minho
Discussant: **Kurt Motamedi**, Pepperdine U.

Wednesday 8:30AM

947 ☯❖: *(AA)* **Inclusive and Effective Networks: Linking Diversity Theory and Practice**
8:30- 10:20 Convention Center: A205
Organizer: **Barbara Parker**, Seattle U.
Speakers: **Parshotam Dass**, U. of Manitoba**; Bernardo M. Ferdman**, Alliant International U.**; Ronel Erwee**, U. of Southern Queensland**; Stella M. Nkomo**, U. of South Africa**; Christopher (Kit) Tennis**, Sanchez Tennis & Associates**; Jacqueline N. Hood**, U. of New Mexico**; Martin N. Davidson**, U. of Virginia**; Hisako Inaba**, Kyoto U.**; Sally Riggs Fuller**, U. of New Mexico**; Anita L. Sanchez**, Sanchez Tennis & Associates**; Barbara Parker**, Seattle U.

948 : *(BPS)* **Economic Underpinnings of RBV: Rent Generation Mechanisms in Strategic Factor Markets**
8:30- 11:00 Adam's Mark: Gov. Sq. 17
Dynamics of Economic Rent Generation in Strategic Factor Markets Using Auctions | **Ilgaz Arikan**, Ohio State U.
The Three Economics of the Resource-Based View | **Jay Barney**, Ohio State U.
Combining TCE, RBV & Dynamic Capabilities Theories for Explaining Sustainable Competitive Advantage | **Joseph Mahoney**, U. of Illinois, Urbana-Champaign
A Strategic Factor Market Perspective on Resource Accumulation Dynamics: The "Snowball Effect" | **Richard Makadok**, Emory U.
The Value of a Real Option at Exercise and the Theory of Investment in the RBV | **Rita Gunther McGrath**, Columbia U.
Accumulation and Exploitation of Technological Assets Through Inter-Firm Alliances | **Joanne E. Oxley**, U. of Michigan
The Economic Underpinnings Of Resource-Based Theory: Appropriability Issues and Incentives Problems | **Margaret A. Peteraf**, Dartmouth College
Rent Generation Through Dynamic Capabilities: Explaining Intra-Industry Differential Firm Performance | **Christoph Zott**, INSEAD
Discussant: **Jay Barney**, Ohio State U.

949 📖☯: *(BPS)* **A Multi-Generational Retrospective and Prospective on the Field of Business Policy and Strategy**
8:30- 10:20 Adam's Mark: Director's Row E
2002 is the 30th Anniversary of the Division of Business Policy and Strategy. In part, this Symposium celebrates the 30 years of contribution by the Division to the development of the field of Business Policy and Strategy.
Speakers: **William D. Guth**, New York U.**; Donald C. Hambrick**, Pennsylvania State U. **; Edward Zajac**, Northwestern U.**; Jan W. Rivkin**, Harvard U.

950 : *(Paper Session) - (BPS)* **Divestitures and Spin-Offs: Antecedents and Post-Divestiture Evolution**
8:30- 10:20 Adam's Mark: Plaza Court 3
Chair: **Derrick E. D'Souza**, U. of North Texas
❖**BPS:** The Extended M&A Process: Understanding the Role of IPOs in Corporate Strategy | **Jeffrey J. Reuer**, Ohio State U.; **Jung-Chin Shen**, INSEAD
BPS: Knowledge Transfer Through Congenital Learning: Spin-Out Generation, Growth and Survival | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Raj Echambadi**, U. of Central Florida; **April Franco**, U. of Iowa; **M. B. Sarkar**, U. of Central Florida
BPS: Ownership Rights and the Choice Between Spin-Offs and Sell-Offs | **Rolf Buhner**, U. of Passau; **Patrick Stiller**, U. of Passau; **Abdul Rasheed**, U. of Texas, Arlington
BPS: Debuts and Debutants: Examining New Firm Actions and Performance Following Spin-Off | **Matthew Semadeni**, Texas A&M U.
Discussant: **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.

951 : *(Paper Session) - (BPS)* **Experiential Learning in Alliance and Acquisition Behavior**
8:30- 10:20 Adam's Mark: Director's Row H
Chair: **Nicola C. Dragonetti**, INSEAD
❖**BPS:** The Value of Social Capital: The Effect of Alliance Experience and Acquisition History on Post-Acquisition Performance | **Patrizia Porrini**, New York U.
BPS: Experience, Learning and Collaborative Returns in R&D Alliances | **Rachelle Sampson**, New York U.
BPS: Learning to Learn? The Development of Learning Capabilities in the Biotechnology Industry | **Terry L. Amburgey**, U. of Toronto; **Andreas Al-Laham**, U. of Dortmund; **Kimberly A. Bates**, U. of Toronto
BPS: The Effect of Strategic Timing on the Learning Curve | **Kyung Min Park**, INSEAD
Discussant: **Giovanni Gavetti**, Harvard U.

952 ✈SHCS: *(BPS, IM)* **Global Knowledge Competition: Industries, Companies, Projects, and Individuals**
8:30- 10:20 Adam's Mark: Gov. Sq. 15
Chair: **Stefanie Ann Lenway**, U. of Minnesota
Managing New Industry Creation | **Thomas P. Murtha**, U. of Minnesota
From Global to Metanational: Company Strategies and Managerial Processes | **Yves Doz**, INSEAD
Global Meeting Grounds | **Mary Yoko Brannen**, San Jose State U.
From Global to Metanational: The Role of Knowledge Magnets | **Jose F.P. Santos**, INSEAD
Discussant: **Peter S. Ring**, Loyola Marymount U.

953 JS: *(BPS, IM)* **Post-Crisis Restructuring and Strategic Renewal of Korean Firms**
8:30- 10:20 Convention Center: A207
This symposium will be followed by a reception sponsored by the Korea Academy of Management.
Chairs: **Yongsun Paik**, Loyola Marymount U.**; Sea-Jin Chang**, Korea U.
Is Corporate Korea Doing Better with Restructuring?: The Case of Machinery Industry | **Seungwha (Andy) Chung**, Yonsei U.
Effect of the Crisis on the Relationship Between Financial and Social Performance of Korean Firms | **Hun-Joon Park**, Yonsei U.
The Development of the Venture Capital and Business Incubating Industry in Korea | **Yong Suk Jang**, U. of Utah
Revitalizing the Large Company Through Corporate Venturing: The Lessons from Korean Experience | **Hicheon Kim**, Hanyang U.
A Longitudinal Analysis of Korean Firms' International Alliance Activity | **Byung (Brian) Hee Lee**, California State U., Fullerton
Effective Management of Foreign Affiliates | **Yongsun Paik**, Loyola Marymount U.

954 : *(Paper Session) - (CAR)* **Diversity, Gender and Career Judgments**
8:30- 10:20 Convention Center: A105
Chair: **Mary Mallon**, Massey U., Palmerston North
CAR: Gender, Task Preferences, and Management Potential Judgments | **Irene E. De Pater**, U. of Amsterdam; **Annelies E.M. Van Vianen**, U. of Amsterdam; **Agneta H. Fischer**, U. of Amsterdam; **Dominique Haijtema**, N/A
❖**CAR:** Antecedents of Managerial and Professional Career Trajectories and their Differential Effects on Blacks and Whites | **Rochelle Parks-Yancy**, Rutgers U.
❖**CAR:** Gender Differences in the Creation of Hard and Soft Social Capital | **Hetty Van Emmerik**, Utrecht U.
Discussants: **Corinne A. Post**, Rutgers U.**; MaryAnne Hyland**, Adelphi U.

955 : *(Paper Session) - (CM)* **Conflict Strategies in Team Settings**
8:30- 10:20 Convention Center: A107
Chair: **Keith G. Allred**, Harvard U.
CM: How Come Things Don't Work Out: Incorporating Emotion Into Intragroup Conflict Research | **Jane Yang**, Louisiana State U.; **Kevin W. Mossholder**, Louisiana State U.
CM: Conflict Resolution Strategies in Leaderless Groups: An Exploratory Study of Their Impact | **Kristin M. Jackson**, Cornell U.; **Randall S. Peterson**, London Business School; **Elizabeth A. Mannix**, Cornell U.; **William M. K. Trochim**, Cornell U.
CM: Cooperation, Competition, and Team Performance: Towards a Contingency Approach | **Bianca Beersma**, U. of Amsterdam; **John R. Hollenbeck**, Michigan State U.; **Stephen Humphrey**, Michigan State U.; **Henry Moon**, U. of Maryland; **Donald E. Conlon**, Michigan State U.; **Daniel R. Ilgen**, Michigan State U.
CM: Constructive Controversy and Risk-Taking for Team Innovation in China | **Dean Tjosvold**, Lingnan U.; **Zi You Yu**, Lingnan U.

956 : *(Paper Session) - (ENT)* **Opportunity Exploitation**
8:30- 10:20 Convention Center: A212
Chair: **Julie Carleton**, Georgia State U.
✈**ENT:** Opportunity Exploitation and Modes of Organizing | **Johan Wiklund**, Stockholm School of Economics
ENT: The Allocation of Resources to Innovation and Imitation: An Assessment by Top Decision-Makers | **Denis Grégoire**, U. of Colorado, Boulder; **Dean Shepherd**, U. of Colorado, Boulder
ENT: Why 'Fools' Stay in: Persistence in the Pursuit of an Opportunity | **Alfred Marcus**, U. of Minnesota; **Marc H. Anderson**, U. of Minnesota
ENT: Exploiting an Opportunity: Entrepreneurs' Assessment of Imitation Threat and Liability of Newness | **Young Rok Choi**, Singapore Management U.

957 ❖: *(Paper Session) - (ENT)* **Creating and Maintaining Networks**
8:30- 10:20 Convention Center: A210
Chair: **Reginald M. Beal**, Florida A&M U.
❖**ENT:** Entrepreneurial Networks and the Role of Lawyers | **Lloyd P. Steier**, U. of Alberta
❖**ENT:** Entrepreneurs' Access to Private Equity in China: The Role of Social Capital | **Bat Batjargal**, Stanford U./Peking U.; **Mannie Liu**, Renmin U.
ENT: From Dyadic Ties to Networks: A Model of Surrogate Motherhood in the Portuguese Plastics Molds Industry | **Manuel Portugal Ferreira**, U. of Utah
❖**ENT:** Alliance Dynamics for Entrepreneurial Firms | **Jeffrey J. Reuer**, Ohio State U.; **Africa Ariño**, U. of Navarra

958 ❖JS: *(GDO, CAR)* **Complicating the Conversation: Building Relationships and Networks Across Dimensions of Diversity**
8:30- 10:20 Convention Center: A101/103
Chairs: **Stacy Blake-Beard**, Harvard U.**; Laura M. Morgan**, U. of Michigan
Speakers: **Maureen Scully**, Simmons College**; Anne Harbison**, Harvard U.**; Emily Heaphy**, U. of Michigan **; Kathi Miner-Rubino**, U. of Michigan
Discussant: **H. Timothy Ewing**, Case Western Reserve U.

959 ❖: *(Paper Session) - (IM)* **Acquiring Acquisition Acumen**
8:30- 10:20 Convention Center: C104
Chair: **Stephen B. Tallman**, U. of Utah
✈**IM:** Nationality of Ownership and MNEs' International Strategies | **Lilach Nachum**, Cambridge U.
✈**IM:** Managing Cross-Border Acquisitions: Which Transfer of Experience Does Pay Off? | **Louis Hebert**, HEC, Montreal; **Philippe Very**, EDHEC
✈**IM:** Determining Ownership Positions in Acquisitions: Influences on Investments in European Targets 🎓 | **John D. Francis**, Iona College
Discussant: **Mansour Javidan**, U. of Calgary

960 : *(Paper Session) - (IM)* **The Cultural Context of Management**
8:30- 10:20 Convention Center: C102
Chair: **Paula M. Caligiuri**, Rutgers U.
IM: Continuity and Change in Work Centrality: A Longitudinal Study | **Moshe Sharabi**, Emek Yezreel College; **Itzhak Harpaz**, Haifa U.
✈**IM:** Linking Human Resource Management Practices and Organizational Strategy: A Cross-National Study | **C. Christopher Baughn**, Boise State U.; **Keith F. Ward**, Boise State U.; **Mark A. Buchanan**, Boise State U.
✈**IM:** The Influence of Cultural Values on Contextual Performance: A Two-Country Comparison | **Soo Min Toh**, Texas A&M U.; **Shung Jae Shin**, Texas A&M U.; **Arup Varma**, Loyola U., Chicago; **Srinivas Ekkirala S**, Xavier Labour Relations Institute
✈**IM:** Cross Cultural Study of Leadership Prototypes: Evidence from a Developing Country | **Syed Aqeel - Tirmizi**, Lahore U. of Management Sciences
Discussant: **Schon L. Beechler**, Columbia U.

961 🕮: *(MED)* **Curriculum Integration in a Part-Time MBA Program**
8:30- 10:20 Convention Center: A113
Curriculum Integration Development Process | **Mary A. Higby**, U. of Detroit, Mercy
Integration in a Gateway Course: Personal Development, Team Building, and Social Responsibility | **Mary Ann Hazen**, U. of Detroit, Mercy
Integrated Learning as a Desired Outcome | **Gary A. Giamartino**, U. of Detroit, Mercy

962 🕮❖JS: *(MED, PNP, SIM)* **Pushing Pedagogy Forward: Academy Partners Fellows Building Networks through Service-Learning**
8:30- 10:20 Convention Center: A108/110
Chair: **Amy L. Kenworthy-U'Ren**, Bond U.
Developing Courses with a Double-Bottom Line: Learning and Serving the Community | **Silvia Dorado**, U. of Massachusetts, Boston
Exploring New Directions in Learning: Service-Learning Integration at Augusta State | **Saundra J. Reinke**, Augusta State U.
The Impact of Community-Based Service-Learning on Departments of Management: A Research Project | **Ann Whitney Breihan**, College of Notre Dame, Maryland
Service-Learning in Hong Kong: Developing an International Partnership | **Donna M. Trent**, Eckerd College
Discussants: **John Saltmarsh**, Campus Compact**; Sandra Waddock**, Boston College

963 : *(Paper Session) - (MH)* **Quality Issues in Management History**
8:30- 10:20 Convention Center: A104
Chair: **Charles Booth**, U. of the West of England
❖**MH:** Networking the Scientific Management Revolution: How Frederick W. Taylor Built a Vast Constituency | **Andrea Gabor**, City U. of New York, Baruch College
MH: SCQ Before Deming: The Works of Walter Shewhart | **Joseph Michael Stauffer**, U. of Oklahoma
MH: Xerox PARC: Lessons Learned From the Development of the Personal Computer | **Wilfred W. Wu**, U. of Oklahoma, Norman
MH: Truly Lean Production: The Road Less Traveled | **Sara McComb**, U. of Massachusetts, Amherst; **Alan G. Robinson**, U. of Massachusetts, Amherst
Discussants: **Karl Moore**, McGill U.**; Ira T. Kaplan**, Hofstra U.**; Chester Spell**, Washington State U., Richland**; Joseph Michael Stauffer**, U. of Oklahoma

964 SHCS: *(MH, MSR)* **Labor and Capital in Symbol and Allegory**
8:30- 10:20 Convention Center: C207
Symbols of Good, Bad, and Ugly: Economic Activity as Subject Matter in 19th and 20th Century Western | **Craig S. Galbraith**, U. of North Carolina, Wilmington
Art in the Management Classroom: A Pedagogical Experiment | **Joel Ryman**, U. of North Carolina, Wilmington
The Wealth of Nations in the Utopia of Thomas More | **Curt H. Stiles**, Seton Hall U.

965 : *(OB)* **Integrating Trust Perspectives: Foundations for a Revised Integrative Model of Organizational Trust**
8:30- 10:20 Adam's Mark: Gov. Sq. 11
Chairs: **Daniel J. McAllister**, Georgetown U.**; Kurt T. Dirks**, Washington U.
Trust in Peer to Peer Delegation: The Role of Ability, Benevolence, and Integrity | **John B. Stark**, U. of Missouri

Transformations in Relational Logic: How Types of Supervisory Trust Interact to Predict OCB | **Gregory A. Bigley**, U. of Washington

The Relationship Between Dimensions of Trust on Leader and Organizational Citizenship Behavior | **Daniel Skarlicki**, U. of British Columbia

The Integrative Model of Organizational Trust: A Reassessment | **Hwee-Hoon Tan**, National U. of Singapore

Discussants: **Roy J. Lewicki**, Ohio State U.**; David Schoorman**, Purdue U.

966 : *(Paper Session) - (OB)* **Teams Research: Types, Processes, and Issues**

8:30- 10:20 Adam's Mark: Gov. Sq. 10

Chair: **Lucinda Lawson**, Lehigh U.

OB: The Debiasing Effect of Counterfactual Mind-Sets on Group Decisions | **Laura Kray**, U. of Arizona

OB: Context & Boundary Interactions in Cross-Functional Teams | **Stephen G Green**, Purdue U.; **Sara McComb**, U. of Massachusetts, Amherst; **Dale Compton**, Purdue U.

OB: Problem-Solving Teams, Initial Premises, and External Standards: A Re-Examination of Gersick's Model | **Daniel Tzabbar**, U. of Toronto; **John M. Oesch**, U. of Toronto

OB: Individual Consequences of Social and Interdependence-Based Person-Team Fit | **David J. Glew**, U. of Tulsa

Discussant: **Mary J. Waller**, U. of Illinois

967 ❖SHCS: *(OB, CAR)* **Development and Success of Management and Leadership Talent in a Netcentric Economy**

8:30- 10:20 Adam's Mark: Gov. Sq. 12

Leadership in the Virtual Workplace | **Gretchen Spreitzer**, U. of Michigan

Idiosyncratic Deals and Psychological Contracts of Career Advancement | **Denise M. Rousseau**, Carnegie Mellon U.

Career Consequences of Developmental Networks | **Monica C. Higgins**, Harvard U.

Manager and Organization Learning Enablers in Utilizing Work Experiences to Develop Managerial Talent | **Paul E. Tesluk**, U. of Maryland

968 JS: *(OB, HR)* **Perceived Organizational Support: Employer Commitment to Employees**

8:30- 10:20 Convention Center: C209

Chair: **Robert Eisenberger**, U. of Delaware

Perceived Organizational Support: The Supervisor as a Symbol of the Organization | **Ivan Laars Sucharski**, U. of Delaware

Perceived Support and Affective Commitment at the Organizational and Local Work Unit Levels | **Louis C. Buffardi**, George Mason U.

Politics and Work Outcomes: A Multilevel Analysis of the Role of Perceived Organizational Support | **Wayne A. Hochwarter**, Florida State U.

Organizational Commitment: Roles of Perceived Organizational Support and Human Resource Practices |

Discussant: **Robert Eisenberger**, U. of Delaware

969 ☯❖JS: *(OB, SIM)* **Interwoven Relationships: Incorporating Context into Organizational Research**

8:30- 10:20 Convention Center: A209

Chairs: **Joerg Dietz**, U. of Western Ontario**; S. Douglas Pugh**, U. of North Carolina, Charlotte

Speakers: **John Burrows**, Tulane U.**; Elizabeth Eve Umphress**, Tulane U.**; Rebecca M. Butz**, Tulane U.**; Arthur P. Brief**, Tulane U.**; Lotte Scholten**, U. of Amsterdam**; Jack W. Wiley**, Gantz Wiley Research**; Katherine Klein**, U. of Maryland**; Jessica Saltz**, U. of Maryland**; Gary Johns**, Concordia U.

Discussant: **Yitzhak Fried**, Wayne State U.

970 ❖: *(ODC)* **Managing Multiple Dimensions: Mastering the Capability-Opportunity Challenge**

8:30- 10:20 Convention Center: C109

Speakers: **Jay R. Galbraith**, U. of Southern California**; Paul Adler**, U. of Southern California**; Anat Lechner**, Rutgers U.

971 : *(Paper Session) - (ODC)* **Processes and Outcomes of Strategic Change**

8:30- 10:20 Convention Center: C112

Chair: **Thomas C. Head**, Roosevelt U.

ODC: Temporal Focusing in Strategic Change | **Quy Nguyen-Huy**, INSEAD

☯**ODC:** Enduring Change in the Public Sector: A 25-Year Follow-Up Study of a Successful Merger | **R. Wayne Boss**, U. of Colorado, Boulder; **Mark L. McConkie**, U. of Colorado, Colorado Springs; **Robert T. Golembiewski**, U. of Georgia

ODC: Program Commitment in the Implementation of strategic Change | **Mitchell J. Neubert**, Baylor U.; **Diana J. Wong-Ming Ji**, Bowling Green State U.; **Janet L. Hartley**, Bowling Green State U.; **David A. Hofmann**, U. of North Carolina, Chapel Hill

ODC: Radical Changes and Financial Performance: A Macro Longitudinal Study | **Zachary Sheaffer**, Tel Aviv U.; **Orly Yeheskel**, Tel Aviv U.; **Yoav Ganzach**, Tel Aviv U.

✈**ODC:** Elusive Institutions of Reform: Understanding the Corporate Change Process in the Chinese State-Owned Enterprises | **John Hassard**, U. of Manchester Institute of Science & Technology

Discussant: **Keith P. Bahde**, Benedictine U.

972 ❖: *(Paper Session) - (OMT)* **Alliances and Embeddedness**

8:30- 10:20 Adam's Mark: Tower Court B

Chair: **David L. Deephouse**, U. of Alberta

OMT: Time Orientations of Strategic Alliances: Alliance Horizons and Opportunistic Behavior | **T.K. Das**, City U. of New York, Baruch College; **Noushi Rahman**, City U. of New York, Baruch College

❖**OMT:** The Social Structure of Cooperation: Embeddedness and Network Relationships | **Marco Tortoriello**, Carnegie Mellon U.; **Vincenzo Perrone**, Bocconi U.

✈❖**OMT:** One Size Does Not Fit All: A Contingency Perspective on Embeddedness Effects | **Kuang-chi Chang**, U. of Chicago

☯❖**OMT:** Dealing with Surprises: Collaborating in an Alliance Team | **David Oliver**, Imagination Lab Foundation; **Johan Roos**, Imagination Lab Foundation

973 ❖: *(Paper Session) - (OMT)* **Institutional Networks: Pressures, Linkages and Choices**
8:30- 10:20 Adam's Mark: Gov. Sq. 9
Chair: **Tiffany L. Galvin**, U. of Texas, Dallas
OMT: Three Theories Explaining the Choice to Franchise | **Taco Reus**, Florida State U.
OMT: Virtual Organizations: The Preinstitutional Path to Ongoing Goal Accomplishment | **Linda Isenhour**, U. of Central Florida
OMT: Unexpected Outcomes of Institutional Linkages in Turbulent Industries | **Bin Zhao**, U. of Western Ontario; **David Loree**, U. of Western Ontario
OMT: Processes of Partner Choices: Competing for Resources and Legitimacy | **Candace Jones**, Boston College; **Sharon McKechnie**, Boston College

974 ☯: *(Paper Session) - (ONE)* **Corporate Environmental Information: Sources, Management, and Reporting**
8:30- 10:20 Convention Center: C108
Chair: **Gordon P. Rands**, Western Illinois U.
ONE: Proactive Environmental Management of Ecological Information | **Andrew Griffiths**, U. of Wollongong; **Joseph A. Petrick**, Wright State U.; **Veronica Fung**, Queensland U. of Technology
ONE: Corporate Environmental Reporting: Are You Getting What You Want? | **R. Scott Marshall**, Portland State U.; **Darrell Brown**, Portland State U.
❖**ONE:** Regional Innovation Networks for Environmental Management | **Gregory Theyel**, California State U., Hayward
Discussants: **Oana Branzei**, U. of British Columbia**; Bruce Paton**, Silicon Valley Center for Innovation and Sustainability**; Jorge Rivera**, U. of Colorado, Denver

975 : *(Paper Session) - (RM)* **Manufacture of Management Knowledge: Perspectives, Problems, and Controversies**
8:30- 10:20 Convention Center: C210
Chair: **Stewart Clegg**, U. of Technology, Sydney
❖**RM:** Journals as Producers of Knowledge: Theory and Application to the Field of Management | **Abagail McWilliams**, U. of Illinois, Chicago; **Donald S. Siegel**, Rensselaer Polytechnic Institute; **David D. Van Fleet**, Arizona State U.
☯**RM:** Research Integrity : A Survey of Administrative Science Faculties | **Pierre Cossette**, U. of Quebec, Montreal
RM: Beyond Positivist and Interpretive Studies: The Transformative Approach to Inquiry | **Don Antunes**, Cambridge U.
Discussants: **Mary Fambrough**, Alliant International U.**; Carolyn Gardner**, Radford U.

976 🕮☯: *(Paper Session) - (SIM)* **New Approaches to Social Issues in Management Research**
8:30- 10:20 Convention Center: A206
Chair: **Jeffrey Gale**, Loyola Marymount U.
❖**SIM:** Multidirectional Stakeholder Networks: Specifying Capability, Turbulence and Reputation | **Mark A. Heuer**, George Washington U.; **Mark Starik**, George Washington U.
SIM: Testaments as Facilitators of Trust and Self-Regulation | **Ron Roman**, U. of Pittsburgh
SIM: Radar Screens, Astroturf, and Dirty Work: An Ethnographic Exploration of Corporate Political Behavior | **James E. Mattingly**, U. of Missouri
Discussants: **Diane L. Swanson**, Kansas State U.**; Craig S. Fleisher**, U. of New Brunswick

977 ☯: *(Paper Session) - (SIT)* **Decision Making**
8:30- 10:20 Convention Center: A208
Facilitator: **Don Moore**, Carnegie Mellon U.
BPS: Decision-Making Speed Expertise | **Frank C. Schultz**, Michigan State U.
ENT: Sequential Decision Making and Performance: A Study of Venture Capital Decision Making Processes | **Isin Guler**, U. of Pennsylvania
✈**OB:** Culture and Competitive Decision Making:The Mediating and Moderating Effects of Individualism | **Xiao-Ping Chen**, U. of Washington, Seattle; **Shu Li**, Nanyang Technology U.
MOC: The Straw That Broke the Camel's Back: Making Radical Decisions in an Incremental Process | **Frances H. Fabian**, Tulane U.

978 ☯❖: *(Paper Session) - (SIT)* **Knowledge and Its Sharing**
8:30- 10:20 Adam's Mark: Director's Row F
Facilitator: **Fernando Olivera**, U. of Western Ontario
❖**OB:** Why Should I Trust You? Antecedents of Trust in a Knowledge Transfer Context | **Daniel Z. Levin**, Rutgers U.; **Robert L. Cross**, U. of Virginia; **Lisa C. Abrams**, IBM Institute for Knowledge-based Organizations
OB: Giving Up the 'Secret of Fire': The Impact of Incentives and Self-Monitoring on Knowledge Sharing. | **Dishan Kamdar**, National U. of Singapore; **Glenn J. Nosworthy**, National U. of Singapore; **Ho-Beng Chia**, National U. of Singapore; **Yue-Wah Chay**, Singapore Management U.
IM: Stickiness and Adaptation of Complex Knowledge in Cross-Border Knowledge Transfers | **Robert James Jensen**, U. of Pennsylvania
☯**RM:** An Approach to Measuring Knowledge in Organizational Settings | **Stephen P. Borgatti**, Boston College

979 : *(Paper Session) - (SIT)* **National Culture in Organizational Research**
8:30- 10:20 Convention Center: C204
Facilitator: **Chun Hui**, Chinese U. of Hong Kong
☯**OB:** Exploring Effects of Cultural Values on the Relationship between Social Beliefs and Managerial influence | **Ping Ping Fu**, Chinese U. of Hong Kong; **Jeffrey C. Kennedy**, Lincoln U., New Zealand; **Michael Harris Bond**, Chinese U. of Hong Kong; **Gary A. Yukl**, State U. of New York, Albany; **E. S. Srinivas**, XLRI Jamshedpur, India; **Selda Fikret Pasa**, Bogazici U.; **Adith Cheosakul**, Chulalongkorn U.; **T.K. Peng**, I-Shou U.; **Paul L. Koopman**, Free U., Amsterdam; **Leonel Prieto**, New Mexico State U.; **Marie-Francois Lacassagne**, U. de Bourgogne; **Hiro Higashide**, Waseda U.; **Jasmine Tata**, Loyola U., Chicago

OM: The Importance of National Culture in Operations Management Research | **Mark Pagell**, Oregon State U.; **Jeffrey P. Katz**, Kansas State U.; **Chwen Sheu**, Kansas State U.

✈**IM:** Survey Response Bias Among Chinese Managers: Overconfidence or Modesty? | **Robert Culpepper**, Stephen F. Austin State U.; **Liming Zhao**, Lexmark, Inc.; **Clyde Lowery**, Lockheed Martin

☯**RM:** Cross-Cultural Comparison of Construct Means: The Issue of Partial Measurement Invariance | **Gordon W. Cheung**, Chinese U. of Hong Kong

Wednesday 8:45AM

980 : *(Paper Session) - (GDO)* **Is It Sex or Gender? Predicting Reactions to Work**

8:45- 10:20 Convention Center: A109

Chair: **La Verne Hairston Higgins**, Le Moyne College

GDO: Can Work Domain Variables Predict Family Interference with Work? A Comparison of Men and Women | **T. Alexandra Beauregard**, London School of Economics

GDO: What Managers Seek From Their Careers: Expanding the Traditional Model of Career Satisfaction | **Kimberly A. Eddleston**, Northeastern U.

GDO: Gender as a Predictor of Relational and Independent Approaches to Work | **Cynthia Trapani Matthew**, Columbia U.; **Gina Antonella Buontempo**, Columbia U.; **Frederic P. Delmhorst**, Columbia U.; **Caryn J. Block**, Columbia U.

Discussants: **Marianne Miller**, Virginia Commonwealth U.**; David A. Kravitz**, George Mason U.

Wednesday 9:00AM

981 🕮☯❖: *(AA)* **The Energy of Positive Professional Practice: Examples of a Working Net**

9:00- 10:20 Convention Center: A201

Organizer: **Elena P. Antonacopoulou**, U. of Manchester

Positive Support in Tragic Times | **Kim S. Cameron**, U. of Michigan

Positive Rethinking of Knowledge Production | **Steve W. Fuller**, Warwick U.

Positive Contributions to Pedagogy and Management Education | **Elena P. Antonacopoulou**, U. of Manchester

Positive Initiative Supporting Co-Education | **Regina Bento**, U. of Baltimore

982 : *(AAC)* **Placement Registration**

9:00- 12:00 Hyatt: Pikes Peak

Organizer: **Nancy H. Leonard**, West Virginia U.

983 : *(AAC)* **Registration**

9:00- 12:00 Convention Center: Ballroom

Organizer: **Nancy Urbanowicz**, Academy of Management

984 : *(AAC)* **Membership**

9:00- 12:00 Convention Center: Ballroom

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

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

985 🕮☯❖: *(Paper Session) - (HCM)* **Research on the Interface of Consumers and Healthcare Delivery: Linking Theory and Practice**

9:00- 10:20 Convention Center: A112

Chair: **Jullet A. Davis**, U. of Alabama, Tuscaloosa

❖**HCM:** Novel Modes of Knowledge Production? Producer/Consumer Interactions in Health Services Research | **Ewan Ferlie**, Imperial College of Science, Technology and Medicine; **Martin Wood**, N/A

HCM: Waiting Lists in Dutch Health Care: An Analysis From an Organization Theoretical Perspective | **Patrick Kenis**, Tilburg U.

HCM: The Effects of Sociodemographic Characteristics on Patient Satisfaction Under Three Managed Care Conditions | **Kevin LaFrance**, U.S. Army/Baylor U.; **Samuel Robert Hernandez**, U. of Alabama, Birmingham; **Richard M. Shewchuk**, U. of Alabama, Birmingham

Discussant: **Thomas F. Hilton**, National Institutes of Health/National Institute on Drug Abuse

986 : *(Paper Session) - (MOC)* **Individual Identity and the Concept of Fit**

9:00- 10:20 Convention Center: C201

Chair: **Danna Greenberg**, Babson College

MOC: Why does Dissimilarity Matter? Contrasting Self-Categorization with Similarity–Attraction | **Prithviraj Chattopadhyay**, U. of New South Wales; **Elizabeth George**, U. of New South Wales; **Sandra A. Lawrence**, U. of Queensland

✈**MOC:** The Brain Makes the Fit: On the Materialist Hypothesis to Consciousness, Neuropsychology and Person–Organization Fit | **Jon Billsberry**, Open U., U.K.; **John Moss-Jones**, Open U., U.K.; **Philip Marsh**, Open U., U.K.

MOC: Creating an Individual Work Identity | **Kate Walsh**, Cornell U.; **Judith R. Gordon**, Boston College

Discussant: **Judith B. White**, Dartmouth College

987 : *(OCIS)* **Conceptualizing Change in Communicative Genres: Exploring Levels of Analysis and Drivers**

9:00- 10:20 Convention Center: A204

Chair: **Natalia Levina**, New York U.

Speakers: **Carsten Osterlund**, Massachusetts Institute of Technology**; Kevin Crowston**, Syracuse U.**; Jennifer Howard-Grenville**, Boston U.

Discussant: **JoAnne Yates**, Massachusetts Institute of Technology

988 : *(Paper Session) - (TIM)* **Technological Determinants of Firm Boundaries**

9:00- 10:20 Convention Center: C208

Chair: **Kyle J. Mayer**, U. of Southern California

TIM: Technological Uncertainties as Strategic Concerns in Vertical Integration | **Mingchun Sun**, Stanford U.

TIM: A Knowledge-Based Perspective on the Internal Boundaries of the Firm | **Phanish Puranam**, London Business School

TIM: Organizational Integration of Acquired Biotechnology Companies in Pharmaceutical Companies | **Lars Schweizer**, U. of Bamberg

TIM: Large-Small Firm Partnerships for Innovation: The Choice Between Equity Alliance and Acquisition | **Margaret Dalziel**, U. of Ottawa

989 : *(Paper Session) - (TIM)* **Information Technology and Performance**
9:00- 10:20 Convention Center: C212
Chair: **Jon W. Beard**, Southern Illinois U., Edwardsville
TIM: Reconciliation of Differences in Interpretation of Misalignments When Collaborative Technologies are Introduced Into New Product Development Teams | **Gerald I. Susman**, Pennsylvania State U.; **Barbara Gray**, Pennsylvania State U. ; **Candace Blair**, Pennsylvania State U.; **John Perry**, Pennsylvania State U.
TIM: Information Technology and the Formation of Firm Capabilities: The Moderating Effect of Process Choice | **Michael J. Fern**, U. of North Carolina, Chapel Hill; **Laura B. Cardinal**, U. of North Carolina, Chapel Hill; **Aleda V. Roth**, U. of North Carolina, Chapel Hill
TIM: Implementing Computer Technology: A Field Test and an Extension of Klein and Sorra's Model | **Patricia J. Holahan**, Stevens Institute of Technology; **Zvi Harold Aronson**, Stevens Institute of Technology; **David Schoorman**, Purdue U.
TIM: A Longitudinal Study of Software Quality Improvement and Information Technology Infrastructure Costs | **Sandra Slaughter**, Carnegie Mellon U.; **Donald Harter**, U. of Michigan

Wednesday 10:40AM

990 : *(AA)* **Networks Between Businesses and Regulators: A Win-Win Approach to Environmental Protection?**
10:40- 12:00 Convention Center: A205
Chair: **Stuart Hart**, U. of North Carolina, Chapel Hill
Speakers: **Magali Delmas**, U. of California, Santa Barbara**; Jorge Rivera**, U. of Colorado, Denver**; Lawrence Pratt**, INCAE**; Peter DeLeon**, U. of Colorado, Denver**; Bradford S. Gentry**, Yale U.**; Oxana OBanion**, U. of Colorado, Denver

991 ❖: *(AA)* **The Role of Networks on Entrepreneurial Processes and Outcomes**
10:40- 12:00 Convention Center: A201
Chairs: **Ha Hoang**, INSEAD**; Javier Gimeno**, INSEAD
Competition and Corporation: From Entrepreneurial Structure to Corporate Structure | **Ryon Lancaster**, Northwestern U.
Organizational Growth and Collaborative Capability: Science and Strategy in a Knowledge-Intensive Field | **Kenneth W. Koput**, U. of Arizona
Emerging Entrepreneurial Teams: The Role of Networks | **Howard Aldrich**, U. of North Carolina
The Role of Networks on the Nascent Entrepreneurial Process | **Ha Hoang**, INSEAD
Discussants: **David Bruce Audretsch**, Indiana U., Bloomington**; Arnold C. Cooper**, Purdue U.

992 : *(Paper Session) - (BPS)* **The Role of Reputation on Competitive Behavior and Performance**
10:40- 12:00 Adam's Mark: Plaza Court 3
Chair: **Manuel Becerra**, Instituto De Empresa
BPS: Reputation Spillover: How Changes in Corporate Reputation Affect Competitive Action | **Tieying Yu**, Texas A&M U.; **Richard H. Lester**, Texas A&M U.; **Metin Sengul**, INSEAD
BPS: Of Market Signals, Chords, and Tunes: An Empirical Examination of the Relationship Between Strategic Actions and Market Value of Internet Firms | **Violina Rindova**, U. of Maryland; **Walter J. Ferrier**, U. of Kentucky; **Robert Wiltbank**, U. of Washington
☯**BPS:** Walking the Talk: An Empirical Test of the Relative Effects of Organizational Reputation and Employee Know-How on Performance | **Alice C. Stewart**, Ohio State U.
BPS: Organizational Competence and Firm-Specific Tobin's Q: Moderating Role of Corporate Reputation | **Moses Acquaah**, U. of North Carolina, Greensboro
Discussant: **David L. Deephouse**, U. of Alberta

993 : *(Paper Session) - (BPS)* **Building and Valuing Intellectual Capital**
10:40- 12:00 Adam's Mark: Director's Row H
Chair: **Raymond Van Wijk**, Erasmus U.
BPS: A Thematic Analysis and Critical Assessment of Absorptive Capacity Research | **Peter J. Lane**, Arizona State U.; **Balaji R. Koka**, Arizona State U.; **Seemantini M. Pathak**, Arizona State U.
BPS: A Framework for Valuing Intellectual Capital Using Bourdieu's Forms of Capital | **Ken Ogata**, U. of Alberta
BPS: Intellectual Capital and Firm Performance: A Two Sample Test | **Kira Kristal Reed**, Syracuse U.; **Narasimhan Srinivasan**, U. of Connecticut
BPS: Intangible Capital as Drivers of Value: Resources, Capabilities and Management Systems | **Catherine Maritan**, State U. of New York, Buffalo; **Karen Schnatterly**, U. of Minnesota

994 : *(Paper Session) - (BPS)* **The Governance of Innovation: Effect of Top Management Teams and Governance Structures on Innovation**
10:40- 12:00 Adam's Mark: Director's Row E
Chair: **Ragnhild Kvalshaugen**, Norweigan School of Management
BPS: Top Management Team Attributes, Corporate Governance and R&D Investment Strategy | **Yasemin Y. Kor**, U. of Delaware
BPS: CEO Tenure and Pharmaceutical Patent Filings Under Differing Levels of Technological Uncertainty | **Sibin Wu**, U. of Wisconsin, Milwaukee; **Edward Levitas**, U. of Wisconsin, Milwaukee; **Richard L. Priem**, U. of Wisconsin, Milwaukee
BPS: The Influence of Outside Directors Incentive Pay on Firms' R&D | **Yuval Deutsch**, York U.

BPS: The Impacts of Governance Structures on Patenting Behavior in the U.S. Semiconductor Industry | **Yoon-Suk Baik**, Purdue U.
Discussant: **Parthiban David**, U. of Notre Dame

995 ✈JS: *(BPS, IM)* **Corporate Refocusing: New Perspectives and International Comparisons**
10:40- 12:00 Convention Center: A207
Chair: **Mike Wright**, U. of Nottingham
Speakers: **Donald D. Bergh**, Pennsylvania State U.**; Richard A. Johnson**, U. of Missouri, Columbia**; Robert E. Hoskisson**, U. of Oklahoma**; Laszlo Tihanyi**, U. of Oklahoma**; Steve Toms**, U. of Nottingham**; Garry D. Bruton**, Texas Christian U.**; William P. Wan**, Thunderbird, The American Graduate School of International Management

996 SHCS: *(BPS, MOC, OB)* **How Much Do Managers Need Accurate Perceptions to Strategize?**
10:40- 12:00 Adam's Mark: Gov. Sq. 15
Chairs: **John Mezias**, U. of Miami**; William H. Starbuck**, New York U.
Which Mistakes Matter? | **Sidney G. Winter**, U. of Pennsylvania
Some Reasons to Doubt the Accuracy of Managers' Perceptions | **William H. Starbuck**, New York U.
Investigating Perceptual (In)accuracy in Strategizing: Methodological Problems & Tentative Solutions | **Gerard P. Hodgkinson**, Leeds U.
Coping with Inaccurate Perceptions | **John Mezias**, U. of Miami
Accuracy or Agreement? A Constructionist View of Managerial Cognitive Competence | **Joseph Porac**, Emory U.

997 ❖: *(CAR)* **Experiencing Networks, Exploring Career Issues**
10:40- 12:00 Convention Center: A105
This session is an experiential exploration of networks and issues related to conceptualizing objective and subjective perceptions of careers. Attendees will be active participants in an exploration of networks and careers issues.
Facilitators: **Allan W. Bird**, U. of Missouri, St. Louis**; Monica L. Forret**, St. Ambrose U.**; Martin Greller**, U. of Wyoming**; Hugh Gunz**, U. of Toronto
Moderator: **Gregory K. Stephens**, Texas Christian U.

998 : *(Paper Session) - (ENT)* **Cultural, Governmental, and Social Influences**
10:40- 12:00 Convention Center: A210
Chair: **Irene M. Duhaime**, Georgia State U.
✈❖**ENT:** Opening the Black Box of Regional Culture: A Cross-Section of 54 Regions | **Sjoerd Beugelsdijk**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.; **Anton van Schaik**, Tilburg U.
ENT: Governments, Entrepreneurs, and Positive Externalities: A Real Options Perspective | **Seung-Hyun Lee**, Ohio State U.; **Mike W. Peng**, Ohio State U.
ENT: An Evaluation of Incubators as a Sustainable Institutional Form for High-Technology Venturing | **Victor Seidel**, Stanford U.
ENT: Social and Institutional Barriers to Market Entry | **Jeffrey A. Robinson**, Columbia U.; **Gregory Fairchild**, U. of Virginia

999 : *(Paper Session) - (ENT)* **Family Business**
10:40- 12:00 Convention Center: A212
Chair: **Melissa S. Cardon**, Case Western Reserve U.
ENT: Stakeholder Mapping Technique: Toward the Development of a Family Firm Typology | **Pramodita Sharma**, Wilfrid Laurier U.
ENT: Feuding Families: When Conflict Does a Family Good | **Franz Kellermanns**, U. of Connecticut; **Kimberly A. Eddleston**, Northeastern U.
ENT: An Examination of the Antecedents of Conflict Over Money, Management, Vision, and Control in Family Businesses | **Michael W. Wakefield**, Southern Colorado U.; **Terrence C. Sebora**, U. of Nebraska
❖**ENT:** Gendered Network Dynamics: The Impact of Spousal Influence on the Cooperative Network Orientation | **Ritch L. Sorenson**, Texas Tech U.; **Cathleen Folker**, U. of St. Thomas

1000 JS: *(GDO, HR, OB)* **Can the Company Make a Difference? Organizational Practices and the Inclusion of Women in Management**
10:40- 12:00 Convention Center: A101/103
Chair: **Katherine Giscombe**, Catalyst
How Much Progress Have Women Made? Announcements of Women's and Men's Job Moves in the WSJ | **Karen S. Lyness**, Baruch College
A Longitudinal Examination of Career Mobility of Women of Color | **Katherine Giscombe**, Catalyst
Organizational Climate and the Effective Inclusion of Women Managers | **Marian N. Ruderman**, Center for Creative Leadership
Perceived Inclusion and the Experience of Fair Treatment: An Examination of Gender and Justice | **Brian Welle**, Catalyst / New York U.
Discussant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

1001 JS: *(GDO, HR, OB)* **The Work-Life Interface: Firm Implementation, Individual Preferences, and Behavior**
10:40- 12:00 Convention Center: A108/110
Chair: **Jill Perry-Smith**, Emory U.
Walking the Talk: Why Some Organizations are More Successful than Others at Implementing Work-Life | **Lynn Perry Wooten**, U. of Michigan
The Role of Perceived Implementation Attributes of Work-Life Policies in Individual Decision-Making | **Ellen Ernst Kossek**, Michigan State U.
The Role of Images in Influencing the Effects of Work-Life Policies on Recruitment and Retention | **Ann Marie Ryan**, Michigan State U.
It's Not that I Don't Like You: Preferences for Segmentation & Engagement in Discretionary Organization | **Nancy Rothbard**, U. of Pennsylvania

1002 JS: *(GDO, OB, OMT)* **The Impact of Gender Context on Individuals and Organizations**
10:40- 12:00 Convention Center: C101/103
Chair: **Alison M. Konrad**, Temple U.
The Effects of Gender Context: A Meta-Analysis | **Caren Goldberg**, George Washington U.
More or Less: Gender Composition of Universities and the Hiring of Women Faculty | **Heather Geraci**, Cornell U.
Relational Demography:An Investigation of Demographic Dissimilarity and Identity | **Christine Marie Riordan**, U. of Georgia
Perceived Discrimination and Organizational Support: The Effects of Hospital Unit and Hospital Lead | **Kathleen M. Cannings**, Uppsala U.
Developing a Measure of Sex-Role Spillover | **Bambi M. Douma**, U. of Arizona
Discussant: **Mary E. Graham**, Clarkson U.

1003 🕮☯: *(Paper Session) - (HCM)* **Integrated Health Networks: Prespectives on Strategy**
10:40- 12:00 Convention Center: A112
Chair: **Hanh Q. Trinh**, U. of Wisconsin, Milwaukee
❖**HCM:** Who Do They Serve? Community Responsiveness Among Hospitals Affiliated with Health Systems and Networks | **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Jeffrey A. Alexander**, U. of Michigan; **Gloria J. Bazzoli**, Virginia Commonwealth U.
☯**HCM:** From the Ladder of Intended Vertical Integration Toward the Business of Realized Diversification | **David R. Williams**, U. of Alabama, Birmingham; **Stephen J. O'Connor**, U. of Alabama, Birmingham
HCM: The Effects of Relative Resource Configuration, Organizational Legitimacy, and Integration on Divestiture | **Melissa Succi-Lopez**, Chapman U.; **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Jeffrey A. Alexander**, U. of Michigan
Discussant: **K. Joanne McGlown**, Battelle Memorial Institute

1004 : *(Paper Session) - (IM)* **IB Research: Let's Give'em Something to Talk About**
10:40- 12:00 Convention Center: C102
Chair: **Aharon Tziner**, Netanya Academic College
✈**IM:** Forgotten and Neglected – Language: The Orphan of International Business Research | **Alan Feely**, U. of Aston; **Anne-Wil Harzing**, U. of Melbourne
✈**IM:** The Role of Language in Cross-National Mail Survey Research | **Anne-Wil Harzing**, U. of Melbourne
✈**IM:** What Matters Most? A Review of MNE Literature, 1990-2000 | **Eunni V. Rangamohan**, Boston U.; **James E. Post**, Boston U.
IM: Thirty Years of International Business Environment Research in International Business Studies | **Manuel Portugal Ferreira**, U. of Utah; **Dan Li**, U. of Texas, Dallas; **Stephen E. Guisinger**, U. of Texas, Dallas
Discussant: **Lilach Nachum**, Cambridge U.

1005 : *(Paper Session) - (IM)* **Development in Emerging Economies**
10:40- 12:00 Convention Center: C104
Chair: **Hemant Merchant**, Simon Fraser U.
IM: Collaboration Across Borders: Benefits to Firms in an Emerging Economy | **Rekha Krishnan**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.
IM: How Does the Size of an Informal Economy Affect FDI in Developing Countries? | **Anna Lamin**, U. of Minnesota
✈**IM:** Organizational Coping with Institutional Upheaval: The Case of Transition Economies in CEE | **Kendall Roth**, U. of South Carolina; **Tatiana Kostova**, U. of South Carolina
✈**IM:** Administration and Development Revisited Twenty Years Later | **Taieb Hafsi**, Ecole des Hautes Etudes Commerciales; **Mehdi Farashahi**, Concordia U.
Discussant: **Robert C. Moussetis**, North Central College

1006 ❖JS: *(IM, OMT, RM)* **Globalization and Knowledge Activism from Malaysia, India and Mexico: Networking Among Disciplines**
10:40- 12:00 Convention Center: C207
Chair: **Marta B. Calas**, U. of Massachusetts, Amherst
Institutional Ethnography for Globalization Inquiry: "Knowledge Transfers" in Malaysia | **Vanessa C.M. Chio**, U. of Washington, Tacoma
Intra-Organizational Knowledge Transfer: Between Authority and Dialogue | **Raza A. Mir**, Monmouth U.
Culture, Knowledge and Power: A Cultural Studies Exploration of Maquiladora Management and Research | **Carlos B. Gonzalez**, U. of Massachusetts, Amherst
Discussant: **Linda Smircich**, U. of Massachusetts, Amherst

1007 🕮☯❖: *(MED)* **Networking Theory and Practice: Meeting Mintzberg's Challenge**
10:40- 12:00 Convention Center: A113
Chair: **Carol H. Sawyer**, U. of La Verne
Speakers: **Cindy Alexandra Tuttle**, U. of La Verne**; Michael Driebe**, LeRoy Haynes Center**; Brian Morgan Armstrong**, U. of La Verne**; Kathleen Duncan**, Management Consultant**; Grace Harper**, Deputy Superintendent of Buildings, City of Los Angeles

1008 : *(Paper Session) - (MH)* **People in Management History**
10:40- 12:00 Convention Center: A104
Chair: **Terrell G. Manyak**, Nova Southeastern U.
🕮☯**MH:** Daniel Defoe: The Complete Small Business Manager | **Patricia Hamilton**, Union U.; **R. H. Hamilton**, Georgia State U.
☯**MH:** Louise and Sidney Homer: A 21st Century Dual-Career Couple, Circa 1911 | **Linda Achey Kidwell**, Niagara U.; **Roland E. Kidwell, Jr.**, Niagara U.
MH: Business Cycles, Entrepreneurship and Innovation: Austrian School of Economics to Schumpeter to Drucker to Now | **Timothy Scott Kiessling**, U. of Oklahoma, Norman
MH: The Anabasis and Lessons in Leadership: Xenophon as a Prototypical Transformational Leader | **John Humphreys**, Eastern New Mexico U.

Discussants: **Joseph R. Bell**, U. of Northern Colorado**; Mohammed R. Ahmed**, Ameer Institute of Technology**; Beverly Jones**, Kettering U.**; Raymond Louis Hogler**, Colorado State U.

1009 ❖: *(Paper Session) - (MOC)* **Social Networks in Organizations**
10:40- 12:00 Convention Center: C201
Chair: **Scott Bryant**, Montana State U.
MOC: Diminishing the Social Network in Organizations - Is there such a Phenomenon as 'Survivor Syndrome'? | **Bernadette Maree Cross**, U. of Newcastle, Australia
❖**MOC:** How Personality Drives Network Benefits: Need for Cognition, Social Networks, and Information Amount | **Marc H. Anderson**, U. of Minnesota
❖**MOC:** The Strength of Weak Ties You Can Trust: The Mediating Role of Trust in Effective Knowledge Transfer | **Daniel Z. Levin**, Rutgers U.; **Robert L. Cross**, U. of Virginia; **Lisa C. Abrams**, IBM Institute for Knowledge-based Organizations
Discussant: **Susan K. Lippert**, Drexel U.

1010 : *(Paper Session) - (MSR)* **Leadership and Sense Making**
10:40- 12:00 Convention Center: A102
Chair: **David S. Steingard**, St. Joseph's U.
☯✈**MSR:** Birthing New Worlds Through Exceptional Responses to Challenging Circumstances | **Sangeeta Parameshwar**, U. of Illinois, Springfield
☯**MSR:** Translating Spiritual Intelligence into Leadership-Development Competencies | **David A. Cowan**, Miami U., Ohio
☯**MSR:** Understanding Spirituality At Work: A Sense Making Perspective | **Mario Fernando**, Victoria U., Wellington
MSR: Spirituality & Archetype in Organizational Life | **F. Neil Brady**, Brigham Young U.; **David W. Hart**, Brigham Young U.
Discussant: **Robin Duncan Matthews**, Kingston U.

1011 : *(Paper Session) - (OB)* **Roles For Cultural Values Within Organizations and Across National Boundaries**
10:40- 12:00 Adam's Mark: Plaza Court 8
Chair: **James W. Bishop**, New Mexico State U.
OB: Collectivism as Personality: Implications for Team Selection and Staffing | **Christine Lynn Jackson**, U. of Florida; **Jason A. Colquitt**, U. of Florida; **Robert Eric Wild**, U. of Florida; **Michael Wesson**, Texas A&M U.
☯**OB:** Study of Chinese Business Executives: A Value-Based Approach | **Ping Ping Fu**, Chinese U. of Hong Kong; **Robert J. House**, U. of Pennsylvania; **Jun Liu**, Tsinghua U.; **Ling Zhang**, Tsinghua U.; **Weiku Wu**, Tsinghua U.; **Wu Liu**, Fudan U.; **Hua Gong**, Fudan U.; **An Li Wang**, Fudan U.; **Rongxian Wu**, Suzhou U.; **Xiao Li Ji**, Chongqing U.; **Su Zhong**, Chongqing U.; **Yong Gang Fu**, Dalian U. of Technology; **Yong Kang Yang**, Fudan U.
OB: Influence of Cultural Values and Work Value/Job Satisfaction Fit on Organizational Commitment | **Pei-Chuan Wu**, National U. of Singapore
OB: Determinants of Procedural Justice Perceptions: The Roles of Outcome Favorability, Procedural Characteristics and Individualism-Collectivism | **Jaepil Choi**, Hong Kong U. of Science and Technology
Discussant: **Amy C. Edmondson**, Harvard U.

1012 JS: *(OB, GDO, RM)* **Examining the Influence of Multiple Forms of Diversity on Team Outcomes Over Time**
10:40- 12:00 Convention Center: A209
Chair: **John Mathieu**, U. of Connecticut
The Effect of TMT Diversity on the Use of International Strategic Alliances | **Ho-uk Lee**, U. of Connecticut
Linear and Interactive Effects of Multiple Team Diversities on Performance Trajectories | **Zeki Simsek**, U. of Connecticut
Diversity in Member Ability as a Predictor of Teamwork Processes and Outcomes | **Michelle Amy Marks**, Florida International U.
Trust as a Mediator of the Impact of Team Diversity on Performance in Project Teams | **Lucy L. Gilson**, U. of Connecticut
Demographic Diversity, Deep Diversity, and Team Outcomes Over Time | **Katherine Klein**, U. of Maryland
Discussant: **David A. Harrison**, Pennsylvania State U.

1013 ❖: *(Paper Session) - (OCIS)* **Knowledge Sharing & Learning**
10:40- 12:00 Convention Center: A204
Chair: **Deborah J. Armstrong**, U. of Arkansas
OCIS: Evaluation Apprehension and Perceived Benefits in Interpersonal and Database Knowledge Sharing | **Bernd Erhard Irmer**, U. of Queensland; **Prashant Bordia**, U. of Queensland; **David Abusah**, U. of Queensland
Runner up to Best Paper Award
OCIS: Age, Size, and Contribution Dynamics of Online Learning Communities | **Gerardine DeSanctis**, Duke U.; **Michael Roach**, Duke U.
☯**OCIS:** E-Learning Difficulty: The Impact of Content, Process and Context on the Outcome of Technology-Mediated Learning | **Ruey-lin Hsiao**, National U. of Singapore; **Tsai-hsin Chu**, National Sun Yat-Sen U.; **Bob F. Y. Kuo**, National Sun Yat-Sen U.
OCIS: The Role of Exchange Processes, Inter-group Context and Identification in Knowledge Sharing | **Bernd Erhard Irmer**, U. of Queensland
Discussants: **Youngjin Yoo**, Case Western Reserve U.**; Molly Wasko**, Florida State U.**; Poppy L. Mcleod**, Case Western Reserve U.**; Ashley Braganza**, Cranfield U.

1014 : *(Paper Session) - (ODC)* **Building Knowledge and Organizational Learning**
10:40- 12:00 Convention Center: C112
Chair: **Peter Sorensen**, Benedictine U.
❖**ODC:** Organizational Learning & Change: Evidence of Shared Understanding in Two Public Sector Organizations | **David P. Spicer**, U. of Bradford

☯✈❖**ODC:** Efficacy of Appreciative Inquiry in Building Relational Capital in a Transcultural Strategic Alliance | **Monty G. Miller**, Pepperdine U.; **Stephen P. Fitzgerald**, Collaborative Capacity Consulting; **Kenneth Murrell**, West Florida U.; **Joanne Preston**, N/A

☯**ODC:** Building Up, Breaking Down: Assessment of Knowledge Capital & Learning Capabilties in Mergers & Acquisitions | **Garry L. Adams**, Florida State U.; **Taco Reus**, Florida State U.

Discussant: **George Roth**, Massachusetts Institute of Technology

1015 ❖: *(OMT)* Powering Networks: The Power of Networks and Networks of Power

10:40- 12:00 Adam's Mark: Tower Court B

Speakers: **Stewart Clegg**, U. of Technology, Sydney**; Salvador T. Porras**, U. Autonoma Metropolitana, Iztapalapa**; Marc W.D. Tyrrell**, Carleton U.**; Tyrone S. Pitsis**, U. of Technology, Sydney**; Raymond D. Gordon**, U. of Technology, Sydney**; Henry Wai-Chung Yeung**, National U. of Singapore

Discussants: **Nelson Phillips**, Cambridge U.**; Nicole Woolsey Biggart**, U. of California, Davis

1016 : *(Paper Session) - (OMT)* Evolution or Ecology?

10:40- 12:00 Adam's Mark: Gov. Sq. 9

Chair: **James Wade**, U. of Wisconsin, Madison

❖**OMT:** Network Evolution and Efficient Alliance Strategies | **Jonghoon Bae**, INSEAD; **Martin Gargiulo**, INSEAD

OMT: All That Glitters Is Not Gold: The Ecology of Educational Prestige in the SV Corporate Legal Market | **Olga M. Khessina**, U. of California, Berkeley; **Jonathan Jaffee**, Carnegie Mellon U.

❖**OMT:** Inter-Firm Mobility as Endogenous Precursor of Industry Dynamics and Organizational Dissolution | **Gino Cattani**, U. of Pennsylvania; **Johannes M. Pennings**, U. of Pennsylvania; **Filippo Carlo Wezel**, U. of Groningen

OMT: Evolutionary Origin of Trust: A Learning Perspective | **Christina Fang**, U. of Pennsylvania; **Steven Kimbrough**, U. of Pennsylvania; **Stefano Pace**, Bocconi U.; **Annapurna Valluri**, U. of Pennsylvania; **Eric Zheng**, U. of Pennsylvania

1017 : *(Paper Session) - (PNP)* Performance Management and Accountability in the Public Sector

10:40- 12:00 Adam's Mark: Plaza Court 7

Chair: **Robyn Thomas**, Cardiff U.

PNP: Performance Implications of Strategic Consistency in the Nonprofit Environment | **Virginia Baeten**, U. of Wisconsin, Milwaukee

PNP: Emergent Accountability through Negotiation in Program Fields | **Lenahan O'Connell**, U. of Kentucky

PNP: Outcomes Measures as Organizational Sensemaking | **Richard Michael Clerkin**, Indiana U., Bloomington

Discussant: **Owen Hughes**, Monash U.

1018 ❖: *(SIM)* The Dark Side of Networks

10:40- 12:00 Convention Center: C109

Chair: **Nancy C. Roberts**, Naval Postgraduate School

Speakers: **Eric R. Cheney**, U. of Massachusetts**; Michael Kenney**, U. of Florida**; Gordon H. McCormick**, Naval Postgraduate School**; John Arquilla**, Naval Postgraduate School

1019 📖☯: *(Paper Session) - (SIM)* Using Nonmarket Strategies, Political Action and Political Capital to Exert Influence

10:40- 12:00 Convention Center: A206

Chair: **Brian Shaffer**, U. of Maryland, College Park

📖☯**SIM:** The Probability of Corporate Political Action: Research Framework for Descriptive Analysis | **Juha Lamberg**, Tampere U. of Technology

SIM: Nonmarket Strategies in Election Issues: A Theoretical Framework Based on Information and Reputation | **Jean-Philippe Bonardi**, U. of Western Ontario; **Gerald Keim**, Arizona State U.

SIM: Exploring a Dimension of Political Capital: Which Firms Gain Access to Key Policymakers? | **Kathleen Rehbein**, Marquette U.; **Douglas A. Schuler**, Rice U.

Discussants: **Jennifer Griffin**, George Washington U.**; Kathleen A. Getz**, American U.

1020 ☯: *(Paper Session) - (SIT)* The Capabilities of Organizational Culture

10:40- 12:00 Convention Center: A208

Facilitator: **Boris Kabanoff**, Queensland U. of Technology

✈**CM:** Why Do Individuals Follow Cultural Norms? Need for Closure, Script-based Expectancies, and Conflict | **Hoying (Jeanne) Fu**, Nanyang Technological U.; **Michael Morris**, Columbia U.; **Sau-lai Lee**, U. of Hong Kong; **Chi-yue Chiu**, U. of Hong Kong

TIM: Corporate Culture and New Product Success: An Empirical Analysis | **Holger Ernst**, Otto Beisheim Graduate School of Management (WHU)

❖**PNP:** Exploring the Effects of Controversy and Culture-Based Practices on Public and Private Sector Strategies | **Paul Nutt**, Ohio State U.

BPS: Culture as a Dynamic Capability: The Case of 3M in the UK | **Cliff Bowman**, Cranfield U.; **Pauline Gleadle**, Cranfield U.

1021 ☯: *(Paper Session) - (SIT)* Psychological Contracts in Alternate Forms

10:40- 12:00 Adam's Mark: Director's Row F

Facilitator: **Harry J. Van Buren III**, Northern Iowa U.

❖**MSR:** Expanding the Network: What About Including "the All" in the Psychological Contract? | **Renu Burr**, U. of Western Australia; **Patricia Kay Thomson**, Curtin U. of Technology

OB: A Cognitive Approach to Breach in the Psychological Contract | **Lisa Schurer Lambert**, North Carolina U., Chapel Hill; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill; **Daniel M. Cable**, North Carolina U., Chapel Hill

CAR: Comparing Psychological Contracts of Part-Time and Full-Time Employees: A Quasi-Experimental Study | **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science; **Neil J. Conway**, London U.

ODC: The Psychological Contract and the Psychoanalytical Approach to the Study of Organizations | **Michaela C. Driver**, East Tennessee State U.

1022 ☯: *(Paper Session) - (SIT)* **Story-telling and Narrative**
10:40- 12:00 Convention Center: C204
Facilitator: **Dave M. Boje**, New Mexico State U.

☯**SIM:** Managing Public Affairs Through Storytelling | **Pursey Heugens**, Concordia U.

OB: Leading and Learning by Analogy | **Leigh Thompson**, Northwestern U.; **Ashleigh S. Rosette**, Northwestern U.

☯**ODC:** A Tale of Two Leaders: Exploring the Role of Leader Storytelling and Follower Sensemaking in Transformational Change | **Randy Spicochi**, N/A; **Kristi Lewis Tyran**, Western Washington U.

OMT: Time and Narrative History in Organization Theory: Charting Historical Narratives | **Peter Anthony Clark**, U. of Birmingham; **Michael Rowlinson**, U. of North London

1023 ❖: *(TIM)* **Networked Communities of Practice: An Integrated Approach to Organizational Learning**
10:40- 12:00 Convention Center: C212
Speakers: **Tony Burgess**, U.S. Military Academy, West Point**; Nate Allen Allen**, U.S. Military Academy, West Point**; Steve Schweitzer**, U.S. Military Academy, West Point
Discussant: **Joseph LeBoeuf**, U.S. Military Academy

1024 : *(Paper Session) - (TIM)* **Effective Strategies for New Product Development**
10:40- 12:00 Convention Center: C208
Chair: **Jay Nathan**, St. John's U.

TIM: Technology Push Versus Market Pull Resolved? Determinants of R&D Project Commercialization | **Thomas Astebro**, U. of Waterloo

TIM: Sacrificing Speed over Novelty? | **Bart van Looy**, K.U.Leuven; **Koenraad D. Debackere**, K.U.Leuven; **Rene Bouwen**, K.U.Leuven

☯✈❖**TIM:** Communicate to Innovate: Communication Patterns and Creativity in New Product Development Teams | **Roger Th.A.J. Leenders**, U. of Groningen; **Jan Kratzer**, U. of Groningen; **Jo M.L. Van Engelen**, U. of Groningen

☯**TIM:** The Role of Project Target Clarity in the Success of New Product Development | **Paul C. Hong**, U. of Toledo

Wednesday 12:20PM

1025 ❖: *(AA)* **Shifting Social Identities in the Networked Global Economy: Linking Identity, Motivation and Resource-based Theory**
12:20- 2:10 Convention Center: A201
Speakers: **Judith B. White**, Dartmouth College**; Claartje J. Vinkenburg**, Vrije U.**; Marvin Washington**, Texas Tech U.**; Margaret A. Peteraf**, Dartmouth College**; Robert E. Wood**, Australian Graduate School of Management**; Blake E. Ashforth**, Arizona State U.

1026 ❖: *(AA)* **Rebuilding Trust: Theory, Empirical Evidence, and an Agenda for Future Research**
12:20- 2:10 Convention Center: A205
Chair: **Donald L. Ferrin**, State U. of New York, Buffalo
Speakers: **David Leonard Patient**, U. of British Columbia**; Sandra L. Robinson**, U. of British Columbia**; Sabrina Deutsch Salamon**, U. of British Columbia**; Peter H. Kim**, U. of Southern California**; Kurt T. Dirks**, Washington U.**; Cecily Cooper**, U. of Southern California**; Edward C. Tomlinson**, Ohio State U.**; Roy J. Lewicki**, Ohio State U.**; Brian R. Dineen**, Ohio State U.**; Mark Allen Fuller**, Washington State U.**; Roger C. Mayer**, U. of Akron
Discussant: **M. Audrey Korsgaard**, U. of South Carolina

1027 SHCS: *(ENT, BPS, MH)* **Pioneers in Entrepreneurship Research**
12:20- 2:10 Adam's Mark: Gov. Sq. 15
Chairs: **Hans Landstrom**, Lund U.**; Morten Huse**, Norwegian School of Management**; Anders Lundstrom**, Swedish Foundation for Small Business Research
Speakers: **Zoltan Acs**, U.of Baltimore**; Howard Aldrich**, U. of North Carolina**; David Bruce Audretsch**, Indiana U., Bloomington**; David Birch**, Cognetics, Inc.**; Arnold C. Cooper**, Purdue U.**; Ian C. MacMillan**, U. of Pennsylvania

1028 : *(IM)* **Member Feedback and Reflection**
12:20- 2:10 Convention Center: C104
Please come and give us your ideas on the IM Division program this year, and how the division can better serve you!
Chair: **Schon L. Beechler**, Columbia U.
Facilitators: **Farok J. Contractor**, Rutgers U.**; Joseph L.C. Cheng**, U. of Illinois**; Srilata Zaheer**, U. of Minnesota**; Sully Taylor**, Portland State U.

1029 : *(Paper Session) - (MH)* **Organizational Issues in Management History**
12:20- 2:10 Convention Center: A104
Chair: **Eileen Kelly**, Ithaca College

MH: Pluralistic Ignorance: Development and Organizational Applications | **Jonathon R. B. Halbesleben**, U. of Oklahoma
Ronald B. Shuman Best Graduate Student Paper Award

✈❖**MH:** Jardine, Matheson & Company - The Role of the External Organization in Risk Reduction and Learning | **Carol Matheson Connell**, Glasgow U.

MH: The Theory of the Firm Meets the 17th Century: The Case of the Chartered Trading Companies | **Andrew von Nordenflycht**, Massachusetts Institute of Technology
Discussants: **Lois Landis Kurowski**, Indiana U., Kokomo**; Tiffany L. Galvin**, U. of Texas, Dallas**; Arthur Rasher**, N/A

1030 : *(Paper Session) - (OB)* **Deviance and Counterproductive Behavior at Work**
12:20- 2:10 Adam's Mark: Gov. Sq. 11
Chair: **David J. Glew**, U. of Tulsa
OB: How Individual and Situational Factors Influence the Use of Neutralization Strategies in the Aftermath of Lying in Organizations | **Karl Aquino**, U. of Delaware; **Thomas E. Becker**, U. of Delaware
OB: Injustice as Mediator of the Relationship between Dispositional Aggressiveness & Workplace Deviance | **Susan M. Burroughs**, Roosevelt U.
OB: Does Trust Climate Deter Workplace Deviance? An Organizational Level Analysis | **Sabrina Deutsch Salamon**, U. of British Columbia; **Sandra L. Robinson**, U. of British Columbia
OB: Predicting Workplace Deviance from the Interaction between Organizational Justice and Personality | **Christine A. Henle**, U. of North Carolina, Charlotte
Discussant: **Joerg Dietz**, U. of Western Ontario

1031 SHCS: *(OB, CM, HR)* **Destructive Leadership: Antecedents, Manifestations, Attributions, and Outcomes**
12:20- 2:10 Adam's Mark: Gov. Sq. 14
Chairs: **Talya N. Bauer**, Portland State U.**; Pamela Tierney**, Portland State U.
Speakers: **Pamela Tierney**, Portland State U.**; Bennett J. Tepper**, U. of North Carolina, Charlotte**; James J. Lavelle**, Tulane U.**; Daniel Skarlicki**, U. of British Columbia**; Chris J. Sablynski**, California State U., Sacramento**; Rodney Rogers**, Portland State U.**; Robert Folger**, Tulane U.**; Michelle K. Duffy**, U. of Kentucky**; Jenny M. Hoobler**, U. of Kentucky**; David Leonard Patient**, U. of British Columbia**; S. Douglas Pugh**, U. of North Carolina, Charlotte
Discussant: **Terri A. Scandura**, U. of Miami

1032 : *(Paper Session) - (PNP)* **Expanding the Scope of Public Management**
12:20- 2:10 Adam's Mark: Plaza Court 7
Chair: **Jane E. Fountain**, Harvard U.
❖ **PNP:** New Labor Market Intermediaries: Network Adaptation and Conflict Among Public and Nonprofit Organiza | **Joaquin Herranz, Jr.**, Massachusetts Institute of Technology
PNP: Strategic Change in Government Based on Organization Hierarchy and Role | **William H. Price**, U. of Texas, Permian Basin
PNP: Should Churches Operate Like a Business: An Exploration of Church Growth and Adaptive Strategies | **Phyllis R. Okrepkie**, U. of Mary; **Eric Goodman**, Colorado Technical U.
Discussant: **Sonia Ospina**, New York U.

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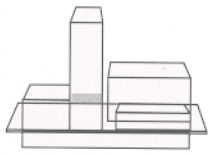
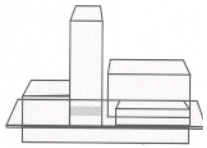
Adam's Mark Hotel

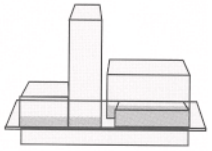


Mezzanine Level



Second Level

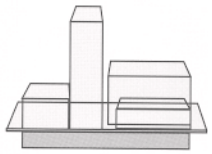
Grand Ballroom
Tower Court A–D
Windows



Street Level

Directors Row E–J

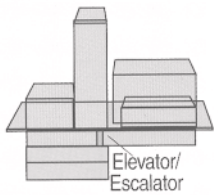
Escalator to Terrace and Majestic Levels



Concourse Level

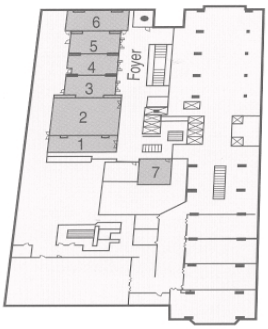
Plaza Ballroom
Governor's Square 9
Plaza Court 1–8

Buildings connect underground on Concourse Level (C)



Terrace and Majestic Levels

Tower Building



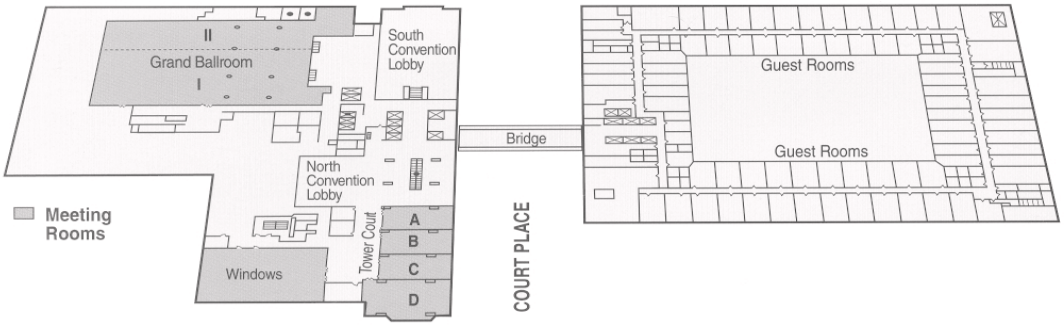
Meeting rooms

Mezzanine Level

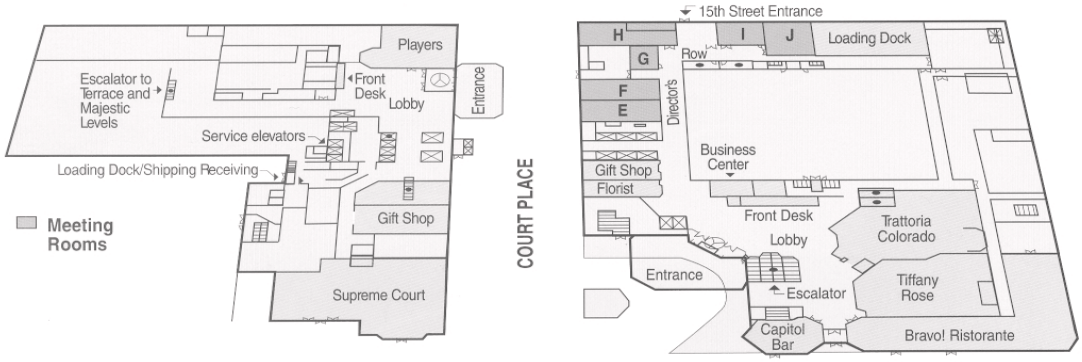
1. Colorado
2. Silver
3. Gold
4. Century
5. Spruce
6. Denver
7. Aspen

adam's mark denver

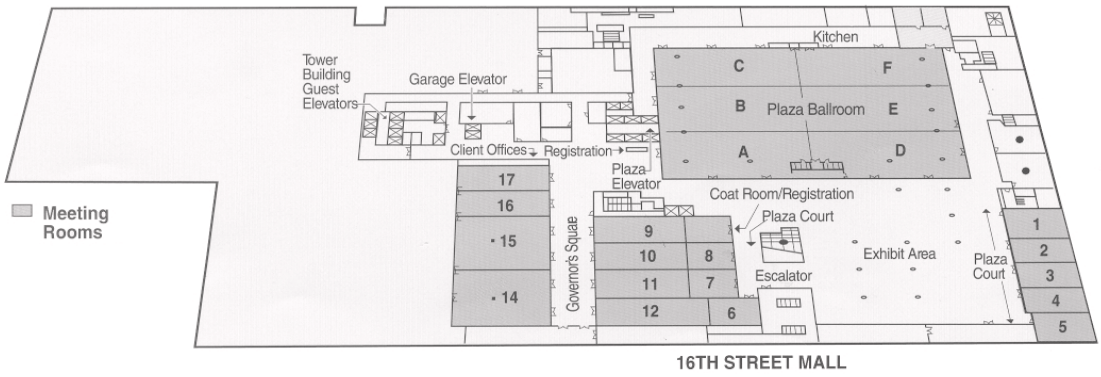
Plaza Building



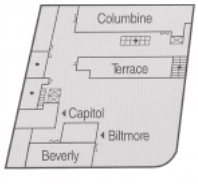
Meeting Rooms



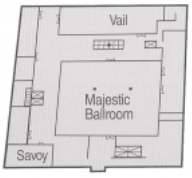
Meeting Rooms



Meeting Rooms



Terrace



Majestic

Meeting Rooms

Terrace Level

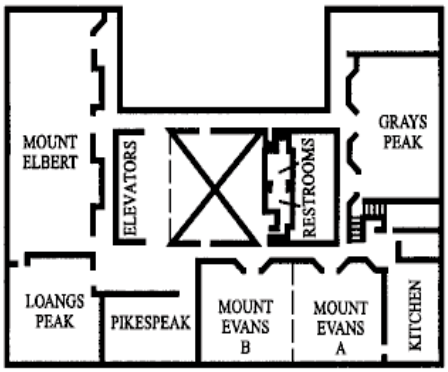
Beverly
Biltmore
Capitol
Columbine
Terrace

Majestic Level

Majestic Ballroom
Savoy
Vail

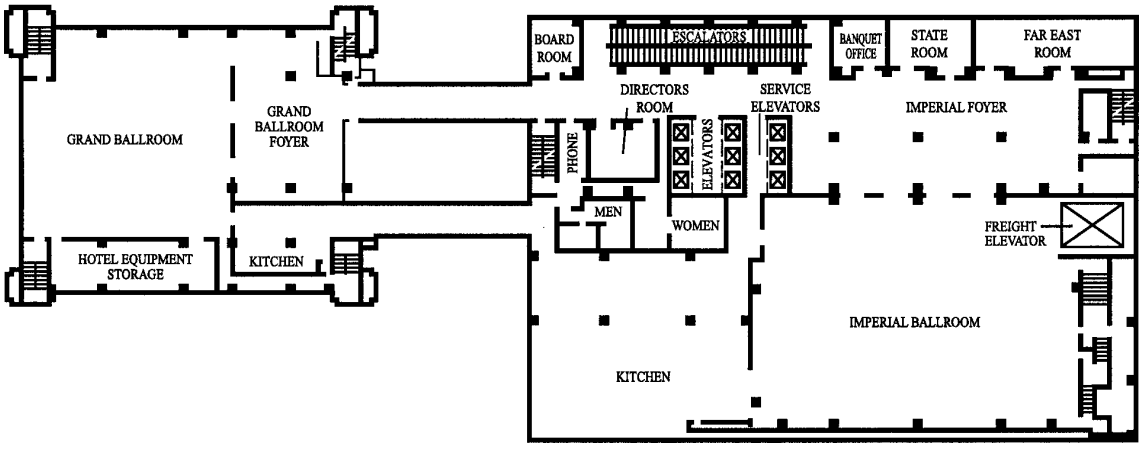
Hyatt Regency Denver

HYATT

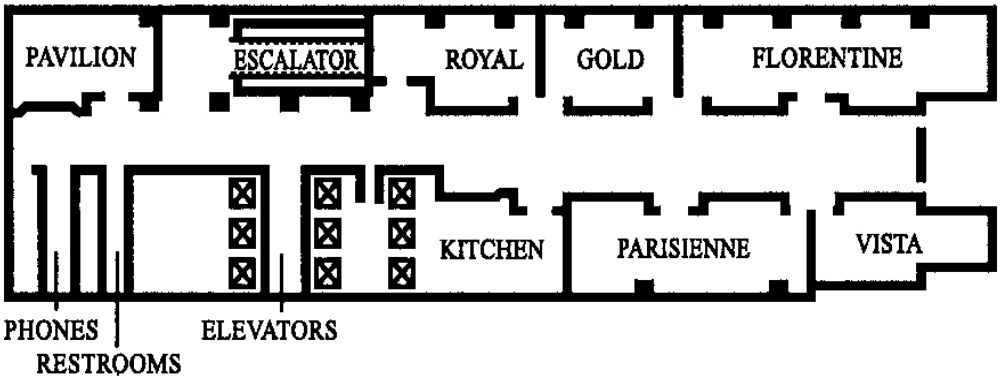


Hyatt Conference Center

Second Floor Ballroom Level



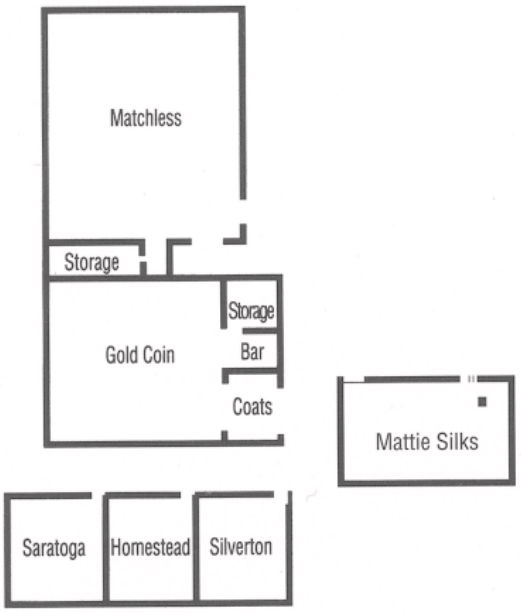
Third Floor Meeting Rooms



Denver Marriott City Center

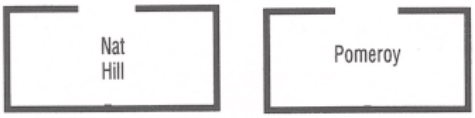
DENVER Marriott CITY CENTER

Restaurant Level
Meeting Suites & Boardrooms



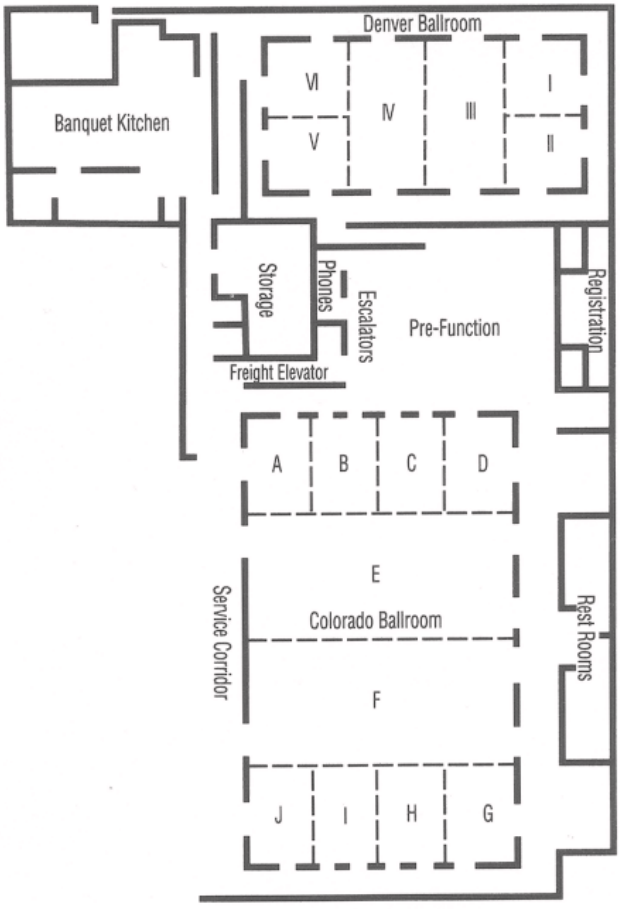
LOWER LEVEL 1

Third Floor Conference Rooms



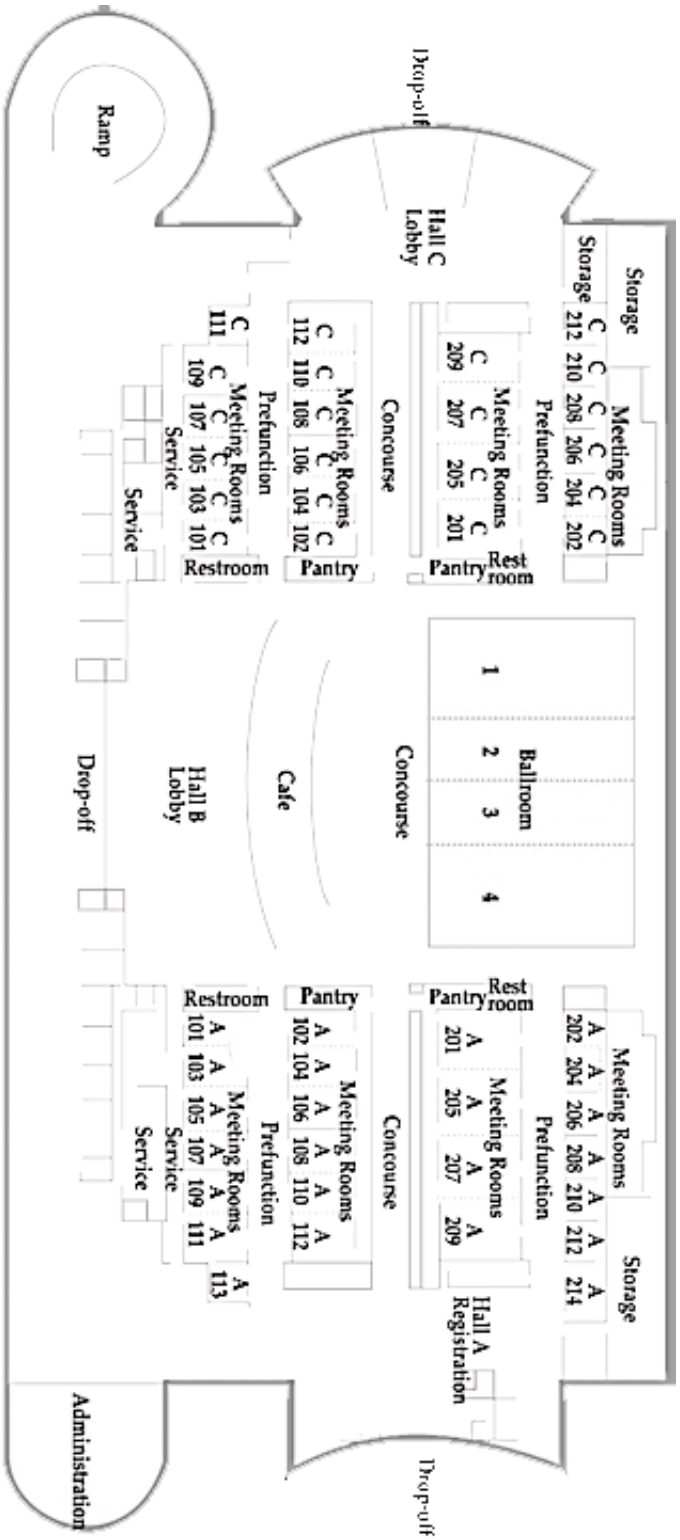
THIRD FLOOR

Meeting & Banquet Facilities
Colorado and Denver Ballrooms



LOWER LEVEL 2

Colorado Convention Center



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Abbreviations used in the Program Guide

Divisions, Interest Groups, Committees

AAC	Academy and Affiliate Activities and Committees
AA	All Academy Theme Sessions
SHCS	Showcase Symposia
SIT	Shared Interest Track Paper Sessions
IP	Interactive Paper Sessions
JS	Joint Symposium
AP	Art & Poetry: Building Effective Networks
BPS	Business Policy & Strategy Division
CAR	Careers Division
CM	Conflict Management
CMS	Critical Management Studies Interest Group Division
ENT	Entrepreneurship Division
GDO	Gender & Diversity in Organizations
HCM	Health Care Management Division
IM	International Management Division
MC	Management Consulting Division
MED	Management Education & Development Division
MH	Management History Division
MOC	Managerial & Organizational Cognition Division
MSR	Management, Spirituality & Religion Interest Group
OB	Organizational Behavior Division
OCIS	Organizational Communication & Information Systems Division
ODC	Organization Development & Change Division
OM	Operations Management Division
OMT	Organizations & Management Theory Division
ONE	Organizations & the Natural Environment Interest Group
PNP	Public and Nonprofit Division
RM	Research Methods Division
SIM	Social Issues in Management Division
TIM	Technology & Innovation Management Division
PS	Practitioners Series (Teaching Theme Committee)
ITC	International Theme Committee
MEN	Mentoring Committee

Other Abbreviations

OMA	Other Meetings and Activities
AAM	Asia Academy of Management
CAU	Caucus
IAM	Iberoamerican Academy of Management
NDSC	New Doctoral Student Consortium
SPDW	Shared Professional Development Workshop
Ballrm	Ballroom
Col	Colorado Ballroom (Marriott City Center Hotel)
Sal	Salon
Ste	Suite
N/A	Affiliation Not Available/ Not specified

Hotels and Other Locations

AM	Adam's Mark Hotel
CC	Colorado Convention Center
MT	Marriott City Center Hotel
HY	Hyatt Regency Denver Hotel
OFF	Offsite Site

Symbols

❖	Theme-oriented paper or session
🕮	Teaching-oriented paper or session
☯	Management Practice-oriented session
✈	International-oriented session
⚐	Selected for Best Paper Proceedings

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