

Democracy in a Knowledge Economy



ACADEMY OF
MANAGEMENT
Seattle 2003

The Academy of Management
Seattle, Washington • August 1 to 6

2003

How to Use the Program Guide

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

Go to [Section B, Conference Program Guide](#) starting on page 41. On Monday afternoon, you might look at session #547. This is a session co-sponsored by Careers (CAR) and Gender and Diversity in Organizations (GDO) divisions (see the inside back cover for an explanation of abbreviations and symbols). It is held in the Bainbridge room of the Red Lion Hotel (RL). NOTE: the Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops and Committee Activities and Meetings. The All Academy opening is on Sunday afternoon followed by an evening reception. Monday through Wednesday sessions 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.


Looking for a particular division's session?

Monday Afternoon, Aug						
12:00	12:30	1:00	1:30	2:00	2:30	3:00
						646 MH: De
						575 MSR: Spirituality and Democracy 650 MSR: S
						591 PNP: PNP Theme Session 664 PNP: Di
						530 CAM: JMS: Editor's Meeting
						547 CAR/GDO: Diversity and Mentorships 617 CAR/MC
						598 GDO: Diversity Initiatives 624 GDO: T
						546 CAR: Developing Career 615 CAR: C
						554 HR/IM: Global Leadership

Go to [Section C, Summary Overview by Division/Committee](#) starting on page 65. Here you will find all the division-sponsored sessions. Sessions are listed by day, time and location. Also the session numbers are listed so you can look in the session details section to find the full description of the session.

Looking for a full description of a session?

Management History				
Program Chair: Michele A. Govekar, Ohio Northern U.				
Professional Development Workshop Chair: Franz T. Lohrke, U. of Alabama				
Day	Start	#	Location	Session Information
Fri	1:00pm	17	HY:Mezies Suite	SPDW: Case Method Teaching
Sat	9:00am	78	HY:Stevens	Teaching Mgt History
	10:30am	119	HY:Stevens	SPDW: Mgt History in the PhD Program
	12:30pm	135	HY:Stevens	SPDW: Data Mining as a Research Tool
	2:00pm	164	CC:211	Critical Issues in Publishing
	3:30pm	181	CC:303	West Series 25th Anniversary
Sun	8:00am	239	CC:304	SPDW: "Shop Mgt" 100th Anniversary
	9:00am	269	CC:303	SPDW: Cyert & March 40th Anniversary
Mon	8:30am	410	HY:Sealth	Welcome
		429	CC:205	SIT: Ethical Perspectives
	9:00am	444	HY:Blewett Suite	People
	10:40am	502	CC:611/612	SHCS: European Management Education
		503	HY:Blewett Suite	Strategy
	12:20pm	562	CC:204 Table 1	IP: Decline and Ascension
		569	CC:303 Table 4	IP: Leadership and Trust
		572	CC:604 Table 3	IP: Public Organizations
		584	CC:607	JS: Latest in Appreciative Inquiry
	2:30pm	636	CC:204 Table 4	IP: Employee Well-Being
		646	HY:Blewett Suite	Democracy, Town Meeting
		647	CC:609/610	SHCS: Employee Privacy
		668	CC:205	SIT: Organizational Justice
	4:10pm	712	HY:Blewett Suite	Bedelian: Greenwood Award
		746	HY:Mezies Suite	JS: Are Markets Made in Heaven?

Go to [Section D, Session Details](#) starting on page 145. Let's assume you want to check out the details of session 600, a jointly sponsored symposium by MOC and OB. Because the sessions are numbered consecutively for all the days, first locate the session number. Here you will find the full title, the participants, 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  next to the session number indicates that the session is theme-oriented. For a listing of all abbreviations and symbols used in the program, see the inside back cover.

600  JS: (MOC, OB) **Is Organizational Democracy Inevitable? A Social Identity Perspective**
 12:50pm - 2:10pm Westin Hotel, Grand Crescent
Facilitator: **Michael G. Pratt**, U. of Illinois, Urbana-Champaign
 Personalized and Depersonalized Leader-Member Relations in Groups: A Social Identity Analysis | **Michael A. Hogg**, U. of Queensland
 Maintaining Exclusive Status as Identity Management: The Case of the Augusta National Golf Club | **Kimberly D. Elsbach**, U. of California, Davis
 Expanding the Link between Communication and Social Identity Theory | **Craig R. Scott**, U. of Texas, Austin
 The Influence of Social Identity on Organizational E-democracy Practices | **Gavin M. Schwartz**, U. of South Wales; **Bernadette M. Watson**, U. of Queensland
Presenters: **Michael A. Hogg**, U. of Queensland; **Kimberly D. Elsbach**, U. of California, Davis; **Craig R. Scott**, U. of Texas, Austin; **Gavin M. Schwartz**, U. of South Wales
Participant: **Bernadette M. Watson**, U. of Queensland

Looking for someone on the program?

Go to [Section F, Participant Index](#) starting on page 337. You will find the numbers of the sessions associated with the particular individual.

Looking for the hotel?

Tortoriello, Marco (Carnegie Mellon U.) (412) 268 1815
 MarcoT@andrew.cmu.edu **661**
Tosi, Jr., H. L. (U. of Florida) (352) 392-6147
 henry.tosi@cba.ufl.edu **985**
Tourigny, Louise (U. of Wisconsin, Whitewater) (262)
 472-5735 tourigni@mail.uww.edu **1025, 394**

Floor plans are at the very back of the program, in [Section G, Conference Floor Plans](#) beginning on page 389.

We hope we have made the Program Guide easy to use so you can make the most of the 2003 Academy of Management Meetings.

Academy of Management 2003 Meeting



Democracy in a Knowledge Economy

<http://meetings.aomonline.org/2003>

Sheraton Seattle Hotel & Towers
1400 Sixth Avenue
Seattle, WA 98101

Westin Hotel
1900 Fifth Avenue
Seattle, WA 98101

Grand Hyatt Seattle
721 Pine Street Seattle, WA 98101
Seattle, WA 98101

Renaissance Madison Hotel
515 Madison Street
Seattle, WA 98104

Red Lion Hotel on Fifth Avenue
1415 Fifth Avenue
Seattle, WA 98101

Washington State
Convention & Trade Center
800 Convention Place
Seattle, WA 98101

Front cover

Design by Valentina Febres

Back cover

Courtesy of Carnegie Mellon University



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Welcome to the 2003 AoM Meetings in Seattle

On behalf of the many who have worked to organize this year's meeting, it is our pleasure to welcome you to Seattle for the 63rd Annual Meeting of the Academy of Management. As a professional association dedicated to creating, applying and disseminating knowledge about workers, management, and organizations, our annual meeting brings the AoM community together. As an organization with 12612 members from 82 nations, assembling in one place represents both a challenge and a commitment to community participation.

Record Number of AoM Participants

In the spirit of community involvement, our 2003 Call for Papers produced the highest volume of program submissions. The main program received 3692 paper and symposium submissions while the professional development workshops (PDW) generated 479, for a grand total of 4171 submissions. Over 4700 people participate on this year's program, and over 4300 people were reviewers. People vote with their feet, and we thank everyone who has stepped forward to make this program possible. We invite your participation in the program the AoM community has assembled.

Seattle and the 2003 Theme

There may be no place more perfect than Seattle for this year's AoM meeting. The city is an amalgam of cultures East and West in a setting of striking natural beauty. It is also the site of a dramatic clash between people and organizations during 1999 World Trade Organization meetings. Seattle invites attention to issues that resonate in the AoM community: The environment, quality of life, technology and innovation, political action and social change. This year's program was developed as the international community became divided by a war in Iraq. The tensions we experience can make travel difficult, particularly for members from abroad, but our need to come together is perhaps all the greater. Engaging the 2003 theme, Democracy in a Knowledge Economy, is one way the Academy of Management and its members can respond to these times.

At the end of the 20th century more people lived in democracies than under any other political system, an expansion of human rights and self-expression unequalled in history. Democracy, fundamentally, is the power of the people, where their interests, broad as well as particular, are protected by cultural norms and laws from abuse of power. Despite its prevalence as a political system, democracy's diffusion is limited among the major institutions of the 21st century, in particular in contemporary firms and employment relations.

Democracy takes many meanings, from egalitarianism to free agency, and these are often in conflict. Interest groups lobbying for different facets of democracy can each assert with some legitimacy that their opponents are non-democratic. But little is gained through such labels. Availability of information is critical to promoting democratic practices and outcomes. Information in the hands of people prepared to use it can increase accountability, inform civic action, and enhance trust. This year's program presents research, panel discussions, and community activities from the Fringe Café to the Visual Village that explore the many meanings of democracy and democratic practice as applied to organizations and society.

The Academy of Management is a civil society in microcosm. Coming together in one place each year provides us the opportunity to enjoy the company of our fellows, and to share, discuss and deliberate the issues that concern us. Your participation adds an important voice to this collective conversation. Please join us in Seattle.

Denise M. Rousseau
2003 Program Chair

Andrea Rivero-Dabos
2003 Program Coordinator

Tom Cummings
2003 PDW Program Chair

Yolanda Jones
2003 PDW Program Coordinator

Academy Program Highlights

All Academy Program Highlights

The AoM Fringe Café (organizers David Barry, Michael Dawids, Hans Hansen, and Gail Whiteman; sponsors, ACORN (www.lld.dk/acorn) and the Boston Consulting Group (www.bcg.com)).

The simple but courageous act of people talking to one another – that is the purpose of The AoM Fringe Café. Traditional conference formats are primarily focusing on presenting to one another – but rarely do these formats contribute true conversation with meaningful interaction between the presenters and the audience.

The AoM Fringe Café takes this year's theme literally, creating the EXPERIENCE of Democracy in the Knowledge Society – rather than merely talking about it in conventional ways. On a basic level, democracy rests upon dialogue, especially if we assume that ideas become knowledge only when they circulate and help make action possible. The AoM Fringe Café is a place where people can create input, share knowledge, stimulate innovative thinking, and explore action possibilities around real life issues.

Fringe Café Objectives:

- To establish a decentralized, open, and artful forum for building and sharing knowledge on democracy in a knowledge economy.
- To provide a transboundary link to the outside world where non-academics (e.g., business and civil society actors) can participate in an informal way (over coffee) with AoM members.

This Year's Fringe Café Format:

In this inaugural year, the AoM Fringe Café will be open throughout the conference and will utilize different session formats, including:

- Daily Open Space Workshops building upon the Conference Theme
- Experimental moments
- Daily Café Dialogues (facilitated conversation around a specific issue)
- Drop IN! Rest, Relax, Discuss, and Reflect over Coffee
- Discourse Night / Open Mic: discourse creates reality; so get up, stand up and say it at our open mic nights!
- Rhythm Nights: Music, theatre, film, poetry! Stimulating evening events!

Sunday, 10am-11:30pm/Monday 10am-11:30pm, Tuesday 10am-11:30pm, Sheraton, Prefunction area.

Sherron Watkins - 2003 Academy of Management Distinguished Executive Award

Ms. Sherron Watkins, *Time Magazine's* 2002 Person of the Year will receive the Academy of Management's 2003 Distinguished Executive Award and will serve as our distinguished speaker at our annual meeting. Her presentation will be at the Convocation from 5-7pm on Sunday August 3, in room 6AB of the Convention Center. Jone Pearce, Academy of Management President, hosts this session.

By now, her story as the loyal manager who tried to bring what she called "an elaborate accounting hoax" to the attention Enron's Chief Executive Officer is well known. In August 2001 responding to his invitation to employees to put any concerns in a comment box she did so. When he did not address her explosive charges at a subsequent company-wide meeting she sought a face-to-face meeting with him. A month later the CEO announced to employees that "our financial liquidity has never been stronger" while exercising \$1.5 billion in stock options, just ahead of the company's announcement of a \$618 million dollar quarterly loss. When United States Congressional investigators uncovered her letter buried in 40 boxes of documents, they brought Ms. Watkins before the United States Senate to testify in February 2002 about her warnings. Her articulate, detailed accounts rocked the foundations of the corporate world and the accounting profession everywhere, with consequences still playing themselves out.

Ms Watkins is a particularly appropriate executive for the Academy to honor now. First, her courage and integrity are extraordinary. As the *Financial Times* (February 27, 2003) wrote, "To her champions, the letter was a principled act, one particularly risky for a female middle manager in a male-dominated office. 'What she did took courage,' says Philip Hilder, her lawyer, 'and she did it because it was the right thing to do.'" Second, she is a middle manager when our awards usually have gone to chief executives. She serves as a reminder to all of us that organizations are not "run" solely by their chief executives, but by the thousands of managers and professionals making millions of decisions every day. They know what is really going on, and often persevere to keep organizations operating in adverse environments brought on by executives' mergers, buy-outs, spin-offs and re-organizations. Our current "cult of the CEO" leads too many to dismiss and devalue the work the vast majority of our students will be doing. Ms. Watkins's principled actions serve to remind us that these managers and professionals can make a history-changing difference.

You can read more about Sherron Watkins on the Academy's Program Web Page (<http://meetings/aomonline.org/2003/>), as well from the *Financial Times* (<http://specials.ft.com/enron/FT39LVTFMWC.html>), CNN (www.cnn.com/2002/fyi/news/02/14/enron.watkins), and the *Houston Chronicle* (www.chron.com/cs/CDA/story.hts/front/1530788).

Session 357: (AA) Academy of Management Convocation/
Distinguished Executive Speaker
Sunday, 5:00pm - 7:00pm Washington State Convention &
Trade Center: 6AB

4

Town Meeting, facilitated by Henry Mintzberg —For the past two years Henry Mintzberg (McGill U) has been circulating a thought piece on Smith and Marx (that is, Adam and Karl) and the future of capitalism and government. He will present this paper, *Getting Past Smith and Marx: Toward a Balanced Society*, Tuesday August 5 following the AoM luncheon, from 2:30 to 3:50. A Town Meeting follows where all attendees are invited to discuss the issues raised, including: What does it mean to be a “free people” in the context of free enterprise? How might we implement a third way between unbridled markets and nationalized supports and controls to secure for people the benefits of democratic society?

Session 908: (AA) Getting Past Smith and Marx: Toward a Balanced Society
 Tuesday, 2:30pm - 3:50pm Washington State Convention & Trade Center: 615/616

Session 978: (AA) Getting Past Smith and Marx: Toward a Balanced Society. Town Meeting
 Tuesday, 3:50pm - 5:20pm Washington State Convention & Trade Center: 615/616

Social Entrepreneurship: The case of Ashoka. The social sector is learning what business found out from the stock market and the digital revolution: nothing is more powerful than a big new idea, in the hands of a first class entrepreneur. Like their industry counterparts, social entrepreneurs recognize when society’s needs can be addressed in ways that change the system. Ashoka, founded by Bill Drayton, is a non-governmental organization dedicated to changing the system and patterns of society via social entrepreneurship (see www.ashoka.org). Bill Drayton and other active members of ASHOKA will discuss creative forms of organizing with academic colleagues in “Social entrepreneurship: How democracy can thrive in the knowledge economy”

Session 604: (AA) Social Entrepreneurship: How Democracy Can Thrive in the Knowledge Economy
 Monday, 2:30pm - 3:50pm Westin Hotel: Fifth Avenue

Open Source Software Development. The idea behind Open Source Software is simple. When programmers can access, share, and modify the source code for a piece of software, the software evolves. And this can happen at a speed that, if one is used to the slow pace of conventional software development, seems astonishing (see www.opensource.org). The open source community believes that this approach is superior to the traditional proprietary closed model of software development. A special symposium on Open Source Software Development, organized by Ashish Arora, Carnegie Mellon U., brings together scholars from organizational behavior, economics, sociology, and software development to investigate the dynamics of the open source community and implications for democratic organizing in knowledge work.

Session 606: (AA) Democracy in a Knowledge Economy: Open Source Software Development
 Monday, 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Grand Ballroom B

Visual Village. Visual Presentations are a new feature this year, where research papers will be posted on the walls forming the lanes of the Visual Village. Adjacent to the Book and Media Exhibits and Academy Art and Poetry Gallery, the Visual Village offers you the latest findings by AoM scholars and the opportunity to talk with them in person.

The AoM Commons in the Convention Center’s Main Exhibit Hall. All democratic communities have a spaces that are provide a “Commons,” that is, a setting that pulls people together and bolsters collective action (think of football games, a town square or the National Mall in Washington, DC). The Annual Meeting itself is a Commons, and this year the Main Exhibit Hall is designed to be a gathering place, with an array of activities throughout the program, from Book and Media exhibits, the Visual Village and the AoM Art and Poetry gallery (organized by Mark Pruett, Appalachian State U.), and Deli with its tables where you can converse and enjoy a beverage/snack concession.

Business Policy and Strategy. BPS Outstanding Educator Award—BPS’s Teaching Committee has named Professor Donald Hambrick of Penn State U. as the winner of the BPS Outstanding Educator Award for 2003. Please join members of the Teaching Committee, former students, friends and colleagues of Professor Don Hambrick for a celebration of Don’s contributions to the field of Strategic Management.

Session 983: (BPS) BPS Outstanding Educator Award
 Tuesday, 4:10pm - 5:20pm Westin Hotel: Elliott Bay

Business Policy and Strategy. BPS Outstanding Educator Award—BPS’s Teaching Committee has named Professor Donald Hambrick of Penn State U. as the winner of the BPS Outstanding Educator Award for 2003. Please join members of the Teaching Committee, former students, friends and colleagues of Professor Don Hambrick for a celebration of Don’s contributions to the field of Strategic Management.

Session 983: (BPS) BPS Outstanding Educator Award
 Tuesday, 4:10pm - 5:20pm Westin Hotel: Elliott Bay

Careers. Do you teach a module on careers in your HRM course? A careers course? A careers elective? Do you teach it to UG, graduates, or practitioners? Join us for a *Special Session on Teaching* chaired by Sherry Sullivan. This session will open your horizons with fresh perspectives, speakers will discuss issues such as media for teaching Career Management (e.g., online vs. books), innovative approaches for teaching career self-management; teaching careers from the organizational perspective; and use of cases in careers teaching.

Session 774: (CAR) Teaching Careers
 Tuesday, 8:30am - 10:10am Red Lion Hotel: San Juan

Conflict Management. The word democracy typically suggests equality and pluralism. Yet, even in the most egalitarian democratic systems, power and status differences are inevitable. Please join us on Monday afternoon as we examine these dynamics in our

Academy theme session “*The Dark Side of Democracy: Hierarchies, Power and Status.*” Our panelists include: Ron Burt, U. Chicago, Tom Tyler, New York U. along with Heather Haveman, Columbia U., Deb Gruenfeld, John Jost and Laura Tiedens, Stanford U. Beta Mannix, Cornell U., will be our moderator as these panelists draw from their research to examine the antecedents and consequences of the power inequalities that pervade democratic systems.

Session 618: (CM) The Dark Side of Democracy: Hierarchies, Power, and Status
Monday, 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers:
Cedar Room

Division Program Highlights

Gender and Diversity in Organizations. To celebrate our 20th year as a Division, GDO will hold two special sessions, “The Future of Diversity and Inclusion in Organizations” and “On Our 20th Year: GDO and WIM — Past, Present, and Future.” Our theme session, chaired by Bernardo M. Ferdman (Alliant International U.), will feature a distinguished panel to discuss the issues that will impact our field in the future, including the increasing complexities and multiplicities of diversity, the role of intersecting identities, and the challenges of enhancing democracy and inclusion given current and future societal trends. Panelists include:

Dr. Faith Gabelnick has served as President at Pacific University in Forest Grove, Oregon since 1995. The author/editor of several books and many book chapters, as well as a frequent speaker at academic and professional meetings, Dr. Gabelnick’s work focuses on building and sustaining learning organizations, the role of women as leaders, and the study of leadership and institutional transformation. Her most recent books include: *Dynamic Consultation in a Changing Workplace*, co-edited with E. Klein and P. Herr (2000); *BThe Psychodynamics of Leadership*, co-edited with E. Klein and P. Herr (1998), and *Learning Communities: Creating Connections Among Students, Faculty and Disciplines*, co-written with R. Matthews, J. MacGregor and B. Smith (1990). She is Vice President of the Northwest Health Foundation and works nationally and internationally as a consultant and director for institutes that study the psychodynamic, political, and racial aspects of leadership in organizations.

Barbara R. Deane is a writer, speaker, consultant, and trainer who focuses on the intersection of culture, diversity and business. She is cofounder and editor of *Cultural Diversity at Work*, has published more than 100 articles on managing work force diversity and cross-cultural effectiveness, and spearheaded a special report, “New Frontiers for Diversity” that identified trends and directions for diversity for the decade, 2000-2010. Ms. Deane and her company developed DiversityCentral.com, one of the top diversity information Web sites. She and her company organized a unique consortium of employers in Seattle resulting in the NW Diversity Learning Series, now in its fifth year.

Marjorie Hillson has worked on diversity issues inside organizations for the last thirteen years. She was an internal consultant for a large health care organization for eight years, and has extensive background in resolving EEO and sexual misconduct complaints. She

currently manages a group called Diversity and Consulting Services, which includes diversity, organizational development and learning programs, for the Port of Seattle. She is a participant in the Northwest Diversity Sponsor Network, and was founder of one of the first collegial diversity networks, Puget Sound Diversity Network, which provided low-cost diversity education for practitioners for six years.

Evangelina Holvino is the Director and Senior Research Faculty at the Center for Gender in Organizations, Simmons College. Her research and writing focuses on the intersection of race, gender, and class in organizations. She is also President of Chaos Management, Ltd., an organizational consulting and research partnership. Dr. Holvino has worked in the USA, Europe, Asia, Africa, Latin America and the Caribbean since 1979 specializing in collaborative approaches to organization change and social justice. She has consulted to a wide range of for-profit and nonprofit organizations in areas such as: designing and implementing global diversity strategies, developing a nationwide network of health change consultants in Nigeria, developing and conducting managing differences and conflict management educational programs, facilitating strategic planning processes and future search conferences, designing and implementing Latino leadership workshops, and helping leaders and managers increase awareness of and develop group process and intervention skills.

Session 624: (GDO) The Future of Diversity and Inclusion in Organizations
Monday, 2:30pm - 3:50pm Red Lion Hotel: Orcas

Immediately following, Laura M. Graves (Clark U.) will chair a panel of past and future division chairs that will reflect on key points in our history and discuss our future, as we enter our 20th year as a division (first as Women in Management and now as GDO). Panelists will be Kathryn M. Bartol (U. of Maryland, College Park), Gary N. Powell (U. of Connecticut), Stella M. Nkomo (U. of South Africa), Alison M. Konrad (U. of Western Ontario), and Martin N. Davidson (U. of Virginia).

Session 693: (GDO) On Our 20th Year: GDO and WIM — Past, Present, and Future
Monday, 4:10pm - 5:20pm Red Lion Hotel: Orcas

Health Care Management. Cheryl M. Scott, President and CEO of Group Health Cooperative, the nation’s second largest consumer-governed health care system, will be our distinguished speaker. Ms. Scott has been with the Cooperative since 1979. Scott served as Regional Vice President, Vice President of Human Resources, and Executive Vice President/Chief Operating Officer prior to assuming her current position in 1997. Scott is on many community and national boards. Her community interests center on issues of the uninsured and education. At the national level, she chairs the Alliance of Community Health Plans and serves on the board executive committees of the American Association of Health Plans and the Health Technology Center. At the local level, she serves as chair of the Alliance for Education as well as chair of the External Advisory Committee for the University of Washington’s Health Administration Program. Presently, she is an associate clinical professor in

the Graduate Program in Health Services Administration at the University of Washington.

Session 694: (HCM) HCM Distinguished Speaker: Cheryl M. Scott, President and CEO, Group Health Cooperative. Monday, 4:10pm - 5:20pm Westin Hotel: Whidbey

Human Resources. In the spirit of this year's Democracy theme, the HR Division is holding another Town Hall meeting! Last year's town hall meeting was held during the pre-conference program and focused on the role of HR education in Business Schools. This year's session, *Second Annual HR Town Hall Meeting: Crafting a Value Statement for HR Scholars and Educators*, will be held during the regular program and will focus more broadly on HR branding. The goal of the session is to craft a value statement indicating how HR scholars and educators contribute to management education, research, and practice. Focused group discussions/debates will be led by members of key stakeholder groups, including business school deans, journal editors, and HR professional (practitioner) groups. The format for the town hall meeting is interactive; audience participation is a key element of the session! The town hall meeting will be followed by the *HR Division Ice Cream Social, Sheraton*.

Session 553: (HR) Second Annual HR Town Hall Meeting: Crafting a Value Statement for HR Scholars and Educators Monday, 12:20pm - 2:10pm Washington State Convention & Trade Center: 605/606

Session 626: (HR) HR Division Ice Cream Social Monday, 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

International Management. This year the IM Division program will include a number of long-standing traditions, as well as new innovations that are a direct result of member feedback from previous Academy programs.

Special Collaborative Paper Sessions—In an effort to respond to IM Division member feedback for more time and opportunity to discuss and build on new theoretical and empirical work, six of the nineteen paper sessions on this year's program are designated as "Special Paper Sessions." These sessions are designed to provide a collaborative dialogue to both share ideas and research findings and to generate new knowledge and wisdom, drawing on ideas provided by the paper presenters, the participants attending the session, and the session facilitator. First, the audience will learn about recent research from top scholars in the field who will present a brief overview of their ideas and/or research results. Then, with the guidance of the session facilitator, session participants will join the session authors in collaboratively building the next generation of knowledge and wisdom. (Come to Room 309 *Washington State Convention & Trade Center* at times indicated throughout the program.)

To ensure that we get your best insights during these highly interactive collaborative sessions, all session attendees are encouraged to read abstracts of the session papers, which will be posted on the IM Division website at <http://www.business.umt.edu/imd/aom2003/Default.asp>.

The IM Network—A second innovation in this year's program is the "IM Network." The IM Network sessions are not formal sessions with presentations, but dedicated time and space during the program to allow division members to meet. We envision that these sessions will be used to follow up on discussions and debates started at the various sessions during the program. They can also provide opportunities for members to meet and discuss mutual research interests and ideas. Finally, these sessions provide a place for people to network, to socialize, etc. We encourage you to think creatively about how you want to use the IM Network and any ideas that you have for these sessions should be sent to the Program Chair, Schon Beechler, SLB7@Columbia.Edu.

AIM-IM Division Distinguished Scholar Forum. This year's Distinguished Scholar Forum presentation is by Professor Yves Doz of INSEAD. Doz will be speaking on "The Evolving Theory of the Multinational Firm" in his presentation, which will be followed by commentaries from Professors Stephen Tallman, University of Utah, Andrew Inkpen, The American Graduate School of International Management, and Julian Birkinshaw, London Business School.

Session 696: (IM) AIM-IM Division Distinguished Scholar Forum: The Evolving Theory of the Multinational Firm Monday, 4:10pm - 5:40pm Washington State Convention & Trade Center: 401

Management Consulting. At MC's *Members and Friends Dinner*, Monday August 4, our featured speaker is Anthony P. Raia, Ph.D. Anthony P. Raia is Professor of Management at the U. of California, Los Angeles. Professor Raia has extensive experience in the areas of strategic management, executive education, and organizational development. He consults with a wide variety of private and public organizations throughout the United States and abroad. His areas of expertise include organization transformations and culture change, strategic realignments, organization design, team development and interface building, executive coaching and counseling, and the design and conduct of training and development programs for managers at all levels of the organization.

During the *Division Free Session, Monday, Aug 4, 4:10 - 5:20 pm*, our featured speaker is Marshall Goldsmith, Ph.D., a world authority in helping successful leaders achieve positive, measurable change in behavior: for themselves, their people and their teams. In 2002 Dr. Goldsmith was featured in both a *New Yorker* profile and a *Harvard Business Review* interview. He was listed in *Forbes* as one of five top executive coaches, in *The Wall Street Journal* as one of the "Top 10" executive educators and in the *Business Times* (of Asia) as one of sixteen global thought leaders in his field. Dr. Goldsmith is a founding director of A4SL - the Alliance for Strategic Leadership, a consulting alliance that includes over 300 top professionals in the field of leadership development. His fifteen books include: *The Leader of the Future* (a Business Week "Top 15" best-seller), *Learning Journeys* and *Coaching for Leadership*. Amazon.com has ranked five of his books as the #1 best sellers in their field.

Session 709: (MC) Helping Successful Leaders Get Even Better, Marshall Goldsmith, Distinguished Speaker, MCD

Monday 4:10pm - 5:20pm Washington State Convention & Trade Center: 307

Management Education and Development. Our Distinguished Speaker is Chris Argyris, Harvard U. The work of Chris Argyris has influenced thinking about the relationship of people and organizations, organisational learning and action research. Please join us for “Chris Argyris: Educating the Educators of the Knowledge Economy.”

Session 409: (MED) Keynote Address-Distinguished Speaker Chris Argyris: *Educating the Educator of the Knowledge Economy*
Monday 8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom B

Management History. We highlight two nontraditional sessions: *Management History & Democracy: An Active Experiment*. This session begins as a paper presentation “Breaking Kayfabe: An Exploration of the History of History,” but continues as a town meeting discussion for division members (and others interested) on what exactly it means to ‘do management history.’ After the paper is presented, the chair, author and facilitators open up the discussion to all involved.

Session 646: (Paper Session) - (MH) *Management History & Democracy: An Active Experiment*
Monday, 2:30pm - 3:50pm Grand Hyatt Seattle: Blewett Suite

Management History- The Greenwood Award. This session begins with the most recent video in our archive series “A Conversation with Victor Vroom” by Al Bolton and John Joos. It concludes by celebrating Art Bedeian, author of ‘Management Laureates,’ a series where management thinkers share their own thoughts about the process and content of their contributions. We’ll have an opportunity to watch the archive video of Professor Bedeian, and share recollections and experiences.

Session 712: (Paper Session) - (MH) *A Conversation with Art Bedeian: MHD’s Ronald G. Greenwood Award Recipient*
Monday, 4:10pm - 5:20pm Grand Hyatt Seattle: Blewett Suite

Organization Development and Change. Our special guest speaker is Jean Bartunek, Carroll School of Management at Boston College. During 2002, Professor Bartunek was the president of the Academy of Management. She has been the Division Chair for the ODC Division and has served on the Executive Committee of the Women in Management Division of the Academy of Management. We are very excited to have Professor Bartunek serve as our Distinguished Speaker this year. Please join us on Tuesday, August 5, 4:10-5:20 for the ODC Distinguished Speaker Session. Professor Bartunek will be speaking on “Why Planned Organizational Change Eventually Changes Itself.”

Jean Bartunek’s research interests are in the intersection of organizational change, conflict and cognition. Her primary methodological approach is joint insider-outsider research. Recent publications include *Organizational and Educational Change: The Life and Role of a Change Agent Group* (Erlbaum, 2003) and “Dynamics and Dilemmas of Women Leading Women” (with Kate Walsh and Catherine Lacey, 2000, *Organization Science*). She has also co-edited special Section A

search forums in the Academy of Management Journal dealing with innovative research methodologies (1993) and knowledge transfer between academics and practitioners (2001) and has served as an editor for non-traditional research for the Journal of Management Inquiry. She is currently an associate editor of *Qualitative Organizational Research* and is on several editorial boards.

Session 1031: (ODC) ODC Distinguished Speaker: Jean Bartunek
Tuesday, 4:10pm - 5:20pm Washington State Convention & Trade Center: 2A

Organizational Behavior. OB Celebration! This year the OB division will be recognizing all of its award winners at what was previously called the OB social hour. The executive committee of the OB division has combined its business meeting and social hour and will be using this time to celebrate the accomplishments of its award winners. Please join us to celebrate our award winners and to socialize with your colleagues and friends.

Session 745: (OB) OB Celebration
Monday, 5:30pm - 10:30pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

Public/Non-Profit. Our Special Theme Session, “Globalization, Internationalization, and Democracy: The Seattle Experience”. Washington State is the most trade dependent of the 50 states, and thus Seattle is the hub for a host of activities that entail globalization and international dynamics. Microsoft products, Boeing airplanes, seafood, and, yes, that famous coffee, are well known Seattle exports, but Seattle also serves as a major portal for imports from the entire Pacific.

But globalization and world trade have given Seattle another face – the ugly World Trade Organization protests of November 1999. Other Seattle voices offer alternative agendas for the interface between internationalization and democracy; these, in combination with Seattle’s thriving trade industry, form the basis for this special session. Representatives from the Washington Council on International Trade and two Seattle-based nonprofits that stimulate Third World democracy offer their organizations’ perspectives on the past, present, and future of Seattle’s international face, and a representative from the University of Washington discusses the special role of the University as a partner in Seattle’s international trade and democracy initiatives.

Session 591: (Paper Session) - (PNP) *Globalization, Internationalization, and Democracy: The Seattle Experience*
Monday, 12:20pm - 2:10pm Grand Hyatt Seattle: Stevens

Technology and Innovation Management. This year the Technology and Innovation Management Division is hosting a “New Technologies Exposition” that will expose the members of the Academy to exciting new technologies that have either been recently developed, or are currently in development. Each technology will be represented by a speaker involved with the development of the technology, who will describe the new technology, its potential applications, and its development process. It is hoped that this exposition will draw attention to new contexts for research on innova-

tion, and hopefully foster new collaborative research relationships between Academy scholars and active practitioners.

The invitees include: Dean Kamen, founder of DEKA Research and inventor of the Segway Human Transporter, a self-balancing, two-wheeled scooter based on an elaborate combination of motors, gyroscopes, and a motion control algorithm; Makoto Hirose of Honda Motors, where they have developed a humanoid robot named "Asimo," capable of walking, speaking, and interpreting human commands and gestures; Jeffrey Turner of Nexia Biotechnologies, where they have used spider genes to create transgenic goats capable of lactating spider silk proteins for the creation of BioSteel; Gavriel Meron, of Given Imaging, the company that has developed the M2A, a pill-sized ingestible camera promising the noninvasive diagnosis of pathologies of the small intestine; Steve Grand, of Cyberlife Research, which has created a baby robot orangutan named "Lucy," based on artificial intelligence; Alan Mully of Boeing, which is developing the Sonic Cruiser, a new model of commercial aircraft that will travel up to 20% faster than existing Commercial aircraft, and others. TIM would like to thank Melissa Schilling (NYU) for organizing this event for the TIM Division.

Session 451 JS: (TIM, IM) New Technologies Exposition by TIM & IM
Monday, 9:00am - 12:00pm Washington State Convention & Trade Center: 2A

TIM Distinguished Speaker—James M. Utterback, David J. McGrath jr. Professor of Management and Innovation Chair, MIT Management of Technology Program. Professor Utterback, who looks at the emergence of dominant product designs, studies how to develop products in keeping with a company's overall strategy. He also considers how to move concepts effectively to market. In his book "Mastering the Dynamics of Innovation" (Harvard Business School Press, 1994), he focuses on the creative and destructive effects of technological change on the life of a company.

Session 737: (TIM) TIM Distinguished Speaker: James M. Utterback
Monday, 4:10pm - 5:20pm Washington State Convention & Trade Center: 613

SMOOTH HANDS

*Something just didn't feel right.
 For reasons not yet understood,
 I didn't like him.*

*Some swore by him.
 He appeared to know what he was doing.
 An estimate was given.
 Prices were quoted.
 I said I would call him with a decision.
 He offered his hand.
 I shook it.*

*The hands.
 It was his hands.
 No nicks or scraps.
 No bruised knuckles.
 Not even one scar.*

*Never the errant striking of the hammer?
 A late evening's haste?
 Unlikely.
 Work always leaves its traces.
 Its memories.*

*Unlike the calloused heart,
 With its evocations of sadness
 And stink of failed love,
 Calloused hands
 Hint at adversity met and overcome.
 Warmth and protection.
 Imperfection as character:
 Both virtue and virtuous.*

*My God, his hands were too smooth.
 You can't trust a man with smooth hands.*

J. A. Morris, Catawba College.

Special Thanks

Our universities became an AoM branch office during the making of this program (and our houses too). We are grateful to colleagues and family members who helped us through it all.

From Denise and Andrea:

Susan L. Alexander
Karl Aquino
Linda Babcock
Aya Betensky
Alvaro Cristiani
Tom Cummings
Guadalupe (“The Academy baby”) Dabós
Guillermo Dabós
Doug Dunn
Valentina Febres
Gary Franko
Albes Gaona
Paul Goodman
Lisa Gundry
Jeffrey Hunker
Yolanda Jones
Dan Levin
Sue Leyton
Carole (“The General”) McCoy
Bonnie Schultz
Emma Siebert

From Tom and Yolanda:

USC-Marshall School of Business
Charles Bruno
Jennifer Lim
Martha Maimone
Andrea Rivero-Dabós
Grace Rodriguez
Denise Rousseau
David Stewart
Randy Westerfield
Brittany Williams



“Crossroads” – Elizabeth Cooper, U. of Rhode Island

Meet the Meeting Planners

The Seattle, Washington 2003 Organizing Committee

Program Chair	Denise M. Rousseau, Carnegie Mellon U.
Program Chair-Elect.....	Thomas G. Cummings, U. of Southern California
Program Coordinator	Andrea Rivero-Dabos, Carnegie Mellon U.
Professional Development Workshops Coordinator.....	Yolanda Jones, U. of Southern California
Local Arrangements Committee Chair	Barbara Parker, Seattle U.
Conference Coordinator	Stephen J. Havlovic, U. of Wisconsin, Whitewater
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Caucuses Chair.....	Daniel Z. Levin, Rutgers U.
Proceedings Editor.....	Dennis Nagao, Georgia Tech U.
Direction of Sponsorship	Karen S. Whelan-Berry, Texas Wesleyan U.
Exhibitors	Geralyn McClure Franklin, U. of Texas, Permian Basin
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International Theme Committee	Eleanor O'Higgins, U. College Dublin
Director of Membership	Jane Whitney Gibson, Nova Southeastern U.
Past Program Chair	Rosalie L. Tung, Simon Fraser U.
Past Program Coordinator.....	Rita E. Collins, Simon Fraser U.
Web Program Support.....	Matthew Suppa, AoM Headquarters
Meeting Operations	Taryn Fiore, AoM Headquarters
Registrar	Susan Zaid, AoM Headquarters

The Local Arrangements Committee

Chair.....	Barbara Parker, Seattle U.
Service Project Support	Diane Altman Dautoff, Diane Altman Dautoff Consulting
Service Project Coordination	Patricia Cassidy, Seattle U.
Food and Beverage	Patricia Baccili, OCG, The Organizational Consulting Group
Audio Visual.....	John Dienhart, Seattle U.
Audio Visual Assistance.....	Madhu Rao, Seattle U.
Presidential Luncheon	John Falvey, Seattle U.
Student Housing/Service Project Coordinator.....	Michelle Eldridge, Seattle U.
Transportation and Tours Website.....	Tracy Thompson, U. of Washington, Tacoma
Entertainment	Zoe Barsness, U. of Washington, Tacoma
Greening the AoM.....	Sandra L. Christensen, Eastern Washington U.
Access for People with Disabilities/Facilitator	Anne Gregory, Memorial U. of Newfoundland
Signage/Decorator	Greg Prussia, Seattle U.
Registration Packets.....	David Desplaces, U. of Rhode Island
Placement Liaison On-Site	David J. Lemak, Washington State U. at Tri-Cities
LAC Support.....	Ernest L. "Ernie" Hughes, Recreational Equipment, Inc. (REI)
LAC Support.....	Terry Rodriguez, TRL & Associates

AoM Headquarters Staff

Financial Manager and Registration Assistance.....	Heather Crowe
Volunteer Coordinator.....	Annmarie Koory
Assistant Director	Terese Loncar
Membership Administrator.....	Linda Panzer

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

Divisions	Program Chairs	Professional Development Workshop Chairs
Art and Poetry	Mark Pruett, Appalachian State U.	
Business Policy & Strategy	Margaret A. Peteraf, Dartmouth College	Jim Westphal, U. of Texas at Austin
Careers	Yehuda Baruch, U. of East Anglia	Cherlyn Granrose, Berry College
Conflict Management	Sally Blount-Lyon, New York U.	Catherine Tinsley, Georgetown U.
Critical Management Studies	David Jacobs, Hood College	Stephen J. Jaros, Southern U.
Entrepreneurship	Andrew Zacharakis, Babson College	Timothy Stearns, California State U., Fresno
Gender & Diversity in Organizations	Bernardo M. Ferdman, Alliant International U.	Martin N. Davidson, U. of Virginia
Health Care Management	Kathryn Dansky, Pennsylvania State U.	Ruth A. Anderson, Duke U.
Human Resources	Diana L. Deadrick, Old Dominion U.	K. Michele Kacmar, Florida State U.
International Management	Schon Beechler, Columbia U.	D. Eleanor Westney, Massachusetts Institute of Technology
Management Consulting	Rickie Moore, E.M. LYON	Andreas Werr, Stockholm School of Economics
Management Education & Development	Carolyn Wiley, Mercer Human Resource Consulting	Steven J. Armstrong, The U. of Hull
Management History	Michele A. Govekar, Ohio Northern U.	Franz Lohrke, U. of Alabama
Management, Spirituality & Religion	Marjolein Lips-Wiersma, U. of Canterbury	David C. Trott, St. Edwards U.
Managerial & Organizational Cognition	Stephen Mezas, New York U.	Pamela Barr, Georgia State U.
Operations Management	Morgan Swink, Michigan State U.	Rebecca Duray, U. of Colorado at Colorado Springs
Organization & Management Theory	Tina Dacin, Queen's U.	Pamela Haunschild, U. of Texas at Austin
Organization Development & Change	Gretchen Spreitzer, U. of Michigan	George Roth, Massachusetts Institute of Technology
Organizational Behavior	Bruce Avolio, U. of Nebraska-Lincoln	Anne M. O'Leary-Kelly, The U. of Arkansas
Organizational Communication & Information Systems	Laurie Kirsch, U. of Pittsburgh	Ann Majchrzak, U. of Southern California
Organizations & the Natural Environment	Michael V. Russo, U. of Oregon	Mark Cordano, Ithaca College
Public & Non-profit Division	Ralph S. Brower, Florida State U.	Donijo Robbins, Grand Valley State U.
Research Methods	Philip Roth, Clemson U.	Anshuman Prasad, U. of New Haven
Social Issues in Management	Bryan Husted, ITESM	Kathleen Rehbein, Marquette U.
Technology & Innovation Management	Laura B. Cardinal, Tulane U.	Gautam Ahuja, U. of Michigan

Academy Activities and Committees Professional Development Workshop Organizers

Asia Academy of Management	Eric Tsang, Wayne State U.
Iberoamerican Academy of Management	Rita Campos Cunha, U. Nova De Lisboa
International Theme Committee Programs	Flemming Poulfelt, Copenhagen Business School
Mentoring Committee	Joycelyn Finley-Hervey, Florida A&M U.
New Doctoral Student Consortium.....	Tyrone Pitsis, U. of New South Wales
Practice Theme Committee	Rupert Chisholm, Pennsylvania State U.
Teaching Committee	Tim Peterson, Texas A&M U.

Systems Designers and Programmers

Information Systems and Communications	Matthew Suppa, AoM Headquarters
Internet and Web Development.....	Elena Bunin, AoM Headquarters
Database Development, Programming	Alina Matay, AoM Headquarters
Webmaster, Technical Specialist	R.J. Valeo, AoM Headquarters



“Social Construction – Democracy” – Karen Bishop, U. of Louisville



63rd Annual Meeting of the Academy of Management

August 1-6, 2003 • Seattle, Washington

Professional Development Workshops: August 1-3
Refereed Scholarly Program: August 3-6

Democracy in a Knowledge Economy

IMPORTANT DATES

- JULY 11, 2003** Deadline to reserve your room with the Housing Bureau
- JULY 18, 2003** Deadline to register in advance at the early registration rate
- JULY 23, 2003** Deadline to cancel your registration with Academy of Management
(See housing section for hotel cancellation policy)

DON'T MISS THIS YEAR'S MEETING IN SEATTLE, WASHINGTON! Submissions are in and this year's theme, Democracy in a Knowledge Economy, 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**
- **MAKE YOUR TRAVEL ARRANGEMENTS**

You can reserve your room, register for the meeting and book your travel plans online by visiting the Seattle Meeting website at: <http://meetings.aomonline.org/2003/>. 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://meetings.aomonline.org/2003/>, call the AOM Seattle Housing Bureau or by completing the 2003 AOM Annual Meeting Housing Reservation Form (enclosed). The deadline to reserve your room at the conference rates is July 11, 2003. If you choose to complete the form, please mail or fax it to:

MAIL: AOM Seattle Housing Bureau
One Convention Place
701 Pike Street, Suite 800
Seattle, WA 98101
PHONE: 1-888-877-0255
FAX: (206) 461-5853

REGISTER TO ATTEND

by using the online registration system available at <http://meetings.aomonline.org/2003/> or by completing the enclosed EARLY REGISTRATION FORM. The deadline to register in advance at the early registration rates is July 18, 2003. Please send your completed registration WITH YOUR PAYMENT to:

MAIL: Academy of Management
Attn: 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 2003 Annual Meeting in Seattle. You can save as much as 15% off published fares 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 Seattle! Contact ATC at:

ON-LINE: <http://meetings.aomonline.org/2003/>
or at <http://www.atcmeetings.com>
E-MAIL: reservations@atcmeetings.com
PHONE: 1-800-458-9383
FAX: (858) 362-3153

63rd Annual Meeting of the Academy of Management

August 1-6, 2003 • Seattle, Washington



HOUSING INFORMATION AND INSTRUCTIONS

DEADLINE: JULY 11, 2003

Reservations must be made with the AOM SEATTLE HOUSING BUREAU by July 11, 2003 to benefit from the reduced room rates. After July 11, 2003, you may continue to make reservations online, faxing completed forms to the AOM Seattle Housing Bureau, until July 18, 2003 however the reduced rates and hotel availability cannot be guaranteed.

Visit <http://meetings.aomonline.org/2003/> to make your housing reservations online, 24 hours a day, 7 days a week or follow the instructions below and complete the 2003 AOM ANNUAL MEETING HOUSING FORM.

MEETING AND HOTEL INFORMATION

- Sessions will be held at the Washington State Convention & Trade Center, The Sheraton Seattle Hotel and Towers, The Westin Hotel, The Red Lion Hotel on Fifth Avenue and The Grand Hyatt Hotel.
- All Placement Services will be held at the Renaissance Madison Hotel for the duration of the conference.
- All hotels are located within six short blocks from the Convention Center. Please visit <http://meetings.aomonline.org/2003> to view the hotel map.

HOTEL NAMES AND ADDRESSES	SINGLE	DOUBLE	TRIPLE/QUADRUPLE
CROWNE PLAZA SEATTLE, 1113 6th Avenue	\$172.00	\$172.00	Triple \$192.00 Quadruple \$192.00
GRAND HYATT SEATTLE, 721 Pine Street	\$195.00	\$220.00	Triple \$245.00 Quadruple \$270.00
MAYFLOWER PARK HOTEL, 405 Olive Way	\$140.00 (Classic) \$170.00 (Deluxe)	\$155.00 (Classic) \$185.00 (Deluxe)	Triple \$200.00 Quadruple \$215.00
RED LION HOTEL on Fifth Avenue (Formerly the WestCoast Grand on Fifth Avenue)	\$159.00	\$169.00	Triple \$179.00 Quadruple \$189.00
RENAISSANCE MADISON HOTEL, 515 Madison Street	\$179.00 (Run of House) \$199.00 (Corner King) \$199.00 (Club Level)	\$179.00 (Run of House) \$199.00 (Corner King) \$199.00 (Club Level)	Triple \$199.00 Quadruple \$219.00
THE ROOSEVELT, 1531 7th Avenue	\$149.00	\$149.00	Triple \$159.00 Quadruple \$169.00
SEATTLE HILTON, 1301 6th Avenue	\$175.00	\$175.00	Triple \$195.00 Quadruple \$215.00
SHERATON SEATTLE HOTEL & TOWERS, 1400 Sixth Avenue	\$190.00 \$230.00 (Club Level)	\$210.00 \$255.00 (Club Level)	Triple \$230.00 Quadruple \$250.00
SIXTH AVENUE INN, 2000 Sixth Avenue	\$99.00	\$99.00	Triple \$109.00 Quadruple \$119.00
SUMMERFIELD SUITES, 1011 Pike Street	\$169.00	\$169.00	
VANCE HOTEL, 620 Stewart Street	\$112.00	\$112.00	Triple \$122.00 Quadruple \$132.00
THE WARWICK HOTEL SEATTLE, 401 Lenora Street	\$190.00	\$190.00	Triple \$200.00 Quadruple \$210.00
WESTIN HOTEL, 1900 Fifth Avenue	\$182.00	\$207.00	Triple \$237.00 Quadruple \$267.00

All rates listed are in U.S. Dollars. All reservations require a one-night room deposit and tax deposit. Current room tax in Seattle is 15.6%.

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August 1-6, 2003 • Seattle, Washington



HOUSING INFORMATION AND INSTRUCTIONS

Continued from previous page

HOUSING FORM INSTRUCTIONS:

All reservations must be made with the AOM SEATTLE HOUSING BUREAU. To receive the special AOM meeting rate reserve your room ONLINE at <http://meetings.aomonline.org/2003/>, call toll-free at 1-888-877-0255 OR complete the 2003 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the AOM SEATTLE 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 send this form to the Academy of Management Office.

For best availability and immediate confirmation make your reservations via the internet through the AOM web site.

Faxed or mailed housing requests will take longer to process.

DEPOSIT/PAYMENT/ACKNOWLEDGMENTS:

A credit card is required for all reservations as a guarantee only. Credit cards will not be charged a deposit. Reservation requests will not be processed without a credit card. Checks in the amount of \$200.00 will only be accepted with the mailed Housing Reservation Forms. Special requests cannot be guaranteed, however hotels will do their best to honor all requests. Hotels will assign specific room types upon check-in, based on availability. Acknowledgements will be sent based on your preference indicated on the housing form. The AOM SEATTLE HOUSING BUREAU will send you an acknowledgement of your reservation. Please review all information for accuracy. E-mail confirmations will be sent within 24 hours of the reservations being processed, fax and mail confirmations in 10-14 days. If you do not receive your acknowledgement within 14 days, please contact the AOM Seattle Housing Bureau directly at:

hotelres@seeseattle.org at 206-461-5881 or 888-877-0255. The call center is open Monday through Friday 8:30am to 5:00pm Pacific Time.

CHANGES AND CANCELLATIONS

Changes and cancellations must be made through the AOM Seattle Housing Bureau via the internet, phone, fax, or mail.

Continue to use the AOM SEATTLE HOUSING BUREAU for all changes and cancellations until July 18, 2003.

Cancellation occurring after the July 11, 2003 will incur a \$25.00 processing fee. Take advantage of the special 2003 AOM Meeting rates; please book your reservations by July 11, 2003. After that date the AOM block will be released and hotels may charge higher rates.

SPECIAL NEEDS

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

STUDENT/LOW INCOME HOUSING

Attention students! Seattle University has made a limited number of dormitory style rooms available. These rooms are available on a FIRST-COME, FIRST-SERVED BASIS!

The location is the Seattle University campus about 10 blocks from the Convention Center. The SU campus is about 10 blocks from the Convention Center. Metro buses run between the University and the south entrance to the Convention Center; peak fee is \$1.50; off-peak is \$1.25. Weekday bus service is every 15 minutes; every 30 minutes on weekends and after 7 pm. This distance can be walked in about 10-15 minutes.

Single rooms are available for \$38.50 per day; doubles are \$25.25 per person per day. Sheets, towels, pillows are provided. All rooms have sinks; showers and toilets are shared. Please make your student housing reservations, changes or cancellations, directly with Seattle University via e-mail to: **AOMhousing@seattleu.edu**

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2003 AOM ANNUAL MEETING HOUSING RESERVATION FORM

INSTRUCTIONS

The deadline date for new reservations is July 11, 2003

For best availability and immediate confirmation, make your reservation via the internet.

INTERNET: Visit the AOM web site at <http://meetings.aomonline.org/2003/>

PHONE: Call the AOM Seattle Housing Bureau at **(888) 877-0255** or **(206) 461-5881**.

FAX: Only fully completed forms will be accepted at the AOM Seattle Housing Bureau at **(206) 461-5853**. Use one form per room, make copies as needed.

MAIL: Only fully completed forms will be accepted at the AOM Seattle Housing Bureau, One Convention Place, 701 Pike Street, Suite 800, Seattle, WA 98101.

ACKNOWLEDGEMENTS

The AOM Seattle Housing Bureau will send you an acknowledgement of your reservation. Please review all information for accuracy. If you do not receive your acknowledgement within 10-14 days or have questions regarding your reservation, please contact the AOM Seattle Housing Bureau by phone at **888-877-0255** or by email at hotelres@seeseattle.org. You will not receive a confirmation from the hotel.

ROOM RATES/TAXES

To take advantage of the special Seattle rates, please book your reservation by July 11, 2003. After that date the Seattle room blocks will be released and rooms may only be available at higher rates. All rates are per room and are subject to 15.6% tax.

Special requests cannot be guaranteed, however hotels will do their best to honor all requests. Hotels will assign specific room types upon check-in, based on availability.

DEPOSITS

All reservations must be guaranteed with a credit card or check. Credit cards will not be charged a deposit. Checks are only accepted with mailed forms in the amount of \$200.00 deposit made out to the AOM Seattle Housing Bureau and sent to the address listed above.

CHANGES/CANCELLATIONS

Reservations may be changed or cancelled via the web site or through the AOM Seattle Housing Bureau until July 18, 2003. Cancellations received after July 11, 2003 will be assessed a \$25.00 processing fee. Do not contact the hotels directly until after July 18, 2003

FOR BEST AVAILABILITY AND IMMEDIATE CONFIRMATION, MAKE YOUR RESERVATION VIA THE INTERNET.

Arrival Date: _____ Departure Date: _____

First Name _____ M.I. _____ Last Name _____

E-mail Address: _____

Daytime Phone: _____ Fax: _____

If providing international numbers, please include country and city access numbers

Company: _____

Address: _____

Address 2: _____

City/State/Province: _____

Zip/Postal Code, Country: _____

HOTEL SELECTION

Please list your choices in order of preference.

First: _____ Second: _____

Third: _____ Fourth: _____

If all requested hotels are unavailable, a reservation will be made at the next available hotel.

Please, indicate criteria for choices:

Comparable room rate Proximity to conference site

Number of occupants _____ Number of beds _____

To request a suite, please contact Housing Manager at 206-401-5894

List all room occupants: _____

Check here if you have a disability requiring special services Non-smoking room request

Special requests: _____

DEPOSIT INFORMATION

All reservation requests must be guaranteed. Credit cards will not be charged prior to the arrival date. Hotel Reservation Forms received without a valid credit card will not be processed. Please be advised that the credit card must be valid through the dates of the convention or your registration will not be processed. Checks are only accepted with mailed Hotel Reservation Forms, in the amount of a \$200.00 deposit and made out to the AOM Seattle Housing Bureau.

AMERICAN EXPRESS DISCOVER DINERS CLUB

MASTERCARD VISA

Card #: Exp. Date: _____

Name on the Credit Card: _____

Cardholder Signature:* _____

*** Necessary to process reservation**

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REGISTRATION INFORMATION AND INSTRUCTIONS

DEADLINE: JULY 18, 2003

IF YOU REGISTER BEFORE JULY 18, 2003 YOU PAY A REDUCED REGISTRATION FEE. PAYMENT MUST ACCOMPANY YOUR FORM.

Visit: <http://meetings.aomonline.org/2003/> 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 18, 2003.
REGISTRATIONS RECEIVED AFTER JULY 18, 2003 WILL NOT BE ACCEPTED
AND YOU MUST REGISTER ON-SITE AND PAY THE HIGHER FEE.

MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE	NON MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE
Member: Academic and Executive	\$150.00 USD	\$210.00 USD	Non-Member: Academic and Executive	\$265.00 USD	\$325.00 USD
Member: Student and Emeritus	\$55.00 USD	\$77.00 USD	Non-Member: Student	\$113.00 USD	\$135.00 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.

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 for 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 July 23, 2003.
- No refunds will be issued after July 23, 2003.
- 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 the 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 your copy of the 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 1, 2003 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 5, 2003

Seating for the Presidential Luncheon will be somewhat limited. You MUST exchange the luncheon coupon for a numbered 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.

63rd Annual Meeting of the Academy of Management

August 1-6, 2003 • Seattle, Washington
 Professional Development Workshops: August 1-3
 Refereed Scholarly Program: August 3-6



EARLY REGISTRATION FORM

DEADLINE: JULY 18, 2003

Mail completed form to:
Academy of Management
Attn: 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://meetings.aomonline.org/2003/>

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 – select 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 5 Presidential Lunch **\$150.00 US** _____
Student – does not include ticket for Tuesday August 5 Presidential Lunch **\$55.00 US** _____
Emeritus – includes one ticket for Tuesday August 5 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. 5 Presidential Lunch **\$265.00 US** _____
Student – does not include ticket for Tuesday August 5 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.** _____
 Annual Meeting T-Shirt (See website for t-shirt design) **Quantity () x \$12.00 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: _____

63rd Annual Meeting of the Academy of Management

August 1-6, 2003 • Seattle, Washington



TRAVEL INFORMATION



ASSOCIATION TRAVEL CONCEPTS

1-800-458-9383

email: reservation@atcmeetings.com

www.atcmeetings.com

Fax: (858) 362-3153

ASSOCIATION TRAVEL CONCEPTS (ATC) has been selected as the official travel agency for the Academy of Management Annual Meeting in Seattle August 1-6, 2003. As the official agency, ATC has negotiated discounts with Northwest, United Airlines and Alamo Rental Car to bring you special fares and car rental rates that are lower than those available to the public. When contacting ATC you will save 10% to 15% off on Northwest and United Airlines 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 the lowest available fares. Some restrictions may apply, and service fees apply. ATC will also search for the lowest available fare on ANY airline serving Seattle.

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 ticket, and region to region flat rates. ATC can also offer Web only fares, low fares found only on the web can be found using the ATC online booking engine. Go to <http://meetings.aomonline.org/2003/> and follow the meeting and travel links. Consolidator and net fares, reduce the cost of high priced tickets without a Saturday night stay.

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

United	ID#510CK	800-521-4041
Northwest	ID#NMZPS	800-328-1111
Alamo	ID#72620 GR	800-732-3232

SEATTLE INTERNATIONAL AIRPORT

Travel time to downtown Seattle is approximately 30 minutes or more, depending on the mode of transportation and the traffic conditions. Visit the SEA-TAC Airport website for more information at www.portseattle.org.

PUBLIC TRANSPORTATION

Metro route 194 or Route 174, cost **\$1.25** or **25¢** for seniors and people with disabilities.

CABS (STITA)

Available on the third floor of the Parking Garage. Sedans, station wagons and large vans are available. Taxicabs and limousines meet travelers on the third floor of the Parking Garage. To arrange for a taxi or limo, use one of the curbside phones, Information Boards, or visit the Ground Transportation Center, located on the third floor of the Parking Garage.

TAXI CABS

To arrange for a cab, call **(206) 246-9999**, or use the curbside phones on baggage Claim Level. Taxicabs, about **\$25-\$35**.

LIMOUSINE

To arrange for a limousine, call **(206) 431-5904**, use curbside phones on baggage Claim Level, or go to the Ground Transportation Booth, on the third floor of the Parking Garage.

AIRPORT EXPRESS

Airport Express goes to several hotels in downtown Seattle. The Grey Line buses depart from the north terminal outside baggage claim at Door 24; from the south terminals outside the international baggage claim at Door 8. **(206) 626-6088 • (1-800) 426-7505**. One Way **\$8.50**. Round Trip **\$14.00**.

SHUTTLE EXPRESS

Shared ride **\$21**.

FREQUENTLY ASKED QUESTIONS

CLIMATE

Summers in Seattle are usually dry with long days and cool nights. Summer temperatures can vary considerably, from 40-85 degrees Fahrenheit (4-30 degrees Celsius). Accordingly, it may be prudent to bring a sweater and a light rain coat. For current weather conditions, visit: <http://www.wunderground.com/US/WA/Seattle.html>

COST

Washington State has no income tax. Therefore, expect high taxes of 9-15.6% on hotels, food and beverages, and activities.

FOOD AND BEVERAGE

Seattle is well known for high quality food, especially seafood. The Convention sites are surrounded by restaurants that include fast food/low prices, and elegant and costly dining options. Washington state and its neighbors in Oregon and British Columbia are well-known for excellent boutique wines. Micro breweries also are plentiful in the Pacific Northwest.

Getting from the airport to town and exploring the city

From the Airport to Town

Seattle-Tacoma International Airport is located 13 miles (21 kilometers) south of downtown Seattle and a taxi into the center will cost between \$23.00 USD and \$28.00 USD; travel time about 25 to 45 minutes. The Gray Line Airport Express Bus has a frequent service from the airport to downtown hotels. Departures are about every half an hour and cost about \$8.50 USD. Grey Line buses depart from the north terminal outside baggage claim at Door 24; from the south terminals outside the international baggage claim at Door 8. Cost (effective January 2003) is \$8.50 one way. Metro buses #174 or #194 leave from the south terminal of Sea-Tac. One way charge (January 2003) is \$1.25 or 25 cents for seniors or people with disabilities. If you hire a car, be careful! Seattle has a lot of one-way streets, especially downtown. If you plan to walk around town, you should know that Seattle police often give tickets to jaywalkers.

Student housing is located at Bellarmine Hall on the Seattle University campus near downtown Seattle. Metro routes 174 and 194 will take you downtown, and then you need to transfer to one of several buses. To plan your trip, enter http://tripplanner.metrokc.gov/cgi-bin/itin_page.pl?resptype=U with Seatac Airport as the departure point and Seattle University as the arrival point.

In Town

Free Bus in Downtown Seattle

In addition to regular bus service to many points in the city, Metro offers free bus service within the downtown core. To see links of the bus service downtown, go to: http://transit.metrokc.gov/tops/bus/neighborhoods/downtown_seattle.html (Click on "Downtown Seattle Ride Free Area" to see the free service area.)

Taxicabs

Taxicab service is available throughout downtown for a modest price.

Accessibility

The conference venues are within blocks of one another, but distance and inclines might create challenges for people with disabilities. Since different people have different needs, Local Arrangements volunteer, Ann Gregory, will be coordinating all accessibility requests and concerns for the Seattle meetings. Please contact her in advance if you have questions about accessibility and/or wish to discuss your needs and options. She can be reached at anng@roadrunner.nf.net or Telephone: 1-709-753-4999 (home); 1-709-737-8524 (office); Fax: 1-709-737-7680. Ann is at the Memorial University of Newfoundland.



"Layer Upon Layer" by Lawrence Lad, Butler U.

Welcome to Seattle

The Local Arrangements Committee (LAC) for every AOM city takes responsibility for conference logistics. LAC volunteers also act as hosts to make your visit as pleasant as possible. Hosting and logistical planning consume hundreds of volunteer hours. This year, those volunteers come from businesses, consulting firms, and many universities. Among university volunteers are those from Seattle University, the Tacoma campus of the University of Washington, Eastern Washington University, the Tri-cities campus of Washington State University, and Memorial University of Newfoundland. The committee's work is facilitated by many other AOM volunteers including Steve Havlovic, Richard Kettner-Polley, Denise Rousseau, Tom Cummings, GERALYN Franklin, Mary Jo Vaughan, the entire Board of Governors for the AOM, and many more people who assume responsibility for myriad Conference details. They have my thanks.

On behalf of these and many other volunteers who support the work of the Seattle Local Arrangements Committee, I extend a warm welcome to you during your Seattle visit. As you will see in your visits to the Conference website <http://meetings.aomonline.org/2003/Seattle/index.Seattle.html>, the Pacific Northwest offers many options in addition to the AOM Conference. For example, during the weekend of August 1-3, Seattle hosts its annual Seafair celebration that includes an air show and hydroplane races. Because it will be a busy weekend, we encourage you to make early reservations for places you want to visit and events you'd like to attend. The AOM website lists many activities we think you and guests of all ages will enjoy. In late May the list will be updated with performances, baseball games, and other activities scheduled for late July and early August.

Barbara Parker
Albers School of Business and Economics, Seattle University

Access for people with disabilities:

Conference hotels and the Convention Center are reasonably close together, but Seattle is a city with many hills. Further, the Convention Center itself is multi-storied, necessitating escalator or elevator access for everyone. These conditions may pose special challenges for people with certain disabilities. Ann Gregory at Memorial University of Newfoundland has agreed to facilitate AOM conference access for people with disabilities. We invite people to discuss needs with Ann prior to the August meeting. Because Ann will be traveling between Seattle and Newfoundland, please contact her via e-mail (annng@roadrunner.nf.net) to obtain current phone numbers.

Charitable Partner—Seattle 2003

Northwest Harvest is the community-based charity supported by the 2003 Academy of Management. Recent downturns in the global economy have had especially severe effects on the Pacific Northwest. Northwest Harvest now provides food to hungry people through approximately 300 hunger programs in Washington state. For example, in 2002, Northwest Harvest distributed over 15 million pounds of food to hunger programs — all at no charge. Northwest Harvest relies on donations of food and funds from individuals, corporations, foundations

and other organizations.

An increasing number of formerly-employed knowledge workers and their families now depend on food donations. Efforts on the part of volunteers through activities like Northwest Harvest demonstrate how people can organize to promote equitable access to society's benefits. For more information, visit Northwest Harvest at: <http://www.northwestharvest.org/community.htm>

Food Drive:

Local businesses are conducting July food drives to benefit Northwest Harvest. **AOM members** are invited to contribute to these efforts by bringing a single canned, boxed, or bagged food item to the Conference. Cash donations for Northwest Harvest also can be accepted at AOM registration.

T-Shirts:

Conference t-shirts sales benefit local charity Northwest Harvest. Please help support Northwest Harvest food distribution by purchasing t-shirts for yourself, family, and friends. The shirt design is evocative of the Seattle area—please check out the design on the web page. Although some shirts can be purchased on site, charitable giving is increased when you submit your order with your other registration materials.

Food and Beverages:

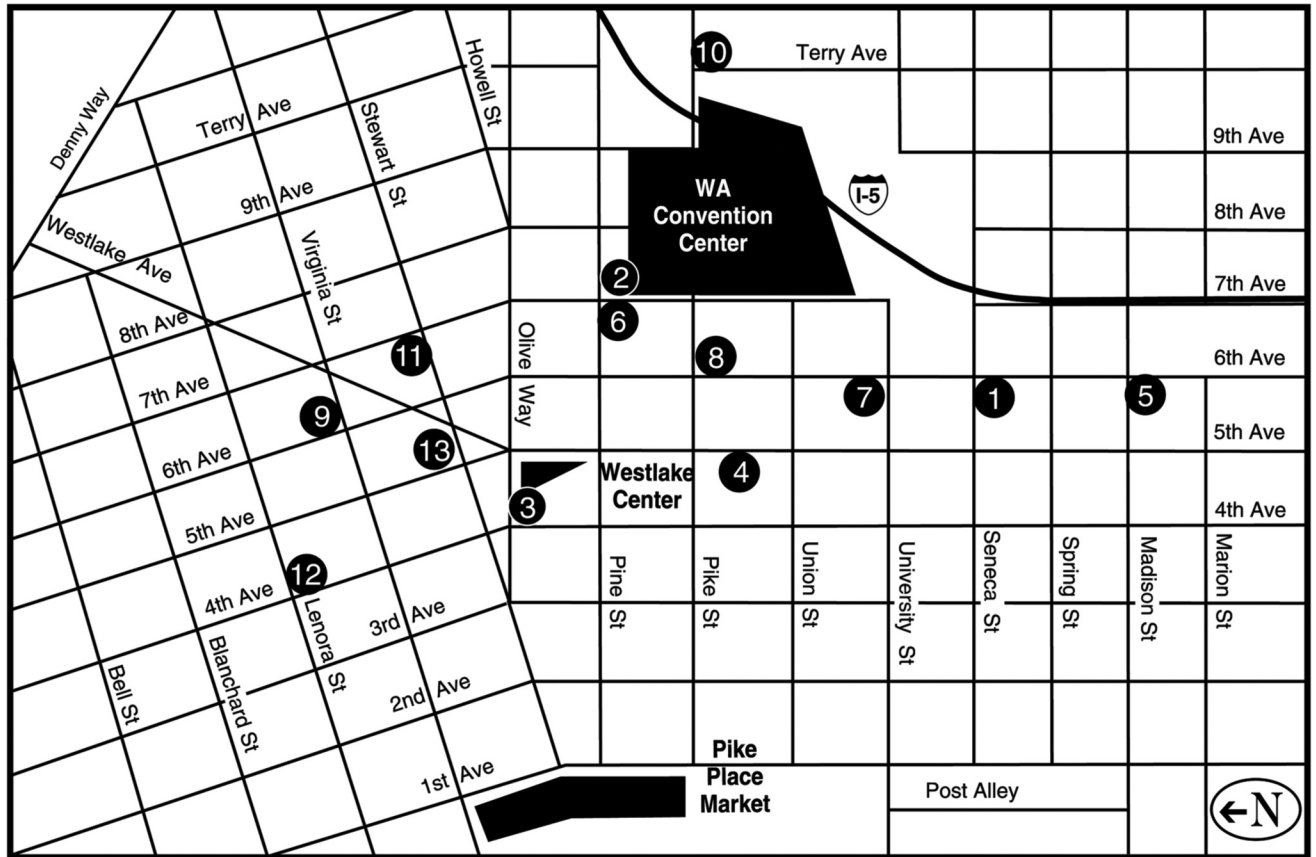
The downtown Seattle conference location provides excellent access to food and beverages including low-cost fast food to upscale dining. Seattle offers almost every type of food with a special emphasis on fresh fish and other seafood. Dining guides will be made available at Conference registration, but we also encourage you to consult the Conference website for restaurant listings throughout Seattle: <http://www.aom.pace.edu/meetings/2003> (click onto "Welcome to Seattle").

Service-Learning Project:

Seven divisions and interest groups are co-sponsors of the service-learning project: Public and Nonprofit; Social Issues in Management; Conflict Management; Managerial and Organizational Cognition; Organizational Behavior; Management Education and Development; and the Teaching Theme Committee. Members of any division are invited to join us on the morning of Saturday, August 2 for the service-learning project with Conference charity partner Northwest Harvest. Participants from local organizations also will be on hand, providing an opportunity for dialogue between managers and Academy members. Contact Michelle Eldridge eldridm@seattleu.edu for additional information or to reserve your place for the service project.

Seattle weather: The one thing we can't arrange in advance is the weather. While daytime August weather usually is cloudless and fair, evenings often are cool. It is prudent to bring a light jacket or rain coat for evenings and possible rain.

Seattle Map



HOTEL NAMES & ADDRESSES	
1	CROWNE PLAZA SEATTLE 1113 6th Avenue
2	GRAND HYATT SEATTLE 721 Pine Street
3	MAYFLOWER PARK HOTEL 405 Olive Way
4	RED LION HOTEL on Fifth Avenue <i>(Formerly the WestCoast Grand on Fifth Avenue)</i>
5	RENAISSANCE MADISON HOTEL 515 Madison Street
6	THE ROOSEVELT 1531 7th Avenue
7	SEATTLE HILTON 1301 6th Avenue
8	SHERATON SEATTLE HOTEL & TOWERS 1400 Sixth Avenue
9	SIXTH AVENUE INN 2000 Sixth Avenue
10	SUMMERFIELD SUITES 1011 Pike Street
11	VANCE HOTEL 620 Stewart Street
12	THE WARWICK HOTEL SEATTLE 401 Lenora Street
13	WESTIN HOTEL 1900 Fifth Avenue

Academy of Management 2003 Annual Meeting Sponsors

On behalf of our university sponsors, welcome to Seattle, and the 2003 Academy of Management Annual 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 Australia.

This year we have 11 sponsors whose institutions have combined to contribute \$23,500. The Academy is very grateful to the sponsors for the 2003 meeting. Please thank faculty and other representatives of these Schools during our meeting. I am grateful for our sponsors, and for their support of the Academy of Management and our Annual Meeting.

Karen S. Whelan-Berry, Director of Sponsorship

Gold Sponsors

University of British Columbia

The University of British Columbia is recognized as a leading research institution, both within Canada and internationally. UBC Commerce, the university's business school is no exception. Located close to one of Canada's largest business centres, Vancouver, the business school plays an important role in the creation and application of new business knowledge. UBC Commerce's is well-regarded for its highly published faculty, innovative research and demanding business programs.

UBC Commerce ranks within the top 30 internationally for research publication, according to a review of leading business journals. Further, it is recognized as Canada's leading business research school, both in terms of publications and awarding of research grants.

The school boasts five business degree programs – Bachelor of Commerce, MBA, Master's of Science in Business, Masters of Management and PhD. These degrees build on the faculty's strengths, with specializations in operations and logistics, transportation, finance, marketing, strategic management, management information systems and organizational behavior and human resources, offered in most of the programs. In addition, UBC Commerce has an extensive Executive Education catalogue of courses and frequently designs specialized business programs for companies, both locally and internationally.

UBC Commerce represents the future of management thinking. We create ideas and methods that change the way business is done, train tomorrow's business leaders and empower individuals and organizations to realize their full potential.

University of California, Irvine

The UC Irvine Graduate School of Management (GSM) prepares students to innovate, lead, and build value in a technology-driven society. With about 800 full-time and executive degree students, the School is ranked among the top 50, yet is one of the youngest and smallest of the nation's major MBA programs. The average GMAT

score for full-time students entering in fall 2002 is 672, placing the School among the nation's top 20 on this measure. Companies recruiting UC Irvine MBAs are Intel, Microsoft, ConAgra, Allergan, Mattel, PricewaterhouseCoopers, Johnson & Johnson, Silicon Graphics, Cap Gemini E&Y Consulting, Visa USA, Deloitte & Touche ERS Consulting, Bristol-Myers Squibb, Ford Motor Co., Disney, and Gateway.

GSM faculty have been awarded national prizes for research and teaching in such areas as organizational behavior, information systems, marketing, and finance. On a per capita basis GSM faculty regularly rank among the most productive and high impact researchers. They have major leadership positions in scholarly organizations and as editors of professional journals. Business Week recently ranked it 5th in Faculty Intellectual Capital.

A Distinctive Approach to Management Education. GSM's curriculum is focused on combining the fundamentals of management with a distinctive approach on how the interplay of information and technology is changing the way business is done. This Information Technology for Management (ITM) focus is integrated throughout the curriculum, enabling students to master the sophisticated information databases, tools, and systems that are revolutionizing business and lead to a strategic advantage. It was the second business school to require all students in an MBA program to have laptop computers in 1987, and its innovative Catalyst course delivery system was recognized as one of the top 50 intranets in 2000 by *CIO Magazine*.

Entrepreneurship & Innovation. Whether reinventing an established firm or creating a new one, graduates of UC Irvine's MBA program have been leaders in entrepreneurship and innovation. Many are using this knowledge of ITM and basic business fundamentals to create and launch companies even before they graduate. The School helps students turn ideas into action through the annual ThinkTank/GSM business plan competition and the Irvine Innovation Initiative (I³), a 24/7 facility on campus where student teams develop new business concepts with guidance from faculty and business leaders.

Carnegie Mellon University

The only top 25 university founded in the 20th century, Carnegie Mellon has rapidly evolved into an internationally recognized institution with a distinctive mix of world-class programs, ranging from computer science, robotics and engineering to business, public policy, the fine arts and humanities. The nearly 9,000 undergraduate and graduate students at Carnegie Mellon receive an education characterized by its focus on creating and implementing solutions to solve real problems, interdisciplinary collaboration and innovation. A small faculty-to-student ratio provides an opportunity for close interaction between students and professors.

The university is implementing a strategic plan leveraging its strengths to benefit society in the areas of biotechnology, information and security technology, environmental sciences and prac-

tices, the fine arts and humanities. Realizing that today's graduates must understand international issues, Carnegie Mellon is committed to providing a global education for its students and is striving to expand its international offerings and to increase its presence on a global scale.

Broadening undergraduate education, increasing diversity, and fostering the development of southwestern Pennsylvania are also priorities.

Industrialist and philanthropist Andrew Carnegie founded the Carnegie Technical Schools in 1900 for the sons and daughters of Pittsburgh blue-collar workers. The institution became the degree-granting Carnegie Institute of Technology in 1912 and in 1967, Carnegie Tech merged with Mellon Institute of Research to become Carnegie Mellon University. The core values that Carnegie instilled in the Carnegie Technical Schools more than 100 years ago—problem solving, collaboration and innovation—continue to drive the university today and has played a key role in setting its agenda for the next several decades.

Heinz School of Public Policy and Management – Carnegie Mellon University. The Heinz School of Public Policy and Management is molded in the image of Carnegie Mellon. Since its inception in 1968, its research and educational programs have been interdisciplinary with a methodological and applied focus. In Carnegie Mellon's "liberal-professional" model for educational programs, the Heinz School takes pride in fostering collaboration across disciplines, innovation in research, education, and public service, and a focus on applied problem solving. Its research strengths span applied disciplines of operations research, empirical methods and statistics, economics, organizational behavior, and information systems and technology.

The School is named in honor H. John Heinz III, an outstanding political figure in the region's history, underscoring the School's mission to engage in scholarship and education in the public interest. The School's focus is on problem-oriented research, emphasizing theoretical rigor, sophisticated empirical analysis, and advanced computer-based systems. Approximately half of its students are women, about 20% of the students are international, and approximately 25% of full-time U.S. students are members of under-represented minority groups. The Heinz School prides itself on being a supportive community where faculty and students engage across disciplinary boundaries, in informal and collegial ways, supported by a flexible and service-oriented staff and administration. The public sector in societies is increasingly moving toward privatization as governmental activities migrate to private and non-governmental organizations. The Heinz School is dedicated to providing research and education that informs those engaged in these transformations.

The Heinz School has fared exceptionally well in the most recent U.S. News and World Report rankings of graduate programs. Heinz was ranked 7th overall among schools of public affairs. In specialty areas it ranked 1st in Information and Technology Management (retaining the top spot it earned four years ago), 3rd in Criminal Justice Policy and Management (up from fifth place), 4th in Public Policy Analysis (maintaining its ranking), 6th in Public Finance

and Budgeting (maintaining its ranking), and 10th in Environmental Policy and Management (up from eleventh place).

Graduate School of Industrial Administration - Carnegie Mellon University. Since its founding in 1949, by William Larimer Mellon, the Graduate School of Industrial Administration has distinguished itself by developing the scientific principles that underlie business management. It has quickly grown into one of the world's premier centers for teaching and research in business management.

Many of the Graduate School of Industrial Administration's educational innovations have now been adopted by other national and international business schools. For example, the Graduate School of Industrial Administration's Management Game pioneered the use of computer simulation for experiential learning of business roles, and such simulations have subsequently been eagerly adopted by other institutions. Today, the FAST laboratory is a continuation of the Graduate School of Industrial Administration's pioneering work in experiential learning.

The Carnegie Mellon Graduate School of Industrial Administration, consistently ranks among the top business schools in the world, including its latest ranking as #3 in the world in 2002 by the Wall Street Journal. It is also consistently among the leaders in Operations Management and Quantitative Economics. And, as the business school of one of the most technology-savvy universities in the world, a dedication to technology underlies everything that GSIA does – with a scientific, quantitative approach to teaching business management.

Marshall School of Business, University of Southern California USC's Marshall School of Business is one of the oldest, most diverse schools in the world. And we are one of the best. But Marshall isn't just striving to be among the world's best business schools, we are endeavoring to offer education and opportunities that set the new standards by which all business schools will be judged. Our goal is to train the best business leaders and entrepreneurs today to take their companies into the future tomorrow - locally, nationally and globally.

As markets and competition evolve, so does Marshall. We strive to continuously innovate, improve and adapt. Marshall seeks out world-class faculty who teach the core fundamentals of business to our students and initiate innovative programs and research centers to increase Marshall's teaching effectiveness. At Marshall, our faculty are leaders in developing new knowledge about management practices, changing markets, and the design of innovative organizations that deliver value to shareholders and customers. Our faculty, our curriculum, our programs and research centers offer a variety of opportunities, disciplines and experiences. Although varied and comprehensive, they meld together to build a consistent Marshall experience. We are proof that Marshall is a close-knit community of faculty, students, alumni, and administration.

Our students learn to be forward-thinking individuals with exposure to business process worldwide and are trained from day one in teamwork and leadership. At the same time, we demand that our students be able to analyze the most difficult of business problems

in terms that address the bottom line. The Marshall experience sets the tone for the success of our students because we know our students will set the tone of the global business environment for the next several decades. As one of the top 25 business schools, Marshall could ride the crest of its accomplishments, but we aren't focusing on where we are today, we are focusing on where we will be tomorrow.

University of Washington

Founded in 1917, the University of Washington Business School is the second oldest institution of management education on the West Coast. About 2,500 students are enrolled in the School's undergraduate and graduate programs each year, and over 1,000 participate in our executive education seminars and lifelong learning programs for working professionals. The undergraduate program serves over 1,600 students every year and has long been regarded as one of the nation's best: last year U.S. News & World Reports ranked it 14th among public undergraduate programs. The UW Business School offers a rich array of graduate and executive programs: full-time and evening MBA programs, an Executive MBA, a Technology Management MBA, a Global EMBA, a Master of Science in Information Systems, and a research-based Doctoral Program to train scholars who will contribute to the future advancement of business education and practice. Three years ago, the UW Business School engaged its faculty, staff, alumni, and business partners in developing an exciting new mission and direction for the school—one that will provide students with a superior learning experience and prepare them for success in a global, knowledge-based economy that is driven by technological change. As part of that new mission and direction, the UW Business School is launching a campaign to build a new \$100 million facility and increase faculty endowments and funds available for scholarships by about \$60 million. This ambitious strategic vision is designed to transform what has always been a very good business school, with an exceptional reputation for scholarship, into one of the nation's premier institutions for business education.

Silver Sponsors

University of Queensland

The UQ Business School, located in Brisbane Australia, is proud to be a Silver sponsor of the 2003 Academy of Management Meeting.

The UQ Business School is a school of The University of Queensland, one of Australia's premier learning and research institutions. It is the largest and oldest university in Queensland and has produced generations of graduates who have gone on to become leaders in all areas of society and industry. The School is distinguished by its cutting-edge research, the quality of its academic staff, the depth of its educational programs and its close links with industry. Consultancy experience on projects with the Asia Development Bank, Proctor and Gamble, Coca Cola, Hong Kong Shanghai Banking Corporation and the Asian Productivity Organisation combined with innovative teaching practices continues to enhance students' learning experiences and superior career outcomes.

The School consistently ranks among the top tier across several disciplines. It was recently ranked the best business school in Aus-

tralia, and sixth-ranked business school in the Asia Pacific region by Asia Inc. Other achievements include:

- two Australian Prime Minister's Award for University Teacher of the Year in the field of Economics, Business and Related Studies, Professor Steve Gray (2002) and Professor Ron Weber (2000)
- ranking in the top ten institutions for the number of participants in the Academy of Management meetings program in 2000 and 2001, and
- top graduate outcomes, including Australian Business Woman of the Year, Australian Small Business of the Year and the Australian Quality Award to Business.

The School is currently in the final stages of the review process with AACSB International (Association to Advance Collegiate Schools of Business) for accreditation as a formally benchmarked business school.

Seattle University

The Albers School of Business and Economics serves approximately 700 undergraduate students and 700 graduate students. The undergraduate program was established in 1945 and the MBA program began in 1967 in response to a growing demand in the community for well-educated business leaders. Masters degrees in accounting, finance, and international business have been added over the last decade. The school has 46 full-time faculty and 17 staff.

The school is located on the edge of downtown Seattle, a significant advantage to the school in developing connections with the business community. The school utilizes four advisory boards, with members coming from the major corporations headquartered in the Puget Sound, including Microsoft, Costco, Safeco, Washington Mutual, Paccar, Boeing, Expeditors International and Weyerhaeuser. Local businesses provide internships, placement opportunities, guest speakers, class projects, and mentors. A highlight of the Albers School is its Mentor Program, matching senior executives from the Puget Sound area with graduate students and undergraduate seniors. The Entrepreneurship Center was recognized by Success magazine as a Top 50 program. The Albers School has a very diverse student body. At the undergraduate level, over 50% of the students are women, 20% are minority, and 25% international students.

The Albers School recently completed a strategic planning process that will guide the school over the next few years. A recent \$8.125 million endowment gift will provide the resources needed to implement the strategic plan. The Albers School is accredited by AACSB International at both the undergraduate and graduate levels.

Seattle University is a Jesuit, Catholic University founded in 1891. The university is ranked as one of the top 10 regional universities in the West. It serves 6300 students in 44 undergraduate programs and 25 graduate programs.

Host Sponsors

University of Alaska Anchorage

The University of Alaska Anchorage, College of Business and Public Policy provides comprehensive baccalaureate and graduate business education. We offer management and leadership training to meet the ethical, environmental, and moral challenges facing future business leaders. Rural villages in Alaska serve as learning laboratories for a variety of hands-on and distance delivery services for our business students. Our programs incorporate an international scope from the perspective of our campus at the top of the world. We actively engage in teaching, research and scholarly exchange in the North Pacific Rim and circumpolar Arctic.

We have a focus of excellence in logistics and supply chain management at the certificate, bachelors and masters level. We tailor executive training programs for delivery off-site through a combination of faculty residence and internet based content delivery in our modern Consortium Library system. Thirty-four cargo carriers operating out of Anchorage provide hands on logistics case studies.

Through the first Rasmusen Chair in Economics, we will host Nobel Laureate Vernon Smith this summer as we begin operating an experimental economics laboratory. This will become the foundation for advanced studies in social behavioral science, which is a key to understanding the knowledge based global economy. Our Institute of Social and Economics Research provides public policy analysis for Alaska and for natural resource management issues with global interest.

Visit our web site at www.cbpp.uaa.alaska.edu. For more information, please contact Dean Thomas R. Case, UAA College of Business and Public Policy, 3211 Providence Drive, BEB 301, Anchorage, AK 99508-4614; (907) 786-4126.

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.

Capella University

Founded in 1993, Capella University's mission is to deliver the highest quality bachelors, masters, doctoral, and continuing education programs to adult learners who seek to integrate advanced study with their professional lives, through flexible and innovative forms of distance learning. Capella University is accredited by The Higher Learning Commission, Member of the North Central Association of Colleges and Schools.

The School of Business serves over 2000 of the University's 8,000 learners, with BS, MBA, MS and PhD Programs in Business. Each of the School's programs provides innovative approaches to management education. The Bachelor of Science program provides a 2-year degree completion program, which emphasizes both core business disciplines with majors in E-Business, Sales and Marketing, Human Resources, and Management and Leadership.

The MBA offers an integrated curriculum focusing on core business knowledge and professional effectiveness competencies. A comprehensive coaching process supports students throughout their program, enabling them to achieve high levels of professional impact from their program. The MS and PhD degrees focus on educating scholar-practitioners in Organization and Management. The School of Business emphasizes training learners to effectively integrate theory, research, and practice in their disciplines. Faculty and doctoral learners focus on research to create new knowledge that supports the design, development, and management of effective organizations. Our centers of excellence are in the areas of Leadership, Human Resources Management, and Information Technology Management. The School of Business full-time and adjunct faculty are scholar-practitioners who have strong academic credentials and business experience and can link theory, research, and practice. Dr. Shelley Robbins is the Executive Director of the School of Business.

Central Washington University

Central Washington University (CWU) is one of six state-supported institutions offering baccalaureate and graduate degrees. Established in 1890 as Washington State Normal School, it became Central Washington University in 1977.

Through our commitment to a diversity of ideas and people, we provide students with the opportunity to understand and value different cultures and life circumstances as well as different ways of thinking. Our students participate in undergraduate research and creative activity, in study-abroad opportunities, and in service learning, all of which broaden their world-view and inspire lifelong learning.

The College of Business creates value and opportunity for our students by providing a high quality education at the Ellensburg campus and university centers in the Puget Sound and central regions of Washington state. The College offers a Master of Professional Accountancy and Bachelor of Science degrees in Accounting, Business Administration, and Economics. Specialties offered within Business Administration are: Finance, Human Resource Management, Management, Management Information Systems, Marketing, and Operations & Supply Chain Management.

Through curricula based on theory and on practice, we prepare an increasingly diverse student population with the knowledge, competencies and skills that are necessary for productive careers. Our undergraduate and graduate degree programs are offered with the highest emphasis on excellence in teaching, which is strengthened by faculty research and supported by professional service. With emphasis on undergraduate education, degree programs are delivered by faculty who are dedicated to using their academic preparation and business experience to enhance student learning.

We are pleased to join with the Academy of Management in sponsoring their annual meeting in 2003 and encourage you to take a day trip to Kittitas Valley, one of the finest recreational, historic, and artistic areas in the Cascade Mountain region located just 2 hours east of Seattle.

Western Washington University

Western Washington University's objective is to provide high quality undergraduate education with a core focus on the liberal arts; programs of a practical and applied nature directed to the educational and professional needs of state residents; and selected graduate programs through the master's degree. WWU is currently ranked second for public masters universities in the west, and 11th nation-wide (U.S. News and Word Report). Enrollment is approximately 12,500 students. The university is located in the seaside city of Bellingham, population 70,000, between Seattle and Vancouver, overlooking the Straits of Georgia (a.k.a., "Puget Sound") and the world-famous San Juan Islands.

The College of Business and Economics is considered a leadership unit within the university. Accredited by the AACSB International, the College is comprised of five departments and has fifty-one full-time faculty. It offers B.A. degrees in Business Administration, Accounting, and Economics as well as a B.S. in Manufacturing Management. MBA programs are offered in three sequences: daytime, accelerated, and executive. The college's Department of Decision Sciences offers BABA concentrations in management information systems and operations management. The Department of Management offers BABA concentrations in general business, human resources management, international business, and management. The management curriculum emphasizes teamwork and leadership skill development through experiential learning and reflection. The college has centers that provide focus on Economic Education, International Business, Management Education, and Small Business Development. The Center for Excellence in Management Education, through symposia, seminars and student involvement, focuses on recognizing and promoting effective approaches to teaching critical concepts in business and economics.

THREE HAIKU POEMS: VOICES FOR DEMOCRACY

1. Democracy's Leaders

*Managers plan organize monitor command
executing domination-leadership—
workers follow accepting tyranny.*

2. Democracy's Silence

*Concerned voices hesitate
as the rightsizing sword hovers—
without sanctuary voices are mute.*

3. Democracy's Voice

*Independent, toiling 24/7
workers transform into citizens—
making space for life's voice.*

Robert D'Intino, Pennsylvania State U.

Special Thanks to the 2003 Exhibitor Sponsor Bronze Sponsor of Monday Morning Break in Exhibits Area:

Beta Gamma Sigma



Beta Gamma Sigma is the international honor society serving business programs accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The mission of Beta Gamma Sigma is to encourage and honor academic achievement in the study of business and personal and professional excellence in the practice of business. Membership in the Society is the highest recognition a business student anywhere in the world can receive in an undergraduate, master's, or doctoral program in business.

Special Thanks to the 2002-2003 AOM Exhibitor Relations Committee

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Ayman Tarabishy, George Washington U.
Erik Winslow, George Washington U.



"Disdain" by Donald McCormick, U. of

Placement Services

Placement Services are available only to persons who register and attend the annual meeting. An orientation session on using the Academy's Placement Services will be held on Saturday, August 2, 2003 from 5:00 to 5:30 p.m. in the Westin Hotel in the Cascade 1 (B) room located on the Mezzanine Level. A panel discussion, "Management Faculty Recruitment: Best and Worst Practices" will be held from 6:00 to 7:00 p.m. in the Westin Hotel in the Vashon room. The panel, M J Vaughan, Mercer U.; Nancy Leonard, West Virginia U.; and David Kravitz, George Mason U.; will outline the results of an AOM applicant survey and discuss ways institutions can increase applicant interest in their position.

Pre-registration for Placement Services may be done online at <http://careers.aomonline.org/placement/> from Monday, June 2nd, until Friday, July 18. Persons unable to pre-register can register at Placement Services located in the Renaissance Madison Hotel during the meeting. Cost to register as an applicant is \$50. The registration fee for positions is \$100. Interview tables will be available in the Renaissance Madison Hotel for conducting interviews. Tables are assigned on a first-come, first served basis. Cost to reserve an interview table for the meeting is \$100. All Placement services and interview tables will be located in meeting rooms at the Renaissance Madison Hotel. For additional information on Placement Services, please contact Mary Jo Vaughan, Director of Academy Placement Services, at (478) 301-5313 or Vaughan_MJ@mercer.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 that may 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.

Director

2002-2003 Placement Committee

Mary Jo Vaughan, Mercer U.

Assistant Director

Douglas, Scott C., Binghamton U.

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"A Topless Pyramid", Jacob Eisenberg, Cypress International Institute of Management

2003 AOM Exhibitors

Washington State Convention and Trade Center, Seattle

Sunday, August 3 – Tuesday, August 5

Exhibitor	Booth	Exhibitor	Booth
Berrett-Koehler Publishers, Inc.	217	McGraw-Hill/Irwin.....	400
Beta Gamma Sigma	311	M.E. Sharpe, Inc.	405
Bronze Sponsor of Monday Morning Break			
Blackwell Publishing.....	417	MIT Press.....	326
Business Week Magazine	223	Nanyang Business School.....	426
California Management Review.....	323	Nicholas Brealey Publishing.....	503
Cambridge University Press.....	322	Oxford University Press.....	416
Carrot Capital Education Foundation.....	227	Palgrave Macmillan	307
Changing Nature of Work Videos	519	Pearson Custom Publishing	206
Cornell University Press	225	Penguin Group (USA) Inc.....	327
Davies-Black Publishing	409	Perseus Books Group.....	423
Edward Elgar Publishing	309	Planning Group	517
Elsevier	208	Praeger/Greenwood Publishing Group.....	410
Emerald	509	Prentice Hall.....	200
European Case Clearing House	308	QSR International Pty Ltd.....	306
Ewing Marion Kauffman Foundation	411	Random House, Inc.	316
Exhibitor Relations/George Washington University	507	Routledge	401
Global Strategy Dynamics	521	Roxbury Publishing Company.....	503
Gulf Coast Publishing.....	503	Sage Publications	201
HarperCollins Publishers	325	Simon & Schuster/The Free Press.....	420
Harvard Business School Publishing	317	Society for Human Resource Management.....	310
Human Relations	207	South-Western, a part of the Thompson Corporation.....	300
Interpretive Software Business Simulations	515	Standard & Poor's Investment Services	408
IP Publishing Ltd.	503	Stanford University Press	407
Ivey Publishing.....	324	Taylor & Francis	403
Journal of Organizational and Occupational Psychology.....	503	University of Virginia	422
Kluwer Academic Publishers	320	USASBE and ICSB Affiliates.....	221
Lawrence Erlbaum Associates.....	209	Wiley.....	301

A Note to Exhibitors:

We welcome you to Seattle, thank you for your support, hope you find this year's conference enjoyable, and invite you to join us again next year in New Orleans. Your comments, suggestions, and kudos are always welcome. To reserve exhibit space for 2004, please contact:

George T. Solomon, D.B.A.
AOM Director of Exhibitor Relations for 2004-2006
The George Washington University
Department of Management Science
Monroe Hall, Room 403
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E-Mail: gsolomon@gwu.edu

AOM 2003 Exhibitor and Break Times

Sunday, August 3

Hours:..... 9:00 a.m. - 5:00 p.m.

Breaks:..... 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

Monday, August 4

Hours:..... 9:00 a.m. - 5:00 p.m.

Breaks:..... 10:15 a.m. - 10:45 a.m.
2:45 p.m. - 3:15 p.m.

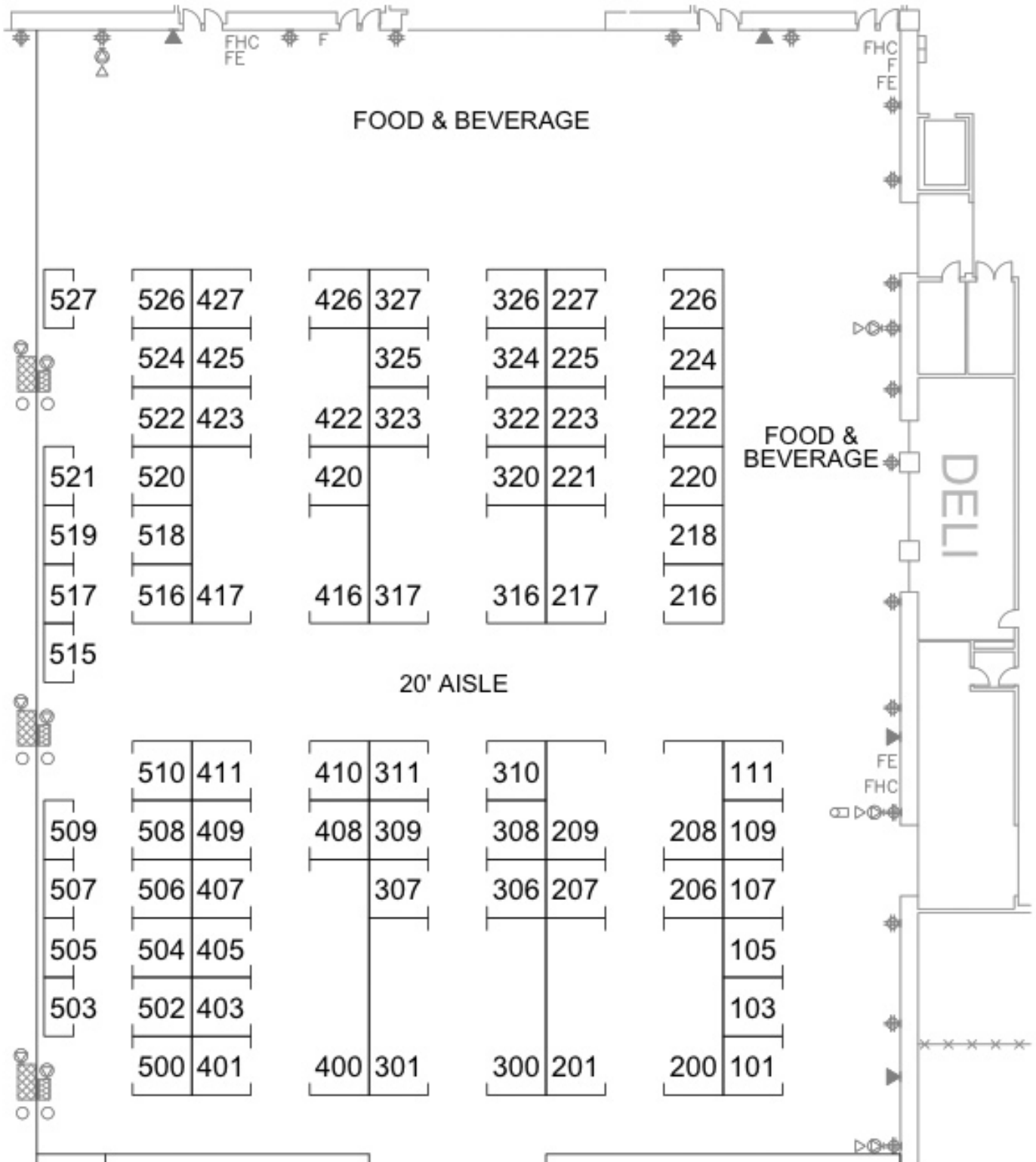
Tuesday, August 5

Hours:..... 9:00 a.m. - 11:45 a.m.

2:15 p.m. - 5:00 p.m.
Breaks:..... 10:15 a.m. - 10:45 a.m.
3:15 p.m. - 3:45 p.m.

Exhibits are not open on Wednesday, August 6.

2003 Exhibitors Map: Washington State Convention and Trade Center, Seattle



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, Karen Golden-Biddle, U. of Alberta, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Mark Easterby-Smith, Lancaster U; Ann Langley, Ecole Des HEC; Karen Locke, College of William and Mary; Alan Meyer, University of Oregon; Kathleen Montgomery, U of California, Riverside; and Michael Pratt, U of Illinois. Here are this year 's nominees:

BPS	Routine Assembly: Institutionalizing Practices in a New Setting <i>Paulo Jose Prochno, Ibmec, RJ</i>	MED	Theoretical and Empirical Foundations of a Fresh Approach to Self-Management Training (SMT) <i>Hugo Martin Kehr, Munich U.</i>
CAR	Reorganizing Career Management <i>Daniel Tzabbar, U. of Toronto</i>	MH	"Fayol versus Mintzberg" or "Fayol and Mintzberg"?: Reconciling Henri and Henry <i>David A. Lamond, U. of Western Sydney</i>
CM	Trust and the Obligation to Reciprocate: Differing Perspectives of Trustors and Trusted Parties <i>Deepak Malhotra, Harvard U.</i>	MOC	Breaking Away: An Empirical Examination of How Organizational Identity Changes During a Spin-off <i>Kevin G. Corley, U. of Illinois, Urbana-Champaign</i>
CMS	Developing Inclusion and Critical Reflection in Information Systems Planning. <i>José Rodrigo Córdoba, U. of Hull</i>	MSR	Nurturing the Whole Person: A Model of Spirituality-at-Work and Performance <i>Mathew Sheep, U. of Cincinnati</i>
ENT	Do Relational Capital and VC Commitment Matter to Portfolio Company Performance? <i>Dirk DeClercq, Vlerick Leuven Gent Management School</i>	OB	Evaluations of Psychological Contract Fulfillment: A Social Networks Perspective <i>Violet Ho, Nanyang Technological U.</i>
GDO	Changing Faces: Professional Image Construction in Diverse Organizational Settings <i>Laura Morgan Roberts, Harvard U.</i>	OCIS	Collaboration in a Pollution Control Research Network Influenced by Repeated Government Actions <i>Margaret Taylor, U. of California, Berkeley</i>
HCM	Opening the Black Box: Measuring Hospital Information Technology Competency <i>Darrell Burke, Florida State U.</i>	ODC	The Logic of Sanctioned Inertia During Information Technology Change <i>Gavin M. Schwarz, U. of New South Wales</i>
HR	Psychological Contract Alignment and Repatriation Success <i>Guorong Zhu, Hay Group</i>	OMT	Trickle-Up and Trickle-Down - Institutionalized Norms and the Spread of New Ideas <i>Stefan Jonsson, Stockholm School of Economics</i>
IM	Exploring Democratic Process in Multicultural Teams: A Conversation-Centered Research Approach <i>Esther D. Wyss-Flamm, Case Western Reserve U.</i>	ONE	Why Firms Certify to ISO 14001: An Institutional and Resource-based View <i>Nicole Darnall, North Carolina State U.</i>
		PNP	Impact of Implementation Strategies on Survivors of Downsizing: Experiences of a UK Local Authority <i>Kusum Lata Sahdev, Aston U.</i>
		SIM	How Structural Decoupling Facilitates Organizational Misconduct <i>Tammy MacLean, U. of Massachusetts, Boston</i>
		TIM	Authority in the Age of Modularity <i>Stefano Brusoni, SPRU/ U. of Sussex</i>

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 Division Program Chair can nominate up to two papers to the chair of this year's Dexter Award Committee, Louise Fitzgerald (De Montfort U.). The other two Committee members are Ewan Ferlie, Imperial College, London, and Ann Huff, LSE. Here are this year's nominees:

BPS	Industry Life Cycles and their Causes <i>Kenneth L. Simons, Royal Holloway, U. of London</i>	ENT	Effects of Internationalization on Young Firms' Prospects for Survival and Growth <i>Harry J. Sapienza, U. of Minnesota</i> <i>Erkko Autio, Helsinki U. of Technology</i> <i>Shaker A. Zahra, Babson College</i>
BPS	National Institutional Factors and the Persistence of Firm Performance <i>Balagopal Vissa, London Business School</i> <i>Aya Chacar, London Business School</i>	GDO	Discriminatory Practices in Hiring: Institutional and Rational Economic Perspectives <i>Mark Harcourt, Waikato U.</i> <i>Helen Lam, Athabasca U.</i>
CAR	Careers, Identity and Boundaries <i>Michael Brocklehurst, Imperial, U of London</i>	GDO	The Gendering of Entrepreneurial Activity within the Hairdressing Industry <i>Maree Veronica Boyle, Griffith U.</i>
CAR	Employability in the Knowledge Economy: Living the Fulfilled Life or Policy Chimera? <i>Anthony J Hesketh, Lancaster U.</i>	HCM	Discrepancy between Desired and Actual Work Schedule, Shiftwork and Mental Health: Chinese Nurses <i>Vishwanath V. Baba, McMaster U.</i> <i>Xiaoyun Wang, U. of Manitoba</i>
CM	Demography and Dysfunction in Coalitional Groups: The Case of Joint Venture Management Teams <i>Jiatao Li, Hong Kong U. of Science and Technology</i> <i>Donald C. Hambrick, Pennsylvania State U.</i>	HR	Strategic Human Resource Management and Firm Performance in Taiwan <i>Pei-Chuan Wu, National U. of Singapore</i>
CM	The Role of Conflict Management Styles and Training across Organizational Boundaries <i>Kate Bezrukova, U. of Pennsylvania</i> <i>Lakshmi Ramarajan, U. of Pennsylvania</i> <i>Karen A. Jehn, U. of Pennsylvania</i> <i>Martin C. Euwema, Utrecht U.</i>	HR	Psychological Contract Alignment and Repatriation Success <i>Guorong Zhu, Hay Group</i>
CMS	The mystery of capital – A case for moving beyond Capitalism <i>Latha Poonamallee, Case Western Reserve U.</i>	IM	Initial Trust in Cross-cultural Collaborations: Formal and Informal Assurances in Canada and Japan <i>Oana Branzei, U. of British Columbia</i> <i>Ilan Vertinsky, U. of British Columbia</i> <i>Ronald Camp, U. of Regina</i>
ENT	Growth Motivation and Growth: Untangling Causal Relationships <i>Johan Wiklund, Stockholm School of Economics</i> <i>Frederic Delmar, Stockholm School of Economics</i>	IM	Learning by Exporting: New Insights from Examining Firm Innovation <i>Robert Salomon, U. of Southern California</i> <i>J. Myles Shaver, U. of Minnesota</i>
		MC	Exploring Knowledge Issues in the Consulting Relationship <i>Gergana Todorova, Bocconi U.</i>
		MC	Reflections about the Role of Expert Knowledge and Consultants in an Emerging Knowledge Economy <i>Hans-Dieter Evers, Center for Development Research</i> <i>Thomas Menkhoff, Singapore Management U.</i>
		MED	Teaching as Practice of the Knowledge Creation Process: Evolution of the Business Capstone Course <i>Parshotam Dass, U. of Manitoba</i> <i>Michele Bowring, U. of Manitoba</i> <i>Reza Karim, California State U., Fullerton</i>

- MED Global Executive Socialization: A Model and Research Agenda for Executive Development
Souha R. Ezzedeen, George Washington U.
Paul M. Swiercz, George Washington U.
Harry William Holt, George Washington U.
- MH Felt Fair Pay, Democracy, and Leadership within Cross-cultural Entrepreneurial Organizations
Shawn M. Carraher, Texas A&M U.
- MH European Industrial Democracy Roots in the Postwar Japan Productivity Movement
Charles T. Tackney, Copenhagen Business School
- MOC A Social Exchange Model of Subordinates' Trust in Supervisors
Wei Hua, U. of California, Los Angeles
- MOC Controlled by Higher Powers: Fatalism and the Influence of Judeo Christian and Hindu Cultures
Maia J Young, Stanford U.
Michael Morris, Columbia U.
Lilavati Krishnan, Indian Institute of Technology
Murari Prasad Regmi, Tribhuvan University
- MSR Developing Democracy, Ethics and Spirituality at Work. An Evaluation of the Discipline of Dialogue
Thierry C. Pauchant, HEC, Montreal
Estelle M Morin, HEC, Montreal
Denis Cauchon, HEC, Montreal
Maryse Gagnon, U. of Montreal
- OB The Role of Customer Personality Traits on the Display of Positive Emotions
Hwee-Hoon Tan, National U. of Singapore
Maw-Der Foo, National U. of Singapore
Min-Hui Kwek, National U. of Singapore
- OB Retaliating Against Supervisors & Organizations: Theory of Planned Behavior and Justice Predictions
David Allen Jones, U. of Calgary
- OCIS An Efficiency and Political Perspective to 'Make or Buy' Decisions for Information System Functions
Emilio Alvarez, U. Complutense, Madrid
- OCIS Subgroup Dynamics in Internationally Distributed Teams: Ethnocentrism or Cross-National Learning?
Catherine Cramton, George Mason U.
Pamela J. Hinds, Stanford U.
- ODC Exploring Collaborative Capacity in a Global Chaordic Alliance with Virtual Appreciative Inquiry
Stephen P. Fitzgerald, Collaborative Capacity - AI Consulting
Jill Nemiro, California State Polytechnic U., Pomona
Kenneth Murrell, West Florida U.
Ronald Fry, Case Western Reserve U.
- ODC Transforming a Monopolist: Coevolution of Managerial Discretion, Regulation and Competition
Silviya Svejnova, Cranfield U.
Luis Vives, IESE, U. of Navarra
- OMT Adoption of Illegitimate Organizational Innovations: The Emergence of Stock Option Pay in Germany
Anja Christine Tuschke, U. of Passau
Wm. Gerard Sanders, Brigham Young U.
- OMT The Two Sides of the Coin: Learning and Inertia among Italian Automobile Producers, 1896-1981
Luca Solari, U. of Milano, Statale
Stanislav D. Dobrev, U. of Chicago
Tai-Young Kim, Hong Kong U. of Science and Technology
- ONE The Role of the Press in the Legitimization of Environmental Standards
Diego Rinallo, Bocconi U.
Giangiaco Corona, Bocconi U.
- ONE Organizational Capacity for Change and Environmental Performance: An Empirical Assessment
William Q. Judge, U. of Tennessee, Knoxville
Detelin S. Elenkov, U. of Tennessee, Knoxville
- PNP Responding to a Retreating State? Social Capital Formation and the Russian Environmental Movement
Jo Crotty, Aston U.
- PNP Democratic Dialogue: Knowledge Generation and Transfer between Organizations
John Benington, Warwick U.
Jean Hartley, Warwick U.
- RM Content Analysis in Management Research: A Review of the Literature from 1980 to 2001
Vincent Jean Marie Duriau, ITAM, Mexico
Rhonda K. Reger, U. of Maryland, College Park
- SIM Beyond Sweatshops: Positive Deviancy and Global Labor Practices
Denis G. Arnold, Pacific Lutheran U.
Laura Pincus Hartman, DePaul U.
- SIM Industry Trade Balance and Domestic Merger Policy: Some Empirical Evidence from the U.S.
Joseph Clougherty, Tilburg U.
- TIM The Effects of External Relationships on Innovative Activities within Firms
James Robins, City U., Hong Kong
Kwaku Atuahene-Gima, City U., Hong Kong
- TIM Integrating Virtual Infrastructures : A Sociometry of the Cuban National Healthcare System
Ann Séror, Université Laval

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.

- 12,500 Members (70% U.S. / 30% Non-U.S.)
- 85 Countries Represented
- 24 Divisions and Interest Groups
- 7 Regional Affiliates (Eastern, Midwest, Western, Southern, Southwest, Iberoamerican, Asia)

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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

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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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2001-2002	Bartunek, Jean M.	Boston College	1974-1975	Hicks, Herbert G.	
2000-2001	Van de Ven, Andrew H.	U. of Minnesota	1973-1974	Porter, Lyman W.	U. of California Irvine
1999-2000	Whetten, David A.	Brigham Young U.	1972-1973	Summer, Charles E.(deceased) ...	U. of Washington
1998-1999	Huff, Anne S.	London Business School	1971-1972	Steiner, George A.	UCLA
1997-1998	Starbuck, William H.	New York U.	1970-1971	Wolf, William B.	Cornell (Emeritus)
1996-1997	Hitt, Michael A.	Arizona St U-Main Campus	1969-1970	Litterer, Joseph A.(deceased)	U. of Mass.
1995-1996	Mowday, Richard T.	U. Of Oregon	1968-1969	Gordon, Paul J.	
1994-1995	Von Glinow, Mary Ann Y.	Florida Int'l Univ	1967-1968	Dale, Ernest (deceased)	U. of Pennsylvania
1993-1994	Oldham, Greg R.	U. Of Illinois	1966-1967	Richards, Max	
1992-1993	Hambrick, Donald C.	The Pennsylvania State U.	1965-1966	Le Breton, Preston (deceased) ...	U. of Washington
1991-1992	Aldag, Ramon J.	U. Of Wisconsin	1964-1965	McFarland, Dalton E.(deceased).	Michigan State U.
1990-1991	Beyer, Janice M.(deceased)	Univ. Of Texas At Austin	1963-1964	Davis, Keith (deceased)	
1989-1990	Kerr, Steven	Goldman Sachs, Inc.	1962-1963	Koontz, Harold D.(deceased)	U. of California
1988-1989	Bedeian, Arthur G.	Louisiana State U.	1961-1962	Smiddy, Harold F.(deceased)	General Electric Co.
1987-1988	Hellriegel, Don	Texas A&M U.	1960-1961	Terry, George R.(deceased)	Northwestern U.
1986-1987	Steers, Richard M.	U. Of Oregon	1959-1960	Towle, Joseph W.(deceased)	Washington U.
1985-1986	Luthans, Fred	U. of Nebraska	1958-1959	Mandeville, Merten J.(deceased)	U. of Illinois
1984-1985	Bartol, Kathryn M.	U. of Maryland	1957-1958	Goetz, Billy E.(deceased)	MIT
1983-1984	Slocum, John W.	Southern Methodist U.	1956-1957	Brown, Alvin M.(deceased)	Johns-Manville Corp.
1982-1983	Duncan, Robert B.	Michigan State U.	1955-1956	Moore, Franklin G.(deceased) ...	U. of Michigan
1981-1982	Wortman, Max	Iowa State U.	1954-1955	Shuman, Robert B.(deceased)	U. of Oklahoma
1980-1981	Cummings, Larry L.(deceased) ...	U. Of Minnesota	1953-1954	Spriegel, William R.(deceased) ..	U. of Texas
1979-1980	Glueck, William F.(deceased)	U. of Georgia	1952-1953	Folts, Franklin E.(deceased)	Harvard U.
1978-1979	Pledger, Rosemary (deceased)	U. of Houston	1951-1952	Mee, John F.(deceased)	Indiana U.
1977-1978	Miner, John B.		1950-1951	Newman, William H.(deceased)	
1976-1977	Kast, Fremont F.	U. of Washington	1949-1950	Jucius, Michael J.(deceased)	Ohio State U.
1975-1976	Vance, Stanley C.		1948-1949	Schell, Erwin H.(deceased)	MIT
			1947-1948	Davis, Ralph C.(deceased)	Ohio State U.
			1941-1947	Brecht, Robert P.(deceased)	U. of Pennsylvania
			1936-1940	Jamison, Charles L.(deceased) ...	U. of Michigan

2003 Academy of Management Meeting Statistics

Table 1: 2003 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 sponsors.

Division/Interest Group	Papers	Symposia
AA	0	25
ART	32	0
BPS	506	48
CAR	91	28
CM	61	10
CMS	64	20
ENT	202	10
GDO	102	20
HCM	57	5
HR	182	44
IM	260	30
MC	52	9
MED	85	18
MH	59	13
MOC	115	15
MSR	39	8
OB	316	66
OCIS	80	16
ODC	74	30
OM	39	2
OMT	273	49
ONE	28	8
PNP	70	7
RM	52	11
SIM	106	20
TIM	208	27
Totals:	3153	539

Table 2: 2003 Sessions & Participants

Sessions by Type	Total
Caucus	14
Free Session	17
Meeting	172
Paper Session	458
PDW Workshop	275
Social Event	51
Symposium	194
All Sessions	1197

Table 3: Affiliations with 30+ Program Participants

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

People	Affiliation Name
64	Harvard U.
51	Cornell U.
46	U. of Pennsylvania
43	Case Western Reserve U.
42	Stanford U.
42	U. of Michigan
41	New York U.
41	Texas A&M U.
40	INSEAD
37	Northwestern U.
36	Massachusetts Institute of Technology
36	U. of Maryland
36	U. of Southern California
33	Carnegie Mellon U.
31	Michigan State U.
31	U. of Queensland
30	Columbia U.

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	Mexico	11
Australia	139	Nepal	1
Austria	15	Netherlands	94
Bangladesh	2	New Zealand	32
Belgium	10	Nigeria	1
Brazil	29	Norway	24
Bulgaria	2	Oman	2
Canada	272	Poland	2
China	32	Portugal	11
Cyprus	2	Romania	2
Denmark	29	Saudi Arabia	1
Egypt	1	Scotland	1
Finland	24	Singapore	68
France	95	Slovenia	5
Germany	50	South Africa	6
Greece	6	Spain	60
Guadeloupe	1	Sri Lanka	1
Hong Kong	57	Sweden	38
Hungary	1	Switzerland	49
India	12	Taiwan	19
Iran	1	Thailand	1
Ireland	10	Turkey	2
Israel	45	Ukraine	1
Italy	45	United Kingdom	271
Japan	28	United States	3047
Korea	26	Venezuela	1
Malaysia	2	Other	1
Malta	1	Not Provided	97

Friday Morning, August 1, 2003

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30
OS: Ocean Kayaking			← IM: IMD Adventure							→
OS: Starbucks			4 HR: Site Visit to Starbucks							
SH: Room 412 & Boardroom			← AAC: Board of Governors' Meeting							→
CC: 601			← AAC: Seattle 2003, LAC							→
WE: Fifth Avenue									6 ENT: Welcome	
WE: Vashon II									5 ENT: Entrepreneurship	

Friday Afternoon, August 1, 2003

	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
HY: Blewett Suite		18 MSR: Long Lasting Lean		26 MSR: Work as Calling		32 MSR/HR/OB: Change from the Inside Out		
HY: Menzies Suite		17 MH/MED/PNP: Case Method Teaching						
HY: Sealth		10 GDO: Doctoral Consortium I						→
HY: Sherman		12 HR: The Impact of Terrorism						
HY: Stevens		11 GDO: Hidden Identities Incubator						→
HY: Washington		7 CAR: Project Management of Careers						→
OS: Ocean Kayaking		← IM: IMD Adventure						
OS: Starbucks								
OS: Wizards of the Coast		13 HR: Wizards of the Coast sitevisit						
SH: Aspen Room		22 PS/MED/ODC: Action Research Workshop I						
SH: Cedar Room		23 RM/MOC: Aesthetic Inquiry (I)						→
SH: Cirrus Ballroom					29 ENT/PTC: Tech Commercial Workshop			
SH: Douglas Room		8 ENT: Crossfire-Ent Leadership						
SH: East Room B		19 ODC/MC/IM: International Consulting Panel						
SH: Room 412 & Boardroom		← AAC: Board of Governors' Meeting						
SH: Room 418						33 ENT/SIM/PNP/ONE: Social		
SH: Room 424					30 MED/HR/HCM: Being an excellent reviewer			
SH: Room 426		25 RM: Negotiating Boundaries						
SH: Room 428		16 MED: Learning Styles in MED			31 MED/OB/ODC: Reflection as a learning tool			
CC: 601		← AAC: Seattle 2003, LAC						→
WE: Adams		15 MC: Essential Consulting Skills						→
WE: Blakely		21 ONE: Sustainability at Work						
WE: Cascade 1 (B)		14 IM/RM/MED: International Qualitative Res.						
WE: Cascade 2		20 ODC/SIM/MED/TTC: ExperienceCSR in the Classroom						→
WE: Fifth Avenue		← ENT: Welcome			28 ENT/PTC: Difficult			
WE: Olympic				24 BPS: RBV Research Development				→
WE: St. Helens		9 ENT: Entr and Family Business Res			27 ENT/PNP/PTC: Entr Mqt in Not for Profit			
WE: Vashon II		← ENT: Entrepreneurship Doctoral						→
WE: Whidbey						34 ODC: OD and Change Competencies		→

Friday Evening, August 1, 2003

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
HY: Blewett Suite	39 MSR: Ignatian Principles			50 MSR: Introduction to					
HY: Sealth	← GDO: Doctoral Consortium I								
HY: Stevens	← GDO: Hidden Identities Incubator								
HY: Washington	← CAR: Project Management of								
OS: Local Restaurant				49 ENT: Doctoral Consortium Dinner					
SH: Aspen Room				46 OB/OMT: OB/OMT Junior Faculty Workshop					
SH: Cedar Room	← RM/MOC: Aesthetic Inquiry (I)								
SH: Cirrus Ballroom	40 PS/MED/ODC: Action Research Workshop I								
SH: Douglas Room				45 MED/RM: Teaching Research Methods					
SH: East Room A	37 MED: MED Welcome Reception								
SH: East Room B				43 IM: Welcome to IM Division			51 IM: Dinner with IMD EC		
SH: Room 418	← ENT/SIM/PNP/ONE: Social								
SH: Room 424	36 MC: Process Management								
SH: Room 426	38 MED: MD in the Arab world								
SH: Room 428				44 MED/HR/MC/OB/ODC/PNP: Case Method With A Twist or					
CC: 601	← AAC: Seattle 2003, LAC								
WE: Adams	← MC: Essential Consulting Skills								
WE: Cascade 1 (B)	42 TIM/OCIS: TIM-OCIS Doc Consortium								
WE: Cascade 1 (C)	41 SIM: SIM Doctoral Consortium								
WE: Cascade 2	← ODC/SIM/MED/TTC:								
WE: Fifth Avenue				47 OMT/OB/ODC: OB/ODC/OMT Doctoral Consortium					
WE: Olympic	← BPS: RBV Research								
WE: St. Helens	35 BPS: BPS Doctoral Consortium								
WE: Vashon				48 ODC: International Reception					
WE: Vashon II	← ENT: Entrepreneurship Doctoral								
WE: Whidbey	← ODC: OD and Change								

Saturday Morning, August 2, 2003

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HY: Blewett Suite		79 MSR:			108 PNP/MSR: Community Wellness Initiative				
HY: Menzies Suite					114 MSR/MED: Learn from Dialogical Inquiry				
HY: Sealth					107 PNP: Teaching Research Methods				
HY: Sherman					106 IAM/HR: Cross-Cultural HRM			127 IAM:	→
HY: Stevens		78 MH: Teaching Mgt History					119 MH/OB: Mgt History in the PhD Program		
HY: Tolmie							115 PTC: Practice Com. Meeting		
HY: Washington		71 IAM: Multidisciplinary Methods							
OS: Northwest Harvest				93 PNP/SIM/MED: Service Learning					
OS: Outdoors, North Seattle	←	CAR: Fly High - Challenge by Choice							→
RL: Lopez A							109 HR: HR Certification		
RL: Lopez B		67 GDO: Culturally Aware Consulting							→
RE: Washington				95 AAC: Placement					→
SH: Aspen Room				98 OB/CM/HR: Building and Rebuilding Trust					→
SH: Cedar Room							110 ITC: Rejuvenating Mgmt Education		→
SH: Cirrus Ballroom		83 OMT/OB/ODC: OB/ODC/OMT Doctoral Consortium							→
SH: Douglas Room		64 CM: Jr. Faculty Research Incubator							→
SH: East Room A				103 RM/MOC: Planning Org Identity Research					
SH: East Room B		84 RM: Visual Methodologies							
SH: Madrona Room		77 MED: Learning in virtual groups							
SH: Room 412 & Boardroom				94 AAC: Board of Governors' Meeting					→
SH: Room 418	←	MED/OB/OCIS: Teaching with Technology					113 MED/ODC: Executive Doctoral Colloquium		→
SH: Room 424				102 RM/CMS/OMT: Crafting Qualitative Fieldwork					
SH: Room 426	←	MED/IM: Teaching across cultures					112 MED/CAR/GDO: Technology & New Ed Experience		
SH: Room 428		85 RM/OB/HR: Scale Development Workshop							
CC: 201		72 IM: IM Junior Faculty Con.							→
CC: 203		74 MC: MC Special Application Skills					124 MC: Developing People		→
CC: 204		73 IM: IMD Doctoral Consortium							→
CC: 205		75 MC: Research on Mgmt. Consulting							→
CC: 206		76 MC: BEING a Management	96 MC: Internal Consultants'	111 MC: Cognitive Types	125 MC: Group Emotional				
CC: 212				100 ONE/MED: Teaching Without Textbooks					
CC: 213		82 ODC/MED/OB/TTC: Building Collaborative Culture							
CC: 303				91 ODC/IM/TIM: Cross Boundary Learning System					
CC: 304		69 HR: HR Jr. Faculty Consortium							
CC: 305		59 AAC: Membership Committee Meeting							
CC: 307	57 ENT: Doctoral Consortium								→
CC: 310		65 ENT: Writing for Rejection					123 ENT: Family Business		→
CC: 3B							116 TIM: Experimental Methodologies		
CC: 401				104 SIM/ODC/CM: Status of Crisis Management					
CC: 601		60 AAC: Seattle 2003, LAC							→
CC: 602							126 ONE/IM: Cross-Cultural		→
CC: 603							120 SIM/OB: Organizational Justice		
CC: 604		86 TIM/OCIS: TIM-OCIS Doc Consortium							→
CC: 605				105 ENT/TIM/PTC: Ent & Tech					
CC: 606							118 HR: Editor Roundtable		
CC: 607				99 OMT/BPS/HR: Professional Service Firms					→
CC: 608/609		80 NDSC: NDSC 2003							→
CC: 610				92 ONE/ODC: Leadership For Sustainability					
CC: 611		66 ENT: Case Research And Writing Work							
CC: 612				90 OCIS/TIM: OCIS/TIM Jr Faculty Consortium					→
CC: 613	←	SIM: SIM Doctoral Consortium							→
CC: 615		70 HR: HR Doctoral Student Consortium							→
CC: 617		61 BPS: BPS New Faculty Consortium							→
CC: 618/619		81 OB/OMT: OB/OMT Junior Faculty Workshop							→
CC: 620							122 CAR: Careers at Smaller		→

Saturday Morning, August 2, 2003 (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
WE: Adams									89 HCM: Navigating Landscape of HCM
WE: Baker									63 CAR: Project Management of Careers
WE: Blakely									62 BPS: Business/Competitive Strategy
WE: Cascade 1 (A)									← BPS: BPS Doctoral Consortium →
WE: Cascade 1 (B)									58 HCM: HCMD Continental
WE: Cascade 1 (C)									121 BPS/OMT: Integrative →
WE: Cascade 2									117 HCM: Finding Research Collaborators
WE: Fifth Avenue									101 PS/MED/ODC: Action Research Workshop II
WE: Olympic									87 BPS/OMT: The Advantage of Prior Ties
WE: Orcas									88 BPS/OMT: Coping with Limited Resources
WE: St. Helens									97 MOC: Managing Image and Identity
WE: Vashon I									68 GDO: Doctoral Consortium II →

Saturday Afternoon, August 2, 2003

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
HY: Blewett Suite			148 MSR: Community Wellness Initiative						195 MSR: Complementing	
HY: Chinook						167 CAM: Human Relations Meeting				
HY: Sealth		134 PNP/SIM/MED: Making Service						183 CAR: Project		→
HY: Sherman	← IAM: Sustainability in Iberoamerica				169 IAM: Change Landscape		186 IAM: Management in			→
HY: Stevens		135 MH/PNP: Data Mining as a					176 MSR: MBA's and Spirituality			
HY: Tolmie			155 PNP: Doctoral Consortium I							→
HY: Washington		133 PNP: Junior Faculty Consortium								→
OS: Outdoors, North Seattle	← CAR: Fly High - Challenge by Choice									→
RL: Emerald 3			144 HR/OB: Mentoring PhD Students							
RL: Lopez B	← GDO: Culturally Aware Consulting							180 HR: IHRM Research-An Asian Context		
RE: Washington	← AAC: Placement									
SH: Aspen Room	← OB/CM/HR: Building and Rebuilding Trust									
SH: Cedar Room	← ITC: Rejuvenating Mgmt Education									
SH: Cirrus Ballroom	← OMT/OB/ODC: OB/ODC/OMT Doctoral Consortium									
SH: Douglas Room	← CM: Jr. Faculty Research Incubator									→
SH: East Room A		137 RM/MOC: Aesthetic Inquiry (II)								→
SH: Juniper Room							170 AAC: AoM Journal Editors' Meeting			
SH: Madrona Room	132 MED/MSR: Buddhism in the workplace						177 OB: Conversations with OB			
SH: Room 412 & Boardroom	← AAC: Board of Governors' Meeting									
SH: Room 418	← MED/ODC: Executive Doctoral Colloquium							187 MED: The Leadership		→
SH: Room 424		136 RM: Ask the Qualitative Experts						193 RM: Changing Research		→
SH: Room 426								189 MED/TTC: Teaching		→
SH: Room 428						174 MED: Getting	188 MED/GDO: Diversity			
SH: Room 430								192 PTC/TTC/MED:		→
CC: 201	← IM: IM Junior Faculty Con.									
CC: 203	← MC: Developing People and Groups									→
CC: 204	← IM: IMD Doctoral Consortium									
CC: 205	← MC: Research		160 MC: Consulting and Academia							→
CC: 206		146 MC: Executive Coaching				172 MC: Action Learning	194 MC:			→
CC: 211			164 MH: Critical Issues in Publishing							
CC: 212		154 ONE/ODC: Transparent Enterprise								
CC: 213							191 ONE/MED: Advocacy			→
CC: 214	130 ENT: Endowed Chairs Luncheon				168 ENT/PTC: Six Degrees of Tech	185 ENT/PTC: Entr for Comm				
CC: 303							181 MH: West Series 25th Anniversary			
CC: 304		161 MC: Research-Consult Collaboration	173 MC: Business Education Partnership							
CC: 305		153 ONE: Doctoral Research Workshop								
CC: 306		149 ODC/MED/OB/TTC: Teaching Organizational Change								
CC: 307	← ENT: Doctoral Consortium									
CC: 308	131 HR: HR Jr. Fac									
CC: 310	← ENT: Family	140 ENT: Creativity-How To Think					190 ONE: Sustainability			→
CC: 401		157 SIM/CMS: Network Knowledge Creation								
CC: 601	← AAC: Seattle 2003, LAC									→
CC: 602	← ONE/IM: Cross-Cultural		163 IM/OB: Researching Culture							→
CC: 603		150 ODC/MOC/OMT/TIM: Studying Knowledge in Orgs								→
CC: 604	← TIM/OCIS: TIM-OCIS Doc Consortium									
CC: 605		138 CMS: Critical Management Education								
CC: 606		156 PS/MED/ODC: Action Research Workshop III				182 PS/MED/ODC: Action Research				
CC: 607	← OMT/BPS/HR: Professional	139 CMS: Doctoral Consortium: Careers					184 CMS: Doctoral			→
CC: 608/609	← NDSC: NDSC 2003									
CC: 611			162 ENT: Garage.com Bootcamp							
CC: 612	← OCIS/TIM: OCIS/TIM Jr Faculty Consortium									
CC: 613	← SIM: SIM Doctoral Consortium									→
CC: 614		158 TIM: Novel research settings				178 TIM: The Technology Course				
CC: 615	← HR: HR Doctoral Student Consortium									

Saturday Afternoon, August 2, 2003 (continued)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
CC: 616	166 PNP/SIM/MED: Making Service Work II									
CC: 617	← BPS: BPS New Faculty Consortium									
CC: 618/619	← OB/OMT: OB/OMT Junior Faculty Workshop									
CC: 620	← CAR: Careers at Smaller									
CC: South Lobby	128 AAC: Membership									
CC: South Lobby - Registration	129 AAC: Registration									
WE: Adams	147 MOC/ENT: Coanition and Entrepreneurship									
WE: Baker	165 OM/MED: Reality of Distance Education									
WE: Blakely	159 BPS/ENT/TIM: Innovation & Entrepreneurship									
WE: Cascade 1 (A)	← BPS: BPS Doctoral Consortium →									
WE: Cascade 1 (C)	← BPS/OMT: Integrative									
WE: Cascade 2	143 HCM/PTC/TTC: Practitioner Collaborators					171 HCM: Thriving & the Dissertation				
WE: Fifth Avenue	179 HCM: Supervising Dissertations									
WE: Olympic	151 OM: OM Doctoral Consortium									
WE: Orcas	141 HCM: HSR Caucus					175 MEN and cosponsors: Mentoring Tools and				
WE: St. Helens	145 HR/OB: Personal/Career Transitions									
WE: Vashon	152 OMT/ODC/PTC: Changing Organization Design									
WE: Vashon I	← GDO: Doctoral Consortium II									
WE: Whidbey	142 HCM: Bioterrorism and HCM									

Saturday Evening, August 2, 2003

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
HY: Blewett Suite	← MSR: Complementing the			214 IAM: IAM Business Meeting				
HY: Cayuse		198 GDO: A GDO Community Celebration						
HY: Menzies Suite		202 HR: HR Reception						
HY: Sealth	← CAR: Project Management of							
HY: Sherman	← IAM: Management in Latin							
HY: Tolmie	← PNP: Doctoral Consortium I							
HY: Washington	← PNP: Junior Faculty Consortium							
OS: Outdoors, North Seattle	← CAR: Fly High - Challenge by							
RL: Lopez B	← HR: IHRM							
SH: Douglas Room	← CM: Jr. Faculty Research							
SH: East Room A	← RM/MOC: Aesthetic Inquiry (II)							
SH: Grand Ballroom A		203 NDSC: Doctoral Student Reception						→
SH: Juniper Room	197 AAC: New Orleans 2004							
SH: Room 418	← MED: The Leadership Game							
SH: Room 424	← RM: Changing Research							
SH: Room 426	← MED/TTC: Teaching Boot Camp 101							
SH: Room 428		208 MED: Learning and Teaching Styles						
SH: Room 430	← PTC/TTC/MED: Including							
SH: West AB		209 OB/OMT: OB/OMT Reception						
CC: 201		212 ONE: ONE Welcome Reception						
CC: 203	← MC: Developing People and Groups							
CC: 204		206 ENT: Division Social						→
CC: 205	← MC: Consulting and Academia							
CC: 206	← MC: Appreciative Inquiry							
CC: 213	← ONE/MED: Advocacy and the							
CC: 214	← ENT/PTC: Entr							
CC: 303	← MH: West Series							
CC: 304	199 MC/TTC: Teaching Consulting							
CC: 307	← ENT: Doctoral							
CC: 310	← ONE: Sustainability Research							
CC: 601	← AAC: Seattle 2003, LAC							→
CC: 602	← IM/OB: Researching Culture							
CC: 603	← ODC/MOC/OMT/TIM: Studying							
CC: 604		207 IM: IM PDW Reception						
CC: 606		213 SIM: Mr. Odell Guyton, Microsoft						
CC: 607	← CMS: Doctoral Consortium:	205 CMS: CMS Social						
CC: 608/609	← NDSC: NDSC							
CC: 609		210 OCIS: OCIS Reception						
CC: 611	← ENT: Garage.com Bootcamp							
CC: 612		211 ODC: Doctoral Student Reception						
CC: 613	← SIM: SIM Doctoral Consortium							
CC: 615	← HR: HR Doctoral							
CC: 618/619	← OB/OMT:							
WE: Cascade 1 (A)	← BPS: BPS Doctoral Consortium							
WE: Cascade 1 (B)	196 AAC: How to Use AoM Placement							
WE: Fifth Avenue		215 PTC: Argyris Achievement Award						
WE: St. Helens		201 HCM: HCM Reception						
WE: Vashon	200 OMT: Meet OMT	204 AAC: How to Use AoM						

Sunday Morning, August 3, 2003

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HY: Blewett Suite		240 MSR: Morning Meditation				286 MSR: Doctoral Consortium			
HY: Cayuse						280 AAC: Eastern AOM Officers			
HY: Menzies Suite			267 HR: Teaching Competencies@ B-Schls						
HY: Sealth			274 PNP: Doctoral Consortium II						
HY: Stevens			276 PTC: Practice in Knowledge						
HY: Washington			270 OB/CAR/MED/HR: Life In A Different Lane						
RL: Bainbridge							300 CAR: Collaboration Across Borders		
RL: Emerald 3		231 GDO: Managing GLBT Identity							
RL: San Juan		229 CAR/IM/OB: Careers in N.A. for Non-N.A.s							
RL: Whidbey	223 HR: HR Jr. Faculty Consortium					282 CAR/GDO/MED: Book Writing & Faculty Careers			
RE: Washington			262 AAC: Placement						→
SH: Aspen Room		242 OB/OMT/ODC/HR: Transforming Leadership							
SH: Cedar Room						285 MED/MSR: Learning from dialogic inquiry			
SH: Douglas Room			271 OB/OMT/HR: Identity and Identification						
SH: East Room A			263 AAM: Asian Management Roundtable						
SH: East Room B			250 CM: CMD Community Training						→
SH: Grand Ballroom A			249 BPS/ENT/OMT: Learning & Strategy						
SH: Grand Ballroom B		244 OMT/OB/ODC: OB/ODC/OMT Doctoral Consortium							
SH: Juniper Room		238 MED/BPS/OMT: Learn to Teach with Cases							
SH: Madrona Room		245 OMT/RM/OB: The Craft of Reviewing				290 RM/CMS: Panel on Critique & Ethics			
SH: Pre-Function Area						278 AA: The Fringe Cafe			→
SH: Room 416			251 CM: Conflict and Relationships						
SH: Room 418		246 RM: Moderator/Interaction Analysis							
SH: Room 420						298 AAC: Midwest AOM Officers			
SH: Room 424	219 AAC: Breakfast with Division Chairs					281 AAC: Incoming Chairs of Div/Int Grp	306 AAC:		→
SH: Room 426			259 AAC: Current Program			299 AAC: Current/Incoming Heads & Membe			
SH: Room 428	224 MED/TTC: Teaching Boot Camp 102								
SH: Room 430		226 AAC: Breakfast with AoM Affiliates			277 AAC: AoM Associates				
SH: West Room A		241 OB/OMT/ODC: Editor's Panel							
SH: West Room B						284 MED and cosponsors: Learn to review from the best			
CC: 201		235 IM: International Case Studies							
CC: 203			256 SIM/ONE: Getting Editorial Advice			289 ONE/CM/SIM: Stakeholders in Conflict			
CC: 204						301 ENT/PNP/MED/PTC: Venture Capital &			
CC: 205	220 ENT: Doctoral Consortium								
CC: 211						302 ENT/TIM: University-Based Tech Ent			
CC: 212	221 ENT: Entrepreneurial Cognition								
CC: 303			269 MH/ODC/OMT/PNP: Cyert & March 40th Anniversary						
CC: 304		239 MH/OM/PNP: "Shop Mgt"							
CC: 307		247 TIM: Patent Data in Management				292 TIM: Exploring Strategy			
CC: 310			265 ENT: Systems and Tech Comm						
CC: 401			254 ODC/MC/OB: Five Approaches of Change						
CC: 4A Exhibit Hall			258 AAC: Exhibits						→
CC: 4A Exhibit Hall - Break Area						293 AAC: Conference Break			
CC: 601		225 AAC: Seattle 2003. LAC							→
CC: 602						304 OCIS/ODC: Chinese Culture, IS & Org			
CC: 603			255 ODC/MED/SIM: Democratic Principles In Orgs						
CC: 604			253 OCIS: Distributed Knowledge in Teams						
CC: 605		236 IM/ITC/CAR/RM: U.S. Educators Overseas							
CC: 606						291 SIM/PNP: Research Roundtables			
CC: 607			268 ITC and cosponsors: Internet Collaboration						
CC: 608		230 CMS/RM: Critical Communication							
CC: 609			275 PS/MED/PNP: Action Research Workshop	305 PS/MED/ODC: Action Research Workshop					
CC: 610		237 MC: Building Collaborative Org's							
CC: 611	222 ENT/PNP/PTC: Bus School & Community	266 ENT/PTC: Nontraditional Academics							

Sunday Morning, August 3, 2003 (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: 612				272 OMT: OMT Dissertation Workshop					
CC: 613				273 OMT/MOC/TIM/ODC: Constructing Knowledge: AOM					
CC: 614		234 HR: HR Doctoral Student Consortium							
CC: 615	← MED: E-Media in Management								
CC: 618						283 IM/ITC: Expanding the Borders			
CC: South Lobby				260 AAC: Membership					→
CC: South Lobby - Registration				261 AAC: Registration					→
WE: Adams							294 AAC: Southern AOM Officers		
WE: Baker							295 AAC: Southwest AOM Officers		→
WE: Blakely						279 AAC: AME Writers Workshop			
WE: Cascade 1 (A)			248 BPS: International Strategy						
WE: Cascade 1 (C)			257 BPS/OMT: BPS Dissertation Workshop						
WE: Cascade 2		232 HCM: International HCM and Policy				288 OM/TIM: Initiating research cross-over			
WE: Deluxe Suite 4041							296 AAC: People of Color Committee		
WE: Elliott Bay			252 MOC: Cognition in the Rough VI						
WE: Fifth Avenue		233 HCM/PTC/TTC: Action Learning					303 HCM: Sustainable Research.		
WE: Grand Crescent		228 BPS/OMT: Leadership and Governance							
WE: Olympic							297 AAC: Western AOM Officers		
WE: Orcas						287 OM/ONE: Service, Quality, Environment			
WE: St. Helens	← BPS: BPS Doctoral Consortium								
WE: Stuart		243 OM: Service Research Applications							
WE: Vashon		227 BPS: BPS New Faculty Consortium							
WE: Whidbey				264 BPS/ENT/IM: Emerging Markets					

Sunday Afternoon, August 3, 2003

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
HY: Blewett Suite					321 CAM: OMJ Editorial					
HY: Cayuse								340 AAC: MSR Executive Committee		
HY: Menzies Suite							330 PTC: Practitioners Reception			
HY: Sealth			314 CAM: Organization					350 AAC: MH Executive Committee		
HY: Sherman					327 AAC: Doctoral Student Liaison					
HY: Stevens					323 CAM: JOM Editorial Board Meeting					
HY: Tolmie					324 CAM: OS Editorial Board Meeting		352 AAC: PNP Executive Committee			
HY: Washington					325 CAM: Organization Ed. Board Mtg.					
RL: Orcas								347 AAC: GDO Executive Committee		
RL: San Juan								349 AAC: CAR Executive Committee		
RL: Whidbey								354 AAC: HR Executive Committee		
RE: Washington	← AAC: Placement									
SH: Cedar Room								341 AAC: OB Executive Committee		
SH: Douglas Room								342 AAC: CM Executive Committee		
SH: East Room B	← CM: CMD Community Training									
SH: Juniper Room								343 AAC: MED Executive Committee		
SH: Madrona Room								344 AAC: RM Executive Committee		
SH: Pre-Function Area	← AA: The Fringe Cafe									→
SH: Room 416	307 AAC: Incoming 2003-4 Program						329 AAC: AoM Journal Board Meeting			
SH: Room 418								348 AAC: AoM Review Board Meeting		
SH: Room 420		313 AAC: Mentoring Committee								
SH: Room 424	← AAC: Division Treasurers'							355 CAM: LRP Ed. Board Meeting		
SH: Room 426					322 CAM: Leadership Quarterly Meeting					
SH: Room 430	308 AAC: International Theme									
SH: West Room A					326 CAM: ASQ Board Meeting			356 CAM: ASQ Reception		
CC: 203								331 AAC: ENT Executive Committee		
CC: 204								332 AAC: TIM Executive Committee		
CC: 206								333 AAC: SIM Executive Committee		
CC: 212								334 AAC: CMS Executive Committee		
CC: 214								335 AAC: ONE Executive Committee		
CC: 304								336 AAC: ODC Executive Committee		
CC: 307					317 AAC: MC Executive Committee					→
CC: 4A Exhibit Hall	← AAC: Exhibits									
CC: 4A Exhibit Hall - Break Area							328 AAC: Conference Break			
CC: 4A Exhibit Hall/Academy Arts	309 ART: Academy Arts: Seattle 2003									→
CC: 601	← AAC: Seattle 2003, LAC									→
CC: 614								337 AAC: OCIS Executive Committee		
CC: 617								338 AAC: IM Executive Committee		
CC: 6AB					3 316 AA: AoM Award Winners					
CC: South Lobby	← AAC: Membership									
CC: South Lobby - Registration	← AAC: Registration									
WE: Adams	310 CAM: JMI Editorial Board Meeting							339 AAC: HCM Executive Committee		
WE: Baker	← AAC: Southwest AOM Officers				318 AAC: AoM Learning & Education					
WE: Blakely					319 AAC: AME Editorial Board					
WE: Fifth Avenue					320 AAC: New Member Orientation					
WE: Olympic	311 CAM: M@n@gement Board Meeting							345 AAC: MOC Executive Committee		
WE: Orcas								346 AAC: OMT Executive Committee		
WE: Stuart	312 CAM: JAME Editorial Board Meeting							351 AAC: OM Executive Committee		
WE: Whidbey								353 AAC: BPS Executive Committee		

Sunday Evening, August 3, 2003

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
HY: Washington				358 AAC: Ethics Committee Dinner				
SH: Grand Ballroom and Pre-Function Area					359 AA: All Academy Reception			
SH: Grand Ballroom and Pre-Function Area.						361 AA: Chinese Lion Dance		
SH: Pre-Function Area		← AA: The Fringe Cafe						→
SH: West AB					360 GDO: LGBT & Friends Reception			
CC: 307		← AAC: MC Executive Committee						
CC: 601		← AAC: Seattle 2003, LAC						→
CC: 6AB			357 AA: AoM Convocation					

Monday Morning, August 4, 2003

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HY: Blewett Suite				444 MH: People				503 MH: Strategy	
HY: Menzies Suite				447 MSR: Spirituality Based Practices				506 MSR/MED: How Then Shall We	
HY: Sealth			410 MH: Welcome						
HY: Stevens			426 PNP: Philanthropy and Volunteerism					521 PNP/SIM: Integrity Failure	
RL: Bainbridge			382 CAR/HR/OB: Perspectives on Career Success					477 GDO/CMS/CAR: Gender and	
RL: Emerald 3		363 GDO: GDO Breakfast							
RL: Orcas			388 GDO: Identity and Diversity					476 GDO: Diversity in Groups and Orgs	
RL: San Juan			372 AA: Careers in the Middle East					469 CAR: Career Identities	
RL: Whidbey			367 HR/IM/OB: Cultural Dimensions Revisited						
RE: Washington			439 AAC: Placement						→
SH: Aspen Room								500 MED: Films & Competency	
SH: Cedar Room			384 CM: Trust and Ethics					471 CM: Bargaining and Game Behavior	
SH: Douglas Room			427 RM: Telling Stories with Numbers					522 RM: International Networking	
SH: East Room A			412 OB: Cultures and Values					507 OB: Leadership, Trust, Emotion	
SH: East Room B			413 OB: Emotions and Interactions					508 OB: Work-family Conflict	
SH: Grand Ballroom A			369 AA: Corporate Power & Democracy						
SH: Grand Ballroom B			409 MED: Welcome/Keynote: Chris Argyris					456 AA: Shareholder Activism/Proposals	
SH: Grand Ballroom C			370 AA: Democracy and Discourse					457 AA: Democracy at Work: A Debate	
SH: Juniper Room								501 MED: Management and Learning	
SH: Metropolitan Ballroom			371 AA: Government and Governance					458 AA: Why Smart Executives Fail	
SH: Pre-Function Area							452 AA: The Fringe Cafe		→
SH: Room 424			414 OB: Empowerment, HPWP					509 OB: OCB	
SH: West Room A			416 OB/OMT: Social Identity in Org					510 OB/CAR: Job Loss and	
CC: 201 Table 1			396 IPC: Trust in Alliances					485 IPC: Traits and Performance	
CC: 201 Table 2			397 IPC: Workplace Democracy					486 IPC: Organizational Trust	
CC: 201 Table 3			398 IPC: Multi-Market Rivalry					487 IPC: Service Quality	
CC: 203			386 ENT: Entrepreneurship Phenomena...					473 ENT: Resources	
CC: 204 Table 1			399 IPC: Learning Communities					488 IPC: Politics and Influence	
CC: 204 Table 2			400 IPC: Critical Perspectives					489 IPC: Commitment and Turnover	
CC: 204 Table 3			401 IPC: Career Success					490 IPC: Leading Change	
CC: 205			429 SIT: Ethical Perspectives					524 SIT: Organizational Culture	
CC: 206			432 TIM: Interrelating and Project Teams...					527 TIM: Organizing for Innovation	
CC: 210			430 SIT: Trust in Organizations					525 SIT: Organizational Leadership	
CC: 211			431 SIT: Strategic Alliances					526 SIT: Top Management & Teams	
CC: 212								472 CMS: CMS Free Session...	
CC: 213								474 ENT: Entrepreneur	
CC: 214			425 ONE:	450 ONE: Commitment and Change					
CC: 2A		366 TIM: TIM Welcome		451 TIM/IM: New Technologies Exposition					
CC: 2B				443 IM/HR: HRM and IJV Effectiveness					
CC: 303 Table 1			402 IPC: Careers and Boundaries					491 IPC: Networking	
CC: 303 Table 2			403 IPC: Empowerment and Autonomy					492 IPC: Organizational Risk	
CC: 303 Table 3			404 IPC: Entrepreneur Characteristics					493 IPC: Property Rights	
CC: 304		419 ODC: Welcome	435 ODC: Whose Voices and Who Decides?					512 ODC: Emotions of Change	
CC: 305								459 AAC: Meet the Editors	
CC: 307		364 MC: MC	408 MC: Networks, Knowledge & Control					497 MC: Public Service Consulting	
CC: 401			440 IM: Korean Chaebols					481 IM: FDI: New Empirical Evidence	
CC: 4A Exhibit Hall			436 AAC: Exhibits						→
CC: 4A Exhibit Hall - Break Area							454 AAC: Conference Break		
CC: 4A Exhibit Hall/Academy Arts							453 ART: AcademyArts: Seattle 2003		→
CC: 4A Exhibit Hall/BPS			373 BPS: Business Level Strategy					460 BPS: Industry Structure Analysis	
CC: 4A Exhibit Hall/BPS1			374 BPS: Strategy and Vertical Chain					461 BPS: Interorganizational Relations	
CC: 4A Exhibit Hall/BPS2								462 BPS: Absorptive Capacity	
CC: 4A Exhibit Hall/CAR			387 GDO: Work/Life Issues						
CC: 4A Exhibit Hall/CM								470 CM: Contexts of Trust and Fairness	

Monday Morning, August 4, 2003 (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: 4A Exhibit Hall/GDO								475 GDO: Addressing Diversity	
CC: 4A Exhibit Hall/HR			390 HR: Strategic HRM					479 HR: Selection Methods	
CC: 4A Exhibit Hall/IM			392 IM: International Management						
CC: 4A Exhibit Hall/IM1			393 IM: Cross-cultural Leadership						
CC: 4A Exhibit Hall/IM2			394 IM: International HRM						
CC: 4A Exhibit Hall/MC								498 MC: Insights to Mgmt. Consulting	
CC: 4A Exhibit Hall/MC1								499 MC: Organization Change & Survival	
CC: 4A Exhibit Hall/OCIS			417 OCIS: Knowledge and Change						
CC: 4A Exhibit Hall/OMT			421 OMT: Institutional Approaches					517 OMT: Networks & Relationships	
CC: 601	← AAC: Seattle 2003, LAC								→
CC: 602/603			381 BPS/OMT/TIM: Network Markets and Bandwagons					513 ODC/ONE: Inter-Organizational	
CC: 604 Table 1			405 IPC: Effects of Culture					494 IPC: Organizational Image	
CC: 604 Table 2			406 IPC: Organizational change					495 IPC: Organizational Citizenship	
CC: 604 Table 3			407 IPC: Gender and Careers					496 IPC: Work-Family Conflict	
CC: 605/606			391 HR: HRM and Entrepreneurship					480 HR: Contextual HR and Performance	
CC: 607			449 OCIS/ODC: Executives in Focused					514 ODC/RM: Through the Looking Glass	
CC: 608	365 SIM: SIM	428 SIM: Corporate Governance						523 SIM: Ethical Decision Making	
CC: 609/610		411 MOC/OB/OMT: Boundaries and Organizations						484 IM/TIM: Knowledge Metrics &	
CC: 611/612		383 CAR/OB/HR: Boundaryless/Protean careers						502 MED/MH: European Management	
CC: 613		433 TIM: Network Influences						528 TIM: Technological Change	
CC: 614		418 OCIS: 448 OCIS: The Dynamics of Diverse						511 OCIS: IT Strategy and Firm Value	
CC: 615/616		385 CMS: CMS & Organization Consulting							
CC: 617		395 IM: IM 441 IM: Why Culture Matters						482 IM: International Leadership	
CC: 618		442 IM: MNC Network Advantage						483 IM: MNC Strategy and Performance	
CC: 619/620		415 OB/CM/SIM: Justice for All?						515 ODC/RM: Large-Scale Action	
CC: South Lobby		437 AAC: Membership							→
CC: South Lobby - Registration		438 AAC: Registration							→
WE: Adams		420 OM: Supplier Management						516 OM: OM Welcome & Tech Integration	
WE: Cascade 1 (A)		375 BPS: Knowledge, Learning, Alliance						463 BPS: Managerial Cognition	
WE: Cascade 1 (B)		376 BPS: Routines, Replication						464 BPS: M&A Integration	
WE: Cascade 1 (C)		422 OMT: Institutional Dynamics						518 OMT: Institutions and the Symbolic	
WE: Cascade 2		423 OMT: Welcome/Distinguished Scholar						520 OMT/ODC: Making Sense of Change	
WE: Elliott Bay		377 BPS: Competitive Strategy Dynamics						465 BPS: Boundaries for the RBV	
WE: Fifth Avenue		368 AA: Workplace Surveillance						455 AA: Changing Values	
WE: Grand Crescent		378 BPS: Strategy, Resource Allocation						466 BPS: Alliances and Knowledge Flows	
WE: Olympic		445 MOC: Organizational Identity						504 MOC: Leadership	
WE: Orcas		446 MOC: Decision Making in Small						505 MOC: Field-Configuring Events	
WE: St. Helens		424 OMT: Learning & Knowledge Creation						519 OMT: Legitimacy and Quality	
WE: Vashon I		379 BPS: Strategic Decision Processes						467 BPS: Entrepreneurship and IPOs	
WE: Vashon II		380 BPS: Executive Succession						468 BPS: Who are the "Upper Echelons"?	
WE: Whidbey	389 HCM: HCM Division Welcome	434 HCM: Occupational Roles						478 HCM: Stressful Work Environments	

Monday Afternoon, August 4, 2003

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
HY: Blewett Suite						646 MH: Democracy, Town			712 MH: Bedeian:		
HY: Menzies Suite		575 MSR: Spirituality and Democracy				650 MSR: Spirituality and			716 MSR/MH: Are Markets		
HY: Stevens		591 PNP: PNP Theme Session				664 PNP: Distinguished			731 PNP: PNP Business		
HY: Washington		530 CAM: JMS: Editorial Working									
RL: Bainbridge		547 CAR/GDO: Diversity and Mentorships				617 CAR/MC: Trends in					
RL: Orcas		598 GDO: Diversity Initiatives				624 GDO: The Future of			693 GDO: GDO and WIM:		
RL: San Juan		546 CAR: Developing Career				615 CAR: Career Strategies			686 CAR: Supportive		
RL: Whidbey		554 HR/IM: Global Leadership									
RE: Washington		← AAC: Placement									
SH: Aspen Room		582 OB/SIM: Deviance on Trial				656 OB/OMT/MOC: Socially			710 MED/CMS: Discourse		
SH: Cedar Room		548 CM: Perceptions and Tactics				618 CM: Dark Side of			688 CM: Negotiation and		
SH: Cirrus Ballroom		529 CAM: JOB Luncheon				626 HR: HR Division Ice					
SH: East Room A		578 OB: Why Mergers Don't Work				652 OB: Leadership &			720 OB/OCIS: Leaders		
SH: East Room B		580 OB/OCIS/OMT: Leaders and Social				653 OB: Multilevel			717 OB: Informations		
SH: Grand Ballroom A		533 AA: Democracy and Diversity				605 AA: Models for Corporate			676 AA: Workplace		
SH: Grand Ballroom B		534 AA: Balancing Security and Freedom				606 AA: Open Source			677 AA: Democratization of		
SH: Grand Ballroom C		535 AA: Environmental Transparency				607 AA: Crossing the					
SH: Juniper Room		574 MED: Merging Knowledge &				645 MED: Mgt Educators'					
SH: Madrona Room						608 AA: Memorial Session for					
SH: Metropolitan Ballroom		536 AA: Democracy's Limits									
SH: Pre-Function Area		← AA: The Fringe Cafe									→
SH: Room 424		579 OB: Creativity and Innovation				654 OB: Exploring Collective			718 OB: Impact of		
SH: Room 428		531 MED: MED Past Presidents' Luncheon							711 MED/SIM: Service		
SH: West Room A		581 OB/ODC: Improving Collective Efficacy				655 OB/CAR: Occupational			719 OB/CM: Cutting Edge		
CC: 201 Table 1		559 IPC: Specificity and Human Capital				630 IPC: Strategic Formation			698 IPC: Website		
CC: 201 Table 2		560 IPC: Resistance and Mobility				631 IPC: Innovation and			699 IPC: Student Projects		
CC: 201 Table 3		561 IPC: Enduring Leadership				632 IPC: Sourcing and			700 IPC: Internet		
CC: 201 Table 4									701 IPC: Technology and		
CC: 203						621 ENT: Networks...			691 ENT: Worker		
CC: 204 Table 1		562 IPC: Decline and Ascension				633 IPC: Coping with Stress			702 IPC: Strategic		
CC: 204 Table 2		563 IPC: Multinational Management				634 IPC: Leading with Spirit			703 IPC: Human Resource		
CC: 204 Table 3		564 IPC: Negative Experiences				635 IPC: Acquisition			704 IPC: Technology and		
CC: 204 Table 4		565 IPC: Knowledge Transfer				636 IPC: Employee Well-Being			705 IPC: Ecology and		
CC: 205		593 SIT: Organizational Innovation				668 SIT: Organizational			734 SIT: Knowledge		
CC: 206		596 TIM: Transfer and Use of Knowledge				671 TIM: Knowledge Transfer					
CC: 210		594 SIT: Alternative Leadership				669 SIT: Organizational			735 SIT: Mergers and		
CC: 211		595 SIT: Gender Matters				670 SIT: Virtual Teams			736 SIT: Emotions in		
CC: 212						619 CMS: Rethinking Corp.			689 CMS: CMS Business		
CC: 213						622 ENT: Intentions...					
CC: 214									730 ONE: ISO 14001 and its		
CC: 2B		558 IM/ENT: Culture and Entrepreneurship				620 CMS/ODC/OMT: Paradox			697 IM/CAR/HR: Int'l. Career Self-		
CC: 303 Table 1		566 IPC: Integrity and Misconduct				637 IPC: Learning and			706 IPC: Global		
CC: 303 Table 2		567 IPC: Gender and Influence				638 IPC: Technology Sourcing			707 IPC: Measurement		
CC: 303 Table 3		568 IPC: Psychological Contracts				639 IPC: Innovation			708 IPC: Team Diversity		
CC: 303 Table 4		569 IPC: Leadership and Trust									
CC: 304		583 ODC: On Change: Employee Voices				658 ODC: Complex			722 ODC: Change		
CC: 307						644 MC: KM through			709 MC: Improving		
CC: 309		555 IM: The IM Network									
CC: 401						629 IM/HR/CAR: Global			696 IM: Distinguished Scholar		
CC: 4A Exhibit Hall		← AAC: Exhibits									
CC: 4A Exhibit Hall - Break Area						674 AAC: Conference Break					
CC: 4A Exhibit Hall/Academy Arts		← ART: AcademyArts: Seattle 2003									
CC: 4A Exhibit Hall/BPS		537 BPS: Decisions, Risk, Uncertainty				609 BPS: Strategy at the Top			678 BPS: Strategic		
CC: 4A Exhibit Hall/BPS1		538 BPS: Knowledge-Based Strategies									

Monday Afternoon, August 4, 2003 (continued)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: 4A Exhibit Hall/CAR											685 CAR: Contemporary
CC: 4A Exhibit Hall/CMS		549 CMS: Critical Frames									690 CMS: Critical
CC: 4A Exhibit Hall/ENT		550 ENT: Entrepreneurial Choices				623 ENT: Entrepreneurial					
CC: 4A Exhibit Hall/GDO		551 GDO: Gender Differences									
CC: 4A Exhibit Hall/HR											695 HR: HR's Best Paper
CC: 4A Exhibit Hall/MOC											713 MOC: Knowledge and
CC: 4A Exhibit Hall/MOC1											714 MOC: Performance
CC: 4A Exhibit Hall/OB		576 OB: Personality and Trust									
CC: 4A Exhibit Hall/OB		577 OB: Group & Team									
CC: 4A Exhibit Hall/OB						651 OB: OCB (Org. Citizen					
CC: 4A Exhibit Hall/OMT											725 OMT: Knowledge &
CC: 4A Exhibit Hall/OMT1											726 OMT: Ecology and
CC: 4A Exhibit Hall/PNP		589 PNP: PNP Organizational Challenges									
CC: 4A Exhibit Hall/PNP1		590 PNP: PNP Challenges									
CC: 4A Exhibit Hall/RM						665 RM: Quantitative Issues					
CC: 4A Exhibit Hall/SIM						666 SIM: CSR, Reputation &					
CC: 4A Exhibit Hall/TIM						672 TIM: Competition and					
CC: 601	← AAC: Seattle 2003, LAC →										
CC: 602/603		587 OMT/BPS: Institutional Change				616 CAR/ENT/GDO: Women's					692 ENT/GDO: Gender
CC: 604 Table 1		570 IPC: Chance and Dominance				640 IPC: Innovation Networks					
CC: 604 Table 2		571 IPC: Strategic Entrepreneurship				641 IPC: Beliefs in HR					
CC: 604 Table 3		572 IPC: Public Organizations				642 IPC: Organizational					
CC: 604 Table 4		573 IPC: Government Regulation				643 IPC: Team Skills					
CC: 605/606		553 HR: HR Town Hall Meeting									
CC: 607		584 ODC/MC/MH: Latest in Appreciative				663 ONE/CMS: Problematising					733 SIM/ONE: Corp. Social
CC: 608		592 SIM/IM: International CSR				667 SIM: Corruption					732 SIM: Strategic
CC: 609/610		552 HCM/OMT/ODC: Health Management				647 MH/SIM/HR: Employee					683 BPS/OB/OMT: 10
CC: 611/612		544 BPS/OMT: Modular Emergence?				625 HCM/PNP: Safety Net					687 CAR/HR/IM: Is Japan
CC: 613		601 TIM: External Sources of				673 TIM: Technology Adoption					737 TIM: TIM Speaker-
CC: 614		597 OCIS: Org. Discourse and				657 OCIS: ISD Expertise and					721 OCIS: OCIS Keynote
CC: 617		556 IM: Managing MNCs				627 IM: MNC's Intangible					
CC: 618		557 IM: IJV and Alliance Performance				628 IM: Foreign Direct					
CC: 619/620		543 BPS/IM/TIM: Geographic Strategies				662 OMT/CAR: Relationship					723 ODC/MC/MSR: Art &
CC: South Lobby	← AAC: Membership										
CC: South Lobby - Registration	← AAC: Registration										
WE: Adams		603 OM: OM Past and				659 OM: JOM Best Papers					724 OM: Managing R&D
WE: Cascade 1 (A)		539 BPS: Shareholder, Stakeholder Value				610 BPS: Ownership Form,					679 BPS: Alliances and
WE: Cascade 1 (B)		540 BPS: Strategic Groups, Clusters				611 BPS: Competitive					680 BPS: Capabilities,
WE: Cascade 1 (C)		585 OMT: Networks at the Edge				660 OMT: Identity &					727 OMT: Role of Social
WE: Cascade 2		588 OMT/CAR/OB: Identity, Ties, and				649 MOC/OMT: Knowledge					729 OMT/MED: The
WE: Elliott Bay		545 BPS/TIM: Learning in Alliances				612 BPS: Dynamic Resource-					684 BPS/TIM/OMT:
WE: Fifth Avenue		532 AA: Minority Voice in Groups				604 AA: Social					675 AA: Positive
WE: Grand Crescent		600 MOC/OB: Democracy and									
WE: Olympic		599 MOC: Coognition in				648 MOC: Cognitive					715 MOC: Organizational
WE: Orcas		602 MOC: Cutting Edge									
WE: St. Helens		586 OMT: Boards and Leadership				661 OMT: Strategies for					728 OMT: Evolution and
WE: Vashon I		541 BPS: Real Options				613 BPS: Strategy and Social					681 BPS: Venture Capital
WE: Vashon II		542 BPS: Linkages in Innovation				614 BPS: Diversification					682 BPS: Technology
WE: Whidbey											694 HCM: HCM

Monday Evening, August 4, 2003

	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
HY: Stevens	749 PNP: PNP Reception							
RL: Bainbridge	756 GDO: GDO Social Hour							
RL: Orcas	742 GDO: Business Meeting							
SH: Aspen Room	739 CAM: Int'l Assoc. for Chinese Mgt.							
SH: Cirrus Ballroom	745 OB: OB Celebration →							
SH: Douglas Room	750 RM: RM Business Meeting 758 RM: RM Social Hour							
SH: Grand Ballroom B	← AA:							
SH: Metropolitan Ballroom	764 AA: →							
SH: Pre-Function Area	← AA: The Fringe Cafe →							
CC: 201	760 CAM: MFCA Reception							
CC: 212	740 CMS: CMS Social Hour... →							
CC: 2A	759 TIM: Best Social Event in Town							
CC: 2B	← IM/CAR/HR: Int'l.							
CC: 307	744 MC: Business 755 MC: Social Hour							
CC: 401	← IM:							
CC: 601	← AAC: Seattle 2003, LAC →							
CC: 613	751 TIM: TIM:Business Meeting 757 OCIS: OCIS Social Hour							
CC: 614	746 OCIS: OCIS Division							
CC: 615/616	741 ENT: ENT Division Business 762 ENT: ENT Reception							
CC: 617	752 IM: Globalizing the Multinational							
WE: Adams	747 OM: OM 753 OM: OM Division Social...							
WE: Cascade 1 (C)	748 OMT: OMT							
WE: Cascade 2	754 OMT: OMT Social Hour...							
WE: Elliott Bay	738 BPS: Mid Career Network							
WE: Grand Crescent	761 CAM: BAM Reception							
WE: Whidbey	743 HCM: HCM Business 763 HCM: HCM Reception							

Tuesday Morning, August 5, 2003

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HY: Menzies Suite			831 MSR: Ind/Org Spiritual			878 MSR: Work as A Calling		
HY: Stevens		814 PNP: Accountability and Effectivene			890 PNP: Enacting Change and Meaning			
RL: Bainbridge		781 GDO/CAR: In and Out of the Closet			851 GDO/CAR: New Dimensions of			
RL: Emerald 3						855 HR/OB: Employee Stock Options		
RL: Orcas		780 GDO: Gendered Processes in Orgs			850 GDO: Disabilities at Work			
RL: San Juan		774 CAR: Teaching Careers			843 CAR: Organizational Career Systems			
RL: Whidbey		785 HR/IM/OB: International Compensation						
RE: Washington		829 AAC: Placement						
SH: Aspen Room		775 CM/OB: Restoring Trust			875 MED/OB/SIM: You Can Lead Students			
SH: Cedar Room						844 CM: Emotion, Arousal, Conflict		
SH: Douglas Room						892 RM: "TMTs: New Research Avenues"		
SH: East Room A		800 OB: Change and Turnover			879 OB: Self-Concept, Performance			
SH: East Room B		801 OB: Politics, Influence Tactics			880 OB: Organization Identity			
SH: Juniper Room						874 MED: Developing Managers & Teams		
SH: Pre-Function Area		832 AA: The Fringe Cafe →						
SH: Room 424		802 OB: Person - Job Fit			881 OB: LMX, Culture, Justice			
SH: Room 428		798 MED: MED: A Path to Democracy?						
SH: West Room A		803 OB/HR: Understanding Voice Behavior			882 OB/HR: Team Empowerment			
CC: 201 Table 1		791 IPC: Competitive Environments			859 IPC: Market Entry Strategies			
CC: 201 Table 2		792 IPC: Systems Conflict			860 IPC: Cross-Cultural Management			
CC: 201 Table 3		793 IPC: Hospital Environments			861 IPC: Communication Media			
CC: 201 Table 4						862 IPC: Entrepreneurship and Behavior		
CC: 203		777 ENT: Venture Capital...			847 ENT: VC/Entrepreneur Interaction			
CC: 204 Table 1		794 IPC: Resource Acquisition			863 IPC: Strategy and Middle Management			
CC: 204 Table 2		795 IPC: Internationalization Strategy			864 IPC: Entrepreneurial Challenges			
CC: 204 Table 3		796 IPC: CEO Power and Compensation			865 IPC: Risk Assessment			
CC: 204 Table 4						866 IPC: Culture and Careers		
CC: 205		818 SIT: Organizational Networks			897 SIT: Networks in Org Science			
CC: 206		821 TIM: University Research			900 TIM: Innovation Performance			
CC: 210		819 SIT: International Management			898 SIT: Macro Learning			
CC: 211		820 SIT: Compensation and Incentives			899 SIT: Technology Management			
CC: 212						845 CMS: Theorizing Control		
CC: 213		778 ENT: International Entrepreneurship...			848 ENT: Emerging Economies			
CC: 214						889 ONE/PNP/SIM: Cross-Sector		
CC: 2A						893 SIM: Stakeholder Theory		
CC: 2B		790 IM/HR/MSR: The Love of Money and Deviance			841 BPS/TIM: Knowledge Exchange/Org			
CC: 303 Table 1						867 IPC: Organizational Transformation		
CC: 303 Table 2						868 IPC: Start-Up Growth		
CC: 303 Table 3						869 IPC: Competitive Assessment		
CC: 304		805 ODC: International Views of Change			884 ODC: Positive Org Scholarship			
CC: 307		797 MC: Organizations in Perspective			873 MC: Leading and Managing Org.			
CC: 309						856 IM: International HRM Strategies		
CC: 3B		776 CMS: Keynote Address						
CC: 4A Exhibit Hall		826 AAC: Exhibits						
CC: 4A Exhibit Hall - Break Area		834 AAC: Conference Break						
CC: 4A Exhibit Hall/Academy Arts		833 ART: AcademyArts: Seattle 2003 →						
CC: 4A Exhibit Hall/BPS						835 BPS: Strategy and Firm Performance		
CC: 4A Exhibit Hall/BPS1						836 BPS: Resources and Capabilities		
CC: 4A Exhibit Hall/CMS						846 CMS: Critical Int'l Frames		
CC: 4A Exhibit Hall/GDO		779 GDO: Group/Team Diversity			849 GDO: Gender and Leadership			
CC: 4A Exhibit Hall/HR						853 HR: Staffing Issues		
CC: 4A Exhibit Hall/IM		786 IM: Int'l. Alliances & Acquis.						
CC: 4A Exhibit Hall/IM1		787 IM: Perform. of Int'l. Operations						
CC: 4A Exhibit Hall/MH		799 MH: Learning from History						

Tuesday Morning, August 5, 2003 (continued)

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: 4A Exhibit Hall/OM		807 OM: Operational Innovations						
CC: 4A Exhibit Hall/OMT		808 OMT: International Themes				886 OMT: OMT Tapestry		
CC: 4A Exhibit Hall/OMT1		809 OMT: Performance and Design						
CC: 4A Exhibit Hall/RM						891 RM: Quantitative Issues		
CC: 4A Exhibit Hall/SIM		816 SIM: International SIM Research						
CC: 4A Exhibit Hall/SIM1		817 SIM: Ethics, Trauma, and Psychology						
CC: 4A Exhibit Hall/TIM		822 TIM: Innovations						
CC: 601	← AAC: Seattle 2003, LAC →							
CC: 602/603		815 PNP/CMS/BPS: Marketing and Public Agencies				876 MH/BPS: Newman/Ansoff Reception		
CC: 604 Table 1						870 IPC: Social Capital		
CC: 604 Table 2						871 IPC: Roles and Spirituality		
CC: 604 Table 3						872 IPC: Integrity and Trust		
CC: 605/606		784 HR: Knowledge Sharing and HRM				854 HR: Careers of the HIV Infected.		
CC: 607		806 ODC/HR: Competency and Performance						
CC: 608		825 SIM: CSP-FP Research				894 SIM: HRM Ethics		
CC: 609/610		812 OMT/ODC/CMS: Toxic Emotions at Work				895 SIM/MH/ODC/CMS: Pied Piper or Pipe		
CC: 611/612		813 ONE/TIM: Can We Integrate TIM and ONE?				902 TIM/OMT/IIM: Knowledge Spaces and		
CC: 613		823 TIM: The R&D Context				901 TIM: Incremental Innovation		
CC: 614		804 OCIS: Knowledge-Based Capabilities				883 OCIS: Revisioning Org Design Theory		
CC: 615/616		767 AA: Theo. Fdtns. Dem. & Knowl. Eco						
CC: 617		788 IM: Control in International JVs				857 IM: Culture's Impact on Management		
CC: 618		789 IM: Evolution of Firms				858 IM: Learning Globally		
CC: 619/620		782 GDO/CAR/OB: Career Progression & Diversity				896 SIM/OB: Leaders and Ethics		
CC: South Lobby		827 AAC: Membership						
CC: South Lobby - Registration		828 AAC: Registration						
WE: Adams		766 OM: Enterprise Systems				885 OM: Complexity and Flexibility		
WE: Cascade 1 (A)		769 BPS: Competitive Advantage				837 BPS: Strategy Turbulent Environment		
WE: Cascade 1 (B)		770 BPS: Knowledge Management				838 BPS: Strategy in Multi-Business		
WE: Cascade 1 (C)		810 OMT: Learning Across Contexts				887 OMT: Ecology and Evolution		
WE: Cascade 2		768 AA: Workers, Democracy & Firms				888 OMT: OMT Past, Present & Future		
WE: Elliott Bay		773 BPS/OMT/TIM: The Small Worlds of Technology				842 BPS/TIM: Know Trans & Firm Life		
WE: Grand Crescent		824 MOC/OMT: Organizing Contested Terrains						
WE: Olympic		830 MOC: Knowledge and Learning				877 MOC: Attribution		
WE: St. Helens		811 OMT: Reputation, Status, & Prestige						
WE: Vashon I		771 BPS: Alliance Experience				839 BPS: Alliance Coalitions, Networks		
WE: Vashon II		772 BPS: Market Entry				840 BPS: Corporate Governance, Agency		
WE: Whidbey		783 HCM: Innovative HR Practices				852 HCM: Org. Context and Quality		

Tuesday Afternoon, August 5, 2003

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
HY: Blewett Suite						951 MH: Labor					
HY: Menzies Suite						953 MSR: Critical issues for MSR			1024 MSR: MSR Business		
HY: Sealth									1021 MH: Business Meeting		
HY: Stevens						967 PNP: Strategic Nonprofit			1038 PNP: International Civil		
RL: Bainbridge						918 CAR/OB/GDO: Military			1006 GDO/CAR: Diversity		
RL: Emerald 3						930 HR/GDO/CAR: Diversity and					
RL: Orcas						926 GDO: Work/Family Interface			1005 GDO: Gender and		
RL: San Juan						917 CAR: Human Capital Careers			986 CAR: Career Directions		→
RL: Whidbey									1009 HR/OCIS: Work and		
RE: Washington					906 AAC: Placement						
SH: Aspen Room						949 MED: Executive PhDs & DBA			1028 OB/HR: Using Extrinsic		
SH: Cedar Room						919 CM: Status, Identity, Respect			1001 CM: Cross-Cultural		
SH: East Room A						954 OB: Social Exchange,			1025 OB: Justice/Attributions		
SH: East Room B						955 OB: Trust - Trustworthy			1026 OB: Leadership &		
SH: Juniper Room						950 MED: Global Management			1019 MED: Web-enabled &		
SH: Pre-Function Area	← AA: The Fringe Cafe										→
SH: Room 424						956 OB: Discipline, Forgiveness			1027 OB: Innovation in		
SH: West Room A									1029 OB/HR: Job		
CC: 201 Table 1						935 IPC: Stakeholder Management			987 CAU: Challenges of		
CC: 201 Table 2						936 IPC: Organizational Identity			988 CAU: Transformative		
CC: 201 Table 3						937 IPC: Social Responsiveness			989 CAU: Business and World		
CC: 201 Table 4						938 IPC: Cross-Cultural Leadership			990 CAU: Work Redesign for		
CC: 203						923 ENT: New Firm Founding...			1002 ENT: Once the Fools		
CC: 204 Table 1						939 IPC: Stakeholders and			991 CAU: Law & Management		
CC: 204 Table 2						940 IPC: Strategy and Environment			992 CAU: Faculty Evaluation		
CC: 204 Table 3						941 IPC: Risk and Strategic			993 CAU: Tacit Knowledge in		
CC: 204 Table 4						942 IPC: Non-Profit Governance					
CC: 205						971 SIT: Institutional Perspectives			1040 SIT: Global Management		
CC: 206						974 TIM: Technology/Industry			1043 TIM: Managing		
CC: 210						972 SIT: Learning Perspectives			1041 SIT: Corruption and		
CC: 211						973 SIT: Managing in China			1042 SIT: Corporate		
CC: 212						920 CMS: Critical Perspectives on					
CC: 213						924 ENT: Ent Research			1003 ENT: Technology		
CC: 214						966 ONE: Strategic Management			1037 ONE: Environment and		→
CC: 2A						961 ODC/MH: Apprec Inquiry: 20-			1031 ODC: Distinguished		→
CC: 2B						922 CMS/OCIS/TIM: In Age of			1044 TIM: Knowledge and		
CC: 303 Table 1						943 IPC: Turnover and Change			994 CAU: Impact of Workforce		
CC: 303 Table 2						944 IPC: Opportunity Recognition			995 CAU: Corporate Coach		
CC: 303 Table 3						945 IPC: Governance and IPOs			996 CAU: Impact of Violence &		
CC: 304						959 ODC: Narrations of Change					
CC: 305						909 AAC: Membership Debriefing					
CC: 307						948 MC: Consulting and Democracy			1014 MC: Value-added through		→
CC: 309						931 IM: The IM Network					
CC: 310									997 CAU: Emonet: The		
CC: 3B						921 CMS: Management Fads and					
CC: 4A Exhibit Hall						907 AAC: Exhibits					
CC: 4A Exhibit Hall - Break Area									977 AAC: Conference Break		
CC: 4A Exhibit Hall/Academy Arts	← ART: AcademyArts: Seattle 2003										
CC: 4A Exhibit Hall/BPS						910 BPS: Corporate Strategy			979 BPS: Org Decision		
CC: 4A Exhibit Hall/BPS1						911 BPS: Technology Strategy			980 BPS: Functional Strategies		
CC: 4A Exhibit Hall/GDO						925 GDO: Careers, Gender, and					
CC: 4A Exhibit Hall/HR						928 HR: Performance Management			1007 HR: Compensation &		
CC: 4A Exhibit Hall/IM						932 IM: Int'l. Strategic Behavior			1010 IM: Int'l. Job Satis. and		
CC: 4A Exhibit Hall/IM1									1011 IM: Int'l. Learning and		

Tuesday Afternoon, August 5, 2003 (continued)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: 4A Exhibit Hall/IM2											1012 IM: Research on
CC: 4A Exhibit Hall/MED											1015 MED: Using Film in
CC: 4A Exhibit Hall/MED1											1016 MED: Global Issues in
CC: 4A Exhibit Hall/MED2											1017 MED: Classroom
CC: 4A Exhibit Hall/MED3											1018 MED: Learning and
CC: 4A Exhibit Hall/ODC						960 ODC: Transformations					
CC: 4A Exhibit Hall/RM						968 RM: Qualitative Issues					
CC: 4A Exhibit Hall/TIM						975 TIM: Innovation Contexts			1045 TIM: Communicating		
CC: 601	← AAC: Seattle 2003, LAC										→
CC: 602/603											1023 MOC/TIM/OCIS: Identity
CC: 604 Table 1						946 IPC: Governance and			998 CAU: Contingent Work:		
CC: 604 Table 2						947 IPC: Venture Capital and Start-			999 CAU: "Post-Heroic"		
CC: 604 Table 3									1000 CAU: Managing Alliances		
CC: 605/606						929 HR: Relational Dimens. of Perf.			1008 HR: Innovations in		
CC: 607						957 OCIS/MH: Historical Research					
CC: 608						970 SIM: Cooperation and Conflict			1039 SIM: SIM Business		→
CC: 609/610						916 BPS/OMT: Governance and			1004 ENT/BPS: Evolution of		
CC: 611/612						969 RM/ODC: Inquiry into the Good			1020 MED/IM: International		
CC: 613						976 TIM: Knowledge Strategies			1046 TIM: Knowledge and		
CC: 614									1030 OCIS: Virtual Teams and		
CC: 615/616						908 AA: Toward a Balanced Society			978 AA: Town Meeting		
CC: 617						933 IM: Real Time Research			1013 IM: Richman Dissertation		
CC: 618						934 IM: International Strategy					→
CC: 619/620						958 OCIS/TIM: Knowledge			1036 OMT/PNP: Corps &		
CC: 6ABC	← AA: Presidential Luncheon										
CC: South Lobby						904 AAC: Membership					
CC: South Lobby - Registration						905 AAC: Registration					
WE: Adams						962 OM: Operations Improvement			1032 OM: Ops Strategy		
WE: Cascade 1 (A)						912 BPS: Learning, Forgetting,			981 BPS: E-Commerce		
WE: Cascade 1 (B)						913 BPS: Sustainable Advantage			982 BPS: Resources, Growth,		
WE: Cascade 1 (C)						963 OMT: Fads, Fashion and			1033 OMT: The New		
WE: Cascade 2						965 OMT/MOC: The Media and			1035 OMT/CMS/MH:		
WE: Elliott Bay									983 BPS: BPS Outstanding		→
WE: Olympic						952 MOC: Cognition in Groups			1022 MOC: Cognition and		
WE: St. Helens						964 OMT: Politics of Knowledge			1034 OMT: Structuring		
WE: Vashon I						914 BPS: Dynamics, Structure,			984 BPS: Vertical Integration		
WE: Vashon II						915 BPS: Innovation, Technology			985 BPS: Compensation and		
WE: Whidbey						927 HCM: Studying Medical Errors					

Tuesday Evening, August 5, 2003

	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30
HY: Blewett Suite		← MH: Reception							
HY: Cayuse		← MSR: MSR Social							
HY: Washington		← AAC: LAC Thank You Party							
OS: Safeco Field			1064 SIM: SIM Social & BC Best Paper						
OS: Seattle Aquarium							1069 ONE: ONE-ODC Joint Social Event		→
OS: The Seattle Aquarium							1068 ODC: ODC Social Hour		→
RL: Bainbridge			1061 CAR: CAR Social Hour						
RL: Emerald 3			1062 HR: HR Social Hour						
RL: San Juan		← CAR: CAR							
RL: Whidbey		← HR: HR							
SH: Aspen Room			1065 CM: CM Division Social Hour						
SH: Cedar Room		← CM: CM Business							
SH: Cirrus Ballroom			1067 MED: MED Division Social						
SH: Juniper Room		← MED: Awards and Business							
SH: Pre-Function Area		← AA: The Fringe Cafe							→
CC: 214		← ONE: ONE							
CC: 2A		← ODC: ODC							
CC: 2AB			1066 IM: IM Division Social						→
CC: 307									
CC: 601		← AAC: Seattle 2003, LAC							→
CC: 608									
CC: 611/612			1060 CAM: Human Relations Reception						
CC: 618		← IM: IM Division							
WE: Elliott Bay		← BPS: BPS	1059 BPS: BPS Social Hour						
WE: Olympic		← MOC:	1063 MOC: MOC Social Event						

Wednesday Morning, August 6, 2003

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HY: Blewett Suite			1113 MH: Businesses					
HY: Menzies Suite			1115 MSR: Spiritually Based Models				1135 MSR/CMS: Critters and Converts	
HY: Stevens		1103 PNP: Trust, Stress, Social Change				1145 PNP: Spirituality and Leadership		
RL: Bainbridge		1083 CAR/HR/OB: Career Exploration				1126 GDO/HR/SIM: Gender Harassment		
RL: Orcas		1088 GDO: Discrimination in Orgs				1125 GDO: Creativity and Democracy		
RL: San Juan		1082 CAR: Career & Commitment				1122 CAR: CarFest- From Past to Future		
SH: Aspen Room		1096 OB/OCIS: New Forms of Presence				1133 MED/CMS: Aesthetics and		
SH: Cedar Room		1084 CM: Social Context and Conflict						
SH: East Room A		1093 OB: OCB-Extra-role Behavior				1136 OB: Motivation/Positive Psychology		
SH: East Room B		1094 OB: Team-Group Processes				1137 OB: Team Processes and Trust		
SH: Juniper Room		1092 MED: Institutions of Education						
SH: Room 424		1095 OB: Social Networks				1138 OB: Survey Methodology		
SH: Room 428	← MED: MED Division Breakfast							
SH: West Room A							1139 OB/OMT/MOC: Discovering Play in	
CC: 203		1086 ENT: Governance...				1123 ENT: Corporate Entrepreneurship...		
CC: 205		1104 SIT: Power in Organizations				1147 SIT: Motivation in the Classroom		
CC: 206		1106 TIM: Network Organization Forms						
CC: 211		1105 SIT: Democracy at the Workplace						
CC: 212		1085 CMS: CMS and Work						
CC: 213		1087 ENT: Industry Factors and Growth...				1124 ENT: Harvest/Exit...		
CC: 214		1116 ONE: Organizations and Learning				1144 ONE: Democracy and Sustainability		
CC: 304		1099 ODC: Change & Enhanced Performance				1141 ODC: Changing Relationships		
CC: 307		1091 MC: Change in Times of Change						
CC: 309	← IM: Member Program		1110 IM: Int'l Joint Venture Research			1130 IM: The IM Network		
CC: 601	← AAC: Seattle 2003, LAC →							
CC: 602/603		1102 OMT/BPS: Resource Dependence Theory				1148 TIM/ENT/BPS: Corporations and		
CC: 607		1098 OCIS/OB: Coordination Distributed Teams						
CC: 608		1107 SIM: Strategic Aspects				1146 SIM: Social Enterprise		
CC: 609/610		1089 GDO/OB/CM: Gender & Org'l Processes				1132 IM/BPS: Dialogue between RBV and		
CC: 611/612		1079 BPS/OMT: Experience (Not Just Learning)				1129 HR/TIM/CAR: IT Careers and Org		
CC: 614		1097 OCIS: E-Communication				1140 OCIS: Impacts of Technology Usage		
CC: 615/616		1073 IM/OB/CM: Deviance Across Cultures						
CC: 617		1111 IM: Expatriate Effectiveness						
CC: 618		1112 IM: Evolution in MNCs				1131 IM: Trust in Int'l Business		
CC: 619/620		1081 BPS/TIM/OMT: Unlocking Strategy Creation				1128 HR/OB/GDO: Family-Friendly		
CC: South Lobby		1108 AAC: Membership						
CC: South Lobby - Registration		1109 AAC: Registration						
WE: Cascade 1 (A)		1074 BPS: Relationships				1117 BPS: Multi-National Enterprises		
WE: Cascade 1 (B)		1075 BPS: Governance of Transactions				1118 BPS: Dynamic Capabilities		
WE: Cascade 1 (C)		1100 OMT: Institutional Dynamics				1142 OMT: Knowledge Creation		
WE: Deluxe Suite 4041							1149 AAC: MOC Executive →	
WE: Elliott Bay		1080 BPS/OMT: Communities of Practice				1121 BPS/IM: Corporate Governance		
WE: Grand Crescent		1078 BPS/IM: Strategic Challenges for MBOs				1134 MOC/OB: Displaying Emotions at		
WE: Olympic		1114 MOC: Knowledge						
WE: St. Helens		1101 OMT: Managing Identity				1143 OMT: Culture: Artifacts & Metaphors		
WE: Vashon I		1076 BPS: Using Resources in M&As				1119 BPS: R-B Perspectives, Performance		
WE: Vashon II		1077 BPS: Capability Sourcing				1120 BPS: Equity-Based Incentives		
WE: Whidbey		1090 HCM: Strategy & Performance				1127 HCM: Network Effects		

CONFERENCE PROGRAM GUIDE

Wednesday Afternoon, August 6, 2003

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
SH: East Room A		1153 OB: Diversity and Influence								
SH: East Room B		1154 OB: Stress and Emotion								
SH: Juniper Room		1152 MED: Adding Value in Mgt Education								
SH: Room 424		1155 OB: Goal Setting & Orientation								
SH: West Room A		1156 OB/HR/RM: Changing Nature of Performance								
CC: 205		1160 SIT: Determining Performance								
CC: 607		1159 SIM/ONE/IM: Teaching Business Ethics								
CC: 608		1161 SIM: Political Strategy								
WE: Cascade 1 (A)		1150 BPS: Strategic Change								
WE: Cascade 1 (B)		1151 BPS: Knowledge Transfer and Change								
WE: Cascade 1 (C)		1157 OMT: Meeting					1162 OMT: Meeting			
WE: St. Helens		1158 OMT: Meeting					1163 OMT: Meeting			

Conference Activities & Meetings

Program Chair: Denise M. Rousseau, Carnegie Mellon U.
 Program Coordinator: Andrea Rivero-Dabós, Carnegie Mellon U.

Day	Start	#	Location	Session Information
Sat	2:30pm	167	HY:Chinook	Human Relations Meeting
Sun	12:00pm	310	WE:Adams	JMI Editorial Board Meeting
		311	WE:Olympic	M@n@gement Board Meeting
		312	WE:Stuart	JAME Editorial Board Meeting
	1:00pm	314	HY:Sealth	Organization Science Meeting
	2:00pm	321	HY:Blewett Suite	OMJ Editorial Board Meeting
		322	SH:Room 426	Leadership Quarterly Meeting
		323	HY:Stevens	JOM Editorial Board Meeting
		324	HY:Tolmie	OS Editorial Board Meeting
		325	HY:Washington	Organization Ed. Board Mtg.
	3:30pm	326	SH:West Room A	ASQ Board Meeting
355		SH:Room 424	LRP Ed. Board Meeting	
Mon	12:00pm	356	SH:West Room A	ASQ Reception
		529	SH:Cirrus Ballroom	JOB Luncheon
		530	HY:Washington	JMS: Editorial Working Lunch
	5:30pm	739	SH:Aspen Room	Int'l Assoc. for Chinese Mgt.
	7:00pm	760	CC:201	MFCA Reception
761		WE:Grand Crescent	BAM Reception	
Tue	6:30pm	1060	CC:611/612	Human Relations Reception

Academy/Affiliate Activities and Committees

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

Program Coordinator: Andrea Rivero-Dabós, Carnegie Mellon U.

Professional Development Workshop Chair: Thomas G. Cummings, U. of Southern California

Professional Development Workshop Coordinator: Yolanda Jones, U. of Southern California

Local Arrangements Chair: Barbara Parker, Seattle U.

Asia Academy of Management: Eric W. K. Tsang, Wayne State U.

Iberoamerican Academy of Management: Rita Campos Cunha, U. Nova de Lisboa

International Theme Committee: Flemming Poulfelt, Copenhagen Business School

Practitioner Series / Action Research Community: Rupert F. Chisholm Jr., Pennsylvania State U.

Practice Theme Committee: David Jamieson, Pepperdine U.

Mentoring Committee: Joycelyn Finley-Hervey, Florida A&M U.

New Doctoral Student Consortium: Tyrone S. Pitsis, University of Technology, Sydney

Teaching Theme Committee: Joan Weiner, Drexel U.

Day	Start	#	Location	Session Information	
Fri	8:00am	1	CC:601	Seattle 2003, LAC	
		2	SH:Room 412 & Boardroom	Board of Governors' Meeting	
	1:00pm	20	WE:Cascade 2	TTC: ExperienceCSR in the Classroom	
		22	SH:Aspen Room	PS: Action Research Workshop I	
	2:30pm	27	WE:St. Helens	PTC: Entr Mgt in Not for Profit	
		28	WE:Fifth Avenue	PTC: Difficult Conversations	
	3:00pm	29	SH:Cirrus Ballroom	PTC: Tech Commercial Workshop	
	5:00pm	40	SH:Cirrus Ballroom	PS: Action Research Workshop I	
	Sat	8:00am	59	CC:305	Membership Committee Meeting
			60	CC:601	Seattle 2003, LAC
71			HY:Washington	IAM: Multidisciplinary Methods	
80			CC:608/609	NDSC 2003	
82			CC:213	TTC: Building Collaborative Culture	
9:00am		94	SH:Room 412 & Boardroom	Board of Governors' Meeting	
		95	RE:Washington	Placement	
		101	WE:Fifth Avenue	PS: Action Research Workshop II	
9:30am		105	CC:605	PTC: Ent & Tech Commercialization	
		106	HY:Sherman	IAM: Cross-Cultural HRM	
10:00am		110	SH:Cedar Room	Rejuvenating Mgmt Education	
		115	HY:Tolmie	Practice Com. Meeting	
11:30am		127	HY:Sherman	IAM: Sustainability in Iberoamerica	
12:00pm		128	CC:South Lobby	Membership	
		129	CC:South Lobby - Registration	Registration	
1:00pm		143	WE:Cascade 2	PTC/TTC: Practitioner Collaborators	
		149	CC:306	TTC: Teaching Organizational Change	
		152	WE:Vashon	PTC: Changing Organization Design	
		156	CC:606	PS: Action Research Workshop III	
2:30pm		168	CC:214	PTC: Six Degrees of Tech Transfer?	
	169	HY:Sherman	IAM: Change Landscape		
3:00pm	170	SH:Juniper Room	AoM Journal Editors' Meeting		
	175	WE:Orcas	PTC/TTC: Mentoring Tools and Techniques		
3:30pm	182	CC:606	PS: Action Research Workshop IV		
4:00pm	185	CC:214	PTC: Entr for Community Turnarounds		
	186	HY:Sherman	IAM: Management in Latin America		
	189	SH:Room 426	TTC: Teaching Boot Camp 101		
	192	SH:Room 430	PTC/TTC: Including Practice in Teaching		

	5:00pm	196	WE:Cascade 1 (B)	How to Use AoM Placement
		197	SH:Juniper Room	New Orleans 2004
		199	CC:304	TTC: Teaching Consulting
	5:30pm	203	SH:Grand Ballroom A	Doctoral Student Reception
	6:00pm	204	WE:Vashon	How to Use AoM Placement
	6:30pm	214	HY:Blewett Suite	IAM: IAM Business Meeting
		215	WE:Fifth Avenue	PTC: Argyris Achievement Award
Sun	7:30am	219	SH:Room 424	Breakfast with Division Chairs
		222	CC:611	PTC: Bus School & Community Action
		224	SH:Room 428	TTC: Teaching Boot Camp 102
	8:00am	225	CC:601	Seattle 2003, LAC
		226	SH:Room 430	Breakfast with AoM Affiliates
		233	WE:Fifth Avenue	PTC/TTC: Action Learning
		236	CC:605	ITC: U.S. Educators Overseas
	9:00am	258	CC:4A Exhibit Hall	Exhibits
		259	SH:Room 426	Current Program Chairs
		260	CC:South Lobby	Membership
		261	CC:South Lobby - Registration	Registration
		262	RE:Washington	Placement
		263	SH:East Room A	Asian Management Roundtable
		266	CC:611	PTC: Nontraditional Academics
		268	CC:607	ITC: Internet Collaboration
		275	CC:609	PS: Action Research Workshop V
		276	HY:Stevens	PTC: Practice in Knowledge
	9:45am	277	SH:Room 430	AOM Associates
	10:00am	279	WE:Blakely	AME Writers Workshop
		280	HY:Cayuse	Eastern AOM Officers
		281	SH:Room 424	Incoming Chairs of Div/Int Grp
		283	CC:618	ITC: Expanding the Borders
	10:15am	293	CC:4A Exhibit Hall - Break Area	Conference Break
	10:30am	294	WE:Adams	Southern AOM Officers
		295	WE:Baker	Southwest AOM Officers
		296	WE:Deluxe Suite 4041	People of Color Committee
		297	WE:Olympic	Western AOM Officers
		298	SH:Room 420	Midwest AOM Officers
		299	SH:Room 426	Current/Incoming Committee Members
		301	CC:204	PTC: Venture Capital & Universities
		305	CC:609	PS: Action Research Workshop VI
	11:30am	306	SH:Room 424	Division Treasurers' Meeting
	12:00pm	307	SH:Room 416	Incoming 2003-4 Program Chairs
		308	SH:Room 430	International Theme Committee
	12:30pm	313	SH:Room 420	Mentoring Committee
	2:00pm	317	CC:307	MC Executive Committee
		318	WE:Baker	AOM Learning & Education
		319	WE:Blakely	AME Editorial Board
		320	WE:Fifth Avenue	New Member Orientation
	2:30pm	327	HY:Sherman	Doctoral Student Liaison
	2:45pm	328	CC:4A Exhibit Hall - Break Area	Conference Break
	3:00pm	329	SH:Room 416	AOM Journal Board Meeting
		330	HY:Menzies Suite	Practitioners Reception

Academy/Affiliate Activities and Committees

	3:30pm	331	CC:203	ENT Executive Committee
		332	CC:204	TIM Executive Committee
		333	CC:206	SIM Executive Committee
		334	CC:212	CMS Executive Committee
		335	CC:214	ONE Executive Committee
		336	CC:304	ODC Executive Committee
		337	CC:614	OCIS Executive Committee
		338	CC:617	IM Executive Committee
		339	WE:Adams	HCM Executive Committee
		340	HY:Cayuse	MSR Executive Committee
		341	SH:Cedar Room	OB Executive Committee
		342	SH:Douglas Room	CM Executive Committee
		343	SH:Juniper Room	MED Executive Committee
		344	SH:Madrona Room	RM Executive Committee
		345	WE:Olympic	MOC Executive Committee
		346	WE:Orcas	OMT Executive Committee
		347	RL:Orcas	GDO Executive Committee
		348	SH:Room 418	AoM Review Board Meeting
		349	RL:San Juan	CAR Executive Committee
		350	HY:Sealth	MH Executive Committee
		351	WE:Stuart	OM Executive Committee
		352	HY:Tolmie	PNP Executive Committee
		353	WE:Whidbey	BPS Executive Committee
		354	RL:Whidbey	HR Executive Committee
	6:30pm	358	HY:Washington	Ethics Committee Dinner
Mon	7:00am	362	CC:601	Seattle 2003, LAC
	9:00am	436	CC:4A Exhibit Hall	Exhibits
		437	CC:South Lobby	Membership
		438	CC:South Lobby - Registration	Registration
		439	RE:Washington	Placement
	10:15am	454	CC:4A Exhibit Hall - Break Area	Conference Break
	10:40am	459	CC:305	Meet the Editors
	2:45pm	674	CC:4A Exhibit Hall - Break Area	Conference Break
Tue	7:00am	765	CC:601	Seattle 2003, LAC
	9:00am	826	CC:4A Exhibit Hall	Exhibits
		827	CC:South Lobby	Membership
		828	CC:South Lobby - Registration	Registration
		829	RE:Washington	Placement
	10:15am	834	CC:4A Exhibit Hall - Break Area	Conference Break
	2:00pm	904	CC:South Lobby	Membership
		905	CC:South Lobby - Registration	Registration
		906	RE:Washington	Placement
	2:15pm	907	CC:4A Exhibit Hall	Exhibits
	2:30pm	909	CC:305	Membership Debriefing Meeting
	3:15pm	977	CC:4A Exhibit Hall - Break Area	Conference Break
	6:00pm	1056	HY:Washington	LAC Thank You Party
Wed	7:00am	1070	CC:601	Seattle 2003, LAC
	9:00am	1108	CC:South Lobby	Membership
		1109	CC:South Lobby - Registration	Registration
	11:00am	1149	WE:Deluxe Suite 4041	MOC Executive Committee

All Academy

Program Chair: Lisa K. Gundry, DePaul U.

Day	Start	#	Location	Session Information
Sun	10:00am	278	SH:Pre-Function Area	The Fringe Cafe
	1:55pm	315	CC:6AB	Welcome to the 2003 Meetings
	2:00pm	316	CC:6AB	AoM Award Winners
	5:00pm	357	CC:6AB	AoM Convocation
	7:00pm	359	SH:Grand Ballroom/Pre-Function Area	All Academy Reception
	7:30pm	361	SH:Grand Ballroom/Pre-Function Area	Chinese Lion Dance
	Mon	8:30am	368	WE:Fifth Avenue
369			SH:Grand Ballroom A	Corporate Power & Democracy
370			SH:Grand Ballroom C	Democracy and Discourse
371			SH:Metropolitan Ballroom	Government and Governance
372			RL:San Juan	Careers in the Middle East
10:00am		452	SH:Pre-Function Area	The Fringe Cafe
10:40am		455	WE:Fifth Avenue	Changing Values
		456	SH:Grand Ballroom B	Shareholder Activism/Proposals
		457	SH:Grand Ballroom C	Democracy at Work: A Debate
		458	SH:Metropolitan Ballroom	Why Smart Executives Fail
12:10pm		532	WE:Fifth Avenue	Minority Voice in Groups
12:20pm		533	SH:Grand Ballroom A	Democracy and Diversity
		534	SH:Grand Ballroom B	Balancing Security and Freedom
		535	SH:Grand Ballroom C	Environmental Transparency
		536	SH:Metropolitan Ballroom	Democracy's Limits
2:30pm		604	WE:Fifth Avenue	Social Entrepreneurship
		605	SH:Grand Ballroom A	Models for Corporate Democracy
		606	SH:Grand Ballroom B	Open Source Communities
		607	SH:Grand Ballroom C	Crossing the Unknown Sea
		608	SH:Madrona Room	Memorial Session for E. Jaques
4:10pm		675	WE:Fifth Avenue	Positive Professional Practice
		676	SH:Grand Ballroom A	Workplace Democracy
	677	SH:Grand Ballroom B	Democratization of Education	
9:00pm	764	SH:Metropolitan Ballroom	President's Dessert Reception	
Tue	8:10am	767	CC:615/616	Theo. Fdtns. Dem. & Knowl. Eco
		768	WE:Cascade 2	Workers, Democracy & Firms
	10:00am	832	SH:Pre-Function Area	The Fringe Cafe
	12:00pm	903	CC:6ABC	Presidential Luncheon
	2:30pm	908	CC:615/616	Toward a Balanced Society
	4:10pm	978	CC:615/616	Toward a Balanced Society: Town Meeting

Showcase Symposia

Program Chair: Denise M. Rousseau, Carnegie Mellon U.
Professional Development Workshop Chair: Andrea Rivero-Dabós, Carnegie Mellon U.

Day	Start	#	Location	Session Information
Mon	8:30am	381	CC:602/603	SHCS: Network Markets and Bandwagons
		383	CC:611/612	SHCS: Boundaryless/Protean careers
		415	CC:619/620	SHCS: Justice for All?
	10:40am	484	CC:609/610	SHCS: Knowledge Metrics & Method.
		502	CC:611/612	SHCS: European Management Education
		513	CC:602/603	SHCS: Inter-Organizational Learning
		515	CC:619/620	SHCS: Large-Scale Action Research
	12:20pm	543	CC:619/620	SHCS: Geographic Strategies
		544	CC:611/612	SHCS: Modular Emergence?
		552	CC:609/610	SHCS: Health Management and Theory
		587	CC:602/603	SHCS: Institutional Change
	2:30pm	616	CC:602/603	SHCS: Women's Entrepreneurship
		625	CC:611/612	SHCS: Safety Net Collaboration
		647	CC:609/610	SHCS: Employee Privacy
		662	CC:619/620	SHCS: Relationship Enrichment
	4:10pm	683	CC:609/610	SHCS: 10 Year Hambrick Retrospective
687		CC:611/612	SHCS: Is Japan Changing?	
692		CC:602/603	SHCS: Gender and Entrepreneurship	
723		CC:619/620	SHCS: Art & Soul in Change	
Tue	8:30am	782	CC:619/620	SHCS: Career Progression & Diversity
		812	CC:609/610	SHCS: Toxic Emotions at Work
		813	CC:611/612	SHCS: Can We Integrate TIM and ONE?
		815	CC:602/603	SHCS: Marketing and Public Agencies
	10:30am	876	CC:602/603	SHCS: Newman/Ansoff Reception
		895	CC:609/610	SHCS: Pied Piper or Pipe Dream?
		896	CC:619/620	SHCS: Leaders and Ethics
		902	CC:611/612	SHCS: Knowledge Spaces and Practices
	2:30pm	916	CC:609/610	SHCS: Governance and Performance
		958	CC:619/620	SHCS: Knowledge Integration
		969	CC:611/612	SHCS: Inquiry into the Good
	4:10pm	1004	CC:609/610	SHCS: Evolution of New Venture TMTs
		1020	CC:611/612	SHCS: International Net Partners
		1023	CC:602/603	SHCS: Identity and Technology
		1036	CC:619/620	SHCS: Corps & community connections
	Wed	8:30am	1079	CC:611/612
1081			CC:619/620	SHCS: Unlocking Strategy Creation
1089			CC:609/610	SHCS: Gender & Org'l Processes
1102			CC:602/603	SHCS: Resource Dependence Theory
10:40am		1128	CC:619/620	SHCS: Family-Friendly Supports
		1129	CC:611/612	SHCS: IT Careers and Org Learning
		1132	CC:609/610	SHCS: Dialogue between RBV and IM
		1148	CC:602/603	SHCS: Corporations and New Ventures

Shared Interest Track

Program Chair: Thomas G. Cummings, U. of Southern California

Day	Start	#	Location	Session Information
Mon	8:30am	429	CC:205	SIT: Ethical Perspectives
		430	CC:210	SIT: Trust in Organizations
		431	CC:211	SIT: Strategic Alliances
	10:40am	524	CC:205	SIT: Organizational Culture
		525	CC:210	SIT: Organizational Leadership
		526	CC:211	SIT: Top Management & Teams
	12:20pm	593	CC:205	SIT: Organizational Innovation
		594	CC:210	SIT: Alternative Leadership
		595	CC:211	SIT: Gender Matters
	2:30pm	668	CC:205	SIT: Organizational Justice
		669	CC:210	SIT: Organizational Change
		670	CC:211	SIT: Virtual Teams
	4:10pm	734	CC:205	SIT: Knowledge Management
		735	CC:210	SIT: Mergers and Acquisitions
		736	CC:211	SIT: Emotions in Organizations
Tue	8:30am	818	CC:205	SIT: Organizational Networks
		819	CC:210	SIT: International Management
		820	CC:211	SIT: Compensation and Incentives
	10:30am	897	CC:205	SIT: Networks in Org Science
		898	CC:210	SIT: Macro Learning
		899	CC:211	SIT: Technology Management
	2:30pm	971	CC:205	SIT: Institutional Perspectives
		972	CC:210	SIT: Learning Perspectives
		973	CC:211	SIT: Managing in China
	4:10pm	1040	CC:205	SIT: Global Management
		1041	CC:210	SIT: Corruption and Fraud
		1042	CC:211	SIT: Corporate Governance
Wed	8:30am	1104	CC:205	SIT: Power in Organizations
		1105	CC:211	SIT: Democracy at the Workplace
	10:40am	1147	CC:205	SIT: Motivation in the Classroom
	12:20pm	1160	CC:205	SIT: Determining Performance

Interactive Papers

Program Chair: Karl Aquino, U. of Delaware
Sponsored by University of Washington

Day	Start	#	Location	Session Information	
Mon	8:30am	396	CC:201 Table 1	IP: Trust in Alliances	
		397	CC:201 Table 2	IP: Workplace Democracy	
		398	CC:201 Table 3	IP: Multi-Market Rivalry	
		399	CC:204 Table 1	IP: Learning Communities	
		400	CC:204 Table 2	IP: Critical Perspectives	
		401	CC:204 Table 3	IP: Career Success	
		402	CC:303 Table 1	IP: Careers and Boundaries	
		403	CC:303 Table 2	IP: Empowerment and Autonomy	
		404	CC:303 Table 3	IP: Entrepreneur Characteristics	
		405	CC:604 Table 1	IP: Effects of Culture	
		406	CC:604 Table 2	IP: Organizational change	
	407	CC:604 Table 3	IP: Gender and Careers		
		10:40am	485	CC:201 Table 1	IP: Traits and Performance
			486	CC:201 Table 2	IP: Organizational Trust
			487	CC:201 Table 3	IP: Service Quality
			488	CC:204 Table 1	IP: Politics and Influence
			489	CC:204 Table 2	IP: Commitment and Turnover
			490	CC:204 Table 3	IP: Leading Change
			491	CC:303 Table 1	IP: Networking
			492	CC:303 Table 2	IP: Organizational Risk
			493	CC:303 Table 3	IP: Property Rights
			494	CC:604 Table 1	IP: Organizational Image
			495	CC:604 Table 2	IP: Organizational Citizenship
		496	CC:604 Table 3	IP: Work-Family Conflict	
		12:20pm	559	CC:201 Table 1	IP: Specificity and Human Capital
			560	CC:201 Table 2	IP: Resistance and Mobility
			561	CC:201 Table 3	IP: Enduring Leadership
			562	CC:204 Table 1	IP: Decline and Ascension
			563	CC:204 Table 2	IP: Multinational Management
			564	CC:204 Table 3	IP: Negative Experiences
			565	CC:204 Table 4	IP: Knowledge Transfer
			566	CC:303 Table 1	IP: Integrity and Misconduct
			567	CC:303 Table 2	IP: Gender and Influence
			568	CC:303 Table 3	IP: Psychological Contracts
			569	CC:303 Table 4	IP: Leadership and Trust
		570	CC:604 Table 1	IP: Change and Dominance	
		571	CC:604 Table 2	IP: Strategic Entrepreneurship	
		572	CC:604 Table 3	IP: Public Organizations	
	573	CC:604 Table 4	IP: Government Regulation		
	2:30pm	630	CC:201 Table 1	IP: Strategic Formation	
		631	CC:201 Table 2	IP: Innovation and Networks	
		632	CC:201 Table 3	IP: Sourcing and Governance	
		633	CC:204 Table 1	IP: Coping with Stress	
		634	CC:204 Table 2	IP: Leading with Spirit	
		635	CC:204 Table 3	IP: Acquisition Performance	
		636	CC:204 Table 4	IP: Employee Well-Being	
		637	CC:303 Table 1	IP: Learning and Innovation	
		638	CC:303 Table 2	IP: Technology Sourcing	
		639	CC:303 Table 3	IP: Innovation Enhancement	
		640	CC:604 Table 1	IP: Innovation Networks	
	641	CC:604 Table 2	IP: Beliefs in HR Systems		
	642	CC:604 Table 3	IP: Organizational Support		
	643	CC:604 Table 4	IP: Team Skills		

4:10pm	698	CC:201 Table 1	IP: Website Configuration	
	699	CC:201 Table 2	IP: Student Projects	
	700	CC:201 Table 3	IP: Internet Transactions	
	701	CC:201 Table 4	IP: Technology and Innovation	
	702	CC:204 Table 1	IP: Strategic Decision Making	
	703	CC:204 Table 2	IP: Human Resource Management	
	704	CC:204 Table 3	IP: Technology and Innovation	
	705	CC:204 Table 4	IP: Ecology and Space	
	706	CC:303 Table 1	IP: Global Diversification	
	707	CC:303 Table 2	IP: Measurement and Assessment	
708	CC:303 Table 3	IP: Team Diversity		
Tue	8:30am	791	CC:201 Table 1	IP: Competitive Environments
		792	CC:201 Table 2	IP: Systems Conflict
		793	CC:201 Table 3	IP: Hospital Environments
		794	CC:204 Table 1	IP: Resource Acquisition
		795	CC:204 Table 2	IP: Internationalization Strategy
		796	CC:204 Table 3	IP: CEO Power and Compensation
10:30am	859	CC:201 Table 1	IP: Market Entry Strategies	
	860	CC:201 Table 2	IP: Cross-Cultural Management	
	861	CC:201 Table 3	IP: Communication Media	
	862	CC:201 Table 4	IP: Entrepreneurship and Behavior	
	863	CC:204 Table 1	IP: Strategy and Middle Management	
	864	CC:204 Table 2	IP: Entrepreneurial Challenges	
	865	CC:204 Table 3	IP: Risk Assessment	
	866	CC:204 Table 4	IP: Culture and Careers	
	867	CC:303 Table 1	IP: Organizational Transformation	
	868	CC:303 Table 2	IP: Start-Up Growth	
	869	CC:303 Table 3	IP: Competitive Assessment	
	870	CC:604 Table 1	IP: Social Capital	
	871	CC:604 Table 2	IP: Roles and Spirituality	
	872	CC:604 Table 3	IP: Integrity and Trust	
2:30pm	935	CC:201 Table 1	IP: Stakeholder Management	
	936	CC:201 Table 2	IP: Organizational Identity	
	937	CC:201 Table 3	IP: Social Responsiveness	
	938	CC:201 Table 4	IP: Cross-Cultural Leadership	
	939	CC:204 Table 1	IP: Stakeholders and Governance	
	940	CC:204 Table 2	IP: Strategy and Environment	
	941	CC:204 Table 3	IP: Risk and Strategic Investment	
	942	CC:204 Table 4	IP: Non-Profit Governance	
	943	CC:303 Table 1	IP: Turnover and Change	
	944	CC:303 Table 2	IP: Opportunity Recognition	
	945	CC:303 Table 3	IP: Governance and IPOs	
	946	CC:604 Table 1	IP: Governance and Performance	
	947	CC:604 Table 2	IP: Venture Capital and Start-Ups	

Caucuses

Caucuses Chair: Daniel Z. Levin, Rutgers U.

Day	Start	#	Location	Session Information
	4:10pm	987	CC:201 Table 1	CAU: Challenges of Virtuous Choices
		988	CC:201 Table 2	CAU: Transformative Cooperation
		989	CC:201 Table 3	CAU: Business and World Benefit
		990	CC:201 Table 4	CAU: Work Redesign for Flexibility
		991	CC:204 Table 1	CAU: Law & Management
		992	CC:204 Table 2	CAU: Faculty Evaluation Systems
		993	CC:204 Table 3	CAU: Tacit Knowledge in Health Care
		994	CC:303 Table 1	CAU: Impact of Workforce Trends
		995	CC:303 Table 2	CAU: Corporate Coach Certification
		996	CC:303 Table 3	CAU: Impact of Violence & Terrorism
		997	CC:310	CAU: Emonet: The Emotions Network
		998	CC:604 Table 1	CAU: Contingent Work: International
		999	CC:604 Table 2	CAU: "Post-Heroic" Leadership
		1000	CC:604 Table 3	CAU: Managing Alliances

Academy Arts: Democracy in a Knowledge Economy

Program Chair: Mark Pruett, Appalachian State U.

Day	Start	#	Location	Session Information
Sun	12:00pm	309	CC:4A Exhibit Hall/Academy Arts	AcademyArts: Seattle 2003
Mon	10:00am	453	CC:4A Exhibit Hall/Academy Arts	AcademyArts: Seattle 2003
Tue	10:00am	833	CC:4A Exhibit Hall/Academy Arts	AcademyArts: Seattle 2003

Business Policy and Strategy

Program Chair: Margaret A. Peteraf, Dartmouth College
 Professional Development Workshop Chair: James D. Westphal, U. of Texas, Austin

Day	Start	#	Location	Session Information	
Fri	2:00pm	24	WE:Olympic	RBV Research Development	
	5:00pm	35	WE:St. Helens	BPS Doctoral Consortium	
Sat	7:00am	52	WE:Cascade 1 (A)	BPS Doctoral Consortium	
	8:00am	61	CC:617	BPS New Faculty Consortium	
		62	WE:Blakely	Business/Competitive Strategy	
	8:30am	87	WE:Olympic	SPDW: The Advantage of Prior Ties	
		88	WE:Orcas	SPDW: Coping with Limited Resources	
	9:00am	99	CC:607	SPDW: Professional Service Firms	
	11:00am	121	WE:Cascade 1 (C)	SPDW: Integrative Strategy Courses	
	1:30pm	159	WE:Blakely	SPDW: Innovation & Entrepreneurship	
	Sun	7:00am	216	WE:St. Helens	BPS Doctoral Consortium
		8:00am	227	WE:Vashon	BPS New Faculty Consortium
228			WE:Grand Crescent	SPDW: Leadership and Governance	
238			SH:Juniper Room	SPDW: Learn to Teach with Cases	
8:30am		248	WE:Cascade 1 (A)	International Strategy	
		249	SH:Grand Ballroom A	SPDW: Learning & Strategy	
8:45am		257	WE:Cascade 1 (C)	SPDW: BPS Dissertation Workshop	
9:00am		264	WE:Whidbey	SPDW: Emerging Markets	
Mon		8:30am	373	CC:4A Exhibit Hall/BPS	Business Level Strategy
			374	CC:4A Exhibit Hall/BPS1	Strategy and Vertical Chain
	375		WE:Cascade 1 (A)	Knowledge, Learning, Alliance	
	376		WE:Cascade 1 (B)	Routines, Replication	
	377		WE:Elliott Bay	Competitive Strategy Dynamics	
	378		WE:Grand Crescent	Strategy, Resource Allocation	
	379		WE:Vashon I	Strategic Decision Processes	
	380		WE:Vashon II	Executive Succession	
	381		CC:602/603	SHCS: Network Markets and Bandwagons	
	396		CC:201 Table 1	IP: Trust in Alliances	
	397		CC:201 Table 2	IP: Workplace Democracy	
	398		CC:201 Table 3	IP: Multi-Market Rivalry	
	429		CC:205	SIT: Ethical Perspectives	
	10:40am	460	CC:4A Exhibit Hall/BPS	Industry Structure Analysis	
		461	CC:4A Exhibit Hall/BPS1	Interorganizational Relations	
		462	CC:4A Exhibit Hall/BPS2	Absorptive Capacity	
		463	WE:Cascade 1 (A)	Managerial Cognition	
		464	WE:Cascade 1 (B)	M&A Integration	
		465	WE:Elliott Bay	Boundaries for the RBV	
		466	WE:Grand Crescent	Alliances and Knowledge Flows	
467	WE:Vashon I	Entrepreneurship and IPOs			
468	WE:Vashon II	Who are the "Upper Echelons"?			
486	CC:201 Table 2	IP: Organizational Trust			
526	CC:211	SIT: Top Management & Teams			

12:20pm	537	CC:4A Exhibit Hall/BPS	Decisions, Risk, Uncertainty		
	538	CC:4A Exhibit Hall/BPS1	Knowledge-Based Strategies		
	539	WE:Cascade 1 (A)	Shareholder, Stakeholder Value		
	540	WE:Cascade 1 (B)	Strategic Groups, Clusters		
	541	WE:Vashon I	Real Options		
	542	WE:Vashon II	Linkages in Innovation		
	543	CC:619/620	SHCS: Geographic Strategies		
	544	CC:611/612	SHCS: Modular Emergence?		
	545	WE:Elliott Bay	JS: Learning in Alliances		
	559	CC:201 Table 1	IP: Specificity and Human Capital		
	571	CC:604 Table 2	IP: Strategic Entrepreneurship		
587	CC:602/603	SHCS: Institutional Change			
2:30pm	609	CC:4A Exhibit Hall/BPS	Strategy at the Top		
	610	WE:Cascade 1 (A)	Ownership Form, Firm Performan		
	611	WE:Cascade 1 (B)	Competitive Dynamics		
	612	WE:Elliott Bay	Dynamic Resource-Based Theory?		
	613	WE:Vashon I	Strategy and Social Concerns		
	614	WE:Vashon II	Diversification		
	630	CC:201 Table 1	IP: Strategic Formation		
	631	CC:201 Table 2	IP: Innovation and Networks		
	632	CC:201 Table 3	IP: Sourcing and Governance		
	635	CC:204 Table 3	IP: Acquisition Performance		
	4:10pm	678	CC:4A Exhibit Hall/BPS	Strategic Alliances	
679		WE:Cascade 1 (A)	Alliances and Acquisitions		
680		WE:Cascade 1 (B)	Capabilities, Transaction Cost		
681		WE:Vashon I	Venture Capital		
682		WE:Vashon II	Technology Change/Innovation		
683		CC:609/610	SHCS: 10 Year Hambrick Retrospective		
684		WE:Elliott Bay	JS: Governing Information Commons		
702		CC:204 Table 1	IP: Strategic Decision Making		
735		CC:210	SIT: Mergers and Acquisitions		
738		WE:Elliott Bay	Mid Career Network		
5:30pm	738	WE:Elliott Bay	Mid Career Network		
Tue	8:30am	769	WE:Cascade 1 (A)	Competitive Advantage	
		770	WE:Cascade 1 (B)	Knowledge Management	
		771	WE:Vashon I	Alliance Experience	
		772	WE:Vashon II	Market Entry	
		773	WE:Elliott Bay	JS: The Small Worlds of Technology	
		791	CC:201 Table 1	IP: Competitive Environments	
		794	CC:204 Table 1	IP: Resource Acquisition	
		796	CC:204 Table 3	IP: CEO Power and Compensation	
		815	CC:602/603	SHCS: Marketing and Public Agencies	
		818	CC:205	SIT: Organizational Networks	
		820	CC:211	SIT: Compensation and Incentives	
		10:30am	835	CC:4A Exhibit Hall/BPS	Strategy and Firm Performance
			836	CC:4A Exhibit Hall/BPS1	Resources and Capabilities
837	WE:Cascade 1 (A)		Strategy Turbulent Environment		
838	WE:Cascade 1 (B)		Strategy in Multi-Business		
839	WE:Vashon I		Alliance Coalitions, Networks		
840	WE:Vashon II		Corporate Governance, Agency		
842	WE:Elliott Bay		JS: Know Trans & Firm Life Cycle		
859	CC:201 Table 1		IP: Market Entry Strategies		
863	CC:204 Table 1		IP: Strategy and Middle Management		
876	CC:602/603		SHCS: Newman/Ansoff Reception		
899	CC:211		SIT: Technology Management		
841	CC:2B		JS: Knowledge Exchange/Org Bounds		

	2:30pm	910	CC:4A Exhibit Hall/BPS	Corporate Strategy
		911	CC:4A Exhibit Hall/BPS1	Technology Strategy
		912	WE:Cascade 1 (A)	Learning, Forgetting, Knowing
		913	WE:Cascade 1 (B)	Sustainable Advantage
		914	WE:Vashon I	Dynamics, Structure, Alliance
		915	WE:Vashon II	Innovation, Technology Adoption
		916	CC:609/610	SHCS: Governance and Performance
		939	CC:204 Table 1	IP: Stakeholders and Governance
		940	CC:204 Table 2	IP: Strategy and Environment
		941	CC:204 Table 3	IP: Risk and Strategic Investment
		943	CC:303 Table 1	IP: Turnover and Change
		946	CC:604 Table 1	IP: Governance and Performance
		971	CC:205	SIT: Institutional Perspectives
	4:10pm	979	CC:4A Exhibit Hall/BPS	Org Decision Processes
		980	CC:4A Exhibit Hall/BPS1	Functional Strategies
		981	WE:Cascade 1 (A)	E-Commerce Strategy
		982	WE:Cascade 1 (B)	Resources, Growth, Survival
		983	WE:Elliott Bay	BPS Outstanding Educator
		984	WE:Vashon I	Vertical Integration Strategy
		985	WE:Vashon II	Compensation and Governance
		1004	CC:609/610	SHCS: Evolution of New Venture TMTs
		1040	CC:205	SIT: Global Management
		1041	CC:210	SIT: Corruption and Fraud
	5:30pm	1047	WE:Elliott Bay	BPS Business Meeting
	6:30pm	1059	WE:Elliott Bay	BPS Social Hour
Wed	8:30am	1074	WE:Cascade 1 (A)	Relationships
		1075	WE:Cascade 1 (B)	Governance of Transactions
		1076	WE:Vashon I	Using Resources in M&As
		1077	WE:Vashon II	Capability Sourcing
		1078	WE:Grand Crescent	JS: Strategic Challenges for MBOs
		1079	CC:611/612	SHCS: Experience (Not Just Learning)
		1080	WE:Elliott Bay	JS: Communities of Practice
		1081	CC:619/620	SHCS: Unlocking Strategy Creation
		1102	CC:602/603	SHCS: Resource Dependence Theory
	10:40am	1117	WE:Cascade 1 (A)	Multi-National Enterprises
		1118	WE:Cascade 1 (B)	Dynamic Capabilities
		1119	WE:Vashon I	R-B Perspectives, Performance
		1120	WE:Vashon II	Equity-Based Incentives
		1121	WE:Elliott Bay	JS: Corporate Governance Failures
		1132	CC:609/610	SHCS: Dialogue between RBV and IM
		1148	CC:602/603	SHCS: Corporations and New Ventures
	12:20pm	1150	WE:Cascade 1 (A)	Strategic Change
		1151	WE:Cascade 1 (B)	Knowledge Transfer and Change
		1160	CC:205	SIT: Determining Performance

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Careers

Program Chair: Yehuda Baruch, U. of East Anglia
 Professional Development Workshop Chair: Cherlyn S. Granrose, Berry College

Day	Start	#	Location	Session Information
Fri	1:00pm	7	HY:Washington	Project Management of Careers
Sat	7:00am	53	OS:Outdoors, North Seattle	Fly High - Challenge by Choice
	8:00am	63	WE:Baker	Project Management of Careers
	10:00am	112	SH:Room 426	SPDW: Technology & New Ed Experience
	11:00am	122	CC:620	Careers at Smaller Schools
	3:00pm	175	WE:Orcas	SPDW: Mentoring Tools and Techniques
	4:00pm	183	HY:Sealth	Project Management of Careers
Sun	8:00am	229	RL:San Juan	SPDW: Careers in N.A. for Non-N.A.s
		236	CC:605	SPDW: U.S. Educators Overseas
	9:00am	270	HY:Washington	SPDW: Life In A Different Lane
	10:00am	282	RL:Whidbey	SPDW: Book Writing & Faculty Careers
		284	SH:West Room B	SPDW: Learn to review from the best
	10:30am	300	RL:Bainbridge	Collaboration Across Borders
Mon	8:30am	382	RL:Bainbridge	JS: Perspectives on Career Success
		383	CC:611/612	SHCS: Boundaryless/Protean careers
		401	CC:204 Table 3	IP: Career Success
		402	CC:303 Table 1	IP: Careers and Boundaries
		403	CC:303 Table 2	IP: Empowerment and Autonomy
		407	CC:604 Table 3	IP: Gender and Careers
	10:40am	469	RL:San Juan	Career Identities
		477	RL:Bainbridge	JS: Gender and Organization
		485	CC:201 Table 1	IP: Traits and Performance
		489	CC:204 Table 2	IP: Commitment and Turnover
		510	SH:West Room A	JS: Job Loss and Reemployment
	12:20pm	546	RL:San Juan	Developing Career
		547	RL:Bainbridge	JS: Diversity and Mentorships
		560	CC:201 Table 2	IP: Resistance and Mobility
		588	WE:Cascade 2	JS: Identity, Ties, and Transition
	2:30pm	615	RL:San Juan	Career Strategies
		616	CC:602/603	SHCS: Women's Entrepreneurship
		617	RL:Bainbridge	JS: Trends in Leadership Developme
		629	CC:401	JS: Global Careers
		633	CC:204 Table 1	IP: Coping with Stress
	655	SH:West Room A	JS: Occupational Status	
	662	CC:619/620	SHCS: Relationship Enrichment	
	668	CC:205	SIT: Organizational Justice	
4:10pm	685	CC:4A Exhibit Hall/CAR	Contemporary Careers	
	686	RL:San Juan	Supportive Career	
	687	CC:611/612	SHCS: Is Japan Changing?	
	697	CC:2B	JS: Int'l. Career Self-Management	
Tue	8:30am	774	RL:San Juan	Teaching Careers
		781	RL:Bainbridge	JS: In and Out of the Closet
		782	CC:619/620	SHCS: Career Progression & Diversity
		818	CC:205	SIT: Organizational Networks
	10:30am	843	RL:San Juan	Organizational Career Systems
		851	RL:Bainbridge	JS: New Dimensions of Diversity
	866	CC:204 Table 4	IP: Culture and Careers	

	2:30pm	917	RL:San Juan	Human Capital Careers
		918	RL:Bainbridge	JS: Military Leadership
		930	RL:Emerald 3	JS: Diversity and Leaky Pipelines
		938	CC:201 Table 4	IP: Cross-Cultural Leadership
		973	CC:211	SIT: Managing in China
	4:10pm	986	RL:San Juan	Career Directions
		1006	RL:Bainbridge	JS: Diversity Practitioners
	5:30pm	1048	RL:San Juan	CAR Business Meeting
	6:30pm	1061	RL:Bainbridge	CAR Social Hour
Wed	8:30am	1082	RL:San Juan	Career & Commitment
		1083	RL:Bainbridge	JS: Career Exploration
	10:40am	1122	RL:San Juan	CarFest- From Past to Future
		1129	CC:611/612	SHCS: IT Careers and Org Learning

Careers Acknowledgements

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Gedaliahu H. Harel - In Memoriam

Gedaliahu (Gadi) H. Harel was born in 1940, and earned his BA from the Hebrew University, Jerusalem (1968), MBA from SUNY at Buffalo (1970) and Ph.D. from Michigan State University (1974). In 1999 he earned the rank of Associate Professor in the Technion, his home institution throughout his career, where he served in many roles, including Associate Dean for Academic Studies. He also held visiting posts at Michigan State University (1980), UCLA (1981), Canisius College (1985) and the University of Calgary (1990-1992).

His research focused on employment relations, publishing in leading journals such as Academy of Management Journal, Industrial Relations, and Human Resource Management. Above all, Gadi was a great human being, who knew how to give. He passed away in Haifa, Israel, on January 13, 2003, and is survived by his wife and three children. Gadi was full of love for life and people. God bless his memory.

Conflict Management

Program Chair: Sally Blount-Lyon, New York U.
Professional Development Workshop Chair: Catherine H Tinsley, Georgetown U.

Day	Start	#	Location	Session Information
Sat	8:00am	64	SH:Douglas Room	Jr. Faculty Research Incubator
	9:00am	98	SH:Aspen Room	SPDW: Building and Rebuilding Trust
		104	CC:401	SPDW: Status of Crisis Management
Sun	8:30am	250	SH:East Room B	CMD Community Training
		251	SH:Room 416	Conflict and Relationships
	10:00am	284 289	SH:West Room B CC:203	SPDW: Learn to review from the best SPDW: Stakeholders in Conflict
Mon	8:30am	384	SH:Cedar Room	Trust and Ethics
		415	CC:619/620	SHCS: Justice for All?
	10:40am	470	CC:4A Exhibit Hall/CM	Contexts of Trust and Fairness
		471	SH:Cedar Room	Bargaining and Game Behavior
	12:20pm	548	SH:Cedar Room	Perceptions and Tactics
	2:30pm	618	SH:Cedar Room	Dark Side of Democracy
		668	CC:205	SIT: Organizational Justice
4:10pm	688 719 736	SH:Cedar Room SH:West Room A CC:211	Negotiation and Communication JS: Cutting Edge Ideas in Justice SIT: Emotions in Organizations	
Tue	8:30am	775	SH:Aspen Room	JS: Restoring Trust
		792	CC:201 Table 2	IP: Systems Conflict
	10:30am	844	SH:Cedar Room	Emotion, Arousal, Conflict
		872	CC:604 Table 3	IP: Integrity and Trust
	2:30pm	919	SH:Cedar Room	Status, Identity, Respect
	4:10pm	1001	SH:Cedar Room	Cross-Cultural Negotiation
	5:45pm	1055	SH:Cedar Room	CM Business Meeting
6:45pm	1065	SH:Aspen Room	CM Division Social Hour	
Wed	8:20am	1073	CC:615/616	JS: Deviance Across Cultures
	8:30am	1084	SH:Cedar Room	Social Context and Conflict
		1089	CC:609/610	SHCS: Gender & Org'l Processes

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Critical Management Studies

Program Chair: David Jacobs, Hood College
 Professional Development Workshop Chair: Stephen J. Jaros, Southern U.

Day	Start	#	Location	Session Information	
Sat	9:00am	102	SH:Room 424	SPDW: Crafting Qualitative Fieldwork	
	1:00pm	138	CC:605	Critical Management Education	
		139	CC:607	Doctoral Consortium: Careers	
		157	CC:401	SPDW: Network Knowledge Creation	
	4:00pm	184	CC:607	Doctoral Consortium: Research	
	6:00pm	205	CC:607	CMS Social	
Sun	8:00am	230	CC:608	SPDW: Critical Communication	
	10:00am	290	SH:Madrona Room	SPDW: Panel on Critique & Ethics	
Mon	8:30am	385	CC:615/616	CMS & Organization Consulting	
		397	CC:201 Table 2	IP: Workplace Democracy	
		400	CC:204 Table 2	IP: Critical Perspectives	
	10:40am	472	CC:212	CMS Free Session	
		477	RL:Bainbridge	JS: Gender and Organization	
	12:20pm	549	CC:4A Exhibit Hall/CMS	Critical Frames	
		560	CC:201 Table 2	IP: Resistance and Mobility	
		595	CC:211	SIT: Gender Matters	
	2:30pm	619	CC:212	Rethinking Corp. Social Resp.	
		636	CC:204 Table 4	IP: Employee Well-Being	
		620	CC:2B	JS: Paradox and Dialectics	
		663	CC:607	JS: Problematizing Sustainability	
		669	CC:210	SIT: Organizational Change	
	4:10pm	689	CC:212	CMS Business	
		690	CC:4A Exhibit Hall/CMS	Critical Research	
710		SH:Aspen Room	JS: Discourse and Knowledge		
5:30pm	740	CC:212	CMS Social Hour		
Tue	8:30am	776	CC:3B	Keynote Address	
		796	CC:204 Table 3	IP: CEO Power and Compensation	
		812	CC:609/610	SHCS: Toxic Emotions at Work	
		815	CC:602/603	SHCS: Marketing and Public Agencies	
		819	CC:210	SIT: International Management	
	10:30am	845	CC:212	Theorizing Control	
		846	CC:4A Exhibit Hall/CMS	Critical Int'l Frames	
		895	CC:609/610	SHCS: Pied Piper or Pipe Dream?	
		898	CC:210	SIT: Macro Learning	
	2:30pm	920	CC:212	Critical Perspectives on Software and In...	
		921	CC:3B	Management Fads and Fantasies	
		922	CC:2B	JS: In Age of Smart Network	
	4:10pm	1035	WE:Cascade 2	JS: Organizing Democracy	
	Wed	8:30am	1085	CC:212	CMS and Work
			1104	CC:205	SIT: Power in Organizations
1105			CC:211	SIT: Democracy at the Workplace	
10:40am		1133	SH:Aspen Room	JS: Aesthetics and Management	
		1135	HY:Menzies Suite	JS: Critters and Converts	

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Entrepreneurship

Program Chair: Andrew Zacharakis, Babson College
 Professional Development Workshop Chair: Timothy M Stearns, California State U., Fresno

Day	Start	#	Location	Session Information
Fri	12:00pm	5	WE:Vashon II	Entrepreneurship Doctoral
	12:30pm	6	WE:Fifth Avenue	Welcome
	1:00pm	8	SH:Douglas Room	Crossfire-Ent Leadership
		9	WE:St. Helens	Entr and Family Business Res
	2:30pm	27	WE:St. Helens	SPDW: Entr Mgt in Not for Profit
		28	WE:Fifth Avenue	SPDW: Difficult Conversations
	3:00pm	29	SH:Cirrus Ballroom	SPDW: Tech Commercial Workshop
	4:00pm	33	SH:Room 418	SPDW: Social Entrepreneurship
	7:00pm	49	OS:Local Restaurant	Doctoral Consortium Dinner
	Sat	7:30am	57	CC:307
8:00am		65	CC:310	Writing for Rejection
		66	CC:611	Case Research And Writing Work
9:30am		105	CC:605	SPDW: Ent & Tech Commercialization
11:00am		123	CC:310	Family Business Governance
12:00pm		130	CC:214	Endowed Chairs Luncheon
1:00pm		140	CC:310	Creativity-How To Think Harder
		147	WE:Adams	SPDW: Cognition and Entrepreneurship
1:30pm		159	WE:Blakely	SPDW: Innovation & Entrepreneurship
2:00pm		162	CC:611	Garage.com Bootcamp
2:30pm		168	CC:214	SPDW: Six Degrees of Tech Transfer?
3:00pm		175	WE:Orcas	SPDW: Mentoring Tools and Techniques
4:00pm		185	CC:214	SPDW: Entr for Community Turnarounds
6:00pm		206	CC:204	Division Social
Sun	7:30am	220	CC:205	Doctoral Consortium
		221	CC:212	Entrepreneurial Cognition
		222	CC:611	SPDW: Bus School & Community Action
	8:30am	249	SH:Grand Ballroom A	SPDW: Learning & Strategy
	9:00am	264	WE:Whidbey	SPDW: Emerging Markets
		265	CC:310	Systems and Tech Comm
		266	CC:611	SPDW: Nontraditional Academics
	10:30am	301	CC:204	SPDW: Venture Capital & Universities
		302	CC:211	SPDW: University-Based Tech Ent
	Mon	8:30am	386	CC:203
404			CC:303 Table 3	IP: Entrepreneur Characteristics
10:40am		473	CC:203	Resources
		474	CC:213	Entrepreneur Learning/Opportunity Recogn...
		492	CC:303 Table 2	IP: Organizational Risk
		525	CC:210	SIT: Organizational Leadership
12:20pm		550	CC:4A Exhibit Hall/ENT	Entrepreneurial Choices
		558	CC:2B	JS: Culture and Entrepreneurship
		561	CC:201 Table 3	IP: Enduring Leadership
		569	CC:303 Table 4	IP: Leadership and Trust
		571	CC:604 Table 2	IP: Strategic Entrepreneurship
2:30pm		616	CC:602/603	SHCS: Women's Entrepreneurship
		621	CC:203	Networks
		622	CC:213	Intentions
		623	CC:4A Exhibit Hall/ENT	Entrepreneurial Orientations
		638	CC:303 Table 2	IP: Technology Sourcing
	640	CC:604 Table 1	IP: Innovation Networks	

	4:10pm	691	CC:203	Worker Response to Constraints
		692	CC:602/603	SHCS: Gender and Entrepreneurship
		700	CC:201 Table 3	IP: Internet Transactions
		735	CC:210	SIT: Mergers and Acquisitions
	5:30pm	741	CC:615/616	ENT Division Business Meeting
	7:00pm	762	CC:615/616	ENT Reception
Tue	8:30am	777	CC:203	Venture Capital
		778	CC:213	International Entrepreneurship
		819	CC:210	SIT: International Management
		820	CC:211	SIT: Compensation and Incentives
	10:30am	847	CC:203	VC/Entrepreneur Interaction
		848	CC:213	Emerging Economies
		862	CC:201 Table 4	IP: Entrepreneurship and Behavior
		864	CC:204 Table 2	IP: Entrepreneurial Challenges
		865	CC:204 Table 3	IP: Risk Assessment
		868	CC:303 Table 2	IP: Start-Up Growth
	2:30pm	923	CC:203	New Firm Founding
		924	CC:213	Ent Research
		942	CC:204 Table 4	IP: Non-Profit Governance
		944	CC:303 Table 2	IP: Opportunity Recognition
		945	CC:303 Table 3	IP: Governance and IPOs
		947	CC:604 Table 2	IP: Venture Capital and Start-Ups
	4:10pm	1002	CC:203	Once the Fools Have Rushed In
		1003	CC:213	Technology Transfer
		1004	CC:609/610	SHCS: Evolution of New Venture TMTs
Wed	8:30am	1086	CC:203	Governance
		1087	CC:213	Industry Factors and Growth
	10:40am	1123	CC:203	Corporate Entrepreneurship
		1124	CC:213	Harvest/Exit
		1147	CC:205	SIT: Motivation in the Classroom
		1148	CC:602/603	SHCS: Corporations and New Ventures

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Gender and Diversity in Organizations

Program Chair: Bernardo M. Ferdman, Alliant International U.
Professional Development Workshop Chair: Martin N. Davidson, U. of Virginia

Day	Start	#	Location	Session Information
Fri	1:00pm	10	HY:Sealth	Doctoral Consortium I
		11	HY:Stevens	Hidden Identities Incubator
Sat	8:00am	67	RL:Lopez B	Culturally Aware Consulting
		68	WE:Vashon I	Doctoral Consortium II
	10:00am	112	SH:Room 426	SPDW: Technology & New Ed Experience
	3:00pm	175	WE:Orcas	SPDW: Mentoring Tools and Techniques
	4:00pm	188	SH:Room 428	SPDW: Diversity Flashpoints
	5:00pm	198	HY:Cayuse	A GDO Community Celebration
Sun	8:00am	231	RL:Emerald 3	Managing GLBT Identity
	10:00am	282	RL:Whidbey	SPDW: Book Writing & Faculty Careers
	7:00pm	360	SH:West AB	LGBT & Friends Reception
Mon	7:45am	363	RL:Emerald 3	GDO Breakfast
	8:30am	387	CC:4A Exhibit Hall/CAR	Work/Life Issues
		388	RL:Orcas	Identity and Diversity
		405	CC:604 Table 1	IP: Effects of Culture
		407	CC:604 Table 3	IP: Gender and Careers
		430	CC:210	SIT: Trust in Organizations
	10:40am	475	CC:4A Exhibit Hall/GDO	Addressing Diversity
		476	RL:Orcas	Diversity in Groups and Orgs
		477	RL:Bainbridge	JS: Gender and Organization
		525	CC:210	SIT: Organizational Leadership
		526	CC:211	SIT: Top Management & Teams
	12:20pm	547	RL:Bainbridge	JS: Diversity and Mentorships
		551	CC:4A Exhibit Hall/GDO	Gender Differences
		567	CC:303 Table 2	IP: Gender and Influence
		568	CC:303 Table 3	IP: Psychological Contracts
		595	CC:211	SIT: Gender Matters
	12:50pm	598	RL:Orcas	Diversity Initiatives
	2:30pm	616	CC:602/603	SHCS: Women's Entrepreneurship
		624	RL:Orcas	The Future of Diversity
		633	CC:204 Table 1	IP: Coping with Stress
643		CC:604 Table 4	IP: Team Skills	
4:10pm	692	CC:602/603	SHCS: Gender and Entrepreneurship	
	693	RL:Orcas	GDO and WIM: Our 20th Year	
	708	CC:303 Table 3	IP: Team Diversity	
5:30pm	742	RL:Orcas	Business Meeting	
6:30pm	756	RL:Bainbridge	GDO Social Hour	
Tue	8:30am	779	CC:4A Exhibit Hall/GDO	Group/Team Diversity
		780	RL:Orcas	Gendered Processes in Orgs
		781	RL:Bainbridge	JS: In and Out of the Closet
		782	CC:619/620	SHCS: Career Progression & Diversity
	10:30am	849	CC:4A Exhibit Hall/GDO	Gender and Leadership
		850	RL:Orcas	Disabilities at Work
		851	RL:Bainbridge	JS: New Dimensions of Diversity
	2:30pm	918	RL:Bainbridge	JS: Military Leadership
		925	CC:4A Exhibit Hall/GDO	Careers, Gender, and Diversity
		926	RL:Orcas	Work/Family Interface
		930	RL:Emerald 3	JS: Diversity and Leaky Pipelines
	4:10pm	1005	RL:Orcas	Gender and Occupational Equity
		1006	RL:Bainbridge	JS: Diversity Practitioners

Wed	8:30am	1088	RL:Orcas	Discrimination in Orgs
		1089	CC:609/610	SHCS: Gender & Org'l Processes
	10:40am	1125	RL:Orcas	Creativity and Democracy
		1126	RL:Bainbridge	JS: Gender Harassment
		1128	CC:619/620	SHCS: Family-Friendly Supports
	12:20pm	1160	CC:205	SIT: Determining Performance

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Health Care Management

Program Chair: Kathryn H. Dansky, Pennsylvania State U.
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Day	Start	#	Location	Session Information
Fri	3:00pm	30	SH:Room 424	SPDW: Being an excellent reviewer
Sat	7:30am	58	WE:Cascade 1 (B)	HCMD Continental Breakfast
	8:30am	89	WE:Adams	Navigating Landscape of HCM
	10:30am	117	WE:Cascade 2	Finding Research Collaborators
	1:00pm	141	WE:Orcas	HSR Caucus
		142	WE:Whidbey	Bioterrorism and HCM
		143	WE:Cascade 2	SPDW: Practitioner Collaborators
	3:00pm	171	WE:Cascade 2	Thriving & the Dissertation
	3:30pm	179	WE:Fifth Avenue	Supervising Dissertations
	5:30pm	201	WE:St. Helens	HCM Reception
	Sun	7:00am	217	WE:Olympic
8:00am		232	WE:Cascade 2	International HCM and Policy
		233	WE:Fifth Avenue	SPDW: Action Learning
10:00am		284	SH:West Room B	SPDW: Learn to review from the best
10:30am		303	WE:Fifth Avenue	Sustainable Research.
Mon	8:30am	389	WE:Whidbey	HCM Division Welcome
		405	CC:604 Table 1	IP: Effects of Culture
	8:40am	434	WE:Whidbey	Occupational Roles
	10:40am	478	WE:Whidbey	Stressful Work Environments
	12:20pm	552	CC:609/610	SHCS: Health Management and Theory
	2:30pm	625	CC:611/612	SHCS: Safety Net Collaboration
		669	CC:210	SIT: Organizational Change
	4:10pm	694	WE:Whidbey	HCM Distinguished Speaker
		707	CC:303 Table 2	IP: Measurement and Assessment
	5:30pm	743	WE:Whidbey	HCM Business Meeting
7:00pm	763	WE:Whidbey	HCM Reception	
Tue	8:30am	783	WE:Whidbey	Innovative HR Practices
		793	CC:201 Table 3	IP: Hospital Environments
	10:30am	852	WE:Whidbey	Org. Context and Quality
	2:30pm	927	WE:Whidbey	Studying Medical Errors
Wed	8:30am	1090	WE:Whidbey	Strategy & Performance
	10:40am	1127	WE:Whidbey	Network Effects

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Human Resources

Program Chair: Diana L. Deadrick, Old Dominion U.
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Day	Start	#	Location	Session Information	
Fri	9:00am	4	OS:Starbucks	Site Visit to Starbucks	
	1:00pm	12	HY:Sherman	The Impact of Terrorism	
		13	OS:Wizards of the Coast	Wizards of the Coast sitevisit	
	3:00pm	30	SH:Room 424	SPDW: Being an excellent reviewer	
	3:30pm	32	HY:Blewett Suite	SPDW: Change from the Inside Out	
	6:00pm	44	SH:Room 428	SPDW: Case Method With A Twist or 2	
Sat	8:00am	69	CC:304	HR Jr. Faculty Consortium	
		70	CC:615	HR Doctoral Student Consortium	
		85	SH:Room 428	SPDW: Scale Development Workshop	
	9:00am	98	SH:Aspen Room	SPDW: Building and Rebuilding Trust	
		99	CC:607	SPDW: Professional Service Firms	
	9:30am	106	HY:Sherman	SPDW: Cross-Cultural HRM	
	10:00am	109	RL:Lopez A	HR Certification	
	10:30am	118	CC:606	Editor Roundtable	
	12:00pm	131	CC:308	HR Jr. Fac Consortium Luncheon	
	1:00pm	144	RL:Emerald 3	SPDW: Mentoring PhD Students	
		145	WE:St. Helens	SPDW: Personal/Career Transitions	
	3:30pm	180	RL:Lopez B	IHRM Research-An Asian Context	
	5:30pm	202	HY:Menzies Suite	HR Reception	
	Sun	7:30am	223	RL:Whidbey	HR Jr. Faculty Consortium
8:00am		234	CC:614	HR Doctoral Student Consortium	
		242	SH:Aspen Room	SPDW: Transforming Leadership	
9:00am		267	HY:Menzies Suite	Teaching Competencies@ B-Schls	
		270	HY:Washington	SPDW: Life In A Different Lane	
	271	SH:Douglas Room	SPDW: Identity and Identification		
Mon	8:20am	367	RL:Whidbey	JS: Cultural Dimensions Revisited	
	8:30am	382	RL:Bainbridge	JS: Perspectives on Career Success	
		383	CC:611/612	SHCS: Boundaryless/Protean careers	
		390	CC:4A Exhibit Hall/HR	Strategic HRM	
		391	CC:605/606	HRM and Entrepreneurship	
		403	CC:303 Table 2	IP: Empowerment and Autonomy	
		443	CC:2B	JS: HRM and IJV Effectiveness	
	10:40am	479	CC:4A Exhibit Hall/HR	Selection Methods	
		480	CC:605/606	Contextual HR and Performance	
		487	CC:201 Table 3	IP: Service Quality	
		496	CC:604 Table 3	IP: Work-Family Conflict	
		12:20pm	553	CC:605/606	HR Town Hall Meeting
			554	RL:Whidbey	JS: Global Leadership Perspectives
	567		CC:303 Table 2	IP: Gender and Influence	
	568		CC:303 Table 3	IP: Psychological Contracts	
	594		CC:210	SIT: Alternative Leadership	
	2:30pm	626	SH:Cirrus Ballroom	HR Division Ice Cream Social	
		629	CC:401	JS: Global Careers	
		633	CC:204 Table 1	IP: Coping with Stress	
		641	CC:604 Table 2	IP: Beliefs in HR Systems	
		642	CC:604 Table 3	IP: Organizational Support	
		643	CC:604 Table 4	IP: Team Skills	
		647	CC:609/610	SHCS: Employee Privacy	
		687	CC:611/612	SHCS: Is Japan Changing?	
	4:10pm	695	CC:4A Exhibit Hall/HR	HR's Best Paper Honorees	
		697	CC:2B	JS: Int'l. Career Self-Management	
		703	CC:204 Table 2	IP: Human Resource Management	

Human Resources

Tue	8:30am	784	CC:605/606	Knowledge Sharing and HRM
		785	RL:Whidbey	JS: International Compensation
		790	CC:2B	JS: The Love of Money and Deviance
		803	SH:West Room A	JS: Understanding Voice Behavior
		806	CC:607	JS: Competency and Performance
	10:30am	853	CC:4A Exhibit Hall/HR	Staffing Issues
		854	CC:605/606	Careers of the HIV Infected.
		855	RL:Emerald 3	JS: Employee Stock Options
		882	SH:West Room A	JS: Team Empowerment
	2:30pm	928	CC:4A Exhibit Hall/HR	Performance Management Issues
		929	CC:605/606	Relational Dimens. of Perf.
		930	RL:Emerald 3	JS: Diversity and Leaky Pipelines
		971	CC:205	SIT: Institutional Perspectives
	4:10pm	1007	CC:4A Exhibit Hall/HR	Compensation & Benefits
		1008	CC:605/606	Innovations in Teaching HRM
1009		RL:Whidbey	JS: Work and Employment in IT	
1028		SH:Aspen Room	JS: Using Extrinsic Incentives	
1029		SH:West Room A	JS: Job Embeddedness and Turnover	
5:30pm	1049	RL:Whidbey	HR Business Meeting	
6:30pm	1062	RL:Emerald 3	HR Social Hour	
Wed	8:30am	1083	RL:Bainbridge	JS: Career Exploration
		1126	RL:Bainbridge	JS: Gender Harassment
	10:40am	1128	CC:619/620	SHCS: Family-Friendly Supports
		1129	CC:611/612	SHCS: IT Careers and Org Learning
	12:20pm	1156	SH:West Room A	JS: Changing Nature of Performance

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Day	Start	#	Location	Session Information	
Fri	8:30am	3	OS:Ocean Kayaking	IMD Adventure	
	1:00pm	14	WE:Cascade 1 (B)	SPDW: International Qualitative Res.	
		19	SH:East Room B	SPDW: International Consulting Panel	
	6:00pm	43	SH:East Room B	Welcome to IM Division	
	8:00pm	51	SH:East Room B	Dinner with IMD EC	
Sat	7:00am	54	SH:Room 426	SPDW: Teaching across cultures	
	8:00am	72	CC:201	IM Junior Faculty Con.	
		73	CC:204	IMD Doctoral Consortium	
	8:30am	91	CC:303	SPDW: Cross Boundary Learning System	
	11:00am	126	CC:602	SPDW: Cross-Cultural Management	
	2:00pm	163	CC:602	SPDW: Researching Culture	
	6:00pm	207	CC:604	IM PDW Reception	
Sun	8:00am	229	RL:San Juan	SPDW: Careers in N.A. for Non-N.A.s	
		235	CC:201	International Case Studies	
		236	CC:605	SPDW: U.S. Educators Overseas	
	9:00am	264	WE:Whidbey	SPDW: Emerging Markets	
		268	CC:607	SPDW: Internet Collaboration	
	10:00am	283	CC:618	SPDW: Expanding the Borders	
		284	SH:West Room B	SPDW: Learn to review from the best	
	Mon	8:20am	367	RL:Whidbey	JS: Cultural Dimensions Revisited
		8:30am	392	CC:4A Exhibit Hall/IM	International Management
			393	CC:4A Exhibit Hall/IM1	Cross-cultural Leadership
394			CC:4A Exhibit Hall/IM2	International HRM	
395			CC:617	IM Division Welcome	
430			CC:210	SIT: Trust in Organizations	
431			CC:211	SIT: Strategic Alliances	
9:00am			440	CC:401	Korean Chaebols
		441	CC:617	Why Culture Matters	
		442	CC:618	MNC Network Advantage	
		443	CC:2B	JS: HRM and IJV Effectiveness	
		451	CC:2A	JS: New Technologies Exposition	
10:40am		481	CC:401	FDI: New Empirical Evidence	
		482	CC:617	International Leadership	
		483	CC:618	MNC Strategy and Performance	
		484	CC:609/610	SHCS: Knowledge Metrics & Method.	
		491	CC:303 Table 1	IP: Networking	
		493	CC:303 Table 3	IP: Property Rights	
		494	CC:604 Table 1	IP: Organizational Image	
		495	CC:604 Table 2	IP: Organizational Citizenship	
	524	CC:205	SIT: Organizational Culture		
	526	CC:211	SIT: Top Management & Teams		

	12:20pm	543	CC:619/620	SHCS: Geographic Strategies
		554	RL:Whidbey	JS: Global Leadership Perspectives
		555	CC:309	The IM Network
		556	CC:617	Managing MNCs
		557	CC:618	IJV and Alliance Performance
		558	CC:2B	JS: Culture and Entrepreneurship
		563	CC:204 Table 2	IP: Multinational Management
		564	CC:204 Table 3	IP: Negative Experiences
		565	CC:204 Table 4	IP: Knowledge Transfer
		592	CC:608	JS: International CSR
		593	CC:205	SIT: Organizational Innovation
		594	CC:210	SIT: Alternative Leadership
	2:30pm	627	CC:617	MNC's Intangible Assets
		628	CC:618	Foreign Direct Investment
		629	CC:401	JS: Global Careers
		640	CC:604 Table 1	IP: Innovation Networks
		670	CC:211	SIT: Virtual Teams
	4:10pm	687	CC:611/612	SHCS: Is Japan Changing?
		696	CC:401	Distinguished Scholar Forum
		697	CC:2B	JS: Int'l. Career Self-Management
		706	CC:303 Table 1	IP: Global Diversification
		708	CC:303 Table 3	IP: Team Diversity
		734	CC:205	SIT: Knowledge Management
	5:50pm	752	CC:617	Globalizing the Multinational
Tue	8:30am	785	RL:Whidbey	JS: International Compensation
		786	CC:4A Exhibit Hall/IM	Int'l. Alliances & Acquis.
		787	CC:4A Exhibit Hall/IM1	Perform. of Int'l. Operations
		788	CC:617	Control in International JVs
		789	CC:618	Evolution of Firms
		790	CC:2B	JS: The Love of Money and Deviance
		795	CC:204 Table 2	IP: Internationalization Strategy
		820	CC:211	SIT: Compensation and Incentives
	10:30am	856	CC:309	International HRM Strategies
		857	CC:617	Culture's Impact on Management
		858	CC:618	Learning Globally
		860	CC:201 Table 2	IP: Cross-Cultural Management
		898	CC:210	SIT: Macro Learning
		899	CC:211	SIT: Technology Management
		902	CC:611/612	SHCS: Knowledge Spaces and Practices
	2:30pm	931	CC:309	The IM Network
		932	CC:4A Exhibit Hall/IM	Int'l. Strategic Behavior
		933	CC:617	Real Time Research
		934	CC:618	International Strategy
		938	CC:201 Table 4	IP: Cross-Cultural Leadership
		942	CC:204 Table 4	IP: Non-Profit Governance
		973	CC:211	SIT: Managing in China
	4:10pm	1010	CC:4A Exhibit Hall/IM	Int'l. Job Satis. and Pay
		1011	CC:4A Exhibit Hall/IM1	Int'l. Learning and Exchange
		1012	CC:4A Exhibit Hall/IM2	Research on Globalization
		1013	CC:617	Richman Dissertation Finalists
		1020	CC:611/612	SHCS: International Net Partners
		1040	CC:205	SIT: Global Management
		1041	CC:210	SIT: Corruption and Fraud
		1042	CC:211	SIT: Corporate Governance
	5:30pm	1050	CC:618	IM Division Business Meeting
	7:00pm	1066	CC:2AB	IM Division Social
Wed	7:45am	1072	CC:309	Member Program Feedback
	8:20am	1073	CC:615/616	JS: Deviance Across Cultures
	8:30am	1078	WE:Grand Crescent	JS: Strategic Challenges for MBOs
		1104	CC:205	SIT: Power in Organizations

9:00am	1110	CC:309	Int'l Joint Venture Research
	1111	CC:617	Expatriate Effectiveness
	1112	CC:618	Evolution in MNCs
10:40am	1121	WE:Elliott Bay	JS: Corporate Governance Failures
	1130	CC:309	The IM Network
	1131	CC:618	Trust in Int'l Business
	1132	CC:609/610	SHCS: Dialogue between RBV and IM
12:20pm	1159	CC:607	JS: Teaching Business Ethics

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Management Consulting

Program Chair: Rickie Moore, E.M.LYON / ISEOR
 Professional Development Workshop Chair: Andreas Werr, Stockholm School of Economics

Day	Start	#	Location	Session Information
Fri	1:00pm	15	WE:Adams	Essential Consulting Skills
		19	SH:East Room B	SPDW: International Consulting Panel
	5:00pm	36	SH:Room 424	Process Management
	6:00pm	44	SH:Room 428	SPDW: Case Method With A Twist or 2
Sat	8:00am	74	CC:203	MC Special Application Skills
		75	CC:205	Research on Mgmt. Consulting
		76	CC:206	BEING a Management Consultant
	9:00am	96	CC:206	Internal Consultants' Success
	10:00am	111	CC:206	Cognitive Types
	11:00am	124	CC:203	Developing People and Groups
		125	CC:206	Group Emotional Intelligence
	1:00pm	146	CC:206	Executive Coaching
	1:30pm	160	CC:205	Consulting and Academia
		161	CC:304	Research-Consult Collaboration
	3:00pm	172	CC:206	Action Learning
		173	CC:304	Business Education Partnership
	4:30pm	194	CC:206	Appreciative Inquiry
	5:00pm	199	CC:304	SPDW: Teaching Consulting
Sun	8:00am	237	CC:610	Building Collaborative Org's
	8:30am	254	CC:401	SPDW: Five Approaches of Change
Mon	8:00am	364	CC:307	MC Welcome Breakfast
	8:30am	399	CC:204 Table 1	IP: Learning Communities
		408	CC:307	Networks, Knowledge & Control
	10:40am	487	CC:201 Table 3	IP: Service Quality
		490	CC:204 Table 3	IP: Leading Change
		497	CC:307	Public Service Consulting
		498	CC:4A Exhibit Hall/MC	Insights to Mgmt. Consulting
		499	CC:4A Exhibit Hall/MC1	Organization Change & Survival
		12:20pm	562	CC:204 Table 1
	584		CC:607	JS: Latest in Appreciative Inquiry
	2:30pm	617	RL:Bainbridge	JS: Trends in Leadership Developme
		636	CC:204 Table 4	IP: Employee Well-Being
		644	CC:307	KM through Consulting
	4:10pm	699	CC:201 Table 2	IP: Student Projects
709		CC:307	Improving Successful Leaders	
723		CC:619/620	SHCS: Art & Soul in Change	
5:30pm	744	CC:307	Business Meeting	
6:20pm	755	CC:307	Social Hour	
Tue	8:30am	797	CC:307	Organizations in Perspective
	10:30am	867	CC:303 Table 1	IP: Organizational Transformation
		871	CC:604 Table 2	IP: Roles and Spirituality
		873	CC:307	Leading and Managing Org.
	2:30pm	948	CC:307	Consulting and Democracy
4:10pm	1014	CC:307	Value-added through Consulting	
Wed	8:30am	1091	CC:307	Change in Times of Change

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Management Education and Development

Program Chair: Carolyn Wiley, Mercer Human Resource Consulting
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Day	Start	#	Location	Session Information	
Fri	1:00pm	14	WE:Cascade 1 (B)	SPDW: International Qualitative Res.	
		16	SH:Room 428	Learning Styles in MED	
		17	HY:Menzies Suite	SPDW: Case Method Teaching	
		20	WE:Cascade 2	SPDW: ExperienceCSR in the Classroom	
		22	SH:Aspen Room	SPDW: Action Research Workshop I	
	3:00pm	30	SH:Room 424	SPDW: Being an excellent reviewer	
		31	SH:Room 428	SPDW: Reflection as a learning tool	
	5:00pm	37	SH:East Room A	MED Welcome Reception	
		38	SH:Room 426	MD in the Arab world	
		40	SH:Cirrus Ballroom	SPDW: Action Research Workshop I	
	6:00pm	44	SH:Room 428	SPDW: Case Method With A Twist or 2	
		45	SH:Douglas Room	SPDW: Teaching Research Methods	
	Sat	7:00am	54	SH:Room 426	SPDW: Teaching across cultures
			55	SH:Room 418	SPDW: Teaching with Technology
8:00am		77	SH:Madrona Room	Learning in virtual groups	
		82	CC:213	SPDW: Building Collaborative Culture	
8:30am		93	OS:Northwest Harvest	SPDW: Service Learning	
9:00am		100	CC:212	SPDW: Teaching Without Textbooks	
		101	WE:Fifth Avenue	SPDW: Action Research Workshop II	
10:00am		112	SH:Room 426	SPDW: Technology & New Ed Experience	
		113	SH:Room 418	SPDW: Executive Doctoral Colloquium	
		114	HY:Menzies Suite	SPDW: Learn from Dialogical Inquiry	
12:00pm		132	SH:Madrona Room	SPDW: Buddhism in the workplace	
		134	HY:Sealth	SPDW: Making Service Work I	
1:00pm		149	CC:306	SPDW: Teaching Organizational Change	
		156	CC:606	SPDW: Action Research Workshop III	
2:00pm		165	WE:Baker	SPDW: Reality of Distance Education	
		166	CC:616	SPDW: Making Service Work II	
3:00pm		174	SH:Room 428	Getting Published in the J.M.E	
		175	WE:Orcas	SPDW: Mentoring Tools and Techniques	
3:30pm		182	CC:606	SPDW: Action Research Workshop IV	
4:00pm		187	SH:Room 418	The Leadership Game	
		188	SH:Room 428	SPDW: Diversity Flashpoints	
		189	SH:Room 426	SPDW: Teaching Boot Camp 101	
		191	CC:213	SPDW: Advocacy and the Academy	
		192	SH:Room 430	SPDW: Including Practice in Teaching	
6:00pm		208	SH:Room 428	Learning and Teaching Styles	
Sun		7:00am	218	CC:615	E-Media in Management
	7:30am	224	SH:Room 428	SPDW: Teaching Boot Camp 102	
	8:00am	238	SH:Juniper Room	SPDW: Learn to Teach with Cases	
	8:30am	255	CC:603	SPDW: Democratic Principles In Orgs	
	9:00am	268	CC:607	SPDW: Internet Collaboration	
		270	HY:Washington	SPDW: Life In A Different Lane	
		275	CC:609	SPDW: Action Research Workshop V	
	10:00am	282	RL:Whidbey	SPDW: Book Writing & Faculty Careers	
		284	SH:West Room B	SPDW: Learn to review from the best	
		285	SH:Cedar Room	SPDW: Learning from dialogic inquiry	
	10:30am	301	CC:204	SPDW: Venture Capital & Universities	
		305	CC:609	SPDW: Action Research Workshop VI	

Mon	8:30am	399	CC:204 Table 1	IP: Learning Communities
		403	CC:303 Table 2	IP: Empowerment and Autonomy
		409	SH:Grand Ballroom B	Welcome/Keynote: Chris Argyris
		429	CC:205	SIT: Ethical Perspectives
	10:40am	492	CC:303 Table 2	IP: Organizational Risk
		500	SH:Aspen Room	Films & Competency Development
		501	SH:Juniper Room	Management and Learning
		502	CC:611/612	SHCS: European Management Education
		506	HY:Menzies Suite	JS: How Then Shall We Serve Them?
	12:00pm	531	SH:Room 428	MED Past Presidents` Luncheon
	12:20pm	574	SH:Juniper Room	Merging Knowledge & Experience
		595	CC:211	SIT: Gender Matters
	2:30pm	645	SH:Juniper Room	Mgt Educators` Building Blocks
670		CC:211	SIT: Virtual Teams	
4:10pm	699	CC:201 Table 2	IP: Student Projects	
	707	CC:303 Table 2	IP: Measurement and Assessment	
	710	SH:Aspen Room	JS: Discourse and Knowledge	
	711	SH:Room 428	JS: Service Learning Perspectives	
	729	WE:Cascade 2	JS: The Nature of Managerial Work	
Tue	8:30am	798	SH:Room 428	MED: A Path to Democracy?
	10:30am	872	CC:604 Table 3	IP: Integrity and Trust
		874	SH:Juniper Room	Developing Managers & Teams
		875	SH:Aspen Room	JS: You Can Lead Students To Class
	2:30pm	949	SH:Aspen Room	Executive PhDs & DBA Programs
		950	SH:Juniper Room	Global Management Education
		972	CC:210	SIT: Learning Perspectives
	4:10pm	1015	CC:4A Exhibit Hall/MED	Using Film in Teaching
		1016	CC:4A Exhibit Hall/MED1	Global Issues in Mgt Education
		1017	CC:4A Exhibit Hall/MED2	Classroom Teaching Challenges
1018		CC:4A Exhibit Hall/MED3	Learning and Professional Dev	
1019		SH:Juniper Room	Web-enabled & Virtual Teaching	
1020		CC:611/612	SHCS: International Net Partners	
5:30pm	1051	SH:Juniper Room	Awards and Business Meeting	
7:00pm	1067	SH:Cirrus Ballroom	MED Division Social	
Wed	7:00am	1071	SH:Room 428	MED Division Breakfast Meeting
	8:30am	1092	SH:Juniper Room	Institutions of Education
	10:40am	1133	SH:Aspen Room	JS: Aesthetics and Management
		1147	CC:205	SIT: Motivation in the Classroom
12:20pm	1152	SH:Juniper Room	Adding Value in Mgt Education	

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Management History

Program Chair: Michele A. Govekar, Ohio Northern U.
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Day	Start	#	Location	Session Information
Fri	1:00pm	17	HY:Menzies Suite	SPDW: Case Method Teaching
Sat	8:00am	78	HY:Stevens	Teaching Mgt History
	10:30am	119	HY:Stevens	SPDW: Mgt History in the PhD Program
	12:30pm	135	HY:Stevens	SPDW: Data Mining as a Research Tool
	2:00pm	164	CC:211	Critical Issues in Publishing
	3:30pm	181	CC:303	West Series 25th Anniversary
Sun	8:00am	239	CC:304	SPDW: "Shop Mgt" 100th Anniversary
	9:00am	269	CC:303	SPDW: Cyert & March 40th Anniversary
Mon	8:30am	410	HY:Sealth	Welcome
		429	CC:205	SIT: Ethical Perspectives
	9:00am	444	HY:Blewett Suite	People
	10:40am	502	CC:611/612	SHCS: European Management Education
		503	HY:Blewett Suite	Strategy
	12:20pm	562	CC:204 Table 1	IP: Decline and Ascension
		569	CC:303 Table 4	IP: Leadership and Trust
		572	CC:604 Table 3	IP: Public Organizations
		584	CC:607	JS: Latest in Appreciative Inquiry
	2:30pm	636	CC:204 Table 4	IP: Employee Well-Being
		646	HY:Blewett Suite	Democracy, Town Meeting
		647	CC:609/610	SHCS: Employee Privacy
		668	CC:205	SIT: Organizational Justice
4:10pm	712	HY:Blewett Suite	Bedeian: Greenwood Award	
	716	HY:Menzies Suite	JS: Are Markets Made in Heaven?	
	734	CC:205	SIT: Knowledge Management	
Tue	8:30am	799	CC:4A Exhibit Hall/MH	Learning from History
		820	CC:211	SIT: Compensation and Incentives
	10:30am	876	CC:602/603	SHCS: Newman/Ansoff Reception
		895	CC:609/610	SHCS: Pied Piper or Pipe Dream?
	2:30pm	936	CC:201 Table 2	IP: Organizational Identity
		951	HY:Blewett Suite	Labor
		957	CC:607	JS: Historical Research
		961	CC:2A	JS: Apprec Inquiry: 20-Year Review
	4:10pm	1021	HY:Sealth	Business Meeting
		1035	WE:Cascade 2	JS: Organizing Democracy
6:00pm	1057	HY:Blewett Suite	Reception	
Wed	8:30am	1105	CC:211	SIT: Democracy at the Workplace
	9:00am	1113	HY:Blewett Suite	Businesses

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Management Spirituality and Religion

Program Chair: Marjolein Lips-Wiersma, U. of Canterbury
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Day	Start	#	Location	Session Information
Fri	1:00pm	18	HY:Blewett Suite	Long Lasting Lean
	2:15pm	26	HY:Blewett Suite	Work as Calling
	3:30pm	32	HY:Blewett Suite	SPDW: Change from the Inside Out
	5:00pm	39	HY:Blewett Suite	Ignatian Principles for Mgmt
	7:00pm	50	HY:Blewett Suite	Introduction to Meditation
Sat	8:00am	79	HY:Blewett Suite	Morning Meditation
	9:30am	108	HY:Blewett Suite	SPDW: Community Wellness Initiative
	10:00am	114	HY:Menzies Suite	SPDW: Learn from Dialogical Inquiry
	12:00pm	132	SH:Madrona Room	SPDW: Buddhism in the workplace
	1:00pm	148	HY:Blewett Suite	Community Wellness Initiative
	3:00pm	176	HY:Stevens	MBA's and Spirituality
	4:30pm	195	HY:Blewett Suite	Complementing the Mgmt Core
Sun	8:00am	240	HY:Blewett Suite	Morning Meditation
	10:00am	284	SH:West Room B	SPDW: Learn to review from the best
		285	SH:Cedar Room	SPDW: Learning from dialogic inquiry
		286	HY:Blewett Suite	Doctoral Consortium
Mon	8:30am	399	CC:204 Table 1	IP: Learning Communities
		404	CC:303 Table 3	IP: Entrepreneur Characteristics
	9:00am	447	HY:Menzies Suite	Spirituality Based Practices
	10:40am	506	HY:Menzies Suite	JS: How Then Shall We Serve Them?
	12:20pm	575	HY:Menzies Suite	Spirituality and Democracy
	2:30pm	634	CC:204 Table 2	IP: Leading with Spirit
		650	HY:Menzies Suite	Spirituality and Leadership
	4:10pm	716	HY:Menzies Suite	JS: Are Markets Made in Heaven?
	723	CC:619/620	SHCS: Art & Soul in Change	
Tue	8:30am	790	CC:2B	JS: The Love of Money and Deviance
	9:00am	831	HY:Menzies Suite	Ind/Org Spiritual Development
	10:30am	867	CC:303 Table 1	IP: Organizational Transformation
		871	CC:604 Table 2	IP: Roles and Spirituality
		878	HY:Menzies Suite	Work as A Calling
	2:30pm	953	HY:Menzies Suite	Critical issues for MSR
	4:10pm	1024	HY:Menzies Suite	MSR Business Meeting
6:00pm	1058	HY:Cayuse	MSR Social	
Wed	9:00am	1115	HY:Menzies Suite	Spiritually Based Models
	10:40am	1135	HY:Menzies Suite	JS: Critters and Converts

Management Spirituality and Religion Acknowledgements

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Managerial and Organizational Cognition

Program Chair: Stephen Mezas, New York U.
Professional Development Workshop Chair: Pamela S. Barr, Georgia State U.

Day	Start	#	Location	Session Information
Fri	1:00pm	23	SH:Cedar Room	SPDW: Aesthetic Inquiry (I)
Sat	9:00am	97	WE:St. Helens	Managing Image and Identity
		103	SH:East Room A	SPDW: Planning Org Identity Research
	12:30pm	137	SH:East Room A	SPDW: Aesthetic Inquiry (II)
	1:00pm	147	WE:Adams	SPDW: Cognition and Entrepreneurship
		150	CC:603	SPDW: Studying Knowledge in Orgs
Sun	8:30am	252	WE:Elliott Bay	Cognition in the Rough VI
	9:00am	273	CC:613	SPDW: Constructing Knowledge: AOM
	10:00am	284	SH:West Room B	SPDW: Learn to review from the best
Mon	8:30am	397	CC:201 Table 2	IP: Workplace Democracy
		400	CC:204 Table 2	IP: Critical Perspectives
		405	CC:604 Table 1	IP: Effects of Culture
		411	CC:609/610	JS: Boundaries and Organizations
	9:00am	445	WE:Olympic	Organizational Identity
		446	WE:Orcas	Decision Making in Small Firms
	10:40am	488	CC:204 Table 1	IP: Politics and Influence
		490	CC:204 Table 3	IP: Leading Change
		494	CC:604 Table 1	IP: Organizational Image
		504	WE:Olympic	Leadership
		505	WE:Orcas	Field-Configuring Events
		524	CC:205	SIT: Organizational Culture
	12:20pm	560	CC:201 Table 2	IP: Resistance and Mobility
		562	CC:204 Table 1	IP: Decline and Ascension
		564	CC:204 Table 3	IP: Negative Experiences
		569	CC:303 Table 4	IP: Leadership and Trust
	12:50pm	599	WE:Olympic	Cognition in Networks
		600	WE:Grand Crescent	JS: Democracy and Social Identity
	1:00pm	602	WE:Orcas	Cutting Edge Cognition
	2:30pm	648	WE:Olympic	Cognitive Approaches
		649	WE:Cascade 2	JS: Knowledge across Boundaries
		656	SH:Aspen Room	JS: Socially Constructing Safety
4:10pm	713	CC:4A Exhibit Hall/MOC	Knowledge and Learning	
	714	CC:4A Exhibit Hall/MOC1	Performance and Identity	
	715	WE:Olympic	Organizational Memory	
Tue	8:30am	792	CC:201 Table 2	IP: Systems Conflict
	8:40am	824	WE:Grand Crescent	JS: Organizing Contested Terrains
	9:00am	830	WE:Olympic	Knowledge and Learning
	10:30am	865	CC:204 Table 3	IP: Risk Assessment
		866	CC:204 Table 4	IP: Culture and Careers
		867	CC:303 Table 1	IP: Organizational Transformation
		869	CC:303 Table 3	IP: Competitive Assessment
		877	WE:Olympic	Attribution
	2:30pm	936	CC:201 Table 2	IP: Organizational Identity
		952	WE:Olympic	Cognition in Groups
		965	WE:Cascade 2	JS: The Media and Organizing
	4:10pm	1022	WE:Olympic	Cognition and Information
		1023	CC:602/603	SHCS: Identity and Technology
5:30pm	1052	WE:Olympic	MOC Business Meeting	
6:30pm	1063	WE:Olympic	MOC Social Event	
Wed	9:00am	1114	WE:Olympic	Knowledge

10:40am

1134

WE:Grand Crescent

JS: Displaying Emotions at Work

1139

SH:West Room A

JS: Discovering Play in Work

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Operations Management

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Day	Start	#	Location	Session Information
Sat	1:00pm	151	WE:Olympic	OM Doctoral Consortium
	2:00pm	165	WE:Baker	SPDW: Reality of Distance Education
Sun	8:00am	239	CC:304	SPDW: "Shop Mgt" 100th Anniversary
		243	WE:Stuart	Service Research Applications
	10:00am	287	WE:Orcas	SPDW: Service, Quality, Environment
		288	WE:Cascade 2	SPDW: Initiating research cross-over
Mon	8:30am	420	WE:Adams	Supplier Management
	10:40am	487	CC:201 Table 3	IP: Service Quality
		492	CC:303 Table 2	IP: Organizational Risk
		516	WE:Adams	OM Welcome & Tech Integration
	1:00pm	603	WE:Adams	OM Past and Future
	2:30pm	639	CC:303 Table 3	IP: Innovation Enhancement
		659	WE:Adams	JOM Best Papers
	4:10pm	724	WE:Adams	Managing R&D
	5:30pm	747	WE:Adams	OM Division Business Meeting
	6:00pm	753	WE:Adams	OM Division Social
Tue	8:00am	766	WE:Adams	Enterprise Systems
	8:30am	807	CC:4A Exhibit Hall/OM	Operational Innovations
	10:30am	885	WE:Adams	Complexity and Flexibility
	2:30pm	962	WE:Adams	Operations Improvement
	4:10pm	1032	WE:Adams	Ops Strategy Formulation

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Organization and Management Theory

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Day	Start	#	Location	Session Information	
Fri	6:00pm	46	SH:Aspen Room	SPDW: OB/OMT Junior Faculty Workshop	
		47	WE:Fifth Avenue	SPDW: OB/ODC/OMT Doctoral Consortium	
Sat	8:00am	81	CC:618/619	SPDW: OB/OMT Junior Faculty Workshop	
		83	SH:Cirrus Ballroom	SPDW: OB/ODC/OMT Doctoral Consortium	
	8:30am	87	WE:Olympic	SPDW: The Advantage of Prior Ties	
		88	WE:Orcas	SPDW: Coping with Limited Resources	
	9:00am	99	CC:607	SPDW: Professional Service Firms	
		102	SH:Room 424	SPDW: Crafting Qualitative Fieldwork	
	11:00am	121	WE:Cascade 1 (C)	SPDW: Integrative Strategy Courses	
	1:00pm	150	CC:603	SPDW: Studying Knowledge in Orgs	
		152	WE:Vashon	SPDW: Changing Organization Design	
	5:00pm	200	WE:Vashon	Meet OMT Reception	
	6:00pm	209	SH:West AB	SPDW: OB/OMT Reception	
	Sun	8:00am	228	WE:Grand Crescent	SPDW: Leadership and Governance
			238	SH:Juniper Room	SPDW: Learn to Teach with Cases
241			SH:West Room A	SPDW: Editor's Panel	
242			SH:Aspen Room	SPDW: Transforming Leadership	
244			SH:Grand Ballroom B	SPDW: OB/ODC/OMT Doctoral Consortium	
245			SH:Madrona Room	SPDW: The Craft of Reviewing	
8:30am		249	SH:Grand Ballroom A	SPDW: Learning & Strategy	
8:45am		257	WE:Cascade 1 (C)	SPDW: BPS Dissertation Workshop	
9:00am		269	CC:303	SPDW: Cyert & March 40th Anniversary	
		271	SH:Douglas Room	SPDW: Identity and Identification	
		272	CC:612	OMT Dissertation Workshop	
		273	CC:613	SPDW: Constructing Knowledge: AOM	
		381	CC:602/603	SHCS: Network Markets and Bandwagons	
Mon	8:30am	405	CC:604 Table 1	IP: Effects of Culture	
		406	CC:604 Table 2	IP: Organizational change	
		411	CC:609/610	JS: Boundaries and Organizations	
		416	SH:West Room A	JS: Social Identity in Org	
		421	CC:4A Exhibit Hall/OMT	Institutional Approaches	
		422	WE:Cascade 1 (C)	Institutional Dynamics	
		423	WE:Cascade 2	Welcome/Distinguished Scholar	
		424	WE:St. Helens	Learning & Knowledge Creation	
		430	CC:210	SIT: Trust in Organizations	
		431	CC:211	SIT: Strategic Alliances	
		10:40am	490	CC:204 Table 3	IP: Leading Change
			491	CC:303 Table 1	IP: Networking
	492		CC:303 Table 2	IP: Organizational Risk	
	517		CC:4A Exhibit Hall/OMT	Networks & Relationships	
	518		WE:Cascade 1 (C)	Institutions and the Symbolic	
	519		WE:St. Helens	Legitimacy and Quality	
	520	WE:Cascade 2	JS: Making Sense of Change		
	524	CC:205	SIT: Organizational Culture		
525	CC:210	SIT: Organizational Leadership			
526	CC:211	SIT: Top Management & Teams			

12:20pm	544	CC:611/612	SHCS: Modular Emergence?	
	552	CC:609/610	SHCS: Health Management and Theory	
	560	CC:201 Table 2	IP: Resistance and Mobility	
	561	CC:201 Table 3	IP: Enduring Leadership	
	565	CC:204 Table 4	IP: Knowledge Transfer	
	570	CC:604 Table 1	IP: Change and Dominance	
	571	CC:604 Table 2	IP: Strategic Entrepreneurship	
	573	CC:604 Table 4	IP: Government Regulation	
	580	SH:East Room B	JS: Leaders and Social Networks	
	585	WE:Cascade 1 (C)	Networks at the Edge	
	586	WE:St. Helens	Boards and Leadership	
	587	CC:602/603	SHCS: Institutional Change	
	588	WE:Cascade 2	JS: Identity, Ties, and Transition	
	593	CC:205	SIT: Organizational Innovation	
	594	CC:210	SIT: Alternative Leadership	
2:30pm	637	CC:303 Table 1	IP: Learning and Innovation	
	649	WE:Cascade 2	JS: Knowledge across Boundaries	
	656	SH:Aspen Room	JS: Socially Constructing Safety	
	660	WE:Cascade 1 (C)	Identity & Metamorphic Change	
	661	WE:St. Helens	Strategies for Innovation	
	662	CC:619/620	SHCS: Relationship Enrichment	
	620	CC:2B	JS: Paradox and Dialectics	
	669	CC:210	SIT: Organizational Change	
	4:10pm	683	CC:609/610	SHCS: 10 Year Hambrick Retrospective
684		WE:Elliott Bay	JS: Governing Information Commons	
702		CC:204 Table 1	IP: Strategic Decision Making	
705		CC:204 Table 4	IP: Ecology and Space	
725		CC:4A Exhibit Hall/OMT	Knowledge & Innovation	
726		CC:4A Exhibit Hall/OMT1	Ecology and Evolution	
727		WE:Cascade 1 (C)	Role of Social Capital	
728		WE:St. Helens	Evolution and Learning	
729		WE:Cascade 2	JS: The Nature of Managerial Work	
734		CC:205	SIT: Knowledge Management	
736		CC:211	SIT: Emotions in Organizations	
5:30pm	748	WE:Cascade 1 (C)	OMT Business Meeting and Artifact	
6:15pm	754	WE:Cascade 2	OMT Social Hour	
Tue	8:30am	773	WE:Elliott Bay	JS: The Small Worlds of Technology
		791	CC:201 Table 1	IP: Competitive Environments
		793	CC:201 Table 3	IP: Hospital Environments
		794	CC:204 Table 1	IP: Resource Acquisition
		808	CC:4A Exhibit Hall/OMT	International Themes
		809	CC:4A Exhibit Hall/OMT1	Performance and Design
		810	WE:Cascade 1 (C)	Learning Across Contexts
		811	WE:St. Helens	Reputation, Status, & Prestige
		812	CC:609/610	SHCS: Toxic Emotions at Work
		818	CC:205	SIT: Organizational Networks
8:40am	824	WE:Grand Crescent	JS: Organizing Contested Terrains	
10:30am	861	CC:201 Table 3	IP: Communication Media	
	870	CC:604 Table 1	IP: Social Capital	
	886	CC:4A Exhibit Hall/OMT	OMT Tapestry	
	887	WE:Cascade 1 (C)	Ecology and Evolution	
	888	WE:Cascade 2	OMT Past, Present & Future	
	897	CC:205	SIT: Networks in Org Science	
	898	CC:210	SIT: Macro Learning	
	899	CC:211	SIT: Technology Management	
	902	CC:611/612	SHCS: Knowledge Spaces and Practices	

Organization and Management Theory

2:30pm	916	CC:609/610	SHCS: Governance and Performance
	936	CC:201 Table 2	IP: Organizational Identity
	938	CC:201 Table 4	IP: Cross-Cultural Leadership
	939	CC:204 Table 1	IP: Stakeholders and Governance
	946	CC:604 Table 1	IP: Governance and Performance
	963	WE:Cascade 1 (C)	Fads, Fashion and Celebrity
	964	WE:St. Helens	Politics of Knowledge
	965	WE:Cascade 2	JS: The Media and Organizing
	971	CC:205	SIT: Institutional Perspectives
4:10pm	973	CC:211	SIT: Managing in China
	1033	WE:Cascade 1 (C)	The New Dynamism
	1034	WE:St. Helens	Structuring Change
	1035	WE:Cascade 2	JS: Organizing Democracy
	1036	CC:619/620	SHCS: Corps & community connections
Wed 8:30am	1042	CC:211	SIT: Corporate Governance
	1079	CC:611/612	SHCS: Experience (Not Just Learning)
	1080	WE:Elliott Bay	JS: Communities of Practice
	1081	CC:619/620	SHCS: Unlocking Strategy Creation
	1100	WE:Cascade 1 (C)	Institutional Dynamics
	1101	WE:St. Helens	Managing Identity
	1102	CC:602/603	SHCS: Resource Dependence Theory
10:40am	1104	CC:205	SIT: Power in Organizations
	1105	CC:211	SIT: Democracy at the Workplace
	1139	SH:West Room A	JS: Discovering Play in Work
	1142	WE:Cascade 1 (C)	Knowledge Creation
12:20pm	1143	WE:St. Helens	Culture: Artifacts & Metaphors
	1147	CC:205	SIT: Motivation in the Classroom
	1157	WE:Cascade 1 (C)	Meeting
2:30pm	1158	WE:St. Helens	Meeting
	1160	CC:205	SIT: Determining Performance
	1162	WE:Cascade 1 (C)	Meeting
	1163	WE:St. Helens	Meeting

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Organization Development and Change

Program Chair: Gretchen Spreitzer, U. of Michigan
 Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology

Day	Start	#	Location	Session Information
Fri	1:00pm	19	SH:East Room B	SPDW: International Consulting Panel
		20	WE:Cascade 2	SPDW: ExperienceCSR in the Classroom
		22	SH:Aspen Room	SPDW: Action Research Workshop I
	3:00pm	31	SH:Room 428	SPDW: Reflection as a learning tool
	4:00pm	34	WE:Whidbey	OD and Change Competencies
	5:00pm	40	SH:Cirrus Ballroom	SPDW: Action Research Workshop I
	6:00pm	44	SH:Room 428	SPDW: Case Method With A Twist or 2
		47	WE:Fifth Avenue	SPDW: OB/ODC/OMT Doctoral Consortium
	6:30pm	48	WE:Vashon	International Reception
Sat	8:00am	82	CC:213	SPDW: Building Collaborative Culture
		83	SH:Cirrus Ballroom	SPDW: OB/ODC/OMT Doctoral Consortium
	8:30am	91	CC:303	SPDW: Cross Boundary Learning System
		92	CC:610	SPDW: Leadership For Sustainability
	9:00am	101	WE:Fifth Avenue	SPDW: Action Research Workshop II
		104	CC:401	SPDW: Status of Crisis Management
	10:00am	113	SH:Room 418	SPDW: Executive Doctoral Colloquium
	1:00pm	149	CC:306	SPDW: Teaching Organizational Change
		150	CC:603	SPDW: Studying Knowledge in Orgs
		152	WE:Vashon	SPDW: Changing Organization Design
		154	CC:212	SPDW: Transparent Enterprise
		156	CC:606	SPDW: Action Research Workshop III
	3:30pm	182	CC:606	SPDW: Action Research Workshop IV
6:00pm	211	CC:612	Doctoral Student Reception	
Sun	8:00am	241	SH:West Room A	SPDW: Editor's Panel
		242	SH:Aspen Room	SPDW: Transforming Leadership
		244	SH:Grand Ballroom B	SPDW: OB/ODC/OMT Doctoral Consortium
	8:30am	254	CC:401	SPDW: Five Approaches of Change
		255	CC:603	SPDW: Democratic Principles In Orgs
	9:00am	269	CC:303	SPDW: Cyert & March 40th Anniversary
		273	CC:613	SPDW: Constructing Knowledge: AOM
	10:30am	304	CC:602	SPDW: Chinese Culture, IS & Org Chge
		305	CC:609	SPDW: Action Research Workshop VI
	Mon	8:30am	399	CC:204 Table 1
406			CC:604 Table 2	IP: Organizational change
419			CC:304	Welcome Session
431			CC:211	SIT: Strategic Alliances
8:40am		435	CC:304	Whose Voices and Who Decides?
9:00am		449	CC:607	JS: Executives in Focused Change
10:40am		490	CC:204 Table 3	IP: Leading Change
		512	CC:304	Emotions of Change
		513	CC:602/603	SHCS: Inter-Organizational Learning
		514	CC:607	JS: Through the Looking Glass
		515	CC:619/620	SHCS: Large-Scale Action Research
		520	WE:Cascade 2	JS: Making Sense of Change
524		CC:205	SIT: Organizational Culture	

Organization Development and Change

	12:20pm	552	CC:609/610	SHCS: Health Management and Theory
		561	CC:201 Table 3	IP: Enduring Leadership
		562	CC:204 Table 1	IP: Decline and Ascension
		564	CC:204 Table 3	IP: Negative Experiences
		581	SH:West Room A	JS: Improving Collective Efficacy
		583	CC:304	On Change: Employee Voices
		584	CC:607	JS: Latest in Appreciative Inquiry
		594	CC:210	SIT: Alternative Leadership
	2:30pm	658	CC:304	Complex Collaboration
		620	CC:2B	JS: Paradox and Dialectics
		669	CC:210	SIT: Organizational Change
	4:10pm	708	CC:303 Table 3	IP: Team Diversity
		722	CC:304	Change Success and Failure
		723	CC:619/620	SHCS: Art & Soul in Change
		735	CC:210	SIT: Mergers and Acquisitions
		736	CC:211	SIT: Emotions in Organizations
Tue	8:30am	805	CC:304	International Views of Change
		806	CC:607	JS: Competency and Performance
		812	CC:609/610	SHCS: Toxic Emotions at Work
		819	CC:210	SIT: International Management
	10:30am	884	CC:304	Positive Org Scholarship
		895	CC:609/610	SHCS: Pied Piper or Pipe Dream?
	2:30pm	959	CC:304	Narrations of Change
		960	CC:4A Exhibit Hall/ODC	Transformations
		961	CC:2A	JS: Apprec Inquiry: 20-Year Review
		969	CC:611/612	SHCS: Inquiry into the Good
		972	CC:210	SIT: Learning Perspectives
		973	CC:211	SIT: Managing in China
	4:10pm	1031	CC:2A	Distinguished Speaker
	5:30pm	1053	CC:2A	ODC Business Meeting
	8:30pm	1068	OS:The Seattle Aquarium	ODC Social Hour
Wed	8:30am	1099	CC:304	Change & Enhanced Performance
	10:40am	1141	CC:304	Changing Relationships
	12:20pm	1160	CC:205	SIT: Determining Performance

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Organizational Behavior

Program Chair: Bruce J. Avolio, U. of Nebraska, Lincoln
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Day	Start	#	Location	Session Information
Fri	3:00pm	31	SH:Room 428	SPDW: Reflection as a learning tool
	3:30pm	32	HY:Blewett Suite	SPDW: Change from the Inside Out
	6:00pm	44	SH:Room 428	SPDW: Case Method With A Twist or 2
		46	SH:Aspen Room	SPDW: OB/OMT Junior Faculty Workshop
47		WE:Fifth Avenue	SPDW: OB/ODC/OMT Doctoral Consortium	
Sat	7:00am	55	SH:Room 418	SPDW: Teaching with Technology
	8:00am	81	CC:618/619	SPDW: OB/OMT Junior Faculty Workshop
		82	CC:213	SPDW: Building Collaborative Culture
		83	SH:Cirrus Ballroom	SPDW: OB/ODC/OMT Doctoral Consortium
		85	SH:Room 428	SPDW: Scale Development Workshop
	9:00am	98	SH:Aspen Room	SPDW: Building and Rebuilding Trust
	10:30am	119	HY:Stevens	SPDW: Mgt History in the PhD Program
		120	CC:603	SPDW: Organizational Justice
	1:00pm	144	RL:Emerald 3	SPDW: Mentoring PhD Students
		145	WE:St. Helens	SPDW: Personal/Career Transitions
		149	CC:306	SPDW: Teaching Organizational Change
	2:00pm	163	CC:602	SPDW: Researching Culture
	3:00pm	177	SH:Madrona Room	Conversations with OB
	6:00pm	209	SH:West AB	SPDW: OB/OMT Reception
Sun	8:00am	229	RL:San Juan	SPDW: Careers in N.A. for Non-N.A.s
		241	SH:West Room A	SPDW: Editor's Panel
		242	SH:Aspen Room	SPDW: Transforming Leadership
		244	SH:Grand Ballroom B	SPDW: OB/ODC/OMT Doctoral Consortium
		245	SH:Madrona Room	SPDW: The Craft of Reviewing
	8:30am	254	CC:401	SPDW: Five Approaches of Change
	9:00am	268	CC:607	SPDW: Internet Collaboration
		270	HY:Washington	SPDW: Life In A Different Lane
		271	SH:Douglas Room	SPDW: Identity and Identification
	Mon	8:20am	367	RL:Whidbey
8:30am		382	RL:Bainbridge	JS: Perspectives on Career Success
		383	CC:611/612	SHCS: Boundaryless/Protean careers
		403	CC:303 Table 2	IP: Empowerment and Autonomy
		411	CC:609/610	JS: Boundaries and Organizations
		412	SH:East Room A	Cultures and Values
		413	SH:East Room B	Emotions and Interactions
		414	SH:Room 424	Empowerment, HPWP
		415	CC:619/620	SHCS: Justice for All?
		416	SH:West Room A	JS: Social Identity in Org
		10:40am	485	CC:201 Table 1
488			CC:204 Table 1	IP: Politics and Influence
489			CC:204 Table 2	IP: Commitment and Turnover
494			CC:604 Table 1	IP: Organizational Image
495			CC:604 Table 2	IP: Organizational Citizenship
507			SH:East Room A	Leadership, Trust, Emotion
508			SH:East Room B	Work-family Conflict
509			SH:Room 424	OCB
510			SH:West Room A	JS: Job Loss and Reemployment
525	CC:210	SIT: Organizational Leadership		

12:20pm	561	CC:201 Table 3	IP: Enduring Leadership
	564	CC:204 Table 3	IP: Negative Experiences
	568	CC:303 Table 3	IP: Psychological Contracts
	576	CC:4A Exhibit Hall/OB	Personality and Trust
	577	CC:4A Exhibit Hall/OB	Group & Team
	578	SH:East Room A	Why Mergers Don't Work
	579	SH:Room 424	Creativity and Innovation
	580	SH:East Room B	JS: Leaders and Social Networks
	581	SH:West Room A	JS: Improving Collective Efficacy
	582	SH:Aspen Room	JS: Deviance on Trial
588	WE:Cascade 2	JS: Identity, Ties, and Transition	
12:50pm	600	WE:Grand Crescent	JS: Democracy and Social Identity
2:30pm	633	CC:204 Table 1	IP: Coping with Stress
	634	CC:204 Table 2	IP: Leading with Spirit
	642	CC:604 Table 3	IP: Organizational Support
	643	CC:604 Table 4	IP: Team Skills
	651	CC:4A Exhibit Hall/OB	OCB (Org. Citizen Behavior)
	652	SH:East Room A	Leadership & Charisma
	653	SH:East Room B	Multilevel Performance
	654	SH:Room 424	Exploring Collective Efficacy
	655	SH:West Room A	JS: Occupational Status
	656	SH:Aspen Room	JS: Socially Constructing Safety
668	CC:205	SIT: Organizational Justice	
4:10pm	683	CC:609/610	SHCS: 10 Year Hambrick Retrospective
	699	CC:201 Table 2	IP: Student Projects
	703	CC:204 Table 2	IP: Human Resource Management
	708	CC:303 Table 3	IP: Team Diversity
	717	SH:East Room B	Informations Sharing
	718	SH:Room 424	Impact of Newcomers on Groups
	719	SH:West Room A	JS: Cutting Edge Ideas in Justice
	720	SH:East Room A	JS: Leaders and Virtual Settings
	735	CC:210	SIT: Mergers and Acquisitions
	5:30pm	745	SH:Cirrus Ballroom
Tue 8:30am	775	SH:Aspen Room	JS: Restoring Trust
	782	CC:619/620	SHCS: Career Progression & Diversity
	785	RL:Whidbey	JS: International Compensation
	800	SH:East Room A	Change and Turnover
	801	SH:East Room B	Politics, Influence Tactics
	802	SH:Room 424	Person - Job Fit
	803	SH:West Room A	JS: Understanding Voice Behavior
10:30am	855	RL:Emerald 3	JS: Employee Stock Options
	867	CC:303 Table 1	IP: Organizational Transformation
	872	CC:604 Table 3	IP: Integrity and Trust
	875	SH:Aspen Room	JS: You Can Lead Students To Class
	879	SH:East Room A	Self-Concept, Performance
	880	SH:East Room B	Organization Identity
	881	SH:Room 424	LMX, Culture, Justice
	882	SH:West Room A	JS: Team Empowerment
	896	CC:619/620	SHCS: Leaders and Ethics
	897	CC:205	SIT: Networks in Org Science
2:30pm	918	RL:Bainbridge	JS: Military Leadership
	938	CC:201 Table 4	IP: Cross-Cultural Leadership
	954	SH:East Room A	Social Exchange, Reciprocity
	955	SH:East Room B	Trust - Trustworthy Behaviors
	956	SH:Room 424	Discipline, Forgiveness

Organizational Behavior

	4:10pm	1025	SH:East Room A	Justice/Attributions
		1026	SH:East Room B	Leadership & Political Skill
		1027	SH:Room 424	Innovation in Organizations
		1028	SH:Aspen Room	JS: Using Extrinsic Incentives
		1029	SH:West Room A	JS: Job Embeddedness and Turnover
		1041	CC:210	SIT: Corruption and Fraud
Wed	8:20am	1073	CC:615/616	JS: Deviance Across Cultures
	8:30am	1083	RL:Bainbridge	JS: Career Exploration
		1089	CC:609/610	SHCS: Gender & Org'l Processes
		1093	SH:East Room A	OCB-Extra-role Behavior
		1094	SH:East Room B	Team-Group Processes
		1095	SH:Room 424	Social Networks
		1096	SH:Aspen Room	JS: New Forms of Presence
		1098	CC:607	JS: Coordination Distributed Teams
	10:40am	1128	CC:619/620	SHCS: Family-Friendly Supports
		1134	WE:Grand Crescent	JS: Displaying Emotions at Work
		1136	SH:East Room A	Motivation/Positive Psychology
		1137	SH:East Room B	Team Processes and Trust
		1138	SH:Room 424	Survey Methodology
		1139	SH:West Room A	JS: Discovering Play in Work
		1147	CC:205	SIT: Motivation in the Classroom
	12:20pm	1153	SH:East Room A	Diversity and Influence
		1154	SH:East Room B	Stress and Emotion
		1155	SH:Room 424	Goal Setting & Orientation
		1156	SH:West Room A	JS: Changing Nature of Performance

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Organizational Communication and Information Systems

Program Chair: Laurie J. Kirsch, U. of Pittsburgh
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Day	Start	#	Location	Session Information
Fri	5:00pm	42	WE:Cascade 1 (B)	SPDW: TIM-OCIS Doc Consortium
Sat	7:00am	55	SH:Room 418	SPDW: Teaching with Technology
	8:00am	86	CC:604	SPDW: TIM-OCIS Doc Consortium
	8:30am	90	CC:612	SPDW: OCIS/TIM Jr Faculty Consortium
	6:00pm	210	CC:609	OCIS Reception
Sun	8:30am	253	CC:604	Distributed Knowledge in Teams
	9:00am	268	CC:607	SPDW: Internet Collaboration
	10:00am	284	SH:West Room B	SPDW: Learn to review from the best
	10:30am	304	CC:602	SPDW: Chinese Culture, IS & Org Chge
Mon	8:30am	403	CC:303 Table 2	IP: Empowerment and Autonomy
		417	CC:4A Exhibit Hall/OCIS	Knowledge and Change
		418	CC:614	OCIS Division Welcome
	9:00am	448	CC:614	The Dynamics of Diverse Groups
		449	CC:607	JS: Executives in Focused Change
	10:40am	487	CC:201 Table 3	IP: Service Quality
		489	CC:204 Table 2	IP: Commitment and Turnover
		511	CC:614	IT Strategy and Firm Value
	12:20pm	573	CC:604 Table 4	IP: Government Regulation
		580	SH:East Room B	JS: Leaders and Social Networks
	12:40pm	597	CC:614	Org. Discourse and New Media
	2:30pm	657	CC:614	ISD Expertise and Learning
		670	CC:211	SIT: Virtual Teams
	4:10pm	698	CC:201 Table 1	IP: Website Configuration
		700	CC:201 Table 3	IP: Internet Transactions
		721	CC:614	OCIS Keynote Address
720		SH:East Room A	JS: Leaders and Virtual Settings	
5:30pm	746	CC:614	OCIS Division Meeting	
6:30pm	757	CC:613	OCIS Social Hour	
Tue	8:30am	804	CC:614	Knowledge-Based Capabilities
	10:30am	861	CC:201 Table 3	IP: Communication Media
		883	CC:614	Revisioning Org Design Theory
	2:30pm	922	CC:2B	JS: In Age of Smart Network
		957	CC:607	JS: Historical Research
		958	CC:619/620	SHCS: Knowledge Integration
4:10pm	1009	RL:Whidbey	JS: Work and Employment in IT	
	1023	CC:602/603	SHCS: Identity and Technology	
	1030	CC:614	Virtual Teams and Work	
Wed	8:30am	1096	SH:Aspen Room	JS: New Forms of Presence
		1097	CC:614	E-Communication
		1098	CC:607	JS: Coordination Distributed Teams
		1104	CC:205	SIT: Power in Organizations
	10:40am	1140	CC:614	Impacts of Technology Usage

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Organizations and the Natural Environment

Program Chair: Michael V. Russo, U. of Oregon
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Day	Start	#	Location	Session Information
Fri	1:00pm	21	WE:Blakely	Sustainability at Work
	4:00pm	33	SH:Room 418	SPDW: Social Entrepreneurship
Sat	8:30am	92	CC:610	SPDW: Leadership For Sustainability
	9:00am	100	CC:212	SPDW: Teaching Without Textbooks
	11:00am	126	CC:602	SPDW: Cross-Cultural Management
	1:00pm	153	CC:305	Doctoral Research Workshop
		154	CC:212	SPDW: Transparent Enterprise
	4:00pm	190	CC:310	Sustainability Research
		191	CC:213	SPDW: Advocacy and the Academy
	6:00pm	212	CC:201	ONE Welcome Reception
Sun	8:30am	256	CC:203	SPDW: Getting Editorial Advice
	10:00am	284	SH:West Room B	SPDW: Learn to review from the best
		287	WE:Orcas	SPDW: Service, Quality, Environment
		289	CC:203	SPDW: Stakeholders in Conflict
Mon	8:30am	425	CC:214	ONE Interest Group Welcome
	9:00am	450	CC:214	Commitment and Change
	10:40am	493	CC:303 Table 3	IP: Property Rights
		513	CC:602/603	SHCS: Inter-Organizational Learning
	2:30pm	663	CC:607	JS: Problematizing Sustainability
	4:10pm	705	CC:204 Table 4	IP: Ecology and Space
		730	CC:214	ISO 14001 and its Press
733		CC:607	JS: Corp. Social Responsibility	
Tue	8:30am	813	CC:611/612	SHCS: Can We Integrate TIM and ONE?
	10:30am	889	CC:214	JS: Cross-Sector Partnerships
	2:30pm	966	CC:214	Strategic Management
	4:10pm	1037	CC:214	Environment and Stakeholders
	5:30pm	1054	CC:214	ONE Business Meeting
	8:30pm	1069	OS:Seattle Aquarium	ONE-ODC Joint Social Event
Wed	9:00am	1116	CC:214	Organizations and Learning
	10:40am	1144	CC:214	Democracy and Sustainability
	12:20pm	1159	CC:607	JS: Teaching Business Ethics

Organizations and the Natural Environment Acknowledgements
The ONE Division Thanks its 65 Reviewers along with Other Special Friends

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Public and Nonprofit

Program Chair: Ralph S. Brower, Florida State U.
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Day	Start	#	Location	Session Information	
Fri	1:00pm	17	HY:Menzies Suite	SPDW: Case Method Teaching	
	2:30pm	27	WE:St. Helens	SPDW: Entr Mgt in Not for Profit	
	4:00pm	33	SH:Room 418	SPDW: Social Entrepreneurship	
	6:00pm	44	SH:Room 428	SPDW: Case Method With A Twist or 2	
Sat	8:30am	93	OS:Northwest Harvest	SPDW: Service Learning	
	9:30am	107	HY:Sealth	Teaching Research Methods	
		108	HY:Blewett Suite	SPDW: Community Wellness Initiative	
	12:00pm	133	HY:Washington	Junior Faculty Consortium	
		134	HY:Sealth	SPDW: Making Service Work I	
	12:30pm	135	HY:Stevens	SPDW: Data Mining as a Research Tool	
	1:00pm	155	HY:Tolmie	Doctoral Consortium I	
	2:00pm	166	CC:616	SPDW: Making Service Work II	
	Sun	7:30am	222	CC:611	SPDW: Bus School & Community Action
		8:00am	239	CC:304	SPDW: "Shop Mgt" 100th Anniversary
9:00am		268	CC:607	SPDW: Internet Collaboration	
		269	CC:303	SPDW: Cyert & March 40th Anniversary	
		274	HY:Sealth	Doctoral Consortium II	
		275	CC:609	SPDW: Action Research Workshop V	
10:00am		284	SH:West Room B	SPDW: Learn to review from the best	
	291	CC:606	SPDW: Research Roundtables		
10:30am	301	CC:204	SPDW: Venture Capital & Universities		
Mon	8:30am	426	HY:Stevens	Philanthropy and Volunteerism	
	10:40am	521	HY:Stevens	JS: Integrity Failure	
	12:20pm	564	CC:204 Table 3	IP: Negative Experiences	
		572	CC:604 Table 3	IP: Public Organizations	
		573	CC:604 Table 4	IP: Government Regulation	
		589	CC:4A Exhibit Hall/PNP	PNP Organizational Challenges	
		590	CC:4A Exhibit Hall/PNP1	PNP Challenges	
		591	HY:Stevens	PNP Theme Session	
	2:30pm	625	CC:611/612	SHCS: Safety Net Collaboration	
		664	HY:Stevens	Distinguished Speaker	
	4:10pm	731	HY:Stevens	PNP Business Meeting	
734		CC:205	SIT: Knowledge Management		
5:30pm	749	HY:Stevens	PNP Reception		
Tue	8:30am	792	CC:201 Table 2	IP: Systems Conflict	
		814	HY:Stevens	Accountability and Effectivene	
		815	CC:602/603	SHCS: Marketing and Public Agencies	
		819	CC:210	SIT: International Management	
	10:30am	869	CC:303 Table 3	IP: Competitive Assessment	
		890	HY:Stevens	Enacting Change and Meaning	
		889	CC:214	JS: Cross-Sector Partnerships	
	2:30pm	942	CC:204 Table 4	IP: Non-Profit Governance	
		967	HY:Stevens	Strategic Nonprofit Management	
	4:10pm	1036	CC:619/620	SHCS: Corps & community connections	
		1038	HY:Stevens	International Civil Society	
1042		CC:211	SIT: Corporate Governance		
Wed	8:30am	1103	HY:Stevens	Trust, Stress, Social Change	
	10:40am	1145	HY:Stevens	Spirituality and Leadership	

Public and Nonprofit Acknowledgements

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Research Methods

Program Chair: Philip L. Roth, Clemson U.
Professional Development Workshop Chair: Anshuman Prasad, U. of New Haven

Day	Start	#	Location	Session Information
Fri	1:00pm	14	WE:Cascade 1 (B)	SPDW: International Qualitative Res.
		23	SH:Cedar Room	SPDW: Aesthetic Inquiry (I)
	2:00pm	25	SH:Room 426	Negotiating Boundaries
	6:00pm	45	SH:Douglas Room	SPDW: Teaching Research Methods
Sat	8:00am	84	SH:East Room B	Visual Methodologies
		85	SH:Room 428	SPDW: Scale Development Workshop
	9:00am	102	SH:Room 424	SPDW: Crafting Qualitative Fieldwork
		103	SH:East Room A	SPDW: Planning Org Identity Research
	12:30pm	136	SH:Room 424	Ask the Qualitative Experts
		137	SH:East Room A	SPDW: Aesthetic Inquiry (II)
4:00pm	193	SH:Room 424	Changing Research Paradigms	
Sun	8:00am	230	CC:608	SPDW: Critical Communication
		236	CC:605	SPDW: U.S. Educators Overseas
		245	SH:Madrona Room	SPDW: The Craft of Reviewing
		246	SH:Room 418	Moderator/Interaction Analysis
	10:00am	290	SH:Madrona Room	SPDW: Panel on Critique & Ethics
Mon	8:30am	427	SH:Douglas Room	Telling Stories with Numbers
	10:40am	514	CC:607	JS: Through the Looking Glass
		515	CC:619/620	SHCS: Large-Scale Action Research
		522	SH:Douglas Room	International Networking
	2:30pm	665	CC:4A Exhibit Hall/RM	Quantitative Issues
	5:30pm	750	SH:Douglas Room	RM Business Meeting
6:30pm	758	SH:Douglas Room	RM Social Hour	
Tue	10:30am	891	CC:4A Exhibit Hall/RM	Quantitative Issues
		892	SH:Douglas Room	"TMTs: New Research Avenues"
	2:30pm	968	CC:4A Exhibit Hall/RM	Qualitative Issues
969		CC:611/612	SHCS: Inquiry into the Good	
Wed	12:20pm	1156	SH:West Room A	JS: Changing Nature of Performance

Research Methods Acknowledgements

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Social Issues in Management

Program Chair: Bryan W. Husted, ITESM/Instituto de Empresa
 Professional Development Workshop Chair: Kathleen Rehbein, Marquette U.

Day	Start	#	Location	Session Information
Fri	1:00pm	20	WE:Cascade 2	SPDW: ExperienceCSR in the Classroom
	4:00pm	33	SH:Room 418	SPDW: Social Entrepreneurship
	5:00pm	41	WE:Cascade 1 (C)	SIM Doctoral Consortium
Sat	7:00am	56	CC:613	SIM Doctoral Consortium
	8:30am	93	OS:Northwest Harvest	SPDW: Service Learning
	9:00am	104	CC:401	SPDW: Status of Crisis Management
	10:30am	120	CC:603	SPDW: Organizational Justice
	12:00pm	134	HY:Sealth	SPDW: Making Service Work I
	1:00pm	157	CC:401	SPDW: Network Knowledge Creation
	2:00pm	166	CC:616	SPDW: Making Service Work II
	6:00pm	213	CC:606	Mr. Odell Guyton, Microsoft
	Sun	8:30am	255	CC:603
		256	CC:203	SPDW: Getting Editorial Advice
10:00am		284	SH:West Room B	SPDW: Learn to review from the best
		289	CC:203	SPDW: Stakeholders in Conflict
		291	CC:606	SPDW: Research Roundtables
Mon	8:00am	365	CC:608	SIM Welcome Session
	8:30am	406	CC:604 Table 2	IP: Organizational change
		415	CC:619/620	SHCS: Justice for All?
		428	CC:608	Corporate Governance
		429	CC:205	SIT: Ethical Perspectives
		430	CC:210	SIT: Trust in Organizations
	10:40am	521	HY:Stevens	JS: Integrity Failure
		523	CC:608	Ethical Decision Making
	12:20pm	563	CC:204 Table 2	IP: Multinational Management
		566	CC:303 Table 1	IP: Integrity and Misconduct
		568	CC:303 Table 3	IP: Psychological Contracts
		573	CC:604 Table 4	IP: Government Regulation
		582	SH:Aspen Room	JS: Deviance on Trial
		592	CC:608	JS: International CSR
	2:30pm	642	CC:604 Table 3	IP: Organizational Support
		647	CC:609/610	SHCS: Employee Privacy
		666	CC:4A Exhibit Hall/SIM	CSR, Reputation & Stakeholders
		667	CC:608	Corruption
	4:10pm	711	SH:Room 428	JS: Service Learning Perspectives
732		CC:608	Strategic Management of AIDS	
733		CC:607	JS: Corp. Social Responsibility	
Tue	8:30am	816	CC:4A Exhibit Hall/SIM	International SIM Research
		817	CC:4A Exhibit Hall/SIM1	Ethics, Trauma, and Psychology
	8:50am	825	CC:608	CSP-FP Research
	10:30am	875	SH:Aspen Room	JS: You Can Lead Students To Class
		889	CC:214	JS: Cross-Sector Partnerships
		893	CC:2A	Stakeholder Theory
		894	CC:608	HRM Ethics
		895	CC:609/610	SHCS: Pied Piper or Pipe Dream?
		896	CC:619/620	SHCS: Leaders and Ethics
	2:30pm	935	CC:201 Table 1	IP: Stakeholder Management
		937	CC:201 Table 3	IP: Social Responsiveness
		970	CC:608	Cooperation and Conflict
	4:10pm	1039	CC:608	SIM Business Meeting
1040		CC:205	SIT: Global Management	
1042		CC:211	SIT: Corporate Governance	

	6:30pm	1064	OS:Safeco Field	SIM Social & BC Best Paper
Wed	8:30am	1105	CC:211	SIT: Democracy at the Workplace
	8:50am	1107	CC:608	Strategic Aspects
	10:40am	1126	RL:Bainbridge	JS: Gender Harassment
		1146	CC:608	Social Enterprise
	12:20pm	1159	CC:607	JS: Teaching Business Ethics
	12:40pm	1161	CC:608	Political Strategy

Social Issues in Management Acknowledgements

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Brad Agle, U. of Pittsburgh	Jaime Alonso Gómez, ITESM	Leslie Ray, OHSU School of Nursing
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Technology and Innovation Management

Program Chair: Laura B. Cardinal, Tulane U.
Professional Development Workshop Chair: Gautam Ahuja, U. of Michigan

Day	Start	#	Location	Session Information
Fri	5:00pm	42	WE:Cascade 1 (B)	SPDW: TIM-OCIS Doc Consortium
Sat	8:00am	86	CC:604	SPDW: TIM-OCIS Doc Consortium
	8:30am	90	CC:612	SPDW: OCIS/TIM Jr Faculty Consortium
		91	CC:303	SPDW: Cross Boundary Learning System
	9:30am	105	CC:605	SPDW: Ent & Tech Commercialization
	10:00am	116	CC:3B	Experimental Methodologies
	1:00pm	150	CC:603	SPDW: Studying Knowledge in Orgs
		158	CC:614	Novel research settings
	1:30pm	159	WE:Blakely	SPDW: Innovation & Entrepreneurship
	3:00pm	178	CC:614	The Technology Course
Sun	8:00am	247	CC:307	Patent Data in Management
	9:00am	273	CC:613	SPDW: Constructing Knowledge: AOM
	10:00am	288	WE:Cascade 2	SPDW: Initiating research cross-over
		292	CC:307	Exploring Strategy
	10:30am	302	CC:211	SPDW: University-Based Tech Ent
Mon	8:00am	366	CC:2A	TIM Welcome
	8:30am	381	CC:602/603	SHCS: Network Markets and Bandwagons
		432	CC:206	Interrelating and Project Teams
		433	CC:613	Network Influences
	9:00am	451	CC:2A	JS: New Technologies Exposition
	10:40am	484	CC:609/610	SHCS: Knowledge Metrics & Method.
		493	CC:303 Table 3	IP: Property Rights
		527	CC:206	Organizing for Innovation
		528	CC:613	Technological Change
		543	CC:619/620	SHCS: Geographic Strategies
	12:20pm	545	WE:Elliott Bay	JS: Learning in Alliances
		571	CC:604 Table 2	IP: Strategic Entrepreneurship
		593	CC:205	SIT: Organizational Innovation
		596	CC:206	Transfer and Use of Knowledge
		601	CC:613	External Sources of Knowledge
	2:30pm	637	CC:303 Table 1	IP: Learning and Innovation
		638	CC:303 Table 2	IP: Technology Sourcing
		639	CC:303 Table 3	IP: Innovation Enhancement
		671	CC:206	Knowledge Transfer
		672	CC:4A Exhibit Hall/TIM	Competition and Incentives
		673	CC:613	Technology Adoption
4:10pm	684	WE:Elliott Bay	JS: Governing Information Commons	
	700	CC:201 Table 3	IP: Internet Transactions	
	701	CC:201 Table 4	IP: Technology and Innovation	
	704	CC:204 Table 3	IP: Technology and Innovation	
	737	CC:613	TIM Speaker-James M. Utterback	
5:30pm	751	CC:613	TIM:Business Meeting	
6:30pm	759	CC:2A	Best Social Event in Town	
Tue	8:30am	773	WE:Elliott Bay	JS: The Small Worlds of Technology
		795	CC:204 Table 2	IP: Internationalization Strategy
		813	CC:611/612	SHCS: Can We Integrate TIM and ONE?
		818	CC:205	SIT: Organizational Networks
		821	CC:206	University Research
		822	CC:4A Exhibit Hall/TIM	Innovations
		823	CC:613	The R&D Context

10:30am	842	WE:Elliott Bay	JS: Know Trans & Firm Life Cycle	
	897	CC:205	SIT: Networks in Org Science	
	899	CC:211	SIT: Technology Management	
	900	CC:206	Innovation Performance	
	901	CC:613	Incremental Innovation	
	841	CC:2B	JS: Knowledge Exchange/Org Bounds	
	902	CC:611/612	SHCS: Knowledge Spaces and Practices	
2:30pm	922	CC:2B	JS: In Age of Smart Network	
	947	CC:604 Table 2	IP: Venture Capital and Start-Ups	
	958	CC:619/620	SHCS: Knowledge Integration	
	972	CC:210	SIT: Learning Perspectives	
	974	CC:206	Technology/Industry Evolution	
	975	CC:4A Exhibit Hall/TIM	Innovation Contexts	
	976	CC:613	Knowledge Strategies	
4:10pm	1023	CC:602/603	SHCS: Identity and Technology	
	1043	CC:206	Managing Intellectual Property	
	1044	CC:2B	Knowledge and Alliances	
	1045	CC:4A Exhibit Hall/TIM	Communicating Innovations	
	1046	CC:613	Knowledge and Technology Flows	
Wed	8:30am	1081	CC:619/620	SHCS: Unlocking Strategy Creation
		1106	CC:206	Network Organization Forms
10:40am	1129	CC:611/612	SHCS: IT Careers and Org Learning	
	1148	CC:602/603	SHCS: Corporations and New Ventures	

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Friday 8:00AM**1 : (AAC) Seattle 2003, LAC**

8:00am - 11:00pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: **Barbara Parker**, Seattle U.

2 : (AAC) Board of Governors' Meeting

8:00am - 5:00pm Sheraton Seattle Hotel & Towers: Room 412 & Boardroom
Organizer: **Jone L. Pearce**, U. of California, Irvine

Friday 8:30AM**3 : (IM) International Management Division Ocean Kayaking Adventure**

8:30am - 2:00pm Off Site: Ocean Kayaking
Limited to IM Division members. Pre-registration and a fee to cover costs are required. Places are limited; sign up early. Contact dcthomas@sfu.ca.
Organizer: **David C. Thomas**, Simon Fraser U.
Presiding: **Schon L. Beechler**, Columbia U.

Friday 9:00AM**4 : (HR) HR Practice in Action: A Site Visit to Starbucks**

9:00am - 12:00pm Off Site: Starbucks
This site visit is limited to the first 20 people to pre-register with Cheryl Adkins (cadkins@longwood.edu).
Organizers: **Zoe Barsness**, U. of Washington, Tacoma; **Cheryl L. Adkins**, Longwood University

Friday 12:00PM**5 : (ENT) Entrepreneurship Division Doctoral Consortium**

12:00pm - 6:00pm Westin Hotel: Vashon II
Doctoral Consortium for Entrepreneurship Division. Invited participants only.
Coordinators: **Shaker A. Zahra**, Babson College; **Lowell Busenitz**, U. of Oklahoma

Friday 12:30PM**6 : (ENT) Welcome to Entrepreneurship PDW**

12:30pm - 1:00pm Westin Hotel: Fifth Avenue
Welcome session to the opening of the Entrepreneurship Professional Development Workshop sessions.

Friday 1:00PM**7 📖🗣️🗣️: (CAR) Using Project Management to Manage Your Career in the New Millenium**

1:00pm - 6:00pm Grand Hyatt Seattle: Washington
Open, no restriction on participation Pre-registration required: **Jean Walker**, Jeanwalker@aol.com Multiple sessions: Friday & Saturday
Organizers: **Jean Erickson Walker, ED.D.**, OI Partners, Inc.; **Cheryl J Walker PMP**, George Washington U.

8 : (ENT) Crossfire - What is Entrepreneurial Leadership?

1:00pm - 2:30pm Sheraton Seattle Hotel & Towers: Douglas Room

Panelist will argue their position for or against leadership and entrepreneurship.

Presenters: **George T. Solomon**, George Washington U.; **Lloyd W. Fernald**, U. of Central Florida; **Marshall Sashkin**, George Washington U.

Moderator: **Ayman Tarabishy**, George Washington U.

9 : (ENT) Interconnections between Entrepreneurship and Family Business: Building a Common Research Agenda

1:00pm - 2:30pm Westin Hotel: St. Helens
Understand the interconnections of current research in both entrepreneurship and family research.

Organizer: **Ramona Heck**, Baruch College

Presenters: **William B. Gartner**, U. of Southern California; **Joseph H Astrachan**, Kennesaw State U; **Joseph H Astrachan**, Kennesaw State U

10 🗣️: (GDO) Doctoral Consortium I

1:00pm - 6:00pm Grand Hyatt Seattle: Sealth
Pre-registration is encouraged. Please contact **Susan Vinnicombe** at s.m.vinnicombe@cranfield.ac.uk or at 01234-751122 for more information.

Chair: **Susan Vinnicombe**, Cranfield U.

Presenters: **Anne Huff**, Cranfield U. ; **Celia Virginia Harquail**, U. of Virginia

11 🗣️: (GDO) Theorizing About Hidden Identities in the Workplace: A Research Incubator

1:00pm - 6:00pm Grand Hyatt Seattle: Stevens
Pre-registration is required. Please contact **Susan Kirby** at sk10@swt.edu or at 512-245-3309.

Chairs: **Susan L. Kirby**, Southwest Texas State U.; **Joy E. Beatty**, Boston College

Presenters: **Judith A. Clair**, Boston College; **Kathleen Duncan**, U. of La Verne; **Tammy MacLean**, Suffolk U.; **Donna Chrobot-Mason**, U. of Colorado, Denver; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Carolyn M. Wiethoff**, Indiana U., Bloomington; **Elaine Yakura**, Michigan State U.

12 🗣️: (HR) The Psychological Impact of the Concept of Terrorism on Productivity: The Role of HR Professionals

1:00pm - 5:00pm Grand Hyatt Seattle: Sherman

Pre-registration is not required.

Presenters: **Thomas J Rippon**, U. of Victoria; **Eliot Lowey**, Diarkis, Inc.

13 : (HR) HR Practice in Action: A Site Visit to Wizards of the Coast

1:00pm - 5:00pm Off Site: Wizards of the Coast

This site visit is limited to the first 20 people to pre-register with Cheryl Adkins (cadkins@longwood.edu).

Organizers: **Zoe Barsness**, U. of Washington, Tacoma; **Cheryl L. Adkins**, Longwood University

14 SPDW: (IM, RM, MED) Making it Count: Qualitative Research in a Quantitative World

1:00pm - 5:00pm Westin Hotel: Cascade 1 (B)

Workshop based on a forthcoming edited volume. Additional presenters beyond those listed.

Organizer: **Rebecca Marschan-Piekkari**, Swedish School of Economics and Business Administration

Presenters: Nancy K. Napier, Boise State U.; Julian M. Birkinshaw, London Business School; Sneljina Michailova, Copenhagen Business School; Diana Sharpe, Monmouth U.; Ian Wilkinson, U. of New South Wales; Richard Byron Peterson, U. of Washington, Seattle; Poul Houman Andersen, Aarhus School of Business; Malcolm Chapman, University of Leeds; Niels G. Noorderhaven, Tilburg U.; Elisabeth Mary Wilson, U. of Manchester; Denice Welch, Mt. Eliza Bus. School; Robert Ian Westwood.

15 📖🗣️: (MC) **Developing the Practice of Consulting I: Essential Consulting Skills and Tools**

1:00pm - 7:30pm Westin Hotel: Adams

Hands-on training of consulting skills and tools (www.hhs.se/mcd).

Pre-register with mcd@hhs.se by July 14. Participation fee \$30

Presenters: Ken Weidner, Saint Joseph's U.; James Ross Warren, Center for Collaborative Management; Michael O Milholland, The Boeing Company

16 📖: (MED) **Learning Styles and Teaching Strategies in Management Education - The Dunn & Dunn Model.**

1:00pm - 3:00pm Sheraton Seattle Hotel & Towers: Room 428

This is an interactive workshop that includes storytelling, illustrative examples of learning/processing styles with practical applications for management.

Coordinator: Steven John Armstrong, U. of Hull

Presenter: Marjorie S Schiering, Malloy College

17 📖SPDW: (MH, MED, PNP) **Teaching and the Case Method Symposium**

1:00pm - 2:30pm Grand Hyatt Seattle: Menzies Suite

Open. No restriction on participation.

Facilitator: Michael J. Provitera, Saint Peter's College

18 📖🗣️: (MSR) **Holistic Transformation to Lean Enterprise**

1:00pm - 2:15pm Grand Hyatt Seattle: Blewett Suite

Open to all conference attendees.

Presenter: Dan G. Prock, Marymount U.

19 📖🗣️SPDW: (ODC, MC, IM) **Perspectives On International Organizational Consulting**

1:00pm - 4:00pm Sheraton Seattle Hotel & Towers: East Room B

Organizers: Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.

Presenters: Kenneth Murrell, West Florida U.; Terry R. Armstrong, Armstrong Consulting; Therese F. Yaeger, Benedictine U.; Miguel P. Caldas, EAESP-FGV, Fundação Getúlio Vargas; Alan Krabbenhoft, -; Courtland M Chaney, Louisiana State U.; Ulf Bengtsson, Benedictine University; Mickey Veich, ProChange

20 📖🗣️SPDW: (ODC, SIM, MED, TTC) **Promoting Corporate Social Responsibility (CSR) Through Simulation Based Learning**

1:00pm - 6:00pm Westin Hotel: Cascade 2

Please pre-register to help estimate equipment needs to Ann Kemp (akemp@ca.inter.net)

Organizer: Anne Kemp MSc., U. of Toronto

Facilitators: Greg Warman, ExperiencePoint; James Chisholm, ExperiencePoint

21 🗣️: (ONE) **The Northwest Earth Institute's Approach to Addressing Environmental Sustainability in the Workplace**

1:00pm - 4:00pm Westin Hotel: Blakely

Pre-registration requested, but not required.

Coordinator: Gordon P. Rands, Western Illinois U.

22 🗣️SPDW: (PS, MED, ODC) **Advances in Academic-Practitioner Collaborative Action Learning**

1:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Aspen Room

People participating in this workshop series are strongly recommended to bring descriptive project materials and summary information.

Welcome: Daniel F. Twomey, Fairleigh Dickinson U.

Facilitators: Rita Kowalski, U.S. Dept. of Veterans Affairs; David Coghlan, U. of Dublin; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Terry Orr, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.; Lena Neal, CSC Consulting; Jeana Wirtenberg, Public Service Enterprise Group; Thoralf Ulrik Qvale, Work Research Institute; Lyle Yorks, Columbia U.; Olav Eikeland, Work Research Institute
Professional Development Workshop Chair: Rupert F. Chisholm Jr., Pennsylvania State U.

23 📖🗣️🗣️SPDW: (RM, MOC) **Aesthetic Inquiry in Organization Studies: Doing Research from Aesthetically-Informed Frameworks (I)**

1:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Cedar Room

Registration fee \$15 (for both Aesthetic Inquiry I & II inclusive); Pre-registration recommended; Contact: dboje@nmsu.edu

Chairs: Dave M. Boje, New Mexico State U.; Hans Hansen, Victoria U. of Wellington

Presenters: David Barry, Victoria U., Wellington; Laura Christine Brearley, RMIT U.; Dave M. Boje, New Mexico State U.; Timothy Clark, University of Durham; Brigid Carroll, Auckland U.; David A. Cowan, Miami U., Ohio; Mary Finney, Regis U.; Hans Hansen, Victoria U. of Wellington; Stephen Linstead, U. of Essex; Nick Nissley, U. of St. Thomas; Steven S. Taylor, Worcester Polytechnic Institute; Laurene Vaughan, RMIT U.

Friday 2:00PM

24 : (BPS) **Research Development Workshop on the Resource-Based View, Capabilities, or Strategic Factor Markets**

2:00pm - 6:00pm Westin Hotel: Olympic

Applicants should submit their works-in-progress by Monday June 2, 2003 via e-mail to Rich_Makadok@bus.emory.edu.

Organizers: Richard Makadok, Emory U.; Douglas J. Miller, Tulane U.

Presenters: Jay Barney, Ohio State U.; Russell Coff, Emory U.; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Anita McGahan, Boston U.

25 : (RM) **Stranger in a Not-So-Strange Land: Cutting Edge Issues in Negotiating Stranger-Member Boundaries**

2:00pm - 4:00pm Sheraton Seattle Hotel & Towers: Room 426

Explores the balance between 'strangeness' and familiarity needed in interpretive field research. (Pre-registration recommended)

Chair: Dvora Yanow, California State U., Hayward

Presenters: Brian J. Glenn, Harvard U.; Zara L. Mirmalek, U. of California, San Diego
Discussants: Ann L. Cunliffe, California State U., Hayward; Mary Yoko Brannen, San Jose State U.; Dvora Yanow, California State U., Hayward

Presenters: Kristi Lewis Tyran, Western Washington U.; Deborah Britt Roebuck, Kennesaw State U

Friday 2:15PM

26 📖🗣️: (MSR) **Work as Calling**
 2:15pm - 3:30pm Grand Hyatt Seattle: Blewett Suite
Open to all conference attendees.
Organizer: Jerry Biberman, U. of Scranton
Facilitator: Lee Perry Robbins, Golden Gate U.
Presenter: Sandra King Kauanui, California State Polytechnic U., Pomona

32 📖🗣️SPDW: (MSR, HR, OB) **Fostering Change from the Inside Out: The Springfield Truck Plant Story**
 3:30pm - 5:00pm Grand Hyatt Seattle: Blewett Suite
Open to all conference attendees.
Organizer: Michael McGovern, International Truck & Engine Corporation
Presenter: Robert W. Verner, Benedictine U.

Friday 2:30PM

27 🗣️SPDW: (ENT, PNP, PTC) **Entrepreneurial Management in the Not-for-profit sector, Seattle style!**
 2:30pm - 4:00pm Westin Hotel: St. Helens
Three women who run thriving, entrepreneurial not-for-profit organizations will present.
Facilitator: Thomas A. Bryant, Rutgers U.
Presenter: Patricia F. Kettenring, Rutgers U.

33 🗣️SPDW: (ENT, SIM, PNP, ONE) **Democracy in a Knowledge Economy?: Social Entrepreneurship & the Citizen Sector**
 4:00pm - 5:30pm Sheraton Seattle Hotel & Towers: Room 418
Chair: Norris F. Krueger Jr., Boise State U.
Facilitators: Ami Doshi, Ewing Marion Kauffman Foundation; Robert S. D'Intino, Pennsylvania State U. ; Johanna Mair, IESE

28 🗣️SPDW: (ENT, PTC) **Difficult Conversations Between Entrepreneurs and Employees: Strategies For Effective Management**
 2:30pm - 3:30pm Westin Hotel: Fifth Avenue
This workshop will examine specific strategies and tools for building an effective venture through managing difficult conversations.
Presenters: Deborah S. Butler, Georgia State U.; Mark D. Cannon, Vanderbilt U.

34 📖🗣️: (ODC) **Application of Organization Development and Change Competencies in Graduate Programs**
 4:00pm - 6:00pm Westin Hotel: Whidbey
No registration required. Please let Glenn Varney (gvarney@ggnet.bgsu.edu) know of your desire to present.
Organizer: Glenn H. Varney, Bowling Green State U.
Discussants: Raymond Saner, Centre for Socio-Eco-Nomic Development; Chris Worley, Pepperdine U.; Kenneth Murrell, West Florida U.; Peter Sorensen, Benedictine U.

Friday 3:00PM

29 🗣️SPDW: (ENT, PTC) **Creating and Supporting a Culture of Technology Commercialization**
 3:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom
Sponsored by NCIIA. Pre-registration required. Practitioners in technology commercialization will present.
Presenters: Steven Nichols, U of Texas, Austin; Lou Tornattzky, Claremont Graduate U.
Moderator: Phil Weilerstein, NCIIA

35 : (BPS) **Business Policy and Strategy Doctoral Consortium**
 5:00pm - 9:00pm Westin Hotel: St. Helens
Pre-registration required. This is separate from conference pre-registration. For more details, please see "Seattle 2003" at <http://aom.pace.edu/bps/>.
Organizers: Marjorie A. Lyles, Indiana U., Indianapolis; Brian Silverman, U. of Toronto
Presenters: Harry G. Barkema, Tilburg U.; Sea-Jin Chang, Korea U.; Irene M. Duhaime, Georgia State U.; Heather Haveman, Columbia U.; Rebecca Henderson, Massachusetts Institute of Technology; Steven Klepper, Carnegie Mellon U.; Richard L. Priem, U. of Wisconsin, Milwaukee; Rachelle Sampson, New York U.; Mary Tripsas, Harvard U.

30 📖🗣️SPDW: (MED, HR, HCM) **Pathways to Being an Excellent Reviewer**
 3:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Room 424
This workshop will be beneficial to any member of the Academy who wishes to develop their skills as a reviewer.
Organizer: Joann Krauss Williams, Jacksonville State U.
Participants: K. Michele Kacmar, Florida State U.; Eric S. Williams, U. of Alabama, Tuscaloosa; David J. Lemak, Washington State U.

36 🗣️: (MC) **Fundamentals of Process Management**
 5:00pm - 7:00pm Sheraton Seattle Hotel & Towers: Room 424
This session is part of the workshop "Developing the Practice of Consulting I" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)
Presenter: Michael O Milholland, The Boeing Company

31 📖🗣️SPDW: (MED, OB, ODC) **Through the looking glass: Using reflection as a learning tool**
 3:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Room 428
Organizer: Tracey Honeycutt Sigler, Northern Kentucky U.

37 : (MED) **Welcome Reception For New And Current Med Members**
 5:00pm - 6:30pm Sheraton Seattle Hotel & Towers: East Room A

The renewal of MED Division and its commitment in advancing scholarship

Organizer: **Elena P. Antonacopoulou**, U. of Manchester

38 📖: (MED) **Management Development in the Arab World**

5:00pm - 7:30pm Sheraton Seattle Hotel & Towers: Room 426

Presenter: **David Weir**, Ceram Sophia Antipolis

Professional Development Workshop Chair: **Steven John Armstrong**, U. of Hull

39 📖🌐: (MSR) **Ignatian Principles of Spiritual Government for Today's Management**

5:00pm - 6:00pm Grand Hyatt Seattle: Blewett Suite

Open, no restriction on participation.

Presenter: **Erik C. De Jongh**, Vrije U. Amsterdam

40 📖SPDW: (PS, MED, ODC) **Networking Academic-Practitioner Experiences: Wine & Cheese**

5:00pm - 7:00pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

Please join us for wine, cheese and conversations. Our purpose is to build cross-project/ cross-academic/practitioner relationships and networks.

Presiding: **Terry Orr**, Columbia U.

Welcome: **Joel I. Harmon**, Fairleigh Dickinson U.

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

41 : (SIM) **Social Issues Division Doctoral Consortium**

5:00pm - 10:00pm Westin Hotel: Cascade 1 (C)

Chairs: **Ann K. Buchholtz**, U. of Georgia; **Lori Versteegen Ryan**, San Diego State U.

Presenters: **Douglas R. May**, U. of Nebraska, Lincoln; **Shaker A. Zahra**, Babson College

Participants: **Bradley R. Agle**, U. of Pittsburgh; **Melissa S. Baucus**, Xavier U.; **Philip L. Cochran**, Indiana U.; **Craig S. Fleisher**, U. of Windsor; **Daniel R. Gilbert**, Gettysburg College; **Jeffrey S. Harrison**, Cornell U.; **Jamie R. Hendry**, Bucknell U.; **Jeanne M. Logsdon**, U. of New Mexico; **John F. Mahon**, U. of Maine; **Mary J. Mallott**, U. of Hawaii, West Oahu; **Linda K. Trevino**, Pennsylvania State U.; **Craig V. VanSandt**, Augustana College

42 SPDW: (TIM, OCIS) **TIM-OCIS Doctoral Consortium**

5:00pm - 8:00pm Westin Hotel: Cascade 1 (B)

Presenters: **Gautam Ahuja**, U. of Michigan; **Nicholas Argyres**, Boston U.; **Wilbur Chung**, U. of Pennsylvania; **Deborah J. Dougherty**, Rutgers U.; **Lee Fleming**, Harvard U.; **Ann Majchrzak**, U. of Southern California; **Daniel Robey**, Georgia State U.; **Scott Shane**, U. of Maryland, College Park; **Robert W. Zmud**, U. of Oklahoma

Friday 6:00PM

43 : (IM) **Welcome to the IM Division and Road Map to the IM Division Sessions at the Academy**

6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: East Room B

Host: **Srilata Zaheer**, U. of Minnesota Division Chair: **Joseph L.C. Chang**, U. of Illinois

Program Chair: **Schon L. Beechler**, Columbia U.

Division Chair: **Joseph L.C. Cheng**, U. of Illinois

Hosts: **Srilata Zaheer**, U. of Minnesota; **Anne-Wil Harzing**, U. of Melbourne

Professional Development Workshop Chair: **D. Eleanor Westney**, Massachusetts Institute of Technology

Division Chair-Elect.: **Sully Taylor**, Portland State U.

44 📖SPDW: (MED, HR, MC, OB, ODC, PNP) **The Case Method With A Twist Or Two**

6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Room 428

Organizer: **Cynthia L. Sutton**, Metropolitan State College, Denver

Presenter: **Katherine A. Karl**, Marshall U., Lewis College of Business

45 📖SPDW: (MED, RM) **Teaching Research Methods to Undergraduate Management Students: Problems, Issues, Prospects**

6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Douglas Room

Organizer: **Charles Edward Booth**, U. of the West of England

Presenter: **Jane Harrington**, U. West of England

46 SPDW: (OB, OMT) **OB/OMT Junior Faculty Workshop**

6:00pm - 9:00pm Sheraton Seattle Hotel & Towers: Aspen Room

Pre-registration required.

Organizers: **Xiao-Ping Chen**, U. of Washington, Seattle; **James D. Westphal**, U. of Texas, Austin

Presenters: **J. Keith Murnighan**, Northwestern U.; **Madan M.**

Pillutla, London Business School; **Ya-Ru Chen**, New York U.;

Talya N. Bauer, Portland State U.; **Angelo J. Kinicki**, Arizona State U.;

Anne S. Miner, U. of Wisconsin, Madison; **Joanne Martin**, Stanford U.;

Andrew Hoffman, Boston U.; **Paul S. Adler**, U. of Southern California;

Paul Ingram, Columbia U.; **Jia Lin Xie**, U. of Toronto; **Hayagreeva Rao**, Northwestern U.;

Margaret B. Neal, Portland State U.;

Lyman W Porter, -

47 SPDW: (OMT, OB, ODC) **OB/ODC/OMT Doctoral Consortium**

6:00pm - 9:00pm Westin Hotel: Fifth Avenue

Pre-registration required. Contact **William Ocasio**, Northwestern University, wocasio@nwu.edu.

Organizers: **William Ocasio**, Northwestern U.; **Mary J. Waller**,

Tulane U.; **Peter Sorensen**, Benedictine U.

Presenters: **Mary E. Zellmer-Bruhn**, U. of Minnesota; **Violina**

Rindova, U. of Maryland; **William H. Starbuck**, New York U.;

Marvin Washington, Texas Tech U.; **Francis J. Yammarino**, State

U. of New York, Binghamton; **Richard W. Woodman**, Texas A&M

U.; **Jean M. Bartunek**, Boston College; **Ramkrishnan V. Tenkasi**,

Benedictine U.; **Thomas G. Cummings**, U. of Southern California;

Peter Sorensen, Benedictine U.; **Sally Blount-Lyon**, New York U.;

Kimberly D. Elsbach, U. of California, Davis; **Robert Folger**,

Tulane U.; **Royston Greenwood**, U. of Alberta; **Morten Hansen**,

Harvard U.; **Rami Shani**, California Polytechnic State U., San Luis

Obispo; **Peter Hom**, Arizona State U.

Friday 6:30PM

48 : (ODC) **Reception to Welcome International Academy Members**

6:30pm - 8:30pm Westin Hotel: Vashon

Program Chair: **Gretchen Spreitzer**, U. of Michigan

Division Chair: **Chris Worley**, Pepperdine U.

Professional Development Workshop Chair: **George Roth**, Massachusetts Institute of Technology

Friday 7:00PM
49 : (ENT) Entrepreneurship Doctoral Consortium Dinner - Offsite

7:00pm - 10:00pm Off Site: Local Restaurant

By invitation only.

Organizers: Shaker A. Zahra, Babson College; Lowell Busenitz, U. of Oklahoma

50 ☺: (MSR) Introduction to Meditation

7:00pm - 8:00pm Grand Hyatt Seattle: Blewett Suite

Open to all conference attendees.

Presenter: Jerry Biberman, U. of Scranton

Friday 8:00PM
51 : (IM) Dinner on the Town with the IM Division
Executive Committee Members

8:00pm - 8:45pm Sheraton Seattle Hotel & Towers: East Room B

Go to dinner with a member of the Executive Committee. Meet at the Welcome and Road Map session at 8:00 pm. Advance registration is not necessary.

Program Chair: Schon L. Beechler, Columbia U.

Division Chair: Joseph L.C. Cheng, U. of Illinois

Host: Srilata Zaheer, U. of Minnesota

Professional Development Workshop Chair: D. Eleanor Westney, Massachusetts Institute of Technology

Division Chair-Elect.: Sully Taylor, Portland State U.

Saturday 7:00AM**52 : (BPS) Business Policy and Strategy Doctoral Consortium**

7:00am - 6:00pm Westin Hotel: Cascade 1 (A)

Pre-registration required. This is separate from conference pre-registration. For more details, please see "Seattle 2003" at <http://aom.pace.edu/bps/>.

Organizers: Marjorie A. Lyles, Indiana U., Indianapolis; Brian Silverman, U. of Toronto

Presenters: Harry G. Barkema, Tilburg U.; Sea-Jin Chang, Korea U.; Irene M. Duhaime, Georgia State U.; Heather Haveman, Columbia U.; Rebecca Henderson, Massachusetts Institute of Technology; Steven Klepper, Carnegie Mellon U.; Richard L. Priem, U. of Wisconsin, Milwaukee; Rachele Sampson, New York U.; Mary Tripsas, Harvard U.

53    (CAR) Flying Higher Than A Kite to Unleash Your Career Choices

7:00am - 6:00pm Off Site: Outdoors, North Seattle

Cost: \$30 incl lunch & transportation. Registration required: contact Pat Baccili, patbaccili@orgconsulting.com Open, no participation restriction

Organizer: Patricia Ann Baccili, Claremont Graduate U.

Presenters: Ronald J. Burke, York U.; Mike Arthur, Suffolk U.; Paula Danskin Harveston, Berry College

54    SPDW: (MED, IM) Understanding cross-cultural differences using Business Games: A European/US perspective.

7:00am - 8:30am Sheraton Seattle Hotel & Towers: Room 426

Presenters: Teresa Torres-Coronas, U. Rovira I Virgili; Andrea A Licari, St Johns U.

55    SPDW: (MED, OB, OCIS) Teaching with Technology: Enhancing Democratic Course Participation

7:00am - 10:00am Sheraton Seattle Hotel & Towers: Room 418

Target Audience: Teachers seeking to enhance their skills and resources for teaching Management and Organizational Behavior.

Organizer: Randall G. Sleeth, Virginia Commonwealth U.

Presenters: Randall B. Dunham, U. of Wisconsin, Madison; Robert David Marx, U. of Massachusetts, Amherst; Joan Weiner, Drexel U.; Kenneth Armstrong, U. of Arkansas

56 : (SIM) Social Issues Doctoral Consortium

7:00am - 6:00pm Washington State Convention & Trade Center: 613

Pre-registration is required.

Chairs: Ann K. Buchholtz, U. of Georgia; Lori Verstegen Ryan, San Diego State U.

Saturday 7:30AM**57 : (ENT) Entrepreneurship Division Doctoral Consortium**

7:30am - 5:30pm Washington State Convention & Trade Center: 307

Doctoral Consortium for Entrepreneurship Division. Invited participants only.

Coordinators: Lowell Busenitz, U. of Oklahoma; Shaker A. Zahra, Babson College

58 : (HCM) Continental Breakfast-Welcome to HCMD

7:30am - 8:30am Westin Hotel: Cascade 1 (B)

Saturday 8:00AM**59 : (AAC) Membership Committee Opening Meeting and Breakfast**

8:00am - 10:00am Washington State Convention & Trade Center: 305

Organizer: Jane Whitney Gibson, Nova Southeastern U.

60 : (AAC) Seattle 2003, LAC

8:00am - 11:00pm Washington State Convention & Trade Center: 601

Local Arrangements Chair: Barbara Parker, Seattle U.

61 : (BPS) Business Policy and Strategy New Faculty Consortium

8:00am - 5:00pm Washington State Convention & Trade Center: 617

Pre-registration required.

Organizers: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Ken G. Smith, U. of Maryland

Presenters: Russell Coff, Emory U.; Arnold C. Cooper, Purdue U.; Yves Doz, INSEAD; Michael A. Hitt, Arizona State U.; Marvin B. Lieberman, U. of California, Los Angeles; Elaine Mosakowski, U. of Colorado, Boulder; Harbir Singh, U. of Pennsylvania

62 : (BPS) Conversations on Business and Competitive Strategy

8:00am - 12:00pm Westin Hotel: Blakely

Because of limited seating, pre-registration is required. To reserve your space in this workshop, contact Rich Makadok at

Rich_Makadok@bus.emory.edu

Organizers: Richard Makadok, Emory U.; Walter J. Ferrier, U. of Kentucky

Presenters: Raphael H. Amit, U. of Pennsylvania; Jay Barney, Ohio State U.; Kathleen Eisenhardt, Stanford U.; Javier Gimeno, INSEAD; Anita McGahan, Boston U.; Rita Gunther McGrath, Columbia U.

63    (CAR) Using Project Management to Manage Your Career in the New Millennium

8:00am - 11:00am Westin Hotel: Baker

Open, no restriction on participation Pre-registration required: Jean Walker, Jeanwalker@aol.com Multiple Session: Friday & Saturday

Organizers: Jean Erickson Walker, ED.D., OI Partners, Inc.; Cheryl J Walker PMP, George Washington U.

64 : (CM) Junior Faculty Research Incubator: Negotiation Process

8:00am - 6:00pm Sheraton Seattle Hotel & Towers: Douglas Room

Presenter: Susan E. Brodt, Duke U.

Participants: Kathleen Valley, Harvard U.; Linda L. Putnam, Texas A&M U.; Carsten DeDreu, U. of Amsterdam; Laurie R. Weingart, Carnegie Mellon U.

65 : (ENT) Writing for Rejection

8:00am - 9:30am Washington State Convention & Trade Center: 310

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

Presenters: Candida G. Brush, Boston U.; Per Davidsson, Jönköping International Business School; Anne M. McCarthy, U. of Baltimore; Shaker A. Zahra, Babson College

66 📖: (ENT) **Developing Case Studies: Building Skills To Write Cases For Teaching And Research**

8:00am - 12:00pm Washington State Convention & Trade Center: 611

*This workshop presents a multidisciplinary approach to case research and case writing.*Organizer: **Joan Winn**, U. of DenverFacilitators: **David Wylie**, Babson College; **William Naumes**, U. of New Hampshire**67** 🗣️: (GDO) **Race and Culture in Consulting and Teaching: Consciously Bringing Culture as an Asset**

8:00am - 2:30pm Red Lion Hotel: Lopez B

*Pre-Registration encouraged. Please contact Kit Tennis at sancheztennis@aol.com or at (303) 449-5921.*Chair: **Christopher (Kit) Tennis**, Sanchez Tennis & AssociatesPresenters: **Anita L. Sanchez**, Sanchez Tennis & Associates; **Julie Jensen**, Hewlett-Packard; **Claire Tse**, Sanchez Tennis & Associates; **Martin N. Davidson**, U. of Virginia**68** 📖: (GDO) **Doctoral Consortium II**

8:00am - 1:00pm Westin Hotel: Vashon I

*Pre-registration is encouraged. Please contact Susan Vinnicombe at s.m.vinnicombe@cranfield.ac.uk or at 01234-751122 for more information.*Chair: **Susan Vinnicombe**, Cranfield U.Presenters: **Anne Huff**, Cranfield U. ; **Celia Virginia Harquail**, U. of Virginia**69** (HR) **HR Junior Faculty Consortium**

8:00am - 10:00am Washington State Convention & Trade Center: 304

*To register contact Pamela L. Perrew, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email:**pperrew@cob.fsu.edu*Organizers: **Pamela Perrew**, Florida State U.; **Mark V. Roehling**, Michigan State U.; **Scott A. Snell**, Cornell U.Presenters: **Adrienne Colella**, Texas A&M U.; **James Hamilton Dulebohn**, Michigan State U.; **Gerald R. Ferris**, Florida State U.; **Steve Werner**, U. of Houston**70** (HR) **HR Doctoral Student Consortium**

8:00am - 5:30pm Washington State Convention & Trade Center: 615

*Pre-registration is required. Contact Adrienne Colella, Texas A&M U (Acolella@cgsb.tamu.edu) to register.*Organizers: **John E. Delery**, U. of Arkansas; **Eduardo Salas**, U. of Central Florida; **Adrienne Colella**, Texas A&M U.Presenters: **Murray R. Barrick**, U. of Iowa; **Rosemary Batt**, Cornell U.; **Bradford S. Bell**, Cornell U.; **Donna Maria Blancero**, Arizona State U.; **Wayne F. Cascio**, U. of Colorado, Denver; **Jeanette N. Cleveland**, Pennsylvania State U.; **Jason A. Colquitt**, U. of Florida; **Daniel C. Ganster**, U. of Arkansas; **Hal G. Gueutal**, State U. of New York, Albany; **Stanley M. Gully**, Rutgers U.; **Timothy A. Judge**, U. of Florida; **Howard J. Klein**, Ohio State U.; **David P. Lepak**, U. of Maryland, College Park; **Blaine McCormick**, Baylor U.; **Jean M. Phillips**, Rutgers U.; **Christopher O.L.H. Porter**, Texas A&M U.; **John E. Sawyer**, U. of Delaware; **Paul R. Sparrow**, U. of Manchester; **Dianna L. Stone**, U. of Central Florida ; **Donald M. Truxillo**, Portland State U.; **Patrick Wright**, Cornell U.; **Jing Zhou**, Texas A&M U.; **Thomas W. Lee**, U. of Washington, Seattle; **Roy J. Lewicki**, Ohio State U.; **Rodger W. Griffeth**, U. of New Orleans; **Richard W. Woodman**, Texas A&M U.; **John R. Hollenbeck**, Michigan State U.; **Arthur P. Brief**, Tulane U.;**Sheldon Zedeck**, U. of California, Berkeley; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill; **Daniel C. Feldman**, U. of South Carolina; **Robert C. Ford**, U. of Central Florida; **Mark Huselid**, Rutgers U.; **Angelo S. DeNisi**, Texas A&M U.; **Steve Werner**, U. of Houston; **Gerald R. Ferris**, Florida State U.; **Talya N. Bauer**, Portland State U.; **Raymond A. Noe**, Ohio State U.; **Marcia J. Simmering**, Louisiana State U.; **John W. Boudreau**, Cornell U.; **Christopher Collins**, Cornell U.; **Timothy M. Gardner**, Brigham Young U.; **Bruce M. Meglino**, U. of South Carolina**71** (IAM) **Multidisciplinary Methods in Management Theory**

8:00am - 9:30am Grand Hyatt Seattle: Washington

*No registration required. Contact person: Joao Amaro Matos, U. Nova de Lisboa, amatos@fe.unl.pt*Coordinator: **João Amaro Matos**, U. Nova de LisboaPresenters: **João Amaro Matos**, U. Nova de Lisboa; **Daniel Ferreira**, Fundacao Getulio Vargas; **Alberto Sá Vinhas**, Emory U.; **Antonio Gledson Carvalho**, U. Sao Paulo**72** (IM) **International Management Junior Faculty Consortium**

8:00am - 5:00pm Washington State Convention & Trade Center: 201

*Open only to invited participants, who must apply and pre-register for this consortium. Contact Professor Henisz at**henisz@wharton.upenn.edu*Organizers: **Witold J. Henisz**, U. of Pennsylvania; **Thomas P. Murtha**, U. of MinnesotaPresenters: **Africa Ariño**, U. of Navarra; **Walter Kuemmerle**, Harvard U.; **Arie Y. Lewin**, Duke U.; **Xavier Martin**, New York U.; **Will Mitchell**, Duke U.; **Joanne E. Oxley**, U. of Michigan; **Mary Ann Von Glinow**, Florida International U.; **Kazuhiro Asakawa**, Keio U.; **Kathryn Dewenter**, U. of Washington; **Pankaj Ghemawat**, Harvard U.**73** (IM) **International Management Division Doctoral Consortium**

8:00am - 5:00pm Washington State Convention & Trade Center: 204

*Participants must pre-register and apply (with advisor's recommendation) to Prof. Tatiana Kostova at kostova@sc.edu or FAX 803-777-3609*Organizer: **Tatiana Kostova**, U. of South CarolinaPresenters: **Nakiye Boyacigiller**, San Jose State U.; **Farok J. Contractor**, Rutgers U.; **Heather Berry**, U. of Pennsylvania; **Joseph L.C. Cheng**, U. of Illinois; **Chung-Ming Lau**, Chinese U. of Hong Kong; **Martha L. Maznevski**, International Institute for Management Development; **Stewart R. Miller**, U. of Texas, Austin; **Julian M. Birkinshaw**, London Business School; **Udo Zander**, Stockholm School of Economics**74** 🗣️: (MC) **Developing the Practice of Consulting II: Special Application Skills**

8:00am - 11:00am Washington State Convention & Trade Center: 203

*Personal skills, internal consulting skills and awareness of cognitive types (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14.**Fee: \$10*Facilitator: **Richard Dunford**, Macquarie U.Presenters: **Michael Nippa**, Freiberg U. of Mining and Technology; **Magoroh Maruyama**, Interactive Heterogenetics; **Marilyn E Harris**, CMU/HSCC

75 : (MC) Developing the Discipline of Consulting I: Using Consulting for Scholarly Research

8:00am - 12:30pm Washington State Convention & Trade Center: 205

*Learn about research in and on consulting. Discuss your research projects with senior faculty (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14*Organizer: **Anthony F. Buono**, Bentley CollegePresenters: **Marc Bonnet**, ISEOR/U. of Lyon; **Rickie Moore**, E.M.LYON / ISEOR; **Karin Breu**, Cranfield U. ; **Peter Sorensen**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.; **Lars Engwall**, Uppsala U.; **Matthias Kipping**, U. Pompeu Fabra; **Larry E. Greiner**, U. of Southern California**76**  : (MC) Learning "To Be" a Management Consultant

8:00am - 9:00am Washington State Convention & Trade Center: 206

*This session is part of the workshop "Developing the Practice of Consulting II" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)*Presenter: **Marilyn E Harris**, CMU/HSCC**77**  : (MED) Learning and Developing through Virtual Group Work

8:00am - 10:00am Sheraton Seattle Hotel & Towers: Madrona Room

*Up to 20 participants*Presenter: **Barbara Allan**, U. of HullProfessional Development Workshop Chair: **Steven John Armstrong**, U. of Hull**78** : (MH) Innovative Methods Of Teaching Management History

8:00am - 10:30am Grand Hyatt Seattle: Stevens

*Open. No restriction on participation.*Coordinator: **Julia Teahen**, Baker CollegePresenters: **Regina A. Greenwood**, Kettering U.; **Alfred A. Bolton**, Averett College; **Daniel A. Wren**, U. of Oklahoma, Norman; **Charles Edward Booth**, U. of the West of England; **Julia Teahen**, Baker College; **James A. F. Stoner**, Fordham U.; **Roy Teahen**, Baker College**79** : (MSR) Morning Meditation



8:00am - 8:30am Grand Hyatt Seattle: Blewett Suite

*Wear comfortable clothing.*Coordinator: **Jerry Biberman**, U. of Scranton**80**  : (NDSC) The Academy of Management's New Doctoral Student Consortium

8:00am - 5:30pm Washington State Convention & Trade Center: 608/609

Organizers: **Ethan Burris**, Cornell U.; **Stephanie Ward**, U. of Houston; **Linda M. Dunn-Jensen**, New York U.; **Holly S. Slay**, University of Maryland; **Liliana M Perez**, U. of MemphisWelcome: **Thomas G. Cummings**, U. of Southern CaliforniaIntroduction: **Tyrone S. Pitsis**, University of Technology, SydneyPresenters: **Peter J. Lane**, U. of New Hampshire; **Glen E. Kreiner**, U. of Cincinnati; **Ian O. Williamson**, U. of Maryland; **Amy Wrzesniewski**, New York U.; **Edwin A. Locke**, U. of Maryland; **Lucy R. Ford**, Virginia Commonwealth U.; **Karen Golden-Biddle**, U. of Alberta; **Philip L. Roth**, Clemson U.; **Herman Aguinis**, U. of Colorado, Denver; **Stewart Clegg**, U. of Technology, Sydney; **Peter J. Frost**, U. of British Columbia; **Larry J. Williams**, Organizational Research Methods; **Thomas W. W. Lee**, U. of Washington; **Terri A. Scandura**, U. of MiamiDiscussants: **Denise M. Rousseau**, Carnegie Mellon U.; **Scott Shane**, U. of Maryland, College Park; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill; **Daniel C. Feldman**, U. of South Carolina; **Claudia Bird Schoonhoven**, U. of California, Irvine
Professional Development Workshop Chair: **Tyrone S. Pitsis**, University of Technology, Sydney**81** SPDW: (OB, OMT) OB/OMT Junior Faculty Workshop

8:00am - 5:30pm Washington State Convention & Trade Center: 618/619

*Pre-registration required.*Organizers: **Xiao-Ping Chen**, U. of Washington, Seattle; **James D. Westphal**, U. of Texas, AustinPresenters: **J. Keith Murnighan**, Northwestern U.; **Madan M. Pillutla**, London Business School; **Ya-Ru Chen**, New York U.;**Angelo J. Kinicki**, Arizona State U.; **Anne S. Miner**, U. of Wisconsin, Madison; **Joanne Martin**, Stanford U.; **Andrew Hoffman**, Boston U.; **Paul S. Adler**, U. of Southern California; **Paul Ingram**, Columbia U.; **Jia Lin Xie**, U of Toronto; **Hayagreeva Rao**, Northwestern U.; **Talya N. Bauer**, Portland State U.**82**   SPDW: (ODC, MED, OB, TTC) Teaching With Action Learning: How To Sustain A True Collaborative Culture And Organization

8:00am - 12:00pm Washington State Convention & Trade Center: 213

Organizer: **Katherine Dew**, International CollegePresenter: **Pam Schreiber**, International College**83** SPDW: (OMT, OB, ODC) OB/ODC/OMT Doctoral Consortium

8:00am - 5:00pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

*Pre-registration required. Contact William Ocasio, Northwestern University, wocasio@nwu.edu.*Organizers: **William Ocasio**, Northwestern U.; **Mary J. Waller**, Tulane U.Presenters: **Mary E. Zellmer-Bruhn**, U. of Minnesota; **Viola Rindova**, U. of Maryland; **William H. Starbuck**, New York U.; **Marvin Washington**, Texas Tech U.; **Francis J. Yammarino**, State U. of New York, Binghamton; **Sally Blount-Lyon**, New York U.; **Robert Folger**, Tulane U.; **Morten Hansen**, Harvard U.; **Rami Shani**, California Polytechnic State U., San Luis Obispo; **Kimberly D. Elsbach**, U. of California, Davis; **Ramkrishnan V. Tenkasi**, Benedictine U.; **Richard W. Woodman**, Texas A&M U.; **Thomas G. Cummings**, U. of Southern California; **Royston Greenwood**, U. of Alberta; **Peter Sorensen**, Benedictine U.**84** : (RM) Visual Methodologies: Semiotic, Psychoanalytic, and Discursive Perspectives

8:00am - 12:00pm Sheraton Seattle Hotel & Towers: East Room B

*A methodological guide for critique of visual materials. (Registration fee: \$20; Pre-registration required by June 30; Contact: adowns@ucok.edu)*Organizer: **Carolyn Gardner**, Radford U.Chair: **Alexis Downs**, U. of Central OklahomaPresenters: **Dave M. Boje**, New Mexico State U.; **Robert F Dennehy**, -; **Carolyn Gardner**, Radford U.; **Grace Ann Rosile**, New Mexico State U.Discussants: **Dave M. Boje**, New Mexico State U.; **Grace Ann Rosile**, New Mexico State U.**85** SPDW: (RM, OB, HR) The Never Ending Story: A Workshop on Survey Scale Development and Validation

8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 428
This PDW provides a tutorial on developing and validating measures in line with accepted psychometric practice.
 Chair: **Claudia C. Cogliser**, U. of Oklahoma
 Presenters: **Claudia C. Cogliser**, U. of Oklahoma; **Angelo S. DeNisi**, Texas A&M U.; **K. Michele Kacmar**, Florida State U.; **Terri A. Scandura**, U. of Miami; **Chester A. Schriesheim**, U. of Miami; **Robert J. Vandenberg**, U. of Georgia

86 SPDW: (TIM, OCIS) TIM-OCIS Doctoral Consortium

8:00am - 5:00pm Washington State Convention & Trade Center: 604
Only open to accepted applicants. Please contact gahuja@umich.edu for details.

Presenters: **Gautam Ahuja**, U. of Michigan; **Nicholas Argyres**, Boston U.; **Wilbur Chung**, U. of Pennsylvania; **Lee Fleming**, Harvard U.; **Ann Majchrzak**, U. of Southern California; **Daniel Robey**, Georgia State U.; **Scott Shane**, U. of Maryland, College Park; **Robert W. Zmud**, U. of Oklahoma; **Deborah J. Dougherty**, Rutgers U.

Saturday 8:30AM

87 SPDW: (BPS, OMT) The Advantage of Prior Ties: Trust, Routines, or...?

8:30am - 11:00am Westin Hotel: Olympic

Organizers: **Jeffrey J. Reuer**, Ohio State U.; **Maurizio Zollo**, INSEAD

Presenters: **Tina Dacin**, Queen's U.; **Ranjay Gulati**, Northwestern U.; **Laura Poppo**, Virginia Polytechnic Institute and State U.; **Akbar Zaheer**, U. of Minnesota

88 SPDW: (BPS, OMT) Making Do with Less: Maximizing Productivity in Contexts with Limited Research Resources

8:30am - 11:00am Westin Hotel: Orcas

Please preregister for this session by sending an email to matusik@rice.edu.

Organizers: **Sharon F. Matusik**, Rice U.; **Claudia Bird Schoonhoven**, U. of California, Irvine

Presenters: **Gregory G. Dess**, U of Texas at Dallas; **Sydney Finkelstein**, Dartmouth College; **Elaine Romanelli**, Georgetown U.; **Stephen B. Tallman**, U. of Utah; **Anne Huff**, Cranfield U.

89 : (HCM) Navigating the Interdisciplinary Landscape of Academic Health Care Management

8:30am - 10:00am Westin Hotel: Adams

Workshop will benefit those concerned with their own career development or mentoring students or junior faculty in an interdisciplinary environment.

Chair: **Richard M Burton**, Duke U.

Presenters: **Darrell Burke**, Florida State U.; **Kirsten Corazzini-Gomez**, Duke U.; **Nicole L. Dubbs**, Columbia U.; **Eric L. Eisenstein**, Duke U.; **Bryan J. Weiner**, North Carolina U., Chapel Hill

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

8:30am - 5:00pm Washington State Convention & Trade Center: 612

Registration is required. Contact cbeath@mail.utexas.edu. See also the OCIS and TIM newsletters for more details.

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

91 SPDW: (ODC, IM, TIM) Integrating Universities, Corporations and Governmental in Knowledge Generating Systems

8:30am - 12:00pm Washington State Convention & Trade Center: 303

Organizer: **Morten Levin**, Norwegian U.

Presenters: **Richard Ennals**, Kingston University; **David Gibson**, University of Texas at Austin; **Bjorn Gustavsen**, Work Research Institute; **Johan Ravn**, SINTEF Industrial Management; **Ramkrishnan V. Tenkasi**, Benedictine U.

92 SPDW: (ONE, ODC) Leadership For Sustainable Development: Engaging In Conversations Of Complex Change

8:30am - 12:00pm Washington State Convention & Trade Center: 610

Organizers: **Mary A. Ferdig**, Benedictine U.; **Christopher Juniper**, Ecologic Resources

Participants: **John Klosterman**, Rejuvenation, Inc.; **Steven Nicholas**, City of Seattle (Municipality); **Thor Hinkley**, Portland General Electric; **Ben Packhard**, Starbucks, Inc.

93 SPDW: (PNP, SIM, MED) Service Learning with Northwest Harvest

8:30am - 11:30am Off Site: Northwest Harvest

Organizer: **Barbara Parker**, Seattle U.

Saturday 9:00AM

94 : (AAC) Board of Governors' Meeting

9:00am - 5:00pm Sheraton Seattle Hotel & Towers: Room 412 & Boardroom

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

95 : (AAC) Placement Services

9:00am - 5:00pm Renaissance Madison Hotel: Washington

Placement Services - Registration & Information

Organizer: **Mary Jo Vaughan**, Mercer U.

96 : (MC) Prerequisites for Internal Management Consultants' Success

9:00am - 10:00am Washington State Convention & Trade Center: 206

This session is part of the workshop "Developing the Practice of Consulting II" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)

Presenter: **Michael Nippa**, Freiberg U. of Mining and Technology

97 : (MOC) Creating and Managing Organizational Image and Identity

9:00am - 11:00am Westin Hotel: St. Helens

Organizer: **Timothy J. Tobin**, Booz Allen Hamilton

Speakers: **Timothy J. Tobin**, Booz Allen Hamilton; **Janet M. Dukerich**, U. of Texas, Austin; **Marlena Fiol**, U. of Colorado, Denver; **Majken Schultz**, Copenhagen U.

98 SPDW: (OB, CM, HR) Building and Rebuilding Trust: State of the Science, Research Directions, Managerial Interventions

9:00am - 4:30pm Sheraton Seattle Hotel & Towers: Aspen Room

Pre-registration required, including a fee of \$25. Contact Kurt Dirks (dirks@olin.wustl.edu).

Organizers: **Kurt T. Dirks**, Washington U.; **Donald L. Ferrin**, State U. of New York, Buffalo

Presenters: Gregory A. Bigley, U. of Washington; Peter H. Kim, U. of Southern California; M. Audrey Korsgaard, U. of South Carolina; Roger C. Mayer, U. of Akron; Bill McEvily, Carnegie Mellon U.; Daniel J. McAllister, National U. of Singapore; Franck N. Pruvost, HEC, Paris; Sandra L. Robinson, U. of British Columbia; Harry J. Sapienza, U. of Minnesota; Darryl Stickel, Trust Unlimited; Robert Bies, Georgetown U.; William Bottom, Washington U.; Kimberly D. Elsbach, U. of California, Davis; Roy J. Lewicki, Ohio State U.

99 🗨️SPDW: (OMT, BPS, HR) **Challenges in Managing Professional Service Firms: Implications of Democracy and Knowledge Workers**

9:00am - 1:00pm Washington State Convention & Trade Center: 607

Interested participants should send a 1-paragraph statement of research interests and which conversation they would like to join to jonescq@attbi.com.

Organizers: Candace Jones, Boston College; Laura Empson, Oxford U.; Namrata Malhotra, Queensland U. of Technology
Moderators: C. R. Hinings, U. of Alberta; Michael Lounsbury, Cornell U.; Timothy Morris, Oxford U.; Candace Jones, Boston College; Laura Empson, Oxford U.; Namrata Malhotra, Queensland U. of Technology; Pamela S. Tolbert, Cornell U.; Royston Greenwood, U. of Alberta

100 🗨️SPDW: (ONE, MED) **Teaching Environmental Topics Using Non-textbook Materials**

9:00am - 11:00am Washington State Convention & Trade Center: 212

Chair: Stephanie Welcomer, U. of Maine

Presenters: Anne T. Lawrence, San Jose State U.; Daniel R. Gilbert, Gettysburg College; Michael E. Johnson-Cramer, Boston U.; David H. Saiia, Northern Iowa U.; Linda Sama, Pace U.

101 🗨️SPDW: (PS, MED, ODC) **Accelerated Action Learning through Real-Time Academic-Practitioner Action Research**

9:00am - 12:00pm Westin Hotel: Fifth Avenue

Project participants should come ready to work on their projects, either in making progress or setting the stage for the next round of AR.

Welcome: Daniel F. Twomey, Fairleigh Dickinson U.
Facilitators: Rita Kowalski, U.S. Dept. of Veterans Affairs; David Coghlan, U. of Dublin; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Terry Orr, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.; Lena Neal, CSC Consulting; Jeana Wirtenberg, Public Service Enterprise Group; Thoralf Ulrik Qvale, Work Research Institute; Lyle Yorks, Columbia U.; Olav Eikeland, Work Research Institute
Professional Development Workshop Chair: Rupert F. Chisholm Jr., Pennsylvania State U.

102 🗨️SPDW: (RM, CMS, OMT) **Crafting Qualitative Fieldwork: Traditions of Interpretive, Critical and 'Post' Research**

9:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 424

Aimed at both novice and seasoned qualitative researchers, this PDW will explore issues of design, direction and presentation of fieldwork.

Chair: Pushkala Prasad, Skidmore College
Presenters: Pushkala Prasad, Skidmore College; Ralph Stablein, Massey U.; Maureen Scully, Simmons College

103 🗨️🗨️SPDW: (RM, MOC) **Planning Research on Identity: Issues of Measurement and Design**

9:00am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A

This PDW will facilitate participants' research on identity/identification by providing access to experts in measurement and design in these areas.

Organizers: Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Kevin G. Corley, U. of Illinois, Urbana-Champaign
Presenters: Blake E. Ashforth, Arizona State U.; David A. Whetten, Brigham Young U.; Laurie Milton, U. of Calgary; Celia Virginia Harquail, U. of Virginia

104 🗨️🗨️SPDW: (SIM, ODC, CM) **Crisis Management: Where We Have Been and Where We Need To Go**

9:00am - 11:30am Washington State Convention & Trade Center: 401

Coordinator: Sarah Kooor-Misra, U. of Colorado, Denver
Presenters: Ian Mitroff, U. of Southern California; Robert P. Gephart, Jr., U. of Alberta; Maria L. Nathan, Lynchburg College; Christine M. Pearson, U. of Western Ontario; Sarah Kooor-Misra, U. of Colorado, Denver

Saturday 9:30AM

105 🗨️SPDW: (ENT, TIM, PTC) **Using Visual Data Mining and Collaboration Tools to Enhance Research & Commercialization Capability**

9:30am - 11:00am Washington State Convention & Trade Center: 605

Learn how to use the NSF-N2TEC network environment to enhance innovation and tech commercialization.

Organizer: Kathleen R Allen, U. of Southern California
Presenters: Jon D Weisner, -; George Kalidonis, Illinois Institute of Technology

106 SPDW: (IAM, HR) **Cross-Cultural HRM: Convergence and Divergence**

9:30am - 11:00am Grand Hyatt Seattle: Sherman

All Academy of Management 2003 Meeting attendees are welcome.

Contact person: Rita Cunha, rcunha@fe.unl.pt
Coordinator: Rita Campos Cunha, U. Nova de Lisboa
Presenters: Carlos Obeso Abalde, ESADE; Rita Campos Cunha, U. Nova de Lisboa; Richard Croucher, Cranfield U.; Irene I. Nikandrou, Athens U. of Economics and Business; Helen Apospori, Athens U. of Economics and Business; Chris Brewster, South Bank U.

107 : (PNP) **Teaching Research Methods in Public and Nonprofit Programs**

9:30am - 12:00pm Grand Hyatt Seattle: Sealth

Organizer: Donijo Robbins, Grand Valley State U.
Presenters: Donijo Robbins, Grand Valley State U.; Ralph S. Brower, Florida State U.; Rajade M Berry, U. of Akron

108 SPDW: (PNP, MSR) **Balancing Professional and Personal Lives While Shaping a Community-Wide Wellness Initiative**

9:30am - 11:30am Grand Hyatt Seattle: Blewett Suite

Organizer: Teresa Isabelle Daza Campbell, -
Presenter: Teresa Isabelle Daza Campbell, -

Saturday 10:00AM**109** 🗉: (HR) **HR Certification for Faculty and Students**

10:00am - 12:00pm Red Lion Hotel: Lopez A

*Pre-registration is required: contact Philip.Way@uc.edu by July 20, 2003.***Presenters:** Philip K Way, U. of Cincinnati; Michael C. Sturman, Cornell U.**110** 🗉: (ITC) **Rejuvenating Management Education**

10:00am - 4:00pm Sheraton Seattle Hotel & Towers: Cedar Room

Organizer: Henry Mintzberg, McGill U.**Coordinator:** C. Gopinath, Suffolk U.**Presenter:** Jonathan Gosling, Exeter U.**111** 🗉: (MC) **Understanding and Using Differences in Cognitive Types**

10:00am - 11:00am Washington State Convention & Trade Center: 206

*This session is part of the workshop "Developing the Practice of Consulting II" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)***Presenter:** Magoroh Maruyama, Interactive Heterogenetics**112** 🗉SPDW: (MED, CAR, GDO) **Technology and the New Educational Experience**

10:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 426

Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh**Presenters:** Madeline M. Crocitto, State U. of New York, Old Westbury; Regina Bento, U. of Baltimore; Charles J. Fornaciari, Florida Gulf Coast U.**113** 🗉SPDW: (MED, ODC) **Executive Doctoral Colloquium**

10:00am - 4:00pm Sheraton Seattle Hotel & Towers: Room 418

*The Executive Doctoral Colloquium is an opportunity for practitioners undertaking executive doctorates to present, review and discuss.***Organizer:** Mark Jenkins, Nottingham U.**Facilitators:** John D. Aram, Case Western Reserve U.; Kay Davis, -; Margaret D. Gorman, George Washington U.; Therese Yaeger, Benedictine U.; Sven Kylen, Chalmers U. of Technology; Jo Sanzgeri, Alliant International U.**114** SPDW: (MSR, MED) **Learning from Dialogical Inquiry**

10:00am - 12:00pm Grand Hyatt Seattle: Menzies Suite

Organizer: Liz Borredon, EDHEC**Facilitator:** Joseph A. Raelin, Northeastern U.**Presenter:** Anthony G Blake, Centre for Management Creativity**115** 🗉: (PTC) **Practice Theme Committee Meeting**

10:00am - 12:00pm Grand Hyatt Seattle: Tolmie

Organizer: David Jamieson, Pepperdine U.**116** : (TIM) **Experimental Methodologies in Technology and Strategy Research**

10:00am - 12:00pm Washington State Convention & Trade Center: 3B

Organizer: Rajshree Agarwal, U. of Illinois, Urbana-Champaign**Presenters:** Jaideep Anand, U. of Michigan; Rachel Croson, U. of Pennsylvania; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign**117** : (HCM) **Finding Collaborative Academic Research Opportunities In A Publish Or Perish Environment**

10:30am - 12:00pm Westin Hotel: Cascade 2

*No pre-registration required.***Chair:** Camille K. Barsukiewicz, U. of Memphis**Presenters:** Kirsten Corazzini-Gomez, Duke U.; Michele Issel, U. Illinois, Chicago; Jill Scott, U Colorado Health Sciences Center; Robert J. Weech-Maldonado, Pennsylvania State U.**118** : (HR) **HR Junior Faculty/Doctoral Student Consortium Editor Roundtable**

10:30am - 12:00pm Washington State Convention & Trade Center: 606

*To register contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email:**pperrew@cob.fsu.edu***Organizers:** Pamela Perrewe, Florida State U.; Scott A. Snell, Cornell U.; Mark V. Roehling, Michigan State U.**Presenters:** Arthur P. Brief, Tulane U.; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill; Daniel C. Feldman, U. of South Carolina; Robert C. Ford, U. of Central Florida; Rodger W. Griffith, U. of New Orleans; John R. Hollenbeck, Michigan State U.; Mark Huselid, Rutgers U.; Roy J. Lewicki, Ohio State U.; Sheldon Zedeck, U. of California, Berkeley; Sara L. Rynes, U. of Iowa; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign**119** 🗉SPDW: (MH, OB) **Learning the Lessons of History: The Importance of Management History in the PhD Curriculum**

10:30am - 12:00pm Grand Hyatt Seattle: Stevens

Presenters: John B Miner, -; David D. Van Fleet, Arizona State U.; Grant T. Savage, U. of Alabama**120** SPDW: (SIM, OB) **Organizational Justice: Building a Bridge Between Organizational Behavior and Social Issues**

10:30am - 12:00pm Washington State Convention & Trade Center: 603

Presenters: Maureen L. Ambrose, U. of Central Florida; Russell Cropanzano, Colorado State U.; Paul D Sweeney, -; Gary R. Weaver, U. of Delaware**Saturday 11:00AM****121** 🗉SPDW: (BPS, OMT) **Teaching Integrative Strategy Courses: Bridging the Formulation-Implementation Divide**

11:00am - 1:00pm Westin Hotel: Cascade 1 (C)

*Pre-registration encouraged but not required. Pre-registrants are encouraged to submit relevant syllabi by email (direct e-mails to jrivkin@hbs.edu).***Organizers:** Ranjay Gulati, Northwestern U.; Jan W. Rivkin, Harvard U.; Michael A. Roberto, Harvard U.**Presenters:** Anil K. Gupta, U. of Maryland; David B. Jemison, U. of Texas, Austin; Kathleen Eisenhardt, Stanford U.**122** 🗉: (CAR) **Towards More Democratic Careers at Small to Mid-Size Schools**

11:00am - 1:00pm Washington State Convention & Trade Center: 620

*Open, no restriction on participation***Organizer:** Monica L. Forret, St. Ambrose U.**Saturday 10:30AM**

Presenters: Patrick E Connor, Willamette U.; Barbara A. Ribbens, Western Illinois U.; Sherry E. Sullivan, Bowling Green State U.; Suzanne C. de Janasz, James Madison U.

123 🗨️ (ENT) **Roundtable On Family Business: Governance, Strategic Decision-Making And Democratic Processes**

11:00am - 12:30pm Washington State Convention & Trade Center: 310
Roundtable with presentations of prepared statements. Panel as well as open discussion.

Organizers: Morten Huse, Norwegian School of Management; Guido Corbetta, Bocconi U.

Chair: Giuseppe Airoidi, Bocconi U.

Presenters: Guido Corbetta, Bocconi U.; Joseph H Astrachan, Kennesaw State U.; Leif Melin, -; Shaker A. Zahra, Babson College; Erko Autio, Helsinki U. of Technology; Morten Huse, Norwegian School of Management; Shaker A. Zahra, Babson College

124 🗨️ (MC) **Developing the Practice of Consulting III: Tools for Developing People, Groups and Organizations**

11:00am - 7:30pm Washington State Convention & Trade Center: 203
Hands-on tools for developing individuals, groups and organizations (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14. Fee: \$30
Facilitator: Richard Dunford, Macquarie U.

Presenters: William L. Sparks, Queens College; James M. Hunt, Babson College; Joseph R. Weintraub, Babson College; Michael Marquardt, George Washington U.; Tracey Carsten Roll, Experian North America; Tenny Poole, Experian Information Systems

125 🗨️ (MC) **Developing Group Emotional Intelligence**

11:00am - 12:00pm Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)

Presenter: William L. Sparks, Queens College

126 → SPDW: (ONE, IM) **National and Cross-National Lenses in Framing and Managing Environmental Issues**

11:00am - 1:00pm Washington State Convention & Trade Center: 602

Chair: Oana Branzei, U. of British Columbia

Presenters: Knud Sinding, Southern Denmark U.; Pratima Bansal, U. of Western Ontario; Trevor Davis Hunter, U. of Western Ontario; Catherine A. Ramus, U. of California, Santa Barbara
Discussant: Bruce Paton, San Francisco State U.

Saturday 11:30AM

127 : (IAM) **Sustainability Issues in Iberoamerica**

11:30am - 1:30pm Grand Hyatt Seattle: Sherman
No registration required. Contact person: Ana Maria Peredo, U. of Victoria, aperedo@business.uvic.ca

Coordinator: Ana Maria Peredo, U. of Victoria

Presenters: Carlos Riojas-López, U. de Guadalajara, Cuca; Alberto Aragon-Correa, U. of Granada (Spain)/ Erasmus U. (The Netherlands); Nuria E. Hurtado-Torres, U. of Granada; Víctor J. García-Morales, U. of Granada; Rita Campos Cunha, U. Nova de Lisboa; Ana Maria Peredo, U. of Victoria; Gloria E Miller, U. of Regina; Allan Cahoon, U. of Regina; Monika Winn, U. of Victoria; Boyd Cohen, U. of Victoria

Saturday 12:00PM

128 : (AAC) **Membership**

12:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

129 : (AAC) **Registration**

12:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration
Conference Registration, Pre-Registration Badge Pick Up & Exhibitor Registration

Coordinator: Susan Zaid, Academy of Management

130 : (ENT) **Council of Endowed Chairs' Annual Luncheon**

12:00pm - 1:30pm Washington State Convention & Trade Center: 214
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

131 : (HR) **HR Junior Faculty Consortium Luncheon**

12:00pm - 1:00pm Washington State Convention & Trade Center: 308
To register contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email:

pperrew@cob.fsu.edu

Organizers: Pamela Perrewe, Florida State U.; Mark V. Roehling, Michigan State U.; Scott A. Snell, Cornell U.

132 📖🗨️ SPDW: (MED, MSR) **Buddhist Philosophy into Management.**

12:00pm - 2:00pm Sheraton Seattle Hotel & Towers: Madrona Room

Chair: Steven John Armstrong, U. of Hull

Facilitator: Dolores M Gill, Gill & Associates

133 : (PNP) **Junior Faculty Consortium**

12:00pm - 6:00pm Grand Hyatt Seattle: Washington

Organizer: Matthew Liao-Troth, Western Washington U.

Presenters: Gregory B. Northcraft, U. of Illinois; Larry D. Terry, U. of Texas, Dallas; Steven Rathgeb Smith, U. of Washington; Chris Harrison, Cambridge University Press; Guy Bentham, Kumarian Press; John Boehrer, U. of Washington; Jonathan Brock, U. of Washington

134 SPDW: (PNP, SIM, MED) **Making Service Work for Corporate and Social Responsibility I: A Conversation Over Lunch**

12:00pm - 1:30pm Grand Hyatt Seattle: Sealth

Organizer: Barbara Parker, Seattle U.

Saturday 12:30PM

135 SPDW: (MH, PNP) **An Introduction to Data Mining as a Research Tool**

12:30pm - 2:00pm Grand Hyatt Seattle: Stevens

Open. No restriction on participation.

Coordinator: Regina A. Greenwood, Kettering U.

Distinguished Speaker: Joseph F. Hair, Jr., Louisiana State U.

136 : (RM) **Cooking Up Qualitative Research: Ask the Experts**

12:30pm - 2:00pm Sheraton Seattle Hotel & Towers: Room 424
This PDW addresses the methodological, philosophical, and logistical issues involved in qualitative research.

Organizer: **Raza A. Mir**, William Paterson U.
Presenters: **Raza A. Mir**, William Paterson U.; **Ali H. Mir**, William Paterson U.; **Diana Sharpe**, Monmouth U.; **Jeff Everett**, U. of Calgary

137 📖🗣️🗣️SPDW: (RM, MOC) **Aesthetic Inquiry in Organization Studies: Doing Research from Aesthetically-Informed Frameworks(II)**

12:30pm - 6:30pm Sheraton Seattle Hotel & Towers: East Room A
Registration fee \$15 (for both Aesthetic Inquiry I & II inclusive); Pre-registration recommended; Contact: dboje@nmsu.edu
Chairs: **Dave M. Boje**, New Mexico State U.; **Hans Hansen**, Victoria U. of Wellington

Presenters: **David Barry**, Victoria U., Wellington; **Laura Christine Brearley**, RMIT U.; **Dave M. Boje**, New Mexico State U.; **Timothy Clark**, University of Durham; **Brigid Carroll**, Auckland U.; **David A. Cowan**, Miami U., Ohio; **Mary Finney**, Regis U.; **Hans Hansen**, Victoria U. of Wellington; **Stephen Linstead**, U. of Essex; **Nick Nissley**, U. of St. Thomas; **Steven S. Taylor**, Worcester Polytechnic Institute; **Laurene Vaughan**, RMIT U.

Saturday 1:00PM

138 📖: (CMS) **Bringing Critical Theory into the Management Classroom: The Life of Mike**

1:00pm - 3:00pm Washington State Convention & Trade Center: 605
Presenters: **Dale E. Fitzgibbons**, Illinois State U.; **Nina Gregg**, -; **Suzette Dyer**, U. of Waikato; **Maria Humphries**, U. of Waikato

139 📖🗣️: (CMS) **Doctoral Consortium: Panel Discussion on Career-Building**

1:00pm - 3:00pm Washington State Convention & Trade Center: 607
Coordinators: **Stephen J. Jaros**, Southern U.; **Terry B. Porter**, U. of Massachusetts, Amherst; **Jenny Knowles**, New York University
Speaker: **Linda Forbes**, Franklin & Marshall College

140 📖: (ENT) **Creativity: Getting Students, Faculty, Deans And Community To Think Harder**

1:00pm - 2:30pm Washington State Convention & Trade Center: 310
We will explore how to move beyond traditional, linear thinking into new ideas. We plan to have fun and get our minds moving in new directions.

Organizer: **Lynnette Claire**, U. of Oregon
Presenters: **Deborah Brazeal**, California State Polytechnic U., Pomona; **Lisa K. Gundry**, DePaul U.; **Ed Sobey**, -

141 : (HCM) **Health Services Research Caucus**

1:00pm - 2:30pm Westin Hotel: Orcas
No pre-registration is required.
Chair: **Thomas F. Hilton**, National Institutes of Health/National Institute on Drug Abuse
Presenters: **Jeffrey A. Alexander**, U. of Michigan ; **David A Chambers**, National Institutes of Health/National Institute of Mental Health

142 : (HCM) **What Does Healthcare Management Research Have to Say about Bio-Terrorism?**

1:00pm - 3:00pm Westin Hotel: Whidbey

No pre-registration required.

Chair: **John D. Blair**, Texas Tech U.
Presenters: **Myron D. Fottler**, U. of Central Florida ; **K. Joanne McGlown**, Jacksonville State U.; **Grant T. Savage**, U of Alabama

143 🗣️SPDW: (HCM, PTC, TTC) **Creating Knowledge Across Boundaries: Academic-Practitioner Collaborations**

1:00pm - 3:00pm Westin Hotel: Cascade 2

No pre-registration required.

Chair: **Victoria Parker**, U.S. Dept. of Veterans Affairs
Presenters: **Martin P. Charns**, U.S. Dept. of Veterans Affairs; **Leonard H. Friedman**, Oregon State U.; **Christy Harris Lemak**, U. of Florida; **Reuben R. McDaniel**, U. of Texas, Austin; **Larry A. Mullins**, Samaritan Health Services; **Robert Petzel**, U.S. Dept. of Veterans Affairs

144 SPDW: (HR, OB) **Mentoring Doctoral Students:A Discussion Between Faculty and Students on Expectations and Challenges**

1:00pm - 3:00pm Red Lion Hotel: Emerald 3

Pre-registration is not required.

Organizers: **Maria L Kraimer**, U. of Illinois, Chicago; **Raymond T. Sparrowe**, Washington U.

Presenters: **Terri A. Scandura**, U. of Miami; **Stephen G Green**, Purdue U.; **Martin J. Kilduff**, Pennsylvania State U.; **Stacie Furst**, U. of North Carolina, Chapel Hill; **Joanna Leapheart Newman**, U. of Arkansas; **Terence R. Mitchell**, U. of Washington, Seattle

145 SPDW: (HR, OB) **Personal and Career Transitions: From Tragedy to Joy**

1:00pm - 5:00pm Westin Hotel: St. Helens

Pre-registration is not needed.

Organizers: **Debra J. Cohen**, Society for Human Resource Management; **Judy Tansky**, Ohio State U.; **Cheryl L. Adkins**, Longwood University

Presenter: **Karen Roberts**, Michigan State U.

146 🗣️: (MC) **The State of the Art in Executive Coaching**

1:00pm - 3:00pm Washington State Convention & Trade Center: 206

This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)

Presenters: **Joseph R. Weintraub**, Babson College; **James M. Hunt**, Babson College

147 SPDW: (MOC, ENT) **Managerial and Organizational Cognition in an Entrepreneurial Context**

1:00pm - 5:00pm Westin Hotel: Adams

Facilitators: **Theresa K. Lant**, New York U.; **Daniel P. Forbes**, U. of Minnesota; **Susan C. Schneider**, U. of Geneva; **Dean Shepherd**, U. of Colorado, Boulder; **Kathleen M. Sutcliffe**, U. of Michigan ; **Connie Marie Gaglio**, San Francisco State U.; **Mary Ann Glynn**, Emory U.; **Lloyd W. Fernald**, U. of Central Florida; **Michael Ensley**, U. of North Carolina, Charlotte; **Stephen L. Mueller**, Texas Christian U.

148 📖🗣️: (MSR) **A Community-Wide Wellness Initiative**

1:00pm - 3:30pm Grand Hyatt Seattle: Blewett Suite

Open to all conference attendees.

Presenter: **Teresa Isabelle Daza Campbell**, -

149 📖🗣️SPDW: (ODC, MED, OB, TTC) **Teaching****Organizational Change in Various Cultures**

1:00pm - 4:00pm Washington State Convention & Trade Center: 306

*Participants are asked to e-mail either a copy of their syllabus or a course link to Eric Goodman at egoodman@coloradotech.edu a week before session***Organizers:** Eric Goodman, Colorado Technical U.; Lynda M. Kilbourne, Xavier U.**150** 📖🗣️SPDW: (ODC, MOC, OMT, TIM) **Addressing the Challenge of Studying Knowledge: Learning from Different Methodological Approaches**

1:00pm - 6:00pm Washington State Convention & Trade Center: 603

*Pre-registration is preferred, contact Paul Carlile (carlile@MIT.edu) or David Obstfeld (dobstfel@uci.edu)***Organizers:** Paul R. Carlile, Massachusetts Institute of Technology; David Obstfeld, U. of California, Irvine; George Roth, Massachusetts Institute of Technology**Presenters:** Laura J. Black, Massachusetts Institute of Technology; Robert L. Cross, U. of Virginia; Sharon F. Matusik, Rice U.**Discussants:** Linda Argote, Carnegie Mellon U.; Max Boisot, ESADE; Wanda J. Orlikowski, Massachusetts Institute of Technology; J.C. Spender, Fashion Institute of Technology, State U. of New York**151 : (OM) OM Doctoral Student Consortium - Research Incubator**

1:00pm - 5:00pm Westin Hotel: Olympic

*Interested students should contact the session chairs for submission requirements.***Chairs:** G Keong Leong, U. of Nevada, Las Vegas; John R. Olson, DePaul U.**152** 🗣️SPDW: (OMT, ODC, PTC) **Changing Organizational Design: Theory-Practice Gap**

1:00pm - 4:00pm Westin Hotel: Vashon

*No pre-registration required. Contact person: Richard Burton, Duke U., (919) 660-7847, rmb2@mail.duke.edu***Organizers:** Richard M Burton, Duke U.; Borge Obel, Southern Denmark U.**Presenters:** Jay R. Galbraith, U. of Southern California; Henrik Winther Bendix, Managers Hotline; Richard M Burton, Duke U.; Pat Keith, PK Advantage, Texas; Kathy Molloy, Change Works International**153 : (ONE) Doctoral Student Research Workshop**

1:00pm - 4:00pm Washington State Convention & Trade Center: 305

Coordinator: Kimberly M. Ellis, Michigan State U.**Participants:** Carolyn Egri, Simon Fraser U.; Michael V. Russo, U. of Oregon; Sanjay Sharma, Wilfrid Laurier U.; Gordon P. Rands, Western Illinois U.; Monika Winn, U. of Victoria; Mark Starik, George Washington U.**154** 🗣️SPDW: (ONE, ODC) **Transparent Enterprise and the New Organizational Order**

1:00pm - 4:00pm Washington State Convention & Trade Center: 212

Presenters: Verna Allee, -; Anita Burke, Shell Oil Company**155 : (PNP) Doctoral Consortium I**

1:00pm - 6:00pm Grand Hyatt Seattle: Tolmie

Organizers: Bradley E. Wright, U of North Carolina at Charlotte; Kimberley Roussin Isett, Texas A&M U.**Presenters:** Ralph S. Brower, Florida State U.; Joseph J. Galaskiewicz, U. of Arizona; Keith G. Provan, U. of Arizona; Mary Tschirhart, Syracuse U.; Kenneth J. Meier, Texas A&M U.**156** 🗣️SPDW: (PS, MED, ODC) **Accelerated Action Learning through Real-Time Academic-Practitioner Action Research (cont'd)**

1:00pm - 3:30pm Washington State Convention & Trade Center: 606

*Project participants should come ready to work on their projects, either in making progress or setting the stage for the next round of AR.***Welcome:** Daniel F. Twomey, Fairleigh Dickinson U.**Facilitators:** Rita Kowalski, U.S. Dept. of Veterans Affairs; David Coghlan, U. of Dublin; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Terry Orr, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.; Lena Neal, CSC Consulting; Jeana Wirtenberg, Public Service Enterprise Group; Thoralf Ulrik Qvale, Work Research Institute; Lyle Yorks, Columbia U.; Olav Eikeland, Work Research Institute
Professional Development Workshop Chair: Rupert F. Chisholm Jr., Pennsylvania State U.**157** 📖🗣️SPDW: (SIM, CMS) **Democratizing Knowledge Creation in Stakeholder Networks**

1:00pm - 3:00pm Washington State Convention & Trade Center: 401

Facilitators: Anne T. Lawrence, San Jose State U.; Sandra Waddock, Boston College; Ann Svendsen, Simon Fraser U.**Coordinator:** Jerry M. Calton, U. of Hawaii, Hilo**Presenter:** Judith K. Thompson, U. of Oregon**Discussants:** Robbin Derry, Saint Mary's College; Steven Payne, Georgia College and State U.; Kathleen Rehbein, Marquette U.**158 : (TIM) Finding, choosing and exploiting novel research settings: The pros and cons of unique data**

1:00pm - 3:00pm Washington State Convention & Trade Center: 614

Organizers: Riitta Katila, Stanford U.; Alva Taylor, Dartmouth College**Presenters:** Glen Dowell, U. of Notre Dame; Amy C. Edmondson, Harvard U.; Henrich R. Greve, Norwegian School of Management; Pamela J. Hinds, Stanford U.**Saturday 1:30PM****159** 🗣️SPDW: (BPS, ENT, TIM) **Conversations on Innovation and Entrepreneurship**

1:30pm - 4:30pm Westin Hotel: Blakely

*Please indicate your interest in attending this session by e-mailing Rita McGrath (rdm20@columbia.edu) or Per Davidsson (per.davidsson@jibs.hj.se).***Organizers:** Rita Gunther McGrath, Columbia U.; Per Davidsson, Jönköping International Business School**Presenters:** Zoltan Acs, U. of Baltimore; Sharon A. Alvarez, Ohio State U.; William B. Gartner, U. of Southern California; Shaker A. Zahra, Babson College**160** 📖: (MC) **Developing the Discipline of Consulting II: Bridging the Consulting – Academia – Management Gap**

1:30pm - 7:00pm Washington State Convention & Trade Center: 205

Can research inform consulting? How can university - business education partnerships be formed and how can consulting be taught? (www.hhs.se/mcd).

Presenters: **Alfred Kieser**, Mannheim U.; **Michael Nippa**, Freiberg U. of Mining and Technology; **Dale Jasinski**, Quinnipiac U.; **Steve Dunn**, U. of Wisconsin, Oshkosh; **Matthew O'Connor**, Quinnipiac U.; **Les Trachtman**, Transcitive Corporation; **Ken Weidner**, Saint Joseph's U.

161 : (MC) Knowledge Interchange and Collaboration between Management Consulting and Management Research

1:30pm - 3:00pm Washington State Convention & Trade Center: 304

This session is part of the workshop "Developing the Discipline of Consulting II" (www.hhs.se/mcd)

Presenters: **Alfred Kieser**, Mannheim U.; **Michael Nippa**, Freiberg U. of Mining and Technology

Saturday 2:00PM

162 📖🗣️: (ENT) Garage Technologies Entrepreneurship Bootcamp

2:00pm - 5:30pm Washington State Convention & Trade Center: 611

Pre-registration required. Presentations and materials on preparing entrepreneurs and students for venture capital funding.

Facilitator: **Bill Joos**, -

163 SPDW: (IM, OB) Researching Culture in International Management: From Cultural Differences to Cultural Interactions

2:00pm - 6:00pm Washington State Convention & Trade Center: 602

Pre-registration is strongly encouraged. Contact:gerhard.fink@wu-wien.ac.at. Walk-in participants admitted only if space permits.

Organizer: **Gerhard Fink**, Wirtschaftsuniversitaet Wien
Presenters: **Olivier Irrman**, INSEAD; **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration; **Yochanan H. Altman**, London Metropolitan U.; **Lilach Sagiv**, Hebrew U.; **Stefan Kammhuber**, U. of Regensburg

164 : (MH) Critical Issues in Publishing

2:00pm - 3:30pm Washington State Convention & Trade Center: 211

Open. No restriction on participation.

Presenters: **Dewey E. Johnson**, California State U., Fresno; **Peter B. Petersen**, Johns Hopkins U.; **Diana Reed**, Drake U.

165 📖SPDW: (OM, MED) The Reality of Distance Education: Trial and Tribulations

2:00pm - 4:00pm Westin Hotel: Baker

Presenters: **Rebecca Duray**, U. of Colorado, Colorado Springs; **Barbara Allan**, U. of Hull

Moderators: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh; **Christopher McDermott**, Rensselaer Polytechnic Institute

166 SPDW: (PNP, SIM, MED) Making Service Work for Corporate and Social Responsibility II

2:00pm - 4:00pm Washington State Convention & Trade Center: 616

Organizers: **Joan Weiner**, Drexel U.; **Laurie N. DiPadova-Stocks**, Northern Kentucky U.; **Gordon P. Rands**, Western Illinois U.

Saturday 2:30PM

167 : (CAM) Human Relations Meeting

2:30pm - 4:00pm Grand Hyatt Seattle: Chinook

Organizer: **Tamar Jeffers**, Tavistock Institute

168 🗣️SPDW: (ENT, PTC) Six Degrees of Tech Transfer?: Players & Connectors in the Inland Northwest

2:30pm - 4:00pm Washington State Convention & Trade Center: 214

The panelists will present different facets of the growing tech transfer partnerships in the Inland Northwest.

Organizer: **Keith F. Ward**, Boise State U.

Presenter: **Norris F. Krueger Jr.**, Boise State U.

Discussant: **Erik R. Pages**, NCOE

169 : (IAM) Views of the Changing Organizational Change Landscape

2:30pm - 4:00pm Grand Hyatt Seattle: Sherman

No registration required. Contact person: Miguel Pina e Cunha, U.

Nova de Lisboa, mpc@fe.unl.pt

Coordinator: **Miguel Pina e Cunha**, U. Nova de Lisboa

Presenters: **Dusya M. Vera**, U. of Houston; **Carlos Cabral-Cardoso**, U. of Minho; **Thomaz Wood**, Escola de Administracao de Empresas de Sao Paulo; **Manuela Faia Correia**, U. Lusitana; **Miguel Pina e Cunha**, U. Nova de Lisboa

Saturday 3:00PM

170 : (AAC) Academy of Management Journal Editors' Meeting

3:00pm - 4:30pm Sheraton Seattle Hotel & Towers: Juniper Room

Organizer: **Thomas W. Lee**, U. of Washington, Seattle

171 : (HCM) Not Merely Surviving, But Thriving: Thinking Strategically about the Dissertation Process.

3:00pm - 5:00pm Westin Hotel: Cascade 2

No pre-registration required.

Chair: **Eric W. Ford**, Pennsylvania State U.

Presenters: **Jullet A. Davis**, U. of Alabama, Tuscaloosa; **Eric Goodman**, Colorado Technical U.; **Trish Reay**, U. of Alberta; **Liane Soberman Ginsburg**, York U.; **Jeffery A. Thompson**, Miami U., Ohio

172 🗣️: (MC) Action Learning: A Powerful Tool for Solving Problems and Building Leaders, Teams and Organizations

3:00pm - 4:30pm Washington State Convention & Trade Center: 206

This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)

Presenter: **Michael Marquardt**, George Washington U.

173 🗣️: (MC) A New Model for University and Business Education Partnerships

3:00pm - 5:00pm Washington State Convention & Trade Center: 304

This session is part of the workshop "Developing the Discipline of Consulting II" (www.hhs.se/mcd).

Presenters: **Dale Jasinski**, Quinnipiac U.; **Steve Dunn**, U. of Wisconsin, Oshkosh; **Matthew O'Connor**, Quinnipiac U.; **Les Trachtman**, Transcitive Corporation

174 🗣️: (MED) Getting Your Work Published in the Journal of Management Education

3:00pm - 4:00pm Sheraton Seattle Hotel & Towers: Room 428

Organizer: **Charles J. Fornaciari**, Florida Gulf Coast U.*Presenter:* **Gary Coombs**, Ohio U.*Participant:* **Janice J. Jackson**, York College of Pennsylvania**175** 📖🗣️SPDW: (MEN, GDO, MED, CAR, ENT, TTC, PTC) **How to Build a Developmental Network: Tools and Techniques for Effective Mentoring Relationships**

3:00pm - 5:00pm Westin Hotel: Orcas

Contact Person: **Joycelyn Finley-Hervey** Florida A&M University School of Business & Industry jfinley10@yahoo.com*Presenters:* **Kathy E. Kram**, Boston U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **David A. Thomas**, Harvard U.; **Stacy Blake-Beard**, Simmons College; **Ellen Ensher**, Loyola Marymount U.; **Gayle Baugh**, U. of West Florida; **Leonard Bisk**, U. of Limerick; **William A. Gray**, Corporate Mentoring Solutions, Inc.**176** 📖🗣️: (MSR) **MBA/Business Perspectives on Spirituality & Religion**

3:00pm - 4:30pm Grand Hyatt Seattle: Stevens

*Open to all conference attendees.**Presenter:* **David W. Miller**, -**177** : (OB) **Conversations with the OB Division's Leadership**

3:00pm - 4:30pm Sheraton Seattle Hotel & Towers: Madrona Room

Participants: **Allen C. Bluedorn**, U. of Missouri, Columbia; **Bruce J. Avolio**, U. of Nebraska, Lincoln; **Carolyn M. Wiethoff**, Indiana U., Bloomington; **Anne M. O'Leary-Kelly**, U. of Arkansas; **Angelo S. DeNisi**, Texas A&M U.**178** 📖: (TIM) **The Technology Management Course: Innovations in Delivery and Learning Environment**

3:00pm - 5:00pm Washington State Convention & Trade Center: 614

Presenters: **John E. Ettlie**, Rochester Institute of Technology; **Oscar Hauptman**, Singapore Management U.; **V. K. Narayanan**, Drexel U.**Saturday 3:30PM****179** 📖: (HCM) **Skills and Thrills of Successful Dissertation Supervision.**

3:30pm - 5:00pm Westin Hotel: Fifth Avenue

*No pre-registration required.**Chair:* **Myron D. Fottler**, U. of Central Florida*Presenters:* **James W. Begun**, U. of Minnesota; **John D. Blair**, Texas Tech U.; **Michele Issel**, U. Illinois, Chicago; **Reuben R. McDaniel**, U. of Texas, Austin; **Jacqueline Zinn**, Temple U.**180** : (HR) **Crafting an International HRM Research Agenda for the Asian Context**

3:30pm - 5:30pm Red Lion Hotel: Lopez B

*No pre-registration required – Free refreshments - Everyone is welcome!**Organizers:* **Randall S. Schuler**, Rutgers U.; **Mary R. Watson**, New School U.; **Robert Konopaske**, U. of North Carolina, Wilmington*Presenters:* **Michael Poole**, Cardiff U.; **Audrey Tsui**, International Institute for Management Development; **Vladimir Pucik**, IMD**181** : (MH) **25th Anniversary of the West Series in Business Policy: Historical and Contemporary Impacts**

3:30pm - 5:30pm Washington State Convention & Trade Center: 303

Welcome: **Franz T. Lohrke**, U. of Alabama*Presenters:* **Jay R. Galbraith**, U. of Southern California; **Robert K. Kazanjian**, Emory U.; **Ian C. MacMillan**, U. of Pennsylvania; **Charles W. Hofer**, U. of Georgia*Discussants:* **William Joyce**, Amos Tuck School of Business at Dartmouth College; **David J. Ketchen, Jr.**, Florida State U.**182** 🗣️SPDW: (PS, MED, ODC) **Comparative Learning in Collaborative Action Research**

3:30pm - 5:00pm Washington State Convention & Trade Center: 606

Chair: **Rupert F. Chisholm Jr.**, Pennsylvania State U.*Facilitators:* **Rita Kowalski**, U.S. Dept. of Veterans Affairs; **David Coghlan**, U. of Dublin; **Daniel R. Kowalski**, U.S. Dept. of Veterans Affairs; **Terry Orr**, Columbia U.; **Joel I. Harmon**, Fairleigh Dickinson U.; **Lena Neal**, CSC Consulting; **Jeana Wirtenberg**, Public Service Enterprise Group; **Thoralf Ulrik Qvale**, Work Research Institute; **Lyle Yorks**, Columbia U.; **Olav Eikeland**, Work Research Institute**Saturday 4:00PM****183** 📖🗣️🗣️: (CAR) **Using Project Management to Manage Your Career in the New Millennium**

4:00pm - 6:00pm Grand Hyatt Seattle: Sealth

Open, no restriction on participation Pre-registration required: **Jean Walker**, Jeanwalker@aol.com *Multiple session: Friday & Saturday*
Organizers: **Jean Erickson Walker, ED.D.**, OI Partners, Inc.; **Cheryl J Walker PMP**, George Washington U.**184** 📖🗣️: (CMS) **Doctoral Consortium: Student Research Interests Roundtable**

4:00pm - 6:00pm Washington State Convention & Trade Center: 607

Coordinators: **Stephen J. Jaros**, Southern U.; **Terry B. Porter**, U. of Massachusetts, Amherst; **Jenny Knowles**, New York University
Speakers: **Diana Sharpe**, Monmouth U.; **David Jacobs**, Hood College; **John Hassard**, U. of Manchester Institute of Science & Technology; **Erica Gabrielle Foldy**, New York U.; **Sonia Ospina**, New York U.; **Raza A. Mir**, William Paterson U.; **Ann L. Cunliffe**, California State U., Hayward; **John M. Jermier**, U. of South Florida; **Dave M. Boje**, New Mexico State U.**185** 📖🗣️SPDW: (ENT, PTC) **Entrepreneurship for Community Turnarounds**

4:00pm - 5:30pm Washington State Convention & Trade Center: 214

*Participants are invited to submit short case histories beforehand, for pre-conference distribution, so that discussion can cover a wider base of examples.**Organizer:* **Thomas A. Bryant**, Rutgers U.*Facilitators:* **Michael Christie**, Queensland U. of Technology; **Robert Brent Anderson**, U. of Regina; **Raymond Saner**, Centre for Socio-Eco-Nomic Development; **Norris F. Krueger Jr.**, Boise State U.; **Max Wortman**, Iowa State U.; **Lichia Saner-Yiu**, Center For Socio-Economic Development; **dt ogilvie**, Rutgers U., Newark; **David Pickernell**, U. of Glamorgan; **Benson Honig**, U. of Haifa**186** : (IAM) **Management in Latin America: Contemporary Theories in Micro/Macro-level Organization Research**

4:00pm - 6:00pm Grand Hyatt Seattle: Sherman

All Academy of Management 2003 Meeting attendees are welcome. This workshop is suitable for researchers and practitioners.

Coordinator: **Xin Yao**, U. of Washington, Seattle

Presenters: **Elena Granell**, Instituto de Estudios Superiores de Administracion; **Paul M. Swiercz**, George Washington U.; **Pramila Rao**, George Washington U.; **Sigmar Malvezzi**, U. Sao Paulo; **Allain Joly**, École des Hautes Études Commerciales de Montréal; **Andres Hatum**, IAE, U. Austral; **Andrew M. Pettigrew**, Warwick U.; **João Bento Oliveira**, U. Federal de Uberlandia; **Heitor Takashi Kato**, Pontificia U. Católica do Paraná; **Mário A. Margarido**, Instituto de Economia Agrícola

Discussant: **Carmen Leonor Martínez-López**, U. of Texas-Pan American

187 (MED) The Leadership Game

4:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Room 418

The Leadership Game. Unleashing Creativity: Improving Leadership

Presenter: **Simon Western**, Lancaster U.

Professional Development Workshop Chair: **Steven John Armstrong**, U. of Hull

188 SPDW: (MED, GDO) Developing Competencies in the Classroom: Addressing Diversity Flashpoints

4:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Room 428

Presenters: **Joseph E. Garcia**, Western Washington U.; **Karen J. Hoelscher**, Western Washington U.; **Vickie Farmer**, U. of Washington

189 SPDW: (MED, TTC) Teaching Boot Camp 101

4:00pm - 7:30pm Sheraton Seattle Hotel & Towers: Room 426

This PDW has three independent sessions within it, each with its own panel.

Organizer: **Laurie L. Levesque**, Suffolk U.

Facilitators: **Donald Harter**, U. of Michigan; **Gary J Katzenstein**, Hong Kong U. of Science & Technology; **Polly Parker**, Auckland U.; **James A. F. Stoner**, Fordham U.; **Timothy Golden**, Rensselaer Polytechnic Institute; **Stephanie Welcomer**, U. of Maine; **Suzyn L Ornstein**, Suffolk U.; **Craig P. Dunn**, San Diego State U.; **Sandra Morgan**, U. of Hartford; **Nancy H. Leonard**, West Virginia U.; **Bill Biggs**, Beaver College; **James W. Fairfield-Sonn**, U. of Hartford; **Diana Stork**, -

190 : (ONE) New Perspectives and Horizons on Sustainability Research and Practice

4:00pm - 6:00pm Washington State Convention & Trade Center: 310

Organizers: **Mark Starik**, George Washington U.; **Sanjay Sharma**, Wilfrid Laurier U.

Discussants: **Carolyn Egri**, Simon Fraser U.; **Rick Bunch**, World Resources Institute

191 SPDW: (ONE, MED) Is There a Role for Advocacy in Management Teaching and Research?

4:00pm - 6:00pm Washington State Convention & Trade Center: 213

Pre-registration is preferred but not mandatory for participation.

Chair: **Sandra Rothenberg**, Rochester Institute of Technology
Presenters: **Bruce Barry**, Vanderbilt U.; **Frances E. Bowen**, U. of Calgary; **Edwin M. Epstein**, St. Mary's College; **Susan Key**, U. of Alabama, Birmingham; **David L. Levy**, U. of Massachusetts; **Alfred Marcus**, U. of Minnesota

192 SPDW: (PTC, TTC, MED) The Real World in Management Education--The Intersection of Practice and Teaching

4:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Room 430

Organizer: **Joan Weiner**, Drexel U.

Presenters: **David Jamieson**, Pepperdine U.; **Daniel F. Twomey**, Fairleigh Dickinson U.; **Jeff Lenn**, George Washington U.

193 (RM) Getting a Grip: Everything You Wanted to Know about Changing Research Paradigms

4:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Room 424

This PDW will explore the vexing issues related to academics embarking on the rocky road of changing research methods, ideology and overall paradigms.

Chair: **Dafna Eylon**, U. of Richmond

Presenters: **Dafna Eylon**, U. of Richmond; **Abhijit Gopal**, U of Western Ontario; **Ralph Stablein**, Massey U.; **J. Michael Cavanaugh**, Fairfield U.

Saturday 4:30PM

194 (MC) Appreciative Inquiry as Consulting Tool

4:30pm - 7:00pm Washington State Convention & Trade Center: 206

This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)

Presenters: **Tracey Carsten Roll**, Experian North America; **Tenny Poole**, Experian Information Systems

195 (MSR) Spirituality & Self: Complementing the Undergraduate's Management Core

4:30pm - 5:30pm Grand Hyatt Seattle: Blewett Suite

All conference attendee are welcome.

Presenter: **David C. Trott**, St. Edwards U.

Saturday 5:00PM

196 : (AAC) How to Use AoM Placement Services

5:00pm - 5:30pm Westin Hotel: Cascade 1 (B)

Organizer: **Mary Jo Vaughan**, Mercer U.

197 : (AAC) New Orleans 2004 Organizing Committee

5:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Juniper Room

Organizer: **Thomas G. Cummings**, U. of Southern California

198 : (GDO) Community Together: A GDO Social Reception

5:00pm - 6:30pm Grand Hyatt Seattle: Cayuse

Member and friends of the GDO community come together for our celebratory annual reunion!

Host: **Martin N. Davidson**, U. of Virginia

199 SPDW: (MC, TTC) Practical Client-Based Learning: Classroom Methods for Developing Consulting Skills

5:00pm - 7:00pm Washington State Convention & Trade Center: 304

This session is part of the workshop "Developing the Discipline of Consulting II" (www.hhs.se/mcd).

Presenter: **Ken Weidner**, Saint Joseph's U.

200 : (OMT) Meet OMT Reception

5:00pm - 6:00pm Westin Hotel: Vashon

Open to all, no registration required. Contact person: Joel Baum, University of Toronto, (416) 978-4914, baum@rotman.utoronto.ca
Program Chair: Tina Dacin, Queen's U.
Division Chair: Joel A. C. Baum, U. of Toronto
Participants: Eric Abrahamson, Columbia U.; **Brian Uzzi**, Northwestern U.; **William Ocasio**, Northwestern U.; **Violina Rindova**, U. of Maryland; **Marc Ventresca**, Northwestern U. and U. of California, Irvine; **Marshall J. Schminke**, U. of Central Florida; **Tracy A. Thompson**, U. of Washington, Tacoma; **Pablo Martin de Holan**, U. of Alberta; **Matthew Kraatz**, U. of Illinois, Urbana-Champaign
Professional Development Workshop Chair: Pamela R. Haunschild, U. of Texas, Austin
Division Chair-Elect.: Mary Jo Hatch, U. of Virginia

Organizers: Anne M. O'Leary-Kelly, U. of Arkansas; **Pamela R. Haunschild**, U. of Texas, Austin

210 : (OCIS) OCIS Pre-Conference Reception
 6:00pm - 8:00pm Washington State Convention & Trade Center: 609

211 : (ODC) ODC Reception for Doctoral Students
 6:00pm - 8:00pm Washington State Convention & Trade Center: 612
Program Chair: Gretchen Spreitzer, U. of Michigan
Division Chair: Chris Worley, Pepperdine U.
Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology

212 : (ONE) ONE Welcome Reception
 6:00pm - 8:00pm Washington State Convention & Trade Center: 201
Organizer: Mark Cordano, Ithaca College

213 🗣️: (SIM) SIM Keynote Address, Social Issues in an Increasingly Democratic and Global Economy
 6:00pm - 8:30pm Washington State Convention & Trade Center: 606
Co-sponsored by the Society for Business Ethics and the Research Committee of the SIM Division
Open registration, no restrictions on participation
Organizer: Kelly Strong, Iowa State U.

Saturday 5:30PM

201 : (HCM) Reception & Welcome to HCM Division Members.
 5:30pm - 7:30pm Westin Hotel: St. Helens
No pre-registration required.

202 : (HR) HR Division Pre-Conference Reception
 5:30pm - 7:00pm Grand Hyatt Seattle: Menzies Suite

203 : (NDSC) All Doctoral Students Reception
 5:30pm - 10:30pm Sheraton Seattle Hotel & Towers: Grand Ballroom A
Organizer: Holly S. Slay, University of Maryland

Saturday 6:00PM

204 : (AAC) How to Use AoM Placement Services
 6:00pm - 7:00pm Westin Hotel: Vashon
Organizer: Mary Jo Vaughan, Mercer U.

205 : (CMS) CMS Social
 6:00pm - 8:00pm Washington State Convention & Trade Center: 607
Social Activity for CMS Members and Friends

206 : (ENT) Entrepreneurship Division Social: Experience Music Project.
 6:00pm - 11:00pm Washington State Convention & Trade Center: 204
Pre-registration is required. Contact timothys@csufresno.edu to register. Location: Experience Music Project. 2901 Third Ave. Seattle, WA 98121 206.77

207 : (IM) International Management Division Professional Development Workshops Reception
 6:00pm - 8:00pm Washington State Convention & Trade Center: 604

208 📖: (MED) How learning and teaching styles influence teaching and course design
 6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Room 428
Prior to beginning, participants will need to complete the learning and teaching style instruments and preferably have knowledge of their Myers Briggs score.
Presenters: Tom Hawn, Frostburg State U.; **Carole Gwendolyn Parker**, Frostburg State U.

209 SPDW: (OB, OMT) OB/OMT Divisions' Pre-conference Reception
 6:00pm - 7:30pm Sheraton Seattle Hotel & Towers: West AB

Saturday 6:30PM

214 : (IAM) Iberoamerican Academy of Management Business Meeting
 6:30pm - 8:30pm Grand Hyatt Seattle: Blewett Suite
All members and prospective members are welcome.
Presiding: Luis R. Gomez-Mejia, Arizona State U.
Professional Development Workshop Chair: Rita Campos Cunha, U. Nova de Lisboa

215 : (PTC) Argyris Lifetime Learning Achievement: A Management Learning Award
 6:30pm - 9:00pm Westin Hotel: Fifth Avenue
Organizer: Elena P. Antonacopoulou, U. of Manchester
Distinguished Speaker: Chris Argyris, Harvard U.

Sunday 7:00AM
216 : (BPS) Business Policy and Strategy Doctoral Consortium

7:00am - 12:00pm Westin Hotel: St. Helens

Pre-registration required. This is separate from conference pre-registration. For more details, please see "Seattle 2003" at <http://aom.pace.edu/bps/>.

Organizers: Marjorie A. Lyles, Indiana U., Indianapolis; Brian Silverman, U. of Toronto

Presenters: Harry G. Barkema, Tilburg U.; Sea-Jin Chang, Korea U.; Irene M. Duhaime, Georgia State U.; Heather Haveman, Columbia U.; Rebecca Henderson, Massachusetts Institute of Technology; Steven Klepper, Carnegie Mellon U.; Richard L. Priem, U. of Wisconsin, Milwaukee; Rachelle Sampson, New York U.; Mary Tripsas, Harvard U.

217 : (HCM) HCM Continental Breakfast.

7:00am - 8:00am Westin Hotel: Olympic

No pre-registration required.

218 📖🗣️ (MED) E-Media in Management

7:00am - 9:00am Washington State Convention & Trade Center: 615

Organizer: Charles Wankel, St. John's U.

Presenters: Bernard Forgues, U. of Paris 12; Matthew L. Suppa, Academy of Management; Terence C. Krell, Western Illinois U., Quad Cities; Regina Bento, U. of Baltimore; Diane H. Parente, Pennsylvania State U., Erie; Paul Miesing, State U. of New York, Albany; Alan B. Eisner, Pace U.; Paul L. Govekar, P & M Associates; Jeanie M. Forray, Western New England College; Bill Kaghan, Washington U.; Sarfraz A. Mian, State U. of New York, Oswego; William Daniel Schulte, St. John's U.; Tracy A. Thompson, U. of Washington, Tacoma; Thierry Rakotobe-Joel, Ramapo College; Fabio Fonti, Boston College; Carolyn M. Wiethoff, Indiana U., Bloomington; E Brian Peach, U. of West Florida; B. J. Zirger, U. of Cincinnati; Laurel Newman, U. of Illinois, Springfield; Steven John Armstrong, U. of Hull; Elliot Bendoly, Emory U.; Tagi Sagafi-Nejad, Loyola College; Charles Wankel, St. John's U.; Hugh Gunz, U. of Toronto

Sunday 7:30AM
219 : (AAC) Breakfast Meeting with Current Division/Interest Group Chairs (2002-2003)

7:30am - 9:00am Sheraton Seattle Hotel & Towers: Room 424

Organizer: Rosalie L. Tung, Simon Fraser U.

220 : (ENT) Entrepreneurship Division Doctoral Consortium

7:30am - 12:00pm Washington State Convention & Trade Center: 205

Doctoral Consortium for Entrepreneurship Division. Invited participants only.

Coordinators: Shaker A. Zahra, Babson College; Lowell Busenitz, U. of Oklahoma

221 : (ENT) Entrepreneurial Cognition: The Next Big Thing?

7:30am - 9:00am Washington State Convention & Trade Center: 212

Entrepreneurship members can bring a research question and how best to use theory and methods from cognitive science will be discussed.

Organizer: Norris F. Krueger Jr., Boise State U.

Presenters: Ron K. Mitchell, Victoria U.; Robert A. Baron, Rensselaer Polytechnic Institute; Charlene E Zietsma, U. Western Ontario; Oana Branzei, U. of British Columbia

222 🗣️🗣️ SPDW: (ENT, PNP, PTC) The Business School in Community Action: The GlassRoots Model

7:30am - 9:00am Washington State Convention & Trade Center: 611

Organizers: Thomas A. Bryant, Rutgers U.; Patricia F. Kettenring, Rutgers U.

223 : (HR) HR Junior Faculty Consortium

7:30am - 9:30am Red Lion Hotel: Whidbey

To register contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email:

pperrew@cob.fsu.edu

Organizers: Pamela Perrewe, Florida State U.; Scott A. Snell, Cornell U.; Mark V. Roehling, Michigan State U.

Presenters: M. Susan Taylor, U. of Maryland; Eduardo Salas, U. of Central Florida; Nate Bennett, Georgia Tech. U.; Philip Bobko, Gettysburg College; Gordon W. Cheung, Chinese U. of Hong Kong; Yoav Ganzach, Tel Aviv U.; Mark B. Gavin, Oklahoma State U.; Mark A. Griffin, Queensland U. of Technology; David A. Hofmann, U. of North Carolina at Chapel Hill; Philip L. Roth, Clemson U.; Fred Switzer, Clemson U.; Robert J. Vandenberg, U. of Georgia; Larry J. Williams, Organizational Research Methods

224 🗣️ SPDW: (MED, TTC) Teaching Boot Camp 102

7:30am - 10:00am Sheraton Seattle Hotel & Towers: Room 428

This PDW has two independent sessions, each with its own panel.

We are targeting junior faculty and doctoral students.

Organizer: Laurie L. Levesque, Suffolk U.

Facilitators: Walter Nord, U. of South Florida; Mary J. Mallott, U. of Hawaii, West Oahu; William P. Ferris, Western New England College; Craig V. VanSandt, Augustana College; Fernando Olivera, U. of Western Ontario; Diana Stork, -; William B. Snavely, Miami U., Ohio; Thomas Hawk, Frostburg State U.

Sunday 8:00AM
225 : (AAC) Seattle 2003, LAC

8:00am - 11:00pm Washington State Convention & Trade Center: 601

Local Arrangements Chair: Barbara Parker, Seattle U.

226 : (AAC) Breakfast with Academy of Management Affiliates

8:00am - 9:30am Sheraton Seattle Hotel & Towers: Room 430

AoM Affiliates: WAM, EAM, MWAM, SWAM, SAM, AAM, IAM

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

227 : (BPS) Business Policy and Strategy New Faculty Consortium

8:00am - 12:00pm Westin Hotel: Vashon

Pre-registration required.

Organizers: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Ken G. Smith, U. of Maryland

Presenters: Russell Coff, Emory U.; Arnold C. Cooper, Purdue U.; Yves Doz, INSEAD; Sydney Finkelstein, Dartmouth College;

Ranjay Gulati, Northwestern U.; **Michael A. Hitt**, Arizona State U.; **Marvin B. Lieberman**, U. of California, Los Angeles; **Elaine Mosakowski**, U. of Colorado, Boulder; **Harbir Singh**, U. of Pennsylvania

228 SPDW: (BPS, OMT) Conversations on Corporate Leadership and Governance

8:00am - 12:00pm Westin Hotel: Grand Crescent

Organizers: **Marta A. Geletkanycz**, Boston College; **Wm. Gerard Sanders**, Brigham Young U.

Facilitators: **Sylvia Sloan Black**, North Carolina A&T State U.; **Matt Bloom**, U. of Notre Dame; **Warren Boeker**, U. of Washington; **Albert A. Cannella Jr.**, Texas A&M U.; **Martin J. Conyon**, U. of Pennsylvania; **Catherine M. Daily**, Indiana U.; **David Finegold**, KGI; **James W. Fredrickson**, U. of Texas, Austin; **Dawn Harris**, Loyola U., Chicago; **Rakesh Khurana**, Harvard U.; **Peggy M. Lee**, Emory U.; **Rita Kosnik**, Trinity U.; **Mark S. Mizruchi**, U. of Michigan; **Ann C. Mooney**, Stevens Institute of Technology; **Simon Peck**, U. of St. Gallen; **Tim G. Pollock**, U. of Maryland, College Park; **Freek Vermeulen**, London Business School; **Andrew Ward**, Emory U.; **Anne Huff**, Cranfield U.

229 SPDW: (CAR, IM, OB) Academic Careers in North America for Non-North American Trained Academics

8:00am - 10:30am Red Lion Hotel: San Juan

No pre-enrollment needed.

Organizer: **Ilan Oshri**, Erasmus U, Rotterdam

Presenters: **Sue Newell**, Bentley College; **Cynthia Hardy**, U. of Melbourne; **Hugh Gunz**, U. of Toronto; **Louise Kelly**, Alliant International U.

230 SPDW: (CMS, RM) Critical Perspectives on Communication in Organizations

8:00am - 10:00am Washington State Convention & Trade Center: 608

This workshop is designed to help scholars develop their critical-thinking and critical-communication skills.

Presenter: **Stanley Deetz**, U. of Colorado, Boulder

231 ☺: (GDO) Out In The Academy: Managing Gay, Lesbian, Bisexual, and Transgender Identity In Business Schools

8:00am - 12:00pm Red Lion Hotel: Emerald 3

This workshop will serve as the Academy's first formal venue for discussing issues surrounding the management of GLBT identity in business schools

Chair: **Richard B. Kettner-Polley**, Colorado Technical U.

Presenters: **Jack W. Brittain**, U. of Utah; **Ron Ophir**, Carnegie Mellon U.; **Bryant A. Hudson**, Louisiana State U.; **Jeffrey A. Mello**, Towson U.; **Jane V. Wheeler**, Bowling Green State U.; **Amit Nigam**, Northwestern U.; **Ann Gregory**, Memorial U.; **Michel J. Anteby**, New York U.; **Leonard M. Jessup**, Washington State U.; **Robert Sardy**, Progressive Research and Training for Action; **Raymond N.C. Trau**, Monash U.

232 : (HCM) International Health Management And Policy

8:00am - 10:00am Westin Hotel: Cascade 2

No pre-registration required.

Chair: **Blair Gifford**, U. of Colorado, Denver

Presenters: **Louise Fitzgerald**, De Montfort U.; **Leonard H. Friedman**, Oregon State U.; **Amit Nigam**, Northwestern U.; **Grant T. Savage**, U of Alabama

233 📖📍SPDW: (HCM, PTC, TTC) Learning in the 21st Century: Experiential and Action Learning

8:00am - 10:00am Westin Hotel: Fifth Avenue

No pre-registration required.

Chair: **Patricia H. Thornton**, Duke U.

Presenters: **Jeffrey Barden**, Duke U.; **Will Mitchell**, Duke U.; **Joseph A. Raelin**, Northeastern U.; **Scott Shane**, U. of Maryland, College Park

234 : (HR) HR Doctoral Student Consortium

8:00am - 12:00pm Washington State Convention & Trade Center: 614

Pre-registration is required. Contact Adrienne Colella, Texas A&M U. at acolella@cgsb.tamu.edu to register.

Organizers: **Adrienne Colella**, Texas A&M U.; **John E. Delery**, U. of Arkansas

Presenters: **Murray R. Barrick**, U. of Iowa; **Rosemary Batt**, Cornell U.; **Talya N. Bauer**, Portland State U.; **Bradford S. Bell**, Cornell U.; **Donna Maria Blancero**, Arizona State U.; **Arthur P. Brief**, Tulane U.; **Wayne F. Cascio**, U. of Colorado, Denver; **Jeanette N. Cleveland**, Pennsylvania State U.; **Jason A. Colquitt**, U. of Florida; **Angelo S. DeNisi**, Texas A&M U.; **Daniel C. Feldman**, U. of South Carolina; **Gerald R. Ferris**, Florida State U.; **Robert C. Ford**, U. of Central Florida; **Daniel C. Ganster**, U. of Arkansas; **Rodger W. Griffith**, U. of New Orleans; **Hal G. Gueutal**, State U. of New York, Albany; **Stanley M. Gully**, Rutgers U.; **John R. Hollenbeck**, Michigan State U.; **Mark Huselid**, Rutgers U.; **Timothy A. Judge**, U. of Florida; **K. Michele Kacmar**, Florida State U.; **Howard J. Klein**, Ohio State U.; **Thomas W. Lee**, U. of Washington, Seattle; **David P. Lepak**, U. of Maryland, College Park; **Roy J. Lewicki**, Ohio State U.; **Blaine McCormick**, Baylor U.; **Jean M. Phillips**, Rutgers U.; **Christopher O.L.H. Porter**, Texas A&M U.; **John E. Sawyer**, U. of Delaware; **Paul R. Sparrow**, U. of Manchester; **Dianna L. Stone**, U. of Central Florida; **Donald M. Truxillo**, Portland State U.; **Steve Werner**, U. of Houston; **Patrick Wright**, Cornell U.; **Jing Zhou**, Texas A&M U.; **Richard W. Woodman**, Texas A&M U.; **Raymond A. Noe**, Ohio State U.; **Marcia J. Simmering**, Louisiana State U.; **John W. Boudreau**, Cornell U.; **Christopher Collins**, Cornell U.; **Timothy M. Gardner**, Brigham Young U.; **Bruce M. Meglino**, U. of South Carolina

235 : (IM) Teaching International Management through Case Studies: What They Do and Why They Work

8:00am - 12:00pm Washington State Convention & Trade Center: 201

Pre-registration is required. Some advance preparation will be required.

Organizer: **Allan Bird**, U. of Sheffield

Presenters: **Jeanne M. McNett**, Boise State U.; **Martha L. Maznevski**, International Institute for Management Development; **Joerg Dietz**, U. of Western Ontario; **Pratima Bansal**, U. of Western Ontario; **Tatiana Kostova**, U. of South Carolina; **Allan W. Bird**, U. of Missouri, St. Louis

236 📖SPDW: (IM, ITC, CAR, RM) U.S. Trained Educators Working Abroad: A Diversity of Experiences, Reflections, and Advice

8:00am - 12:00pm Washington State Convention & Trade Center: 605

Intended to provide information and insights on the process and consequences of applying U.S.-based graduate education outside the U.S.

Organizer: **Jacob Eisenberg**, Cyprus International Institute of Management

Presenters: **Robert J. DeFillippi**, Suffolk U.; **Efrat Elron**, The Open U. IL; **Carolyn Buie Erdener**, ITESM & AUC; **Michael J. Gent**, Canisius College; **Ellen Greenberg**, American U., Bulgaria; **Hans Hansen**, Victoria U. of Wellington; **Benson Honig**, U. of Haifa; **Robert David Marx**, U. of Massachusetts, Amherst; **AAhad M Osman-Gani**, Nanyang Technological U.; **Eleni Stavrou**, U. of Cyprus; **Herman Aguinis**, U. of Colorado, Denver; **Ping Ping Fu**, Chinese U. of Hong Kong

237 🗨️: (MC) **Beyond Teams: Building the Collaborative Organization**

8:00am - 12:00pm Washington State Convention & Trade Center: 610

Illustrates the 10 fundamental principles for increasing the effectiveness of how individuals and organizations collaborate.

Presenters: **E Craig McGee II**, SOLUTIONS Inc; **Michael Martin Beyerlein**, U of North Texas

238 📖SPDW: (MED, BPS, OMT) **Discussion Learning: Learning How to Use the Case Method in Your Classroom**

8:00am - 10:00am Sheraton Seattle Hotel & Towers: Juniper Room

Organizer: **Jay Dial**, Ohio State U.

Presenters: **Brian Golden**, U of Toronto; **Amy Hillman**, Arizona State U.

239 SPDW: (MH, OM, PNP) **100th Anniversary of Taylor's "Shop Management": Forgotten Lessons of Scientific Management**

8:00am - 9:00am Washington State Convention & Trade Center: 304

Welcome: **Franz T. Lohrke**, U. of Alabama

Presenter: **Ira T. Kaplan**, Hofstra U.

Discussant: **Robert S. D'Intino**, Pennsylvania State U.

240 📖🗨️: (MSR) **Morning Meditation**

8:00am - 8:30am Grand Hyatt Seattle: Blewett Suite

Wear comfortable clothing.

Coordinator: **Jerry Biberman**, U. of Scranton

241 SPDW: (OB, OMT, ODC) **Editor's Panel for OB/OMT Junior Faculty Workshop and OB/OMT/ODC Doctoral Consortium**

8:00am - 11:00am Sheraton Seattle Hotel & Towers: West Room A

Open to participants in the OB/OMT Junior Faculty Workshop and the OB/OMT/ODC Doctoral Consortium.

Organizers: **Xiao-Ping Chen**, U. of Washington, Seattle; **James D. Westphal**, U. of Texas, Austin; **Mary J. Waller**, Tulane U.; **William Ocasio**, Northwestern U.

Presenters: **Anand Swaminathan**, U. of California, Davis; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill; **Marshall J. Schminke**, U. of Central Florida; **Donald Palmer**, U. of California, Davis; **Sheldon Zedeck**, U. of California, Berkeley; **Royston Greenwood**, U. of Alberta; **Claudia Bird Schoonhoven**, U. of California, Irvine

242 🗨️🗨️SPDW: (OB, OMT, ODC, HR) **We Know What We Need, Now How Do We Do It? Transforming Leadership Research For The Knowledge Era**

8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Aspen Room

Open registration, but key participants also will be invited.

Organizer: **Mary Uhl-Bien**, U. of Central Florida

Facilitators: **James G. Hunt**, Texas Tech U.; **Anson Seers**, Virginia Commonwealth U.; **Claudia C. Cogliser**, U. of Oklahoma; **Richard N. Osborn**, Wayne State U.

243 : (OM) **Innovative Service Management Research Applications**

8:00am - 10:00am Westin Hotel: Stuart

Presenters: **Gerhard Plaschka**, DePaul U.; **Gary M. Thompson**, Cornell U.; **Zeynep Ton**, -; **Anita L. Tucker**, Harvard U.; **John C Goodale**, U. of Oregon

Moderator: **Rohit Verma**, U. of Utah

244 SPDW: (OMT, OB, ODC) **OB/ODC/OMT Doctoral Consortium**

8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom B

Pre-registration required. Contact William Ocasio, Northwestern University, wocasio@nwu.edu.

Organizers: **Peter Sorensen**, Benedictine U.; **Mary J. Waller**, Tulane U.; **Richard W. Woodman**, Texas A&M U.; **William Ocasio**, Northwestern U.

Presenters: **Mary E. Zellmer-Bruhn**, U. of Minnesota; **Violina Rindova**, U. of Maryland; **William H. Starbuck**, New York U.; **Marvin Washington**, Texas Tech U.; **Francis J. Yammarino**, State U. of New York, Binghamton; **Jean M. Bartunek**, Boston College; **Ramkrishnan V. Tenkasi**, Benedictine U.; **Thomas G. Cummings**, U. of Southern California; **Sally Blount-Lyon**, New York U.; **Kimberly D. Elsbach**, U. of California, Davis; **Robert Folger**, Tulane U.; **Royston Greenwood**, U. of Alberta; **Morten Hansen**, Harvard U.; **Rami Shani**, California Polytechnic State U., San Luis Obispo; **Peter Hom**, Arizona State U.

245 SPDW: (OMT, RM, OB) **The Craft of Reviewing**

8:00am - 10:00am Sheraton Seattle Hotel & Towers: Madrona Room

No registration required. Contact person: Hettie Richardson, Louisiana State University, (225) 578-6146, hricha4@lsu.edu

Organizers: **Hettie A. Richardson**, Louisiana State U.; **Lucy R. Ford**, Virginia Commonwealth U.

Participants: **Allen C. Amason**, U. of Georgia; **Jose M. Cortina**, George Mason U.

246 📖: (RM) **Estimating Interaction Effects Using Multiple Regression**

8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 418

Pre-registration required. \$35 registration fee. Contact Herman.Aguinis@cudenver.edu

Presenter: **Herman Aguinis**, U. of Colorado, Denver

247 : (TIM) **Patent Data in Management Research: Uses, Abuses, and Lessons Learned**

8:00am - 10:00am Washington State Convention & Trade Center: 307

Organizers: **Atul Nerkar**, Columbia U.; **Rosemarie Ham Ziedonis**, U. of Michigan

Participants: **Juan Alcacer**, New York U.; **Lee Fleming**, Harvard U.; **Michelle Gittelman**, NYU/Stern; **Arvids A. Ziedonis**, U. of Michigan

Discussants: **Gautam Ahuja**, U. of Michigan ; **Lori Rosenkopf**, U. of Pennsylvania

Sunday 8:30AM

SUNDAY

248 : (BPS) Exploring the Frontiers of International Strategy and Management

8:30am - 12:00pm Westin Hotel: Cascade 1 (A)

Organizers: **Harry G. Barkema**, Tilburg U.; **Xavier Martin**, New York U.*Presenters:* **Julian M. Birkinshaw**, London Business School; **Pankaj Ghemawat**, Harvard U.; **Will Mitchell**, Duke U.; **Srilata Zaheer**, U. of Minnesota**249 SPDW: (BPS, ENT, OMT) Learning Approaches to Strategy: A Better Theory of the Firm?**

8:30am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom A

*Pre-registration required. Maximum attendance: 60 persons.**Organizers:* **Henrich R. Greve**, Norwegian School of Management; **Martin Schulz**, U. of British Columbia*Presenters:* **Linda Argote**, Carnegie Mellon U.; **Kathleen Eisenhardt**, Stanford U.; **Morten Hansen**, Harvard U.; **Anne S. Miner**, U. of Wisconsin, Madison; **Sidney G. Winter**, U. of Pennsylvania**250 📖🗣️: (CM) CMD Community Outreach Training**

8:30am - 12:30pm Sheraton Seattle Hotel & Towers: East Room B

Organizers: **Judi McLean Parks**, Washington U.; **Michael Gross**, Colorado State U.; **faye I. smith**, Emporia State U.**251 : (CM) Conflict Resolution and On-going Relationships**

8:30am - 10:00am Sheraton Seattle Hotel & Towers: Room 416

Organizer: **Keith G. Allred**, Harvard U.**252 : (MOC) Cognition in the Rough VI**

8:30am - 12:00pm Westin Hotel: Elliott Bay

*Pre-registration by June 1. For details and instructions contact Sucheta Nadkarni at snadkarn@unlnotes.unl.edu.**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**, The 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; **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; **Stephen Mezas**, New York U.; **Frances J. Milliken**, New York U.; **Susan Mohammed**, -; **Susan C. Schneider**, U. of Geneva; **Majken Schultz**, Copenhagen U.; **Sim B. Sitkin**, Duke U. / Duke Corporate Education, Inc.; **Kathleen M. Sutcliffe**, U. of Michigan; **Robert W. Zmud**, U. of Oklahoma*Coordinators:* **Sucheta Nadkarni**, U. of Nebraska, Lincoln; **Marc H. Anderson**, U. of Minnesota; **Joseph Gregory Gerard**, State U. of New York, Institute of Technology; **Marie T. Dasborough**, U. of Queensland**253 : (OCIS) Dynamics and Outcomes of Knowledge Networks and Distributed Intelligence in Work Teams**

8:30am - 12:00pm Washington State Convention & Trade Center: 604

*Pre-registration preferred but not required. Contact Noshir Contractor (nosh@uiuc.edu) for details. Also see the OCIS newsletter for more details.**Organizer:* **Noshir Contractor**, U. of Illinois*Participants:* **Jonathon N. Cummings**, Massachusetts Institute of Technology; **Pamela J. Hinds**, Stanford U.; **Peter R. Monge**, U. ofSouthern California; **Bertram Bruce**, U. of Illinois, Urbana-Champaign; **Catherine Cramton**, George Mason U.; **Janet Fulk**, U. of Southern California; **Andrea Hollingshead**, U. of Illinois; **Alessandro Lomi**, Bologna U.**254 🗣️SPDW: (ODC, MC, OB) Five Approaches of Change**

8:30am - 12:00pm Washington State Convention & Trade Center: 401

*Please pre-register to Leon de Caluwe (lca@tg.nl).**Organizer:* **Leon de Caluwe**, Free U., Amsterdam*Presenter:* **Hans Vermaak**, Twynstra Management Consultants**255 📖🗣️SPDW: (ODC, MED, SIM) Democratic Principles in the Absence of Practice: Possibilities In Authoritarian Organizations**

8:30am - 12:00pm Washington State Convention & Trade Center: 603

*Not required. Please notify charwi1@regent.edu and share observations you have on this topic and what you would most like to gain from the workshop.**Organizer:* **Charles Williams**, Regent University*Facilitators:* **William Oliver Welsh III**, Regent U.; **Eric Goodman**, Colorado Technical U.**256 SPDW: (SIM, ONE) Junior Faculty Workshop: Getting Editorial Advice from the Experts!**

8:30am - 10:00am Washington State Convention & Trade Center: 203

*Pre-registration is required. Contact Jeanne Logsdon for additional information, jlogsdon@unm.edu.**Coordinators:* **Jeanne M. Logsdon**, U. of New Mexico; **Monika Winn**, U. of Victoria*Participants:* **Sandra Waddock**, Boston College; **Thomas M.****Jones**, U. of Washington; **Andrew Hoffman**, Boston U.; **Carolyn Egri**, Simon Fraser U.; **Sanjay Sharma**, Wilfrid Laurier U.; **Andrew King**, Dartmouth College; **Amy Hillman**, Arizona State U.; **Linda K. Trevino**, Pennsylvania State U.

Sunday 8:45AM**257 📖SPDW: (BPS, OMT) BPS Managing Your Dissertation Workshop**

8:45am - 12:00pm Westin Hotel: Cascade 1 (C)

Organizers: **Glenn Hoetker**, U. of Illinois, Urbana-Champaign;**Clark Gilbert**, Harvard U.; **Sanjay Jain**, U. of Wisconsin, Madison;**Jennifer Kuan**, Stanford U.; **Frank C. Schultz**, Michigan State U.*Presenters:* **Joanne E. Oxley**, U. of Michigan; **Akbar Zaheer**, U. of Minnesota; **Ranjay Gulati**, Northwestern U.; **Philip C. Anderson**, INSEAD

Sunday 9:00AM**258 : (AAC) Exhibits**

9:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall

Organizer: **Gerilyn McClure Franklin**, U. of Texas, Permian Basin**259 : (AAC) Current Program Chairs (2002-2003)**

9:00am - 10:00am Sheraton Seattle Hotel & Towers: Room 426

Program Chair: **Denise M. Rousseau**, Carnegie Mellon U.*Program Coordinator:* **Andrea Rivero-Dabós**, Carnegie Mellon U.**260 : (AAC) Membership**

9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

261 : (AAC) Registration

9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration

Conference Registration, Pre-Registration Badge Pick Up & Exhibitor Registration

Coordinator: **Susan Zaid**, Academy of Management

262 : (AAC) Placement Services

9:00am - 5:00pm Renaissance Madison Hotel: Washington

Placement Services - Registration & Information

Organizer: **Mary Jo Vaughan**, Mercer U.

263 : (AAM) Asian Management Roundtable: Researching on the Knowledge Economy

9:00am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A

Organizer: **Eric W. K. Tsang**, Wayne State U.

Facilitators: **Naresh Khatri**, U. of Missouri, Columbia; **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology

Presenters: **Ping Ping Fu**, Chinese U. of Hong Kong; **Jun Liu**, Chinese University of Hong Kong; **Tomoki Sekiguchi**, U. of Washington, Seattle; **Shaista E Khilji**, Carleton University; **Xiaoyun Wang**, U. of Manitoba; **Min-Soo Kim**, Ewha Womans U.; **Lee W. Lee**, Central Connecticut State University; **Hirohisa Nagai**, University of Tsukuba; **Choy Chong Li**, University of St Gallen; **Yvonne Helble**, University of St Gallen; **Aiqing Zhang**, Central China Normal University; **Peilan Guan**, Wuhan University

264 → SPDW: (BPS, ENT, IM) Strategy in Emerging Markets: Does a Universal Business Model Apply?

9:00am - 12:00pm Westin Hotel: Whidbey

Interested participants should contact any of the workshop organizers in June of 2003 so that appropriate reading materials can be distributed.

Organizers: **Tarun Khanna**, Harvard U.; **Jan Svejnar**, U. of Michigan

Presenter: **Krishna Palepu**, Harvard U.

265 : (ENT) Systems Thinking and Technology Commercialization

9:00am - 10:30am Washington State Convention & Trade Center: 310

Organizer: **George Kalidonis**, Illinois Institute of Technology

Presenters: **Steven Mannina**, Illinois Institute of Technology; **Todd Baldi**, Illinois Institute of Technology; **Tarik Galijasevic**, Illinois Institute of Technology; **Kristin Groce**, Illinois Institute of Technology; **Janet Woener**, Illinois Institute of Technology

266 Ⓢ SPDW: (ENT, PTC) How Can We Provide Value To Members Who Are, Or Work With, Nontraditional Academics

9:00am - 10:30am Washington State Convention & Trade Center: 611

Focus group on potential new consortium.

Organizer: **Alex Stewart**, Marquette U.

267 📖: (HR) Using HR to Study Teaching: Teaching Competencies for Business Schools

9:00am - 12:00pm Grand Hyatt Seattle: Menzies Suite

Pre-registration is required, all Divisions are welcome. Contact person: **Judith Tansky**, tansky_1@cob.osu.edu

Presenters: **Cynthia Kay Stevens**, U. of Maryland; **Judy Tansky**, Ohio State U.; **Debra J. Cohen**, Society for Human Resource Management

268 📖 SPDW: (ITC, IM, MED, OB, OCIS, PNP) Collaboration Of Management Academicians Through The Democracy Of The Internet

9:00am - 12:00pm Washington State Convention & Trade Center: 607

Chair: **Charles Wankel**, St. John's U.

Presenters: **Camelia Ehteshami Akbari**, Industrial Management Institute, Iran; **Suzu Fox**, Loyola U., Chicago; **Gerhard Fink**, Wirtschaftsuniversitaet Wien; **David A. Lamond**, U. of Western Sydney; **Thomas F. Hilton**, National Institutes of Health/National Institute on Drug Abuse; **Ping Ping Fu**, Chinese U. of Hong Kong; **Robert J. DeFillippi**, Suffolk U.; **Flemming Poufelt**, Copenhagen Business School; **Ann Gregory**, Memorial U.; **Alison Rieple**, Harrow Business School, University of Westminster; **Peter Van Baalen**, Rotterdam School of Management, Dept. of Decision and Information Sciences; **Paul Quintas**, Open University Business School; **Elisabeth Rossen**, Florida International University; **Tyrone S. Pitsis**, University of Technology, Sydney; **Gary Oddou**, California State U., San Marcos; **Kathleen Montgomery**, U. of California, Riverside; **Alan B. Eisner**, Pace U.; **Benson Honig**, U. of Haifa; **Cheryl L. Prachyl**, U. of Texas at Tyler; **Netra Pal Singh**, Management Development Institute; **Jo Ann Duffy**, Sam Houston State U.; **Jane LeMaster**, U. of Texas, Pan American; **Jan M. Ulijn**, Eindhoven U. of Technology; **Marc W.D. Tyrrell**, Carleton U.; **Emeric Solymossy**, Western Illinois U., Quad Cities; **William A. Sodeman**, Hawaii Pacific U.; **Frank M. Shipper**, Salisbury U.; **Ganesh N. Prabhu**, Indian Institute of Management, Bangalore, India; **Miguel R. Olivas-Luján**, ITESM; **Eleanor O'Higgins**, U. College, Dublin; **Mindi McKenna**, Rockhurst U.; **Carmen Leonor Martínez-López**, U. of Texas-Pan American; **S. Manikutty**, Indian Institute of Management, Ahmedabad; **Bonnie Garson**, Reinhardt College; **Robert Blakeney**, University of Houston; **T. Alexandra Beauregard**, London School of Economics; **Gonzalo Sanchez-Gardey**, Universidad De Cadiz; **Bernardo Batiz-Lazo**, Open University Business School; **Luz H. Godina**, ITESM-EGADE, Monterrey; **Jeannine Hulsoor**, Association Global View; **Josep M. Oroval**, Escola Superior d'Administració i Direcció d'Empreses; **Robert Sweo**, University of Maryland, University College; **Nealia Sue Bruning**, U. of Manitoba

269 SPDW: (MH, ODC, OMT, PNP) Behavioral Theory of the Firm: Past, Present, and Future

9:00am - 12:00pm Washington State Convention & Trade Center: 303

Organizer: **Mie Augier**, Stanford U.

Welcome: **Franz T. Lohrke**, U. of Alabama

Presenters: **Mie Augier**, Stanford U.; **Michael J. Prietula**, Emory U.; **Martin Schulz**, U. of British Columbia; **Nicolai Foss**, Copenhagen Business School; **Daniel Levinthal**, U. of Pennsylvania; **Claus Rerup**, U. of Pennsylvania; **Saras D. Sarasvathy**, U. of Maryland

Discussant: **James G March**, Stanford U.

270 SPDW: (OB, CAR, MED, HR) Senior Faculty Consortium-Life In A Different Lane: Effectively Managing The Late Stages of A Career

9:00am - 12:00pm Grand Hyatt Seattle: Washington

Organizer: **Arthur G. Bedeian**, Louisiana State U.*Chair:* **Douglas T. Hall**, Boston U.*Presenters:* **Lyman W Porter**, U. of California, Irvine; **Fred E.****Fiedler**, U. of Washington; **Edwin A. Locke**, U. of Maryland; **John****B Miner**, -; **Daniel A. Wren**, U. of Oklahoma, Norman; **Paul R****Lawrence**, Harvard U.**271 SPDW: (OB, OMT, HR) Publishing Research On Identity and Identification**

9:00am - 12:00pm Sheraton Seattle Hotel & Towers: Douglas Room

*Pre-registration required in order to aid preparations for break out groups. Contact Kevin Corley (kgc2@uiuc.edu).**Organizers:* **Kevin G. Corley**, U. of Illinois, Urbana-Champaign;**Michael G. Pratt**, U. of Illinois, Urbana-Champaign; **Kevin W.****Rock**, U. of Illinois, Urbana-Champaign*Presenters:* **Kimberly D. Elsbach**, U. of California, Davis; **Dennis****A. Gioia**, Pennsylvania State U.; **Mary Ann Glynn**, Emory U.; **Cees****van Riel**, Erasmus U.**272 : (OMT) OMT Dissertation Proposal Workshop**

9:00am - 12:00pm Washington State Convention & Trade Center: 612

*Registration required. Contact Joel Baum, University of Toronto, baum@rotman.utoronto.ca, (416) 978-4914.**Organizer:* **Joel A. C. Baum**, U. of Toronto*Participants:* **Joel A. C. Baum**, U. of Toronto; **Howard Aldrich**, U.of North Carolina; **Gerald F. Davis**, U. of Michigan ; **Leslie Perlow**,Harvard U.; **Reed E Nelson**, Southern Illinois U., Carbondale;**Andrew H. Van de Ven**, U. of Minnesota; **Kimberly D. Elsbach**, U.

of California, Davis

273 SPDW: (OMT, MOC, TIM, ODC) Constructing Knowledge: The Academy of Management as a Cultural Industry

9:00am - 12:00pm Washington State Convention & Trade Center: 613

*No registration required. Contact person: Candace Jones, Boston College, (617)552-0457, jonescq@attbi.com**Organizers:* **Candace Jones**, Boston College; **Raghu Garud**, New York U.*Presenters:* **Anand Narasimhan**, London Business School; **Tina****Dacin**, Queen's U.; **Theresa K. Lant**, New York U.; **Raghu Garud**,New York U.; **Candace Jones**, Boston College*Discussants:* **Paul M. Hirsch**, Northwestern U.; **Alan D. Meyer**, U.

of Oregon

274 : (PNP) Doctoral Consortium II -- Career Choices and Strategies

9:00am - 12:00pm Grand Hyatt Seattle: Sealth

Organizers: **Bradley E. Wright**, U of North Carolina at Charlotte;**Kimberley Roussin Isett**, Texas A&M U.*Presenters:* **Tanya Heikkila**, Columbia U.; **Kimberley Roussin****Isett**, Texas A&M U.; **Bradley E. Wright**, U of North Carolina atCharlotte; **Angela Bies**, Texas A&M U.**275 SPDW: (PS, MED, PNP) Action Research for Sustainable Development: Advancing Democracy in Knowledge Economies**

9:00am - 10:30am Washington State Convention & Trade Center: 609

*Panelists will give brief descriptions of their approach to and thoughts on sustainable development.**Chair:* **Lyle Yorks**, Columbia U.*Program Coordinator:* **Hilary Bradbury**, Case Western Reserve U.**276 (PTC) Using Practice in Knowledge Creation**

9:00am - 12:00pm Grand Hyatt Seattle: Stevens

Facilitator: **David Jamieson**, Pepperdine U.*Speakers:* **Susan A. Mohrman**, U. of Southern California; **Larry E.****Greiner**, U. of Southern California; **Jean M. Bartunek**, Boston

College

Sunday 9:45AM**277 : (AAC) Academy of Management Associates**

9:45am - 11:00am Sheraton Seattle Hotel & Towers: Room 430

Associates: **EURAM**, **EGOs**, **ANZAM**, **ANPAD**, **ASAC**, **BAM***Chair:* **Jone L. Pearce**, U. of California, Irvine**Sunday 10:00AM****278 (AA) The Fringe Cafe**

10:00am - 11:30pm Sheraton Seattle Hotel & Towers: Pre-Function Area

*An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.**Organizers:* **David Barry**, Victoria U., Wellington; **Michael Dawids**,The Creative Alliance, Denmark; **Gail Whiteman**, Erasmus U.**279 : (AAC) Academy of Management Executive Writers Workshop**

10:00am - 12:00pm Westin Hotel: Blakely

Organizer: **Robert C. Ford**, U. of Central Florida**280 : (AAC) Eastern Academy of Management Officers**

10:00am - 12:00pm Grand Hyatt Seattle: Cayuse

Organizer: **Mzamo P. Mangaliso**, U. of Massachusetts, Amherst**281 : (AAC) Incoming Chairs of Division/Interest Group (2003-2004)**

10:00am - 11:30am Sheraton Seattle Hotel & Towers: Room 424

Program Chair: **Denise M. Rousseau**, Carnegie Mellon U.**282 SPDW: (CAR, GDO, MED) Giving Voice to A Different Kind of Publishing: Book Writing and the Impact on Faculty Careers**

10:00am - 12:00pm Red Lion Hotel: Whidbey

*Open, no restrictions on participation**Organizer:* **Suzanne C. de Janasz**, James Madison U.*Presenters:* **Lisa A. Mainiero**, Fairfield U.; **Dorothy Perrin Moore**,The Citadel; **Maury Peiperl**, London Business School; **Andy****Winston**, McGraw-Hill Higher Education**283 SPDW: (IM, ITC) Expanding the Borders of Academic Publishing: What Authors need to know**

10:00am - 12:00pm Washington State Convention & Trade Center: 618

Organizers: **Flemming Poulfelt**, Copenhagen Business School;**Eleanor O'Higgins**, U. College, Dublin; **Jean McGuire**, Concordia

U.

Presenters: **Gary Johns**, Concordia U.; **Sara L. Rynes**, U. of Iowa;**Martin J. Kilduff**, Pennsylvania State U.; **Paul M. Hirsch**,Northwestern U.; **Kristian Kreiner**, Copenhagen Business School;**David Wilson**, U. of Warwick

284 📄SPDW: (MED, CM, HCM, MOC, OCIS, ONE, PNP, IM, SIM, MSR, CAR) **Learning the Art and Craft of Reviewing: Learn from Some of the Best Reviewers**

10:00am - 12:00pm Sheraton Seattle Hotel & Towers: West Room B

Organizer: **Haze Nicole Schepmyer**, U. of Toronto

Participant: **Mark Starik**, George Washington U.

285 📄SPDW: (MED, MSR) **Learning from Our Teachers: A Dialogic Group Inquiry**

10:00am - 12:00pm Sheraton Seattle Hotel & Towers: Cedar Room

Organizer: **Liz Borredon**, EDHEC

Facilitators: **Joseph A. Raelin**, Northeastern U.; **Anthony G Blake**, Centre for Management Creativity

286 📄🗣️ (MSR) **Doctoral Consortium**

10:00am - 12:00pm Grand Hyatt Seattle: Blewett Suite

All conference attendees may participate.

Discussants: **David C. Trott**, St. Edwards U.; **Lee Perry Robbins**, Golden Gate U.

Division Chair-Elect.: **Sandra King Kauanui**, California State Polytechnic U., Pomona

287 SPDW: (OM, ONE) **Interrelating Issues in Service, Quality, and Environmental Management: Future Research Agenda.**

10:00am - 12:00pm Westin Hotel: Orcas

Presenters: **Scott Young**, U. of Utah; **Rohit Verma**, U. of Utah;

Michael V. Russo, U. of Oregon; **Tonya Boone**, College of William and Mary

Moderator: **Linda C. Angell**, Industrial Research Ltd.

288 SPDW: (OM, TIM) **Initiating Research Cross-overs: One Topic (Modularity), Multiple Research Perspectives**

10:00am - 12:00pm Westin Hotel: Cascade 2

Presenter: **Manus Rungtusanatham**, Arizona State U.

Participants: **Melissa A. Schilling**, New York U.; **Sendil Ethiraj**, U. of Michigan

Moderator: **Sebastian Fixson**, U. of Michigan

289 SPDW: (ONE, CM, SIM) **Researching Stakeholder Participation In Environmental Conflicts**

10:00am - 12:00pm Washington State Convention & Trade Center: 203

Chair: **Barbara Gray**, Pennsylvania State U.

Presenters: **Linda L. Putnam**, Texas A&M U.; **Timothy J. Rowley**, U. of Toronto; **Ann Svendsen**, Simon Fraser U.; **Ralph Hanke**, Pennsylvania State U.

290 SPDW: (RM, CMS) **Raising Voices: Pursuing Critical and Ethical Agendas in Organizational Research**

10:00am - 12:00pm Sheraton Seattle Hotel & Towers: Madrona Room

The panel will explore different avenues for engaging in critical/ethical scholarship, and discuss some dilemmas involved.

Coordinator: **Pushkala Prasad**, Skidmore College

Presenters: **Pushkala Prasad**, Skidmore College; **Stanley Deetz**, U. of Colorado, Boulder; **Joanne Martin**, Stanford U.; **Hugh Willmott**, Cambridge U.

291 SPDW: (SIM, PNP) **Advancing Our Scholarly Networks: Research Roundtables**

10:00am - 12:00pm Washington State Convention & Trade Center: 606

Pre-registration with the session organizers is recommended, but walk-ins will be welcome.

Coordinators: **Kelly Strong**, Iowa State U.; **Melissa S. Baucus**, Xavier U.; **Jennifer Griffin**, George Washington U.

292 : (TIM) **Exploring Strategy Through Simulation**

10:00am - 12:00pm Washington State Convention & Trade Center: 307

Presenters: **Ron Adner**, INSEAD; **Giovanni Gavetti**, Harvard U.; **Jan W. Rivkin**, Harvard U.; **Anjali Sastry**, Massachusetts Institute of Technology

Sunday 10:15AM

293 : (AAC) **Conference Break**

10:15am - 10:45am Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area

Join us for refreshments and a prize raffle!

Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Sunday 10:30AM

294 : (AAC) **Southern Academy of Management Officers**

10:30am - 12:00pm Westin Hotel: Adams

Organizer: **Kevin W. Mossholder**, Louisiana State U.

295 : (AAC) **Southwest Academy of Management Officers**

10:30am - 2:00pm Westin Hotel: Baker

Organizer: **Stephanie Newport**, -

296 : (AAC) **People of Color Committee Meeting**

10:30am - 12:00pm Westin Hotel: Deluxe Suite 4041

Organizer: **Ian O. Williamson**, U. of Maryland

297 : (AAC) **Western Academy of Management Officers**

10:30am - 12:00pm Westin Hotel: Olympic

Organizer: **Joyce Osland**, U. of Portland

298 : (AAC) **Midwest Academy of Management Officers**

10:30am - 12:00pm Sheraton Seattle Hotel & Towers: Room 420

Organizer: **Joy VanEck Peluchette**, -

299 : (AAC) **Current and Incoming Heads and Members of Academy Committees**

10:30am - 12:00pm Sheraton Seattle Hotel & Towers: Room 426

Organizer: **Rosalie L. Tung**, Simon Fraser U.

300 : (CAR) **Collaboration Across Borders and Career Stages**

10:30am - 12:00pm Red Lion Hotel: Bainbridge

Pre-registration recommended: **Jelena Zikic**, zikic@rotman.utornoto.ca

Organizer: **Jelena Zikic**, U. of Toronto

Presenters: **Kerr Inkson**, Massey U., New Zealand; **Jennifer M. Kidd**, Birkbeck, U. of London; **Steven A.Y. Poelmans**, U. of Navarra

301 📄🗣️SPDW: (ENT, PNP, MED, PTC) **A Model for Venture Capital Firms and Universities: Mentoring, Teaching, and Fundraising**

10:30am - 12:00pm Washington State Convention & Trade Center: 204

Venture capital for learning, technology commercialization, and University fundraising.

Organizer: **Rock L Clapper**, -

Distinguished Speaker: **Ronald S Cohn**, -

Presenter: **Anupam Govil**, -

302 SPDW: (ENT, TIM) Technology Commercialization And The Scientist-Entrepreneur: Key Challenges And Rewards

10:30am - 12:00pm Washington State Convention & Trade Center: 211
The session addresses trends in technology commercialization and university entrepreneurship.

Organizer: **Gerard George**, U. of Wisconsin, Madison
Presenters: **Zahra A Shaker**, Babson College; **Scott Shane**, U. of Maryland, College Park; **David Mowery**, U. of California, Berkeley; **Anne S. Miner**, U. of Wisconsin, Madison

303 : (HCM) Cutting-edge" Research: Is it Compatible with Sustainable Research Programs?

10:30am - 12:00pm Westin Hotel: Fifth Avenue

No pre-registration required.

Chair: **Reuben R. McDaniel**, U. of Texas, Austin
Presenters: **James W Begun**, U. of Minnesota; **Myron D. Fottler**, U. of Central Florida ; **David J. Ketchen, Jr.**, Florida State U.; **Jacqueline Zinn**, Temple U.

304 SPDW: (OCIS, ODC) The Influence of Chinese Culture on Information Systems Management and Organizational Change

10:30am - 12:00pm Washington State Convention & Trade Center: 602
Pre-registration is strongly encouraged but not required. Contact Robert Davison (isrobert@is.cityu.edu.hk) for information and see the OCIS newsletter.

Organizer: **Robert M. Davison**, City U., Hong Kong
Participant: **Maris G. Martinsons**, City U., Hong Kong

305 SPDW: (PS, MED, ODC) Reflection and Learning from the Practitioner Series/Action Research Community Workshop

10:30am - 12:00pm Washington State Convention & Trade Center: 609
Chairs: **Rupert F. Chisholm Jr.**, Pennsylvania State U.; **Joel I. Harmon**, Fairleigh Dickinson U.; **Daniel F. Twomey**, Fairleigh Dickinson U.; **Terry Orr**, Columbia U.

Sunday 11:30AM**306 : (AAC) Division Treasurers' Meeting**

11:30am - 12:30pm Sheraton Seattle Hotel & Towers: Room 424
Organizer: **Heather Crowe**, Academy of Management
Program Chair: **Denise M. Rousseau**, Carnegie Mellon U.

Sunday 12:00PM**307 : (AAC) Incoming 2003-2004 Program Chairs**

12:00pm - 1:30pm Sheraton Seattle Hotel & Towers: Room 416
Organizer: **Yolanda Jones**, U. of Southern California
Professional Development Workshop Chair: **Thomas G. Cummings**, U. of Southern California

308 : (AAC) International Theme Committee

12:00pm - 1:30pm Sheraton Seattle Hotel & Towers: Room 430
Organizer: **Flemming Poulfelt**, Copenhagen Business School

309 : (Paper Session) - (ART) AcademyArts: Seattle 2003

12:00pm - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/Academy Arts

Vulnerable – A Performance | **Michaela C. Driver**, East Tennessee State U.

Smooth Hands | **John Andrew Morris**, Catawba College
 ● The Freedom to Live Fully | **Mark P. Kriger**, Norwegian School of Management

● Still Have a Dream | **C. Douglas Johnson**, Michelin North America

Jewelry as an Art Form: Sharing Knowledge through Cultural Symbols | **Olivia H. Neece**, Claremont Graduate U.

● My Grandfather's Legacy: A Soldier's Perspective on Democracy | **Courtney Shelton Hunt**, Northern Illinois U.

● Democracy and the Rule of Law | **Alexis Downs**, U. of Central Oklahoma; **Charles A Rickman**, U. of Central Oklahoma

📖 A View to a Kill | **Barbara J. Allison**, Troy State U.; **Sergei Shillabeer**, -

● Triumvirate | **Dennis A. Gioia**, Pennsylvania State U.

📖 ● Nahdion's Short Course on Democracy | **Grace Ann Rosile**, New Mexico State U.; **Alexis Downs**, U. of Central Oklahoma; **Judith Y. Weisinger**, New Mexico State U.

The Creation of Synabis | **Maree Veronica Boyle**, Griffith U.

Democracy in a Hen Economy: Personal Experiences from the Hen-house | **Merel Kats**, Goois Lyceum Bussum

→ ● A Democracy of Images of Democracy | **Christian F. Poulson, II**, California State Polytechnic U., Pomona

● Disdain | **Donald W. McCormick**, U. of Redlands

Layer on Layer | **Lawrence J. Lad**, Butler U.

The Aesthetics of Waste: Reflections on the New Shanghai | **Farok J. Contractor**, Rutgers U.

● Democracy in the Workplace: Voices From the Field | **Jacob Eisenberg**, Cyprus International Institute of Management

● A Topless Pyramid | **Jacob Eisenberg**, Cyprus International Institute of Management

Low EQ | **John Andrew Morris**, Catawba College

→ Summers and Winters | **Koty Lapid**, Softblock

● "The LUV Quilt: Herb Kelleher is the New Saint Christopher". | **Ann Rippin**, U. of Bristol

eStrategy | **Arkalgud Ramaprasad**, U. of Illinois, Chicago; **Jun Lin**, Southern Illinois U., Carbondale

Social Construction-Democracy | **Karen Bishop**, U. of Louisville

📖 ● Poetic Thoughts on Bion's Experiences with Groups | **Harry William Holt**, George Washington U.

● Turbulence | **Dennis A. Gioia**, Pennsylvania State U.

Diversity in the Comics: A Humorous View of a Serious Subject | **David A. Kravitz**, George Mason U.

Stoljice: A Photographic Journey | **Jamie L. Callahan**, Texas A&M U.

Great God! This is an awful place. | **Mark Pruett**, Appalachian State U.

● Voices For Democracy | **Robert S. D'Intino**, Pennsylvania State U.

→ ● The Limits of Freedom | **Christian F. Poulson, II**, California State Polytechnic U., Pomona

Reflection | **Lawrence J. Lad**, Butler U.

Crossroads | **Elizabeth Cooper**, U. of Rhode Island

310 : (CAM) Journal of Management Inquiry Editorial Board Meeting

12:00pm - 2:00pm Westin Hotel: Adams
 Organizer: **Kimberly B. Boal**, Texas Tech U.

311 : (CAM) M@n@gement Editorial Board Meeting

12:00pm - 2:00pm Westin Hotel: Olympic
 Organizers: **Martin G. Evans**, U. of Toronto; **Bernard Forgues**, U. of Paris 12

312 : (CAM) Journal of Applied Management and Entrepreneurship Editorial Board Meeting

12:00pm - 2:00pm Westin Hotel: Stuart
 Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

Sunday 12:30PM**313 : (AAC) Mentoring Committee Business Meeting**

12:30pm - 2:00pm Sheraton Seattle Hotel & Towers: Room 420
 Presidings: **Joycelyn Finley-Hervey**, Florida A&M U.; **Lisa K. Gundry**, DePaul U.

Sunday 1:00PM**314 : (CAM) Organization Science Meeting**

1:00pm - 2:00pm Grand Hyatt Seattle: Sealth
 Organizer: **Claudia Bird Schoonhoven**, U. of California, Irvine

Sunday 1:55PM**315 : (AA) Welcome to the 2003 Meetings**

1:55pm - 2:00pm Washington State Convention & Trade Center: 6AB
 Welcome: **Denise M. Rousseau**, Carnegie Mellon U.

Sunday 2:00PM**316 : (AA) Academy of Management Award Winners**

2:00pm - 3:30pm Washington State Convention & Trade Center: 6AB
The winners of the 2002 Academy of Management Distinguished Educator, Walter Nord, Distinguished Service, Jean J. Boddewyn, and Scholar, Andrew Pettigrew; and 2002 George R. Terry Book Award winner Scott Snook, lead a symposium on their own lessons from experience.
 Chair: **Jone L. Pearce**, U. of California, Irvine
 Presenters: **Jean Boddewyn**, Baruch College; **Walter Nord**, U. of South Florida; **Andrew M. Pettigrew**, Warwick U.; **Scott A Snook**, Harvard U.

317 : (AAC) MC Executive Committee Meeting

2:00pm - 7:00pm Washington State Convention & Trade Center: 307
 Organizer: **Kurt Motamedi**, Pepperdine U.

318 : (AAC) Academy of Management Learning and Education

2:00pm - 3:30pm Westin Hotel: Baker
 Organizer: **Roy J. Lewicki**, Ohio State U.

319 : (AAC) Academy of Management Executive Editorial Board Meeting

2:00pm - 3:30pm Westin Hotel: Blakely
 Organizer: **Robert C. Ford**, U. of Central Florida

320 : (AAC) New Member Orientation

2:00pm - 3:30pm Westin Hotel: Fifth Avenue
 Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

321 : (CAM) Organization Management Journal Editorial Board Meeting

2:00pm - 3:00pm Grand Hyatt Seattle: Blewett Suite
 Organizer: **Jeanie M. Forray**, Western New England College

322 : (CAM) Leadership Quarterly Meeting

2:00pm - 3:30pm Sheraton Seattle Hotel & Towers: Room 426
 Organizer: **James G. Hunt**, Texas Tech U.

323 : (CAM) Journal of Management Editorial Board Meeting

2:00pm - 3:30pm Grand Hyatt Seattle: Stevens
 Organizer: **Daniel C. Feldman**, U. of South Carolina

324 : (CAM) Organization Science Editorial Board Meeting

2:00pm - 3:30pm Grand Hyatt Seattle: Tolmie
 Organizer: **Claudia Bird Schoonhoven**, U. of California, Irvine

325 : (CAM) Organization Journal: Editorial Board Meeting

2:00pm - 3:30pm Grand Hyatt Seattle: Washington
 Organizers: **Linda Smircich**, U. of Massachusetts, Amherst; **Marta B. Calas**, U. of Massachusetts, Amherst

326 : (CAM) Administrative Science Quarterly Editorial Board Meeting

2:00pm - 3:30pm Sheraton Seattle Hotel & Towers: West Room A
 Organizer: **Linda M. Johanson**, Cornell U.

Sunday 2:30PM**327 : (AAC) Doctoral Student Liaison Committee Meeting**

2:30pm - 4:30pm Grand Hyatt Seattle: Sherman
 Organizer: **Rhetta L. Standifer**, U. of Missouri, Columbia

Sunday 2:45PM**328 : (AAC) Conference Break**

2:45pm - 3:15pm Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area
 Join us for refreshments and a prize raffle!
 Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Sunday 3:00PM**329 : (AAC) Academy of Management Journal Board Meeting**

3:00pm - 4:30pm Sheraton Seattle Hotel & Towers: Room 416
 Organizer: **Thomas W. Lee**, U. of Washington, Seattle

330 ☺ (PTC) Practitioners Welcome/Reception

3:00pm - 5:00pm Grand Hyatt Seattle: Menzies Suite
Meet other conference attendees whose primary career orientation is in a non-academic role and learn how to get the most from our Annual Meeting.
 Organizer: **David Jamieson**, Pepperdine U.

Sunday 3:30PM

331 : (AAC) ENT Executive Committee Meeting

3:30pm - 5:00pm Washington State Convention & Trade Center: 203

Organizer: **Alex Stewart**, Marquette U.**332 : (AAC) TIM Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 204

Organizer: **Raghu Garud**, New York U.**333 : (AAC) SIM Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 206

Organizer: **Lawrence J. Lad**, Butler U.**334 : (AAC) CMS Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 212

Organizer: **Paul S. Adler**, U. of Southern California**335 : (AAC) ONE Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 214

Organizer: **Sanjay Sharma**, Wilfrid Laurier U.**336 : (AAC) ODC Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 304

Organizer: **Chris Worley**, Pepperdine U.**337 : (AAC) OCIS Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 614

Organizer: **V. Sambamurthy**, Michigan State U.**338 : (AAC) IM Executive Committee Meeting**

3:30pm - 5:00pm Washington State Convention & Trade Center: 617

Organizer: **Joseph L.C. Cheng**, U. of Illinois**339 : (AAC) HCM Executive Committee Meeting**

3:30pm - 5:00pm Westin Hotel: Adams

Organizer: **Kathleen Montgomery**, U. of California, Riverside**340 : (AAC) MSR Executive Committee Meeting**

3:30pm - 5:00pm Grand Hyatt Seattle: Cayuse

Organizer: **Lee Perry Robbins**, Golden Gate U.**341 : (AAC) OB Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: Cedar Room

Organizer: **Allen C. Bluedorn**, U. of Missouri, Columbia**342 : (AAC) CM Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: Douglas Room

Organizer: **Karen A. Jehn**, -**343 : (AAC) MED Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: Juniper Room

Organizer: **Elena P. Antonacopoulou**, U. of Manchester**344 : (AAC) RM Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: Madrona Room

Organizer: **Terri A. Scandura**, U. of Miami**345 : (AAC) MOC Executive Committee Meeting**

3:30pm - 5:00pm Westin Hotel: Olympic

Organizer: **Andrea Casey**, The George Washington U.**346 : (AAC) OMT Executive Committee Meeting**

3:30pm - 5:00pm Westin Hotel: Orcas

Organizer: **Joel A. C. Baum**, U. of Toronto**347 : (AAC) GDO Executive Committee Meeting**

3:30pm - 5:00pm Red Lion Hotel: Orcas

Organizer: **Gayle Baugh**, U. of West Florida**348 : (AAC) Academy of Management Review Board Meeting**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: Room 418

Organizer: **Arthur P. Brief**, Tulane U.**349 : (AAC) CAR Executive Committee Meeting**

3:30pm - 5:00pm Red Lion Hotel: San Juan

Organizer: **Susan M. Adams**, Bentley College**350 : (AAC) MH Executive Committee Meeting**

3:30pm - 5:00pm Grand Hyatt Seattle: Sealth

Organizer: **Charles Edward Booth**, U. of the West of England**351 : (AAC) OM Executive Committee Meeting**

3:30pm - 5:00pm Westin Hotel: Stuart

Organizer: **Janet L. Hartley**, Bowling Green State U.**352 : (AAC) PNP Executive Committee Meeting**

3:30pm - 5:00pm Grand Hyatt Seattle: Tolmie

Organizer: **Laurie N. DiPadova-Stocks**, Northern Kentucky U.**353 : (AAC) BPS Executive Committee Meeting**

3:30pm - 5:00pm Westin Hotel: Whidbey

Organizer: **Ranjay Gulati**, Northwestern U.**354 : (AAC) HR Executive Committee Meeting**

3:30pm - 5:00pm Red Lion Hotel: Whidbey

Organizer: **Timothy A. Judge**, U. of Florida**355 : (CAM) Editorial Board Meeting of Long Range Planning**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: Room 424

Organizer: **Charles Baden-Fuller**, City U., London**356 : (CAM) Administrative Science Quarterly Reception**

3:30pm - 5:00pm Sheraton Seattle Hotel & Towers: West Room A

Organizer: **Linda M. Johanson**, Cornell U.**Sunday 5:00PM****357 : (AA) Academy of Management Convocation/Distinguished Executive Speaker**

5:00pm - 7:00pm Washington State Convention & Trade Center: 6A

*Sherron Watkins (formerly of Enron), 2002 Time Magazine Person of the Year, shares her insights regarding democratic organizational practices.*Presiding: **Jone L. Pearce**, U. of California, IrvineWelcome: **Denise M. Rousseau**, Carnegie Mellon U.The State of the Academy of Management | **Jone L. Pearce**, U. of California, IrvineAll Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | **Karen Golden-Biddle**, U. of Alberta; **Louise Fitzgerald**, De Montfort U.; **Joycelyn Finley-Hervey**, Florida A&M U.; **Stacy Blake-Beard**, Simmons College;**Patricia G. Greene**, U. of Missouri, Kansas CityDistinguished Speaker: **Sherron Watkins**, Formerly Enron**Sunday 6:30PM****358 : (AAC) Ethics Committee Dinner**

6:30pm - 9:00pm Grand Hyatt Seattle: Washington

Organizer: **Elena P. Antonacopoulou**, U. of Manchester

Sunday 7:00PM
359 : (AA) All-Academy Reception: Canapes and Conversations

7:00pm - 9:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom and Pre-Function Area

Sponsored by University of California, Irvine, Carnegie Mellon University, and the Academy of Management. The Seattle Local Arrangements Committee welcomes you to the 2003 meeting of the Academy of Management. The reception is one of many AOM opportunities to greet old friends and look beyond nametags for new friends and colleagues. Wishing you success and happiness, we've invited Chinese Lion Dancers to celebrate your participation in the 2003 meetings.

Hosts: Denise M. Rousseau, Carnegie Mellon U.; **Andrea Rivero-Dabós**, Carnegie Mellon U.; **Thomas G. Cummings**, U. of Southern California; **Yolanda Jones**, U. of Southern California
Local Arrangements Chair: Barbara Parker, Seattle U.

360 : (GDO) Academy Family: A Reception for LGBT Persons and Friends at Academy

7:00pm - 9:00pm Sheraton Seattle Hotel & Towers: West AB

Allies, friends, and gay, lesbian, bisexual, & transgendered persons reception sponsored by the David Eccles School of Business, U. of Utah and Carnegie Mellon U.

Hosts: Gerardo A. Okhuysen, University of Utah; **Ron Ophir**, Carnegie Mellon U.; **Bryant A. Hudson**, Louisiana State U.

Sunday 7:30PM
361 : (AA) Chinese Lion Dance

7:30pm - 8:30pm Sheraton Seattle Hotel & Towers: Grand Ballroom and Pre-Function Area.

The Lion Dance is an important Chinese tradition, but its style and purpose varies widely. Usually part of festivities like Chinese New Year, lion dancers in Seattle also bring luck and happiness to special occasions. Originally an activity for Chinese nobility, the lion dance now is democratic in its appeal. Seattle lion dancers join us tonight as a symbol of that democracy. With them we celebrate Seattle's diverse heritage. Finally, the Local Arrangements Committee hopes the Lion Dancers will bring success and happiness to AOM meetings for members to carry back into their worlds.

Host: Zoe Barsness, U. of Washington, Tacoma
Local Arrangements Chair: Barbara Parker, Seattle U.

Monday 7:00AM**362 : (AAC) Seattle 2003, LAC**

7:00am - 10:30pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: **Barbara Parker**, Seattle U.

Monday 7:45AM**363 : (GDO) GDO Breakfast: Welcome to the Conference**

7:45am - 8:25am Red Lion Hotel: Emerald 3

Hosts: **Bernardo M. Ferdman**, Alliant International U.; **Gayle Baugh**, U. of West Florida

Monday 8:00AM**364 : (Paper Session) - (MC) Management Consulting Division Welcome Breakfast**

8:00am - 8:30am Washington State Convention & Trade Center: 307

Division Chair: **Kurt Motamedi**, Pepperdine U.

Presenter: **Rickie Moore**, E.M.LYON / ISEOR

Division Chair-Elect.: **Georges Trepo**, HEC, France

365 : (SIM) Social Issues in Management Welcome

8:00am - 8:29am Washington State Convention & Trade Center: 608

Welcome session for new and returning members of the Social Issues in Management Division.

Program Chair: **Bryan W. Husted**, ITESM/Instituto de Empresa

Division Chair: **Lawrence J. Lad**, Butler U.

366 : (TIM) TIM Welcome (Continental Breakfast)

8:00am - 8:29am Washington State Convention & Trade Center: 2A

Program Chair: **Laura B. Cardinal**, Tulane U.

Monday 8:20AM**367 JS: (HR, IM, OB) Critical Look at Application of Cultural Dimensions to Country Clusters & Cross-Cultural Research**

8:20am - 10:20am Red Lion Hotel: Whidbey

Chairs: **Simcha Ronen**, Tel Aviv U.; **Oded Shenkar**, Ohio State U.

Speakers: **Paul Hanges**, U. of Maryland; **Geert Hofstede**, IRIC - Tilburg U.; **Peter B. Smith**, U. of Sussex; **Mark F. Peterson**, Florida Atlantic U.; **Shalom H. Schwartz**, Hebrew U.

Monday 8:30AM**368 ☞: (AA) Workplace Surveillance and Privacy: Threat or Fact of Democracy in a Knowledge Economy**

8:30am - 10:20am Westin Hotel: Fifth Avenue

A series of case studies are presented that look at the implications of employee surveillance within workplaces, industries and nations.

Organizers: **Cliff Cheng**, U. of Southern California; **Diane van den Broek**, U. of Sydney

Unfazed by the Gaze: Surveillance, Privacy and Work

Intensification within Call Center Operations | **Diane van den Broek**, U. of Sydney

An exploratory Study of Employer Run Undercover Sting

Operations: The Problems of Surveillance and Knowledge

on Privacy and Democracy | **Cliff Cheng**, U. of Southern California

Neither Good nor Bad but Dangerous: The Ethics of

Workplace Surveillance | **Graham Sewell**, U. of Melbourne

Presenters: **Cliff Cheng**, U. of Southern California; **Diane van den Broek**, U. of Sydney; **Graham Sewell**, U. of Melbourne

Discussants: **Marty Levitt**, Justice for Labor Foundation; **Stewart Clegg**, U. of Technology, Sydney

369 ☞: (AA) Corporate Power and Democracy: History, Tensions and Alternative Futures

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom A

Explores tensions between corporate power & democracy from perspective of values, American history, and future alternatives.

Organizer: **Gordon P. Rands**, Western Illinois U.

Presenters: **Marjorie Kelly**, Business Ethics; **David C. Korten**, Positive Futures Network/People-Centered Development Forum; **Ted Nace**, Peachpit Press

Discussant: **Henry Mintzberg**, McGill U.

370 ☞: (AA) Democracy and the Discourse of Management in a Knowledge Economy

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom C

Conversation on what managers and organizations recognize as legitimate data and research questions.

Organizer: **Mariann Jelinek**, College of William and Mary

Presenters: **Joan Ernst Van Aken**, Eindhoven U. of Technology;

Jean M. Bartunek, Boston College; **David R. Tranfield**, Cranfield U.; **Kenneth Starkey**, U. of Nottingham; **Mariann Jelinek**, College of William and Mary

371 ☞: (AA) Government and Governance in the Knowledge Economy

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Metropolitan Ballroom

Governmental innovations (e-voting, virtual town meetings, monitoring of elected officials, etc.) are examined with respect to civil liberties.

Organizer: **Jochen Scholl**, U. of Washington

Presenters: **Jochen Scholl**, U. of Washington; **Jon P. Gant**, Syracuse U.; **Sharon Dawes**, U. at Albany; **Alexander Prosser**, U. of Economics and Business Administration, Austria; **Robert Krimmer**, U. of Economics and Business Administration, Austria; **Eric Welch**, U. of Illinois at Chicago

372 : (AA) Careers in the Middle East: Group Conversation

8:30am - 10:20am Red Lion Hotel: San Juan

If you live in the Middle East or have an interest in it, please join us for a discussion of Careers in the Middle East with the goal of sharing experiences, research, thoughts, resources and ideas for future research and training collaboration.

Organizers: **Mustafa Ozbilgin**, U. of Surrey; **Ayala Malach Pines**, Ben-Gurion U.

373 ☞: (Paper Session) - (BPS) Business Level Strategy

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS

Displayed on Panels P51 to P54

☞ An Information-Based Analysis of Professional Service Firms | **Dov Rothman**, U. of California, Berkeley

- ☞ Managerial Bias as a Firm Commitment Mechanism: The Effect of Employee Firm-Specific Investment | **Heli Wang**, Hong Kong U. of Science and Technology
- ☞ Strategic Heterogeneity and Industry Evolution | **H. Donald Hopkins**, Temple U.
- ☞ Delineating the Strategic Control Construct: Toward an Integrative Framework | **Scott D. Julian**, Saginaw Valley State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

374 ☞: (Paper Session) - (BPS) **Strategy and the Vertical Chain**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1

Displayed on Panels P55 to P58

- ☞ Network Dependence, Resource Depth, and Supplier Performance During Industry Downturn | **Tomi Laamanen**, Helsinki U. of Technology
- ☞ Choice of Distribution System in the International Insurance Industry | **Ronaldo Couto Parente**, Salisbury U./Temple U.; **Denise Dunlap-Hinkler**, Temple U.
- ☞ A Process View of Outsourcing | **Donna Marshall**, U. College Dublin
- ☞ A Balanced View of the Outsourcing-Performance Relation | **Masaaki Kotabe**, Temple U.; **Michael J. Mol**, Nijmegen U.

375 : (Paper Session) - (BPS) **Knowledge and Learning Through Alliances**

8:30am - 10:20am Westin Hotel: Cascade 1 (A)

Chair: **Ping Deng**, Maryville U.

A Knowledge-Based View of Strategic Alliances | **Yongliang Stanley Han**, California State U., Sacramento

The Network Dance: The Role of Networks and Network Dynamics in Knowledge Creation | **Ann McFadyen**, North Carolina State U.; **Matthew Semadeni**, U. of South Carolina; **Albert A. Cannella Jr.**, Texas A&M U.

Knowledge and Learning in Strategic Alliances: How to Learn with Cooperation | **Sergio Janczak**, U. Western Ontario

The Determinants of Inter-Partner Learning in Alliances - An Empirical Study in e-Commerce | **Miguel Rivera**, Babson College; **Pierre Dussauge**, HEC, France; **Will Mitchell**, Duke U.

Learning to Collaborate: The Effects of Experiential and Vicarious Learning on Alliance Performance | **Mitrabaran Sarkar**, U. of Central Florida; **Raj Echambadi**, U. of Central Florida; **Cameron M. Ford**, U. of Central Florida

Discussant: **Jeff Dyer**, Brigham Young U.

376 : (Paper Session) - (BPS) **Routines, Replication and Knowledge Transfer**

8:30am - 10:20am Westin Hotel: Cascade 1 (B)

Chair: **Alvaro Cuervo-Cazurra**, U. of Minnesota

Transformation by Routines: An Empirical Investigation of the Strategy-Making in HSBC (UK) | **Jonathan Menuhin**, Hebrew U.

Strategizing Routines in HSBC (UK) | **Jonathan Menuhin**, Hebrew U.; **John McGee**, U. of Warwick

Routine Assembly: Institutionalizing Practices in a New Setting | **Paulo Jose Prochno**, Ibmecc - RJ

Adaptation and Replication in Knowledge Transfer

Relationships among International Telecom Firms | **Charles Williams**, U. of Illinois

Templates and the Effectiveness of Knowledge Transfer: An Empirical Investigation ☞ | **Robert James Jensen**, U. of Pennsylvania; **Gabriel Szulanski**, INSEAD; **Michael Casaburi**, U. of Pennsylvania

377 : (BPS) **Perspectives on Competitive Strategy Dynamics**

8:30am - 10:20am Westin Hotel: Elliott Bay

Organizer: **Ron Adner**, INSEAD

Perspectives on Competitive Strategy Dynamics |

Presenters: **Peter Zemsky**, INSEAD; **Jan W. Rivkin**, Harvard U.; **Giovanni Gavetti**, Harvard U.; **William P. Barnett**, Stanford U.; **Aimee Swanson**, Stanford U./U. of California, Los Angeles; **Ron Adner**, INSEAD

Discussant: **Pankaj Ghemawat**, Harvard U.

378 : (BPS) **Strategy as Iterative Resource Allocation**

8:30am - 10:20am Westin Hotel: Grand Crescent

Presenters: **Robert A Burgelman**, Stanford U.; **Yves Doz**, INSEAD; **Alva Taylor**, Dartmouth College; **Don Sull**, Harvard U.; **Thomas R. Eisenmann**, Harvard U.; **Joseph L. Bower**, Harvard U.; **Clayton Christensen**, Harvard U.; **Clark Gilbert**, Harvard U.

379 : (Paper Session) - (BPS) **Strategic Decision Processes**

8:30am - 10:20am Westin Hotel: Vashon I

Chair: **V. K. Narayanan**, Drexel U.

Improvisation and its Impact on Performance: Insights from a City Government | **Dusya M. Vera**, U. of Houston; **Mary M. Crossan**, U. of Western Ontario

Strategic Decision Making: The Influence of Intuition on Strategic Decision Success | **Bernadette Catherine Walsh**, Griffith U.; **Ingrid Bonn**, Griffith U.; **Peter J. Jordan**, Griffith U.

Collaborative Problem Solving and Decision Justice in New Product Development ☞ | **Haiyang Li**, Texas A&M U.; **John B. Bingham**, Texas A&M U.

Strategy Development Processes in a High Velocity Environment ☞ | **Patrick Gibbons**, U. College, Dublin; **Nuala Nic Ghearaill**, U. College Dublin

Strategic Decision Processes and Outcomes: Effects of Context ☞ | **Constantinos Lioukas**, INSEAD; **Vassilis M. Papadakis**, Athens U. of Economics and Business

Discussant: **Donde Ashmos Plowman**, U. of Texas, San Antonio

380 : (Paper Session) - (BPS) **Executive Succession**

8:30am - 10:20am Westin Hotel: Vashon II

Chair: **Dawn Harris**, Loyola U., Chicago

She-E-Os: Gender Effects and Stock Price Reactions to Announcements of Top Executive Appointments ☞ | **Peggy M. Lee**, Emory U.; **Erika Hayes James**, U. of Virginia

Antecedents of Top Management Successor Origin in China | **Qingyuan Yue**, Peking U.

Power and Institutionalized Rules of CEO Succession at U. S. Industrial Corporations, 1975-1994 | **Andrew Charles Herrity**, U. of California, Riverside

Leader Succession: An Examination using Coaches and General Managers in the National Hockey League | **W.**

Glenn Rowe, U. of Western Ontario; **Debra Rankin**, U. of Western Ontario
How Firms Shape Managers: The Influence of Firm Development Activity on Top Managers' Turnover | **Freek Vermeulen**, London Business School; **Harry G. Barkema**, Tilburg U.

Discussant: **Simon Peck**, U. of St. Gallen

381 SHCS: (BPS, OMT, TIM) **Network Markets and Bandwagons: Economic and Sociological Approaches to Increasing Returns**

8:30am - 10:20am Washington State Convention & Trade Center: 602/603

Organizer: **Willow Sheremata**, York U.

Chair: **Richard A. Bettis**, U. of North Carolina, Chapel Hill

Not Repeating Old Diffusionist History | **Eric Abrahamson**, Columbia U.

Technological Systems and the Sponsorship of "Open" Standards | **Raghu Garud**, New York U.

How Radical and Compatible Should Innovation Be in Network Markets? | **Willow Sheremata**, York U.

To Protect or to Diffuse? Architectural Control, Appropriability, and the Rise of a Dominant Design | **Melissa A. Schilling**, New York U.

382 JS: (CAR, HR, OB) **What More is There to Career Success?**

8:30am - 10:20am Red Lion Hotel: Bainbridge

Chair: **Peter A. Heslin**, Southern Methodist U.

What More is There to Career Success? |

Following Their Hearts? Subjective Career Orientations and Career-Related Outcomes in Young Classic | **Shoshana Dobrow**, Harvard U.

Living in Another World? Career Success in Not For Profit Organizations | **Martin A. Steinbereithner**, Vienna U. of Economics and Business Administration

The Faculty Career: Defining Subjective Career Success | **Ellen Jackofsky**, Southern Methodist U.

CEO Career Success as Perceived Value-Added | **Peter A. Heslin**, Southern Methodist U.

Presenters: **Shoshana Dobrow**, Harvard U.; **Peter A. Heslin**, Southern Methodist U.; **Ellen Jackofsky**, Southern Methodist U.; **Martin A. Steinbereithner**, Vienna U. of Economics and Business Administration

Discussant: **Monica C. Higgins**, Harvard U.

383 SHCS: (CAR, OB, HR) **Next Steps in Understanding the Modern Career: Bounding the Boundaryless and Shaping The Protean**

8:30am - 10:20am Washington State Convention & Trade Center: 611/612

Chair: **Jon P. Briscoe**, Northern Illinois U.

The Physical and Psychological Passages and Potential Limitations of Boundaryless Careers | **Sherry E. Sullivan**, Bowling Green State U.; **Michael B. Arthur**, Suffolk U.

The Interplay of the Protean and Boundaryless Careers: Combinations and Implications | **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.

Protean and Bounded Careers: An Empirical Exploration | **Douglas T. Hall**, Boston U.; **Jon P. Briscoe**, Northern Illinois U.

Proteanism and Boundarylessness as Metaphors: Can they be Integrated? | **Kerr Inkson**, Massey U., New Zealand
Presenters: **Sherry E. Sullivan**, Bowling Green State U.; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Kerr Inkson**, Massey U., New Zealand
Discussant: **Michael B. Arthur**, Suffolk U.

384 : (Paper Session) - (CM) **Trust and Ethics in Negotiations**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Cedar Room

Chair: **Kimberly A. Wade-Benzoni**, New York U.

Naive Trust, Prudent Trust, Distrust and Social Intelligence | **Livia Markóczy**, U. of California, Riverside

Trust and the Obligation to Reciprocate: Differing Perspectives of Trustors and Trusted Parties | **Deepak Malhotra**, Harvard U.

Winner of CM Division Best Student Paper Award

Unethical Behavior Directed Towards Groups versus

Individuals: Target Type and Misrepresentation | **Ann E.**

Tenbrunsel, U. of Notre Dame; **Kristina Diekmann**, U. of Utah;

Charles E. Naquin, U. of Notre Dame

The Self-Importance of Moral Identity as a Predictor of Lying in Negotiations | **Karl Aquino**, U. of Delaware; **Scott Ray**, U. of Delaware; **Americus Reed II**, U. of Pennsylvania

385 (CMS) **Perspectives on Critical Management Studies in Organizational Consulting: Invitation to a Dialogue**

8:30am - 10:20am Washington State Convention & Trade Center: 615/616

Chair: **Maxim Voronov**, Columbia U.

Facilitator: **Tony G. LeTrent-Jones**, Consultant

Critical Studies and Change Efforts in Organizations | **Stanley Deetz**, U. of Colorado, Boulder

A Critical Management Studies Perspective On Intervention | **Walter Nord**, U. of South Florida

Mindful Leadership and Practice: "Restorying" Critical Management Studies in Consulting | **Tony G. LeTrent-Jones**, Consultant

Can Critical Management Studies and Organization

Development Agree? | **Maxim Voronov**, Columbia U.

Presenters: **Stanley Deetz**, U. of Colorado, Boulder; **Walter Nord**, U. of South Florida

386 : (Paper Session) - (ENT) **Entrepreneurship Phenomena**

8:30am - 10:20am Washington State Convention & Trade Center: 203

Chair: **Mary Mattis**, Catalyst

The Possibility of Systematic Search | **James O. Fiet**, U. of Louisville; **Alexandre Piskounov**, Jonkoping International Business School

Improvisation as a Framework for Investigating Entrepreneurial Action | **Keith M. Hmieleski**, Rensselaer Polytechnic Institute; **Andrew C. Corbett**, Rensselaer Polytechnic Institute

Entrepreneurship as Organizing: Emergence Newness and Transformation | **William B. Gartner**, U. of Southern California; **Candida G. Brush**, Boston U.

Promotion Focus and Entrepreneurial Sensemaking: The Mount Everest Disaster | **Jeffery S. McMullen**, Baylor U.; **Julio DeCastro**, Instituto de Empresa/U. Of Colorado

387 (Paper Session) - (GDO) **Work, Life, and Family Interfaces**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/CAR

On Display on Panels P13 to P18

- National Gender Equality, Organizational Support & Work-Family Balance: A Study of European Managers | **Karen S. Lyness**, Baruch College; **Marcia Brumit Kropf**, Catalyst
- How Gender and Perceived Organizational Support Moderate the Work Stressors - WFC Relationship | **Sharon Foley**, Drexel U.; **Hang-yue Ngo**, Chinese U. of Hong Kong; **Steven S. Lui**, City U. of Hong Kong
- Variations in Negative Work-Family Spillover among White, Black, and Hispanic-American Men and Women | **Patricia Vincent Roehling**, Hope College; **Lorna Hernandez Jarvis**, Hope College; **Heather Swope**, Hope College
- Life Stress of Chinese Employees: Women Being Tired from Housework and Men Being Tired from Work | **Jaepil Choi**, Hong Kong U. of Science and Technology; **Chao C. Chen**, Rutgers U.
- Development of a Typology of Dual-Earner Couples in the Sandwiched Generation | **Jennifer C. Cullen**, Portland State U.; **Leslie B. Hammer**, Portland State U.; **Margaret B. Neal**, Portland State U.; **Robert R. Sinclair**, Portland State U.
- Work-Life Balance and Workplace Deviance: The Moderating Effects of Fairness Perceptions | **T. Alexandra Beauregard**, London School of Economics

388 (Paper Session) - (GDO) **Grappling with the Complexity of Identity and Diversity at Work**

8:30am - 10:20am Red Lion Hotel: Orcas

Chair: **Hetty Van Emmerik**, Utrecht U.

- Being All That You Can Be: Identity and Interactions in Organizations | **Erica Gabrielle Foldy**, New York U.
Winner of GDO Division Best Paper Based on a Dissertation
 - Changing Faces: Professional Image Construction in Diverse Organizational Settings | **Laura Morgan Roberts**, Harvard U.
 - Missing Pieces in Social Identity Theory: Continuity and Status as Moderators of Similarity | **Caren Goldberg**, George Washington U.; **Christine Marie Riordan**, U. of Georgia; **Bryan Stuart Schaffer**, U. of Georgia
 - When Identity Groups Collide: Leadership Strategy as a Moderator of Identity-Based Conflict at Work | **Patricia J Ohlott**, Center for Creative Leadership; **Donna Chrobot-Mason**, U. of Colorado, Denver; **Maxine Dalton**, Center for Creative Leadership; **Jennifer J. Deal**, Center for Creative Leadership; **Michael H. Hoppe**, Center for Creative Leadership
- Discussant: **Quinetta M. Roberson**, Cornell U.

389 (HCM) **HCM Division Welcome**

8:30am - 8:40am Westin Hotel: Whidbey

Program Chair: **Kathryn H. Dansky**, Pennsylvania State U.

390 (Paper Session) - (HR) **Strategic HRM: Issues and Controversies**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/HR On Display on Panels P1 to P12.

- Managing People to Manage Knowledge: Determinants of Individual Engagement in Knowledge Sharing | **Angel Cabrera**, Instituto De Empresa; **William Charles Collins**, Instituto de Empresa; **Jesus F Salgado Velo**, U. de Santiago de Compostela
- Knowledge Management and Corporate Universities: Insights from the Knowledge-based View of the Firm | **Nora I. Misiolek**, Syracuse U.
- Knowledge Creation and the Employment Relationship | **Marc Thompson**, Oxford U.; **Paul Heron**, Oxford U.
- High Performance Work Systems and Occupational Safety | **Roderick D. Iverson**, Simon Fraser U.; **Anthea Zacharatos**, Hay Group; **Julian Barling**, Queen's U.
- The HPWS-Labor Productivity Relationship: Environmental Dynamism and Capital Intensity | **Sean A. Way**, Rutgers U.; **David P. Lepak**, U. of Maryland, College Park; **Doug Kruse**, Rutgers U.; **Carlos Martin-Rios**, Rutgers U.
- Do Firm Strategy and Culture Predict the Use of High Involvement HRM Practices? | **Michael A Dutch**, U. of Houston; **Steve Werner**, U. of Houston
- Are High Performance Work Systems Contingent to Technology? | **Carmen Garcia**, U. Pública de Navarra; **Martin Larraza-Kintana**, U. Pública de Navarra; **Ainhoa Urtasun**, U. Pública de Navarra
- HRM and Firm Productivity: Does Industry Matter? | **Deepak K. Datta**, U. of Kansas; **James P. Guthrie**, U. of Kansas; **Patrick Wright**, Cornell U.
- Commonalities And Contradictions In Research On Human Resource Management And Performance | **Paul Boselie**, Erasmus U.; **Graham Dietz**, Erasmus U.
- Strategic Human Resource Management and Firm Performance in Taiwan | **Pei-Chuan Wu**, National U. of Singapore
- Inside an Interorganizational Network: Implications for Strategic Human Resource Management | **Marilyn Fenwick**, Monash U.; **Helen DeCieri**, Monash U.

391 (HR) **Human Resource Management and Entrepreneurship: Research at the Nexus of Knowledge and Democracy**

8:30am - 10:20am Washington State Convention & Trade Center: 605/606

Organizers: **James C Hayton**, Utah State U.; **Melissa S. Cardon**, Case Western Reserve U.

Facilitator: **David B. Balkin**, U. of Colorado, Boulder
Self-employment and Entrepreneurship | **Greg S. Hundley**, Purdue U.

- Training and Entrepreneurship: A Research Partnership Whose Time Has Come | **Karen Bishop**, U. of Louisville
- Managing Non-Founder Employees in Emerging Organizations: What Do We Know? | **Melissa S. Cardon**, Case Western Reserve U.

HRM and Corporate Entrepreneurship Research: A Review of Research and a Conceptual Framework | **James C Hayton**, Utah State U.

Presenters: **Greg S. Hundley**, Purdue U.; **Karen Bishop**, U. of Louisville; **Melissa S. Cardon**, Case Western Reserve U.; **James C Hayton**, Utah State U.

392 → ☞: (*Paper Session*) - (*IM*) **The Dynamics of International Management**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P37 to P41

☞ Effects of Predisposition, Reciprocity, and National Culture on Affect-Based Trust | **Richard C Insinga**, State U. of New York, Oneonta; **Robert D Costigan**, St. John Fisher College; **Selim S Ilter**, St. John Fisher College; **Grazyna Kranas**, Warsaw University

→ ☞ September 11, 2001: The Influence of Threats on Cultural Values and Cosmopolitanism. | **Miguel R. Olivas-Luján**, ITESM; **Anne-Wil Harzing**, U. of Melbourne; **Scott McCoy**, Worcester Polytechnic Institute

☞ A Model of Power, Conflict Management Strategies, and Commitment: A Cross-cultural Study | **M. Afzalur Rahim**, Western Kentucky U.; **Clement Psenicka**, Youngstown State U.; **Andreas Nikolopoulos**, Athens U. of Economics and Business; **David Antonioni**, U. of Wisconsin, Madison

→ ☞ In Search of ISO: an Institutional Perspective of the Adoption of International Management Standards | **Magali Delmas**, Stanford U.

☞ Usefulness of Management Information: Perceptions of Managers in Two Countries | **Mzamo P. Mangaliso**, U. of Massachusetts, Amherst

393 → ☞: (*Paper Session*) - (*IM*) **Cross-cultural Leadership and Life Balance**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P42 to P45

☞ Break the Silence: Do Management Openness and Employee Involvement Raise Employee Voice Worldwide? | **Xu Huang**, Hong Kong Polytechnic U.

☞ Life Balance: Developing and Validating a Cross-Cultural Measure | **Janice R. Joplin**, U. of Texas, El Paso; **Margaret A. Shaffer**, Hong Kong Baptist U.; **Theresa Lau**, Hong Kong Polytech U.; **Anne Marie Francesco**, Hong Kong Baptist U.

☞ → A Model of Emotional Intelligence and Conflict Management Strategies: A Study in Seven Countries | **M. Afzalur Rahim**, Western Kentucky U.; **Clement Psenicka**, Youngstown State U.; **Chun-Sheng Yu**, University of Houston-Victoria; **Jing-Hua Zhao**, Shandong University; **Kwok (Susanna) Wai Yee**, Chinese University of Hong Kong; **Panagiotis Polychroniou**, Athens U. of Economics and Business; **Kawai Anita Chan**, U. of Macau; **Chang-Won Lee**, Hansung U.; **Maria G. Alves**, ISCTE - Instituto Superior de Ciências do Trabalho e da Empresa; **Md.Sahidur Rahman**, -; **Shameema Ferdousy**, U. of Chittagong; **Rene van Wyk**, U. of Pretoria

→ ☞ Leader Reliance on Subordinates Across Nations that Differ in Development and Thermoclimate | **Evert Van de Vliert**, U. of Groningen; **Peter B. Smith**, U. of Sussex

394 → ☞: (*Paper Session*) - (*IM*) **International Human Resource Management**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/IM2
Displayed on Panels P46 to P50

☞ A Comparative Study of Career Management in the UK and Iceland | **Jane Sturges**, Open U., U.K.; **Andreas Liefoghe**, London U.

☞ Job Burnout: Absence and Supervisory Support as Coping Strategies among Airline Employees in Japan | **Louise Tourigny**, U. of Wisconsin, Whitewater; **Vishwanath V. Baba**, McMaster U.; **Terri R. Lituchy**, California Polytechnic State U., San Luis Obispo

☞ → The Love of Money: Measurement Invariance Across 26 Cultures | **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Toto Sutarso**, Middle Tennessee State U.; **Adebowale Akande**, International Institute of Research; **Michael W. Allen**, Griffith U.; **Abdulgawi Salim Alzubaidi**, Sultan Qaboos U.; **Mahfooz Alam Ansari**, U. Science Malaysia; **Fernando Arias-Galicia**, National U of Mexico; **Mark G. Borg**, U. of Malta; **Luigina Canova**, U of Padua; **Brigitte Charles-Pauvers**, U of Nantes; **Bor-Shiuan Cheng**, National Taiwan U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Ioana Codoban**, Babes-Bolyai U.; **Linzhi Du**, Hohai U.; **Rosario Correia Higgs**, Polytechnic Institute of Lisbon-Portugal; **Chin-Kang Jen**, National Sun Yat-Sen U.; **Kilsun Kim**, Sogang U.; **Roberto Luna-Arocas**, U. of Valencia; **Ali Mahdi Kazem**, Sultan Qaboos U.; **Vivien Lim**, National U. of Singapore; **Eva Malovics**, U. of Szeged; **Alice S. Moreira**, Federal U of Para; **Obiajulu Anthony Ugochukwu Nnedum**, Nnamdi Azikiwe U; **Johnsto E. Osagie**, Florida A&M U.; **Ahmad M Osman-Gani**, Nanyang Technological U.; **Francisco Costa Pereira**, Polytechnic Institute of Lisbon-Portugal; **Ruja Pholsward**, U. of the Thai Chamber of Commerce; **Horia D. Pitariu**, Babes-Bolyai U.; **Marko Polic**, U of Ljubljana; **Anna Maria Manganeli Rattazzi**, U of Padua; **Elisaveta Sardzoska**, U. St. Cyril and Methodius; **Allen Stembridge**, Southwestern Adventist U.; **Theresa Li-Na Tang**, Progeny Marketing Innovations; **Thompson S.H. Teo**, National U. of Singapore; **Marco Tombolani**, U of Padua; **Martina Trontelj**, U of Ljubljana; **Caroline Urbain**, U of Nantes; **Peter Vlerick**, Ghent U.

☞ Changes in Employment Relationship after a Layoff: A Longitudinal Study in Korea | **Min-Soo Kim**, Ewha Womans U.

☞ Explaining MNC Subsidiary HRM Practices: Evidence from a Three-Country Study | **Ingmar Bjorkman**, Swedish School of Economics; **Carl Fey**, Stockholm School of Economics; **Hyeon Jeong Park**, Cornell U.

395 : (*IM*) **IM Division Welcome**

8:30am - 8:59am Washington State Convention & Trade Center: 617

Chair: **Joseph L.C. Cheng**, U. of Illinois

Welcomes: **Srilata Zaheer**, U. of Minnesota; **Sully Taylor**, Portland State U.; **Schon L. Beechler**, Columbia U.; **D. Eleanor Westney**, Massachusetts Institute of Technology

396 : (*Paper Session*) - (*IPC*) **Transactions Costs and Trust in Alliances**

8:30am - 10:20am Washington State Convention & Trade Center: 201 Table 1

Facilitator: **Thomas Brush**, Purdue U.

BPS: JIT Alliances as Determined by Production and Transaction Costs: Theory and Empirical Evidence | **Luiz Ferraz de Mesquita**, Austral U.; **Thomas Brush**, Purdue U.

BPS: Trust as Informal Safeguards in Inter-firm Cooperation | **Steven S. Lui**, City U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong

BPS: Alliance Announcement Events and Stock Price Volatility In the Computing Industry | **Richard J. Arend**, U. of Nevada, Las Vegas

BPS: An Emergent Approach to Alliance Partner Selection: Combining Trust, Strategic Fit and Expediency | **Paul E. Bierly**, James Madison U.; **Scott R. Gallagher**, James Madison U.

BPS: In Contracts We Trust: Trust and Control in Strategic Alliances in the Telecommunications Industry | **Thomas Mellewigt**, U. of Leipzig; **Julia F. Spaeth**, U. of Mainz

397 : (Paper Session) - (IPC) Workplace Democracy and Stakeholder Activism

8:30am - 10:20am Washington State Convention & Trade Center: 201 Table 2
Facilitator: **Anja Schaefer**, King's College, London

BPS: Shareholder Activism in the 21st Century: Towards a Model of Corporate Democracy | **M. Alix Valenti**, U. of Texas, Dallas

● **MOC:** Compromise Formations, Ethics and Workplace Democracy | **Alexis Downs**, U. of Central Oklahoma; **Donna M Carlon**, U. of Central Oklahoma

● **CMS:** Democracy and Sustainable Enterprise | **Daniel F. Twomey**, Fairleigh Dickinson U.

CMS: Institutionalizing an Environmental Agenda in Business | **Anja Schaefer**, King's College, London

398 : (Paper Session) - (IPC) Rivalry in Multiple Markets

8:30am - 10:20am Washington State Convention & Trade Center: 201 Table 3
Facilitator: **Ranjita Majumder Singh**, U. of Toronto

BPS: Responding to Rivalry: Link and Scale Alliance Formation in the Communications Equipment Industry | **Joseph P. McGill**, Rutgers U.

BPS: Look Before You Leap: Dynamics of Multimarket Competition in the Canadian Daily Newspaper Industry | **Ranjita Majumder Singh**, U. of Toronto

BPS: Strategic Diversification: Multi-Market Competition, Market Structuration and Performance | **Stan X. Li**, U. of Alberta; **Royston Greenwood**, U. of Alberta

BPS: Do Multimarket Rivals 'Live and Let Live?': Competitive Engagement in Multimarket Environments | **John Stephan**, Florida Atlantic U.

BPS: Competitive Network and Competitive Behavior: A Study of the U.S. Airline Industry | **Yang Xu**, Virginia Polytechnic Institute and State U.; **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.

399 : (Paper Session) - (IPC) Creating Learning Communities

8:30am - 10:20am Washington State Convention & Trade Center: 204 Table 1
Facilitator: **Judith A. White**, U. of Redlands

● **MSR:** Spiritual Means for Creating a Community of Scholars | **Rita Weathersby**, U. of New Hampshire; **Judith A. White**, U. of Redlands

MC: How to Negotiate Possible Obstacles between Academics and Practitioners | **Michel Peron**, ISEOR / U. of Paris Sorbonne; **Henri Savall**, ISEOR/U. of Lyon

📖 → **MED:** This is Not (Quite) an MBA! | **Thomaz Wood Jr.**, FGV-EAESP; **Ana Paula Paes de Paula**, Campinas U.

📖 ● **MED:** Crossing the Chasm: Creating Integrative Learning Communities | **Schon L. Beechler**, Columbia U.; **Lyle Yorks**, Columbia U.

ODC: Planning on Spontaneity: Lessons from Jazz for a Democratic Theory of Change | **Frank J. Barrett**, Naval Postgraduate School; **Mary Jo Hatch**, U. of Virginia
Winner of ODC Division Best Paper

400 : (Paper Session) - (IPC) Critical Perspectives on Workplace Democracy and Technology

8:30am - 10:20am Washington State Convention & Trade Center: 204 Table 2
Facilitator: **Mark Learmonth**, U of York

● **CMS:** Organizational Control Strategies: A Comparison of Manufacturing and Knowledge Work | **Stephen J. Jaros**, Southern U.

● **CMS:** User-centeredness within Information Technology Diffusion: A "Critical" Self-ethnography | **Michael Chumer**, New Jersey Institute of Technology

● **CMS:** Democracy and Bureaucracy : Critical Perspectives on the Future of Post-Bureaucratic Organizations. | **David Paul Courpasson**, EM Lyon

📖 **CMS:** Research Interviews in Management Studies Following Derrida | **Mark Learmonth**, U of York

MOC: A Constructivist View on Knowledge. | **Michael Behnam**, European Business School; **Dirk Ulrich Gilbert**, European Business School; **Vera Schueerhoff**, European Business School

401 : (Paper Session) - (IPC) Predictors of Career Success

8:30am - 10:20am Washington State Convention & Trade Center: 204 Table 3
Facilitator: **Monique Valcour**, Cornell U.

CAR: Predicting Career Success: A Comparison of Personality Fit and Validity Generalization | **Jonathan Michael Canger**, HRMC; **Mark Alan Smith**, U. of South Florida

CAR: An Integrated Process Model of Objective and Subjective Career Success among Call Center Employees | **P. Monique Valcour**, Boston College

CAR: A Framework for Investigating the Effects of Career Strategies on Career Success | **P. Monique Valcour**, Boston College

CAR: The Causal Effects of Internal Labor Market on Knowledge Accumulation from Career Attainment | **Bih Shiao Jaw**, National Sun Yat-Sen U.; **Christina Yu Ping Wang**, National Sun Yat-Sen U.; **Wen-Ching Chang**, National Sun Yat-Sen U.

CAR: Effects of Developmental Relationships on Academic Careers: Testing Performance vs Political Models | **Catherine Kirchmeyer**, Wayne State U.

402 : (Paper Session) - (IPC) Careers and Career Boundaries

8:30am - 10:20am Washington State Convention & Trade Center: 303 Table 1

Facilitator: **Deborah MacNamara**, University of British Columbia

CAR: Careers, Chaos, and Complexity | **Guido Strunk**, Vienna U. of Economics and Business Administration; **Michael Schiffinger**, Vienna U. of Economics and Business Administration; **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration

CAR: Understanding Boundaryless Careers: Independent Contractors in High Tech Sectors | **Deborah MacNamara**, University of British Columbia

CAR: The "Coconut Tree" Model of Careers: The Case of French Academia | **Yochanan H. Altman**, London Metropolitan U.; **Frank Bournois**, U. Paris 2; **Charles H Besseyre**, Groupe HEC Graduate School of Management

CAR: Organizational Careers: How Boundaryless Can They Be? | **Beatriz Maria Braga Lacombe**, EAESP-FGV

CAR: Career Definition and Denial: A Discourse Analysis of Graduate Trainees' Accounts of Career | **Christine Coupland**, U of Nottingham

403 : (Paper Session) - (IPC) Empowerment, Autonomy, and Employee Involvement

8:30am - 10:20am Washington State Convention & Trade Center: 303 Table 2

Facilitator: **Mary Mallon**, Massey U., Palmerston North

HR: Correlates of Empowerment Behaviour among Frontline Hotel Personnel | **Antonis Klidas**, Tilburg U.; **Peter Van den Berg**, Tilburg U.; **Celeste P.M. Wilderom**, Twente U.

MED: Reflection and Autonomy: How Changes in the Labour Process are Influencing Managers' Learning | **Andrew Lloyd Friedman**, U. of Bristol; **David Charles Hunter Watts**, Coventry U.

☛ **OCIS:** Information Technology, Empowerment, and Control: An Integrative Analysis Through Panopticon | **Siew Kien Sia**, Nanyang Technology U.; **Boon Siong Neo**, Nanyang Technological U.; **Chengxun Tan**, Nanyang Technological U.

CAR: Structuration Theory in Careers Research | **Mary Mallon**, Massey U., Palmerston North; **Joanne Duberley**, U. of Birmingham; **Laurie Cohen**, Loughborough U.

☛ **OB:** Individual Reactions to High Involvement Work Processes | **Robert J. Vandenberg**, U. of Georgia; **Bryan Stuart Schaffer**, U. of Georgia; **Marcus Butts**, U. of Georgia; **David Dejoy**, U. of Georgia; **Mark Wilson**, U. of Georgia

404 : (Paper Session) - (IPC) Characteristics of Entrepreneurs

8:30am - 10:20am Washington State Convention & Trade Center: 303 Table 3

Facilitator: **Bostjan Antoncic**, U. of Ljubljana

ENT: Management Education of Entrepreneurs: Non-Linearity in the Satisfaction-Continuation Relationship | **Bostjan Antoncic**, U. of Ljubljana; **Barbara Hvalic Erzetic**, Etna Ltd. Nova Gorica; **Otmar Zorn**, Zorn Otmar Ltd.

MSR: Institutional Logics and Entrepreneurial Activity in the Black Church | **Richard N. Hayes**, Northwestern U.; **Jeffrey A. Robinson**, New York U.

ENT: The Fit Entrepreneur: The Relationship between Exercise and Rewards among Small Business Owners | **Michael G. Goldsby**, Ball State U.; **James W. Bishop**, New Mexico State U.

ENT: What it Takes to Succeed Depends on Small Business Type: A Contingency Typology for Small Businesses | **John H. Friar**, Northeastern U.; **Kimberly A. Eddleston**, Northeastern U.; **Marc A Meyer**, Northeastern U.

ENT: Small Business and Supply Chain Management: Is There a Fit? | **Richard J. Arend**, U. of Nevada, Las Vegas; **Joel D. Wisner**, U. of Nevada, Las Vegas

405 : (Paper Session) - (IPC) Effects of Organizational and National Culture

8:30am - 10:20am Washington State Convention & Trade Center: 604 Table 1

Facilitator: **Lynn Perry Wooten**, U. of Michigan

☛ **OMT:** Consequences of Power Distance Orientation in Organizations | **Naresh Khatri**, U. of Missouri, Columbia; **Klaus-Jürgen Templer**, Nanyang Technology U.; **Pawan S. Budhwar**, Cardiff U.

OMT: Aesthetic Interfaces: Sustaining Competitive Advantages by Combining Cultural Content & Functionality | **Micki Eisenman**, Columbia U.

MOC: Vanishing Employee: The Influence of Perceived Culture Strength on Attributions for Firm Success | **Jack Anthony Goncalo**, U. of California, Berkeley

HCM: When a Deviant Culture is a Positive Resource: The case of a midwife group | **Lynn Perry Wooten**, U. of Michigan

➔ **GDO:** Cross-cultural Gender Differences in Behavior: Japan versus Canada | **Bram Cadsby**, U. of Guelph; **Yasuyo Hamaguchi**, Kyoto Sangyo University; **Toshiji Kawagoe**, Future University - Hakodate; **Elizabeth Maynes**, York University; **Fei Song**, York U.

406 : (Paper Session) - (IPC) Social and Structural Dynamics of Organizational Change

8:30am - 10:20am Washington State Convention & Trade Center: 604 Table 2

Facilitator: **Patrick Lawrence Schultz**, U. of North Dakota

OMT: The Externally Perceived Organizational Crux: When an Organization Will Change or Resist | **Jonathan Dean Arthurs**, U. of Oklahoma

SIM: Net Acceptance: Social Determinants of Support for New Organizational Policies | **Eric Lamm**, Boston College

ODC: Using Systems Dynamics to Guide Organizational Change: A Case Study from the Non-profit Sector | **Jennifer Ann Sommers**, Portland State U.; **Jennifer C. Cullen**, Portland State U.; **Robert R. Sinclair**, Portland State U.; **Wayne Wakeland**, Portland State U.

OMT: The Emergence of the Broadband Access Industry: The Impact of Legitimacy On Population Entry Rates | **Patrick Lawrence Schultz**, U. of North Dakota

OMT: Improve or Abandon: Organizational Reactions to Initial Failures in a New Initiative | **Katsuhiko Shimizu**, U. of Texas, San Antonio

407 : (Paper Session) - (IPC) Gender Roles and Career Development

8:30am - 10:20am Washington State Convention & Trade Center: 604 Table 3

Facilitator: **Ruth Catherine Simpson**, Brunel U.

- CAR:** The Gendered Nature of Career Development of University Professors: The Case of Turkey | **Mustafa Ozbilgin**, U. of Surrey; **Geraldine Healy**, U. of Hertfordshire
- CAR:** Job Attribute Preferences and Gender Role Attitudes: A Longitudinal Study of Women's Careers | **Elizabeth Corrigall**, Penn State Worthington Scranton; **Alison M. Konrad**, U. of Western Ontario
- GDO:** Men at Work in Female Roles | **Ruth Catherine Simpson**, Brunel U.
- CAR:** Women's Careers: The Impact of Sex and Gender Identity on Career Attainment | **Olivia O'Neill**, Stanford U.; **Charles A. O'Reilly**, Stanford U.
- GDO:** Gender Role Expectations: A Cross-National Study | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Martin Hoegl**, Bocconi U.

408 ☺: (Paper Session) - (MC) Networks of Influence: Stakeholders, Collaborators & Routinized Knowledge Transfer

8:30am - 10:20am Washington State Convention & Trade Center: 307
Chair: **Kurt Motamedi**, Pepperdine U.

MC: Powerful and Interested Stakeholders Matter: Their Identification and Management | **Fran Ackermann**, U. of Strathclyde; **Colin Eden**, U. of Strathclyde

Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting

MC: Management Fashion as Collective Action: The Production of Management Best-Selling Books | **Timothy Clark**, University of Durham

Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting

MC: Exploring Knowledge Issues in the Consulting Relationship | **Gergana Todorova**, Bocconi U.

Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

Discussant: **Joseph W. Weiss**, Bentley College

409: (MED) Keynote Address-Distinguished Speaker Chris Argyris: Educating the Educator of the Knowledge Economy

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom B
Please join us and learn about educating academics for the knowledge economy. Argyris' speech will begin at 9 am, after the MED welcome at 8:30 am.

Program Chair: **Carolyn Wiley**, Mercer Human Resource Consulting

Division Chair: **Elena P. Antonacopoulou**, U. of Manchester
Distinguished Speaker: **Chris Argyris**, Harvard U.

Professional Development Workshop Chair: **Steven John Armstrong**, U. of Hull

Division Chair-Elect.: **Regina Bento**, U. of Baltimore

410: (MH) Management History Welcome

8:30am - 10:20am Grand Hyatt Seattle: Sealth

Program Chair: **Michele A. Govekar**, Ohio Northern U.

Division Chair: **Charles Edward Booth**, U. of the West of England
Professional Development Workshop Chair: **Franz T. Lohrke**, U. of Alabama

Division Chair-Elect.: **Shawn M. Carraher**, Texas A&M U.

411 JS: (MOC, OB, OMT) Borders, Barriers, and Beyond: New Directions for Boundary Theory in Organizations

8:30am - 10:20am Washington State Convention & Trade Center: 609/610

Chair: **Glen E. Kreiner**, U. of Cincinnati

Organizational Identification: A Weak or Strong Case of Social Identity Salience? | **David A. Whetten**, Brigham Young U.; **Hal B. Gregersen**, Brigham Young U.

Managing Identity Boundaries: The Case of Episcopal Priests | **Glen E. Kreiner**, U. of Cincinnati; **Elaine Cahalan Hollensbe**, U. of Cincinnati; **Mathew Sheep**, U. of Cincinnati

Boundary Theory and the Incidental Socialization of Physician Spouses | **Jeffrey Kaufmann**, Iowa State U.

The Person-Role Interface in Service Encounters | **Blake E. Ashforth**, Arizona State U.; **Carol T. Kulik**, U. of Melbourne; **Marc Tomiuk**, École des Hautes Études Commerciales de Montréal

Governing by Managing Boundaries: The Case of Family Businesses | **Chamu Sundaramurthy**, San Diego State U.

Presenters: **Blake E. Ashforth**, Arizona State U.; **Elaine Cahalan Hollensbe**, U. of Cincinnati; **Jeffrey Kaufmann**, Iowa State U.; **Chamu Sundaramurthy**, San Diego State U.; **David A. Whetten**, Brigham Young U.

Participants: **Hal B. Gregersen**, Brigham Young U.; **Carol T. Kulik**, U. of Melbourne; **Mathew Sheep**, U. of Cincinnati; **Marc Tomiuk**, École des Hautes Études Commerciales de Montréal

412: (Paper Session) - (OB) Organizational Culture, Value Congruence and Expectations

8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Denise Potosky**, Pennsylvania State U., Great Valley

OB: Investigating the Underlying Structure of OCB: Test of Four Competing Models | **Chen-Bo Zhong**, Northwestern U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

OB: Strong Cultures and Subcultures: Examining Subculture Patterns Across Greek Student Organizations | **Alicia D. Boisnier**, U. of California, Berkeley

OB: Stardom: Effects of Context and Tenure | **Boris Groysberg**, Harvard U.

→ **OB:** Responding to "Unfair" Offers: Culture, Emotion, and Reciprocity | **Xiao-Ping Chen**, U. of Washington, Seattle; **Ya-Ru Chen**, New York U.; **Rebecca Portnoy**, U. of Washington

413: (Paper Session) - (OB) Trust, Social Emotions and Ethics

8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Douglas R. May**, U. of Nebraska, Lincoln

OB: A Managerial In-Basket Study of the Impact of Emotions on Ethical Decision-Making | **Whitney Brooke Fauth**, U. of Oklahoma; **Shane Connelly**, U. of Oklahoma; **Michael D. Mumford**, U. of Oklahoma

OB: Application of the Theory of Planned Behavior to Ethical Dilemmas in Organizations | **Nah Nah Chia**, National U. of Singapore; **Audrey Chia**, National U. of Singapore

OB: Exploring the Role of Risk in Employee Creativity | **Todd Dewett**, Texas A&M U.

OB: Do I Contribute More When I Trust More? A Study on Two Boundary Conditions of Trust | **Kok-Yee Ng**, Nanyang Technological U.; **Roy YJ Chua**, Nanyang Technological U.

414 : (Paper Session) - (OB) High Involvement and Work Systems, Support and Empowerment

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Room 424


Facilitator: **Karen South Moustafa**, U. of Memphis

OB: Short Stories at Work: Organizational Storytelling as a Leadership Conduit during Turbulent Times | **John F. McCarthy**, U. of New Hampshire

OB: Contingency Reversed: The Role of Agency Temps and Contractors in Client-organizations | **Karen Modesta Olsen**, Institute for Research in Economics and Business Administration

OB: A Test of Organizational Benevolence and Paternalism in Contemporary Employment Relationships | **Patricia G. Martinez**, U. of Texas, San Antonio

OB: Taking Sides: The Effects of Psychological Contract Breach on Organizational and Union Commitment | **William H. Turnley**, Kansas State U.; **Mark C. Bolino**, U. of Notre Dame; **Scott W. Lester**, U. of Wisconsin; **James M. Bloodgood**, Kansas State U.

415  **SHCS: (OB, CM, SIM) Justice for All? The Dark, the Gray and the Bright Sides of the Social Workplace**

8:30am - 10:20am Washington State Convention & Trade Center: 619/620

Chairs: **Sandy Lim**, U. of Michigan, Ann Arbor; **Lilia M. Cortina**, U. of Michigan

Sex Differences in the Experience and Outcomes of Workplace Bullying: Evidence from a British Nation | **Helge Hoel**, UMIIST

Experiencing and Observing Incivility: Perceived Justice, Organizational and Personal Outcomes | **Sandy Lim**, U. of Michigan, Ann Arbor

Measure of Sensitivity to Interpersonal Treatment in the Workplace | **Jennifer A. Bunk**, U. of Connecticut

Service with a Scowl: Can Social Accounts Mitigate Customers' Reactions? | **Glenda M. Fisk**, Pennsylvania State U.

The Forgiving Condition As A Potential Moderator To Organizational Effectiveness | **David S. Bright**, Case Western Reserve U.

What Good is Compassion at Work? | **Jacoba M. Lilius**, U. of Michigan

416 JS: (OB, OMT) Social Identity in Organization: Missing Components in Organizational Studies

8:30am - 10:20am Sheraton Seattle Hotel & Towers: West Room A


Chair: **Seung-Yoon Rhee**, U. of Michigan, Ann Arbor


Presenters: **Richard P. Bagozzi**, Rice U.; **Janet M. Dukerich**, U. of Texas, Austin; **Caroline A. Bartel**, New York U.; **Celia Virginia Harquail**, U. of Virginia; **Amy Trahan**, U. of Michigan, Ann Arbor; **Batia Mishan Wiesenfeld**, New York U.; **Amy Wrzesniewski**, New York U.


417  **(Paper Session) - (OCIS) Knowledge and Change**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/OCIS


Displayed on Panels P32 to P36


 **OCIS:** Launching an Organizing Vision: Community Entrepreneurship in Professional Services Automation | **Ping Wang**, U. of California, Los Angeles; **E. Burton Swanson**, U. of California, Los Angeles

 **OCIS:** Analyzing the Revealed Relationships of IT Personnel Transition Concepts | **Sarah Rice**, Ohio State U.; **Kay M. Nelson**, Ohio State U.

 **OCIS:** Crossed Signals: What Users Really Want from Internet Privacy Policies | **Julia Earp**, North Carolina State U.; **Annie Anton**, North Carolina State U.; **Lynda Aiman-Smith**, North Carolina State U.

Winner of OCIS Division Best Visual Presentation Award

 **OCIS:** Trade-offs between Knowledge Exploitation and Exploration Activities | **Ilan Oshri**, Erasmus U, Rotterdam; **Shan L Pan**, National U. of Singapore; **Sue Newell**, Bentley College

 **OCIS:** Factors Contributing to Knowledge Sharing, Communication and Effectiveness in a Virtual Work Group | **Olivia H. Neece**, Claremont Graduate U.

418 : (OCIS) OCIS Division Welcome

8:30am - 8:59am Washington State Convention & Trade Center: 614

Please join the OCIS Program Chair for coffee and announcements about the OCIS program.

Program Chair: **Laurie J. Kirsch**, U. of Pittsburgh

419 : (ODC) ODC Program Welcome Session and Continental Breakfast

8:30am - 8:39am Washington State Convention & Trade Center: 304

Please join us for light refreshments and a kickoff to the ODC program.

Organizer: **Gretchen Spreitzer**, U. of Michigan

420 : (Paper Session) - (OM) OM Welcome and Session on Supplier Management

8:30am - 10:20am Westin Hotel: Adams

Chair: **Morgan Swink**, Michigan State U.

OM: A Supplier Development Program: Rational Process Or Image Maintenance? | **Keith Rogers**, Methanex Corp; **Lyn Purdy**, U. of Western Ontario; **Frank Safayeni**, Waterloo U.


OM: Flexible or Not: A New Look at Supplier-Customer Relationships | **Isabelle Dostaler**, Concordia U.; **Carole Donada**, ESSEC


OM: Supplier Obstructionism: Theoretical Foundation and Empirical Validation | **Barbara B. Flynn**, Wake Forest U.; **E. James Flynn**, Wake Forest U.

421  **(Paper Session) - (OMT) Institutional Approaches**

8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

Displayed on Panels P19 to P31

 **OMT:** Integrating Transaction Cost and Institutional Theories via a Specific Institution and Decision | **Regina C. McNally**, Michigan State U.

 **OMT:** Does Rationality Matter? Adoption Patterns of ISO 9000 Standards | **Nikolaus Beck**, U. of Erfurt; **Peter Walgenbach**, U. of Erfurt

- 👁️👁️ **OMT: Communities of Practice (CoPs): Pure & Corrupted Constructs and Performance Effects** | **Siri Terjesen**, London Business School
- 👁️ **OMT: Antecedents and Consequences of Business School Reputations with Corporate Recruiters** | **Violina Rindova**, U. of Maryland; **Ian O. Williamson**, U. of Maryland; **Antoaneta Petkova Petkova**, U. of Maryland, College Park; **Joy Sever**, Harris Interactive
- 👁️ **OMT: The Hiring Taboo.** | **Barnabas Gero**, Columbia U.
- 👁️ **OMT: Between Rhetorics and Practice: The Case of Justifying Foreign Expansion** | **Juha S. Laurila**, -; **Eero Vaara**, -; **Janne Tienari**, -
- 👁️ **OMT: Discovering the Institutional Logic of the Industry Cluster Paradigm** | **Thomas Greckhamer**, U. of Florida
- ➔👁️ **OMT: The Role of Legitimacy in Institutional Persistence** | **Stella Marie Minahan**, Monash U.; **Julie Wolfram Cox**, RMIT University
- ➔👁️ **OMT: The Inscription of Agency into Institutions: The Making of a Factory** | **Gerardo Patriotta**, Erasmus U.; **Giovan Francesco Lanzara**, Bologna U.
- 👁️ **OMT: New Venture Responses to Institutional Pressures** | **Tomas Karlsson**, Jönköping International Business School; **Johan Wiklund**, Stockholm School of Economics
- 👁️ **OMT: Strategic Success and Legitimacy: The American Film Industry, 1896 - 1928** | **Stephen Mezias**, New York U.; **Elizabeth Boyle**, New York U.
- 👁️ **OMT: Globalization of Organization and Management? Combining American and European Institutionalism.** | **Anne Tempel**, Erfurt U.; **Peter Walgenbach**, U. of Erfurt
- OMT: The Dynamics of Organizational Diversity in Evolving Forms** | **Long Wai Lam**, U. of Houston, Clear Lake; **Todd H. Chiles**, U. of Missouri

422 : (Paper Session) - (OMT) Institutional Dynamics:

Practices, Processes, and Change

8:30am - 10:20am Westin Hotel: Cascade 1 (C)

Chair: **Tiffany L. Galvin**, U. of Utah

- OMT: Multilevel Determinants and Processes of Institutional Change** 🔄 | **Charlene E Zietsma**, U. Western Ontario
- ➔ **OMT: Intra-Organizational Political Dynamics and Deinstitutionalization** | **Dongyoub Shin**, Yonsei U.; **Hongseok Oh**, Hong Kong U. of Science and Technology; **Young Chul Jeong**, -
- ➔ **OMT: Policy, Practice, Legitimacy: Environmental Management in Paper Industry Firms** | **Juha S. Laurila**, -; **Mika Kuisma**, Helsinki School of Economics
- OMT: Discovering the Dynamics of Institutional Environments: Modeling Legal Rule Revision** | **Martin Schulz**, U. of British Columbia; **P. Devereaux Jennings**, U. of British Columbia; **Caroline Gravel**, U. of British Columbia; **David Leonard Patient**, U. of British Columbia; **Ke Yuan**, U. of British Columbia
- ➔👁️ **OMT: The Coevolution of Industries and National Institutions: Theory and Evidence** | **Johann Peter Murmann**, Northwestern U.

Discussant: **Peer Fiss**, Northwestern U.

423 : (OMT) OMT Welcome Breakfast and Distinguished Scholar Award

8:30am - 10:20am Westin Hotel: Cascade 2

Program Chair: **Tina Dacin**, Queen's U.

Introduction: **Pamela R. Haunschild**, U. of Texas, Austin

Distinguished Speaker: **Michael L. Tushman**, Harvard U.

424 : (Paper Session) - (OMT) Knowledge in Context: Role of Learning, Information, and Knowledge Creation

8:30am - 10:20am Westin Hotel: St. Helens

Chair: **Corrado Gatti**, Tor Vergata U.

- OMT: Throwing Good Money After Bad? Sequential Decision Making in the Venture Capital Industry** 🔄 | **Isin Guler**, U. of Pennsylvania
 - ➔ **OMT: Interlevel Learning Dynamics: Balancing Exploitation and Exploration Within & Between Organizations.** | **Mikael Holmqvist**, Uppsala U.; **Rikard Larsson**, Lund U.
 - OMT: Managerial Choice in the Use of Complex Control Systems: An Information Processing Perspective** | **Chris P. Long**, Washington U.; **Sim B. Sitkin**, Duke U. / Duke Corporate Education, Inc.
 - OMT: Organisations as Epistemic Communities: An Ethnography of Knowledge Creation Processes In Start-ups** | **Nicola C. Dragonetti**, INSEAD
- Discussant: **Richard Whittington**, Oxford U.

425 : (ONE) ONE Interest Group Welcome

8:30am - 8:59am Washington State Convention & Trade Center: 214

Program Chair: **Michael V. Russo**, U. of Oregon

426 🐼: (Paper Session) - (PNP) Research and Theory on Philanthropy and Volunteerism

8:30am - 10:20am Grand Hyatt Seattle: Stevens

Welcome: **Laurie N. DiPadova-Stocks**, Northern Kentucky U.

Program Chair: **Ralph S. Brower**, Florida State U.

- PNP: Tocquevillian Theoretics: Rightly Understanding Trust in Government and the Disaffected Volunteer** 🔄 | **Robert K. Christensen**, Indiana U.
 - 👁️ **PNP: Reciprocal Learning: A Model for Practices and Relationships of Professional-Volunteer Dyads** | **Donald Zeilstra**, Case Western Reserve U.; **Paul F Salipante**, Case Western Reserve U.
 - 👁️ **PNP: Contributor Facilitation: The Personal Touch with Donors and Volunteers** | **Paul L. Govekar**, P & M Associates; **Michele A. Govekar**, Ohio Northern U.
- Moderator: **Maria L. Nathan**, Lynchburg College
Discussant: **Jenny Knowles**, New York University

427 : (RM) Telling Stories with Numbers

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Douglas Room

Chairs: **Carolyn Gardner**, Radford U.; **Robert P. Gephart, Jr.**, U. of Alberta

Presenters: **Dave M. Boje**, New Mexico State U.; **Carolyn Gardner**, Radford U.; **Alexis Downs**, U. of Central Oklahoma; **Nancy E. Landrum**, Morehead State U.; **Robert P. Gephart, Jr.**, U. of Alberta
Discussant: **John Teta Luhman**, New Mexico Highlands U.

428 : (Paper Session) - (SIM) Corporate Governance: Agency Theory, Trust, and Evaluation

8:30am - 10:20am Washington State Convention & Trade Center: 608

Chair: **Lori Versteegen Ryan**, San Diego State U.

SIM: Antecedents and Consequences of Investor Trust in the Board: The Impact of Perceived Risk | **William A. Brown**, Arizona State U.; **Mark P. Pritchard**, Arizona State U.

SIM: Corporate Governance and Boards of Directors: A Theoretical Analysis for Board Evaluation Processes | **Alessandro Minichilli**, Bocconi U.

☉**SIM:** Corporate Governance Reform: The Cost Of Ethically Desirable Outcomes | **Christopher M. Cassidy**, Kansas State U.; **Asghar Zardkoobi**, Texas A&M U.

Discussants: **Robert A Phillips**, U. of San Diego; **Eleanor O'Higgins**, U. College, Dublin

429 : (Paper Session) - (SIT) Ethical Perspectives

8:30am - 10:20am Washington State Convention & Trade Center: 205

Facilitator: **Daniel G. Bachrach**, U. of Alabama, Tuscaloosa

SIM: The Influence of Leadership Styles on Unethical Conduct in Work Groups: An Empirical Test | **Michael E. Brown**, Pennsylvania State U., Erie; **Linda K. Trevino**, Pennsylvania State U.

BPS: Mintzbergian "Ploy": Viable Use and Problems With Deceptive Strategies | **Christopher M. Cassidy**, Kansas State U.; **Michael W Pustay**, Texas A&M U.

MH: Ethics in Management: Exploring the Contribution of Mary Parker Follett | **Domènec Melé**, IESE, U. of Navarra

MED: B-Students Moral Development Patterns: Gender, Concentration Area & Exposure to the Obedience Study | **Jerry P. Sheppard**, Simon Fraser U.; **Marnie Elizabeth Young**, Laurentian U.

430 : (Paper Session) - (SIT) Trust within and across Organizations

8:30am - 10:20am Washington State Convention & Trade Center: 210

Facilitator: **Gregory K. Patton**, U. of North Dakota

IM: Trust in Transnational Business Cooperation. A Cross-Country Study from a Social Capital Perspective | **Nada Endrissat**, U. of Bayreuth; **Torsten M. Kuehlmann**, U. of Bayreuth

GDO: Empathic Action Across Boundaries: Threat, Trust, and Social Network Diversity in Knowledge Work | **Michele Williams**, Massachusetts Institute of Technology

SIM: Rebuilding Public Trust in Accountancy | **Joseph A. Petrick**, Wright State U.; **Andrew Griffiths**, U. of Queensland

OMT: Trust: A Multidisciplinary Approach | **Sandro Castaldo**, Bocconi U.

431 : (Paper Session) - (SIT) Strategic Alliances

8:30am - 10:20am Washington State Convention & Trade Center: 211

Facilitator: **Luca Solari**, U. of Milano, Statale

IM: Market vs Institutional Criteria of Global Strategic Alliance Membership | **Jai B Kim**, SungKyunKwan University; **Chong Ju Choi**, Australian National U.; **Brian Hilton**, Cranfield University (RMCS)

OMT: On the Dialectics of Strategic Alliances | **Mark de Rond**, Cambridge U.; **Hamid Bouchiki**, ESSEC

OMT: The Role of Trust in Interorganizational Learning in Joint Ventures | **Martyna Janowicz**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.

→ **ODC:** Exploring Collaborative Capacity in a Global Chaordic Alliance with Virtual Appreciative Inquiry | **Stephen P. Fitzgerald**, Collaborative Capacity - AI Consulting; **Jill Nemiro**, California State Polytechnic U., Pomona; **Kenneth Murrell**, West Florida U.; **Ronald Fry**, Case Western Reserve U.

432 : (Paper Session) - (TIM) Interrelating and Project Teams

8:30am - 10:20am Washington State Convention & Trade Center: 206

Chair: **Yinghong Wei**, U. of North Carolina, Chapel Hill

TIM: Centrality and Cohesion in Search-Transfer Problems and Team Innovation: A Conceptual Framework | **Justin Chua**, U. of Queensland; **Yuliani Suseno**, U. of Queensland

TIM: Creativity-Relevant Skills and the Task Performance of Innovation Teams: How Teamwork Matters | **Martin Hoegl**, Bocconi U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater

TIM: Team Play as the Boundary for Heedful Interrelating in Innovative Organizations | **Deborah J. Dougherty**, Rutgers U.; **C. Helen Takacs**, Rutgers U., Newark

TIM: The Performance/Cohesion Tradeoff: Exploring Functional Diversity, Flexibility, & Project Complexity | **Sara McComb**, U. of Massachusetts, Amherst; **W. Dale Compton**, Purdue U.; **Stephen G Green**, Purdue U.

Discussant: **Lynne P. Cooper**, Jet Propulsion Laboratory

433 : (Paper Session) - (TIM) Network Influences

8:30am - 10:20am Washington State Convention & Trade Center: 613

Chair: **Nile W. Hatch**, Brigham Young U.

TIM: Through the Hour Glass: Transparency Dynamics in Electronic Networks | **Jenny Lesley Gibb**, U. of Waikato

TIM: Integrating Virtual Infrastructures : A Sociometry of the Cuban National Healthcare System | **Ann Séror**, Université Laval

TIM: A Theory of User Acceptance Within a Social Network Context | **Glen Desson Murphy**, Queensland U. of Technology; **Artemis Chang**, Queensland U. of Technology; **Kerrie Unsworth**, Queensland U. of Technology

TIM: Virtual Teams: Process Matters | **James M. Schmidtke**, California State U., Fresno; **Paula L. Rechner**, California State University, Fresno; **Julie B. Olson-Buchanan**, California State U., Fresno; **Rudolph J. Sanchez**, California State U., Fresno

Discussant: **Eytan Lasry**, U. of Toronto

Monday 8:40AM

434 : (Paper Session) - (HCM) Occupational Roles and Boundaries in the Health Professions

8:40am - 10:20am Westin Hotel: Whidbey

Chair: **Jacqueline Zinn**, Temple U.

HCM: Creating a Male Occupation: The Early Years of Hospital Administration | **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.

HCM: How Nurse Practitioners and Middle Managers are Acting to Create Work Role Changes | **Trish Reay**, U. of Alberta; **Karen Golden-Biddle**, U. of Alberta; **Kathy Germann**, U. of Alberta

HCM: Creating Entities through the Networking Dynamics of Boundary Construction | **Kathleen Montgomery**, U. of California, Riverside; **Amalya L. Oliver**, Hebrew U.

Winner of HCM Division Best Paper Award

Discussant: **Robert C. Myrtle**, U. of Southern California

435 🗣️: (ODC) **Whose Voices are Heard and Who**

Decides: Democracy and Governance

8:40am - 10:20am Washington State Convention & Trade Center: 304

Organizer: **Laura M Crary**, Bentley College

Presenters: **Carolyn Lukensmeyer**, AmericaSpeaks; **R. Stephen Jenks**, Portsmouth Consulting Group; **Diane C. Altman Dautoff**, AmericaSpeaks; **Lenny Lind**, Covision

Monday 9:00AM

436 : (AAC) **Exhibits**

9:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall

Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

437 : (AAC) **Membership**

9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

438 : (AAC) **Registration**

9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration

Conference Registration & Pre-Registration Badge Pick Up

Coordinator: **Susan Zaid**, Academy of Management

439 : (AAC) **Placement Services**

9:00am - 5:00pm Renaissance Madison Hotel: Washington

Placement Services - Registration & Information

Organizer: **Mary Jo Vaughan**, Mercer U.

440 →: (IM) **Korean Chaebols: Past and Present**

9:00am - 10:20am Washington State Convention & Trade Center: 401

This symposium is sponsored by the Association of Korean Management Scholars (AKMS).

Chairs: **Yongsun Paik**, Loyola Marymount U.; **Bongjin Kim**, California State U., Northridge

What Determines the Scope of the Firm over Time?

Institutional Relatedness of Korean Chaebols | **Mike W. Peng**, Ohio State U.; **Seung-Hyun Lee**, U. of Texas, Dallas; **Denis Wang**, Chinese U. of Hong Kong

Innovation Strategies and Technology Commercialization in the Korean Chaebol: A Comparative Context | **Hun-Joon Park**, Yonsei U.; **Shigemi Yoneyama**, Musashi U.; **Ingyu Oh**, Ritsumeikan Asia Pacific U.

The Durability of Chaebol System | **Sea-Jin Chang**, Korea U.

The Impact of Deregulation on Corporate Governance: The Case of Korean Chaebols | **Bongjin Kim**, California State U., Northridge; **Yongsun Paik**, Loyola Marymount U.

Governance and Environmental Factors: How Teamwork is Shaped in the Korean Chaebol | **Chung Won Tae**, Ritsumeikan Asia Pacific U.; **Ingyu Oh**, Ritsumeikan Asia Pacific U.

Presenters: **Mike W. Peng**, Ohio State U.; **Seung-Hyun Lee**, U. of Texas, Dallas; **Denis Wang**, Chinese U. of Hong Kong; **Hun-Joon Park**, Yonsei U.; **Shigemi Yoneyama**, Musashi U.; **Ingyu Oh**, Ritsumeikan Asia Pacific U.; **Chung Won Tae**, Ritsumeikan Asia Pacific U.; **Sea-Jin Chang**, Korea U.

Discussant: **Soo Hee Lee**, U. of London

441 →: (Paper Session) - (IM) **Why Culture Matters**

9:00am - 10:20am Washington State Convention & Trade Center: 617

Chair: **Detelin S. Elenkov**, U. of Tennessee, Knoxville

IM: The Cultures of International Management | **Carlos B González**, California State Polytechnic U., Pomona

→ **IM: National Culture, Group Composition, and the Sharing of Unique Information** | **Danielle Cooper**, U. of Illinois, Urbana-Champaign

IM: Goal Interdependence for Working Across Cultural Boundaries | **Dean Tjosvold**, Lingnan U.; **Sofia Fang Su**, Shanghai U. of Finance and Economy; **Nancy Yifeng Chen**, Lingnan U.

📖🗣️ **IM: Universality: Exploring Work Value Differences in the Transitional Economy of China** | **Brenda L. Geren**, -; **James D. Moran III**, U of Tennessee

Discussant: **Mike Geppert**, U. of Wales, Swansea

442 →: (Paper Session) - (IM) **Special Paper Session: Building Collaborative Knowledge and Wisdom: Building MNC Network Advantage**

9:00am - 10:20am Washington State Convention & Trade Center: 618

In this special paper session learn about recent research on Building MNC Network Advantage from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at:

<http://www.business.umt.edu/imd/AoM2003/>

Facilitator: **Nicholas Athanassiou**, Northeastern U.

IM: Knowledge Spillovers and the Assignment of R&D Responsibilities to Foreign Subsidiaries | **Susan Feinberg**, U. of Maryland; **Anil K. Gupta**, U. of Maryland

IM: From Knowledge Spillovers to Best Practices: A conceptual examination of the underlying factors | **Dorothy Mary Kirkman**, Rutgers State U. of New Jersey

IM: Impact of Intersubsidary Competition & Cooperation on International Technology Transfer within MNEs | **Dan Li**, Texas A&M U.; **Manuel Portugal Ferreira**, U. of Utah

IM: Intersubsidary Tie Formation: Administrative Manipulation of HQ or Voluntary Choice of subsidiaries? | **Shaohua (Carolyn) Mu**, Virginia Polytechnic Institute and State U.; **Devi R. Gnyawali**, Virginia Polytechnic Institute and State U.

443 →🗣️JS: (IM, HR) **HRM and IJV Effectiveness: Empirical Evidence and Theoretical Perspectives**

9:00am - 10:20am Washington State Convention & Trade Center: 2B

Organizers: **William Newburry**, Rutgers U.; **Ibraiz Tarique**, Rutgers U.

Chair: **William Newburry**, Rutgers U.

Strategic Human Resource Management in International Joint Ventures | **Ibraiz Tarique**, Rutgers U.

Putting More on the People Side: Does Cultural Heterogeneity Matter in IJV Performance? | **Yaping Gong**, Hong Kong U. of Science & Technology

The Interaction of Parent-Company Differentiation with IJV Autonomy in Predicting IJV Effectiveness | **Orly Yehekel**, Tel Aviv U.

The Role of Self-Management Training in Transforming International Joint Ventures | **Colette A. Frayne**, Seattle U.; **Michael Geringer**, California Polytechnic State U., San Luis Obispo

Author: **Michael Geringer**, California Polytechnic State U., San Luis Obispo

Presenters: **Colette A. Frayne**, Seattle U.; **Yaping Gong**, Hong Kong U. of Science & Technology; **William Newbury**, Rutgers U.; **Ibraiz Tarique**, Rutgers U.; **Orly Yehekel**, Tel Aviv U.

Participants: **Oded Shenkar**, Ohio State U.; **Yoram Zeira**, -
Discussant: **Farok J. Contractor**, Rutgers U.

444 : (Paper Session) - (MH) Management History: Key People Make an Impact

9:00am - 10:20am Grand Hyatt Seattle: Blewett Suite

Chair: **Jane Whitney Gibson**, Nova Southeastern U.

MH: Writing Mary P. Follett's Life: How the Impossible Biography Became Possible | **Joan C Tonn**, U. of Massachusetts, Boston

MH: Communities of Creative Practice: Follett's Seminal Conceptualization | **Milorad Novicevic**, U. of Wisconsin, La Crosse; **Michael G. Harvey**, U. of Mississippi; **M. Ronald Buckley**, U. of Oklahoma, Norman; **Daniel A. Wren**, U. of Oklahoma, Norman; **Letitia Pena**, U. of Wisconsin, LaCrosse

MH: Lillian Gilbreth: Woman and Myth | **Samuel Lane**, Florida Atlantic U.

MH: "Fayol versus Mintzberg" or "Fayol and Mintzberg"?: Reconciling Henri and Henry | **David A. Lamond**, U. of Western Sydney

Discussants: **Julia Teahen**, Baker College; **Eileen Kelly**, Ithaca College; **Jonathon R. B. Halbesleben**, U. of Oklahoma;

Mohammed R. Ahmed, Ameer Institute of Technology

445 : (Paper Session) - (MOC) Organizational Identity: A Dynamic Link to Action in Organizations

9:00am - 10:20am Westin Hotel: Olympic

MOC: Breaking Away: An Empirical Examination of How Organizational Identity Changes During a Spin-off | **Kevin G. Corley**, U. of Illinois, Urbana-Champaign

MOC: Linking Being to Doing | **Johan Van Rekom**, Erasmus U.

MOC: Organizational Identity Orientation: Linking Organizational Identity and Organizational Behavior | **Shelley Lauren Brickson**, London Business School

Discussant: **Luis L. Martins**, Georgia Institute of Technology

446 : (MOC) Cognitive Perspectives on Strategic Decision Making in the Small Firm

9:00am - 10:20am Westin Hotel: Orcas

Chair: **Daniel P. Forbes**, U. of Minnesota

Entrepreneurs' Evaluations of Financing Alternatives: The Roles of Autonomy and Opportunity | **M. Audrey Korsgaard**, U. of South Carolina; **Daniel P. Forbes**, U. of Minnesota

Shared Cognition, Strategic Agenda and Governance in Entrepreneurial Startup Companies | **Shaker A. Zahra**, Babson College

Corporate Governance and Dynamic Learning Processes: Evidence from an Entrepreneurial Setting | **Morten Huse**, Norwegian School of Management

The Effects of Extrinsic Motivation on the Exit Decisions of Underperforming Small Firms. | **Dawn DeTienne**, Utah State U.; **Dean Shepherd**, U. of Colorado, Boulder

Presenters: **M. Audrey Korsgaard**, U. of South Carolina; **Morten Huse**, Norwegian School of Management; **Shaker A. Zahra**, Babson College; **Dawn DeTienne**, Utah State U.; **Dean Shepherd**, U. of Colorado, Boulder; **Daniel P. Forbes**, U. of Minnesota

447 : (Paper Session) - (MSR) Spirituality Based Practices

9:00am - 10:20am Grand Hyatt Seattle: Menzies Suite

Facilitator: **Rita Weathersby**, U. of New Hampshire

→ **MSR:** Developing Democracy, Ethics and Spirituality at Work. An Evaluation of the Discipline of Dialogue. | **Thierry C. Pauchant**, HEC, Montreal; **Estelle M. Morin**, HEC Montreal; **Denis Cauchon**, HEC Montreal; **Maryse Gagnon**, U. of Montreal

MSR: Questioning Processes That Can Transform Individuals and Organizations | **Mark P. Kriger**, Norwegian School of Management

📖 **MSR:** Developing Student Moral Behavior: Cognitive, Affective and Transcendent Strategies | **Charles S. Matthews**, Florida Gulf Coast U.; **Jane Schmidt-Wilk**, Maharishi U.

448 : (Paper Session) - (OCIS) The Dynamics of Diverse Groups

9:00am - 10:20am Washington State Convention & Trade Center: 614

Chair: **Gerardine DeSanctis**, Duke U.

→ **OCIS:** Intercultural Communication and the Implementation of Cross-border Acquisitions | **Olivier Irrman**, INSEAD
Winner of OCIS Division Top Student Paper Award

→ **OCIS:** Subgroup Dynamics in Internationally Distributed Teams: Ethnocentrism or Cross-National Learning? | **Catherine Cramton**, George Mason U.; **Pamela J. Hinds**, Stanford U.

🗨️ **OCIS:** Accelerated Technology Deployment in Teams: Spanning Temporal and Compositional Fault Lines | **Traci Carte**, U. of Oklahoma; **Laku Chidambaram**, U. of Oklahoma

Discussants: **Michael Boyer O'Leary**, Boston College; **Suzanne Weisband**, U. of Arizona; **Matt Germonprez**, Case Western Reserve U.

449 🗨️ JS: (OCIS, ODC) Senior Executive Involvement in Focused Change: Help or Hindrance?

9:00am - 10:20am Washington State Convention & Trade Center: 607

Chair: **Magnus M. Mähring**, Stockholm School of Economics

Speakers: **Richard E. Boyatzis**, Case Western Reserve U.; **Vanessa Urch Druskat**, U. of New Hampshire; **Mark Keil**, Georgia State U.; **Betty Vandenbosch**, Case Western Reserve U.

450 : (Paper Session) - (ONE) Securing Commitment and Motivating Change

9:00am - 10:20am Washington State Convention & Trade Center: 214

Chair: **Marc O. Orlitzky**, Sydney U./ New South Wales

☉ **ONE: Fostering Ecoinitiatives: Theoretical Framework for Motivating Employees to Perform Peripheral Tasks | Catherine A. Ramus**, U. of California, Santa Barbara

☉ **ONE: The Importance of Individual Concerns & Organizational Values in Responding to Environmental Issues | Pratima Bansal**, U. of Western Ontario

→ **ONE: Corporate Environmental Emphasis: A Framework and Field Study of Indian Supervisors | Sridevi Shivarajan**, Temple U.; **Lynne Andersson**, Temple U.; **Gary J. Blau**, Temple U.

Discussant: **Amelia Clarke**, McGill U.

451 ☉ JS: (TIM, IM) New Technologies Exposition by TIM & IM

9:00am - 12:00pm Washington State Convention & Trade Center: 2A

The actual new technologies will be exhibited during this session along with representatives from the firm to answer questions.

Chair: **Melissa A. Schilling**, New York U.

Monday 10:00AM

452 : (AA) The Fringe Cafe

10:00am - 11:30pm Sheraton Seattle Hotel & Towers: Pre-Function Area

An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.

Organizers: **David Barry**, Victoria U., Wellington; **Michael Dawids**, The Creative Alliance, Denmark; **Gail Whiteman**, Erasmus U.

453 : (ART) AcademyArts: Seattle 2003

10:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/Academy Arts

Monday 10:15AM

454 : (AAC) Conference Break

10:15am - 10:45am Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area

Morning break sponsored by Beta Gamma Sigma. Join us for refreshments and a prize raffle!

Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Monday 10:40AM

455 ☉: (AA) Changing Values, Changing Organizations: The Implications and Potential of Empowerment and Democracy

10:40am - 12:00pm Westin Hotel: Fifth Avenue

Examines the role of values (e.g., participation) in the development of organizational democracy.

Organizers: **Arran Caza**, U. of Michigan, Ann Arbor; **Leslie E. Sekerka**, Naval Postgraduate School

Organizational and Political Democracy: The Workplace Impact of Deep Values | **Arran Caza**, U. of Michigan, Ann Arbor; **Wayne E. Baker**, U. of Michigan

Liberation through Valuing: Insights into the Birth of Chaordic Self-organizing Forms | **David L. Cooperrider**, Case Western Reserve U.; **Leslie E. Sekerka**, Naval Postgraduate School

Introducing Participative Democracy and Empowerment in a Machine Bureaucracy: The Case of the U.S. Navy | **Frank**

J. Barrett, Naval Postgraduate School; **David S. Bright**, Case Western Reserve U.

On their Own: Customized Management of Nonstandard Knowledge Workers | **Susan J Ashford**, -; **Ruth Blatt**, U. of Michigan, Ann Arbor

Presenters: **Susan J Ashford**, -; **Wayne E. Baker**, U. of Michigan ; **Frank J. Barrett**, Naval Postgraduate School; **Ruth Blatt**, U. of Michigan, Ann Arbor; **David S. Bright**, Case Western Reserve U.; **Arran Caza**, U. of Michigan, Ann Arbor; **David L. Cooperrider**, Case Western Reserve U.; **Robert E. Quinn**, U. of Michigan ; **Leslie E. Sekerka**, Naval Postgraduate School

456 ☉: (AA) The Pros and Cons of Shareholder Activism and Shareholder Proposals

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom B

Addresses whether shareholder dominance serves the organization and other constituencies well.

Organizer: **Leonard Bierman**, Texas A&M U.

Presenters: **Joseph A. Dear**, State of Washington Investment Board; **Parthiban David**, U. of Notre Dame; **Richard A. Johnson**, U. of Missouri, Columbia; **W. Trexler Proffitt Jr.**, U. of California, Riverside; **Lori Verstegen Ryan**, San Diego State U.; **Tracy A. Thompson**, U. of Washington, Tacoma; **Chris Tuggle**, Texas A&M U.

457 ☉☉: (AA) Democracy at Work: A Debate

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom C

Organizers: **Denis Collins**, Edgewood College; **Paul S. Adler**, U. of Southern California

Democracy is Inevitable | **Denis Collins**, Edgewood College

Democracy is Unsustainable | **Paul Thompson**, U. of Strathclyde

Democracy is Wrong | **Edwin A. Locke**, U. of Maryland

Democracy is a Contradiction in Movement | **Paul S. Adler**, U. of Southern California

Presenters: **Denis Collins**, Edgewood College; **Paul S. Adler**, U. of Southern California; **Paul Thompson**, U. of Strathclyde; **Edwin A. Locke**, U. of Maryland

Moderator: **Donna Wood**, U. of Northern Iowa

458 ☉☉: (AA) Why Smart Executives Fail

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Metropolitan Ballroom

Brings together two CEOs who led companies through significant turnarounds using broad information flows in place of close-mindedness.

Organizer: **Sydney Finkelstein**, Dartmouth College

Presenters: **Kevin Roberts**, CEO; Saatchi & Saatchi; **Norman C. Payson**, CEO; Oxford Health Plans

459 : (AAC) Meet the Editors

10:40am - 12:00pm Washington State Convention & Trade Center: 305

Organizer: **Robert C. Ford**, U. of Central Florida

460 ☉: (Paper Session) - (BPS) Industry Structure Analysis

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS

Displayed on Panels P32 to P35

☉ **BPS: Strategic Focus and Performance: An Empirical**

Evaluation of Porter's Generic Strategies | **Stewart**

Thornhill, U. of Western Ontario; **Roderick E. White**, U. of Western Ontario

- **BPS:** The SCP Paradigm Revisited: A Managerial Perspective | **Ababacar Mbengue**, U. of Reims - France
- BPS:** Sustainable Competition?: A Game Theoretic Analysis of Industry Structure in Communication Networks | **Carolyn Gideon**, Harvard U.
- BPS:** Developing External Perspective | **Catherine Bailey**, Cranfield U.; **David Butcher**, Cranfield U.; **Mike Meldrum**, Cranfield U.; **Michael Bristow**, Cranfield U.

461 **BPS:** (Paper Session) - (BPS) Managing Interorganizational Relations

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1

Displayed on Panels P36 to P39

- BPS:** Managing Interdependence: An Agent-Based Model of Adaptation by Central and Decentralized Systems | **Charles Williams**, U. of Illinois
- BPS:** Role of Internal Markets in Emerging Market Business Groups: Evidence from Korea and India | **Chinmay Pattnaik**, Seoul National U.; **Dong-Sung Cho**, Seoul National U.
- **BPS:** Contract Adjustments in Dyads | **Havard Ness**, Buskerud U. College
- BPS:** Underperformance and Profit Redistribution in Business Groups | **Sytse Douma**, Tilburg U.; **Rejie George**, Tilburg U.; **Rezaul Kabir**, Tilburg U.

462 **BPS:** (Paper Session) - (BPS) Absorptive Capacity and Organizational Slack

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS2

Displayed on Panels P40 to P43

- BPS:** Managing Potential and Realized Absorptive Capacity: Antecedents and Consequences | **Justin J.P. Jansen**, Erasmus U.; **Frans A. J. Van Den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.
- BPS:** Organizational Slack And Firm Performance in Turbulent Environment: Is it a Blessing or a Curse? | **Justin Tan**, Creighton U.; **David Tan**, Creighton U.
- **BPS:** The Timing of Innovation Adoption | **Terry L. Amburgey**, U. of Toronto; **Kimberly A. Bates**, U. of Toronto; **E. James Flynn**, Wake Forest U.
- BPS:** Absorptive Capacity as Real Options | **Turanay Caner**, U. of Pittsburgh

463 **BPS:** (Paper Session) - (BPS) Firm-Level Effects of Managerial Cognition

10:40am - 12:00pm Westin Hotel: Cascade 1 (A)

Chair: **Matthew Semadeni**, U. of South Carolina

- BPS:** Meso-Logic: Reconciling a Firm's Macro and Micro Mental Models to Improve Performance | **Peter J. Lane**, U. of New Hampshire; **David G. Sirmon**, Arizona State U.
- BPS:** A Peek into the Black Box: The Relationship Between CEO Tenure and Attitude Toward Change | **Martina Musteen**, U. of Kansas; **Vincent L. Barker**, U. of Kansas; **Virginia Baeten**, U. of Wisconsin, Milwaukee
- BPS:** Executive Perceptions and Environmental Scanning Among Managers and Entrepreneurs in Two Countries |

Wayne Stewart, Clemson U.; **Ruth C. May**, U. of Dallas; **Arvind Kalia**, U. of Rajasthan

- BPS:** The Influence Of Proactive Top Managerial Cognitions On Strategic Change: A Theoretical Framework | **Jerayr Haleblian**, U. of California, Riverside; **Nandini Rajagopalan**, U. of Southern California
- Discussant: **Daniel P. Forbes**, U. of Minnesota

464 **BPS:** (Paper Session) - (BPS) M&A Integration

10:40am - 12:00pm Westin Hotel: Cascade 1 (B)

Chair: **Margaret A. White**, Oklahoma State U.

- BPS:** Exploring Linkages Between Choice of Integration Approach and M&A Process Management | **Kimberly M. Ellis**, Michigan State U.; **Yaakov Weber**, BGU; **Adi Raveh**, Hebrew U.
- BPS:** Modeling the Effect of Vision on Cognitive & Behavioral Learning Approaches to M&A Integration | **Philip K. Goulet**, U. of South Carolina
- BPS:** Executive Turnover in Acquired Firms: A Longitudinal Analysis of Long-Term Integration Effects | **Jeffrey A. Krug**, Appalachian St. U.
- BPS:** Integration Strategies in High-Technology Acquisitions | **Saikat Chaudhuri**, Harvard U.
- Discussant: **Rita Kosnik**, Trinity U.

465 **BPS:** (BPS) How Do Firms Differ and How Much Does It Matter

10:40am - 12:00pm Westin Hotel: Elliott Bay

Chair: **David Hoopes**, Southern Methodist U.

- How Important Is Imitation? |
- Persistent Heterogeneity and Sustainable Innovation | **Anne Marie Knott**, U. of Pennsylvania
- Do Competitors Perform Better When They Pursue Different Strategies? | **Anita McGahan**, Boston U.
- The Evolution of Corporate Scope | **Constance E. Helfat**, Dartmouth College
- What Is Competitive Advantage? | **Richard P. Rumelt**, U. of California, Los Angeles
- Presenters: **Constance E. Helfat**, Dartmouth College; **Anne Marie Knott**, U. of Pennsylvania; **Richard P. Rumelt**, U. of California, Los Angeles; **Sidney G. Winter**, U. of Pennsylvania

466 **BPS:** (BPS) The Influence of Institutions on Alliance Formation and Knowledge Transfer in High-Tech Sectors

10:40am - 12:00pm Westin Hotel: Grand Crescent

- Policy Changes, University Patenting, and Technological Advance |
- Knowledge Spillovers in Strategic Alliances: The Case of Biotechnology |
- Learning and Exercise Choice in Real Options Contracts |
- Contract Evolution and Knowledge Flows in Biotechnology Alliances |
- Presenters: **Kira Rachel Markiewicz**, U. of California, Berkeley; **Suzanne E. Majewski**, U.S. Department of Justice; **Arvids A. Ziedonis**, U. of Michigan; **Beverly B. Tyler**, North Carolina State U.

467 **BPS:** (Paper Session) - (BPS) Entrepreneurship and IPOs

10:40am - 12:00pm Westin Hotel: Vashon I

Chair: Abdulwahab Said AlKahtany, King Fahd U. of Petroleum and Minerals

BPS: Business Models and Strategy of Entrepreneurial Firms |

Christoph Zott, INSEAD; **Raphael H. Amit**, U. of Pennsylvania

BPS: Prestigious Executives, Directors and Backers of IPOs:

Enduring Advantage or Fading Gloss? | Eric M.

Jackson, Columbia U.; **Donald C. Hambrick**, Pennsylvania State U.

BPS: "Going Public with Good Governance": Board Selection and Share Ownership in IPOs | Igor Filatotchev, U. of Bradford

BPS: Grandstanding, Certification and the Underpricing of

Venture Capital Backed IPOs | Peggy M. Lee, Emory U.;

Sunil Wahal, Emory U.

Discussant: Ilgaz Arikan, Ohio State U.

468 : (Paper Session) - (BPS) Who are the "Upper Echelons"?

10:40am - 12:00pm Westin Hotel: Vashon II

Chair: Sally A. Baack, San Francisco State U.

BPS: A Road Less Traveled: Investigating Those Who Join

America's Corporate Boards as Outside Directors | Richard

H. Lester, Texas A&M U.; **Albert A. Cannella Jr.**, Texas A&M

U.; **S. Trevis Certo**, Texas A&M U.

BPS: Contradiction and Coherence: Managerial Contributions to Strategic Activity | Paula Jarzabkowski, Aston U.

BPS: Will the "Real" Top Management Team Please Stand

Up: A New Look at an Old Topic | Allen C. Amason, U. of

Georgia; **Ken Park**, U. of Georgia; **Peter T. Gianiodis**, U. of

Georgia

BPS: The Nature of the Beast: Selecting Managers that are Similar | Anna Stafsudd, Lund U.

Discussant: Sylvia Sloan Black, North Carolina A&T State U.

469 : (Paper Session) - (CAR) Career Identities

10:40am - 12:00pm Red Lion Hotel: San Juan

Chair: Patricia Hind, Ashridge Management College

CAR: Careers, Identity and Boundaries | Michael Brocklehurst, Imperial, U of London

CAR: Employability in the Knowledge Economy: Living the

Fulfilled Life or Policy Chimera? | Anthony J Hesketh,

Lancaster U.

CAR: One Career, Two Identities: An Assessment of Gay

Mens' Career Trajectory | Raymond N.C. Trau, Monash U.

470 : (Paper Session) - (CM) Incentives, Trust, Fairness and Social Context

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/CM

On display on Panels P15 to P19

• **CM: A Transformational Model of Legal-Claiming. |** Barry M. Goldman, U. of Arizona; **Layne Paddock**, U. of Arizona; **Russell Cropanzano**, Colorado State U.

• **CM: The Effects of Employment Arbitration and Employee Rights on Organizational Attraction |** Douglas M. Mahony, U. of South Carolina; **Brian S. Klaas**, U. of South Carolina; **John A. McClendon**, Temple U.

• **CM: Differentiating Trust-in-the-Company From Trust-in-the-Executive in Supply Chain Relations |** James M. Hagen, Cornell U.; **Tony L. Simons**, Cornell U.

• **CM: Delivering Bad News: The Effects of Communication Channel on Sincerity, Fairness, and Acceptance |** David Leonard Patient, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia

• **CM: Gift Exchange and Outcome Based Incentives in Principal-Agent Negotiations |** William Bottom, Washington U.; **James Holloway**, Washington U.; **Gary J Miller**, Washington U.; **Alexandra Mislin**, Washington U.; **Andrew B. Whitford**, U. of Kansas

471 : (Paper Session) - (CM) Bargaining and Game Behavior

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Cedar Room

Chair: Madan M. Pillutla, London Business School

CM: When Ignorance is Bliss: Information, Fairness, and Bargaining Efficiency | Don Moore, Carnegie Mellon U.; **George Loewenstein**, Carnegie Mellon U.

CM: Social Value Orientations and Strategic Use of Fairness in Ultimatum Bargaining | Eric van Dijk, Leiden U.; **David De Cremer**, -; **Michel Handgraaf**, Tilburg U.

CM: Sustaining Cooperation in Public Goods Dilemmas: Effects of Motivational Explanations and Sanctions | Xiao-Ping Chen, U. of Washington, Seattle; **Xin Yao**, U. of Washington, Seattle

CM: Speaking the Same Language: The Cooperative Effects of Labeling in the Prisoners' Dilemma | Jeffrey Loewenstein, Columbia U.; **Chen-Bo Zhong**, Northwestern U.; **J. Keith Murnighan**, Northwestern U.

472 : (CMS) CMS Free Session

10:40am - 12:00pm Washington State Convention & Trade Center: 212

CMS Free Session | David Jacobs, Hood College

473 : (Paper Session) - (ENT) Entrepreneurial Resources

10:40am - 12:00pm Washington State Convention & Trade Center: 203

Chair: Julie Carleton, U. of South Carolina, Aiken

→ **ENT: Growth Motivation and Growth: Untangling Causal Relationships |** Johan Wiklund, Stockholm School of Economics; **Frederic Delmar**, Stockholm School of Economics

• **ENT: Home or Away: The Impact of Initial Location Decisions on Resource Assembly in Nascent Firms |** Tatiana S. Manolova, Boston U.; **Candida G. Brush**, Boston U.; **Linda Edelman**, Bentley College

ENT: 'Is More Better or Is Less More?' Is the Wrong Question: Slack & Performance in Privately Held Firms | Gerard George, U. of Wisconsin, Madison

• **ENT: Achieving Rapid Growth: How Rapid-Growth Firms Lessen the Managerial Capacity Problem |** Bruce R Barringer, U. of Central Florida; **Foard F. Jones**, U. of Central Florida

474 : (Paper Session) - (ENT) Entrepreneur Learning/Opportunity Recognition

10:40am - 12:00pm Washington State Convention & Trade Center: 213

Chair: Robert S. D'Intino, Pennsylvania State U.

ENT: Origins & Lessons of Entrepreneurial Achievement: A Multiparadigm Perspective via Case Method | Ajay Bhalla, Cass Business School; **Steven J. Henderson**, Southampton Business School, U.K.; **David S. Watkins**, Southampton Business School, U.K.

ENT: Does Entrepreneurial Experience Influence Opportunity Identification? | Deniz Ucbasaran, U. of Nottingham; **Paul Westhead**, U. of Nottingham

ENT: The Glasses of Experience: An Experiential Theory of Opportunity Recognition. | Dimo Dimov, London Business School

ENT: Entrepreneurial Orientation and Strategic Decision Speed | J. Robert Baum, U. of Maryland; **Stefan Wally**, Chapman U.

475 (Paper Session) - (GDO) **Addressing Diversity: Organizational Choices and Strategies**

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/GDO

Displayed on Panels P11 to P14

GDO: Diversity Initiatives: Lip Service or Reality? | Roshni Misra, U Texas Arlington; **Meghna Virick**, U of Texas, Arlington

GDO: Outcome Measures of Diversity Education for Blacks and Whites | J. Goosby Smith, Pepperdine U.

GDO: Alternative Strategic Paradigms in the Context of High Growth Ethnic & Non-Ethnic Family Firms | Ajay Bhalla, Cass Business School; **Steven J. Henderson**, Southampton Business School, U.K.; **David S. Watkins**, Southampton Business School, U.K.

GDO: Managerial Discretion, Environmental Uncertainty, and Adoption of Domestic Partnership Benefits | Mark X. James, U. of Wisconsin, Milwaukee

476 (Paper Session) - (GDO) **Diversity in Groups**

10:40am - 12:00pm Red Lion Hotel: Orcas

Chair: **Roya Ayman**, Illinois Institute of Technology

GDO: Linking Sexual Harassment, Team Processes and Team Performance | Jana L. Raver, U. of Maryland; **Michele J. Gelfand**, U. of Maryland

Winner of Dorothy Harlow Distinguished Paper Award

GDO: When Teams Devalue Diversity | Debra Panipucci, Monash U.

GDO: Clever Tricks or Crucial Interventions? Diversity, Communication Technology, and Group Effectiveness | Robert C. Giambatista, Texas Tech U.

Discussant: **Elaine Yakura**, Michigan State U.

477 (JS: (GDO, CMS, CAR) **Feminist Approaches to Organization Studies: Liberal, Radical, Marginal?**

10:40am - 12:00pm Red Lion Hotel: Bainbridge

Chairs: **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Martin Kornberger**, U. of Technology, Sydney

Masculinity, Rationality and Organization | Anne Elizabeth Ross-Smith, U. of Technology, Sydney; **Martin Kornberger**, U. of Technology, Sydney

Women in Management: The Liberal Promise of Career Progression | Kerry Brown, Queensland U. of Technology;

Stacy Richard Ridge, Queensland U. of Technology; **Lisa Bradley**, Queensland U. of Technology

Women Senior Managers: Success of the Liberal Agenda? | Judith Pringle, U. of Auckland

Women Directors in the UK: Empirical Trends and Theoretical Connections | Susan Vinnicombe, Cranfield U. ; **Val Singh**, Cranfield U.

Presenters: **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Martin Kornberger**, U. of Technology, Sydney; **Val Singh**, Cranfield U. ; **Susan Vinnicombe**, Cranfield U. ; **Judith Pringle**, U. of Auckland; **Kerry Brown**, Queensland U. of Technology; **Stacy Richard Ridge**, Queensland U. of Technology; **Lisa Bradley**, Queensland U. of Technology

478 (Paper Session) - (HCM) **Stressful Work Environments: Evidence from Four Countries**

10:40am - 12:00pm Westin Hotel: Whidbey

Chair: **Linda Searle Leach**, California State U., Fullerton

HCM: Shocks, Images and Nurse Turnover | Kevin Morrell, Loughborough U.; **John Loan-Clarke**, Loughborough U.; **Adrian Wilkinson**, Loughborough U.

HCM: Influences of Stressors and Coping Resources on Job Burnout among Nurses | Jenny S.Y. Lee, City U., Hong Kong; **Syed Akhtar**, City U., Hong Kong

HCM: Discrepancy between Work Schedule, Shiftwork and Mental Health: A Study of Chinese Nurses | Vishwanath V. Baba, McMaster U.; **Xiaoyun Wang**, U. of Manitoba

HCM: Workplace Empowerment As A Predictor Of Nurse Burnout In Restructured Health Care Settings | Heather K. Spence Laschinger, U. of Western Ontario; **Joan Finegan**, U. of Western Ontario; **Piotr Wilk**, U. of Western Ontario; **Judith Shamian**, Health Canada

Discussant: **Elisabeth Wilson-Evered**, Monash U., Australia

479 (Paper Session) - (HR) **Selection Methods:**

Measurement Issues

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR

Displayed on Panels P1 to P10

HR: Psychological Consequences of the Structured Employment Interview: An Interviewer Perspective | Ghee Soon Lim, National U. of Singapore

HR: Exploring Boundaries of the Effects of Applicant Impression Management Tactics in Job Interviews | Wei-Chi Tsai, National Chiao Tung U.; **Chien-Cheng Chen**, National Taiwan U. of Science and Technology; **Su-Fen Chiu**, National Taiwan U. of Science and Technology

HR: Job Interview Anxiety: Conceptualization of a New Realm. | Julie M McCarthy, U of Toronto; **Richard D Goffin**, U of Western Ontario

HR: Internet Interviews: An Assessment of Validity and Applicant Reactions | Stephen B. Mueller, U. of Houston; **Sylvia J. Hysong**, U. of Houston

HR: Big Five Personality and Applicant Reactions: A Field Study | Donald M. Truxillo, Portland State U.; **Talya N. Bauer**, Portland State U.; **Michael A. Campion**, Purdue U.; **Matthew E. Paronto**, Portland State U.

☞ **HR: Individual Differences in Ability to Fake on Personality Measures** | Tracey L. Shilobod, Clemson U.; Patrick H. Raymark, Clemson U.

Winner of HR Division's Best Student Paper Award

☞ **HR: The Difficult Employee: A Profile and Perspective** | Bruce H. Kemelgor, U. of Louisville; Lyle Sussman, U. of Louisville; Jozef Zurada, U. of Louisville; Joseph Kline, Northkey Community Care

☞ **HR: What Should Managerial Developmental Assessment Centers Be Assessing?** | Deborah E. Rupp, U. of Illinois at Urbana-Champaign; Alyssa A Mitchell, U. of Illinois at Urbana-Champaign; Tonya Runnels, U. of Illinois at Urbana-Champaign; Lori Anderson, Colorado State U.; George C Thornton, Colorado State U.

☞ **HR: Cognitive Processes in Evaluating Reference Letters: Confirmatory or Comprehensive Search?** | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; James Werbel, Iowa State U.

☞ **HR: Who Knows Better? The Persistence and Knowledge of Inappropriate Personnel Application Blank Items** | J. Craig Wallace, Georgia Institute of Technology; Stephen J Vodanovich, U. of West Florida

480 ☞: (HR) **HR's Contextual Effect on Performance: Financial Return, Customer Satisfaction, and The Grim Reaper**

10:40am - 12:00pm Washington State Convention & Trade Center: 605/606

Chair: Giles Hirst, Aston U.

The Human Resource Function, Financing Policy, and Firm Performance | Neal Knight-Turvey, Queensland U. of Technology; Andrew Neal, U. of Queensland; Jeremy Dawson, Aston U.; Michael A. West, U. of Aston

Employee Involvement Factors as Predictors of Call Center Performance | Gary Fisher, Aston U.; Giles Hirst, Aston U.; Jeremy Dawson, Aston U.; Michael A. West, U. of Aston

The Link between Training and Appraisal Practices and Patient Mortality: The Role of HR Director | Matthew Carter, Aston U.; Jeremy Dawson, Aston U.; Carol Borrill, Aston U.; Michael A. West, U. of Aston; Justin Waring, University of Nottingham; Judy Scully, Aston University

Presenters: Neal Knight-Turvey, Queensland U. of Technology; Gary Fisher, Aston U.; Matthew Carter, Aston U.

481 →: (Paper Session) - (IM) **Foreign Direct Investment: Conventional Wisdom and New Empirical Evidence**

10:40am - 12:00pm Washington State Convention & Trade Center: 401

Chair: Jonathan Brookfield, Texas A&M U.

IM: Leaders, Laggards and the Pursuit of Foreign Knowledge | Heather Berry, U. of Pennsylvania

IM: Institutional Perspective of Foreign Direct Investment Strategy | Christine M. Chan, Hong Kong U.

IM: International Trade, Investment and Technological Spillovers | Murali Patibandla, Copenhagen Business School

IM: Testing the Export Intensity of Multinational Subsidiaries: A Cross-Country Empirical Study | Ana Teresa Tavares, U. de Porto; Stephen Young, U. of Strathclyde

Discussant: Christina L. Ahmadjian, Columbia U.

482 →: (Paper Session) - (IM) **Special Paper Session: Building Collaborative Knowledge and Wisdom: International Leadership**

10:40am - 12:00pm Washington State Convention & Trade Center: 617

In this special paper session learn about recent research on International Leadership Effectiveness from top scholars in the field.

Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at:

<http://www.business.umd.edu/imd/AoM2003/>

Facilitator: Nancy J. Adler, McGill U.

IM: A Cross-Cultural Test of the "Five-Factor Model of Personality and Transformational Leadership" | Lian Shao, C & S Financial; Sheila Simsarian Webber, Concordia U.

IM: A Test of Upper Echelons Theory in Chinese Shareholding Enterprises | Liqun Wei, Chinese U. of Hong Kong; Zhihui wang, U. of International Business and Economics; Michael Young, Chinese U. of Hong Kong

IM: A Cross-Cultural Study of Linkage between Emotional Intelligence and Managerial Effectiveness | Frank M. Shipper, Salisbury U.; Denise M. Rotondo, Salisbury State U.; Richard C. Hoffman IV, Salisbury State U.

IM: Cultural Congruence, Leadership and Citizenship in the Service Environment: A Three-Study Inquiry | Mark R Testa, San Diego State U.

483 →: (Paper Session) - (IM) **MNC Strategy and Performance: What Matters Most?**

10:40am - 12:00pm Washington State Convention & Trade Center: 618

Chair: Ruth Clarke, Nova Southeastern U.

IM: Multinationality and Performance: Empirical test of the Three-Stage Theory in an Emerging Market | Sumit Kumar Kundu, Saint Louis U.; Vikas Kumar, Saint Louis U.

→ IM: Firm Ownership, Competition and Manufacturing Performance in a Sub-Saharan African Emerging Economy | Moses Acquah, U. of North Carolina, Greensboro

IM: Liability of Internationalization: Technical Efficiency Based Evidence | Lei Li, U. of Texas, Dallas

IM: Performance of Cross-Border Mergers and Acquisitions | Jian Gu, Temple U.

Discussant: Laurence Anthony Marsh, University of Utah

484 ☞ SHCS: (IM, TIM) **Knowledge Metrics: Measuring Knowledge and Its International Transfer Between Firms**

10:40am - 12:00pm Washington State Convention & Trade Center: 609/610

Using Patent Citations to Understand Knowledge Flows in Multinational Firms: Advantages, Limitations | Tony Frost, U. of Western Ontario

The Use of Corporate Patent Statistics to Measure Knowledge Creation in MNCs: What We Have Achieved | John Cantwell, Rutgers U./U. of Reading

Measuring Knowledge: Impact and Duration Effects | Ram Mudambi, Temple U.

Measuring Corporate Knowledge: The Use of Patent-based Indicators in the Research of Int'l. Mngmt. | **Mariko Sakakibara**, U. of California, Los Angeles

Metrics For Knowledge Transfers and Valuation in International Alliances | **Farok J. Contractor**, Rutgers U.
Presenters: **Tony Frost**, U. of Western Ontario; **John Cantwell**, Rutgers U./U. of Reading; **Ram Mudambi**, Temple U.; **Mariko Sakakibara**, U. of California, Los Angeles; **Farok J. Contractor**, Rutgers U.

485 : (Paper Session) - (IPC) Trait Effects on Performance, Motivation, and Career Success

10:40am - 12:00pm Washington State Convention & Trade Center: 201 Table 1
Facilitator: **Alexander D. Stajkovic**, U. of Wisconsin, Madison

CAR: The Relationship between Disposition and Career Success: a Study in the United Kingdom | **Nikos Bozionelos**, U. of Strathclyde

→**OB:** The Role Of Customer Personality Traits On The Display Of Positive Emotions | **Hwee-Hoon Tan**, National U. of Singapore; **Maw-Der Foo**, National U. of Singapore; **Min-Hui Kwek**, National U. of Singapore

OB: Impact of State-Like Core Confidence and Self-Evaluation Traits on Chinese SOE Workers' Performance | **Weixing Li**, Bangkok U.; **Fred Luthans**, U. of Nebraska, Lincoln

OB: Introducing Positive Psychology to Work Motivation: Development of a Core Confidence Model | **Alexander D. Stajkovic**, U. of Wisconsin, Madison

486 : (Paper Session) - (IPC) Trust and Commitment in Organizational Relationships

10:40am - 12:00pm Washington State Convention & Trade Center: 201 Table 2
Facilitator: **Steven W. Floyd**, U. of Connecticut

BPS: The Role of Learning, Politics and Trust Building in Overcoming Core Rigidities | **Christoph Lechner**, U. of St. Gallen; **Steven W. Floyd**, U. of Connecticut

BPS: Commitment, Trust, And Mutual Adaptation: An Examination Of Suppliers And Buyers Relationships | **Ananda Mukherji**, Texa A&M International U.; **John D. Francis**, Iona College

BPS: Two Faces of Trust: Effects of Calculus-Based and Identification-Based Trust in Knowledge Transfer | **Michael D. Santoro**, Lehigh U.; **Patrick Saparito**, U. of New Hampshire

BPS: Moving out of Committed Relationships | **Sergio Giovanetti Lazzarini**, Ibmecc Business School; **Todd Zenger**, Washington U.; **Gary J Miller**, Washington U.

487 : (Paper Session) - (IPC) Providing Quality Services Through Management and Technology

10:40am - 12:00pm Washington State Convention & Trade Center: 201 Table 3
Facilitator: **Janet H. Marler**, State U. of New York, Albany

HR: Job Skills in the 21st Century: The Effect of Information and Communications Technology | **Janet H. Marler**, State U. of New York, Albany; **Xiaoya Liang**, State U. of New York, Albany

MC: Democracy Is at the Core of Management Consulting Efficiency | **Olivier Voyant**, ISEOR, U. of Lyon

OM: Cost-Effective Service Recovery: Knowing Which Customers to Keep | **Kristen Bell DeTienne**, Brigham Young U.; **Kristie K. Seawright**, -

☉**OCIS:** Guanxi: Production of Trust in Electronic Marketplace | **Ruey-lin Hsiao**, National U. of Singapore
Winner of OCIS Division Best Interactive Paper Award

488 : (Paper Session) - (IPC) Political Skills and Influence Tactics: Antecedents and Consequences

10:40am - 12:00pm Washington State Convention & Trade Center: 204 Table 1
Facilitator: **Jennifer R. Overbeck**, Stanford U.

MOC: Beyond "High" versus "Low": Power's Effects Reflect Instrumental Responses | **Jennifer R. Overbeck**, Stanford U.; **Bernadette Park**, U of Colorado-Boulder

☉**OB:** A Meta-Analytic Review of Dispositional Antecedents of Intra-Organizational Influence Tactics | **John E. Barbuto Jr.**, U. of Nebraska, Lincoln; **Jennifer Moss Reimers**, U. of Nebraska - Lincoln

OB: The Role of Political Skill in Intraorganizational Outcomes: An Initial Empirical Examination | **Robert W. Kolodinsky**, James Madison U.

OB: Perceptions of Positive Politics and their Impact on Organizational Outcomes | **Donald B. Fedor**, Georgia Institute of Technology; **John M. Maslyn**, Wichita State U.; **Steven M. Farmer**, Wichita State U.; **Kenneth Bettenhausen**, U. of Colorado, Denver

489 : (Paper Session) - (IPC) Commitment and Turnover as a Function of Leadership and Individual Characteristics

10:40am - 12:00pm Washington State Convention & Trade Center: 204 Table 2
Facilitator: **Hetty Van Emmerik**, Utrecht U.

☉**OCIS:** Qualitative Review and Meta-Analytic Structural Equation Modeling of Turnover in the IT Profession | **Damien Joseph**, Nanyang Technology U.; **Soon Ang**, Nanyang Technology U.

CAR: For Better and for Worse: Adverse Working Conditions and the Beneficial Effects of Mentoring | **Hetty Van Emmerik**, Utrecht U.

OB: Expectations, Perceived Congruence, and Occupational Experience Effects on Voluntary Turnover | **Jon C. Carr**, U. of Southern Mississippi; **Allison W. Pearson**, Mississippi State U.; **Michael J Vest**, U. of Southern Mississippi; **Scott Boyar**, U. of South Alabama

☉**OB:** Leadership, Climate, Work Attitudes and Commitment: Is Generation X Really That Different? | **Peter Michael Hart**, U. of Melbourne; **Charlene Schembri**, Latrobe U.; **Christopher Bell**, Leadership Consortium; **Kathy Armstrong**, Insight SRC Pty Ltd

490 : (Paper Session) - (IPC) Leading Organizations Through Change

10:40am - 12:00pm Washington State Convention & Trade Center: 204 Table 3
Facilitator: **John R. Austin**, Pennsylvania State U.

ODC: Leading Change and Transforming Leaders | **John R. Austin**, Pennsylvania State U.

MC: Transition Coaching for Leaders in New Positions | **Robert Witherspoon**, -; **Mark D. Cannon**, Vanderbilt U.

OMT: Changes in Organizational Culture Following Mergers: A Stakeholder Perspective | **Urs S Daellenbach**, Victoria U., Wellington; **Sally Davenport**, Victoria U., Wellington

MOC: Transitions and Attributions in the Process of CEO Succession | **Philip Gordon Stiles**, Cambridge U.

491 : (Paper Session) - (IPC) The Benefits and Costs of Organizational Networks

10:40am - 12:00pm Washington State Convention & Trade Center: 303 Table 1
Facilitator: **Eric Lifschitz**, Columbia U.

OMT: Network Structure and knowledge Transfer: The Transfer Problem Revisited | **Ray Reagans**, Columbia U.; **Bill McEvily**, Carnegie Mellon U.

OMT: The Dark Side of Networks: Age, Stability, and Effectiveness in Cliques of Organizations | **Eric Lifschitz**, Columbia U.

OMT: Interpersonal Affect and the Formation of Joint Production Networks | **Tiziana Casciaro**, Harvard U.

OMT: Testing network governance effects on performance: Structural embeddedness during privatization | **Theodora Welch**, U. of Massachusetts, Boston; **Rick Molz**, Concordia U.

IM: Cronyism: The Downside of Social Networking | **Naresh Khatri**, U. of Missouri, Columbia; **Eric W. K. Tsang**, Wayne State U.; **Thomas M Begley**, Northeastern U.

492 : (Paper Session) - (IPC) Managing Organizational Risk

10:40am - 12:00pm Washington State Convention & Trade Center: 303 Table 2
Facilitator: **David Hsu**, U. of Pennsylvania

OM: An Analytical Model of Project Risk Handling | **Chwen Sheu**, Kansas State U.; **Miao Fan**, National Defense U.

MED: Problem-Based Learning: Teaching Project Management While Solving Real Organizational Problems | **Timothy J. Kloppenborg**, Xavier U.; **Melissa S. Baucus**, Xavier U.

OMT: Organizational Risk and Variation in Capital Investments: Performance Effects and Moderating Contexts | **Mousumi Bhattacharya**, Fairfield U.; **Ravi Dharwadkar**, Syracuse U.; **Kathleen Wheatley**, U. of Tennessee, Chattanooga

ENT: Venture Capitalists and Portfolio Firm Liquidity Patterns | **David Hsu**, U. of Pennsylvania

493 : (Paper Session) - (IPC) Property Rights in a Global, Digital World

10:40am - 12:00pm Washington State Convention & Trade Center: 303 Table 3
Facilitator: **Gautam Ahuja**, U. of Michigan

ONE: Property Rights as a Predictor for the Eco-Efficiency of Product-Service Systems | **Kai N. Hockerts**, INSEAD, Centre for the Management of Environmental Resources (CMER)

TIM: Confronting the Information Age: Digital Intellectual Goods, Copyright and Firm Strategy | **Brent D. Beal**, Louisiana State U.; **Daniel B Marin**, Louisiana State U.

TIM: When Atlas Shrugged: Preemption, Complexity, and Division of Labor in a Theory of Appropriability | **Gautam Ahuja**, U. of Michigan

IM: A Global Assessment of Software Piracy Trends | **Chris Robertson**, Northeastern U.; **William F. Crittenden**, Northeastern U.; **Gadi Shavit**, -

494 : (Paper Session) - (IPC) Political, Cognitive, and Cultural Perspectives on Organizational Identity

10:40am - 12:00pm Washington State Convention & Trade Center: 604 Table 1
Facilitator: **Susanne G Scott**, U. of Massachusetts, Dartmouth

MOC: Corporate Museums: The Politics of Exhibiting Organizational Memory, Identity, and Image | **Andrea Casey**, The George Washington U.; **Linda Byington**, George Washington U.; **Nick Nissley**, U. of St. Thomas

MOC: A Unified Theory of Organization Identity and Stakeholder Identification | **Vicki R. Lane**, U. of Colorado at Denver; **Susanne G Scott**, U. of Massachusetts, Dartmouth

IM: Separate But Equal: Organizational Identity and Culture in International Mergers of Equals | **Srilata Zaheer**, U. of Minnesota; **Margaret Spring Schomaker**, U. of Minnesota; **Mehmet Erdem Genc**, U. of Minnesota

OB: Examining Differences in the Identification of Professionals Across Multiple Targets | **Michael D Johnson**, Michigan State U.; **Christopher J. Meyer**, Michigan State U.; **Frederick Morgeson**, Michigan State U.; **Daniel R. Ilgen**, Michigan State U.; **James R Lloyd**, Michigan State U.

495 : (Paper Session) - (IPC) Organizational Citizenship Behavior

10:40am - 12:00pm Washington State Convention & Trade Center: 604 Table 2
Facilitator: **David L. Turnipseed**, Indiana U./Purdue U., Fort Wayne

IM: The virtues of omission in Organizational Citizenship Behavior | **Livia Markóczy**, U. of California, Riverside; **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology

IM: Exploring Country Differences in the Organizational Justice-OCB Relationship: The PRC and the U.S. | **Bradley L. Kirkman**, Georgia Institute of Technology; **Zhen Xiong Chen**, Hong Kong Baptist U.; **Kevin B. Lowe**, U. of North Carolina, Greensboro

OB: Justice and Organizational Citizenship: Interactive Effects of Impression Management Motives | **Kelly L. Zellars**, U. of North Carolina, Charlotte; **Bennett J. Tepper**, U. of North Carolina, Charlotte; **Robert A. Giacalone**, U. of North Carolina, Charlotte; **Daniel E. Lockhart**, U. of Kentucky; **Carol L. Jurkiewicz**, Louisiana State U.

496 : (Paper Session) - (IPC) Dealing with Work-Family Conflict

10:40am - 12:00pm Washington State Convention & Trade Center: 604 Table 3
Facilitator: **Timothy Golden**, Rensselaer Polytechnic Institute

HR: The Impact of Telecommuting on Work-Family Conflict: The Moderating Role of Job Differences | **Timothy Golden**, Rensselaer Polytechnic Institute; **John F. Veiga**, U. of Connecticut

HR: Do Long Work Hours Decrease General Well Being and Increase Work-Family Conflict? | **Daniel C. Ganster**, U. of Arkansas; **Collette Arens Bates**, U. of Arkansas

HR: Managing Work-Family Conflict: Examining Individual Responses and Use of Organizational Practices | **Jarrold McKenzie Haar**, U. of New Zealand; **Chester Spell**, Rutgers U.; **Michael O'Driscoll**, U. of Waikato; **Suzette Dyer**, U. of Waikato

HR: A Field Study of the Relationship Between Family Friendly Policies and Work-Family Conflict | **Sonya F. Premeaux**, Arkansas State U.; **Cheryl L. Adkins**, Longwood University

497 🗄️: (Paper Session) - (MC) **Consulting to Government & Public Service Organizations : Challenges & Realities**

10:40am - 12:00pm Washington State Convention & Trade Center: 307

Chair: **Larry E. Greiner**, U. of Southern California

MC: Why Change Fails: Understanding the Importance of Knowledge in Implementing Change | **Marvin Washington**, Texas Tech U.; **Marla E Hacker**, -

MC: Quality of Management Consultancy at Central Government in the Netherlands | **Leon de Caluwe**, Free U. , Amsterdam; **Annemieke Stoppelenburg**, -

MC: Realities of Public Sector Consultation | **Alan Glassman**, California State U., Northridge; **Morley Winograd**, U. of Southern California

Discussant: **James M. Hunt**, Babson College

498 🗄️: (Paper Session) - (MC) **New Insights to Management and Consulting: Democracy, Innovation and Futurogeneity**

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/MC

Displayed on Panels P43 to P46

🗄️🗄️🗄️🗄️**MC: The Socio-Economic Equation Bolsters Human Potential Development to Increase Innovation** | **Marilyn E Harris**, CMU/HSCC; **Guilan Wang**, Central Michigan U.; **Sandra L Sell-lee**, Boeing Commercial Aircraft ; **Denise Lucy**, Dominican U of C

🗄️🗄️**MC: Futurogenic Management** | **Magoroh Maruyama**, Interactive Heterogenetics

🗄️🗄️**MC: Contribution of SEAM to Management Consulting** | **Marc Bonnet**, ISEOR/U. of Lyon

499 🗄️: (Paper Session) - (MC) **Organizational Change and Survival : Contributions of Strategy, KM & Business Process Reengineering**

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/MC1

Displayed on Panels P47 to P50

🗄️🗄️**MC: Reengineering the Corporation, Again... Until We Get It Right** | **H. William Vroman**, Morgan State U. / Strategic Planning Inc.

🗄️**MC: Survival of Upstream Invested Foreign Subsidiaries: A Dual Environment Leverage Perspective.** | **Lei Li**, U. of Texas, Dallas; **Weilei Shi**, U. of Texas at Dallas

🗄️🗄️**MC: The Organizational Change Complexity of the Succession: A Case Study** | **slim haddadj**, -; **dominique besson**, USTL Lille1 U.

🗄️🗄️**MC: Ten Years of KM : Lessons Learned for Consultants ?** | **Alice Mathilde Guilhon**, Groupe CERAM Business School; **Georges Trepo**, HEC , France; **Nicolas ROLLAND**, -

500 🗄️🗄️: (MED) **Turning the Silver Screen into Classroom Gold! Using Full-length Films for Competency Development**

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Aspen Room

Chair: **C. Douglas Johnson**, Michelin North America

Illustrating Human Resource Competencies with "Monsters, Inc." | **Crisie M Frye**, Eastern Michigan U.

Using "Pleasantville" to Teach Organizational Change | **Carole Gwendolyn Parker**, Frostburg State U.

Take the High Road: Using "The Climb" for Competency Development of (Aspiring) Managers | **C. Douglas Johnson**, Michelin North America

An Exemplar of Servant-Leadership: Dorothy Day | **Charles A Beitz**, Mt. St. Mary's College

Discussant: **Joseph E. Champoux**, U. of New Mexico

501 🗄️: (Paper Session) - (MED) **Views of Management and Learning for the 21st Century**

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Juniper Room

Chair: **Alvin Hwang**, Pace U.

🗄️**MED: Simplifying Complexity or Complexifying Simplicity?: Two Views of Management Learning and Education** | **Marc H. Anderson**, U. of Minnesota

MED: Testing the Applicability of Learning Theories to Web-based MBA Courses 🗄️ | **J. B. Arbaugh**, U. of Wisconsin, Oshkosh; **Raquel Benbunan-Fich**, Baruch College

🗄️**MED: The Effect of Learning, Distal, and Proximal Goals on MBA Self-Efficacy and Satisfaction** | **Gary P. Latham**, U. of Toronto; **Travor C. Brown**, Memorial U.

MED: Virtual vs. Normal Feedback: Competitiveness and Grades | **Alvin Hwang**, Pace U.

Discussants: **David S. Shaw**, A47 Consulting; **Millicent F. Nelson**, Oklahoma State U.

502 SHCS: (MED, MH) **Americanization of European Management Education in a Historical Perspective**

10:40am - 12:00pm Washington State Convention & Trade Center: 611/612

Chair: **Behlul Usdiken**, Sabanci U.

The Americanization of Academic Management Education in Germany | **Alfred Kieser**, Mannheim U.

The Americanization of Scandinavian Management Education | **Lars Engwall**, Uppsala U.

Imitation, Tension and Hybridization: Multiple 'Americanizations' of Management Education | **Matthias Kipping**, U. Pompeu Fabra; **Behlul Usdiken**, Sabanci U.; **Nuria Puig**, U. Complutense, Madrid

The Americanization of Management Education in Britain | **Nick Tiratsoo**, London School of Economics

503 : (Paper Session) - (MH) **Management History: A Strategic Approach**

10:40am - 12:00pm Grand Hyatt Seattle: Blewett Suite

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

MH: A Genealogical Contribution to the Notion of Selection for Strategic Management | **Rodolphe Durand**, EM Lyon; **Marie-Laure Djelic**, Uppsala U.

MH: Organizational Inertia and Strategic Response in the Evolution of an Industry | **Tomi Samuli Nokelainen**, Tampere U. of Technology; **Juha Lamberg**, Helsinki U. of Technology; **Henrikki Tikkanen**, Helsinki U. of Technology

🗄️🗄️➔**MH: European Industrial Democracy Roots in the Postwar Japan Productivity Movement** | **Charles T. Tackney**, Copenhagen Business School

MH: Vroom and Wren in Conversation | **Alfred A. Bolton**, Averett College; **John Joos**, Skylake Productions
Discussants: **Michael Rowlinson**, London Metropolitan U.; **David A. Lamond**, U. of Western Sydney; **Lois Landis Kurowski**, Indiana U., Kokomo

504 : (Paper Session) - (MOC) Leadership: Social Exchange, Cognition, and Attribution

10:40am - 12:00pm Westin Hotel: Olympic

MOC: Social Exchange in the Leader-Subordinate Dyad from both Parties' Perspective | **Dana - Yagil**, Haifa U.

☉**MOC:** A Qualitative Study of Cognitive Asymmetry in Employee Affective Reactions to Leadership Behaviors | **Marie T. Dasborough**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

MOC: The Effects of Attribution Styles on Leader-Member Relations | **Mark J. Martinko**, Florida State U.; **Sherry E Moss**, Florida International U.; **Scott C. Douglas**, Binghamton U.

Discussant: **Kathleen M. Sutcliffe**, U. of Michigan

505 : (MOC) Field-Configuring Events: How Conferences and Ceremonies Construct Technologies and Industries

10:40am - 12:00pm Westin Hotel: Orcas

Chair: **Alan D. Meyer**, U. of Oregon

Tournament Rituals in Field Formation: The Grammy Awards | **Narasimhan Anand**, London Business School

Enacting Technology | **Raghu Garud**, New York U.

Innovation as Spectacle | **Joseph Lampel**, City U., London

Nanotechnology: A "Small" Investing Community Jells | **Alan D. Meyer**, U. of Oregon

Corporate Venturing Diffuses | **Vibha Gaba**, INSEAD

Send in the Clowns | **Marlena Fiol**, U. of Colorado, Denver

Presenters: **Narasimhan Anand**, London Business School; **Raghu Garud**, New York U.; **Joseph Lampel**, City U., London; **Alan D. Meyer**, U. of Oregon; **Vibha Gaba**, INSEAD; **Marlena Fiol**, U. of Colorado, Denver

506 JS: (MSR, MED) Awakened Spiritual Thirst Among Organizational Leaders: How Then Shall We Serve Them?

10:40am - 12:00pm Grand Hyatt Seattle: Menzies Suite

"Advanced" Courses: Deepening the Learning | **Margaret Benefiel**, Andover Newton Theological School; **Andre L. Delbecq**, Santa Clara U.

A Leadership Discernment Group: An Experimental Model for Continued Spiritual Development |

Presenters: **Margaret Benefiel**, Andover Newton Theological School; **Andre L. Delbecq**, Santa Clara U.

507 : (Paper Session) - (OB) Leadership, Trust, Group Effects and Emotion

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Dong I. Jung**, San Diego State U.

OB: Tale of 2 Theories: Turnover Research at the Intersection of the Unfolding Model & Job Embeddedness | **Brooks C. Holtom**, Georgetown U.; **Edward J Inderrieden**, Marquette U.

☉**OB:** Leading for Creativity: Development of the Creativity Leadership Index | **Pamela Tierney**, Portland State U.; **Steven M. Farmer**, Wichita State U.

OB: The Process of Leaders' Power: Charismatic Leaders Influence Us Through Our Emotions | **Vilmos F. Misangyi**, U. of Delaware; **Amir Erez**, U. of Florida; **Diane E. Johnson**, U. of Alabama; **Marcie LePine**, U. of Florida

OB: Effect of Transformational Leadership on Team Performance: A Moderating Role of Perceptual Agreement | **Dong I. Jung**, San Diego State U.; **Bruce J. Avolio**, U. of Nebraska, Lincoln; **Yair Berson**, Polytechnic U.

508 : (Paper Session) - (OB) Work-family Support and Adjustment

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Audrey Chia**, National U. of Singapore

OB: Abuse, Undermining, and Restorative Justice: When Workers Kick the Dog | **Jenny M. Hoobler**, Northern Illinois U.

→**OB:** A Cognitive Dissonance Perspective on the Expatriate Adjustment Process | **Carl P. Maertz, Jr.**, Mississippi State U.; **Ahmad Moustafa Hassan**, Mississippi State U.

☉**OB:** Social Support and Work-family Interaction: Is it Conflicting or Enhancing? | **Lori L. Wadsworth**, Brigham Young U.

OB: Work-family Conflict: The Impact of Moderators on the Demand-Conflict Relationship | **Scott Boyar**, U. of South Alabama; **Carl P. Maertz, Jr.**, Mississippi State U.; **Don C. Mosley, Jr.**, U. of South Alabama; **Jon C. Carr**, U. of Southern Mississippi; **Shawn M. Keough**, Mississippi State U.

509 : (Paper Session) - (OB) Organizational Citizenship, Extra Role and Prosocial Behavior

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Room 424

Facilitator: **Gilad Chen**, Georgia Institute of Technology

OB: Prediction of Performance and Citizenship Behaviors Among Foreign Knowledge Workers | **Christine SK Koh**, Nanyang Technological U.; **Soon Ang**, Nanyang Technology U.; **Linn Van Dyne**, Michigan State U.

OB: Redefining Organizational Citizenship Behavior: The Soldiers' Tale | **Marie Wilson**, U. of Auckland

OB: Why Should I Be Generous When I Have Valued and Accessible Alternatives? Explaining OCB Withdrawal | **Stefan Thau**, U. of Mannheim; **Rebecca J. Bennett**, U. of Toledo

OB: Prosocial Behavior and Performance at Three Levels of Analysis: An Integrative Model | **Tjai M. Nielsen**, RHR International Company; **Terry Ray Halfhill**, North Texas U.; **Sarah Kay Soulen**, U. of Tennessee, Knoxville

510 JS: (OB, CAR) Job Loss, Employee Well-Being, and Reemployment Research: Critical New Directions

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: West Room A

Chair: **Frances M McKee-Ryan**, Oregon State U.

Psychological and Physical Well-Being During Unemployment: A Meta-Analytic Study | **Zhaoli Song**, U. of Minnesota; **Frances M McKee-Ryan**, Oregon State U.; **Connie Wanberg**, U. of Minnesota; **Angelo J. Kinicki**, Arizona State U.
 Sensemaking: A Longitudinal Retrospective Look at the Job Loss Experience | **Mary A. Gowan**, The George Washington U.
 Examining the Life Facet Impact of Involuntary Job Loss | **Frances M McKee-Ryan**, Oregon State U.

Self-Efficacy Changes in Groups: Effects of Diversity, Leadership, and Group Climate | **Jin Nam Choi**, McGill U.; **Richard H Price**, U. of Michigan; **Amiram Vinokur**, -
Presenters: **Zhaoli Song**, U. of Minnesota; **Frances M McKee-Ryan**, Oregon State U.; **Mary A. Gowan**, The George Washington U.; **Jin Nam Choi**, McGill U.

511 : (Paper Session) - (OCIS) IT Strategy and Firm Value

10:40am - 12:00pm Washington State Convention & Trade Center: 614

Chair: **V. Sambamurthy**, Michigan State U.

🗨️ **OCIS:** IT-based Retention Strategies and Consumer Switching Costs in Electronic Markets: A Framework | **Tongxiao Zhang**, U. of Maryland, College Park; **Sanjay Gosain**, U. of Maryland

Runner up to OCIS Division Best Paper Award

➔ **OCIS:** An Efficiency and Political Perspective to 'Make or Buy' Decisions for Information System Functions | **Emilio Alvarez**, U. Complutense, Madrid

🗨️ **OCIS:** Information Technology Investments and Firm Value | **Bruce Dehning**, Chapman U.; **Theophanis Stratopoulos**, U. of New Hampshire

Discussants: **Alexandre Barsi Lopes**, U. of Cincinnati; **Natalia Levina**, New York U.; **Alina M. Chircu**, U. of Texas, Austin

512 : (Paper Session) - (ODC) A Change of Heart: The Emotions of Making Organizational ChangeWork

10:40am - 12:00pm Washington State Convention & Trade Center: 304

Chair: **Jacoba M. Lilius**, U. of Michigan

ODC: Emotions in Mergers: A Phenomenographical Approach | **Marie T. Dasborough**, U. of Queensland; **German Frick**, U. of Queensland; **Peter Lamb**, U. of Queensland; **Yuliani Suseno**, U. of Queensland

ODC: The Structure and Functioning of Attitudes Towards Organizational Change | **Rune Lines**, Norwegian School of Economics and Business Administration

ODC: Processing Negative Emotions: Who Are The Toxic Handlers In Organizations? | **Ginka Toegel**, London School of Economics; **Anand Narasimhan**, London Business School; **Martin J. Kilduff**, Pennsylvania State U.

Discussant: **Janet K Kiehl**, Case Western Reserve U.

513 🗨️ SHCS: (ODC, ONE) Building an Inter-Organizational Learning Collaborative for Sustainable Development

10:40am - 12:00pm Washington State Convention & Trade Center: 602/603

Chair: **Hilary Bradbury**, Case Western Reserve U.

Inter-Organizational Learning for Sustainable Development |

Speakers: **Peter Senge**, Massachusetts Institute of Technology/Society for Organizational Learning; **Edward H. Powley**, Case Western Reserve U.; **John S. Carroll**,

Massachusetts Institute of Technology; **Hilary Bradbury**, Case Western Reserve U.; **Sarah Le Roy**, Massachusetts Institute of Technology

Discussants: **Jem Bendell**, UNRISD Geneva; **Darcy Winslow**, Nike Corporation

514 JS: (ODC, RM) Through The Looking Glass: Using Art and Aesthetics to Reinterpret Organization and Management

10:40am - 12:00pm Washington State Convention & Trade Center: 607

Chair: **Pedro David Perez**, Cornell U.

Action Aesthetics | **Steven S. Taylor**, Worcester Polytechnic Institute; **Nick Nissley**, U. of St. Thomas

The Aesthetic Aspects of Everyday Resistance and Provocation in Organizations | **Michael B. Elmes**, Worcester Polytechnic Institute; **Nick Nissley**, U. of St. Thomas

On Aesthetics and Organization Theorizing | **David Barry**, Victoria U., Wellington; **Dave M. Boje**, New Mexico State U.; **Mary Jo Hatch**, U. of Virginia

Social Change And Scholar-Activism: Reflective Multimedia Story-Searching And Aesthetic Inquiry | **Pedro David Perez**, Cornell U.

515 ➔ SHCS: (ODC, RM) Large-Scale Change in the Knowledge Economy: Learning from International Action Research Projects

10:40am - 12:00pm Washington State Convention & Trade Center: 619/620

Chairs: **Abraham B. Rami Shani**, California Polytechnic State U., San Luis Obispo; **David Coghlan**, U. of Dublin

Lessons from a Practitioner Driven Action Inquiry Project in the U.S. Department of Veterans Affairs | **Lyle Yorks**, Columbia U.; **Joel I. Harmon**, Fairleigh Dickinson U.

Spinning the Helix: Interactive Processes in the Construction of a Development Coalition | **Henrik Dons Finsrud**, Work Research Institute

Action Research Across Borders and Boundaries: Reflections on the CO-IMPROVE Project | **David Coghlan**, U. of Dublin; **Paul Coughlan**, U. of Dublin

The Formation of Collaborative Research at Novo Nordisk | **Niclas Adler**, Chalmers U. of Technology; **Susan A. Mohrman**, U. of Southern California; **Flemming Norrgren**, Chalmers U. of Technology; **Blanche Segrestin**, Ecoles des Mines de Paris

Going Back-Stage-Organizational Learning and Competence Development in A Norwegian Municipality | **Olav Eikeland**, Work Research Institute

Discussant: **Frans M. van Eijnatten**, Eindhoven U. of Technology

516 : (Paper Session) - (OM) Technology Transfer and Integration

10:40am - 12:00pm Westin Hotel: Adams

Chair: **Elliot Bendoly**, Emory U.

OM: Social Exchanges for Effective Learning and Knowledge Transfer in Strategic Buyer-Supplier Alliances | **Senthil K. Muthusamy**, Bowling Green State U.; **Daesik Hur**, Bowling Green State U.

OM: External Technology Integration: An Empirical Study | **Gregory N. Stock**, Northern Illinois U.; **Mohan V. Tatikonda**, Indiana U.

OM: Technology and Network Transfer of Knowledge for Small and Medium Sized Manufacturers | **Gregory Theyel**, California State U., Hayward; **Craig H. Wood**, U. of New Hampshire; **Allen Kaufman**, U. of New Hampshire; **Christopher L. Tucci**, New York U.

517 🗨️ : (Paper Session) - (OMT) Networks, Relationships & Exchange

10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

Displayed on Panels P20 to P31

- ☉ **OMT**: An integrated framework for relationship management: empirical evidence of the Dutch flower sector | **Danny Pimentel Claro**, Wageningen U.; **Geoffrey Hagelaar**, Wageningen U.; **Onno Omta**, Wageningen U.
- ☉ **OMT**: Interorganizational Cooperation between Not-for-Profit Organizations: A Relational Analysis | **Julie Battilana**, INSEAD; **Metin Sengul**, INSEAD
- ☉ **OMT**: The Network Structure of Social Capital in Different Firms | **Zhixing Xiao**, INSEAD
- ☉ **OMT**: Reciprocity: A Synthetic Concept between the Economic and Social Perspectives on Exchange | **Ariff Kachra**, Pepperdine U.
- ☉ **OMT**: Dispersed Collaboration in a Multi-firm, Multi-team Product-Development Project | **Alan O'Sullivan**, U. of Ottawa
- ☉ **OMT**: Exploring Bureaucracy, Network Reliability and the evolution of the Firm | **Bruce Finnie**, Pacific Lutheran U.; **Frederick Wolf**, Academy of Cert. Hazardous Materials Managers; **Linda K Gibson**, Pacific Lutheran U.
- ☉ **OMT**: Fraternity, Equality and Stability in Exchange Cliques: The Canadian Investment Banking Industry | **Timothy J. Rowley**, U. of Toronto; **Henrich R. Greve**, Norwegian School of Management; **Joel A. C. Baum**, U. of Toronto; **Andrew V. Shipilov**, U. of Toronto
- ☉ **OMT**: One Relationship is not Enough: Toward a Theory of Multiplex Embeddedness | **Fabio Fonti**, Boston College
- ☉ **OMT**: The Resilience of Small Worlds: Market Reforms and Ownership Networks in Italy (1990-2000) | **Raffaele Corrado**, Bologna U.; **Maurizio Zollo**, INSEAD
- ☉ **OMT**: Towards a Theory of Organizing in the Internet Economy: Opportunism as Intended Strategy | **Lalit Manral**, Columbia U.
- ☉ **OMT**: Effectual Networks: A pre-commitment approach to bridging the gap between opportunism and trust | **Saras D. Sarasvathy**, U. of Maryland; **Nicholas Dew**, U. of Virginia
- ☉ **OMT**: Formal Structural Determinants of Informal Social Relationships in a High-Tech Service Organization | **Qingxia Tong**, Harvard U.

518 : (OMT) Reclaiming the Symbolic in Institutional Theory

10:40am - 12:00pm Westin Hotel: Cascade 1 (C)

Organizer: **Tammar B. Zilber**, Hebrew U.

Chair: **Tammar B. Zilber**, Hebrew U.

- Names Gone Bad: Illegitimate Symbols and the End of the Dot-Com Era | **Christopher Marquis**, U. of Michigan
- The Contested Embeddedness and Institutional Implications of Symbolic Name-Changing Activity | **Tiffany L. Galvin**, U. of Utah; **Teppo Felin**, U. of Utah
- Rhetorical Strategies of Institutional Change and the Legitimacy of New Organizational Forms | **Roy R Suddaby**, U. of Iowa
- Institutions and the Work of the Symbolic: Speed as a Rationalized Myth in the Discourse of Hi-Tech | **Tammar B. Zilber**, Hebrew U.

Presenters: **Christopher Marquis**, U. of Michigan ; **Roy R Suddaby**, U. of Iowa; **Tammar B. Zilber**, Hebrew U.; **Teppo Felin**, U. of Utah; **Tiffany L. Galvin**, U. of Utah
 Discussant: **W. Richard Scott**, Stanford U.

519 : (Paper Session) - (OMT) What's Going On? Asserting and Managing Legitimacy and Quality

10:40am - 12:00pm Westin Hotel: St. Helens

Chair: **Christine Beckman**, U. of California, Irvine

OMT: They're Doing What in There? The Prevention of Social Stigma and Illegitimacy in the Bathhouse ☞ | **Bryant A. Hudson**, Louisiana State U.; **Gerardo A. Okhuysen**, University of Utah

Winner of West Publishing Best Paper Award

OMT: Transparency and the Assertion of Producers' Quality Ideals ☞ | **Linda-Eling Lee**, Harvard U.

OMT: Trickle-Up and Trickle-Down - Institutionalized Norms and the Spread of New Ideas ☞ | **Stefan Jonsson**, Stockholm School of Economics

Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

OMT: Adoption of Illegitimate Organizational Innovations: The Emergence of Stock Option Pay in Germany ☞ | **Anja Christine Tuschke**, U. of Passau; **Wm. Gerard Sanders**, Brigham Young U.

Discussant: **Matthew Kraatz**, U. of Illinois, Urbana-Champaign

520 ☞ JS: (OMT, ODC) Making Sense of Organizational Change

10:40am - 12:00pm Westin Hotel: Cascade 2

Four empirical studies, making sense of organizational change from different organizational settings.

Chair: **Ian Colville**, U. of Bath

Who and What Makes More Sense of Change? | **Jean M. Bartunek**, Boston College

Leadership and Large Organizations: A case of sensemaking in action | **Annie Pye**, U of Bath

Developing Organizations From The Front End: Sensemaking and Change Making Processes | **Paul Bate**, U College, London

Cultures of Safety and Sensemaking: The View from the Bottom | **Lise Langaker**, Stord/Haugesund U College

Discussant: **Karl E. Weick**, U. of Michigan

521 ☞ JS: (PNP, SIM) Integrity in the Context of Institutional Failure: Democracy, Silence, Trust, and Accountability

10:40am - 12:00pm Grand Hyatt Seattle: Stevens

Organizer: **Sandra Waddock**, Boston College

Speakers: **John F. Mahon**, U. of Maine; **James E. Post**, Boston U.; **Mary Ellen Boyle**, Clark U.

Discussant: **Laurie N. DiPadova-Stocks**, Northern Kentucky U.

522 : (RM) Becoming Involved and International Networking Through the Research Methods Division

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Douglas Room

Hosts: **Herman Aguinis**, U. of Colorado, Denver; **Larry J.**

Williams, Organizational Research Methods; **Jodi S. Goodman**, U. of Connecticut; **Lee Grubb**, Virginia Commonwealth U.

523 : (Paper Session) - (SIM) Ethical Decision Making: The Role of Moral Intensity and National Context

10:40am - 12:00pm Washington State Convention & Trade Center: 608

Chair: **James Weber**, Duquesne U.**SIM:** Enhancing Moral Intensity: Personal and Consequential Information in Ethical Decision Making | **Loy Watley**, Nebraska Wesleyan U.; **Douglas R. May**, U. of Nebraska, Lincoln→ **SIM:** Ethical Judgment: The Role of Scope of Justice and Moral Intensity | **Yongqing Fang**, Nanyang Technology U.; **Joshua Chia**, Nanyang Technological U.; **Thomas M Begley**, Northeastern U.**SIM:** Does National Context Matter in Ethical Decision-Making? An Empirical Test of Social Contracts Theory | **Andrew Spicer**, U. of California, Riverside; **Thomas W. Dunfee**, U. of Pennsylvania; **Wendy J. Bailey**, U. of California, RiversideDiscussants: **Scott J. Reynolds**, U. of Washington; **Linda K. Trevino**, Pennsylvania State U.**524 : (Paper Session) - (SIT) Organizational Culture**

10:40am - 12:00pm Washington State Convention & Trade Center: 205

Facilitator: **Daniel Tzabbar**, U. of Toronto**IM:** Coordination and Time Zone Economies in International Distributed Software Development Teams | **Jane E Salk**, U. of Texas, Dallas; **Isil A Hezar**, U of Texas at Dallas**OMT:** Organizational Culture, Alliance Capabilities and Relationship Performance | **Sjoerd Beugelsdijk**, Tilburg U.; **Carla Koen**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.**MOC:** Things are not what they seem: How reputations, culture, and incentives impact knowledge transfer | **Leyland M. Lucas**, Morgan State U.**ODC:** Creating an Adaptive Organizational Culture | **Rosemarie Livigni**, IBM**525 : (Paper Session) - (SIT) How Leaders Shape Organizations**

10:40am - 12:00pm Washington State Convention & Trade Center: 210

Facilitator: **Laura M. Graves**, Clark U.→ **ENT:** Empowerment as a Success Factor in Start-up Companies | **Julia Katrin Lampe**, U. of Regensburg; **Michael Dowling**, U. of Regensburg; **Sumita Raghuram**, Fordham U.**OB:** Connecting the Links of the Chain: A Multi-level Analysis of Leadership Influences on Employee Voice | **James R. Detert**, Pennsylvania State U.**OMT:** The Language of Organizational Leaders: What, How, and So What | **Marlena Fiol**, U. of Colorado, Denver; **Cynthia G. Emrich**, Purdue U.; **Holly Henderson Brower**, Butler U.**GDO:** Gender and Leadership in the Israel Defense Forces | **Dana Alice Gavrieli**, Stanford U.**526 : (Paper Session) - (SIT) Top Management & Teams**

10:40am - 12:00pm Washington State Convention & Trade Center: 211

Facilitator: **Carlos J. Ruiz-Gonzalez**, IPADE, Mexico**BPS:** Top Management Team Communication, Environmental Uncertainty, and Organizational Performance | **Xin Liang**, U. of Wisconsin, Milwaukee; **Hermann Achidi Ndofor**, U. of Wisconsin, Milwaukee; **Joseph C. Picken**, U of Texas at Dallas**IM:** Continuity and renewal at the top: the effects of team turnover on performance in European companies | **Rene Olie**, Erasmus U.; **Ursula Glunk**, Maastricht U.; **Marielle Heijltjes**, Maastricht U.🗨️ **GDO:** A Few Good Women ---- In Top Management Teams | **Hema A. Krishnan**, Xavier U.; **Daewoo Park**, Xavier U.**OMT:** Intraorganizational Power and the Dynamics of Corporate Strategy | **Hitoshi Mitsuhashi**, U. of Tsukuba; **Henrich R. Greve**, Norwegian School of Management**527 : (Paper Session) - (TIM) Organizing for Innovation**

10:40am - 12:00pm Washington State Convention & Trade Center: 206

TIM: The Organization of Innovation and Market Dynamics. Managing Increasing Returns in Software Firms. | **Jan Van Den Ende**, Rotterdam School of Management; **Nachoem M. Wijnberg**, U. of Groningen**TIM:** Interface Management for Radical Innovation Projects: Dynamics and Degree of Innovativeness | **Soeren Salomo**, Technical U., Berlin; **Fabian Billing**, -; **Hans Georg Gemuenden**, Technical U., Berlin**TIM:** An Integrated Model of the Determinants of New Product Development Success | **Conway Lackman**, Duquesne U.; **S Jay Liebowitz**, Duquesne U.; **Nagaraj Sivasubramaniam**, Duquesne U.👁️ **TIM:** Constrained Optimization of Intellectual Assets: Strategies for Location of Knowledge Assets | **Preeta Mona Roy**, U of Penn-Wharton**528 : (Paper Session) - (TIM) Industries and Technological Change**

10:40am - 12:00pm Washington State Convention & Trade Center: 613

Chair: **Raja Roy**, Tulane U.**TIM:** Information Technology and Industry Structure Dynamics: UK IT Consulting as a Contemporary Specimen | **Kenneth L. Simons**, Royal Holloway, U. of London**TIM:** Is Architectural Change Always Disruptive To Incumbent Firms? Some Counterfactual Evidence | **Hart E. Posen**, U. of Pennsylvania; **Sendil Ethiraj**, U. of Michigan**TIM:** Thinking About Technology: Understanding the Role of Cognition in Technical Change | **Sarah Kaplan**, Massachusetts Institute of Technology; **Mary Tripsas**, Harvard U.**TIM:** Making Due with Less: When New Firms Are More Innovative than Established Firms | **Scott Shane**, U. of Maryland, College Park; **Riitta Katila**, Stanford U.Discussant: **Susan McEvily**, U. of Pittsburgh**Monday 12:00PM****529 : (CAM) Journal of Organizational Behavior Luncheon**

12:00pm - 1:45pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

Organizer: **Denise M. Rousseau**, Carnegie Mellon U.**530 : (CAM) Journal of Management Studies: Editorial Working Lunch**

12:00pm - 1:30pm Grand Hyatt Seattle: Washington

Organizer: **Jo Brudenell**, Journal of Management Studies

531 : (MED) MED Division's Past Presidents' Luncheon:**Concepts in Developing Top Management Ability**

12:00pm - 2:00pm Sheraton Seattle Hotel & Towers: Room 428

Can we develop another Jack Welch of GE or Carlos Ghosn of Nissan? Which part of their actions is important to building management ability and acumen?

Organizers: **Carolyn Wiley**, Mercer Human Resource Consulting;

Elena P. Antonacopoulou, U. of Manchester

Facilitator: **Yuji Yoshida**, Chiba U. of Commerce

Hosts: **Regina Bento**, U. of Baltimore; **Bob DeFillippi**, Suffolk U.

Keynote Speaker: **Hirokazu Tsujimura**, Chubu U.

Monday 12:10PM**532 : (AA) Achieving Democracy in a Knowledge Economy: Minority Voice in Organizational Groups**

12:10pm - 2:10pm Westin Hotel: Fifth Avenue

Speakers: **Zoe Barsness**, U. of Washington, Tacoma; **Caroline A. Bartel**, New York U.; **Jennifer L. Berdahl**, U. of Toronto; **Anita D. Bhappu**, Southern Methodist U.; **Paul Martorana**, Northwestern U.;

Laurie Milton, U. of Calgary; **Katherine Williams Philips**, Northwestern U.; **Sandra Spataro**, Yale U.

Monday 12:20PM**533 : (AA) Democracy, Diversity and Dialogue: Contextualizing Difference**

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Grand Ballroom A

Chairs: **Maddy Janssens**, Catholic U., Leuven; **Chris Steyaert**, U. St. Gallen

The Practice of Diversity in US Organizations: One Step Forward and Two Steps Back | **Evangelina Holvino**, Simmons College

Challenging Boundaries: Customers Entering Organizational Diversity | **Maddy Janssens**, Catholic U., Leuven; **Patrizia Zanoni**, Catholic U. of Leuven

Democracy, Globalization and Diverse Identities in a Transitional South Africa | **Stella M. Nkomo**, U. of South Africa

Between Fear and Laughter: The Cultural Politics of Democracy and Diversity | **Chris Steyaert**, U. St. Gallen; **Pascal Dey**, U. St. Gallen

Reframing "Democracy, Diversity & Multiculturalism" Towards a Transnational Organizational Discourse | **Marta B. Calas**, U. of Massachusetts, Amherst

Presenters: **Evangelina Holvino**, Simmons College; **Patrizia Zanoni**, Catholic U. of Leuven; **Stella M. Nkomo**, U. of South Africa; **Pascal Dey**, U. St. Gallen; **Marta B. Calas**, U. of Massachusetts, Amherst

534 : (AA) Balancing Security Issues with Democratic Freedom and the Need for Knowledge Sharing

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Grand Ballroom B

Chair: **Olivia H. Neece**, Claremont Graduate U.

Facilitator: **Joseph Bradley**, -

Presenters: **Paul Rosenzweig**, The Heritage Foundation; **Jeanne Holm**, Jet Propulsion Laboratory - NASA; **Paul Lawrence**, Preston Gates Ellis LLP

535 : (AA) Promoting Transparency of Firms' Environmental Conduct in the Global Economy

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Grand Ballroom C

Speakers: **Elena Petkova**, World Resources Institute; **Jorge Rivera**, U. of Colorado, Denver; **Petra Christmann**, U. of Virginia; **Robert Hogner**, -

536 : (AA) The Limits of and Alternatives to Democracy

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Metropolitan Ballroom

Explores democracy's role in knowledge economy, impact on economic institutions, and global implications.

Organizer: **Nicholas Capaldi**, Loyola U.

Democracy Vs. Autonomy | **Nicholas Capaldi**, Loyola U.

Democracy Versus Liberty | **Tibor Machan**, Chapman U.

Minds Vs. Money in a Knowledge Economy | **Alan Kahan**, Florida International U.

Capitalism and Democracy | **Linnea B. McCord**, Pepperdine U.

Presenters: **Nicholas Capaldi**, Loyola U.; **Tibor Machan**, Chapman U.; **Linnea B. McCord**, Pepperdine U.; **Alan Kahan**, Florida International U.

537 : (Paper Session) - (BPS) Decisions Under Risk and Uncertainty

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS

Displayed on Panels P38 to P43

☞BPS: Interaction of Industry and Firm Level Risk: Conflict Between Financial Theory and Behavioral Theory | **Todd Alessandri**, Syracuse U.; **Raihan Hameed Khan**, Syracuse U. & SUNYIT Utica

☞☞BPS: Food Safety Policies and Organizational Strategy: Why Some Firms Choose Anonymity over Recognition | **Vincent Amanor-Boadu**, Kansas State U.; **S. Andrew Starbird**, Santa Clara U.

→☞BPS: Extensions on a Behavioral Approach to Strategic Management | **Mie Augier**, Stanford U.; **Saras D. Sarasvathy**, U. of Maryland

→☞BPS: Organizational Survival in Uncertain Times | **Witold J. Henisz**, U. of Pennsylvania; **Andrew Delios**, National U. of Singapore

☞BPS: Competitive Uncertainty and Environmental Scanning: The Role of Strategic – Innocent Equivocality | **Munehiko Matsuyama**, Baruch College

☞→☞☞BPS: Transformation of Organizational Environment and Strategies: A Longitudinal Study of Chinese SOEs | **Justin Tan**, Creighton U.; **David Tan**, Creighton U.

538 : (Paper Session) - (BPS) Knowledge-Based Strategies

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1

Displayed on Panels P44 to P49

☞☞BPS: Enabling Processes for Bridging Knowledge Diversity in Distributed Multidisciplinary Teams | **Violina Ratcheva**, U. of Nottingham

☞BPS: The Form of Departure: Consequences of Adaptation of Franchising Knowledge for Local Network Growth | **Gabriel Szulanski**, INSEAD; **Robert James Jensen**, U. of Pennsylvania; **Tanya Lee**, U. of Pennsylvania

☞ **BPS: Managing Knowledge Eagerness: Linking Knowledge-Based and Information Processing Views of the Firm** | **Taco Reus**, Florida State U.; **Annette L. Ranft**, Wake Forest U.; **Bruce T. Lamont**, Florida State U.; **Garry L. Adams**, Florida State U.

➔ ☞ **BPS: Organizational Mode Switching in Strategy Process: Transforming Knowledge into Strategic Action** | **Yasuo Sugiyama**, Kyoto U.

☞ **BPS: Social Capital, Knowledge Transfer, and Competitive Advantage** | **Weilei Shi**, U. of Texas at Dallas; **Davina E. Vora**, U. of Texas at Dallas

☞ **BPS: Outcomes of Strategic Learning** | **Jan Hansen**, U. of Nebraska, Lincoln; **Terrence C. Sebor**, U. of Nebraska

539 : (Paper Session) - (BPS) Shareholder and Stakeholder Value

12:20pm - 2:10pm Westin Hotel: Cascade 1 (A)

Chair: **Frances H. Fabian**, Tulane U.

BPS: Sharing Values Differently: Managers Interpretation of Corporate Values | **Humphrey Bourne**, U. of Bristol; **Mark Jenkins**, Nottingham U.

BPS: Predicting the Path of a Diffusing Ideology: The Case of a Shareholder Value Orientation in Germany | **Peer Fiss**, Northwestern U.; **Edward Zajac**, Northwestern U.

BPS: Explaining Strategic Disappointment: The Interaction of Stakeholders and Structure | **Steven White**, INSEAD

BPS: Democratic Management in a Competitive Economy: A Test of its Effectiveness | **Sebastian Bruque**, U. of Jaen; **José Moyano-Fuentes**, U. of Jaen; **Alfonso Vargas**, U. of Huelva

Discussant: **Dawn Harris**, Loyola U., Chicago

540 : (Paper Session) - (BPS) Strategic Groups, Configuring Clusters and Performance

12:20pm - 2:10pm Westin Hotel: Cascade 1 (B)

Chair: **Boris Durisin**, SDA Bocconi U.

BPS: When Does Strategic Group Membership Impact Firm Performance? The Role of Alliance Networks | **Zied Guedri**, Concordia U.; **Jean McGuire**, Concordia U.

BPS: Resource Based and Strategic Group Influences on Performance: A Comparison of Empirical Approaches | **Jeremy Collin Short**, Portland State U.; **Timothy B. Palmer**, Western Michigan U.; **David J. Ketchen, Jr.**, Florida State U.

BPS: Resource Configurations, Generic Strategies, and Performance | **Olivier Furrer**, U. of Nijmegen; **D. Sudharshan**, U. of Illinois at Urbana-Champaign; **Howard Thomas**, U. of Warwick; **Maria Tereza Alexandre**, U. of Illinois at Urbana-Champaign

BPS: The Effect Of Geographic Location On Firm Performance: The Case of Semiconductor Industry Cluster | **Sal M. Kukalis**, California State U., Long Beach; **Roger R. Stanton**, California State U., Long Beach

BPS: Agglomeration Effects and Competitive Strategy in the U.S. Hotel Industry | **Linda Canina**, Cornell U.; **Cathy A.ENZ**, Cornell U.; **Jeffrey S. Harrison**, Cornell U.

Discussant: **William C. Bogner**, Georgia State U.

541 : (Paper Session) - (BPS) Real Options for Competition and Growth

12:20pm - 2:10pm Westin Hotel: Vashon I

Chair: **Asli Arikan**, Ohio State U.

BPS: Corporate Investment Decisions and the Value of Growth Options | **Tony W. Tong**, Ohio State U.; **Jeffrey J. Reuer**, Ohio State U.

BPS: Growth Options: The Good, the Bad, and the Contingency | **Jonathan P. O'Brien**, Purdue U.; **Timothy B. Folta**, Purdue U.

BPS: The Real Options Value of International Investments by Korean Firms | **Seung-Hyun Lee**, U. of Texas, Dallas; **Mona V. Makhija**, Ohio State U.

BPS: What are Real Options: A Review of Empirical Research | **Jeff Rosenberger**, Stanford U.; **Kathleen Eisenhardt**, Stanford U.

BPS: Announcements as Real Options: A Framework for Understanding Strategic Signalling | **Anna Medova Dempster**, Cambridge U.

Discussant: **Rita Gunther McGrath**, Columbia U.

542 : (Paper Session) - (BPS) Internal and External Linkages in Innovation

12:20pm - 2:10pm Westin Hotel: Vashon II

Chair: **Raffaele Oriani**, U. of Bologna

BPS: Measuring Exploration Orientation and its Impact on Innovation | **Jatinder Singh Sidhu**, Erasmus U. Rotterdam; **Harry R Commandeur**, Erasmus U, Rotterdam

BPS: Effects of External Linkages on Innovation, a Multi-Dimensional Study | **Zixia Sheng**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore

BPS: The Licensing Dilemma | **Andrea Fosfuri**, U. Carlos III de Madrid

BPS: Antecedents of New Product Program Creativity: The Moderating Role of Environmental Turbulence | **Erwin Danneels**, Worcester Polytechnic Institute; **Rajesh Sethi**, Clarkson U.

BPS: Firm Heterogeneity, Market Heterogeneity and Agglomeration | **Arturs T. Kalnins**, U. of Southern California; **Wilbur Chung**, U. of Pennsylvania

Discussant: **Ranjita Majumder Singh**, U. of Toronto

543 SHCS: (BPS, IM, TIM) Geographic Strategies in Knowledge Intensive Industries

12:20pm - 2:10pm Washington State Convention & Trade Center: 619/620

Chair: **Wilbur Chung**, U. of Pennsylvania

Location and Organizing Strategy in International Drug Discovery Laboratories | **Jeffrey L. Furman**, Boston U.

Motives for Foreign Direct Investment in Knowledge-Intensive Settings | **Walter Kuemmerle**, Harvard U.

Knowledge Sources and Foreign Investment Location in the US | **Juan Alcacer**, New York U.; **Wilbur Chung**, U. of Pennsylvania

Learning-by-Hiring: When is Mobility More Likely to Facilitate Inter-firm Knowledge Transfer? | **Paul C. Almeida**,

Georgetown U.; **Jaeyong Song**, Yonsei U.; **Geraldine Amber Wu**, Columbia U.

Presenters: **Jeffrey L. Furman**, Boston U.; **Walter Kueimmerle**, Harvard U.; **Juan Alcacer**, New York U.; **Paul C. Almeida**, Georgetown U.

Discussant: **Pankaj Ghemawat**, Harvard U.

544 SHCS: (BPS, OMT) Modular Emergence?

12:20pm - 2:10pm Washington State Convention & Trade Center: 611/612

Chair: **Arun Kumaraswamy**, Rutgers U., Camden

An Evolutionary Perspective on Modularity and the Emergence of Dominant Designs | **Sendil Ethiraj**, U. of Michigan

Where Do Transactions Come From? Modularity and Mundane Transaction Costs | **Carliss Y. Baldwin**, Harvard U.; **Kim B. Clark**, Harvard U.

Network Dynamics and Preferential Attachment of Modules: Models and Results in the US Video Game Ind | **N. Venkatraman**, Boston U.

Harnessing Distributed Innovation for Increasing Returns: The Case of Linux and Open Source Software | **Arun Kumaraswamy**, Rutgers U., Camden; **Sanjay Jain**, U. of Wisconsin, Madison

Breaking Apart to Break Through: The Case of Polaroid's SX-70 Camera | **Raghu Garud**, New York U.; **Kamal Ahmed Munir**, Cambridge U.

Presenters: **Carliss Y. Baldwin**, Harvard U.; **N. Venkatraman**, Boston U.; **Kamal Ahmed Munir**, Cambridge U.; **Sanjay Jain**, U. of Wisconsin, Madison; **Kim B. Clark**, Harvard U.; **Sendil Ethiraj**, U. of Michigan; **Raghu Garud**, New York U.

545 JS: (BPS, TIM) Learning in Alliances: New

Methodologies, New Directions

12:20pm - 2:10pm Westin Hotel: Elliott Bay

Learning in Alliances: New Methodologies, New Directions |

Presenters: **Ranjay Gulati**, Northwestern U.; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Joanne E. Oxley**, U. of Michigan; **James B. Oldroyd**, Northwestern U.; **Rachel Croson**, U. of Pennsylvania; **Jaideep Anand**, U. of Michigan; **Ravindranath Madhavan**, U. of Pittsburgh; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

546 : (Paper Session) - (CAR) Developing Career

12:20pm - 2:10pm Red Lion Hotel: San Juan

Chair: **Amnon Caspi**, Bar Ilan U.

CAR: Organizational and Post-Organizational Career

Aspirations, Personality Traits and Behavior. | **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration; **Johannes Steyrer**, Vienna U. of Economics and Business Administration; **Michael Meyer**, Vienna U. of Economics and Business Administration; **Guido Strunk**, Vienna U. of Economics and Business Administration; **Michael Schiffinger**, Vienna U. of Economics and Business Administration; **Alexander Iellatchitch**, Vienna U. of Economics and Business Administration

CAR: Psychological Base for Mentoring Relationship: An Attachment Perspective | **Sheng Wang**, Ohio State U.; **David B Greenberger**, The Ohio State University; **Raymond A. Noe**, Ohio State U.

CAR: Role Models: Reinvigorating a Developmental Construct in Career Theory | **Donald E. Gibson**, Fairfield U.

Winner of Careers Division Best Paper Award

547 JS: (CAR, GDO) Diversity and Mentorships: The Mentoring Relationships & Experiences of Racial Minorities and Women

12:20pm - 2:10pm Red Lion Hotel: Bainbridge

Organizers: **Rowena Ortiz-Walters**, U. of Connecticut; **Lucy L. Gilson**, U. of Connecticut

Chair: **Terri A. Scandura**, U. of Miami

Effects of Informal and Formal Mentoring on Racial Minorities' Professional and Creative Performance | **Rowena Ortiz-Walters**, U. of Connecticut; **Lucy L. Gilson**, U. of Connecticut

Does Race Trump Gender? An Examination of the Mentoring Experiences of African-American Women | **Katherine Giscombe**, Catalyst; **Stacy Blake-Beard**, Simmons College

Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination | **Donna Maria Blancero**, Arizona State U.; **Robert Gregory DelCampo**, Arizona State U.

Examination of the Effects of Mentoring on Intentions and Behavior in a University Setting | **Rudolph J. Sanchez**, California State U., Fresno; **Talya N. Bauer**, Portland State U.; **Matthew E. Paronto**, Portland State U.

Race, Sex, and Dysfunction: Empirical Analysis of Unexpected Mentoring Outcomes | **Betti A. Hamilton**, U. of Miami; **Ekin K. Pellegrini**, U. of Miami; **Ethlyn Anne Williams**, U. of South Florida

Presenters: **Lucy L. Gilson**, U. of Connecticut; **Katherine Giscombe**, Catalyst; **Stacy Blake-Beard**, Simmons College; **Donna Maria Blancero**, Arizona State U.; **Robert Gregory DelCampo**, Arizona State U.; **Rudolph J. Sanchez**, California State U., Fresno; **Talya N. Bauer**, Portland State U.; **Ekin K. Pellegrini**, U. of Miami; **Betti A. Hamilton**, U. of Miami; **Matthew E. Paronto**, Portland State U.; **Ethlyn Anne Williams**, U. of South Florida

Discussant: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

548 : (Paper Session) - (CM) Negotiation Perceptions, Tactics and Strategies

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Cedar Room

Chair: **Kristina Diekmann**, U. of Utah

CM: Social Motives in Integrative Negotiation: The Mediating Influence of Procedural Fairness | **Bianca Beersma**, U. of Amsterdam; **Carsten DeDreu**, U. of Amsterdam

CM: How Negotiation-Related Self-Efficacy Affects Tactics and Outcomes | **Brandon A. Sullivan**, U. of Minnesota; **Kathleen O'Connor**, Cornell U.; **Ethan Burris**, Cornell U.

CM: It's A Bet! Instrumental and Relational Influences in the Construction of Contingent Agreements | **Laura Kray**, U. of California, Berkeley; **E. Allan Lind**, Duke U.

CM: Getting the Deal Done: A Study of Principal-Agent Alliances in Virtual Negotiating Teams | **Terri R. Kurtzberg**, Rutgers U.; **Linda M. Dunn-Jensen**, New York U.; **Crystal L.Z. Matsibekker**, New York U.

CM: Power and Exploitation in Groups: Effects of Self-construal and Group Size | **Elizabeth A. Seeley**, Northwestern

U.; **Leigh Thompson**, Northwestern U.; **Wendi L. Gardner**, Northwestern U.

549 (Paper Session) - (CMS) **Critical Frames**

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/CMS

On display on Panels P14 to P25

- 📖👁️ **CMS**: Management Goes to The Movies and Discovers The Human Being Metaphor | **Stephen B. Sloane**, Saint Mary's College of California
 - 👁️ **CMS**: Rational-Collective as Legitimate Authority | **John Teta Luhman**, New Mexico Highlands U.
 - ➔👁️ **CMS**: Admiral Ho Finally Lands in New York: American Financial Scandal and the Rise of China. | **Richard Marens**, California State U., Sacramento
 - ➔👁️ **CMS**: Democracy and its Enemies: Nomad Aesthetics and the Open Society | **Martin Wood**, U. of Exeter
 - 👁️ **CMS**: Deconstruction Revisited: Implications of Philosophy over Methodology | **David Weitzner**, York U.
 - 👁️ **CMS**: From Subversion to Normalization: from the Swatchmobile to the smart | **Emmanuel Metais**, EDHEC; **Richard PIN**, EDHEC
 - 👁️ **CMS**: And the Plot Thickens . . . Narrating Justice in Organizational Life | **Jill Woodilla**, Sacred Heart U.; **Jeanie M. Forray**, Western New England College
 - 👁️ **CMS**: Organizing as Discursive Practice: Beyond Rational and Processual Analyses of Strategic Management | **Mahmoud Ezzamel**, Cardiff U.; **Hugh Willmott**, Cambridge U.
 - 👁️ **CMS**: What is Money? Four Perspectives from Management and Beyond | **Sarah Brand Stookey**, U. of Massachusetts, Amherst
 - 👁️ **CMS**: A Dramaturgical Model of Personnel Selection | **Joel Rudin**, Rowan U.
 - 👁️ **CMS**: Flexibility on Who's Terms? | **Linda Jean Twiname**, U. of Waikato; **Maria Humphries**, U. of Waikato; **Kathryn Noreen Kearins**, U. of Waikato
 - ➔👁️ **CMS**: Corporate University Initiatives and Management Education | **Scott Taylor**, U. of Birmingham
- Presenter: **Jill Woodilla**, Sacred Heart U.

550 (Paper Session) - (ENT) **Entrepreneurial Choices**

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/ENT

On Display on Panels P26 to P37

- 👁️ **ENT**: Effects of Attractiveness on Perceptions of Entrepreneurs, Their Behavior, and Their Success | **Robert A. Baron**, Rensselaer Polytechnic Institute
- 👁️ **ENT**: Toward a Conceptual Framework of Networking Strategies | **Barbara K. Mistick**, Carnegie Mellon U.; **Eric Youngstrom**, Case Western Reserve U.; **Karie A. Willyerd**, Case Western Reserve U.
- 👁️ **ENT**: Entrepreneurial Behavior: Developing and Validating a Measure of Corporate Entrepreneurship | **Theresa Lau**, Hong Kong Polytech U; **Thomas W. Y. Man**, Hong Kong Institute of Education
- 👁️ **ENT**: Cognitive Processes and Knowledge Structures: A Typology of Novice and Habitual Entrepreneurs | **Deniz Ucbasaran**, U. of Nottingham; **Paul Westhead**, U. of Nottingham

👁️ **ENT**: Entrepreneurs as Leaders | **Susan M. Jensen**, U. of Nebraska

👁️ **ENT**: Team Characteristics, Conflict and Effectiveness of Teams in the Early Stages of Venture Activities | **Maw-Der Foo**, National U. of Singapore

👁️ **ENT**: Entrepreneurial Self-Efficacy & Intentions: Impact on Black Nascent Entrepreneurs Venture Creation | **Jennifer Marlene Sequeira**, U. of Texas, Arlington

📖➔👁️ **ENT**: Opportunity Recognition Processes: A Taxonomy and Longitudinal Outcomes | **Gaylen N. Chandler**, Utah State U.; **Jonas Dahlqvist**, U. of Jönköping; **Per Davidsson**, Jönköping International Business School

👁️ **ENT**: When Are New Firms Founded? | **William B. Gartner**, U. of Southern California; **Nancy M. Carter**, U. of St. Thomas; **Benjamin Bergmann Lichtenstein**, U. of Hartford; **Kevin Dooley**, Arizona State U.

👁️ **ENT**: Leadership Support: A Necessary Condition to Open the "Black Box" of Sharing of Tacit Knowledge | **Patricia Ann Rowe**, U. of Queensland; **Michael Christie**, Queensland U. of Technology; **John Francis Martin**, RMIT U.

➔👁️ **ENT**: The Creation Process and Vision in an Internet Company: The Founder's Campaign | **Israel Drori**, College of Management, Isreal

👁️ **ENT**: Choice of Organizational Form in Franchise Systems: An Empirical Investigation | **Vinay K. Garg**, Southwest Missouri State U.; **Abdul A. Rasheed**, U of Texas at Arlington; **Richard L. Priem**, U. of Wisconsin, Milwaukee

551 (Paper Session) - (GDO) **Gender Differences: Ethics, Justice Perceptions, and Expatriate Competencies**

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/GDO

Displayed on Panels P1 to P3

📖👁️ **GDO**: Are Women More Ethical than Men? Findings from Three Independent Studies | **Robert Loo**, U. of Lethbridge

👁️ **GDO**: The Interaction Effect of Organizational Status & Gender on Perceptions of Procedural Justice | **Renu Burr**, U. of Western Australia; **Antonia Girardi**, Murdoch U.

👁️ **GDO**: Perceived Gender Differences in Expatriate Competencies and Readiness Rated by Self and Supervisors | **Mary L. Connerley**, Virginia Polytechnic Institute and State U.; **Ross L. Mecham III**, Virginia Polytechnic Institute and State U.; **Judy Perkins Strauss**, California State U., Long Beach

552 SHCS: (HCM, OMT, ODC) **The Influence of Healthcare Management Research on Organization Theorizing**

12:20pm - 2:10pm Washington State Convention & Trade Center: 609/610

Chair: **Michael John Powell**, U of Auckland

Health Care Organization Research and Organization

Theorizing | **Andrew H. Van de Ven**, U. of Minnesota; **Rhonda M. Engleman**, U. of Minnesota; **Jisun Yu**, U. of Minnesota

Healthcare Management Research: The Intersection of

Professionals and Organizations | **C.R. Hinings**, U. of Alberta

Organizational Learning in Health Care: Opportunities, Barriers, and Lessons for Organization Theory | **Amy C. Edmondson**, Harvard U.

Leadership, Change and Performance in the National Health Service | **Andrew M. Pettigrew**, Warwick U.

Studying Change in the Health Sector: Implications for Organizational Theory | **Jisun Yu**, U. of Minnesota; **Stephen M. Shortell**, U. of California, Berkeley

553 🗨️: (HR) **Second Annual HR Town Hall Meeting: Crafting a Value Statement for HR Scholars and Educators**

12:20pm - 2:10pm Washington State Convention & Trade Center: 605/606

This session explores HRM values & branding. Discussions will be led by members of key groups such as Deans, Journal Editors, and Practitioners.

Chairs: **Dianna L. Stone**, U. of Central Florida ; **Richard J.**

Klimoski, George Mason U.; **Mary R. Watson**, New School U.

Facilitators: **Judith Callahan**, U. of Central Florida ; **Wayne F.**

Cascio, U. of Colorado, Denver; **Diana L. Deadrick**, Old Dominion U.;

Miriam Erez, Technion-Israel Institute of Technology; **Gerald R.**

Ferris, Florida State U.; **Robert C. Ford**, U. of Central Florida; **Mary**

A. Gowan, The George Washington U.; **Herbert G Heneman III**, -;

Linda Isenhour, U. of Central Florida; **Foard F. Jones**, U. of

Central Florida; **K. Michele Kacmar**, Florida State U.; **Steve W. J.**

Kozlowski, Michigan State U.; **Henrik Holt Larsen**, Copenhagen

Business School; **Thomas W. W. Lee**, U. of Washington; **Kimberly**

Lukaszewski, State U. of New York, New Paltz; **Sara L. Rynes**, U.

of Iowa; **Lynn M. Shore**, Georgia State U.; **Lois E. Tetrick**, U. of

Houston; **Patrick Wright**, Cornell U.

Keynote Speakers: **Jone L. Pearce**, U. of California, Irvine; **Yash**

Gupta, U. of Washington, Seattle

Distinguished Speakers: **Debra J. Cohen**, Society for Human

Resource Management; **Susan Meisinger**, SHRM; **Libby Sartain**,

Yahoo Corporation

Moderator: **Richard J. Klimoski**, George Mason U.

554 🗨️JS: (HR, IM) **Global Leadership: Multi-Company and Multi-Cultural Perspectives**

12:20pm - 2:10pm Red Lion Hotel: Whidbey

Chair: **William H Mobley**, China Europe International Business School

Using Experience to Drive the Development of Global

Executives | **Morgan W McCall**, U. of Southern California;

George P Hollenbeck, Hollenbeck Associates

Let a Thousand Flowers Bloom: Variations of Leadership

Styles in China | **Anne S. Tsui**, Hong Kong U. of Science and

Technology; **Hui Wang**, HKUST/Peking U.

Corporate Culture and Organizational Effectiveness: Is there a

Similar Pattern Around the World? | **Daniel R. Denison**,

International Institute for Management Development; **William S**

Neale, Denison Consulting

Leadership and Transformation at LG | **Michael Byungnam**

Lee, LG

Presenters: **Morgan W McCall**, U. of Southern California; **George P**

Hollenbeck, Hollenbeck Associates; **Anne S. Tsui**, Hong Kong U.

of Science and Technology; **Hui Wang**, HKUST/Peking U.; **Daniel**

R. Denison, International Institute for Management Development; **William S Neale**, Denison Consulting; **Michael Byungnam Lee**, LG

555 : (IM) **The IM Network**

12:20pm - 2:10pm Washington State Convention & Trade Center: 309

Host: **Schon L. Beechler**, Columbia U.

556 →: (Paper Session) - (IM) **Managing Multinational Corporations (MNCs):Bringing out the Best in Everyone**

12:20pm - 2:10pm Washington State Convention & Trade Center: 617

Chair: **Joseph O. T. Odusanya**, HELP Institute

IM: Headquarters as Global Orchestrator of MNE Networks |

Charles Dhanaraj, Indiana U.; **Arvind Parkhe**, Indiana U.,

Bloomington

IM: Control Mechanisms in MNCs | **Carolina Gomez**, Florida

International U.; **Juan I. Sanchez**, Florida International U.

IM: Unit-Level Links Between Demographic Diversity and

Innovativeness Depend on National Power Distance |

Gerben Van der Vegt, U. of Groningen

IM: Including the Voice of the Host Country Workforce: Key

Imperatives for MNC Knowledge Management | **Charles M.**

Vance, Loyola Marymount U.; **Jeffrey Gale**, Loyola Marymount

U.; **Cathleen McGrath**, Loyola Marymount U.; **Yongsun Paik**,

Loyola Marymount U.

Discussant: **Riki Takeuchi**, U. of Maryland, College Park

557 →: (Paper Session) - (IM) **Special Paper Session: Building Collaborative Knowledge and Wisdom: Int'l Alliance and IJV Performance**

12:20pm - 2:10pm Washington State Convention & Trade Center: 618

In this special paper session learn about recent research on

International Alliances and Joint Ventures from top scholars in the

field. Then join the session authors and audience members in

collaboratively building the next generation of knowledge and

wisdom. To ensure that we get your best insights during this

interactive session, we encourage you to read abstracts of the

session papers, posted on the IM Division website at:

<http://www.business.umt.edu/imd/AoM2003/>

Facilitator: **James M. Hagen**, Cornell U.

IM: The Evolving Value of Foreign Partnerships in Transition

Economies | **Kevin Steensma**, U. of Washington; **Laszlo**

Tihanyi, U. of Oklahoma; **Marjorie A. Lyles**, Indiana U.,

Indianapolis; **Charles Dhanaraj**, Indiana U.

IM: Effects of Structural Conditions and Process

Characteristics on Alliance Outcomes | **Rekha**

Krishnan, Tilburg U.

IM: Determining International Strategic Alliance Performance |

Bo Nielsen, Copenhagen Business School

IM: The Chinese Business Ethics & Cross-cultural

Management in Sino-American Joint Ventures | **zheng fan**,

shanghai international studies u.

558 →JS: (IM, ENT) **Cross-Cultural Issues of Entrepreneurship**

12:20pm - 2:10pm Washington State Convention & Trade Center: 2B

Chair: **Michael Frese**, Giessen U.

Participants: **Paul D. Reynolds**, Babson College/London Business

School; **Rosalie L. Tung**, Simon Fraser U.; **Zhong-Ming Wang**,

Zhejiang U.

559 : (Paper Session) - (IPC) Firm-Specificity of Human Capital

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 1

Facilitator: **Heli Wang**, Hong Kong U. of Science and Technology
BPS: The Portability of Stardom | **Boris Groysberg**, Harvard U.
BPS: Employee Incentives to Specialize and Firm Rents: The Role of Risk to Core Resource Value | **Heli Wang**, Hong Kong U. of Science and Technology
BPS: Strategy, Human Capital, and Performance in Service Firms: A Customer Interaction Approach | **Bruce Skaggs**, U. of Kentucky; **Mark Youndt**, Skidmore U.
BPS: Probing into the Nature of Resources: Assessing Appropriability in the U.S. Motion Picture Industry | **Jamal Shamsie**, Michigan State U.

560 : (Paper Session) - (IPC) Resistance and Social Mobility in Organizations

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 2

Facilitator: **Michael B. Elmes**, Worcester Polytechnic Institute
CMS: Resisting in High Places: A Study of First Nation Mohawk Ironworkers | **Michael B. Elmes**, Worcester Polytechnic Institute; **Pushkala Prasad**, Skidmore College
CAR: Dichotomy of Spirit: African American Women Managers, Informal Socialization and Career Advancement | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln
MOC: Controlled by higher powers: Fatalism and the influence of Judeo Christian and Hindu Cultures | **Maia J Young**, Stanford U.; **Michael Morris**, Columbia U.; **Lilavati Krishnan**, Indian Institute of Technology; **Murari Prasad Regmi**, Tribhuvan University
CMS: Diversity Management and Ideology: Reflections from Brazil | **Mário Aquino Alves**, U. PRESBITERIANA MACKENZIE; **Luis Guilherme Galeão-Silva**, EAESP-FGV
OMT: Why Employers use Nonstandard Work Arrangements and the Impact of Unionization | **Karen Modesta Olsen**, Institute for Research in Economics and Business Administration

561 : (Paper Session) - (IPC) Determinants of Enduring Leadership

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 3

Facilitator: **David A. Waldman**, Arizona State U.
OMT: The Reality of Virtual Impacts: Exploration of Virtuality as a Moderator in an LMX Framework | **Monica Godsey**, U of Nebraska; **Milan Larson**, U of Nebraska
ENT: Family Members' Commitment to Family Firms: Motivating Factors and Expected Outcomes | **Pramodita Sharma**, Wilfrid Laurier U.; **Gregory Irving**, Wilfrid Laurier U.
ODC: Developing Resilient Organizations and Leaders | **Carolyn Magdy Youssef**, U. of Nebraska, Lincoln; **Fred Luthans**, U. of Nebraska, Lincoln
OB: Charismatic Leadership at the Upper Echelons of Firms | **David A. Waldman**, Arizona State U.; **Mansour Javidan**, U. of Calgary; **Paul Varella**, U. of Calgary

562 : (Paper Session) - (IPC) Dynamics of Organizational Decline and Ascension

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 1

Facilitator: **Suzana B. Rodrigues**, U. of Birmingham

ODC: Morphology of Organizational Decline and Turnaround | **Juha Lamberg**, Helsinki U. of Technology; **Kalle Pajunen**, Tampere U. of Technology

MH: Cycles of Confidence: Crisis and Reform in Corporate Governance 1900-2002 | **Thomas Clarke**, U. of Technology, Sydney

MOC: The Political and Institutional Dynamics of Culture Change in Organizations | **Suzana B. Rodrigues**, U. of Birmingham

MC: Managing Growth Stages in Consulting Firms | **Larry E. Greiner**, U. of Southern California

563 : (Paper Session) - (IPC) Managing the Multinational Firm

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 2

Facilitator: **Mohammad Niamat Elahee**, Quinnipiac U.
IM: The Management of Socio-Political Stakeholders in Multinational Corporations | **Martin K. Welge**, U. of Dortmund; **Nicola Berg**, U. of Dortmund
IM: A Network Based Theory of Foreign Market Entry Mode and Post-Entry Performance | **Jing'an Tang**, U. of Western Ontario; **David Loree**, U. of Western Ontario
IM: Governing knowledge-teams in the MNC - a decision right approach | **Volker Mahnke**, Copenhagen Business School; **Markus Venzin**, Bocconi U.
IM: Openness to Organizational Change in Multinationals: A quantitative survey in Hungary | **Bertrand Venard**, AUDENCIA Nantes
SIM: A Comparison of Firm Political Behavior in the US and the European Union: A Proposition Paper | **Mohammad Niamat Elahee**, Quinnipiac U.; **Farid Sadrieh**, Quinnipiac U.

564 : (Paper Session) - (IPC) Reactions to Negative Experiences in Organizations

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 3

Facilitator: **Paul Nutt**, Ohio State U.
IM: Intuitive Logics for Blaming Managers for Organizational Harms: How Japanese Differ from Americans | **Yuriko Zemba**, Tokyo U.; **Maia J Young**, Stanford U.; **Michael Morris**, Columbia U.
ODC: Moral Purpose and Organizational Resilience: Sandler O'Neill & Partners in the Aftermath of 9/11/2001 | **Steven F. Freeman**, U. of Pennsylvania; **Larry Hirschhorn**, CFAR; **Marc Maltz**, TRIAD Consulting Group LLC
Winner of ODC Division Best Practice-Related Paper
MOC: Emotions and Complaining Behavior Following Service Failure | **Rebekah Bennett**, U. of Queensland; **Charmine E.J. Hartel**, Monash U.; **Janet McColl-Kennedy**, U. of Queensland; **Claire Elizabeth James**, U of Queensland
CNP: Downsizing in the Public Arena: A 12 Year Study of Radical Change in a State Mental Health System | **Paul Nutt**, Ohio State U.
OB: Crossover of Marital Dissatisfaction During Downsizing | **Mina Westman**, Tel Aviv U.

565 : (Paper Session) - (IPC) Knowledge Transfer and Sharing

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 4

Facilitator: Peter Ping Li, Cali State U., Stanislaus

OMT: Diffusion of Corporate Venture Investing Programs: Networks, Cultures, and Economic Cycles | **Vibha Gaba**, INSEAD; **Alan D. Meyer**, U. of Oregon

OMT: A Dynamic Model of Trust Development and Knowledge Sharing in Strategic Alliances | **R. Scott Marshall**, Portland State U.; **Thang V. Nguyen**, U. of Oregon; **Scott Bryant**, Montana State U.

IM: Subsidiary Innovation in Multinational Corporations: An Organizational Justice Perspective | **Qing Cao**, U. of Maryland, College Park

IM: The Paradox of China's TVEs: The Nature, Institutional Roots and General Implications | **Peter Ping Li**, Cali State U., Stanislaus

IM: Coordination Mechanisms and Knowledge Sharing in Multinational Corporations | **Carl Fey**, Stockholm School of Economics; **Patrick Furu**, Swedish School of Economics; **Gang Ji**, Swedish School of Economics

566 : (Paper Session) - (IPC) Organizational Misconduct and Integrity

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 1

Facilitator: **Tammy MacLean**, Suffolk U.

SIM: The Emergence of Social Enterprises and their Place in the New Organizational Landscape | **Johanna Mair**, IESE; **Ernesto Noboa**, IESE

SIM: Assessing the Impact of Social Standards on Compliance and Integrity-Management in Organizations | **Andreas Rasche**, European Business School; **Dirk Ulrich Gilbert**, European Business School; **Michael Behnam**, European Business School

SIM: How Structural Decoupling Facilitates Organizational Misconduct | **Tammy MacLean**, Suffolk U.

SIM: An Ethical Foundation for Organization Science: Contributions of Anthony Giddens and Jurgen Habermas | **Michael K. Moch**, Michigan State U.

567 : (Paper Session) - (IPC) Gender Effects in Influential Organizational Roles

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 2

Facilitator: **Margaret M. Hopkins**, Case Western Reserve U.

HR: Gender, Family & Work Contexts: Effects on Manager Rated Performance among Scientists & Engineers | **Corinne A. Post**, Pace U.; **Nancy DiTomaso**, Rutgers Business School–Newark and New Brunswick; **George F Farris**, Rutgers Faculty of Management; **Rene Cordero**, New Jersey Institute of Technology

→ **GDO:** Much Ado About Nothing? The Impact of Gender Similarity on Employee Attitudes at Work | **Riccardo Peccei**, King's College, London; **Hyun-jung Lee**, KAIST Graduate School of Management

GDO: Effective Influence Strategies for Women and Men: A Conceptual Model | **Margaret M. Hopkins**, Case Western Reserve U.

GDO: Glass Ceiling in SMEs: When Women are in Command | **Lucrezia Songini**, Bocconi U.; **Paola Dubini**, Bocconi U.

GDO: "We've Come a Long Way Baby!"...or Have We?: Sexual Harassment Turns 25 | **Marilyn Macik-Frey**, U. of Texas, Arlington

568 : (Paper Session) - (IPC) Justice and Psychological Contract Violations

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 3

Facilitator: **Ron Roman**, U. of Pittsburgh

OB: Reactions to Injustice: The Moderating Effects of Justice Sensitivity and Big Five Variables | **Jason A. Colquitt**, U. of Florida; **Brent Scott**, U. of Florida

SIM: A Dual-Process Theory of Trust in Dyadic Relationships | **Ron Roman**, U. of Pittsburgh

HR: Understanding Psychological Contract Breach: A Study of Non-Professional Employees | **Stephen J. Deery**, King's College, U. of London; **Roderick D. Iverson**, Simon Fraser U.; **Janet T. Walsh**, Royal Holloway, U. of London

GDO: Need for Affirmative Action: Whites' Perceptions of Asians Compared to Blacks and Hispanics | **Vaunne M. Weathers**, Portland State U.; **Donald M. Truxillo**, Portland State U.

OB: Integrating Promises and Desires to Explain Outcomes of the Psychological Contract | **Lisa Schurer Lambert**, U. of North Carolina, Chapel Hill; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill

569 : (Paper Session) - (IPC) Trust in Leaders and Supervisors

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 4

Facilitator: **Charles M Carson**, U. of Mississippi

MH: The Contextual Genesis of Modern Management Thought: Maslow, McGregor and the Cold War | **Elizabeth Stephanie Kelley**, Saint Mary's U.; **Albert J. Mills**, Saint Mary's U.; **Bill Cooke**, U. of Manchester Institute of Science & Technology

ENT: The Influence of Leader and Follower Behaviors on a Firm's Entrepreneurial Orientation | **Zelimir William Todorovic**, U. of Waterloo; **Francine Katherine Schlosser**, U. of Waterloo

MH: A Historical View of Douglas McGregor's Theory Y | **Charles M Carson**, U. of Mississippi

→ **MOC:** A Social Exchange Model of Subordinates' Trust in Supervisors | **Wei Hua**, UCLA

MH: Xenophon as Leadership Theorist: An Early Model of Leader Behavior and Follower Work Motivation | **John Humphreys**, Eastern New Mexico U.

Paul Hersey Award for Best Paper on Leadership

570 : (Paper Session) - (IPC) Critical Perspectives on Organizational Change and Dominance

12:20pm - 2:10pm Washington State Convention & Trade Center: 604 Table 1

Facilitator: **Hans Hansen**, Victoria U. of Wellington

→ **OMT:** Abduction: A (re)introduction | **Hans Hansen**, Victoria U. of Wellington

OMT: Likelihood and Successfulness of Second-order Changes: An Integrated Framework | **Feirong Yuan**, Texas A&M U.

OMT: A Tale of Three Discourses: The Dominant, the Strategic and the Marginalized. | **Loizos Th. Heracleous**, National U. of Singapore

OMT: Imagining the "Iron Cage": A Symbolic Interactionist Approach to Rhetoric in Critical Ethnography | **Paul D. Nugent**, Rensselaer Polytechnic Institute; **Mitchel Abolafia**, State U. of New York, Albany

→ **OMT: Two Lenses on a Process: Categorization and Conformity During Institutionalization** | **Peter Cebon**, U. of Melbourne; **Geoffrey Love**, U. of Illinois at Urbana-Champaign

571 : (Paper Session) - (IPC) Strategic Alliances and Entrepreneurship

12:20pm - 2:10pm Washington State Convention & Trade Center: 604 Table 2

Facilitator: **Margaret Dalziel**, U. of Ottawa

BPS: Looking at Alliance Performance through the Lenses of Social Capital and Resource-Based Theories | **Michael D. Santoro**, Lehigh U.; **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Joanne L. Scillitoe**, Rutgers U.

OMT: Chance, Choice, and Inevitability in Strategy | **Mark de Rond**, Cambridge U.; **Raymond-Alain Thietart**, U. Paris-Dauphine and Essec

TIM: Large Firm Partnerships with Small Firms: Options or Commitments? | **Margaret Dalziel**, U. of Ottawa

ENT: Market Response to Entrepreneurial Strategic Alliances: A Test of Competing Perspectives | **Reiko Kishida**, Case Western Reserve U.; **David L. Deeds**, Case Western Reserve U.

ENT: Opportunism in R&D Alliances: The Roles of Governance Structure and National Context | **Pat H. Dickson**, Georgia Institute of Technology; **Mark Weaver**, Rowan U.; **Frank Hoy**, U. of Texas, El Paso

572 : (Paper Session) - (IPC) Contemporary Issues Facing Public Organizations

12:20pm - 2:10pm Washington State Convention & Trade Center: 604 Table 3

Facilitator: **Andrew Harry Barton**, Cardiff U.

PNP: Facilitating the Absorptive Capacity of Public Sector Organizations: A Multi-Level Exploration | **Gregory S Richards**, Carleton U.; **Linda Duxbury**, Carleton U.

☞ → **PNP: Investment Behavior Consequences of Public and Private Firms in Colombia's Liberalized Power Sector** | **Gabriela Elizondo**, Imperial College, U. of London; **Abhijit Mandal**, The University of Warwick, Warwick Business School; **Matthew Leach**, Imperial College of Science, Technology and Medicine; **Dennis Anderson**, Imperial College of Science, Technology and Medicine

→ **PNP: 'National Control' or 'Constabulary Independence': The Case of the UK Police Service** | **Andrew Harry Barton**, Cardiff U.

MH: A History of (Inter)nationalization Discourse in Public Administration Education Field. | **Alketa Peci**, EBAPE-FGV

573 : (Paper Session) - (IPC) Coping With the Regulatory Environment

12:20pm - 2:10pm Washington State Convention & Trade Center: 604 Table 4

Facilitator: **David P. McCaffrey**, U. at Albany

OMT: Extent of Deregulation, Speed of Governance Adaptation and Firm performance | **Bongjin Kim**, California State U., Northridge; **John E. Prescott**, U. of Pittsburgh

OCIS: Collaboration in a Pollution Control Research Network Influenced by Repeated Government Actions | **Margaret Taylor**, U. of California, Berkeley

☞ **PNP: What has been Learned? Recommended Policy Regarding U.S. Public Pension Plans** ☞ | **Marguerite Schneider**, New Jersey Institute of Technology

PNP: Regulation in Hard-To-Control Markets: Public Policy Regarding Financial Innovation, 1994-2002 | **David P. McCaffrey**, U. at Albany

SIM: Industry Trade Balance and Domestic Merger Policy: Some Empirical Evidence from the U.S. | **Joseph Clougherty**, Tilburg U.

OMT: Too Much of a Good Thing?: Regulatory Protectionism and Learning in the U.S. Banking Industry | **Michael L. DeV Vaughn**, U. of Minnesota

574 : (Paper Session) - (MED) Merging Knowledge Management and Experiential Learning

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Juniper Room

Chair: **Parshotam Dass**, U. of Manitoba

MED: Dynamic Decision Making and Learning: A Review and Assessment | **Hassan Qudrat-Ullah**, Carnegie Mellon U.

MED: Teaching as Practice of the Knowledge Creation Process: Evolution of the Business Capstone Course | **Parshotam Dass**, U. of Manitoba; **Michele Bowring**, U. of Manitoba; **Reza Karim**, California State University, Fullerton

📖 **MED: Informal Learning Environments: Measuring the Impact of Experiential Course Presentation** | **Larry Michaelsen**, U. of Oklahoma; **Ronald Anderson**, U. of Oklahoma

📖 ☞ **MED: Experiential Learning Model** | **Ugur Zel**, -
Discussants: **Elaine Yakura**, Michigan State U.; **Lynne Clark Thompson**, National Defense U.

575 ☞ : (MSR) Spirituality and Democracy: Friends or Foes?

12:20pm - 2:10pm Grand Hyatt Seattle: Menzies Suite

Chair: **Judi Neal**, Association for Spirit at Work

Discussants: **Keiko Krahnke**, U. of Northern Colorado; **Donald W. McCormick**, U. of Redlands

576 ☞ : (Paper Session) - (OB) Personality, Trust and Performance

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/OB

Displayed on Panels P4 to P7

☞ **OB: The Role of Personality in Pay Raise Reactions: A Longitudinal Study** | **Thomas M Begley**, Northeastern U.; **Cynthia Lee**, Northeastern U.

☞ **OB: The Role of Trust in the Effectiveness of Customer Service Teams** | **Sandra A. Kiffin-Petersen**, U. of Western Australia

☞ ☞ **OB: Cosmopolitans and Locals: Toward a Greater Understanding of Organizational Support and Prestige** | **Jerry Bryan Fuller**, Louisiana Tech U.; **Kim Hester**, Arkansas State U.; **Tim Barnett**, Mississippi State U.; **Len Frey**, -; **Clint Relyea**, -

☞ **OB: Proactive Personality and Job Performance: A Social Capital Perspective on Mediating Behaviors** | **Jeffery A. Thompson**, Miami U., Ohio

577 ☞: (Paper Session) - (OB) **Group, Team, Technology**

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/OB
Displayed on Panels P8 to P13

☞☞ **OB: Catalyzing Individual Accuracy in Groups: How Expert Minorities Affect Private vs. Public Decisions** | **Marwan Sinaceur**, Stanford U.; **Melissa C. Thomas-Hunt**, Cornell U.; **Olivia O'Neill**, Stanford U.; **Margaret A. Neale**, Stanford U.

☞ **OB: Telling Tales: Conflicting Narratives of Identity in a Further Education College** | **Michael Humphreys**, U. of Nottingham; **Andrew D. Brown**, U. of Nottingham

☞☞ **OB: Organizational Vision and Systems, and Employee Inspiration in Information Technology Companies** | **Keith James**, Colorado State U.; **Ken Lahti**, Colorado State U.

☞ **OB: Understanding Individuals? Error Reporting at Work** | **Bin Zhao**, U. of Western Ontario; **Fernando Olivera**, U. of Western Ontario

OB: Self-Monitoring and Social Networks in Academia: The Social Capital of Minority Group Members | **Ajay Mehra**, U. of Cincinnati; **Ana Sierra Leonard**, Miami U., Ohio; **Ralph Katerberg**, U. of Cincinnati

578 : (OB) **Why Mergers Don't Work: Insights from Social Categorization and Self-Verification Theories**

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room A

Chairs: **Margaret Ormiston**, U. of California, Berkeley; **Elaine M. Wong**, U. of California, Berkeley

On Finding Value in Diversity: Two Steps, Two Theories | **William B. Swann, Jr.**, U. of Texas, Austin

Verifying Collective Self-Views | **Serena Chen**, U. of California, Berkeley; **Karen Y. Chen**, U. of Michigan, Ann Arbor

Being a Knowable Merger Partner: Applying Social Categorization and Self-Verification Theories | **Jennifer Anna Chatman**, U. of California, Berkeley; **Elaine M. Wong**, U. of California, Berkeley; **Margaret Ormiston**, U. of California, Berkeley

Redrawing Organizational Boundaries After a Merger: A Self-Categorization Perspective | **David Ager**, Harvard U.; **Hillary Anger Elfenbein**, Harvard U.; **Jennifer Anna Chatman**, U. of California, Berkeley

Presenters: **David Ager**, Harvard U.; **Jennifer Anna Chatman**, U. of California, Berkeley; **Karen Y. Chen**, U. of Michigan, Ann Arbor; **Serena Chen**, U. of California, Berkeley; **Hillary Anger Elfenbein**, Harvard U.; **William B. Swann, Jr.**, U. of Texas, Austin

Discussant: **Jeffrey T. Polzer**, Harvard U.

579 : (Paper Session) - (OB) **Innovation, Creativity, Risks and Leadership**

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Room 424

Facilitator: **Rajnandini Pillai**, California State U., San Marcos

OB: Rewarding Creativity: When Does it Really Matter? | **Markus Baer**, U. of Illinois, Urbana-Champaign; **Greg R. Oldham**, U. of Illinois at Urbana, Champaign; **Anne Cummings**, U. of Pennsylvania

→ **OB: Engagement in Employee Innovation: A Grounded Theory Investigation** | **Kerrie Unsworth**, Queensland U. of Technology

OB: Boxing in Creativity: The Interactive Effects of Cubicles, Background Music, and a Process Focus | **Jill E. Perry-Smith**, Emory U.; **Christina E. Shalley**, Georgia Institute of Technology

OB: Time Pressure and Creativity in Organizations | **Jennifer Mueller**, Yale U.; **Teresa M. Amabile**, Harvard U.; **William Simpson**, -; **Constance Noonan Hadley**, Harvard U.; **Steve Kramer**, -; **Lee Fleming**, Harvard U.

580 JS: (OB, OCIS, OMT) **Leaders and their Social Networks: An Alternative Approach to Leadership Research**

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room B

Organizer: **Prasad Balkundi**, Pennsylvania State U.

Program Chair: **Martin J. Kilduff**, Pennsylvania State U.

LMX, Social Network Structure, and Outcomes: A Structural Model | **Raymond T. Sparrowe**, Washington U.; **Robert C. Liden**, U. of Illinois, Chicago

Sociometry: The Forgotten Approach to Leadership Research | **Prasad Balkundi**, Pennsylvania State U.

The Social Networks Of Unit-Leaders: Implications For Performance And Legitimacy In Multiunit Organ | **Ajay Mehra**, U. of Cincinnati; **Andrea Dixon**, U. of Cincinnati; **Daniel J. Brass**, U. of Kentucky; **Bruce Robertson**, San Francisco State U.

Presenters: **Raymond T. Sparrowe**, Washington U.; **Robert C. Liden**, U. of Illinois, Chicago; **Prasad Balkundi**, Pennsylvania State U.; **Ajay Mehra**, U. of Cincinnati; **Daniel J. Brass**, U. of Kentucky; **Andrea Dixon**, U. of Cincinnati; **Bruce Robertson**, San Francisco State U.

Discussant: **Scott Seibert**, U. of Illinois, Chicago

581 JS: (OB, ODC) **Improving Collective Efficacy and Team Performance**

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: West Room A

Chairs: **Wendy S. Becker**, U. at Albany; **Katrina A Zalatan**, U. at Albany & Hartwick College

Presenters: **Katrina A Zalatan**, U. at Albany & Hartwick College; **Dong I. Jung**, San Diego State U.; **John J. Sosik**, Pennsylvania State U., Great Valley; **Narda R. Quigley**, U. of Maryland, College Park; **Paul E. Tesluk**, U. of Maryland

Discussant: **Susan G. Cohen**, U. of Southern California

582 JS: (OB, SIM) **Deviance on Trial: The Viability of a Positive Deviance Construct**

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Aspen Room

Chairs: **Scott Sonenshein**, U. of Michigan; **Gretchen Spreitzer**, U. of Michigan

Deviant Compared to What? | **Danielle Warren**, Rutgers U.

Rule Breaking as a Form of Positive Deviance | **Elizabeth W. Morrison**, New York U.

Towards an Understanding of Positive Deviance | **Gretchen Spreitzer**, U. of Michigan; **Scott Sonenshein**, U. of Michigan

Defense Counsel Argument: Stop Deviating from the Definition of Deviance! | **Sandra L. Robinson**, U. of British Columbia

583 : (Paper Session) - (ODC) Why is Organizational Change so Hard? Hearing The Voice of the Employees

12:20pm - 2:10pm Washington State Convention & Trade Center: 304

Chair: **Peter J. Robertson**, U. of Southern California**ODC:** Postscript to Change: Exploring Employees' Retrospective Views of a Decade of Organizational Change | **Samia Chreim**, U. of Lethbridge**ODC:** Work Unit Identification, Communication, and Employee Outcomes During Organizational Change | **Neil Paulsen**, U. of Queensland; **Victor J. Callan**, U. of Queensland; **Cynthia Gallois**, U. of Queensland**ODC:** Organizational Identity in a Healthcare Setting: Correlates and Consequences | **Christine S. Koberg**, U. of Colorado, Boulder; **Erik Monsen**, U. of Colorado, Boulder; **R. Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartenburg Healthcare Systems**ODC:** Valuation Theory and Multi-Level Organizational Change | **Terrance Weatherbee**, Saint Mary's U.; **Kelly Dye**, Saint Mary's U.; **Angela Bissonnette**, Saint Mary's U.; **Albert J. Mills**, Saint Mary's U.Discussant: **Glenn H. Varney**, Bowling Green State U.**584 🗣️🗣️JS: (ODC, MC, MH) Latest in Appreciative Inquiry: New Horizons for the Theory and Practice of Positive Change**

12:20pm - 2:10pm Washington State Convention & Trade Center: 607

Organizer: **James D. Ludema**, Benedictine U.The Elevation of Inquiry into the Appreciable World: Toward a Non-Deficit Theory of Positive Change | **David L. Cooperrider**, Case Western Reserve U.Images and Voices of Hope: Using AI to Elevate Public Dialogue on the Role of Media in Society | **Judy S. Rodgers**, Communication Architecture GroupThe Appreciative Inquiry Summit: Engaging the Whole System in Positive Organization Change | **James D. Ludema**, Benedictine U.; **Diana Whitney**, Corporation for Positive ChangeDeveloping Grounded Theories of Change Through AI Interventions in Large Systems | **Ronald Fry**, Case Western Reserve U.**585 : (Paper Session) - (OMT) Networks at the Edge**

12:20pm - 2:10pm Westin Hotel: Cascade 1 (C)

Chair: **Arent Greve**, NHH**OMT:** Network Trajectories: Goal-Directed and Serendipitous Processes | **Martin J. Kilduff**, Pennsylvania State U.; **Wen-Pin Tsai**, Pennsylvania State U.**OMT:** Boundary Spanners: A Relational, Social Constructionist Perspective | **Keith P. Bahde**, Benedictine U.; **Jody Hoffer Gittel**, Brandeis U.**OMT:** Legal Charges: Embeddedness and Price Formation in Corporate Law Markets | **Brian Uzzi**, Northwestern U.; **Ryon Lancaster**, Northwestern U.**OMT:** The Governability of Inter-organizational Networks in Turbulent Environments | **Serghei Floricel**, U. of Quebec, Montreal; **Roger E. Miller**, École Polytechnique, MontrealDiscussant: **Fabio Fonti**, Boston College**586 : (Paper Session) - (OMT) Life at the Top: Compensation, Directors, and Leadership**

12:20pm - 2:10pm Westin Hotel: St. Helens

Chair: **Elsbeth Murray**, Queen's U.**OMT:** Industry Discretion as a Determinant of Executive Compensation: A Multilevel Analysis | **James J. Cordeiro**, State U. of New York, Brockport; **Nandini Rajagopalan**, U. of Southern California**OMT:** Social Distancing of Directors | **James D. Westphal**, U. of Texas, Austin; **Poonam Khanna**, U. of Texas, Austin**OMT:** Board Capability: An Integrated Perspective on Board Composition, Structure and Interaction Processes | **Mark Macus**, U. of St. Gallen**OMT:** Momentum and Serendipity: How Acquired Leaders Create Value in the Integration of Technology Firms | **Melissa Graebner**, U. of Texas, AustinDiscussant: **Tim G. Pollock**, U. of Maryland, College Park**587 🗣️SHCS: (OMT, BPS) Organizational Agency and Institutional Change**

12:20pm - 2:10pm Washington State Convention & Trade Center: 602/603

Chair: **Michael Yaziji**, INSEADPresenters: **Thomas D'Aunno**, INSEAD; **Julie Battilana**, INSEAD; **Paul Ingram**, Columbia U.; **Hayagreeva Rao**, Northwestern U.; **Witold J. Henisz**, U. of Pennsylvania; **Bennet A. Zelner**, Georgetown U.; **Michael Yaziji**, INSEADDiscussant: **Walter W. Powell**, Stanford U.**588 JS: (OMT, CAR, OB) Becoming: Identity, Social Networks and the Dynamics of Transition**

12:20pm - 2:10pm Westin Hotel: Cascade 2

Chairs: **Herminia Ibarra**, INSEAD; **Ha Hoang**, INSEADWorking Identity: Becoming and the Dynamics of Role Transition | **Herminia Ibarra**, INSEADEntrepreneurial Identity: Theory and Measurement | **Ha Hoang**, INSEAD; **Javier Gimeno**, INSEADAcademic Entrepreneur | **Toby E. Stuart**, U. of Chicago; **Waverly W. Ding**, U. of ChicagoEmergence: The Origin and Evolution of Career Networks in the Broadway Musical Industry, 1877 to 1990 | **Brian Uzzi**, Northwestern U.; **Jarrett Spiro**, Northwestern U.Presenters: **Toby E. Stuart**, U. of Chicago; **Brian Uzzi**, Northwestern U.**589 🗣️ (Paper Session) - (PNP) PNP Organizational Challenges**

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/PNP

On Display on Panels P50 to P53

🗣️ **PNP:** Relations of Network Structures and Effectiveness: A Network Analysis of Workforce Development | **Sang Ok Choi**, Florida State U.; **Janet Dilling**, Florida State U.🗣️ **PNP:** Beyond Stereotypes: Examining Determinants of Managerial Perceptions of Red Tape | **Sanjay K. Pandey**, Rutgers U.; **Eric Welch**, U of Illinois at Chicago🗣️ **PNP:** Commitment on the Board: A Model of Individual Director Performance in Chambers of Commerce | **Robert David Stephens**, West Virginia U.; **David Dawley**, West Virginia U.; **David B. Stephens**, Utah State U.

👁️ **PNP: A Model of Institutional Choice in Public Organizations: An Interdisciplinary Approach** | **Tanya Heikkila**, Columbia U.; **Kimberley Roussin Isett**, Texas A&M U.

590 👁️: (Paper Session) - (PNP) **PNP Challenges**

12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/PNP1

On Display on Panels P54 to P57

👁️👁️ **PNP: Performance and Equality in Public Sector Wages** | **Zachary Sheaffer**, Open U., Israel

➔👁️ **PNP: Global Governance, Public Management and Strategy-Structure Agendas for 'Super' INGOs** | **Gaby George Ramia**, Monash U.

👁️ **PNP: The Influence of Institutional Mobilizers on Privatization Plans: The Case of Turk Telekom** | **Kathleen E. Voges**, U. of Texas, Arlington

👁️ **PNP: Government Intervention, Agency Problems, and Development: Taiwan's Semiconductor Miracle** | **Hongwu Ouyang**, Cornell U and Yale U

591 🗨️: (Paper Session) - (PNP) **Globalization, Internationalization, and Democracy: The Seattle Experience**

12:20pm - 2:10pm Grand Hyatt Seattle: Stevens

Organizer: **Ralph S. Brower**, Florida State U.

Participants: **John Morse**, Global Partnerships; **Shauna Woods Mueller**, Center for Women and Democracy; **Bill Center**, Washington Council on International Trade; **Elaine Chang**, U. of Washington

Moderator: **Nancy C. Roberts**, Naval Postgraduate School

592 🗨️JS: (SIM, IM) **International Comparative Perspectives on Corporate Social Responsibility (CSR)**

12:20pm - 2:10pm Washington State Convention & Trade Center: 608

Organizers: **Dirk Matten**, U. of Nottingham; **Jeremy Moon**, U. of Nottingham

An American Perspective on International CSR | **Duane Windsor**, Rice U.

CSR in Europe - State-of-the-Art and Future Perspectives in a Globalizing Economy | **Dirk Matten**, U. of Nottingham; **Jeremy Moon**, U. of Nottingham

CSR in Asia and Globalisation | **Wendy Chapple**, U. of Nottingham; **Jeremy Moon**, U. of Nottingham

CSR from a '3rd World' Perspective: The Issue of Biodiversity, Biotech., and Intellectual Property | **Bobby Banerjee**, U. of South Australia

CSR in a Global Perspective: Western Imperialism or Cosmopolitan Democracy? | **Jem Bendell**, UNRISD Geneva

Presenters: **Duane Windsor**, Rice U.; **Dirk Matten**, U. of Nottingham; **Jeremy Moon**, U. of Nottingham; **Wendy Chapple**, U. of Nottingham; **Bobby Banerjee**, U. of South Australia; **Jem Bendell**, UNRISD Geneva

593 : (Paper Session) - (SIT) **Organizational Innovation**

12:20pm - 2:10pm Washington State Convention & Trade Center: 205

Facilitator: **Patricia G. Greene**, U. of Missouri, Kansas City

IM: Inertia in Japanese Organizations: Knowledge Management Routines and Corporate Restructuring |

Simon Collinson, U. of Warwick; **David Charles Wilson**, U. of Warwick

TIM: From Riches To Rags: Munificence And New Venture Performance | **Hart E. Posen**, U. of Pennsylvania

OMT: Socialization for Innovation:How Organizations Develop Expertise With Diverse Knowledge and Networks | **Mary Dunn**, Boston College

IM: The Internationalization of R&D and Innovative Performance in Multinational Enterprises | **Chris W Grevesen**, DeVry College of Technology; **Fariborz Damanpour**, Rutgers U.

594 : (Paper Session) - (SIT) **Leadership: Networks, Skills and Spirituality**

12:20pm - 2:10pm Washington State Convention & Trade Center: 210

Facilitator: **Ute-Christine Klehe**, U. of Amsterdam

HR: A Leadership Skills Strataplex: Leadership Skill Requirements Across Organizational Levels | **Troy Victor Mumford**, Utah State U.

ODC: When Is Planning Necessary: A Study of Planning Skills and Emergent Leaders | **Carol S Daniels**, U of Oklahoma; **Lyle E. Leritz**, U. of Oklahoma; **Michael D. Mumford**, U. of Oklahoma

OMT: Spiritual Leadership as Intrinsic Motivation through Vision, Hope/Faith, and Altruistic Love | **Louis W. Fry**, Tarleton State U. Central Texas

IM: Social Network Position and Employee Leadership Potential: An Empirical Study | **Konstantin Korotov**, INSEAD; **Vincent ONYEMAH**, INSEAD

595 : (Paper Session) - (SIT) **Gender Matters**

12:20pm - 2:10pm Washington State Convention & Trade Center: 211

Facilitator: **Dharm Prakash Sharma Bhawuk**, U. of Hawaii

CMS: Organizational Citizenship Behavior: What's Gender Got To Do With It? | **Ronit Kark**, Bar Ilan U.; **Ronit Waismel-Manor**, Cornell U.

MED: Learning Style, Personality, and Gender | **Thomas Hawk**, Frostburg State U.; **Amit Shah**, Frostburg State U.

GDO: Negotiating Gender Role Expectations: Rhetorical Leadership and Women in the U.S. Senate | **Michelle C. Bligh**, Claremont Graduate U.; **Jeffrey C. Kohles**, California State U., San Marcos

GDO: Research Productivity, Gender, Family, and Tenure in Organization Science Careers | **Teresa J. Rothausen**, U. of St. Thomas; **Janet H. Marler**, State U. of New York, Albany

596 : (TIM) **The Transfer and Use of Knowledge: Patents, Publications, Network Connectedness, and Labor Mobility**

12:20pm - 2:10pm Washington State Convention & Trade Center: 206

Knowledge Transfer from Universities: Patents and Publications | **Kira Rachel Markiewicz**, U. of California, Berkeley

Knowledge Spillovers and Labour Mobility | **Ajay K. Agrawal**, Queen's U., Canada

The Expanding Role of University Patenting in the Life Sciences | **Jason Owen-Smith**, Stanford U.

Presenters: **Jason Owen-Smith**, Stanford U.; **Ajay K. Agrawal**, Queen's U., Canada; **Kira Rachel Markiewicz**, U. of California, Berkeley
Discussant: **Robert A. Lowe**, Carnegie Mellon U.

Monday 12:40PM

597 : (OCIS) Organizational Discourse & New Media: Unexplored Dimensions, Neglected Phenomena, and Untold Stories

12:40pm - 2:10pm Washington State Convention & Trade Center: 614
Chairs: **Wanda J. Orlikowski**, Massachusetts Institute of Technology; **Pablo J. Boczkowski**, Massachusetts Institute of Technology

Use of Multiple Media in a Geographically Distributed Firm | **JoAnne Yates**, Massachusetts Institute of Technology; **Wanda J. Orlikowski**, Massachusetts Institute of Technology
 Discourse and IT-Enabled Organizational Transformation | **Michael Barrett**, U. of Cambridge

Technical Attribute, Communication Alternative, or Both? The Discourse and Practice of Interactivity | **Pablo J. Boczkowski**, Massachusetts Institute of Technology

Presenters: **JoAnne Yates**, Massachusetts Institute of Technology; **Michael Barrett**, U. of Cambridge
Discussants: **Linda L. Putnam**, Texas A&M U.; **David Grant**, U. of Sydney

Monday 12:50PM

598 : (Paper Session) - (GDO) Perceptions of Diversity and Diversity Initiatives in Organizations

12:50pm - 2:10pm Red Lion Hotel: Orcas
Chair: **Christopher (Kit) Tennis**, Sanchez Tennis & Associates
GDO: A Gap Analysis of Diverse Perceptions of Diversity in Organizational Culture | **E. Holly Buttner**, U. of North Carolina, Greensboro; **Gerald Hershey**, U. of North Carolina, Greensboro
GDO: Demographics and Diversity Climate: Influences on Determinants for Effective Diversity Initiatives | **Yunhyung Chung**, Rutgers U.

GDO: Incorporating Curvilinearity and Temporality into the Diversity and Similarity Curves Model | **Joseph Ofori-Dankwa**, Saginaw Valley State U.; **Scott D. Julian**, Saginaw Valley State U.

Discussant: **Deborah R. Litvin**, Merrimack College

599 : (Paper Session) - (MOC) Cognition In Networks: Teams, Boards, and Firms

12:50pm - 2:10pm Westin Hotel: Olympic
MOC: The Investigation of Collective Cognition in Teams through a Social Network Approach | **Sze-Sze Wong**, Nanyang Technological U.

MOC: Cognitive Structures of the Board of Directors: Managerial Cognitions as Bayesian Networks. | **William B. Stevenson**, Boston College; **Robert Radin**, Boston College

MOC: The Cognitive Architecture of Trust | **Mihnea Calin Moldoveanu**, U. of Toronto

Discussant: **Martin L. Martens**, Concordia U.

600 JS: (MOC, OB) Is Organizational Democracy Inevitable? A Social Identity Perspective

12:50pm - 2:10pm Westin Hotel: Grand Crescent
Facilitator: **Michael G. Pratt**, U. of Illinois, Urbana-Champaign
 Personalized and Depersonalized Leader-Member Relations in Groups: A Social Identity Analysis | **Michael A. Hogg**, U. of Queensland

Maintaining Exclusive Status as Identity Management: The Case of the Augusta National Golf Club | **Kimberly D. Elsbach**, U. of California, Davis

Expanding the Link between Communication and Social Identity Theory | **Craig R. Scott**, U. of Texas, Austin

The Influence of Social Identity on Organizational E-democracy Practices | **Gavin M. Schwarz**, U. of New South Wales; **Bernadette M. Watson**, U. of Queensland

Presenters: **Michael A. Hogg**, U. of Queensland; **Kimberly D. Elsbach**, U. of California, Davis; **Craig R. Scott**, U. of Texas, Austin; **Gavin M. Schwarz**, U. of New South Wales
Participant: **Bernadette M. Watson**, U. of Queensland

601 : (Paper Session) - (TIM) External Sources of Knowledge

12:50pm - 2:10pm Washington State Convention & Trade Center: 613
Chair: **Quintus R. Jett**, Rice U.

TIM: The Effects of External Relationships on Innovative Activities within Firms | **James Robins**, City U., Hong Kong; **Kwaku Atuahene-Gima**, City U., Hong Kong

TIM: Distinguishing Between Regional Clusters: Knowledge-Based and Industry-Focused Interpretations | **Caron H. St John**, Clemson U.; **Richard Poudel**, Appalachian State U.

TIM: Managing the Tension Between Accessing External Knowledge and Internal Coordination | **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.

TIM: Spatial Pattern of Innovation Networks and Its Impact on Firm Innovation Performance | **Zi-Lin He**, National U. of Singapore; **Poh-Kam Wong**, National U. of Singapore

Discussant: **Martin Hemmert**, U. of Essen

Monday 1:00PM

602 : (Paper Session) - (MOC) Cutting Edge Cognition: Selection of Best Student Papers

1:00pm - 2:10pm Westin Hotel: Orcas
MOC: The Unanticipated Consequences of Clear Work Procedures for Task Performing Teams | **Anita Williams Woolley**, Harvard U.

MOC: Knowledge Ossification in Teams | **Fabrizio Montanari**, Bocconi U.; **Anna Ponti**, Bocconi U.

MOC: To Be Smart or To Be Social? The Effect of Assertive Communication Styles on Status Conferral | **Alison Fragale**, Stanford U.

Discussant: **C. Marlena Fiol**, U. of Colorado, Denver

603 : (OM) Operations Management, Past and Future: Three Perspectives

1:00pm - 2:10pm Westin Hotel: Adams
Presenters: **Christopher A Voss**, London Business School; **Kathryn Lee Blackmon**, U. of Bath; **Linda G Sprague**, China Europe International Business School

Monday 2:30PM

604 📖🗣️👤: (AA) **Social Entrepreneurship: How Democracy Can Thrive in the Knowledge Economy**

2:30pm - 3:50pm Westin Hotel: Fifth Avenue

*Founders and active members of ASHOKA, a social/entrepreneurial firm, will discuss creative forms of organizing with academic colleagues.**Organizer: Norris F. Krueger Jr., Boise State U.**Presenters: Norris F. Krueger Jr., Boise State U.; Harriet**Stephenson, -; Ami Doshi, Ewing Marion Kauffman Foundation;**Erik R. Pages, NCOE; Anil Chitrakar, Ashoka; William Drayton, Ashoka***605** 🗣️: (AA) **Models for Corporate Democracy: Pluralism and Dynamism in Governance Structures in an Innovative Economy**

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Grand Ballroom A

*Organizers: Anna Grandori, Bocconi U.; Morten Huse, Norwegian School of Management**Agency Theory, Corporate Law and the Accumulation of**Organizational Assets: Lessons from the 19th Century |**Margaret M. Blair, Georgetown U.**Governance with Shifting Participants in a Knowledge**Economy | Anna Grandori, Bocconi U.; Morten Huse,**Norwegian School of Management**Governance beyond Firm Boundaries: Corporate Governance**in International Joint Ventures | John Child, U. of**Birmingham; Suzana B. Rodrigues, U. of Birmingham**Corporate Governance for Corporate Virtue | Margit Osterloh,**U. of Zurich; Bruno S. Frey, U. of Zurich**Presenters: Margaret M. Blair, Georgetown U.; Morten Huse,**Norwegian School of Management; Anna Grandori, Bocconi U.;**John Child, U. of Birmingham; Suzana B. Rodrigues, U. of**Birmingham; Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich***606** 🗣️👤: (AA) **Democracy in a Knowledge Economy: Open Source Software Development**

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Grand Ballroom B

*Open source communities examined from OB, economics, sociology, and software development perspectives.**Organizer: Ashish Arora, Carnegie Mellon U.**Why do Individuals Contribute to Community Managed**Software Projects? Comparing the Motivations of Open**Source, Gated Source, and Contract Java Software**Developers | Sonali Shah, Massachusetts Institute of**Technology**Why Motives Matter: A Comparison of Open and Closed**Source Quality | Jennifer Kuan, Stanford U.**An Examination of the Effects of Conflict in Community**Managed Software Projects | Guillermo E. Dabos, Carnegie**Mellon U.**Understanding Contributions in the Apache Web-Server**Project | Jai Asundi, U. of Texas, Dallas**Presenters: Jai Asundi, U. of Texas, Dallas; Jennifer Kuan,**Stanford U.; Guillermo E. Dabos, Carnegie Mellon U.; Sonali**Shah, Massachusetts Institute of Technology**Discussant: James Herbsleb, Carnegie Mellon U.***607** 📖🗣️👤: (AA) **Crossing the Unknown Sea**

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Grand Ballroom C

*Poet David Whyte will remind us of our roles in making our own societies and work places meaningful settings.**Facilitator: Nancy J. Adler, McGill U.**Program Chair: Schon L. Beechler, Columbia U.**Keynote Speaker: David Whyte, Poet, Author, Lecturer***608** : (AA) **A Memorial Session for Elliott Jaques**

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Madrona Room

*Introductions: Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.**Speakers: Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning; Edgar H Schein,**Massachusetts Institute of Technology; Shawn M. Carraher, Texas A&M U.; Kathryn Cason, Requisite Organization Intl.; Charles**Hampden-Turner, Cambridge U.***609** 🗣️: (Paper Session) - (BPS) **Strategy at the Top**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS

Displayed on Panels P32 to P41🗣️🗣️🗣️ **BPS: Meta-Analyses of Top Management Team***Demographics: Do Top Executives Matter? | S. Trevis**Certo, Texas A&M U.; Richard H. Lester, Texas A&M U.;**Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.*🗣️ **BPS: The Impact of CEO Duality and Prestige on a***Bankrupt Organization | Erich Brockmann, U. of New**Orleans; James J. Hoffman, Texas Tech U.; Charles J.**Fornaciari, Florida Gulf Coast U.*🗣️ **BPS: Leading Innovation: Assessing the Impact of Top***Management Teams on Boundary-Spanning Innovation |**Ariel Y. Fishman, Columbia U.*🗣️🗣️ **BPS: The Role of Compensation Committees in CEO and***Committee Compensation Decisions | Lerong He, U. of**Pennsylvania; Martin J. Conyon, U. of Pennsylvania*🗣️ **BPS: More Direct Measurement of Managerial Discretion: A***Leadership Influence Approach | Xin Liang, U. of Wisconsin,**Milwaukee; Vincent L. Barker, U. of Kansas*🗣️ **BPS: The Resource Dependence Role of the Board of***Directors in High Growth Firms: A Mediation Model |**Rebecca Luce, Texas Christian U.*🗣️ **BPS: What Makes A Top Management Group a Top***Management Team? | Ann C. Mooney, Stevens Institute of**Technology*📖🗣️🗣️ **BPS: Organizational Homogeneity and Heterogeneity:***Incorporating the Strategic Decision-Maker | Kong Hee Kim,**U. of Texas, Arlington; Tyge Payne, U. of Texas, Arlington*🗣️ **BPS: CEOs and Effective Strategic Leadership: A Matter of***Cognitive Differences? | Kristin L. Scott, U. of Kentucky*🗣️ **BPS: Settling Up with Directors Following Major Failures: A***Socio-Economic Analysis | Kurt Wurthmann, Columbia U.***610** : (Paper Session) - (BPS) **Ownership Form and Firm Performance**

2:30pm - 3:50pm Westin Hotel: Cascade 1 (A)

Chair: Scott G. Johnson, U. of Minnesota

BPS: The Effect of Blockholder Ownership on Firm Value | **Torben Pedersen**, Copenhagen Business School; **Steen Thomsen**, Copenhagen Business School

BPS: The Benefits and Drawbacks of Large Block Ownership Before and During The East Asian Crisis | **Parthiban David**, U. of Notre Dame; **Michael A. Hitt**, Arizona State U.; **Wee-Liang Tan**, Singapore Management U.

BPS: Is Public Ownership Bad For Professional Service Firms? Evidence From Advertising Agencies | **Andrew von Nordenflycht**, Massachusetts Institute of Technology

BPS: Rent Production, Distribution, Consumption & Exchange | **Jean Boddewyn**, Baruch College

Discussant: **Anita McGahan**, Boston U.

611 : (Paper Session) - (BPS) Strategic Actions and Competitive Dynamics

2:30pm - 3:50pm Westin Hotel: Cascade 1 (B)

Chair: **Jamie D. Collins**, Texas A&M U.

BPS: The Role of Conduct in the Structure, Conduct, Performance Relationship | **Patrick Maggitti**, U. of Maryland, College Park; **Ken G. Smith**, U. of Maryland; **Curt Grimm**, U. of Maryland; **Pamela Jean Derfus**, U. of Maryland, College Park

BPS: The Impact of Market Actions on Firm Reputation | **Dax Basdeo**, U. of Maryland; **Ken G. Smith**, U. of Maryland; **Curt Grimm**, U. of Maryland; **Violina Rindova**, U. of Maryland; **Pamela Jean Derfus**, U. of Maryland, College Park

BPS: Reconceptualizing the Competition-Cooperation Relationship | **Ming-Jer Chen**, U. of Virginia

BPS: Network Ties as Sources of Action (Non)Conformity | **Ping Kwong Yeung**, Open U., Hong Kong; **Chung-Ming Lau**, Chinese U. of Hong Kong

Discussant: **Javier Gimeno**, INSEAD

612 : (BPS) Dynamic Resource-Based Theory? Relating Resource-Based Theory and Dynamic Capabilities Theory

2:30pm - 3:50pm Westin Hotel: Elliott Bay

Are Schumpeterian Rents Really Ricardian? | **Sharon A. Alvarez**, Ohio State U.; **Jay Barney**, Ohio State U.

The Dynamic Resource-based Theory | **Constance E. Helfat**, Dartmouth College; **Margaret A. Peteraf**, Dartmouth College

Equilibrium and Disequilibrium in Resource-based Theory | **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign

Boundary Conditions on Strategic Factor Market Theory | **Richard Makadok**, Emory U.; **Russell Coff**, Emory U.

Resources and Capabilities as Constraints | **Steven Postrel**, Southern Methodist U.

Strategy, Evolution, and Foresight | **Sidney G. Winter**, U. of Pennsylvania

Presenters: **Jay Barney**, Ohio State U.; **Sharon A. Alvarez**, Ohio State U.; **Constance E. Helfat**, Dartmouth College; **Margaret A. Peteraf**, Dartmouth College; **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Richard Makadok**, Emory U.; **Steven Postrel**, Southern Methodist U.; **Russell Coff**, Emory U.; **Sidney G. Winter**, U. of Pennsylvania

Moderator: **Nicolai Foss**, Copenhagen Business School

613 : (Paper Session) - (BPS) Strategy and Social Concerns

2:30pm - 3:50pm Westin Hotel: Vashon I

Chair: **Irene M. Duhaime**, Georgia State U.

BPS: Does it Pay to be Different? The Relationship Between Corporate Social and Financial Performance | **Stephen Brammer**, U. of Bath; **Andrew Millington**, U. of Bath

BPS: The Formation of Green Strategies in Chinese Firms | **Oana Branzei**, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia

BPS: Towards an Integration of Ethics and Strategy: Business & Society and Critical Management Research | **Andreas Georg Scherer**, U. of Zurich

BPS: Blood on the Coal: The Effect of Organizational Size and Differentiation on Mine Accidents | **Karen Page**, U. of Wyoming

Discussant: **Michael Yaziji**, INSEAD

614 : (Paper Session) - (BPS) Diversification

2:30pm - 3:50pm Westin Hotel: Vashon II

Chair: **Vasudevan Ramanujam**, Case Western Reserve U.

BPS: Diversification & Asian Crisis: A Longitudinal Study of Diversification of Singaporean Firms | **Shobha S. Das**, Nanyang Technological U.; **Elizabeth Ngah-Kiing Lim**, Nanyang Technological U.

BPS: Diversification and Performance: A Dynamic Perspective | **Shyam Kumar**, City U. of New York, Baruch College; **Anju Seth**, U. of Illinois, Urbana-Champaign; **Tailan Chi**, U. of Illinois, Urbana-Champaign

BPS: From Diversification Premium to Diversification Discount During Institutional Transitions | **Mike W. Peng**, Ohio State U.; **Keonbeom Lee**, Korea Institute of Finance; **Keun Lee**, Seoul National U.

BPS: Diversification as Learning | **Xavier Castañer**, HEC (Paris)

Discussant: **Andrew Delios**, National U. of Singapore

615 : (Paper Session) - (CAR) Career Strategies

2:30pm - 3:50pm Red Lion Hotel: San Juan

Chair: **Hugh Gunz**, U. of Toronto

CAR: The Psychological Contract as a Framework for Understanding Career Management and Commitment | **Jane Sturges**, Open U., U.K.; **Neil J. Conway**, London U.; **Andreas Liefoghe**, London U.; **David E. Guest**, King's College, London

CAR: Career Advancement of Women Managers in Hong Kong | **Vivienne W.M. Luk-Ho**, Hong Kong Baptist U.

CAR: The Paradox of Managerial Downsizing | **Craig Littler**, London U.

616 SHCS: (CAR, ENT, GDO) Leveling the Playing Field: Women's Entrepreneurship as an Egalitarian Choice

2:30pm - 3:50pm Washington State Convention & Trade Center: 602/603

Chair: **Jeannette Oppedisano**, Southern Connecticut State U.

Presenters: **Sandra Fielden**, U. of Manchester Institute of Science & Technology; **Joan Winn**, U. of Denver; **Mary Mattis**, Catalyst; **Andrea E. Smith-Hunter**, Siena College; **Karyn Loscoco**, State U. of New York, Albany

617 JS: (CAR, MC) Developing Executive Leaders in Contemporary Corporations: The Status Quo and New Directions

2:30pm - 3:50pm Red Lion Hotel: Bainbridge

Chair: **Jon P. Briscoe**, Northern Illinois U.
 Microsoft's Leadership Challenges, and the Leadership Development Efforts to Address them | **Peter West**, Microsoft Corporation
 The Effects of Succession Planning on Organizational Outcomes: Evidence from Large Corporations | **Ayse Karaevli**, Boston U.
 Leadership Development in a Dynamic Environment | **Mary Mannion Plunkett**, The Boeing Company; **Paul R Yost**, -
 The Roundabout Model: A Flexible Approach for Managing Leadership Development | **Jon P. Briscoe**, Northern Illinois U.; **C. Brooklyn Derr**, Brigham Young University
Presenters: **Ayse Karaevli**, Boston U.; **Peter West**, Microsoft Corporation; **Paul R Yost**, -; **Jon P. Briscoe**, Northern Illinois U.; **Mary Mannion Plunkett**, The Boeing Company
Discussant: **C. Brooklyn Derr**, Brigham Young University

618 (CM) The Dark Side of Democracy: Hierarchies, Power, and Status

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Cedar Room
 Examining the Inevitable - Power and Status Differences in Democratic Organizations |
Speakers: **Ronald S. Burt**, U. of Chicago - Raytheon Co.; **Tom Tyler**, New York U.; **Heather Haveman**, Columbia U.; **Deborah Gruenfeld**, Stanford U.; **John T. Jost**, Stanford U.; **Larissa Tiedens**, Stanford U.
Moderator: **Elizabeth A. Mannix**, Cornell U.

619 : (CMS) Rethinking Corporate Social Responsibility

2:30pm - 3:50pm Washington State Convention & Trade Center: 212
Participants: **Claire Moore Dickerson**, Rutgers U., Newark; **Kellye Y. Testy**, Seattle U.; **Cheryl L. Wade**, St. Johns U.; **Marleen O'Connor**, Stetson U. College of Law
Moderator: **Celia R. Taylor**, U. of Denver

620 JS: (CMS, ODC, OMT) Paradox and Dialectics

2:30pm - 3:50pm Washington State Convention & Trade Center: 2B
Chairs: **Chahrazed Abdallah**, HEC Montréal; **Jean-Louis Denis**, U. of Montreal; **Ann Langley**, HEC, Montreal
 Paradox: From Cursory Label to Conceptual Framework | **Marianne W. Lewis**, U. of Cincinnati
 Resistance is Futile? Notes toward Using Paradox to Build Better Theory | **Joao Vieira Cunha**, Massachusetts Institute of Technology
 Disappear to Survive and Prosper: Managing Paradox in a Hospital Merger | **Jean-Louis Denis**, U. of Montreal; **Serge Gagnon**, McGill U
 The Dialectics of Art and Management | **Chahrazed Abdallah**, HEC Montréal
Presenters: **Joao Vieira Cunha**, Massachusetts Institute of Technology; **Serge Gagnon**, McGill U; **Lise Lamothe**, Université Laval; **Ann Langley**, HEC, Montreal; **Marianne W. Lewis**, U. of Cincinnati
Discussant: **Kenneth Benson**, U. of Missouri

621 : (Paper Session) - (ENT) Networks

2:30pm - 3:50pm Washington State Convention & Trade Center: 203
Chair: **Bruce H. Kemelgor**, U. of Louisville

➔🗨️ENT: Network Ties, Prior Knowledge and Resource Acquisition by High-Tech Entrepreneurs | **Jing Zhang**, National U. of Singapore; **Poh-Kam Wong**, National U. of Singapore; **Pek H. Soh**, National U. of Singapore
 ENT: Firm-Level Entrepreneurial Behavior: Toward an Integrative Model | **Zeki Simsek**, U. of Connecticut
 ENT: An Evolutionary Model of Entrepreneurial Firms' Dependence on Networks: Go Beyond the Start-up Stage | **Zhi Huang**, Boston College; **Dan Li**, Texas A&M U.; **Manuel Portugal Ferreira**, U. of Utah
 ➔ENT: Leveraging Networks: Venture Teams' Internal Process, External Ties and Software Start-up Growth | **Balagopal Vissa**, London Business School; **Aya Chacar**, London Business School

622 : (Paper Session) - (ENT) Intentions

2:30pm - 3:50pm Washington State Convention & Trade Center: 213
Chair: **George S. Vozikis**, U. of Tulsa

ENT: Entrepreneurial Career Intention: A Self-efficacy Based Model | **Hao Zhao**, U. of Illinois, Chicago; **Scott Seibert**, U. of Illinois, Chicago; **Gerald E. Hills**, U. of Illinois, Chicago
 ENT: "It's a Hard Knock Life:" The Effects of the Entrepreneur's Psychological Hardiness on Performance | **Lena Rodriguez**, San Diego State U.; **Steven M. Sommer**, U. of California, Irvine
 ➔ENT: Human Capital, Social Capital, and Firm Performance in Chinese Private Enterprises | **Stephen T. T. Teo**, Chinese U. of Hong Kong; **Karen Yuan Wang**, U. of Technology, Sydney
 ENT: Social Entrepreneurship: How Intentions to Create a Social Enterprise Get Formed | **Johanna Mair**, IESE; **Ernesto Noboa**, IESE

623 (Paper Session) - (ENT) Entrepreneurial Orientations

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/ENT
 On Display on Panels P22 to P31

➔🗨️ENT: The Institutional Context of Business Planning for Nascent Organizations in Two Countries | **Benson Honig**, U. of Haifa; **Tomas Karlsson**, Jönköping International Business School
 🗨️ENT: Examining the Internet and Market Orientation on the Environment-Performance Among Small Businesses | **Peter Davis**, U. of Memphis; **Emin Babakus**, U. of Memphis; **Timothy Pett**, Wichita State U.
 🗨️ENT: The Effects of Entrepreneurs' Social Capital on Knowledge Transfer in Chinese High-Tech Firms | **Chunyan Jiang**, Chinese U. of Hong Kong
 🗨️ENT: A Tale of Two Universities: Entrepreneurship in Electrical Engineering at UCB and Stanford | **Martin F. Kenney**, U. of California, Davis
 🗨️ENT: Modeling Small Business Profitability. An Empirical Test in the Construction Industry. | **Johan Maes**, Katholieke U. Leuven; **Luc Sels**, Katholieke U. Leuven; **Filip Roodhooft**, Katholieke U. Leuven
 🗨️ENT: Entrepreneurship and Development Through Clusters: A Theoretical Model | **Hector Osvaldo Rocha**, London U.
 🗨️ENT: New Venture Resource Strategies: Learning and Conceptualisation from IT Start-ups | **Kavil Ramachandran**,

Indian School of Business ; **Sougata Ray**, Indian Institute of Management, Calcutta, India

- ☞ **ENT**: Entrepreneurship: Fact or Fiction in a Knowledge Economy | **R. Andrew Turner, Jr.**, U. of Alabama, Tuscaloosa
- ☞ **ENT**: Serial Entrepreneurs and Start-up Performance | **David Hsu**, U. of Pennsylvania

624 🗣️ (GDO) The Future of Diversity and Inclusion in Organizations

2:30pm - 3:50pm Red Lion Hotel: Orcas

Please join us for this special and exciting theme session to explore together the issues that will impact our field in the future.

Chair: **Bernardo M. Ferdman**, Alliant International U.

Presenters: **Faith Gabelnick**, Pacific U.; **Barbara R. Deane**, The GilDeane Group, Inc.; **Marjorie Hillson**, Port of Seattle

Discussant: **Evangelina Holvino**, Simmons College

625 🗣️ SHCS: (HCM, PNP) Empowerment through Collaboration among Safety Net Providers

2:30pm - 3:50pm Washington State Convention & Trade Center: 611/612

Organizer: **Rebecca S. Wells**, Pennsylvania State U.

Chair: **Gary J. Young**, U.S. Dept. of Veterans Affairs

Predicting Interorganizational Relationships Among Outpatient Drug Treatment Organizations 1990 - 20 | **Thomas D'Aunno**, INSEAD; **Christy Harris Lemak**, U. of Florida; **Rebecca S. Wells**, Pennsylvania State U.

Determinants of Collaboration among Health and Human Service Providers | **Kimberley Roussin Isett**, Texas A&M U.; **Joseph P Morrissey**, U. of North Carolina

Collaboration to Improve Services for the Uninsured: Exploring the Concept of Health Navigators | **Christy Harris Lemak**, U. of Florida; **Christopher E Johnson**, U. of Florida

Providing Health Services to the Uninsured: The Evolution of Interorganizational Cooperation | **Keith G. Provan**, U. of Arizona; **Gerri Lamb**, U. of Arizona; **Mary Doyle**, U. of Arizona

Outcomes of Community Health Center Integration: A Balanced Scorecard Assessment | **Rebecca S. Wells**, Pennsylvania State U.; **Bryan J. Weiner**, North Carolina U., Chapel Hill

626 : (HR) HR Division Ice Cream Social

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

It's a tradition! Come meet the HR Division officers, members, and Award winners.

Coordinator: **Ronald D. Johnson**, U. of Scranton

627 →: (Paper Session) - (IM) International Management: Capitalizing on Intangible Assets

2:30pm - 3:50pm Washington State Convention & Trade Center: 617

Chair: **William D Biggs**, -

IM: The Internationalization of Professional Service Firms: Effects of Human Capital and Social Capital | **Michael A. Hitt**, Arizona State U.; **Leonard Bierman**, Texas A&M U.; **Klaus Uhlenbruck**, Texas A&M U.; **Katsuhiko Shimizu**, U. of Texas, San Antonio

IM: Location as a Strategic Variable: Economic Geography and the MNE Internal and External networks | **Lilach Nachum**, City U. of New York, Baruch College

→ **IM**: International Franchising Expansion: Market Saturation, Intangible Assets and Agency Problems | **Manuel Gonzalez-Diaz**, U. de Oviedo, Spain

→ **IM**: Repatriate Assets and Their Impact on the Firm | **Gary Oddou**, California State U., San Marcos

Discussant: **Manfred Fuchs**, Karl Franzens U.

628 →: (Paper Session) - (IM) Getting In: Foreign Investments and the Liability of Foreignness

2:30pm - 3:50pm Washington State Convention & Trade Center: 618

Chair: **Yair Aharoni**, Tel Aviv U.

IM: Multinational Enterprise Investment: Investor Response to Entry Mode and Foreign Country Risks | **Anthony Goerzen**, Babson College; **Stephen Sapp**, U of Western Ontario

→ **IM**: The Influence of Host-Country Industry Structure on the Entry Mode Choice: A Multicountry Study | **B Elango**, Illinois State U.; **Rakesh B. Sambharya**, Rutgers U., Camden

IM: Does Technological Change Impact Liability of Foreignness for Multinational Retail Brokerage Firms? | **Thomas Roehl**, Western Washington U.; **Stephen S Standifird**, Western Washington U.; **Steven Globerman**, Western Washington U.

→ **IM**: The Emergence of A New Organizational Form: The Case of Wholly Owned Foreign Subsidiaries in China | **Jiatao Li**, Hong Kong U. of Science and Technology; **Jing Yu YANG**, Hkust-Dept of Management

Discussant: **R. Scott Marshall**, Portland State U.

629 JS: (IM, HR, CAR) Global Careers: Considerations for a Boundaryless World

2:30pm - 3:50pm Washington State Convention & Trade Center: 401

Organizer: **Mila Borislavova Lazarova**, Simon Fraser U.

Chair: **Mila Borislavova Lazarova**, Simon Fraser U.

Facilitator: **Paula M. Caligiuri**, Rutgers U.

Rites, Right? Coping with Transitions during Global Career Moves – Some Conceptual Considerations | **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration

Knowledge Management and Boundaryless Careers: The Role of Adaptive Expertise and Time Horizons | **Ibraiz Tarique**, Rutgers U.; **Mila Borislavova Lazarova**, Simon Fraser U.

International Careers: North-American, European and Asian Perspectives | **Günter K. Stahl**, INSEAD; **Paula M. Caligiuri**, Rutgers U.; **Jean-Luc Cerdin**, ESSEC; **Chei Hwee Chua**, INSEAD; **Edwin L. Miller**, U. of Michigan ; **Rosalie L. Tung**, Simon Fraser U.

Race and Gender: Silent but Salient Criteria in International Assignments to Asia-Pacific? | **Rosalie L. Tung**, Simon Fraser U.

Global Careers: The Impact of International Working on Work-Life Balance for Women | **Hilary Harris**, Cranfield U.

Presenters: **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration; **Ibraiz Tarique**, Rutgers U.; **Günter K. Stahl**, INSEAD; **Rosalie L. Tung**, Simon Fraser U.; **Hilary Harris**, Cranfield U.

Participants: **Jean-Luc Cerdin**, ESSEC; **Chei Hwee Chua**, INSEAD; **Edwin L. Miller**, U. of Michigan ; **Paula M. Caligiuri**, Rutgers U.

630 : (Paper Session) - (IPC) The Strategy Making Process

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 1

Facilitator: **Juan Ignacio Canales**, IESE, U. of Navarra**BPS:** Strategy Formation Effects on Managerial Action:Strategy in the Back of your Mind | **Juan Ignacio Canales**, IESE, U. of Navarra; **Joaquim Vila**, IESE, U. of Navarra**BPS:** Moving Strategy through the Organization | **Joyce S.****Falkenberg**, Agder University College**BPS:** Dear Prudence: An Essay on Practical Wisdom inStrategy Making | **Matt Statler**, Imagination Lab Foundation; **Bart Irwin Victor**, Vanderbilt U.; **Johan Roos**, Imagination Lab Foundation**BPS:** The Role of Middle Management in Strategic Process and Creation of Competitive Advantage | **Weilei Shi**, U. of Texas at Dallas; **Isil A Hezar**, U of Texas at Dallas; **Gregory G. Dess**, U of Texas at Dallas**631 : (Paper Session) - (IPC) Increasing Returns from Innovation**

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 2

Facilitator: **Christoph Lechner**, U. of St. Gallen**BPS:** The Emergence, Evolution, and Dissolution of a NetworkSystem: A Complexity Theory Perspective | **Christoph Lechner**, U. of St. Gallen; **Frank T. Rothaermel**, Georgia Institute of Technology**BPS:** The Impact of R&D Scope on Firm Productivity in Systemic Industries | **Sendil Ethiraj**, U. of Michigan**BPS:** When Does a New Technology Survive in the Network Economy? | **Jeho Lee**, KAIST Graduate School of Management; **Jaeyong Song**, Yonsei U.**BPS:** Where Do Indirect Network Effects Come From?Empirical Test of the US Video Game Industry, 1976-2002 | **N. Venkatraman**, Boston U.; **Chi-Hyon Lee**, Boston U.**632 : (Paper Session) - (IPC) Governance Form and Sourcing Decisions**

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 3

Facilitator: **Matthew Bidwell**, Massachusetts Institute of Technology**BPS:** Opportunism in Supply Chain Partnerships in China |**Dean Tjosvold**, Lingnan U.; **Zi You Yu**, Lingnan U.; **Alfred Shiu Ho Wong**, Lingnan U.; **Nancy Yifeng Chen**, Lingnan U.**BPS:** The "How" of Firm Boundaries: Comparing Governance for Internal and External IT Projects | **Matthew Bidwell**, Massachusetts Institute of Technology**BPS:** Transaction Cost Economics of Market-BasedExchange: Reputation and External Verification Agencies | **Stephen S Standifird**, Western Washington U.; **Marc Weinstein**, U. of Oregon**633 : (Paper Session) - (IPC) Coping with Workplace Challenges**

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 1

Facilitator: **Nancy DiTomaso**, Rutgers Business School--Newark and New Brunswick**HR:** Antecedents and Consequences of Stress in theKnowledge Economy | **Josephine Chinying Lang**, Nanyang Technological U.; **Chay Hoon Lee**, Nanyang Technological U.**GDO:** The Moderating Effects of Social and Financial Capital on Hardships | **Rochelle Parks-Yancy**, Rutgers U.; **Nancy DiTomaso**, Rutgers Business School--Newark and New Brunswick; **Corinne A. Post**, Pace U.**CAR:** The Impact of Job Counseling and Retraining During Periods of Downsizing | **Gedaliahu Harel**, Technion-Israel Institute of Technology; **Daphna Rom-Nagy**, Technion; **Shay Tzafrir**, University of Haifa**OB:** Organizational Socialization in the Lens of Stress and Coping: An Integration | **Wei Zhang**, University of Illinois**634 : (Paper Session) - (IPC) Leading with Spiritual Purpose**

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 2

Facilitator: **Jae Uk Chun**, State U. of New York at Binghamton☉ **MSR:** Servant Leadership at TDIndustries: Inspirational, Moral, and Effective | **J. Lee Whittington**, U. of Dallas; **Rosemary Maellaro**, U. of Dallas☉➔ **MSR:** Enacting Spirituality at Work: An Empirical Study | **Mario Fernando**, Victoria U., Wellington**MSR:** The Jezebel Spirit: A Case Study in Subversive Leadership | **Joanne H. Gavin**, Marist College**OB:** Close and Distant Charismatic Leadership in Organizations: Toward a Balanced Leadership Perspective | **Jae Uk Chun**, State U. of New York at Binghamton; **Kim Jaussi**, State U. of New York, Binghamton; **Shelley D Dionne**, State U. of New York, Binghamton**635 : (Paper Session) - (IPC) Determinants of Acquisition Performance**

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 3

Facilitator: **Patricia Doyle Corner**, U. of Waikato**BPS:** Exploring Competing Motivations Behind the Acquisition of High-technology Targets | **David R. King**, United States Air Force**BPS:** Implications of Market Cycle and Diversification Strategy for Acquisition Performance | **Nitin Pangarkar**, National U. of Singapore; **Junius Lie**, National U. of Singapore**BPS:** Effects of Mode and Strength of the Firm's Ties to Investment Banks on its Acquisition Performance | **Alexander M. Sleptsov**, U. of Michigan, Ann Arbor**BPS:** A Cognitive Explanation of Value Creation and Destruction in Acquisitions | **Patricia Doyle Corner**, U. of Waikato**636 : (Paper Session) - (IPC) Promoting Employee Well-Being**

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 4

Facilitator: **Brent Chartier**, Central Michigan U.**MC:** Addressing Addiction Defines a Democratic Workplace | **Brent Chartier**, Central Michigan U.**MC:** Building Democracy and Corporate Citizenship through Socio-economic Management Consulting | **Vincent Cristallini**, ISEOR, U. of Lyon

MH: The Relationship Between Discourse in Print Media and Adoption of Workplace Substance Abuse Programs | **Chester Spell**, Rutgers U.

🗨️ **CMS:** Open Book Management as a Democratic Alternative for Workplace Coordination | **Bernard Goitein**, Bradley U.

637 : (*Paper Session*) - (*IPC*) **Organizational Learning and Innovation in an Asian Context**

2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 1

Facilitator: **Paul Gertler**, University of California, Berkeley

TIM: Measuring Marketing and R&D Integration: Implications for Innovation Management | **Michael T. Cheung**, Hong Kong U.; **Ziqi Liao**, Hong Kong Baptist U.; **Wing Keung Wong**, NUS

TIM: Learning from Exporting: Evidence from Indonesia | **Garrick Blalock**, Cornell U.; **Paul Gertler**, University of California, Berkeley

TIM: The Impact of Information Technology Investment Announcements on the Market Value of Firms in Japan | **Narczyz Roztock**, State U. of New York, New Paltz; **Atsuko Imai**, State U. of New York, New Paltz

OMT: Reversal of Fortunes in the Japanese Banking Industry | **William P. Wan**, Thunderbird, The American Graduate School of International Management; **Robert E. Hoskisson**, U. of Oklahoma; **Daphne Yiu**, Chinese U. of Hong Kong

638 : (*Paper Session*) - (*IPC*) **Technology Sourcing and Innovation**

2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 2

Facilitator: **Dawn DeTienne**, Utah State U.

ENT: Does Culture Matter to Corporate Entrepreneurs? Innovation-Oriented Cultures and Firm Performance | **Dawn DeTienne**, Utah State U.; **Christine S. Koberg**, U. of Colorado, Boulder

TIM: Process Technology Sourcing Strategy and Positional Advantage across Product Technology Contexts | **Brent B. Allred**, College of William and Mary; **K. Scott Swan**, College of William and Mary

TIM: Technology Introduction: Fuel Cell Patent Portfolios | **Alan Pilkington**, Royal Holloway, U. of London

TIM: Innovation-Supportive Culture: The Case of Advanced Manufacturing Technology | **Shalini Khazanchi**, U. of Cincinnati; **Marianne W. Lewis**, U. of Cincinnati; **Kenneth Boyer**, Michigan State U.

639 : (*Paper Session*) - (*IPC*) **Creating Conditions for Innovation**

2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 3

Facilitator: **Quintus R. Jett**, Rice U.

OM: Building process improvement capacity | **Steven J. Spear**, Harvard U.

TIM: The Effects Of Diversity On Innovation | **Srikanth Paruchuri**, Columbia U.; **Micki Eisenman**, Columbia U.

TIM: Conditions for Intuitive Problem Solving in Product Innovation Teams | **Quintus R. Jett**, Rice U.; **Adria Anuzis Brown**, Stanford U.

TIM: Evaluating the Effects of Creativity Training on Employee Innovation | **Kamal Birdi**, Sheffield U.

640 : (*Paper Session*) - (*IPC*) **Dynamics of Innovation Networks**

2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 1

Facilitator: **Aard J. Groen**, U. of Twente

IM: Dynamics of Entrepreneurs' Networks in a Transition Economy: the Case of Russia | **Bat Batjargal**, Stanford U./Peking U.

ENT: The Impact of Initial Conditions on the Formation of Innovation Network | **Hung-Bin Ding**, Loyola College

ENT: Knowledge Intensive Entrepreneurship in Networks: A Social System Perspective | **Aard J. Groen**, U. of Twente

ENT: Is Profitability Linked to Social Networks in New Hollywood Film Ventures? | **Jason C. Senjem**, Syracuse U.; **Kira Kristal Rilmington**, Syracuse U.; **Maria Lubomirova Goranova**, Syracuse U.

641 : (*Paper Session*) - (*IPC*) **Beliefs and Mental Models in HR Systems**

2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 2

Facilitator: **Amy E. Colbert**, U. of Iowa

HR: Accounting for HR: Employee Involvement and Bias in Analysts' Earnings Reports | **George Benson**, U. of Texas, Arlington; **Susan Young**, Emory U.

HR: Determinants of the Mental Models of HR Strategists | **Chester S. Labeledz**, Boston College

HR: Towards a New Taxonomy of Managerial Competence: An Open Systems Perspective | **Samir Shrivastava**, Bond U.; **James (Ben) Shaw**, Bond U.

HR: Who Believes Us? Understanding the Consistency of Managers' Beliefs with HR Research Findings | **Amy E. Colbert**, U. of Iowa; **Sara L. Rynes**, U. of Iowa; **Kenneth G. Brown**, U. of Iowa

642 : (*Paper Session*) - (*IPC*) **Perceived Organizational Support**

2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 3

Facilitator: **Frederick Morgeson**, Michigan State U.

HR: Work Design Questionnaire (WDQ): Developing and Validating a Comprehensive Measure of Work Design | **Frederick Morgeson**, Michigan State U.; **Stephen Humphrey**, Michigan State U.

SIM: Synthesis of Ethical Context and Perceived Organization Support Frameworks: Doing Well by Doing Good | **Sean Valentine**, U. of Wyoming; **Martin Greller**, U. of Wyoming; **Sandra Richtermeyer**, U. of Wyoming

HR: Perceived Organizational Support and Performance: Evidence for Differential Prediction | **Lori A. Muse**, Western Michigan U.; **Christina L. Stamper**, Western Michigan U.

OB: Perceived Available Support: Description and Validation of a Multidimensional Measure | **Sandra A. Lawrence**, U. of Queensland; **John Gardner**, U. of Queensland; **Victor J. Callan**, U. of Queensland

643 : (*Paper Session*) - (*IPC*) **Capitalizing on Team Member Skills and Expertise**

2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 4

Facilitator: **Derek R. Avery**, Saint Joseph's U.

HR: The Impact of Transportable Teamwork Skills Training on Project Team Effectiveness | **Aleksander P. Ellis**, Michigan State U.; **Bradford S. Bell**, Cornell U.; **Robert E. Ployhart**, U. of Maryland; **John R. Hollenbeck**, Michigan State U.; **Daniel R. Ilgen**, Michigan State U.

GDO: The Effects of Conflict and Communication on Innovation in Diverse Groups: An Australian Experience | **Anna Moore**, U. of Queensland; **Oluremi B. Ayoko**, U. of Queensland

GDO: Blending Diversity Content and Contact to Foster Diversity Management Competency | **Derek R. Avery**, Saint Joseph's U.; **Kecia M. Thomas**, U. of Georgia

🗨️**OB:** Recognizing and Leveraging Expertise in Work Groups: The Alignment of Experience and Influence | **J. Stuart Bunderson**, Washington U.

644 🗨️: (Paper Session) - (MC) **Facilitating Knowledge Management through Consulting**

2:30pm - 3:50pm Washington State Convention & Trade Center: 307

Chair: **Jeffrey L. Kerr**, U. of Miami

MC: The Influence of Management Consultants on Client Firm Market Value: Evidence from the U.S. and U.K. | **Donald D. Bergh**, Pennsylvania State U.; **Emmet Wrafter**, National U of Ireland - Galway

🗨️➔**MC:** Reflections about the Role of Expert Knowledge and Consultants in an Emerging Knowledge Economy | **Hans-Dieter Evers**, Center for Development Research; **Thomas Menkhoff**, Singapore Management University

MC: Collective Competencies Management in the JavaCard Forum: a Tool to Develop Technological Innovation | **Francoise Dupuich-Rabasse**, Esc Rouen; **Georges Trepo**, HEC, France

Discussant: **Robert F. Jenefsky**, Ecole Hoteliere de Lausanne

645 : (Paper Session) - (MED) **Building Blocks for Management Educators: Efficacy, Trust and Productivity**

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Juniper Room

Chair: **Dale E. Rude**, U. of Houston

MED: Teaching and Research Performance Among Faculty: The Influence of Person and Situational Variables | **Lisa A. Burke**, Louisiana State U., Shreveport; **Karen E James**, Louisiana State U., Shreveport

MED: Developing Personal Teaching Efficacy in New Ph.D. Students | **James Paul Burton**, U. of Washington, Bothell; **Nola-Jean Bamberry**, U. of Washington, Seattle; **Jason Harris-Boundy**, U. of Washington, Seattle

📖**MED:** Learning and Teaching Strategic Management Through Experiential Methods 🗨️ | **Maheshkumar P Joshi**, George Mason U.; **Ken Weidner**, Saint Joseph's U.; **Ravi Kathuria**, Chapman U.; **Elizabeth B Davis**, George Washington U.

📖➔🗨️**MED:** The 9-11/Enron Attacks on our Global Economy: How Management Educators Can Help Build the Trust | **William P. Ferris**, Western New England College; **James A. F. Stoner**, Fordham U.; **Joan Weiner**, Drexel U.; **Cheryl Tromley**, Fairfield U.

Discussants: **Kristena Payne Gaylor**, Jackson State U.; **Courtney Shelton Hunt**, Northern Illinois U.

646 🗨️: (Paper Session) - (MH) **Management History &**

Democracy: An Active Experiment

2:30pm - 3:50pm Grand Hyatt Seattle: Blewett Suite

Chair: **Peter B. Petersen**, Johns Hopkins U.

Facilitators: **Bill Cooke**, U. of Manchester Institute of Science & Technology; **Lois Landis Kurowski**, Indiana U., Kokomo

MH: Breaking Kayfabe: An Exploration of "The History of the History" 🗨️ | **Fiona A E McQuarrie**, U. College of the Fraser Valley

647 🗨️SHCS: (MH, SIM, HR) **Employee Privacy Then and Now: The Changing Face of a Constant Issue**

2:30pm - 3:50pm Washington State Convention & Trade Center: 609/610

Chair: **Jane Whitney Gibson**, Nova Southeastern U.

Employee Privacy Issues of the Early 20th Century | **Regina A. Greenwood**, Kettering U.

Contextual Factors and Employee Privacy: 1930s-1940s | **Eileen Kelly**, Ithaca College

Post War Privacy Issues | **Dewey E. Johnson**, California State U., Fresno

Current Employee Privacy Issues | **Jane Whitney Gibson**, Nova Southeastern U.; **Charles W. Blackwell**, Nova Southeastern U.

Emerging Employee Privacy Issues | **Dana V. Tesone**, U. of Central Florida

Presenters: **Regina A. Greenwood**, Kettering U.; **Eileen Kelly**, Ithaca College; **Dewey E. Johnson**, California State U., Fresno; **Charles W. Blackwell**, Nova Southeastern U.; **Dana V. Tesone**, U. of Central Florida

Discussant: **Barry Barnes**, Nova Southeastern U.

648 : (Paper Session) - (MOC) **Mindsets, Frames & Balance: Cognitive Approaches**

2:30pm - 3:50pm Westin Hotel: Olympic

MOC: The Debilitating Effect of Counterfactual Mind-Sets on Divergent Thinking | **Laura Kray**, U. of California, Berkeley; **Adam Galinsky**, Northwestern U.

MOC: Effects of Attribute Framing on Cognitive Processing and Evaluation | **Bard Kuvaas**, Norwegian School of Management; **Marcus Selart**, Norwegian School of Management

MOC: Work-Life Balance Revisited: A Cognitive Approach | **Souha R. Ezzedeen**, George Washington U.; **Paul M. Swiercz**, George Washington U.

Discussant: **Susan E. Brodt**, Duke U.

649 🗨️JS: (MOC, OMT) **The Complexity of Knowledge Distribution across Real and Imagined Boundaries**

2:30pm - 3:50pm Westin Hotel: Cascade 2

Presentations will be followed by an interactive panel/audience discussion.

Chair: **Katherine A. Lawrence**, U. of Michigan

Knowledge Networks and Knowledge Creation at the Individual, Group, and Firm Levels | **Melissa A. Schilling**, New York U.; **Corey Phelps**, U. of Washington

How Coordination Neglect Complicates Distributed Cognition | **Chip Heath**, Stanford U.

"So Close and Yet..." | **Scott A Snook**, Harvard U.

Distributed Sensemaking across Interorganizational Networks: The Diagnosis of the West Nile Virus | **Joe Porac**, Emory U.;

Hayagreeva Rao, Northwestern U.; **Karl E. Weick**, U. of Michigan; **Katherine A. Lawrence**, U. of Michigan
Authors: **Corey Phelps**, U. of Washington; **Joe Porac**, Emory U.; **Hayagreeva Rao**, Northwestern U.; **Melissa A. Schilling**, New York U.
Participants: **Chip Heath**, Stanford U.; **Scott A Snook**, Harvard U.
Discussant: **Karl E. Weick**, U. of Michigan

650 : (Paper Session) - (MSR) Spiritually Informed Leadership

2:30pm - 3:50pm Grand Hyatt Seattle: Menzies Suite

Facilitator: **Tyrone S. Pitsis**, University of Technology, Sydney

MSR: Defining Spirituality in Context of the Workplace: An Ethnomethodological Study | **Deborah M. Wharff**, U. of Maryland, University College

MSR: Integrating Christian Spirituality into transactional, transformational and transcending leadership | **Domènec Melé**, IESE, U. of Navarra

→ **MSR:** The Transformation of Transformational Leaders: Inventing Higher Purpose | **Sangeeta Parameshwar**, U. of Illinois, Springfield

651 : (Paper Session) - (OB) **OCB (Organizational Citizen Behavior), Organizational Performance**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/OB
 Displayed on Panels P7 to P11

👁️ **OB:** Work-Life Spillover: How Organizational Practices Relating to Voice Affect Employees' Non-Work Lives | **Frances J. Milliken**, New York U.; **Naomi Rothman**, New York U.

👁️ **OB:** A 'Balanced Scorecard' Assessment of the Linkage Between OCB and Organization Performance | **David L. Turnipseed**, Indiana U./Purdue U., Fort Wayne

👁️ **OB:** The LMX-OCB Relationship Revisited: A Quantitative and Qualitative Review | **Rick D Hackett**, McMaster U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Lynda J. Song**, Hong Kong U. of Science and Technology

👁️ **OB:** More or Less Team Time: Deadline Changes and Team Transitions, Performance, and Satisfaction | **John Ullmen**, U. of California, Los Angeles

652 : (Paper Session) - (OB) Transformational Leadership, Multi-Level and Charisma

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **William D Spangler**, State U. of New York, Binghamton

OB: Paddling Upstream in Leadership Research: Exploring Antecedents of Transformational Leadership | **Robert S. Rubin**, DePaul U.; **David C. Munz**, Saint Louis U.; **William H. Bommer**, Georgia State U.

OB: Towards Supportive Teams: The Role of Team's Design, Culture, and Leadership | **Anat Drach-Zahavy**, U. of Haifa; **Anit Somech**, U. of Haifa

OB: Transformational Leadership, Psychological Contract Breach and Organizational Identification | **Olga Epitropaki**, ALBA Business School

👁️ → **OB:** Levels of Leadership, Psychological Empowerment, Leadership, and Organizational Commitment | **Weichun Zhu**, U. of Nebraska, Lincoln; **Bruce**

J. Avolio, U. of Nebraska, Lincoln; **William Koh**, National U. of Singapore; **Bhata Puja**, -

653 : (OB) Through a Multilevel Perspective: Understanding Individual and Team Performance

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room B

Chairs: **Hui Liao**, U. of Illinois, Urban-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign

A Multilevel Model of Self- and Team Regulation During Complex Skill Acquisition | **Steve W. J. Kozlowski**, Michigan State U.; **Richard DeShon**, Michigan State U.; **Aaron Schmidt**, Michigan State U.

A Multilevel-multifoci Framework of Justice | **Hui Liao**, U. of Illinois, Urban-Champaign; **Deborah E. Rupp**, U. of Illinois at Urbana-Champaign

Teamwork Self-Efficacy and Behavior: Extension of Social Cognitive Theory to Collective-Efficacy | **Kevin Tasa**, McMaster U.; **Simon Taggar**, York U.; **Gerard H. Seijts**, U. of Western Ontario

Antecedents of Individual Centrality in Team Networks: How Do They Get There? | **Katherine J. Klein**, U. of Maryland; **Beng Chong Lim**, U. of Maryland/Ministry of Defense, Singapore; **Jessica Saltz**, U. of Maryland

A Cross-level Investigation of the Impact of Diversity on Employee Counterproductive Behavior | **Hui Liao**, U. of Illinois, Urban-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Aichia Chuang**, National Taiwan U. of Science and Technology

Authors: **Kevin Tasa**, McMaster U.; **Steve W. J. Kozlowski**, Michigan State U.; **Katherine J. Klein**, U. of Maryland; **Hui Liao**, U. of Illinois, Urban-Champaign; **Deborah E. Rupp**, U. of Illinois at Urbana-Champaign; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Simon Taggar**, York U.; **Richard DeShon**, Michigan State U.; **Beng Chong Lim**, U. of Maryland/Ministry of Defense, Singapore; **Gerard H. Seijts**, U. of Western Ontario; **Aaron Schmidt**, Michigan State U.; **Jessica Saltz**, U. of Maryland; **Aichia Chuang**, National Taiwan U. of Science and Technology
Discussant: **David A. Hofmann**, U. of North Carolina at Chapel Hill

654 : (OB) Exploring the Nomological Network of Collective Efficacy: Recent Findings, New Directions

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Room 424

Chair: **Stanley M. Gully**, Rutgers U.

A Contextual Multilevel Framework of Collective Efficacy | **Stanley M. Gully**, Rutgers U.

Personality, Transformational Leadership, Team Member Efficacy, and Collective Efficacy | **Narda R. Quigley**, U. of Maryland, College Park; **Paul E. Tesluk**, U. of Maryland

A Multilevel Examination of Efficacy Beliefs, Mediating Regulatory Processes, and Performance | **Gilad Chen**, Georgia Institute of Technology; **B. Anthony Thomas**, Georgia Institute of Technology; **J. Craig Wallace**, Georgia Institute of Technology; **Erin E. Page**, Georgia Institute of Technology

Big Five Personality Factors, Collective Outcome and Process Efficacy: A Longitudinal Study | **Catherine G. Collins**, Australian Graduate School of Management; **Sharon Parker**, Australian Graduate School of Management

Discussant: **John Mathieu**, U. of Connecticut

655 JS: (OB, CAR) Definitions and Consequences of Occupational Status

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: West Room A

Status and the Meaning of Work: Prestige in the Eye of the Beholder | **Amy Wrzesniewski**, New York U.Dirty Work and Prestige | **Kara Anne Arnold**, Memorial U.; **Julian Barling**, Queen's U.Status-inflating Careers: Does the Status Influence Career Choice? | **Kenneth J Levine**, Emerson CollegeOccupational Status Hierarchies in Sub-cultures | **Wendy L Guild**, U. of Colorado, Denver*Presenters:* **Amy Wrzesniewski**, New York U.; **Kara Anne Arnold**, Memorial U.; **Kenneth J Levine**, Emerson College; **Wendy L Guild**, U. of Colorado, Denver*Participant:* **Julian Barling**, Queen's U.*Discussant:* **Peter A. Heslin**, Southern Methodist U.**656 JS: (OB, OMT, MOC) Socially Constructing Safety: Do Accidents Speak Louder than Words?**

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Aspen Room

Chair: **Nick Turner**, Queen's U., CanadaNot Waiting for an Accident to Happen: A Study of Near Miss Accidents | **Garry C Gray**, U. of TorontoSafety Subcultures and the Social Construction of Safety | **E. Andrew Kapp**, U. of Wisconsin, Whitewater"As Far as is Reasonably Practicable": Safety Discourse Among Three Enmeshed Organizations | **Sarah Jane Tennant**, U. of Sheffield; **Nick Turner**, Queen's U., CanadaHow Processing of Accident Cases Reproduces Institutions | **Rodney Lacey**, U. of FloridaDiscussant's Remarks | **Davide Nicolini**, U. of Trento*Presenters:* **Garry C Gray**, U. of Toronto; **E. Andrew Kapp**, U. of Wisconsin, Whitewater; **Sarah Jane Tennant**, U. of Sheffield;**Rodney Lacey**, U. of Florida*Discussant:* **Davide Nicolini**, U. of Trento**657 : (Paper Session) - (OCIS) Software Development Expertise and Learning**

2:30pm - 3:50pm Washington State Convention & Trade Center: 614

Chair: **Cynthia M. Beath**, U. of Texas, Austin**OCIS:** Individual, Group and Organizational Learning in Software Development: A Learning Curve Analysis | **Wai Fong Boh**, Carnegie Mellon U.; **Sandra Slaughter**, Carnegie Mellon U.; **J. Alberto Espinosa**, American U.**OCIS:** Software Development Expertise: An Empirical Comparison Using Revealed Causal Maps | **Deborah J. Armstrong**, U. of Arkansas; **V. K. Narayanan**, Drexel U.**OCIS:** Mobilizing Software Expertise in Personal Knowledge Exchanges | **Sanjay Gosain**, U. of Maryland*Discussants:* **Ann Majchrzak**, U. of Southern California; **Mark Keil**, Georgia State U.; **Peter H. Gray**, U. of Pittsburgh**OCIS:** Software Development Expertise: An Empirical Comparison Using Revealed Causal Maps | **Deborah J. Armstrong**, U. of Arkansas; **V. K. Narayanan**, Drexel U.**OCIS:** Mobilizing Software Expertise in Personal Knowledge Exchanges | **Sanjay Gosain**, U. of Maryland**658 : (ODC) Complex Collaboration: Building the Capabilities for Working Across Boundaries**

2:30pm - 3:50pm Washington State Convention & Trade Center: 304

Chair: **Michael Martin Beyerlein**, U. of North Texas*Speakers:* **Susan G. Cohen**, U. of Southern California; **Jude Olson**, Lockheed Martin; **Mary Witort**, WorldCom; **Lori Bradley**, U. of NorthTexas; **Frank J. Barrett**, Naval Postgraduate School; **Don Mankin**, Alliant International U.**659 : (OM) Journal of Operations Management Best Papers Award Finalists**

2:30pm - 3:50pm Westin Hotel: Adams

*In this session the JOM best paper finalists will briefly present their papers, and the winner of the best paper award will be announced.**Moderator:* **Robert Handfield**, -**660 : (Paper Session) - (OMT) Identity Dynamics and Metamorphic Change**

2:30pm - 3:50pm Westin Hotel: Cascade 1 (C)

Chair: **Davide Ravasi**, Bocconi U.**OMT:** On the Cutting Edge: Identity Transformation and Institutional Change Among Surgical Residents | **Katherine C. Kellogg**, Massachusetts Institute of Technology**OMT:** Organizational Identity Dynamics: Identity Adaptation in a Multinational Alliance | **Lin Lerpold**, Stockholm School of Economics**OMT:** Mind the Gap: Organizational Identity Processes During an Alliance | **Timothy J. Tobin**, Booz Allen Hamilton**OMT:** The Metamorphosis Motive for Major US Mergers, 1993-2000 | **Kathleen Park**, Massachusetts Institute of Technology*Discussant:* **Andrew Hoffman**, Boston U.**OMT:** The Metamorphosis Motive for Major US Mergers, 1993-2000 | **Kathleen Park**, Massachusetts Institute of Technology*Discussant:* **Andrew Hoffman**, Boston U.**661 : (Paper Session) - (OMT) Contexts, Capabilities, and Strategies for Innovation**

2:30pm - 3:50pm Westin Hotel: St. Helens

Chair: **Rosario F. Faraci**, U. of Catania**OMT:** Making Do with What's at Hand: Bricolage as Resourcefulness in Two Contexts | **Ted Baker**, U. of Connecticut; **Reed E Nelson**, Southern Illinois U., Carbondale**OMT:** Absorptive Capacity Revisited: Organizational Integration and Firm's Innovative Capabilities | **Marco Tortoriello**, Carnegie Mellon U.**OMT:** The Structure of Alliance Networks in New Organizational Fields: The Case of Nanotechnology | **Kenneth Colwell**, U. of Oregon**OMT:** Entry Mode and Incumbency Status in Firm Product Innovation in the Optical Disk Drive Industry | **Olga M. Khessina**, U. of California, Berkeley*Discussant:* **Andrew Hargadon**, U. of California, Davis**OMT:** Entry Mode and Incumbency Status in Firm Product Innovation in the Optical Disk Drive Industry | **Olga M. Khessina**, U. of California, Berkeley*Discussant:* **Andrew Hargadon**, U. of California, Davis**662 SHCS: (OMT, CAR) From the Wings to Center-Stage: Enriching Understanding of Relationships in Organizations**

2:30pm - 3:50pm Washington State Convention & Trade Center: 619/620

Toward a Functional Theory of Relationships at Work | **Robert L. Cross**, U. of VirginiaRe-Embodying Relationships at Work | **Emily Heaphy**, U. of MichiganShifting connections: The role of relationships in career transition and change | **Herminia Ibarra**, INSEADMirror, mirror on the wall...: The symbiotic relationship between the reflected self and high quality | **Laura Morgan Roberts**, Harvard U.

High Quality Relations and the Communal Resource | **Georg Von Krogh**, U. of St. Gallen

Presenters: **Emily Heaphy**, U. of Michigan ; **Robert L. Cross**, U. of Virginia; **Herminia Ibarra**, INSEAD; **Laura Morgan Roberts**, Harvard U.; **Georg Von Krogh**, U. of St. Gallen

Discussant: **Stacy Blake-Beard**, Simmons College

Winner of OMT Division Best Symposium Proposal Award

663 JS: (ONE, CMS) Problematizing Sustainability

2:30pm - 3:50pm Washington State Convention & Trade Center: 607

Chair: **Terry B. Porter**, U. of Massachusetts, Amherst

A Critical Analysis of Sustainability Discourse | **Naomi R. Olson**, Boston College

The Business Journey to Sustainability: Destination Not Defined! | **Kate Kearins**, U. of Waikato

Self and Sustainability: The Environment as Other in Identity-Making Processes | **Terry B. Porter**, U. of Massachusetts, Amherst

Sustainable Water, Inc.: Water as Commodity | **Sharon Livesey**, Fordham U.

Beyond Sustainability: The Subsumption of Nature by Capital under Empire | **Lynne Andersson**, Temple U.

Presenters: **Naomi R. Olson**, Boston College; **Kate Kearins**, U. of Waikato; **Terry B. Porter**, U. of Massachusetts, Amherst; **Sharon Livesey**, Fordham U.; **Lynne Andersson**, Temple U.

664 (Paper Session) - (PNP) **Public and Nonprofit Division Distinguished Speaker**

2:30pm - 3:50pm Grand Hyatt Seattle: Stevens

"Global Civil Society as an Emerging Social Organism"

Facilitator: **Sue R. Faerman**, State U. of New York, Albany

Distinguished Speaker: **David C. Korten**, Positive Futures Network/People-Centered Development Forum

665 (Paper Session) - (RM) **Incomplete Data, Networks, and Other Quantitative Issues**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/RM
Displayed on Panels P12 to P21

☞ **RM:** How to Deal with Missing Categorical Data: Test of a Simple Bayesian Method | **Thomas Astebro**, U. of Waterloo; **Gongyue Chen**, U. of Waterloo

☞ **RM:** Do We Have Enough? The Accuracy of Incomplete Data from Small Groups. ☞ | **Jeremy Dawson**, Aston U.

☞ **RM:** Identifying Sets of Key Players in a Network | **Steve Borgatti**, Boston College

☞ **RM:** Using Triadic Analysis to Determine the Origins of Errors in Actor Assessments of Advice Networks | **William L. Dougan**, U. of Wisconsin, Whitewater

☞ **RM:** Development of a Measure of Employability | **Mel Fugate**, Southern Methodist U.

☞ **RM:** Controlling Instability and Method Variance when Estimating Predictor Importance | **John Kammeyer-Mueller**, U. of Florida; **Piers Steel**, U. of Calgary

☞ **RM:** Crossover Linear Modeling: Combining Company and Applicant Heterogeneity in Recruitment Studies | **Jian Han**, Cornell U.

☞ **RM:** Multi-Country Event Studies: Assessing the Financial Impact of Strategic Actions in Global Settings | **Namgyoo K. Park**, U. of Miami

☞ **RM:** Agent-Based Models in Management Research | **Duncan Andrew Robertson**, Oxford U.

☞ **RM:** Isn't It Ironic: Use of Deception to Avoid Perceived Deception | **Robyn A Berkley**, RPI; **Ramon J. Aldag**, U. of Wisconsin, Madison

666 (Paper Session) - (SIM) **Social Responsibility, Reputation, Stakeholders, and Performance: Macro and Micro Approaches**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/SIM
Displayed on Panels P1 to P6

☞ **SIM:** Interrelatedness and Value Creation in Firm-Stakeholder Networks. | **Sybille Sachs**, U. of Zurich; **Natasha Vijay Munshi**, U. of Pittsburgh

☞ **SIM:** Social Performance and CEO Compensation: Direct Effects and Interactions with Financial Performance | **Joseph E. Coombs**, U. of Richmond; **K. Matthew Gilley**, Oklahoma State U.

☞ **SIM:** Corporate Social Responsibility, the New Social Contract: A Democratic Solution for the Common Good | **Robin Taylor-Byerly**, Appalachian State U.

→ ☞ **SIM:** Reputation Management Capabilities as Decision Rules | **Purseys Heugens**, Concordia U.

☞ **SIM:** Does a Firm's Stakeholder Orientation Affect Its Political Abilities? | **Kathleen Rehbein**, Marquette U.; **Douglas A. Schuler**, Rice U.

☞ **SIM:** An Attribution Model of Stakeholder Perceptions of the Firm | **Thomas J. Zagenczyk**, U. of Pittsburgh; **Audrey J. Murrell**, U. of Pittsburgh

667 (Paper Session) - (SIM) **Corruption and the Multinational Enterprise**

2:30pm - 3:50pm Washington State Convention & Trade Center: 608

Chair: **Sandra L Christensen**, Eastern Washington U.

→ ☞ **SIM:** The Invisible Hand, Corruption, and Political Risk | **Chris Robertson**, Northeastern U.

→ **SIM:** MNEs and Corrupt Practices: The Search for Effective Global Policies | **Paul Steidlmeier**, Binghamton U.

→ ☞ **SIM:** Democracy, Economic Freedom, Corruption, Culture and Wealth: Implications for Ethics Education | **Paul G Wilhelm**, U. of Texas, Permian Basin

Discussants: **Craig V. VanSandt**, Augustana College; **Mark P. Sharfman**, U. of Oklahoma

668 (Paper Session) - (SIT) **Organizational Justice and Remedies**

2:30pm - 3:50pm Washington State Convention & Trade Center: 205

Facilitator: **Lynn K. Harland**, U. of Nebraska, Omaha

→ **OB:** Retaliating Against Supervisors & Organizations: Theory of Planned Behavior and Justice Predictions ☞ | **David Allen Jones**, U. of Calgary

CAR: Career Development for Going Beyond The Call of Duty: Is it Perceived as Fair? | **Adelle J. Bish**, Queensland U. of Technology; **Lisa Bradley**, Queensland U. of Technology; **Leisa D. Sargent**, U. of Melbourne

MH: Examining Organizational Justice Through the Eyes of the Past: Contributions of Mary Parker Follett | **Laurie J Barclay**, U. British Columbia

Ronald B. Shuman Best Graduate Student Paper Award

CM: A Different Way to "Get Even:" Organizational Remedies to Procedural and Interactional Injustice | **Jochen Reb**, U. of Arizona; **Barry M. Goldman**, U. of Arizona; **Laura Kray**, U. of California, Berkeley; **Jeff Hale**, U. of Arizona

669 : (Paper Session) - (SIT) **Managing Organizational Change**

2:30pm - 3:50pm Washington State Convention & Trade Center: 210

Facilitator: **Beverly Little**, Western Carolina U.

🗨️ **ODC:** Managing Improvisation within the Management of Change: Some Lessons from UK Financial Services | **Stephen Ashley Leybourne**, U. of Plymouth

CMS: Beneath and Beyond Change: Exploring the Discourses of Organizational Change Management. | **Andrew Jonathan Sturdy**, Imperial College, U. of London; **Christopher Grey**, -

📖 **HCM:** Organizational Reaction to Severe Environmental Jolts | **Leonard H. Friedman**, Oregon State U.; **Pietro Marghella**, United States Navy

OMT: Cognitive Shifts and Internally-Focused Change: A Field Study of Process Improvement | **Anjali Sastry**, Massachusetts Institute of Technology; **Nelson P. Repenning**, Massachusetts Institute of Technology

670 : (Paper Session) - (SIT) **Virtual Teams**

2:30pm - 3:50pm Washington State Convention & Trade Center: 211

Facilitator: **Robert C Schwab**, Andrews U.

🗨️ **OCIS:** A Longitudinal Study of Virtual Team Effectiveness | **Stacie Furst**, U. of North Carolina, Chapel Hill; **Martha Reeves**, Duke U.; **Benson Rosen**, North Carolina U., Chapel Hill; **Richard S. Blackburn**, U. of North Carolina

IM: Influence And Political Processes In Cyberspace: The Case Of Global Virtual Teams | **Efrat Elron**, The Open U. IL; **Eran Vigoda**, Haifa U.

MED: The Effects of Dispositional Trust and Team-member Exchange in the Virtual Environment | **Rudolph J. Sanchez**, California State U., Fresno; **Julie B. Olson-Buchanan**, California State U., Fresno; **Paula L. Rechner**, California State University, Fresno; **James M. Schmidtke**, California State U., Fresno

IM: A Review of the Literature on Global Virtual Teams | **Vincent Jean Marie Duriau**, ITAM, Mexico; **Anil K. Gupta**, U. of Maryland

671 : (Paper Session) - (TIM) **Knowledge and Technology Transfer**

2:30pm - 3:50pm Washington State Convention & Trade Center: 206

Chair: **Melissa M. Appleyard**, U. of Virginia

TIM: Know-How Transfer: The Role of Social and Economic Factors | **Ariff Kachra**, Pepperdine U.; **Roderick E. White**, U. of Western Ontario

TIM: Technology Transfer and Implementation: Exploring 'Time-to-Build' in the Semiconductor Industry | **Robert Salomon**, U. of Southern California; **Xavier Martin**, New York U.

TIM: The Effect of Organizational Context on Individual Performance: Evidence From Cardiac Surgery | **Robert S. Huckman**, Harvard U.; **Gary P. Pisano**, Harvard U.

TIM: From Corporate Strategy to Performance: The Effect of Interunit Knowledge Transfer on Innovativeness | **Michael J. Fern**, U. of North Carolina, Chapel Hill; **Laura B. Cardinal**, Tulane U.

Discussant: **Diane E Bailey**, Stanford U.

672 🗨️ (Paper Session) - (TIM) **Competition and Incentives**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/TIM
On display on Panels P42 to P47

🗨️ **TIM:** Determinants of E-Communication Adoption: The Internal Push versus External Pull Factors | **Yikuan Lee**, -

🗨️ **TIM:** Boards as Agents of Innovation: How Board Characteristics Affect R&D in Research Intensive Firms | **Xuanli Xie**, U of North Carolina, Chapel Hill; **Hugh O'Neill**, U. of North Carolina, Chapel Hill; **Laura B. Cardinal**, Tulane U.

🗨️ **TIM:** Entrepreneurial Organizational Culture | **Steve McGuire**, George Washington U.

🗨️ **TIM:** Liberating HR through Automation | **Samir Shrivastava**, Bond U.; **James (Ben) Shaw**, Bond U.

🗨️ **TIM:** New Product Development Team Performance: The Role of Team Member Personality | **Richard R Reilly**, Stevens Institute of Technology; **Gary S. Lynn**, Stevens Institute of Technology; **Zvi H. Aronson**, Stevens Institute of Technology

🗨️ **TIM:** The Human Side of Radical Innovation | **Gina O'Connor**, Rensselaer Polytechnic Institute; **Christopher McDermott**, Rensselaer Polytechnic Institute

673 : (Paper Session) - (TIM) **The Adoption of New Technology**

2:30pm - 3:50pm Washington State Convention & Trade Center: 613

Chair: **Isabelle Dostaler**, Concordia U.

TIM: Risk and the Adoption of New Technologies: A Field Study | **Stefano Perlusz**, Singapore Management U.; **Urs E. Gattiker**, Aalborg U.; **Nilmini Wickramasinghe**, Cleveland State U.

TIM: Innovation As A Managerial Competition: Catabolic Learning In The New Product Development Process | **Alva Taylor**, Dartmouth College

TIM: Determinants of EDI Adoption and Integration in the US and Japanese Automobile Suppliers | **Seiji Manabe**, Kobe U.

TIM: How Does Technology Destiny Affect Organizational Innovation? | **Robert G. Fichman**, Boston College

Discussant: **Ping Wang**, U. of California, Los Angeles

Monday 2:45PM

674 : (AAC) **Conference Break**

2:45pm - 3:15pm Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area

Join us for refreshments and a prize raffle!

Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

Monday 4:10PM

675 🗣️: (AA) **Democracy in the Academy: Promoting Positive Professional Practice**

4:10pm - 5:20pm Westin Hotel: Fifth Avenue

*Academy Presidents and Ethics committee discuss implications of democracy for AOM and positive professional practice.**Organizer: Elena P. Antonacopoulou, U. of Manchester*Dilemmas about Democracy in the Academy: Reflections by Academy Presidents, Past and Present | **Jone L. Pearce**, U. of California, Irvine; **Jean M. Bartunek**, Boston CollegePromoting Positive Professional Practice: The Work of the Ethics Committee | **Judith A. White**, U. of Redlands; **Carol D. Watson**, Rider U.; **Kimberly B. Boal**, Texas Tech U.; **John E Fleming**, -; **Regina Bento**, U. of BaltimoreDeveloping a Democratic Academy through Positive Professional Practice | **Morten Huse**, Norwegian School of Management; **Stefanie Ann Lenway**, U. of Minnesota*Presenters: Elena P. Antonacopoulou, U. of Manchester; Jean M. Bartunek, Boston College; Regina Bento, U. of Baltimore; Kimberly B. Boal, Texas Tech U.; John E Fleming, -; Morten Huse, Norwegian School of Management; Stefanie Ann Lenway, U. of Minnesota; Jone L. Pearce, U. of California, Irvine; Carol D. Watson, Rider U.; Judith A. White, U. of Redlands***676** 🗣️: (AA) **Workplace Democracy: Exploring Issues of Free Speech at Work**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Grand Ballroom A

*Free speech is a protected societal right, severely constrained in workplaces. Addresses workplace free speech, in research/practice. Organizer: Deborah Kidder, Towson U.*Free Speech, Democracy, and Voice (or Lack thereof) in the Workplace | **Bruce Barry**, Vanderbilt U.Satisfying the Customer at the Expense of Management: How Competing Psychological Contracts Can Encourage Low Workplace Democracy and High Employee Deviance | **Barrie E. Litzky**, Pennsylvania State U., Great Valley; **Kimberly A. Eddleston**, Northeastern U.; **Deborah Kidder**, Towson U.Rogue Organizations: Employee Responses to Deviant Requests | **Judi McLean Parks**, Washington U.; **Sammy Showail**, Washington U.; **Li Mah**, Washington U.Managing Perceptions of Verbal Aggressiveness, Argumentative Behavior and Conflict: A Test of the In | **Michael Gross**, Colorado State U.Justice and Antisocial Behavior at Work: A Social Network Perspective | **Michelle K. Duffy**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas; **Jason D. Shaw**, U. of Kentucky*Presenters: Deborah Kidder, Towson U.; Bruce Barry, Vanderbilt U.; Barrie E. Litzky, Pennsylvania State U., Great Valley; Kimberly A. Eddleston, Northeastern U.; Judi McLean Parks, Washington U.; Sammy Showail, Washington U.; Li Mah, Washington U.; Michael Gross, Colorado State U.; Michelle K. Duffy, U. of Kentucky; Jonathan Lewis Johnson, U. of Arkansas; Jason D. Shaw, U. of Kentucky**Moderator: Donald E. Conlon, Michigan State U.***677** 🗣️: (AA) **Democratization of Education: e-Learning in a Knowledge Economy**

4:10pm - 5:40pm Sheraton Seattle Hotel & Towers: Grand Ballroom B

*Speakers from five U.S./European business schools identify best practices and applications of e-learning in MBA programs.**Organizer: Vinod K Jain, U. of Maryland U. College**Presenters: Anne M Ferrante, U. Texas at Dallas; James C. Hall, Pace U.; Richard J. Magjuka, Indiana U.; John McGee, U. of Warwick; Salvatore Monaco, U. of Maryland, University College; Vinod K Jain, U. of Maryland U. College**Discussant: Howard Thomas, U. of Warwick***678** 🗣️: (Paper Session) - (BPS) **Strategic Alliances**4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P43 to P48🗣️BPS: Knowledge Alliances And Firm Performance: A New Look At The Knowledge Based View Of The Firm | **Rajiv Nag**, Pennsylvania State U.🗣️BPS: Organizational Factors as Determinant of International Strategic Alliances Performance | **Angeles Montoro**, U. Complutense, Madrid🗣️BPS: Strategies for Managing a Portfolio of Alliances | **Werner Helmut Hoffmann**, Vienna U. of Economics and Business Administration🗣️BPS: Political Connectedness and the Formation of Cross-Border Alliances | **Jordan Siegel**, Massachusetts Institute of Technology🗣️BPS: Going Once, Going Twice, Gone: Uncertainty, Alliances, and Overpayment | **Karen Page**, U. of Wyoming🗣️BPS: Formal and Informal Institutions: Effects of Government and Business Group on Entrepreneurial Growth | **Daphne Yiu**, Chinese U. of Hong Kong; **Robert E. Hoskisson**, U. of Oklahoma; **Yuan Lu**, Chinese U. of Hong Kong**679** 🗣️: (Paper Session) - (BPS) **Alliances and Acquisitions**

4:10pm - 5:20pm Westin Hotel: Cascade 1 (A)

*Chair: Anne S. York, U. of North Carolina, Chapel Hill*BPS: Living Together Before Marriage: Alliance Between Acquirer and a Target and Acquisition Performance | **Patrizia Porrini**, Long Island U.BPS: Acquisition or Alliance? Governance of Interfirm Resource Combination | **Lihua Olivia Wang**, Northwestern U.; **Edward Zajac**, Northwestern U.BPS: Who Acquires Whom? The Effects of Alliance Networks and Technological Similarity on Acquisitions | **Henri Schildt**, Helsinki U. of Technology; **Tomi Laamanen**, Helsinki U. of TechnologyBPS: Industry Determinants of the "Merger versus Alliance" Decision | **Xiaoli Yin**, Purdue U.; **Mark T. Shanley**, Purdue U.
*Discussant: Lori Rosenkopf, U. of Pennsylvania***680** 🗣️: (Paper Session) - (BPS) **Capabilities, Transaction Costs and Evolution**

4:10pm - 5:20pm Westin Hotel: Cascade 1 (B)

*Chair: Govert Vroom, INSEAD*BPS: Institutional Structure of Production Revisited: Transaction Costs, Capabilities and Evolution | **Michael G. Jacobides**, London Business School; **Sidney G. Winter**, U. of Pennsylvania

BPS: A Knowledge-based Theory of Governance Choice—A Problem-solving Approach | **Jack A. Nickerson**, Washington U.; **Todd Zenger**, Washington U.

BPS: Learning to Contract: Evidence from the Personal Computer Industry | **Kyle J. Mayer**, U. of Southern California; **Nicholas Argyres**, Boston U.

BPS: Governance, Inducements-Contributions and Organizational Capabilities | **Michael Carney**, Concordia U.; **Eric Gedajlovic**, U. of Connecticut

Discussant: **Catherine Maritan**, State U. of New York, Buffalo

681 : (Paper Session) - (BPS) **Corporate Venturing and Venture Capital**

4:10pm - 5:20pm Westin Hotel: Vashon I

Chair: **Andrea Lanza**, Bocconi U./Calabria U.

BPS: When Do Ideas Survive in Organizations? Relatedness and Framing of the Intrapreneur | **Christian H. Czernich**, Stockholm School of Economics

BPS: Corporate Venturing Performance: An Investigation into the Applicability of Venture Capital Models | **Julian M. Birkinshaw**, London Business School; **Susan A. Hill**, London Business School

BPS: Corporate Venture Capital and Recognition of Technological Discontinuities | **Markku Maula**, Helsinki U. of Technology; **Thomas Keil**, York U.; **Shaker A. Zahra**, Babson College

BPS: Toward a Knowledge-Based View of Entrepreneurial Initiatives and Performance | **Zeki Simsek**, U. of Connecticut

Discussant: **Raphael H. Amit**, U. of Pennsylvania

682 : (Paper Session) - (BPS) **Technological Change and Innovation**

4:10pm - 5:20pm Westin Hotel: Vashon II

Chair: **Quintus R. Jett**, Rice U.

BPS: Industry Life Cycles and their Causes | **Kenneth L. Simons**, Royal Holloway, U. of London

BPS: Sequential Options, Capabilities, and the Timing of Technology Investments | **Gita Sud de Surie**, U. of Pennsylvania; **Rita Gunther McGrath**, Columbia U.; **Ian C. MacMillan**, U. of Pennsylvania

BPS: Determinants of Technological Search Behavior of the Firm | **Weiru Chen**, Purdue U.

BPS: Establishing the Innovation Performance Link: An Empirical Study on the Biotech Industry | **Gino Cattani**, U. of Pennsylvania; **Christina Fang**, U. of Pennsylvania

Discussant: **George Westerman**, Massachusetts Institute of Technology

683 SHCS: (BPS, OB, OMT) **What If the Academy Actually Mattered?: A 10 Yr Retrospective on Hambrick's Presidential Address**

4:10pm - 5:20pm Washington State Convention & Trade Center: 609/610

What If the Academy Actually Mattered?: A Ten Year Retrospective on Don Hambrick's 1993 Presidential Address

Presenters: **Andrew H. Van de Ven**, U. of Minnesota; **Kathleen Eisenhardt**, Stanford U.; **Jeffrey Pfeffer**, Stanford U.; **Blaine McCormick**, Baylor U.

Discussant: **Donald C. Hambrick**, Pennsylvania State U.

684 JS: (BPS, TIM, OMT) **Governing the Information Commons: Standards and Self-Regulation**

4:10pm - 5:20pm Westin Hotel: Elliott Bay

Chairs: **Tim Simcoe**, U. of California, Berkeley; **Michael W. Toffel**, U. of California, Berkeley

Climbing Atop the Shoulders of Giants: The Impact of Institutions on Cumulative Research | **Jeffrey L. Furman**, Boston U.; **Scott Stern**, Northwestern U.

Conflict and Common Interest in the Development of Industry Standards: The Case of the Internet Engi | **Tim Simcoe**, U. of California, Berkeley

The Effect of Network Mediated Spillovers on the Changing Value of Adoption | **Ann Terlaak**, U. of Wisconsin, Madison; **Andrew King**, Dartmouth College

Assessing the Effectiveness of Self-Regulation | **Michael W. Toffel**, U. of California, Berkeley

Presenters: **Jeffrey L. Furman**, Boston U.; **Scott Stern**, Northwestern U.; **Ann Terlaak**, U. of Wisconsin, Madison; **Andrew King**, Dartmouth College

Discussants: **Paul Ingram**, Columbia U.; **Anita McGahan**, Boston U.

685 : (Paper Session) - (CAR) **Contemporary Careers**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CAR
Displayed on Panels P9 to P18

☞☞☞ **CAR:** Using Intelligent Networks to Advance Careers in a Knowledge Economy | **Suzanne C. de Janasz**, James Madison U.; **Sherry E. Sullivan**, Bowling Green State U.; **Vicki Whiting**, Westminster College

☞☞ **CAR:** Family-Friendly Policies | **Kathleen Frye**, U. of Missouri, St. Louis; **James A. Breugh**, U. of Missouri, St. Louis

☞ **CAR:** How Career Variety Can Promote Executive Adaptability: A Theoretical Model | **Ayse Karaevli**, Boston U.

☞ **CAR:** Reframing Organizational Commitment within a Contemporary Careers Framework | **Kate Walsh**, Cornell U.; **Masako Shibata Taylor**, Cornell U.

☞ **CAR:** The Effect of Multiple Roles on Employed Caregiver Stress: Competing Perspectives from Role Theory | **Hugh T Bainbridge**, U. of Melbourne; **Christina Cregan**, U. of Melbourne; **Carol T. Kulik**, U. of Melbourne

☞ **CAR:** Managerial Employment Gaps: Different Effects on Paychecks and Satisfaction | **Joy Schneer**, Rider U.; **Frieda Reitman**, Pace U.

☞ **CAR:** Mentoring in Modern Organizations: A Look at the Antecedents and Outcomes of Developmental Networks | **Lisa Dragoni**, U. of Maryland; **Paul E. Tesluk**, U. of Maryland; **Joyce E.A. Russell**, U. of Maryland

☞ **CAR:** Fairness in Relocation Decision Making: A Justice Network for Work and Family | **Barbara A. Ribbens**, Western Illinois U.

☞ **CAR:** Simultaneous Socialization: Becoming Bicultural | **David M. Sluss**, Arizona State U.

☞ **CAR:** Common Pathways of Health and Performance: Self-efficacy and Affective Well-being Among Young Workers |

Catherine Loughlin, U. Toronto; **David Zweig**, U. of Toronto;
Ralph W. Lubbers, U of Toronto

686 : (Paper Session) - (CAR) Supportive Career

4:10pm - 5:20pm Red Lion Hotel: San Juan

Chair: **Rene Schalk**, Tilburg U.

CAR: The Personal Costs of Citizenship Behavior 📖 | **Mark C. Bolino**, U. of Notre Dame; **William H. Turnley**, Kansas State U.

CAR: Examining Employee Performance and Turnover Intentions from A Careers Perspective | **Maria L Kraimer**, U. of Illinois, Chicago; **Scott Seibert**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **Robert C. Liden**, U. of Illinois, Chicago

CAR: The Relationship Between Altruism and Helping Behaviors: Some Moderating Effects of Burnout 📖 | **Hetty Van Emmerik**, Utrecht U.; **Tom Stone**, Oklahoma State U.; **I. M. Jawahar**, Illinois State U.

687 📖📖📖➔🗣️SHCS: (CAR, HR, IM) **Change and Continuity of Traditional Japanese Career Models**

4:10pm - 5:20pm Washington State Convention & Trade Center: 611/612

Chairs: **Mami Taniguchi**, Waseda U.; **Toshihiro Kanai**, Kobe U.

Presenters: **Ichiro Kato**, Kushiho Public U. of Economics; **Kiyoshi Takahashi**, Nanzan U.; **Masaru Yamashita**, Aoyama Gakuin U.; **Ryuta Suzuki**, U. of Shizuoka; **Tetsushi Fujimoto**, Nanzan U.; **Koji Takahashi**, Nanzan U.; **Hiroshi Yamamoto**, Aoyama Gakuin U.; **Tatsuya Uenoyama**, Fukushima U.

Discussant: **John van Maanen**, Massachusetts Institute of Technology

688 : (Paper Session) - (CM) Negotiation Processes and Communication

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Cedar Room

Chair: **Terri R. Kurtzberg**, Rutgers U.

CM: "Beating Around the Bush" and Persuasive Arguments in Negotiations | **Fieke Harinck**, Leiden U.

CM: Starting Low but Ending High: A Behavioral Reversal of the Anchoring Effect in Auctions | **Gillian Ku**, Northwestern U.; **Adam Galinsky**, Northwestern U.; **J. Keith Murnighan**, Northwestern U.

CM: The Effect of Flinching in Response to an Opening Offer | **Neil E. Fassina**, U. Toronto; **Glen Robert Whyte**, U. of Toronto

689 : (CMS) CMS Business Meeting

4:10pm - 5:20pm Washington State Convention & Trade Center: 212

690 🗣️: (Paper Session) - (CMS) **Critical Research**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CMS

On display on Panels P31 to P42

🗣️**CMS: Mechanization of Work Design in Call Centers: An Empirical Examination of the "Sweatshop" Argument** | **Marcia Carvalho de Azevedo**, PUC/Campinas - Pontificia Universidade Católica de Campinas; **Miguel P. Caldas**, EAESP-FGV, Fundação Getúlio Vargas

🗣️**CMS: Intervening in the Inevitable: Contesting Globalization in the Public Sector** | **Andre Spicer**, U. of Warwick; **Peter Fleming**, U of Melbourne

🗣️**CMS: Rethinking Strategy and Change: A Discourse Perspective** | **Steve Victor Jaynes**, Deakin U.

➔🗣️🗣️**CMS: Democratizing Knowledge: An Empirical Study of the HQ-Subsidiary Relationship in MNCs** | **Raza A. Mir**, William Paterson U.; **Ali H. Mir**, William Paterson U.; **Bobby Banerjee**, U. of South Australia; **Peter C Diplock**, Clarkson U.

➔🗣️🗣️**CMS: Globalising Processes: Implications for Democracy** | **Suzette Dyer**, U. of Waikato

🗣️🗣️**CMS: Illusions of Participation: An Exploration of Micropractices of Discursive Closure in Teams** | **Patricia B. Sikora**, Sikora Associates, LLC

🗣️**CMS: Earning Your Place in Society: Is Workplace Merit an Operative Social Contract?** 📖 | **Harry J. Van Buren III**, Northern Iowa U.

🗣️🗣️**CMS: Participative Urban Governance and Knowledge Requirements. The Case of the Urban Retail System** | **Tore Omholt**, Norwegian School of Management BI

📖🗣️🗣️**CMS: Racial Discrimination in Employment: Assessment of Theories and An Integrative Approach** | **Mohammed A. Al-Waqfi**, Acadia U; **Harish C Jain**, McMaster U.

📖🗣️**CMS: Women and Work: Brazilian Academic Production in the Administration Field** | **Maria Irene Stocco Betiol**, FGV-EAESP; **Luis Guilherme Galeão-Silva**, EAESP-FGV

🗣️**CMS: Making Sense of Temporal Organizational Boundary Control** | **Graeme MacDermid**, York U.

🗣️**CMS: Authoritarianism and Involvement in Dialectical Interaction: Contradiction and Irony** | **Thomas Eugene Will**, U. of Georgia

691 🗣️: (ENT) **Worker Response to Constraints**

4:10pm - 5:20pm Washington State Convention & Trade Center: 203

Chair: **Lotte Bailyn**, Massachusetts Institute of Technology |

Presenters: **Maria Julia Prats**, Harvard U.; **Sonali Shah**,

Massachusetts Institute of Technology; **Anita L. Tucker**, Harvard U.

Discussants: **Jennifer M. George**, Rice U.; **Jing Zhou**, Texas A&M U.

692 🗣️SHCS: (ENT, GDO) **Gender and Entrepreneurship: Opportunity Generation, Access, Awareness, Evaluation & Exploitation**

4:10pm - 5:20pm Washington State Convention & Trade Center: 602/603

Chairs: **Ramon J. Aldag**, U. of Wisconsin, Madison; **Ted Baker**, U. of Connecticut

Women Entrepreneurs: A Consideration of Entrepreneurial Opportunities | **Candida G. Brush**, Boston U.; **Patricia G. Greene**, U. of Missouri, Kansas City

Boundaryless Transitions for Women Entrepreneurs -- A Reality Check? | **Dorothy Perrin Moore**, The Citadel
Reproducing, Transmitting, and Transforming Gender in Mexico | **Joanne Martin**, Stanford U.; **Olivia O'Neill**, Stanford U.

Gender Differences in Opportunity Evaluation | **Ted Baker**, U. of Connecticut; **Ramon J. Aldag**, U. of Wisconsin, Madison; **Eden Blair**, U. of Wisconsin, Madison

Women's Entrepreneurship -- FEM Research Program | **Carin Holmquist**, Stockholm School of Economics; **Monica Lindgren**, Stockholm School of Economics

Presenters: **Eden Blair**, U. of Wisconsin, Madison; **Candida G. Brush**, Boston U.; **Patricia G. Greene**, U. of Missouri, Kansas City;

Dorothy Perrin Moore, The Citadel; **Joanne Martin**, Stanford U.; **Carin Holmquist**, Stockholm School of Economics; **Monica Lindgren**, Stockholm School of Economics; **Olivia O'Neill**, Stanford U.; **Ramon J. Aldag**, U. of Wisconsin, Madison; **Ted Baker**, U. of Connecticut

693 : (GDO) On Our 20th Year: GDO and WIM -- Past, Present, and Future

4:10pm - 5:20pm Red Lion Hotel: Orcas

Come celebrate our 20th year as an Academy division, as we reflect on key points in our history and discuss our future.

Chair: Laura M. Graves, Clark U.

Presenters: Kathryn M. Bartol, U. of Maryland, College Park; **Gary N. Powell**, U. of Connecticut; **Stella M. Nkomo**, U. of South Africa; **Alison M. Konrad**, U. of Western Ontario; **Martin N. Davidson**, U. of Virginia

694 🗣️: (HCM) HCM Distinguished Speaker: Cheryl M. Scott, President and CEO, Group Health Cooperative.

4:10pm - 5:20pm Westin Hotel: Whidbey

The title of Ms. Scott's speech is: "Can we bridge the gap between current health services research and the realities of every day practice?"

Introduction: Leonard H. Friedman, Oregon State U.

695 🗣️: (Paper Session) - (HR) HR Division's "Best Paper" Honorees

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR
Displayed on Panels P1 to P8.

- 🗣️🗣️HR: Faking in the Employment Interview 🗣️ | **Julia Levashina**, Purdue U.; **Michael A. Campion**, Purdue U.
- 🗣️HR: The Effects of Organizational Brand Equity on Employment Brand Equity and Recruitment Outcomes 🗣️ | **Jakub Sovina**, Cornell U.; **Christopher Collins**, Cornell U.
- 🗣️HR: Recruitment Policy vs. Recruitment Process: Espoused Theory and Theory-in-Use 🗣️ | **Anna Stafsudd**, Lund U.
- 🗣️🗣️HR: Predictive Validity and Adverse Impact: A Comparison of Three Managerial Selection Methods 🗣️ | **Catherine L. Tyler**, Oakland U.; **John Bernardin**, Florida Atlantic U.
- 🗣️HR: An Integrated Perspective of Antecedents to Ingratiation Behaviors 🗣️ | **K. Michele Kacmar**, Florida State U.; **Dawn S. Carlson**, Baylor U.; **Virginia Bratton**, Florida State U.; **Martha C. Andrews**, West Virginia U.

Winner of HR Division Best Paper Award

- 🗣️HR: Professional Employees and Union Voting: Revisiting the Role of General and Specific Union Beliefs 🗣️ | **Patrick McHugh**, George Washington U.; **Heejoon Park**, U of Manitoba; **Matthew M. Bodah**, U of Rhode Island
- 🗣️➔🗣️HR: On The Validity of Reported Company Financial Performance 🗣️ | **Maura Sheehan**, U. of Dallas; **Toby Wall**, U. of Sheffield; **Jonathan Michie**, Birkbeck College; **Malcolm Patterson**, U. of Sheffield; **Stephen J. Wood**, U. of Sheffield; **Chris Clegg**, U. of Sheffield

696 ➔: (IM) AIM-IM Division Distinguished Scholar Forum: The Evolving Theory of the Multinational Firm

4:10pm - 5:40pm Washington State Convention & Trade Center: 401

Chair: Michael A. Hitt, Arizona State U.

The Evolving Theory of the Multinational Firm | *Distinguished Speaker: Yves Doz*, INSEAD
Speakers: Stephen B. Tallman, U. of Utah; **Andrew Inkpen**, Thunderbird, The American Graduate School of International Management; **Julian M. Birkinshaw**, London Business School

697 JS: (IM, CAR, HR) International Career Self-Management: Theory and Empirical Evidence

4:10pm - 6:00pm Washington State Convention & Trade Center: 2B

The international travelers described in these papers are expatriates from Finland, Great Britain, New Zealand, and the USA.

Chairs: Kerr Inkson, Massey U., New Zealand; **David C. Thomas**, Simon Fraser U.

Crossing National Boundaries: A Further Challenge for the Boundaryless Career Approach | **Michael B. Arthur**, Suffolk U.

Autonomous Travel Strategies and the Development of Career Capital | **Barbara Myers**, Auckland U of Technology; **Kerr Inkson**, Massey U., New Zealand

Proactive Career Behavior in an International Context: A Study of Expatriate Academics | **Julia Richardson**, Centre for Innovation & Entrepreneurship; **Mary Mallon**, Massey U., Palmerston North

Global Careers: New Evidence Among Global Managers with Aspatial Careers | **Vesa Suutari**, U. of Vaasa

Accentuate the Negative: An Important Heuristic for Self-Directed International Adjustment | **Ellen Ensher**, Loyola Marymount U.; **Mark Mendenhall**, U. of Tennessee, Chattanooga

Analysis of Self-Initiating Career Path Strategies: Similarities and Differences Across Genders | **Charles M. Vance**, Loyola Marymount U.

Presenters: Michael B. Arthur, Suffolk U.; **Ellen Ensher**, Loyola Marymount U.; **Mary Mallon**, Massey U., Palmerston North; **Mark Mendenhall**, U. of Tennessee, Chattanooga; **Barbara Myers**, Auckland U of Technology; **Julia Richardson**, Centre for Innovation & Entrepreneurship; **Vesa Suutari**, U. of Vaasa; **Charles M. Vance**, Loyola Marymount U.

698 : (Paper Session) - (IPC) Website Complexity and Communication Technology Adoption

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 1

Facilitator: Alain Pinsonneault, McGill U.

OCIS: Effects of the Nature and Direction of Hypertext Links on Trust Transfer | **Katherine J. Stewart**, U. of Maryland, College Park; **Yali Zhang**, U. of Maryland, College Park

OCIS: Perceived Web Site Complexity: Conceptualization, Measurement and Validation | **Sucheta Nadkarni**, U. of Nebraska, Lincoln; **Reetika Gupta**, City U. of New York, Baruch College

OCIS: Understanding the Implementation of Configurable Information Technology | **Marlei Pozzebon**, HEC, Montreal; **Alain Pinsonneault**, McGill U.

OCIS: Communication Technologies Adoption among Heterogeneous Network Users: The Case of Instant Messaging | **Alina M. Chircu**, U. of Texas, Austin; **Sirkka Jarvenpaa**, U. of Texas, Austin

699 : (Paper Session) - (IPC) The Effects of Democracy and Training Protocols On Student Groups

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 2

Facilitator: **Susan M. Adams**, Bentley College**MC:** A Democratic Approach to Conducting Field-based Student Consulting Projects | **Susan M. Adams**, Bentley College; **Alberto Zanzi**, Suffolk U.**MED:** A Preliminary Taxonomy of Positive and Negative Characteristics in Student Project Groups | **Jim Paul**, U. of Kansas Medical Center**MED:** Engaging Students in Business Policy and Strategy: A Case Competition. | **Patricia Doyle Corner**, U. of Waikato; **Stephen Bowden**, U. of Waikato; **Eva Collins**, Waikato U., New Zealand; **Jenny Lesley Gibb**, U. of Waikato; **Kate Kearins**, U. of Waikato; **Kathryn Mary Pavlovich**, U. of Waikato**OB:** Effects of Performance Theory Characteristics and Training Protocols on Frame-of-Reference Training | **Krista L. Uggerslev**, U. of Calgary; **Lorne M Sulsky**, U. of Calgary; **David V Day**, Pennsylvania State U.**700 : (Paper Session) - (IPC) The Internet as a Transaction Facilitator**

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 3

Facilitator: **Ben Oviatt**, Georgia State U.**OCIS:** On-line Trade Negotiations: A Study of Perceived Fairness of Negotiation-Support Tools Usage | **Chei-Sian Lee**, U. of Illinois, Chicago; **Khim Yong Goh**, U. of Chicago; **Chay Hoon Lee**, Nanyang Technological U.**ENT:** Internet & Internationalizing | **Jifeng Yu**, Georgia State U.; **Alice de Koning**, Georgia State U.; **Ben Oviatt**, Georgia State U.**TIM:** The Grand Coalition versus Competing Coalitions: Trade-offs in How to Standardize | **Marc van Wegberg**, Maastricht U.**701 : (Paper Session) - (IPC) The Role of Technology in Fostering Product Innovation**

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 4

Facilitator: **Filiz Tabak**, Towson U.**TIM:** E-Recruiting Through a Marketing Lens: An Interdisciplinary Approach to a Job Marketing Innovation | **Yuping Liu**, Old Dominion U.; **Steven D. Maurer**, Old Dominion U.**TIM:** Sustaining Innovation through Market Knowledge: Evidence from the Fashion Industry | **Paola Cillo**, Bocconi U.; **Gabriele Troilo**, Bocconi U.**TIM:** Product Architecture Modularity Strategies: Toward a General Theory | **Juliana Hsuan Mikkola**, Copenhagen Business School**TIM:** Collective Action and Innovation in Open Source Software Development: The Case of Freenet | **Georg Von Krogh**, U. of St. Gallen; **Sebastian Spaeth**, U. of St. Gallen; **Stefan Haefliger**, U. of St. Gallen**702 : (Paper Session) - (IPC) Strategic Decisions in Turbulent Environments**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 1

Facilitator: **John W. Selsky**, U. of Melbourne**BPS:** Creating Resource Heterogeneity: Preemption in Strategic Factor Markets | **Olivier Chatain**, INSEAD; **Laurence Capron**, INSEAD**BPS:** Concurrent Sourcing: When Do Firms Both Make and Buy? | **Anne Parmigiani**, U. of Michigan**OMT:** Strategic Boundary Management | **Joseph E. McCann**, The University of Tampa; **John W. Selsky**, U. of Melbourne**OMT:** A CEO-Advisor Model of Strategic Decision Making | **Lucy A. Arendt**, U. of Wisconsin, Milwaukee; **Richard L. Priem**, U. of Wisconsin, Milwaukee**703 : (Paper Session) - (IPC) Effective HRM Practices**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 2

Facilitator: **Xiaowei Luo**, U. of Illinois, Urbana-Champaign**HR:** Downside of Guanxi Practices in Human Resources Management in China: A Procedural Justice Perspective | **Chao C. Chen**, Rutgers U.; **Ya-Ru Chen**, New York U.; **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology**HR:** HRM Innovation – Practitioner Perspectives on Adoption Antecedents | **Glen Desson Murphy**, Queensland U. of Technology; **Greg Southey**, Queensland University of Technology**HR:** Institutional Culture and Human Resource Development: A Comparative Study of Training Attitudes | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign**OB:** The Perceived Profile of Goal Orientation Within Firms | **Nico W. Van Yperen**, U. of Groningen**704 : (Paper Session) - (IPC) Technological Competition and Innovation**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 3

Facilitator: **Gwendolyn Kuo-fang Lee**, U. of California, Berkeley**TIM:** A Two-Wave Panel Study of the Reciprocity between Technology Intensity and Competitive Intensity | **Siah Hwee Ang**, City U., London; **Kulwant Singh**, National U. of Singapore**TIM:** The Significance of Industry Origin in the Race to Enter a Converging Product Market | **Gwendolyn Kuo-fang Lee**, U. of California, Berkeley**TIM:** Innovative IT Climates | **Stephanie Watts**, Boston U.; **John C. Henderson**, Boston U.**TIM:** ERP Systems and the Dialectics of Visibility and Control | **Michael B. Elmes**, Worcester Polytechnic Institute; **Diane Strong**, Worcester Polytechnic Institute; **Olga Volkoff**, Worcester Polytechnic Institute**705 : (Paper Session) - (IPC) Effects of Ecological and Spatial Context on Organizational Outcomes**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 4

Facilitator: **Matthew S. Bothner**, U. of Chicago**OMT:** Competitive Crowding and the Propensity to Crash in Professional Stock Car Auto Racing | **Matthew S. Bothner**, U. of Chicago**OMT:** Structure, Local-Behavior and Performance: A Computational Approach | **Alessandro Lomi**, Bologna U.; **Erik Reimer Larsen**, City U., London

☛ **ONE:** Reflexive Law: A Framework for Improving Business-Government-Stakeholder Relationships | **Deborah Rigling Gallagher**, Duke U.

ONE: The Colonisation of the Local: The Power Relations of Landcare | **Suzanne Harriette Benn**, U. of Technology, Sydney; **Jenny Onyx**, U. of Technology

706 : (Paper Session) - (IPC) **Global Diversification and Entrepreneurship**

4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 1

Facilitator: **Dennis M. Ray**, U. of St. Thomas

IM: Organisational Determinants of Identifying the Needs of International Accounts | **Patrick Verghote**, Leuven U.

→ **IM:** Culture's Role in Global Diversification Decisions: An Exploratory Study | **Mona White**, Monash U.; **Joel Haire**, Swinburne U. of Technology

IM: International Entrepreneurship: Search for a Pre-Theory and Integrative Framework | **Dennis M. Ray**, U. of St. Thomas

IM: Environmental Uncertainty, Executive Scanning, and Firm Performance: The Mediating Role of Strategy | **Bahman P. Ebrahimi**, U. of Denver

707 : (Paper Session) - (IPC) **Studies Involving Measurement and Assessment of Organizationally Relevant Outcomes**

4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 2

Facilitator: **Douglas N. Ross**, Towson U.

HCM: Beyond Rankings: Using Cognitive Mapping to Understand What Health Care Journals Represent | **Richard M. Shewchuk**, U. of Alabama, Birmingham; **Stephen J. O'Connor**, U. of Alabama, Birmingham; **Eric S. Williams**, U. of Alabama, Tuscaloosa; **Grant T. Savage**, U. of Alabama; **Randall T. Stewart**, U. of Alabama, Tuscaloosa

MED: The Validity of the GMAT for Non-US Students | **Daniel J. Koys**, DePaul U.

📖 **MED:** Using a Student Survey to Improve the Assessment Value of a Nationally-Normed Test | **Douglas M. Sanford**, Towson U.; **Douglas N. Ross**, Towson U.

📖 **MED:** Assessment Center Performance and Learning Outcomes | **David A. Waldman**, Arizona State U.; **Theresa Cullen**, Virginia Polytechnic Institute and State U.

708 : (Paper Session) - (IPC) **Getting the Most Out of Diverse Teams**

4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 3

Facilitator: **Carolyn M. Wiethoff**, Indiana U., Bloomington

ODC: Team Building and the Problem of Regression: The 29-Year Impact of Management Interviews | **R. Wayne Boss**, U. of Colorado, Boulder

→ ☛ **IM:** Exploring Democratic Process in Multicultural Teams: A Conversation-Centered Research Approach 📖 | **Esther D. Wyss-Flamm**, Case Western Reserve U.

GDO: Outsiders' Reactions to Gay and Lesbian Employees: Effects of "Diversity-Friendly" Perceptions | **Carolyn M. Wiethoff**, Indiana U., Bloomington

OB: Shared Mental Model Development in Diverse Project Teams: Distributed and Common Knowledge Over Time | **Jennifer Ann Marrone**, U. of Maryland

709 ☛ (MC) **Helping Successful Leaders Get Even Better, Marshall Goldsmith, Distinguished Speaker, MCD**

4:10pm - 5:20pm Washington State Convention & Trade Center: 307

Chair: **Kurt Motamedi**, Pepperdine U.

Helping Successful Leaders Get Even Better | **Marshall Goldsmith**, Alliance For Strategic Leadership

Distinguished Speaker: **Marshall Goldsmith**, Alliance For Strategic Leadership

710 ☛ JS: (MED, CMS) **Discourse, Knowledge & Democracy: Examining the Democratizing Effects of Discursive Approaches**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Aspen Room

Chair: **Ann L. Cunliffe**, California State U., Hayward

Abandoning 'Mindguards': Democratizing Knowledge through Experimental Action | **Robert Chia**, U. of Exeter

Knowledge, Dialogue, and the Role of the 'Researcher': Democratizing the Research Process | **Ann L. Cunliffe**, California State U., Hayward

Democracy, Organizing and Academe: A Discursive Perspective | **Cliff Oswick**, U. of Leicester; **Tom Keenoy**, King's College, London

Discussant: **Sharon Livesey**, Fordham U.

711 📖 ☛ JS: (MED, SIM) **Merging Democratic Action and Management Education: Perspectives from AoM Service Learning Fellows**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Room 428

Chair: **Clive Muir**, Stetson U.

Minding Democracy: Reflections on the Value of Service-Learning Experiences | **Tim O. Peterson**, Oklahoma State U.
Management Education's 'Death Of Distance' via the Service Learning Experience | **Maria L. Nathan**, Lynchburg College
Information, Participation, and Empowerment: The Workplace Literacy Project | **Clive Muir**, Stetson U.

Public Participation and Social Capital: Promoting Civic Engagement in a Graduate Level Course | **David Tees**, U. of Texas Arlington; **James Kunde**, U. of Texas Arlington

Discussants: **Anne M. McCarthy**, U. of Baltimore; **James Reinholdt**, Axxess Asia Pte Ltd

712 : (Paper Session) - (MH) **A Conversation with Art Bedeian: MHD's Ronald G. Greenwood Award Recipient**

4:10pm - 5:20pm Grand Hyatt Seattle: Blewett Suite

Chair: **Alfred A. Bolton**, Averett College

713 ☛ : (Paper Session) - (MOC) **Knowledge and Learning**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MOC
Displayed on Panels P49 to P53

☛ **MOC:** Structural Analysis of Communities of Practice: Investigation of Emergence, Job title, and Location | **Joan T Allatta**, U. of Pennsylvania

☛ **MOC:** Explicating the Paradox of Trust: Misattributions of Ability in Transfers of Complex Knowledge | **Robert James Jensen**, U. of Pennsylvania

☛ ☛ **MOC:** A Field Study on the Impact of Peer Mentoring on Organizational Knowledge Creation and Sharing | **Scott Bryant**, Montana State U.; **James R. Terborg**, U. of Oregon

☞ **MOC: Knowledge Creation and New Entry** | **William Burpitt**, Elon U.

☞ **MOC: Newcomers Impact on Homogeneity and Stability of Managerial Competitive Cognitions** | **Raphaël Dornier**, Paris Dauphine U.

714 ☞: (*Paper Session*) - (*MOC*) **Performance and Identity**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MOC1

Displayed on Panels P54 to P57

☞ **MOC: Do Strategic Managers Play Chess or Nintendo? A Model of Strategic Problem Selection** | **Mihnea Calin Moldoveanu**, U. of Toronto

☞ **MOC: Does Task Complexity Matter in Transactive Memory? If Yes, How? -- Evidence from An Experiment** | **Yan Xu**, U. of Southern California

☞ **MOC: Ethical Performance Appraisal: The Influence of Schematic, Attributional, and Affective Processes** | **T. T. Rajan Selvarajan**, Northeastern State U.; **Robert L. Cardy**, Arizona State U.

→ ☞ **MOC: A Longitudinal Study of the Link between Image and Identity** | **Rosa Chun**, U. of Manchester ; **Gary Davies**, U. of Manchester

715 : (*Paper Session*) - (*MOC*) **Organizational Memory and Learning: Three Perspectives**

4:10pm - 5:20pm Westin Hotel: Olympic

MOC: Who Says You Can't Take it with You? Transferring Transactive Memory Systems Across Tasks | **Kyle Lewis**, U. of Texas, Austin; **Lynette Rylander Gillis**, U. of Texas, Austin; **Donald A. Lange**, U. of Texas, Austin

MOC: Organizational Memory Remembered: A Look Back and Future Directions | **Andrea Casey**, The George Washington U.; **Fernando Olivera**, U. of Western Ontario

MOC: Learning from Experience with Delayed Feedback | **hazhir rahmandad**, Massachusetts Institute of Technology; **Nelson P. Repenning**, Massachusetts Institute of Technology; **John Sterman**, Massachusetts Institute of Technology

Discussant: **Adelaide Wilcox King**, U. of Virginia

716 JS: (*MSR, MH*) **Are Markets Made in Heaven? Critical Junctures in the Spiritual Perception of Market Behavior**

4:10pm - 5:20pm Grand Hyatt Seattle: Menzies Suite

Just Pricing and the Brotherhood of Trade: Spiritual Debates from Charlemagne to the Reformation | **Craig S. Galbraith**, U. of North Carolina, Wilmington

Are You at peace With God and Your Neighbor: An Examination of Amish/Mennonite Economic Theology | **Joel Ryman**, East Tennessee State U.

The Knights Templar and Early Forms of Banking and Management | **Curt H. Stiles**, Seton Hall U.

Constructs of Religiosity and Perceptions of Market Behavior | **Alex F. De Noble**, San Diego State U.; **Gangaram Singh**, San Diego State U.

Presenters: **Curt H. Stiles**, Seton Hall U.; **Joel Ryman**, East Tennessee State U.; **Craig S. Galbraith**, U. of North Carolina, Wilmington; **Gangaram Singh**, San Diego State U.; **Alex F. De Noble**, San Diego State U.

717 : (*Paper Session*) - (*OB*) **Information Seeking, Idea Generation and Socialization**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Rabi S. Bhagat**, U. of Memphis

OB: Toward an Empirical Understanding of the Trait-Information Seeking Relationship | **Michael Tidwell**, Whitworth College; **Patricia Sias**, Washington State U.

OB: Generating and Sharing Creative Ideas at Work: Contributions of Personal and Contextual Conditions | **Greg R. Oldham**, U. of Illinois at Urbana, Champaign; **Markus Baer**, U. of Illinois, Urbana-Champaign

OB: Values that Shape Hierarchies: Group Culture and Individuals' Status in Organizations | **Sandra Spataro**, Yale U.; **Cameron Anderson**, Northwestern U.

OB: The Employee Who Knew Too Much? Prior Work Experience and the Socialization of Newcomers | **Michael J Wesson**, Texas A&M U.

718 : (*OB*) **Understanding the Impact of Newcomers on Groups**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Room 424

Organizer: **Katherine W. Phillips**, Northwestern U.

Benefits of Membership Change in Groups: An Oxymoron? | **Hoon-Seok Choi**, Northwestern U.; **Leigh Thompson**, Northwestern U.

Staying on Task: The Impact of Newcomer Identity on Group Process and Performance | **Katherine W. Phillips**, Northwestern U.; **Margaret A. Neale**, Stanford U.; **Katie Liljenquist**, Northwestern U.

Newcomer Social Identity and Knowledge Transfer between Groups | **Aimee Kane**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.; **John Levine**, U. of Pittsburgh

The Role of Sponsorship in Attempts by Newcomers to Influence Small Work Groups | **Richard Moreland**, U. of Pittsburgh

Participants: **Hoon-Seok Choi**, Northwestern U.; **Leigh Thompson**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.; **Margaret A. Neale**, Stanford U.; **Katie Liljenquist**, Northwestern U.; **Aimee Kane**, Carnegie Mellon U.; **Linda Argote**, Carnegie Mellon U.; **John Levine**, U. of Pittsburgh; **Richard Moreland**, U. of Pittsburgh

719 JS: (*OB, CM*) **Organizational Justice: Views from the Cutting Edge**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: West Room A

Chairs: **Jerald Greenberg**, Ohio State U.; **Jason A. Colquitt**, U. of Florida

Organizational Justice: What Happens When We Take Emotions Seriously? | **Russell Cropanzano**, Colorado State U. Organizational Justice and Moral Emotions | **Robert Folger**, Tulane U.

The Question of Injustice: Why Do Good People Do Bad Things? | **Robert Bies**, Georgetown U.

Casting the Outcome x Process Interaction Under a Wider Nomological Net | **Joel Brockner**, Columbia U.

Fair Treatment and Successful Minority Engagement in Work Organizations | **Tom Tyler**, New York U.; **Angelina Davis**, New York U.

Discussant: **Jerald Greenberg**, Ohio State U.

720 JS: (OB, OCIS) Leadership in a Virtual Environment

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room A

Emergent Leaders in Virtual Groups | **Jeanne M. Wilson**, College of William and Mary; **Anthony T. Pescosolido**, U. of New Hampshire; **Thomas D. Fletcher**, Old Dominion U.; **Debra A Major**, Old Dominion U.

Personal Relationships in Geographically Dispersed Work Teams: Leading Through Everyday Communication | **Rama Kaye Hart**, Ithaca College; **Poppy L. McLeod**, Case Western Reserve U.

Challenges of Leading Global Teams | **Suzanne Weisband**, U. of Arizona

An Exploratory Study of Managerial Leadership in Virtual Environments | **Maryam Alavi**, Emory U.; **Dorothy Leidner**, Baylor U.

Presenters: **Jeanne M. Wilson**, College of William and Mary; **Anthony T. Pescosolido**, U. of New Hampshire; **Thomas D. Fletcher**, Old Dominion U.; **Debra A Major**, Old Dominion U.; **Rama Kaye Hart**, Ithaca College; **Poppy L. McLeod**, Case Western Reserve U.; **Suzanne Weisband**, U. of Arizona; **Maryam Alavi**, Emory U.; **Dorothy Leidner**, Baylor U.

721 : (OCIS) OCIS Keynote Address

4:10pm - 5:20pm Washington State Convention & Trade Center: 614

Chair: **Laurie J. Kirsch**, U. of Pittsburgh

Information Systems and the Organizational Sciences: Mining an Underexposed Body of Research | **Robert W. Zmud**, U. of Oklahoma

Distinguished Speaker: **Robert W. Zmud**, U. of Oklahoma

722 : (Paper Session) - (ODC) Sweet and Sour: A Process View of Successful & Failed Change Initiatives

4:10pm - 5:20pm Washington State Convention & Trade Center: 304

Chair: **Laura J. Taplin**, Benedictine U.

ODC: Assessing Success in Change Processes: Why Planned Change Initiatives Fail | **Inger G. Stensaker**, Norwegian School of Economics and Business Administration

ODC: Process Frameworks in Investigating Processes of Organizational Change | **David C. Marker**, ESC Clermont Graduate School of Management

ODC: Change sans Tears: Understanding Change Processes for Frontline Employees in Service Organizations | **Jun Ye**, Case Western Reserve U.; **Jagdip Singh**, Case Western Reserve U.; **Detelina Marinova**, Case Western Reserve U.

Discussant: **Richard W. Woodman**, Texas A&M U.

723 SHCS: (ODC, MC, MSR) Behind The Scenes: Theatrics and Soul-Searching in Transforming a Unilever Business

4:10pm - 5:20pm Washington State Convention & Trade Center: 619/620

Organizer: **Philip H Mirvis**, Private Practice

Participants: **Karen Ayas**, Erasmus U.; **George Roth**, Massachusetts Institute of Technology; **Peter Senge**,

Massachusetts Institute of Technology/Society for Organizational Learning; **William Torbert**, Boston College

724 : (Paper Session) - (OM) Managing Research and Development

4:10pm - 5:20pm Westin Hotel: Adams

Chair: **Christopher McDermott**, Rensselaer Polytechnic Institute

OM: Creating Dynamic Capabilities in New Product

Development: An Empirical Examination | **Sarah J. Marsh**, Northern Illinois U.; **Gregory N. Stock**, Northern Illinois U.

OM: Formality and Discretion in Successful R&D Projects | **Eitan Naveh**, Technion-Israel Institute of Technology

OM: Complexity and project management: Influences on the probability of delay | **David L. McLain**, SUNY IT Utica

725 : (Paper Session) - (OMT) Knowledge and Innovation

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT
On display on Panels P19 to P24

☞ **OMT:** Beyond Bouncing Back: The Concept of Organizational Resilience | **Cynthia A Lengnick-Hall**, U. of Texas, San Antonio; **Tammy E. Beck**, U. of Texas, San Antonio

☞☞ **OMT:** Qualitative Investigations: Evoking Change and Egalitarianism in a Knowledge Based World. | **Christopher Anne Easley**, Governors State U.; **Fabienne Pompilius**, U. of Antilles-Guyane

→☞ **OMT:** Innovation as an Ongoing Process of Structuration | **Shih-Chang Hung**, National Tsing Hua U.

→☞ **OMT:** Cubism and Organizational Analysis: Revisiting Representation in the Age of the Knowledge Economy | **Jan Schapper**, Monash U.; **Julie Wolfram Cox**, RMIT University; **Helen DeCieri**, Monash U.

☞ **OMT:** The impact of trust and reputation on knowledge transfer | **Leyland M. Lucas**, Morgan State U.

→☞ **OMT:** Knowledge, Integration, and Innovation in Business Services | **Aija Elina Leiponen**, Cornell U.

726 : (Paper Session) - (OMT) Ecology and Evolution

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT1

On Display on Panels P25 to P30

☞ **OMT:** Evolutionary Patterns of Variation in M&A Activities in the Financial Service Industry 1981-2000 | **Monica Yang**, U. of Illinois

☞ **OMT:** Exploration in Organizational Evolution: The Role of Environmental Turbulence | **Jerker C. Denrell**, Stockholm School of Economics

☞ **OMT:** Organizational Strategy and Job Title Structure in the U.S. Wine Industry | **Jong Hyang Oh**, Columbia U.

☞ **OMT:** Orchestrating Restructuring Initiatives: Drivers of Value Creation in Corporate Change | **Seungwha (Andy) Chung**, Yonsei U.; **Gyeong Mook (Gymi) Kim**, Duksung Women's U.

☞ **OMT:** The Dynamic Potential of Firms | **Baba Prasad**, U of North Carolina, Charlotte

☞ **OMT:** Organizational Routines at Work | **Jennifer Howard-Grenville**, Boston U.

727 : (Paper Session) - (OMT) Reach Out: The Role of Social Capital

4:10pm - 5:20pm Westin Hotel: Cascade 1 (C)

Chair: **Joseph P. Broschak**, U. of Illinois, Urbana-ChampaignOMT: Job Mobility of Technical Professionals and Firm Centrality in Wireless Standards Committees | **Gina Dokko**, U. of Pennsylvania; **Lori Rosenkopf**, U. of PennsylvaniaOMT: The Multilevel Nature of Group Social Capital | **Hongseok Oh**, Hong Kong U. of Science and Technology; **Giuseppe Labianca**, Emory U.; **Myung-Ho Chung**, Hansung U.OMT: Social Capital and Capital: An Integrative Theoretical Framework | **Kelly Thomson**, York UOMT: Stacking the Deck: The Effects of Upper Echelon Affiliations for Entrepreneurial Firms | **Monica C. Higgins**, Harvard U.; **Ranjay Gulati**, Northwestern U.OMT: Intermediated Careers: The Role of Staffing Agencies' Client Ties in Creative IT Contractors' Wages | **Isabel Fernandez-Mateo**, Massachusetts Institute of Technology
Discussant: **Tatiana Kostova**, U. of South Carolina**728 : (Paper Session) - (OMT) Evolution, Co-Evolution and Learning**

4:10pm - 5:20pm Westin Hotel: St. Helens

Chair: **Karen Schnatterly**, U. of MinnesotaOMT: Intentionality and Organizational Evolution | **Maurizio Zollo**, INSEAD; **Michael Yaziji**, INSEADOMT: Explaining the Start and Fizzle of Organizational Change: Co-evolving Process and Content | **J. Bradley Morrison**, Massachusetts Institute of TechnologyOMT: Crossing an Apparent Chasm: Mindful and Less Mindful Organizational Learning | **Claus Rerup**, U. of Pennsylvania; **Daniel Levinthal**, U. of PennsylvaniaOMT: The Interplay between Institutional Change and Organizational Learning: The Baseball Industry | **Ayse Saka**, U. of Groningen; **Filippo Carlo Wezel**, Tilburg U.Discussant: **William L. Dougan**, U. of Wisconsin, Whitewater**729 : (OMT, MED) Conversations about "The Nature of Managerial Work"**

4:10pm - 5:20pm Westin Hotel: Cascade 2

Chair: **Pablo Martin de Holan**, U. of AlbertaThe Success of a Great Book: Mintzberg's "Nature of Managerial Work" | **Pablo Martin de Holan**, U. of AlbertaRevisiting "the Nature of Managerial Work" | **Henry Mintzberg**, McGill U.On "Becoming a Manager" | **Linda A. Hill**, Harvard U.Taking Strategy More Seriously: A Practice Perspective on the Nature of Managerial Work. | **Richard Whittington**, Oxford U.**730 : (Paper Session) - (ONE) ISO 14001, the Press, and the Search for Legitimacy**

4:10pm - 5:30pm Washington State Convention & Trade Center: 214

Chair: **Frances E. Bowen**, U. of CalgaryONE: Why Firms Certify to ISO 14001: An Institutional and Resource-based View | **Nicole Darnall**, North Carolina State U.→ ONE: The Role of the Press in the Legitimization of Environmental Standards | **Diego Rinaldo**, Bocconi U.; **Giangiaco Corona**, Bocconi U.ONE: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | **Christine Coupland**, U of NottinghamDiscussant: **Andrew Hoffman**, Boston U.**731 : (Paper Session) - (PNP) Public and Nonprofit Division Business Meeting**

4:10pm - 5:20pm Grand Hyatt Seattle: Stevens

Division Chair: **Laurie N. DiPadova-Stocks**, Northern Kentucky U.**732 : (SIM) The Management of HIV/AIDS in the World of Work: A Managerial and Academic Response**

4:10pm - 5:30pm Washington State Convention & Trade Center: 608

Addressing the magnitude of the HIV/AIDS pandemic; a strategic business response (Gold Fields) South Africa and an academic response (Stellenbosch U)

Speakers: **Henry D Vos**, Stellenbosch U.; **Jan B Du Toit**, Stellenbosch U.; **Johan CD Augustyn**, Stellenbosch U.**733 : (SIM, ONE) Corporate Social Responsibility in the Knowledge Economy: Methodology and Theory Building Symposium**

4:10pm - 5:30pm Washington State Convention & Trade Center: 607

The symposium emphasizes identification of different perspectives and key issues in the methodology and theory building dimensions of CSR.

Quantifying Corporate Social Responsibility: Questioning the Assumptions | **Andrew Crane**, Nottingham U.; **Dirk Matten**, U. of NottinghamCorporate Social Responsibility and Cost-Benefit Analysis: An Ecological Economics Perspective | **John Gowdy**, Rensselaer Polytechnic InstituteQuantitative Analysis of Corporate Social Responsibility | **Abigail McWilliams**, U. of Illinois, Chicago; **Donald S. Siegel**, Rensselaer Polytechnic InstituteThe Ethical Dimension in Corporate Social Responsibility Thought and Research: Methodology & Theory | **Archie B. Carroll**, U. of GeorgiaComment | **Duane Windsor**, Rice U.Presenters: **Abigail McWilliams**, U. of Illinois, Chicago; **Donald S. Siegel**, Rensselaer Polytechnic Institute; **Archie B. Carroll**, U. of Georgia; **Andrew Crane**, Nottingham U.; **Dirk Matten**, U. of Nottingham; **John Gowdy**, Rensselaer Polytechnic Institute; **Duane Windsor**, Rice U.**734 : (Paper Session) - (SIT) Knowledge Management**

4:10pm - 5:20pm Washington State Convention & Trade Center: 205

Facilitator: **Kristena Payne Gaylor**, Jackson State U.→ PNP: Democratic Dialogue: Knowledge Generation and Transfer between organizations | **John Benington**, Warwick U.; **Jean Hartley**, Warwick U.OMT: Improvisation, Knowledge and the Challenge of Appropriation | **Ken N. Kamoche**, City U., Hong Kong; **Miguel Pina e Cunha**, U. Nova de LisboaIM: Knowledge Access in the Process of Global New Product Innovation of an MNC | **Nicholas Athanassiou**, Northeastern

U.; **Francis Spital**, Northeastern U.; **Edward F. McDonough, III**, Northeastern U.

MH: Rethinking Knowledge Work : Computers and Management Thought | **Amit Das**, Nanyang Technological U.

735 : (Paper Session) - (SIT) **Mergers and Acquisitions**

4:10pm - 5:20pm Washington State Convention & Trade Center: 210

Facilitator: **Mark Kennedy**, Northwestern U.

OB: Professional Service Firm Mergers and Labor Market Turbulence | **Lisa Hauelsen Rohrer**, Harvard U.

BPS: The Embeddedness of the Acquisition Process | **Xavier Castañer**, HEC (Paris); **Mehmet Erdem Genc**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

→ **ENT:** When IPOs Meet the Market for Corporate Control: Acquisitions of Public and Private Small Businesses | **Jung-Chin Shen**, INSEAD

⊙ **ODC:** Constructing Synergies in Mergers and Acquisitions: Toward a Comprehensive Integration Process | **Keith P. Bahde**, Benedictine U.

736 : (Paper Session) - (SIT) **Emotions in Organizations**

4:10pm - 5:20pm Washington State Convention & Trade Center: 211

Facilitator: **Deborah R. Litvin**, Merrimack College

CM: Feeling and Believing: The Influence of Emotion on Trust | **Jennifer Renee Dunn**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

Winner of **CM Division Best Paper Award - Empirical**

ODC: Understanding Emotions in Organizational Change: The Role of Identity in Ongoing Change | **Tina Kiefer**, U. of British Columbia; **Werner R Müller**, U. of Basel

⊙ **ODC:** Emotional Sequencing in Strategic Change | **Quy Nguyen Huy**, INSEAD

OMT: Emotion and Change in Organizational Identity | **Quy Nguyen Huy**, INSEAD

737 : (TIM) **TIM Distinguished Speaker: James M. Utterback**

4:10pm - 5:20pm Washington State Convention & Trade Center: 613

Chair: **James Wade**, U. of Wisconsin, Madison

Distinguished Speaker: **James M Utterback**, -

Monday 5:30PM

738 : (BPS) **Mid Career Network**

5:30pm - 7:00pm Westin Hotel: Elliott Bay

Organizers: **Dawn Harris**, Loyola U., Chicago; **Laurence Capron**, INSEAD; **Jack A. Nickerson**, Washington U.

739 : (CAM) **International Association for Chinese Management Research Business Meeting**

5:30pm - 7:30pm Sheraton Seattle Hotel & Towers: Aspen Room

Organizer: **Anne S. Tsui**, Hong Kong U. of Science and Technology

740 : (CMS) **CMS Social Hour**

5:30pm - 10:30pm Washington State Convention & Trade Center: 212

741 : (ENT) **Entrepreneurship Division Business Meeting**

5:30pm - 6:45pm Washington State Convention & Trade Center: 615/616

Division Chair: **Alex Stewart**, Marquette U.

742 : (GDO) **GDO Business Meeting**

5:30pm - 6:30pm Red Lion Hotel: Orcas

All current and future members and friends of GDO are welcome!

Program Chair: **Bernardo M. Ferdman**, Alliant International U.

Division Chair: **Gayle Baugh**, U. of West Florida

Professional Development Workshop Chair: **Martin N. Davidson**, U. of Virginia

Division Chair-Elect.: **Elizabeth Cooper**, U. of Rhode Island

743 : (HCM) **HCM Business Meeting**

5:30pm - 6:30pm Westin Hotel: Whidbey

Program Chair: **Kathryn H. Dansky**, Pennsylvania State U.

Division Chair: **Kathleen Montgomery**, U. of California, Riverside

Professional Development Workshop Chair: **Ruth A. Anderson**, Duke U.

Division Chair-Elect.: **Leonard H. Friedman**, Oregon State U.

744 : (MC) **Business Meeting**

5:30pm - 6:10pm Washington State Convention & Trade Center: 307

Organizer: **Rickie Moore**, E.M.LYON / ISEOR

745 : (OB) **OB Celebration**

5:30pm - 10:30pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

746 : (OCIS) **OCIS Division Meeting**

5:30pm - 6:30pm Washington State Convention & Trade Center: 614

Open to members of the OCIS division, as well as to anyone interested in learning about the OCIS division. Awards will be presented.

Chair: **V. Sambamurthy**, Michigan State U.

747 : (OM) **OM Division Business Meeting**

5:30pm - 6:00pm Westin Hotel: Adams

748 : (OMT) **OMT Business Meeting and Artifact**

5:30pm - 6:15pm Westin Hotel: Cascade 1 (C)

Program Chair: **Tina Dacin**, Queen's U.

Division Chair: **Joel A. C. Baum**, U. of Toronto

Professional Development Workshop Chair: **Pamela R. Haunschild**, U. of Texas, Austin

Division Chair-Elect.: **Mary Jo Hatch**, U. of Virginia

749 : (Paper Session) - (PNP) **Public and Nonprofit Division Reception**

5:30pm - 7:30pm Grand Hyatt Seattle: Stevens

750 : (RM) **Research Methods Business Meeting**

5:30pm - 6:30pm Sheraton Seattle Hotel & Towers: Douglas Room

751 : (TIM) **TIM:Business Meeting**

5:30pm - 6:30pm Washington State Convention & Trade Center: 613

Monday 5:50PM

752 : (IM) **Globalizing the Multinational: An Executive Panel**

5:50pm - 7:10pm Washington State Convention & Trade Center: 617

Senior executives from *Boeing*, *Microsoft*, and *Weyhauser* will discuss globalization from the trenches.

Chair: **Allen Morrison**, The University of Western Ontario

Monday 6:00PM

753 : (OM) **OM Division Social**

764 : (AA) President's Dessert Reception for New and International Members

9:00pm - 10:30pm Sheraton Seattle Hotel & Towers: Metropolitan Ballroom

Sponsored by University of British Columbia.

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

Monday 6:15PM

754 : (OMT) OMT Social Hour

6:15pm - 7:30pm Westin Hotel: Cascade 2

Division Chair: Joel A. C. Baum, U. of Toronto

Monday 6:20PM

755 : (MC) Social Hour

6:20pm - 8:00pm Washington State Convention & Trade Center: 307

Organizer: Rickie Moore, E.M.LYON / ISEOR

Monday 6:30PM

756 : (GDO) GDO Social Hour: A Celebration of GDO's 20th Year

6:30pm - 8:00pm Red Lion Hotel: Bainbridge

All are welcome and encouraged to come celebrate (immediately following our division meeting). Please join us!

Hosts: Bernardo M. Ferdman, Alliant International U.; Gayle

Baugh, U. of West Florida

757 : (OCIS) OCIS Social Hour

6:30pm - 7:30pm Washington State Convention & Trade Center: 613

The OCIS social hour, immediately following the OCIS division meeting, is an opportunity to meet other OCIS members. Please join us!

758 : (RM) Research Methods Social Hour

6:30pm - 8:30pm Sheraton Seattle Hotel & Towers: Douglas Room

759 : (TIM) TIM: The Best Social Event in Town

6:30pm - 8:30pm Washington State Convention & Trade Center: 2A

Monday 7:00PM

760 : (CAM) Management Faculty of Color Association Reception

7:00pm - 9:00pm Washington State Convention & Trade Center: 201

Organizer: Ian O. Williamson, U. of Maryland

761 : (CAM) British Academy of Management Reception

7:00pm - 9:00pm Westin Hotel: Grand Crescent

Organizer: Liam Irwin, U. of Leeds

762 : (ENT) ENT Division Reception

7:00pm - 8:30pm Washington State Convention & Trade Center: 615/616

Division Chair: Alex Stewart, Marquette U.

763 : (HCM) HCM Reception

7:00pm - 9:00pm Westin Hotel: Whidbey

Program Chair: Kathryn H. Dansky, Pennsylvania State U.

Division Chair: Kathleen Montgomery, U. of California, Riverside

Professional Development Workshop Chair: Ruth A. Anderson, Duke U.

Division Chair-Elect.: Leonard H. Friedman, Oregon State U.

Monday 9:00PM

Tuesday 7:00AM**765 : (AAC) Seattle 2003, LAC**

7:00am - 10:30pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: Barbara Parker, Seattle U.

Tuesday 8:00AM**766 : (OM) Enterprise Resource Planning Redux**

8:00am - 10:10am Westin Hotel: Adams
Presenters: Thomas Davenport, Babson College; Mark Cotteleer, Harvard U.; Francis X Frei, Harvard Business School; Jeanne G. Harris, Institute For Strategic Change; Andrew McAfee, Harvard U.; Victor J. Perotti, Rochester Institute of Technology; Susan Cantrell, Accenture Institute for Strategic Change
Moderator: John E. Ettl, Rochester Institute of Technology

Tuesday 8:10AM**767 : (AA) Theoretical Foundations of Democracy and the Knowledge Economy**

8:10am - 10:10am Washington State Convention & Trade Center: 615/616
Marks the 40th anniversary of the 1963 publication of Richard Cyert and James G. March's A Behavioral Theory of the Firm.
Organizers: Mie Augier, Stanford U.; Stuart J.H. Graham, Georgia Institute of Technology
The Role of Targets in Firms' Decision Making | Zur Shapira, New York U.
Dynamic Strategies and a Behavioral Theory of the Firm | Anne S. Miner, U. of Wisconsin, Madison
From March and Simon to Cyert and March: Historical Perspectives on A Behavioral Theory of the Firm | Mie Augier, Stanford U.
How Learning Leads to Maladaptive Strategies | William H. Starbuck, New York U.; Michael L. Barnett, New York U.
Markets in Hierarchies: Applying Market Incentives Inside the Firm | David J. Teece, U. of California, Berkeley; Stuart J.H. Graham, Georgia Institute of Technology
Presenters: Michael L. Barnett, New York U.; Anne S. Miner, U. of Wisconsin, Madison; Zur Shapira, New York U.; William H. Starbuck, New York U.; David J. Teece, U. of California, Berkeley; Mie Augier, Stanford U.; Stuart J.H. Graham, Georgia Institute of Technology
Discussant: James G March, Stanford U.

768 : (AA) Workers, Democracy and the 21st Century Corporation: New Voices, Processes and Institutions

8:10am - 10:10am Westin Hotel: Cascade 2
Lessons and implications for building sustainable democratic-stakeholder relationships between workers and modern corporations.
Organizer: Thomas Kochan, Massachusetts Institute of Technology
Presenters: Thomas Kochan, Massachusetts Institute of Technology; Stephen Barley, Stanford U.; Marshall Ganz, Harvard U.; Susan C. Eaton, Harvard U.; Ruth Milkman, U. of California, Los Angeles; Eileen Appelbaum, Rutgers U.; Carola Frege, Rutgers U.; Richard Locke, Massachusetts Institute of Technology; Dana O'Rourke, U. of California, Berkeley; Saul A Rubinstein,

Rutgers U.; **Simon Deakin**, Cambridge U.; **Suzanne Konzelmann**, Cambridge U., CBR

Tuesday 8:30AM**769 : (Paper Session) - (BPS) Achieving and Maintaining a Competitive Advantage**

8:30am - 10:10am Westin Hotel: Cascade 1 (A)
Chair: Ranjan Karri, Bryant College
BPS: Adjustment Costs, the Theory of Investment, and Sustained Competitive Advantage | **L.G. Thomas, III**, Emory U.
BPS: Interest Alignment Rents and Competitive Advantage | **Oliver Frank Gottschalg**, INSEAD
BPS: Bridging Tie Decay: The Sustainability of Network-based Competitive Advantage | **Timothy J. Rowley**, U. of Toronto; **Stan X. Li**, U. of Alberta
BPS: Managing the Firm's Resources in order to Achieve and Maintain a Competitive Advantage | **David G. Sirmon**, Arizona State U.; **Michael A. Hitt**, Arizona State U.; **Duane Ireland**, U. of Richmond
Discussant: Steven E. Phelan, U. of Nevada, Las Vegas

770 : (Paper Session) - (BPS) Knowledge Management

8:30am - 10:10am Westin Hotel: Cascade 1 (B)
Chair: Nicola C. Dragonetti, INSEAD
BPS: You Say You Want a Revolution? Managing Intellectual Asset Flows in the Information Sector | **Brent D. Beal**, Louisiana State U.
BPS: Knowledge Management as the Basis of Sustained High Performance | **William C. Bogner**, Georgia State U.; **Pratima Bansal**, U. of Western Ontario
BPS: Knowledge Creation When New Knowledge Requires Different Sources of Existing Knowledge | **C. Annique Un**, Cornell U.; **Alvaro Cuervo-Cazurra**, U. of Minnesota
BPS: Managing Concurrently the Strategic Processes of Competence Building and Competence Leveraging | **Tom JM Mom**, Erasmus U. Rotterdam
Discussant: Bruce T. Lamont, Florida State U.

771 : (Paper Session) - (BPS) Alliance Experience and Performance

8:30am - 10:10am Westin Hotel: Vashon I
Chair: Julian Miranda Torres, U. of Guerrero
BPS: Alliance Experience in High-Tech and Basic-Tech Acquisitions | **Patrizia Porrini**, Long Island U.
BPS: The Impact of General and Partner-Specific Alliance Experience on Collaborative R&D Performance | **Ha Hoang**, INSEAD; **Frank T. Rothaermel**, Georgia Institute of Technology; **Sreten Simac**, INSEAD
BPS: The Contingency of Partnering Experience and the Gains From Alliances | **Ranjay Gulati**, Northwestern U.; **Dovev Lavie**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania
BPS: The Role of Experience and Network Effects in Alliance Termination | **Nitin Pangarkar**, National U. of Singapore; **Kavita Kumar**, National U. of Singapore
Discussant: Ravindranath Madhavan, U. of Pittsburgh

772 : (Paper Session) - (BPS) Market Entry

8:30am - 10:10am Westin Hotel: Vashon II

Chair: **Thomas Roehm**, The Boston Consulting Group**BPS:** Spinoffs as Entry Deterrents: A Strategic Benefit of Radical Innovation | **David C. Croson**, U. of Pennsylvania; **Christina Fang**, U. of Pennsylvania**BPS:** Product Proliferation and the Dynamics of New Product Entry | **Avinash V. Mainkar**, James Madison U.**BPS:** The Significance of Capability Distribution in the Race to Enter Emerging Product Markets | **Gwendolyn Kuo-fang Lee**, U. of California, Berkeley→ **BPS:** National Regulatory Environments, Firm Characteristics & Product Entry in the Pharmaceutical Industry | **Jeffrey L. Furman**, Boston U.; **Margaret K. Kyle**, Carnegie Mellon U.*Discussant:* **Marvin B. Lieberman**, U. of California, Los Angeles**773 JS: (BPS, OMT, TIM) The Small Worlds of Technology: Inventors, Scientists, and Social Networks**

8:30am - 10:10am Westin Hotel: Elliott Bay

Chair: **Lee Fleming**, Harvard U.The Small and Shrinking World of Inventors: Investigation of Inventor Collaboration Networks | **Adam I. Juda**, Harvard U.
Structural Position and Creative Impact over Inventive Careers | **Jerry W. Kim**, Harvard U.Professional Training as a Source of Organizational Imprinting | **Waverly W. Ding**, U. of Chicago; **Toby E. Stuart**, U. of Chicago
Power, Status, Representation, or Merit? The Emergence of Leaders in a Technological Community | **David M. Waguespack**, State U. of New York, Buffalo*Presenters:* **Adam I. Juda**, Harvard U.; **Jerry W. Kim**, Harvard U.; **Waverly W. Ding**, U. of Chicago; **David M. Waguespack**, State U. of New York, Buffalo*Discussant:* **Walter W. Powell**, Stanford U.**774 📖: (CAR) Teaching Careers**

8:30am - 10:10am Red Lion Hotel: San Juan

Media: *Online vs. books * Innovating teaching of self career management * Organizational perspective * The use of Cases * Creating Careers Fusion**Chair:* **Sherry E. Sullivan**, Bowling Green State U.*Presenters:* **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Mitchell Rothstein**, U of Western Ontario; **Yehuda Baruch**, U. of East Anglia; **Susan M. Adams**, Bentley College
Discussant: **Barbara A. Ribbens**, Western Illinois U.**775 JS: (CM, OB) Denials, Deception, Apologies, and Actions: The Mechanics of Restoring Trust**

8:30am - 10:10am Sheraton Seattle Hotel & Towers: Aspen Room

Facilitator: **Maurice Schweitzer**, U. of PennsylvaniaTrust Therapy: The Effects of Apologies and Restitution in Rebuilding Trust | **Edward C. Tomlinson**, Ohio State U.; **Roy J. Lewicki**, Ohio State U.The Use of Explanations and Trustworthy Behavior to Repair Trust in the Aftermath of a Perceived V | **Donald L. Ferrin**, State U. of New York, Buffalo; **Peter H. Kim**, U. of Southern California; **Cecily Cooper**, Southern Methodist U.; **Kurt T. Dirks**, Washington U.The Role of Trustworthy Behavior in Rebuilding Trust: The Hidden Costs of Open Communication | **Susan E. Brodt**, Duke U.; **Ellen M. Whitener**, U. of Virginia; **M. Audrey Korsgaard**, U. of South CarolinaThe Effects of Peace Workshops on Attitudes and Behaviors: The Case of Sri Lanka | **Deepak Malhotra**, Harvard U.; **Sumanasiri Liyanage**, U. PeradeniyaPromises and Lies: Restoring Violated Trust | **Maurice Schweitzer**, U. of Pennsylvania; **John Hershey**, U. Pennsylvania; **Eric Bradlow**, U. Pennsylvania**776 : (CMS) Keynote Address**

8:30am - 10:10am Washington State Convention & Trade Center: 3B

Economic Logic and Language in Organization Studies:

Undermining Critical Thinking | **Jeffrey Pfeffer**, Stanford U.
Speaker: **Jeffrey Pfeffer**, Stanford U.**777 : (Paper Session) - (ENT) Venture Capital**

8:30am - 10:10am Washington State Convention & Trade Center: 203

Chair: **Hans Bruining**, Erasmus U.☉ **ENT:** Corporate Venture Capital: A Real Options Perspective on Who Does It and Why | **Sandip Basu**, U. of Washington; **Corey Phelps**, U. of Washington; **Suresh B. Kotha**, U. of Washington**ENT:** Venture Capitalists and Information Asymmetries in the Pricing of IPO Securities | **Lowell Busenitz**, U. of Oklahoma; **Jonathan Dean Arthurs**, U. of Oklahoma; **Robert E. Hoskisson**, U. of Oklahoma; **Richard A. Johnson**, U. of Missouri, Columbia→ **ENT:** What You Are is What You Like: Similarity Biases in Venture Capitalists Evaluation of Start-up Teams | **Nikolaus Franke**, Vienna U. of Economics and Business Administration; **Marc Gruber**, U. of Munich; **Dietmar Harhoff**, U. of Munich; **Joachim Henkel**, U. of Munich→ **ENT:** Attracting Foreign Venture Capital: The Role of a Local Investor | **Markus Mäkelä**, Helsinki U. of Technology; **Markku Maula**, Helsinki U. of Technology**778 : (Paper Session) - (ENT) International Entrepreneurship**

8:30am - 10:10am Washington State Convention & Trade Center: 213

Chair: **Mark Michael Lennon**, U. of Rhode Island→ **ENT:** The Psychic Distance Postulate Revised: From Market Selection to Speed of Market Expansion | **Pia Arenius**, Helsinki U. of Technology☉ → **ENT:** Human and Social Capital, Entrepreneurial Orientation, and Performance in a Transitional Economy | **Ivan M. Manev**, U. of Maine; **Bojidar S. Gyoshev**, Shumen U.; **Tatiana S. Manolova**, Boston U.→ **ENT:** Defining International Entrepreneurship | **Dennis M. Ray**, U. of St. Thomas→ **ENT:** The Process of International Expansion: Comparing Established Firms and Entrepreneurial Start-ups | **Walter Kuemmerle**, Harvard U.**779 👁: (Paper Session) - (GDO) Diversity in Teams and at the Top: Influence, Decisions, and Organization-Level Outcomes**

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/GDO

Displayed on Panels P1 to P4

- ☞ **GDO: Diversity at the Top: Effects of Women and Minority CEOs and Directors on Organizational Diversity** | **Myrtle P. Bell**, U. of Texas, Arlington; **K. Matthew Gilley**, Oklahoma State U.; **Joseph E. Coombs**, U. of Richmond
- ☞ **GDO: Top Management Team Diversity: Does Gender Diversity Influence Firm Performance?** | **Monica A. Zimmerman Treichel**, Temple U.; **Denise Dunlap-Hinkler**, Temple U.; **Michelle Leah Washington**, Temple U.
- ☞ **GDO: Heterogeneous Small Groups and Influence: Do Attitudinal and Demographic Diversity Matter?** | **Celeste Walls**, Oregon State U.
- ☞ **GDO: Demographic Diversity and Decision Rigidity in Project Teams** | **Dail Fields**, Regent U.; **Randolph H. Case**, Regent U.

780 : (Paper Session) - (GDO) Gendered Processes in Organizations

8:30am - 10:10am Red Lion Hotel: Orcas

Chair: **Marian N. Ruderman**, Center for Creative Leadership

GDO: Organizational Openness and Gendered Outcomes | **Elisabeth Mary Wilson**, U. of Manchester

GDO: The Gendering of Entrepreneurial Activity within the Hairdressing Industry | **Maree Veronica Boyle**, Griffith U.

GDO: Mentoring, Gender, and Job Performance: A Longitudinal Study | **Rowena Ortiz-Walters**, U. of Connecticut; **Gary N. Powell**, U. of Connecticut

GDO: Why Don't Men Get It? A Comparison of Male and Female Judgments of Aggressive and Sexual Behaviors | **Karen L. Middleton**, Texas A&M U., Corpus Christi; **Margaret A. Lucero**, Texas A&M U., Corpus Christi

Discussant: **Lynn Bowes-Sperry**, Western New England College

781 JS: (GDO, CAR) In and Out of the Closet: Hidden Identities and Democratic Practices in Organizations

8:30am - 10:10am Red Lion Hotel: Bainbridge

Chairs: **Susan L. Kirby**, Southwest Texas State U.; **Joy E. Beatty**, Boston College

Presenters: **Joy E. Beatty**, Boston College; **Wendy J. Casper**, U. of Tulsa; **Susan L. Kirby**, Southwest Texas State U.; **Carolyn M. Wiethoff**, Indiana U., Bloomington

782 SHCS: (GDO, CAR, OB) The Ladder Meets the Rainbow: Career Progression and Diversity

8:30am - 10:10am Washington State Convention & Trade Center: 619/620

Chair: **Jenny Ungbha Korn**, Northwestern U.

The Rainbow Ceiling: Social Identity as a Hidden Variable in Career Advancement | **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven

Luck in the Meritocracy: Attributions that Soften Critiques of Inequality | **Maureen Scully**, Simmons College

We've Come A Long Way?: Benefits and Costs of Having a Female Mentor | **Stacy Blake-Beard**, Simmons College; **Jenny Ungbha Korn**, Northwestern U.

Presenters: **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven; **Maureen Scully**, Simmons College; **Stacy Blake-Beard**, Simmons College; **Jenny Ungbha Korn**, Northwestern U.

Discussants: **Joycelyn Finley-Hervey**, Florida A&M U.; **Alison M. Konrad**, U. of Western Ontario; **Eileen McGowan**, Harvard U.

783 ☞: (Paper Session) - (HCM) Innovative HR Practices in Health Care Organizations

8:30am - 10:10am Westin Hotel: Whidbey

Chair: **Camille K. Barsukiewicz**, U. of Memphis

HCM: High-Involvement Work Practices, Employee Satisfaction and Service Costs in Veterans Healthcare | **Joel I. Harmon**, Fairleigh Dickinson U.; **Dennis J. Scotti**, Fairleigh Dickinson U.; **Gerard F. Farias**, Fairleigh Dickinson U.; **Robert Petzel**, U.S. Dept. of Veterans Affairs

Winner of HCM Division Best Theory-to-Practice Paper

HCM: The Mediation and Moderation Effects of Safety Climate and Structure on Safety Performance | **Eitan Naveh**, Technion-Israel Institute of Technology; **Tal Katz-Navon**, The Interdisciplinary Center; **Zvi Stern**, Hadassah Hebrew U. Medical Center

HCM: A 'New' Business Case for Part-time Working? A Study of Nurses in the UK National Health Service | **Christine Edwards**, Kingston U.; **Olive Robinson**, Kingston U.

Discussant: **Bruce Fried**, North Carolina U., Chapel Hill

784 : (HR) Knowledge Sharing through Relation-Based Management

8:30am - 10:10am Washington State Convention & Trade Center: 605/606

Chair: **Scott A. Snell**, Cornell U.

The Difference a Manager Can Make: The Psychological Contract, Managerial Support and Knowledge Creation | **Marc Thompson**, Oxford U.; **Paul Heron**, Oxford U.

Organizational Communication as a Knowledge Management Tool | **Edward Rogers**, -

Making Virtual Teams Work: Boundary Spanners, Relational Coordination, and Performance | **Jody Hoffer Gittel**, Brandeis U.; **Dana Weinberg**, Brandeis U.; **Will Lusenhop**, Brandeis U.

Knowledge-Sharing Work Systems | **Elizabeth Fraser Cabrera**, U. Carlos III de Madrid; **Angel Cabrera**, Instituto De Empresa

Managing Social Relationships for Knowledge-Based Competition | **Scott A. Snell**, Cornell U.; **Sung-Choon Kang**, Cornell U.; **Shad Steven Morris**, Cornell U.

Discussant: **Daniel J. Brass**, U. of Kentucky

785 JS: (HR, IM, OB) Dimensions of International Compensation and Benefits: Predicting Satisfaction and Outcomes

8:30am - 10:10am Red Lion Hotel: Whidbey

Program Chairs: **Richard A. Posthuma**, U. of Texas, El Paso; **Michael Harris**, U. of Missouri, St. Louis

Benefits Policy and Managers Accepting Global Assignments | **Robert Konopaske**, U. of North Carolina, Wilmington; **Steve Werner**, U. of Houston

What Makes it Fair? Examining the Criteria Used to Determine Expatriate Compensation Fairness | **Claudia J. Ferrante**, United States Air Force Academy

The Structure and Determinants of Pay Satisfaction: A Cross-Cultural Comparison | **Michael Harris**, U. of Missouri, St. Louis; **Filip Lievens**, Ghent U.

Legally Required and Optional Employee Compensation: Recruiting Host Country Nationals in Mexico | **Richard A. Posthuma**, U. of Texas, El Paso; **Santiago Ibarreche**, -

786 → ☞: (Paper Session) - (IM) **International Alliances and Acquisitions**

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P35 to P38

- ☞IM: When Does a Firm Learn More Effectively From Alliance Partners? | **Jaeyong Song**, Yonsei U.; **Hyungchan Kim**, Yonsei U.
- ☞IM: How Internationalizing Firms Develop Their Absorptive Capacity Over Time: The Case of Acquisitions ☞ | **Harry G. Barkema**, Tilburg U.; **Anna Nadolska**, Tilburg U
- ☞IM: Previous Experience, Uncertainty and the Stock Market Reaction to Alliances and Acquisitions. | **Pablo Sanchez-Lorda**, U. of Oviedo; **Esteban Garcia-Canal**, U. of Oviedo
- ☞IM: Market Valuation of International R&D Alliances in High Technology Industries | **Byung (Brian) Hee Lee**, California State U., Fullerton; **Arvind Parkhe**, Indiana U., Bloomington; **Marjorie A. Lyles**, Indiana U., Indianapolis

787 → ☞: (Paper Session) - (IM) **Research on the Performance of International Operations**

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P39 to P42

- ☞IM: Nationality, Industry Choice and Economic Performance of International Joint Ventures | **Lyubov A. Bogun**, Odessa Institute of Entrepreneurship and Law
- ☞IM: Sources of Foreign Affiliate Performance ☞ | **Shige Makino**, Chinese U. of Hong Kong; **Takehiko Isoe**, U. of Marketing and Distribution Sciences
- ☞IM: The Effect of Active Asset Management on Business Performance in Varied Institutional Environments | **Abhirup Chakrabarti**, Duke U.; **Janet E.L. Bercovitz**, Duke U.; **Will Mitchell**, Duke U.

788 →: (Paper Session) - (IM) **Effective Mechanisms of Control in International Joint Ventures**

8:30am - 10:10am Washington State Convention & Trade Center: 617

Chair: **S. Benjamin Prasad**, Ohio U. & CMU

- IM: Non-Equity Control and Foreign Parent Strategy: an analysis of Joint Venture Performance in China | **Stewart R. Miller**, U. of Texas, Austin; **Roger J. Calantone**, Michigan State U.
- IM: Types of Control and Performance in International Joint Ventures | **Dong Chen**, Rutgers U.; **Seung Ho Park**, CEIBS/Rutgers
- IM: Why International Joint Ventures Fail: A Model of An Adaptive Corporate Control Structure | **Hongwu Ouyang**, Cornell U and Yale U
- IM: The Role of Trust in Interorganizational Knowledge Transfer in Joint Ventures | **Martyna Janowicz**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.

Discussant: **Carlos Garcia-Pont**, IESE, U. of Navarra

789 →: (Paper Session) - (IM) **Special Paper Session: Building Knowledge and Insights: The Evolution of Firms**

8:30am - 10:10am Washington State Convention & Trade Center: 618

In this special paper session learn about recent research on The Evolution of Firms from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: <http://www.business.umd.edu/imd/AoM2003/>
Facilitator: **John M. Mezas**, U. of Miami

- IM: Change and Continuity in Family Enterprise: Chinese and Indian Businesses in Singapore | **Lai Si Tsui-Auch**, Nanyang Technology U.
- IM: How Political Environments Affect Firm Growth: Evidence from Small and Large Firms in Latin America | **Jennifer Spencer**, George Washington U.; **Carolina Gomez**, Florida International U.
- IM: Regional Strategies for Service Sector Multinationals | **Alan M. Rugman**, Indiana U.
- IM: The Cultural Dimensions of Societal Capabilities | **Gita Sud de Surie**, U. of Pennsylvania; **Vipin Gupta**, Grand Valley State U.

790 ☞→JS: (IM, HR, MSR) **The Love of Money, Workplace Deviance, Commitment, and Satisfaction Across Cultures**

8:30am - 10:10am Washington State Convention & Trade Center: 2B

Presenters: **Thomas Li-Ping Tang**, Middle Tennessee State U.; **Theresa Li-Na Tang**, Progeny Marketing Innovations; **Vivien Lim**, National U. of Singapore; **Thompson S.H. Teo**, National U. of Singapore; **Fernando Arias-Galicia**, National U of Mexico; **Brigitte Charles-Pauvers**, U of Nantes; **Caroline Urbain**, U of Nantes; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.; **Obiajulu Anthony Ugochukwu Nnedum**, Nnamdi Azikiwe U

791 : (Paper Session) - (IPC) **Competing in High Velocity Environments**

8:30am - 10:10am Washington State Convention & Trade Center: 201 Table 1

Facilitator: **Duncan Andrew Robertson**, Oxford U.

- BPS: The Strategy Hypercube: Exploring Strategy Space using Agent-Based Models | **Duncan Andrew Robertson**, Oxford U.
- BPS: Time-Based Strategies and Firm Performance | **Clay Dibrell**, Oregon State U.; **Peter Davis**, U. of Memphis
- BPS: Two Learning Mechanisms behind the Learning Curve | **Kyung Min Park**, INSEAD
- BPS: A Temporal Perspective on Firm Heterogeneity | **Kun Liu**, U. of Utah
- OMT: Caught in the Niche of Time: The Impact of Consumer Cohorts on Incumbent Retail. | **Andrew J. Gaudes**, U. of Manitoba

792 : (Paper Session) - (IPC) **Conflict in Organizational Systems**

8:30am - 10:10am Washington State Convention & Trade Center: 201 Table 2

Facilitator: **Corinne Bendersky**, U. of California Los Angeles

PNP: The Self-Interest Paradox | **Peter J. Robertson**, U. of Southern California; **Supamas Trivisvavet**, U. of Southern California; **Feng Wang**, -

→ **CM: The Role of Conflict Management Styles and Training across Organizational Boundaries** | **Kate Bezrukova**, U. of Pennsylvania; **Lakshmi Ramarajan**, U. of Pennsylvania; **Karen A. Jehn**, -; **Martin C. Euwema**, Utrecht U.

→ **CM: Demography and Dysfunction in Coalitional Groups: The Case of Joint Venture Management Teams** | **Jiatao Li**, Hong Kong U. of Science and Technology; **Donald C. Hambrick**, Pennsylvania State U.

CM: Dispute Resolution System Effectiveness: Complementarities and Mediators | **Corinne Bendersky**, U. of California Los Angeles

Winner of CM Division Best Paper Award - Conflict in Context

→ **MOC: The Influence of Employment Externalization on Work Content and Employees' Justice Perceptions** | **Elizabeth George**, Australian Graduate School of Management; **Prithviraj Chattopadhyay**, Australian Graduate School of Management; **Sandra A. Lawrence**, U. of Queensland; **Arthur D. Shulman**, U. of Queensland

793 : (Paper Session) - (IPC) Studies of Health Care Organizations and Their Environments

8:30am - 10:10am Washington State Convention & Trade Center: 201 Table 3

Facilitator: **Steven J. Spear**, Harvard U.

HCM: Uncertainty in Healthcare Environments: Myth or Reality? | **Amer A. Kaissi**, U. of Minnesota; **James W Begun**, U. of Minnesota

HCM: Getting to Zero: Eliminating Nosocomial Infections by Applying Lessons from Manufacturing Leaders | **Steven J. Spear**, Harvard U.; **Marie Mackey**, Harvard U.; **Vickie Pisowicz**, Pittsburgh Regional Healthcare Initiative

HCM: The Role of Standardization and Communication Processes in Chain-owned Nursing Homes in Michigan | **Akiko Kamimura**, U. of Michigan ; **Jane Banaszak-Holl**, U. of Michigan ; **Whitney B. Berta**, U. of Toronto

OMT: Urban Places and Organizational Founding: Hospitals and Orphanages in Chicago, 1848 - 1916 | **Marcus Leland Britton**, Northwestern U.; **William Ocasio**, Northwestern U.

HCM: Determinants of the Use of Health Plan Information in Health Plan Selection Intentions | **Dawn Oetjen**, U. of Central Florida ; **Myron D. Fottler**, U. of Central Florida ; **Lynn Unruh**, U. of Central Florida

794 : (Paper Session) - (IPC) Resource Acquisition and Development

8:30am - 10:10am Washington State Convention & Trade Center: 204 Table 1

Facilitator: **Bente Lowendahl**, Norwegian School of Management

BPS: Flat Structures and Hidden Hierarchies – A Comparative Study of Resource Development | **Siw Marita Fosstenlokken**, Norwegian School of Management BI; **Bente Lowendahl**, Norwegian School of Management

BPS: Strategizing By Firms in the Presence of Markets for Resources | **John A. Mathews**, Macquarie U.

BPS: Firm Resources and Strategic Flexibility in Transition Economies: Evidence from the Czech Republic | **Klaus**

Uhlenbruck, Texas A&M U.; **Haiyang Li**, Texas A&M U.; **Stanley D. Nollen**, Georgetown U.

BPS: The Relationship between Controls, Knowledge Structures, and the Development of Firm Capabilities | **Karynne L. Turner**, U. of Pittsburgh; **Mona V. Makhija**, Ohio State U.

OMT: Resource-dependency and Resource-based: Analyzing Dynamic Capabilities of Japanese Think Tanks | **Patrick Reinmoeller**, Erasmus U.

795 : (Paper Session) - (IPC) Internationalization and Regional Integration Strategies

8:30am - 10:10am Washington State Convention & Trade Center: 204 Table 2

Facilitator: **Lorraine Eden**, Texas A&M U.

IM: Cascading Strategy: A Pattern for Firm's Internationalization | **Luis Vives**, IESE, U. of Navarra; **Silviya Svejnova**, Cranfield U. ; **Joan E. Ricart**, U. of Navarra

IM: Transfer Pricing: Thinking like a Manager | **Lorraine Eden**, Texas A&M U.; **Bernard Yeung**, New York U.

IM: The Dynamics of Regional Integration: A two-tier strategic approach to the NAFTA | **Alan Muller**, Erasmus U, Rotterdam; **Rob van Tulder**, Erasmus U.

IM: Prior Conditions and Degree of Initial Internationalization: The Mediating Role of Strategy Frames | **Sucheta Nadkarni**, U. of Nebraska, Lincoln; **Pedro David Perez**, Cornell U.

TIM: The Networked Knowledge Economy in a Diversity Context: a European Framework | **Rosario Ramos**, U. Las Palmas de Gran Canaria; **Sergio Ramos**, -; **Lidia Hernandez**, -

796 : (Paper Session) - (IPC) Compensation, Power, and Public Perceptions of CEOs

8:30am - 10:10am Washington State Convention & Trade Center: 204 Table 3

Facilitator: **Vikas Anand**, U. of Arkansas

BPS: The Effect of Compensation Design on Executive Information Seeking | **Vikas Anand**, U. of Arkansas; **Luis R. Gomez-Mejia**, Arizona State U.; **Paul Tiedt**, U. of Arkansas

BPS: Diversification and CEO Compensation: Direct effects and the Moderating Effects of CEO Power | **Bradley J. Olson**, Oklahoma State U.

BPS: Organizational Size and CEO Compensation: The Moderating Effect of Corporate Strategy | **Scott W. Geiger**, U. of South Florida; **Luke H. Cashen**, Louisiana State U.

BPS: Executive Compensation and Firm Competitive Behavior: An Empirical Investigation | **Evan H Offstein**, Virginia Polytechnic Institute and State U.; **Devi R. Gnyawali**, Virginia Polytechnic Institute and State U.; **Manish K Srivastava**, Virginia Polytechnic Institute and State U.

CMS: Open Season: Critical Perspectives on the Celebrity CEO Backlash | **Eric Guthey**, Copenhagen Business School; **Brad Jackson**, Victoria U. of Wellington

797 ☉: (Paper Session) - (MC) OD in Perspective: Boards of Directors, Organizational Infrastructure & Transformation

8:30am - 10:10am Washington State Convention & Trade Center: 307

Chair: **Alberto Zanzi**, Suffolk U.

MC: Toward an Integrative Theory of Boards of Directors: The Intellectual Capital of the Board | **Gavin Nicholson**, U. of Queensland; **Geoffrey Kiel**, U. of Queensland

MC: Strategic Organizational Development, Infrastructure, and the Bottom Line: An Empirical Test | **Eric G Flamholtz**, UCLA; **Wei Hua**, UCLA

MC: The Transformative Approach | **Don Antunes**, U. of Warwick
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

Discussant: **Michael Nippa**, Freiberg U. of Mining and Technology

798 🗣️ (MED) Management Education: A Path to Democracy?

8:30am - 10:10am Sheraton Seattle Hotel & Towers: Room 428

Chair: **Yvon Pesqueux**, Conservatoire National des Arts et Métiers
Management Practice as integral to Management Education | **Elena P. Antonacopoulou**, U. of Manchester

Does Managerial Knowledge Increase Freedom? A

Contribution from History and Epistemology | **Jerome Meric**, CERMAT-IAE de Tour

From practices to management science: Do managerial knowledge and literature lead to more freedom? | **Yvon Pesqueux**, Conservatoire National des Arts et Métiers

Discussants: **Mitchell Koza**, Cranfield U. ; **Eleanor O'Higgins**, U. College, Dublin

799 🗣️ (Paper Session) - (MH) Learning from History

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/MH

Displayed on Panels P15 to P20

🗣️ **MH:** The Evolution of Corporate Governance | **Gerry H. Grant**, U. of Mississippi

🗣️ **MH:** Traituers, Elixirs and Caravans: Legitimacy and the Amazing Story of Dudley LeBlanc and Hadacol | **Tamela D Ferguson**, U. of Louisiana, Lafayette; **William Lee Ferguson**, U. of Louisiana, Lafayette; **Hans Heinen**, U. of Louisiana, Lafayette

🗣️ **MH:** Overcoming Scandal: Lessons Learned from the United Way Example | **Paul L. Govekar**, P & M Associates

➔ 🗣️ **MH:** The Assyrians and Babylonians Preview the Multinational: The Middle Bronze Age: 2000-1500 BC | **Karl Moore**, McGill U.

🗣️ **MH:** Participation, Strategic HRM, and High Involvement: Their Commonalities and Future Research Needs | **Hettie A. Richardson**, Louisiana State U.; **Robert J. Vandenberg**, U. of Georgia

🗣️ **MH:** Finding Stability in Revolution: The Introduction of Sound into Motion Pictures | **David Ahlstrom**, Chinese U. of Hong Kong

800 : (Paper Session) - (OB) Turnover, Labor and Job Satisfaction

8:30am - 10:10am Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Dora C. Lau**, Chinese U. of Hong Kong

OB: A Relational Perspective on Turnover: Examining Structural, Attitudinal, and Behavioral Predictors | **Kevin W. Mossholder**, Louisiana State U.; **Randall Patrick Settoon**, Southeastern Louisiana U.; **Stephanie Esther Case**, Louisiana State U.

OB: The Relationship Between Employee Job Change and Job Satisfaction: The Honeymoon-Hangover Effect | **Wendy R. Boswell**, Texas A&M U.; **John W. Boudreau**, Cornell U.; **Jan Tichy**, -

OB: Resistance to Change: Antecedents and Consequences of Employee Attitudes Towards Structural Change | **Shaul Oreg**, Cornell U.

🗣️ **OB:** Learning in Mergers: The Impact of Exploration and Exploitation on Performance and Job Satisfaction | **Louise Anne Nemanich**, U. of Houston; **Dusya M. Vera**, U. of Houston

801 : (Paper Session) - (OB) Influence Tactics, Politics and Leadership

8:30am - 10:10am Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Ho-Beng Chia**, National U. of Singapore

OB: A Tale of Two Tactics and Serendipity | **Gary A. Yukl**, State U. of New York, Albany; **Carolyn I Chavez**, New Mexico State U.; **Charles F. Seifert**, Siena College

OB: Humor and Laughter in Negotiations | **Allan Filipowicz**, INSEAD

OB: On Escalating Commitment: The Role of Neuroticism | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Michelle S. M. Yik**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong

OB: Social Capital and Organizational Performance in Urban Public Schools | **Carrie R. Leana**, U. of Pittsburgh; **Frits Pil**, U. of Pittsburgh

802 : (Paper Session) - (OB) Person-Job/Organization Fit and Contingent Workers

8:30am - 10:10am Sheraton Seattle Hotel & Towers: Room 424

Facilitator: **Mark J. Martinko**, Florida State U.

OB: Complementary and Supplementary Fit | **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill

🗣️ **OB:** The Bright and Dark Sides of Structured versus Flexible Innovation Implementation Approaches | **Anat Drach-Zahavy**, U. of Haifa; **Anit Somech**, U. of Haifa

OB: Person-Job Fit on the Dimension of Polychronicity: Examining Links with Well-Being and Performance. 🗣️ | **Tracy D. Hecht**, U. of Manitoba; **Natalie Allen**, U. of Western Ontario

OB: The Impact of Contingent Workers on Knowledge Flow within the Firm | **Laura Werber Castaneda**, RAND

803 JS: (OB, HR) Toward an Understanding of Voice Behavior in Organizations

8:30am - 10:10am Sheraton Seattle Hotel & Towers: West Room A

Chairs: **Linn Van Dyne**, Michigan State U.; **Jeffrey LePine**, U. of Florida

Speaking Up When Encouraged: Predicting Voice Behavior in a Naturally-Occurring Setting | **J Michael Crant**, U. of Notre Dame

Motivational Bases of Voice: The Relation between Leadership Behaviors and Employee Needs | **James R. Detert**, Pennsylvania State U.; **Amy C. Edmondson**, Harvard U.

Antecedents and Consequences of Group-Level Voice

Behavior | **Linn Van Dyne**, Michigan State U.; **Jeffrey LePine**, U. of Florida

Differential Relationships between Leadership Behaviors and Task Performance, Initiative and Voice | **Johannes Rank**, U. of South Florida; **Jeanne Carsten**, U. of South Florida; **Paul E. Spector**, U. of South Florida

Presenters: **J Michael Crant**, U. of Notre Dame; **Johannes Rank**, U. of South Florida; **Jeanne Carsten**, U. of South Florida; **Paul E. Spector**, U. of South Florida; **James R. Detert**, Pennsylvania State U.; **Amy C. Edmondson**, Harvard U.; **Linn Van Dyne**, Michigan State U.; **Jeffrey LePine**, U. of Florida

Discussant: **Michael Frese**, Giessen U.

804 : (Paper Session) - (OCIS) Learning and Knowledge-Based IT Capabilities

8:30am - 10:10am Washington State Convention & Trade Center: 614

Chair: **Rajiv Sabherwal**, U. of Missouri, St. Louis

OCIS: IT-Enhanced Knowledge Capability: Implications for Competitive Advantage in the Knowledge Economy | **Paul L. Drnevich**, Purdue U.

OCIS: Learning within the Context of Enterprise Resource Planning (ERP) Systems Implementation | **Jimmy C. Huang**, Nottingham U.; **Carole Tansley**, Nottingham Trent U.

OCIS: Organizational Form and Information Technology Capabilities: How Much Does Alignment Really Matter? | **Likoebe Mohau Maruping**, U. of Maryland; **Ritu Agarwal**, U. of Maryland

Discussants: **Youngjin Yoo**, Case Western Reserve U.; **Dong-Gil Ko**, Indiana U., Bloomington; **Jon P. Gant**, Syracuse U.

805 : (Paper Session) - (ODC) Global Organizations They are A-Changing: International Perspectives on Change

8:30am - 10:10am Washington State Convention & Trade Center: 304

Chair: **Phyllis R. Okrepkie**, U. of Mary

ODC: An Individual-level Look at Readiness for Change: An International Study | **Daniel T. Holt**, Air Force Institute of Technology; **Hee-Hyong Jung**, -

ODC: Why Reform in China's State-Owned Enterprise Failed? A Cultural Explanation of Organizational Change | **Qian Forrest ZHANG**, Yale U.

ODC: Bridging Transitions in Emerging Economies with Large Scale Interventions: The Case of Mexico | **Jose DelaCerdea**, Instituto Tecnológico y de Estudios Superiores de Occidente (Mexico); **Michael R Manning**, New Mexico State U.

Discussant: **Kay Snavely**, Miami U., Ohio

806 JS: (ODC, HR) Gaining a Competitive Advantage through Competencies: A Multilevel Approach

8:30am - 10:10am Washington State Convention & Trade Center: 607

Chair: **Annette Jane Towler**, U. of Colorado, Denver

The Outstanding Manager and Leader | **Richard E. Boyatzis**, Case Western Reserve U.

Measuring the Impact of a Managerial Competency System | **Alec Levenson**, U. of Southern California; **Wim A. Van Der Stede**, U. of Southern California; **Susan G. Cohen**, U. of Southern California

The Effect of Core Leadership Competencies on

Organizational Effectiveness | **Annette Jane Towler**, U. of Colorado, Denver; **Larry Murphy**, Newmeasures; **Diane Fassel**, Newmeasures; **William K. Hepworth**, U. of Colorado, Denver

807 : (Paper Session) - (OM) Operational Innovations

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/OM
On Display on Panels P43 to P48

👁️👁️**OM:** Theory and Tool of Linking Business Strategy and Manufacturing Strategy | **Hong CUI**, City U. of Hong Kong

👁️**OM:** Improving Client Service through Manufacturing System Flexibility | **Josefa Ruiz-Mercader**, U. of Murcia; **Juan J Peláez-Ibarrondo**, U. of Murcia

👁️👁️**OM:** Understanding New Value Drivers for Hospitality Services | **Rohit Verma**, U. of Utah; **Gerhard Plaschka**, DePaul U.; **Chekitan Dev**, Cornell U.; **Amita Verma**, The Alliance Group Management Consultants

👁️👁️**OM:** Understanding the Factors that Influence the Integration of Operations, Purchasing and Logistics | **Mark Pagell**, Oregon State U.

👁️**OM:** The Decision to Fail: Perspective Bias and Uncertainty in terminated technology deployment projects | **David Dilts**, Vanderbilt U.; **Ken R Pence**, Vanderbilt U.

👁️👁️**OM:** Leadership Style and Quality Climate Perceptions: Contrasting Project Versus Process Environments | **Yair Berson**, Polytechnic U.; **Jonathan D Linton**, Rensselaer Polytechnic Institute

808 : (Paper Session) - (OMT) International Themes

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

Displayed on Panels P21 to P27

👁️**OMT:** Organizational and Network Collectivism | **Steven White**, INSEAD; **Aki Nakamura**, Waseda U.

👁️👁️**OMT:** Cultural Institutions, Overseas Chinese Firms and High Technology Entrepreneurship | **David Ahlstrom**, Chinese U. of Hong Kong; **Garry D. Bruton**, Texas Christian U.

👁️**OMT:** Institutional Condition for Guanxi: The Inner Circle and Business Group Performance in Taiwan | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

👁️**OMT:** Opportunistic Behavior in Strategic Alliances: The Role of Relational Risk and Opportunism Horizon | **T.K. Das**, City U. of New York, Baruch College; **Noushi Rahman**, City U. of New York, Baruch College

👁️**OMT:** "State of the Union: Social Capital and Academic Research." | **Jose A. Santos**, Rutgers State U. of New Jersey

👁️**OMT:** Intersubjectivity and Intangible Forms of Control: The Emperor's New Clothes Revisited | **Nobuyuki Chikudate**, Hiroshima U

👁️**OMT:** Resolving Hybrid Organizational Identities: Orienting the Mirror From Below | **Michel J. Anteby**, New York U.; **Amy Wrzesniewski**, New York U.

809 : (Paper Session) - (OMT) Performance and Design

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT1

On Display on Panels P28 to P34

☞ **OMT: Property of the Mind: An Empirical Test of RBV's Inimitable and Non-Substitutable Resources** | **Gideon D. Markman**, U. of Georgia; **Maritza I. Espina**, Niagara U.; **Phillip H. Phan**, Rensselaer Polytechnic Institute

→ ☞ **OMT: Organizational Dynamics in a Project-based Environment: New Insights from the USA Movie Industry** | **Simone Ferriani**, U. of Pennsylvania; **Raffaele Corrado**, Bologna U.; **carlo boschetti boschetti**, Bologna U.

☞ **OMT: The Resource-based Theory: Dissemination and Main Trends** | **Francisco José Acedo**, U. de Sevilla, Spain; **Carmen Barroso**, U. de Sevilla, Spain; **Jose Luis Galan**, U. de Sevilla, Spain

☞ **OMT: Emplacing Organizations: Putting Organization Theory Back in Place** | **Elden Wiebe**, U. of Alberta

☞ **OMT: Building Participative Organizations: Organization as Design Science.** | **Georges Romme**, Tilburg U.

☞ **OMT: Does Type of Ownership Matter for Organizational Performance?** | **Royston Greenwood**, U. of Alberta; **David L. Deephouse**, U. of Alberta; **Stan X. Li**, U. of Alberta

☞ **OMT: Power Imbalance and Interdependence: An Analysis of Merger Patterns in the U.S. Economy** | **Tiziana Casciaro**, Harvard U.; **Mikolaj Jan Piskorski**, Stanford U.

810 : (Paper Session) - (OMT) Learning Across Contexts

8:30am - 10:10am Westin Hotel: Cascade 1 (C)

Chair: **Frank L Winfrey**, Lyon College

OMT: Your Accidents or Mine? Railroads' Experiential Learning from Train Wrecks and Crashes. | **Kristina Dahlin**, U. of Toronto; **Joel A. C. Baum**, U. of Toronto

OMT: Aspiration, Imitation, and Organizational Diversity in Ontario Hospitals, 1971-1992 | **You-Ta Chuang**, York U.

→ **OMT: The Two Sides of the Coin: Learning and Inertia among Italian Automobile Producers, 1896-1981** | **Luca Solari**, U. of Milano, Statale; **Stanislav D. Dobrev**, U. of Chicago; **Tai-Young Kim**, Hong Kong U. of Science and Technology

OMT: Access to Knowledge, Technological Capabilities and Firm Survival | **Andreas Al-Laham**, SIMT; **Terry L. Amburgey**, U. of Toronto

Discussant: **Kimberly B. Boal**, Texas Tech U.

811 : (Paper Session) - (OMT) Reputation, Status, and Prestige

8:30am - 10:10am Westin Hotel: St. Helens

Chair: **Gerald F. Davis**, U. of Michigan

OMT: The Liability of Good Reputation: A Study of Product Recalls in the U.S. Automobile Industry | **Mooweon Rhee**, Stanford U.; **Pamela R. Haunschild**, U. of Texas, Austin
Winner of West Publishing Best Paper Award

OMT: Status Mobility and Status Stability in a Community of Free Software Developers | **Daniel Stewart**, Washington State U.

OMT: Love for Sale: Endorsement Seeking Behavior of New Firms in an Emerging Industry | **Wesley Sine**, U. of Maryland; **Hitoshi Mitsuhashi**, U. of Tsukuba

OMT: Structure of Academic Careers in Organization Science | **Chet Miller**, Wake Forest U.; **William H. Glick**, Arizona State U.

Discussant: **Edward Zajac**, Northwestern U.

812 ☞ SHCS: (OMT, ODC, CMS) Toxic Emotions at Work: Exploring the Range and Resolution of Emotional Pain in Organizations

8:30am - 10:10am Washington State Convention & Trade Center: 609/610

Chair: **Peter J. Frost**, U. of British Columbia

Toxic Stakeholders: The Reach of Workplace Incivility | **Christine M. Pearson**, U. of Western Ontario

Damage Control: Dealing with Corrosive Connections at Work | **Jane E. Dutton**, U. of Michigan

Assessing Toxin Handler Behavior in the Workplace: An Emerging Research Agenda | **Martin L. Martens**, Concordia U.; **Marylène Gagne**, Concordia U.

The Crying Game: The Unexpected Consequences of Emotional Pain at Work | **Sally Maitlis**, U. of British Columbia

Discussant: **Philip H Mirvis**, Private Practice

813 ☞ SHCS: (ONE, TIM) Can We Innovate Our Way to a Sustainable Future?: Integrating Theory and Practice in TIM and ONE

8:30am - 10:10am Washington State Convention & Trade Center: 611/612

Here, "sustainable" and "sustainability" refer to consideration of the natural environment in our ability to meet present and future resource needs.

Organizers: **Cathy A. Rusinko**, Philadelphia U.; **Trudy Heller**, Executive Education for the Environment

Speakers: **Deborah J. Dougherty**, Rutgers U.; **Ari Ginsberg**, New York U.; **Stuart Hart**, U. of North Carolina, Chapel Hill; **Sanjay Sharma**, Wilfrid Laurier U.

Discussants: **James W Dean, Jr.**, U. of North Carolina, Chapel Hill; **James B Thomas**, Pennsylvania State U.

814 : (Paper Session) - (PNP) Rational, Institutional, and Myopic Explanations for Accountability and Effectiveness

8:30am - 10:10am Grand Hyatt Seattle: Stevens

Chair: **Yongqing Fang**, Nanyang Technology U.

☞ → **PNP: Accountability Myopia: Losing Sight of Organizational Learning** | **Alnoor Ebrahim**, George Washington U./Virginia Tech.

☞ **PNP: Resisting Reliability: Using Institutional Theory to Explain Regulatory Outcomes in Aviation** | **William L. Dougan**, U. of Wisconsin, Whitewater

☞ → ☞ **PNP: Balancing Strategy and Accountability: A Model for the Governance of Professional Associations** | **Andrew Lloyd Friedman**, U. of Bristol; **Mary Ellen Phillips**, U. of Bristol

☞ **PNP: HR Involvement, Strategic Integration and Performance of Public Sector HR Departments in Australia** | **Stephen T. T. Teo**, Chinese U. of Hong Kong; **John J. Rodwell**, Macquarie U.

Discussants: **W. Andrew Taylor**, U. of Bradford; **Amy E. Smith**, State U. of New York, Albany

815 → 🗨️ **SHCS: (PNP, CMS, BPS) Marketing and the Strategic Behaviour of Public and Nonprofit Organizations**

8:30am - 10:10am Washington State Convention & Trade Center: 602/603

Chair: **H. Brinton Milward**, U. of Arizona

Presenters: **Linda McGuire**, Monash U.; **Bill Leavitt**, Old Dominion U.; **Tony Bovaird**, U. of the West of England; **Kate McLaughlin**, U. of Birmingham; **Stephen P. Osborne**, Aston U.; **Adrian Sargeant**, Henley Management College; **Mary Tschirhart**, Syracuse U.

816 👁️: (Paper Session) - (SIM) **International Social Issues in Management Research**

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/SIM

Displayed on Panels P5 to P8

→ 👁️ **SIM: Who Has Time? Towards an Integrated Cross-national Approach of Voluntary Behaviors** | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Lrong Lim**, Kagawa U.; **John B. Cullen**, Washington State U.

→ 👁️ **SIM: Asian Managers' Schema about Unethical Bargaining Tactics** | **Jegoo Lee**, Boston College

📖 👁️ **SIM: The Fate of Chinese Urban Laid-off Females Faced with the Challenge of Knowledge Economy** | **Jian Nian Yu**, Wuhan U.

👁️ **SIM: MNC, Foreign Investment and Host Country Corruption** | **Mohsin Habib**, U. of Massachusetts, Boston; **Leon Zurawicki**, U. of Massachusetts, Boston

817 👁️: (Paper Session) - (SIM) **Psychological Processes of Ethical Behavior and Traumatic Events**

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/SIM1

Displayed on Panels P9 to P14

👁️ **SIM: The Ethics of the High Self-Monitor** | **Judy Wahn**, U. College of the Cariboo

📖 👁️ **SIM: The Ethical Professor and the Undergraduate: Perceptions of Moral Behavior Among Business Faculty** 🗨️ | **Chet Robie**, Wilfrid Laurier U.; **Roland E. Kidwell, Jr.**, Niagara U.

🗨️ 👁️ **SIM: Exploring the Potential For Consilience between Sources of Motivation and Ethical Bents** | **John E. Barbuto Jr.**, U. of Nebraska, Lincoln; **Gerald M. Parsons**, U. of Nebraska, Lincoln

👁️ **SIM: Ethics and Time: An Exploratory Study of Ethical Valences and Temporal Orientations of Executives** | **T.K. Das**, City U. of New York, Baruch College

👁️ **SIM: Consequences of Voluntary Public Service: Firefighters' Psychological & Physical Adjustment to 9/11** | **Laura Riolli**, California State U., Sacramento; **Victor Savicki**, Western Oregon U.

👁️ **SIM: Many Happy Returns: Kohlberg and the Case for the Cognitively Moral Investor** | **Thomas G. Comstock**, Pennsylvania State U.

818 : (Paper Session) - (SIT) **Networks within and between Organizations**

8:30am - 10:10am Washington State Convention & Trade Center: 205

Facilitator: **Yuri Mishina**, Michigan State University

TIM: Below the Tip of the Iceberg: The Co-Evolution of Formal and Informal Interorganizational Relations | **Lori Rosenkopf**, U. of Pennsylvania; **Thomas Schleicher**, Free U. of Berlin

CAR: Developmental Relationships in the Organization: A Social Network Perspective 🗨️ | **Dong-Yeol Lee**, U. of Washington, Seattle

OMT: Organizational Culture and Network Embeddedness | **Sjoerd Beugelsdijk**, Tilburg U.; **Carla Koen**, Tilburg U.

BPS: Influence of American Models: The Evolution of Corporate Networks in the European PC Industry | **Denise Tsang**, U. of Reading

819 : (Paper Session) - (SIT) **International Management**

8:30am - 10:10am Washington State Convention & Trade Center: 210

Facilitator: **Lynn Wilson**, Saint Leo College

→ **PNP: Creating Media in Bosnia: The Not-So-Subtle Influence of IORs in International Democracy-Building** | **Eric C. Martin**, Eastern Conn. State U.

ENT: Effects of Internationalization on Young Firms' Prospects for Survival and Growth 🗨️ | **Harry J. Sapienza**, U. of Minnesota; **Erkko Autio**, Helsinki U. of Technology; **Shaker A. Zahra**, Babson College

CMS: Effect of Internationalization on Customer and Employee Orientation: Evidence from Germany | **Wolfgang Amann**, U. of St. Gallen

→ **ODC: Culture and Organizational Change** | **Paul Hempel**, City U., Hong Kong; **Maris G. Martinsons**, City U., Hong Kong

820 : (Paper Session) - (SIT) **Compensation and Incentives**

8:30am - 10:10am Washington State Convention & Trade Center: 211

Facilitator: **Angela K. Miles**, Old Dominion U.

MH: Felt Fair Pay, Democracy, and Leadership within Cross-cultural Entrepreneurial Organizations | **Shawn M. Carraher**, Texas A&M U.

IM: Corporate Governance And Executive Compensation In Germany | **Simon Peck**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen

BPS: The Effects of Executive Turnover on TMT Compensation Following an Environmental Shift | **Theresa S. Cho**, Rutgers U.; **Wei Shen**, U. of Florida

👁️ → **ENT: Ownership, Incentive Compensation, and Firm Growth: A Multi-National Study of Entrepreneurial Firms** | **J. B. Arbaugh**, U. of Wisconsin, Oshkosh; **Larry W. Cox**, U. of Wisconsin, Madison; **S. Michael Camp**, Advanced Research Technologies, LLC

821 : (Paper Session) - (TIM) **The Role of University Research in Technology Commercialization**

8:30am - 10:10am Washington State Convention & Trade Center: 206

Chair: **William Neil Kaghan**, U. of Washington

TIM: Strategy, Structure, Incentive Systems and Universities' Successful Technology Commercialization | **Gideon D. Markman**, U. of Georgia; **Peter T. Gianiodis**, U. of Georgia; **David B. Balkin**, U. of Colorado, Boulder

TIM: The Anchor Tenant Hypothesis: Large, Local, R&D-Intensive Firms and Regional Innovation Systems | **Ajay K. Agrawal**, Queen's U., Canada

TIM: 'University-level' and 'Local-Context' Mechanisms

Supporting the Creation of Academic Start-ups | **Rosa Grimaldi**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna; **Nicola Baldini**, U. of Bologna

TIM: Does Geography Matter for Science-based Innovation?

Invisible Colleges Knowledge Creation & Exploit | **Michelle Gittelman**, NYU/Stern

Discussant: **Ben Dankbaar**, U. of Nijmegen

822 (Paper Session) - (TIM) **Innovations**

8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/TIM

Displayed on Panels P49 to P56

👁️ **TIM: Implementing Knowledge Management? Learn from Failure** | **Ashley Braganza**, Cranfield U. ; **Gerald John Mollenkramer**, -

➔ 👁️ **TIM: Tracing the Cognitive Sources of Idiosyncrasy: Knowledge and Firms Specialisation in Biotechnology** | **Ludovic Dibiaggio**, Ceram Sophia Antipolis; **Lionel Nesta**, SPRU/ U. of Sussex

👁️ **TIM: Factors Influencing Knowledge Sourcing Decision** | **Chung-Jen Chen**, National Cheng Kung U.; **Bou-Wen Lin**, National Tsing Hua University

👁️ **TIM: From Ape to Human: Explicating the Processes Involved in Compatibility Standards Evolution** | **Sanjay Jain**, U. of Wisconsin, Madison

👁️ **TIM: Is Richer Really Safer?** | **Frederick Wolf**, Academy of Cert. Hazardous Materials Managers

👁️ **TIM: Firm Resources and Industry Evolution: Insights from a Game-Theoretic Model** | **Jovan Grahovac**, Tulane U.; **Lieven Lode Demeester**, INSEAD

👁️ 👁️ **TIM: Technology Assisted Supplemental Work: Predictors, Outcomes and Moderators.** | **Grant H. Fenner**, U. of Memphis; **Robert W. Renn**, U. of Memphis

TIM: An Investigation of the Conditions Leading to Distinct Games of Innovation | **Sergei Floricel**, U. of Quebec, Montreal; **Roger E. Miller**, École Polytechnique, Montreal

823 : (Paper Session) - (TIM) **The Research and Development Context**

8:30am - 10:10am Washington State Convention & Trade Center: 613

Chair: **Cynthia Jane Bean**, U of South Florida

TIM: Key Success Factors for R&D Project Commercialisation | **Thomas Astebro**, U. of Waterloo; **Fred Pries**, U. of Waterloo

TIM: Quantity Yields Quality: Assessing the Impact of Team Size on R&D Performance | **Atul Nerkar**, Columbia U.; **Ariel Y. Fishman**, Columbia U.

TIM: Reputation and Intrafirm Technological Knowledge Sharing among R&D Scientists | **Prescott C. Ensign**, San Jose State U.; **Louis Hebert**, HEC, Montreal

TIM: A Review of Leadership Research in the R&D Context: Is R&D Different? | **Teri Elkins**, U. of Houston; **Robert T Keller**, U. of Houston

Discussant: **Sarah Kaplan**, Massachusetts Institute of Technology

Tuesday 8:40AM**824 JS: (MOC, OMT) Organizing Contested Terrains: The Dynamics of Organizational Settlements**

8:40am - 10:10am Westin Hotel: Grand Crescent

Turkey 101: Traditions of Domesticity in Martha Stewart Living Magazine | **Mary Ann Glynn**, Emory U.

The Construction of the Venture Capital Industry in the United States | **Martin F. Kenney**, U. of California, Davis; **Hayagreeva Rao**, Northwestern U.

Organizational Form Creation as an Elite Settlement | **Michael Lounsbury**, Cornell U.

Unraveling Settlements: A Sensemaking Perspective | **Timothy J. Vogus**, U. of Michigan ; **Klaus Weber**, U. of Michigan

Presenters: **Klaus Weber**, U. of Michigan ; **Hayagreeva Rao**, Northwestern U.; **Mary Ann Glynn**, Emory U.; **Michael Lounsbury**, Cornell U.; **Martin F. Kenney**, U. of California, Davis; **Timothy J. Vogus**, U. of Michigan

Discussant: **Joseph Porac**, Emory U.

Tuesday 8:50AM**825** : (Paper Session) - (SIM) **New Approaches to Corporate Social Performance-Financial Performance Research**

8:50am - 10:10am Washington State Convention & Trade Center: 608

Chair: **Philip L. Cochran**, Indiana U.

👁️ **SIM: CSR & Performance: Managing Sustainability and Need of a New Evaluation System for Knowledge Economy** | **Francesco Perrini**, Bocconi U.

SIM: Stakeholder Knowledge of Corporate Citizenship: Integrating Reputation into the CSP/CFP Debate | **David L. Deephouse**, U. of Alberta

SIM: Corporate Social Responsibility and Performance: Models of Why, Where, and When | **Edward Eliyahu Kass**, Saint Joseph's U.; **Marios I Katsioloudes**, Saint Joseph's U.

Discussants: **Shawn Berman**, Santa Clara U.; **Lee E. Preston**, U. of Maryland

Tuesday 9:00AM**826** : (AAC) **Exhibits**

9:00am - 11:45am Washington State Convention & Trade Center: 4A Exhibit Hall

Organizer: **Geralyn McClure Franklin**, U. of Texas, Permian Basin

827 : (AAC) **Membership**

9:00am - 12:00pm Washington State Convention & Trade Center: South Lobby

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

828 : (AAC) **Registration**

9:00am - 12:00pm Washington State Convention & Trade Center: South Lobby - Registration

Coordinator: **Susan Zaid**, Academy of Management

829 : (AAC) **Placement Services**

9:00am - 12:00pm Renaissance Madison Hotel: Washington

Placement Services - Registration & Information

Organizer: **Mary Jo Vaughan**, Mercer U.

830 : (Paper Session) - (MOC) Knowledge and Learning

9:00am - 10:10am Westin Hotel: Olympic

MOC: The Dynamics of Architectural Knowledge | **Mark Jenkins**, Nottingham U.**MOC**: Organizing Practices in Services to Capture Practice-Based Knowledge | **Deborah J. Dougherty**, Rutgers U.**MOC**: Relational and Structural Network Correlates of Performance in Knowledge Intensive Work | **Robert L. Cross**, U. of Virginia; **Jonathon N. Cummings**, Massachusetts Institute of Technology*Discussant*: **Kevin D. Carlson**, Virginia Polytechnic Institute and State U.**831** : (Paper Session) - (MSR) Individual and Organizational Spirituality Based Approaches to Development

9:00am - 10:10am Grand Hyatt Seattle: Menzies Suite

MSR: Values, Spirituality, and Self-Discovery: Journey to Selfhood and Purpose in Business Vocation | **Linda K Gibson**, Pacific Lutheran U.; **Bruce Finnie**, Pacific Lutheran U.**MSR**: Sacred Vocation: Developing Meaningful Work through a Participatory Change Process | **Lynda Shirley Villanueva**, U. of Houston; **Lacey L. Schmidt**, U. of Houston; **Benjamin Amick III**, -; **Samuel Karff**, -; **Anika Gakovic**, University of Houston; **Leah Toney-Podratz**, -**MSR**: The Fertile Soil of Change: A Model for Spirituality and Organizational Growth | **Lin Chai**, U. of Southern California**Tuesday 10:00AM****832** : (AA) The Fringe Cafe

10:00am - 11:30pm Sheraton Seattle Hotel & Towers: Pre-Function Area

*An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.**Organizers*: **David Barry**, Victoria U., Wellington; **Michael Dawids**, The Creative Alliance, Denmark; **Gail Whiteman**, Erasmus U.**833** : (ART) AcademyArts: Seattle 2003

10:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/Academy Arts

Tuesday 10:15AM**834** : (AAC) Conference Break

10:15am - 10:45am Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area

*Join us for refreshments and a prize raffle!**Organizer*: **Geralyn McClure Franklin**, U. of Texas, Permian Basin**Tuesday 10:30AM****835** : (Paper Session) - (BPS) Strategy and Firm Performance

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS

*Displayed on Panels P41 to P45***BPS**: Invest or Exit: How do Organizations Respond to Poor Performance? | **Katsuhiko Shimizu**, U. of Texas, San Antonio; **Craig Armstrong**, U. of Texas, San Antonio**BPS**: Refocusing Performance: A Strategy-centered Approach | **Nicholas O'Regan**, Middlesex U.; **Abby Ghobadian**, Middlesex U.**BPS**: Foreign and Domestic Ownership, Business Groups and Firm Performance: An Emerging Market Perspective | **Rejie George**, Tilburg U.; **Sytse Douma**, Tilburg U.; **Rezaul Kabir**, Tilburg U.**BPS**: The Impact of Firm Performance on the Propensity to Imitate Competitor Foreign Market Entries | **Bradley L. Killaly**, U. of California, Irvine**BPS**: Performance in a Turbulent Environment: Variance Analysis of Brazilian Firms From 1998 to 2001 | **Luiz Artur Ledur Brito**, FGV-EAESP; **Flavio C. Vasconcelos**, Escola de Administracao de Empresas de Sao Paulo**836** : (Paper Session) - (BPS) Resources and Capabilities

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1

*Displayed on Panels P46 to P52***BPS**: Coupling Combinative and Relational Capabilities in Interorganizational Best Practice Transfer | **Giovanni Battista Dagnino**, U. of Catania**BPS**: Ernst Abbe's Scientific Management: A 19th Century Forerunner of the Resource-Based Theory? | **Guido Buenstorf**, Max Planck Institute for Research into Economic Systems; **Johann Peter Murmann**, Northwestern U.**BPS**: The Use of Feints as a Resource Diversion Tactic in Strategy | **Susan F. Barnes**, Washington State U.**BPS**: A Multi-Level Framework of Studying Competitive Responses: Information Processing and Resources | **Jinyu He**, U. of Illinois, Urbana-Champaign**BPS**: Financial Markets and Firm Behavior: Empirical Results on the Moderating Role of Firm Capabilities | **Carl J. Kock**, U. of Pennsylvania**BPS**: The Theoretical and Practical Utility of the RBV: Narrowing the Gap with a Bayesian Approach | **Mark H. Hansen**, Brigham Young U.; **Lee Tom Perry**, Brigham Young U.; **C. Shane Reese**, Brigham Young U.**BPS**: Capabilities in Motion: New Organisational Forms and the Reshaping of the Hollywood Movie Industry | **Joseph Lampel**, City U., London; **Jamal Shamsie**, Michigan State U.**837** : (Paper Session) - (BPS) Strategy in Turbulent Environments

10:30am - 11:50am Westin Hotel: Cascade 1 (A)

Chair: **Jaideep Anand**, U. of Michigan**BPS**: Co-evolutionary Effects: Incumbents' Exploration and Exploitation Alliances and Industry Change | **Simona Spedale**, Erasmus U.; **Frans A. J. Van Den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.**BPS**: Creating Corporate Advantage in Turbulent Environments | **Adrián Caldart**, IESE, U. of Navarra; **Joan E. Ricart**, U. of Navarra**BPS**: Is Dynamic Competition Greater in Technology-Intensive Industries? | **Paul M. Vaaler**, Tufts U.; **Gerry M. McNamara**, Michigan State U.

BPS: Strategy-Making in Novel and Complex Worlds: The Power of Analogy | **Giovanni Gavetti**, Harvard U.; **Daniel Levinthal**, U. of Pennsylvania; **Jan W. Rivkin**, Harvard U.

Discussant: **Philip C. Anderson**, INSEAD

838 : (Paper Session) - (BPS) Strategy in Multi-Business Firms

10:30am - 11:50am Westin Hotel: Cascade 1 (B)

Chair: **William S. Hesterly**, University of Utah

BPS: Firm Diversification and R&D across Institutional and Policy Environments in East Asia | **Abhirup Chakrabarti**, Duke U.; **Kulwant Singh**, National U. of Singapore

BPS: Resource Sharing and Control in Diversified Firms | **Eric Doms**, Tilburg U.; **Aswin Van Oijen**, Tilburg U.

BPS: Cross-business Synergy: Recombination, Modularity and the Multi-business Team | **Jeffrey A. Martin**, U. of Texas, Austin; **Kathleen Eisenhardt**, Stanford U.

BPS: Help or Hindrance? The Effect of Corporate Parentage on Business Mortality | **Donald A. Lange**, U. of Texas, Austin; **Steven R. Boivie**, U. of Texas, Austin; **Andrew D. Henderson**, U. of Texas, Austin

Discussant: **Mikelle A. Calhoun**, Valparaiso U.

839 : (Paper Session) - (BPS) Alliance Coalitions and Networks

10:30am - 11:50am Westin Hotel: Vashon I

Chair: **Hugh O'Neill**, U. of North Carolina, Chapel Hill

BPS: Third-Party Effects and the Emergence of Structure in Alliance Networks | **Javier Gimeno**, INSEAD

BPS: The Performance Implications of Membership in Competing Firm Constellations | **Sergio Giovanetti Lazzarini**, Ibmec Business School

BPS: Why Do Firms Participate in Multiple-partner Alliances? | **Xiaoli Yin**, Purdue U.; **Jianfeng Wu**, Purdue U.

BPS: Factors Affecting Australian SMEs' Decision to Access Government Programs Promoting Collaboration | **Yvonne Olga Brunetto**, Griffith U.; **Rodney Stewart Farr-Wharton**, Queensland Manufacturing Institute

Discussant: **Jean-Luc Arregle**, Edhec Business School

840 : (Paper Session) - (BPS) Corporate Governance and Agency Problems

10:30am - 11:50am Westin Hotel: Vashon II

Chair: **Carmen Leonor Martínez-López**, U. of Texas-Pan American

BPS: Restructuring in Japanese Companies: Foreign Ownership, Strategic Investments, and Firm Performance | **Parthiban David**, U. of Notre Dame; **Toru Yoshikawa**, Singapore Management U.; **Abdul A. Rasheed**, U of Texas at Arlington

BPS: Agency Problems in the Mergers and Acquisitions Process: An Incentive Asymmetry Perspective | **Petri Mika Tapani Parvinen**, Helsinki U. of Technology; **Henrikki Tikkanen**, Helsinki U. of Technology

BPS: Understanding the Role of Information Asymmetry in Corporate Governance | **Matthew A. Rutherford**, James Madison U.

→**BPS:** Foreign Investors' Equity Ownership, Agency Costs and Firm Value: Evidence of Korean Firms | **Hun-Joon Park**,

Yonsei U.; **Hyun-Han Shin**, Yonsei U.; **Wan-Soo Choi**, Yonsei U.

Discussant: **David C. Croson**, U. of Pennsylvania

841 JS: (BPS, TIM) Knowledge Exchange and Organizational Boundaries:Regional, Industry, and Firm Perspectives

10:30am - 11:50am Washington State Convention & Trade Center: 2B

Speakers: **Robert A. Lowe**, Carnegie Mellon U.; **Susan McEvily**, U. of Pittsburgh; **Paul C. Almeida**, Georgetown U.

Discussant: **Julia Liebeskind**, U. of Southern California

842 JS: (BPS, TIM) Knowledge Transfer over the Organizational Life Cycle

10:30am - 11:50am Westin Hotel: Elliott Bay

Knowledge Transfer over the Organizational Life Cycle | *Presenters:* **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Tony Frost**, U. of Western Ontario; **Steven Klepper**, Carnegie Mellon U.; **David Bruce Audretsch**, Indiana U., Bloomington; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Erik Lehmann**, U. of Konstanz; **Susan Warning**, U. of Konstanz

843 : (Paper Session) - (CAR) Organizational Career Systems

10:30am - 11:50am Red Lion Hotel: San Juan

Chair: **Sally J Power**, U of St. Thomas

CAR: Reorganizing Career Management | **Daniel Tzabbar**, U. of Toronto

Winner of Careers Division Best Student Paper Award

CAR: A New Level of Career Stage Research: Exploring Organizational Characteristics as Predictors | **Haze Nicole Schepmyer**, U. of Toronto

CAR: The Flexibility of Bureaucratic Careers? Evidence from the Medical Profession | **Forrest Briscoe**, Massachusetts Institute of Technology

844 : (Paper Session) - (CM) Emotion, Arousal, and Affect in Conflict

10:30am - 11:50am Sheraton Seattle Hotel & Towers: Cedar Room

Chair: **Jeffrey Sanchez-Burks**, U. of Michigan

CM: Face Threat Sensitivity in Negotiation: Roadblock to Agreement and Joint Gain | **Judith B. White**, Dartmouth College; **Renee Oatway Tynan**, U. of Notre Dame; **Adam Galinsky**, Northwestern U.

CM: The Influence of Organizational Contexts and Outcomes of Anger Expression in the Workplace | **Ronda Callister**, Utah State U.; **Barbara Gray**, Pennsylvania State U. ; **Maurice Schweitzer**, U. of Pennsylvania; **Joo-Seng Tan**, Nanyang Technology U.

CM: Emotions and Rationality in Mediation: Evidence from Electronically-Mediated Disputes | **Raymond A. Friedman**, Vanderbilt U.; **Cameron Anderson**, Northwestern U.; **Jeanne M. Brett**, Northwestern U.; **Mara Olekalns**, U. of Melbourne; **Nathan Goates**, Vanderbilt U.; **Cara Cherry Lisco**, SquareTrade

CM: Animal Madness: Competitive Arousal and Emotions in Live and Internet Auctions | **Gillian Ku**, Northwestern U.; **Deepak Malhotra**, Harvard U.; **J. Keith Murnighan**, Northwestern U.

845 (CMS) **Theorizing Contemporary Control**

10:30am - 11:50am Washington State Convention & Trade Center: 212

Chairs: **Rick Delbridge**, Cardiff U.; **Mike Reed**, Cardiff U.Theorizing Contemporary Control | **Mike Reed**, Cardiff U.A Rhetoric of Control | **James R. Barker**, U.S. Air Force Academy

The Discourse and Practice of Control in Contemporary

Organizations | **Mahmoud Ezzamel**, Cardiff U.Post-structuralism and the Discourse of Control | **Hugh****Willmott**, Cambridge U.Meet the New World of Work | **Graham Sewell**, U. of Melbourne*Presenters:* **James R. Barker**, U.S. Air Force Academy; **Mahmoud****Ezzamel**, Cardiff U.; **Hugh Willmott**, Cambridge U.; **Graham****Sewell**, U. of Melbourne**846** (Paper Session) - (CMS) **Critical Int'l Frames**

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit

Hall/CMS

On display on Panels P29 to P40→ **CMS:** The Mystery of Capital – A Case for Moving beyond Capitalism | **Latha Poonamallee**, Case Western Reserve U.• **CMS:** Who is Responsible for Information Infrastructure - Some critical considerations | **Bernd Carsten Stahl**, U. College Dublin• **CMS:** Bureaucratic Culture: A New Critical Perspective on Power and Control | **Randal Clinton Ford**, U. of Colorado, Boulder→ • **CMS:** International Business and Multinationals: A Critical Management Approach | **Glenn Morgan**, Warwick U.• **CMS:** Leadership Power and Democracy | **Raymond Daniel Gordon**, U. of Technology, Sydney• **CMS:** Pop-management: Tales of Passion, Power and Profit | **Ana Paula Paes de Paula**, Campinas U.; **Thomaz Wood Jr.**, FGV-EAESP• **CMS:** In Search of Modernisation: Membership Work in Accounts of Organisational Reform | **Nick Llewellyn**, Brunel U.• **CMS:** Victims or Villains? A debate on CEOs in times of globalization | **Maria Jose Tonelli**, EAESP-FGV, Fundação Getúlio Vargas• **CMS:** The "Managed Me." A Critical Look at Organizational Identity in Transition | **Patricia B. Sikora**, Sikora Associates, LLC• **CMS:** Re-Colonizing Brazil: The Americanization of Brazilian culture and management in the 20th Century | **Miguel P. Caldas**, EAESP-FGV, Fundação Getúlio Vargas; **Rafael Alcadipani**, EAESP-FGV*Presenter:* **Glenn Morgan**, Warwick U.**847** (Paper Session) - (ENT) **Venture Capital/Entrepreneur Interaction**

10:30am - 11:50am Washington State Convention & Trade Center: 203

Chair: **Timothy B. Folta**, Purdue U.**ENT:** Picking Winners or Building Them? Selection Criteria in New Venture Financing and Performance | **Joel A. C. Baum**, U. of Toronto; **Brian Silverman**, U. of Toronto• **ENT:** How to Predict a Good Partnership Between Venture Capital Firm and Portfolio Company? | **Isabell Welpe**, U. of Regensburg**ENT:** Do Relational Capital and VC Commitment Matter to Portfolio Company Performance? | **Dirk DeClercq**, Vlerick Leuven Gent Management School→ **ENT:** Venture Capitalists and Psychological Contract Violations: An Institutional Approach | **Annaleena Parhankangas**, Helsinki U. of Technology; **Hans Landstrom**, Lund U.**848** (Paper Session) - (ENT) **Entrepreneurship in Emerging Economies**

10:30am - 11:50am Washington State Convention & Trade Center: 213

Chair: **Maria-Teresa Lepeley**, U. of Connecticut→ **ENT:** A Comparison of the Venture Capital Industries in Latin America and East Asia | **Garry D. Bruton**, Texas Christian U.; **David Ahlstrom**, Chinese U. of Hong Kong; **Tomas Puky**, VA Tech Hydro Corporation, USA**ENT:** Spillover Effects of Foreign Direct Investment on Indigenous Entrepreneurship in Emerging Countries | **Michelle Leah Washington**, Temple U.→ **ENT:** The Contingency Value of Entrepreneurial Posture in Technology-Based New Ventures in China | **Haiyang Li**, Texas A&M U.; **Yan Anthea Zhang**, Rice U.; **Tsang-Sing Chan**, Lingnan U. of Hong Kong• **ENT:** Who Needs Guanxi Network Most? Evidence from Taiwanese Manufacturing Firms | **Lan-Ying Huang**, The Overseas Chinese Institute of Technology**849** (Paper Session) - (GDO) **Gender and Leadership**

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/GDO

Displayed on Panels P11 to P13• **GDO:** Leader Emotional Expression, Leader Gender and Leader-Member Exchange | **Kathryn Sherony**, Purdue U.• **GDO:** Gender Differences in Social and Emotional Skills and Charismatic Leadership | **Kevin Groves**, Claremont McKenna College• **GDO:** Sources of Interpersonal Power and Barriers to Female Candidacy for Political Office | **Sara Beth Kimmel**, Belhaven College**850** (Paper Session) - (GDO) **Disabilities at Work: Discrimination and Accommodation**

10:30am - 11:50am Red Lion Hotel: Orcas

Chair: **Elizabeth Cooper**, U. of Rhode Island**GDO:** Discriminatory Practices in Hiring: Institutional and Rational Economic Perspectives | **Mark Harcourt**, Waikato U.; **Helen Lam**, Athabasca U.**GDO:** Predictors of Helping Behavior Elicited Toward Disabled Coworkers | **Brian Keith Miller**, James Madison U.**GDO:** Anticipated Consequences and Decisions to Request Accommodation: The Requester's Perspective | **David C. Baldrige**, Rochester Institute of Technology; **John F. Veiga**, U. of Connecticut*Discussant:* **Marianne Miller**, Virginia Commonwealth U.

851 JS: (GDO, CAR) Sexual Orientation, Disability, Obesity, and Subordinant Status: New Dimensions of Diversity

10:30am - 11:50am Red Lion Hotel: Bainbridge

Chair: **Pushkala Prasad**, Skidmore College

Understanding Heterosexism at Work: The Straight Problem

| **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Carolyn M. Wiethoff**, Indiana U., BloomingtonResearch on Individual & Organizational Factors Affecting People with Disabilities in Organizations | **Dianna L. Stone**, U. of Central Florida; **Eugene F. Stone-Romero**, U. of Central Florida; **Kimberly Lukaszewski**, State U. of New York, New PaltzObesity, Appearance, and Organizational Outcomes: Health, Performance, or Discrimination? | **Myrtle P. Bell**, U. of Texas, Arlington; **Mary E. McLaughlin**, Pennsylvania State U.The Color of Privilege: Multiple Identities That Cross the Boundaries of Privilege and Oppression | **Martin N. Davidson**, U. of VirginiaPresenters: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Carolyn M. Wiethoff**, Indiana U., Bloomington; **Dianna L. Stone**, U. of Central Florida; **Eugene F. Stone-Romero**, U. of Central Florida; **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Myrtle P. Bell**, U. of Texas, Arlington; **Mary E. McLaughlin**, Pennsylvania State U.; **Martin N. Davidson**, U. of Virginia**852 ☞: (Paper Session) - (HCM) The Impact of Organizational Context on Good and Bad Patient Outcomes**

10:30am - 11:50am Westin Hotel: Whidbey

Chair: **Nir Menachemi**, Florida State U.HCM: The Relationship between Staffing and Quality in Nursing Homes | **Louise Meret-Hanke**, Pennsylvania State U.; **Robert J. Weech-Maldonado**, Pennsylvania State U.; **Maria C. Neff**, Centers for Medicare and Medicaid Services; **Vincent Mor**, Brown U.HCM: Organizational Learning & Transfer & Retention of Best Practices for Reducing Error in Hospitals | **Whitney B. Berta**, U. of Toronto; **Ross Baker**, U. of TorontoHCM: Understanding the Interaction of Physician and Ambulatory Practice in Medical Mistakes | **Eric S. Williams**, U. of Alabama, Tuscaloosa; **Stewart Babbott**, Baystate Medical Center; **Joseph S. Rabatin**, New York U.Discussant: **Diane Brannon**, Pennsylvania State U.**853 ☞: (Paper Session) - (HR) Staffing Decisions: Macro & Micro Issues**

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/HR

Displayed on Panels P1 to P10

☞HR: In the Trenches at the Talent Wars: Competitive Interaction for Human Resources | **Timothy M. Gardner**, Brigham Young U.☞HR: Choosing How to Choose: Institutional Pressures on the Adoption of Personnel Selection Procedures | **Ute-Christine Klehe**, U. of Amsterdam☞HR: A Contingency Perspective on the Importance of P-J Fit and P-O fit in Employee Selection | **Tomoki Sekiguchi**, U. of Washington, Seattle☞HR: The Effects of Customizing P-E Fit Information to Job Seekers in a Web-Based Recruitment Context | **Brian R. Dineen**, Ohio State U.☞HR: Succession Management Practices in Australian Organizations | **Tracy Taylor**, U. of Technology, Sydney; **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Peter McGraw**, Macquarie U.☞HR: The Influence of Chinese Guanxi and Australian Mateship on Employee Selection Decision-Making | **Christina Sue-Chan**, City U. of Hong Kong; **Marie T. Dasborough**, U. of Queensland☞HR: The Effects of Job Delays and Job Rescissions on Organizational Attraction and Justice Judgments | **Christopher J. Meyer**, Michigan State U.; **Donald E. Conlon**, Michigan State U.☞HR: Understanding and Avoiding Legal-Centric Employment Decision Making | **Mark V. Roehling**, Michigan State U.; **Patrick Wright**, Cornell U.☞HR: Understanding the Organizational Attachments of Diverse Part-Time Retail Workers | **James E. Martin**, Wayne State U.; **Robert R. Sinclair**, Portland State U.☞HR: Winning the Game With HR | **Janice S. Miller**, U. of Wisconsin, Milwaukee; **Scott A. Johnson**, Alliant International U.**854 📖☞: (HR) Career Continuation after HIV Infection: A Managerial Challenge**

10:30am - 11:50am Washington State Convention & Trade Center: 605/606

Addressing managerial responsibility in respect of managing the career of HIV infected employees.

Speakers: **Johan CD Augustyn**, Stellenbosch U.; **Jan B Du Toit**, Stellenbosch U.; **Henry D Vos**, Stellenbosch U.**855 🗨️JS: (HR, OB) Examining the Effects of Stock Options on Employee Outcomes: Economic Democracy at Work**

10:30am - 11:50am Red Lion Hotel: Emerald 3

Chairs: **Katherine J. Klein**, U. of Maryland; **James C. Sesil**, Rutgers U.Motivational Theories, Cultural Differences, and Employee Stock Options | **Maya Kroumova**, New York Institute of Technology; **James C. Sesil**, Rutgers U.Beyond Black-Scholes: Understanding Executives' Reaction to Underwater Options | **Benjamin B. Dunford**, Cornell U.; **John W. Boudreau**, Cornell U.Riding the Roller Coaster: The Highs and Lows of Stock Options in the Tech Industry | **Julia A. Welch**, U. of MichiganEmployee Responses to Stock Options: Understanding, Interpretation, and Satisfaction | **Katherine J. Klein**, U. of Maryland; **Archie L Bates**, -; **Anuradha Ramesh**, U. of Maryland, College Park; **Edward J Carberry**, Cornell U.Presenters: **Edward J Carberry**, Cornell U.; **Anuradha Ramesh**, U. of Maryland, College Park; **Archie L Bates**, -; **Katherine J. Klein**, U. of Maryland; **Julia A. Welch**, U. of Michigan; **John W. Boudreau**, Cornell U.; **Benjamin B. Dunford**, Cornell U.; **James C. Sesil**, Rutgers U.; **Maya Kroumova**, New York Institute of TechnologyDiscussant: **Denise M. Rousseau**, Carnegie Mellon U.

856 →: (Paper Session) - (IM) **Special Paper Session: Building Collaborative Knowledge and Wisdom: Building International Competitive Advantage Through HRM Strategies**

10:30am - 11:50am Washington State Convention & Trade Center: 309

In this special paper session learn about recent research on Building International Competitive Advantage Through HRM Strategies from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: <http://www.business.umt.edu/imd/AoM2003/>

Facilitator: **Sully Taylor**, Portland State U.

→IM: Training and Enterprise Performance in Transitional Economies | **Noel Y.M. Siu**, Hong Kong Baptist U.

📖 →IM: Organizational Redesign in France and India: Role of HRM in Action | **Ashok Som**, ESSEC, France

IM: Globalisation, Competitive Advantage and HRM Strategy: Chinese Multinationals in the UK. | **Christine Edwards**, Kingston U.; **Miao Zhang**, Kingston U.

IM: US Subsidiaries: HRM Clones? | **Paul Gooderham**, Norwegian School of Economics and Business Administration; **Odd Nordhaug**, Norwegian School of Economics and Business Administration; **Kristen Ringdal**, Norwegian U. for Science and Technology

857 →: (Paper Session) - (IM) **The Complex Influences of Culture on International Management**

10:30am - 11:50am Washington State Convention & Trade Center: 617

Chair: **Susan M. Burroughs**, Roosevelt U.

IM: Cultural Influences on the Attractiveness of Nations for Foreign Direct Investment | **Arjun Bhardwaj**, U of Western Ontario; **Joerg Dietz**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

IM: Beyond Legal Tradition: The Cultural Context of Ownership Structure | **Jean McGuire**, Concordia U.; **Pierre-Yves Gomez**, E.M.LYON

IM: Effects of Cultural and Geographical Distance on Venture Capitalists' Investment Decisions | **Markus Mäkelä**, Helsinki U. of Technology

IM: An Exploratory Meta-Analysis of the Effects of Cultural Distance | **Laszlo Tihanyi**, U. of Oklahoma; **David A. Griffith**, U. of Hawaii; **Craig J. Russell**, U. of Oklahoma

Discussant: **Martha L. Maznevski**, International Institute for Management Development

858 →: (Paper Session) - (IM) **Learning Globally**

10:30am - 11:50am Washington State Convention & Trade Center: 618

Chair: **Michael Camarata**, Marywood U.

IM: Learning through Networking: French Multinationals' Adaptive Responses to Globalisation | **Monia Mtar**, Edinburgh U.

IM: Institutional and Global Effects on MNC Learning Behaviour: A Look at the European Chemical Industry | **Ayse Saka**, U. of Groningen

IM: The Impact of Internationalization on Organizational Culture: Evidence from Germany | **Winfried Ruigrok**, U. of St. Gallen; **Wolfgang Amann**, U. of St. Gallen
Discussant: **Winfried Ruigrok**, U. of St. Gallen

859 : (Paper Session) - (IPC) **Foreign Market Entry Strategies**

10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 1

Facilitator: **Ted London**, U. of North Carolina, Chapel Hill

BPS: Entrepreneurship in Emerging Economies: Entry Strategies for Low Income Markets | **Ted London**, U. of North Carolina, Chapel Hill

BPS: Effects of Psychological Biases on Resource Commitment and Performance of Collaborative Market Entry | **Arturs T. Kalnins**, U. of Southern California

BPS: Market Value Impact of Foreign Direct Investment by Multinational Firms | **Mehmet N Tag**, U of Illinois at Urbana-Champaign

BPS: Firm Capabilities and Technology Adoption: Evidence from Foreign Direct Investment in Indonesia | **Garrick Blalock**, Cornell U.; **Paul Gertler**, University of California, Berkeley

860 : (Paper Session) - (IPC) **Managing Intercultural Relationships**

10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 2

Facilitator: **Olivier Irrman**, INSEAD

→IM: Organizational Culture and Identity Strategy in International Management: An Interdisciplinary Review | **Olivier Irrman**, INSEAD

IM: A Comparative Analysis of Indian and Chinese Negotiating Behavior | **Rajesh Kumar**, Aarhus School of Business; **Verner Ditlev Worm**, Copenhagen Business School

IM: What to Shed and What to Keep: the Divestiture and Consolidation Decisions of Korean Chaebol | **Soonkyoo Choe**, Yonsei U.; **Thomas Roehl**, Western Washington U.

IM: Good Relationships: A Comparison of Chinese and Western Conceptions of Project Management Work | **Ping Chen**, Cranfield U. ; **David Partington**, Cranfield U.

861 : (Paper Session) - (IPC) **Media Effects on Communication**

10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 3

Facilitator: **Christopher D. Zatzick**, Simon Fraser U.

OCIS: The Effect of Threat Sensitivity and Face Giving on Psychological Safety and Upward Communication | **Renee Oatway Tynan**, U. of Notre Dame

OCIS: Communicating Change: The Effects of Media Richness on Employee Perceptions in a Merger Setting | **Christopher D. Zatzick**, Simon Fraser U.

OCIS: A Model of R&D Leadership and Team Communication: The Relationship with Project Performance | **Giles Hirst**, Aston U.; **Leon Mann**, U. of Melbourne

OMT: Structuring Hierarchical Deference and Solidarity in the Context of Changing Communications Media | **Celeste M. Brotheridge**, U. of Regina

862 : (Paper Session) - (IPC) Theoretical Perspectives on Entrepreneurship and Small Business

10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 4

Facilitator: **Vishal K. Gupta**, U of Missouri at Columbia**ENT:** Understanding the Elephant in Entrepreneurship: A Comparison of the Dominant Theories | **Vishal K. Gupta**, U of Missouri at Columbia**ENT:** Beyond Pioneers & Followers: A Typology of Entrepreneurial Behavior for Hostile Environments | **Andrea Lanza**, Bocconi U./Calabria U.**ENT:** Understanding and Implementing Business Concept: A Small Business Perspective | **Wei Diane Shao**, Griffith U.; **Carolyn J. Fausnaugh**, Griffith U.; **Ashley Lye**, Griffith U.**ENT:** Corporate Governance in Small Businesses: An Integrated View on Value-creating Board Tasks | **Jonas Gabrielsson**, SIRE/Halmstad U. and Lund U.; **Diamanto Politis**, SIRE/Halmstad U.**863 : (Paper Session) - (IPC) Strategic Processes and Middle Management**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 1

Facilitators: **Xavier Castañer**, HEC (Paris); **Mikko Ketokivi**, Helsinki U. of Technology**BPS:** Why Do Middle Managers Perceive Organizational Priorities Differently? | **Mikko Ketokivi**, Helsinki U. of Technology; **Xavier Castañer**, HEC (Paris)**BPS:** Making the Most of Global Reach: Toward a Model of the Impact of the National Culture on Issue Selling | **Yan Ling**, U. of Connecticut; **Steven W. Floyd**, U. of Connecticut; **David C. Baldrige**, Rochester Institute of Technology**BPS:** Strategic Inertia Determinants: Analyzing the Size, Middle Manager, Competitive Intensity Mix | **Willie Edward Hopkins**, Colorado State U.; **Ajay Menon**, Colorado State U.; **Christian Homburg**, University of Mannheim; **Shirley Ann Hopkins**, U. of Denver**BPS:** Strategic Planning Flexibility and Firm Performance under Distinct Competitive Strategy Choices | **Clay Dibrell**, Oregon State U.; **Jonathan T. Down**, Oregon State U.**864 : (Paper Session) - (IPC) Entrepreneurial Activity in Challenging Environments**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 2

Facilitator: **Stephen L. Mueller**, Texas Christian U.**ENT:** Institutional Obstacles to Entrepreneurial Development in Post-Communist Countries | **Nada Kobeissi**, Long Island U - C.W.Post; **Jeffery S. McMullen**, Baylor U.**ENT:** Entrepreneurial Firm Legitimacy in Confucian Societies | **Kong Hee Kim**, U. of Texas, Arlington; **Stephen L. Mueller**, Texas Christian U.; **Jeffrey E. McGee**, U. of Texas, Arlington**ENT:** Innovation in High-Tech SMEs: Insights From a Two-phase Study of Singaporean Firms | **Shobha S. Das**, Nanyang Technological U.; **Haoying Zheng**, Nanyang Technological U.**ENT:** The Role of Corporate Entrepreneurship in Companies in a Transitional Economy | **Yinghong Wei**, U. of North Carolina, Chapel Hill; **Hugh O'Neill**, U. of North Carolina, Chapel Hill; **Nan Zhou**, City U. of Hong Kong**865 : (Paper Session) - (IPC) Risk Assessment: Motivational and Cognitive Approaches**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 3

Facilitator: **Deborah J. Armstrong**, U. of Arkansas**MOC:** A Model of Intuitive and Analytical Decision-Making in the Share Market | **Peter John Noordink**, U of Queensland; **Neal M. Ashkanasy**, U. of Queensland**MOC:** Juxtaposing Causal Mapping and Survey Techniques to Characterize Object-Oriented Expertise | **Deborah J. Armstrong**, U. of Arkansas; **V. K. Narayanan**, Drexel U.**ENT:** Entrepreneurs' Assessment of Opportunity Exploitation: A Resource-Based Explanation | **Young Rok Choi**, Singapore Management U.; **Dean Shepherd**, U. of Colorado, Boulder**ENT:** The Myth of the Risk-Seeking Entrepreneur | **Hongwei Xu**, Stanford U.; **Martin Ruef**, Stanford U.**866 : (Paper Session) - (IPC) Gender and Culture Influences on Career Success**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 4

Facilitator: **Ian Plowman**, U. of Queensland**CAR:** Task Focus: A Meta-Competence for Career Success? | **Sanjay T. Menon**, Louisiana State U., Shreveport**CAR:** Career Progression: Gender Differences in Extrinsic and Intrinsic Career Success. | **Lisa Bradley**, Queensland U. of Technology; **Kerry Brown**, Queensland U. of Technology; **Jo Dower**, U. of Queensland**MOC:** Sibling Differentiation as an Antecedent to Social Motives and Adult Occupational Role Choices | **Ian Plowman**, U. of Queensland; **John Gardner**, U. of Queensland**CAR:** Women's Ways of Instituting Careers: A Typology of Women's Career Development | **Deborah A. O'Neil**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.; **Argun Saatcioglu**, Case Western Reserve U.**867 : (Paper Session) - (IPC) Organizational and Individual Transformation**

10:30am - 11:50am Washington State Convention & Trade Center: 303 Table 1

Facilitator: **Laura Christine Brearley**, RMIT U.**MC:** Comparing Psychotherapists' and Change Agents' Approaches to Change | **Hans Vermaak**, Twynstra Management Consultants; **Leon de Caluwe**, Free U. , Amsterdam; **Frans Que**, -**MOC:** Learning as a Process of Socialization and Storytelling | **Frederic Leroy**, Audencia Nantes.Ecole de Management**MSR:** Restoring Broken Organisations: A Creative Exploration of Disintegration and Recovery | **Laura Christine Brearley**, RMIT U.**OB:** The Implications of the Triangle Model of Responsibility for Organizational Punishment | **Zhike Lei**, U. of North Carolina at Chapel Hill; **David A. Hofmann**, U. of North Carolina at Chapel Hill**868 : (Paper Session) - (IPC) Determinants of Start-Up Growth**

10:30am - 11:50am Washington State Convention & Trade Center: 303 Table 2

Facilitator: **Lois Shelton**, Chapman U.

ENT: Industry Determinants of High Growth Startups | **Jonathan Thomas Eckhardt**, U. of Wisconsin, Madison; **Scott Shane**, U. of Maryland, College Park

ENT: The Role of Human Capital in the Growth of Newly Founded Firms | **Frederic Delmar**, Stockholm School of Economics

ENT: Expansion Barriers and Growth Opportunities: A Resource-Based Model of New Venture Expansion | **Lois Shelton**, Chapman U.

ENT: When Do Start-ups Grow? | **Petra M. Moog**, U. of Zurich; **Uschi Backes-Gellner**, U. of Zurich

869 : (Paper Session) - (IPC) **Competitive Assessment and Selective Perception**

10:30am - 11:50am Washington State Convention & Trade Center: 303 Table 3
Facilitator: **Jeremy Marcel**, Georgia State U.

☞→☞PNP: Policy Windows, Attention Structure, and Organizational Responsiveness: An Attention-based View | **Chao Guo**, Arizona State U.; **Rongrong (Charlotte) Ren**, UCLA

MOC: Socio-Cognitive basis of Competitive Assessment: Cognitive Dissonance In & Around a Product/Market | **Desmond W Ng**, U. of Alberta; **Randall E. Westgren**, U. of Illinois, Urbana-Champaign; **Steve T. Sonka**, U. of Illinois, Urbana-Champaign

MOC: Top Managers' Selective Perception of the Technological Environments | **Rune Lines**, Norwegian School of Economics and Business Administration

MOC: Reconceptualizing Managerial Selective Perception: The Role of Generalist Belief Structures | **Jeremy Marcel**, Georgia State U.; **Irene M. Duhaime**, Georgia State U.

870 : (Paper Session) - (IPC) **Social Capital in Organizations**

10:30am - 11:50am Washington State Convention & Trade Center: 604 Table 1
Facilitator: **Tony Francolini**, U of Western Ontario

OMT: Relational Embeddedness: Specification Development and the Amalgamation of Equality Matching | **Tony Francolini**, U of Western Ontario

☞OMT: The Effects of Technology Niche and Social Niche on Social Capital Exploration/exploitation | **Beiqing(Emery) Yao**, U. of Pittsburgh; **Wen-Pin Tsai**, Pennsylvania State U.

☞OMT: A Framework for Research on Social Capital, Knowledge Acquisition, and Satisfaction | **Yuliani Suseno**, U. of Queensland; **Ashly Pinnington**, U. of Queensland; **John Gardner**, U. of Queensland

OMT: Social Capital and Social Ties: A Typology and Analytical Framework | **Anat BarNir**, U. of North Texas

871 : (Paper Session) - (IPC) **Organizational Roles and Spiritual Leadership**

10:30am - 11:50am Washington State Convention & Trade Center: 604 Table 2
Facilitator: **Catharyn Baird**, Regis U.

MSR: Towards Whole Work: The Interplay of Spirituality, Cultural Values and Ethics | **Aimee Wheaton**, Regis U.; **Catharyn Baird**, Regis U.

☞MSR: Organizational Roles in Spirituality and Religion at Work | **Kathy Lund Dean**, Idaho State U.; **Scott R. Safranski**, Saint Louis U.

MSR: The Gospel of Affirmation: A Model for Spiritual Leadership | **Ruth C. May**, U. of Dallas; **J. Lee Whittington**, U. of Dallas

MC: The Power of Storytelling in Leadership: The Case of Tim Bilodeau and Medicines for Humanity | **John Sadowsky**, Grenoble Graduate School of Business; **Loick Roche**, Grenoble Graduate School of Business

872 : (Paper Session) - (IPC) **Individual Integrity and Trustworthiness**

10:30am - 11:50am Washington State Convention & Trade Center: 604 Table 3
Facilitator: **Tony L. Simons**, Cornell U.

CM: Racial Differences in Sensitivity to Behavioral Integrity | **Raymond A. Friedman**, Vanderbilt U.; **Tony L. Simons**, Cornell U.; **Leigh Anne Liu**, Vanderbilt U.

📖MED: Academic Integrity in Group Projects and Cohort-Based Programs | **Ken Weidner**, Saint Joseph's U.

📖MED: Business Ethics Education: A Model of Effectiveness and Cultural Influences | **Scott Taylor**, U of Connecticut

OB: Trustworthiness, Trust, and Risk-Taking in Work Relationships: A Regulatory Focus Perspective | **Hwee-Hoon Tan**, National U. of Singapore; **Daniel J. McAllister**, National U. of Singapore; **Gregory A. Bigley**, U. of Washington

873 ☞: (Paper Session) - (MC) **Leading & Managing Organizations : Values, Contracts & Challenges**

10:30am - 11:50am Washington State Convention & Trade Center: 307
Chair: **E Brian Peach**, U. of West Florida

MC: Leading a Team of Change Agents in a Global Corporation: Leadership Challenges in a Virtual World | **Kenneth W. Kerber**, Independent Consultant; **Anthony F. Buono**, Bentley College

MC: Workplace Connections: Value Congruence Between Consultants, Practice Groups and the Organization | **Bryan Adkins**, Independent Consultant; **David F Caldwell**, Santa Clara U.

MC: Effects of Company and Manager Psychological Contract Violation on Justice, Affect and Commitment | **Patricia Ann Baccili**, Claremont Graduate U.

Discussant: **Alice Mathilde Guilhon**, Groupe CERAM Business School

874 : (Paper Session) - (MED) **Developing Managers, Teams and Leaders for Greater Organisational Performance**

10:30am - 11:50am Sheraton Seattle Hotel & Towers: Juniper Room
Chair: **Anthony T. Pescosolido**, U. of New Hampshire

MED: Theoretical and Empirical Foundations of a Fresh Approach to Self-Management Training (SMT) | **Hugo Martin Kehr**, Munich U.

MED: The Dynamics of Team Learning: A Model of Team Learning Over Time | **D. Christopher Kayes**, George Washington U.; **Anthony T. Pescosolido**, U. of New Hampshire

MED: Evaluating Leadership Training: Content and Applicability in Managerial Learning and Development | **Tony Lingham**, Case Western Reserve U.

MED: Evolving Approaches to Western Management Training in Eastern Europe | **Sneljina Michailova**, Copenhagen

Business School; **Graham Hollinshead**, U. of the West of England

Discussants: **Clarence Anderson**, Walla Walla College; **James C. Spee**, U. of Redlands

875 📖🗣️👤: (MED, OB, SIM) **You Can Lead Students To Class, But Can You Make Them Lead Ethically?: Teaching Leadership Ethics**

10:30am - 11:50am Sheraton Seattle Hotel & Towers: Aspen Room

Chairs: **Jeffrey Miles**, U. of the Pacific; **Peg Thoms**, Pennsylvania State U., Erie

An Empirical Investigation of Developing Leadership Ethics in the Classroom | **Michael E. Brown**, Pennsylvania State U., Erie

Ethics Don't Come from Taking Courses | **Peg Thoms**, Pennsylvania State U., Erie

The Corporate Perspective on Leadership Ethics | **Sheila Lau**, Verizon

A Review of Current Methods for Teaching Leadership Ethics: Successes and Failures | **Jeffrey Miles**, U. of the Pacific

876 SHCS: (MH, BPS) **A Reception Honoring Two BPS Pioneers: William Newman and Igor Ansoff**

10:30am - 11:50am Washington State Convention & Trade Center: 602/603

Organizer: **Franz T. Lohrke**, U. of Alabama

Speakers: **Ming-Jer Chen**, U. of Virginia; **Donald C. Hambrick**, Pennsylvania State U.; **Henry Mintzberg**, McGill U.

877 : (Paper Session) - (MOC) **Attribution: The Fragile Art of Making Sense**

10:30am - 11:50am Westin Hotel: Olympic

MOC: Evolving Informational Credentials: The (Mis)Attribution of Believable Facts to Credible Sources | **Alison Fragale**, Stanford U.; **Chip Heath**, Stanford U.

👤**MOC:** Hypocrisy Attribution in Organizations | **Sandra Cha**, Harvard U.

MOC: Rosy Views: Effects of Time, Situations, and Individual Differences on Event Evaluations | **Christine Lynn Jackson**, U. of Florida; **Amir Erez**, U. of Florida; **Terence R. Mitchell**, U. of Washington, Seattle; **Angelo Fanelli**, Florida U.

Discussant: **Peter J. Jordan**, Griffith U.

878 🗣️: (MSR) **Bringing Life and Livelihood Together: Work as a Calling**

10:30am - 11:50am Grand Hyatt Seattle: Menzies Suite

Entrepreneurial Calling: How Entrepreneurs Experience Spirit within their Work | **Sandra King Kauanui**, California State Polytechnic U., Pomona

Teaching and Writing as a Calling | **Jerry Biberman**, U. of Scranton

Combining Self-discrepancy Theory and Appreciative Inquiry to Create Self-awareness | **Graeme Howard Coetzer**, Central Washington University

Vocation in Boundaryless Career Times | **Marjolein Lips-Wiersma**, U. of Canterbury

Normative Criteria for Widening Business Purpose | **Lee Perry Robbins**, Golden Gate U.

Presenters: **Sandra King Kauanui**, California State Polytechnic U., Pomona; **Graeme Howard Coetzer**, Central Washington University;

Section D

Marjolein Lips-Wiersma, U. of Canterbury; **Lee Perry Robbins**, Golden Gate U.

879 : (Paper Session) - (OB) **Self-Evaluation, Self-Concept and Performance**

10:30am - 11:50am Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Amy E. Colbert**, U. of Iowa

OB: Expertise and Friendship: Help Seeking Efficacy in Groups 🗣️ | **John R. Austin**, Pennsylvania State U.

🗣️**OB:** The Effects of Job Characteristics on Cohesiveness in Collectivistic and Individualistic Work Groups | **Derek C. Man**, U. of Hong Kong; **Simon S. K. Lam**, U. of Hong Kong

OB: Finding the Self in the System: A Cognitive Model of the Self-Concept as a Driver of Role Behavior | **Matthew Neale**, Queensland U. of Technology; **Mark A. Griffin**, Queensland U. of Technology

OB: It's the Thought that Counts: On Perceiving How Helpers Decide to Lend a Hand 🗣️ | **Daniel R Ames**, Columbia U.; **Francis J. Flynn**, Columbia U.; **Elke U Weber**, Columbia U.

880 : (Paper Session) - (OB) **Employability, Organizational Identity and Adaptability**

10:30am - 11:50am Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Stacy E. McManus**, Harvard U.

OB: Employability: The Construct, its Dimensions, and Applications 🗣️ | **Mel Fugate**, Southern Methodist U.; **Blake E. Ashforth**, Arizona State U.

OB: Employee Turnover, Organizational Memory, and Organizational Performance | **Simon J Bell**, U. of Cambridge; **Roderick D. Iverson**, Simon Fraser U.

OB: Relational Identification: Interconnecting through Work Relationships | **David M. Sluss**, Arizona State U.; **Blake E. Ashforth**, Arizona State U.

OB: The Integrative Reason Model and Employee Turnover: New Links in Behavioral Intention Modeling 🗣️ | **James D. Westaby**, Columbia U.

881 : (Paper Session) - (OB) **Leader Member Exchange; Justice and Organizational Citizenship**

10:30am - 11:50am Sheraton Seattle Hotel & Towers: Room 424

Facilitator: **Weichun Zhu**, U. of Nebraska, Lincoln

➔**OB:** Leader-Member Exchange and Contextual Performance: Organization-Based Self-Esteem as a Mediator | **Samuel Aryee**, Hong Kong Baptist U.; **Pawan S. Budhwar**, Cardiff U.; **Hwee-Hoon Tan**, National U. of Singapore

OB: The Relationship Between Team Context and the Team Leader's Linking Pin Quality | **Sara McComb**, U. of Massachusetts, Amherst; **Stephen G Green**, Purdue U.; **W. Dale Compton**, Purdue U.

OB: Justice and Leader-Member Exchange: The Moderating Role of Organization Culture and Span of Control | **Berrin Erdogan**, Portland State U.; **Robert C. Liden**, U. of Illinois, Chicago; **Maria L Kraimer**, U. of Illinois, Chicago

OB: Leader Behavior and Leader-Member Exchange: Relationships, Interactions, and Outcomes | **Johann Wilhelm Franke**, London School of Economics and Political Science; **Melissa Larmoyeux**, London School of Economics and Political Science

882 JS: (OB, HR) New Directions and Investigations of Team Empowerment

10:30am - 11:50am Sheraton Seattle Hotel & Towers: West Room A

Chair: **John Mathieu**, U. of ConnecticutRethinking the Team Empowerment Nomological Network | **M.****Travis Maynard**, U. of Connecticut; **Scott Taylor**, U of Connecticut

A Contextual Model of the Influence of Team Empowerment |

Lucy L. Gilson, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Thomas Ruddy**, Siemens

Cultural Influences on Team Empowerment Processes |

Wendy Marsh, -; **John Mathieu**, U. of Connecticut; **Thomas Ruddy**, Siemens

Exploring the Role of Team Empowerment in the Performance

of Virtual Teams | **Bradley L. Kirkman**, Georgia Institute of Technology; **Benson Rosen**, North Carolina U., Chapel Hill;**Cristina B. Gibson**, U. of Southern California*Presenters:* **M. Travis Maynard**, U. of Connecticut; **Scott Taylor**, Uof Connecticut; **Lucy L. Gilson**, U. of Connecticut; **Wendy Marsh**, -; **Bradley L. Kirkman**, Georgia Institute of Technology*Discussant:* **John R. Hollenbeck**, Michigan State U.**883 : (OCIS) Revisioning Organization Design Theory: Alternative Perspectives**

10:30am - 11:50am Washington State Convention & Trade Center: 614

Coordination through Connection: A New Role for

Organization Design | **Jody Hoffer Gittell**, Brandeis U.

Coordination in Fast-Paced Environments: Implications for

Organization Design | **Samer Faraj**, U. of Maryland

Collective Mind to Support Coordination in Software

Engineering | **Kevin Crowston**, Syracuse U.

New Ways of Understanding Organizational Routines:

Bringing Back the Bodies | **Martha S. Feldman**, U. of Michigan*Presenters:* **Jody Hoffer Gittell**, Brandeis U.; **Samer Faraj**, U. ofMaryland; **Kevin Crowston**, Syracuse U.; **Martha S. Feldman**, U.

of Michigan

Discussant: **Michael L. Tushman**, Harvard U.**884 : (ODC) The Discipline of Positive Organizational Scholarship: Implications for ODC Research and Practice**

10:30am - 11:50am Washington State Convention & Trade Center: 304

*Please join us for our theme session to learn more about Positive**Organizational Scholarship and how it can shed light on our**research and practice**Presenters:* **Kim S. Cameron**, U. of Michigan ; **Robert E. Quinn**, U.of Michigan ; **Gretchen Spreitzer**, U. of Michigan**885 : (Paper Session) - (OM) Complexity and Operational Flexibility in Operations**

10:30am - 11:50am Westin Hotel: Adams

Chair: **Diane H. Parente**, Pennsylvania State U., Erie**OM:** Re-examining the Relationship between Operational Flexibility and Environmental Uncertainty | **Mark****Pagell**, Oregon State U.; **Daniel R Krause**, -**Winner of Chan Hahn Best Paper Award Sponsored by McGraw-Hill/Irwin****OM:** Effect of Product Variety, Complexity and Technology on Manufacturing Performance | **Murat Kristal**, University ofNorth Carolina; **Aleda V. Roth**, U. of North Carolina, Chapel Hill; **Jayashankar M. Swaminathan**, U of North Carolina, Chapel Hill
Winner of OM Division Best Student Paper Award Sponsored by Bowling Green University**OM:** Operations Management for Professional Services: Developing Flexibility in the Knowledge Economy | **Linda L. Brennan**, Mercer U.**OM:** Merging Behavioral and Operational Views of Constraints, Variability and Performance | **Elliot Bendoly**, Emory U.**886 : (Paper Session) - (OMT) OMT Tapestry**

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

*On Display on Panels P21 to P28***OMT:** Rearticulating the Classical Agency Theory | **Dmitry Mikhail Khanin**, U. of Maryland→ **OMT:** On Organizational Harmony | **Ralph James Bathurst**, Massey U., Albany; **David Barry**, Victoria U., Wellington**OMT:** Multiple Logics in the Decision-making Process | **Sergio Janczak**, U. Western Ontario**OMT:** Decision Making in High Velocity Environments: The Importance of Guiding Principles | **David Oliver**, Imagination Lab Foundation; **Johan Roos**, Imagination Lab Foundation**OMT:** Organizational Culture and Ethical Ambivalence as Determinants of Escalation of Commitment | **Jude A. Rathburn**, U. of Wisconsin, Milwaukee; **Janice S. Miller**, U. of Wisconsin, Milwaukee; **Kasia Aniolek**, U. of Wisconsin, Milwaukee**OMT:** Bivariate Models of Fit in Contingency Theory: Critique and a Polynomial Regression Alternative | **Ofer Meilich**, California State U., San Marcos**OMT:** Social Order in Organizations. The Contribution of Organizational Politics and Political Economics | **Andreas Georg Scherer**, U. of Zurich; **Boris Alexander Ricken**, U. of Zurich**OMT:** Political Liberalism, Management, and Organization Theory | **Thomas Armbruster**, U. of Mannheim**887 : (Paper Session) - (OMT) Ecological and Evolutionary Dynamics**

10:30am - 11:50am Westin Hotel: Cascade 1 (C)

Chair: **Jane Banaszak-Holl**, U. of Michigan**OMT:** The Ecology of Strategic Positioning: Mutualism, Competition, and Inertia | **Stanislav D. Dobrev**, U. of Chicago; **Tai-Young Kim**, Hong Kong U. of Science and Technology; **Glenn R. Carroll**, Stanford U.**OMT:** Getting What You Wish For: Market Control and the Failure to Innovate in the American Film Industry | **Stephen Mezas**, New York U.; **Elizabeth Boyle**, New York U.→ **OMT:** Organizational Diversity Environmental Dynamics and Performance The UK Motorcycle Industry 1895-1993 | **Filippo Carlo Wezel**, Tilburg U.; **Arjen van Witteloostuijn**, U. of Durham**OMT:** Law Firm Office Location and Firm Survival in Silicon Valley, 1969 to 1998 | **Jonathan Jaffee**, Carnegie Mellon U.

OMT: Competitive Strategies, Network Strategies and Performance of Canadian Investment Banks | **Andrew V. Shipilov**, U. of Toronto

Discussant: **David Loree**, U. of Western Ontario

888 : (OMT) OMT: Past, Present and Future

10:30am - 11:50am Westin Hotel: Cascade 2

Chair: **William Ocasio**, Northwestern U.

Participants: **William H. Starbuck**, New York U.; **Jeffrey Pfeffer**, Stanford U.; **Jane E. Dutton**, U. of Michigan ; **James D. Westphal**, U. of Texas, Austin

889 ☞☞JS: (ONE, PNP, SIM) Cross-Sector Partnerships for Complex Problem-Solving: A Case of the National Park Service

10:30am - 11:50am Washington State Convention & Trade Center: 214

Organizer: **Jennifer Leigh**, Boston College

Participants: **Jennifer Leigh**, Boston College; **Brian O'Neill**, National Park Service; **Raymond Murray**, National Park Service; **Richard P. Nielsen**, Boston College

890 ☞: (Paper Session) - (PNP) Enacting Change and Meaning in Public and Nonprofit Organizations

10:30am - 11:50am Grand Hyatt Seattle: Stevens

Chair: **Mitchell J. Neubert**, Baylor U.

Facilitator: **Janet Foley Orosz**, -

PNP: New Competencies for New Times: Enacting Labor-Management Cooperation | **Sonia Ospina**, New York U.; **Allon Yaroni**, New York U.

☞PNP: Framing Moves: Interpretive Politics at the Federal Reserve | **Mitchel Abolafia**, State U. of New York, Albany

PNP: A Culture of Commitment and Service: The Enduring Logic of Action for Nonprofit Boards | **Judith L. Miller**, Ohio U.

891 ☞: (Paper Session) - (RM) Structural Equations, Measurement, Surveys, and Quantitative Issues

10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/RM

Displayed on Panels P15 to P21

☞**RM:** Modeling Latent Construct Interaction in Structural Equation Modeling | **Gordon W. Cheung**, Chinese U. of Hong Kong; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong

☞**RM:** Method Variance and Marker Variables: An Integrative Approach Using Structural Equation Methods | **Larry J. Williams**, Organizational Research Methods; **Nathan S. Hartman**, Virginia Commonwealth U.; **Flavia Cavazotte**, IBMEC

☞**RM:** Measurement Dilemmas in Studying Organizational Misbehavior | **Yoav Vardi**, Tel Aviv U.; **Ely Weitz**, Tel Aviv U. / CUNY - Baruch College; **Keren Youldus**, Tel Aviv U.

☞**RM:** The Question of Seeking: Assessing Multiple Feedback Seeking Strategies | **Mary F. Sully de Luque**, Thunderbird, The American Graduate School of International Management; **Steven M. Sommer**, U. of California, Irvine; **Melody L. Wollan**, Touro U. International

☞**RM:** Democratizing Organizations and Organizational Research: Empirical Assessment of Web Surveys | **Raymond N.C. Trau**, Monash U.; **Gunter F Hartel**, CSL Pharmaceuticals

☞**RM:** The Iterative Homogeneity of Variance Index: Finding the Positive in the Negative | **Piers Steel**, U. of Calgary; **John Kammeyer-Mueller**, U. of Florida

892 : (RM) New Research Avenues for Studying Top Management Teams (TMTs)

10:30am - 11:50am Sheraton Seattle Hotel & Towers: Douglas Room

Chairs: **Ann Langley**, HEC, Montreal; **Patricia Cherie Pitcher**, HEC, Montreal

TMT Research: Towards a Turning Point | **Céline Jeanne Legrand**, HEC Montréal

To Be [All Equal] or Not to Be: Top Management Team Power Structure and Team Processes and Outcomes | **Anne D. Smith**, U. of Tennessee, Knoxville

Emotions as Heuristics in Strategic Decision-Making | **Veronika Kisfalvi**, HEC Montreal

Top Management Teams and Corporate Failures: A Multi-Level Analytical Approach | **Michael A. Roberto**, Harvard U.

Presenters: **Céline Jeanne Legrand**, HEC Montréal; **Anne D. Smith**, U. of Tennessee, Knoxville; **Veronika Kisfalvi**, HEC Montreal; **Michael A. Roberto**, Harvard U.

Discussant: **Andrew M. Pettigrew**, Warwick U.

893 : (Paper Session) - (SIM) Advances in Stakeholder Theory

10:30am - 11:50am Washington State Convention & Trade Center: 2A

Chair: **Virginia Woods Gerde**, U. of New Mexico

SIM: A Logic for Stakeholder Behavior: A Test of Stakeholder Influence Strategies ☞ | **Jeff Frooman**, U. of New Brunswick, Saint John; **Audrey J. Murrell**, U. of Pittsburgh

SIM: Determinants of Community Stakeholder Performance: A Study of Large U.S. Commercial Banks ☞ | **Nada Kobeissi**, Long Island U - C.W.Post; **Fariborz Damanpour**, Rutgers U.

☞**SIM:** Stakeholder Influence Strategies in the Canadian Forest Products Industry | **Sanjay Sharma**, Wilfrid Laurier U.; **Irene Henriques**, York U.

Discussants: **Michael E. Johnson-Cramer**, Boston U.; **Marc O. Orlitzky**, Sydney U./ New South Wales

894 : (Paper Session) - (SIM) Ethical Issues in Human Resources Management

10:30am - 11:50am Washington State Convention & Trade Center: 608

Chair: **Douglas R. May**, U. of Nebraska, Lincoln

☞**SIM:** Mediating Ethical Disputes involving Abuse of Supervisory Authority in Organizations | **Karen P. Harlos**, McGill U; **Jacques Despatis**, -

SIM: The Employment At-Will Doctrine: Second Level Ethical Issues and Analysis | **Mark V. Roehling**, Michigan State U.

☞**SIM:** The Case Against Integrity Tests | **Ronald Karren**, U. of Massachusetts; **Larry Zacharias**, U. of Massachusetts
Discussants: **Denis Collins**, Edgewood College; **Elizabeth D. Scott**, Pennsylvania State U.

895 ☞☞SHCS: (SIM, MH, ODC, CMS) Stakeholder Management: Pied Piper or Pipe Dream? Examining the Impact of an Idea

10:30am - 11:50am Washington State Convention & Trade Center: 609/610

Where's the Beef? Lessons from the Macro Invisibility of Stakeholder Management |

Stakeholder Relationships and Corporate Responsibility |

Stakeholder Management and Labor |

How Organizations Manage Relationships with Dissident Stakeholders (and Vice Versa) |

Presenters: **Richard Marens**, California State U., Sacramento; **Sandra Waddock**, Boston College; **David Jacobs**, Hood College; **Harry J. Van Buren III**, Northern Iowa U.

Moderator: **Shawn Berman**, Santa Clara U.

Discussants: **Thomas J. Donaldson**, U. of Pennsylvania; **James E. Post**, Boston U.; **R. Edward Freeman**, U. of Virginia

896 SHCS: (SIM, OB) Leadership and Organizational

Ethics: Perspectives From Multiple Levels

10:30am - 11:50am Washington State Convention & Trade Center: 619/620

Chair: **Christian J. Resick**, Wayne State U.

Moral Reasoning and "Ethical" Leadership: What Every Researcher Must Know | **Peter E. Mudrack**, Kansas State U.

Character Development and Ethical Behavior at the United States Military | **Joseph LeBoeuf**, U.S. Military Academy

Culture, Corruption, and Prototypes of Ethical Leadership |

Christian J. Resick, Wayne State U.; **Jacqueline Mitchelson**, Wayne State U.; **Marcus W. Dickson**, Wayne State U.

Linking Leaders, Values, and Organizational Climates

Regarding Ethics | **Michael W. Grojean**, U.S. Army; **Christian**

J. Resick, Wayne State U.; **Marcus W. Dickson**, Wayne State U.; **D. Brent Smith**, Cornell U.

Presenters: **Michael W. Grojean**, U.S. Army; **Joseph LeBoeuf**, U.S. Military Academy; **Peter E. Mudrack**, Kansas State U.;

Marcus W. Dickson, Wayne State U.; **Jacqueline Mitchelson**, Wayne State U.; **D. Brent Smith**, Cornell U.

Discussant: **Linda K. Trevino**, Pennsylvania State U.

897 : (Paper Session) - (SIT) Network Analysis in

Organizational Sciences

10:30am - 11:50am Washington State Convention & Trade Center: 205

Facilitator: **Quy Nguyen Huy**, INSEAD

OB: Many Routes Toward Trust: A Social Network Analysis of the Determinants of Interpersonal Trust | **Donald L. Ferrin**, State U. of New York, Buffalo; **Kurt T. Dirks**, Washington U.; **Priti Pradhan Shah**, U. of Minnesota

TIM: Network Structure and Performance of Knowledge Teams--A Case Study in the Chinese Cultural Settings | **Jar-Der Luo**, Yuan-Ze U.

OMT: The Strength of Performative Ties: Networks and Knowledge Transfer in a Professional Service Firm | **Sheen S. Levine**, U. of Pennsylvania

898 : (Paper Session) - (SIT) Learning within and across Organizations

10:30am - 11:50am Washington State Convention & Trade Center: 210

Facilitator: **Jeri-Elayne Goosby**, Case Western Reserve U.

IM: Situated Learning and Internationalization in Cross-Border Transfers of Knowledge | **Gita Sud de Surie**, U. of Pennsylvania

IM: The Influence of Social Capital on Cross-border Learning: An Empirical Test of IJVs | **Yong Suhk Pak**, Ewha Womans U.; **Young-Ryeol Park**, Yonsei U.; **Dae Ryun Chang**, Yonsei U.

OMT: Learning Dynamics in Strategic Alliances: A Coevolutionary Framework | **T.K. Das**, City U. of New York, Baruch College; **Rajesh Kumar**, Aarhus School of Business

CMS: Organizational Learning and the Learning Organization: A Critical Review | **Jean Helms Mills**, Acadia U

899 : (Paper Session) - (SIT) Technology Management

10:30am - 11:50am Washington State Convention & Trade Center: 211

Facilitator: **Philip H Birnbaum-more**, U. of Southern California

OMT: A Critical Examination of the Meaning of Technology over time. | **Theodore L.F. Liberti**, Pennsylvania State U.

IM: Technology Sourcing by MNEs – a Complex Process of Local Interaction | **John Cantwell**, Rutgers U./U. of Reading; **Camilla Ann Noonan**, U. College Dublin

TIM: Converging Perspectives on Institutional Change in the Technology and Social Movements Literatures | **Andrew H. Van de Ven**, U. of Minnesota; **Timothy J. Hargrave**, U. of Minnesota

BPS: The Role of Innovative, Organizational, and Competitive Dynamics on IT Implementation Success | **Juan Florin**, Bryant College; **Marianne Bradford**, Bryant College

900 : (Paper Session) - (TIM) Innovation Performance

10:30am - 11:50am Washington State Convention & Trade Center: 206

Chair: **David R Hannah**, Simon Fraser U.

TIM: Firm Performance: A Longitudinal Study of R&D, Patents, and Product Innovation | **Kendall Artz**, Baylor U.; **Patricia M Norman**, Baylor U.; **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.

TIM: Measuring Innovative Performance: Is There an Advantage in Using Multiple Indicators? | **Myriam Maria Anna Helena Cloodt**, Maastricht U.

TIM: The Private Returns to Technological Capability | **Michael B. Heeley**, Rice U.; **Robert Jacobson**, U. of Washington

TIM: Measuring Enterprise's Technology Performance | **Hans-Helmuth Jung**, ETH Zurich

Discussant: **Michael Roach**, Duke U.

901 : (Paper Session) - (TIM) Incremental and Generational Innovation

10:30am - 11:50am Washington State Convention & Trade Center: 613

Chair: **Asli Arikan**, Ohio State U.

TIM: Why is Incremental Product Innovation Illegitimate in Incumbent Financial Services Firms? | **Patrick A.M. Vermeulen**, Erasmus U, Rotterdam; **Frans A. J. Van Den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

TIM: The Inertia of Innovation: Temporal Routines for Generational Product Innovation in Software | **Scott F. Turner**, U of North Carolina, Chapel Hill; **Richard A. Bettis**, U. of North Carolina, Chapel Hill

TIM: Incremental Technological Change, Complexity, and Performance: | **Neil Jones**, INSEAD

TIM: The Dynamics of Inertia: Temporal Routines for Incremental Change | **Scott F. Turner**, U of North Carolina, Chapel Hill

Discussant: Xuanli Xie, U of North Carolina, Chapel Hill

902 SHCS: (TIM, OMT, IM) Knowledge Spaces: Multiple Contexts for Knowledge Creation and Knowledge Practices

10:30am - 11:50am Washington State Convention & Trade Center: 611/612
 Knowledge Spaces and Knowledge Practices in Multiple Contexts | **Robert J. DeFillippi**, Suffolk U.

Framing the Knowledge Space | **Virginia Acha**, CoPS, SPRU, U. of Sussex

Drawbacks to Utilizing Social Capital: Empirical Evidence from Two U.K. Organizations | **Linda Edelman**, Bentley College; **Mike Bresnen**, Warwick U.; **Sue Newell**, Bentley College; **Harry Scarbrough**, Warwick U.; **Jacky Swan**, Warwick U.

Emails from the Edge: Organization, Politics and Global Teamworking | **Jonathan Sapsed**, U. of Brighton; **Ammon J Salter**, Imperial College of Science, Technology and Medicine
 The Role of Competence Networks in the Project-based Firm | **Lars Lindkvist**, Linkoping U.

Local Awareness, Global Monitoring: Learning in Project Ecologies | **Gernot Grabher**, U. of Bonn

Tuesday 12:00PM

903 : (AA) Presidential Luncheon

12:00pm - 2:15pm Washington State Convention & Trade Center: 6ABC
President Jone L. Pearce will address the Academy. Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service and Educator Awards, and the George R. Terry Book Award, and the AoM Executive, Journal and Review 2002 Best Paper Awards will be announced by President-Elect Rosalie L. Tung.

Chair: Rosalie L. Tung, Simon Fraser U.

Distinguished Speaker: Jone L. Pearce, U. of California, Irvine

Tuesday 2:00PM

904 : (AAC) Membership

2:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Jane Whitney Gibson, Nova Southeastern U.

905 : (AAC) Registration

2:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration

Conference Registration & Pre-Registration Badge Pick Up
Coordinator: Susan Zaid, Academy of Management

906 : (AAC) Placement Services

2:00pm - 5:00pm Renaissance Madison Hotel: Washington
Placement Services - Registration & Information

Organizer: Mary Jo Vaughan, Mercer U.

Tuesday 2:15PM

907 : (AAC) Exhibits

2:15pm - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 2:30PM

908 (AA) Getting Past Smith and Marx: Toward a Balanced Society

2:30pm - 3:50pm Washington State Convention & Trade Center: 615/616
A new view of democracy that balances social, political, and economic forces. A town meeting follows to discuss the presentation.

Presenter: Henry Mintzberg, McGill U.

909 : (AAC) Membership Debriefing Meeting

2:30pm - 3:50pm Washington State Convention & Trade Center: 305

Organizer: Jane Whitney Gibson, Nova Southeastern U.

910 (Paper Session) - (BPS) Corporate Strategy

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
On display on Poster Boards PB27 to PB31

BPS: Good Times, Bad Times: Symmetric or Asymmetric Adjustment to Cycle Movements | **Peter Berends**, Maastricht U.; **Arjen Van Witteloostuijn**, U. of Groningen

BPS: Strategy Combinations and Strategic Reorientation in Newly Competitive Industries | **Howard Patrick Viney**, Middlesex U.; **Abby Ghobadian**, Middlesex U.

BPS: The Future Shape of Strategy | **Stephen Cummings**, Victoria U. of Wellington; **Duncan Angwin**, U. of Warwick

BPS: Control in Diversified Firms: A Jump-Start to the Stalled Research | **Aswin Van Oijen**, Tilburg U.; **Eric Dooms**, Tilburg U.

BPS: The Relationship between a Magazine's Digital and Print Content: Complements or Substitutes? | **Daniel H. Simon**, Cornell U.

911 (Paper Session) - (BPS) Technology Strategy

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1

On Display on Panels P32 to P35

BPS: Organizational Boundaries in Biotechnology: Bargaining Power and the Allocation of Property Rights | **Jongwook Kim**, U. of Illinois, Urbana-Champaign

BPS: The Roles of Absorptive Capacity and Network Connections in Technology Innovation | **Beiqing(Emery) Yao**, U. of Pittsburgh

BPS: Industry-Academy R&D Cooperation and Innovation Performance: Lessons from the Biotechnology Field | **Daniele Mascia**, Catholic U., Rome; **Americo Cicchetti**, Catholic U., Rome

BPS: Technology, Globalization, and Governance: Standard Creation by State and Non-state Actors | **Elizabeth A. Alexander**, The George Washington U.

912 : (Paper Session) - (BPS) Learning, Forgetting and Knowing

2:30pm - 3:50pm Westin Hotel: Cascade 1 (A)

Chair: Pratima Bansal, U. of Western Ontario

BPS: Can Ideas be Capital? Factors of Production in the Post-Industrial Economy: A Review and Critique | **Alison Dean**, U. of Kent; **Martin Kretschmer**, Bournemouth U.

BPS: Strategic Knowing: So What? | **Jan Hansen**, U. of Nebraska, Lincoln; **Terrence C. Sebor**, U. of Nebraska

BPS: Forces and Forms of Organizational Forgetting | **Pablo Martin de Holan**, U. of Alberta

BPS: Strategic Learning, Environmental Fit and Financial Performance | **Eric W. Ford**, Pennsylvania State U.; **Rebecca S. Wells**, Pennsylvania State U.; **Terrie C. Reeves**, U. of Wisconsin, Milwaukee

Discussant: **Rhonda K. Reger**, U. of Maryland, College Park

913 : (Paper Session) - (BPS) Value Creation and Sustainable Advantage

2:30pm - 3:50pm Westin Hotel: Cascade 1 (B)

Chair: **James L. Ritchie-Dunham**, U. of Texas at Austin

BPS: Contextual Drivers of Resource Value: What Allows Top Hollywood Stars to Maintain their Standing? | **Jamal Shamsie**, Michigan State U.; **Danny Miller**, HEC / U Alberta; **William H. Greene**, New York U.

BPS: What Does Value Mean and How Is It Created, Maintained and Destroyed? | **Cliff Bowman**, Cranfield U.; **Veronique Ambrosini**, Cranfield U.

BPS: How Valuable is a Piece of the Spectrum? Re-examining the Notion of Value in Resource-based View | **Shahzad Mumtaz Ansari**, U. of Cambridge

BPS: Measuring Sustained Superior Performance at the Firm Level | **Pilar Marques**, U. of Girona; **Emili Grifell-Tatjé**, U. Autònoma de Barcelona

Discussant: **Ruth S. Raubitschek**, U.S. Department of Justice

914 : (Paper Session) - (BPS) Dynamics and Structure of Alliances

2:30pm - 3:50pm Westin Hotel: Vashon I

Chair: **Andrew Inkpen**, Thunderbird, The American Graduate School of International Management

BPS: Towards a Sequence Perspective on Alliances: How Alliance Order and Timing Affect Alliance Outcomes | **Michael Jensen**, U. of Michigan ; **Dana X. Wang**, Stanford U.

BPS: Interfirm Collaboration During New Product Development: A Network Dynamics Approach | **Kirk D. Wessel**, U. of Utah

BPS: A Resource-based Examination of Alliance Structural Integration | **Bing-Sheng Teng**, George Washington U.

BPS: Configurations of Inter- and Intra-Firm Networks and their Impact on Alliance Success | **Jorge Walter**, U. of St. Gallen; **Christoph Lechner**, U. of St. Gallen

Discussant: **Mariko Sakakibara**, U. of California, Los Angeles

915 : (Paper Session) - (BPS) Innovation and Technology Adoption

2:30pm - 3:50pm Westin Hotel: Vashon II

Chair: **Daniel Rodriguez**, Emory U.

BPS: Survival and the Introduction of New Technology | **Edward Levitas**, U. of Wisconsin, Milwaukee; **Ann McFadyen**, North Carolina State U.

BPS: When Underdogs Matter: A New Perspective on Bandwagon Processes | **Ann Terlaak**, U. of Wisconsin, Madison; **Andrew King**, Dartmouth College

BPS: Threat or Opportunity?: Antecedents of Managerial Perceptions Toward Technological Change | **Jun Li**, Texas A&M U.

BPS: A Dynamic Theory of Why Firms Differ in their R&D Project Selection Rules | **Tat Chan**, Washington U.; **Hideo Owan**, Washington U.; **Jack A. Nickerson**, Washington U.
Discussant: **Gino Cattani**, U. of Pennsylvania

916 SHCS: (BPS, OMT) Governance and Competitive Advantage

2:30pm - 3:50pm Washington State Convention & Trade Center: 609/610

When Boards of Directors Can Be a Source of Competitive Advantage | **Amy Hillman**, Arizona State U.

High Level Versus Operating Level Governance: Differential Impacts on Firm Value | **Karen Schnatterly**, U. of Minnesota; **Catherine Maritan**, State U. of New York, Buffalo

An Integrative Model Of International Corp Gov Systems: Issues & Implications for Developing Nations | **Anju Seth**, U. of Illinois, Urbana-Champaign

Boards Of Directors In High-Tech Firms: Individuals Matter | **Scott G. Johnson**, U. of Minnesota; **Karen Schnatterly**, U. of Minnesota

Presenters: **Karen Schnatterly**, U. of Minnesota; **Amy Hillman**, Arizona State U.; **Catherine Maritan**, State U. of New York, Buffalo; **Anju Seth**, U. of Illinois, Urbana-Champaign; **Scott G. Johnson**, U. of Minnesota

917 : (Paper Session) - (CAR) Human Capital Based Careers

2:30pm - 3:50pm Red Lion Hotel: San Juan

Chair: **Ronald H Humphrey**, Virginia Commonwealth U.

CAR: Factors Related to Updating among Technical Professionals | **Asya Pazy**, Tel Aviv U.

CAR: Examining Employability: Effects of Employee Development on Commitment and Intention to Turnover | **George Benson**, U. of Texas, Arlington
Winner of Careers Division Applied Paper Award

CAR: Constructing Factors Affecting Workers' Retention Length | **Hao-Chieh Lin**, National Sun Yat-Sen U.

918 JS: (CAR, OB, GDO) Leadership: The Many Faces of Military Leaders

2:30pm - 3:50pm Red Lion Hotel: Bainbridge

Chair: **Kathleen M. Campbell**, U.S. Military Academy

The "Be, Know, Do" Model of Leader Development | **Donald J. Campbell**, U.S. Military Academy; **Gregory J. Dardis**, U.S. Military Academy

Self-monitoring, Values, and Gender in Leader Development | **Jerry Baird**, U.S. Military Academy

TAC Officers and Professors as Role Models for Cadets | **Kathleen M. Campbell**, U.S. Military Academy; **Eric Woolf**, U.S. Military Academy

Support for "Road Warriors" in the U.S. Army | **Kathleen M. Campbell**, U.S. Military Academy

919 : (CM) Status, Identity, and Respect in Negotiation

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Cedar Room

Organizer: **Ya-Ru Chen**, New York U.**As Powers Collide: The Interactive Effects of Status and Structural Power on Resource Allocations** | **Melissa C. Thomas-Hunt**, Cornell U.; **Chad Proell**, Cornell U.**Competitive versus Cooperative Status Construals in Different Social Systems** | **Ya-Ru Chen**, New York U.; **Jan H. Lo**, New York U.**Social Identity, Organizational Status, and Employee Responses to an Organizational Merger** | **Deborah J. Terry**, U. of Queensland**Strategies for Enhancing Informal Status** | **Sandra Spataro**, Yale U.**920 : (Paper Session) - (CMS) Critical Perspectives on Software and Information**

2:30pm - 3:50pm Washington State Convention & Trade Center: 212

Chair: **Joan Greenbaum**, City U. of New York Graduate Center**CMS: Practice and Process: The Socialization of Software Development** ☞ | **Paul S. Adler**, U. of Southern California**CMS: Developing Inclusion and Critical Reflection in Information Systems Planning.** ☞ | **José Rodrigo Córdoba**, U. of Hull*Presenters:* **Paul S. Adler**, U. of Southern California; **José Rodrigo Córdoba**, U. of Hull**921 📖👤➔: (CMS) Management Ideas: Fads, Fashion and Fantasies – International Perspectives**

2:30pm - 3:50pm Washington State Convention & Trade Center: 3B

Organizer: **Greg Bamber**, Griffith U.*Presenters:* **Eric Abrahamson**, Columbia U.; **Sue Bruning**, U of Manitoba; **Alfred Kieser**, Mannheim U.; **Jacky Swan**, Warwick U.**922 🗣️👤JS: (CMS, OCIS, TIM) In the Age of the Smart Network: New Perspectives on Informed Organizations**

2:30pm - 3:50pm Washington State Convention & Trade Center: 2B

Organizer: **William Neil Kaghan**, U. of Washington**Informating and Automating: An Overview and A Prospectus** | **William Neil Kaghan**, U. of Washington**Getting a Grip on the Future of Information Technology at Work** | **Rob Kling**, Indiana U., Bloomington**Cognitive and Motivational Factors Inhibiting the Flow of Knowledge** |**When Leaders Lead, Managers Manage, and Workers Work, Digitally** | **Jonathan Grudin**, Microsoft Research**Work Organization in the Context of Time and Space: Implications for Designing Information Systems** | **Joan Greenbaum**, City U. of New York Graduate Center*Presenters:* **Rob Kling**, Indiana U., Bloomington; **Pamela J. Hinds**, Stanford U.; **Jonathan Grudin**, Microsoft Research; **Joan Greenbaum**, City U. of New York Graduate Center*Discussant:* **Suzanne Iacono**, National Science Foundation**923 : (Paper Session) - (ENT) New Firm Founding**

2:30pm - 3:50pm Washington State Convention & Trade Center: 203

Chair: **Joan Winn**, U. of Denver**ENT: Creating Control Configurations During Organizational Founding** ☞ | **Laura B. Cardinal**, Tulane U.; **Sim B. Sitkin**,Duke U. / Duke Corporate Education, Inc.; **Chris P. Long**, Washington U.**ENT: Reputation Within Audiences: How Audience Characteristics Matter to Firms Building New Reputations** | **Eileen Fischer**, York U.; **Rebecca Reuber**, U. of Toronto**ENT: The Impact of Debt Versus Equity on the Decision to Be Self-employed: An Economics Perspective** | **Evan John Douglas**, Queensland U. of Technology; **Dean Shepherd**, U. of Colorado, Boulder**ENT: Strategic Myopia and Excess Entry into "Simple" Industries** | **Don Moore**, Carnegie Mellon U.; **Daylian Cain**, Carnegie Mellon U.**924 : (Paper Session) - (ENT) Entrepreneurship Research**

2:30pm - 3:50pm Washington State Convention & Trade Center: 213

Chair: **Brian B. McKenzie**, California State U., Hayward**ENT: Entrepreneurship: In Between What? On the "Frontier" as a Discourse of Entrepreneurship Research** ☞ | **Chris Steyaert**, U. St. Gallen**ENT: If a Tree Falls in the Woods...: Ontology and Research Objective in Entrepreneurship Research** | **Jeffery S. McMullen**, Baylor U.; **Andrew C. Corbett**, Rensselaer Polytechnic Institute👁️**ENT: Compensation Strategy in High Growth Entrepreneurial Firms: Toward a Critical Test** | **Michael Ensley**, U. of North Carolina, Charlotte; **Craig L. Pearce**, Claremont Graduate U.**ENT: Toward a More Thorough Model of Entrepreneurial Motivation** | **Jason Brashier**, U. of Alabama, Tuscaloosa**925 👁️: (Paper Session) - (GDO) Careers, Gender, and Diversity: IT, Expatriates, and Retirees**2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/GDO
On Display on Poster Boards PB11 to PB14👁️👁️👁️**GDO: Technology Attitudes, Anxiety, and Involvement: Are There Gender Differences?** | **Kellye Jones**, Our Lady of the Lake U.; **Raydel Tullous**, U. of Texas, San Antonio👁️👁️**GDO: Barriers to Women in Info-Tech** | **Susan G. Michie**, Oklahoma State U.; **Debra L. Nelson**, Oklahoma State U.📖👤➔👁️👁️**GDO: Tracking Bias Against the Selection of Female Expatriates: Implications for Business Education** | **Charles M. Vance**, Loyola Marymount U.; **Yongsun Paik**, Loyola Marymount U.; **Judith A. White**, U. of Redlands👁️**GDO: Post-retirement Work: Factors Related to the Return to Paid or Unpaid Work** | **Elaine M. Wong**, U. of California, Berkeley; **Sheldon Zedeck**, U. of California, Berkeley**926 : (Paper Session) - (GDO) Work/Family Interface: Gender, Race, and Other Factors**

2:30pm - 3:50pm Red Lion Hotel: Orcas

Chair: **Diana Bilimoria**, Case Western Reserve U.**GDO: The Study of Work-Family Interaction and Role-Identity Salience: Does Gender Really Matter?** | **Lori L. Wadsworth**, Brigham Young U.**GDO: Winning Couples: Predicting Conjoint Perceptions of Work, Family, and Balancing Success** ☞ | **Ronit Waismel-Manor**, Cornell U.; **Phyllis Moen**, Cornell U.; **Stephen Sweet**, Ithaca College

GDO: The Relation of Gender and Racial Similarity to Family-Supportive Supervision | **Sharon Foley**, Drexel U.; **Frank Linnehan**, Drexel U.; **Jeffrey Greenhaus**, Drexel U.; **Christy H. Weer**, Drexel U.

Discussant: **Jennifer L. Berdahl**, U. of Toronto

927 🗨️ (HCM) **Studying "Hard to See" Things: Using Organization Theory to Examine Medical Errors**

2:30pm - 3:50pm Westin Hotel: Whidbey

Chair: **Timothy Hoff**, State U. of New York, Albany

Creating Learning Cultures Around Mistakes for Surgical Residents | **Timothy Hoff**, State U. of New York, Albany

Understanding the Mechanisms of Medical Mistakes | **Kathleen M. Sutcliffe**, U. of Michigan

Gathering Information About and Learning From Medical Errors | **Michal Tamuz**, Texas U., Houston

Presenters: **Timothy Hoff**, State U. of New York, Albany; **Kathleen M. Sutcliffe**, U. of Michigan; **Michal Tamuz**, Texas U., Houston

Discussant: **Stephen M. Shortell**, U. of California, Berkeley

928 🗨️ (Paper Session) - (HR) **Performance Management Issues: Evaluation, Turnover, Expatriates**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR

Displayed on Panels P1 to P10

🗨️ **HR:** Ethnic Group Differences in Measures of Job Performance: A New Meta-Analysis | **Philip L. Roth**, Clemson U.; **Allen I. Huffcutt**, Bradley U.; **Philip Bobko**, Gettysburg College

🗨️ **HR:** Utility of Overall Job Attitude for Predicting Individual Effectiveness: Meta-Analytic Tests | **Daniel A. Newman**, -; **David A. Harrison**, Pennsylvania State U.; **Philip L. Roth**, Clemson U.

🗨️ **HR:** Image Theory and Performance Appraisal: How Contrast Effects Moderate Use of the Screening Process | **Darrin Kass**, Bloomsburg U. of Pennsylvania; **Bryan J Pesta**, Cleveland State U.; **Kenneth Dunegan**, Cleveland State U.

🗨️ **HR:** Effect of Other-Oriented Values on Leniency and Supervisor-Subordinate Performance Rating Agreement | **Bruce M. Meglino**, U. of South Carolina; **M. Audrey Korsgaard**, U. of South Carolina; **Scott W. Lester**, U. of Wisconsin

🗨️ **HR:** Rater Acquisition and Integration of Indirect Performance Information: A Theoretical Model | **Patrick H. Raymark**, Clemson U.; **Krista L. Uggerslev**, U. of Calgary

➔ 🗨️ **HR:** An Organizational-Level Analysis of the Influence of HRM Practices on Turnover | **Victor Y. Haines III**, U. of Montreal; **Patrice Jalette**, U. of Montreal; **Karine Larose**, U. of Montreal

🗨️ **HR:** Turnover Intentions and Turnover: The Moderating Role of Personality | **David G. Allen**, U. of Memphis; **Kelly Pledger Weeks**, Centenary College of Louisiana; **Karen R Moffitt**, U. of Memphis

🗨️ ➔ 🗨️ **HR:** Psychological Contract Alignment and Repatriation Success | **Guorong Zhu**, Hay Group

➔ 🗨️ **HR:** Working Abroad: How Does Initial Receptivity to Relocating Abroad for Work Develop? | **Phyllis Tharenou**, Monash U.

➔ 🗨️ **HR:** A Preliminary Model of Spouse Influence on Managerial Global Assignment Willingness | **Robert Konopaske**, U. of North Carolina, Wilmington; **Chet Robie**, Wilfrid Laurier U.; **John M. Ivancevich**, U. of Houston

929 : (HR) **Connecting Individual Processes and Organization Outcomes: Unpacking the Relational Dimension**

2:30pm - 3:50pm Washington State Convention & Trade Center: 605/606

Chair: **Carrie R. Leana**, U. of Pittsburgh

Examining How Individual Behaviors Build and Sustain Organizational Social Capital | **Melvin L. Smith**, Case Western Reserve U.

The Influence of Production Systems: Individual, Team, and Organizational Processes and Outcomes | **Frits Pil**, U. of Pittsburgh; **Brenda Ghituлесcu**, U. of Pittsburgh; **Carrie R. Leana**, U. of Pittsburgh

High Performance HR Practices and Customer Satisfaction: Employee Process Mechanisms | **Lisa M. Moynihan**, London Business School; **Timothy M. Gardner**, Brigham Young U.; **Patrick Wright**, Cornell U.

Human Resource Practices, Core Employee Social Capital, and Firm Innovation | **Christopher Collins**, Cornell U.

930 JS: (HR, GDO, CAR) **Diversity and the Leaky Pipeline: Interaction Patterns, Job Search Choices, and Retention**

2:30pm - 3:50pm Red Lion Hotel: Emerald 3

Chairs: **Barbara A. Gutek**, U. of Michigan; **Kathryn M. Bartol**, U. of Maryland, College Park

Advertising for Diversity: The Influence of Diversity Strategy on Applicant Job Pursuit Intentions | **Holly S. Slay**, University of Maryland; **Debra L. Shapiro**, U. of Maryland

Individual Differences as Predictors in Job Preferences and Job Search Behavior | **Ian O. Williamson**, U. of Maryland; **Meredith Flowers Burnett**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park

Personal Characteristics as Predictors of Same- and Different- Gender Network Ties | **Elizabeth Layne Paddock**, U. of Arizona, Tucson; **Kenneth W. Koput**, U. of Arizona; **Barbara A. Gutek**, U. of Michigan; **Bambi M. Douma**, U. of Arizona

Ties That Bind: Heterophily as a Base of Negative Ties | **Bambi M. Douma**, U. of Arizona; **Kenneth W. Koput**, U. of Arizona; **Barbara A. Gutek**, U. of Michigan

Retention & Turnover in the IT Workforce: Gender, Minority Status, & Job & Organization Factors | **Pascale Carayon**, U. of Wisconsin, Madison; **Ramon J. Aldag**, U. of Wisconsin, Madison; **Peter Hoonakker**, U. of Wisconsin, Madison; **Jen Schwarz**, U. of Wisconsin, Madison

Participants: **Ian O. Williamson**, U. of Maryland; **Meredith Flowers Burnett**, U. of Maryland; **Ramon J. Aldag**, U. of Wisconsin, Madison; **Holly S. Slay**, University of Maryland; **Bambi M. Douma**, U. of Arizona; **Elizabeth Layne Paddock**, U. of Arizona, Tucson; **Debra L. Shapiro**, U. of North Carolina, Chapel Hill

931 : (IM) **The IM Network**

2:30pm - 3:50pm Washington State Convention & Trade Center: 309

Host: **Schon L. Beechler**, Columbia U.

932 → (Paper Session) - (IM) **International Strategic Behavior**2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM
On Display on Panels P36 to P40

- **IM**: Does International Expansion Increase Firms' Resistance to Social Pressure? | **Martin Meznar**, Arizona State U.
- ☞ **IM**: Firm Resources and Institutions: Explaining Diversification of Business Groups in Taiwan | **Chi-Nien Chung**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore
- ☞ **IM**: Strategic Management in Highly Constrained Environments: The Case of Textile Firms in Iran | **Mehdi Farashahi**, Concordia U.; **Taieb Hafsi**, HEC Montreal
- **IM**: Home Country Corporate Governance and the "Bonding" Hypothesis: Evidence from Emerging Markets | **Paul M. Vaaler**, Tufts U.; **Burkhard N Schrage**, IST
- ☞ **IM**: What Contributes to Dissimilarity among MNE Subsidiaries' Political Strategy? | **William P. Wan**, Thunderbird, The American Graduate School of International Management; **Amy Hillman**, Arizona State U.

933 : (IM) **Real Time Research in International Management: Challenges and Opportunities**

2:30pm - 3:50pm Washington State Convention & Trade Center: 617

Chair: **Bala Chakravarthy**, IMDSpeakers: **Philip Rosenzweig**, IMD; **Bettina Buchel**, IMD; **D. Eleanor Westney**, Massachusetts Institute of Technology; **Vladimir Pucik**, IMD**934** → : (Paper Session) - (IM) **Special Paper Session: Building Collaborative Knowledge and Wisdom: International Strategy**

2:30pm - 3:50pm Washington State Convention & Trade Center: 618

In this special paper session learn about recent research on International Strategies from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: <http://www.business.umt.edu/imd/AoM2003/>

Facilitator: **Srilata Zaheer**, U. of Minnesota

- IM**: Operating Flexibility in Multinational Corporations: Prospects and Obstacles | **Tony W. Tong**, Ohio State U.
- **IM**: Entering India: Licensing or Joint Venture? | **Alexander Eapen**, Tilburg U.; **Jean-Francois Hennart**, Tilburg U.
- IM**: Who Drives Unrelated Diversification? A Study Of Indian Manufacturing Firms | **Kannan Ramaswamy**, Thunderbird, The American Graduate School of International Management; **Mingfang Li**, California State U., Northridge; **Barbara Pecherot Pettitt**, Thunderbird, The American Graduate School of International Management
- IM**: Neglecting International Business: The Incomplete IO Literature on Domestic Airline Mergers | **Joseph Clougherty**, Tilburg U.

935 : (Paper Session) - (IPC) **Managing Stakeholders and Aligning Interests**

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 1

Facilitator: **Bradley R. Agle**, U. of Pittsburgh

- SIM**: Transforming Organization Vulnerability to Strength: Aligning Stakeholder Interests and Expectations | **Deborah Balsem**, U. of Missouri, St. Louis
- SIM**: A Framework of Stakeholder Legitimacy | **Adele Queiroz**, U. of Pittsburgh; **Bradley R. Agle**, U. of Pittsburgh; **Ron K. Mitchell**, Victoria U.
- SIM**: Exploring the Social Construction of Stakeholder Management in the UK | **Samantha Violet Miles**, Oxford Brookes U.; **Andrew Lloyd Friedman**, U. of Bristol
- SIM**: Long-Term Cooperative Firm-Stakeholder Relationships: Toward a Convergent Theory | **Kalle Pajunen**, Tampere U. of Technology

936 : (Paper Session) - (IPC) **Building Organizational Identity**

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 2

Facilitator: **Beth Bechky**, U. of California, Davis

- MH**: Variation in Mission Statement Content Across Three Industries: An Empirical Examination | **Forest R David**, Miss. State U.; **Joseph Peyrefitte**, U. of Southern Mississippi
- OMT**: Coordination as the Practice of Organizational Accountability and Common Ground | **Beth Bechky**, U. of California, Davis
- OMT**: Identity Jumpshipping in French Elite Restaurants: The Role of Nested and Crosscutting Identities. | **Philippe Michel Monin**, EM Lyon; **Rodolphe Durand**, EM Lyon
- MOC**: Creating an Identity in Community-Based Organizations | **Marc-David L. Seidel**, U. of British Columbia; **Janet M. Dukerich**, U. of Texas, Austin; **Fabiola Bertolotti**, U. of Modena and Reggio Emilia

937 : (Paper Session) - (IPC) **Corporate Philanthropy and Social Responsiveness**

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 3

Facilitator: **Lance Moir**, Cranfield U.

- SIM**: Role Definition of Organizations: Corporate Philanthropy and the Influence of Structural Slack | **David H. Saia**, Northern Iowa U.
- SIM**: Communicating Philanthropy. Multiple Representations to Multiple Stakeholders? | **Lance Moir**, Cranfield U.
- SIM**: Strategic Groups and Corporate Citizenship: Evidence from the Canadian Brewing Industry | **Pursej Heugens**, Concordia U.; **Kai Lamertz**, Concordia U.
- SIM**: Strategies of Corporate Social Responsiveness: A Framework and a Test | **Sridevi Shivarajan**, Temple U.; **John R. Dillman**, Temple U.; **Lynne Andersson**, Temple U.

938 : (Paper Session) - (IPC) **Cross-Cultural Perspectives on Leadership**

2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 4

Facilitator: **Jun Yan**, Cali State U., Long Beach

- OMT**: Organizational Culture: Does Leadership Matter? | **Anne S. Tsui**, Hong Kong U. of Science and Technology; **Zhi-Xue Zhang**, Peking U.; **Hui Wang**, HKUST/Peking U.; **Katherine Xin**, China Europe International Business School/Hong Kong U. of Science and Technology

IM: A Cross-cultural Model of Transformational Leadership | **Jun Yan**, Cali State U., Long Beach; **Dongjian Shi**, Tongji University

OB: The Role of Collective and Self-efficacy: Transformational Leadership and Work-related Outcomes | **Fred Ochieng Walumbwa**, U. of Nebraska, Lincoln; **Peng Wang**, U. of Illinois, Urbana-Champaign; **John Lawler**, U. of Illinois, Urbana-Champaign; **Kan Shi**, Chinese Academy of Sciences, Beijing

CAR: Correlates of Family-Work Spillover, and Career & Family Success: A Study among the Indian Managers | **Swarna Rallabandi**, -; **R.K. Premarajan**, XLRI Jamshedpur, India

939 : (Paper Session) - (IPC) Stakeholder Influences on Corporate Governance

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 1

Facilitator: **Esther Solomon**, Fordham U.

BPS: Governance Processes and Stakeholder Dynamics: A Framework for Board Assessment and Learning | **Esther Solomon**, Fordham U.

BPS: Disciplining and Enabling Action: Corporate Governance Influencing Corporate Entrepreneurship | **Sven-Olof Y. Collin**, Kristianstad U.; **Elin M Smith**, Kristianstad U.

BPS: Beyond Board Structure & Regulation: On Becoming a Corporate Governor. | **Phyl Johnson**, U. of Strathclyde

OMT: Analysis of governance reform in Korea : Inertia and institutional pressure | **Dong-Sung Cho**, Seoul National U.; **Jootae Kim**, Seoul National U.

940 : (Paper Session) - (IPC) Strategic Change and Environmental Influences

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 2

Facilitator: **Taieb Hafsi**, HEC Montreal

BPS: Strategic Change and High Dependency Environment: The Case of Philanthropic Organizations | **Taieb Hafsi**, HEC Montreal

BPS: Decentralized Strategy Making, Computer-Mediated Communication, and Organizational Performance | **Torben Juul Andersen**, George Mason U.

BPS: Does the Left Foot Follow the Right Going Downhill? Extending Strategy and Structural Dynamics | **Scott W. Geiger**, U. of South Florida; **James J. Hoffman**, Texas Tech U.; **Kimberly B. Boal**, Texas Tech U.

BPS: Environment-Corporate Strategy-Performance Linkages in An Emerging Economy during Economic Reforms | **Sougata Ray**, Indian Institute of Management, Calcutta, India; **Ranjan Das**, Indian Institute of Management, Calcutta, India

941 : (Paper Session) - (IPC) Risk and Uncertainty in Strategic Investment

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 3

Facilitator: **Joachim Henkel**, U. of Munich

BPS: Pursuing Long Term Growth: Search Process & Risk Propensity in Corporate Strategy | **Gaurab Bhardwaj**, Babson College; **John C. Camillus**, U. of Pittsburgh; **David A Hounshell**, Carnegie Mellon U.

BPS: Resource Accumulation Lags and Strategic Investment Decisions: an Empirical Appraisal | **Goncalo Pacheco**

de-Almeida, NYU Stern School; **James Edward Henderson**, Babson College; **Karel Cool**, INSEAD

BPS: Impact of Risk and Uncertainty on Rationality: Evidence from Capital Investment Decision Processes | **Todd Alessandri**, Syracuse U.

BPS: The Risk-Return Paradox for Strategic Management: Disentangling True and Spurious Effects | **Joachim Henkel**, U. of Munich

942 : (Paper Session) - (IPC) Governance Mechanisms in Non-Profits

2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 4

Facilitator: **Timothy S. Reed**, Air Force Institute of Technology

PNP: The Economic Mechanisms of Governance in Nonprofit Organizations | **Gerhard Speckbacher**, Vienna U. of Economics and Business Administration

PNP: Adaptive Strategy Among Hybrid Public/Nonprofit Network Organizations | **Joaquin Herranz, Jr.**, Massachusetts Institute of Technology

IM: Scientists and Industrial Policy: Science Entrepreneurship in German and Japanese Biotechnology | **Mark Lehrer**, U. of Rhode Island; **Kazuhiro Asakawa**, Keio U.

ENT: Making Government More Entrepreneurial: Is It Possible? | **Timothy S. Reed**, Air Force Institute of Technology; **Rochelle Smith**, Air Force Institute of Technology; **Daniel T. Holt**, Air Force Institute of Technology

943 : (Paper Session) - (IPC) Executive Turnover, Strategic Change, and Organizational Performance

2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 1

Facilitator: **Daniel Tzabbar**, U. of Toronto

BPS: Strategic Change Across CEO Tenure -- The Impact on Organization Performance and CEO Turnover | **Yan Anthea Zhang**, Rice U.; **Nandini Rajagopalan**, U. of Southern California

BPS: When Executive Change Lead to Organizational Change: An Appraisal of Empirical Evidence | **Daniel Tzabbar**, U. of Toronto

BPS: Top Management Teams and Strategic Change: Empirical Evidence from the German Brewery Industry | **Thomas Mellewigt**, U. of Leipzig; **Sven Klöninger**, U. of Leipzig

BPS: Executive Succession and Organizational Performance: Temporal Pacing and the Experience Contingency | **Hermann Achidi Ndofor**, U. of Wisconsin, Milwaukee; **Jude A. Rathburn**, U. of Wisconsin, Milwaukee

944 : (Paper Session) - (IPC) Recognizing New Venture Opportunities

2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 2

Facilitator: **Moren Levesque**, Case Western Reserve U.

ENT: Intuitive Optimizing: Experimental Findings on Time Allocation Decisions with Newly Formed Ventures | **Moren Levesque**, Case Western Reserve U.; **Christian Schade**, Humboldt U.

ENT: Organizational Learning in the Opportunity Recognition Process: Implications for Corporate Venturing | **G. T. Lumpkin**, U. of Illinois, Chicago; **Benjamin Bergmann**

Lichtenstein, U. of Hartford; **Rodney C. Shrader**, U. of Illinois, Chicago

ENT: Second-Order Opportunity Recognition: An Experiential Theory of Venture Capital Investment Screening | **Dimo Dimov**, London Business School

ENT: Building a Model for Assessing Risks of Internal Ventures (A.R.I.V.) | **Olivier François Basso**, ESCP-EAP

945 : (Paper Session) - (IPC) Learning and Governance Structures in Entrepreneurial IPOs and Small Firms

2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 3
Facilitator: **Igor Filatotchev**, U. of Bradford

ENT: The Role of the Board of Directors in a Firm's Entrepreneurial Orientation | **Thomas Dalziel**, Arizona State U.; **Amy Hillman**, Arizona State U.

ENT: Learning Through Corporate Boards: A Knowledge-Based Model of Governance in Entrepreneurial IPOs | **Igor Filatotchev**, U. of Bradford

ENT: Skills, Motives & Political Structure Changes: Framework for Understanding PostIPO Executive Turnover | **Jun Li**, Texas A&M U.; **Albert A. Cannella Jr.**, Texas A&M U.

ENT: Organizational Learning in Smaller Manufacturing Firms | **David P. Spicer**, U. of Bradford; **Eugene Sadler-Smith**, U. of Plymouth

946 : (Paper Session) - (IPC) Corporate Governance and Firm Performance

2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 1
Facilitator: **Daniel Rodriguez**, Emory U.

BPS: Human and Social Capital as Market Signals: Implications for CEO Selection | **Thomas P. Moliterno**, U. of California, Irvine; **Margarethe F. Wiersema**, -

BPS: Board Network Density, Board External Social Capital, and Firm Performance in Korea | **Yangmin Kim**, Marquette U.

BPS: Can Directors Impact Performance? A Case Based Test of Three Theories of Corporate Governance | **Gavin Nicholson**, U. of Queensland; **Geoffrey Kiel**, U. of Queensland

BPS: Substitutability and Complementarity of Governance Mechanisms Under Conditions of Poor Performance | **Daniel Rodriguez**, Emory U.; **Andrew Ward**, Emory U.

OMT: Reconstituted Ties Revisited | **M. Alix Valenti**, U. of Texas, Dallas

947 : (Paper Session) - (IPC) Investing in Start-Ups

2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 2
Facilitator: **Gary Dushnitsky**, New York U.

ENT: The Local Embeddedness of Investment Decisions in the Venture Capital Industry | **Christian H. Czernich**, Stockholm School of Economics

ENT: Freeriding the Coattails? Effects of Effort and Reputation on Venture Capital Firm Value Added | **Dirk DeClercq**, Vlerick Leuven Gent Management School; **Harry J. Sapienza**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

ENT: Established Incumbents vs. Venture Capitalist/Start-up Firm-Architectures: A Comparison | **Dodo zu Knyphausen-Aufsess**, U. of Bamberg; **Michael Dowling**, U. of Regensburg

TIM: When Do Firms Undertake R&D by Investing in New Ventures? | **Gary Dushnitsky**, New York U.; **Michael Lenox**, Duke U.

948 : (MC) Consulting and Democracy in a Knowledge Economy

2:30pm - 3:50pm Washington State Convention & Trade Center: 307
Chair: **Rickie Moore**, E.M.LYON / ISEOR

Presenters: **Andrew H. Van de Ven**, U. of Minnesota; **Jeffrey L. Kerr**, U. of Miami; **Harry David Korine**, London Business School

949 : (MED) Executive PhDs and DBA Programs - Dilemmas and Innovative Linkages

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Aspen Room
Join the audience of fellow academics, Directors of Executive PhD or DBA programs, Executive PhD or DBA candidates and industry participants.

Chair: **Ronel Erwee**, U. of Southern Queensland
Professional Doctorates and DBAs in Australia: Dilemmas and Opportunities to Innovate | **Ronel Erwee**, U. of Southern Queensland

Partnerships between University and Industry | **Sharon Kemp**, U. of Western Sydney

Executive PhDs as a Solution to the Perceived Relevance Gap Between Theory and Practice | **George W. Hay**, McDonald's Corp./Benedictine U.

Executive PhD Program-in-Action: Learning from a six-year Experience with the FENIX Program - Sweden | **Niclas Adler**, Chalmers U. of Technology; **Rami Shani**, California Polytechnic State U., San Luis Obispo

Discussant: **Mark Jenkins**, Nottingham U.

950 : (Paper Session) - (MED) Cross-national, global and international Management Education

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Juniper Room
Chair: **Yasmin S. Purohit**, St. Joseph's U.

MED: Creating Critical Mass in Russian Management: Managers' Perceptions of What Remains to be Done | **Jeanne Hill**, U. of Central Lancashire; **Paul Frimston**, U. of Central Lancashire; **Agnieszka Sitko-Lutek**, Marie Curie-Sklodowska U.

MED: Internal Consistency in Components of International Management Syllabi: Roadmaps with Mixed Messages | **Rajaram - Veliyath**, Kennesaw State U.; **Janet S. Adams**, Kennesaw State U.

MED: Studying the Role of Power Distance and Uncertainty Avoidance in Business Education Cross-Nationally | **Yasmin S. Purohit**, St. Joseph's U.; **Claire A. Simmers**, St. Joseph's U.; **Uzoamaka P. Anakwe**, Pace U.

MED: Teaching International Business: what constitutes the field of study? | **Niti Dubey-Villinger**, Hawaii Pacific University

Discussants: **Lena Neal**, CSC Consulting; **Rita F. Ferreira**, IESE

951 : (Paper Session) - (MH) Labor: Its Role in Management History

2:30pm - 3:50pm Grand Hyatt Seattle: Blewett Suite
Chair: **Daniel A. Wren**, U. of Oklahoma, Norman

MH: Magnus Alexander, The Economists, and Labor Turnover | **Kyle Bruce**, U. of the West of England

MH: "The Gospel According to St. Frederick": The Shared Beliefs of F W Taylor and Scudder Klyce 卐 | **Lois Landis Kurowski**, Indiana U., Kokomo; **Michael Rowlinson**, London Metropolitan U.

Winner of John F. Mee Management History Contribution Award

MH: The Effect of Economic Conditions on Union Membership: A Quantitative and Historical Analysis | **Jonathon R. B. Halbesleben**, U. of Oklahoma; **M. Ronald Buckley**, U. of Oklahoma, Norman

MH: Trading Places: The Changing Role of Industrial Mission and Personnel Management | **Emma Bell**, Warwick U.

Discussants: **Chester Spell**, Rutgers U.; **Regina A. Greenwood**, Kettering U.; **Paul L. Govekar**, P & M Associates; **James A. F. Stoner**, Fordham U.

952 : (Paper Session) - (MOC) Cognition in Groups

2:30pm - 3:50pm Westin Hotel: Olympic

● **MOC:** Managing Emotions During Group Problem Solving: Emotional Intelligence and Conflict Resolution | **Peter J. Jordan**, Griffith U.; **Ashlea C. Troth**, Griffith U.

MOC: Using Discrepancy Theory to examine the relationship between Shared Cognition and Group Outcomes 卐 | **Graeme Howard Coetzer**, Central Washington University; **Gervase Bushe**, Simon Fraser U.

MOC: A Further Exploration into Partitioned Cognition in Group Problem Solving | **Matthew A. Cronin**, Carnegie Mellon U.; **Kenneth Kotovsky**, Carnegie Mellon U.

Discussant: **Michael K. Moch**, Michigan State U.

953 : (MSR) Exploring Critical Issues to Aid Recognition of MSR as Legitimate Domain for Social Science Inquiry

2:30pm - 3:50pm Grand Hyatt Seattle: Menzies Suite

Chairs: **Louis W. Fry**, Tarleton State U. Central Texas; **Robert A. Giacalone**, U. of North Carolina, Charlotte

954 : (Paper Session) - (OB) Identity, Social Exchange, Teams and Influences

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Anne S. Tsui**, Hong Kong U. of Science and Technology

OB: Social Exchange and Identity Orientation in Organizations 卐 | **Francis J. Flynn**, Columbia U.

OB: Learning from Mistakes: The Role of Team Problem Solving and Cooperative Goals | **Dean Tjosvold**, Lingnan U.; **Zi You Yu**, Lingnan U.; **Nancy Yifeng Chen**, Lingnan U.; **Chun Hui**, Chinese U. of Hong Kong

● **OB:** Exploring Participative Leadership from a Multi-level Perspective | **Anit Somech**, U. of Haifa; **Anat Drach-Zahavy**, U. of Haifa

OB: Exploring the Processes Underlying Within-group Homogeneity in Affect, Attitudes, and Beliefs | **Claire M. Mason**, Queensland U. of Technology

955 : (Paper Session) - (OB) Trust, Reciprocity, Social Networks and Teams

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Talya N. Bauer**, Portland State U.

OB: Mutual Coordination: The Social Matrix of Job Crafting | **Federico Aime**, Michigan State U.

OB: Trust in Management: The Effect of Managerial Trustworthy Behavior and Reciprocity | **Pablo Cardona**, IESE, U. of Navarra; **Aitziber Elola**, IESE, U. of Navarra

OB: The Effects of Trust on Transactive Memory in Groups | **Ron Ophir**, Carnegie Mellon U.

OB: Too Much of a Good Thing? Negative Effects of Trust and Individual Autonomy in Self-Managing Teams | **Claus W Langfred**, Washington U.

956 : (Paper Session) - (OB) Discipline, Forgiveness and Attributions

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Room 424

Facilitator: **M. Colleen Jones**, -

OB: Disciplinary Decision-Making: Attributions or Intentions? | **Stuart M Schmidt**, Temple U.; **Vicki Fairbanks Metzler**, Temple U.

● **OB:** Employees' Responses to Upward and Downward Social Comparisons | **Nico W. Van Yperen**, U. of Groningen

● **OB:** Test of a Model of Antecedents, Mediators and Outcomes of Perceived Organizational Support in China | **Zhen Xiong Chen**, Hong Kong Baptist U.; **Samuel Aryee**, Hong Kong Baptist U.; **Cynthia Lee**, Northeastern U.

OB: The Contingent Effects of Transactive Memory: Is it always helpful to know what other people know? | **Yuqing Ren**, Carnegie Mellon U.; **Kathleen Carley**, Carnegie Mellon U.

957 JS: (OCIS, MH) Historical Research: A Method for Today

2:30pm - 3:50pm Washington State Convention & Trade Center: 607

Chair: **Betty Vandenbosch**, Case Western Reserve U.

Speakers: **Richard O Mason**, Southern Methodist U.; **JoAnne Yates**, Massachusetts Institute of Technology; **Kevin P. Gallagher**, Florida State U.

958 SHCS: (OCIS, TIM) Distributed Knowledge Integration in Technology Management

2:30pm - 3:50pm Washington State Convention & Trade Center: 619/620

Chair: **V. Sambamurthy**, Michigan State U.

Determinants of Inter-Firm Knowledge Transfer in Enterprise System Implementations | **Dong-Gil Ko**, Indiana U., Bloomington; **Laurie J. Kirsch**, U. of Pittsburgh; **William R. King**, U. of Pittsburgh

Knowledge Management Strategies for Distributed Innovation in High Technology Industries . | **Satish Nambisan**, Rensselaer Polytechnic Institute

An Integrative Model of IS Development Capability | **Anandhi Bharadwaj**, Emory U.; **Amrit Tiwana**, Emory U.; **V. Sambamurthy**, Michigan State U.

Presenters: **Dong-Gil Ko**, Indiana U., Bloomington; **Satish Nambisan**, Rensselaer Polytechnic Institute; **Anandhi Bharadwaj**, Emory U.

Participant: **Ritu Agarwal**, U. of Maryland

959 : (Paper Session) - (ODC) Telling Tales: Narrations of Organization Change

2:30pm - 3:50pm Washington State Convention & Trade Center: 304

Chair: **Debra Orr**, Lewis U.

ODC: Epic and Tragic Tales of Change: A Case Study of a Further Education College | **Andrew D. Brown**, U. of Nottingham; **Michael Humphreys**, U. of Nottingham

ODC: Change, Sensemaking & Nomadic Work: Emergent Meaning in a Change Implementation | **Cynthia Jane Bean**, U of South Florida

ODC: Future Perfect? Conversion Stories and the Narration of Organizational Change | **Melanie Bryant**, Monash U.; **Julie Wolfram Cox**, RMIT University

Discussant: **Thomas G. Cummings**, U. of Southern California

960 (Paper Session) - (ODC) **Transformations**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/ODC
On Display on Panels P22 to P26

☞ **ODC:** Listening to Jack: GE's Change Conversations with Shareholders | **Ian Palmer**, U. of Technology, Sydney; **Adelaide Wilcox King**, U. of Virginia

☞ **ODC:** Seattle's Experienced Music Project: On Color Language and the Framing of Organizational Reality | **Anat Lechner**, New York U.; **Leslie Harrington**, Principal, LH.Color

Winner of ODC Best Visual Paper

☞ **ODC:** The Logic of Sanctioned Inertia During Information Technology Change | **Gavin M. Schwarz**, U. of New South Wales

➔ **ODC:** Transforming a Monopolist: Coevolution of Managerial Discretion, Regulation and Competition | **Silviya Svejnova**, Cranfield U. ; **Luis Vives**, IESE, U. of Navarra

ODC: Toward a Brechtian Model of Role-Related Learning in Organizations | **Michaela C. Driver**, East Tennessee State U.

961 (JS: (ODC, MH) **Past, Present and Future of Appreciative Inquiry: A Review and Critique of 20 Years of Knowledge**

2:30pm - 3:50pm Washington State Convention & Trade Center: 2A

Chair: **Therese F. Yaeger**, Benedictine U.

Participants: **Robert T. Golembiewski**, U. of Georgia; **Terry R. Armstrong**, Armstrong Consulting; **Shawn M. Carraher**, Texas A&M U.; **Thomas C. Head**, Roosevelt U.; **Kenneth Murrell**, West Florida U.; **Peter Sorensen**, Benedictine U.

962 (Paper Session) - (OM) **TQM and Other Modes of Operations Improvement**

2:30pm - 3:50pm Westin Hotel: Adams

Chair: **Mohamed A. Youssef**, Norfolk State U.

OM: Does TQM Provide Competitive Advantage in High Tech Manufacturing Firms: A Resource Based View? | **Hale Kaynak**, U. of Texas, Pan American; **Janet L. Hartley**, Bowling Green State U.

OM: Designed for Improvement: Achieving Outstanding Operations -- Lessons from Manufacturing's Leaders | **Steven J. Spear**, Harvard U.

OM: Evaluating the Deming Management Model of Total Quality in Services | **Thomas J. Douglas**, Clemson U.; **Lawrence D Fredendall**, Clemson U.

963 (Paper Session) - (OMT) **What is Hip? Fads, Fashion and Celebrity**

2:30pm - 3:50pm Westin Hotel: Cascade 1 (C)

Chair: **Willow Sheremata**, York U.

☞ **OMT:** Not by Conformity Alone: Management Consultants' Influence on Adoption Behavior and Performance | **Geoffrey Love**, U. of Illinois at Urbana-Champaign; **Peter Cebon**, U. of Melbourne

OMT: Popular Management Concepts as Interpretive Resources. | **Charles-Clemens Ruling**, Grenoble Ecole de Management

OMT: In and Out of Fashion: Resource Shifts & Organizational Change in the Management Consulting Industry | **Robert J. David**, McGill U.; **David Strang**, Cornell U.

OMT: Celebrity Firms: The Social Construction of Market Popularity | **Violina Rindova**, U. of Maryland; **Tim G. Pollock**, U. of Maryland, College Park

Discussant: **Charlene E Zietsma**, U. Western Ontario

964 (Paper Session) - (OMT) **The Politics of Knowledge, Learning, and Change**

2:30pm - 3:50pm Westin Hotel: St. Helens

Chair: **Katherine A. Lawrence**, U. of Michigan

OMT: The Politics of Organizational Learning: Integrating Power into the 4-I Framework | **Thomas B Lawrence**, Simon Fraser U.; **Michael K Mauws**, -; **Bruno Dyck**, U. of Manitoba; **Robert F. Kleysen**, U. of Manitoba

OMT: Creating Knowledge: The Power and Logic of Articulation | **Lars Håkanson**, Copenhagen Business School

OMT: Practice, Ordering and Disruption: A Darker Story of Communities of Practice | **Emmanuelle Vaast**, Ecole Polytechnique

OMT: Organizational Learning in Converging and Diverging Technological Environments | **Monica Yang**, U. of Illinois; **Huseyin Leblebici**, U. of Illinois

Discussant: **Vikas Anand**, U. of Arkansas

965 (JS: (OMT, MOC) **Reporting on Organizations: New Perspectives on the Media and Organizing**

2:30pm - 3:50pm Westin Hotel: Cascade 2

An Empirical Cross-examination of the Media's Anti-business Bias | **David L. Deephouse**, U. of Alberta; **Craig E Carroll**, U. of Texas, Austin; **Maxwell McCombs**, U. of Texas, Austin

Enactment Cycles and Media Influence in the Management of Image Discrepancies | **Kevin G. Corley**, U. of Illinois, Urbana-Champaign; **Dennis A. Gioia**, Pennsylvania State U.

Corporate Social Performance, the Media, and Organizational Scholarship | **James P. Walsh**, U. of Michigan ; **Joshua D. Margolis**, Harvard U.

The Evolving Diversity of Magazines in America, 1741-1861 | **Heather Haveman**, Columbia U.

How the Media Reveals the Organization: An Analysis of Martha Stewart Living Magazine, 1990-2001 | **Mary Ann Glynn**, Emory U.

Coordinators: **Mary Ann Glynn**, Emory U.; **Kevin G. Corley**, U. of Illinois, Urbana-Champaign

Presenters: **David L. Deephouse**, U. of Alberta; **Craig E Carroll**, U. of Texas, Austin; **Maxwell McCombs**, U. of Texas, Austin; **Kevin G. Corley**, U. of Illinois, Urbana-Champaign; **James P. Walsh**, U. of Michigan; **Joshua D. Margolis**, Harvard U.; **Heather Haveman**, Columbia U.; **Mary Ann Glynn**, Emory U.
Discussant: **James R. Meindl**, State U. of New York, Buffalo

966 : (Paper Session) - (ONE) **Linking Strategic Management and the Natural Environment**

2:30pm - 3:50pm Washington State Convention & Trade Center: 214

Chair: **Virginia Woods Gerde**, U. of New Mexico

ONE: Small and Medium-Sized Firms and Advanced

Approaches to the Natural Environment: A Proposed Model | **Alberto Aragon-Correa**, U. of Granada (Spain)/ Erasmus U. (The Netherlands); **Nuria E. Hurtado-Torres**, U. of Granada; **Victor J. Garcia-Morales**, U. of Granada

☞ **ONE:** Customer and Supplier Relations for Environmental Performance | **Gregory Theyel**, California State U., Hayward; **Craig H. Wood**, U. of New Hampshire; **Allen Kaufman**, U. of New Hampshire

☞ **ONE:** Alliances Between Corporations & Environmental Nonprofits: Managing Tensions to Facilitate Success | **Ted London**, U. of North Carolina, Chapel Hill; **Dennis A. Rondinelli**, U. of North Carolina, Chapel Hill

Discussant: **Niran Harrison**, U. of Oregon

967 ☞: (Paper Session) - (PNP) **Strategic Management and Functions in Nonprofit Organizations**

2:30pm - 3:50pm Grand Hyatt Seattle: Stevens

Chair: **Norman B. Bryan**, Georgia State U.

Facilitator: **Sita C. Amba-Rao**, Indiana U., Kokomo

PNP: Current/Future Practice in Strategic Planning of

Museums, Human Services, and Religious Nonprofits | **Marios I Katsioloudes**, Saint Joseph's U.; **Walter G. Tymon, Jr.**, Villanova U.

PNP: Managing Janus Organizations: Functions and Processes in Support-Level Nongovernmental Organizations | **John Bruton**, U. of Massachusetts, Amherst

☞ **PNP:** Mission, Strategy and the Cost of Quality in Nonprofit Cultural and Arts Organizations ☞ | **Nigel Holman**, -; **Bonnie F. Daily**, New Mexico State U.; **Judith Y. Weisinger**, New Mexico State U.

968 ☞: (Paper Session) - (RM) **Action Research, Textual Analysis, and Qualitative Issues**

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/RM
 On Display on Panels P21 to P23

☞ **RM:** A System's View of Action Research: The Case of the Automotive Company | **Alexander Styhre**, Chalmers U. of Technology; **Fredrik Dahlstén**, Chalmers U. of Technology; **Mats Williander**, Chalmers U. of Technology

☞ **RM:** Principles for Action Research | **Maris G. Martinsons**, City U., Hong Kong; **Robert M. Davison**, City U., Hong Kong

☞ **RM:** The Brave New World of Business School Faculty: Publishing, Perishing and the Democracy of Knowledge | **Mark de Rond**, Cambridge U.; **Alan N. Miller**, U. of Nevada, Las Vegas

☞ **RM:** Understanding Program Management Competence: A Phenomenographic Study ☞ | **David Partington**, Cranfield U.; **Malcolm Young**, Cranfield U.; **Sergio Pellegrinelli**, Cranfield U.

☞ **RM:** Textual Analysis of Leadership During Crisis: A Methodological Illustration of Responses to 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

☞ **RM:** Textual Analysis of Male Slave Narratives and Contemporary At-Risk African-American Males | **Craig Erin Soaries**, Case Western Reserve U.

☞ **RM:** Organizational Photography as a Research Method: What, How and Why | **Nicoline Jacoby Petersen**, Copenhagen Business School; **Sille Oestergaard**, Copenhagen Business School

→ ☞ **RM:** Content Analysis in Management Research: A Review of the Literature from 1980 to 2001 | **Vincent Jean Marie Duriau**, ITAM, Mexico; **Rhonda K. Reger**, U. of Maryland, College Park

☞ **RM:** Cognitive Dimension in Intervention Research: Knowledge Production through Cognitive Interactivity | **Henri Savall**, ISEOR/U. of Lyon; **Veronique Zardet**, ISEOR/U. of Lyon

969 SHCS: (RM, ODC) **Inquiry into the Good: Relationships, Meaning, and Methods for Positive Organizational Scholarship**

2:30pm - 3:50pm Washington State Convention & Trade Center: 611/612

Chairs: **David S. Bright**, Case Western Reserve U.; **Edward H. Powley**, Case Western Reserve U.

An Introduction to Positive Organizational Scholarship | **Kim S. Cameron**, U. of Michigan

Issues to Consider when Studying the "Good" in Organizations | **Edward H. Powley**, Case Western Reserve U.; **David S. Bright**, Case Western Reserve U.; **David L. Cooperrider**, Case Western Reserve U.; **Ronald Fry**, Case Western Reserve U.

Appreciating the Political: Connecting Positive and Political Perspectives in Organizational Scholar | **Sally Maitlis**, U. of British Columbia

Small Moments and Minute Gestures: Everyday Event Immersion as a Positive Org. Research Method | **Monica C. Worline**, U. of Michigan

Inquiry into the Good: An Exploration of the Spiritual Heart of Generative Inquiry | **David L. Cooperrider**, Case Western Reserve U.

Discussant: **David S. Bright**, Case Western Reserve U.

970 : (Paper Session) - (SIM) **Cooperation and Conflict in Stakeholder Relations**

2:30pm - 3:50pm Washington State Convention & Trade Center: 608

Chair: **Mary J. Mallott**, U. of Hawaii, West Oahu

SIM: "Wicked" Collaborations: Multi-sector Approaches to Societal Issues Management | **Laquita C. Blockson**, U. of Northern Iowa

👁️ **SIM: Institutional Antecedents of Stakeholder Conflict Escalation** 📖 | **Michael E. Johnson-Cramer**, Boston U.

SIM: Transforming Business and Society with Cooperation: Effects of Transformative Cooperation | **Loren R. Dyck**, Case Western Reserve U.

Discussants: **Kathryn S. Rogers**, Pitzer College; **Jerry M. Calton**, U. of Hawaii, Hilo

971 : (Paper Session) - (SIT) Institutional Perspectives

2:30pm - 3:50pm Washington State Convention & Trade Center: 205

Facilitator: **Chihmao Hsieh**, Washington U.

BPS: National Institutional Factors and the Persistence of Firm Performance | **Balagopal Vissa**, London Business School; **Aya Chacar**, London Business School

HR: The Tensions Between Best Practices and Different-From-Competitor Practices in Strategic HRM | **Peter D. Sherer**, U. of Oregon

OMT: Giants and Windmills: Rethinking Institutional Strategy | **Warren O. Nilsson**, McGill U

OMT: Institutional Entrepreneur in Context: Deciphering Organizational Field | **Bernard Louis Leca**, ESSEC/ U. of Lille 1; **thibaut kleiner**, -

972 : (Paper Session) - (SIT) Learning from Near and Afar

2:30pm - 3:50pm Washington State Convention & Trade Center: 210

Facilitator: **Millicent F. Nelson**, Oklahoma State U.

ODC: Conversational Learning in Teams: A Dynamic Model for Individual and Group Development | **Esther D. Wyss-Flamm**, Case Western Reserve U.

MED: Instructor Effectiveness in Distance Education: The Case of Technology and Transactional Distance 📖 | **David J. Lemak**, Washington State U.; **Joseph Montgomery**, Washington State U.; **Richard Reed**, Washington State U.

MED: The More the Merrier? An Examination of Feedback in Online Learning | **Lin Chai**, U. of Southern California

TIM: Knowledge Communities and Knowledge Collectivities. Different Notions of Group Level Epistemology. | **Lars Lindkvist**, Linkoping U.

973 : (Paper Session) - (SIT) Managing Enterprises in China

2:30pm - 3:50pm Washington State Convention & Trade Center: 211

Facilitator: **John A Volkmar**, Gettysburg College

OMT: Organizational Geography, Experiential Learning, and Survival: Japanese Firms in the PRC | **Tai-Young Kim**, Hong Kong U. of Science and Technology; **Andrew Delios**, National U. of Singapore

➔ **ODC: A Multilevel Analysis of Network Effects: Chinese Private Enterprises during Market Transition** | **Wubiao Zhou**, Cornell U.

Winner of ODC Division Best Doctoral Student Paper

IM: The Structure of a Chinese Corporation | **Marshall W. Meyer**, U. of Pennsylvania; **Xiaohui Lu**, U. of Pennsylvania

CAR: Corporate Restructuring and Career Advancement: Learning from Job Experiences in Hong Kong | **Alicia S. M. Leung**, Hong Kong Baptist U.

974 : (Paper Session) - (TIM) Technology and Industry Evolution

2:30pm - 3:50pm Washington State Convention & Trade Center: 206

Chair: **Scott F. Turner**, U of North Carolina, Chapel Hill

TIM: Capability Reconfiguration: An Analysis of Incumbent Responses to Technological Change | **Dovev Lavie**, U. of Pennsylvania

TIM: Managing Transition in Japan's Biotechnology Sector: The Institutional-Organizational Coevolution | **Kazuhiro Asakawa**, Keio U.

TIM: Technology and Market Demand as Drivers of Industry Evolution. Evidence from the Swiss Watch Industry | **Federico Munari**, Bologna U.; **Raffaele Oriani**, U. of Bologna; **Filippo Carlo Wezel**, Tilburg U.

TIM: Firm Capabilities, Strategies and Survival: Technological Challenge in Machine Tool Industry, 1975-95 | **Raja Roy**, Tulane U.; **Susan McEvily**, U. of Pittsburgh

Discussant: **Riitta Katila**, Stanford U.

975 : (Paper Session) - (TIM) Contexts for Innovation

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/TIM

On display on Panels P41 to P47

➔ 👁️ **TIM: Marshalling Embedded Routines in Support of Firm Creation: How Institutional Contexts Matter** | **Poul Houman Andersen**, Aarhus School of Business; **Jesper Norus**, Copenhagen Business School

👁️ **TIM: Empowerment in New Product Development Teams: More is Not Always Better** | **Richard R Reilly**, Stevens Institute of Technology; **Alfred Y. Bentley III**, Stevens Institute of Technology/IBM; **Gary S. Lynn**, Stevens Institute of Technology

➔ 👁️ **TIM: Control of Intellectual Assets in Client Relationships: Implications for Innovation** | **Aija Elina Leiponen**, Cornell U.

👁️ **TIM: Leveraged Learning: A Source of Profitability in High Technology Industries** | **Charles Maria Weber**, MIT Sloan School of Mgmt

➔ 👁️ **TIM: The Emergence of Mediated Innovation: An Exploratory Study in Virtual Customer Environments** | **Gianmario Verona**, Bocconi U.; **Emanuela Prandelli**, Bocconi U.; **Mohan Sawhney**, Northwestern U.

👁️ **TIM: Controlling Diagnostically and Interactively Technology-Related Strategies - An Integrated System** | **Hans-Helmuth Jung**, ETH Zurich

➔ 👁️ **TIM: Intellectual Capital & Interfirm Collaboration: Effects on Performance of New Venture Hightech Firms** | **Norma Achieng Juma**, UTA; **G. Tyge Payne**, U. of Texas, Arlington

976 : (Paper Session) - (TIM) Knowledge Strategies and Exchange

2:30pm - 3:50pm Washington State Convention & Trade Center: 613

Chair: **Mark R Nelson**, -

TIM: The Impact of Firm Size On Knowledge Strategies During Product Development | **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Paul E. Bierly**, James Madison U.

TIM: Creating a Community of Communities of Practice for Knowledge Exchange | **Ashley Braganza**, Cranfield U.

TIM: Innovation as Knowledge Creation and Social Movement | **David Obstfeld**, U. of California, Irvine

TIM: The Knowledge Leveraging Paradox: Deploying Technology while Retaining an Inimitable Advantage |

Russell Coff, Emory U.; **David Coff**, AT&T Corporation; **Roger Eastvold**, e-Diags Consulting

Discussant: Asda A. Chintakananda, North Carolina U., Chapel Hill

Tuesday 3:15PM

977 : (AAC) Conference Break

3:15pm - 3:45pm Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area

Join us for refreshments and a prize raffle!

Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 4:10PM

978 : (AA) Getting Past Smith and Marx: Toward a Balanced Society. Town Meeting

4:10pm - 5:20pm Washington State Convention & Trade Center: 615/616

Presenter: Henry Mintzberg, McGill U.

979 : (Paper Session) - (BPS) Organizational Decision Processes

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P22 to P25

👁️👁️ **BPS**: The Influence of Business Unit Managers on the Formulation of Corporate Strategy: An Empirical Test | **Andrew Watson**, Northeastern U.; **Bill Wooldridge**, U. of Massachusetts, Amherst

👁️ **BPS**: The Impact of Organizational Slack on Strategic Decision Making | **Frank C. Schultz**, Michigan State U.

👁️ **BPS**: Strategic Involvement, Organizational Commitment, and Knowledge of Strategy | **Ruth A. Cruikshank**, Wilfrid Laurier U.; **Thomas F. Cawsey**, Wilfrid Laurier U.; **Gregory Irving**, Wilfrid Laurier U.

👁️ **BPS**: Decision-Making Model Based on Regulatory Focus Principle | **Liviu Florea**, U. of Missouri, Columbia

980 : (Paper Session) - (BPS) Functional Strategies

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1

Displayed on Panels P26 to P29

👁️👁️ **BPS**: P&L Teams and Supplier-Buyer Relationships | **Barry A. Macy**, Texas Tech U.; **Dennis B. Arnett**, Texas Tech U.; **James Wilcox**, Texas Tech U.; **Gerard F. Farias**, Fairleigh Dickinson U.

👁️ **BPS**: Leveraging Brand Names Across Product and Geographic Boundaries: A Resource-Level Study | **Avinash V. Mainkar**, James Madison U.

👁️👁️ **BPS**: Segmentation Versus Emerging Archetypes in the Market Mapping Process | **Simone Guercini**, U. of Florence

👁️ **BPS**: Toward Approach to Modeling Markets: Applications of Catastrophe Theory | **Patrick Micheletti**, ESC-Marseilles; **Gerard Gimenez**, ESC-Marseilles

981 : (Paper Session) - (BPS) E-Commerce Strategy

4:10pm - 5:20pm Westin Hotel: Cascade 1 (A)

Chair: Rhonda M. Engleman, U. of Minnesota

BPS: Racing: Performance Consequences for Internet Companies | **Thomas R. Eisenmann**, Harvard U.

BPS: Internet Entrepreneurship in an Emerging Market:

Networks and Performance of Internet Startups | **Bat Batjargal**, Stanford U./Peking U.

BPS: Environmental Munificence, Strategic Alliances, and Stock Market Response: The Case of E-Commerce | **John M. Mezas**, U. of Miami; **Namgyoo K. Park**, U. of Miami

BPS: The Tortoise and the Hare: Implications of Separated and Integrated Approaches to Innovation | **George Westerman**, Massachusetts Institute of Technology; **Marco Iansiti**, Harvard Business School; **F. Warren McFarlan**, Harvard Business School

Discussant: Christoph Zott, INSEAD

982 : (Paper Session) - (BPS) Resources, Growth and Survival

4:10pm - 5:20pm Westin Hotel: Cascade 1 (B)

Chair: Rodolphe Durand, EM Lyon

BPS: Directions of Growth: A Test of Positioning, Resource, and Social Contagion Arguments | **Nicolaj Siggelkow**, U. of Pennsylvania; **Christophe Van den Bulte**, U. of Pennsylvania

BPS: Technological and Complementary Capabilities and Survival of U.S. Machine Tool Incumbents, 1975-1995 | **Raja Roy**, Tulane U.

BPS: Bridging the Strategy Gap: Firm Strategy and Coevolution of Capability Space and Opportunity Space | **Giovanni Battista Dagnino**, U. of Catania

BPS: Firm Resources, Industry Structure and Profitability: A Longitudinal Analysis | **Moses Acquaah**, U. of North Carolina, Greensboro; **Tailan Chi**, U. of Illinois, Urbana-Champaign

Discussant: Ron Adner, INSEAD

983 : (BPS) BPS Outstanding Educator Award

4:10pm - 5:20pm Westin Hotel: Elliott Bay

Program Chair: James D. Westphal, U. of Texas, Austin

Division Chair: Margaret A. Peteraf, Dartmouth College

Presenters: Mason A. Carpenter, U. of Wisconsin, Madison; **Jan W. Rivkin**, Harvard U.; **Monique Forte**, Stetson U.; **Donde Ashmos Plowman**, U. of Texas, San Antonio

984 : (Paper Session) - (BPS) Vertical Integration Strategies

4:10pm - 5:20pm Westin Hotel: Vashon I

Chair: Erick Paulo Cesar Chang, U. del Istmo Guatemala

BPS: Deregulation, Efficiency and Governance Structures: The U.S. Electric Utility Sector | **Magali Delmas**, Stanford U.; **Yesim Tokat**, U. of California, Santa Barbara

BPS: Managing Positive and Negative Spillovers: Evidence from Information Technology | **Kyle J. Mayer**, U. of Southern California; **Minna Elina Sarkar**, U. of Southern California

BPS: Explaining Vertical Integration Strategies: Market Power, Transactional Attributes and Resources | **Isabel Diez-Vial**, U. Complutense, Madrid

BPS: Value Chain Envy: Explaining New Entry and Vertical Integration in Popular Music | **Joeri Merijn Mol**, U. of Groningen; **Nachoem M. Wijnberg**, U. of Groningen; **Charles Carroll**, U. of Groningen

Discussant: Xiaolin Sun, Southeast U.

985 : (Paper Session) - (BPS) Testing Theories of Compensation and Governance

4:10pm - 5:20pm Westin Hotel: Vashon II

Chair: **Sven-Olof Y. Collin**, Kristianstad U.

BPS: CEO Compensation and the Influence of Comparable Firms | **K. Matthew Gilley**, Oklahoma State U.; **Joseph E. Coombs**, U. of Richmond; **Satyanarayana Parayitam**, Oklahoma State U.; **Edward L. Summers**, U. of Texas, Austin

BPS: Corporate Governance & Path Dependence: Business History and Executive Pay in Modern Germany | **Trevor Buck**, De Montfort U.

BPS: The CEO as Sandbagger in the Compensation Tournament | **Wei Shen**, U. of Florida; **H. L. Tosi, Jr.**, U. of Florida; **Richard J. Gentry**, U. of Florida

BPS: The Role of CEO Characteristics and Incentives in Corporate Disclosures: An Empirical Examination | **Ram Natarajan**, U of Texas at Dallas; **Abdul A. Rasheed**, U of Texas at Arlington

Discussant: **Brian Golden**, U of Toronto**986 : (Paper Session) - (CAR) Career Directions**

4:10pm - 5:20pm Red Lion Hotel: San Juan

Chair: **Jeffrey Greenhaus**, Drexel U.

CAR: Organizational Identification of Boundary-Spanning Employees. | **Konstantin Korotov**, INSEAD

CAR: Executives at Risk: Multiple Roles and Career Derailment | **Patricia J Ohlott**, Center for Creative Leadership; **Marian N. Ruderman**, Center for Creative Leadership

CAR: The Impact of Formal Education on Managerial Career Attainment | **Amy E. Hurley-Hanson**, Chapman U.; **Stefan Wally**, Chapman U.; **Jeffrey Sonnenfeld**, Yale U.; **Sharon Segrest**, California State U., Fullerton

987 CAUCUS Virtuous Choices in a Knowledge Economy: From Individual Freedom to Meeting Global Challenges

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 1

Multi-level issues concerning virtuous choices in a global and knowledge-based world will be discussed.

Chairs: **Karen P. Manz**, author; **Charles C. Manz**, University of Massachusetts, Amherst; **Robert David Marx**, U. of Massachusetts, Amherst; **Kim S. Cameron**, U. of Michigan

988 CAUCUS Generating Pathways to Transformative Cooperation

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 2

This caucus invites co-discovery and exploration of cooperation's transcendence beyond traditional boundaries to create positive reverberations.

Chair: **Loren R. Dyck**, Case Western Reserve U.**989 CAUCUS Business as an Agent of World Benefit**

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 3

We will have a global inquiry and dialogue of practitioners, researchers and teachers considering the positive intersection of business and society.

Chair: **Mary Grace Neville**, Case Western Reserve U.**990 CAUCUS Sharing Resources to Support Initiatives in Work Redesign for Flexibility**

4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 4

Teachers, scholars, and individual activists will share resources and discuss new possibilities for integrating work and life for all employees.

Chair: **Sandy Kristin Piderit**, Case Western Reserve U.**991 CAUCUS Law & Management**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 1

We will discuss how to integrate law and management in such content areas as strategic management, entrepreneurship and human resource management.

Chairs: **Vance H. Fried**, Oklahoma State U.; **Michael A. Hitt**, Arizona State U.**992 CAUCUS Issues for Consideration When Developing Comprehensive Faculty Evaluation Systems**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 2

This caucus will address important components of faculty evaluation systems, discuss fairness issues, and exchange best practices.

Chair: **Susan M. Burroughs**, Roosevelt U.**993 CAUCUS What Are the Implications of Tacit Knowledge in the Operation of High-Performing Health Care Teams?**

4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 3

We will discuss tacit knowledge, for both individuals and teams, in particular for the operation of high-performing surgical health care teams.

Chairs: **Stephanie Bernell**, Oregon State U.; **Jonathan T. Down**, Oregon State U.; **Leonard H. Friedman**, Oregon State U.**994 CAUCUS The Implications of the Changing Employment Contract on Leadership Development**

4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 1

We will examine the implications of the changing employment contract on leadership development.

Chairs: **Karen L. Fisher**, U. of New Hampshire; **Lynne Clark Thompson**, National Defense U.**995 CAUCUS There's No Guarantee: "Certification" of Corporate Coaching**

4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 2

We will explore the need for and value of "certification" of corporate coaches and standardization of the coaching industry.

Chairs: **Martin B. Kormanik**, O.D. Systems, Inc.; **Tina M. Chindgren**, Virginia Polytechnic Institute and State U.**996 CAUCUS Violence and Terrorism: Developing a Research Agenda on the Workplace Impact of Critical Incidents**

4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 3

We will examine the impact of external violence and terrorism incidents on organizations and their employees.

Chair: **Robin Church**, U. of Toronto**997 CAUCUS Emonet: The Network for the Study of Emotion in Organizations**

4:10pm - 5:20pm Washington State Convention & Trade Center: 310

We will discuss topics in the field of emotions in organizational settings and make preliminary plans for the 2004 Emonet Conference.

Chair: **Neal M. Ashkanasy**, U. of Queensland

998 → CAUCUS **Contingent Work: International Comparisons and Research Concerns**

4:10pm - 5:20pm Washington State Convention & Trade Center: 604 Table 1

We will discuss key aspects of contingent work, including its use in knowledge work, cross-national comparisons, and research concerns.

Chair: **Kay M. Glasgow**, Southwest Texas State U.

999 CAUCUS **Studying "Post-Heroic" Leadership: Conceptualization, Operationalization and Measurement Challenges**

4:10pm - 5:20pm Washington State Convention & Trade Center: 604 Table 2

We will discuss how to study empirically the emerging notion of leadership as a relational or collective (as opposed to individual-based) concept.

Chair: **Sonia Ospina**, New York U.

1000 CAUCUS **Managing Alliances to Create Value: From Intent and Partner Selection to Dissolution**

4:10pm - 5:20pm Washington State Convention & Trade Center: 604 Table 3

This discussion will focus on the management of alliances with special emphasis on alliance processes and the phases of the alliance life cycle.

Chair: **Deepa Vaidyanath**, Arizona State U.

1001 : (CM) **Cross-Cultural Negotiation**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Cedar Room

Organizer: **Wendi Lyn Adair**, Cornell U.

Culture and Metaphor in Negotiation | **Michele J. Gelfand**, U. of Maryland; **Lisa H. Nishii**, U. of Maryland; **Ellen G. Godfrey**, U. of Maryland; **Jana L. Raver**, U. of Maryland; **Shu-cheng Chi**, National Taiwan U.; **Tetsushi Okumura**, Shiga U.

Does Culture Affect the Meaning of a Win? The Impact of Culture on Preferred Negotiation Outcomes | **Jan Hack Katz**, Cornell U.; **Vicki Jones**, Fundacao Getulio Vargas; **Kenneth Gray**, Florida A&M U.

Successful Adaptation in Cross-Cultural Negotiation: What Does It Mean and How Do We Get There? | **Wendi Lyn Adair**, Cornell U.; **Sujin Lee**, Cornell U.

1002 : (ENT) **Once the Fools Have Rushed In: Understanding High-Tech Startups in Emerging Environments**

4:10pm - 5:20pm Washington State Convention & Trade Center: 203

Chair: **Shalini Manrakhan**, U. of Minnesota

Are Firms Governed Differently in Good Times vs. Bad?

Governance Characteristics of IPOs | **Yuri Mishina**, Michigan State University

Strategic Responses to the Crash of the Internet Sector:

Executive Turnover in Recent IPOs | **Daniel P. Forbes**, U. of Minnesota; **Shalini Manrakhan**, U. of Minnesota

Institutional Entrepreneurship in the Emergence of New Technologies: A Case of Local Area Networks | **Sanjay Jain**, U. of Wisconsin, Madison

Selling the Kool Aid: Scient Corp and the Rise and Fall of Web Consulting | **David A. Kirsch**, U. of Maryland
Presenters: **Yuri Mishina**, Michigan State University; **David A. Kirsch**, U. of Maryland

1003 : (Paper Session) - (ENT) **Technology Transfer**

4:10pm - 5:20pm Washington State Convention & Trade Center: 213

Chair: **Larry Plummer**, U. of Colorado, Boulder

ENT: Critical Junctures in the Growth in University High-Tech Spinout Companies | **Ajay Vohora**, U. of Nottingham; **Andy Lockett**, U. of Nottingham

ENT: Linking University R&D, New Firm Formation, and Economic Development: An Empirical Investigation | **Scott L. Newbert**, Rutgers U.; **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Bruce A. Kirchoff**, New Jersey Institute of Technology; **Catherine Armington**, Consultant

ENT: Transferring by Founding: The Case of Biotech Start-ups in France | **Vincent N. Mangematin**, INRA/UPMF; **David Catherine**, INRA/UPMF; **Frederic Corolleur**, INRA/UPMF

ENT: Ventures Emerging from Science | **Alice de Koning**, Georgia State U.; **David L. Deeds**, Case Western Reserve U.

1004 SHCS: (ENT, BPS) **Evolution of the Top Management Team in New Ventures: Who Comes, Who Goes, and to What Affect?**

4:10pm - 5:20pm Washington State Convention & Trade Center: 609/610

Chairs: **Harry J. Sapienza**, U. of Minnesota; **Patricia S. Borchert**, U. of Minnesota

Expected Tenure: A Key Feature in the Social Context of New Venture Top Management Teams | **Allen C. Amason**, U. of Georgia

Network Characteristics of Entrepreneurial Teams | **Natalia Weisz**, Purdue U.; **Arnold C. Cooper**, Purdue U.

Effects of Increasing New Venture Team Heterogeneity... | **Patricia S. Borchert**, U. of Minnesota

The Evolution of Teams in University High-Tech Spinout Companies: Team Member Entry and Exit | **Ajay Vohora**, U. of Nottingham; **Mike Wright**, U. of Nottingham; **Andy Lockett**, U. of Nottingham; **Nicos Nicolaou**, Imperial College, U. of London

New Venture Evolution and Managerial Capabilities | **Warren Boeker**, U. of Washington; **Robert Wiltbank**, U. of Washington

1005 : (Paper Session) - (GDO) **Gender and Occupational Equity: Expectation and Reality**

4:10pm - 5:30pm Red Lion Hotel: Orcas

Chair: **D. Anthony Butterfield**, U. of Massachusetts, Amherst

GDO: The Effect of Gender and Social Comparison Referents on Expected Achievement in Organizations | **Donald E. Gibson**, Fairfield U.; **Barbara S. Lawrence**, U. of California, Los Angeles

GDO: Contract Making and Breaking: University Sex Discrimination Cases | **Sonia M. Goltz**, Michigan Technological U.

GDO: Breaking and Entering: State-Level Recognition of Women as Lawyers | **Heather Geraci**, Cornell U.

Discussant: **Cherlyn S. Granrose**, Berry College

1006 JS: (GDO, CAR) **An Academic in Practitioner****Clothing: Diversity Practitioners at Work**

4:10pm - 5:20pm Red Lion Hotel: Bainbridge

Facilitator: **Marcus M. Stewart**, U. of GeorgiaSpeakers: **Wayne M. Wormley**, The Wormley Company; **Carolyn Wiley**, Mercer Human Resource Consulting; **Benjamin Paul Ocasio**, AAA Research; **C. Douglas Johnson**, Michelin North America**1007** (Paper Session) - (HR) **Compensation & Benefits: Macro & Micro Issues**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR

On display on Poster Boards PB1 to PB9

- ☞ HR: Is it Worth it to Win the Talent War? Evaluating the Utility of Performance-Based Pay | **Michael C. Sturman**, Cornell U.; **John W. Boudreau**, Cornell U.; **Charlie Trevor**, U. of Wisconsin; **Barry Gerhart**, U. of Wisconsin, Madison
- ☞ HR: Strategic Compensation: Does Business Strategy Influence Compensation in High-Technology Firms? | **Yoshio Yanadori**, Cornell U.; **Janet H. Marler**, State U. of New York, Albany
- ☞ HR: Do Non-Executive Stock Options Really Produce Positive Work Outcomes?: An Empirical Investigation | **Pamela Brandes**, Syracuse U.; **Michael Hadani**, Syracuse U.; **Jason C. Senjem**, Syracuse U.
- ☞ HR: Intellectual Capital, Monitoring, and Risk: What Predicts the Adoption of Employee Stock Options? | **Maya Kroumova**, New York Institute of Technology; **James C. Sesil**, Rutgers U.
- ☞ HR: Employee Benefits Satisfaction | **Brian Murray**, U. of Dallas; **James Hamilton Dulebohn**, Michigan State U.
- ☞ HR: Leading Edge or Bleeding Edge-Market Reactions to Firms Offering Same-Sex Domestic Partner Benefits. | **Susan Housel**, U. of Dayton; **Jay J. Janney**, U. of Dayton; **Wesley C King**, U. of Dayton; **Terence Lau**, U. of Dayton
- ☞ HR: Loss Aversion Applied to Variable Pay: The Entitlement Effect | **Kimberly K. Merriman**, Wichita State U.
- ☞ HR: Creating Salary Inequity: Negative Impact of Pay Compression Due to External Labor Market Pressures | **Amy B. Henley**, U. of Texas, Arlington
- ☞ HR: Pay Secrecy Revisited: An Integrative Model | **Adrienne Colella**, Texas A&M U.; **Asghar Zardkoohi**, Texas A&M U.; **Ramona L. Paetzold**, Texas A&M U.; **Michael J Wesson**, Texas A&M U.

1008 (HR) **Innovations in Teaching in Human Resource Management: The Question of Professional Competence**

4:10pm - 5:20pm Washington State Convention & Trade Center: 605/606

Chair: **Glenn McEvoy**, Utah State U.Facilitator: **James C Hayton**, Utah State U.Participants: **Debra J. Cohen**, Society for Human Resource Management; **Greg Southey**, Queensland University of Technology; **David E. Guest**, King's College, London**1009** JS: (HR, OCIS) **Changing Employment Relationships and Work Systems in IT**

4:10pm - 5:20pm Red Lion Hotel: Whidbey

Chair: **Alison Davis-Blake**, U. of Texas, Austin

Section D

A Longitudinal Study of the Dynamics of Changes in IT Work Systems | **Donald Harter**, U. of Michigan; **Soon Ang**, Nanyang Technology U.; **Sandra Slaughter**, Carnegie Mellon U. "Intermediated" IT Work: The Role of Staffing Agencies' Ties on Professional Contractors' Careers | **Isabel Fernandez-Mateo**, Massachusetts Institute of Technology

Employment Relationship Advantage of Vendors in IT Outsourcing | **Natalia Levina**, New York U.

Do Peripheral Workers do Peripheral Work? Comparing the Use of IT Employees and Consultants | **Matthew Bidwell**, Massachusetts Institute of Technology

Presenters: **Donald Harter**, U. of Michigan; **Soon Ang**, Nanyang Technology U.; **Sandra Slaughter**, Carnegie Mellon U.; **Natalia Levina**, New York U.; **Matthew Bidwell**, Massachusetts Institute of Technology; **Isabel Fernandez-Mateo**, Massachusetts Institute of Technology

1010 (Paper Session) - (IM) **International Research on Job Satisfaction and Pay**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM

Displayed on Panels P30 to P35

- ☞ IM: Power Balance and Contingent CEO Pay: An Empirical Study on Chinese Corporations | **Rong Liu**, Peking U.
- ☞ IM: Gender and Salary: A Study of Accountants in Japan | **Yvonne Stedham**, U. of Nevada, Reno
- ☞ IM: Job Satisfaction and Technology in a Developing Country Setting | **Steven R Lovett**, Texas U. of Brownsville; **Tom Coyle**, -; **Russell Adams**, -
- ☞ IM: All Employee Equity Schemes In Germany: Antecedents and Consequences | **Simon Peck**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen; **Micaëla B. Raschle**, U. of St. Gallen
- ☞ IM: Market Equilibrium, Cartel, or Lack of Strategy? Entry Level Compensation in Japanese Firms | **Yoshio Yanadori**, Cornell U.; **George T. Milkovich**, Cornell U.

1011 (Paper Session) - (IM) **International Learning and Social Exchange**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM1

Displayed on Panels P36 to P39

- ☞ IM: Learning by Exporting: New Insights from Examining Firm Innovation | **Robert Salomon**, U. of Southern California; **J. Myles Shaver**, U. of Minnesota
- ☞ IM: Foreign Direct Investments as Knowledge Sourcing Strategies? | **Andreas Al-Laham**, SIMT; **Terry L. Amburgey**, U. of Toronto
- ☞ IM: R&D Intensity in International U.S. Firms: Corporate Governance and Organizational Learning | **Pol Herrmann**, Iowa State U.
- ☞ IM: Governments, Reciprocal Exchange and Trust among Business Associates | **Alaka N Rao**, U. of California, Irvine; **Jone L. Pearce**, U. of California, Irvine

1012 (Paper Session) - (IM) **New Research on Globalization**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM2

Displayed on Panels P40 to P43

👁️ **IM:** Do International Strategic Alliances Create Firm Value? Cases of U.S.-Japanese Technology Alliances | **Byung (Brian) Hee Lee**, California State U., Fullerton; **Arvind Parkhe**, Indiana U., Bloomington

👁️ **IM:** Examining SME's Internationalization Motives as an Extension of Competitive Strategy | **Timothy Pett**, Wichita State U.; **John D. Francis**, Iona College; **James A. Wolff**, Wichita State U.

➔👁️ **IM:** Export Intermediation: A Further Test of Peng and Ilinitch (1998) | **Yuanyuan Zhou**, Ohio State U.; **Mike W. Peng**, Ohio State U.; **Anne S. York**, U. of North Carolina, Chapel Hill

➔👁️ **IM:** Operating in a Worldwide Product Line Structure: The Experience of French Multinationals | **Monia Mtar**, Edinburgh U.

1013 ➔: (IM) Barry M. Richman Dissertation Award Finalists Presentations

4:10pm - 5:20pm Washington State Convention & Trade Center: 617

Presentation by the four finalists for the Barry M. Richman Dissertation Awards for dissertation completed in the previous year in international management

Chair: Srilata Zaheer, U. of Minnesota

1014 👁️: (Paper Session) - (MC) Developing & Marketing Consulting Services: Intangibles, Status, Legitimacy and Evaluation

4:10pm - 6:00pm Washington State Convention & Trade Center: 307

Chair: David Jamieson, Pepperdine U.

MC: Why Neither Managers Nor Consultants Need Nor Want Systematic Evaluations of Consulting Engagements | **Alfred Kieser**, Mannheim U.; **Berit Ernst**, Mannheim U.

MC: The discursive construction of the manager as a legitimate client of consulting services | **Jonas Backlund**, Uppsala U.; **Andreas Werr**, Stockholm School of Economics

MC: The Impact of Status on the Performance of Management Consulting Firms | **Michael Nippa**, Freiberg U. of Mining and Technology; **Andreas Ehrhardt**, Freiberg U. of Mining and Technology

MC: Managing Intangibles in SME Consultancies | **Sally Woodward**, City U., London

Discussant: Ken Weidner, Saint Joseph's U.

1015 👁️: (Paper Session) - (MED) Using Film in Teaching

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MED

Displayed on Panels P11 to P13

📖👁️ **MED:** Not Just the Facts, Ma'am: Using Film in Teaching Organizational Behavior | **M. Alix Valenti**, U. of Texas, Dallas

📖👁️ **MED:** Film in Teaching: Copyright Issues | **Joseph E. Champoux**, U. of New Mexico

📖👁️ **MED:** Developing Multimedia Cases for Undergraduate Education in Organizational Behavior | **Peter Hom**, Arizona State U.; **Robert Gregory DelCampo**, Arizona State U.

1016 👁️: (Paper Session) - (MED) Global Issues in Management Education

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit

Hall/MED1

Displayed on Panels P14 to P16

👁️ **MED:** Contribution of Training to development of the Clusters of Small Business Management | **Mohammed I Al-Madhoun**, University of Bradford

📖👁️ **MED:** Developing Emotional Intelligence: Lessons from the Liberal Arts | **John Andrew Morris**, Catawba College

👁️➔👁️ **MED:** Global Executive Socialization: A Model and Research Agenda for Executive Development | **Souha R. Ezzedeem**, George Washington U.; **Paul M. Swiercz**, George Washington U.; **Harry William Holt**, George Washington U.

1017 👁️: (Paper Session) - (MED) Classroom Teaching Challenges

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MED2

Displayed on Panels P17 to P19

📖👁️ **MED:** Non-sequential Writing for Business Students: Composing an Orderly Paper in a Disorderly Way | **J. David Osborne**, Berry College

📖👁️ **MED:** Developing Dialogue Skill: A Qualitative Investigation of an Online Collaboration Exercise | **Daniel M. Eveleth**, U. of Idaho; **Lori Jo Baker-Eveleth**, U. of Idaho

📖👁️ **MED:** Distance Learning: Do Gender Differences Impact Learning Preferences and Computer Usage | **Kyra Leigh Sutton**, Ohio State U.; **Joni Barnard**, Ohio State U.

1018 👁️: (Paper Session) - (MED) Learning and Professional Development

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit

Hall/MED3

Displayed on Panels P20 to P21

👁️ **MED:** How Effective are Professional Development Activities for R&D Engineers? | **Martin Hoegl**, Bocconi U.; **Randy Styborski**, ACM

👁️ **MED:** Article Attributes that Predict Citation Counts: A JAP Case Study | **Kathryn Baughman**, George Mason U.; **Jose M. Cortina**, George Mason U.; **Gonzalo Ferro**, George Mason U.

1019: (Paper Session) - (MED) Web-enabled and Virtual Teaching and Learning Issues

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Juniper Room

Chair: Jim Paul, U. of Kansas Medical Center

MED: How Much Does "Subject Matter" Matter? A Study of Disciplinary Effects in Web-based MBA Courses | **J. B. Arbaugh**, U. of Wisconsin, Oshkosh

MED: Moderating Effects of ITV on Relationships among Learning and Performance in Management Education | **Jim Paul**, U. of Kansas Medical Center; **Linda L. Merillat**, U. of Kansas

MED: How Web-enabled Dispersed Learners Share Knowledge & Learn from Each Other: An Ethnographic Study | **Rashmi H. Assudani**, McGill U.

📖 **MED:** Can IT Make You Smart? | **Jason Z. Yin**, Seton Hall U.; **Leigh Stelzer**, Seton Hall U.; **John Collins**, Seton Hall U.

Discussants: Hamid Akbari, Northeastern Illinois U.; **Joel Rudin**, Rowan U.

1020 📖SHCS: (MED, IM) International Internet Collaboration in Management Teaching and Research

4:10pm - 5:20pm Washington State Convention & Trade Center: 611/612

Chair: **Charles Wankel**, St. John's U.

A Different Set of Efforts: China and Internet Collaboration |

Ping Ping Fu, Chinese U. of Hong Kong

The Emergence of the Internet in Iranian Management

Education | **Camelia Ehteshami Akbari**, Industrial

Management Institute, Iran

Views of International Internet Collaboration in Central and

Eastern Europe | **Gerhard Fink**, Wirtschaftsuniversitaet Wien

International Consulting Practicum | **Cheryl L. Prachyl**, U. of

Texas at Tyler

A Canadian Perspective on International Internet

Collaboration | **Nealia Sue Bruning**, U. of Manitoba

Virtual Teams of Students from Around the Globe | **Jane**

LeMaster, U. of Texas, Pan American

A LDC Perspective on International Collaboration in Teaching

and Research over the Internet | **S. Manikutty**, Indian Institute

of Management, Ahmedabad

Managing Telework and Internet Research Collaboration |

David A. Lamond, U. of Western Sydney

International Online Collaboration in the Academy | **Regina**

Bento, U. of Baltimore

Using IT to Support Teaching, Research & Management

Development In a World of Global Business | **Roger**

Blakeney, U. of Houston

Practical Issues in International Internet Research

Collaboration | **Sanjay T. Menon**, Louisiana State

U., Shreveport

Challenges of Virtual Teamwork in the Successful Women

Worldwide Research Project | **Suzy Fox**, Loyola U., Chicago;

Terri R. Lituchy, California Polytechnic State U., San Luis

Obispo; **Miguel R. Olivas-Luján**, ITESM; **Betty Jane Punnett**,

U. of the West Indies; **Ann Gregory**, Memorial U.

The Virtual Communities of Scholarly Management | **Ann**

Gregory, Memorial U.; **Charles Wankel**, St. John's U.

The Impact of International Internet Collaboration on

Professional Cultures | **Jan M. Uljin**, Eindhoven U. of

Technology

1021 : (MH) Business Meeting & Awards

4:10pm - 5:20pm Grand Hyatt Seattle: Sealth

Program Chair: **Michele A. Govekar**, Ohio Northern U.

Division Chair: **Charles Edward Booth**, U. of the West of England

Professional Development Workshop Chair: **Franz T. Lohrke**, U. of

Alabama

Division Chair-Elect.: **Shawn M. Carraher**, Texas A&M U.

1022 : (Paper Session) - (MOC) Cognition and Information: Processing Three Perspectives

4:10pm - 5:20pm Westin Hotel: Olympic

MOC: Strategic Decisions in Emerging Markets: Managerial

Views of and Reactions to Risk | **Sally W Fowler**, American

U.; **Michael D. Lord**, Wake Forest U.

● **MOC:** Paying \$1 to lose \$2: Misperceptions of the value of

information in predicting others | **George Loewenstein**,

Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.; **Roberto**

Weber, Carnegie Mellon U.

MOC: Organizational Identity and Embodied Cognition: A

Multi-Level Conceptual Framework | **Celia Virginia**

Harquail, U. of Virginia; **Adelaide Wilcox King**, U. of Virginia

Discussant: **Elizabeth Eve Umphress**, Texas A&M U.

1023 SHCS: (MOC, TIM, OCIS) The Role of Technology in Creating and Managing Identity in Organizations

4:10pm - 5:20pm Washington State Convention & Trade Center: 602/603

Chair: **Kevin W. Rock**, U. of Illinois, Urbana-Champaign

The Role of Technology in Creating and Maintaining Identity

in Organizations |

Presenters: **Marlena Fiol**, U. of Colorado, Denver; **Edward J.**

O'Connor, U. of Colorado, Denver; **Joao Vieira Cunha**,

Massachusetts Institute of Technology; **Wanda J. Orlikowski**,

Massachusetts Institute of Technology; **JoAnne Yates**,

Massachusetts Institute of Technology; **Batia Mishan Wiesenfeld**,

New York U.; **Lee S Sproull**, New York U.; **Kevin W. Rock**, U. of

Illinois, Urbana-Champaign

Discussant: **Michael G. Pratt**, U. of Illinois, Urbana-Champaign

1024 : (MSR) MSR Business Meeting

4:10pm - 5:20pm Grand Hyatt Seattle: Menzies Suite

1025 : (Paper Session) - (OB) Justice, Attribution Theory, and Self-Serving Bias

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Louise Tourigny**, U. of Wisconsin, Whitewater

OB: Predicting Reactions to Self-Ratings: The Effects of

Context and Individual Differences | **Lisa Keeping**,

Wilfrid Laurier U.

OB: Antecedents of Justice Perceptions: The Role of

Attribution Theory | **Juliana Durr Lilly**, Sam Houston State U.;

Meghna Virick, U. of Texas, Arlington

OB: Why Employees Forgive Their Offenders: An Empirical

Test of A Typology of Forgiveness Motives | **Rebecca J.**

Bennett, U. of Toledo; **Thomas M. Tripp**, Washington State U.,

Vancouver; **Karl Aquino**, U. of Delaware

OB: Exploring the Role of Emotions in Layoff Victims' Fairness

Perceptions and Retaliation | **Laurie J Barclay**, U. British

Columbia; **Daniel Skarlicki**, U. of British Columbia; **S. Douglas**

Pugh, U. of North Carolina, Charlotte

1026 : (OB) The Importance of Leadership in a Democratic Organization: Impacts of Leader Political Skill

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room B

Facilitators: **Anthony (Tony) P. Ammeter**, University of

Mississippi; **James (Jerry) G. Hunt**, Texas Tech University

Chair: **Anthony P. Ammeter**, U. of Mississippi

Facilitator: **James G. Hunt**, Texas Tech U.

Perceptions of Politics and Organizational Cynicism:

Attributional and LMX Perspective | **Walter Davis**, U. of

Mississippi; **William L Gardner**, -

Leader Reputation and Accountability in Organizations |

Angela Tania Hall, Florida State U.; **Fred Blass**, Florida State

U.; **Gerald R. Ferris**, Florida State U.

This Is War: How the Politically Astute Achieve Crimes of

Obedience | **Danielle Beu**, -

Leader Political Skill and Employee Reactions | **Darren**

Treadway, Florida State U.; **Wayne A. Hochwarter**, Florida

State U.; **Cesar Douglas**, Florida State U.; **Gerald R. Ferris**, Florida State U.; **Charles Kacmar**, Florida State U.; **Anthony P. Ammeter**, U. of Mississippi; **M. Ronald Buckley**, U. of Oklahoma, Norman

The Political Role of Headquarter's Strategic Global HRM Policies and Practices | **Milorad Novicevic**, U. of Wisconsin, La Crosse; **Michael G. Harvey**, U. of Mississippi

1027 : (OB) Innovation in Organizations: Individual, Team, Organizational, and National Factors

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Room 424

Program Chairs: **Cynthia Lee**, Northeastern U.; **Miriam Erez**, Technion-Israel Institute of Technology

Innovation in Organizations: Individual, Team, Organizational, and National Factors |

Presenters: **Teresa M. Amabile**, Harvard U.; **Sigal G. Barsade**, U. of Pennsylvania; **Jennifer Mueller**, Yale U.; **Barry M. Staw**, U. of California, Berkeley; **Laurie R. Weingart**, Carnegie Mellon U.; **Ella Miron**, -; **Matthew A. Cronin**, Carnegie Mellon U.; **Jonathan Cagan**, Carnegie Mellon U.; **Eitan Naveh**, Technion-Israel Institute of Technology; **Geert Hofstede**, IRIC - Tilburg U.; **Fariborz Damanpour**, Rutgers U.; **Craig Vogel**, Carnegie Mellon U.

1028 JS: (OB, HR) The Use of Monetary and Non-monetary Incentives: When, Who, and How?

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Aspen Room

Organizers: **Amy Elizabeth Mickel**, California State U., Sacramento; **Scott Jeffrey**, U. of Chicago

Facilitators: **Amy Elizabeth Mickel**, California State U., Sacramento; **Scott Jeffrey**, U. of Chicago

Speakers: **Bruno S. Frey**, U. of Zurich; **Barry Gerhart**, U. of Wisconsin, Madison; **Edward Lawler III**, U. of Southern California; **Terence R. Mitchell**, U. of Washington, Seattle; **Margit Osterloh**, U. of Zurich; **Thomas Li-Ping Tang**, Middle Tennessee State U.

1029 JS: (OB, HR) Job Embeddedness and Social Capital: New Directions in Turnover Research

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: West Room A

Chairs: **Kathryn M. Bartol**, U. of Maryland, College Park; **Thomas W. W. Lee**, U. of Washington

Exploring the Dynamic Effects of Job Embeddedness on Voluntary Turnover | **Brooks C. Holtom**, Georgetown U.; **Thomas W. W. Lee**, U. of Washington; **Terrence R. Mitchell**, Washington U.; **Simon T. Tidd**, Vanderbilt U.

Job Embeddedness: Unique Contribution Beyond Social Exchange Relationships in Predicting Outcomes | **Wei Liu**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland, College Park; **Ian O. Williamson**, U. of Maryland

How Job Embeddedness Deters Mexican Workers from Quitting | **Mindy West**, -; **Peter Hom**, Arizona State U.

Turnover, Social Capital, and Performance: A Facility-Level Analysis | **Jason D. Shaw**, U. of Kentucky; **Michelle K. Duffy**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas; **Daniel E. Lockhart**, U. of Kentucky

1030 : (Paper Session) - (OCIS) Virtual Teams and Virtual Work

4:10pm - 5:20pm Washington State Convention & Trade Center: 614

Chair: **Vicki McKinney**, U. of Arkansas

OCIS: The Ethical Implications of Virtual Team Membership | **M. Travis Maynard**, U. of Connecticut

OCIS: Productivity and Satisfaction of Home-Based Telecommuter | **Xiumei Zhu**, U. of Arizona, Tucson; **Sherry M. Thatcher**, U. of Arizona

OCIS: Identity Formation among Virtual Workers | **Manju K. Ahuja**, Indiana U.; **Lionel Robert**, Indiana U., Bloomington; **Katherine M. Chudoba**, Florida State U.; **Harrison McKnight**, Michigan State U.

Discussants: **Jason Thatcher**, Clemson U.; **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Terri L. Griffith**, Santa Clara U.

1031 : (ODC) ODC Distinguished Speaker: Jean Bartunek

4:10pm - 5:20pm Washington State Convention & Trade Center: 2A

How Planned Change Eventually Changes Itself | **Jean M. Bartunek**, Boston College

Introduction: **Gretchen Spreitzer**, U. of Michigan

Distinguished Speaker: **Jean M. Bartunek**, Boston College

1032 : (Paper Session) - (OM) Operations Strategy Formulation

4:10pm - 5:20pm Westin Hotel: Adams

Chair: **Peter T. Ward**, Ohio State U.

OM: The Role of Operations in Strategy Making: a Contingency Theory | **Lieven Lode Demeester**, INSEAD; **Jovan Grahovac**, Tulane U.

OM: Knowledge-Based View of the Process of Manufacturing Strategy Formulation – An Empirical Study | **Ely Laureano Paiva**, U. do Vale do Rio dos Sinos; **Aleda V. Roth**, U. of North Carolina, Chapel Hill; **Jaime Evaldo Fensterseifer**, U. Federal do Rio Grande do Sul

1033 : (OMT) The New Dynamism: Organization Theory, System Dynamics, and Novel Approaches to Theorizing

4:10pm - 5:20pm Westin Hotel: Cascade 1 (C)

Chair: **Nelson P. Repenning**, Massachusetts Institute of Technology

Participants: **Anjali Sastry**, Massachusetts Institute of Technology; **Stephen Barley**, Stanford U.; **Karl E. Weick**, U. of Michigan; **Paul R. Carlile**, Massachusetts Institute of Technology; **Michael L. Tushman**, Harvard U.; **Jenny W. Rudolph**, Boston College

1034 : (Paper Session) - (OMT) Structuring Change

4:10pm - 5:20pm Westin Hotel: St. Helens

Chair: **Jeffrey Kaufmann**, Iowa State U.

OMT: A Four-Layer Model for Studying Organizational Structure | **Maximilian von-Zedtwitz**, International Institute for Management Development

OMT: Conceptualizing Organizational Flexibility: Proactivity, Adaptability, and Resilience | **Renae A. Jones**, Queensland U. of Technology; **Mark A. Griffin**, Queensland U. of Technology

OMT: Interdependencies in Organization Design: Searching for the "Edge of Chaos" | **Tim Carroll**, Georgia Tech

OMT: Accounting for the Limited Distribution of Technology-Enabled Structural Change | **Gavin M. Schwarz**, U. of New South Wales; **Arthur D. Shulman**, U. of Queensland

Discussant: **Julie M. Hite**, Brigham Young U.

1035 🗨️: (OMT, CMS, MH) **Organizing Democracy: 19th Century isms for the 21st Century World**

4:10pm - 5:20pm Westin Hotel: Cascade 2

Chair: **Linda L. Putnam**, Texas A&M U.On Anarchism | **Gibson Burrell**, Leicester U.On Cooperativism | **George Cheney**, U. of UtahOn Commune-ism | **Linda Smircich**, U. of Massachusetts, Amherst; **Marta B. Calas**, U. of Massachusetts, AmherstOn Bureaucracy | **Mike Reed**, Cardiff U.Presenters: **Gibson Burrell**, Leicester U.; **George Cheney**, U. of Utah; **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst; **Mike Reed**, Cardiff U.**1036** SHCS: (OMT, PNP) **Corporation and Community Connections: When are Business Elites Good for Civic Health?**

4:10pm - 5:20pm Washington State Convention & Trade Center: 619/620

Organizers: **Christopher Marquis**, U. of Michigan ; **Gerald F. Davis**, U. of MichiganLocation, Location, Location: The Geography of Bank Interlocking in the 1960s | **Donald Palmer**, U. of California, Davis; **Mathew Zafonte**, U. of California, DavisBowling Alone or Conspiring Alone? Local Elite Cohesion and Community Social Capital | **Christopher Marquis**, U. of Michigan ; **Gerald F. Davis**, U. of MichiganThe Transfer of Private Sector Practices to the Nonprofit Sector | **Walter W. Powell**, Stanford U.; **Denise Gammal**, Stanford U.; **Caroline Simard**, Stanford U.; **Hokyu Hwang**, Stanford U.Urban Legacy: The Impact of Olympic Sponsorship on Community | **Mary Ann Glynn**, Emory U.Authors: **Donald Palmer**, U. of California, Davis; **Mathew Zafonte**, U. of California, Davis; **Denise Gammal**, Stanford U.; **Caroline Simard**, Stanford U.; **Hokyu Hwang**, Stanford U.; **Mary Ann Glynn**, Emory U.; **Walter W. Powell**, Stanford U.Discussant: **Mark S. Mizruchi**, U. of Michigan**1037** : (Paper Session) - (ONE) **New Perspectives on the Natural Environment and Stakeholder Management**

4:10pm - 5:20pm Washington State Convention & Trade Center: 214

Chair: **Tom Thomas**, San Francisco State U.🗨️ONE: Stakeholder Influences on Sustainability Practices in the Canadian Forest Products Industry | **Sanjay Sharma**, Wilfrid Laurier U.; **Irene Henriques**, York U.ONE: The Rise and Regression of a Sustainable Company | **Frank Wijen**, Tilburg U.🗨️ONE: Democracy and Knowledge in a Multistakeholder Initiative | **Marie-France Turcotte**, U. of Quebec, Montreal; **Christine Dancause**, Concordia U.; **Eric Gedajlovic**, U. of ConnecticutDiscussant: **Alfred Marcus**, U. of Minnesota**1038** 🗨️: (Paper Session) - (PNP) **Civil Society in International Perspectives and Settings**

4:10pm - 5:20pm Grand Hyatt Seattle: Stevens

Chair: **Theodora Welch**, U. of Massachusetts, Boston➔🗨️PNP: Responding to a Retreating State? Social Capital Formation and the Russian Environmental Movement | **Jo Crotty**, Aston U.🗨️🗨️PNP: Global Cities and Democracy: Upper Middle Class Influence in Developmental Policymaking | **Herman L. Boschken**, San Jose State U.PNP: Transition to a Civil Society: Local Government in Latvia | **Gundar King**, Pacific Lutheran U.; **David E. McNabb**, Evergreen State College🗨️PNP: Economic And Political Freedoms And National Competitiveness | **Edmund R Thompson**, Ritsumeikan Asia Pacific U.Discussants: **David François ALIS**, Rennes 1 U. CREREG CNRS France; **Janet Dilling**, Florida State U.**1039** : (SIM) **SIM Division Chairperson's Address and Business Meeting**

4:10pm - 6:00pm Washington State Convention & Trade Center: 608

The division chair will deliver his address from 4:10-5:00 p.m. The business meeting will immediately follow from 5:00-6:00 p.m.

Division Chair: **Lawrence J. Lad**, Butler U.**1040** : (Paper Session) - (SIT) **Managing Across Global Borders**

4:10pm - 5:20pm Washington State Convention & Trade Center: 205

Facilitator: **Jorge A. Wise**, ITESM - Campus MonterreyBPS: The Changing Product and International Scope of Firms: A Dynamic Perspective | **Shyam Kumar**, City U. of New York, Baruch College; **Anju Seth**, U. of Illinois, Urbana-Champaign🗨️➔SIM: Beyond Sweatshops: Positive Deviancy and Global Labor Practices | **Denis G. Arnold**, U. of Tennessee, Knoxville; **Laura Pincus Hartman**, DePaul U.BPS: Glitches in Global Strategy? Some Lessons from the Food and Drink Industry | **Richard Lynch**, Middlesex U.IM: The Positioning of Global 500 Firms' Ethical Character: Japan, US, and UK | **Rosa Chun**, U. of Manchester**1041** : (Paper Session) - (SIT) **Corruption and Fraud**

4:10pm - 5:20pm Washington State Convention & Trade Center: 210

Facilitator: **Charlotte D Sutton**, Auburn U.BPS: Strategy and Accounting Fraud | **Carmelita J. Troy**, Naval Postgraduate School; **Ken G. Smith**, U. of Maryland; **Lawrence A. Gordon**, U. of Maryland, College ParkIM: Coping with Corruption: The Effect of Government Corruption on Entry Strategy | **Klaus Uhlenbruck**, Texas A&M U.; **Peter L. Rodriguez**, Texas A&M U.; **Jonathan P. Doh**, Villanova U.; **Lorraine Eden**, Texas A&M U.OB: Social Dominance Orientation and Accountability: A Field Study of Corporate Corruption | **Kristin Smith-Crowe**, Tulane U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Arthur P. Brief**, Tulane U.; **Ann E. Tenbrunsel**, U. of Notre Dame; **Suzanne Shuk Yan Chan**, Tulane U.BPS: The Impact of Accountability, Monitoring, and Incentives on the Incidence of Corporate Illegal Acts. | **Soon Lee Eugene Kang**, Texas A&M U.**1042** : (Paper Session) - (SIT) **Corporate Governance**

4:10pm - 5:20pm Washington State Convention & Trade Center: 211

Facilitator: **Avi Fiegenbaum**, Technion

PNP: Shareholder Protection and Firm Performance: Is More Necessarily Better? | **Sandra Dow**, U. of Quebec, Montreal; **Pierre-Yves Gomez**, E.M.LYON; **Zied Guedri**, Concordia U.

SIM: The Investor Theory of Corporate Governance | **Lori Verstegen Ryan**, San Diego State U.; **Ann K. Buchholtz**, U. of Georgia

IM: Stakeholder Rights and Corporate Governance: A Cross-National Study of Hostile Takeovers | **William D. Schneper**, U. of Pennsylvania; **Mauro F. Guillen**, U. of Pennsylvania

OMT: Counting Chickens before they Hatch: Executive Valuation and Perception of Incentive Compensation | **Cynthia Devers**, Texas A&M U.; **Robert Wiseman**, Michigan State U.; **Gerry M. McNamara**, Michigan State U.

1043 (TIM) **Managing Intellectual Property in Knowledge Economies: Theory, Empirical Evidence, and Strategies**

4:10pm - 5:20pm Washington State Convention & Trade Center: 206

Chairs: **Rosemarie Ham Ziedonis**, U. of Michigan; **Markus Georg Reitzig**, Copenhagen Business School

Complementarity and Substitution between Types of Legal IP in Software | **Deepak Somaya**, U. of Maryland; **Stuart J.H. Graham**, Georgia Institute of Technology

Who Really Profits from Patent Infringements? | **Markus Georg Reitzig**, Copenhagen Business School; **Joachim Henkel**, U. of Munich; **Christopher Heath**, Max Planck Institute for Intellectual Property, Competition, and Tax Law

Stemming the Flow of Counterfeit Pharmaceuticals | **Kristina Lybecker**, Drexel U.; **Eric Noehrenberg**, Intl Federation of Pharmaceutical Manufacturers Associations

The Enforcement of Patents in Semiconductors | **Rosemarie Ham Ziedonis**, U. of Michigan

Presenters: **Deepak Somaya**, U. of Maryland; **Stuart J.H. Graham**, Georgia Institute of Technology; **Markus Georg Reitzig**, Copenhagen Business School; **Kristina Lybecker**, Drexel U.; **Rosemarie Ham Ziedonis**, U. of Michigan

Participants: **Joachim Henkel**, U. of Munich; **Christopher Heath**, Max Planck Institute for Intellectual Property, Competition, and Tax Law; **Eric Noehrenberg**, Intl Federation of Pharmaceutical Manufacturers Associations

Discussant: **Mary Snapp**, Microsoft Corporation

1044 (Paper Session) - (TIM) **Knowledge Creation and Alliances**

4:10pm - 5:20pm Washington State Convention & Trade Center: 2B

Chair: **Stefano Perlusz**, Singapore Management U.

TIM: In Search of Technological Complementors. | **Jeffrey L. Cummings**, Loyola College; **Hung-Bin Ding**, Loyola College

TIM: Networking With The Right Partners: How Do Partners' Knowledge Attributes Affect Innovation? | **Beiqing (Emery) Yao**, U. of Pittsburgh; **Susan McEvily**, U. of Pittsburgh

TIM: Factors influencing knowledge and value creation from research in a corporate-university alliance | **Xudong Gao**, Massachusetts Institute of Technology; **George Roth**, Massachusetts Institute of Technology

TIM: Exploration and Exploitation Alliances: A System of New Product Development | **Frank T. Rothaermel**, Georgia Institute of Technology; **David L. Deeds**, Case Western Reserve U.
Discussant: **Patricia M Norman**, Baylor U.

1045 (Paper Session) - (TIM) **Communicating Innovations**

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/TIM
Displayed on Panels P44 to P48

👁️👁️ **TIM:** Competing in Industrial Markets: Rethinking the Service Advantage | **K. Thomas Chandy**, State U. of New York, Binghamton; **Nagaraj Sivasubramaniam**, Duquesne U.; **Saligrama Agnihotri**, State U. of New York, Binghamton

➔👁️👁️ **TIM:** Should We Consider Alternative R&D Incentives? - Prizes as a Supplement to Patents | **Lee N. Davis**, Copenhagen Business School

👁️ **TIM:** Unpacking Innovation: Bridging Strategies and Influence on Impact, Durability and Breadth | **Anupama Phene**, U. of Utah; **William S. Hesterly**, University of Utah; **Teppo Felin**, U. of Utah

🗨️👁️ **TIM:** Seller's Guide to Signaling: How to Overcome Information Asymmetries in Markets for Knowledge | **Gary Dushnitsky**, New York U.

➔👁️ **TIM:** A Model of the Impact of Manufacturer-User Interactions on New Product Development | **Paul Steffens**, U. of Queensland; **Xeuli Huang**, Edith Cowan U.

1046 (Paper Session) - (TIM) **Knowledge and Technology Flows**

4:10pm - 5:20pm Washington State Convention & Trade Center: 613

Chair: **Erik Simanis**, U. of North Carolina, Chapel Hill

TIM: University Patenting and the Pace of Technological Advance | **Kira Rachel Markiewicz**, U. of California, Berkeley

TIM: Innovation and International Knowledge Transmission in the US Computer Equipment Industry | **Sheryl Winston Smith**, Harvard U.

TIM: Facilitators of Knowledge Transfer in University-Industry Collaborations | **Michael D. Santoro**, Lehigh U.; **Paul E. Bierly**, James Madison U.

TIM: Trade, Technology Transfer and Productivity Growth: The Neglected Role of Imports | **Garrick Blalock**, Cornell U.; **Francisco Veloso**, Carnegie Mellon U.

Discussants: **John W. Clarry**, The College of New Jersey; **Kelly E. See**, Duke U.

Tuesday 5:30PM

1047 (BPS) **BPS Business Meeting**

5:30pm - 6:30pm Westin Hotel: Elliott Bay

Program Chair: **Margaret A. Peteraf**, Dartmouth College

Division Chairs: **Albert A. Cannella Jr.**, Texas A&M U.; **Ranjay Gulati**, Northwestern U.

Professional Development Workshop Chair: **James D. Westphal**, U. of Texas, Austin

Division Chair-Elect.: **Javier Gimeno**, INSEAD

1048 (CAR) **CAR Business Meeting**

5:30pm - 6:30pm Red Lion Hotel: San Juan

Chairs: **Allan W. Bird**, U. of Missouri, St. Louis; **Susan M. Adams**, Bentley College; **Yehuda Baruch**, U. of East Anglia

1049 : (HR) HR Division Business Meeting

5:30pm - 6:30pm Red Lion Hotel: Whidbey

It's your Division -- come find out what's going on!

Program Chair: **Diana L. Deadrick**, Old Dominion U.

Division Chair: **Timothy A. Judge**, U. of Florida

Professional Development Workshop Chair: **K. Michele Kacmar**, Florida State U.

Division Chair-Elect.: **Patrick Wright**, Cornell U.

1050 : (IM) IM Division Business Meeting

5:30pm - 6:50pm Washington State Convention & Trade Center: 618

Program Chair: **Schon L. Beechler**, Columbia U.

Division Chair: **Joseph L.C. Cheng**, U. of Illinois

Host: **Srilata Zaheer**, U. of Minnesota

Professional Development Workshop Chair: **D. Eleanor Westney**, Massachusetts Institute of Technology

Division Chair-Elect.: **Sully Taylor**, Portland State U.

1051 : (MED) MED Division Awards and Business Meeting

5:30pm - 7:00pm Sheraton Seattle Hotel & Towers: Juniper Room

Join us for best paper/symposium awards from John Wiley&Sons, Sage, Emerald/JMD, & McGraw Hill/Irwin, reviewer awards and elections. Social follows.

Program Chair: **Carolyn Wiley**, Mercer Human Resource Consulting

Division Chair: **Elena P. Antonacopoulou**, U. of Manchester

Professional Development Workshop Chair: **Steven John**

Armstrong, U. of Hull

Division Chair-Elect.: **Regina Bento**, U. of Baltimore

1052 : (MOC) MOC Business Meeting

5:30pm - 6:30pm Westin Hotel: Olympic

Presiding: **Andrea Casey**, The George Washington U.

Program Chair: **Stephen Mezas**, New York U.

Professional Development Workshop Chair: **Pamela S. Barr**, Georgia State U.

Division Chair-Elect.: **Mary J. Waller**, Tulane U.

1053 : (ODC) Organization Development and Change (ODC) Division Awards and Business Meeting

5:30pm - 6:30pm Washington State Convention & Trade Center: 2A

All ODC members and friends are invited to come to our awards ceremony and business meeting. Come and get involved!

Program Chair: **Gretchen Spreitzer**, U. of Michigan

Division Chair: **Chris Worley**, Pepperdine U.

Professional Development Workshop Chair: **George Roth**, Massachusetts Institute of Technology

1054 : (ONE) ONE Business Meeting

5:30pm - 6:45pm Washington State Convention & Trade Center: 214

Division Chair: **Sanjay Sharma**, Wilfrid Laurier U.

Division Chair-Elect.: **Carolyn Egri**, Simon Fraser U.

Tuesday 5:45PM

1055 : (CM) Conflict Management Division Business Meeting

5:45pm - 6:45pm Sheraton Seattle Hotel & Towers: Cedar Room

Division Chair: **Karen A. Jehn**, -

Division Chair-Elect.: **Bruce Barry**, Vanderbilt U.

Tuesday 6:00PM

1056 : (AAC) LAC Thank You Party

6:00pm - 9:00pm Grand Hyatt Seattle: Washington

Organizer: **Barbara Parker**, Seattle U.

1057 : (MH) Division Reception

6:00pm - 7:00pm Grand Hyatt Seattle: Blewett Suite

Program Chair: **Michele A. Govekar**, Ohio Northern U.

Division Chair: **Charles Edward Booth**, U. of the West of England

Professional Development Workshop Chair: **Franz T. Lohrke**, U. of Alabama

Division Chair-Elect.: **Shawn M. Carraher**, Texas A&M U.

1058 : (MSR) MSR Social Hour

6:00pm - 9:00pm Grand Hyatt Seattle: Cayuse

Tuesday 6:30PM

1059 : (BPS) BPS Social Hour

6:30pm - 7:30pm Westin Hotel: Elliott Bay

Program Chair: **Margaret A. Peteraf**, Dartmouth College

Professional Development Workshop Chair: **James D. Westphal**, U. of Texas, Austin

1060 : (CAM) Human Relations Reviewer Reception

6:30pm - 8:30pm Washington State Convention & Trade Center: 611/612

Organizer: **Tamar Jeffers**, Tavistock Institute

1061 : (CAR) CAR Social Hour

6:30pm - 8:00pm Red Lion Hotel: Bainbridge

Hosts: **Allan W. Bird**, U. of Missouri, St. Louis; **Susan M. Adams**, Bentley College; **Yehuda Baruch**, U. of East Anglia

1062 : (HR) HR Division Social Hour

6:30pm - 8:00pm Red Lion Hotel: Emerald 3

The meeting is almost over -- come see old friends and make some new ones!

Program Chair: **Diana L. Deadrick**, Old Dominion U.

Division Chair: **Timothy A. Judge**, U. of Florida

Professional Development Workshop Chair: **K. Michele Kacmar**, Florida State U.

Division Chair-Elect.: **Patrick Wright**, Cornell U.

1063 : (MOC) MOC Social Event

6:30pm - 7:30pm Westin Hotel: Olympic

Presiding: **Andrea Casey**, The George Washington U.

Program Chair: **Stephen Mezas**, New York U.

Professional Development Workshop Chair: **Pamela S. Barr**, Georgia State U.

Division Chair-Elect.: **Mary J. Waller**, Tulane U.

1064 : (SIM) SIM Division Wine & Cheese Party and the Center for Corporate Citizenship's Best MBA Paper Award

6:30pm - 8:00pm Off Site: Safeco Field

The SIM Social will be held at Safeco Field. Go to the main entrance and escorts will guide SIM members and friends to the Third Base Terrace Club.

Tuesday 6:45PM
1065 : (CM) Conflict Management Division Social Hour

6:45pm - 8:00pm Sheraton Seattle Hotel & Towers: Aspen Room

*Program Chair: Sally Blount-Lyon, New York U.**Professional Development Workshop Chair: Catherine H Tinsley, Georgetown U.*

Tuesday 7:00PM
1066 : (IM) IM Division Reception and Social

7:00pm - 10:30pm Washington State Convention & Trade Center: 2AB

*Host: Schon L. Beechler, Columbia U.***1067 : (MED) MED Division Social**

7:00pm - 9:30pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom

*Join us for an enjoyable evening and networking with members, friends and guests.**Hosts: Elena P. Antonacopoulou, U. of Manchester; Carolyn Wiley, Mercer Human Resource Consulting*

Tuesday 8:30PM
1068 : (ODC) Organization Development and Change (ODC) Social Hour (joint with ONE) at the Seattle Aquarium

8:30pm - 10:30pm Off Site: The Seattle Aquarium

*Please join us at 1483 Alaskan Way, Pier 59 --less than one mile away. Come early as admissions are limited! We thank Microsoft for its support!**Program Chair: Gretchen Spreitzer, U. of Michigan**Division Chair: Chris Worley, Pepperdine U.**Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology***1069 : (ONE) Organizations and the Natural Environment Social Hour at the Seattle Aquarium (Joint with ODC)**

8:30pm - 10:30pm Off Site: Seattle Aquarium

*ONE members and friends please join us at 1483 Alaskan Way, Pier 59 -- less than a one mile walk. Come early as admissions are limited!**Program Chair: Michael V. Russo, U. of Oregon**Division Chair: Sanjay Sharma, Wilfrid Laurier U.*

Wednesday 7:00AM**1070 : (AAC) Seattle 2003, LAC**

7:00am - 5:00pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: **Barbara Parker**, Seattle U.

1071 : (MED) MED Division Breakfast Meeting

7:00am - 9:00am Sheraton Seattle Hotel & Towers: Room 428
MED Officers, Executive Committee members, country liaisons and all guests - join us for a review of the programme and future planning.

Presiding: **Regina Bento**, U. of Baltimore
Division Chair: **Carolyn Wiley**, Mercer Human Resource Consulting

Wednesday 7:45AM**1072 : (IM) IM Member Program Feedback and Reflection**

7:45am - 8:59am Washington State Convention & Trade Center: 309
Please come and give us your feedback on the IM Division program this year and how the division can better serve you in the future.

Presiding: **D. Eleanor Westney**, Massachusetts Institute of Technology
Host: **Schon L. Beechler**, Columbia U.

Wednesday 8:20AM**1073 JS: (IM, OB, CM) Breaking the Rules: Understanding Workplace Deviance Across Cultures**

8:20am - 10:20am Washington State Convention & Trade Center: 615/616

Organizer: **Bella L. Galperin**, Rollins College
Examining Workplace Deviance in Mexico | **Bella L. Galperin**, Rollins College

Predicting Workplace Delinquency Using Personality Traits: Findings from Three Countries | **Kibeom Lee**, U. of Calgary; **Michael Ashton**, Brock U.; **Reinout E De Vries**, U. of Amsterdam

Internet Deviance at the Workplace: Cyberloafing, Neutralizing and Organizational Justice | **Vivien Lim**, National U. of Singapore

Emotional and Behavioral Responses to Perceived and Objective Supervisory Insensitivity | **Tae-Yeol Kim**, U. of North Carolina, Chapel Hill

Multi-level Framework to Explain Employee Deviance Across Cultures | **Stefan Thau**, U of Mannheim; **Rebecca J. Bennett**, U. of Toledo

Discussant: **Simcha Ronen**, Tel Aviv U.

Wednesday 8:30AM**1074 : (Paper Session) - (BPS) Interorganizational and Social Relationships**

8:30am - 10:20am Westin Hotel: Cascade 1 (A)

Chair: **John E. Prescott**, U. of Pittsburgh

BPS: Clarifying the Relation between Formalization and Performance in Interorganizational Relationships | **Paul Vlaar**, Erasmus U. Rotterdam

BPS: When More Power Makes You Worse Off: Turning a Profit in the American Economy | **Mikolaj Jan Piskorski**, Stanford U.; **Tiziana Casciaro**, Harvard U.

BPS: Embeddedness and the Success of Strategic Initiatives | **Karolin Marx**, U. St. Gallen; **Steven W. Floyd**, U. of Connecticut

BPS: Beyond Mutual Forbearance: Multimarket Competition From a Network Perspective | **Wen-Pin Tsai**, Pennsylvania State U.; **Kuo-hsien Su**, National Taipei U.; **Ming-Jer Chen**, U. of Virginia

Discussant: **Peter J. Lane**, U. of New Hampshire

1075 : (Paper Session) - (BPS) Governance of Transactions and Organizational Form

8:30am - 10:20am Westin Hotel: Cascade 1 (B)

Chair: **Wei-Ping Wu**, Lingnan U. of Hong Kong

BPS: Strategic Alliances as Contractual Forms | **Jeffrey J. Reuer**, Ohio State U.; **Africa Arino**, U. of Navarra

BPS: The Influence of Transaction Attributes and Relationship History on Contract Design | **Kyle J. Mayer**, U. of Southern California; **Janet E.L. Bercovitz**, Duke U.

BPS: The Economic and Social Embeddedness of Relational Governance: An Empirical Study | **Laura Poppo**, Virginia Polytechnic Institute and State U.; **Kevin Zheng Zhou**, U. of Hong Kong; **Todd Zenger**, Washington U.

BPS: Organizational Evolution and Institutional Structure: Lessons From the Emergence of Markets | **Michael G. Jacobides**, London Business School

Discussant: **Gianluca Vagnani**, Scienze della Gestione dimpresa

1076 : (Paper Session) - (BPS) Using Resources in M&As

8:30am - 10:20am Westin Hotel: Vashon I

Chair: **faye I. smith**, Emporia State U.

BPS: Complementary Resources and the Prediction of Post-acquisition Performance | **David R. King**, United States Air Force; **Rebecca J. Slotegraaf**, Indiana U., Bloomington; **Idalene F. Kesner**, Indiana U., Bloomington; **Tom Lenz**, Indiana U., Bloomington

BPS: Acquiring Knowledge Resources: Competitive Advantage or Coping? | **Anne S. York**, U. of North Carolina, Chapel Hill; **Linda McDaniel**, U. of Kentucky

BPS: Information-Exchange and Information-Processing Capabilities and the Firm's Acquisition Performance | **Alexander M. Sleptsov**, U. of Michigan, Ann Arbor

Discussant: **Timothy B. Folta**, Purdue U.

1077 : (Paper Session) - (BPS) Capability Sourcing

8:30am - 10:20am Westin Hotel: Vashon II

Chair: **Abhijit Mandal**, The University of Warwick, Warwick Business School

BPS: The Effect of Market and Internal Failures on Capability Sourcing Choices | **Laurence Capron**, INSEAD; **Will Mitchell**, Duke U.

BPS: Capability Sourcing for Technological Innovation: Implications for Lower Capability Firms | **Carmen Weigelt**, Duke U.

BPS: Managers in the Context of Strategic Content: SCP and RBV Predictions for the Selection of Managers | **Anna Stafsudd**, Lund U.

BPS: Collaborate With Your Competitors and Come In Second | **Michael J. Leiblein**, Ohio State U.; **Carolyn Y. Woo**, U. of Notre Dame

Discussant: **Douglas J. Miller**, Tulane U.

1078 JS: (BPS, IM) New Strategic Challenges for Management Buyouts and their Financiers: International Perspectives

8:30am - 10:20am Westin Hotel: Grand Crescent

Chairs: **Mike Wright**, U. of Nottingham; **Oliver Frank Gottschalg**, INSEAD

Going Private, Transactions and Corporate Governance in the UK | **Charles Moncur Weir**, Robert Gordon U.

Assessing the Impact of Management Buyouts on Economic Efficiency | **Donald S. Siegel**, Rensselaer Polytechnic Institute
Management Control Systems and Strategy Change in Buyouts | **Hans Bruining**, Erasmus U.

Management Buyouts and Restructuring Japanese Corporations | **Mike Wright**, U. of Nottingham

Differences in Competitive Strategies of Local and Foreign LBO Firms | **Oliver Frank Gottschalg**, INSEAD

What is Strategy for Buyout Associations? | **Achim Berg**, McKinsey & Company

Presenters: **Hans Bruining**, Erasmus U.; **Donald S. Siegel**, Rensselaer Polytechnic Institute; **Achim Berg**, McKinsey & Company; **Charles Moncur Weir**, Robert Gordon U.

1079 SHCS: (BPS, OMT) Experience (Not Just Learning): The Heterogeneous Effects of Experience on Organizations

8:30am - 10:20am Washington State Convention & Trade Center: 611/612

Chair: **Tammy L. Madsen**, Santa Clara U.

Establishing the Innovation-Performance Link: An Empirical Study on the Biotechnology Industry | **Gino Cattani**, U. of Pennsylvania; **Christina Fang**, U. of Pennsylvania

Change Experience, Retention Experience and Organizational Evolution | **Tammy L. Madsen**, Santa Clara U.; **Elaine Mosakowski**, U. of Colorado, Boulder; **Srilata Zaheer**, U. of Minnesota

On the Potential of Gentle Rule Enforcement | **Ido Erev**, Technion; **Paul Ingram**, Columbia U.; **Ornit Raz**, Technion; **Dror Shany**, Technion

Complex Capabilities & Goal Congruence: Organizational Experience and Problem Solving | **David Hoopes**, Southern Methodist U.; **Steven Postrel**, Southern Methodist U.

Presenters: **Gino Cattani**, U. of Pennsylvania; **Christina Fang**, U. of Pennsylvania; **Tammy L. Madsen**, Santa Clara U.; **Elaine Mosakowski**, U. of Colorado, Boulder; **Srilata Zaheer**, U. of Minnesota; **Ido Erev**, Technion; **Paul Ingram**, Columbia U.; **Ornit Raz**, Technion; **Dror Shany**, Technion; **David Hoopes**, Southern Methodist U.; **Steven Postrel**, Southern Methodist U.

Discussant: **Linda Argote**, Carnegie Mellon U.

1080 JS: (BPS, OMT) Communities of Practice: Extensions and Limits

8:30am - 10:20am Westin Hotel: Elliott Bay

Community in Business: Can Managers be a Community of Practice? | **Nicola C. Dragonetti**, INSEAD

The Open Source Software Community as a Meritocracy | **Anca Metiu**, INSEAD

The Creation and Sustainability of Communities of Practice: Two Contrasting Examples | **Guillaume Soenen**, Groupe HEC Graduate School of Management

Communities of Practice: Negotiating New Rules for Joint Enterprise | **Siobhan O'Mahony**, Stanford U.

Presenters: **Nicola C. Dragonetti**, INSEAD; **Anca Metiu**, INSEAD; **Siobhan O'Mahony**, Stanford U.; **Guillaume Soenen**, Groupe HEC Graduate School of Management

Discussant: **Gabriel Szulanski**, INSEAD

1081 SHCS: (BPS, TIM, OMT) Unlocking the Black Box of Strategy Creation

8:30am - 10:20am Washington State Convention & Trade Center: 619/620

Chair: **Jeff Dyer**, Brigham Young U.

Mind, Body, and The Origins of Strategy in the Internet Portal Industry | **Giovanni Gavetti**, Harvard U.; **Jan W. Rivkin**, Harvard U.

Routinized Innovation and Strategy Creation | **Rita Gunther McGrath**, Columbia U.

Generating Strategic Insight Through Catalytic Questions | **Hal B. Gregersen**, Brigham Young U.; **Jeff Dyer**, Brigham Young U.

Presenters: **Giovanni Gavetti**, Harvard U.; **Jan W. Rivkin**, Harvard U.; **Rita Gunther McGrath**, Columbia U.; **Hal B. Gregersen**, Brigham Young U.

Discussant: **Jay Barney**, Ohio State U.

1082: (Paper Session) - (CAR) Career & Commitment

8:30am - 10:20am Red Lion Hotel: San Juan

Chair: **Ronald J. Burke**, York U.

CAR: Effects of Different Stressors on Job Satisfaction and Career Commitment among Singapore Teachers | **David Tai Wai Wan**, National University of Singapore; **Chin Huat ONG**, -; **Tak Kee HUI**, -

CAR: The Impact of 'Career Climate' and Personal Career Commitment on Organizational Commitment | **Susan Arend**, -; **Robin Martin**, U. of Queensland

CAR: Differential Effects of Company and Manager Psychological Contract Violation on Commitment and Trust | **Patricia Ann Baccili**, Claremont Graduate U.

1083 JS: (CAR, HR, OB) Rediscovering Career Exploration as a Life-Long Process

8:30am - 10:20am Red Lion Hotel: Bainbridge

Chair: **Hugh Gunz**, U. of Toronto

Job Loss as Career Growth: Role of Career Exploration During Involuntary Career Transitions | **Jelena Zikic**, U. of Toronto

The Role of Career Exploration in the Pursuit of a Boundaryless Career | **Jeffrey Greenhaus**, Drexel U.; **Sidika Nihal Colakoglu**, Drexel U.

Employability and its Implications for Career Exploration | **Mel Fugate**, Southern Methodist U.; **Angelo J. Kinicki**, Arizona State U.

Career Exploration: Cross Cultural Comparisons Between the US and China | **James Werbel**, Iowa State U.; **Lynda J. Song**,

Hong Kong U. of Science and Technology; **Shifu Yan**, Shanghai JiaoTong U.

Discussants: **Douglas T. Hall**, Boston U.; **Janina Latack**, Career Consultant

1084 : (Paper Session) - (CM) Social Context and Relationships in Conflict

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Cedar Room

Chair: **Steven Blader**, New York U.

CM: Conflict Avoiding in Chinese Culture: An Exploration of Five Alternative Models | **Raymond A. Friedman**, Vanderbilt U.; **Shu-cheng Chi**, National Taiwan U.; **Leigh Anne Liu**, Vanderbilt U.

CM: Procedural Fairness: A Key Moderator of the Relationship Between Work-Life Conflict and Commitment | **Phyllis Anne Siegel**, Rutgers U.; **Joel Brockner**, Columbia U.

CM: Justice, Social Identity, and Union Certification Elections | **Steven Blader**, New York U.

CM: Comparing the Effects of Group Heterogeneity and Faultlines on Conflict and Performance | **Kate Bezrukova**, U. of Pennsylvania; **Sherry M. Thatcher**, U. of Arizona; **Karen A. Jehn**, -

CM: Third-Party Observers of Workplace Bullying: Causal Attributions, Anxiety, and Avoidance | **Chris J. Sablinski**, California State U., Sacramento; **Terence R. Mitchell**, U. of Washington, Seattle; **Thomas W. Lee**, U. of Washington, Seattle

1085 : (Paper Session) - (CMS) Critical Perspectives on Work

8:30am - 10:20am Washington State Convention & Trade Center: 212

Chair: **John A. Logan**, London School of Economics

CM: The Crises of Industrial Democracy: Cooperatives and Works Councils | **Alan Frank Hense**, U. of Alberta; **Robert P. Gephart, Jr.**, U. of Alberta

CMS: An Anatomy of Dissensus-inspired Work in HRM | **Casper Hoedemaekers**, Erasmus U, Rotterdam; **Anne E Keegan**, Erasmus U.

CM: Control at Work: a Case Study | **Tom Keenoy**, King's College, London

Presenters: **Alan Frank Hense**, U. of Alberta; **Casper Hoedemaekers**, Erasmus U, Rotterdam; **Tom Keenoy**, King's College, London

1086 : (Paper Session) - (ENT) Governance

8:30am - 10:20am Washington State Convention & Trade Center: 203

Chair: **John Gamble**, U. of South Alabama

ENT: Determinants of Board Composition and Structure in SMEs | **Jonas Gabrielsson**, SIRE/Halmstad U. and Lund U.

ENT: Performance Implications of M&A: A Comparison of Entrepreneurial and Established Acquirers | **Roberto Ragozzino**, Ohio State U.; **Jeffrey J. Reuer**, Ohio State U.

ENT: Explaining Agency Problems in Family Firms Using Behavioral Economics and Justice Theories | **Michael Lubatkin**, U. of Connecticut; **Yan Ling**, U. of Connecticut; **William S. Schulze**, Case Western Reserve U.

ENT: On Their Own Terms? Gendered Rhetoric versus Business Behavior in Small Firms | **Jennifer E. Cliff**, U.

of Alberta; **Nancy Langton**, U. of British Columbia; **Howard Aldrich**, U. of North Carolina

1087 : (Paper Session) - (ENT) Industry Factors and Growth

8:30am - 10:20am Washington State Convention & Trade Center: 213

Chair: **Albert I. Goldberg**, Israel Institute of Technology, Israel

ENT: Pioneers in an Emerging Industry: Organizational Determinants of Growth of Internet Service Firms | **Wesley Sine**, U. of Maryland; **Hitoshi Mitsuhashi**, U. of Tsukuba; **David A. Kirsch**, U. of Maryland

ENT: Here Today But Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Barry L Bayus**, U of North Carolina, Chapel Hill

→**ENT:** Founding Conditions and the Survival of New Firms | **Jose Mata**, U. Nova de Lisboa

ENT: Innovation in SMEs: An Empirical Investigation of the Input-Throughput-Output-Performance Model | **Patrick A.M. Vermeulen**, Erasmus U, Rotterdam; **K.C. O'Shaughnessy**, Western Michigan U.; **Jeroen de Jong**, EIM Small Business Research and Consultancy

1088 : (Paper Session) - (GDO) Discrimination and Intergroup Relations in Organizations

8:30am - 10:20am Red Lion Hotel: Orcas

Chair: **Jean Louise Kahwajy**, International Institute for Management Development

GDO: Organizational-Level Antecedents to Discrimination: A Systems Perspective | **Jana L. Raver**, U. of Maryland; **Lisa H. Nishii**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland; **Benjamin Schneider**, U. of Maryland, College Park

GDO: Reciprocal Obligations in Resource Exchanges Among Social Groups and the Effects on Life Outcomes | **Rochelle Parks-Yancy**, Rutgers U.; **Nancy DiTomaso**, Rutgers Business School--Newark and New Brunswick; **Corinne A. Post**, Pace U.

GDO: Unfair Psychological Contracts and Discrimination: an Analysis of Hispanic Professionals | **Donna Maria Blancero**, Arizona State U.; **Robert Gregory DelCampo**, Arizona State U.

●**GDO:** Relational Demography & Perceptions of Fairness: Can Fair Procedures Mitigate Perceptions of Bias? | **Frank Linnehan**, Drexel U.; **Claudia Harris**, North Carolina Central U.; **Gerald Ross**, Temple U.

Discussant: **Parshotam Dass**, U. of Manitoba

1089 SHCS: (GDO, OB, CM) Gender and Organizational Processes: Collective Representations as a Barrier to Gender Equity

8:30am - 10:20am Washington State Convention & Trade Center: 609/610

Chair: **Jennifer R. Overbeck**, Stanford U.

Gender and Social Influence | **Linda Carli**, Wellesley College
Exposure to Benevolent Sexism and Complementary Gender Stereotypes | **John T. Jost**, Stanford U.

For Love or Money (or Respect): Gender Differences in Relational and Economic Aspirations | **Jennifer R. Overbeck**, Stanford U.

Making a "Good Impression" in Negotiation: Gender Differences in Impression Goals | **Jared R. Curhan**, Massachusetts Institute of Technology

The Rise of Female Leaders | **Alice Eagly**, Northwestern U.
Discussant: Lotte Bailyn, Massachusetts Institute of Technology

1090 🗨️: (Paper Session) - (HCM) **Strategy-Performance Relationships in Health Care Organizations**

8:30am - 10:20am Sheraton Seattle Hotel: Whidbey

Chair: James D. Bramble, Creighton U.

HCM: Strategic Management and Performance Differences: Nonprofit versus For-Profit Health Organizations | **Eric W. Ford**, Pennsylvania State U.; **Terrie C. Reeves**, U. of Wisconsin, Milwaukee

HCM: The Proposed Relationship Between CEO Perceptions and System-Based Physician Practice Acquisitions | **David R. Williams**, U. of Alabama, Birmingham; **Carlton Chenault Young**, U. of Alabama at Birmingham

HCM: Relation of Managerial Opportunism, Agency Issues & Failure of Physician Practice Management | **David R. Williams**, U. of Alabama, Birmingham; **Samuel Robert Hernandez**, U. of Alabama, Birmingham

HCM: Opening the Black Box: Measuring Hospital Information Technology Competency | **Darrell Burke**, Florida State U.
Winner of HCM Division Best Paper Based on a Dissertation Award

Discussant: Leonard H. Friedman, Oregon State U.

1091 🗨️: (MC) **Initiating and Supporting Change in Times of Change**

8:30am - 10:20am Washington State Convention & Trade Center: 307

Chair: Sonja Sackmann, U. Bundeswehr, Munich

Change at Raiffeisen Zentralbank in Times of Change | **Kar Stoss**, Raiffeisen Zentralbank Vienna

Corporate Branding as Change Management | **Majken Schultz**, Copenhagen U.

The Role of 360° Feedback in Culture Change of Knowledge-based Firms | **Sonja Sackmann**, U. Bundeswehr, Munich

The Role of Executive Coaching in Initiating and Supporting Change | **Katrina Burrus**, MKB Conseil

Change Sustainability at Swiss Re: An Airplane with four Engines | **Cristina Bettencourt**, Project Management Consultant

Discussant: Larry E. Greiner, U. of Southern California

1092 : (Paper Session) - (MED) **Institutions of Management Education and Learning: perspectives for the future**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Juniper Room

Chair: Mary Catherine Meisenhelter, York College of Pennsylvania

MED: The Effect of Accreditation on Business Schools: A Contingency Model 🗨️ | **Scott D. Julian**, Saginaw Valley State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

MED: Corporate Universities: An Institutional Analysis | **Scott Taylor**, U. of Birmingham; **Rob Paton**, Open U., U.K.

🗨️➔ **MED:** Designing Management Education: Practice What You Teach | **Georges Romme**, Tilburg U.; **Roger Putzel**, Saint Michael's College

🗨️➔ **MED:** The Business School in Ruins? | **Kenneth Starkey**, U. of Nottingham; **Sue Tempest**, U. of Nottingham

Discussants: Flora Sfez, ESCM; **Alexandra L. Anna**, Colorado College; **Joann Krauss Williams**, Jacksonville State U.

1093 : (Paper Session) - (OB) **Organizational Citizenship Behavior, Psychological Contracts and Justice**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room A

Facilitator: Richard Arvey, -

OB: Using the Psychological Contract and Agency Theory to Understand Employee Performance | **Neil J. Conway**, London U.; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science

OB: Customers as Good Soldiers: Examining Citizenship Behaviors in Service Deliveries | **Markus Groth**, Australian Graduate School of Management; **Daniel P. Mertens**, St. Vincent College; **Ryan Murphy**, U. of Arizona

OB: Instrumental and Value-Expressive Motives: A Functionalist Perspective of Citizenship Behavior | **James J. Lavelle**, U. of Texas, Arlington; **Mary A. Konovsky**, Tulane U.

OB: Theoretical and Conceptual Distinctions Between In-role Versus Organizational Citizenship Behaviors | **David L. Turnipseed**, Indiana U./Purdue U., Fort Wayne; **George Wilson**, Indiana-Purdue U

1094 : (Paper Session) - (OB) **Teams, Collective Cognition and Group Process Effectiveness**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room B

Facilitator: Cynthia Fukami, U. of Denver

OB: Collective Cognition in Teams: The Role of Interactive Learning and Impact on Team Performance | **Sze-Sze Wong**, Nanyang Technological U.

➔ **OB:** Group Appraised Structured Use of Time: A New Way To Look at Group Effectiveness | **Artemis Chang**, Queensland U. of Technology; **Julie Duck**, U. of Queensland; **Prashant Bordia**, U. of Queensland

OB: Exploring Variations in Team Development Patterns Across High and Low Performing Project Teams | **Jeff Ericksen**, Cornell U.

OB: Emotionally Competent Group Norms and Work Group Effectiveness | **Vanessa Urch Druskat**, U. of New Hampshire; **Steven B. Wolff**, Marist College; **Tracey Eira Messer**, Case Western Reserve U.; **Elizabeth Stubbs**, Case Western Reserve U.

1095 : (Paper Session) - (OB) **Psychological Contract, Social Networks and Novelty**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Room 424

Facilitator: Janice R. Joplin, U. of Texas, El Paso

OB: Evaluations of Psychological Contract Fulfillment: A Social Networks Perspective | **Violet Ho**, Nanyang Technological U.

OB: Burnout and Job Performance: The Mediating Role of Motivation | **Jonathon R. B. Halbesleben**, U. of Oklahoma

OB: Relational Determinants of Interpersonal Citizenship Behavior 🗨️ | **Matthew Bowler**, U. of North Texas; **Daniel J. Brass**, U. of Kentucky

OB: Social Yet Creative: The Role of Weak Ties and Social Network Position in Facilitating Creativity | **Jill E. Perry-Smith**, Emory U.

1096 🗨️JS: (OB, OCIS) **Surveillance, Awareness, and Connectedness: New Forms of Presence in Wired and Wireless Workplaces**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Aspen Room

Chair: **Elizabeth A. Douthitt**, City U. of New York, Baruch College
Performance Monitoring Using New Workplace Technologies | **John R. Aiello**, Rutgers U.Connectedness | **Elizabeth A. Douthitt**, City U. of New York, Baruch CollegeAre All Virtual Presence Technologies Alike? Uncovering Different Patterns of Privacy and Fairness C | **David Zweig**, U. of Toronto; **Ann Frances Cameron**, Queen's U.; **Jane Webster**, Queen's U.*Presenters:* **David Zweig**, U. of Toronto; **Jane Webster**, Queen's U.; **Ann Frances Cameron**, Queen's U.; **John R. Aiello**, Rutgers U.**1097** : (Paper Session) - (OCIS) **E-Communication among Individuals, Teams, and Virtual Communities**

8:30am - 10:20am Washington State Convention & Trade Center: 614

Chair: **Bradley J. Alge**, Purdue U.**OCIS:** Understanding Virtual Community through Language: A Cultural Hermeneutic Examination 🗨️ | **Gary Burnett**, Florida State U.; **Michael H. Dickey**, Florida State U.; **Michelle M Kazmer**, Florida State U.; **Katherine M. Chudoba**, Florida State U.**Runner up to OCIS Division Best Paper Award****OCIS:** Awareness Displays and Interruption in Teams | **Laura Dabbish**, Carnegie Mellon U.; **Robert E. Kraut**, Carnegie Mellon U.**OCIS:** Theorizing the Unintended Consequences of Instant Messaging (IM) Use for Worker Performance | **Julie A. Rennecker**, Case Western Reserve U.; **Lindsey Godwin**, Case Western Reserve U.*Discussants:* **Brian Butler**, U. of Pittsburgh; **Surinder Kahai**, Binghamton U.; **Joan T Allatta**, U. of Pennsylvania**1098** 🗨️JS: (OCIS, OB) **Coordination and Control in Dispersed Teams**

8:30am - 10:20am Washington State Convention & Trade Center: 607

Chair: **Kevin Crowston**, Syracuse U.Control and Coordination in Distributed Teams | **Robert M. Davison**, City U., Hong KongCoordination and collaboration in Open Source development teams | **Kevin Crowston**, Syracuse U.The Virtual Stage: Adjusting behaviors to achieve in a video-mediated environment | **Anne-Laure Fayard**, INSEADCoordination and Innovation in Dispersed Scientific Collaboration | **Jonathon N. Cummings**, Massachusetts Institute of TechnologyProcedural Orientation in Task Performing Teams | **Anita Williams Woolley**, Harvard U.*Presenters:* **Robert M. Davison**, City U., Hong Kong; **Anne-Laure Fayard**, INSEAD; **Jonathon N. Cummings**, Massachusetts Institute of Technology; **Anita Williams Woolley**, Harvard U.
Discussant: **Catherine Cramton**, George Mason U.**1099** : (Paper Session) - (ODC) **Making the Connection: When Does Organization Change Enhance Performance?**

8:30am - 10:20am Washington State Convention & Trade Center: 304

Chair: **Lynda M. Kilbourne**, Xavier U.**ODC:** Innovation and Organizational Performance: A Quasi-Experimental Five-Year Panel Study | **Kerrie Unsworth**, Queensland U. of Technology**ODC:** Financialization and the Management of Change | **Glenn Morgan**, Warwick U.; **Andrew Jonathan Sturdy**, Imperial College, U. of London**ODC:** Culture Building in a Start-up Firm : A Conceptual Framework and Developmental Stages | **Bharatendu N. Srivastava**, Indian Institute of Management, Calcutta, India; **Bindu Khosla**, -*Discussant:* **Donald W. McCormick**, U. of Redlands**1100** : (OMT) **New Questions and Cases in Institutional Accounts of Institutional Dynamics**

8:30am - 10:20am Westin Hotel: Cascade 1 (C)

Organizer: **Marvin Washington**, Texas Tech U.*Speakers:* **Royston Greenwood**, U. of Alberta; **Tina Dacin**, Queen's U.; **Rodney Lacey**, U. of Florida; **Roy R Suddaby**, U. of Iowa**1101** : (Paper Session) - (OMT) **Managing Identity**

8:30am - 10:20am Westin Hotel: St. Helens

Chair: **Philippe Michel Monin**, EM Lyon**OMT:** Practicing Identity: A Process Model of Identity Change Management in Organizations | **Davide Ravasi**, Bocconi U.; **Majken Schultz**, Copenhagen U.**OMT:** Identities on the Web: A Case Study of Royal Dutch/Shell | **Christine Coupland**, U of Nottingham; **Andrew D. Brown**, U. of Nottingham**OMT:** Hermeneutics and Organizational Identity: The Case of Corporate Branding | **Mary Jo Hatch**, U. of Virginia; **James Rubin**, U. of Virginia**OMT:** The Configuration of Public Organizational Identities in the Canadian Beer Brewing Industry | **Kai Lamertz**, Concordia U.; **Pursey Heugens**, Concordia U.*Discussant:* **Wendy L Guild**, U. of Colorado, Denver**1102** SHCS: (OMT, BPS) **Resource Dependence Theory: A Retrospective and Prospective**

8:30am - 10:20am Washington State Convention & Trade Center: 602/603

*A retrospective and prospective on the External Control of Organizations**Organizers:* **Peter D. Sherer**, U. of Oregon; **Huseyin Leblebici**, U. of Illinois*Speakers:* **Gerald F. Davis**, U. of Michigan ; **W. Richard Scott**, Stanford U.*Participant:* **Jeffrey Pfeffer**, Stanford U.**1103** : (Paper Session) - (PNP) **Individual Trust and Civic Involvement Under Conditions of Social Stress and Change**

8:30am - 10:20am Grand Hyatt Seattle: Stevens

Chair: **H. Michael Drumm**, DePaul U.

● **PNP: Governance with Government: Seven Principles for Governance of Urban Renewal Initiatives.** | **Peter E Walsh**, Queensland U of Technology

PNP: Impact of Implementation Strategies on Survivors of Downsizing: Experiences of a UK Local Authority | **Kusum Lata Sahdev**, Aston U.

● **PNP: Managerial Quality, Administrative Performance, and Trust in Governance: Can we Show Causality?** | **Eran Vigoda**, Haifa U.

PNP: Public Sector Disaster Response: Impacts on Perceived Public Trust and Organizational Legitimacy | **Nail Oztas**, U. of Southern California; **Robert C. Myrtle**, U. of Southern California

Discussants: **Charles B Finn**, The College of Saint Rose; **Sally Selden**, Lynchburg College

1104 : (Paper Session) - (SIT) Power Dynamics in Organizations

8:30am - 10:20am Washington State Convention & Trade Center: 205

Facilitator: **Timothy J Keaveny**, Marquette U.

IM: Social Power as a Competitive Advantage in Domestic Business Environments | **Douglas M. Sanford**, Towson U.

CMS: The Power in Knowledge Management in Late Modern Times | **Hamid R Ekbai**, Indiana U.; **Rob Kling**, Indiana U., Bloomington

OMT: Power and Political Capital in Organizations: An Integrative Perspective | **William Ocasio**, Northwestern U.; **Jo- Ellen Pozner**, Northwestern U.; **James B. Oldroyd**, Northwestern U.

OCIS: The Interface between Organizational Culture and Work Practices | **Randal Clinton Ford**, U. of Colorado, Boulder

1105 : (Paper Session) - (SIT) Democracy at the Workplace

8:30am - 10:20am Washington State Convention & Trade Center: 211

Facilitator: **Joel Rudin**, Rowan U.

MH: From Estrangement to Flow: An Integration of Classical and Modern Approaches to Work Fulfillment | **Lin Chai**, U. of Southern California

→ ● **SIM: Workplace Democracy: A Health Perspective** | **Michael Polanyi**, U. of Regina; **Janice R Foley**, U. of Regina

CMS: The Différend, Strangers and Democracy: Theorizing Polyphonic Organization | **Stewart Clegg**, U. of Technology, Sydney; **Martin Kornberger**, U. of Technology, Sydney; **Chris Carter**, -

OMT: Organization Democracy in Theory and Practice: The Social Structures of Labor-Managed Firms | **John Teta Luhman**, New Mexico Highlands U.

1106 : (Paper Session) - (TIM) Network Forms of Organization

8:30am - 10:20am Washington State Convention & Trade Center: 206

Chair: **Zhike Lei**, U. of North Carolina at Chapel Hill

TIM: Managing a Portfolio of Ties for Knowledge Sharing: A Study of Italian and UK Motorsport Industries | **Francesca Mariotti**, Cardiff U.; **Rick Delbridge**, Cardiff U.

TIM: Knowledge, Networking and Innovation: Developing the Process Perspective | **Maxine Robertson**, Warwick U.; **Jacky Swan**, Warwick U.; **Harry Scarbrough**, Warwick U.

TIM: Authority in the Age of Modularity | **Stefano Brusoni**, SPRU/ U. of Sussex

TIM: Towards a Dynamic Model of Networks and Innovation | **Stine Grodal**, Stanford U.

Discussant: **Michael J. Fern**, U. of North Carolina, Chapel Hill

Wednesday 8:50AM

1107 : (Paper Session) - (SIM) Strategic Aspects of Stakeholder Management

8:50am - 10:20am Washington State Convention & Trade Center: 608

Chair: **Rosa Chun**, U. of Manchester

SIM: The Value of a Values-Proposition: How Values-Based Identification Conveys Strategic Advantage | **J. Mark Weber**, Northwestern U.; **Paul M. Hirsch**, Northwestern U.

SIM: All Things to All People: A Resource-Based Perspective of Stakeholder Management & Its Implications | **Michelle Leah Washington**, Temple U.; **Craig A Atwater**, Temple U.

SIM: Direct and Indirect Influences of Corporate Social Involvement on the Stakeholder Consumer | **André Carlos M. Menck**, U. Federal de Uberlandia

Discussants: **Jennifer Leigh**, Boston College; **Marilyn L. Taylor**, U. of Missouri, Kansas City

Wednesday 9:00AM

1108 : (AAC) Membership

9:00am - 12:00pm Washington State Convention & Trade Center: South Lobby

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

1109 : (AAC) Registration

9:00am - 12:00pm Washington State Convention & Trade Center: South Lobby - Registration

Conference Registration & Pre-Registration Badge Pick Up
Coordinator: **Susan Zaid**, Academy of Management

1110 → : (Paper Session) - (IM) New Research Directions in International Joint Ventures

9:00am - 10:20am Washington State Convention & Trade Center: 309

Chair: **Mansour Javidan**, U. of Calgary

IM: The Establishment of International R&D Joint Ventures in China | **Malika Richards**, Drexel U.; **Yi Yang**, Drexel U.

IM: Recapitulating the Research on Success Factors of International Joint Ventures | **Andreas Klosek**, Freiberg U. of Mining and Technology; **Michael Nippa**, Freiberg U. of Mining and Technology

IM: The Road to Success: A Resource-Base View of Joint Venture Evolution in China's Auto Industry | **Qingjiu Tao**, U. of Pittsburgh

IM: Scanning the IJV Landscape: What's on the Research Agenda? | **Taco Reus**, Florida State U.; **William J. Ritchie**, Florida Gulf Coast U.

Discussant: **Sabine B. Reddy**, California State U., Long Beach

1111 → : (Paper Session) - (IM) Selecting, Integrating and Effectively Utilizing Expatriates

9:00am - 10:20am Washington State Convention & Trade Center: 617

Chair: **Nakiye Boyacigiller**, San Jose State U.

IM: You Can Take It With You: Individual Differences and Expatriate Effectiveness | **Margaret A. Shaffer**, Hong Kong Baptist U.; **Lori A. Ferzandi**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.; **Hal B. Gregersen**, Brigham Young U.; **Stewart J. Black**, U. of Michigan

➔ **IM:** An Integrative Framework of International Experiences: Typology and Model Developments | **Riki Takeuchi**, U. of Maryland, College Park

IM: Examining the Influence of Host Country Nationals on the Expatriate Adjustment Process | **Soo Min Toh**, Texas A&M U.; **Angelo S. DeNisi**, Texas A&M U.

IM: A Resource-Based, Agency and Transaction Cost Approach of Expatriate Utilization: An Empirical Study | **Joseph T. Mahoney**, U. of Illinois, Urbana-Champaign; **Danchi Tan**, National Chengchi University

Discussant: **Allan W. Bird**, U. of Missouri, St. Louis

1112 ➔: (Paper Session) - (IM) **Evolutionary Change in MNCs**

9:00am - 10:20am Washington State Convention & Trade Center: 618

Chair: **John W. Clarry**, The College of New Jersey

☉ **IM:** Evolution of Managerial Practices of French Food Retailers in Poland: A Drive towards Convergence. | **Marcus James Hurt**, EDHEC; **Stephanie Hurt**, EDHEC - IAE

IM: Understanding MNC Performance: Strategies of Positioning, Fit, Knowledge and Evolution | **Christopher Bruce Bingham**, Stanford U.

IM: Convergence/Divergence in Strategic and Organizational Practices across Competitors | **Vasudevan Ramanujam**, Case Western Reserve U.; **Murali Patibandla**, Copenhagen Business School

IM: Chinese Family Enterprise: A Theoretical Analysis with Implications for MNE Theory & Research | **Daniel Shapiro**, Simon Fraser U.; **Carolyn Buie Erdener**, ITESM & AUC

Discussant: **Dilip Mirchandani**, Rowan U.

1113 : (Paper Session) - (MH) **Management History: The Impact of Businesses**

9:00am - 10:20am Grand Hyatt Seattle: Blewett Suite

Chair: **Charles A Beitz**, Mt. St. Mary's College

MH: An Investigation into Continued Dominance and Decline: General Electric and Westinghouse (1878-1998) | **Denise Lima Fleck**, Federal U. of Rio de Janeiro

MH: Magnificent Crossing: Managing the Deluxe Steamship in the Transatlantic Trade | **Ray W. Coye**, DePaul U.

MH: Visionary Industry Leadership | **Robert S. D'Intino**, Pennsylvania State U.

MH: The Evolution of Management Logics: Modes of Change in Slow- and High-Velocity Industries | **Matthias Kipping**, U. Pompeu Fabra; **Juha Lamberg**, Helsinki U. of Technology

Discussants: **Anabella Davila**, TEC DE MONTERREY; **Elizabeth Stephanie Kelley**, Saint Mary's U.; **Terry L. Maris**, Ohio Northern U.; **Jorge M. Herrera**, CultureSense International, Inc.

1114 : (Paper Session) - (MOC) **Knowledge: Representations and Learning**

9:00am - 10:20am Westin Hotel: Olympic

MOC: The Ambidextrous Theorist: Representing Knowledge in Strategy without Getting Caught in the Middle | **Joseph Lampel**, City U., London; **Kenneth Starkey**, U. of Nottingham; **Richard Whittington**, Oxford U.

MOC: Assessing Knowledge Management Tools for Learning Capacity Development in Organizations | **Isabel Maria Prieto**, Valladolid U.; **Elena Revilla**, Instituto de Empresa

MOC: Learning from a Rare Event: Firms' Lessons from the Nisqually Earthquake in Washington State | **Mark Fiegner**, U. of Washington, Tacoma; **Jacqueline R Meszaros**, University of Washington, Bothell

Discussant: **Jeff Tschetter**, U of Sioux Falls

1115 : (Paper Session) - (MSR) **MSR, Review of the Founding Years and Models for the Future**

9:00am - 10:20am Grand Hyatt Seattle: Menzies Suite

Facilitator: **Kathy Lund Dean**, Idaho State U.

MSR: Organizational Spiritualism: Toward a Critical Analysis | **Ken N. Kamoche**, City U., Hong Kong

MSR: Research in Spirituality, Religion, and Work: Empirical Methods During the Founding Years | **Charles J. Fornaciari**, Florida Gulf Coast U.; **Kathy Lund Dean**, Idaho State U.

MSR: Nurturing the Whole Person: A Model of Spirituality-at-Work and Performance | **Mathew Sheep**, U. of Cincinnati

☉ **MSR:** Spirituality in Organizations: Passing Attraction or Deepening Friendship? | **Margaret Benefiel**, Andover Newton Theological School

1116 : (ONE) **Organizations, Learning, and Environmental Stewardship**

9:00am - 10:20am Washington State Convention & Trade Center: 214

Chair: **Kate Kearins**, U. of Waikato

Organizational Capacity for Change and Environmental Performance: An Empirical Assessment | **William Q. Judge**, U. of Tennessee, Knoxville; **Detelin S. Elenkov**, U. of Tennessee, Knoxville

Organizational Change and Environmental Sustainability: The Fairmont Chateau Whistler Case | **Esther Speck**, Simon Fraser U.

Human and Ecological Factors: A Systematic Approach to Corporate Sustainability | **Suzanne Harriette Benn**, U. of Technology, Sydney; **Dexter Dunphy**, U. of Technology, Sydney

Discussant: **Carolyn Egri**, Simon Fraser U.

Wednesday 10:40AM

1117 : (Paper Session) - (BPS) **A Strategic Perspective on Multi-National Enterprises**

10:40am - 12:00pm Westin Hotel: Cascade 1 (A)

Chair: **Oleg Chvyrkov**, Tilburg U.

➔ **BPS:** Government Trade Policy and Multinational Rivalry | **Tieying Yu**, Texas A&M U.; **Lorraine Eden**, Texas A&M U.

BPS: Balancing External and Internal Isomorphic Pressures: Deinstitutionalization in MNEs. | **Soon Lee Eugene Kang**, Texas A&M U.

📖 → **BPS: Interpretation of Outward FDI by Chinese MNCs:**

A Strategic Perspective | **Ping Deng**, Maryville U.

BPS: The Relationship between MNC Subsidiaries and Local Firms: Some Empirical Evidence from Italy | **Maria Chiara Di Guardo**, Cagliari U.; **Giovanni Valentini**, IESE-Navarra U.

Discussant: Preston Keat, U. of California Los Angeles

1118 : (Paper Session) - (BPS) Dynamic Capabilities

10:40am - 12:00pm Westin Hotel: Cascade 1 (B)

Chair: Rosario F. Faraci, U. of Catania

BPS: Organizing for Renewal: Antecedents of Second-Order Competences | **Erwin Danneels**, Worcester Polytechnic Institute

BPS: Pulling the Plug: The Capability to Manage Unsuccessful Investments and Firm Performance | **Isin Guler**, U. of Pennsylvania

BPS: Managing Antagonistic Assets - Deliberate Resource Misfit as a Dynamic Capability | **Kai N. Hockerts**, INSEAD, Centre for the Management of Environmental Resources (CMER)

BPS: The Evolutionary Process of New Capability Building | **Kyung Min Park**, INSEAD

Discussant: Karen Schnatterly, U. of Minnesota

1119 : (Paper Session) - (BPS) Resource-Based Perspectives on Performance

10:40am - 12:00pm Westin Hotel: Vashon I

Chair: Michael Young, Chinese U. of Hong Kong

BPS: Rent Distribution in Mergers & Acquisitions: A Resource-Based Perspective | **Erik Eschen**, BDO Deutsche Warentreuhand AG

BPS: Unlocking the 'Black Box' in the Resource-Based View: Resources, Strategic Actions, and Performance | **Vera L. Hoover**, Florida State U.; **James G. Combs**, Florida State U.; **David J. Ketchen, Jr.**, Florida State U.

BPS: Strategic Flexibility & Information Technology Properties: Competitive Advantage & Asset Specificity | **Sabine B. Reddy**, California State U., Long Beach

BPS: Organizational Slack, Absorptive Capacity, and Performance: An Architectural Innovation Perspective | **Chunyan Jiang**, Chinese U. of Hong Kong

Discussant: Jerker C. Denrell, Stockholm School of Economics

1120 : (Paper Session) - (BPS) Do Equity-Based Incentives Work?

10:40am - 12:00pm Westin Hotel: Vashon II

Chair: Wayne Grossman, Hofstra U.

BPS: In the Money: The Determinants of CEO Stock Options Exercise | **Jean McGuire**, Concordia U.; **Elie Matta**, U. of Western Ontario

BPS: Outside Director Equity Incentives: Empirical Evidence Using UK Data | **Martin J. Conyon**, U. of Pennsylvania

BPS: Pressure to Perform, Compensation, Board Control, and the Propensity to Mislead | **William J. Donohoe**, Washington State U.; **Richard Reed**, Washington State U.

BPS: Do CEO Stock Options Prevent or Promote Corporate Accounting Irregularities? | **Joseph Paul O'Connor Jr.**, U. of Wisconsin, Milwaukee; **Richard L. Priem**, U. of Wisconsin, Milwaukee

Discussant: Wm. Gerard Sanders, Brigham Young U.

1121 : (BPS, IM) The Failure in Corporate Governance Theory and Practice: Rethinking How We Formulate the Problem

10:40am - 12:00pm Westin Hotel: Elliott Bay

How to figure out the recent corporate governance failures? We start with extant theories and test their boundaries with your help!

Introduction: The Failure in Corporate Governance Theory and Practice | **Phillip H. Phan**, Rensselaer Polytechnic Institute
Corporate Governance in the US: The Failure of the Board of Directors | **Anne Huff**, Cranfield U.

Corporate Governance in Europe: Failures of Stakeholder Orientated Governance Systems | **Anja Christine Tuschke**, U. of Passau

Corporate Governance Failure in Asia: The Role of Social and Corporate Networks | **Phillip H. Phan**, Rensselaer Polytechnic Institute

The Failure of Corporate Governance Theory: Endogenizing Institutions to Build Better Theory | **James Robins**, City U., Hong Kong

Presenters: Anne Huff, Cranfield U. ; *Anja Christine Tuschke*, U. of Passau; *Phillip H. Phan*, Rensselaer Polytechnic Institute; *James Robins*, City U., Hong Kong

1122 : (CAR) CarFest- From Past to Future

10:40am - 12:00pm Red Lion Hotel: San Juan

Past CAR Chairs meet students and junior faculty for perspective exchange

Chairs: Allan W. Bird, U. of Missouri, St. Louis; *Yehuda Baruch*, U. of East Anglia

Speakers: Douglas T. Hall, Boston U.; *Jeffrey Sonnenfeld*, Yale U.; *James Portwood*, -; *Samuel Rabinowitz*, Rutgers U., Camden; *James Werbel*, Iowa State U.; *Suzyn L Ornstein*, Suffolk U.; *Lynn A. Isabella*, U. of Virginia; *Hugh Gunz*, U. of Toronto; *Mauri Peiperl*, London Business School; *Susan M. Adams*, Bentley College; *Martin Greller*, U. of Wyoming; *Jelena Zikic*, U. of Toronto; *Forrest Briscoe*, Massachusetts Institute of Technology; *Monique Valcour*, Cornell U.; *Daniel Tzabbar*, U. of Toronto; *Scott Seibert*, U. of Illinois, Chicago

1123 : (Paper Session) - (ENT) Corporate Entrepreneurship

10:40am - 12:00pm Washington State Convention & Trade Center: 203

Chair: Wei Zhang, Tsinghua U.

● **ENT: Clarifying the Notion of Entrepreneurial Resource Recombinations and Linking it to Firm Performance** | **Christian Eliasson**, Jonkoping International Business School

ENT: Antecedents, Elements, and Consequences of Corporate Entrepreneurship Strategy | **Duane Ireland**, U. of Richmond; **Donald F. Kuratko**, Ball State U.; **Jeffrey G. Covin**, Indiana U., Bloomington

ENT: Corporate Entrepreneurship through Strategic Alliances: A Resource-based Framework | **Bing-Sheng Teng**, George Washington U.

ENT: The Exploration and Exploitation Functions of Corporate Venturing | **Jeffrey G. Covin**, Indiana U., Bloomington; **Duane Ireland**, U. of Richmond; **Donald F. Kuratko**, Ball State U.

1124 : (Paper Session) - (ENT) Harvest/Exit

10:40am - 12:00pm Washington State Convention & Trade Center: 213

Chair: **Boyd Cohen**, U. of Victoria**ENT:** Ethnicity and New Ventures: Prospector Strategy and Performance of Internet-based IPOs | **Raj Chaganti**, Temple U.; **Allison D. Watts**, Temple U.; **Radha Chaganti**, Rider U.; **Monica A. Zimmerman Treichel**, Temple U.**ENT:** Exit Decisions of Entrepreneurial Firms: IPOs versus M&As | **Ilgaz Arikan**, Ohio State U.**ENT:** Underpricing Reconsidered: A Causal (SEM) Test of Agency and Behavioral Explanations of IPO Pricing | **William S. Schulze**, Case Western Reserve U.; **Juan Florin**, Bryant College**ENT:** Investment Bankers and IPO Pricing: When Information Does Not Matter | **Catherine M. Daily**, Indiana U.; **S. Trevis Certo**, Texas A&M U.; **Dan R. Dalton**, Indiana U.**1125** (GDO) **Creativity and Democracy in Diverse Work Groups**

10:40am - 12:00pm Red Lion Hotel: Orcas

Chair: **Keith James**, Colorado State U.Surface- and Deep-level Diversity Effects on Project Teams' Social Integration and Creativity | **Jacob Eisenberg**, Cyprus International Institute of ManagementGender, Nominal Group Technique and Individual Contributions to Group Creative Project Quality | **Keith James**, Colorado State U.; **Cheryl Asmus**, Colorado State U.We Believe We Can: Collective Creativity Efficacy and Its Antecedents and Group Creativity in Korea | **Shung Jae Shin**, Texas A&M U.; **Jing Zhou**, Texas A&M U.*Presenters:* **Jacob Eisenberg**, Cyprus International Institute of Management; **Keith James**, Colorado State U.; **Shung Jae Shin**, Texas A&M U.; **Jing Zhou**, Texas A&M U.**1126** JS: (GDO, HR, SIM) **Gender Harassment: Most Common, Least Understood**

10:40am - 12:00pm Red Lion Hotel: Bainbridge

Chairs: **Deborah MacKenzie**, U. of Toronto; **Robin Church**, U. of Toronto*Presenters:* **Margaret S. Stockdale**, Southern Illinois U.; **Jennifer L. Berdahl**, U. of Toronto; **Deborah Erdos Knapp**, Kent State U.; **Robert Sardy**, Progressive Research and Training for Action; **Jane Goodman-Delahunty**, U. New South Wales**1127** (Paper Session) - (HCM) **New Approaches to Understanding the Effects of Networks**

10:40am - 12:00pm Westin Hotel: Whidbey

Chair: **Jullet A. Davis**, U. of Alabama, Tuscaloosa**HCM:** Integrated Health Care Delivery in the United States and Germany Based on Transaction Cost Economics | **Katharina Janus**, U. of the Federal Armed Forces, Hamburg**HCM:** Can You Have Your Cake and Eat it too? Value Capture and Value Creation in an Amalgamated System | **Amy L. Pablo**, U. of Calgary; **James R. Dewald**, U. of Calgary; **Trish Reay**, U. of Alberta; **Ann Casebeer**, U. of Calgary**HCM:** Service Collaboration and Hospital Cost Performance: Direct and Moderating Effects | **Jose Proenca**, Widener U.; **Michael D. Rosko**, Widener U.**HCM:** Effect of Local Hospital Networks on Hospital Prices | **Gary J. Young**, U.S. Dept. of Veterans Affairs; **James Burgess**, U.S. Dept. of Veterans Affairs; **Kathleen Carey**, U.S. Department of Veterans Affairs; **Danielle Valley**, U.S. Dept. of Veterans Affairs*Discussant:* **Nancy L. Seifert**, Quality Care Associates**1128** SHCS: (HR, OB, GDO) **The Effects of Formal and Informal Family-Friendly Organizational Supports**

10:40am - 12:00pm Washington State Convention & Trade Center: 619/620

Chairs: **Leslie B. Hammer**, Portland State U.; **Cynthia A. Thompson**, Baruch CollegeWork-Life Practices: A Multi-Level Search for the Optimal Bundle | **Richard E. Kopelman**, Baruch College; **David Prottas**, Baruch College; **Cynthia A. Thompson**, Baruch College; **Eileen Jahn**, College of St. JosephEffects of Work-Family Role Combination and Work-Family Culture | **Khatera Sahibzada**, Portland State U.; **Leslie B. Hammer**, Portland State U.; **Margaret B. Neal**, Portland State U.; **Daniel Kuang**, Portland State U.Portable Work: Organizational Support Makes All the Difference in Whether It Works | **Susan C. Eaton**, Harvard U.; **Brenda A. Lautsch**, Simon Fraser U.; **Ellen Ernst Kossek**, Michigan State U.Impact of Organizational Support on Travel Stress | **Mina Westman**, Tel Aviv U.Contrasting HR Managers' and Employees' Perception of Family-Supportive Culture | **Steven A.Y. Poelmans**, U. of Navarra*Discussant:* **Lois E. Tetrick**, U. of Houston**1129** SHCS: (HR, TIM, CAR) **IT Professionals, Careers and Organizational Learning**

10:40am - 12:00pm Washington State Convention & Trade Center: 611/612

Chairs: **Michael B. Arthur**, Suffolk U.; **Zella King**, U. of ReadingLinking Careers with Organizational Outcomes: A Model of the Path Dependence of Exploratory Behavior | **Zella King**, U. of ReadingWhat Works at Work for IT Professionals? Discretionary Behavior and the Psychological Contract | **Marc Thompson**, Oxford U.; **Paul Heron**, Oxford U.Web-Based Career Support Systems: Two Longitudinal Field Experiments | **Svetlana Khapova**, Twente U.; **Celeste P.M. Wilderom**, Twente U.Managing Competing Identities and the Careers of IT Professionals | **Juani Swart**, U. of Bath; **Nick Kinnie**, U. of Bath; **John Purcell**, U. of Bath*Presenters:* **Zella King**, U. of Reading; **Marc Thompson**, Oxford U.; **Svetlana Khapova**, Twente U.; **Juani Swart**, U. of Bath*Discussant:* **Scott A. Snell**, Cornell U.**1130** (IM) **The IM Network**

10:40am - 12:00pm Washington State Convention & Trade Center: 309

Host: **Schon L. Beechler**, Columbia U.**1131** (Paper Session) - (IM) **Antecedents and Outcomes of Trust in International Business**

10:40am - 12:00pm Washington State Convention & Trade Center: 618

Chair: **Kathleen Dechant**, -

IM: Trust, Culture, and Information Pooling: Implications for Team Effectiveness | **Mourad Dakhli**, Georgia State U.; **Davina E. Vora**, U. of Texas at Dallas; **Sigrid Westphal Khorram**, U. of South Carolina; **Arzu Ilsev**, U. of South Carolina

IM: Trust Following Acquisitions: A Three-Country Comparative Study of Employee Reactions to Takeovers | **Günter K. Stahl**, INSEAD; **Chei Hwee Chua**, INSEAD; **Amy L. Pablo**, U. of Calgary

☉**IM:** Gifts, Favours, Trust and Transaction Costs in Greek Business | **Malcolm Chapman**, University of Leeds; **Christos Antoniou**, -

IM: Initial Trust in Cross-cultural Collaborations: Formal and Informal Assurances in Canada and Japan | **Oana Branzei**, U. of British Columbia; **Ilan Vertinsky**, U. of British Columbia; **Ronald Davis Camp II**, U. of Regina

Discussant: **Carlos Alsua**, U. of Alaska, Anchorage

1132 →SHCS: (IM, BPS) **A Dialogue between the Resource-based View and International Management**

10:40am - 12:00pm Washington State Convention & Trade Center: 609/610

Organizers: **Alvaro Cuervo-Cazurra**, U. of Minnesota; **Xavier Martin**, New York U.

Speakers: **Alvaro Cuervo-Cazurra**, U. of Minnesota; **Xavier Martin**, New York U.; **Alan M. Rugman**, Indiana U.; **Stephen B. Tallman**, U. of Utah; **Bernard Yeung**, New York U.

1133 ☉JS: (MED, CMS) **Art, Aesthetics and the Critical Management Imagination**

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Aspen Room

Chair: **Steven S. Taylor**, Worcester Polytechnic Institute

Overview of Arts-Based Learning in Management Education | **Nick Nissley**, U. of St. Thomas

Fibre Arts and Fancy Thoughts: An Aesthetic Approach to Organizational Inquiry | **Ann Rippin**, U. of Bristol

R. G. Collingwood on Art, History and Philosophy: Implications for Management Education | **Charles Edward Booth**, U. of the West of England

1134 JS: (MOC, OB) **Toward a More Precise Understanding of Emotion Display: Conceptual and Cultural Connections**

10:40am - 12:00pm Westin Hotel: Grand Crescent

Program Chair: **Elaine Cahalan Hollensbe**, U. of Cincinnati

I'm Not Smiling Because I Like You: Cultural Differences in Emotion Displays at Work | **Danielle Cooper**, U. of Illinois, Urbana-Champaign; **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign

Emotion Shape-Shifting: A Study of Emotion Transitions at Work | **Elaine Cahalan Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, U. of Cincinnati; **Mathew Sheep**, U. of Cincinnati

Emotion Regulation in a Simulated Call Center: A Test of the Ego Depletion Model | **Lori Ann Sideman**, Pennsylvania State U.; **Alicia A. Grandey**, Pennsylvania State U.

Why Refine Our View of Emotional Labor: The Effects of "Task" versus "Experienced" Emotional Labor | **Edith Lilian Greenblatt**, U. of Southern California; **Ramon Rico**, U. Autonoma de Madrid, Spain

Presenters: **Danielle Cooper**, U. of Illinois, Urbana-Champaign; **Glen E. Kreiner**, U. of Cincinnati; **Lori Ann Sideman**, Pennsylvania State U.; **Edith Lilian Greenblatt**, U. of Southern California

Participants: **Lorna Doucet**, U. of Illinois, Urbana-Champaign; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign; **Mathew Sheep**, U. of Cincinnati; **Alicia A. Grandey**, Pennsylvania State U.; **Ramon Rico**, U. Autonoma de Madrid, Spain

1135 ☉JS: (MSR, CMS) **Critters and Converts in Dialogue: Integrating Critical and Spiritual Paradigms in Management**

10:40am - 12:00pm Grand Hyatt Seattle: Menzies Suite

Organizer: **David S. Steingard**, St. Joseph's U.

Critters and Converts: Introduction | **David S. Steingard**, St. Joseph's U.

Responding to/Responsiveness in/Response-ability to/Responsibility | **Maria Humphries**, U. of Waikato

Towards Festivalism: or, Can I Be Spiritual and Still Walk on the Dark Side? | **Dave M. Boje**, New Mexico State U.; **Grace Ann Rosile**, New Mexico State U.

MSR and CMS in Concert for Responsible Business | **Dennis P. Heaton**, Maharishi U. ; **Jane Schmidt-Wilk**, Maharishi U.

Presenters: **Maria Humphries**, U. of Waikato; **Dave M. Boje**, New Mexico State U.; **Grace Ann Rosile**, New Mexico State U.; **Jane Schmidt-Wilk**, Maharishi U. ; **Dennis P. Heaton**, Maharishi U.

Discussant: **Dale E. Fitzgibbons**, Illinois State U.

1136 : (Paper Session) - (OB) **Work Motivation, Positive Psychology and Incentives**

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Neal M. Ashkanasy**, U. of Queensland

OB: Revisiting Intrinsic and Extrinsic Motivation | **Thomas S Bateman**, U. of Virginia; **J Michael Crant**, U. of Notre Dame

OB: Non-Monetary Incentives and Motivation: Is Hawaii Better Than Cash? | **Scott Jeffrey**, U. of Chicago

OB: When the Going Gets Tough: Goals and Goal Orientation on Returns, Risk-Taking, and Persistence | **Ho-Beng Chia**, National U. of Singapore

☉→**OB:** Motivation, Culture and Reward: Examining Country Differences in Reward Preference | **Flora Birtch**, Chinese University of Hong Kong

1137 : (OB) **Longitudinal Examinations of Team Processes and Trust**

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room B

An Investigation of Relations Among Team Conflict, Conflict Management, and Team Effectiveness | **Michelle Amy Marks**, George Mason U.; **Leslie A. DeChurch**, Florida International U.

A Longitudinal Study of Team Conflict, Cohesion, Satisfaction, and Viability | **Amanuel G. Tekleab**, U. of Maryland; **Narda R. Quigley**, U. of Maryland, College Park

Predicting Trust in Teams Over Time | **Stephanie C. Payne**, Texas A&M U.; **James A. Wright**, Texas A&M U.

Development of Cognitive and Affective Trust in Work Teams | **Sheila Simsarian Webber**, Concordia U.; **Kristin Price**, Concordia U.

Presenters: Michelle Amy Marks, George Mason U.; Amanuel G. Tekleab, U. of Maryland; Stephanie C. Payne, Texas A&M U.; Sheila Simsarian Webber, Concordia U.

Participants: Leslie A. DeChurch, Florida International U.; Narda R. Quigley, U. of Maryland, College Park; James A. Wright, Texas A&M U.; Kristin Price, Concordia U.

Discussant: Richard J. Klimoski, George Mason U.

1138 : (Paper Session) - (OB) Survey Methodology, Interviews and Scale Development

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Room 424

Facilitator: John Schaubroeck, Drexel U.

OB: Profiling Active and Passive Nonrespondents to an Organizational Survey | Steven G. Rogelberg, U of North Carolina at Charlotte; James T. Conway, Central Connecticut State U.; Mathew Sederburg, Bowling Green State U.; Christiane Spitzmueller, Bowling Green State U.; Shahnaz Aziz, Bowling Green State U.; William Knight, Bowling Green State U.

OB: Let's Not Forget Coworkers: A Six-Dimensional Interpretation of Organizational Justice | I. M. Jawahar, Illinois State U.

OB: A New Measure of Trust in Leader-Member and Peer Relationships: The Behavioral Trust Inventory | Nicole Gillespie, U. of Melbourne

OB: Compositional Dynamics and Interviewer Judgments In The Panel Employment Interview | Ghee Soon Lim, National U. of Singapore

1139 JS: (OB, OMT, MOC) Discovering Play in Work, in Identity, and in Social Life.

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: West Room A

Chair: Charalampos Mainemelis, London Business School

Playtime is Over: The Influence of Positive Affect on Subsequent Interaction Tasks. | Allan Filipowicz, INSEAD
Come In and Play: Reconceptualizing the Role of Play as Internal to Core Work Tasks. | Sarah Ronson, London Business School

Identity Play/Identities in Play: Transition, Experimentation and the Process of Career Change. | Herminia Ibarra, INSEAD

Creating Collective Virtuosity Through Serious Play. | Mark V. Marotto, Imagination Lab Foundation; Matt Statler, Imagination Lab Foundation; Bart Irwin Victor, Vanderbilt U.; Johan Roos, Imagination Lab Foundation

Play is the 2nd Moment of Social Life. | Lloyd Sandelands, U. of Michigan, Ann Arbor

Always Beautiful, Usually Suspect: Play versus Work as Instrumental Topsy-Turvy. | Charalampos Mainemelis, London Business School

Presenters: Allan Filipowicz, INSEAD; Sarah Ronson, London Business School; Herminia Ibarra, INSEAD; Mark V. Marotto, Imagination Lab Foundation; Matt Statler, Imagination Lab Foundation; Bart Irwin Victor, Vanderbilt U.; Johan Roos, Imagination Lab Foundation; Lloyd Sandelands, U. of Michigan, Ann Arbor; Charalampos Mainemelis, London Business School
Discussant: Teresa M. Amabile, Harvard U.

1140 : (Paper Session) - (OCIS) Benefits and Costs of Technology Usage

10:40am - 12:00pm Washington State Convention & Trade Center: 614

Chair: Karin Breu, Cranfield U.

OCIS: The Influence of User Differences on Usage and Perceived Usefulness of Knowledge Management Systems | William Andrew Taylor, U. of Bradford

OCIS: Privacy Concerns and Internet Use – A Model of Trade-off Factors | Tamara Dinev, Florida Atlantic U.; Paul Hart, Florida Atlantic U.

Winner of OCIS Division Top Paper Award

OCIS: A Typology of Workplace Personal Web Usage Behaviors: A Multidimensional Scaling Approach | Murugan Anandarajan, Drexel U.; Patrick Devine, Drexel U.

Discussants: Bongsug Chae, Kansas State U.; Jon W. Beard, Southern Illinois U., Edwardsville; Jon (Sean) Jaspersen, U. of Oklahoma

1141 : (ODC) New millennium, New Workplace: Implications of Changing Workplace Relationships

10:40am - 12:00pm Washington State Convention & Trade Center: 304

Chair: Arran Caza, U. of Michigan, Ann Arbor

Shifting Social Identities and Organizational Performance | Amy Trahan, U. of Michigan, Ann Arbor

One-Night Stands or Traditional Marriages? Identification and Performance in Nonstandard Work Arrang | Ruth Blatt, U. of Michigan, Ann Arbor

Delay and Trust in Distributed Collaboration | Matthew J. Bietz, U. of Michigan, Ann Arbor

Taking One for the Team: Performance, Rewards, and Team Dynamics | Arran Caza, U. of Michigan, Ann Arbor; Eric Neuman, U. of Michigan, Ann Arbor

Perceptions of Conflict: Cultural and Gender Comparisons | Eric Neuman, U. of Michigan, Ann Arbor; Jeffrey Sanchez-Burks, U. of Michigan ; Karen Goh, U. of Southern California

1142 : (Paper Session) - (OMT) The Politics and Strategies of Knowledge Creation

10:40am - 12:00pm Westin Hotel: Cascade 1 (C)

Chair: Dara Szyliowicz, Texas Tech U.

OMT: Linking Rationality, Politics and Routines in Organizational Decision Making | Ann Langley, HEC, Montreal; Isabelle Royer, Paris Dauphine U.

OMT: An Extended Knowledge-Based View of Turnover | Yvonne Wicki, University of St Gallen

OMT: Influence of Organizational Attention on Exploiting Strategic Knowledge: Toward a Theoretical Basis | Eyal Yaniv, Bar Ilan U.; David M. Brock, Ben-Gurion U. of the Negev

OMT: Towards a Framework for Knowledge Networks for Growth - Results of an Action Research Study | Ellen Enkel, U. of St. Gallen; Andrea Back, U. of St. Gallen; Georg Von Krogh, U. of St. Gallen

Discussant: Robert Wiseman, Michigan State U.

1143 : (Paper Session) - (OMT) Evolving Culture: Artifacts, Metaphors, and Memes

10:40am - 12:00pm Westin Hotel: St. Helens

Chair: Deborah Shearer, Benedictine U.

OMT: Silent Ties Within Workplace Social Networks: An Empirical Study of Factory "Homers" | **Michel J. Anteby**, New York U.

OMT: A Theory of the Cultural Evolution of the Firm: The Intraorganizational Ecology of Memes | **John Weeks**, INSEAD; **Charles Galunic**, INSEAD

OMT: Eclecticism, Metaphors and Paradigms: New Knowledge Products Stripped of Rhetorical Wrapping Paper. | **Eva Boxenbaum**, Copenhagen Business School; **Linda Rouleau**, HEC Montréal

OMT: Quasi-objects, Spaces, and Time: A Case of an Organizational Artifact | **Aydin Orsan Orge**, U. of Kansas
Discussant: **Joseph Gregory Gerard**, State U. of New York, Institute of Technology

1144 🔄➡️🗨️: **(ONE) Can Democracy Handle Sustainability? Implications for Knowledge Economies**

10:40am - 12:00pm Washington State Convention & Trade Center: 214
Organizers: **Andrew Griffiths**, U. of Queensland; **Dexter Dunphy**, U. of Technology, Sydney; **Suzanne Harriette Benn**, U. of Technology, Sydney

Toward a Multi-Level, Multi-Systems Approach to Sustainability Governance and Outcomes | **Mark Starik**, George Washington U.

Pathways to Sustainability | **George Molenkamp**, KPMG; **Andrew Griffiths**, U. of Queensland

Sustainability, Democracy, and Global Integrity Capacity | **Joseph A. Petrick**, Wright State U.

Can Democracy Handle Sustainability: The Path Forward | **Dexter Dunphy**, U. of Technology, Sydney; **Suzanne Harriette Benn**, U. of Technology, Sydney

1145 🗨️: **(Paper Session) - (PNP) Spirituality, Leaders, and Followers: Joined at the Hip and the Heart**

10:40am - 12:00pm Grand Hyatt Seattle: Stevens
Chair: **David R. Connelly**, Western Illinois U.

📖🗨️ **PNP:** Transforming Schools Through Spiritual Leadership: A Field Experiment | **Louis W. Fry**, Tarleton State U. Central Texas; **Peggy N. Malone**, Tarleton State U. Central Texas

PNP: The Entrepreneurial Role of Clergy in Church Growth | **Phyllis R. Okrepkie**, U. of Mary; **Eric Goodman**, Colorado Technical U.; **Charles Zech**, Villanova U.

PNP: The Role Of Congregations In Delivering Human Services | **Richard M. Clerkin**, Indiana U., Bloomington; **Kirsten Gronbjerg**, Indiana U., Bloomington

Discussant: **Roberta Snow**, West Chester University

1146 : **(Paper Session) - (SIM) Social Enterprise: Networks, Governance, and Social Capital**

10:40am - 12:00pm Washington State Convention & Trade Center: 608
Chair: **Melissa S. Baucus**, Xavier U.

SIM: Nongovernmental Organization Networks: Connection Locus and Goal Scope | **Jonathan P. Doh**, Villanova U.; **William Newbury**, Rutgers U.; **Hildy Teegen**, George Washington U.

🔄➡️🗨️ **SIM:** International NGOs as Global Institutions: Using Social Capital | **Hildy Teegen**, George Washington U.

SIM: Inclusion of Stakeholders in Governance Restructurings: Heifer Project International's Experience. | **Michael J. Rubach**, U. of Central Arkansas; **Marisia Geraci**, Heifer Project International

Discussants: **Laquita C. Blockson**, U. of Northern Iowa; **Gordon P. Rands**, Western Illinois U.

1147 : **(Paper Session) - (SIT) Motivation at Work and in the Classroom**

10:40am - 12:00pm Washington State Convention & Trade Center: 205
Facilitator: **Dianne P Young**, -

OMT: Social Networks and Motivation: Exploring the Effect of the Social Context on Work Motivation | **Mousumi Bhattacharya**, Fairfield U.; **Lisa A. Mainiero**, Fairfield U.

ENT: Homosexuality as a Factor in Entrepreneurship: Experiences of Gays and Lesbians as Venture Owners | **Minet Schindehutte**, Miami U., Ohio; **Michael H. Morris**, Syracuse U.

MED: To Learn or Not to Learn: Validation of a Stage-Based Measure of Learning Motivation | **Michael Cole**, Auburn U.; **Hubert S. Feild**, Auburn U.; **Stanley G. Harris**, Auburn U.; **Jeremy Stafford**, -

OB: Outcome-Based Theory of Work Motivation | **Pablo Cardona**, IESE, U. of Navarra; **Barbara S. Lawrence**, U. of California, Los Angeles; **Alvaro Espejo**, IESE, U. of Navarra

1148 SHCS: **(TIM, ENT, BPS) Strategic and Financial Performance Implications of Corporate Investment in New Ventures**

10:40am - 12:00pm Washington State Convention & Trade Center: 602/603

Corporate Venture Capital in the Context of Corporate Innovation | **Henry Chesbrough**, Harvard U.; **Christopher L. Tucci**, New York U.

Do Corporate Venturing Programs Yield Intangible Assets for Sponsoring Firms? | **Gary Dushnitsky**, New York U.; **Michael Lenox**, Duke U.

Endorsement Effects of Corporate Investments: Do Equity Markets Value Information or Discipline? | **Ari Ginsberg**, New York U.; **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Christopher L. Tucci**, New York U.

Presenters: **Henry Chesbrough**, Harvard U.; **Gary Dushnitsky**, New York U.; **Michael Lenox**, Duke U.; **Ari Ginsberg**, New York U.; **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Christopher L. Tucci**, New York U.

Wednesday 11:00AM

1149 : **(AAC) MOC Executive Committee Meeting**

11:00am - 5:00pm Westin Hotel: Deluxe Suite 4041
Organizer: **Andrea Casey**, The George Washington U.

Wednesday 12:20PM

1150 : **(Paper Session) - (BPS) Strategic Change**

12:20pm - 2:10pm Westin Hotel: Cascade 1 (A)
Chair: **Iiris Aaltio**, Lappeenranta University of Technology

BPS: Corporate Governance a Catalyst for Innovation and Change? | **T J B M Postma**, U. of Groningen; **Hans van Ees**, U. of Groningen

BPS: Effectiveness of Change Strategies: The Role of Internal and External Interdependencies | **Srikanth Paruchuri**, Columbia U.

BPS: A Contingency Theory of CEO Successor Choice and Post-Bankruptcy Strategic Change | **Erich Brockmann**, U. of New Orleans; **James J. Hoffman**, Texas Tech U.; **David Dawley**, West Virginia U.

BPS: Rhythm of Strategic Change: Interacting Determinants of Change in Product Diversity | **Parshotam Dass**, U. of Manitoba

Discussant: **Urs S Daellenbach**, Victoria U., Wellington

1151 : (Paper Session) - (BPS) The Effects of Knowledge Transfer and Change

12:20pm - 2:10pm Westin Hotel: Cascade 1 (B)

Chair: **Soo Hee Lee**, U. of London

BPS: R&D Outsourcing and Innovation: Knowledge Exchange as Moderator | **Yiran Zhou**, U. of Pittsburgh

BPS: Internal and External Knowledge Sourcing and Firm Performance: A Latent Class Estimation | **Torben Pedersen**, Copenhagen Business School

BPS: Coevolution, Knowledge and Competitive Advantage: Towards a Coevolutionary of the Multinational Firm | **Kun Liu**, U. of Utah; **Anoop Madhok**, U. of Utah

BPS: Knowledge Translation as a Source of Competitive Advantage | **Michael Rouse**, Leeds U. ; **Wayne F. St. Amour**, Lancaster U.

Discussant: **Aija Elina Leiponen**, Cornell U.

1152 : (Paper Session) - (MED) Adding value in Management Education and Learning

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Juniper Room

Chair: **David P. Spicer**, U. of Bradford

📖➔**MED:** Managing the Unmanageable? From Teaching to Learning in Management Education. | **Lars-Erik Norbäck**, Gothenburg U.; **Torbjorn Stjernberg**, Gothenburg U.; **Axel Targama**, Gothenburg U.

MED: Unpacking Intuition: Reflections Upon its Nature and Utility in Management Education and Development | **Eugene Sadler-Smith**, U. of Plymouth

📖**MED:** Graduate Degrees in Business: Tangible and Intangible Added Value of Management Education | **Yehuda Baruch**, U. of East Anglia; **Myrtle P. Bell**, U. of Texas, Arlington

📖**MED:** Fostering Entrepreneurial Drive in Business Education: Construct and Measurement Development | **Juan Florin**, Bryant College; **Ranjan Karri**, Bryant College; **Nancy Rossiter**, Bryant College

Discussants: **Sandra King Kauanui**, California State Polytechnic U., Pomona; **Michael J. Provitera**, Saint Peter's College

1153 : (Paper Session) - (OB) Group Diversity, Intragroup Influence and Satisfaction

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room A

Facilitator: **Scott A Snook**, Harvard U.

OB: The Effect of Team Diversity on Information Use | **Kristina Dahlin**, U. of Toronto; **Laurie R. Weingart**, Carnegie Mellon U.; **Pamela J. Hinds**, Stanford U.

OB: Investigating the Relationships Between Group and Individual Task Satisfaction and Group Performance | **Claire M. Mason**, Queensland U. of Technology; **Deborah J. Terry**, U. of Queensland; **Mark A. Griffin**, Queensland U. of Technology

OB: Group Attributional Style: A Predictor of Individual Turnover Behavior in a Manufacturing Setting | **Laura Rioli**, California State U., Sacramento; **Steven M. Sommer**, U. of California, Irvine

OB: Group Motivational Gains and Cognitive Tasks: An Extension of the Kohler Effect | **Gregory A. Janicik**, New York U.

1154 : (Paper Session) - (OB) Health, Stress and Emotions

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room B

Facilitator: **Joan Brett**, Arizona State U., West

OB: Predicting Observers' Reactions to Workplace Aggression | **James Michael Wilkerson**, Southern Illinois U., Edwardsville

📖➔👤➔👤**OB:** Cinderella and Salieri in the Workforce: Explorations in Employee Envy | **Robert P. Vecchio**, U. of Notre Dame

OB: Stories of Work: Using Narratives to Locate the Emotion in Work Life | **Connie Boudens**, U. of Michigan, Ann Arbor

OB: The Caring-Killing Paradox: Euthanasia-Related Strain Among Animal Shelter Workers | **Steven G. Rogelberg**, U. of North Carolina at Charlotte; **Charlie Reeve**, Purdue U.; **Christiane Spitzmueller**, Bowling Green State U.; **Natalie DiGiacomo**, The Humane Society of the United States

1155 : (Paper Session) - (OB) Goal Orientation, Self-regulation, Motivation and Performance

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Room 424

Facilitator: **Jenny M. Hoobler**, Northern Illinois U.

👤**OB:** Task Interest and Actual Performance: The Moderating Effects of Assigned and Adopted Purpose Goals | **Nico W. Van Yperen**, U. of Groningen

➔**OB:** "Remember I'm the Bloody Architect!": Architects' Discourses of Profession and Organization | **Laurie Cohen**, Loughborough U.; **Rachael Finn**, Institute of Work Psychology, University of Sheffield; **Adrian Wilkinson**, Loughborough U.; **John Arnold**, Loughborough U.

OB: A Trichotomous Model of Motivation: Beyond Approach and Avoidance | **Darrin Kass**, Bloomsburg U. of Pennsylvania; **Robert G Lord**, U. of Akron; **Bryan J Pesta**, Cleveland State U.

OB: The Dynamic Effects of Goal Direction on Performance | **Carmelo Joseph Turillo**, Instituto de Empresa, Madrid

OB: Motivations to Develop Social Capital, Linking Social Capital Behaviors, and Turnover Intentions | **Amy Randel**, Wake Forest U.; **Annette L. Ranft**, Wake Forest U.

1156 JS: (OB, HR, RM) The Changing Nature of Performance Revisited: New Extensions, Levels, and Directions

12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: West Room A

Chair: **Gilad Chen**, Georgia Institute of Technology

Personality Traits and Job Performance across Time in Maintenance and Transitional Job Stages | A Multiphase, Repeated Measures Model of Team Development | Longitudinal Analysis of Newcomer-in-Team Performance: Evidence for Bi-Directional Influences | Examining Team Processes – Performance Relationships Within and Across Performance Episodes |

Authors: **Jill C. Bradley**, Tulane U.; **Joseph D. Thoresen**, Cornerstone Human Resources Systems, Inc.; **Steve W. J. Kozlowski**, Michigan State U.; **Aaron Schmidt**, Michigan State U.; **William S. Schulze**, Case Western Reserve U.

Presenters: **Carl Thoresen**, Tulane U.; **Richard DeShon**, Michigan State U.; **John Mathieu**, U. of Connecticut

Discussants: **Jose M. Cortina**, George Mason U.; **Paul Hanges**, U. of Maryland

1157 : (OMT) Meeting

12:20pm - 2:10pm Westin Hotel: Cascade 1 (C)

1158 : (OMT) Meeting

12:20pm - 2:10pm Westin Hotel: St. Helens

1159 JS: (SIM, ONE, IM) Teaching Business Ethics and Responsibility: The Relationship to Democracy in a Knowledge Economy

12:20pm - 2:10pm Washington State Convention & Trade Center: 607

The symposium will include discussion of "An Open Letter on Business School Responsibility" distributed by Professor Duane Windsor.

An Open Letter on Business School Responsibility | **Duane Windsor**, Rice U.

The Environment for Encouraging the Teaching of CSR: Current Experience in Europe | **Lance Moir**, Cranfield U.

The Italian Way to CSR: The Role of Business Schools, Businesses and Government | **Francesco Perrini**, Bocconi U.

Integrating Ethics and Sustainability Themes Into a Business Program: Small Schools Can Be Beautiful | **Jerry M. Calton**, U. of Hawaii, Hilo

Corporate Failures and Institutional Integrity: Why Corporate Responsibility Should be Cornerstone | **Sandra Waddock**, Boston College

Comments | **Archie B. Carroll**, U. of Georgia

Presenters: **Duane Windsor**, Rice U.; **Lance Moir**, Cranfield U.; **Francesco Perrini**, Bocconi U.; **Jerry M. Calton**, U. of Hawaii, Hilo; **Sandra Waddock**, Boston College

Discussant: **Archie B. Carroll**, U. of Georgia

1160 : (Paper Session) - (SIT) Determinants of Firm Performance

12:20pm - 2:10pm Washington State Convention & Trade Center: 205

Facilitator: **David Lewin**, U. of California, Los Angeles

BPS: The Contribution of Leadership and Human Resources to Performance in Major League Baseball | **Richard A. Wolfe**, U. of Michigan ; **Dennis L. Smart**, Texas A&M U.

OMT: Organizational Restructuring and its Consequences During a Major External Shock | **jinyan zhu**, the National U. of

Singapore; **Kulwant Singh**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

ODC: Change & Financial Performance | **Zachary Sheaffer**, Open U., Israel; **Orly Yeheskel**, Tel Aviv U.; **Yoav Ganzach**, Tel Aviv U.

GDO: Diversity, Entrepreneurial Orientation, and Firm Performance: A Test of Curvilinear Relationships | **Orlando C Richard**, -; **Tim Barnett**, Mississippi State U.; **Ken Chadwick**,

Wednesday 12:40PM

1161 : (Paper Session) - (SIM) Corporate Political Strategy

12:40pm - 2:10pm Washington State Convention & Trade Center: 608

Chair: **Barry M. Mitnick**, U. of Pittsburgh

SIM: Influencing Agencies Through Legislatures | **Guy Holburn**, U. of Western Ontario; **Richard Vanden Bergh**, U. of Vermont

SIM: Process Theory Approach to Corporate Political Strategy: A Research Agenda | **Mika Skippari**, Tampere U. of Technology

SIM: Contingency Theory & Business-Government Relations: Strategy, Structure, and Performance in MNCs | **Martin Meznar**, Arizona State U.; **Julius H. Johnson Jr**, U. of Missouri, St. Louis

Discussants: **Craig S. Fleisher**, U. of Windsor; **D. Jeffrey Lenn**, George Washington U.

Wednesday 2:30PM

1162 : (OMT) Meeting

2:30pm - 5:00pm Westin Hotel: Cascade 1 (C)

1163 : (OMT) Meeting

2:30pm - 5:00pm Westin Hotel: St. Helens

Join us next year in
New Orleans!

WEDNESDAY

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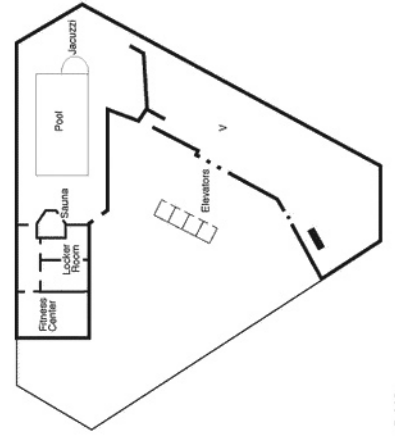
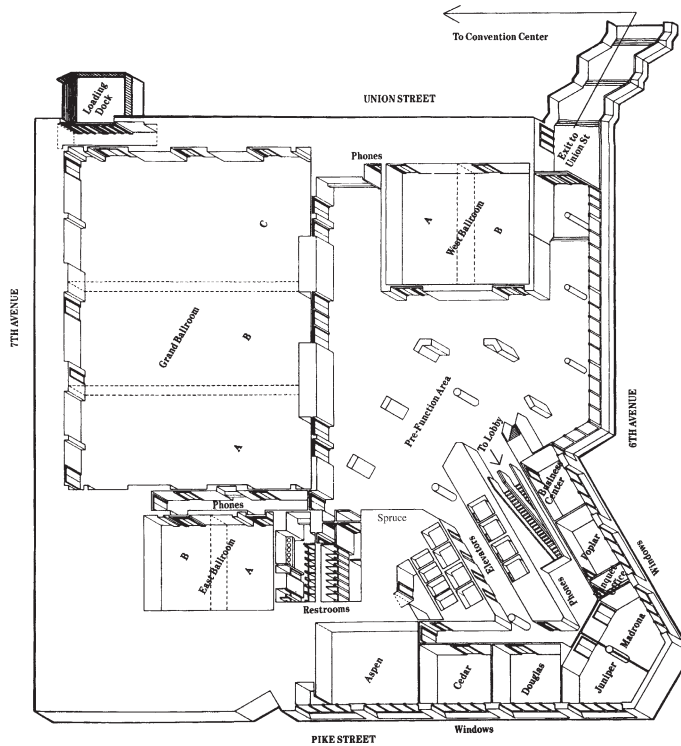
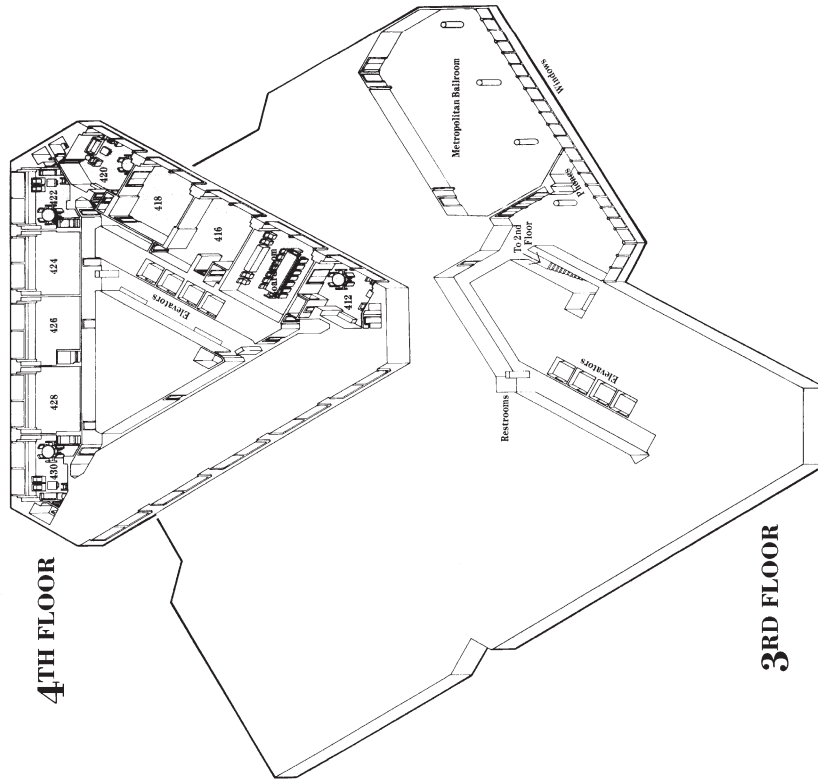
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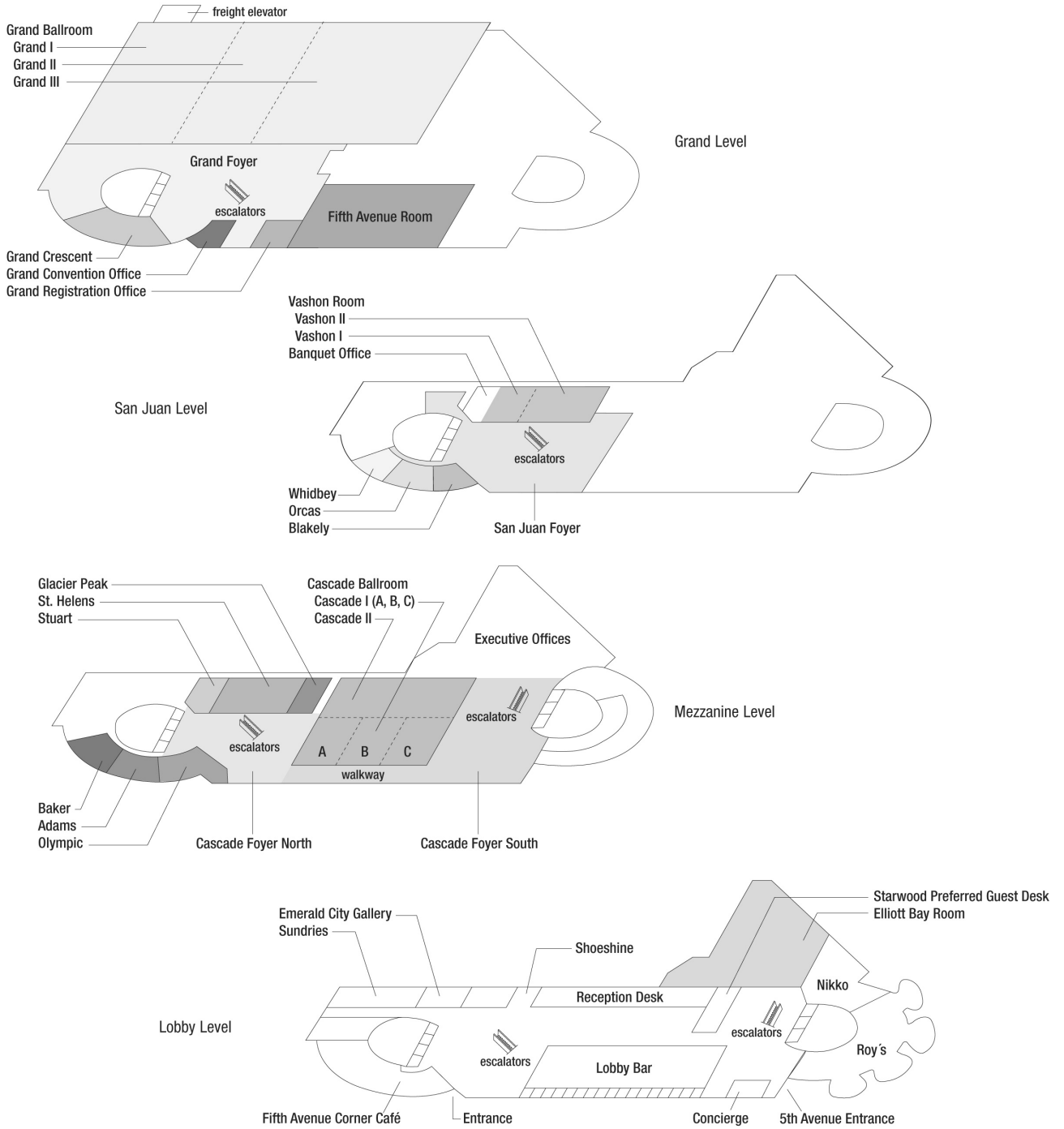


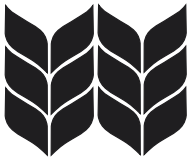
Sheraton Seattle

HOTEL & TOWERS

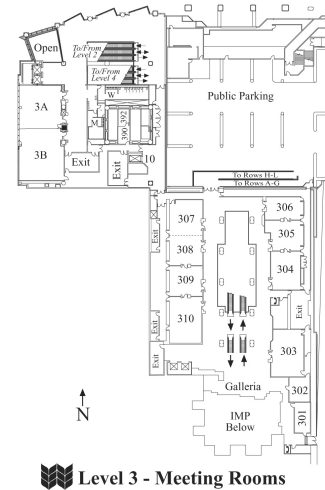
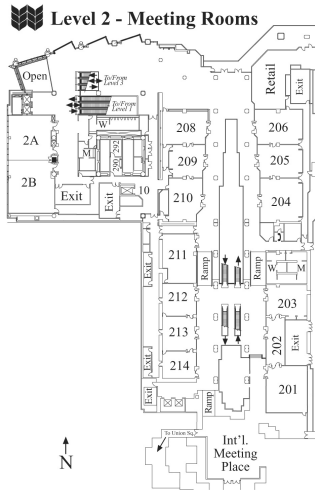
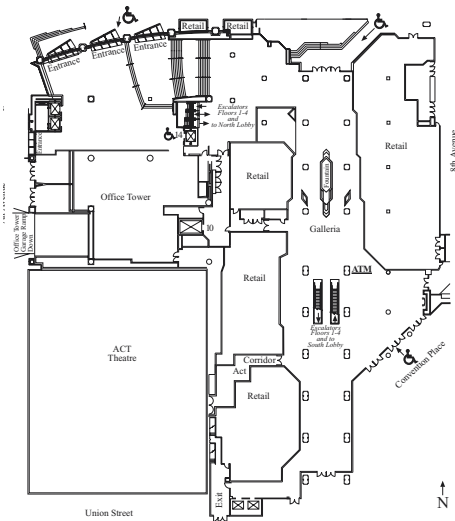


Westin Hotel

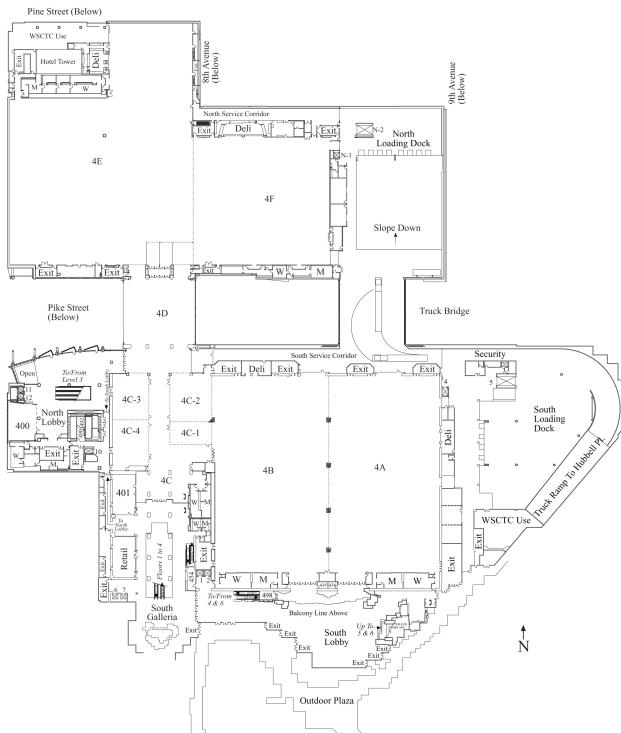




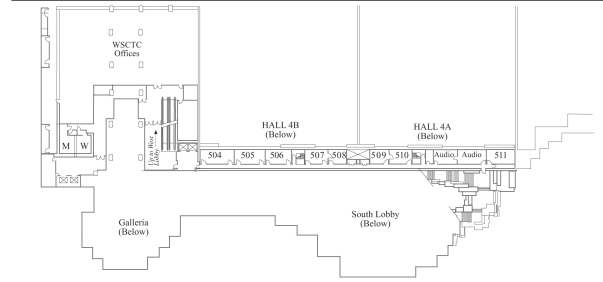
Washington State Convention & Trade Center



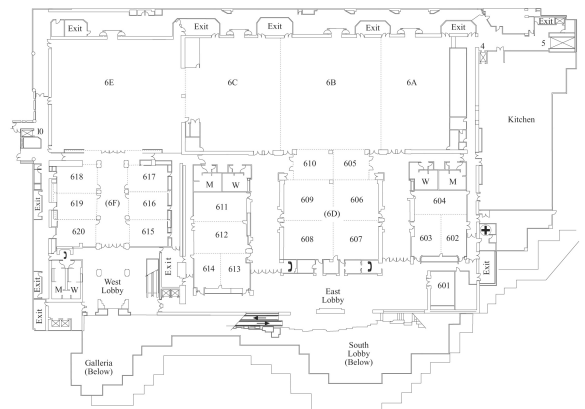
Level 4 - Exhibition Halls

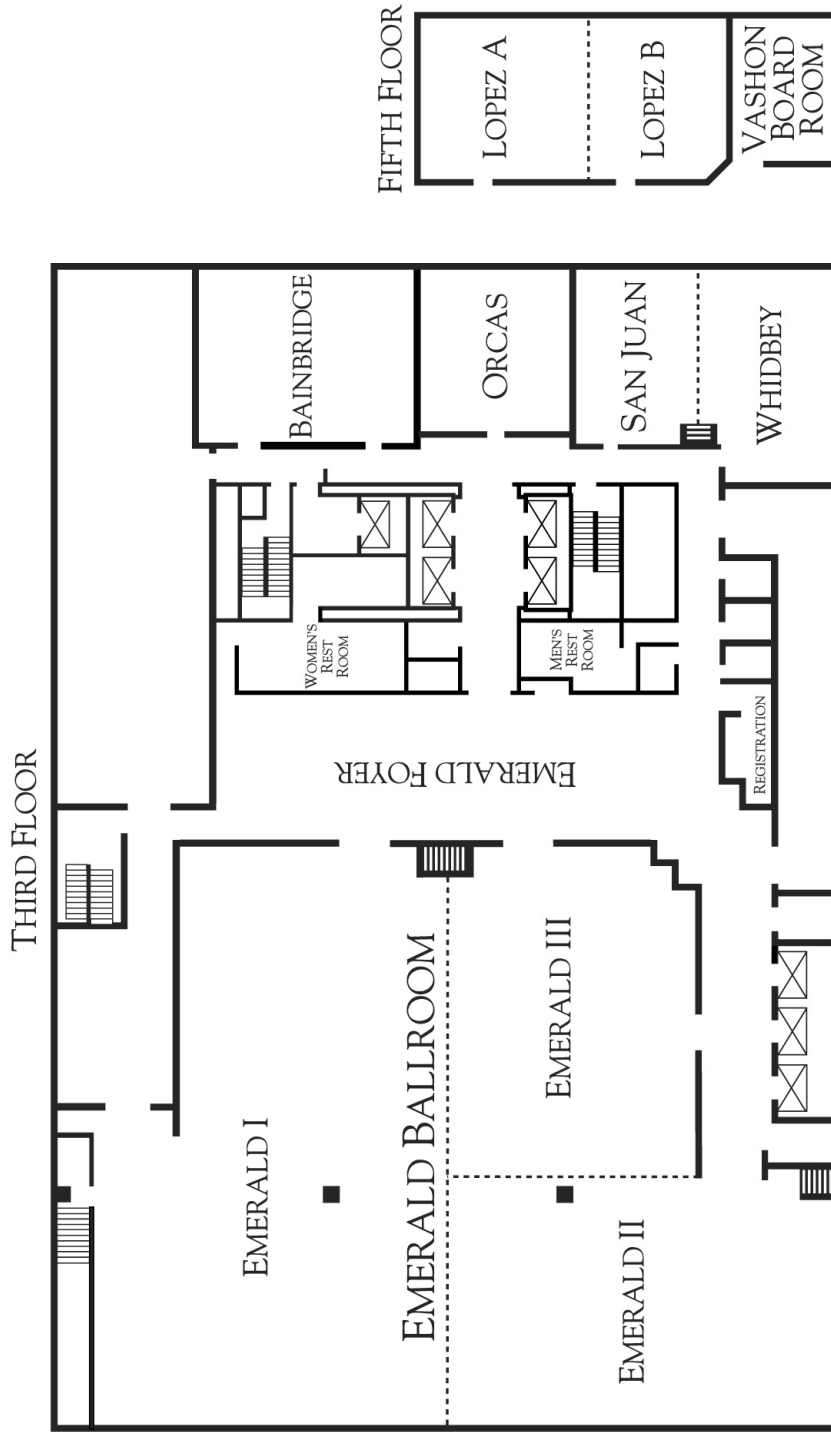


Level 5 - Show Offices



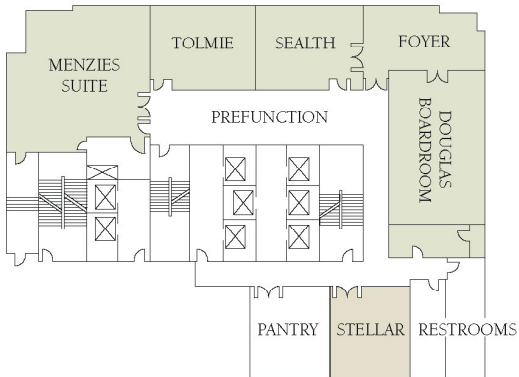
Level 6 - Ballrooms & Meeting Rooms



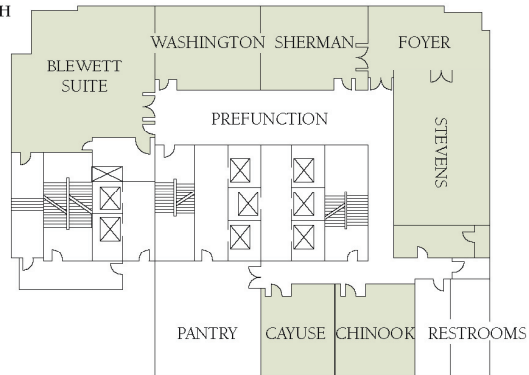


CONVENTION FACILITIES

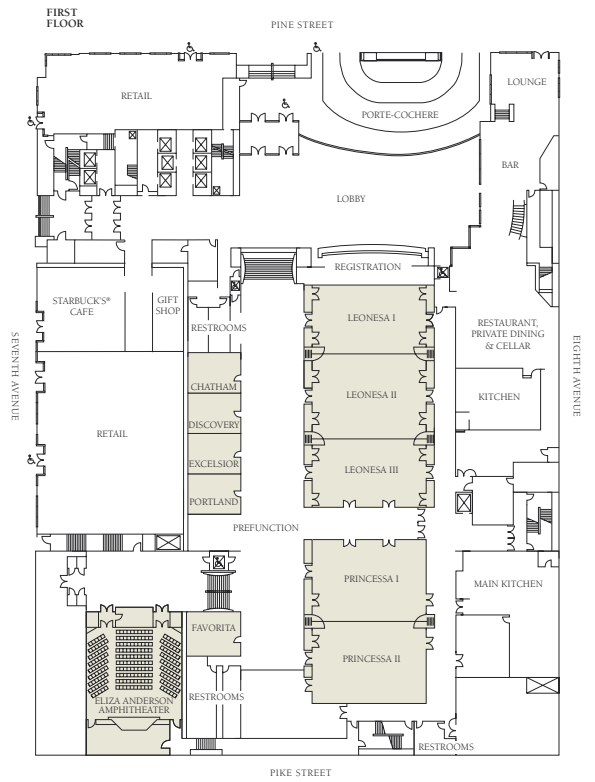
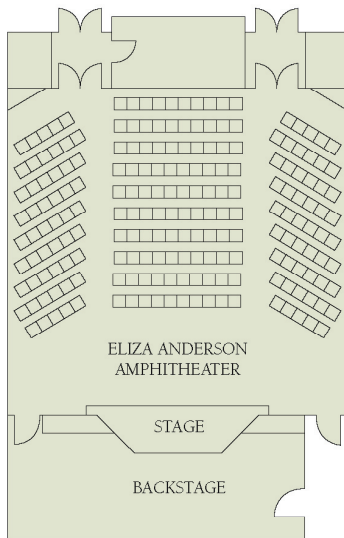
SIXTH FLOOR



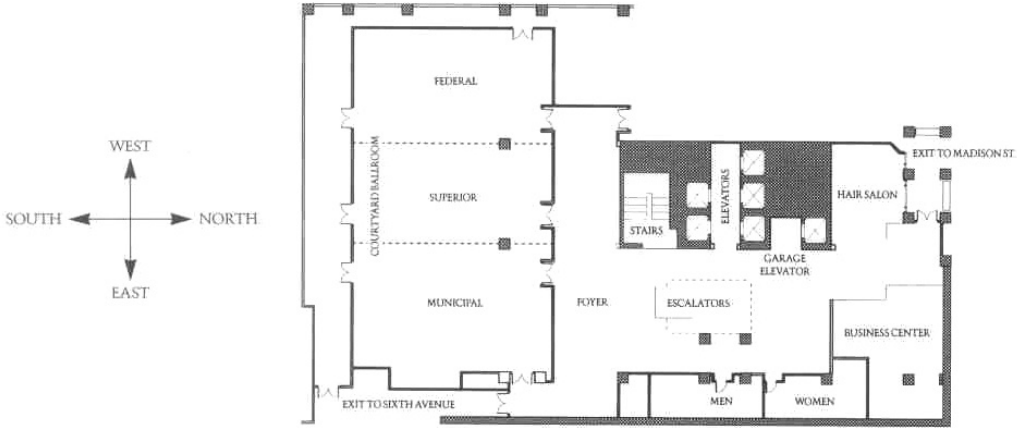
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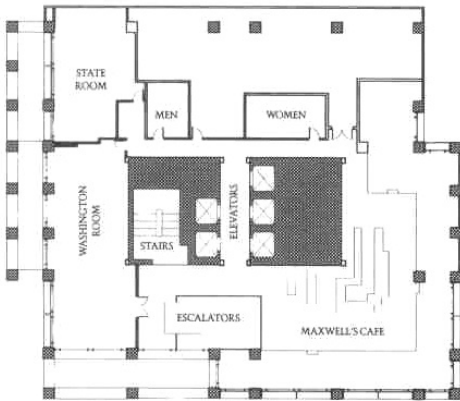
THEATER-BALLROOM LEVEL



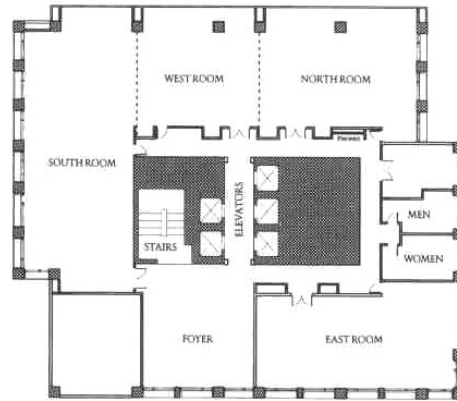
Renaissance Madison Hotel



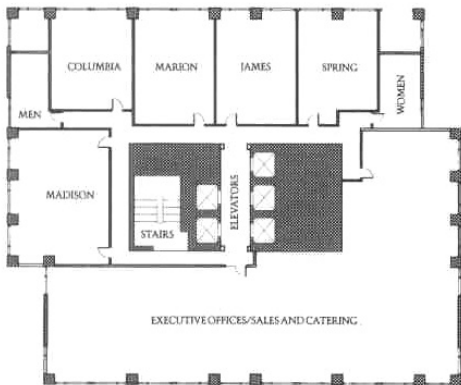
BALLROOM LEVEL



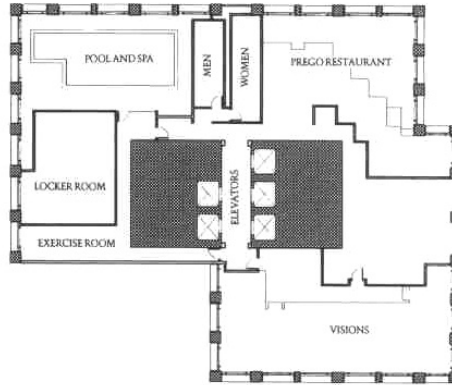
SECOND FLOOR



THIRD FLOOR



FOURTH FLOOR CONFERENCE ROOMS



TWENTY-EIGHTH FLOOR

If it's only the coffee breaks that foster true conversation... why not have a 3-day coffee break...?

the idea:

A fun, innovative, intimate, and open space that helps facilitate authentic dialogue

daily activities:

Café Conversation, Open-Space Workshops, Art & Performance, DISCO(urse)-Night and Coffee!

the space:

Drop-INN, Reflection Room, Learning Wall, Coffee Bar, Conversation Space

conversation starters:

Chris Argyris, Stephen R. Barley, Tom Cummings, James March, Joanne Martin, Phil Mirvis, Walter W. Powell, Denise M. Rousseau, Michael Schrage and many more...

time & place:

August 3 to 5,
Sheraton, The Prefunction Area



...an open space for coffee and conversation

Organizing Committee: David Barry, Victoria Management School (david.barry@vuw.ac.nz), Gail Whiteman, Rotterdam School of Management (gwhiteman@fbk.eur.nl), Hans Hansen, Victoria Management School (hans.hansen@vuw.ac.nz), Michael Dawids, Learning Lab Denmark (dawids@lld.dk), Steve Taylor, Worcester Polytechnic Institute (sst@wpi.edu).

ACORN

Art, Creativity & Organization Research Network

Abbreviations used in the Program Guide

Divisions, Interest Groups & Sponsors

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
ART	AcademyArts: Democracy in a Knowledge Economy
BPS	Business Policy & Strategy
CAR	Careers
CM	Conflict Management
CMS	Critical Management Studies
ENT	Entrepreneurship
GDO	Gender & Diversity in Organizations
HCM	Health Care Management
IM	International Management
MC	Management Consulting
MED	Management Education & Development
MH	Management History
MOC	Managerial & Organizational Cognition
MSR	Management, Spirituality & Religion
OB	Organizational Behavior
OCIS	Organizational Communication & Information Systems
ODC	Organization Development & Change
OM	Operations Management
OMT	Organizations & Management Theory
ONE	Organizations & the Natural Environment
PNP	Public and Nonprofit
RM	Research Methods
SIM	Social Issues in Management
TIM	Technology & Innovation Management

Other Abbreviations







CAM	Conference Activities and Meetings
AAM	Asia Academy of Management
CAU	Caucus
IAM	Iberoamerican Academy of Management
ITC	International Theme Committee
PS	Practitioners Series / Action Research Community
PTC	Practice Theme Committee
MEN	Mentoring Committee
NDSC	New Doctoral Student Consortium
SPDW	Shared Professional Development Workshop
TTC	Teaching Theme Committee

- Affiliation Not Available / Not Specified

Hotels and Other Locations

CC	Washington State Convention & Trade Center
HY	Grand Hyatt Seattle
OS	Off-Site Location
RE	Renaissance Madison Hotel
RL	Red Lion Hotel
SH	Sheraton Seattle Hotel & Towers
WE	Westin Hotel

Symbols

	Theme-oriented paper or session
	Visual Presentation
	Teaching-oriented paper or session
	Management Practice-oriented session
	International-oriented session
	Selected for Best Paper Proceedings



Special Thanks

The Academy of Management gratefully acknowledges major support for the development of the 2003 Seattle, Washington Meeting from:



Supplement to the Academy of Management Executive