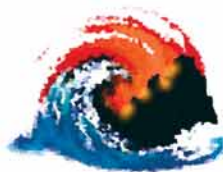




# A New Vision of Management in the 21<sup>st</sup> Century



**The Academy of Management Annual Meeting**  
Honolulu, Hawai'i • August 5-10, 2005

## 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** which acts as a quick reference guide, listing sessions by day in an easy-to-use overview format similar to a television guide. Sessions are displayed by day part (Morning, Afternoon and Evening) and each meeting location is displayed with sponsors and a brief description of sessions. If you want to find out more information about a particular session, continue to either **Section C – Summary Overview by Sponsor**, or **Section D – Session Details**.

NOTE: Session start and end times in this section are approximate, please refer to **Section D – Session Details**, for the exact information. The Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops (PDW) 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 evening are also times for division receptions, business meetings and social hours.

Friday Afternoon, August 5, 2005	
Time	Location
1:00	10 HR: Motors Industry
1:30	5 SNT: New Faculty Symposium
2:00	6 LNI: Doctoral Consortium
2:30	17 (A&I)-S&M Doctoral Consortium
3:00	13 (M&H) Multi-Unit Academic
3:30	26 (M&H) International Paper Making
4:00	14 R&M/HCMIS: Research Philosophy
4:30	25 RM: Natural Parasitism
	19 (C) Board Governors' Meeting
	7 HR: Toyota Hybrid's Culture
	10L: Unimelb/Univ. Wyo. Inv.
	11 M: Unimelb/Adventist
	24 M: ICA/ASAP/IEE/IEE/IEE
	23 IIC: Foreign AI: The Academy
	11 (M&H) and 10 (M&H) Symposium

### Looking for a session sponsored by a specific division, interest group, committee or sponsor?

Go to **Section C – Summary Overview by Sponsor** where all conference activities are listed by the division or interest group sponsoring specific sessions or meetings. Sessions are listed by day, time and location. Also the session numbers are listed so you can reference **Section D – Session Details** for more information or the full description of a particular session.

Day	Start	#	Location	Session Information
Fri	8:30am	3	1111 South Pacific 3	SPDW: Moving Images
		7	CC: Room 3013	SPDW: Qualitative Research Methods
	1:00pm	12	CC: Room 300B	SPDW: Corporate Venturing
		14	CC: Room 315R	SPDW: Managing Global Competence
	2:00pm	21	SP: Maui Ballroom	SPDW: Strategic Competence
		26	1111 South Pacific 3rd Fl	SPDW: Creating the Next Generation
	3:00pm	30	CC: Room 317A	SPDW: Research Development Workshop
	3:30pm	33	CC: Room 305B	SPDW: CE Wilbur's Workshop
	6:30pm	54	CC: Room 308 (A&B)	Doctoral Consortium

### Looking for a full description of a session?

Go to **Section D – Session Details** to review all the details of a particular session. Because the sessions are numbered consecutively for the entire Annual Meeting, you can first locate the session number throughout the other sections of the program. In **Section D – Session Details** you will find the full title, the listing of session participants, the papers or presentations included in the session and any additional instructions for attendees or participants. The symbols located next to the session number indicate the orientation(s) that apply for that given session, paper or presentation. 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.

**Qualitative Research Methods (10190)**  
 1:00pm - 4:00pm Hawaii Convention Center: Room 301B  
*Organizer:* Diana L. Day, Rutgers U., Camden  
*Coordinator:* Johann Peter Murmann, Northwestern U.  
*Presenters:* Robert A Burgelman, Stanford U.; Deborah J Dougherty, Rutgers U.; Charles D. Galunic, INSEAD; Gabriel Szulanski, INSEAD; Klaus Weber, Northwestern U.

FRIDAY

☉ SPDW: (CAR MC MSR)Complexity, Energy and

### Looking for someone on the program?

Go to **Section F – Participant Index** where you will find an alphabetical listing of conference participants followed by the numbers of the sessions associated with a particular individual.

Participant Index	
737-0421	Allatta, Joan Teresa (Upenn, The Wharton School)
a 534,	(215) 898-6598 allatta@wharton.upenn.edu 657
ampaign) 217-	Allen, Belinda C. (U. of Melbourne) 61-3-834-43707
63-1591	allenbc@unimelb.edu.au 623. 984
	Allen, David B. (Instituto De Empresa)
	david.allen@ie.edu 1132

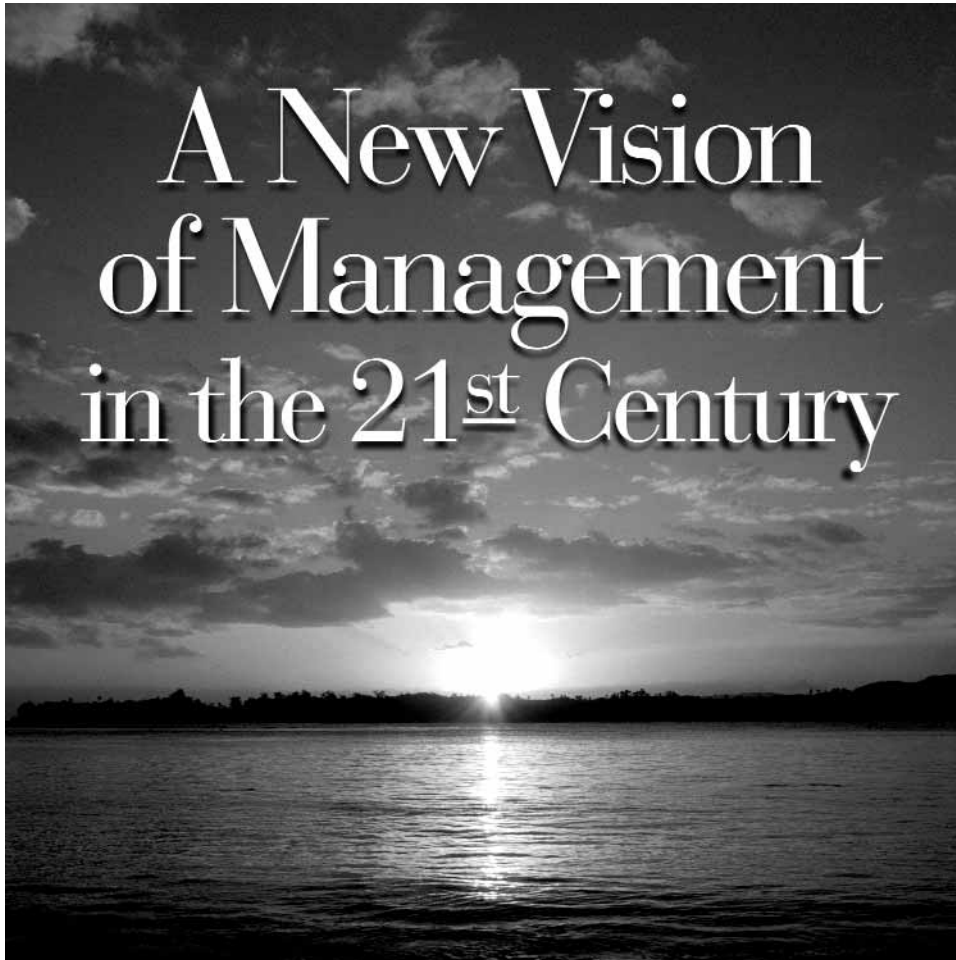
### Looking for a specific meeting room in a conference hotel?

Once you've found a session, you may need to refer to the conference hotel floor plans found toward the back of this book in **Section G – Hotel Floor Plans** in order to find out the room, floor or specific location within the hotel.

*We hope we have made the Program easy to use so you can make the most of this year's Academy of Management Annual Meeting.*

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**Academy of Management 2005 Annual Meeting**



<http://meetings.aonline.org/2005>

***Hawai`i Convention Center***  
1801 Kalakaua Avenue  
Honolulu, HI 96815

***Hilton Hawaiian Village***  
2005 Kalia Road  
Honolulu, HI 96815

***Sheraton Waikiki***  
2255 Kalakaua Avenue  
Honolulu, HI 96815

Front Cover & Program Design: Rob Sexton, S2 Design  
Back cover photo by John Consoli

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# Welcome to the 2005 AOM Annual Meeting in Honolulu

On behalf of the many members and staff who have worked extremely hard to organize this year's meeting, we welcome you to Honolulu for the 65th Annual Meeting of the Academy of Management. As a professional association of over 15,000 members from 91 nations, the Academy of Management is dedicated to creating, applying, and disseminating knowledge about management and organizations. The annual meeting provides a special opportunity for the Academy community to come together to share knowledge and experiences, to create and renew friendships and professional relations, and to replenish and further develop our careers.

## Record Program Participation

This year's program vividly demonstrates the strong commitment of our members to the annual meeting. The 2005 Call for Papers generated a record volume of program submissions, with 4,671 paper and symposium submissions and 362 professional development workshops (PDWs), for a grand total of 5,033 submissions. Over 6,000 people participate on this year's program, and over 1,000 members volunteered as reviewers. We thank everyone who have stepped forward to make this exciting program a wonderful reality.

## 2005 Theme: A New Vision of Management in the 21st Century

Modern professional management emerged in the early years of the 20th century as a critical social event. It was readily accepted, elaborated, and endorsed throughout the century. However, the age of consensus and belief is now over, along with the convergent social, economic, and technical conditions within which modern management evolved.

Now we live in a divergent world of stark contrasts and difficult tensions. As such, scholars of management and organization are faced with totally new questions and challenges. The focus of this year's Academy Meetings is a discourse and quest for a new vision of management for this new century.

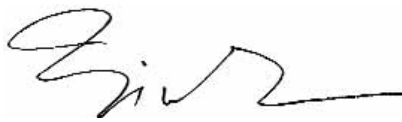
The awesomely beautiful Hawaiian Islands provide a wonderful backdrop in which to discuss, explore, and debate *A New Vision of Management in the 21st Century*. Like the concepts of management and our understanding of organizations, the Hawaiian Islands continue to change and grow in a struggle between fiery, violent volcanic activity that gives birth to new land and the cooling, eroding powers of the sea, rain, and wind.

This year's program presents research, panel discussions, professional development workshops, and community activities that explore *A New Vision of Management in the 21st Century*. Coming together in one beautiful location provides us the opportunity to share the company of our fellows and to discuss and deliberate the potential for a new vision. Your active participation adds an important voice to our discourse and discovery. We look forward to being with you in Honolulu.

# Aloha



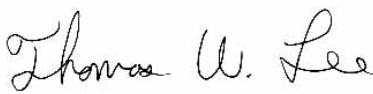
Ken G. Smith  
2005 Program Chair



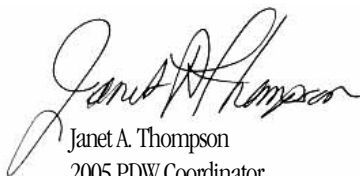
Jimmy Le  
2005 Program Coordinator



Qing Cao  
2005 Program Coordinator



Thomas W. Lee  
2005 PDW Chair



Janet A. Thompson  
2005 PDW Coordinator

# Academy Program Highlights

## All Academy Program Highlights

***Making Public Schools Work: Management Reform as the Key.*** In the wars that continually rage around public education, it is rare for management scholars to venture onto the battlefield. William G. Ouchi of UCLA is a formidable exception. Having made profound contributions to corporate management over the past quarter century through his bestselling *Theory Z* and other books, he turned his sights several years ago on public education, and the results have been extraordinary. In *Making Schools Work*, which Tom Peters has called “the most important book on education in a half century,” Prof. Ouchi identifies the top-down organization that typifies public education as its most essential flaw and spells out a seven-point plan for reform. It is a measure of the book’s impact that the professor has been enlisted by school systems from New York to Hawai`i, as officials seek to meet the public’s demand for better schools.

In this public-affairs forum, the first of its kind at an Academy of Management meeting, Prof. Ouchi is joined by a superlative panel whose expertise ranges from organizational scholarship to state administration at the highest levels – Lyman W. Porter, of the University of California Irvine; Adam Urbanski, President of the Rochester Teachers Association; Hon. Richard Riordan, Secretary for Education for California and twice-elected Mayor of Los Angeles; and Hon. Linda Lingle, Governor of Hawai`i.

*Making Public Schools Work:  
Management Reform as the Key*  
Monday, August 8, 8:30 am – 10:20 am  
Hawai`i Convention Center, Room 315

***The Future of Business School Education.*** Critics argue that business schools have failed to adapt to, or shape their curricula and developmental approaches around shifting demands of new global market structures and leadership imperatives. Are these criticisms valid? Do these concerns challenge the essential role of business schools? Will the successful business schools of tomorrow differ substantially in mission from today’s traditions? Will business education be radically different in content or form? The two sessions below include the views of business school Deans, the AACSB, industry leaders, and renowned academics and critics.

*The Future of Business Schools:  
How Must They Change?*  
Sunday, August 7, 3:00 pm – 4:50 pm  
Hawai`i Convention Center, Room 315

***Past Visions of the Academy: Astute or Wishful Thinking?*** This year’s theme is “*A New Vision of Management*”.

This session brings together a panel of five past presidents (Kerr, Mowday, Starbuck, Tung, Von Glinow) of the Academy of Management who critically take stock of the conference theme by reviewing the accuracy of their presidential vision, characterized by their presidential addresses. The ensuing discussion offers an opportunity to reflectively give advice on the value of vision. The forum has two goals: First, using reflective debate it intends to stimulate critical discussion on the state of managerial vision. Second, its aims to promote attention to the ongoing areas of organizational research that lend themselves to probing questions about the value of vision. Together, these goals present a timely opportunity for organizational researchers to assess the efficacy of management and organizational prophecy.

*Astute Foresight or Wishful Thinking: A Forum on  
Management and Organizational Prophecy*  
Monday, August 8, 2:30 pm – 3:50 pm  
Hawai`i Convention Center, Room 315

***Research that Informs Management Practice.*** It has become commonplace for Academy of Management annual meeting themes to call for bold excursions into the realm of relevance and application. Such themes rest on the assumption that the Academy can simultaneously champion scholarly excellence and have an impact on the actual practice of management – that it can, for example, have a role in creating a “new vision of management” that will matter. However, in the view of many, the Academy and its members are today less relevant than they were in the decades of the sixties and seventies. In this session, the panelists (Lawler, Lorsch, Miles) will discuss their views on conducting research that practicing managers will view as relevant – including their belief that greater emphasis on field research will increase the likelihood that managers will view it as relevant. The symposium panelists will have suggestions concerning how the Academy might encourage a rebirth of emphasis on field research.

*A New Vision of Management for the 21st Century: Is  
There a Role for the Academy in its Creation?*  
Tuesday, August 9, 8:30 am – 10:10 am  
Hawai`i Convention Center, Room 315

***Future Theorizing: Lessons from the Past.*** The field of management largely advances by the development of new theory. We have a good idea of what theory is (or is not) but we know less about the process by how it is developed. We need to better understand how the theory development process begins, how the search process proceeds, how alternatives are developed and solutions emerge, how the ideas are

# Academy Program Highlights

integrated into theory, and how theory is refined or changed over time. From whom can we better learn this process than outstanding scholars who have developed important management theories? Chaired by Mike Hitt, this symposium includes “master” scholars (Barney, Locke, Mintzberg, Mitchell, Scott) who are pioneers in the development of new theory or have made significant contributions to the development of an important theoretical paradigm in management.

*Opportunities and Challenges in Developing New Management Theory: Processes Used by Top Scholars*  
Monday, August 8, 4:10 pm – 5:20 pm  
Hawai`i Convention Center, Room 315

## Division Program Highlights

### **The AoM Fringe Café – AcademyArts:**

*AcademyArts Chair: Chris Poulson.*

*Fringe Café Organizers: David Cowan, Hans Hansen, Pedro David Pérez, Chris Poulson, Matt Staller and Gail Whiteman.*

*Sponsors: AoM Organizing Committee, Miami University.*

This final year for both AcademyArts and The Fringe Café brings us together in the Kaua`i Room (room 311) of the Hawai`i Convention Center from Sunday afternoon to Tuesday evening. The full schedule of activities (included in the program addendum) comes to an exciting conclusion with a Gala Celebration on Tuesday evening. And this year there WILL be coffee in The Fringe Café – courtesy of Miami University of Ohio – along with a cash bar during the reception and evening events. All are invited to join in the activities and festivities of AcademyArts and The Fringe Café!

The simple but courageous act of people talking with each other – that is the purpose of The AoM Fringe Café. Traditional conference formats are primarily focused on presenting to one another – but rarely do these formats enable true conversation with meaningful interaction between the presenters and the audience. The AoM Fringe Café is a venue where people can create and share knowledge, stimulate innovative thinking, and explore real-life possibilities for action. By giving space to soulful, positive, artistic and aesthetic approaches to problems that remain difficult to address in traditional presentation formats, the Fringe Café will provide an experiential context in which people can attain New Visions of Management for the 21st Century at the Academy of Management.

AcademyArts began in 2000 in Toronto as a venue for Academy members to express the creative sides of themselves. This year's exhibit includes painting, poetry, photography, music, and opens Sunday with a reception in the Kaua`i Room (311) providing an opportunity to meet and talk with the artists about their work.

Events and activities scheduled to take place in this space include:

- AcademyArts Gallery Opening and Reception;
- Theatrical events and evenings, both planned and improvisational;
- Rhythm nights, including turntablists and Kahaku hula dancers;
- Facilitated conversations about specific topics;
- Interactive panels on aesthetic methodologies and bleeding edge visions;
- Experimental, hands on moments;
- A focus on the “Work of Mourning”, including homages to Peter Frost and Michael Dawids (co-founder of the Fringe Café).

AcademyArts will also be co-sponsoring a PDW session on Saturday – “Aesthetic theorizing on leadership” organized under the umbrella of Community of Leadership Scholars within the Academy. The session will be a round table with introductory talks, and active involvement of other session participants. The introductory presentations will be given by Arja Ropo, U. of Tampere, Finland, Brad Jackson, Victoria U. New Zealand, and Eric Guthey, Copenhagen Business School. Erika Sauer, U of Tampere, Finland, David Barry, Learning Lab Denmark, and Ken Parry, Griffith U, Australia will join the round table with commentaries and discussion.

Academy Arts will present a symposium on Monday morning in The Fringe Café. Visions of Diversity and Uniqueness: The Promise of Aesthetics Research in Management Aesthetics and Uniqueness with Pedro David Perez, Cornell U, Chair; David A Cowan, Miami U.; Hans Hansen, Victoria U. of Wellington; Mary Jo Hatch, U of Virginia; Stephen Linstead, U. of Durham; and Matt Statler, Imagination Lab.

Check your registration packet for the complete schedule.

*Time: Sunday, 2:00 – 10:00 pm / Monday, 8:30 am – 10:00 pm / Tuesday, 8:30 am – 10:00 pm*

*Location: Kaua`i Room 311, Hawai`i Convention Center*

**Careers:** During this past year, an esteemed forefather of the Careers Division, Dr. Michael Driver, passed away. The Careers Division is honored to celebrate the life and work of Michael J. Driver with a Festschrift. A distinguished panel of speakers, organized by Suzanne de

# Academy Program Highlights

Janasz, will contribute papers to this session. The panel includes Brooklyn Derr, Emmeline de Pillis, Phillip Hunsaker, Rikard Larsson, Najmedin Meshkati, Thomas Olson, J. Bruce Prince, and Dianne Sundby Driver, all of whom worked with or followed Dr. Driver in his important and often ground-breaking work in cognitive psychology, careers, decision-making and executive development. Please join us to honor this early leader of the Careers Division and discover how his work informs the work of the field today. The guest speakers of this session of the Careers Division have been asked to stay following this session so that the celebration of Dr. Driver's career can continue on into the Careers Division Social following in the same room beginning an hour later after the Careers Division business meeting.

***Remembering Michael Driver: Friends, Colleagues and Students Pay Tribute to a Scholar and Pioneer.***

*Tuesday, August 9, 4:10 pm - 5:30 pm  
Hawai'i Convention Center, Room 319A*

***Conflict Management Division:*** Please join us for an interesting CM session on "Trust and Trust repair" on Monday at 10:40am-12:00pm in room 318B. Trust is at the foundation of human interactions, yet it is difficult to build and easy to break. The papers in this session focus on fundamental issues in understanding trust, from predictors of trusting behavior, to processes by which trust is regulated, to mechanisms that help to repair trust once it has been violated. We also invite you to join a special session, "Workplace Bullying: International Perspectives on Moving from Research to Practice," taking place on Tuesday, August 9 from 8:30 a.m. to 10:10 a.m. in the Convention Center, Room 318B. Workplace bullying is increasingly a global concern yet there has been little attention to the nature and effectiveness of interventions aimed at preventing bullying within and across cultural contexts. The papers in this session provide insights into the creation of actionable knowledge to deal with this phenomenon across a variety of countries including Australia, the U.K., and the U.S.

Anyone interested in learning more about the CM division is cordially invited to attend our Business Meeting and Social. Our domain is broad, and includes the nature and management of conflicts at the individual, group, organizational, inter-organizational and societal level; power processes including influence, coalitions, coercion, deterrence, and persuasion; bargaining and negotiation, negotiator characteristics and behaviors; collaboration and competition; third party interventions (such as facilitation, arbitration, mediation); distributive and procedural justice and dispute resolution procedures. Major topics include application of the above conceptual foci to a wide

variety of contexts including team interactions, intercultural relations, organizational diversity, labor relations, workplace disputes, community conflict and public policy development. Come check out our division!

***Trust and Trust Repair***

*Monday, August 8, 10:40 am - 12:00 pm  
Hawai'i Convention Center, Room 318B*

***Conflict Division Business Meeting***

*Tuesday, August 9, 5:30 pm - 6:30 pm  
Hawai'i Convention Center, Room 319B*

***Conflict Division Social Hour***

*Tuesday, August 9, 6:30 pm - 8:30 pm  
Hawai'i Convention Center, Room 318B*

***Critical Management Studies:*** This year, we will hold a special opening plenary session featuring John Bellamy Foster, University of Oregon, who will speak on 'Organizing Ecological Revolution'.

The CMS Keynote Address will feature Henry Mintzberg, McGill University, who will consider this year's Academy of Management theme, with a focus on Developing Constructively Critical Managers.

We welcome CMS members and the Academy community to these events:

***CMS Plenary: John Bellamy Foster***

*Monday, August 8, 8:30 am - 10:10 am  
Sheraton Waikiki, Honolulu Room*

***CMS Keynote Address: Henry Mintzberg***

*Tuesday, August 9, 8:30 am - 10:10 am  
Sheraton Waikiki, Honolulu Room*

***Gender and Diversity in Organizations:*** The GDO division is pleased to highlight three paper sessions and the GDO business meeting, social hour, and theme session, all in the Hilton Hawaiian Village.

On Monday, the paper session titled, "Structural Determinants of Diversity: How Institutions Positively or Negatively Affect Diversity" will be in the South Pacific 1, 4:10 - 5:20. Immediately following are the GDO business meeting in the Sea Pearl Suite from 5:20 - 6:30 and social hour from 6:45 - 9:00 on the Rooftop Garden. Come socialize while watching a spectacular view of the sunset.

On Tuesday, the paper session titled "Stigmas and Invisible Identities" will be held in the Sea Pearl Suite from 10:30 - 11:50, and "Organization Theory Meets Diversity: Advancing the Field" includes outstanding papers will be in the South Pacific 1, Hilton Hawaiian Village, from 4:10 - 5:20, just before the theme session.



# Academy Program Highlights

“Mobilizing for the Future” will focus on “mobilizing” GDO members, research, and actions for the future. Please come from 5:20 to 6:30 to the South Pacific 1 and get involved.

**Human Resources:** The HR division invites you to come join our town hall meeting. This town hall meeting will focus on the status of HRM theory and research, and will address the question “Is the field of HRM advancing as a science”? It will consist of two keynote speakers and interactive table discussions with key leaders in the field. The goal of the session is to evaluate the status of HRM theory and research, and identify strategies for advancing research in the field.

**Fourth HR Town Hall Meeting:  
Is the Field of HRM Advancing as a Science?**  
Monday, August 8, 12:20 pm – 2:10 pm  
Hilton Hawaiian Village, Coral Ballroom 4

**Management Consulting:** The MC PDW includes a number of exciting events and terrific speakers.

**Waikiki Dinner Cruise** - Catch the bus from the Hilton or Sheraton at 7pm for a 2 hour sunset cruise with open bar, buffet dinner and Hawaiian entertainment. We'll be honoring past division chairs and just having fun. EVERYONE INVITED - all AoM members and guests Costs only \$65 (30 Euros). Reserve now at <http://uwf.edu/mcd/>

**Communities of Practice** - Attendees will be grouped by areas of interest such as Strategy, HR Consulting, Leadership Coaching, and Teaching and led by a facilitator prepared to help the community group identify areas where participants can work together to write papers and cases, share consulting secrets of success, prepare courses. . . . . the options are limitless. Save Saturday at 10:45am-11:45pm for this event.

**Qi Wei Chen**, Chairman & CEO of Asia Business Consulting (Shanghai), the leading China owned consulting firm, will share his experiences and insights about “Consulting in China” at 11am on Sunday.

Meet prolific author, successful businessman, and former academic administrator/scholar, David Heenan. He will tell us about his latest book, *Flight Capital: The Alarming Exodus of America's Best and Brightest* at 9:45 on Saturday. Currently, he serves as a trustee of the Hawaiian Estate of James Campbell, one of the nation's largest landowners.

**Flight Capital: David Heenan Discusses Loss of American Jobs (10673)**  
Saturday, August 6, 9:30 am – 10:30 am  
Sheraton Waikiki Beach, Maui Ballroom

**MC Communities of Practice**  
Saturday, August 6, 10:45 am – 11:45 am  
Sheraton Waikiki Beach, Maui Ballroom

**Management Consulting Members and Friends Dinner Cruise**  
Saturday, August 6, 7:00 pm – 10:00 pm

**China: The Challenges of Consulting in the 21st Century (10670)**

Sunday, August 7, 11:00 am - 12:00 pm  
Hawai'i Convention Center, Room 311

The MC Division Program kicks off with a welcome breakfast in Monday morning at the Convention Center, Room 314. We have an interesting and provocative program of paper sessions, interactive paper discussions, visual presentations, and symposia on a range of management consulting related issues. Two sessions of particular interest:

Our theme session, “Future Consulting,” explores important consulting niches such as litigation, child care, local government and entrepreneurship. Our speakers will include leaders from these niches who will help us explore what may well be the future of much of management consulting.

Our distinguished speaker is Steve Kerr. Steve is a former President of the AoM and currently Chief Learning Officer at Goldman Sachs. In addition to a distinguished academic career, Steve is of course noted for his work at GE. Steve will speak to the linkages and tensions between management consulting and academia, from his perspective of one who has been intimately involved with both. After Steve's presentation on Monday afternoon join us for the MC Division Business Meeting and Awards Presentation and Social Hour, all held at the Hilton, Coral Ballroom 1. For more details on the program check <http://mgmtconsultdiv.babson.edu>.

**Future Consulting – Diversifying into New Niches**  
Monday, August 8, 12:20 pm – 2:10 pm  
Hawai'i Convention Center, Room 314

**The MCD Distinguished Speaker, Steve Kerr Consulting and Academia**

Monday, August 8, 4:10 pm – 5:20 pm  
Hilton Hawaiian Village, Coral Ballroom 1

**Management History:** The Management History division would like to highlight our session and reception honoring Daniel Wren and his new book, “The History of Management Thought” (5th ed).

# Academy Program Highlights

The session reflects on the Hawthorne Studies, a year after the 80th anniversary of the beginning of these studies, the most well known and most discussed research project in the field of management. In the first part of the session, a recorded interview (DVD) of Dr. Alfred A. Bolton by Dan Wren will be shown. Following the interview, Dr. Bolton will respond to questions and reflect on what the Hawthorne Studies mean today. The second part of the session will be a presentation by Dan Wren on current views of the outcomes of the Hawthorne studies. Time permitting, Dr. Wren will reflect on earlier studies and assess how well we are doing in teaching and writing about the Hawthorne studies 80 years after they began. The third segment of the session will focus on photographs related to the Hawthorne Studies and the Hawthorne Relay Assembly Room participants. The photographic collection, many of which are largely unknown, has been assembled over a number of years and brings to life, after more than 80 years, the time, the place, and the people of the Hawthorne Studies.

After the session, the division will hold its annual business meeting. The business meeting will be followed by the division's social hour in Dr. Wren's honor.

### *Reflections on Hawthorne Past and Present*

*Monday, August 8, 4:10 – 5:20 p.m.*  
*Sheraton Waikiki, Kohala/Kona Room*

### *Management History Business Meeting*

*Monday, August 8, 5:30 – 6:15 p.m.*  
*Sheraton Waikiki, Kohala/Kona Room*

### *Management History Social Hour*

*Monday, August 8, 6:30 – 8:00 p.m.*  
*Sheraton Waikiki, Kabuku Room*

**Organizational Behavior Division:** The OB Division is proud of all the papers and symposia we are sponsoring. We expect it to be an interesting and stimulating set of presentations. We wish to bring your attention to three special events, which we believe will be of particular interest to our members. First, this is the first year of the OB Division Lifetime Achievement Award. Tuesday at 9:00am, the recipient, Edwin A. Locke, will be providing an invited address. Dr. Locke's presentation, "Theory Building by Induction," will be followed by a question and answer period. Second, the OB Division recently completed its 5-year review. We scheduled a special session (Monday at 10:40am) to present the results of the review, hear our members' thoughts and ideas, and move the division forward. Finally, we encourage our members to attend the OB Division Awards and Celebration (Monday at 6:30pm). In this annual event, we will celebrate the accomplishments of our award

winners, offer thanks to our members who have served the division during the last year (especially our dedicated reviewers!), reconnect with old friends, and make new connections.

### *Having All of Your Voices Heard: The OB Division's 5 Year Review*

*Monday, August 8, 10:40 am – 12:00 pm*  
*Hawai'i Convention Center, Room 325A*

### *OB Division Awards and Celebration*

*Monday, August 8, 6:30 pm – 8:00 pm*  
*Hawai'i Convention Center, Room 323 A, B, & C*

### *OB Division Lifetime Achievement Award Invited Address*

*Tuesday, August 9, 9:00 am – 10:10 am*  
*Hawai'i Convention Center, Room 324*

**Operations Management:** The OM Division invites you to a symposium on supply chain management. Kurt Cavano, Chairman and CEO of TradeCard, Inc. will be the distinguished speaker. Supply & Demand Chain Executive Magazine has named Kurt Cavano to its 2005 Provider Pros to Know list, which honors "executives who use deep domain knowledge and innovative thinking to equip supply and demand chain professionals with the proper tools."

### *Revolution in Supply Chain Management*

*Monday, August 8, 8:30 am – 10:20 am*  
*Hilton Hawaiian Village, South Pacific 3*

We also encourage you to attend the division's free session where authors of the top three papers published in the Journal of Operations Management in 2004 have been invited to present their research. The Best JOM Paper Award will be presented at the end of the session.

### *Journal of Operations Management Best Paper Award*

*Monday, August 8, 2:30 pm – 3:50 pm*  
*Hilton Hawaiian Village, South Pacific 3*

**Organizational and Management Theory:** Join us for our Welcome Breakfast and Distinguished Scholar Award on Monday at 8:30. This year, we honor Professor Joanne Martin of Stanford University for her scholarly contributions to Organization and Management Theory. Joanne's talk is titled "The Myth of Organizational Unity: Oligarchical and Democratic Approaches to Organizational Theory," and promises to be an engaging and provocative kickoff to the 2005 Annual Meetings.

### *OMT Welcome Breakfast and Distinguished Scholar Award*

*Monday, August 8, 8:30 am - 10:20 am*  
*Hawai'i Convention Center, Room 301A*

# Academy Program Highlights

**Public & Nonprofit:** This year, the Public and Nonprofit Division presents 69 papers and seven symposia. The symposia, four of which are sponsored jointly with another division, include one All Academy Symposium on “Beyond Sarbane-Oxley: Transparency and Accountability in the Business, Government and Nonprofit Sectors” with four outstanding panelists: Brian Gallagher, President and CEO of the United Way of America; Jonathan Breul, Associate Partner, IBM Center for the Business of Government (formerly Senior Advisor to the Deputy Director for Management at the Office of Management and Budget (OMB); Robert Doktor, Professor of Management and Industrial Relations at the University of Hawai‘i; and Randall Roth, Professor of Law at the University of Hawai‘i. We will also have one Showcase Symposium on “Institutional Perspectives on Accountability” featuring Walter W. Powell and Gili Drori of Stanford University and David Reingold of Indiana University. Both of these symposia are sponsored jointly with SIM. Other symposia focus on volunteer management, privatization, boards of directors/trustees, quality performance, and managerial/leadership qualities.

Our seven regular paper sessions include several that focus on how public and nonprofit organizations relate to their external environment: Interorganizational relationships: Networking, contracting and procurement, Politics and goal ambiguity in public and nonprofit organizations, Nonprofit organizations and their environments: Strategies and choices, and Innovation, reform and resistance to change in public and nonprofit organizations. We also have two sessions that focus more explicitly on internal organizational dynamics: “Employee preferences and concerns in public and other sector organizations” and “The role of values and organizational image in public sector organizations” and one that focus on conceptual issues: “Applying economic models to nonprofit organizations.” Finally, we have 18 interactive presentations and we are exploring the use of “roving discussants” for the two sessions into which we have organized 20 visual presentations.

**Social Issues in Management:** This year, SIM is hosting 13 paper sessions (with 52 papers), 6 interactive sessions (with 26 papers), 2 co-located sessions of visual presentations (totaling 20 papers), 6 All Academy symposia, 4 Showcase symposia, 9 joint division symposia, and 5 SIM symposia - and a very active program of outstanding professional development workshops (PDW). The SIM Division is proud of all the papers, symposia, and workshops we are sponsoring, and all Academy members are cordially invited to partake of as much of the SIM program as possible. The SIM scheduled program will take place in

the Sheraton Waikiki hotel, with the visual presentations in the Hawai‘i Convention Center and the All Academy symposia, Showcase symposia, some joint symposia, and interactive sessions in various locations as set by the Academy. We encourage all members of the SIM Division to take particular note, in a rich program of offerings, of the following important division-wide events planned for the Honolulu conference.

Saturday 5 pm onward: SIM Keynote Address with the Society for Business Ethics (SBE), with reception, to be held off-site at the Renaissance Ilikai Waikiki Hotel in conjunction with the meeting of SBE. Current plans are to have the reception 5 - 6 pm at the Renaissance, with the keynote address following at 6 pm. Since the program is off-site, please check the final program and any change announcements carefully.

Sunday 9 am - 12 pm: Learn From The Experts About Publishing Social Issues Research In Top General Management Journals & Research Roundtables. Learn From The Experts will feature a large set of SIM experts who in various ways will address publishing social issues research in top journals. This traditional and popular feature of the SIM program is especially important for doctoral students and junior faculty, and all members of the SIM division and friends and colleagues of the division are warmly invited to attend to hear about the latest research and publishing information. As soon as Learn From The Experts component is finished, the group will break into the annually featured research roundtables to discuss specific areas of interest.

Monday 8 am - 10: 20 am: SIM Welcome Session and Award Nominees Paper Session - the SIM division officers will welcome new and existing members of the division. The welcome session will be followed immediately in the same room by a special session of papers nominated by the SIM Division for the Newman Award and the Dexter Award, joined by the highest ranked paper submitted by a student. If at all possible, please plan to attend and encourage these young scholars whose outstanding work has been commended in some instances to the Academy for consideration.

Monday 4:10 pm - 5:20 pm: Visual Presentations (Hawai‘i Convention Center) - The SIM Division has grouped its visual presentations into two large visual villages of 10 papers each, titled “SIM Visual Village - New Visions”. Both sessions have been scheduled Monday from 4:10 pm to 5:20 pm in Exhibit Hall III of the Convention Center with all 20 papers in close proximity for easy access by SIM attendees. The SIM scheduled program has been cleared of any other sessions. Please

## Academy Program Highlights

plan if at all possible to go to the Convention Center and visit with our colleagues doing visual presentations. Your interest and support will be much appreciated by the presenters.

Monday 5:30 pm - 7 pm: Please plan to attend the SIM Business Meeting, held in the Sheraton Waikiki. The business meeting will begin at 5:30 pm so that SIM members have the opportunity to attend the visual village earlier on Monday afternoon. The business meeting will be followed by the social hour, being planned in conjunction with the Public and Nonprofit (PNP) Division.

There will be five paper sessions and a symposium on Wednesday morning between 8:30 am and noon.

For all of the above sessions, please recheck the program for day-time and location of all events and sessions.



*Pencil Drawing of American-Chinese Daughters*  
Teri C. Tompkins, Pepperdine U.

# Special Thanks

## ***AOM Headquarters***

Nancy Urbanowicz  
Elena Bunin  
Ruth Chan  
Heather Crowe  
Isabel Dichiaro  
Taryn Fiore  
Jel Hampson  
Bret Hilton  
Jimmy Le  
Terese M. Loncar  
Alina Matei  
Matt Suppa  
Lise Yager  
Susan Zaid

## ***All Academy Chair***

James P. Guthrie

## ***Interactive Papers Chair***

Greg Young

## ***Caucuses Chair***

Walter Ferrier

## ***Visual Village Chair***

Hun Lee

## ***Local Arrangements Committee***

Mary Mallott (co-chair)  
Jerry Calton (co-chair)  
Dharm P S Bhawuk  
Hank Hennessey  
Marcia Sakai  
Bill Sodeman  
Derrek Choy  
Amanda Budde  
Kevin Lo  
Vijayan Munusamy  
Michael Valdez

## ***Director of Placement***

Scott Douglas

## ***Director of Exhibitor Relations***

George Solomon

## ***Proceedings Editor***

K. Mark Weaver

## ***Director of Sponsorship***

Karen S. Whelan-Berry

## ***Director of Membership***

Regina Greenwood

## ***Program Chairs***

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Cherlyn S. Granrose  
Michele Gelfand  
Rosemary Batt  
Shaker Zahra  
Myrtle P. Bell  
Jane Banaszak-Holl  
Joseph Martocchio  
Ravi Ramamurti  
James Hunt  
J. Ben Arbaugh  
Julia Teahen  
Robert Giacalone  
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G. Keong Leong  
Gerald Davis  
Ram Tenkasi  
Maureen Ambrose  
Pamela J. Hinds  
Kate Kearins  
Kirsten A. Gronbjerg  
Gordon W. Cheung  
Duane Windsor  
Christopher L. Tucci

## ***PDW Chairs***

Russell Coff  
Mary Mallon  
Susan Brodt  
Bill Cooke  
Connie Marie Gaglio  
Lynn Bowes-Sperry  
Timothy J. Hoff  
John R. Hollenbeck  
Timothy Devinney  
Susan Adams  
Laurie Milton  
Karl Moore  
Margaret Benefiel  
Mary Waller  
Hale Kaynak  
Kimberly Elsbach  
Michael Manning  
Fran Yammarino  
Ulrike Schultze  
Alfie Marcus  
Dean Eitel  
Mark Gavin  
Tom Donaldson  
Lori Rosenkopf  
Ping-kwong Yeung  
Steven S. Lui  
Carolina Gomez  
Patricia G. Martínez  
Claire Simmers  
Liz Borredon  
Kenneth Gray  
Karen Moffitt  
Douglas Johnson  
David Turnipseed  
Jill Kickul  
Lisa Gundry

## ***Others***

University of Maryland-Robert H. Smith School of Business  
University of Washington Business School  
University of Hawai'i  
Howard Frank (Dean, Robert H. Smith School of Business, U. of Maryland)  
James Jiambalvo (Dean, U. of Washington Business School)  
Vance Roley (Dean, College of Business, U. Hawai'i at Manoa)  
Nicola Allfree  
Wendy Clark  
Mary Uhl-Bien

# Mahalo

(Thank you)

# Meet the Meeting Planners

## The Honolulu, Hawai'i 2005 Organizing Committee

Program Chair.....Ken G. Smith, U. of Maryland  
 Program Chair-Elect.....Thomas W. Lee, U. of Washington  
 Co-Program Coordinator.....Qing Cao, U. of Maryland  
 Co-Program Coordinator.....Jimmy Le, Academy of Management  
 PDW Coordinator.....Janet A. Thompson, U. of Washington  
 Local Arrangements Committee Co-Chair.....Mary Mallott,  
 U. of Hawai'i, West O'ahu  
 Local Arrangements Committee Co-Chair.....Jerry Calton,  
 U. of Hawai'i, Hilo  
 All-Academy Symposia Chair.....James Guthrie, U. of Kansas  
 Interactive Papers Chair.....Greg Young, North Carolina State U.  
 Caucuses Chair.....Walter Ferrier, U. of Kentucky  
 Visual Village Chair.....Hun Lee, George Mason U.  
 Proceedings Editor.....K. Mark Weaver, Rowan U.  
 Director of Sponsorship.....Karen Whelan-Berry,  
 Utah Valley State College  
 Director of Exhibitor Relations.....George Solomon,  
 George Washington U.  
 Director of Placement Services.....Scott Douglas, Binghamton U.  
 Director of Membership.....Regina Greenwood, Kettering U.  
 International Theme Committee.....David Lamond,  
 Sydney Graduate School of Management  
 Past Program Chair.....Thomas Cummings, U. of Southern California  
 Past Program Coordinator.....Yolanda Jones, U. of Southern California  
 Web Program Support.....Matthew Suppa, Academy of Management  
 Web Program Support.....Bret Hilton, Academy of Management  
 Meeting Operations.....Taryn Fiore, Academy of Management  
 Registration Manager.....Isabel Dichiarra, Academy of Management  
 Registrar.....Jel Hampson, Academy of Management

## The Local Arrangements Committee

Local Arrangements Committee Co-Chair.....Mary Mallott,  
 U. of Hawai'i, West O'ahu  
 Local Arrangements Committee Co-Chair.....Jerry Calton,  
 U. of Hawai'i, Hilo  
 LAC Support.....Dharm P S Bhawuk, U. of Hawai'i, Manoa  
 LAC Support.....Hank Hennessey, U. of Hawai'i, Hilo  
 LAC Support.....Marcia Sakai, U. of Hawai'i, Hilo  
 LAC Support.....Bill Sodeman, Hawai'i Pacific U  
 LAC Support.....Derrek Choy, U. of Hawai'i, West O'ahu  
 LAC Support.....Amanda Budde, U. of Hawai'i, Manoa  
 LAC Support.....Kevin Lo, U. of Hawai'i, Manoa  
 LAC Support.....Vijayan Munusamy, U. of Hawai'i, Manoa  
 LAC Support.....Michael Valdez, U. of Hawai'i, Manoa

## AOM Headquarters Staff

### Alpha Staff Roster

### Title

Elena Bunin.....Internet & Web Development Manager  
 Ruth Chan.....Financial Assistant  
 Heather Crowe.....Financial Manager  
 Isabel Dichiarra.....Registration, Member Services Specialist  
 Taryn Fiore.....Meeting Specialist  
 Jel Hampson.....Registrar, Member Services Assistant  
 Bret Hilton.....Technical Specialist  
 Jimmy Le.....Program Coordinator  
 Terese M. Loncar.....Assistant Director  
 Alina Matei.....Database Developer/Programmer  
 Matthew Suppa.....Assistant Director,  
 Information Systems and Communications  
 Nancy Urbanowicz.....Executive Director  
 Lise Yager.....Administrative Assistant  
 Susan Zaid.....Communications Specialist

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

## Program Chairs of the Professional Divisions and Interest Groups

BPS	.....Anita McGahan, Boston U.
CAR	.....Cherlyn S. Granrose, Berry College
CM	.....Michele Joy Gelfand, U. Of Maryland
CMS	.....Rosemary Batt, Cornell U.
ENT	.....Shaker A. Zahra, Babson College
GDO	.....Myrtle P. Bell, U. Of Texas, Arlington
HCM	.....Jane Banaszak-Holl, U. Of Michigan
HR	.....Joseph J. Martocchio, U. of Illinois, Urbana-Champaign
IM	.....Ravi Ramamurti, Northeastern U.
MC	.....James M. Hunt, Babson College
MED	.....John B. Arbaugh, U. Of Wisconsin, Oshkosh
MH	.....Julia Teahen, Baker College
MSR	.....Robert A. Giacalone, Temple U.
MOC	.....Michael G. Pratt, U. of Illinois
OM	.....G. Keong Leong, U. of Nevada, Las Vegas
OMT	.....Gerald F Davis, U. of Michigan
ODC	.....Ram Tenkasi, Benedictine U.
OB	.....Maureen L. Ambrose, U. of Central Florida
OCIS	.....Pamela Hinds, Stanford U.
ONE	.....Kathryn N. Kearins, Auckland U. of Technology
PNP	.....Kirsten Gronbjerg, Indiana U.
RM	.....Gordon W. Cheung, Chinese U of Hong Kong
SIM	.....Oliver Duane Windsor, Rice U.
TIM	.....Christopher L. Tucci, Ecole Poly. Fédérale De Lausanne

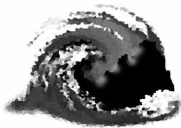
## PDW Chairs of the Professional Divisions and Interest Groups

BPS	.....Russell Coff, Emory U.
CAR	.....Mary Mallon, Massey U.
CM	.....Susan E. Brodt, Queen's U.
CMS	.....Bill Michael Cooke, U. of Manchester
ENT	.....Connie Marie Gaglio, San Francisco State U.
GDO	.....Lynn Bowes-Sperry, Western New England College

HCM	.....Timothy Hoff, SUNY, Albany
HR	.....John R. Hollenbeck, Michigan State U.
IM	.....Timothy Michael Devinney, UNSW, Australian Graduate School of Mgt
MC	.....Susan Adams, Bentley College
MED	.....Laurie Milton, U. of Western Ontario
MH	.....Karl Moore, McGill U.
MSR	.....Margaret Benefiel, Milltown Institute
MOC	.....Mary Waller, Tulane U.
OM	.....Hale Kaynak, U. of Texas, Pan American
OMT	.....Kimberly D. Elsbach, U. of California, Davis
ODC	.....Michael R. Manning, New Mexico State U.
OB	.....Francis J. Yammarino, SUNY, Binghamton
OCIS	.....Ulrike Schultze, Southern Methodist U.
ONE	.....Alfred Marcus, U. of Minnesota
PNP	.....Dean Eitel, DePaul U.
RM	.....Mark Gavin, Oklahoma State U.
SIM	.....Thomas J. Donaldson, Wharton School
TIM	.....Lori Rosenkopf, U. of Pennsylvania

## Additional PDW Chairs

Asia Academy of Management	.....Ping-Kwong Yeung, Open U. of Hong Kong Steve S. Lui, City U. of Hong Kong
Iberoamerican Academy of Management	.....Carolina Gomez, Florida International U. Patricia Martinez, U. of Texas, San Antonio
International Theme Committee	.....Claire A. Simmers, St. Joseph's U.
Practice Theme Committee	.....C Douglas Johnson, Georgia Southern U. David Turnipseed, Indiana U. Purdue U.
Teaching Theme Committee	.....Jill Kickul, Simmons School of Management Lisa Gundry, Depaul U.
Mentoring Committee	.....Liz Borredon, EDHEC School of Management Kenneth Gray, Florida A&M U.
New Doctoral Student Consortium	.....Karen Moffitt, U. of Memphis



# 65<sup>th</sup> Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

Professional Development Workshops: August 5-7  
Refereed Scholarly Program: August 7-10

## I M P O R T A N T   D A T E S

**JUNE 29, 2005** - Deadline to reserve your hotel room with the Housing Bureau

**JULY 15, 2005** - Deadline to register for the meeting in advance at the early registration rate

**JULY 22, 2005** - Deadline to cancel your registration for the Annual Meeting and Receive a Refund  
(See housing section for hotel cancellation policy)

**DON'T MISS THIS YEAR'S MEETING IN HONOLULU, HAWAII!** Submissions are in and this year's theme, *A New Vision of Management in the 21st Century*, 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 on-line by visiting the Honolulu Meeting website at: <http://meetings.aomonline.org/2005/>. Use your credit card for all on-line reservations and registration, and benefit from secure 24-hour access to make your plans at your convenience. 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 on-line reservation system available at <http://meetings.aomonline.org/2005/>, by calling the AOM HAWAII HOUSING BUREAU or by completing the 2005 AOM ANNUAL MEETING HOUSING RESERVATION FORM (enclosed). The deadline to reserve your room at the conference rates is June 29, 2005. If you choose to complete the form, please mail or fax it to:

MAIL: AOM HAWAII HOUSING BUREAU  
P.O. BOX 825  
108 Wilmot Road, Suite 400  
Deerfield, IL 60015-0825

PHONE: 800-974-9833; 847-282-2529

FAX: 800-521-6017; 847-940-2386

### REGISTER TO ATTEND

by using the on-line registration system available at <http://meetings.aomonline.org/2005/> or by completing the enclosed EARLY REGISTRATION FORM. The deadline to register in advance at the early registration rate is July 15, 2005. Registration forms received without payment will not be processed. 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

Hours of operation: 9:00 am - 5:00 pm EST Monday - Friday

### MAKE YOUR TRAVEL ARRANGEMENTS

by contacting ATC, Association Travel Concepts, the official travel agency of the 2005 Annual Meeting in Honolulu. You can save as much as 15% off published airfares by purchasing your ticket at least 60 days prior to the meeting. ATC will also search for the lowest available fare on ANY airline flying into Honolulu! Contact ATC at:

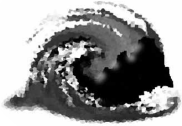
WEB: [www.atcmeetings.com/aom](http://www.atcmeetings.com/aom)

E-MAIL: [reservations@atcmeetings.com](mailto:reservations@atcmeetings.com)

FAX: 858-362-3153

Hours of operation: 9:00 am - 7:30 pm EST Monday-Friday





## 65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

Reservations must be made with the AOM HAWAII HOUSING BUREAU by June 29, 2005 to benefit from the reduced room rates. After June 29, 2005, you may continue to make reservations on-line or by faxing completed forms to the AOM HAWAII HOUSING BUREAU until July 11, 2005, however, the reduced rates and hotel availability cannot be guaranteed.

Visit <http://meetings.aomonline.org/2005/> to make your housing reservations on-line, 24 hours a day, 7 days a week, or follow the instructions below and complete the 2005 AOM ANNUAL MEETING HOUSING RESERVATION FORM.

## HOUSING INFORMATION AND INSTRUCTIONS

DEADLINE: June 29, 2005

### MEETING AND HOTEL INFORMATION

Sessions will be held at the Hawaii Convention Center, Hilton Hawaiian Village and The Sheraton Waikiki.

Placement Services will be held at the Hilton Hawaiian Village for the duration of the conference.

Please visit <http://meetings.aomonline.org/2005/> to view the hotel map.

Hotel Names and Addresses	Single/Double
Hilton Hawaiian Village & Spa 2005 Kalia Road Honolulu, HI 96815-1999	Garden View \$199.00
	Mountain View \$199.00
	Partial Ocean View \$231.00
	Ocean View \$256.00
	Ali'i Tower \$299.00
Sheraton Waikiki	
<b>SOLDOUT</b> Please visit <a href="http://meetings.aomonline.org/2005/">http://meetings.aomonline.org/2005/</a> for more housing options.	

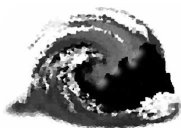
### Housing Form Instructions

All reservations must be made with the AOM HAWAII HOUSING BUREAU to receive the special AOM meeting rates. Reserve your room ON-LINE at <http://meetings.aomonline.org/2005/>, or by calling toll free at 800-974-9833 or 847-282-2529. You may also complete the 2005 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the AOM HAWAII 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 meeting website. Faxed or mailed housing requests will take longer to process.

Continued on the next page

All rates listed are in US Dollars. A valid credit card is required to guarantee your room reservation. Current room tax in Waikiki is 11.41% and occupancy tax also applies.



65th Annual Meeting  
of the  
Academy of Management  
August 5-10, 2005 • Honolulu, Hawaii

# HOUSING INFORMATION AND INSTRUCTIONS

Continued from previous page

## RESERVATION PROCEDURES:

All reservations are being coordinated by the AOM HAWAII HOUSING BUREAU. Arrangements for housing must be made through the AOM HAWAII HOUSING BUREAU and NOT with the hotel directly. All housing reservation forms must be received by June 29, 2005. A valid credit card with an expiration date of August 2005 or later is required to guarantee your reservation. Upon receipt of your reservation, your confirmed hotel will charge a deposit equal to one nights room and tax.

## CHANGES AND CANCELLATIONS:

All changes and cancellations to hotel reservations must be made with the AOM HAWAII HOUSING BUREAU on or before July 11, 2005. Starting July 12, 2005 and prior to 72 hours before arrival date, changes and cancellations must be made with your assigned hotel. Any cancellations made within 72 hours of the arrival date will result in forfeiture of one nights room and tax. For best availability and immediate confirmation, make your hotel reservation via the internet or by phone. Faxed housing requests will take longer to process and choice hotels may not be available.

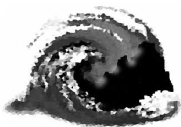
## SPECIAL NEEDS:

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

## STUDENT-ONLY HOUSING:

Attention students! Please reserve your room at The Ohana Maile Sky Oahu Hotel, 1000 Kalia Road, Honolulu, HI 96813. This is a STUDENT-ONLY HOTEL, you must be a current student. Your AOM Membership ID is required to reserve. Go to <http://meetings.aomonline.org/2005/> for more housing options. These rooms are available on a first-come, first-served basis. Please visit <http://meetings.aomonline.org/2005/> to make your reservations.





65th Annual Meeting  
of the  
Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

2005 ANNUAL MEETING  
HOUSING RESERVATION  
FORM

**INSTRUCTIONS:**

The deadline date for new reservations is June 29, 2005. For best availability and immediate confirmation, make your reservation via the internet or by phone.

**INTERNET:** Visit the meeting website at <http://meetings.aomonline.org/2005/>

**PHONE:** Call the AOM HAWAII HOUSING BUREAU at 800-974-9833 or 847-282-2529.

**FAX:** Only fully completed forms will be accepted at the AOM HAWAII HOUSING BUREAU at 800-521-6017 or 847-940-2386. Use one form per person and make copies as needed.

**MAIL:** Only fully completed forms will be accepted at the AOM HAWAII HOUSING BUREAU: Address: P.O. Box 825, 108 Wilmot Road, Suite 400, Deerfield, IL 60015-0825

**PLEASE NOTE THAT YOUR HOUSING CONFIRMATION IS NOT YOUR MEETING REGISTRATION CONFIRMATION.**

**CONFIRMATION:**

A Confirmation will be mailed, faxed or e-mailed to you from the AOM HAWAII HOUSING BUREAU once your reservation has been confirmed. You will not receive a confirmation from your hotel. If you do not receive a confirmation within two weeks, please call the Housing Bureau.

**ROOM RATES/TAXES:**

To take advantage of the special Meeting rates, please book your reservation by June 29, 2005. After that date the Hawaii room blocks will be released and rooms may only be available at higher rates. All rates are per room and are subject to 11.41% 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.

**CHANGES/CANCELLATIONS:**

All changes and cancellations in hotel reservations must be made with the AOM HAWAII HOUSING BUREAU on or before July 11, 2005. Starting July 12, 2005 and prior to 72 hours before arrival date, changes and cancellations must be made with your assigned hotel. Any cancellations made within 72 hours of the arrival date will result in forfeiture of one night's room and tax. For best availability and immediate confirmation, make your hotel reservation via the internet or by phone. Faxed housing requests will take longer to process and choice Hotels may not be available.

Arrival Date		Departure Date	
Last Name		First Name	MI
Company			
Street Address			
City		State/Country	Zip/Postal Code
Daytime Phone		Fax	
E-mail		(confirmation will be sent via e-mail if address is provided)	

Non-smoking room requested

Special needs \_\_\_\_\_

INDICATE 1st and 2nd HOTEL CHOICE AND TYPE OF ACCOMMODATIONS (See the AOM website for hotel information and map)

HOTEL CHOICES

TYPE OF ACCOMMODATIONS (circle one)

1.	_____
2.	_____

* Bed type request is based on availability	
1 person/1 bed	2 people/1 bed
2 people/2 beds	3 people/2 beds
4 people/2 beds	One-bedroom suite
Two-bedroom suite	

Student-Only Housing check here

**AOM Membership ID required** \_\_\_\_\_

\*Please note student housing is first-come, first-served and reserved for valid AOM students only. If both requested hotels are unavailable, please process reservation according to: (check one)

ROOM RATE

LOCATION

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

NAME(S) OF ALL ROOM OCCUPANTS

Please note that additional charges may apply to a third or fourth person occupying the room.

**RESERVATIONS/DEPOSITS:**

All reservations are being coordinated by the AOM HAWAII HOUSING BUREAU. Arrangements for housing must be made through the AOM HAWAII HOUSING BUREAU and NOT with the hotel directly. All housing reservation forms must be received by June 29, 2005. A valid credit card with an expiration date of August 2005 or later is required to make a reservation. Upon receipt of your reservation, your confirmed hotel will charge a deposit equal to one night's room and tax.

**Credit Card**

AMERICAN EXPRESS

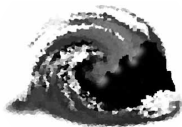
DISCOVER

MASTERCARD

VISA

Account Number
Expiration Date
Card Holder Name (print)
Card Holder's Signature

Please read all hotel information prior to completing and submitting this form to the Housing Bureau. Keep a copy of this form. Use one form per room required. Make additional copies if needed.



65th Annual Meeting  
of the  
Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

**REGISTRATION  
INFORMATION AND  
INSTRUCTIONS**

DEADLINE: July 15, 2005

To register on-line visit <http://meetings.aomonline.org/2005/> and use your credit card on our secure site.  
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 15, 2005.  
Registrations postmarked after July 15, 2005 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 Non-Member Registration fee includes 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.		

**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 Communications & Information Systems (OCIS)

Public & Nonprofit (PNP)  
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 payment 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 complete payment will not be processed. No wire transfers are accepted. As an added measure of security we **require** that you provide your credit card verification number when filling out your registration form. It is an additional safeguard that helps us validate your payment and protects against fraud. This number will not be stored in our records. Registrations received without a credit card verification number will not be processed. To find your credit card verification number on your MasterCard or Visa please look at the back of your credit card. You will see that your full credit card number is printed in the signature box and at the end of that number you will find your three-digit verification number. For American Express cardholders please locate your verification number on the front of your credit card at either the right or left side above your credit card number. For further information go to <http://meetings.aomonline.org/2005/>.

**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 AOM by July 22, 2005.
- No refunds will be issued after July 22, 2005.
- Please refer to the Housing Information and Instructions page for specifics on hotel cancellation policies.

**GUEST ATTENDANCE:**

Guests who are not Academy Members are allowed access to the Exhibits floor and are provided with a complimentary name badge. Please provide the name of your guest 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, 2005 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:**



The Academy of Management's Annual Presidential Luncheon will take place on Tuesday, August 9th at 12:00 noon. The Luncheon will be held at the Hilton Hawaiian Village's Mid-Pacific Conference Center in the Coral Ballroom on the sixth floor. All Presidential Luncheon Tickets must be purchased to attend. The ticket fee is a subsidized cost of \$15.00 USD per person. (ticket valued at \$35.00 USD per person). Purchased Presidential Luncheon Tickets guarantee a reserved seat. There will be no Luncheon ticket refunds after July 22, 2005.

# Important Change To The 2005 Annual Meeting Presidential Luncheon

## **Luncheon Tickets Must Now Be Purchased By All Attendees. Coupons Are No Longer Included With Registration.**

Anyone having attended the annual meeting has no doubt experienced the problematic process we have for distributing tickets to the Presidential Luncheon. The process, which is more than a decade old, has been to give all Academic, Executive, and Emeritus registrants a coupon to the lunch which must be exchanged for an actual ticket. The problems with this process are multiple:

First, everyone paying the full registration fee gets a coupon, yet if all coupons were exchanged, luncheon attendance would exceed capacity of the room.

Second, some registrants exchange the coupon for a ticket. Of that group, some come to the lunch and some do not, leaving Local Arrangements Chairs and staff to guess the actual attendance number so as not to waste meals.

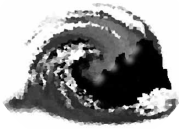
Third, others who forget to exchange the coupon often want to come to the lunch after the meal guarantee has been given to the hotel. These people must wait in line to see if open seats are available. This is generally an unpleasant experience.

Lastly, giving all registrants a coupon when all registrants cannot be accommodated at the lunch sends the wrong message, which is that the luncheon is an entitlement included in the registration fee. The truth is that the luncheon has always been subsidized by meeting revenue having nothing to do with the registration fee.

The current process, which was put in place to control no-shows and wasted meals when the meeting was much smaller, is clearly broken and exacerbated by the fact that the meeting attendance is growing, more coupons are being distributed, yet the relative size of the rooms available for the luncheon at any given hotel remain about the same.

In an effort to provide Presidential Luncheon attendees with a quality event and to resolve the problems associated with the current coupon exchange process, starting in Hawai'i in 2005, annual meeting registrants wishing to attend the Presidential Luncheon must purchase a ticket at a cost of \$15 USD per person. This is a subsidized ticket. The direct cost to the Academy for the meal typically ranges from \$35-\$40 USD per person. Tickets will be sold up to room capacity on a first come, first served basis. A limited number of tickets will be made available on site if any remain after pre-registration closes. This new procedure will guarantee seats to all attendees who have purchased tickets and make for a more enjoyable, less-stressful event.

Please purchase your Presidential Luncheon tickets when you pre-register online at <http://www.aomonline.org>. Early registration ends July 15, 2005.



65th Annual Meeting  
of the  
Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

**EARLY REGISTRATION  
FORM**

DEADLINE: July 15, 2005

**ATTENTION AOM ANNUAL MEETING ATTENDEES!**

**If you wish to attend the Tuesday Presidential Luncheon, you must purchase a ticket to attend.**

COUPONS ARE NO LONGER INCLUDED WITH YOUR REGISTRATION FEE.

- The ticket fee is a subsidized cost of \$15.00 USD per person (the actual ticket value is \$35.00 USD).
- Luncheon Tickets are sold on a first-come, first-served basis. Seating is limited.
- There will be no Luncheon Ticket refunds after July 22, 2005.

**Mail completed form to:** Academy of Management, Attn: Registration, P.O. Box 3020, Briarcliff Manor, NY 10510-8020  
**Fax completed form to:** 914-923-2615 **OR** Register On-line using your credit card <http://meetings.aomonline.org/2005/>

**CONTACT INFORMATION (required)**

UPDATE CONTACT INFORMATION

Name (First/Last): \_\_\_\_\_ Member ID # (Optional): \_\_\_\_\_

Address: \_\_\_\_\_  Home  Office

City: \_\_\_\_\_ State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_ Country: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

**NAME BADGE INFORMATION (required)**

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

Name Badge: \_\_\_\_\_ Affiliation: \_\_\_\_\_

Guest Name for Courtesy Badge: \_\_\_\_\_ (Please provide first and last names)

**MEMBER REGISTRATION FEES**

Academic/Executive . . . . . \$150.00 USD \_\_\_\_\_  
Student . . . . . \$55.00 USD \_\_\_\_\_  
Emeritus . . . . . \$55.00 USD \_\_\_\_\_

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

Academic . . . . . \$265.00 USD \_\_\_\_\_  
Executive . . . . . \$265.00 USD \_\_\_\_\_  
Student . . . . . \$113.00 USD \_\_\_\_\_

Place your division and/or interest group selections below. Please refer to the Registration Information page for a complete listing.

SELECTION ONE: \_\_\_\_\_ SELECTION TWO: \_\_\_\_\_

**PRESIDENTIAL LUNCHEON TICKETS**

Presidential Luncheon Ticket: (Must be purchased to attend) . . . . .Quantity ( ) x \$15.00 USD ea. \_\_\_\_\_

**T-SHIRTS**

AOM 2005 T-Shirt: (See website for t-shirt design) . . . . .Quantity ( ) x \$15.00 USD ea. \_\_\_\_\_

**TOTAL AMOUNT DUE** (Full 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 • No purchase orders or wire transfers

**PAYMENT BY CREDIT CARD**

We accept MasterCard, Visa or American Express

Check One: MASTERCARD  VISA  AMERICAN EXPRESS

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

\* As an added security measure, please include your credit card verification number.  
For Visa or MasterCard cardholders: last 3 digits found on the back of the card in the signature panel  
For American Express cardholders: additional 4 digits printed on the front of the card.

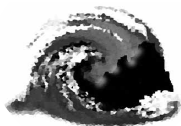
C.C. Verification #  
     
REQUIRED

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: \_\_\_\_\_



## 65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

ASSOCIATION TRAVEL CONCEPTS (ATC) has been selected as the official travel agency for the Academy of Management Annual Meeting in Honolulu, Hawaii August 5-10, 2005. As the official agency, ATC has negotiated discounted airfares with Continental and United Airlines and car rental rates from Enterprise and Avis Rental Car. When you contact ATC to purchase tickets more than 60 days prior to the meeting you will save 10% to 15% off the lowest available fares on Continental and United Airlines tickets. For tickets purchased less than 60 days prior, the discounts will be 5% to 10% off the lowest available fares. Some restrictions may apply. Service fees apply. ATC will also search for the lowest available fare on ANY airline serving Honolulu.

## TRAVEL INFORMATION



### ASSOCIATION TRAVEL CONCEPTS

1-800-458-9383

email: [reservations@atcmeetings.com](mailto:reservations@atcmeetings.com)

Fax: (858) 362-3153

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 using the Academy of Management Travel Center online booking engine. Go to <http://meetings.aomonline.org/2005/> and follow the meeting and travel links. Consolidator and net fares reduce the cost of high priced tickets without a Saturday night stay.

**Travel discounts are good August 3-14, 2005**

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	Enterprise	ID#32H7476	800-593-0505
Continental	VXBVVF	800-468-7022	Avis	ID#J952801	800-331-1600

## Honolulu International Airport

Honolulu International Airport is the major aviation gateway for the State of Hawaii and is the primary hub for domestic, international and inter-island flights.

Transportation from Honolulu International Airport:

### THE WAIKIKI SHUTTLE EXPRESS

Provides transportation from the airport to any hotel in Waikiki. The Waikiki Shuttle Express is operated by Roberts Hawaii. Service is provided from 6:00 A.M. - 10:00 A.M. every 25-30 minutes. After 10:00 A.M. every 20-25 minutes.

Fees:

- Adults (one-way), \$8.00
- Adults (round-trip), \$14.00
- Children (3 years old and under), Free

### PUBLIC TRANSPORTATION

"TheBus": Customer Service, (808) 848-4500 Route Information, (808) 848-5555  
City Buses arrive approximately every 30 minutes depending on route number.

Fees:

- Child on adult's lap (max age 6), FREE
- Children & Students (up to high school), \$1.00
- Adults, \$2.00
- Senior Citizen (with Reduced Fare card or valid Medicare card), \$1.00
- Visitor Pass (Four consecutive day pass. Unlimited use.) \$20.00

### TAXI CABS

AMPCO Express (808) 861-8294

AMPCO Express is the managing contractor of the Airport's Open Taxi System at Honolulu International Airport. Taxi Service is available on the center median fronting the terminal baggage claim areas. See the taxi dispatchers (white shirts & blue vests with a yellow stripe, and the word "TAXI" in black & white lettering on the front) for service. The fare from the airport to Waikiki during non-rush hour periods is approximately \$25.00-\$28.00.

# “E` komo mai” (Welcome) Aloha kakou AOM Honolulu 2005

On behalf of the Local Arrangements Committee, we would like to welcome you to the 2005 Honolulu meeting. Aloha to all members, families, and friends that will be visiting. Honolulu is on the island of O`ahu, the most populous island of the eight major Hawaiian islands. The convention hotels are in Waikiki, along the beautiful white sand beaches.

We would like to provide you with a little information on Hawai`i – to give you a sense of place. O`ahu is the island known as The Gathering Place, and we gather for the Academy of Management annual meeting.

Hawai`i is known as the Aloha state or the 50th state. The only state that is not a part of the North American continent, it is the southern-most of the 50 states. There are 8 major islands – Kaua`i, Ni`ihau, O`ahu, Moloka`i, Lana`i, Maui, Kaholawe, and Hawai`i, also known as the Big Island. But actually there are 124 other islands in what is called the Hawaiian archipelago. The Northwestern Hawaiian Islands, other than Midway, are administratively part of Hawai`i.

Hawai`i was admitted to the Union of states in 1959. Despite its newness as a state, Hawai`i has a long and rich history.

First settled by Polynesians sailing from other Pacific islands between A.D. 300 and 600, Hawai`i was visited in 1778 by British captain James Cook, who called the group the Sandwich Islands, after the Earl of Sandwich. Hawai`i was a native kingdom throughout most of the 19th century, with five kings, Kamehameha the I through the V, and final rule of Queen Lili`uokalani. In 1893, Queen Lili`uokalani was deposed, and a year later the Republic of Hawai`i was established with Sanford B. Dole as president. Following annexation (1898), Hawai`i became a U.S. territory in 1900.

Hawaiians place a high value on the land. The word for land in Hawai`i is `Aina. When the state motto is translated from Hawaiian to English, it states *the life of the land is perpetuated in righteousness*.

The following information will provide some information for planning your visit for the Academy of Management.

## **Meeting Locations and Access for people with disabilities:**

The two major conference hotels are the Hilton Hawaiian Village and the Sheraton Waikiki, two oceanfront properties. The two hotels are a 10-15 minute walk from each other. Meetings will also be held in the Hawai`i Convention Center, which is a 10-15 minute walk from the Hilton and a 25 to 30 minute walk from the Sheraton. Shuttle busses will run during the meetings. The quickest route between the Hilton and Sheraton is along the beach.

Waikiki is relatively flat, but we are committed to assisting people with disabilities. For those with special needs, please contact us at [needs@aom.pace.edu](mailto:needs@aom.pace.edu). As in past years, we will work to accommodate those members who require added assistance, such as electric scooters.

## **Overheads, Copies and other business services:**

Please plan to bring you acetate transparencies with you to Hawai`i! Regular AOM attendees know that overheads are the standard for meeting rooms. Please do not assume that there will be computer projectors in the meeting rooms. Bring your transparencies! The AOM meetings have been known to wipe out all of the overhead acetate transparencies in a city – 40,000 in just 2 days. Since we live on an island, once those transparencies are gone, new supplies will not arrive until the next cargo ship. Be on the safe side and plan ahead! Both of the conference hotels have business centers for copies or other services, and other copy businesses are just a bus or taxi ride from Waikiki.

## **Transportation:**

From Honolulu International Airport: Rental cars, taxis, and the airport shuttle are all available for travel to Waikiki hotels. The Airport Waikiki Express shuttle operates 24 hours a day and is \$8 one-way or \$14 round trip. If you take the shuttle to Hilton Hawaiian Village, it will drop you at the edge of the complex, at the shuttle entrance. Taxi Service is available on the center median, outside the baggage claim areas, and is managed by a taxi dispatcher. Taxis should cost from \$25-\$28 dollars during non-rush hour periods. Traffic can be very heavy during morning and evening rush hours. You can make rental car reservations with ATC the official AOM travel agency for Hawai`i 2005 on-line at <http://meetings.aomonline.org/2005/>. Be sure to check the Honolulu airport website for additional information: <http://www.hawaii.gov/dot/airports/oahu/index.htm>

Around the Island and in Waikiki: Walking in Waikiki is safe and pleasant. If you want to see other parts of O`ahu, you might consider renting a car. The Honolulu city busses, called TheBus, are also a convenient way to get around. City bus schedules should be available from hotel information and concierge desks. There is regular service to Ala Moana shopping center, to Haunama Bay, into Honolulu's downtown, and around the island. Ala Moana shopping center and Hilo Hatties (a local apparel outlet) have open air shopping trolleys from various Waikiki stops to take you to their stores.



### ***Pre-Arrival Agriculture forms***

What are those Department of Agriculture forms for? Hawai`i is concerned with invasive species ruining the unique ecology of our islands. All airline passengers will be asked to fill out an Agricultural Declaration Form on their flights into Hawai`i. Passengers arriving in Hawai`i must declare animals and plants, and some animals are forbidden (like snakes). Be on the safe side – eat that last orange or apple on the plane before your plane touches down and leave Fido at home with a pet sitter.

When you depart, if you want to take pineapples with you, be sure to buy them at a store that will transport them to the airport for agricultural inspection and then just pick them up there. You will also have an agricultural inspection of your luggage as you depart Hawai`i. Most convenient is buying pre-inspected fruit or flowers at an airport shop, after you have cleared security.

### ***T-Shirts***

2005 Academy of Management Annual Meeting T-Shirts are available for purchase while registering for the meeting. To view the t-shirt design, please visit

<http://meetings.aomonline.org/2005>.

The cost is \$15.00 and the 2005 t-shirt sales will benefit tsunami relief. Shirts will be available for pick up at the registration area when the meeting starts.



### ***Weather and Dress***

The dress code for Hawai`i is more casual than the usual AOM meeting. You will be in a resort setting, so pack your golf/polo shirts and light-weight clothing. Local businesses have adopted a dress style that may seem more like casual Fridays in the office. Aloha shirts are everywhere – and the bright ones will mark you as a visitor. Consider sandals or slip-on shoes because the easiest walk between the Hilton and Sheraton is along the beach. There are no pantyhose police! Think about sand in your shoes or on your bare feet.

You may want a light sweater to slip on inside air-conditioned rooms, but the architecture of Hawai`i tends to blend the inside and the outside together. Open hallways, terraces, lanais, breezeways, and beachside restaurants are part of the hotels. Temperatures in August should be in the mid-to-upper 80s (F°) or about 30° C. Generally, trade winds modify the humidity, keeping it comfortable. Honolulu is on the leeward (dry) side of the island, so rain is unlikely.

### ***Sun and Ocean safety***

Please apply sunscreen (SPF 15 or stronger), carry bottled water on your strolls, and pay attention to beach signs. All beaches in Hawai`i are public beaches, but be sure to frequent beaches with lifeguards. While unlikely in August, especially on leeward shores, a high surf creates a dangerous rip tide that can pull the unwary out to sea. Box jellyfish are common in all waters and regularly swarm Hawai`i's south and west shores 8-10 days after the full moon. This should not be a problem during the meeting. If you are hiking a trail, take water and be sure to have a cell phone. Hikers sometimes get lost or misjudge the terrain. We do not have long, late summer nights, like in more northern latitudes, so sunset comes quickly over the ocean. Sunrise will be around 6 a.m. and sunset around 7 p.m. during the time of the meetings. If you want to snorkel, be sure to have a buddy. If you plan to scuba, make sure you allow enough time afterwards before flying (12-24 hours – ask your physician).

### ***Food***

We take food very seriously in Hawai`i. Enjoy Pacific Rim Cuisine with all of its fresh ocean fish and local produce. There are many price levels of restaurants with many great restaurants within walking distance of your hotel. Prize-winning chefs abound in Hawai`i and you may have seen some of them on the Food Network, i.e. Roy Yamaguchi, Sam Choy, Chef Mavro, Alan Wong, etc. Waikiki has casual to continental dining, with Japanese, Hawai`i Regional, French, Thai, American, Lu`au, Euro-Asian fusion, Seafood, and Chinese restaurants. Or if you want a Hawaiian experience, plan a lu`au night (most lu`au are a distance from Waikiki, so allow plenty of time).

### ***Hawaiian Language***

In Hawai`i there are 2 official languages, English and Hawaiian. Hawai`i is the only state that has an official native language. People who know the Hawaiian language can write checks in Hawaiian, and banks must accept them. Students at the University of Hawai`i have the option of receiving a diploma written in either language.

The Hawaiian alphabet contains only 13 letters – 8 consonants and all 5 vowels. In Hawaiian, you can end up with a town name with 4 vowels like `Aiea (I-eh-ah), or one that has 3 A's in a row, Ka`a`awa (kah ah ah-vah).

Consonants (h, k, l, m, n, p, w, `) are generally pronounced much as in English. Take note, however, of the final two consonants: w and the `okina (´).

Visitors and residents alike are often confused about how to pronounce the Hawaiian “w.” Generally it is pronounced like the English “w,” but a soft “v” sound is commonly used in certain words such as the island name “Kaho`olawe” (Kaho`olaVeh).

The final Hawaiian consonant, the `okina ( ` ), indicates a glottal stop which means your breath stops briefly as between the two parts of the English term “oh-oh.” The okina is important. For example, lanai is a porch or veranda; and Lana`i is the island off Maui.

One final element of Hawaiian spelling which is commonly seen in Hawaiian words today is the kahako – which is a macron over a vowel and indicates only that the vowel sound is held longer; it does not change the quality of the sound, only the duration.

Two very useful words to know for restrooms are: kane = men and wahine = women.

### Sightseeing

There is plenty of information about tours and sights available in the hotels and at concierge desks. Websites provide plenty of visitor information for those of you who plan ahead. If you are planning to visit another island, start planning early. Inter-island flights have been very full for the past year. The two major inter-island airline carriers are Hawaiian and Aloha. Island Air is another option. The islands are further from each other than many people realize – so, plan ahead and add on some extra days to your Hawaiian stay. For a pre- or post-meeting vacation, consider booking a fly-drive-room option, since you may save on the package deal. Also, consider an inter-island cruise; while not inexpensive, you and your family can avoid hotel and airfare charges while making day stops at several island destinations.

On O`ahu, visit sites like Pearl Harbor, the Missouri and Bowfin submarine, the Polynesian Cultural Center on the North shore, and

Waimea Valley Audubon Center, which is preserving native plant species. `Iolani Palace (the only royal palace in the U.S.), the Mission Houses Museum, and the Bishop Museum will give you some sense of Hawai`i's history, Hawaiiana, and the territorial past. The Honolulu Academy of Arts has an excellent Asian art collection, including many pieces contributed by James Michener. The Doris Duke house, Shangri La, is administered by the Honolulu Academy of Arts, and tours leave from the Academy (get your tickets in advance online). There is an aquarium and zoo at the end of Waikiki and a beautiful beach walk to get there. Try snorkeling Haunama Bay or taking a surf lesson in Waikiki. Hike Diamond Head crater. And we cannot forget golf! There are more golf courses on O`ahu than any other island.

You may link to the official state site <http://www.gohawaii.com> for more information. You can check for classes at the hotels in lei making, hula, and Hawaiian culture. There is a 90-minute, free, guided walk of Waikiki to learn about everything from human sacrifices to horse racing. Tours start at 9 a.m. daily except Sunday at the Royal Hawaiian Shopping Center in Waikiki.

Or just sit in the sun and watch the ocean. Relax and kick back, slow down, and enjoy!

*Aloha, from your Local Arrangements team Co-Chairs:*

Mary J. Mallott

University of Hawai`i-West O`ahu

and

Jerry Calton

University of Hawai`i-Hilo



*The Nuian Cleaner from New Visions of the Self at Work and at Home: A Photographic Exploration*  
Henry Symonds, Whitecliffe College of Arts and Design; Ralph James Bathurst, Massey U., Albany; Janet Grace Sayers, Massey U.

# Pronunciation Guide

## Vowels (a, e, i, o, u) are pronounced as follows:

- a sounds like [ah] as in above [ah buhv].
- e sounds like [eh] as in bet [beht]
- i sounds like [ee] as in be [bee].
- o sounds like [oh] as in obey [oh bei]
- u sounds like [oo] as in rule [rool].

## Diphthongs:

- “ai” sounds like the “i” in ice.
- “ae” sounds like “eye” with more of a gliding sound than ai
- “ao” sounds like “ow” in how, but without a nasal twang.
- “au” sounds like the “ou” in house or out, but without a nasal twang.
- “ei” sounds like “ei” in chow mein or in eight.
- “eu” has no equivalent in English; “eu” sounds like “eh-oo”, run together, as a single syllable.
- “iu” sounds like the “ew” in few.
- “oi” sounds like the “oi” in voice
- “ou” sounds like the “ow” in bowl.
- “ui” is an unusual sound for English-speakers, sort of like the “ooey” in gooey, but pronounced as a single syllable.

## Word

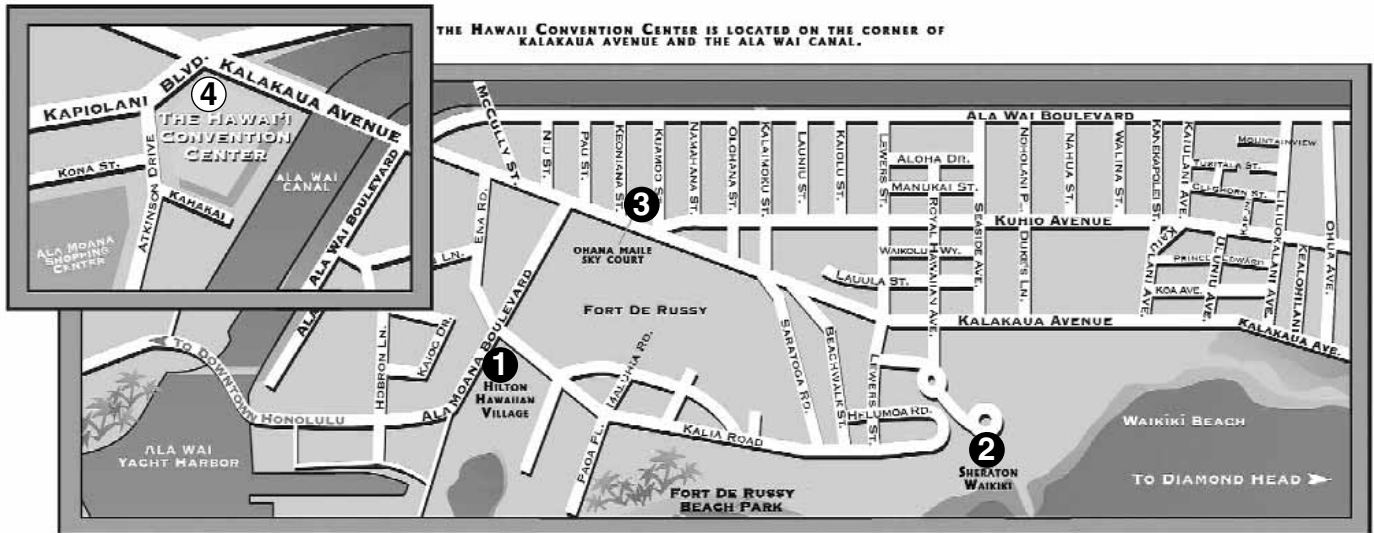
## Pronunciation

ʻAkaka.....	ah-kah-kah
Ala Wai .....	ah-lah wai
Alī i .....	ah-lee ee
ʻEmalani .....	eh-mah-lah-nee
Ewa .....	eh-vah
ʻIao.....	ee-ow
Ilima.....	ee-lee-mah
ʻIolani .....	ee-oh-lah-nee
Helumoa.....	heh-loo-moh-ah
Hilo .....	hee-loh
Honolulu .....	hoh-noh-loo-loo
Kaho`olawe.....	kah-hoh oh-lah-veh
Kahuku .....	kah-hoo-koo
Kahuna .....	kah-hoo-nah
Kalakaua .....	kah-lah-kau-(w)ah
Kalia .....	kah-lee-ah
Kamehameha .....	kah-meh-hah-meh-hah
Kane`ohe .....	kah-neh oh-heh
Kapī`olani.....	kah-pee oh-lah-nee
Kaua`i .....	kau-(w)ah ee
Kohala.....	koh-hah-lah
Koko .....	koh-koh
Lana`i .....	lah-nah ee
Likelike .....	lee-keh-lee-keh
Mahealani.....	mah-heh-ah-lah-nee
Makai .....	mah-kai
Makiki.....	mah-kee-kee
Maui .....	mau-(w)ee
Moloka`i .....	moh-loh-kah ee
Nī`ihau.....	nee ee-how
O`ahu.....	oh ah-hoo
Palolo .....	pah-loh-loh
Puna.....	poo-nah
Tapa .....	tah-pah
Ti (as in Ti Leaf) .....	tee
Tiare.....	tee-ah-reh (a Tahitian gardenia now found in Hawai`i)
Waialua .....	wai-ah-loo-(w)ah
Wai`anae .....	wai ah-neye
Waikiki.....	wai-kee-kee
Waimea.....	wai-meh-ah

### **The Meaning of a Lei**

*The giving of a lei is to convey a spirit of welcome, happiness, and hospitality – the spirit of aloha in its truest sense. Aloha is not just a word for hello and goodbye, it is to convey a sharing of divine spirit. The use of leis originated as a spiritual practice, and continues today as a way of marking special events such as graduations, weddings, birthdays, new babies, and retirements. A lei is a gift. Never refuse a lei, but you can always pass a lei on to another.*

# Honolulu Map



Legend:	Hotel Names & Addresses
①	<b>Hilton Hawaiian Village &amp; Spa</b> 2005 Kalia Road, Honolulu, HI 96815-1999
②	<b>Sheraton Waikiki</b> 2255 Kalakaua Avenue, Honolulu, HI 96815-2579
③	<b>The Ohana Maile Sky Court, STUDENT ONLY</b> 2058 Kuhio Avenue, Honolulu, HI 96815
④	<b>The Hawai'i Convention Center</b> 1801 Kalakaua Avenue, Honolulu, HI 96815

### *Directions*

Because we are on a relatively small island, people give directions differently. North, south, east and west can change rapidly. You would have to know which side of the island you are on.

We say:

mauka = toward the mountains

makai = toward the sea

And on O'ahu, we say Diamond Head when we mean the eastern direction of the island, and Ewa when we mean the western direction.

# Academy of Management 2005 Annual Meeting Sponsors

***Aloha!** On behalf of our university sponsors, welcome to Honolulu, and the Academy of Management 2005 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 Germany.*

*This year we have 12 sponsors whose institutions have combined to contribute \$41,000. The Academy is very grateful to the sponsors for their support of the 2005 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.*

*This year completes my term as Director of Sponsorship. I had a great experience, and want to thank the universities and schools of business, their deans, faculty and staff, and the Academy officers, volunteers, and staff that I have worked with since 2000. Mahalo (thank you)!*

*Best wishes for continued success to the new Director of Sponsorship, Geralyn McClure Franklin, of The University of Texas of the Permian Basin.*

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. Located in Vancouver, close to one of Canada's largest business centers, the Sauder School of Business plays an important role in the creation and application of new business knowledge. It is very highly-regarded for its well published faculty, innovative research, and demanding business programs.

The Sauder School of Business is recognized as Canada's leading business research school, as measured by the number of research grants awarded, and publications produced, by its 98 faculty. It also ranks within the top 30 schools internationally for research publication, according to a review of leading business journals.

The school boasts five business degree programs – Bachelor of Commerce, an award-winning MBA program, Master's of Science in Business, Masters of Management, and PhD. These degrees build on the faculty's strengths, with specializations in organizational behavior and human resources, operations and logistics, transportation, finance, marketing, strategic management, and management information

systems. In addition, the Sauder School of Business has an extensive Executive Education catalogue of courses and frequently designs specialized business programs for companies, both locally and internationally.

As the Sauder School of Business approaches its 50th year as a business school, it continues to grow. Since 2001, 33 new faculty have been recruited, its award-winning MBA program has been expanded, and a solid network of research centers have developed, including centres focused on financial research, family business, transportation, real estate and healthcare management.

The Sauder School of Business 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.

### **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. Students receive an education focused on problem-solving, interdisciplinary collaboration and innovation.

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

In management and social sciences, Carnegie Mellon leads in a number of research initiatives including innovation and collaborative work, human-computer interaction, and its newest venture in social enterprise and social entrepreneurship. Academy of Management members engaged in these activities represent three Carnegie Mellon schools: the Heinz School of Public Policy and Management, the Tepper School of Business, and the School of Computer Science.

### **European School of Management and Technology**

European School of Management and Technology (ESMT) was officially founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founding fathers' goal was to endow Germany, at last, with a truly international business school – a school with global reach and a European soul, located in the very heart of Europe, Berlin, the gateway between East and West.

ESMT's headquarters and main city campus are conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. As a pioneering graduate school of business, ESMT offers executive education (since 2003) and international MBA degree programs (from January 2006) in English language. We are rapidly building up a highly international core faculty who has been exposed to the world's leading business schools. In addition to the city campus, the School operates a technology campus in Munich and a castle campus in Cologne.

Apart from developing leaders for the 21st century, ESMT seeks to develop new knowledge in its interdisciplinary Competence Centers. These address, inter alia, current management challenges in the areas of leadership and governance, business in the enlarging Europe, managing technology-based enterprise, and bridging the public/private sector interface.

ESMT is fully accredited by the German authorities as a private university. While already fulfilling international standards, international accreditation such as AACSB and appearance in international rankings will follow as soon as possible. For more information, visit our website at [www.esmt.org](http://www.esmt.org).

### ***University of Hawai'i at Manoa***

Founded in 1949, the College of Business at the University of Hawai'i at Manoa is dedicated to providing quality international business education and is a pioneer among U.S. business schools in its focus on the Asia-Pacific region. The College houses specialized resource centers dedicated to providing programs, services and research related to Asia and the Pacific. Coupled with the University's 300 Asian experts, an array of foreign language electives, approximately 1,000 Asia-Pacific related courses and 40 centers and departments focused on the Asia-Pacific region, the College is perfectly positioned to prepare global business leaders and educators with an international perspective.

Long recognized for its Asia-Pacific focus, the College is continuously ranked in the nation's top 20 programs in international business by *U.S. News and World Report*. The College offers a wide selection of degree, certificate and high-impact executive programs in a unique multicultural learning environment enhanced by collaborative learning, research projects, national business competition, internships, career services and study-abroad opportunities. All degrees offered by the College are accredited by the AACSB International.

The College is home to approximately 1,200 students, one-third graduate students and two-thirds undergraduate students. The multi-ethnic makeup of Hawai'i students, a significant foreign student population and students from the U.S. mainland make for a culturally diverse environment in which to study. The College faculty is a diverse group of internationally accomplished researchers, teachers and consultants. They play an active role in local, national and interna-

tional business communities, serving as board members, editors, speakers and administrators to top educational and business organizations.

### ***Hawai'i Pacific University***

Hawai'i Pacific University is an international learning community set in the rich cultural context of Hawai'i. HPU is the largest private university in Hawai'i, with more than 8,000 students from every state and more than 100 countries. The diversity of the student body stimulates learning about other cultures firsthand, both in and out of the classroom. Innovative undergraduate and graduate programs anticipate the changing needs of the community and prepare graduates to live, work, and learn as active members of a global society. Hawai'i Pacific University is accredited by the Western Association of Schools and Colleges.

Forty percent of all students who graduate from Hawai'i Pacific University major in a program housed within the College of Business Administration. Faculty have practical experience in addition to excellent academic credentials. The CBA offers the BSBA in Accounting, Corporate Communication, Business Economics, Entrepreneurial Studies, Finance, Human Resource Management, International Business, Management, Marketing, Public Administration, and Travel Industry Management; and the BA in Economics and Justice Administration.

The MBA at Hawai'i Pacific University is the largest MBA in Hawai'i. Nearly half of all graduate students at HPU are in the MBA program.

### ***University of Maryland***

The Robert H. Smith School of Business at the University of Maryland is an internationally recognized leader in management education and research for the digital economy. A comprehensive business school, the Smith School offers undergraduate, full-time and part-time MBA, Executive MBA, PhD, and executive education programs, as well as outreach services to the corporate community.

Like businesses, business schools in the new millennium must transform their knowledge and research base, their curricula, and modes of delivery. The Smith School is in the midst of this transformation, with a vision of becoming a model for business education and knowledge advancement for the 21st century. Smith School faculty members create new management knowledge and identify leading business practices for today's networked world while Smith students learn how to apply information technology to create innovation and drive business growth. The school's leading-edge curriculum integrates the foundational business disciplines with cross-functional e-business concentrations such as e-commerce, supply chain management, telecommunications, financial engineering, global business, and entrepreneurship.

The Smith School's Netcentricity Laboratory – developed in partnership with Sun Microsystems, Oracle, and other leading companies – provides Smith students with an unprecedented, hands-on learning environment to simulate the interdependent business operations of the networked enterprise and economy. Smith students also benefit from hands-on learning through professional consulting programs, as well as the New Markets Growth Fund, a \$20 million venture capital fund, which enables MBA students to gain valuable VC experience in a two-semester class.

More information about the Robert H. Smith School of Business can be found at [www.rhsmith.umd.edu](http://www.rhsmith.umd.edu).

### ***University of Maryland University College***

University of Maryland University College (UMUC) is a visionary institution, on the forefront of education for the 21st-century workforce. It is an entrepreneurial and creative institution, committed to the exploration of knowledge, the construction of partnerships, and innovative academic delivery. It is a large and diverse institution, serving 87,000 students around the world. It is a substantive institution, committed to lifelong learning and education of adults in the workforce.

UMUC is experiencing and planning for significant growth. For the past five years we have experienced double-digit growth rates. UMUC has become the second largest university in Maryland. The Maryland Higher Education Commission projects that UMUC's enrollments will grow by 120% by 2010, when they will account for one-third of all students enrolled in University System of Maryland institutions.

UMUC's Graduate School of Management and Technology prepares students for effective leadership and citizenship in a global environment characterized by workforce diversity, increasing competition, and technological innovation. Programs are offered at the doctoral and master's levels and are designed to extend educational access to adult students in a convenient format.

Our rapid growth means we have expanding opportunities for innovative academic leaders who value excellence in teaching and lifelong learning. UMUC faculty members bring professional work experience in their field, as well as an impressive academic background to the classroom. We invite Academy of Management members to consider adjunct faculty positions with the University of Maryland University College.

### ***University of Southern Mississippi***

The University of Southern Mississippi is a nationally accredited, public university located in Hattiesburg, Mississippi. With two campuses and five teaching and research sites across south Mississippi, Southern Miss is the state's second largest university with more than 15,000 students.

As a Carnegie doctoral/research-extensive university, Southern Miss serves constituents through its strong, varied undergraduate programs undergirded by a sound, general education curriculum; through its

master's and doctoral programs in the sciences, education, psychology, economic development, the humanities, business, health services and the arts; and through its faculty's innovative research achievements. Southern Miss's academic initiatives are reinforced by its commitment to knowledge-based service activities that enhance quality of life and economic development.

Southern Miss is home to nationally recognized programs in marine science, education, psychology, polymer science, international studies, arts, medical technology, hydrography, economic development and others.

The College of Business is one of five degree-granting colleges at Southern Miss and is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. More than 75 faculty members teach courses to approximately 2,000 graduate and undergraduate students in 15 different majors in Hattiesburg and on the Mississippi Gulf Coast.

The College offers three graduate programs – the Master of Business Administration, Master of Professional Accountancy, and the Master of Business Administration/Master in Public Health dual degree.

More information about Southern Miss is available on the university's Web site at [www.usm.edu](http://www.usm.edu). For more information about specific business programs, call the dean's office at (601) 266-4659 or go online to [www.usm.edu/business](http://www.usm.edu/business).

## **Host Sponsors**

### ***Benedictine University***

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.

*U.S. News & World Report* named Benedictine University among the top schools in the Midwest Region and ranked the school seventh in the Midwest for Campus Diversity in its 2005 Best Colleges issue.

The Benedictine University Ph.D. in organization development (OD) prepares management professionals with state-of-the-art education in the field. Built on a more than 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, Benedictine University

Ph.D. students and faculty published and presented more than 300 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 faculty combines 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.

### ***Brigham Young University – Hawai`i***

In 1955, the Church College of Hawai`i was founded by the Church of Jesus Christ of Latter-day Saints (LDS Church) in La`ie, Hawai`i, on O`ahu's North Shore. Accreditation as a four-year, liberal arts institution followed in 1961. The college became Brigham Young University - Hawai`i Campus (BYU-Hawai`i) in 1974 after developing into a comprehensive undergraduate college. Currently BYU-Hawai`i has four colleges and schools with 22 departments offering 39 majors.

Teaching 2,400 students each year, the university is selective in its admissions policies. Last year 17 percent of its applicants were admitted. About 45 percent of the students are international and come from 71 countries. Traditionally most of the international students came from the Pacific Islands. However, in recent years an increasing number of Asian students are being enrolled. About 15 percent of the students are from Hawai`i with the remaining 40 percent coming from the U.S. mainland.

The School of Business has over 500 students and offers three majors: accounting, hospitality and tourism management, and international business management. Over half of the students are international. The School of Business has fourteen full-time faculty members.

Among universities that exclusively offer bachelor degrees, *U.S. News and World Report* consistently ranks BYU-Hawai`i among the best in the western United States. *Consumers Digest* also ranks BYU-Hawai`i as the top value among all private universities in the U.S.

### ***Chaminade University***

Located on a hillside overlooking Diamondhead and the Pacific Ocean, Chaminade University is Hawai`i's only Catholic institution of higher learning. Since 1955, students from Hawai`i, the Pacific Islands, the U.S. Mainland, and other parts of the world have come to Chaminade to acquire the knowledge, skills, and moral convictions to work with others and make a difference in their workplaces and communities.

Chaminade University is named for Father William Chaminade (1761 – 1850), a French Catholic priest who lived and worked through the French Revolution and founded the Society of Mary with the

purpose of educating for the development of civic leadership and the promotion of human rights and social justice. Today, our multicultural student body, which ranks among the most diverse in the nation, lives this mission by coming together to pursue an education that links learning and scholarship with leadership and service.

Chaminade's School of Business develops graduates who invigorate their workplaces by integrating leading-edge business expertise with a passion for social good. And the school provides an energetic and collaborative environment for faculty that encourages doing great work that has impact, both in the classroom and in the business and civic communities. Chaminade offers MBA programs with specializations in not-for-profit management, public sector management, and accounting, as well as undergraduate degrees in accounting, business administration, and marketing. Our graduates and faculty have been recognized both in Hawai`i and nationally for their professional accomplishments and community contributions.

With warmest Aloha, Chaminade University's School of Business welcomes the Academy of Management to Honolulu.

### ***Utah Valley State College***

Nestled between the Wasatch front and Utah Lake in central Utah, Utah Valley State College (UVSC) is the key educational center to over 24,000 students. UVSC offers short-term training programs, training for high-tech careers, transfer degrees, and bachelor's degrees. Our history as a community college continues to foster a small school feeling to UVSC and we retain our commitment to small class sizes, while our student body and advanced degree programs add the feeling of a thriving university environment to the UVSC experience. This two-fold experience sets us apart from other colleges; it is truly where education is on a personal level.

At Utah Valley State College, our School of Business provides quality undergraduate business education with a REAL applied focus for over 4,000 associate and baccalaureate degree students. We pride ourselves in being student oriented and having outstanding teachers who deliver up-to-date curricula while incorporating global and ethical perspectives. When they leave UVSC, our graduates have an excellent baseline education in business and effective communication skills, as well as a comprehensive understanding of advanced applications software. In addition to their commitment to excellent teaching, our 43 full-time faculty are also actively engaged in scholarship, and the School of Business recently began editing and publishing the *Journal of Business Inquiry: Research, Education, & Application*. The School of Business is currently seeking AACSB accreditation, and aspires to be the premier undergraduate business school in the intermountain states recognized for its up-to-date curriculum, quality faculty, and graduates who continue to learn and achieve in the world of business.



# 2005 Academy of Management Annual Meeting - Leadership University Sponsors

*The Academy of Management Annual Meeting works because of faculty volunteers, who handle everything from details of meeting logistics to division, program, and PDW chair roles. We appreciate the energy and efforts of all our volunteers, and the support provided by their schools and universities.*

*In addition to our University Sponsors, we also want to recognize the schools and universities of our 2005 Academy of Management Annual Meeting top leadership team. Thank you to the schools and universities of our Academy of Management President, Program Chair, PDW Chair, & LAC Co-chairs. We also want to acknowledge Pace University, where we have the Academy offices. We are grateful for the support provided by their schools and universities, and appreciate the work of these key leaders, as well as all our volunteers, in creating this year's Annual Meeting.*

## **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. Students receive an education focused on problem-solving, interdisciplinary collaboration and innovation.

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

In management and social sciences, Carnegie Mellon leads in a number of research initiatives including innovation and collaborative work, human-computer interaction, and its newest venture in social enterprise and social entrepreneurship. Academy of Management members engaged in these activities represent three Carnegie Mellon schools: the Heinz School of Public Policy and Management, the Tepper School of Business, and the School of Computer Science.

## **University of Maryland**

The Robert H. Smith School of Business is an internationally recognized leader in management education and research for the digital economy. One of 13 colleges and schools at the University of Maryland, College Park, the Smith School offers undergraduate, full-time and part-time MBA, Executive MBA, PhD, and executive education programs, as well as outreach services to the corporate community.

With a leading-edge curriculum that integrates the foundational business disciplines with cross-functional e-business concentrations, the Smith School offers its degree, custom and certification programs in learning locations on three continents. The Smith School recently partnered with the Graduate School of Business Administration (GSBA) Zürich in Switzerland to deliver a unique global dual-degree Executive MBA program. The program enables executive students to gain in-depth global knowledge, perspective and skills working directly with businesses in Europe, through GSBA; Asia, through Smith's programs in China; and North America, through Smith's main campus.

The Smith School also offers Executive MBA programs in Beijing and Shanghai, and delivers non-degree executive education programs across China. The school has a partnership with ChinaCast Communication Holdings Limited, a leading provider of e-learning solutions, to deliver education courses and programs beyond China's largest cities via satellite.

With its main campus located just outside Washington, D.C., the Smith School provides students and faculty with access to a global business center and a technology hotbed in an area rich with social, professional development and employment opportunities. More information about the Robert H. Smith School of Business can be found at [www.rhsmith.umd.edu](http://www.rhsmith.umd.edu).

## **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. *U.S. News & World Reports* ranks our MBA program 18th in the nation, and our Executive MBA program 21. The undergraduate program serves over 1,600 students every year and is ranked 16 by *U.S. News & World Reports* among public undergraduate programs. UW Business School offers a rich array of graduate and executive programs: a full-time and evening MBA program, Executive MBA, Technology Management MBA, Global EMBA, and research-based Doctoral Program to train scholars who will contribute to the future advancement of business education and practice. About five years ago, we engaged the 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. As part of that new mission and direction, UW Business School has launched a

campaign to build a \$105 million new facility, and increase faculty endowments and funds available for scholarships by about \$60 million. Our vision is 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.

### ***University of Hawai`i- Hilo***

The University of Hawai`i at Hilo is a vibrant multicultural campus that provides opportunities for higher education on the "Big Island" of Hawai`i to over 3,300 students, drawn from within the state, Asia, the Pacific Islands, the mainland US, Europe, and Latin America. UH-Hilo is a regional comprehensive university that offers baccalaureate and selected masters programs in a liberal arts setting. It is part of the state-supported, ten campus University of Hawai`i system, along with UH-Manoa, UH-West O`ahu, and seven community colleges. Within UH-Hilo are the following academic units: The College of Arts and Sciences, the College of Agriculture, Forestry, and Natural Resource Management, Ka Haka `Ula O Ke`elikolani College of Hawaiian Language, and the College of Business & Economics.

The College of Business & Economics, with 370 majors and 14 full time faculty members, is one of the smallest business programs in the nation recently to have achieved full AACSB accreditation. The College makes up for its lack of size with the faculty's commitment to fulfill its mission: "To assist individuals in acquiring the knowledge, attitudes, and skills needed to be productive and responsible citizens in the global economy." Its dedicated cadre of nationally recognized scholars offer students a stimulating, hands-on educational experience that focuses on the needs of smaller organizations, while utilizing the cultural and environmental diversity of its island setting as a "living laboratory." The College has ambitious growth goals in developing new programs that better serve the needs of its far-flung constituents – including strong consideration of a new MBA and an integrative focus on sustainable enterprise.

### ***University of Hawai`i – West O`ahu***

The University of Hawai`i is a ten campus system of higher education institutions serving the State of Hawai`i. The system includes baccalaureate degree granting institutions – the University of Hawai`i-West O`ahu, the University of Hawai`i at Hilo, and the University of Hawai`i at Manoa, which is a Research I, multi-college university with graduate programs located in rainbow-filled Manoa Valley. The system also includes seven community colleges – four on O`ahu and one each on Maui, Kaua`i, and Hawai`i.

Overlooking historic Pearl Harbor, the University of Hawai`i-West O`ahu is an upper-division baccalaureate campus emphasizing nontraditional students in liberal arts, Hawaiian-Pacific studies, and business, public, and justice administration. Its mission is to meet the educational needs of residents by offering quality teaching, flexible class

schedules, and an interdisciplinary approach to academic disciplines.

To accommodate working students, many UHWO classes are conveniently scheduled during evenings and weekends. UHWO has many Neighbor Island students who take classes via the Hawai`i Interactive Television System and online classes. The ethnic mix of students generally mirrors the ethnic groups of the community -- Caucasian, Hawaiian/Part-Hawaiian, Japanese, Filipino, Chinese, Pacific Islander, and Mixed.

The University of Hawai`i-West O`ahu provides an environment where students and faculty can discover, examine, preserve, and transmit knowledge, wisdom, and values that provide the foundation for the development of present and future generations of citizens and results in the improvement of the quality of life for all. The West O`ahu campus has a small-town feel, but is quite close to Honolulu.

### ***Pace University***

The Academy of Management is grateful to Pace University for hosting its offices at its Briarcliff Manor campus in New York. Celebrating its centennial in 2006, Pace is a private university in the New York Metropolitan area with a growing national recognition for offering talented and ambitious students the learning experience that is respectful of traditional academic values, entrepreneurial in spirit and responsive to the demands of today's diverse learners for relevance, convenience and flexibility. Pace University was founded as a School of Accounting and it has been successfully building its reputation for excellence in business education over the last 100 years. Pace's Lubin School of Business has a strong emphasis on the practical application of theory and offers its students innovative and dynamic programs, a world-class faculty and a student-centered culture. Lubin's multi-campus locations in New York City and adjacent Westchester County offer unique access to the New York business community. The Downtown New York City campus is in the heart of Wall Street and the financial district and there is also a convenient Midtown campus. For a more suburban experience, there are the Pleasantville and Briarcliff Manor campuses. The White Plains Graduate Center offers a full-scale facility for professionals in the Westchester Financial District. These diverse locations provide Lubin students with opportunities for jobs and internships at some of the world's leading companies. The practice-oriented academic focus and proximity to leading businesses extends to the faculty, many of whom are experienced business professionals as well as respected scholars. Their commitment to excellence in teaching and the professional growth of students in conjunction with the School's policy of small classes provides a highly supportive learning environment for students. The Lubin School has over 60,000 alumni, many of whom are among the most successful executives in Corporate America.

# 2005 Academy of Management Exhibitor Relations Committee

George Solomon, Director of Exhibit Relations, George Washington University

Erik Winslow, George Washington University

Sergio D'Onofrio, George Washington University

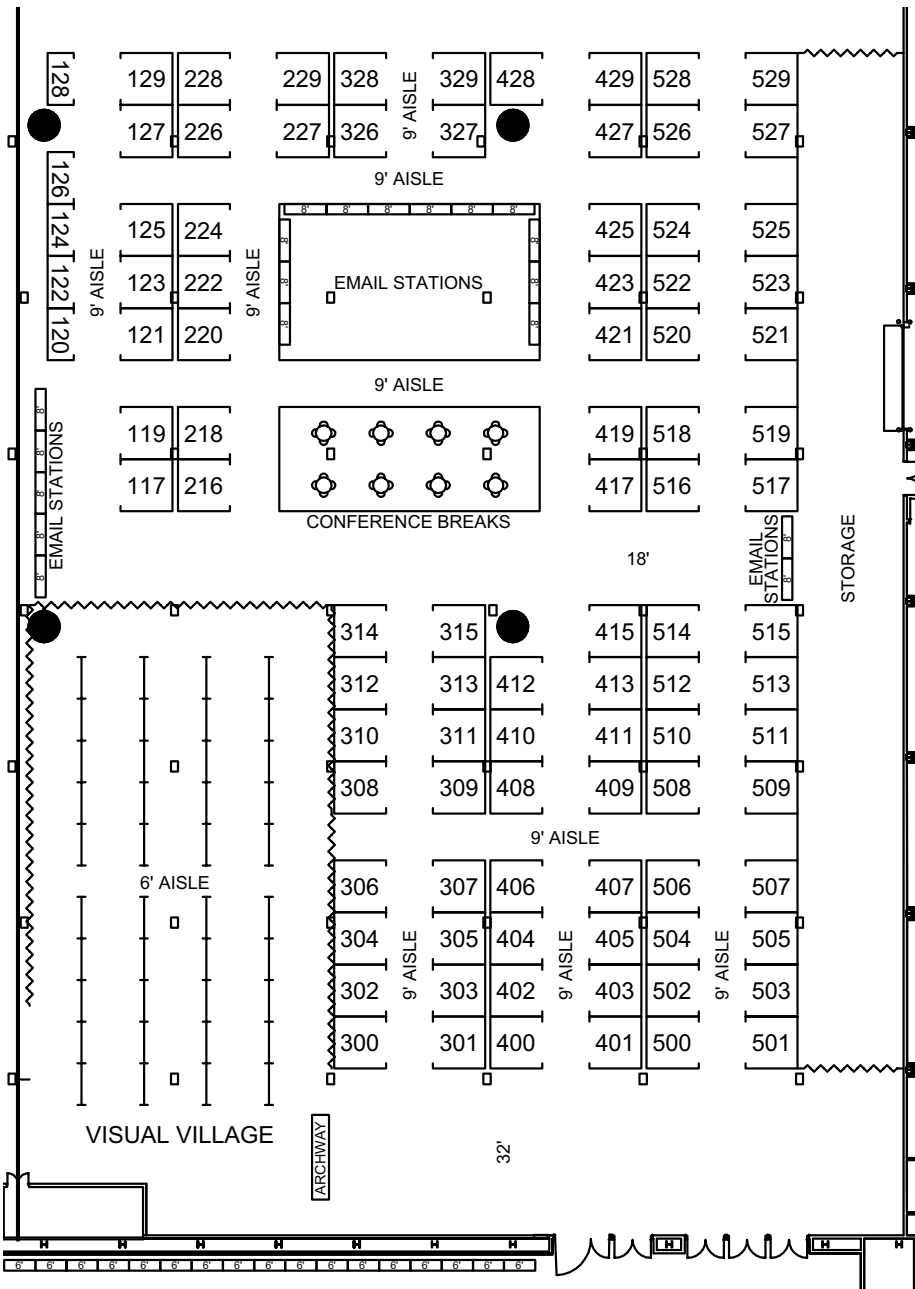
Ayman Tarabishy, George Washington University

Tatyana Kuzina, George Washington University

Geralyn Franklin, University of Texas at the Permian Basin

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# Exhibit Hall Layout & Schedule



## AOM 2005 Exhibitor and Break Times

### Sunday, August 7

**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.

(Sponsored by The Society for Human Resource Management)

### Monday, August 8

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

**Breaks:** 10:15 a.m. - 10:45 a.m.

(Sponsored by The Society for Human Resource Management)

2:45 p.m. - 3:15 p.m.

(Sponsored by Sage Publications)

### Tuesday, August 9

**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.

*Special Thanks to the  
2005 Exhibitor Sponsor*



HR: Leading People, Leading Organizations

Gold Sponsor of Sunday Afternoon and Monday Morning Refreshment Breaks

# Placement Services

## **Director:**

Scott Douglas, Binghamton University

## **Associate Director:**

Janice Black, New Mexico State University

## **Assistant Director**

James Dulebohn, Michigan State University

## **Online Placement Services**

<http://careers.aomonline.org/placement/>

## **Onsite Placement Services**

### **Registration**

**Location:** Hilton Hawaiian Village,  
2nd floor Tapa Conference Center,  
Iolani Suite 1

**Hours:** Saturday, August 6, 2005  
9:00 am – 4:00 pm

Sunday, August 7, 2005  
9:00 am – 4:00 pm

Monday, August 8, 2005  
9:00 am – 4:00 pm

Tuesday, August 9, 2005  
9:00 am – 4:00 pm

### **Interview Tables**

**Location:** Hilton Hawaiian Village,  
2nd floor Tapa Conference Center,  
Iolani and Honolulu Suites

**Hours:** Saturday, August 6, 2005  
8:00 am – 8:00 pm

Sunday, August 7, 2005  
8:00 am – 8:00 pm

Monday, August 8, 2005  
8:00 am – 8:00 pm

Tuesday, August 9, 2005  
8:00 am – 8:00 pm

### **Cost (both online and onsite)**

\$50.00 USD Applicant Listing

\$200.00 USD Position Listing

\$100.00 USD Interview Table

Placement Services for the 2005 annual meeting will be located on the 2nd floor of the Tapa Conference Center at the Hilton Hawaiian Village. Online Placement Services are available to all Academy members who register for placement until August 15, 2005 and then open to all Academy members until December 15th, 2005. Applicants and institutions are encouraged to pre-register for Placement Services online at <http://careers.aomonline.org/placement> beginning Wednesday, June 1st. Individuals unable to pre-register should bring the required information to be entered online at Placement Services during the meeting.

Cost to register as an applicant is \$50 USD and provides an active applicant listing until December 15, 2005. The registration fee for positions is \$200 USD and provides an active position listing until December 15, 2005. Please note that the registration fees for Placement Services are separate from the registration fees for attending the annual meeting.

Tables are provided for conducting interviews in the Tapa Conference Center. Tables are located in small and medium-size rooms (6 – 20 tables per room) and will be available from Saturday, August 6 until Tuesday, August 9. The cost to reserve a table for the meeting is \$100 USD. They are reserved on a first-come, first-served basis. Table layouts and reservations will be available online at <http://careers.aomonline.org/placement> beginning Wednesday, June 1st. Tables may be reserved onsite if space is available.

### ***Ins and Outs of Faculty Recruiting Workshop***

*Saturday, August 6th: 8:00 - 9:30am*

*Hilton Hawaiian Village, Sea Pearl 4*

This session is designed for individuals with position openings. It will provide information on university hiring practices, statistics from past and current years, perceptions of applicants, and suggestions for faculty hiring success. The session will be an interactive format and feature a panel of university placement experts.

### ***Placement for Applicants Workshop***

*Saturday, August 6th: 5:30 pm - 7:00 pm*

*Hilton Hawaiian Village, South Pacific Ballroom 2*

This session is designed for applicants. It will provide information on university hiring practices, statistics from past and current years, interview strategies, and suggestions for placement success. The session will be an interactive format and feature a panel of university placement experts.

# Placement Services

## ***Placement Committee 2004-2005***

Garry Adams, Auburn University  
Rashmi Assudani, McGill University  
John Christopher, University of Florida  
Janine Clark, Jackel & Associates  
David Corsover, DeKalb College  
Sandy Dinger, College of St. Rose  
Bob Dooley, Oklahoma State University  
Bahman Ebrahimi, University of Denver  
Francis Fabian, UNC - Charlotte  
Claudia Ferrante, Carnegie Mellon University  
Scott Gallagher, Syracuse University  
Laverne Higgins, LeMoyne College  
Rayshad Holmes, George Washington University  
Christian Kiewitz, The University of Alabama  
Delaney Kirk, Drake University  
Robert Kolodinsky, James Madison University  
Kibeom Lee, University of Calgary  
Wei Liu, University of Maryland  
T. Nicole Phillips, University of Central Florida  
Bill Price, University of Texas, Permian Basin  
Narda Quigley, University of Maryland  
Diana Reed, Drake University  
William Ritchie, Florida State University  
Theodore Rosen, George Washington University  
Mike Ryan, Bellarmine University  
Joanne Scillitoe, Rutgers University  
Gerald Sullivan, Piedmont College  
Charlotte Sutton, Auburn University  
Helen Takacs, Rutgers University  
Darren Treadway, University of Mississippi  
J. Michael Whitfield, Georgia College & State University  
Xin Yao, University of Washington

## ***Placement Activities***

We believe the interview areas offered by Placement Services are a very appropriate location for interviews. Additionally, candidates may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites 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, 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 which it is directed.

# The William H. Newman Award

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 last three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of the Chair, Karl Aquino, University of Delaware, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Rebecca J.

Bennett, Louisiana Tech University; Jennifer L. Berdahl, University of Toronto; Kristin Byron, Rochester Institute of Technology; Todd H. Chiles, University of Missouri; Bella Galperin, University of Tampa; Steven Grover, University of Otago; Susan Houghton, Georgia State University; Matthew Kraatz, University of Illinois; Kai Lamertz, Concordia University; Vivien Lim, National University of Singapore; Maurice Schweitzer, University of Pennsylvania; Jason D. Shaw, University of Kentucky; Marcus Stewart, Bentley College; Thomas M. Tripp, Washington State University.

## Here are the 2005 William H. Newman Award Nominees:

- |   |   |   |
|---|---|---|
| <p><b>BPS</b><br/>Conglomerates Without Assets? Financial Intermediation and the Evolution of the Advertising Industry<br/>Andrew Von Nordenflycht, Simon Fraser U.</p> | <p><b>HR</b><br/>HRM Climate: Antecedents and Moderating Effects of Climate Level and Climate Strength<br/>Neal Knight-Turvey, Queensland U. Technology</p>       | <p><b>OCIS</b><br/>Enhancing Perceived Value of Cross-departmental Knowledge on Innovation Via KM Technology Features<br/>Ixchel M. Faniel, U. of Michigan, Ann Arbor</p> |
| <p><b>CAR</b><br/>Making Sense &amp; Making Choices: Constructing Institutional and Individualized Careers<br/>Elizabeth Craig, Boston U.</p>                           | <p><b>IM</b><br/>Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams<br/>Martine Haas, Cornell U.</p>                        | <p><b>OMT</b><br/>Change in Institutions: The Decline of the No-Lateral-Hiring Norm among Large Law Firms, 974-990<br/>Nina Shah, U of Illinois, Urbana-Champaign</p>     |
| <p><b>CM</b><br/>Cultural Diversity, Intragroup Conflict, and Group Outcomes: Evidence for a Mediated Relationship<br/>Markus Vodosek, U. of Utah</p>                   | <p><b>MC</b><br/>Reuse of Intellectual Capital from Repositories: A Mixed Methods Study<br/>Wai Fong Boh, Nanyang Technological U.</p>                            | <p><b>ONE</b><br/>Middle Managers and the Environment: The Perspective of the Purchasing and Supply Function<br/>Lutz Preuss, Royal Holloway College, U. of London</p>    |
| <p><b>CMS</b><br/>Challenging Distinctions: Illusions of Precision Assessing Risks of Doing Buisness in Host Countries<br/>Mikelle A. Calhoun, Valparaiso U.</p>        | <p><b>MH</b><br/>Withholding Effort in the Workplace: From Soldiering to Socially Motivated Underachievement<br/>Stephanie Case Henagan, Northern Illinois U.</p> | <p><b>PNP</b><br/>Managing by and through Networks: Network Management, Policy Networks, and the Internet<br/>R. Karl Rethemeyer, U. at Albany, SUNY</p>                  |
| <p><b>GDO</b><br/>Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals.<br/>Robert Gregory DelCampo, U. of New Mexico</p>        | <p><b>MOC</b><br/>Knowledge Sharing and Team Effectiveness in Challenging Organizational Environments<br/>Martine Haas, Cornell U.</p>                            | <p><b>SIM</b><br/>Ethics, Discourse and Power<br/>Raymond Daniel Gordon, U. of Technology, Sydney</p>   |
| <p><b>HCM</b><br/>The Moderating Effect of Procedural Fairness in Standardizing Professional Work<br/>Seok Woo Kwon, U. of Kentucky</p>                                 | <p><b>OB</b><br/>Organizational Citizenship Behavior: A Negative Relationship to Career Outcomes?<br/>Diane Bergeron, Teachers College, Columbia U.</p>           | <p><b>TIM</b><br/>The Double Helix of Formal and Informal Structures: Project Design for R&amp;D Success<br/>Polly S. Rizova, Boston U.</p>                               |

# The Carolyn Dexter Award

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 the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the

Carolyn Dexter Award of they offer new insights, are rich in observation and employ creative methodologies. Each Division Program Chair nominates up to two papers to the chair of this year's Dexter Award Committee, Jacob Eisenberg at University College Dublin. The other Committee members are: David Lamond at Sydney Graduate School of Management, Eleanor O'Higgins at University College Dublin, Anat Rafaeli at the Technion - Israel Institute of Technology, and Jia Lin at University of Toronto.

## Here are the 2005 Carolyn Dexter Award nominees:

### **BPS**

The Antecedents of Competitive Aggressiveness among Multinational Enterprises

Tieying Yu, Boston College

Albert Cannella, Jr, Arizona State U.

### **BPS**

How National Systems Influence Executive Discretion: A Study of CEO Effects in Three Countries

Craig Crossland, Pennsylvania State U.

### **CAR**

Antecedents and Consequences of Career Self-Management Behaviors

Babette Raabe, Siemens AG - US Filter

Terry A Beehr, Central Michigan U.

### **CAR**

Family-friendly Employment Practices: Importance and Effects in China, India, Kenya and Thailand

Peng Wang, Jackson State U.

Fred Ochieng Walumbwa, U. of Nebraska

John Lawler, U. of Illinois

Kan Shi, Chinese Academy of Sciences, Beijing

Ming Piao, Northwestern U.

### **CM**

U.S. and Japanese Intercultural Negotiation Schemas: A Tale of Overadjustment?

Wendi L. Adair, Cornell U.

Masako S. Taylor, Cornell U.

Catherine Tinsley, Georgetown U.

### **CM**

Assessing Shared Mental Models in Negotiation: Evidence from Same and Cross-Cultural Negotiators

Leigh Anne Liu, U. of South Carolina

Ray Friedman, Vanderbilt U.

Bruce Barry, Vanderbilt U.

### **CMS**

The Political Role of Business in Society: CSR Seen From a Habermasian Perspective

Andreas Georg Scherer, U. of Zurich

Guido Palazzo, U. of Lausanne

### **CMS**

Fighting over Knowledge Management, a Foucauldian perspective

Irene Lammers, Vrije U.

### **ENT**

The Internationalization of US Venture Capital Firms: An Empirical Examination

Isin Guler, Boston U.

Mauro F Guillen, U. of Penn-Wharton

### **GDO**

Gender Factors and Female Entrepreneurship: International Evidence and Policy Implications

Nada Kobeissi, Long Island U., C.W.Post

### **GDO**

Cultural Context and Family: Influences on Job Attribute Preferences and Work Outcomes

Elizabeth A Corrigan, Penn State Worthington Scranton

### **HCM**

Hospitals on the Road to Competitive Advantage? The Case of Implementing DRGs in German Hospitals

Hans-Gerd Ridder, Hannover U.

Susanne Martini, Hannover U.

Vanessa Doege, Hannover U.

### **HCM**

Organizing Vision for IT Healthcare: Analysis of the Discourse Surrounding Electronic Health Records

John Lee Reardon, U. of Hawai'i, Manoa

Elizabeth Davidson, U. of Hawai'i, Manoa

### **HR**

IT Professionals: The Effect of HR Practices on Organizational Commitment and Turnover Intentions

Shoba Nair, Tata Consultancy Services Limited

Stephen Deery, Kings College

Roderick D Iverson, Simon Fraser U.

### **HR**

Knowledge Team Design and Conflict: Evidence from Chinese High Technology Companies

Paul Hempel, City U. of Hong Kong

Zhixue Zhang, Peking University



# The Carolyn Dexter Award

## **IM**

Janus Face of Intra-Firm Ties: Group-Wide and Affiliate-Level Innovation in Taiwan

**Ishtiaq Pasha Mahmood**, National U. of Singapore

**William G Mitchell**, Duke U.

**Chi-Nien Chung**, National U. of Singapore

## **IM**

Institutional Environments, Staffing Strategies & Subsidiary Performance: Lessons from Japanese MNCs

**Ajai Singh Gaur**, National U of Singapore

**Andrew Delios**, National U. of Singapore

**Kulwant Singh**, National U of Singapore

## **MC**

Management Consulting Courses and Students' Self-Efficacy: An Empirical Investigation

**Ansgar Richter**, European Business School

**Sascha Leonard Schmidt**, EBS/U.St. Gallen

## **MED**

Political Culture and Business School Teaching.

**Simon Ulrik Kragh**, Copenhagen Business School

**Sven Bislev**, Copenhagen Business School

## **MED**

Erroneous Learning From the West: An Empirical Study of Chinese Cases published in 992 and 999

**Neng Liang**, China Europe International Business School

**Shu Lin**, Peking University

## **MH**

Early Stages of São Paulo – Brazil Industrialization Process in the First Half of the 20th Century

**Isabela Baleeiro Curado**, FGV-EAESP

## **MH**

A Historical Analysis of Ancient Chinese Negotiators Strategies

**Hun-Joon Park**, Yonsei U.

**Changdao Jin**, Not Specified

**Si Ahn Mehng**, Yonsei U.

## **MOC**

Understanding the role of locus of control in consultative decision making

**Marcus Selart**, Norwegian School of Economics and Business Administration

**Svein Tvedt Johansen**, Norwegian School of Economics and Business Administration

## **MOC**

The Crafting of Organizational Façades: An Empirical Investigation

**Philippe Baumard**, UC Berkeley Haas (Visiting)

## **OB**

Why Would a Duck Walk into a Bar? A Theoretical Examination of Humor and Culture in Organizations

**Christopher Robert**, U. of Missouri, Columbia

**Wan Yan**, U. of Missouri, Columbia

## **OB**

Development and Validation of a Measure of Organizational Energy

**Michael S. Cole**, U. of St Gallen

**Heike Bruch**, U. of St Gallen

**Bernd Vogel**, U. of St. Gallen

## **OCIS**

Privacy Trade-Off Factors in E-Commerce – A Study of Italy and the United States

**Tamara Dinev**, Florida Atlantic U.

**Massimo Bellotto**, U. of Verona

**Paul Hart**, Florida Atlantic U.

**Christian Colautti**, IULM U.

**Vincenzo Russo**, IULM U.

**Ilaria Serra**, Florida Atlantic U.

## **ODC**

Societal Culture and Organization Design, A Tale of Two Oriental Cities

**Ji Li**, Hong Kong Baptist University

## **ODC**

Cultural Influences on Support for Organizational Change

**Eric Lamm**, Boston College

## **OMT**

Balancing Autonomy and Cooperation: Organizational Structures in the 2st Century.

**Sebastian Raisch**, U. of St.Gallen

**Gilbert Probst**, HEC, U. of Geneva

## **OMT**

Institutional Influences in Multinational Competitiveness: An Empirical Exploration

**Subramanian Rangan**, INSEAD

**Metin Sengul**, INSEAD

## **ONE**

An International Comparison of the Factors Affecting Environmental Strategy and Performance

**Nicole Darnall**, North Carolina State U.

**Irene Henriques**, York University

**Perry Sadorsky**, York University

## **ONE**

A Challenge for the 2st Century? Emissions Trading and Corporate Climate Strategies

**Jonatan Pinkse**, U. of Amsterdam

## **PNP**

Intertwining Offline and Online Channels in Multi-Channel Public Service Delivery: A Case Study

**Calvin M. L. Chan**, National U. of Singapore

# The Carolyn Dexter Award

***PNP***

Electronic Government as a Guided Evolution in Singapore: Vision for the World in the 21st Century

Shirish C Srivastava, National U. of Singapore

Thompson SH Teo, National U. of Singapore

***SIM***

International Differences in Information Ethics

Maris G. Martinsons, City U. of Hong Kong

Simon K.K. So, City U. of Hong Kong

***SIM***

Community-Level Application of ISCT When Norms Collide: Access to HIV Medicines in South Africa

Linda M Sama, Pace U.

William D. Reisel, St. John's U.

***TIM***

Do Firms Produce Better Quality Research with Greater Academic Collaboration?

Kartik Kumaramangalam, London School of Economics

***TIM***

The Impact of Acquisitions on the Innovation Performance of Inventors at Semiconductor Companies

Rahul Kapoor, INSEAD

Kwanghui Lim, National U. of Singapore



*Face the Future: The Globalized Individual*  
Leisa Ann Millar, Independent; Nerina Jimmieson, U. of Queensland

# 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.

- 15,109 Members (66% U.S. / 34% International)
- 91 Countries Represented
- 24 Divisions and Interest Groups
- 7 Regional Affiliates (Eastern, Midwest, Southern, Southwest, Western, Asia, Iberoamerican)

## Member Type Percentages

Professors .....	63%
Students.....	26%
Business Executives.....	9%
Emeriti (i.e. retired professors) .....	2%

## AOM Publications

### *Academy of Management Journal*

Presents cutting edge research that provides readers with a forecast for new management thoughts and techniques.

*Published 6 times per year. Circulation: 16,900.*

### *Academy of Management Review*

Explores new management theories and presents high quality conceptual work.

*Published quarterly. Circulation: 16,700.*

### *Academy of Management Executive*

Presents straightforward practical articles geared toward "thought leaders" who influence management practice about research findings concerning management issues.

*Published quarterly. Circulation: 15,800.*

### *Academy of Management Learning & Education Journal*

Examines pressing issues in the fields of management learning and education.

*Published quarterly. Circulation: 15,100.*

### *Academy of Management News*

Quarterly newsletter covering society news and activities.

### *24 Division-specific Newsletters*

Periodic newsletters addressing areas of specialization.

### *Placement Services*

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

### *Advertising*

The Academy of Management accepts advertising about professional resource materials in the annual meeting program and journals.

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For further information about the Academy of Management, please call the main office at (914) 923-2607, or email us [www.aomonline.org/](http://www.aomonline.org/)

# Academy of Management

## **2004-2005 Board of Governors**

### ***President***

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### ***President-Elect and Coordinator of Professional Divisions***

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### ***Executive Director, AoM Headquarters***

Nancy Urbanowicz

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Andrea Casey, George Washington U.

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Debra L. Shapiro, U. of Maryland

Sim B. Sitkin, Duke U.

Dean Tjosvold, Lingnan U.

### ***Editor Representative***

Arthur P. Brief, Tulane U.

## **Future Annual Meetings of the Academy of Management**

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

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

## **Chairpersons of the Professional Divisions and Interest Groups**

BPS	Margaret Peteraf, Dartmouth College
CAR	Yehuda Baruch, U. of East Anglia
CM	Sally Blount, New York U.
CMS	David Jacobs, Hood College
ENT	Andrew Zacharakis, Babson College
GDO	Bernardo M. Ferdman, Alliant International U.
HCM	Kathryn Dansky, Penn State U.
HR	Diana L. Deadrick, Old Dominion U.
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MC	Rickie Moore, E.M. Lyon/ISEOR
MED	Carolyn Wiley, Mercer Human Resources Consulting
MH	Michele A. Govekar, Ohio Northern U.
MSR	Marjolein Lips-Wiersma, U. of Canterbury
MOC	Stephen Mezas, New York U.
OM	Morgan Swink, Michigan State U.
OMT	Tina Dacin, Queen's U.
ODC	George Roth, Massachusetts Institute of Technology
OB	Bruce Avolio, U. of Nebraska
OCIS	Laurie Kirsch, U. of Pittsburgh
ONE	Michael V. Russo, U. of Oregon
PNP	Ralph Brower, Florida State U.
RM	Philip L. Roth, Clemson U.
SIM	Bryan W. Husted, ITESM/ Instituto de Empresa
TIM	Laura B. Cardinal, Tulane U.

# Academy of Management Past Presidents

*Affiliations reflect those at the time of presidency.*

2003-2004	Rosalie L. Tung .....Simon Fraser University	1973-1974	Lyman W. (Port) Porter.....University of California, Irvine
2002-2003	Jone L. Pearce .....University of California, Irvine	1972-1973	Charles E. (Charlie) Summer, Jr...University of Washington
2001-2002	Jean M. Bartunek .....Boston College	1971-1972	George A. Steiner .....University of California at Los Angeles
2000-2001	Andrew H. (Andy) Van de Ven .....University of Minnesota	1970-1971	William G. (Bill) Wolf .....Cornell University
1999-2000	David A. Whetten.....Brigham Young University	1969-1970	Joseph A. (Joe) Litterer .....University of Massachusetts
1998-1999	Anne S. Huff .....University of Colorado	1968-1969	Paul J. Gordon.....Indiana University
1997-1998	William H. (Bill) Starbuck .....New York University	1967-1968	Ernest (Ernie) Dale .....University of Pennsylvania
1996-1997	Michael A. (Mike) Hitt .....Texas A&M University	1966-1967	Max D. Richards .....Pennsylvania State University
1995-1996	Richard T. (Rick) Mowday.....University of Oregon	1965-1966	Preston P. (Pres) Le Breton .....University of Washington
1994-1995	Mary Ann Y. Von Glinow ...Florida International University	1964-1965	Dalton E. (Dalt) McFarland .....Michigan State University
1993-1994	Greg R. Oldham .....University of Illinois	1963-1964	Keith Davis.....Arizona State University
1992-1993	Donald C. (Don) Hambrick .....Columbia University	1962-1963	Harold D. (Howdy) Koontz .....University of California at Los Angeles
1991-1992	Ramon J. (Ray) Aldag .....University of Wisconsin	1961-1962	Harold F. Smiddy .....General Electric Company
1990-1991	Janice M. (Jan) Beyer.....University of Texas at Austin	1960-1961	George R. Terry.....Northwestern University
1989-1990	Steven (Steve) Kerr .....University of Southern California	1959-1960	Joseph W. (Joe) Towle .....Washington University
1988-1989	Arthur G. (Art) Bedeian .....Louisiana State University	1958-1959	Merten J. (Mandy) Mandeville .....University of Illinois
1987-1988	Don Hellriegel .....Texas A&M University	1957-1958	Billy E. Goetz.....Massachusetts Institute of Technology
1986-1987	Richard M. (Rick) Steers.....University of Oregon	1956-1957	Alvin M. Brown.....Johns-Manville Corp.
1985-1986	Fred Luthans .....University of Nebraska	1955-1956	Franklin G. (Frank) Moore .....University of Michigan
1984-1985	Kathryn M. (Kay) Bartol .....University of Maryland	1954-1955	Ronald B. (Ron) Shuman .....University of Oklahoma
1983-1984	John W. Slocum, Jr. ....Southern Methodist University	1953-1954	William R. (Jack) Spriegel .....University of Texas
1982-1983	Robert B. (Bob) Duncan .....Northwestern University	1952-1953	Franklin E. (Frank) Folts.....Harvard University
1981-1982	Max S. Wortman, Jr. ....University of Tennessee	1951-1952	John F. Mee .....Indiana University
1980-1981	Larry L. Cummings .....University of Wisconsin	1950-1951	William H. (Bill) Newman .....Columbia University
1979-1980	William F. (Bill) Glueck .....University of Georgia	1949-1950	Michael J. (Mike) Jucius.....Ohio State University
1978-1979	Rosemary Pledger .....University of Houston at Clear Lake	1948-1949	Erwin H. Schell.....Massachusetts Institute of Technology
1977-1978	John B. (Jack) Miner.....Georgia State University	1947-1948	Ralph C. Davis .....Ohio State University
1976-1977	Fremont F. (Monty) Kast .....University of Washington	1941-1947	Robert P. (Bob) Brecht .....University of Pennsylvania
1975-1976	Stanley C. (Stan) Vance .....University of Tennessee	1936-1940	Charles L. (Charlie) Jamison.....University of Michigan
1974-1975	Herbert G. (Herb) Hicks.....Louisiana State University		

# 2005 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors

Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

Sponsor	Paper Submissions						Symposia Submissions		
	Submitted Papers	Sponsor Acceptance	Visual Acceptance	Interactive Paper Acceptance	Papers Accepted	Proceedings Acceptance	Symposia Submitted	Symposia Accepted	Showcase Symposia
AAS	0	0	0	0	0	0	33	33	0
ART	30	23	0	0	23	0	2	1	0
BPS	555	181	71	81	333	33	42	22	13
CAR	67	28	0	10	38	4	23	15	1
CM	81	28	12	12	52	6	18	12	3
CMS	85	17	18	14	49	5	19	13	2
ENT	309	100	41	49	190	19	18	11	4
GDO	128	51	19	19	89	9	27	14	3
HCM	94	32	13	14	59	6	8	5	0
HR	241	56	39	35	130	13	56	39	6
IM	316	128	43	42	213	22	32	13	4
MC	76	24	13	12	49	5	7	4	0
MED	108	48	13	17	78	8	31	9	3
MH	47	12	7	6	25	3	8	6	2
MOC	138	49	18	20	87	9	23	17	2
MSR	40	16	6	6	28	3	7	2	1
OB	420	120	45	57	222	22	95	66	10
OCIS	147	53	22	22	97	9	17	9	1
ODC	110	40	18	17	75	8	28	12	5
OM	77	24	12	11	47	4	9	5	0
OMT	357	116	53	49	218	21	73	46	14
ONE	62	24	9	9	42	5	8	4	3
PNP	116	31	20	18	69	7	6	5	1
RM	63	20	6	6	32	4	11	7	2
SIM	170	52	20	26	98	10	20	14	4
TIM	306	101	47	46	194	19	21	16	4
<b>Totals:</b>	<b>4143</b>	<b>1374</b>	<b>565</b>	<b>598</b>	<b>2537</b>	<b>254</b>	<b>642</b>	<b>400</b>	<b>88</b>

Table 2: Sessions & Participants

Sessions	Total
Caucus	24
Free Session	17
Meeting	163
Paper Session	571
PDW Workshop	323
Social Event	51
Symposium	226
Theme Session	15
<b>All Sessions</b>	<b>1,390</b>
<b>Participants:</b>	
People on Program	6,121
Countries Represented	63

Table 3: Affiliations with 30+ Participants

Affiliation Name*	Affiliation Name*
Arizona State U.	Pennsylvania State U.
Bocconi U.	Rutgers U.
Case Western Reserve U.	Stanford U.
Columbia U.	Texas A&M U.
Copenhagen Business School	U. of California, Berkeley
Cornell U.	U. of Central Florida
Florida State U.	U. of Illinois, Urbana-Champaign
George Washington U.	U. of Maryland
Harvard U.	U. of Michigan
INSEAD	U. of Michigan, Ann Arbor
London Business School	U. of Minnesota
Massachusetts Institute of Technology	U. of Pennsylvania
Michigan State U.	U. of Queensland
National U. of Singapore	U. of Southern California
New York U.	U. of Western Ontario

Table 4: Participant Country Representation

Country*	Count	Country*	Count	Country*	Count
ARGENTINA	5	ICELAND	1	PERU	1
AUSTRALIA	247	INDIA	21	PHILIPPINES	1
AUSTRIA	7	INDONESIA	2	PORTUGAL	10
BANGLADESH	1	IRELAND	19	PUERTO RICO	1
BELGIUM	31	ISRAEL	57	RUSSIAN FEDERATION	4
BRAZIL	38	ITALY	92	SCOTLAND	4
BULGARIA	1	JAMAICA	1	SINGAPORE	102
CANADA	306	JAPAN	38	SLOVENIA	6
CHILE	1	KAZAKHSTAN	1	SOUTH AFRICA	7
CHINA	73	KOREA, REPUBLIC OF	17	SOUTH KOREA	25
COLOMBIA	1	LEBANON	1	SPAIN	68
CROATIA	1	LITHUANIA	5	SWEDEN	41
CYPRUS	3	MACAU	3	SWITZERLAND	70
DENMARK	63	MALAYSIA	4	TAIWAN	97
ESTONIA	3	MEXICO	17	THAILAND	3
FINLAND	41	NETHERLANDS	156	TURKEY	14
FRANCE	117	NEW ZEALAND	72	UKRAINE	1
GERMANY	114	NIGERIA	1	UNITED KINGDOM	331
GREECE	13	NORWAY	29	UNITED STATES	3631
HONG KONG	80	OMAN	1	VIETNAM	2
HUNGARY	1	PAKISTAN	1		

\*Self-Identified. Data may be incomplete. The Academy takes no position on national borders.

## Friday Morning, August 5, 2005

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30	
CC: Room 326B	← AAA: Honolulu 2005, LAC									→	
HH: South Pacific 2	<b>3</b> IM: Outdoor Adventure										→
OS: Hawaii Naval Docks										<b>5</b> MH: Pearl Harbor	→
OS: Hilton Tour	<b>2</b> HR/OB: Company Tour: Hilton										→
OS: USS Chaffee-Pearl Harbor										<b>4</b> HR/OB/ODC: USS Chaffee	→
SH: Hilo Room										<b>6</b> PS +: Practitioner Series	→

## Friday Afternoon, August 5, 2005

	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30		
CC: Room 301A	<b>9</b> ENT: Learning Entrepreneurship									
CC: Room 301B	<b>7</b> BPS & Co-Sponsors: Qualitative Research Methods									
CC: Room 302B	<b>20</b> ODC/ONE/MC: OD and Sustainability								→	
CC: Room 303A	<b>10</b> ENT: ENT Doctoral Consortium								→	
CC: Room 303B	<b>11</b> ENT: ENT Junior Faculty Consortium								→	
CC: Room 304B	<b>25</b> HR/RM: Qualitative Research									
CC: Room 305B	<b>12</b> ENT/TIM/BPS: Corporate Venturing				<b>33</b> ENT/BPS: CE Writer's Workshop					
CC: Room 307A	<b>31</b> ENT: Establishing Collaborations									
CC: Room 308A	<b>19</b> ODC/MED: Design Sciences in ODC									
CC: Room 308B	<b>27</b> ODC/MC/IM: International Mgmt Consulting									
CC: Room 313B	<b>14</b> IM & Co-Sponsors: Measuring Global Competences					<b>37</b> OMT: OMT Junior Faculty Consortium			→	
CC: Room 317A	<b>30</b> BPS/OMT: Research Development Workshop								→	
CC: Room 318A	<b>32</b> TIM: TIM Doctoral Consortium								→	
CC: Room 321B	<b>8</b> CAR/MC/MSR: Complexity & Consciousness I									
CC: Room 322A	<b>23</b> RM/OB/ITC: Social Networks Research									
CC: Room 322B	<b>22</b> RM/HR/ODC: Latent Growth Modeling									
CC: Room 326B	← AAA: Honolulu 2005, LAC									→
HH: Sea Pearl Suite 3-4	<b>18</b> MED/OB: Discussion Learning		<b>26</b> MED & Co-Sponsors: Creating The Next Generation			<b>36</b> MED/ODC/PTC: Strategic Faculty			→	
HH: South Pacific 1	<b>17</b> MED & Co-Sponsors: Management Across Cultures						<b>35</b> MED +: Impact Of Minority Professors			
HH: South Pacific 2	← IM: IM Outdoor Adventure									
OS: Hawaii Naval Docks	← MH: Pearl Harbour									
OS: Hilton Tour	← HR/OB: Company Tour: Hilton									
OS: Honolulu Advertiser	<b>13</b> IM: Honolulu Advertiser Visit									
OS: USS Chaffee-Pearl Harbor	← HR/OB/ODC: Company Tour: USS Chaffee									
SH: Akaka Falls Room	<b>15</b> MC: Integrating Change/Project Mgt									
SH: Ewa Room	<b>24</b> GDO & Co-Sponsors: Diversity Consultants								→	
SH: Hilo Room	← PS & Co-Sponsors: Practitioner Series/A-R									
SH: Iao Needle Room	<b>16</b> MC: Your Consulting Practice					<b>34</b> MC: MC Writing Roundtables			→	
SH: Maui Ballroom	<b>21</b> ONE/BPS: Strategic Competencies									
SH: Puna Room	<b>29</b> ONE/MED: Environmental Education									
SH: Waimea Canyon Room	<b>28</b> TTC/TIM: Teaching IT Transformation									

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*

# Friday Evening, August 5, 2005

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
CC: Room 302A			<b>50</b> OCIS: Doctoral Consortium						
CC: Room 302B	← ODC/ONE/MC: OD & Sustainability								
CC: Room 303A	← ENT: ENT Doctoral Consortium								
CC: Room 303B	← ENT: ENT Junior Faculty								
CC: Room 304A			<b>45</b> IM: IM Division Welcome						
CC: Room 304B			<b>51</b> ODC/MED/PTC: Leadership Development Wkshp						
CC: Room 305B	← ENT/BPS: CE Writer's Workshop								
CC: Room 306B			<b>52</b> OMT/ODC/MOC: Doctoral Consortium						
CC: Room 308 (A&B)			<b>55</b> BPS: Doctoral Consortium						
CC: Room 313B	← OMT: OMT Junior Faculty Consortium								
CC: Room 317A	← BPS/OMT: Research Development								
CC: Room 326B	← AAA: Honolulu 2005, LAC								
HH: Sea Pearl Suite 1			<b>56</b> CM: Reception for CM PDW Presenter						
HH: Sea Pearl Suite 3-4	← MED/ODC/PTC: Strategic Faculty Development								
HH: South Pacific 1			<b>47</b> MED: Welcome Reception (MED-PDW)						
HH: South Pacific 2	<b>42</b> ICW: NSU Reception		<b>54</b> ICW: NSU Opening Meeting						
OS: Local Restaurant			<b>43</b> ENT: Ent Junior Faculty Dinner						
OS: Local Restaurant TBD			<b>44</b> ENT: ENT Doctoral Students Dinner						
OS: Location To Be Determined			<b>46</b> IM: Dinner on the Town with IM						
OS: Tiki Grill & Bar	<b>41</b> GDO: GDO Doctoral Consortium Rec.								
SH: Akaka Falls Room	<b>38</b> MSR: Meditation								
SH: Ewa Room	← GDO +: Diversity Consultants								
SH: Honolulu Room	<b>39</b> OB: OB Doc Consortium Reception								
SH: Iao Needle Room	← MC: MC Writing Roundtables								
SH: Koko Crater Room			<b>49</b> OB: OB Junior Faculty Consortium						
SH: Kona Room			<b>53</b> SIM: SIM Doctoral Consortium						
SH: Lanai Ballroom			<b>57</b> ODC: International Reception						
SH: Puna Room	<b>40</b> ONE: Ph.D./New Faculty Consortium								
SH: Waimea Canyon Room			<b>58</b> ICW: MFCA Social						



*Visions of 21st Century Management: Complexity of Global Logistics*  
 Chris Poulson, California Polytechnic U. Pomona

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*



# Saturday Morning, August 6, 2005

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Room 301 (A&B)	<b>98</b> BPS: New Faculty Consortium									
CC: Room 302A	<b>110</b> OCIS: Doctoral Consortium →									
CC: Room 302B	<b>111</b> OCIS: Junior Faculty Consortium →									
CC: Room 303A	<b>66</b> ENT: ENT Doctoral Consortium									
CC: Room 303B	<b>67</b> ENT: ENT Junior Faculty Consortium →									
CC: Room 304A	<b>73</b> HR: HR Junior Faculty Consortium									
CC: Room 304B	<b>88</b> ODC/MED/PTC: Leadership Development Wkshp →									
CC: Room 305A	<b>108</b> MOC/BPS: Designing Strategic Innovation →									
CC: Room 305B	<b>68</b> ENT: SME Networking-International					<b>122</b> CM/PTC: Conflict Dynamics Profile				
CC: Room 306A	<b>116</b> HR/TTC/OB: Business School Competencies					<b>143</b> ENT: Opportunity →				
CC: Room 306B	<b>120</b> ODC/RM: Tech Support for Researchers					<b>144</b> ENT: Endowed Chairs →				
CC: Room 307A	<b>76</b> IM: Internationalizing Curriculum					<b>142</b> ENT/TIM: Entrepreneurship & →				
CC: Room 307B	<b>123</b> HR/ITC: Diversity and HRM									
CC: Room 308 (A&B)	<b>99</b> BPS: Doctoral Consortium									
CC: Room 309	<b>113</b> OMT/MH: New Archivalism & Archivalists									
CC: Room 311	<b>102</b> RM & Co-Sponsors: Process Research I									
CC: Room 312	<b>129</b> RM/OB/HR: Multilevel Research →									
CC: Room 313A	<b>92</b> OMT/ODC/MOC: OMT/ODC/MOC Doct Consortium →									
CC: Room 313B	<b>90</b> OMT: OMT Junior Faculty Consortium →									
CC: Room 313C	<b>114</b> OMT & Co-Sponsors: Qualitative Writing Workshop									
CC: Room 314	<b>82</b> NDSC: NDSC Consortium →									
CC: Room 315	<b>115</b> BPS/OMT/OB: Knowledge & Individuals									
CC: Room 316A	<b>74</b> HR: HR Doctoral Consortium					<b>136</b> HR: HR Editors Roundtable				
CC: Room 316B	<b>112</b> ODC: Trans-Organizational Systems									
CC: Room 316C	<b>124</b> HR/TIM: Technological Innovation in HR →									
CC: Room 317A	<b>105</b> CM/GDO/SIM: Research Incubator on Power →									
CC: Room 318A	<b>69</b> ENT: Teaching Superstars									
CC: Room 318B	<b>87</b> ODC: Socio-Economic OD					<b>138</b> OMT/MED/TTC: Teaching Integrated				
CC: Room 319A	<b>91</b> OMT/BPS/MOC: Language in Organizations									
CC: Room 319B	<b>130</b> TIM: TIM Doctoral Consortium →									
CC: Room 321B	<b>96</b> TIM: Doctoral and Jr Fac Consortium					<b>121</b> CAR/ONE/PNP: Environmental Careers				
CC: Room 322A	<b>94</b> RM & Co-Sponsors: Moderator/Interaction Analysis									
CC: Room 322B	<b>77</b> IM: IM Doctoral Consortium									
CC: Room 323A	<b>78</b> IM: IMD Junior Faculty Consortium									
CC: Room 323B	<b>85</b> OB/OMT: Senior Scholars' Perspectives			<b>119</b> OB/OMT/RM: Emerging Research Issues			<b>146</b> OB/HR/MED: Leadership →			
CC: Room 323C	<b>86</b> OB/OMT/BPS: Institutional Perspectives			<b>118</b> OB & Co-Sponsors: International Perspectives			<b>145</b> OB/BPS: Network →			
CC: Room 324	<b>83</b> OB: OB Doc Student Consortium →									
CC: Room 325A	<b>84</b> OB: OB Jr Faculty Consortium →									
CC: Room 326B	<b>62</b> AAA: Honolulu 2005, LAC →									
CC: Room 327	<b>95</b> RM/OB/GDO: Scale Development Workshop									
CC: Room 328	<b>81</b> MOC/ODC/SIM: Examining Organization Buy-In					<b>131</b> TIM: Junior Faculty Camp				
HH: Iolani Suite 1	<b>103</b> AAA: Placement Services →									
HH: Sea Pearl Suite 3	<b>63</b> AAA: Membership Committee Meeting									
HH: Sea Pearl Suite 4	<b>64</b> AAA: Ins/Outs of Faculty Recruiting									
HH: South Pacific 1	<b>79</b> MED/CMS: Resuscitating Management					<b>125</b> MED/BPS: Thinking About Strategy				
HH: South Pacific 2	<b>126</b> MED/MSR/MOC: Art Of Structured Reflection									
HH: South Pacific 3	<b>106</b> MED/PTC/ODC: Executive Doctoral Colloquium →									
HH: Tapa Ballroom 1	<b>89</b> OM: Future of OM					<b>127</b> OM/BPS: Operations Strategy →				
HH: Tapa Ballroom 2	<b>80</b> MED & Co-Sponsors: Moving Images →									
OS: Kapiolani Park	<b>104</b> CAR/MC/MSR: Complexity & Consciousness II									
SH: Akaka Falls Room	<b>72</b> HCM: Cont. Bkfast.			<b>100</b> HCM: Evidenced-based Teaching			<b>134</b> HCM: Teaching with Technology			
SH: Ewa Room	<b>70</b> GDO: GDO Doctoral Consortium →									
SH: Hilo Room	<b>93</b> PS & Co-Sponsors: Practitioner Series/A-R →									
SH: Kahuku Room	<b>139</b> TTC/SIM: Learning Outcomes Objectives →									

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Saturday Morning, August 6, 2005 (cont.)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
SH: Kauai Ballroom				<b>101</b> HCM/CAR: New Careers for Senior Faculty				<b>135</b> HCM: Publishing Health Research		
SH: Kohala Room			<b>75</b> IAM: Iberoamerican Values					<b>137</b> IAM: Org Practices in Iberoamerica		→
SH: Koko Crater Room			<b>97</b> TTC & Co-Sponsors: Teaching with Technology					<b>141</b> CMS: New French Theory		→
SH: Kona Room	<b>61</b> SIM: Doctoral Consortium									→
SH: Lanai Ballroom	<b>59</b> CMS: Breakfast		<b>65</b> CMS: CMS Doctoral Workshop					<b>132</b> CMS/MED: Dark Side Case Teaching		→
SH: Maui Ballroom					<b>117</b> MC: Flight Capital			<b>140</b> MC: MC Communities		
SH: Puna Room			<b>71</b> GDO/OB/C: Hawaiian Race Relations Today					<b>133</b> GDO/PTC: Women on Boards: The Future		
SH: Waialua Room								<b>128</b> PNP: Service Learning Effect		
SH: Waianae Room	<b>60</b> MSR: Meditation				<b>109</b> MSR: MSR Research: One Stop					
SH: Waimea Canyon Room					<b>107</b> MH: New Member Workshop MH					

## On Culture

by Mandy Sukman Lee, Trinity College Dublin

They say you're a social glue  
 That bridges and bonds people  
 In companies, countries and communities  
 Where otherwise anarchy is rife.

They say you're a directory  
 That guides social actions and reactions  
 And woe betide the greenhorn who  
 Had been reading the signs upside-down.

They say you're a sacred cow  
 Reared on traditions and taboos  
 Your milk is a narcotic that puts  
 People's minds off the new and the cool.

You can be either mono- or multi-  
 (But these days no one wants to be a mono).  
 You're more Daddy's girl than Momma's boy  
 (But lately you strive to be PC and neutral).

Actually they say you're nothing at all  
 A fudged concept that no academic can use.  
 Yet when the lay people think of you  
 They reckon you're either popular or (unbearably) dull.

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

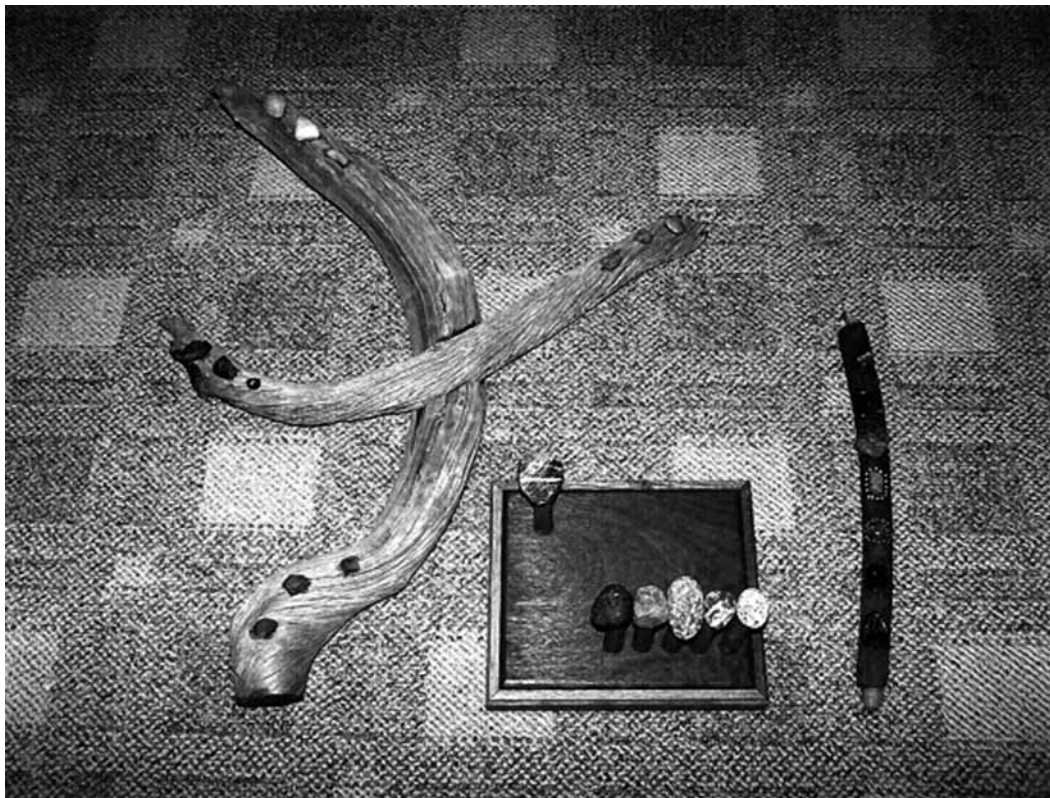
# Saturday Afternoon, August 6, 2005

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
CC: Center Rooftop	<b>156</b> OCIS: Luncheon for OCIS Consortia								<b>223</b> CAR/PTC: Talk Story →		
CC: HCC Lobby - Membership	<b>147</b> AAA: Membership										
CC: HCC Lobby - Registration	<b>148</b> AAA: Registration										
CC: Room 301 (A&B)	<b>189</b> BPS: New Faculty Consortium										
CC: Room 302A	← OCIS: Doctoral Consortium										
CC: Room 302B	← OCIS: Junior Faculty Consortium										
CC: Room 303A	<b>166</b> ENT: ENT Doctoral Consortium										
CC: Room 303B	← ENT: ENT Junior Faculty <b>167</b> ENT: ENT Junior Faculty Consortium										
CC: Room 304A	<b>152</b> HR: HR Junior Faculty					<b>196</b> BPS/OMT: Conducting Network Research					
CC: Room 304B	← ODC/MED/PTC: Leadership <b>174</b> IM & Co-Sponsors: International Patent Research <b>211</b> ENT: Entrepreneurship Research W ...										
CC: Room 305A	← MOC/BPS: Designing Strategic Innovation →										
CC: Room 305B	<b>191</b> ENT: The Next ENT Theory					<b>218</b> CM/ONE: Multi-Case Meta-Theory					
CC: Room 306A	← ENT: Opportunity Identification			<b>192</b> HR/ITC: Australian HRM			<b>217</b> BPS/OB/TIM: Conversation: Dyn Capability				
CC: Room 306B	← ENT: Endowed Chairs Luncheon					<b>204</b> HR & Co-Sponsors: Integrity in Business Schools					
CC: Room 307A	← ENT/TIM: Entrepreneurship <b>168</b> ENT: ENT Cognitive Processes			<b>212</b> ENT: Entrepreneurial Boards: Lesson							
CC: Room 307B	<b>155</b> IM & Co-Sponsors: Introduction to Case Writing					<b>219</b> HR & Co-Sponsors: Publishing in U.S. Journals					
CC: Room 308 (A&B)	<b>190</b> BPS: Doctoral Consortium										
CC: Room 309	<b>181</b> ODC/MC/OMT: Appreciatv. Inquiry Summit →										
CC: Room 311	<b>188</b> RM & Co-Sponsors: Process Research II										
CC: Room 312	← RM/OB/HR: Multilevel Research			<b>194</b> RM/HR/OB: Hierarchical Linear Modeling				<b>228</b> RM/OB: Meeting →			
CC: Room 313A	← OMT/ODC/MOC: OMT/ODC/MOC Doct Consortium										
CC: Room 313B	← OMT: OMT Junior Faculty Consortium										
CC: Room 313C	<b>220</b> OMT/PTC: The Lanquage of Business										
CC: Room 314	← NDSC: NDSC Consortium										
CC: Room 315	<b>201</b> TIM/BPS/IM: First Mover Advantage										
CC: Room 316A	<b>153</b> HR: HR Doctoral Student Consortium										
CC: Room 316B	<b>157</b> ODC/MC: JABS Writing Workshop					<b>208</b> BPS & Co-Sponsors: Methods for Knowledge →					
CC: Room 316C	← HR/TIM: Technological			<b>193</b> RM: Aesthetic Methods							
CC: Room 317A	← CM/GDO/SIM: Research Incubator on Power										
CC: Room 317B	<b>150</b> CAR/MED/MSR: The Career Development Cafe										
CC: Room 318A	<b>162</b> BPS/OB: Conversations on Stra Process					<b>216</b> OMT: Teaching OMT					
CC: Room 318B	<b>183</b> OMT & Co-Sponsors: Becoming a Journal Editor					<b>226</b> ODC/CMS: Critical →					
CC: Room 319A	<b>178</b> MOC: Studying Industry Emergence										
CC: Room 319B	← TIM: Doctoral Consortium										
CC: Room 321B	<b>209</b> CAR/MED/HR: Peer Coaching →										
CC: Room 322A	<b>160</b> RM/CMS: Research Philosophy					<b>200</b> RM & Co-Sponsors: Survival Analysis →					
CC: Room 322B	<b>172</b> IM: Doctoral Consortium										
CC: Room 323A	<b>154</b> IM: IM Division			<b>173</b> IM: IMD Junior Faculty Consortium			<b>224</b> IM: Meet the Editors				
CC: Room 323B	← OB/HR/MED: Leadership			<b>180</b> OB/PNP: Funding Strategies							
CC: Room 323C	← OB/BPS: Network			<b>179</b> OB: Mentoring							
CC: Room 324	← OB: OB Doc Student Consortium →										
CC: Room 325A	← OB: OB Jr Faculty Consortium										
CC: Room 326B	← AAA: Honolulu 2005, LAC →										
CC: Room 327	<b>161</b> RM/HR/ONE: SEM with LISREL			<b>199</b> RM/IM/ITC: Measurement Invariance			<b>227</b> RM/BPS/OMT: Robust →				
CC: Room 328	<b>195</b> TIM: Junior Faculty Camp →										
HH: Iolani Suite 1	← AAA: Placement Services										
HH: Sea Pearl Suite 2	<b>222</b> AAC: TTC Meeting										
HH: Sea Pearl Suite 3	<b>149</b> AAA: AMJ Editors` Mtg										
HH: South Pacific 1	<b>207</b> MED/TIM/ODC: Using Online										
HH: South Pacific 2	<b>175</b> MED/OB/BPS: Drama for Business										
HH: South Pacific 3	← MED/PTC/ODC: Executive Doctoral Colloquium										
HH: South Pacific 4	<b>176</b> MED/ONE/CMS: Sustaining										
HH: Tapa Ballroom 1	<b>158</b> OM: Doc Consortium			<b>182</b> OM: OM Doctoral Consortium							
HH: Tapa Ballroom 2	← MED & Co-Sponsors: Moving Images										

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Saturday Afternoon, August 6, 2005 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
OS: Polynesian Cultural Ctr.	<b>197</b> GDO: GDO Trip to Cultural Center									→
OS: The Willows	<b>151</b> GDO: GDO Lunch									
SH: Akaka Falls Room	<b>169</b> HCM: Feedback on Predoc			<b>205</b> MC: Are Consultants Independent?						
SH: Ewa Room	← GDO: GDO Doctoral Consortium									
SH: Hilo Room	← PS & Co-Sponsors: Practitioner Series/A-R									→
SH: Honolulu Room	<b>214</b> IAM/HR/IM: HRM in Latin America									→
SH: Iao Needle Room	<b>163</b> MC: Qualimetrics				<b>206</b> MC: Intervention Planning					
SH: Kahuku Room	← TTC/SIM: Learning			<b>202</b> TTC: Best Practices in Assessment		<b>221</b> PNP/OM/BPS: Developing & Using Cases				
SH: Kauai Ballroom	<b>203</b> HCM/OB: Future of Health Care									
SH: Kohala Room	← IAM: Org Practices		<b>171</b> IAM: Iberoamerican Macro Issues							
SH: Koko Crater Room	← CMS: New French Theory		<b>165</b> CMS/AAM: Asia: WTO, Business &				<b>213</b> GDO/MSR/IM: Hidden Diversity at Work			→
SH: Kona Room	← SIM: SIM Doctoral Consortium									
SH: Lanai Ballroom	← CMS/MED:		<b>164</b> MH: Situational Leadership				<b>210</b> CMS & Co-Sponsors: Critical Encounters			
SH: Molokai Ballroom	<b>170</b> HCM: Bring Your Ideas to Fruition									
SH: Niihau Room	<b>185</b> PNP: Doctoral Consortium I PNP						<b>225</b> MSR: Spirituality Cafe			
SH: Oahu Room	<b>186</b> PNP: Personal Strategic Planning									
SH: Puna Room	<b>184</b> ONE & Co-Sponsors: MNCs/Sustainable Dev.									
SH: Waialua Room	<b>159</b> PNP: Jr & Doctoral Luncheon		<b>187</b> PNP: Jr Faculty Consortium - PNP							→
SH: Waianae Room	<b>198</b> MSR: Theology and Management Theory									
SH: Waimea Canyon Room	<b>177</b> MH: Getting Published				<b>215</b> MH: New History					



*Tribal to Transpersonal*  
David A. Cowan, Miami U.

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Saturday Evening, August 6, 2005

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
CC: Center Rooftop	← CAR/PTC: Talk Story		<b>242</b> OCIS: Welcome Reception					
CC: Room 302A	← OCIS: Doctoral Consortium							
CC: Room 302B	← OCIS: Junior Faculty							
CC: Room 305A	← MOC/BPS: Designing Strategic Innovation							→
CC: Room 305B	← CM/ONE: Multi-Case Meta-							
CC: Room 306A	← BPS/OB/TIM: Conversation:							
CC: Room 307A	<b>232</b> RM/IM/ITC: International							
CC: Room 307B	← HR +: Publishing in U.S.							
CC: Room 309	← ODC/MC/OMT: Appreciatv.							
CC: Room 312	← RM/OB: Meeting Multilevel							
CC: Room 313A	<b>230</b> OMT: Meet OMT Social							
CC: Room 313B	← OMT: OMT Junior Faculty							
CC: Room 313C	← OMT/PTC: The Language of Business							
CC: Room 314			<b>239</b> NDSC: NDSC Reception					
CC: Room 316B	← BPS & Co-Sponsors: Methods							
CC: Room 316C			<b>240</b> OB: OB Reviewers' Reception					
CC: Room 318B	← ODC/CMS: Critical Lenses on ODC							
CC: Room 321B	← CAR/MED/HR: Peer Coaching							
CC: Room 322A	← RM & Co-Sponsors: Survival							
CC: Room 323A	← IM: Meet the Editors							
CC: Room 324	← OB: OB Doc Student Consortium							
CC: Room 326B	← AAA: Honolulu 2005, LAC							→
CC: Room 327	← RM/BPS/OMT: Robust							
CC: Room 328	← TIM: Junior Faculty Camp							
HH: Sea Pearl Suite 2	← AAC: TTC Meeting							
HH: Sea Pearl Suite 3	<b>229</b> AAA: Atlanta 2006							
HH: South Pacific 2			<b>234</b> AAA: Placement for Applicants					
OS: Aquarium			<b>237</b> ENT: ENT Luau					
OS: Dinner Cruise						<b>246</b> MC: MC & Friends Dinner Cruise		
OS: Ilikai Waikiki Hotel	<b>233</b> SIM: Reception: SIM		<b>241</b> SIM: SIM Division Keynote with SBE					
OS: Polynesian Cultural Ctr.	← GDO: GDO Trip to Cultural Center							
OS: Sergio's Italian Restaurant			<b>245</b> OM: Doctoral Consortium Dinner					
SH: Hilo Room	← PS & Co-Sponsors: Practitioner							
SH: Honolulu Room	← IAM/HR/IM: HRM in Latin							
SH: Kahuku Room	← PNP/OM/BPS:							
SH: Kauai Ballroom			<b>235</b> HCM: HCM PDW Reception					
SH: Kohala Room			<b>243</b> IAM: IAM Business Meeting					
SH: Koko Crater Room	← GDO/MSR/IM: Hidden Diversity							
SH: Kona Room	← SIM: SIM Doctoral Consortium							
SH: Lanai Ballroom			<b>236</b> CMS & Co-Sponsors: Showing of "The Corporation"					
SH: Molokai Ballroom			<b>244</b> ODC: Doctoral Student Reception					
SH: Niihau Room			<b>238</b> IM: IM PDW Reception					
SH: Puna Room	<b>231</b> ONE & Co-Sponsors: BOP Research Workshop							
SH: Waialua Room	← PNP: Jr Faculty Consortium -							
SH: Waianae Room	← MSR: Theology & Management							

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Sunday Morning, August 7, 2005

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Exhibit Hall III - Exhibits				<b>290</b> AAA: Exhibits					→
CC: Exhibit Hall III - Break Area						<b>340</b> AAA: Conference Break			
CC: HCC Lobby - Membership				<b>291</b> AAA: Membership					→
CC: HCC Lobby - Registration				<b>292</b> AAA: Registration					→
CC: Room 301 (A&B)			<b>278</b> BPS: New Faculty Consortium						
CC: Room 302A			<b>286</b> MOC: Cognition in the Rough						
CC: Room 302B						<b>348</b> OCIS & Co-Sponsors: American-Chinese			
CC: Room 303A		<b>257</b> ENT: ENT Doctoral Consortium							
CC: Room 303B						<b>318</b> BPS & Co-Sponsors: Creativity In Business			
CC: Room 304A		<b>260</b> HR: HR Junior Faculty Consortium							
CC: Room 304B		<b>267</b> ODC/MC/MED: High Impact Change Exercises				<b>325</b> HR/OB: Organizational Membership			
CC: Room 305A		<b>262</b> IM: Interpretative Methods				<b>327</b> IM/SIM/ONE: Corporate NGO Relations			
CC: Room 305B						<b>324</b> HR & Co-Sponsors: Craft of Reviewing			
CC: Room 306A						<b>312</b> BPS & Co-Sponsors: Organization Science			
CC: Room 306B						<b>314</b> MOC: Managing Insight & Foresight			
CC: Room 307A				<b>300</b> ENT: Meta-analysis&Entrepreneurship					
CC: Room 307B		<b>258</b> ENT/BPS/TIM: Entrepreneurship & Geography							
CC: Room 308 (A&B)			<b>279</b> BPS: Doctoral Consortium						
CC: Room 309			<b>280</b> CM/OCIS/OB: Teaching about Teams			<b>320</b> CM/RM/OB: Researching Negative Emotions			
CC: Room 311						<b>316</b> MC/BPS/ODC: Global Consulting		<b>349</b> MC/BPS: Consulting in China	
CC: Room 312		<b>255</b> BPS/MEN: Managing Your Dissertation							
CC: Room 313A		<b>270</b> OMT & Co-Sponsors: Ask the Editors Panel				<b>333</b> OMT/ODC/MOC: OMT/ODC/MOC Doct. Consortium			
CC: Room 313B				<b>297</b> BPS/OMT/TIM: Strategy Across Disciplines					
CC: Room 313C						<b>313</b> CM & Co-Sponsors: First Job - Discussion			
CC: Room 314		<b>275</b> RM/NDSC/CMS: Ask the Qualitative Experts				<b>335</b> RM/NDSC: Ask the Quantitative Experts			
CC: Room 315			<b>277</b> AAM: Asia Management Roundtable						
CC: Room 316A		<b>261</b> HR: HR Doctoral Student Consortium							
CC: Room 316B				<b>299</b> CM & Co-Sponsors: Negotiating Your First Job					
CC: Room 316C				<b>301</b> IM/BPS/MEN: Research Opportunities in IM					
CC: Room 317A						<b>311</b> BPS & Co-Sponsors: Coordination Among Firms			
CC: Room 317B				<b>289</b> OMT & Co-Sponsors: Positive Org. Scholarship					
CC: Room 318A				<b>287</b> OCIS/MED/TTC: Management E-Learning					
CC: Room 318B				<b>306</b> OMT: Dissertation Proposal Workshop					
CC: Room 319A				<b>307</b> OMT/BPS: Paradigms and Institutions					
CC: Room 319B		<b>268</b> ODC/MED: ODC as an Academic Discipline							
CC: Room 321B				<b>302</b> IM & Co-Sponsors: International Governance					
CC: Room 322A		<b>256</b> CAR/GDO/MED: Women's Careers in Academe				<b>344</b> CAR/IM/ITC: Transformation and Careers			→
CC: Room 322B				<b>298</b> BPS & Co-Sponsors: Studying Emerging Industries					
CC: Room 323A		<b>254</b> BPS & Co-Sponsors: Using Linked Firm Data				<b>319</b> CAR & Co-Sponsors: Dialogues on a New Vision			
CC: Room 323B		<b>266</b> OB & Co-Sponsors: Strategic Leadership				<b>315</b> OB/HR: Emerging Executive Issues			
CC: Room 323C				<b>305</b> OB & Co-Sponsors: Culture and Leadership					
CC: Room 324				<b>304</b> OB: OB Editor's Panel			<b>347</b> OB: OB Doc Student Consortium		
CC: Room 326B		<b>252</b> AAA: Honolulu 2005, LAC							→
CC: Room 327		<b>274</b> RM: Partial Least Squares				<b>336</b> RM/ONE: Textual Analysis			
CC: Room 328		<b>276</b> TIM & Co-Sponsors: Techno-Entrepreneurship Today				<b>338</b> TIM/OCIS/OM: IT & Organization			
HH: Iolani Suite 1				<b>293</b> AAA: Placement Services					→
HH: Sea Pearl Suite 1		<b>250</b> AAA: Breakfast with Division Chairs		<b>296</b> AAC: Southwest AOM Meeting			<b>341</b> AAA: Incoming Program Chairs		
HH: Sea Pearl Suite 2				<b>294</b> AAA: Current Program Chairs			<b>343</b> AAC: Midwest AOM Meeting		
HH: Sea Pearl Suite 3				<b>295</b> AAA: Current/Incoming Committees			<b>342</b> AAA: Div/IG Incoming Chairs		
HH: South Pacific 1	←	MED & Co-Sponsors: Management E-media Visions				<b>329</b> MED & Co-Sponsors: Meet the Best Reviewers			
HH: South Pacific 2			<b>284</b> MED & Co-Sponsors: Management			<b>330</b> MED/ODC: Film in Experiential Exercises			
HH: South Pacific 3		<b>253</b> AAA: Breakfast with AOM Affiliates				<b>317</b> AAA: AOM Associates			
HH: South Pacific 4		<b>263</b> MED/MOC/MSR: Practicing Discernment							
HH: Tapa Ballroom 1		<b>269</b> OM/PTC: Research with Healthcare Orgs				<b>332</b> OM/TIM: Meet Editors of OM Journals			

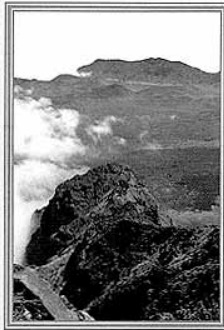
Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Sunday Morning, August 7, 2005 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HH: Tapa Ballroom 2			<b>288</b> OM: OM in Core Business Curriculum			<b>328</b> MED/CMS: Issues of Globalization			
OS: Dole Factory Tour						<b>323</b> HR: Company Tour: Dole			→
SH: Akaka Falls Room		<b>259</b> HCM: Breakfast				<b>337</b> SIM: Ethics And Management Practice			
SH: Ewa Room		<b>265</b> MH/MOC: Using the Past				<b>345</b> GDO: Diversity in Business Schools			
SH: Hilo Room		<b>272</b> PS & Co-Sponsors: Practitioner Series/A-R							
SH: Honolulu Room		<b>282</b> HCM: Qualitative Methods Workshop			<b>339</b> TTC/OB/MED: Scientist and Educator				
SH: Iao Needle Room			<b>308</b> PNP: Multi Hospital Networks						
SH: Kahuku Room		<b>271</b> ONE/SIM: Risk and Self-Regulation			<b>334</b> PTC/ITC: Shaping 21st Century Mgmt				
SH: Kauai Ballroom		<b>283</b> HCM: Quantitative Methods Workshop			<b>346</b> HCM & Co-Sponsors: Finding Funding				
SH: Koko Crater Room		<b>281</b> CMS: Corporation Follow			<b>322</b> GDO/MED: Affective Education				
SH: Kona Room			<b>310</b> SIM: Learn from experts						
SH: Lanai Ballroom					<b>321</b> CMS/CAR: Critter Careers				
SH: Maui Ballroom					<b>326</b> IM: Paper Development Workshop				
SH: Niihau Room			<b>309</b> PNP: Doctoral Consortium II						
SH: Oahu Room		<b>264</b> MEN/ITC: Mentoring & The Organization							
SH: Puna Room		<b>273</b> PTC: Giraffe and Elephant							
SH: Waianae Room			<b>303</b> MED/MSR: Principle-Centered Learning			<b>350</b> MSR: Publishing on Spir.			
SH: Waimea Canyon Room		<b>285</b> MH: Professional Development			<b>331</b> MH: Managing Your Dissertation				

## Hawaii: Paradise Found... and Lost

Those who think “Hawaii” translates to “beautiful beaches” experience only a fraction of nature’s power on these diverse islands.



*Hawaii: Paradise Found... and Lost – A Photo Essay*  
 Randall B. Dunham, U. of Wisconsin, Madison

# Sunday Afternoon, August 7, 2005

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
CC: Ballroom Section AB	<b>373</b> AAA: AOM Award Winners										
CC: Exhibit Hall III - Exhibits	← AAA: Exhibits										
CC: Exhibit Hall III - Break Area	<b>382</b> AAA: Conference Break										
CC: HCC Lobby - Membership	← AAA: Membership										
CC: HCC Lobby - Registration	← AAA: Registration										
CC: Room 301A	<b>388</b> AAA: ENT Executive Committee										
CC: Room 302A	<b>389</b> AAA: RM Executive Committee										
CC: Room 304A	<b>390</b> AAA: OMT Executive Committee										
CC: Room 304B	<b>391</b> AAA: ODC Executive Committee										
CC: Room 305B	<b>392</b> AAA: CM Executive Committee										
CC: Room 306A	<b>393</b> AAA: BPS Executive Committee										
CC: Room 306B	<b>394</b> AAA: OB Executive Committee										
CC: Room 308B	<b>395</b> AAA: CAR Executive Committee										
CC: Room 309	<b>396</b> AAA: MOC Executive Committee										
CC: Room 311 - Fringe Cafe	<b>378</b> ART: Fringe Cafe →										
CC: Room 315	<b>363</b> AAS: New Visions for Teaching Mgmt					<b>386</b> AAS: Future of Business Schools					
CC: Room 317A	<b>383</b> AAA: IM Executive Committee										
CC: Room 317B	<b>374</b> AAA: MC Executive Committee →										
CC: Room 318A	<b>367</b> AAA: AMLE Editorial Board Mtg.										
CC: Room 318B	<b>381</b> AAA: AME Editorial Board Mtg.										
CC: Room 319A	<b>384</b> AAA: AMJ Editorial Board Mtg.										
CC: Room 319B	<b>375</b> AAA: AMR Outgoing Edit. Board Mtg					<b>397</b> AAA: AMR Incoming Edit. Board					
CC: Room 322A	← CAR/IM/ITC: Transformation <b>364</b> ICW: OS Senior Editor Mtg										
CC: Room 323A	<b>370</b> ICW: Positive Org. Scholarship Mtg										
CC: Room 323C	<b>398</b> AAA: TIM Executive Committee										
CC: Room 324	<b>412</b> ICW: OS Board →										
CC: Room 325A	<b>399</b> AAA: HR Executive Committee										
CC: Room 326B	← AAA: Honolulu 2005, LAC →										
HH: Coral Ballroom 4-5	<b>376</b> AAA: New Member Orientation										
HH: Iolani Suite 1	← AAA: Placement Services										
HH: Sea Pearl Suite 1	<b>359</b> AAC: Western AOM Meeting					<b>379</b> ICW: Organization Ed. Board					
HH: Sea Pearl Suite 2	<b>351</b> AAA: Incoming PDW Chairs					<b>371</b> ICW: JOM Edit. Board Meeting					
HH: Sea Pearl Suite 3	<b>352</b> AAA: Division			<b>360</b> AAC: Mentoring Committee Meeting				<b>410</b> AAC: Southern AOM Meeting			
HH: Sea Pearl Suite 4	<b>353</b> AAA: AOM Fellows			<b>365</b> ICW: Group & Org. Mgmt. Edit. Board				<b>387</b> ICW: LRP Meeting			
HH: South Pacific 1	<b>368</b> AAA:			<b>377</b> AAA: Program Chair				<b>385</b> AAA: AOM Review			
HH: South Pacific 2	<b>355</b> ICW: JAME Editorial Board Meeting										
HH: South Pacific 3	<b>400</b> AAA: GDO Executive Committee										
HH: South Pacific 3	<b>401</b> AAA: MED Executive Committee										
HH: South Pacific 4	<b>402</b> AAA: OM Executive Committee										
OS: Dole Factory Tour	← HR: Company Tour: Dole →										
SH: Akaka Falls Room	<b>403</b> AAA: HCM Executive Committee										
SH: Honolulu Room	<b>404</b> AAA: SIM Executive Committee										
SH: Iao Needle Room	<b>358</b> AAA: Eastern AOM Board Meeting					<b>405</b> AAA: CMS Executive Committee					
SH: Kahuku Room	<b>369</b> AAC: Practice Theme Committee					<b>411</b> AAC: PTC					
SH: Kohala Room	<b>361</b> AAC: Eastern AOM Meeting					<b>406</b> AAA: MSR Executive Committee					
SH: Kona Room	<b>407</b> AAA: MH Executive Committee										
SH: Niihau Room	<b>366</b> ICW: MFCA Business Meeting										
SH: Puna Room	<b>408</b> AAA: ONE Executive Committee										
SH: Waialua Room	<b>354</b> AAC: International			<b>362</b> AAC: ITC Reception							
SH: Waimea Canyon Room	<b>357</b> SPDW: First Job - Break out III					<b>380</b> ICW: OMJ Edit. Board			<b>409</b> AAA: PNP Executive Committee		

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*



# Sunday Evening, August 7, 2005

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
CC: Ballroom Section AB	<b>413</b> AAA: AOM Convocation							
CC: Center Rooftop	<b>422</b> AAA: All Academy Reception							
CC: Room 301 (A&B)	<b>421</b> OB & Co-Sponsors: Leadership Reception							
CC: Room 311	<b>415</b> ART: AcademyArts Opening							
CC: Room 311 - Fringe Cafe	← ART: Fringe Cafe →							
CC: Room 314	<b>428</b> GDO: GLBT and Friends →							
CC: Room 317B	← AAA: MC Executive Committee							
CC: Room 323A	<b>417</b> AAA: OCIS Executive Committee							
CC: Room 323B	<b>414</b> AAC: AAM Committee <b>418</b> AAC: AAM Reception							
CC: Room 324	← ICW: OS Board Reception							
CC: Room 326B	← AAA: Honolulu 2005, LAC →							
HH: Coral Ballroom 1	<b>416</b> ICW: Warwick Cocktail Party							
HH: South Pacific 1	<b>427</b> ICW: HKUST Reception →							
HH: South Pacific 2	<b>423</b> ICW: NSU DBA Students' Meeting							
OS: Dole Factory Tour	← HR: Company Tour: Dole							
OS: Tiki Grill & Bar	<b>419</b> CAR/GDO: CAR/GDO Social Gathering							
OS: Waikiki Beach Marriott Resort	<b>426</b> ICW: Wharton Reception							
SH: Honolulu Room	<b>424</b> ICW: OBTS/JME Reception							
SH: Waialua Room	<b>420</b> ICW: AKMS Meeting							
SH: Waianae Room	<b>425</b> ICW: AKMS Reception							



*Visions of 21st Century Management: Downsizing*  
Chris Poulson, California Polytechnic U. Pomona

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*

# Monday Morning, August 8, 2005

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→	
CC: Ala Halawai Concourse	<b>526</b> AAA: Coffee Break											
CC: Exhibit Hall III - Exhibits	<b>502</b> AAA: Exhibits										→	
CC: Exhibit Hall III - BPS 1	<b>506</b> BPS: Interorganizational Networks					<b>534</b> BPS: Trust, Framing and Process						
CC: Exhibit Hall III - BPS 2	<b>507</b> BPS: TMT and the Strategy											
CC: Exhibit Hall III - Break Area	<b>527</b> AAA: Conference Break											
CC: Exhibit Hall III - ENT 1	<b>508</b> ENT: Venture Performance					<b>545</b> ENT: Opportunity Recognition						
CC: Exhibit Hall III - ENT 2	<b>546</b> ENT: Entrepreneurial Governance											
CC: Exhibit Hall III - GDO 1	<b>509</b> GDO: Leaders and Diversity											
CC: Exhibit Hall III - HR	<b>510</b> HR: P-O Fit / Work Attitudes					<b>551</b> HR: HRM Practices						
CC: Exhibit Hall III - IM 1	<b>511</b> IM: Cross-Cultural Management											
CC: Exhibit Hall III - IM 2	<b>512</b> IM: Management Tensions in											
CC: Exhibit Hall III - MC	<b>513</b> MC: Consulting and Org. Life											
CC: Exhibit Hall III - MED	<b>570</b> MED: Tools and Tactics for MED											
CC: Exhibit Hall III - MOC 1	<b>514</b> MOC: Managerial Cognition											
CC: Exhibit Hall III - MOC 2	<b>515</b> MOC: Emotion & Management											
CC: Exhibit Hall III - OB						<b>578</b> OB: Motivation, Perf., Attitudes						
CC: Exhibit Hall III - ODC 1	<b>519</b> ODC: Transformational Change					<b>588</b> ODC: Accounting for Emotions						
CC: Exhibit Hall III - OM	<b>590</b> OM: Technology & Project Mgmt											
CC: Exhibit Hall III - OMT 1	<b>520</b> OMT: Institutional Change					<b>592</b> OMT: Sources of Institutions						
CC: Exhibit Hall III - OMT 2	<b>521</b> OMT: Identity, Cognition, Culture					<b>593</b> OMT: Learning and Change						
CC: Exhibit Hall III - TIM 1	<b>522</b> TIM: Product Development					<b>604</b> TIM: IT Management						
CC: Exhibit Hall III - TIM 2	<b>523</b> TIM: Intellectual Assets											
CC: HCC Lobby - Membership	<b>503</b> AAA: Membership										→	
CC: HCC Lobby - Registration	<b>504</b> AAA: Registration										→	
CC: Room 301A	<b>492</b> OMT: Welcome/Distinguished Scholar					<b>594</b> OMT: Theory Matters						
CC: Room 301B	<b>456</b> ENT: Internationalization					<b>548</b> ENT/SIM/MED: ENTR in						
CC: Room 302A	<b>493</b> OMT: Corporate Governance					<b>595</b> OMT: Network Dynamics						
CC: Room 302B	<b>496</b> OMT/OB: Positive Communities					<b>596</b> OMT: Where Do Prices Come						
CC: Room 303A	<b>457</b> ENT: Venture Evolution					<b>547</b> ENT: Family Business Advantage						
CC: Room 303B	<b>494</b> OMT: Order and Autonomy					<b>597</b> OMT: Change and Survival						
CC: Room 304A	<b>435</b> IM: Welcome		<b>465</b> IM: Successful Alliances			<b>554</b> IM: Expatriates in Action						
CC: Room 304B	<b>501</b> TIM/BPS/OMT: Patent Strategy					<b>605</b> TIM: Intellectual Property						
CC: Room 305A	<b>466</b> IM: Knowledge Flows & Subsidiaries					<b>555</b> IM: Business Groups &						
CC: Room 305B	<b>467</b> IM: National Culture and Managers					<b>556</b> IM/OB/OMT: Cross-Cultural						
CC: Room 306A	<b>432</b> TIM: TIM Welcome			<b>524</b> TIM: Boundaries of the Firm			<b>606</b> TIM: Joint Knowledge Creation					
CC: Room 306B	<b>444</b> BPS: Executing Alliances					<b>535</b> BPS: Context and Management						
CC: Room 307A	<b>525</b> TIM: Diffusion & Adoption											
CC: Room 307B	<b>445</b> BPS: Diversification Value					<b>536</b> BPS: Organization and Industry						
CC: Room 308A	<b>446</b> BPS: Components of Performance					<b>537</b> BPS: Managing Diversified Firms						
CC: Room 308B	<b>447</b> BPS: Shifting Industry Structure					<b>538</b> BPS: Knowledge Flows						
CC: Room 309	<b>448</b> BPS: Nature of Capabilities					<b>539</b> BPS: Board Stakeholders						
CC: Room 311	<b>442</b> ART: AcademyArts/Fringe Cafe										→	
CC: Room 311 - Arts	<b>443</b> ART: Aesthetics and Uniqueness											
CC: Room 312	<b>439</b> AAS: Moneyball: Reframing Phenomenon					<b>529</b> AAS: Paternalism in Employment						
CC: Room 313A	<b>530</b> AAS: Int'l Outsourcing of Services											
CC: Room 313B	<b>449</b> BPS/MOC: Managerial Cognition					<b>540</b> BPS/TIM: Strategic Alliances						
CC: Room 313C	<b>450</b> BPS/OMT/RM: Set-theoretic Methods					<b>583</b> OB/CM/HR: Justice Around the						
CC: Room 314	<b>431</b> MC: Welcome Breakfast		<b>480</b> MC: Consulting to Organizations			<b>569</b> MC: Consultants' Values & Actions						
CC: Room 315	<b>440</b> AAS: Making Public Schools Work					<b>531</b> AAS: Services Sciences & Mgt						
CC: Room 316A	<b>458</b> ENT/BPS/IM: International Entrepreneurship					<b>584</b> OB/GDO/SIM: Sex at Work						
CC: Room 316B	<b>441</b> AAS: Culture in Management Research					<b>532</b> AAS: Management Consulting						
CC: Room 316C	<b>461</b> GDO/CAR: University Transformation					<b>598</b> OMT/BPS: Embeddedness and						
CC: Room 317A	<b>483</b> MOC: Welcome & Culture in Mind					<b>575</b> MOC/OMT/CMS: Organizational						
CC: Room 317B	<b>516</b> MOC: Emotions in Org Life					<b>574</b> MOC: Bias in Decision-Making						

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Monday Morning, August 8, 2005 (cont.)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→
CC: Room 318A				<b>489</b> OCIS:	<b>517</b> OCIS: Relationships in Virtual			<b>586</b> OCIS: Consequences of Being			
CC: Room 318B				<b>452</b> CM/OB/HR: Obstacles to Fairness				<b>542</b> CM: Trust and Trust Repair			
CC: Room 319A				<b>451</b> CAR/OB: Welcome & Protean Careers				<b>541</b> CAR: Career Success			
CC: Room 319B				<b>464</b> HR/ODC: New Directions in OCB Research				<b>552</b> HR: Strategic HR and			
CC: Room 321B		<b>436</b> ODC: Welcome		<b>490</b> ODC: Organizing for the Future				<b>589</b> ODC: Metaphors and Maps in			
CC: Room 322A				<b>463</b> HR/OB: Job Search and Evaluation				<b>553</b> HR: Performance Management			
CC: Room 322B					<b>518</b> OCIS: Technology Adoption: Firms			<b>587</b> OCIS: Technology Adoption:			
CC: Room 323A				<b>499</b> RM: Formative Measurement Models				<b>601</b> RM: Reliability & Validity			
CC: Room 323C				<b>487</b> OB/ODC: Group Emotional Intelligence				<b>585</b> OB/HR: Aggregate-Level			
CC: Room 324				<b>486</b> OB/HR: Advances in Social Exchange				<b>579</b> OB: Destructive Work Behaviors			
CC: Room 325A				<b>485</b> OB: Workplace Stress & Well-Being				<b>580</b> OB: OB Division 5 Year Review			
CC: Room 326B			<b>433</b> AAA: Honolulu 2005, LAC								→
CC: Room 327				<b>438</b> OB/HR: New Leadership Paradigms				<b>581</b> OB: Psychological Contract			
CC: Room 328				<b>488</b> OB/RM/HR: Psychological Contract Methods				<b>582</b> OB: Considering Customers in OB			
HH: Coral Ballroom 1				<b>495</b> OMT/BPS/MED: Learning and Micro-Practices				<b>577</b> MSR/MED: Spiritual Leadership			
HH: Coral Ballroom 2				<b>455</b> CMS/SIM: Competing Claims				<b>533</b> AAS: Learn from Hawaiian Hula			
HH: Coral Ballroom 4			<b>434</b> HR: Welcome and Awards Ceremony								
HH: Iolani Suite 1					<b>505</b> AAA: Placement Services						→
HH: Sea Pearl Suite 1-2				<b>459</b> GDO: Pay and Promotion Inequities				<b>549</b> GDO: Diversity and HR			
HH: Sea Pearl Suite 3-4								<b>571</b> MED: Quantity and Quality in MED			
HH: South Pacific 1				<b>460</b> GDO: Work and Family							
HH: South Pacific 2				<b>481</b> MED: Publishing in the SoTLE				<b>572</b> MED: Culture and Managers			
HH: South Pacific 3				<b>491</b> OM: Revolution in SCM				<b>591</b> OM: Supplier Management & SCM			
HH: Tapa 1 - Table A1				<b>468</b> IP: Acquisition Integration				<b>557</b> IP: Cognition, Identity & Strategy			
HH: Tapa 1 - Table A2				<b>469</b> IP: Transaction Cost Econ.				<b>558</b> IP: New Research on Value			
HH: Tapa 1 - Table A3				<b>470</b> IP: Teaching & Action Knowledge				<b>559</b> IP: Collaborative Groups			
HH: Tapa 1 - Table A4				<b>471</b> IP: Exploring Sources of Value				<b>560</b> IP: Collaboration & Sustainability			
HH: Tapa 2 - Table B1				<b>472</b> IP: Identity and Identification				<b>561</b> IP: Control and Ownership			
HH: Tapa 2 - Table B2				<b>473</b> IP: Incentives and Rewards				<b>562</b> IP: Governance, Control,			
HH: Tapa 2 - Table B3				<b>474</b> IP: Developing Competencies				<b>563</b> IP: Governance, Control, Incentive			
HH: Tapa 2 - Table B4				<b>475</b> IP: New Views on Leadership				<b>564</b> IP: Corp. Gov. & Ethical Conduct			
HH: Tapa 3 - Table C1				<b>476</b> IP: Research on Groups				<b>565</b> IP: Corporate Governance			
HH: Tapa 3 - Table C2				<b>477</b> IP: Knowledge Models & Concepts				<b>566</b> IP: Creating and Exploiting Value			
HH: Tapa 3 - Table C3				<b>478</b> IP: Signals and Status				<b>567</b> IP: Creating and Sharing			
HH: Tapa 3 - Table C4				<b>479</b> IP: Cognition and Strategic Action				<b>568</b> IP: Create Knowledge & Capability			
SH: Akaka Falls/Iao Needle Room								<b>608</b> ICW: JOB Ed. Board			→
SH: Hilo Room				<b>453</b> CMS: Corporate Responsibility				<b>543</b> CMS: Globalization and MNCs			
SH: Honolulu Room				<b>454</b> CMS: Ecological Revolution				<b>544</b> CMS/ODC/OMT: Oppression and			
SH: Kahuku Room				<b>497</b> ONE: Environmental Performance				<b>599</b> ONE: Environmental Strategy			
SH: Kohala/Kona Room				<b>482</b> MH: Entrepreneurship & Org Evol				<b>573</b> MH: History of Positivity at Work			
SH: Niihau Room				<b>500</b> SIM: Ethics: Emotions and Angst				<b>602</b> SIM: Visions for Ethics			
SH: Oahu Room			<b>437</b> SIM: Welcome Session-Award Nominees					<b>603</b> SIM/IM: Cascading Arenas			
SH: Puna Room				<b>484</b> MSR: Perspectives on Spirituality				<b>576</b> MSR: Leadership and Spirituality			
SH: Waialua Room				<b>498</b> PNP: Empl. Pref & Concerns: Pub & O				<b>600</b> PNP: NP Org & Env: Strategy &			
SH: Waianae Room				<b>462</b> HCM: HCM Business Meeting				<b>550</b> HCM: Innovations in Health Care			
SH: Waimea Canyon: A1	<b>429</b> CAU: Leveraging Older Workers										
SH: Waimea Canyon: A2	<b>430</b> CAU: Mentoring of Older Employees										
SH: Waimea Canyon Room								<b>528</b> AAA: Meet the Editors			

# Monday Afternoon, August 8, 2005

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →	
CC: Exhibit Hall III - Exhibits	← AAA: Exhibits											
CC: Exhibit Hall III - BPS 1	<b>614</b>	BPS: Knowledge Strategy				<b>699</b>	BPS: Knowledge in Partnerships		<b>782</b>	BPS: Ownership & Diversification		
CC: Exhibit Hall III - BPS 2	<b>615</b>	BPS: Vertical Integration				<b>700</b>	BPS: Risk, Uncertainty & Dynamics		<b>783</b>	BPS: Institutions & Advantage		
CC: Exhibit Hall III - BPS 3	<b>616</b>	BPS: Equity Stakeholders										
CC: Exhibit Hall III - Break Area	<b>776</b> AAA: Conference Break											
CC: Exhibit Hall III - ENT 1	<b>627</b>	ENT: Entrepreneurial Linkages				<b>712</b>	ENT: Entrepreneurial		<b>792</b>	ENT: Entrepreneurs & New Ventures		
CC: Exhibit Hall III - ENT 2	<b>793</b> ENT: Images of Entrepreneurship											
CC: Exhibit Hall III - GDO 1	<b>716</b> GDO: Gender, Careers, and											
CC: Exhibit Hall III - HCM 1	<b>632</b>	HCM: Improving Clinical Interaction										
CC: Exhibit Hall III - HCM 2	<b>633</b>	HCM: Organizations and Environment										
CC: Exhibit Hall III - HR	<b>719</b> HR: Potpourri											
CC: Exhibit Hall III - IM 1	<b>638</b>	IM: IJVs, Alliances, Acquisitions										
CC: Exhibit Hall III - MC	<b>739</b> MC: Tools of MC											
CC: Exhibit Hall III - MOC 1	<b>744</b> MOC: Issues in Identity											
CC: Exhibit Hall III - MOC 2	<b>745</b> MOC: Learn, Know,											
CC: Exhibit Hall III - OB	<b>662</b>	OB: Personality and Diversity				<b>749</b>	OB: Leadership					
CC: Exhibit Hall III - ODC 1	<b>670</b>	ODC: Change Interventions										
CC: Exhibit Hall III - ODC 2	<b>671</b>	ODC: Politics and Resistance										
CC: Exhibit Hall III - OM	<b>759</b> OM: Supply Chain & Quality											
CC: Exhibit Hall III - OMT 1	<b>674</b>	OMT: Networks as Structure							<b>832</b>	OMT: Understanding Design		
CC: Exhibit Hall III - OMT 2	<b>675</b>	OMT: Organizational Effectiveness							<b>833</b>	OMT: Alliances and Networks		
CC: Exhibit Hall III - ONE	<b>840</b> ONE: ONE Issues and											
CC: Exhibit Hall III - RM	<b>684</b>	RM: RMD Visual Presentation										
CC: Exhibit Hall III - SIM	<b>843</b> SIM: SIM Visual Village-New											
CC: Exhibit Hall III - SIM 2	<b>844</b> SIM: SIM Visual Village-New											
CC: Exhibit Hall III - TIM 1	<b>689</b>	TIM: Alliances				<b>772</b>	TIM: Innovation Management		<b>845</b>	TIM: High Tech		
CC: Exhibit Hall III - TIM 2	<b>690</b>	TIM: Tech Evolution				<b>773</b>	TIM: Entrepreneurial Activity		<b>846</b>	TIM: Strategy & Technology		
CC: Exhibit Hall III - TIM 3	<b>847</b> TIM: Interorg. Networks											
CC: HCC Lobby - Membership	← AAA: Membership											
CC: HCC Lobby - Registration	← AAA: Registration											
CC: Room 301A	<b>676</b>	OMT: Institutions and Growth				<b>761</b>	OMT: W(h)ithering IT?		<b>834</b>	OMT: Institutional Diffusion		
CC: Room 301B	<b>628</b>	ENT: Making Decisions in VC				<b>713</b>	ENT: New Venture		<b>794</b>	ENT: Capabilities & Rents		
CC: Room 302A	<b>677</b>	OMT: Networks and Community				<b>762</b>	OMT: Industrial Districts		<b>835</b>	OMT: Sociology of Governance		
CC: Room 302B	<b>678</b>	OMT: Categories and Valuation				<b>763</b>	OMT: Status Dynamics		<b>836</b>	OMT: Status & Legitimacy		
CC: Room 303A	<b>629</b>	ENT: Opportunity Recognition				<b>714</b>	ENT: Entrepreneurial Education		<b>795</b>	ENT: Nature of		
CC: Room 303B	<b>679</b>	OMT: Organizational Crises				<b>715</b>	ENT: Funding of		<b>796</b>	ENT: New Venture Advantage		
CC: Room 304A	<b>639</b>	IM: Cultural Distance Revisited				<b>723</b>	IM: The Expatriate's Career		<b>801</b>	IM: Managerial Tensions in		
CC: Room 304B	<b>691</b>	TIM: Evolutionary Theory				<b>774</b>	TIM: New Venturing		<b>848</b>	TIM: Economics of Innovation		
CC: Room 305A	<b>640</b>	IM: Location and Competitiveness				<b>724</b>	IM: Political Strategies in MNCs		<b>802</b>	IM: Exploration Across Borders		
CC: Room 305B	<b>641</b>	IM: Partner Selection & IJV Perf				<b>725</b>	IM: Market Entry Strategies		<b>803</b>	IM: Host Country Nationals		
CC: Room 306A	<b>692</b>	TIM: Capabilities & Resources				<b>775</b>	TIM: New Product Development		<b>849</b>	TIM: TIM Distinguished Speaker		
CC: Room 306B	<b>617</b>	BPS: Perverse Effects of Incentives				<b>701</b>	BPS: Alliance Capabilities		<b>850</b>	BPS: Mid-Career →		
CC: Room 307A	<b>693</b>	TIM: Firm Response to Innovation				<b>764</b>	OMT: Managing the MNC		<b>837</b>	OMT: Structure & Design		
CC: Room 307B	<b>618</b>	BPS: Learning in Alliances				<b>702</b>	BPS: Diversity on Boards		<b>784</b>	BPS: Asset Specificity		
CC: Room 308A	<b>619</b>	BPS: Cap. in Emerging Markets				<b>703</b>	BPS: M&A Relatedness		<b>785</b>	BPS: Why Firms Diversify		
CC: Room 308B	<b>620</b>	BPS: Technology Diffusion				<b>704</b>	BPS: Learning and		<b>786</b>	BPS: Institutions & Knowledge		
CC: Room 309	<b>621</b>	BPS: Learning from Prior Deals				<b>705</b>	BPS: First-Mover Advantage		<b>787</b>	BPS: Competition		
CC: Room 311	← ART: AcademyArts/Fringe Cafe →											
CC: Room 312	<b>610</b>	AAS: Organizations and Peace				<b>695</b>	AAS: Beyond Managers Not		<b>779</b>	AAS: Biopsychology & Mgmt.		
CC: Room 313A	<b>611</b>	AAS: Cross-Cultural Management				<b>696</b>	AAS: Entrepreneurial Vision		<b>780</b>	AAS: Behavioral Ethics		
CC: Room 313B	<b>622</b>	BPS: Rent Appropriation & Creation				<b>706</b>	BPS/OMT/TIM: Organizational		<b>788</b>	BPS: Alliance Performance		
CC: Room 313C	<b>681</b>	OMT/BPS/ENT: Theory of Nascent Org.				<b>707</b>	BPS/TIM: Design of Technology		<b>839</b>	OMT/CMS: Collaborative		
CC: Room 314	<b>654</b>	MC: Future Consulting										
CC: Room 315	<b>612</b>	AAS: Future of Diversity Research				<b>697</b>	AAS: Management and		<b>781</b>	AAS: Developing New Theory		

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Monday Afternoon, August 8, 2005 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →	
CC: Room 316A	<b>682</b>	OMT/MOC: Code-Breaking and Code-Making				<b>766</b>	OMT/BPS/TIM: Technology & Aesthetics					
CC: Room 316B	<b>613</b>	AAS: Management in a Warming World				<b>698</b>	AAS: New Vision of					
CC: Room 316C	<b>668</b>	OB/OMT/OCIS: Teams, Networks and				<b>755</b>	OB/CM/HR: Debating		<b>804</b>	IM/BPS: Penrose & MNE		
CC: Room 317A	<b>659</b>	MOC: Network Effects and Learning				<b>747</b>	MOC/OMT/OB: Attribution		<b>822</b>	MOC: Identity Dynamics in		
CC: Room 317B	<b>660</b>	MOC: New Vistas in Dyads & Teams				<b>746</b>	MOC: Org Identity & Culture		<b>823</b>	MOC: Lead & Follow		
CC: Room 318A	<b>669</b>	OCIS/OB/MOC: Team Knowledge Structure				<b>757</b>	OCIS: Knowledge Sharing		<b>829</b>	OCIS: Keynote: Organizing		
CC: Room 318B	<b>624</b>	CM/OB: Healing, Forgiving, Justice				<b>709</b>	CM: Competition		<b>790</b>	CM: Culture & Conflict		
CC: Room 319A	<b>623</b>	CAR/GDO/HR: Work & Family				<b>708</b>	CAR: Time-Family-Career		<b>789</b>	CAR: Org. Support		
CC: Room 319B	<b>637</b>	HR/CAR: Taking Triads Seriously				<b>722</b>	HR/OB: Social Capital and		<b>799</b>	HR: HRM & Individual		
CC: Room 321B	<b>672</b>	ODC: Debating Organization Science				<b>758</b>	ODC: Resistance as Adaptive		<b>830</b>	ODC: Planning for change		
CC: Room 322A	<b>635</b>	HR: Work & Contextual Performance				<b>721</b>	HR/ENT: HRM &		<b>800</b>	HR: Group Differences &		
CC: Room 322B	<b>680</b>	OMT: Cognition and Strategy				<b>765</b>	OMT: Innovation Over Time		<b>838</b>	OMT: Learning & Memory		
CC: Room 323A	<b>685</b>	RM: RM: International Networking				<b>750</b>	OB: Health, Safety and Well-		<b>824</b>	OB: Impression		
CC: Room 323C	<b>665</b>	OB/HR: Context and Creativity				<b>751</b>	OB: Leadership and Teams		<b>825</b>	OB: Leadership & OCBs		
CC: Room 324	<b>663</b>	OB/CM/MOC: Feelings and Fairness				<b>769</b>	RM: Qualitative Methods &					
CC: Room 325A	<b>666</b>	OB/HR: Transformational Leadership				<b>752</b>	OB: Cultural Perspectives in OB		<b>826</b>	OB: Insights in Identity		
CC: Room 326B	← AAA: Honolulu 2005, LAC →											
CC: Room 327	<b>667</b>	OB/MOC: Error Management and Learning				<b>753</b>	OB: Creative Outcomes		<b>827</b>	OB: Decision Making		
CC: Room 328	<b>664</b>	OB/CM/MOC: Constructing Deviants				<b>754</b>	OB: Humor at Work		<b>828</b>	OB: Stress & Coping at		
HH: Coral Ballroom 1	<b>657</b>	MED/ODC/MH: New Vision Business				<b>756</b>	OB/GDO: Work-Family &		<b>818</b>	MC: Steve Kerr Div Speaker		
HH: Coral Ballroom 2	<b>687</b>	SIM/BPS: Sustainable Strategy & Policy										
HH: Coral Ballroom 4	<b>636</b>	HR: Fourth HR Town Hall Meeting				<b>720</b>	HR: Ice Cream Social & Networking					
HH: Iolani Suite 1	← AAA: Placement Services →											
HH: Sea Pearl Suite 1-2	<b>630</b>	GDO: Groups and Diversity					<b>777</b>	MED: MED Global Forum				
HH: Sea Pearl Suite 3-4	<b>655</b>	MED: MED Division Chairs' Luncheon				<b>741</b>	MED: Learning Styles and		<b>819</b>	MED: Ethics & Mgmt. Ed		
HH: South Pacific 1	<b>631</b>	GDO/CAR: Managing Work-Family Balance				<b>717</b>	GDO/OB/HR: Context Effects		<b>797</b>	GDO: Structures & Diversity		
HH: South Pacific 2	<b>656</b>	MED: Program Internationalization				<b>742</b>	MED/HR: Advances in E-		<b>820</b>	MED: Women Leaving The		
HH: South Pacific 3	<b>673</b>	OM: E-Commerce ...				<b>760</b>	OM: JOM Best Paper Award		<b>831</b>	OM: Division Business Mtg.		
HH: South Pacific 4											<b>851</b>	ICW: Northeastern →
HH: Tapa 1 - Table A1	<b>642</b>	IP: Strategic Knowledge&Capability				<b>726</b>	IP: Perspectives on Diversity		<b>805</b>	IP: Research on Ethical		
HH: Tapa 1 - Table A2	<b>643</b>	IP: Creating and Sharing Knowledge				<b>727</b>	IP: Diversity and the Workplace		<b>806</b>	IP: Exploiting Innovation		
HH: Tapa 1 - Table A3	<b>644</b>	IP: Critiques of Practice				<b>728</b>	IP: Inst. Pressure & Org.		<b>807</b>	IP: Learn & Exploit		
HH: Tapa 1 - Table A4	<b>645</b>	IP: Organization Design				<b>729</b>	IP: Eco. & Evol. Perspectives		<b>808</b>	IP: Culture & Knowledge		
HH: Tapa 2 - Table B1	<b>646</b>	IP: Work Design				<b>730</b>	IP: Eco. and Evol. Perspectives		<b>809</b>	IP: New Perspectives on		
HH: Tapa 2 - Table B2	<b>647</b>	IP: Decision-Making				<b>731</b>	IP: Cognition and Emotions		<b>810</b>	IP: Fin. Issues in Strategic		
HH: Tapa 2 - Table B3	<b>648</b>	IP: Strategic Decision Making				<b>732</b>	IP: Org. Culture and Emotion		<b>811</b>	IP: Gender and Diversity		
HH: Tapa 2 - Table B4	<b>649</b>	IP: Networks as Source of Value				<b>733</b>	IP: Transformational Leadership		<b>812</b>	IP: Globalization & Diversification		
HH: Tapa 2 - Table B5					<b>734</b>	IP: Work and Family		<b>813</b>	IP: Competition			
HH: Tapa 3 - Table C1	<b>650</b>	IP: Capabilities at Social Capital				<b>735</b>	IP: Entrepreneurship and		<b>814</b>	IP: Group Outcome		
HH: Tapa 3 - Table C2	<b>651</b>	IP: Developing New Capabilities				<b>736</b>	IP: Entrepreneurship Processes		<b>815</b>	IP: History & Social		
HH: Tapa 3 - Table C3	<b>652</b>	IP: Intellectual Property & Value				<b>737</b>	IP: Entrepreneurship & New		<b>816</b>	IP: Implementing Tech.		
HH: Tapa 3 - Table C4	<b>653</b>	IP: Developing Social Capital				<b>738</b>	IP: Envr. Influences on Org.		<b>817</b>	IP: Incentives & Rewards in		
SH: Akaka Falls/Iao Needle Room	← ICW: JOB Luncheon →											
SH: Hilo Room	<b>625</b>	CMS: Studying Identity				<b>710</b>	CMS: Work Intensification					
SH: Honolulu Room	<b>626</b>	CMS: Globalization, MNCs & Work				<b>711</b>	CMS/OMT/ODC: Discourses of		<b>791</b>	CMS/IM/TIM: Call Centers		
SH: Kahuku Room					<b>767</b>	ONE: Envisioning Sustainable		<b>841</b>	ONE: Aligning Strategies			
SH: Kohala/Kona Room	<b>658</b>	MH: Reflections on "Chapter Two"				<b>743</b>	MH: Scientific Mgt: Changing		<b>821</b>	MH: Hawthorne Studies		
SH: Niihau Room	<b>686</b>	SIM: Governance in CSR				<b>770</b>	SIM: Ethics: Empirical Studies					
SH: Oahu Room	<b>688</b>	SIM/OB/OMT: Ethics and the Environment				<b>771</b>	SIM/OB/HR: CSP and Attraction					
SH: Puna Room	<b>661</b>	MSR: Science and Spirituality				<b>748</b>	MSR: Visions of Work					
SH: Waialua Room	<b>683</b>	PNP: Innovation, Reform& Resistance				<b>768</b>	PNP: New Vision for 21st		<b>842</b>	PNP: Awards & Business →		
SH: Waianae Room	<b>634</b>	HCM: HC Employee Commitment				<b>718</b>	HCM/OMT/OB: Patient Safety		<b>798</b>	HCM: Dist. Spkr: Van de Ven		
SH: Waimea Canyon Room					<b>694</b>	ICW: IACMR Exec Committee Mtg		<b>778</b>	ICW: MOR Advisory/Editorial			

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Monday Evening, August 8, 2005

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
CC: Center Rooftop	<b>872</b> OCIS: OCIS Social Hour										
CC: Room 301A	<b>862</b> OMT: Business Mtg.										
CC: Room 301B	<b>854</b> ENT: Business Meeting										
CC: Room 304B	<b>865</b> TIM: TIM Business										
CC: Room 306A	<b>876</b> TIM: TIM Social										
CC: Room 306B	← BPS: BPS Mid-Career Consortium										
CC: Room 311	← ART: AcademyArts/Fringe Cafe										
CC: Room 313B	<b>877</b> BPS: Outstanding Educator										
CC: Room 314	<b>856</b> ICW: Oxford Press Reception										
CC: Room 315	<b>858</b> IM: Eminent Scholar Forum										
CC: Room 316A	<b>868</b> OMT: OMT Social Hour										
CC: Room 318A	<b>861</b> OCIS: OCIS Business Meeting										
CC: Room 318B	← CM: Culture & Conflict										
CC: Room 319B	<b>857</b> ICW: IACMR Business Meeting										
CC: Room 323 A, B & C	<b>871</b> OB: OB Awards / Social Hour										
CC: Room 324	<b>863</b> RM: RM: Business <b>874</b> RM: RM: Social Hours										
CC: Room 326B	← AAA: Honolulu 2005, LAC										
HH: Coral Ballroom 1	<b>859</b> MC: Business / Awards										
HH: Coral Ballroom 2	<b>881</b> ICW: BYU Social										
HH: Coral Ballroom 4	<b>869</b> MC: MC Division Social Hour ...										
HH: Rooftop Garden	<b>878</b> GDO: GDO Social Hour										
HH: Sea Pearl Suite 1-2	← GDO: Business Mtg & Awards										
HH: South Pacific 2	<b>866</b> MED: MED Global Forum Dinner										
HH: South Pacific 3	<b>867</b> OM: OM Division Social										
HH: South Pacific 4	← ICW: Northeastern U. Reception										
SH: Diamond Head Lawn	<b>855</b> HCM: HCM Social										
SH: Honolulu Room	<b>853</b> CMS: CMS Business										
SH: Honolulu/Kahuku	<b>879</b> ICW: BAM Reception										
SH: Kahuku Room	<b>870</b> MH: Social Hour - Dan Wren										
SH: Kohala/Kona Room	<b>860</b> MH: Bus Mtg										
SH: Maui/Molokai Ballroom	<b>882</b> AAA: President's Dessert Reception										
SH: Niihau Room	<b>875</b> SIM: SIM & PNP Joint Social										
SH: Oahu Room	<b>864</b> SIM: SIM Division Business Meeting										
SH: Waialua Room	← PNP: Awards & Business <b>873</b> PNP: Social Hour: Reception										
SH: Waianae Room	<b>880</b> ICW: MFCA Reception										

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*

# Tuesday Morning, August 9, 2005

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→
CC: Exhibit Hall III - Exhibits					<b>961</b> AAA: Exhibits						
CC: Exhibit Hall III - BPS 1					<b>965</b> BPS: Alliance Performance			<b>979</b> BPS: Perspectives on RBV			
CC: Exhibit Hall III - Break Area							<b>975</b> AAA: Conference Break				
CC: Exhibit Hall III - CMS 1								<b>991</b> CMS: Foucault, Cultural Studies			
CC: Exhibit Hall III - ENT 1								<b>993</b> ENT: Global Entrepreneurship			
CC: Exhibit Hall III - ENT 2								<b>994</b> ENT: New Entrepreneurship			
CC: Exhibit Hall III - ENT 3								<b>995</b> ENT: Funding New Firms			
CC: Exhibit Hall III - GDO 1								<b>999</b> GDO: Demographic Variables at			
CC: Exhibit Hall III - GDO 2								<b>1000</b> GDO: Disadvantage & Inequity			
CC: Exhibit Hall III - HCM 1					<b>966</b> HCM: Knowledge Management						
CC: Exhibit Hall III - HCM 2					<b>967</b> HCM: Organizational Change						
CC: Exhibit Hall III - HR					<b>968</b> HR: HR Strategy						
CC: Exhibit Hall III - IM 1					<b>969</b> IM: HR Across Borders						
CC: Exhibit Hall III - MC								<b>1024</b> MC: Consulting & Change Mgmt			
CC: Exhibit Hall III - MED								<b>1026</b> MED: Modes of Manager Learnings			
CC: Exhibit Hall III - MH								<b>1029</b> MH: History of Mgt Practice			
CC: Exhibit Hall III - MSR								<b>1032</b> MSR: Religion & Workplace			
CC: Exhibit Hall III - OB								<b>1034</b> OB: Corporate Performance			
CC: Exhibit Hall III - OCIS					<b>971</b> OCIS: Knowledge Networks						
CC: Exhibit Hall III - OMT 1					<b>972</b> OMT: Network Frontiers						
CC: Exhibit Hall III - ONE					<b>973</b> ONE: ONE						
CC: Exhibit Hall III - PNP					<b>974</b> PNP: Org Perspect: Pub &			<b>1049</b> PNP: HR & Leading in Pub & NP			
CC: HCC Lobby - Membership					<b>962</b> AAA: Membership						
CC: HCC Lobby - Registration					<b>963</b> AAA: Registration						
CC: Room 301A				<b>950</b> OMT/MOC/OB: Organization at the Limit				<b>1045</b> OMT: Power and Corruption			
CC: Room 301B				<b>915</b> ENT/TIM: Entrepreneurship Perspectives				<b>996</b> ENT: TMT & Venture Performance			
CC: Room 302A				<b>947</b> OMT: Industry Emergence and Entry				<b>1047</b> OMT/BPS/TIM: Interdependence in			
CC: Room 302B				<b>949</b> OMT/BPS/OB: Building Capabilities				<b>1046</b> OMT: Accountability & Control			
CC: Room 303A				<b>913</b> ENT: Entrepreneurial Growth				<b>997</b> ENT: Context & Firm Creation			
CC: Room 303B				<b>914</b> ENT: Venture Learning				<b>998</b> ENT: Opportunity Exploitation			
CC: Room 304A				<b>921</b> IM: International Sourcing				<b>1007</b> IM: National Institutions & MNCs			
CC: Room 304B				<b>959</b> TIM: Understanding High Tech				<b>1054</b> TIM: Radical Innovation			
CC: Room 305A				<b>922</b> IM: Internationalization Process				<b>1008</b> IM: Int'lization & Performance			
CC: Room 305B				<b>923</b> IM: Managing People Across Borders				<b>1009</b> IM: Expats & Knowledge Flows			
CC: Room 306A				<b>960</b> TIM: Social Capital				<b>1056</b> TIM/BPS/OM: Distributed			
CC: Room 306B				<b>908</b> BPS/TIM/OMT: Managing R&D Consortia				<b>980</b> BPS: Managerial Reasoning			
CC: Room 307A				<b>948</b> OMT: Careers and Professions				<b>1055</b> TIM: Creativity			
CC: Room 307B				<b>902</b> BPS: Concept of Performance				<b>981</b> BPS: ROI on Capabilities			
CC: Room 308A				<b>903</b> BPS: Capabilities and New Markets				<b>982</b> BPS: Principal Agency Relationships			
CC: Room 308B				<b>904</b> BPS: Outsourcing & Knowledge Firms				<b>983</b> BPS: Value of Innovation			
CC: Room 309				<b>905</b> BPS: Executives and Boards				<b>985</b> BPS/IM/OMT: Strategy in Chinese			
CC: Room 311				<b>901</b> ART: AcademyArts/Fringe Café							
CC: Room 312				<b>898</b> AAS: Corporations, Better World				<b>976</b> AAS: HR in the 21st Century			
CC: Room 313A				<b>899</b> AAS: Beyond Sarbanes-Oxley				<b>977</b> AAS: Activism and Management			
CC: Room 313B				<b>906</b> BPS/OMT: Strategic Capabil. & Knowledge				<b>984</b> BPS: Competition & Performance			
CC: Room 313C				<b>951</b> OMT/MOC/OB: Identity Threats				<b>987</b> BPS/TIM/OMT: Brokering			
CC: Room 314				<b>937</b> MC: Management Consulting Research				<b>1025</b> MC/ODC: Appreciative Inquiry &			
CC: Room 315				<b>900</b> AAS: Academy's Creation				<b>978</b> AAS: Positive Organizational Change			
CC: Room 316A				<b>911</b> CM/OB: The Paradox of Power				<b>1011</b> IM/OB/HR: M&A Sociocultural			
CC: Room 316B				<b>924</b> IM: Operating in Transition Econ				<b>1010</b> IM: Global and Regional Strategy			
CC: Room 316C				<b>907</b> BPS/OMT/TIM: Dynamic Capabilities				<b>986</b> BPS/OMT/ENT: The Origins of			
CC: Room 317A				<b>941</b> MOC/OB/OMT: Perceiving Emotion				<b>1031</b> MOC: MOC Best Student Papers			
CC: Room 317B				<b>957</b> IM/OB/OCIS: Diversity in Virtual				<b>1040</b> OCIS: Virtual Communities & Work			
CC: Room 318A				<b>958</b> OCIS: Emotions and IT				<b>1041</b> OCIS: Trust & Control			

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Tuesday Morning, August 9, 2005 (cont.)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	→
CC: Room 318B				<b>910</b> CM: Workplace Bullying				<b>990</b> CM: Diversity and Conflict			
CC: Room 319A				<b>909</b> CAR: Overlap of Values and Norms				<b>988</b> CAR: Extra-Organizational Careers			
CC: Room 319B				<b>919</b> HR: Intellectual Capital and HPWS				<b>1005</b> HR: Workforce Restructuring			
CC: Room 321B				<b>945</b> ODC/OMT: Managing Downsizing, M&A,				<b>1042</b> ODC: Positively M.A.D.: Just Do It			
CC: Room 322A				<b>943</b> OCIS/OB: Relational Implications of CMC				<b>989</b> CAR: Networks & New Jobs			
CC: Room 322B				<b>944</b> ODC: Relations & Emotions in Change				<b>1043</b> ODC: Time, Improvisation &			
CC: Room 323A				<b>954</b> RM/OB: Measuring Group Constructs				<b>1051</b> RM: Multilevel Research			
CC: Room 323B				<b>920</b> HR: Performance Appraisals				<b>1006</b> HR: Career Development & Training			
CC: Room 323C			<b>895</b> OB: Transactive Memory Systems					<b>1038</b> OB/HR: Workplace Aggression			
CC: Room 324				<b>970</b> OB: Lifetime Achievement Award				<b>1039</b> OB/IM/TIM: Team Innovation			
CC: Room 325A			<b>897</b> OB/OMT/MOC: Trust and Control					<b>1035</b> OB: Emotion in the Workplace			
CC: Room 326B			<b>894</b> AAA: Honolulu 2005, LAC								→
CC: Room 327			<b>896</b> OB/HR/CM: Procedural Justice					<b>1036</b> OB: Work Stress			
CC: Room 328				<b>942</b> OB: Ethical/Unethical Behavior				<b>1037</b> OB: Personality Research			
HH: Iolani Suite 1				<b>964</b> AAA: Placement Services							
HH: Sea Pearl Suite 1-2				<b>916</b> GDO: Legislation and GLBT Rights				<b>1001</b> GDO: Stigmas and Identities			
HH: Sea Pearl Suite 3-4				<b>938</b> MED: 21st Century Visions of MED				<b>1027</b> MED: Research in Teaching OB			
HH: South Pacific 1				<b>917</b> GDO/OB: A New Vision of Work Family				<b>1002</b> GDO/CMS: Feminist Theorising			
HH: South Pacific 2				<b>939</b> MED: Cultural Issues in TML				<b>1028</b> MED: Online Management Ed			
HH: South Pacific 3				<b>946</b> OM: OM: Marginalized or Canonized?				<b>1044</b> OM: Strategic Issues in Operati ...			
HH: South Pacific 4	<b>893</b> AAA: Past Presidents Breakfast										
HH: Tapa 1 - Table A1				<b>925</b> IP: Orq. Incentives & Rewards				<b>1012</b> IP: Learn in Alternative Settings			
HH: Tapa 1 - Table A2				<b>926</b> IP: Incentives and Rewards				<b>1013</b> IP: Organization Change			
HH: Tapa 1 - Table A3				<b>927</b> IP: Identifying Ind. Competencies				<b>1014</b> IP: China Managerial Perspectives			
HH: Tapa 1 - Table A4				<b>928</b> IP: Views of Entrepreneurship				<b>1015</b> IP: Managing Networks & Alliance			
HH: Tapa 2 - Table B1				<b>929</b> IP: New Product Development				<b>1016</b> IP: Managing Alliances			
HH: Tapa 2 - Table B2				<b>930</b> IP: Innovation&New Product Dev.				<b>1017</b> IP: Reactions to Change			
HH: Tapa 2 - Table B3				<b>931</b> IP: Institutional Pressures				<b>1018</b> IP: Managing Organization Change			
HH: Tapa 2 - Table B4				<b>932</b> IP: Int'l HR Management				<b>1019</b> IP: Managing the Value Chain			
HH: Tapa 3 - Table C1				<b>933</b> IP: Int'l HR Management				<b>1020</b> IP: Networks and Knowledge			
HH: Tapa 3 - Table C2				<b>934</b> IP: Workplace Conflicts				<b>1021</b> IP: New Perspectives on Careers			
HH: Tapa 3 - Table C3				<b>935</b> IP: Negotiation and Conflict				<b>1022</b> IP: New Ventures			
HH: Tapa 3 - Table C4				<b>936</b> IP: Virtual Teams				<b>1023</b> IP: New Ideas about Leadership			
SH: Akaka Falls/Iao Needle Room				<b>955</b> SIM: Stakeholders							
SH: Hilo - Table C1	<b>883</b> CAU: GLBTRESEARCHNET Global										
SH: Hilo - Table C2	<b>884</b> CAU: The Organization-Nature Nexus										
SH: Hilo Room								<b>1003</b> HCM: Medical Human Capital			
SH: Honolulu Room				<b>912</b> CMS: CMS Keynote Address				<b>992</b> CMS: Analyzing the Big Picture			
SH: Kahuku Room				<b>952</b> ONE: Sustainability and Community				<b>1048</b> ONE: Stakeholder Engagement			
SH: Kohala/Kona Room				<b>940</b> MH: Conversations: Fiedler & Miner				<b>1030</b> MH: International Dimensions			
SH: Niihau - Table B1	<b>885</b> CAU: Images and Transformation										
SH: Niihau - Table B2	<b>886</b> CAU: The Heart of Collaboration										
SH: Niihau - Table B3	<b>887</b> CAU: Focusing on Followership										
SH: Niihau - Table B4	<b>888</b> CAU: International Entrepreneurship										
SH: Niihau Room								<b>1052</b> SIM: Corporate Political Strategy			
SH: Oahu Room				<b>956</b> SIM: Can HRM be Ethical?				<b>1053</b> SIM/OMT: Law and Management			
SH: Puna - Table D1	<b>889</b> CAU: Future of Identity Research										
SH: Puna - Table D2	<b>890</b> CAU: Interlocking Directorates										
SH: Puna Room								<b>1033</b> MSR: Socio-Cultural Work Spirit			
SH: Waialua Room				<b>953</b> PNP: Econ Models & NP Orgs				<b>1050</b> PNP: Role of Values, Image: Pub			
SH: Waianae Room				<b>918</b> HCM: Health Care Business Strategy				<b>1004</b> HCM: Info Technology in Health			
SH: Waimea Canyon: A1	<b>891</b> CAU: Mentoring-Diversity-Difference										
SH: Waimea Canyon: A2	<b>892</b> CAU: Research Challenges in HRM										

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.



# Tuesday Afternoon, August 9, 2005

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
CC: Exhibit Hall III - Exhibits	<b>1058</b> AAA: Exhibits										
CC: Exhibit Hall III - Break Area	<b>1142</b> AAA: Conference Break										
CC: Exhibit Hall III - CM	<b>1152</b> CM: Conflict Management										
CC: Exhibit Hall III - CMS 1	<b>1076</b> CMS: Gender, Discourse										
CC: Exhibit Hall III - CMS 2	<b>1077</b> CMS: Mgmt Strategy, Power										
CC: Exhibit Hall III - IM 1	<b>1090</b> IM: Cultural Challenges in EEs										
CC: Exhibit Hall III - IM 2	<b>1091</b> IM: Internationalization & Results										
CC: Exhibit Hall III - MH	<b>1111</b> MH: Historical Roots Mgt Theory										
CC: Exhibit Hall III - OB	<b>1114</b> OB: Teams and Social Networks										
CC: Exhibit Hall III - OCIS	<b>1120</b> OCIS: IT Implementation										
CC: Exhibit Hall III - OCIS 2	<b>1121</b> OCIS: Virtual Teams										
CC: Exhibit Hall III - ODC 1	<b>1124</b> ODC: Assessing Change										
CC: HCC Lobby - Membership	<b>1059</b> AAA: Membership										
CC: HCC Lobby - Registration	<b>1060</b> AAA: Registration										
CC: Room 301A	<b>1079</b> CMS/OMT: Bourdieu and					<b>1183</b> MOC/OMT: Artifacts & Org.					
CC: Room 301B	<b>1080</b> ENT: Family Business Growth					<b>1155</b> ENT: University Spin-offs					
CC: Room 302A	<b>1129</b> OMT: Trust and Diversity					<b>1196</b> OMT: Organizational Ident.					
CC: Room 302B	<b>1130</b> OMT: Institutional Origin,					<b>1197</b> OMT: Complexity &					
CC: Room 303A	<b>1081</b> ENT: Entrepreneurial Process					<b>1156</b> ENT: Corporate Entrp.					
CC: Room 303B	<b>1082</b> ENT: Valuation of Ventures					<b>1157</b> ENT: Social Capital & Perf.					
CC: Room 304A	<b>1092</b> IM: KM in MNCs					<b>1166</b> IM/HR: TMT International					
CC: Room 304B	<b>1139</b> TIM: Alliances & Joint Ventures					<b>1206</b> TIM: Learning from External					
CC: Room 305A	<b>1093</b> IM: Local Embeddedness of					<b>1163</b> IM: Richman Award					
CC: Room 305B	<b>1094</b> IM: International HR Policies					<b>1164</b> IM: Social Networks & FDI					
CC: Room 306A	<b>1140</b> TIM: Learning					<b>1207</b> TIM: Knowledge Mgt					
CC: Room 306B	<b>1067</b> BPS: Alternative Modes of					<b>1146</b> BPS: Future of the Field					
CC: Room 307A	<b>1141</b> TIM: Organizational Evolution					<b>1208</b> TIM: Simulation Studies					
CC: Room 307B	<b>1068</b> BPS: Resource Reconfiguration					<b>1147</b> BPS: Competitive					
CC: Room 308A	<b>1069</b> BPS: Institutional Context					<b>1148</b> BPS: Change in Emerging					
CC: Room 308B	<b>1070</b> BPS: Drivers of Performance					<b>1149</b> BPS: Strategic Continuity					
CC: Room 309	<b>1071</b> BPS: Information in Alliances					<b>1150</b> BPS: Dissertation Award					
CC: Room 311	<b>1066</b> ART: AcademyArts/Fringe Café →										
CC: Room 312	<b>1063</b> AAS: Lessons from Chinese					<b>1144</b> AAS: Women's Career					
CC: Room 313A	<b>1064</b> AAS: Open Innovation: Empirical					<b>1145</b> AAS: Ban Significance					
CC: Room 313B	<b>1131</b> OMT/TIM/ENT: Institutional					<b>1198</b> OMT/OB: Social Context:					
CC: Room 313C	<b>1075</b> CM/OB/HR: Justice & Conflict					<b>1189</b> OB/HR: Time & Mgmt. Research					
CC: Room 314	<b>1108</b> MC: Consulting to Leaders					<b>1180</b> MC: Ethical Responsibilities					
CC: Room 315	<b>1065</b> AAS: New Vision of Scholarship										
CC: Room 316A	<b>1127</b> ODC/OMT: Corp. Soc. Resp.					<b>1190</b> OB/HR/ODC: Accentuating the +					
CC: Room 316B	<b>1165</b> IM: Executive Panel										
CC: Room 316C	<b>1083</b> ENT/BPS: Entrepreneurial Firms					<b>1199</b> OMT/RM/MH: Movements					
CC: Room 317A	<b>1112</b> MOC: Knowledge Sharing &					<b>1182</b> MOC: Mental Models &					
CC: Room 317B	<b>1122</b> OCIS: Work Practice					<b>1191</b> OCIS: Org. Comm.					
CC: Room 318A	<b>1123</b> OCIS: It's About Time					<b>1192</b> OCIS: Asia-Pacific					
CC: Room 318B	<b>1074</b> CM: Power and Conflict					<b>1153</b> CM: Justice & Negotiation					
CC: Room 319A	<b>1072</b> CAR: Career Self Mgt.					<b>1151</b> CAR: M. Driver Memorial					
CC: Room 319B	<b>1088</b> HR: Recruitment & Retention					<b>1161</b> HR: Assimilation & Stress					
CC: Room 321B	<b>1125</b> ODC: Transformational Change					<b>1193</b> ODC: Distinguished Spkr.					
CC: Room 322A	<b>1073</b> CAR/GDO/OB: Women in IT										
CC: Room 322B	<b>1126</b> ODC: Change in the Global					<b>1194</b> ODC: Politics of Change					
CC: Room 323A	<b>1135</b> RM: Simulation					<b>1202</b> RM: Research Design &					
CC: Room 323B	<b>1089</b> HR: Rewards & Pay Systems					<b>1162</b> HR: Knowledge-Based					
CC: Room 323C	<b>1118</b> OB/CM: When Trust is an Uphill					<b>1184</b> OB: Team Dynamics &					
CC: Room 324	<b>1119</b> OB/RM: CEO Assessment					<b>1185</b> OB: Personality & Work					

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Tuesday Afternoon, August 9, 2005 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00	→
CC: Room 325A						<b>1115</b> OB: Organizational Justice			<b>1186</b> OB: Negatives/Positives of			
CC: Room 326B		← AAA: Honolulu 2005, LAC										→
CC: Room 327						<b>1116</b> OB: Psychological Contracts			<b>1187</b> OB: Justice Perceptions			
CC: Room 328						<b>1117</b> OB: Leadership in Virtual Teams			<b>1188</b> OB: Creativity			
HH: Coral Ballroom	<b>1057</b> AAA: Presidential Luncheon											
HH: Iolani Suite 1						<b>1061</b> AAA: Placement Services						
HH: Sea Pearl Suite 1-2						<b>1084</b> GDO: Truths, Lies, and			<b>1158</b> GDO: Sexual Harassment			
HH: Sea Pearl Suite 3-4						<b>1109</b> MED: Knowledge Accumulation						
HH: South Pacific 1						<b>1085</b> GDO/OB/HR: New Perspectives			<b>1159</b> GDO: OT and Diversity			
HH: South Pacific 2						<b>1110</b> MED/CAR/GDO: Mentor Networks			<b>1181</b> MED/MSR: Research &			
HH: South Pacific 3						<b>1128</b> OM: Project, Service, Process			<b>1195</b> OM: Project Mgmt in 21st			
HH: Tapa 1 - Table A1						<b>1095</b> IP: Research on Leadership			<b>1167</b> IP: Perspectives on Social			
HH: Tapa 1 - Table A2						<b>1096</b> IP: Organizational Change			<b>1168</b> IP: Perspectives on Groups			
HH: Tapa 1 - Table A3						<b>1097</b> IP: Org. Justice and Trust			<b>1169</b> IP: Research on Networks			
HH: Tapa 1 - Table A4						<b>1098</b> IP: Research on Strategy & Perf.			<b>1170</b> IP: Long Time Frames			
HH: Tapa 2 - Table B1						<b>1099</b> IP: Corp. Social Responsibility			<b>1171</b> IP: Science and Economics			
HH: Tapa 2 - Table B2						<b>1100</b> IP: Social Responsibility Res.			<b>1172</b> IP: Signals and Status			
HH: Tapa 2 - Table B3						<b>1101</b> IP: Perspectives on Quality			<b>1173</b> IP: Social Responsibility			
HH: Tapa 2 - Table B4						<b>1102</b> IP: Ideas on Social Identity			<b>1174</b> IP: Stakeholder on Gov.			
HH: Tapa 2 - Table B5						<b>1103</b> IP: Real Options			<b>1175</b> IP: Intangible Assets			
HH: Tapa 3 - Table C1						<b>1104</b> IP: Research on Social Identity			<b>1176</b> IP: Managing Stakeholders			
HH: Tapa 3 - Table C2						<b>1105</b> IP: Recruiting the Right People			<b>1177</b> IP: HR Management			
HH: Tapa 3 - Table C3						<b>1106</b> IP: Reg. and Political			<b>1178</b> IP: Human Capital			
HH: Tapa 3 - Table C4						<b>1107</b> IP: Research on Ethics			<b>1179</b> IP: Small Business			
SH: Akaka Falls/Iao Needle Room						<b>1113</b> MSR: Spirituality & Entrep.						
SH: Hilo Room						<b>1086</b> HCM: The Healthcare						
SH: Honolulu Room						<b>1078</b> CMS/MH: "The Embedded			<b>1154</b> CMS/OCIS: US/Europe			
SH: Kahuku Room						<b>1132</b> ONE: Environmental Mgmt			<b>1200</b> ONE: Greening University			
SH: Kauai Ballroom								<b>1143</b> ICW: Peter Frost Festival				
SH: Kohala/Kona Room						<b>1136</b> SIM: Integrated Strategy Theories			<b>1203</b> SIM: CSP: Empirical			
SH: Lanai Ballroom						<b>1134</b> PNP/SIM: Instit Perspect						
SH: Niihau Room						<b>1137</b> SIM: Ethics Perspectives			<b>1204</b> SIM: Org Identity w/ a POS			
SH: Oahu Room						<b>1138</b> SIM/ONE: CSR: A European			<b>1205</b> SIM/OCIS/TIM: Connected			
SH: Puna Room						<b>1062</b> AAA: Membership Debriefing			<b>1209</b> MSR: Adm Mtg			→
SH: Waialua Room						<b>1133</b> PNP: Pol & Goal Ambiguity: Pub			<b>1201</b> PNP: Critical Managerial			
SH: Waianae Room						<b>1087</b> HCM/OMT: Work Relationships			<b>1160</b> HCM: Patient Safety in HC			

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Tuesday Evening, August 9, 2005

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00	→
CC: Center Rooftop	<b>1230</b> HR: HR Social											
CC: Room 306A	← TIM: Knowledge Mgmt											
CC: Room 311	← ART: AcademyArts/Fringe Café											
CC: Room 313B	<b>1210</b> BPS: Business Mtg											
CC: Room 313C	<b>1224</b> BPS: BPS Social											
CC: Room 315	<b>1232</b> IM: IMD Social											
CC: Room 316B	<b>1216</b> IM: IMD Members' Meeting											
CC: Room 316C	<b>1227</b> MOC: Social Hour											
CC: Room 317A	<b>1218</b> MOC: Business Mtg											
CC: Room 317B	← OCIS: Org. Comm. <b>1223</b> OCIS: OCIS Informal Social Event											
CC: Room 318B	← CM: Justice & Negotiation <b>1226</b> CM: CM Social Hour											
CC: Room 319A	<b>1225</b> CAR: Social											
CC: Room 319B	<b>1212</b> CM: CM Business											
CC: Room 321B	<b>1229</b> ODC: ODC Social											
CC: Room 322A	<b>1211</b> CAR: Business Mtg.											
CC: Room 322B	<b>1219</b> ODC: Awards & Business											
CC: Room 323B	<b>1221</b> HR: Business Mtg											
CC: Room 326B	← AAA: Honolulu 2005, LAC											→
HH: Coral Ballroom 1	<b>1233</b> MED: MED and ONE Social											
HH: Sea Pearl Suite 1-2	<b>1222</b> AAA: LAC Thank You Party											
HH: Sea Pearl Suite 3-4	<b>1217</b> MED: Business Mtg											
HH: South Pacific 1	<b>1213</b> GDO: Mobilizing											
HH: South Pacific 2	<b>1214</b> ICW: NSU Closing Meeting											
SH: Honolulu Room	<b>1231</b> ICW: TTU Reception											
SH: Kahuku Room	<b>1220</b> ONE: ONE Business Meeting											
SH: Puna Room	← MSR: MSR Administrative											
SH: Waialua Room	<b>1228</b> MSR: MSR Social											
SH: Waimea Canyon Room	<b>1215</b> ICW: Management Decision											



*Falling Water*  
 Petra Kugler, U. of St. Gallen  
 28x28" Painting, 200, Acrylic on cardboard

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Wednesday Morning, August 10, 2005

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: HCC Lobby - Registration	<b>1311</b> AAA: Registration									
CC: Room 301A	<b>1288</b> MOC/OMT/OB: Bringing Organizations to Life					<b>1364</b> OMT/ONE: Terrorism & Climate				
CC: Room 301B	<b>1259</b> ENT: New Vision Of Entrepreneurship					<b>1323</b> ENT: New Ventures vs. Established				
CC: Room 302A	<b>1295</b> OMT: Interorganizational Governance					<b>1361</b> OMT: Games and Systems				
CC: Room 302B	<b>1296</b> OMT: Routines and Reproduction					<b>1362</b> OMT: Leadership				
CC: Room 303A	<b>1260</b> ENT: New Venture Creation					<b>1324</b> ENT: Academic Entrepreneurs				
CC: Room 303B	<b>1261</b> ENT: Entrepreneurial Passion					<b>1325</b> ENT: Relational Capital				
CC: Room 304A	<b>1268</b> IM: Implementing Strategy in MNCs					<b>1333</b> IM: EE Institutions and Strategy				
CC: Room 304B	<b>1303</b> TIM: Qualitative Studies					<b>1371</b> TIM: Service Tech. & Innovation				
CC: Room 305A	<b>1245</b> IM: IMD Members									
CC: Room 305B	<b>1269</b> IM: Performance of IJVs					<b>1334</b> IM: Expatriate Adjustment Issues				
CC: Room 306A	<b>1304</b> TIM: Modular Product Design					<b>1372</b> TIM: Interorganizational				
CC: Room 306B	<b>1249</b> BPS: Hypercompetition					<b>1317</b> BPS/OMT: IOCoPS				
CC: Room 307A	<b>1305</b> TIM: Strategy & Innovation									
CC: Room 307B	<b>1250</b> BPS: Research Methods					<b>1313</b> BPS: Start-Up Strategy				
CC: Room 308A	<b>1251</b> BPS: Evolution of Alliances					<b>1314</b> BPS: Geographic Clusters				
CC: Room 308B	<b>1252</b> BPS: CEO Compensation					<b>1315</b> BPS: Performance in Health				
CC: Room 309	<b>1253</b> BPS/TIM: Strategy/Organ. Transformation					<b>1316</b> BPS: Behavioral Controls				
CC: Room 312	<b>1291</b> OB/HR: Job Characteristics					<b>1329</b> HR: 21st-Century HR				
CC: Room 313A	<b>1289</b> OB: Transformational Leadership					<b>1351</b> OB: Cross Cultural Research				
CC: Room 313B	<b>1297</b> OMT: Organizations & Local Contexts					<b>1363</b> OMT/BPS: Knowledge in				
CC: Room 313C	<b>1306</b> TIM: Entrepreneurial Universities					<b>1373</b> TIM: Knowledge Creation				
CC: Room 314	<b>1283</b> MC: Consulting Relationships					<b>1347</b> MC/ODC: Client Centered				
CC: Room 315	<b>1265</b> HR: New Empirical SHRM Studies					<b>1330</b> HR: HR & Performance in Europe				
CC: Room 316A	<b>1256</b> CM/GDO/OB: Women and Work					<b>1321</b> CM/SIM: Restorative Justice				
CC: Room 316B	<b>1270</b> IM/HR: International HR Transfer									
CC: Room 316C	<b>1286</b> MOC: New Frontiers Trust Research					<b>1359</b> ODC/MOC: Where to Now?				
CC: Room 317A	<b>1287</b> MOC: Language & Metaphor					<b>1350</b> MOC: Decisn-Making & Prospect				
CC: Room 317B	<b>1312</b> OCIS: Knowledge Networks					<b>1358</b> OCIS/TIM: Tech. & Human Capital				
CC: Room 318A	<b>1310</b> OCIS/CMS: ERP Systems: Critical					<b>1357</b> OCIS: IT as a Bridge				
CC: Room 318B	<b>1257</b> CM/OMT: Trust in the 21st Century					<b>1320</b> CM: Counterproductive Beh.				
CC: Room 319A	<b>1254</b> CAR/HR/MED: New Visions of Mentoring					<b>1319</b> CAR/OB/OMT: Identity				
CC: Room 319B	<b>1266</b> HR: Organizational Politics					<b>1331</b> HR: Global Leadership				
CC: Room 321B	<b>1292</b> ODC: Mergers & Exits as Change									
CC: Room 322A	<b>1255</b> CAR/IM: Careers across Cultures					<b>1318</b> CAR: Diversity/Occupational				
CC: Room 322B	<b>1293</b> ODC: Strategy and Change									
CC: Room 323A						<b>1367</b> RM: Visual Representation-				
CC: Room 323B	<b>1267</b> HR/MED: Optimizing Training					<b>1332</b> HR: Org Learning & HRM				
CC: Room 323C	<b>1247</b> OB/CAR: Job Loss, Coping, and Careers					<b>1352</b> OB: Exploring the Team				
CC: Room 324	<b>1248</b> OB/OCIS/CM: Theories of Small Groups					<b>1353</b> OB: Employee Turnover				
CC: Room 325A	<b>1290</b> OB: Leader-Member Exchange					<b>1354</b> OB: Trust & Trustworthiness				
CC: Room 326B	<b>1244</b> AAA: Honolulu 2005, LAC									
CC: Room 327	<b>1246</b> OB: Building a Safer Health System					<b>1355</b> OB: Team Diversity & Outcomes				
CC: Room 328	<b>1307</b> OB/PNP: Perf. Goals at DFAS & USPS					<b>1356</b> OB: Leadership & Outcomes				
HH: Sea Pearl Suite 1-2	<b>1262</b> GDO: Networks and Commitment					<b>1326</b> GDO: Gender & Race				
HH: Sea Pearl Suite 3-4	<b>1284</b> MED: MED Exec Committee Breakfast					<b>1348</b> MED: Perceptions of Mgmt Ed				
HH: South Pacific 1	<b>1263</b> GDO: Reducing Discrimination					<b>1327</b> GDO: Anger, Emotion & Influence				
HH: South Pacific 2	<b>1285</b> MED: Managerial Knowledge and Skill					<b>1349</b> MED: Knowledge and Skills for				
HH: South Pacific 3	<b>1294</b> OM: Total Quality Management					<b>1360</b> OM: Technology & Social				
HH: Tapa 1 - Table A1	<b>1271</b> IP: Strategic Learning					<b>1335</b> IP: Tech. & Int'l Settings				
HH: Tapa 1 - Table A2	<b>1272</b> IP: Research on Strategic Learning					<b>1336</b> IP: Influence of Top				
HH: Tapa 1 - Table A3	<b>1273</b> IP: Emerging Markets					<b>1337</b> IP: Management Education Ind.				
HH: Tapa 1 - Table A4	<b>1274</b> IP: Strategy and Health Care					<b>1338</b> IP: Mgt. Edu./ Actionable Knowledge				

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.

# Wednesday Morning, August 10, 2005 (cont.)

	7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HH: Tapa 2 - Table B1				<b>1275</b> IP: Strategy & Performance				<b>1339</b> IP: Decision Making		
HH: Tapa 2 - Table B2				<b>1276</b> IP: Acquisition Strategy & Perf.				<b>1340</b> IP: Knowledge Across Borders		
HH: Tapa 2 - Table B3				<b>1277</b> IP: Org. Ethics & Trust				<b>1341</b> IP: Emotions in Organizations		
HH: Tapa 2 - Table B4				<b>1278</b> IP: Collaboration & Sustainability				<b>1342</b> IP: Trust and Satisfaction		
HH: Tapa 3 - Table C1				<b>1279</b> IP: Technology Alliances				<b>1343</b> IP: Workplace Trust & Satisfaction		
HH: Tapa 3 - Table C2				<b>1280</b> IP: Technology & Communication				<b>1344</b> IP: Uncertainty & Complexity		
HH: Tapa 3 - Table C3				<b>1281</b> IP: Technology & Human Capital				<b>1345</b> IP: Uncertainty & Complexity		
HH: Tapa 3 - Table C4				<b>1282</b> IP: Tech. & Inter-Org. Sys.				<b>1346</b> IP: Women in Management		
SH: Akaka Falls/lao Needle Room				<b>1300</b> SIM: MNEs & Cross-Cultural Issues						
SH: Hilo - Table C1	<b>1234</b> CAU: Expatriate Success & Mobility									
SH: Hilo - Table C2	<b>1235</b> CAU: Ethics in Organizations									
SH: Honolulu Room				<b>1258</b> CMS/GDO/ODC: Writing in Those "Others"				<b>1322</b> CMS: Identity Formation		
SH: Kahuku Room				<b>1299</b> PNP/SIM: Governance Structures: Boards				<b>1365</b> PNP: Effective Privatization		
SH: Kohala/Kona Room				<b>1301</b> SIM: CSR: Theory Building & Testing				<b>1368</b> SIM: Leaders & Crisis		
SH: Niihau - Table B1	<b>1236</b> CAU: Career Choice in Management									
SH: Niihau - Table B2	<b>1237</b> CAU: Teams, Diversity and Fairness									
SH: Niihau - Table B3	<b>1238</b> CAU: It's Just a Dog ... Or, is it?									
SH: Niihau - Table B4	<b>1239</b> CAU: Future of Creativity Research									
SH: Niihau Room								<b>1369</b> SIM: Corporate Philanthropy		
SH: Oahu Room				<b>1302</b> SIM: CSP: Empirical Studies				<b>1370</b> SIM: Indigenous Development		
SH: Puna - Table D1	<b>1240</b> CAU: Women in Entrepreneurship									
SH: Puna - Table D2	<b>1241</b> CAU: Changing Management									
SH: Puna Room				<b>1308</b> CAU: Teaching Diversity Courses						
SH: Waialua Room				<b>1298</b> PNP: Challenges in Volunteer Mgmt				<b>1366</b> PNP: Interorganizational		
SH: Waianae Room				<b>1264</b> HCM: Change in Health Care Org.				<b>1328</b> HCM: Teams in Healthcare		
SH: Waimea Canyon: A1	<b>1242</b> CAU: Leadership & HR in									
SH: Waimea Canyon: A2	<b>1243</b> CAU: Business Ethics: An									
SH: Waimea Canyon Room				<b>1309</b> CAU: The Emonet Network						



*Visions of 21st Century Management:  
Centralisation, Chris Poulson,  
California Polytechnic U. Pomona*

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.



# All Academy Activities

Program Chair: Ken G. Smith, U. of Maryland  
 Program Coordinator: Qing Cao, U. of Maryland  
 Program Coordinator: Jimmy Le, Academy of Management  
 Professional Development Workshop Chair: Thomas W. Lee, U. of Washington  
 Professional Development Workshop Coordinator: Janet Thompson, U. of Washington  
 Local Arrangements Chair: Mary J. Mallott, U. of Hawai'i, West Oahu  
 Local Arrangements Chair: Jerry M Calton, U. of Hawai'i, Hilo

Day	Start	#	Location	Session Information	
<b>Fri</b>	8:00am	<b>1</b>	CC:Room 326B	Honolulu 2005, LAC	
<b>Sat</b>	8:00am	<b>62</b>	CC:Room 326B	Honolulu 2005, LAC	
		<b>63</b>	HH:Sea Pearl Suite 3	Membership Committee Opening Meeting & Breakfast	
		<b>64</b>	HH:Sea Pearl Suite 4	The Ins and Outs of Faculty Recruiting	
	9:00am	<b>103</b>	HH:Iolani Suite 1	Placement Services	
	12:00pm	<b>147</b>	CC:HCC Lobby - Membership	Membership	
		<b>148</b>	CC:HCC Lobby - Registration	Conference Registration	
		<b>149</b>	HH:Sea Pearl Suite 3	Academy of Management Journal Editors' Meeting	
	5:00pm	<b>229</b>	HH:Sea Pearl Suite 3	Atlanta 2006 Organizing Committee	
	5:30pm	<b>234</b>	HH:South Pacific 2	Placement for Applicants	
	<b>Sun</b>	7:30am	<b>250</b>	HH:Sea Pearl Suite 1	Breakfast with Division Chairs
		8:00am	<b>252</b>	CC:Room 326B	Honolulu 2005, LAC
			<b>253</b>	HH:South Pacific 3	Breakfast with Academy of Management Affiliates
		9:00am	<b>290</b>	CC:Exhibit Hall III - Exhibits	Conference Exhibits
<b>291</b>			CC:HCC Lobby - Membership	Membership	
<b>292</b>			CC:HCC Lobby - Registration	Conference Registration	
<b>293</b>			HH:Iolani Suite 1	Placement Services	
<b>294</b>			HH:Sea Pearl Suite 2	Current Program Chairs (2004-2005) Meeting	
		<b>295</b>	HH:Sea Pearl Suite 3	Current/Incoming Committees	
10:00am		<b>317</b>	HH:South Pacific 3	Academy of Management Associates	
10:15am		<b>340</b>	CC:Exhibit Hall III - Break Area	Conference Break	
10:30am		<b>341</b>	HH:Sea Pearl Suite 1	Incoming Program Chairs (2005-2006) Meeting	
		<b>342</b>	HH:Sea Pearl Suite 3	Div/IG Incoming Chairs	
12:00pm		<b>351</b>	HH:Sea Pearl Suite 2	Incoming PDW Chairs (2005-2006) Meeting	
		<b>352</b>	HH:Sea Pearl Suite 3	Division Treasurers' Meeting	
		<b>353</b>	HH:Sea Pearl Suite 4	AOM Fellows Group Committee on Membership Meeting	
12:30pm		<b>358</b>	SH:Iao Needle Room	Eastern AOM Board Meeting	
1:30pm		<b>367</b>	CC:Room 318A	AMLE Editorial Board Mtg.	
		<b>368</b>	HH:South Pacific 1	Program Developer Training Session for PDW Chairs	
1:55pm		<b>372</b>	CC:Ballroom Section AB	Welcome to the 2005 Meeting	
2:00pm		<b>373</b>	CC:Ballroom Section AB	Academy of Management Award Winners	
		<b>374</b>	CC:Room 317B	MC Executive Committee Meeting	
		<b>375</b>	CC:Room 319B	AMR Outgoing Edit. Board Mtg	
		<b>376</b>	HH:Coral Ballroom 4-5	New Member Orientation	
		<b>377</b>	HH:South Pacific 1	Program Chair Training Session	
2:30pm		<b>381</b>	CC:Room 318B	AME Editorial Board Mtg.	
2:45pm		<b>382</b>	CC:Exhibit Hall III - Break Area	Conference Break	
3:00pm		<b>383</b>	CC:Room 317A	IM Executive Committee Meeting	
		<b>384</b>	CC:Room 319A	AMJ Editorial Board Mtg.	
	<b>385</b>	HH:South Pacific 1	AOM Centralized Review System		

All Academy Activities

Day	Start	#	Location	Session Information	
Sun	3:30pm	<b>388</b>	CC:Room 301A	ENT Executive Committee Meeting	
		<b>389</b>	CC:Room 302A	RM Executive Committee Meeting	
		<b>390</b>	CC:Room 304A	OMT Executive Committee Meeting	
		<b>391</b>	CC:Room 304B	ODC Executive Committee Meeting	
		<b>392</b>	CC:Room 305B	CM Executive Committee Meeting	
		<b>393</b>	CC:Room 306A	BPS Executive Committee Meeting	
		<b>394</b>	CC:Room 306B	OB Executive Committee Meeting.	
		<b>395</b>	CC:Room 308B	CAR Executive Committee Meeting	
		<b>396</b>	CC:Room 309	MOC Executive Committee Meeting	
		<b>397</b>	CC:Room 319B	AMR Incoming Edit. Board Mtg.	
		<b>398</b>	CC:Room 323C	TIM Executive Committee Meeting	
		<b>399</b>	CC:Room 325A	HR Executive Committee Meeting	
		<b>400</b>	HH:South Pacific 2	GDO Executive Committee Meeting	
		<b>401</b>	HH:South Pacific 3	MED Executive Committee Meeting	
		<b>402</b>	HH:South Pacific 4	OM Executive Committee Meeting	
		<b>403</b>	SH:Akaka Falls Room	HCM Executive Committee Meeting	
		<b>404</b>	SH:Honolulu Room	SIM Executive Committee Meeting	
		<b>405</b>	SH:Iao Needle Room	CMS Executive Committee Meeting	
		<b>406</b>	SH:Kohala Room	MSR Executive Committee Meeting	
		<b>407</b>	SH:Kona Room	MH Executive Committee Meeting	
		<b>408</b>	SH:Puna Room	ONE Executive Committee Meeting	
<b>409</b>	SH:Waimea Canyon Room	PNP Executive Committee Meeting			
	5:00pm	<b>413</b>	CC:Ballroom Section AB	AOM Convocation	
	5:30pm	<b>417</b>	CC:Room 323A	OCIS Executive Committee Meeting	
	7:00pm	<b>422</b>	CC:Center Rooftop	All Academy Reception	
Mon	8:00am	<b>433</b>	CC:Room 326B	Honolulu 2005, LAC	
		<b>502</b>	CC:Exhibit Hall III - Exhibits	Conference Exhibits	
			CC:HCC Lobby - Membership	Membership	
			CC:HCC Lobby - Registration	Conference Registration	
			HH:Iolani Suite 1	Placement Services	
	10:15am	<b>526</b>	CC:Ala Halawai Concourse	Coffee Break	
		<b>527</b>	CC:Exhibit Hall III - Break Area	Conference Break	
	10:40am	<b>528</b>	SH:Waimea Canyon Room	Meet the Academy's Editors	
	2:45pm	<b>776</b>	CC:Exhibit Hall III - Break Area	Conference Break	
	9:00pm	<b>882</b>	SH:Maui/Molokai Ballroom	President's Dessert Reception	
	Tue	7:15am	<b>893</b>	HH:South Pacific 4	Past Presidents of the AOM Breakfast
			8:00am	<b>894</b>	CC:Room 326B
		<b>961</b>		CC:Exhibit Hall III - Exhibits	Conference Exhibits
CC:HCC Lobby - Membership				Membership	
CC:HCC Lobby - Registration				Conference Registration	
<b>964</b>		HH:Iolani Suite 1	Placement Services		
10:15am		<b>975</b>	CC:Exhibit Hall III - Break Area	Conference Break	
12:00pm		<b>1057</b>	HH:Coral Ballroom	Presidential Luncheon	
2:15pm		<b>1058</b>	CC:Exhibit Hall III - Exhibits	Conference Exhibits	
		<b>1059</b>	CC:HCC Lobby - Membership	Membership	
		<b>1060</b>	CC:HCC Lobby - Registration	Conference Registration	
		<b>1061</b>	HH:Iolani Suite 1	Placement Services	
2:30pm		<b>1062</b>	SH:Puna Room	Membership Debriefing Meeting	
3:15pm		<b>1142</b>	CC:Exhibit Hall III - Break Area	Conference Break	
6:00pm	<b>1222</b>	HH:Sea Pearl Suite 1-2	LAC Thank You Party		
Wed	8:00am	<b>1244</b>	CC:Room 326B	Honolulu 2005, LAC	
		9:00am	<b>1311</b>	CC:HCC Lobby - Registration	Conference Registration



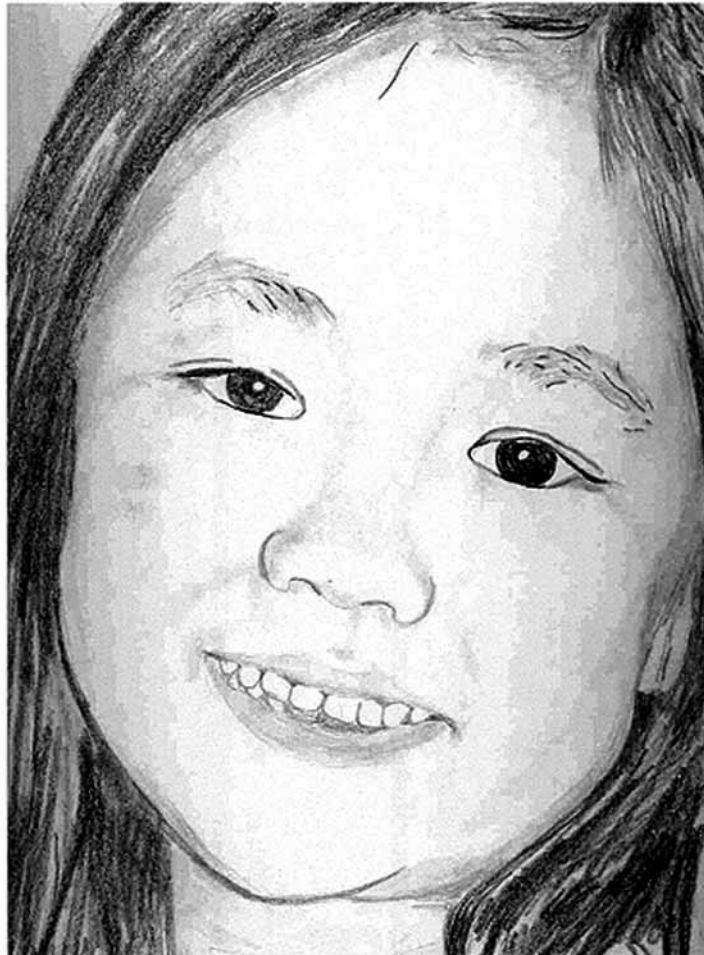
# Affiliate Activities & Committees

Program Chair: Ken G. Smith, U. of Maryland  
 Program Coordinator: Qing Cao, U. of Maryland  
 Program Coordinator: Jimmy Le, Academy of Management  
 Professional Development Workshop Chair: Thomas W. Lee, U. of Washington  
 Professional Development Workshop Coordinator: Janet Thompson, U. of Washington  
 Local Arrangements Chair: Mary J. Mallott, U. of Hawai'i, West Oahu  
 Local Arrangements Chair: Jerry M Calton, U. of Hawai'i, Hilo

Day	Start	#	Location	Session Information
Fri	12:00pm	<b>6</b>	SH:Hilo Room	PS: Practitioner Series/Action-Research Community
	1:00pm	<b>17</b>	HH:South Pacific 1	PTC: Management Across Cultures
		<b>23</b>	CC:Room 322A	ITC: Social Networks Research
	2:00pm	<b>24</b>	SH:Ewa Room	PTC: Diversity Consultants
		<b>28</b>	SH:Waimea Canyon Room	TTC: Teaching IT Transformation
	4:00pm	<b>36</b>	HH:Sea Pearl Suite 3-4	PTC: Strategic Faculty Development
6:00pm	<b>48</b>	OS:Location To Be Determined	NDSC: New Doctoral Student Happy Hour	
	<b>51</b>	CC:Room 304B	PTC: Leadership Development Wkshp	
Sat	8:00am	<b>75</b>	SH:Kohala Room	IAM: Iberoamerican Values
		<b>82</b>	CC:Room 314	NDSC: New Doctoral Student Consortium
		<b>88</b>	CC:Room 304B	PTC: Leadership Development Wkshp
		<b>93</b>	SH:Hilo Room	PS: Practitioner Series/Action-Research Community
		<b>97</b>	SH:Koko Crater Room	TTC: Teaching with Technology
	9:00am	<b>106</b>	HH:South Pacific 3	PTC: Executive Doctoral Colloquium
	9:30am	<b>116</b>	CC:Room 306A	TTC: Business School Competencies
	10:00am	<b>122</b>	CC:Room 305B	PTC: Conflict Dynamics Profile
		<b>123</b>	CC:Room 307B	ITC: Diversity and HRM
	10:30am	<b>133</b>	SH:Puna Room	PTC: Women on Boards: The Future
		<b>137</b>	SH:Kohala Room	IAM: Org Practices in Iberoamerica
		<b>138</b>	CC:Room 318B	TTC: Teaching Integrated Management
		<b>139</b>	SH:Kahuku Room	TTC: Learning Outcomes Objectives
		1:00pm	<b>165</b>	SH:Koko Crater Room
	<b>171</b>		SH:Kohala Room	IAM: Iberoamerican Macro Issues
	<b>174</b>		CC:Room 304B	PTC: International Patent Research
	<b>184</b>		SH:Puna Room	ITC: MNCs/Sustainable Dev.
	1:30pm		<b>192</b>	CC:Room 306A
		2:00pm	<b>199</b>	CC:Room 327
	<b>202</b>		SH:Kahuku Room	TTC: Best Practices in Assessment
	2:30pm	<b>204</b>	CC:Room 306B	TTC: Promoting Academic Integrity in Business Schools
	3:00pm	<b>214</b>	SH:Honolulu Room	IAM: Best HRM Practices in Latin America
	3:30pm	<b>219</b>	CC:Room 307B	IAM: Publishing in U.S. Journals
		<b>220</b>	CC:Room 313C	PTC: The Language of Business
	4:00pm	<b>222</b>	HH:Sea Pearl Suite 2	AAC: Teaching Theme Committee Meeting
		<b>223</b>	CC:Center Rooftop	PTC: Talk Story Management
	5:00pm	<b>232</b>	CC:Room 307A	ITC: International Research Tips
	6:00pm	<b>239</b>	CC:Room 314	NDSC: New Doctoral Student Reception
	6:30pm	<b>243</b>	SH:Kohala Room	IAM: IAM Business Meeting
	Sun	7:00am	<b>248</b>	HH:South Pacific 1
8:00am		<b>255</b>	CC:Room 312	MEN: Managing Your Dissertation Workshop
		<b>264</b>	SH:Oahu Room	MEN: Mentoring and the Learning Organization
		<b>269</b>	HH:Tapa Ballroom 1	PTC: Research with Healthcare Orgs
		<b>272</b>	SH:Hilo Room	PS: Practitioner Series/Action-Research Community
		<b>273</b>	SH:Puna Room	PTC: Giraffe and Elephant Parity
<b>275</b>		CC:Room 314	NDSC: Ask the Experts: Qualitative Methods	
8:30am		<b>277</b>	CC:Room 315	AAM: Asia Management Roundtable
		<b>287</b>	CC:Room 318A	TTC: Management E-Learning

**Affiliate Activities & Committees**

Day	Start	#	Location	Session Information
Sun	9:00am	296	HH:Sea Pearl Suite 1	AAC: Southwest Academy of Management Officers Meeting
		298	CC:Room 322B	ITC: Studying Emerging Industries
		299	CC:Room 316B	ITC: Negotiating Your First Job
		301	CC:Room 316C	MEN: Research Opportunities in IM
	9:30am	313	CC:Room 313C	ITC: First Job - Discussion Groups
	10:00am	329	HH:South Pacific 1	MEN: Meet the Best Reviewers
		334	SH:Kahuku Room	PTC: Shaping 21st Century Mgmt
		335	CC:Room 314	NDSC: Ask the Experts: Quantitative Methods
		339	SH:Honolulu Room	TTC: Scientist and Educator
	10:30am	343	HH:Sea Pearl Suite 2	AAC: Midwest Academy of Management Officers Meeting
		344	CC:Room 322A	ITC: Transformation and Careers
		348	CC:Room 302B	PTC: American-Chinese Management
	12:00pm	354	SH:Waialua Room	AAC: International Theme Committee Meeting
	12:30pm	359	HH:Sea Pearl Suite 1	AAC: Western Academy of Management Officers Meeting
	1:00pm	360	HH:Sea Pearl Suite 3	AAC: Mentoring Committee Meeting
		361	SH:Kohala Room	AAC: Eastern Academy of Management Officers Meeting
		362	SH:Waialua Room	AAC: International Theme Committee Reception
	1:30pm	369	SH:Kahuku Room	AAC: Practice Theme Committee Meeting
	3:30pm	410	HH:Sea Pearl Suite 3	AAC: Southern AOM Meeting
		411	SH:Kahuku Room	AAC: Practice Theme Committee Welcome/Reception
5:00pm	414	CC:Room 323B	AAC: Asia Academy of Management Committee Meeting	
6:00pm	418	CC:Room 323B	AAC: Asia Academy of Management Reception	



*Pencil Drawing of American-Chinese Daughters*  
Teri C. Tompkins, Pepperdine U.

# All Academy Symposia

Program Chair: James P Guthrie, U. of Kansas

Day	Start	#	Location	Session Information
<b>Sun</b>	1:00pm	<b>363</b>	CC:Room 315	New Visions for Teaching Mgmt
	3:00pm	<b>386</b>	CC:Room 315	Future of Business Schools
<b>Mon</b>	8:30am	<b>439</b>	CC:Room 312	Moneyball:Reframing Phenomenon
		<b>440</b>	CC:Room 315	Making Public Schools Work
		<b>441</b>	CC:Room 316B	Culture in Management Research
	10:40am	<b>529</b>	CC:Room 312	Paternalism in Employment
		<b>530</b>	CC:Room 313A	Int'l Outsourcing of Services
		<b>531</b>	CC:Room 315	ServicesSciences&Mgt Research
		<b>532</b>	CC:Room 316B	The Future of Management Consulting Worldwide
		<b>533</b>	HH:Coral Ballroom 2	Learn from Hawaiian Hula
	12:20pm	<b>610</b>	CC:Room 312	Organizations and Peace
		<b>611</b>	CC:Room 313A	Cross-Cultural Management
		<b>612</b>	CC:Room 315	Future of Diversity Research
		<b>613</b>	CC:Room 316B	Management in a Warming World
	2:30pm	<b>695</b>	CC:Room 312	Beyond Managers Not MBAs
		<b>696</b>	CC:Room 313A	Entrepreneurial Vision
		<b>697</b>	CC:Room 315	Management and Prophecy
<b>698</b>		CC:Room 316B	New Vision of Management	
4:10pm	<b>779</b>	CC:Room 312	Biopsychology and Management	
	<b>780</b>	CC:Room 313A	Behavioral Approaches to Ethics	
	<b>781</b>	CC:Room 315	Developing New Theory	
<b>Tue</b>	8:30am	<b>898</b>	CC:Room 312	Corporations for a Better World?
		<b>899</b>	CC:Room 313A	Beyond Sarbanes-Oxley
		<b>900</b>	CC:Room 315	Academy's Creation
	10:30am	<b>976</b>	CC:Room 312	HR in the 21st Century
		<b>977</b>	CC:Room 313A	Activism and Management
		<b>978</b>	CC:Room 315	Positive Organizational Change
	2:30pm	<b>1063</b>	CC:Room 312	Lessons from Chinese Reform
		<b>1064</b>	CC:Room 313A	Open Innovation: Empirical
		<b>1065</b>	CC:Room 315	New Vision of Scholarship
	4:10pm	<b>1144</b>	CC:Room 312	Women`s Career Advancement
		<b>1145</b>	CC:Room 313A	Ban Significance Tests?

# Showcase Symposia

Program Chair: Ken G. Smith, U. of Maryland  
 Program Coordinator: Qing Cao, U. of Maryland

Day	Start	#	Location	Session Information
Mon	8:30am	<b>450</b>	CC:Room 313C	SHCS: Set-theoretic Methods
		<b>455</b>	HH:Coral Ballroom 2	SHCS: Competing Claims
		<b>458</b>	CC:Room 316A	SHCS: International Entrepreneurship
		<b>461</b>	CC:Room 316C	SHCS: University Transformation
		<b>495</b>	HH:Coral Ballroom 1	SHCS: Learning and Micro-Practices
	10:40am	<b>577</b>	HH:Coral Ballroom 1	SHCS: Spiritual Leadership
		<b>583</b>	CC:Room 313C	SHCS: Justice Around the World
		<b>584</b>	CC:Room 316A	SHCS: Sex at Work
		<b>598</b>	CC:Room 316C	SHCS: Embeddedness and Tie Formation
	12:20pm	<b>657</b>	HH:Coral Ballroom 1	SHCS: New Vision Business Education
		<b>668</b>	CC:Room 316C	SHCS: Teams, Networks and Outcomes
		<b>681</b>	CC:Room 313C	SHCS: Theory of Nascent Org.
		<b>682</b>	CC:Room 316A	SHCS: Code-Breaking and Code-Making
		<b>687</b>	HH:Coral Ballroom 2	SHCS: Sustainable Strategy & Policy
	2:30pm	<b>707</b>	CC:Room 313C	SHCS: Contractual Design of Technology Alliances
		<b>755</b>	CC:Room 316C	SHCS: Debating Workplace Deviance
		<b>756</b>	HH:Coral Ballroom 1	SHCS: Work-Family & Vulnerable Work
		<b>766</b>	CC:Room 316A	SHCS: Technology and Aesthetics
	4:10pm	<b>804</b>	CC:Room 316C	SHCS: Edith Penrose's Contribution to the Theory of MNE
		<b>839</b>	CC:Room 313C	SHCS: Collaborative Community in Business and Society
Tue	8:30am	<b>907</b>	CC:Room 316C	SHCS: Dynamic Capabilities
		<b>951</b>	CC:Room 313C	SHCS: Identity Threats
	10:30am	<b>986</b>	CC:Room 316C	SHCS: Luck Vs Skill
		<b>987</b>	CC:Room 313C	SHCS: Brokering Innovations
		<b>1011</b>	CC:Room 316A	SHCS: M&A Sociocultural Integration
	2:30pm	<b>1075</b>	CC:Room 313C	SHCS: Justice & Conflict
		<b>1083</b>	CC:Room 316C	SHCS: Why Do Entrepreneurial Firms Exist?
		<b>1127</b>	CC:Room 316A	SHCS: Corporate Soc Responsibility
		<b>1134</b>	SH:Lanai Ballroom	SHCS: Institutional Perspectives on Accountability
	4:10pm	<b>1189</b>	CC:Room 313C	SHCS: Time and Management Research
		<b>1190</b>	CC:Room 316A	SHCS: Accentuating the Positive
		<b>1199</b>	CC:Room 316C	SHCS: Movements and Organizations

# Interactive Papers

Program Chair: Greg S Young, North Carolina State U.

*Sponsored By: University of Southern Mississippi*

Day	Start	#	Location	Session Information		
Mon	8:30am	<b>468</b>	HH:Tapa 1 - Table A1	IP: Acquisition Integration		
		<b>469</b>	HH:Tapa 1 - Table A2	IP: Transaction Cost Economics		
		<b>470</b>	HH:Tapa 1 - Table A3	IP: Teaching and Actionable Knowledge		
		<b>471</b>	HH:Tapa 1 - Table A4	IP: Exploring Sources of Value		
		<b>472</b>	HH:Tapa 2 - Table B1	IP: Identity and Identification		
		<b>473</b>	HH:Tapa 2 - Table B2	IP: Incentives, Rewards and Competencies		
		<b>474</b>	HH:Tapa 2 - Table B3	IP: Perspectives on Developing Competencies		
		<b>475</b>	HH:Tapa 2 - Table B4	IP: New Views on Leadership		
		<b>476</b>	HH:Tapa 3 - Table C1	IP: Research on Groups		
		<b>477</b>	HH:Tapa 3 - Table C2	IP: Modeling and Conceptualizing Knowledge		
		<b>478</b>	HH:Tapa 3 - Table C3	IP: Signals and Status		
		<b>479</b>	HH:Tapa 3 - Table C4	IP: Cognition and Strategic Action		
		10:40am		<b>557</b>	HH:Tapa 1 - Table A1	IP: Cognition, Identity, and Strategic Action
				<b>558</b>	HH:Tapa 1 - Table A2	IP: New Research on Sources of Value
				<b>559</b>	HH:Tapa 1 - Table A3	IP: Collaborative Groups
				<b>560</b>	HH:Tapa 1 - Table A4	IP: New Perspectives on Collaboration
				<b>561</b>	HH:Tapa 2 - Table B1	IP: Control and Ownership
				<b>562</b>	HH:Tapa 2 - Table B2	IP: Governance, Control, and Ownership
				<b>563</b>	HH:Tapa 2 - Table B3	IP: Governance, Control, and Incentives
<b>564</b>	HH:Tapa 2 - Table B4			IP: Corporate Governance and Ethical Conduct		
<b>565</b>	HH:Tapa 3 - Table C1			IP: Corporate Governance		
<b>566</b>	HH:Tapa 3 - Table C2			IP: Creating and Exploiting Value		
12:20pm		<b>567</b>	HH:Tapa 3 - Table C3	IP: Creating and Sharing Knowledge		
		<b>568</b>	HH:Tapa 3 - Table C4	IP: Creating Knowledge and Capabilities		
		<b>642</b>	HH:Tapa 1 - Table A1	IP: Strategic Knowledge and Capabilities		
		<b>643</b>	HH:Tapa 1 - Table A2	IP: Perspectives on Creating and Sharing Knowledge		
		<b>644</b>	HH:Tapa 1 - Table A3	IP: Critiques of Practice		
		<b>645</b>	HH:Tapa 1 - Table A4	IP: Current Issues in Organization Design		
		<b>646</b>	HH:Tapa 2 - Table B1	IP: Current Issues in Work Design		
		<b>647</b>	HH:Tapa 2 - Table B2	IP: Decision-Making		
		<b>648</b>	HH:Tapa 2 - Table B3	IP: Strategic Decision Making		
		<b>649</b>	HH:Tapa 2 - Table B4	IP: Developing Networks as a Source of Value		
2:30pm		<b>650</b>	HH:Tapa 3 - Table C1	IP: Developing New Capabilities with Social Capital		
		<b>651</b>	HH:Tapa 3 - Table C2	IP: Developing New Capabilities		
		<b>652</b>	HH:Tapa 3 - Table C3	IP: Intellectual Property and New Sources of Value		
		<b>653</b>	HH:Tapa 3 - Table C4	IP: Developing Social Capital		
		<b>726</b>	HH:Tapa 1 - Table A1	IP: Perspectives on Diversity		
		<b>727</b>	HH:Tapa 1 - Table A2	IP: Diversity and the Workplace		
		<b>728</b>	HH:Tapa 1 - Table A3	IP: Inst. Pressure & Org. Practice		
		<b>729</b>	HH:Tapa 1 - Table A4	IP: Eco. & Evol. Perspectives Res.		
		<b>730</b>	HH:Tapa 2 - Table B1	IP: Ecological and Evolutionary Perspectives		
		<b>731</b>	HH:Tapa 2 - Table B2	IP: Cognition and Emotions in Organizations		
<b>732</b>	HH:Tapa 2 - Table B3	IP: Organizational Culture and Emotion				
<b>733</b>	HH:Tapa 2 - Table B4	IP: Transformational Leadership				
<b>734</b>	HH:Tapa 2 - Table B5	IP: Work and Family				
<b>735</b>	HH:Tapa 3 - Table C1	IP: Entrepreneurship and Learning				
<b>736</b>	HH:Tapa 3 - Table C2	IP: Entrepreneurship Processes				
<b>737</b>	HH:Tapa 3 - Table C3	IP: Entrepreneurship Processes and New Ventures				
<b>738</b>	HH:Tapa 3 - Table C4	IP: Environmental Influences on Organizations				

Interactive Papers

Day	Start	#	Location	Session Information		
Mon	4:10pm	805	HH:Tapa 1 - Table A1	IP: Research on Ethical Behaviors		
		806	HH:Tapa 1 - Table A2	IP: Exploiting Innovation		
		807	HH:Tapa 1 - Table A3	IP: Learning and Exploiting Innovation		
		808	HH:Tapa 1 - Table A4	IP: Organizational Culture and Knowledge Resources		
		809	HH:Tapa 2 - Table B1	IP: New Perspectives on Sources of Value		
		810	HH:Tapa 2 - Table B2	IP: Financial Issues in Strategic Management		
		811	HH:Tapa 2 - Table B3	IP: Gender and Diversity in the Workplace		
		812	HH:Tapa 2 - Table B4	IP: Globalization and Diversification		
		813	HH:Tapa 2 - Table B5	IP: Competition		
		814	HH:Tapa 3 - Table C1	IP: Group Outcome Research		
		815	HH:Tapa 3 - Table C2	IP: History and Social Movements		
		816	HH:Tapa 3 - Table C3	IP: Implementing Technologies		
		817	HH:Tapa 3 - Table C4	IP: Incentives and Rewards in Organizations		
		Tue	8:30am	925	HH:Tapa 1 - Table A1	IP: Org. Incentives & Rewards
				926	HH:Tapa 1 - Table A2	IP: Incentives and Rewards
				927	HH:Tapa 1 - Table A3	IP: Identifying Individual Competencies
				928	HH:Tapa 1 - Table A4	IP: Individual Views of Entrepreneurship
929	HH:Tapa 2 - Table B1			IP: New Product Development		
930	HH:Tapa 2 - Table B2			IP: Innovation and New Product Development		
931	HH:Tapa 2 - Table B3			IP: Institutional Pressures		
932	HH:Tapa 2 - Table B4			IP: Issues in International Human Resource Management		
933	HH:Tapa 3 - Table C1			IP: International Human Resource Management		
934	HH:Tapa 3 - Table C2			IP: Negotiation and Workplace Conflict		
935	HH:Tapa 3 - Table C3			IP: Issues in Negotiation and Conflict		
936	HH:Tapa 3 - Table C4			IP: Issues in Virtual Teams		
10:30am	1012			HH:Tapa 1 - Table A1	IP: Learning in Alternative Settings	
	1013			HH:Tapa 1 - Table A2	IP: Longitudinal Perspectives on Organization Change	
	1014			HH:Tapa 1 - Table A3	IP: Managerial Perspectives on China	
	1015			HH:Tapa 1 - Table A4	IP: Managing Networks and Alliances	
	1016			HH:Tapa 2 - Table B1	IP: Managing Alliances	
	1017		HH:Tapa 2 - Table B2	IP: Organizational and Employee Reactions to Change		
	1018		HH:Tapa 2 - Table B3	IP: Managing Organization Change		
	1019		HH:Tapa 2 - Table B4	IP: Managing the Value Chain		
	1020		HH:Tapa 3 - Table C1	IP: Networks and Knowledge Sharing		
	1021		HH:Tapa 3 - Table C2	IP: New Perspectives on Careers		
2:30pm	1022		HH:Tapa 3 - Table C3	IP: New Ventures		
	1023		HH:Tapa 3 - Table C4	IP: New Ideas about Leadership		
	1095		HH:Tapa 1 - Table A1	IP: Research on Leadership		
	1096		HH:Tapa 1 - Table A2	IP: Organizational Change		
	1097		HH:Tapa 1 - Table A3	IP: Organizational Justice and Trust		
	1098		HH:Tapa 1 - Table A4	IP: Research on Strategy and Performance		
	1099		HH:Tapa 2 - Table B1	IP: Perspectives on Corporate Social Responsibility		
	1100		HH:Tapa 2 - Table B2	IP: Research on Corporate Social Responsibility		
	1101		HH:Tapa 2 - Table B3	IP: Perspectives on Quality		
	1102		HH:Tapa 2 - Table B4	IP: New Ideas About Social Identity		
	1103		HH:Tapa 2 - Table B5	IP: Real Options		
	1104		HH:Tapa 3 - Table C1	IP: Research on Social Identity		
	1105		HH:Tapa 3 - Table C2	IP: Recruiting and Attracting the Right People		
	1106		HH:Tapa 3 - Table C3	IP: Regulatory and Political Perspectives		
	1107	HH:Tapa 3 - Table C4	IP: Research on Ethics			

Day	Start	#	Location	Session Information
Tue	4:10pm	<b>1167</b>	HH:Tapa 1 - Table A1	IP: Perspectives on Social Identity
		<b>1168</b>	HH:Tapa 1 - Table A2	IP: Perspectives on Groups
		<b>1169</b>	HH:Tapa 1 - Table A3	IP: Research on Networks
		<b>1170</b>	HH:Tapa 1 - Table A4	IP: Research Over Long Time Frames
		<b>1171</b>	HH:Tapa 2 - Table B1	IP: Science and Economics
		<b>1172</b>	HH:Tapa 2 - Table B2	IP: New Ideas about Signals and Status
		<b>1173</b>	HH:Tapa 2 - Table B3	IP: Social Responsibility
		<b>1174</b>	HH:Tapa 2 - Table B4	IP: Stakeholder Perspectives on Governance
		<b>1175</b>	HH:Tapa 2 - Table B5	IP: Intangible Assets
		<b>1176</b>	HH:Tapa 3 - Table C1	IP: Managing Stakeholders
		<b>1177</b>	HH:Tapa 3 - Table C2	IP: Strategic Issues in Human Resource Management
		<b>1178</b>	HH:Tapa 3 - Table C3	IP: Strategic Human Capital Management
<b>1179</b>	HH:Tapa 3 - Table C4	IP: Strategic Issues in Small Business		
Wed	8:30am	<b>1271</b>	HH:Tapa 1 - Table A1	IP: Strategic Learning
		<b>1272</b>	HH:Tapa 1 - Table A2	IP: Research on Strategic Learning
		<b>1273</b>	HH:Tapa 1 - Table A3	IP: Strategies for Emerging Markets
		<b>1274</b>	HH:Tapa 1 - Table A4	IP: Strategy and Health Care
		<b>1275</b>	HH:Tapa 2 - Table B1	IP: Strategy and Performance
		<b>1276</b>	HH:Tapa 2 - Table B2	IP: Acquisition Strategy and Performance
		<b>1277</b>	HH:Tapa 2 - Table B3	IP: Organizational Ethics and Trust
		<b>1278</b>	HH:Tapa 2 - Table B4	IP: Collaboration and Sustainability
		<b>1279</b>	HH:Tapa 3 - Table C1	IP: Technology Alliances
		<b>1280</b>	HH:Tapa 3 - Table C2	IP: Technology and Communication
		<b>1281</b>	HH:Tapa 3 - Table C3	IP: Technology and Human Capital
		<b>1282</b>	HH:Tapa 3 - Table C4	IP: Technology and Inter-Organizational Systems
	10:40am	<b>1335</b>	HH:Tapa 1 - Table A1	IP: Technology and Strategy in International Settings
		<b>1336</b>	HH:Tapa 1 - Table A2	IP: The Influence of CEOs and Top Management Teams
		<b>1337</b>	HH:Tapa 1 - Table A3	IP: The Management Education Industry
		<b>1338</b>	HH:Tapa 1 - Table A4	IP: Management Education and Actionable Knowledge
		<b>1339</b>	HH:Tapa 2 - Table B1	IP: The Process of Decision Making
		<b>1340</b>	HH:Tapa 2 - Table B2	IP: Transferring Knowledge Across Borders
		<b>1341</b>	HH:Tapa 2 - Table B3	IP: Emotions in Organizations
		<b>1342</b>	HH:Tapa 2 - Table B4	IP: Trust and Satisfaction in the Workplace
<b>1343</b>	HH:Tapa 3 - Table C1	IP: Building Workplace Trust and Satisfaction		
<b>1344</b>	HH:Tapa 3 - Table C2	IP: Coping with Uncertainty and Complexity		
<b>1345</b>	HH:Tapa 3 - Table C3	IP: Uncertainty and Complexity		
<b>1346</b>	HH:Tapa 3 - Table C4	IP: Women in Management		

# Caucuses

Program Chair: Walter J Ferrier, U. of Kentucky

Day	Start	#	Location	Session Information
<b>Mon</b>	7:00am	<b>429</b>	SH:Waimea Canyon - A1	CAU: Leveraging Older Workers
		<b>430</b>	SH:Waimea Canyon - A2	CAU: Mentoring of Older Employees
<b>Tue</b>	7:00am	<b>883</b>	SH:Hilo - Table C1	CAU: GLBTRESEARCHNET Global Network
		<b>884</b>	SH:Hilo - Table C2	CAU: The Organization-Nature Nexus
		<b>885</b>	SH:Niihau - Table B1	CAU: Images and Transformation
		<b>886</b>	SH:Niihau - Table B2	CAU: The Heart of Collaboration
		<b>887</b>	SH:Niihau - Table B3	CAU: Focusing on Followership: Issues and Direction
		<b>888</b>	SH:Niihau - Table B4	CAU: International Entrepreneurship
		<b>889</b>	SH:Puna - Table D1	CAU: Future of Identity Research
		<b>890</b>	SH:Puna - Table D2	CAU: Interlocking Directorates
		<b>891</b>	SH:Waimea Canyon - A1	CAU: Mentoring-Diversity-Difference
		<b>892</b>	SH:Waimea Canyon - A2	CAU: Challenges In Evaluating And Measuring HRM
<b>Wed</b>	7:00am	<b>1234</b>	SH:Hilo - Table C1	CAU: Expatriate Success & Mobility
		<b>1235</b>	SH:Hilo - Table C2	CAU: Ethics in Organizations
		<b>1236</b>	SH:Niihau - Table B1	CAU: Career Choice in Management
		<b>1237</b>	SH:Niihau - Table B2	CAU: Teams, Diversity and Fairness
		<b>1238</b>	SH:Niihau - Table B3	CAU: It's Just a Dog ... Or, is it?
		<b>1239</b>	SH:Niihau - Table B4	CAU: A New Vision for Creativity Research
		<b>1240</b>	SH:Puna - Table D1	CAU: Women in Entrepreneurship
		<b>1241</b>	SH:Puna - Table D2	CAU: Changing Management Education
		<b>1242</b>	SH:Waimea Canyon - A1	CAU: Leadership and HR in a Scandinavian Context
		<b>1243</b>	SH:Waimea Canyon - A2	CAU: Business Ethics: An Oxymoron?
	8:45am	<b>1308</b>	SH:Puna Room	CAU: Teaching Diversity Courses
		<b>1309</b>	SH:Waimea Canyon Room	CAU: The Emonet Network



# Academy Arts

Program Chair: Chris Poulson, California Polytechnic State U., Pomona

Day	Start	#	Location	Session Information
Sat	9:30am	118	CC:Room 323C	SPDW: Leadership: International Perspectives
Sun	2:00pm	378	CC:Room 311 - Fringe Cafe	Fringe Cafe
	5:00pm	415	CC:Room 311	AcademyArts Opening and Reception
Mon	8:30am	442	CC:Room 311	AcademyArts/Fringe Cafe
		443	CC:Room 311 - Arts	Aesthetics and Uniqueness
Tue	8:30am	901	CC:Room 311	AcademyArts/Fringe Cafe
	2:30pm	1066	CC:Room 311	AcademyArts/Fringe Cafe

## Academy Arts Acknowledgements

*Academy Arts would like to acknowledge all those who have contributed to AcademyArts, Art and Poetry, as exhibitors, reviewers, program chairs, and the support of the officers of the Academy who took a risk to initiate and support the opportunity for Academy members to express their talents in non-traditional ways. We thank all of you and hope that we will keep the spirit of aesthetics alive in the Academy in the years to come.*

Ralph Bathurst, Massey U.  
 Laura Brearley, Royal Melbourne Institute of Technology  
 Brigid Carroll, U. of Auckland  
 David Cowan, Miami U. of Ohio  
 Per Dermer, Copenhagen Business School

Lee Devin, Swarthmore College  
 Robert D'Intino, Rowan U.  
 Bill Ferris, Western New England College  
 Ken Friedman Norwegian School of Management  
 Dennis Gioia, Pennsylvania State U.

Keith Murnighan, Northwestern U.  
 Nick Nissley, Milton Hershey School  
 Pedro Perez, Cornell U.  
 Ann Rippin, U. of Bristol  
 Steve Taylor, Worcester Polytechnic Institute



# Business Policy & Strategy

Program Chair: Anita McGahan, Boston U.  
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Day	Start	#	Location	Session Information
Fri	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods
		<b>12</b>	CC:Room 305B	SPDW: Corporate Venturing
		<b>14</b>	CC:Room 313B	SPDW: Measuring Global Competences
		<b>21</b>	SH:Maui Ballroom	SPDW: Strategic Competencies
	2:00pm	<b>26</b>	HH:Sea Pearl Suite 3-4	SPDW: Creating The Next Generation
	3:00pm	<b>30</b>	CC:Room 317A	SPDW: Research Development Workshop
	3:30pm	<b>33</b>	CC:Room 305B	SPDW: Corporate Entrepreneurship: A Writer's Workshop.
	6:30pm	<b>55</b>	CC:Room 308 (A&B)	Doctoral Consortium
Sat	8:00am	<b>80</b>	HH:Tapa Ballroom 2	SPDW: Moving Images: Cinema in the Classroom
		<b>86</b>	CC:Room 323C	SPDW: Institutional Perspectives
		<b>91</b>	CC:Room 319A	SPDW: Language in Organizations
		<b>94</b>	CC:Room 322A	SPDW: Moderator/Interaction Analysis
	8:30am	<b>98</b>	CC:Room 301 (A&B)	New Faculty Consortium
		<b>99</b>	CC:Room 308 (A&B)	Doctoral Consortium
		<b>102</b>	CC:Room 311	SPDW: Process Research I
	9:00am	<b>108</b>	CC:Room 305A	SPDW: Designing Strategic Innovation
	9:30am	<b>115</b>	CC:Room 315	SPDW: Knowledge & Individuals
	10:00am	<b>125</b>	HH:South Pacific 1	SPDW: Thinking About Strategy
		<b>127</b>	HH:Tapa Ballroom 1	SPDW: Operations Strategy: Past, Present and Future
	11:30am	<b>145</b>	CC:Room 323C	SPDW: Network Leadership
	12:00pm	<b>155</b>	CC:Room 307B	SPDW: Case Writing Workshop
	12:30pm	<b>162</b>	CC:Room 318A	SPDW: Conversations on Strategy Process
	1:00pm	<b>174</b>	CC:Room 304B	SPDW: International Patent Research
		<b>175</b>	HH:South Pacific 2	SPDW: Drama for Business
		<b>183</b>	CC:Room 318B	SPDW: Becoming a Journal Editor
		<b>188</b>	CC:Room 311	SPDW: Process Research II
		1:30pm	<b>189</b>	CC:Room 301 (A&B)
	<b>190</b>		CC:Room 308 (A&B)	Doctoral Consortium
	2:00pm	<b>196</b>	CC:Room 304A	SPDW: Conducting Network Research
		<b>200</b>	CC:Room 322A	SPDW: Survival Analysis
		<b>201</b>	CC:Room 315	SPDW: First Mover Advantage
	3:00pm	<b>208</b>	CC:Room 316B	SPDW: Methods for Knowledge Research
	3:30pm	<b>217</b>	CC:Room 306A	SPDW: Conversation: Dyn Capability
		<b>221</b>	SH:Kahuku Room	SPDW: Developing and Using Cases
	4:00pm	<b>227</b>	CC:Room 327	SPDW: Robust Regression
5:00pm	<b>231</b>	SH:Puna Room	SPDW: Bottom Of The Pyramid Research Workshop	
Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
	8:00am	<b>254</b>	CC:Room 323A	SPDW: Using Linked Firm Data
		<b>255</b>	CC:Room 312	SPDW: Managing Your Dissertation Workshop
		<b>258</b>	CC:Room 307B	SPDW: Entrepreneurship & Geography
		<b>266</b>	CC:Room 323B	SPDW: Strategic Leadership
		<b>276</b>	CC:Room 328	SPDW: Techno-Entrepreneurship Today
	8:30am	<b>278</b>	CC:Room 301 (A&B)	New Faculty Consortium
		<b>279</b>	CC:Room 308 (A&B)	Doctoral Consortium
	9:00am	<b>297</b>	CC:Room 313B	SPDW: Strategy Across Disciplines
		<b>298</b>	CC:Room 322B	SPDW: Studying Emerging Industries
		<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job
		<b>301</b>	CC:Room 316C	SPDW: Research Opportunities in IM
		<b>302</b>	CC:Room 321B	SPDW: International Governance
		<b>307</b>	CC:Room 319A	SPDW: Paradigms and Institutions

Day	Start	#	Location	Session Information	
Sun	9:30am	311	CC:Room 317A	SPDW: Coordination Among Firms	
		312	CC:Room 306A	SPDW: The Next Discipline in Organization Science	
		313	CC:Room 313C	SPDW: First Job - Discussion Groups	
	9:45am	316	CC:Room 311	SPDW: Global Consulting Trends	
	10:00am	318	CC:Room 303B	SPDW: Creativity In Business	
		324	CC:Room 305B	SPDW: The Craft of Reviewing	
	11:00am	349	CC:Room 311	SPDW: Consulting in China	
6:00pm	421	CC:Room 301 (A&B)	SPDW: Leadership Reception		
Mon	8:30am	444	CC:Room 306B	Executing Alliances Effectively	
		445	CC:Room 307B	Value Creation in Diversification and Divestitures	
		446	CC:Room 308A	Components of Performance	
		447	CC:Room 308B	Shifting Industry Structure	
		448	CC:Room 309	The Nature of Capabilities	
		449	CC:Room 313B	JS: Managerial Cognition	
		450	CC:Room 313C	SHCS: Set-theoretic Methods	
		458	CC:Room 316A	SHCS: International Entrepreneurship	
		468	HH:Tapa 1 - Table A1	IP: Acquisition Integration	
		469	HH:Tapa 1 - Table A2	IP: Transaction Cost Economics	
	495	HH:Coral Ballroom 1	SHCS: Learning and Micro-Practices		
	501	CC:Room 304B	JS: Patent Strategy		
	9:00am	506	CC:Exhibit Hall III - BPS 1	Interorganizational Networks	
		507	CC:Exhibit Hall III - BPS 2	Top Management Teams and the Strategy Process	
	10:40am	10:40am	534	CC:Exhibit Hall III - BPS 1	Trust, Framing and the Strategy Process
			535	CC:Room 306B	Contextual Influences on Management Choices
			536	CC:Room 307B	Organization and Industry
			537	CC:Room 308A	Managing Diversified Firms
			538	CC:Room 308B	Knowledge Flows
			539	CC:Room 309	Board Stakeholders
			540	CC:Room 313B	JS: Strategic Alliances
			558	HH:Tapa 1 - Table A2	IP: New Research on Sources of Value
			562	HH:Tapa 2 - Table B2	IP: Governance, Control, and Ownership
			563	HH:Tapa 2 - Table B3	IP: Governance, Control, and Incentives
	565	HH:Tapa 3 - Table C1	IP: Corporate Governance		
	568	HH:Tapa 3 - Table C4	IP: Creating Knowledge and Capabilities		
	598	CC:Room 316C	SHCS: Embeddedness and Tie Formation		
	12:20pm	12:20pm	614	CC:Exhibit Hall III - BPS 1	Knowledge Strategy
			615	CC:Exhibit Hall III - BPS 2	Vertical and Horizontal Integration
			616	CC:Exhibit Hall III - BPS 3	Equity Stakeholders and Value Creation
			617	CC:Room 306B	Perverse Effects of Incentive Compensation
			618	CC:Room 307B	Learning in Alliances
			619	CC:Room 308A	Cap. in Emerging Markets
620			CC:Room 308B	Technology Diffusion and Innovation	
621			CC:Room 309	Creating Options: Learning from Prior Deals	
622			CC:Room 313B	Rent Appropriation & Creation	
642			HH:Tapa 1 - Table A1	IP: Strategic Knowledge and Capabilities	
647			HH:Tapa 2 - Table B2	IP: Decision-Making	
648			HH:Tapa 2 - Table B3	IP: Strategic Decision Making	
649			HH:Tapa 2 - Table B4	IP: Developing Networks as a Source of Value	
650	HH:Tapa 3 - Table C1	IP: Developing New Capabilities with Social Capital			
651	HH:Tapa 3 - Table C2	IP: Developing New Capabilities			
681	CC:Room 313C	SHCS: Theory of Nascent Org.			
687	HH:Coral Ballroom 2	SHCS: Sustainable Strategy & Policy			

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Day	Start	#	Location	Session Information
Mon	2:30pm	699	CC:Exhibit Hall III - BPS 1	Knowledge in Partnerships
		700	CC:Exhibit Hall III - BPS 2	Risk, Uncertainty and Dynamics
		701	CC:Room 306B	Alliance Capabilities and Alliance Formation
		702	CC:Room 307B	Director Diversity and the Functioning of Boards
		703	CC:Room 308A	M&A Relatedness
		704	CC:Room 308B	Learning and Organization Structure
		705	CC:Room 309	New Perspectives on First-Mover Advantage
		706	CC:Room 313B	JS: Organizational Design
		707	CC:Room 313C	SHCS: Contractual Design of Technology Alliances
		726	HH:Tapa 1 - Table A1	IP: Perspectives on Diversity
	766	CC:Room 316A	SHCS: Technology and Aesthetics	
	4:10pm	782	CC:Exhibit Hall III - BPS 1	Ownership, Incentives and Diversification
		783	CC:Exhibit Hall III - BPS 2	Institutions, Leadership and Competitive Advantage
		784	CC:Room 307B	Asset Specificity and Contracting
		785	CC:Room 308A	Why Firms Diversify
		786	CC:Room 308B	Institutional Context and Knowledge Development
		787	CC:Room 309	Competition
		788	CC:Room 313B	Alliance and Acquisition Performance
		804	CC:Room 316C	SHCS: Edith Penrose's Contribution to the Theory of MNE
807		HH:Tapa 1 - Table A3	IP: Learning and Exploiting Innovation	
813		HH:Tapa 2 - Table B5	IP: Competition	
5:00pm	850	CC:Room 306B	BPS Mid-Career Consortium	
6:45pm	877	CC:Room 313B	Outstanding Educator Award	
Tue	8:30am	902	CC:Room 307B	Performance: Concepts, Measurement and Data
		903	CC:Room 308A	New Markets and Underlying Capability Development
		904	CC:Room 308B	Outsourcing & Knowledge Firms
		905	CC:Room 309	Executives and Boards
		906	CC:Room 313B	JS: Strategic Capabil. & Knowledge
		907	CC:Room 316C	SHCS: Dynamic Capabilities
		908	CC:Room 306B	JS: Managing R&D Consortia
		930	HH:Tapa 2 - Table B2	IP: Innovation and New Product Development
		931	HH:Tapa 2 - Table B3	IP: Institutional Pressures
		935	HH:Tapa 3 - Table C3	IP: Issues in Negotiation and Conflict
	949	CC:Room 302B	JS: Building Capabilities	
	9:00am	965	CC:Exhibit Hall III - BPS 1	Mediators of Alliance and Acquisition Performance
	10:30am	979	CC:Exhibit Hall III - BPS 1	The Resource-Based View
		980	CC:Room 306B	Managerial Reasoning, Cognition and Confidence
		981	CC:Room 307B	Returns on Investment in Capabilities
		982	CC:Room 308A	Principal Agency Relationships in Context
		983	CC:Room 308B	Commercialization and the Value of Innovation
		984	CC:Room 313B	Competition and Performance
		985	CC:Room 309	JS: Strategy in Chinese Firms
		986	CC:Room 316C	SHCS: Luck Vs Skill
987		CC:Room 313C	SHCS: Brokering Innovations	
1015		HH:Tapa 1 - Table A4	IP: Managing Networks and Alliances	
1047	CC:Room 302A	JS: Interdependence in Organizations, Circa 2005		
1056	CC:Room 306A	JS: Distributed Innovation		
2:30pm	1067	CC:Room 306B	Alternative Modes of Expansion	
	1068	CC:Room 307B	Resource Reconfiguration	
	1069	CC:Room 308A	Institutional Context and the Firm's Relationships	
	1070	CC:Room 308B	Conceptual Questions About Drivers of Performance	
	1071	CC:Room 309	Information Capabilities in Alliances and Networks	
	1083	CC:Room 316C	SHCS: Why Do Entrepreneurial Firms Exist?	
	1098	HH:Tapa 1 - Table A4	IP: Research on Strategy and Performance	
1103	HH:Tapa 2 - Table B5	IP: Real Options		

Day	Start	#	Location	Session Information	
Tue	4:10pm	1146	CC:Room 306B	Future of the Field of Strategic Management	
		1147	CC:Room 307B	Imitation, Reciprocity and Competitive Interaction	
		1148	CC:Room 308A	Strategic Change in Emerging Economies	
		1149	CC:Room 308B	Strategic Continuity and Performance	
		1150	CC:Room 309	Dissertation Award Finalists	
		1175	HH:Tapa 2 - Table B5	IP: Intangible Assets	
		1176	HH:Tapa 3 - Table C1	IP: Managing Stakeholders	
	5:30pm	1210	CC:Room 313B	BPS Business Meeting	
	6:30pm	1224	CC:Room 313C	BPS Social Hour	
	Wed	8:30am	1249	CC:Room 306B	Hypercompetition
1250			CC:Room 307B	Research Methods	
1251			CC:Room 308A	Evolution of Alliances and Partnerships	
1252			CC:Room 308B	CEO Compensation and Decision-Making	
1253			CC:Room 309	JS: Strategy/Organ. Transformation	
1275			HH:Tapa 2 - Table B1	IP: Strategy and Performance	
1276			HH:Tapa 2 - Table B2	IP: Acquisition Strategy and Performance	
10:40am			1313	CC:Room 307B	Start-Ups, IPOs and Venture Capitalists
			1314	CC:Room 308A	Geographic Clusters
		1315	CC:Room 308B	Performance in Health Care	
		1316	CC:Room 309	Behavioral Controls and Organization Design	
		1317	CC:Room 306B	JS: IOCoPS	
		1336	HH:Tapa 1 - Table A2	IP: The Influence of CEOs and Top Management Teams	
		1339	HH:Tapa 2 - Table B1	IP: The Process of Decision Making	
		1344	HH:Tapa 3 - Table C2	IP: Coping with Uncertainty and Complexity	
		1363	CC:Room 313B	JS: Knowledge in Networks	

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*Visions of 21st Century Management: Evolution of  
 Management Expressed through Architecture –  
 Classical, Modern, Post-Modern*  
 Chris Poulson, California Polytechnic U. Pomona

# Careers

Program Chair: Cherlyn Skromme Granrose, Berry College  
 Professional Development Workshop Chair: Mary Mallon, Massey U.


Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>8</b>	CC:Room 321B	SPDW: Complexity & Consciousness I	
	4:00pm	<b>35</b>	HH:South Pacific 1	SPDW: Impact Of Minority Professors	
Sat	8:30am	<b>101</b>	SH:Kauai Ballroom	SPDW: New Careers for Senior Faculty	
	9:00am	<b>104</b>	OS:Kapiolani Park	SPDW: Complexity & Consciousness II	
	10:00am	<b>121</b>	CC:Room 321B	SPDW: Environmental Careers	
	12:00pm	<b>150</b>	CC:Room 317B	SPDW: The Career Development Cafe	
	1:00pm	<b>183</b>	CC:Room 318B	SPDW: Becoming a Journal Editor	
	3:00pm	<b>209</b>	CC:Room 321B	SPDW: Peer Coaching	
	3:30pm	<b>219</b>	CC:Room 307B	SPDW: Publishing in U.S. Journals	
	4:00pm	<b>223</b>	CC:Center Rooftop	SPDW: Talk Story Management	
	Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
8:00am		<b>256</b>	CC:Room 322A	SPDW: Women`s Careers in Academe	
9:00am		<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job	
9:30am		<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups	
10:00am		<b>319</b>	CC:Room 323A	SPDW: Dialogues on a New Vision of Career Management	
		<b>321</b>	SH:Lanai Ballroom	SPDW: Critter Careers	
10:30am		<b>344</b>	CC:Room 322A	SPDW: Transformation and Careers	
6:00pm		<b>419</b>	OS:Tiki Grill & Bar	SPDW: CAR/GDO Social Gathering	
Mon		8:30am	<b>451</b>	CC:Room 319A	JS: Welcome & Protean Careers
			<b>461</b>	CC:Room 316C	SHCS: University Transformation
	10:40am	<b>541</b>	CC:Room 319A	Career Success: Is it Up, Up, Up?	
		<b>568</b>	HH:Tapa 3 - Table C4	IP: Creating Knowledge and Capabilities	
	12:20pm	<b>623</b>	CC:Room 319A	JS: Work & Family	
		<b>631</b>	HH:South Pacific 1	JS: Managing Work-Family Balance	
		<b>637</b>	CC:Room 319B	JS: Taking Triads Seriously	
	2:30pm	<b>708</b>	CC:Room 319A	Time-Family-Career	
	4:10pm	<b>789</b>	CC:Room 319A	Org. Support	
	Tue	8:30am	<b>909</b>	CC:Room 319A	Overlap of Values and Norms
<b>926</b>			HH:Tapa 1 - Table A2	IP: Incentives and Rewards	
<b>932</b>			HH:Tapa 2 - Table B4	IP: Issues in International Human Resource Management	
10:30am		<b>988</b>	CC:Room 319A	Extra-Organizational Careers	
		<b>989</b>	CC:Room 322A	Are Networks the Route to New Job Opportunities?	
		<b>1021</b>	HH:Tapa 3 - Table C2	IP: New Perspectives on Careers	
2:30pm		<b>1072</b>	CC:Room 319A	Career Self Mgt.	
		<b>1073</b>	CC:Room 322A	JS: Women in IT	
		<b>1097</b>	HH:Tapa 1 - Table A3	IP: Organizational Justice and Trust	
		<b>1110</b>	HH:South Pacific 2	JS: Mentor Networks in Academia	
4:10pm		<b>1151</b>	CC:Room 319A	M. Driver Memorial	
		<b>1178</b>	HH:Tapa 3 - Table C3	IP: Strategic Human Capital Management	
	<b>1211</b>	CC:Room 322A	Careers Division Business Meeting		
6:30pm	<b>1225</b>	CC:Room 319A	Careers Division Social		
Wed	8:20am	<b>1247</b>	CC:Room 323C	JS: Job Loss, Coping, and Careers	
	8:30am	<b>1254</b>	CC:Room 319A	JS: New Visions of Mentoring	
		<b>1255</b>	CC:Room 322A	JS: Careers across Cultures	
	10:40am	<b>1318</b>	CC:Room 322A	Diversity, Identity and Occupational Choice	
		<b>1319</b>	CC:Room 319A	JS: Identity	
		<b>1340</b>	HH:Tapa 2 - Table B2	IP: Transferring Knowledge Across Borders	
<b>1346</b>	HH:Tapa 3 - Table C4	IP: Women in Management			

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# Conflict Management

Program Chair: Michele J. Gelfand, U. of Maryland  
 Professional Development Workshop Chair: Susan E. Brodt, Queen's U.

Day	Start	#	Location	Session Information
<b>Fri</b>	6:30pm	<b>56</b>	HH:Sea Pearl Suite 1	Reception for CM PDW Presenter
<b>Sat</b>	8:00am	<b>71</b>	SH:Puna Room	SPDW: Hawaiian Race Relations Today
	9:00am	<b>105</b>	CC:Room 317A	SPDW: Junior Faculty Research Incubator on Power
	10:00am	<b>122</b>	CC:Room 305B	SPDW: Conflict Dynamics Profile
	1:00pm	<b>183</b>	CC:Room 318B	SPDW: Becoming a Journal Editor
		<b>184</b>	SH:Puna Room	SPDW: MNCs/Sustainable Dev.
3:30pm	<b>218</b>	CC:Room 305B	SPDW: Multi-Case Meta-Theory	
<b>Sun</b>	8:30am	<b>280</b>	CC:Room 309	SPDW: Teaching About Groups and Teams
	9:00am	<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job
	9:30am	<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups
	10:00am	<b>320</b>	CC:Room 309	SPDW: Researching Negative Emotions
<b>Mon</b>	8:30am	<b>452</b>	CC:Room 318B	JS: Obstacles to Fairness
	10:40am	<b>542</b>	CC:Room 318B	Trust and Trust Repair
		<b>583</b>	CC:Room 313C	SHCS: Justice Around the World
		<b>624</b>	CC:Room 318B	JS: Healing, Forgiving, Justice
	12:20pm	<b>663</b>	CC:Room 324	JS: Feelings and Fairness in Organizations
		<b>664</b>	CC:Room 328	JS: Constructing Deviants Across Levels
		<b>709</b>	CC:Room 318B	Competition and Social Comparisons
	2:30pm	<b>755</b>	CC:Room 316C	SHCS: Debating Workplace Deviance
		<b>790</b>	CC:Room 318B	Culture and Conflict/Negotiation
	4:10pm	<b>814</b>	HH:Tapa 3 - Table C1	IP: Group Outcome Research
	<b>Tue</b>	8:10am	<b>896</b>	CC:Room 327
8:30am		<b>910</b>	CC:Room 318B	Workplace Bullying
		<b>911</b>	CC:Room 316A	JS: The Paradox of Power
		<b>934</b>	HH:Tapa 3 - Table C2	IP: Negotiation and Workplace Conflict
		<b>935</b>	HH:Tapa 3 - Table C3	IP: Issues in Negotiation and Conflict
		<b>936</b>	HH:Tapa 3 - Table C4	IP: Issues in Virtual Teams
10:30am		<b>990</b>	CC:Room 318B	Diversity and Conflict
		<b>1012</b>	HH:Tapa 1 - Table A1	IP: Learning in Alternative Settings
		<b>1023</b>	HH:Tapa 3 - Table C4	IP: New Ideas about Leadership
2:30pm		<b>1074</b>	CC:Room 318B	Power and Conflict/Negotiation
		<b>1075</b>	CC:Room 313C	SHCS: Justice & Conflict
		<b>1097</b>	HH:Tapa 1 - Table A3	IP: Organizational Justice and Trust
		<b>1118</b>	CC:Room 323C	JS: When Trust is an Uphill Climb
4:10pm		<b>1152</b>	CC:Exhibit Hall III - CM	Conflict Management 
		<b>1153</b>	CC:Room 318B	Justice and Negotiation
	<b>1172</b>	HH:Tapa 2 - Table B2	IP: New Ideas about Signals and Status	
	<b>1176</b>	HH:Tapa 3 - Table C1	IP: Managing Stakeholders	
5:30pm	<b>1212</b>	CC:Room 319B	Conflict Division Business Meeting	
6:30pm	<b>1226</b>	CC:Room 318B	Conflict Division Social Hour	
<b>Wed</b>	8:20am	<b>1248</b>	CC:Room 324	JS: Theories of Small Groups
	8:30am	<b>1256</b>	CC:Room 316A	JS: Women and Work: Perspectives for the 21st Century
		<b>1257</b>	CC:Room 318B	JS: Trust in the 21st Century
		<b>1271</b>	HH:Tapa 1 - Table A1	IP: Strategic Learning
	10:40am	<b>1320</b>	CC:Room 318B	Counterproductive Work Behaviors
<b>1321</b>	CC:Room 316A	JS: Restorative Justice		

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# Critical Management Studies

Program Chair: Rosemary Batt, Cornell U.

Professional Development Workshop Chair: Bill Michael Cooke, U. of Manchester

Day	Start	#	Location	Session Information
Sat	7:00am	<b>59</b>	SH:Lanai Ballroom	CMS Saturday Brown Bag Breakfast
	8:00am	<b>65</b>	SH:Lanai Ballroom	CMS Doctoral Workshop
		<b>79</b>	HH:South Pacific 1	SPDW: Resuscitating Management
	10:30am	<b>132</b>	SH:Lanai Ballroom	SPDW: Dark Side Case Teaching
	11:00am	<b>141</b>	SH:Koko Crater Room	New French Theory for CMS
	12:00pm	<b>160</b>	CC:Room 322A	SPDW: Research Philosophy
	1:00pm	<b>165</b>	SH:Koko Crater Room	SPDW: Asia: WTO, Business & Workers
		<b>176</b>	HH:South Pacific 4	SPDW: Sustaining Aquaculture
	3:00pm	<b>210</b>	SH:Lanai Ballroom	SPDW: Critical Encounters
	4:00pm	<b>226</b>	CC:Room 318B	SPDW: Critical Lenses on ODC
	6:00pm	<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"
Sun	7:00am	<b>247</b>	SH:Lanai Ballroom	CMS Sunday Brown Bag Breakfast
		<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
	8:00am	<b>275</b>	CC:Room 314	SPDW: Ask the Experts: Qualitative Methods
	8:30am	<b>281</b>	SH:Koko Crater Room	The Corporation Follow Up
		<b>284</b>	HH:South Pacific 2	SPDW: Management Education Role
	10:00am	<b>321</b>	SH:Lanai Ballroom	SPDW: Critter Careers
		<b>328</b>	HH:Tapa Ballroom 2	SPDW: Issues of Globalization
Mon	8:30am	<b>453</b>	SH:Hilo Room	Corporate Responsibility
		<b>454</b>	SH:Honolulu Room	Organizing Ecological Revolution
		<b>455</b>	HH:Coral Ballroom 2	SHCS: Competing Claims
		<b>472</b>	HH:Tapa 2 - Table B1	IP: Identity and Identification
		<b>475</b>	HH:Tapa 2 - Table B4	IP: New Views on Leadership
	10:40am	<b>543</b>	SH:Hilo Room	Alternative Perspectives on Globalization and MNCs
		<b>544</b>	SH:Honolulu Room	JS: Oppression and Difference
		<b>567</b>	HH:Tapa 3 - Table C3	IP: Creating and Sharing Knowledge
		<b>575</b>	CC:Room 317A	JS: Organizational Identity
	12:20pm	<b>625</b>	SH:Hilo Room	Studying Identity
		<b>626</b>	SH:Honolulu Room	Globalization, Multinationals and Work
		<b>652</b>	HH:Tapa 3 - Table C3	IP: Intellectual Property and New Sources of Value
	2:30pm	<b>710</b>	SH:Hilo Room	Work Intensification
		<b>711</b>	SH:Honolulu Room	JS: Discourses of Identity in Practice
		<b>729</b>	HH:Tapa 1 - Table A4	IP: Eco. & Evol. Perspectives Res.
		<b>735</b>	HH:Tapa 3 - Table C1	IP: Entrepreneurship and Learning
	4:10pm	<b>791</b>	SH:Honolulu Room	JS: Call Centers and Globalization
		<b>809</b>	HH:Tapa 2 - Table B1	IP: New Perspectives on Sources of Value
		<b>839</b>	CC:Room 313C	SHCS: Collaborative Community in Business and Society
	5:30pm	<b>853</b>	SH:Honolulu Room	CMS Business Meeting
Tue	8:30am	<b>912</b>	SH:Honolulu Room	CMS Keynote Address
		<b>933</b>	HH:Tapa 3 - Table C1	IP: International Human Resource Management
	10:30am	<b>991</b>	CC:Exhibit Hall III - CMS 1	Foucault, Cultural Studies
		<b>992</b>	SH:Honolulu Room	Analyzing the Big Picture
		<b>1002</b>	HH:South Pacific 1	JS: Feminist Theorising Symposium
	2:30pm	<b>1076</b>	CC:Exhibit Hall III - CMS 1	Gender, Discourse
		<b>1077</b>	CC:Exhibit Hall III - CMS 2	Management Strategy, Power
		<b>1078</b>	SH:Honolulu Room	JS: "The Embedded Corporation"
		<b>1079</b>	CC:Room 301A	JS: Bourdieu and Organizations
		<b>1099</b>	HH:Tapa 2 - Table B1	IP: Perspectives on Corporate Social Responsibility
		<b>1100</b>	HH:Tapa 2 - Table B2	IP: Research on Corporate Social Responsibility
	4:10pm	<b>1106</b>	HH:Tapa 3 - Table C3	IP: Regulatory and Political Perspectives
		<b>1154</b>	SH:Honolulu Room	JS: US/Europe New Firm Formation

Day	Start	#	Location	Session Information
Wed	8:30am	<b>1258</b>	SH:Honolulu Room	JS: Writing in Those "Others"
	8:50am	<b>1310</b>	CC:Room 318A	JS: ERP Systems: Critical Insights
	10:40am	<b>1322</b>	SH:Honolulu Room	Identity Formation
		<b>1344</b>	HH:Tapa 3 - Table C2	IP: Coping with Uncertainty and Complexity

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# Entrepreneurship

Program Chair: Shaker A Zahra, Babson College  
 Professional Development Workshop Chair: Connie Marie Gaglio, San Francisco State U.

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>9</b>	CC:Room 301A	Learning Entrepreneurship.	
		<b>10</b>	CC:Room 303A	Doctoral Consortium.	
		<b>11</b>	CC:Room 303B	Junior Faculty Consortium.	
		<b>12</b>	CC:Room 305B	SPDW: Corporate Venturing	
	3:00pm	<b>31</b>	CC:Room 307A	Establishing Collaborations	
	3:30pm	<b>33</b>	CC:Room 305B	SPDW: Corporate Entrepreneurship: A Writer's Workshop.	
	6:00pm	<b>43</b>	OS:Local Restaurant	Junior Faculty Dinner.	
		<b>44</b>	OS:Local Restaurant TBD	Doctoral Students Dinner.	
	Sat	8:00am	<b>66</b>	CC:Room 303A	Doctoral Consortium.
			<b>67</b>	CC:Room 303B	Junior Faculty Consortium.
<b>68</b>			CC:Room 305B	SME Networking-International	
<b>69</b>			CC:Room 318A	Teaching Superstars	
11:00am		<b>142</b>	CC:Room 307A	SPDW: Entrepreneurship & Innovation	
11:30am		<b>143</b>	CC:Room 306A	Opportunity Identification.	
		<b>144</b>	CC:Room 306B	Endowed Chairs Luncheon	
1:00pm		<b>166</b>	CC:Room 303A	Doctoral Consortium.	
		<b>167</b>	CC:Room 303B	Junior Faculty Consortium.	
		<b>168</b>	CC:Room 307A	Researching Entrepreneurial Cognitive Processes	
1:30pm		<b>191</b>	CC:Room 305B	The Next Generation of Entrepreneurship Theory	
3:00pm		<b>211</b>	CC:Room 304B	Entrepreneurship Research Workshop.	
		<b>212</b>	CC:Room 307A	Entrepreneurial Boards: Lesson	
6:00pm		<b>237</b>	OS:Aquarium	Entrepreneurship Division Social	
Sun		7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
		8:00am	<b>257</b>	CC:Room 303A	Doctoral Consortium
	<b>258</b>		CC:Room 307B	SPDW: Entrepreneurship & Geography	
	<b>276</b>		CC:Room 328	SPDW: Techno-Entrepreneurship Today	
	9:00am	<b>298</b>	CC:Room 322B	SPDW: Studying Emerging Industries	
		<b>300</b>	CC:Room 307A	Meta-analysis&Entrepreneurship	
	Mon	8:30am	<b>456</b>	CC:Room 301B	Internationalization
<b>457</b>			CC:Room 303A	New Venture Evolution & Performance	
<b>458</b>			CC:Room 316A	SHCS: International Entrepreneurship	
9:00am		<b>508</b>	CC:Exhibit Hall III - ENT 1	Venture Performance👁	
10:40am		<b>545</b>	CC:Exhibit Hall III - ENT 1	Research on Opportunity Recognition👁	
		<b>546</b>	CC:Exhibit Hall III - ENT 2	Governance Systems in Entrepreneurial Firms👁	
		<b>547</b>	CC:Room 303A	Family Business Advantage	
		<b>548</b>	CC:Room 301B	JS: ENTR in Community Action	
		<b>561</b>	HH:Tapa 2 - Table B1	IP: Control and Ownership	
		<b>562</b>	HH:Tapa 2 - Table B2	IP: Governance, Control, and Ownership	
		<b>566</b>	HH:Tapa 3 - Table C2	IP: Creating and Exploiting Value	
12:20pm		<b>627</b>	CC:Exhibit Hall III - ENT 1	Entrepreneurial Linkages👁	
		<b>628</b>	CC:Room 301B	Making Decisions in VC	
		<b>629</b>	CC:Room 303A	Entrepreneurial Opportunity Recognition	
		<b>643</b>	HH:Tapa 1 - Table A2	IP: Perspectives on Creating and Sharing Knowledge	
		<b>647</b>	HH:Tapa 2 - Table B2	IP: Decision-Making	
		<b>653</b>	HH:Tapa 3 - Table C4	IP: Developing Social Capital	
		<b>681</b>	CC:Room 313C	SHCS: Theory of Nascent Org.	



Day	Start	#	Location	Session Information
Mon	2:30pm	712	CC:Exhibit Hall III - ENT 1	Entrepreneurial Performance
		713	CC:Room 301B	New Venture Strategy & Performance
		714	CC:Room 303A	The Value-added of Entrepreneurship Education
		715	CC:Room 303B	Funding the Entrepreneurial Venture
		721	CC:Room 322A	JS: HRM & Entrepreneurship
		730	HH:Tapa 2 - Table B1	IP: Ecological and Evolutionary Perspectives
		735	HH:Tapa 3 - Table C1	IP: Entrepreneurship and Learning
		736	HH:Tapa 3 - Table C2	IP: Entrepreneurship Processes
		737	HH:Tapa 3 - Table C3	IP: Entrepreneurship Processes and New Ventures
	738	HH:Tapa 3 - Table C4	IP: Environmental Influences on Organizations	
	4:10pm	792	CC:Exhibit Hall III - ENT 1	Entrepreneurs and Their Ventures
		793	CC:Exhibit Hall III - ENT 2	Images of Entrepreneurship
		794	CC:Room 301B	Capabilities & Rents
		795	CC:Room 303A	The Nature of Entrepreneurial Act
		796	CC:Room 303B	New Venture Advantage
806		HH:Tapa 1 - Table A2	IP: Exploiting Innovation	
810		HH:Tapa 2 - Table B2	IP: Financial Issues in Strategic Management	
811		HH:Tapa 2 - Table B3	IP: Gender and Diversity in the Workplace	
812	HH:Tapa 2 - Table B4	IP: Globalization and Diversification		
5:30pm	854	CC:Room 301B	Entrepreneurship Division Business Meeting	
Tue	8:30am	913	CC:Room 303A	Entrepreneurial Growth
		914	CC:Room 303B	Venture Learning
		915	CC:Room 301B	JS: Entrepreneurship Perspectives
		925	HH:Tapa 1 - Table A1	IP: Org. Incentives & Rewards
		928	HH:Tapa 1 - Table A4	IP: Individual Views of Entrepreneurship
		931	HH:Tapa 2 - Table B3	IP: Institutional Pressures
	10:30am	986	CC:Room 316C	SHCS: Luck Vs Skill
		993	CC:Exhibit Hall III - ENT 1	Entrepreneurship on a Worldwide Stage
		994	CC:Exhibit Hall III - ENT 2	Emerging Research Issues in Entrepreneurship
		995	CC:Exhibit Hall III - ENT 3	Research on Funding of Entrepreneurial Firms
		996	CC:Room 301B	TMT & Venture Performance
		997	CC:Room 303A	Context & Firm Creation
		998	CC:Room 303B	Exploitation of Entrepreneurial Opportunities
		1015	HH:Tapa 1 - Table A4	IP: Managing Networks and Alliances
		1022	HH:Tapa 3 - Table C3	IP: New Ventures
		2:30pm	1080	CC:Room 301B
	1081		CC:Room 303A	Studying the Entrepreneurial Process
	1082		CC:Room 303B	Valuation of Entrepreneurial Ventures
	1083		CC:Room 316C	SHCS: Why Do Entrepreneurial Firms Exist?
	1098		HH:Tapa 1 - Table A4	IP: Research on Strategy and Performance
	1099		HH:Tapa 2 - Table B1	IP: Perspectives on Corporate Social Responsibility
	1131		CC:Room 313B	JS: Institutional Entrepreneurship
4:10pm	1155	CC:Room 301B	University Spin-offs	
	1156	CC:Room 303A	Corporate Entrepreneurship & Value Creation	
	1157	CC:Room 303B	Social Capital & Performance	
	1170	HH:Tapa 1 - Table A4	IP: Research Over Long Time Frames	
	1171	HH:Tapa 2 - Table B1	IP: Science and Economics	
1179	HH:Tapa 3 - Table C4	IP: Strategic Issues in Small Business		

## Entrepreneurship

Day	Start	#	Location	Session Information
Wed	8:30am	1259	CC:Room 301B	New Vision Of Entrepreneurship
		1260	CC:Room 303A	Determinants of New Venture Creation
		1261	CC:Room 303B	Entrepreneurial Passion
		1271	HH:Tapa 1 - Table A1	IP: Strategic Learning
		1273	HH:Tapa 1 - Table A3	IP: Strategies for Emerging Markets
		1278	HH:Tapa 2 - Table B4	IP: Collaboration and Sustainability
	10:40am	1323	CC:Room 301B	New Ventures vs. Established
		1324	CC:Room 303A	University, Academic Entrepreneurs & Careers
		1325	CC:Room 303B	Relational Capital & Entrepreneurial Rents
		1338	HH:Tapa 1 - Table A4	IP: Management Education and Actionable Knowledge
		1344	HH:Tapa 3 - Table C2	IP: Coping with Uncertainty and Complexity
		1346	HH:Tapa 3 - Table C4	IP: Women in Management

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# Gender & Diversity in Organizations

Program Chair: Myrtle P. Bell, U. of Texas, Arlington

Professional Development Workshop Chair: Lynn Bowes-Sperry, Western New England College

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>17</b>	HH:South Pacific 1	SPDW: Management Across Cultures	
	2:00pm	<b>24</b>	SH:Ewa Room	SPDW: Diversity Consultants	
	4:00pm	<b>35</b>	HH:South Pacific 1	SPDW: Impact Of Minority Professors	
	5:30pm	<b>41</b>	OS:Tiki Grill & Bar	GDO Doctoral Consortium Rec.	
Sat	8:00am	<b>70</b>	SH:Ewa Room	GDO Doctoral Consortium	
		<b>71</b>	SH:Puna Room	SPDW: Hawaiian Race Relations Today	
		<b>94</b>	CC:Room 322A	SPDW: Moderator/Interaction Analysis	
		<b>95</b>	CC:Room 327	SPDW: Scale Development Workshop	
	9:00am	<b>105</b>	CC:Room 317A	SPDW: Junior Faculty Research Incubator on Power	
	10:30am	<b>133</b>	SH:Puna Room	SPDW: Women on Boards: The Future	
	12:00pm	<b>151</b>	OS:The Willows	GDO Lunch at the Willows	
		<b>155</b>	CC:Room 307B	SPDW: Case Writing Workshop	
	2:00pm	<b>197</b>	OS:Polynesian Cultural Ctr.	GDO Trip to the Polynesian Cultural Center	
	3:00pm	<b>210</b>	SH:Lanai Ballroom	SPDW: Critical Encounters	
		<b>213</b>	SH:Koko Crater Room	SPDW: Hidden Diversity at Work	
	6:00pm	<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"	
	Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
8:00am		<b>256</b>	CC:Room 322A	SPDW: Women's Careers in Academe	
9:00am		<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job	
9:30am		<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups	
		<b>322</b>	SH:Koko Crater Room	SPDW: Affective Education: An Experiential Workshop	
10:00am		<b>329</b>	HH:South Pacific 1	SPDW: Meet the Best Reviewers	
		<b>345</b>	SH:Ewa Room	Diversity in Business Schools	
6:00pm		<b>419</b>	OS:Tiki Grill & Bar	SPDW: CAR/GDO Social Gathering	
8:00pm		<b>428</b>	CC:Room 314	GLBT and Friends Reception	
Mon		8:30am	<b>459</b>	HH:Sea Pearl Suite 1-2	Pay and Promotion Inequities Worldwide
			<b>460</b>	HH:South Pacific 1	Work and Family
	<b>461</b>		CC:Room 316C	SHCS: University Transformation	
	9:00am	<b>509</b>	CC:Exhibit Hall III - GDO 1	Leaders, Diversity, and Organizational Practices 	
	10:40am	<b>549</b>	HH:Sea Pearl Suite 1-2	Diversity and HR	
		<b>559</b>	HH:Tapa 1 - Table A3	IP: Collaborative Groups	
		<b>584</b>	CC:Room 316A	SHCS: Sex at Work	
	12:20pm	<b>623</b>	CC:Room 319A	JS: Work & Family	
		<b>630</b>	HH:Sea Pearl Suite 1-2	Groups and Diversity	
		<b>631</b>	HH:South Pacific 1	JS: Managing Work-Family Balance	
		<b>716</b>	CC:Exhibit Hall III - GDO 1	Gender, Careers, and Families 	
	2:30pm	<b>717</b>	HH:South Pacific 1	JS: Context Effects on Diversity	
		<b>726</b>	HH:Tapa 1 - Table A1	IP: Perspectives on Diversity	
		<b>727</b>	HH:Tapa 1 - Table A2	IP: Diversity and the Workplace	
		<b>731</b>	HH:Tapa 2 - Table B2	IP: Cognition and Emotions in Organizations	
		<b>734</b>	HH:Tapa 2 - Table B5	IP: Work and Family	
		<b>736</b>	HH:Tapa 3 - Table C2	IP: Entrepreneurship Processes	
		<b>756</b>	HH:Coral Ballroom 1	SHCS: Work-Family & Vulnerable Work	
		<b>797</b>	HH:South Pacific 1	Structures and Diversity	
4:10pm	<b>811</b>	HH:Tapa 2 - Table B3	IP: Gender and Diversity in the Workplace		
	<b>817</b>	HH:Tapa 3 - Table C4	IP: Incentives and Rewards in Organizations		
5:20pm	<b>852</b>	HH:Sea Pearl Suite 1-2	Business Meeting and Awards Presentation		
6:45pm	<b>878</b>	HH:Rooftop Garden	GDO Social Hour		

Day	Start	#	Location	Session Information
Tue	8:30am	916	HH:Sea Pearl Suite 1-2	Legislation and GLBT Rights
		917	HH:South Pacific 1	JS: A New Vision of Work Family
	10:30am	999	CC:Exhibit Hall III - GDO 1	Demographic Variables at Work
		1000	CC:Exhibit Hall III - GDO 2	Addressing Disadvantage and Inequity
		1001	HH:Sea Pearl Suite 1-2	Stigmas and Invisible Identities
		1002	HH:South Pacific 1	JS: Feminist Theorising Symposium
	2:30pm	1073	CC:Room 322A	JS: Women in IT
		1084	HH:Sea Pearl Suite 1-2	Truths, Lies, and Consequences
		1085	HH:South Pacific 1	JS: New Perspectives on Demography
		1105	HH:Tapa 3 - Table C2	IP: Recruiting and Attracting the Right People
		1110	HH:South Pacific 2	JS: Mentor Networks in Academia
	4:10pm	1158	HH:Sea Pearl Suite 1-2	Sexual Harassment
		1159	HH:South Pacific 1	OT and Diversity
1172		HH:Tapa 2 - Table B2	IP: New Ideas about Signals and Status	
5:30pm	1213	HH:South Pacific 1	Mobilizing for the Future	
Wed	8:30am	1256	CC:Room 316A	JS: Women and Work: Perspectives for the 21st Century
		1258	SH:Honolulu Room	JS: Writing in Those "Others"
		1262	HH:Sea Pearl Suite 1-2	Networks and Commitment
		1263	HH:South Pacific 1	Reducing Discrimination
	10:40am	1326	HH:Sea Pearl Suite 1-2	Gender and Race Differences
		1327	HH:South Pacific 1	Anger, Emotion, and Influence
		1346	HH:Tapa 3 - Table C4	IP: Women in Management



*Visions of 21st Century Management:  
Redundant Middle Manager*  
Chris Poulson, California Polytechnic U. Pomona

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# Health Care Management

Program Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: Timothy Hoff, State U. of New York, Albany

Day	Start	#	Location	Session Information
Sat	8:00am	<b>72</b>	SH: Akaka Falls Room	HCM PDW Continental Breakfast
	8:30am	<b>100</b>	SH: Akaka Falls Room	Evidenced-based Teaching
		<b>101</b>	SH: Kauai Ballroom	SPDW: New Careers for Senior Faculty
	10:30am	<b>134</b>	SH: Akaka Falls Room	Teaching with Technology: A How to and Why Primer
		<b>135</b>	SH: Kauai Ballroom	Publishing Health Research
	1:00pm	<b>169</b>	SH: Akaka Falls Room	Feedback on Predoc Research
		<b>170</b>	SH: Molokai Ballroom	Bring Your Ideas to Fruition
	2:30pm	<b>203</b>	SH: Kauai Ballroom	SPDW: Future of Health Care Research
5:30pm	<b>235</b>	SH: Kauai Ballroom	HCM Pre-Conference PDW Reception	
Sun	8:00am	<b>259</b>	SH: Akaka Falls Room	HCM PDW Continental Breakfast
	8:30am	<b>282</b>	SH: Honolulu Room	Qualitative Methods Workshop
		<b>283</b>	SH: Kauai Ballroom	Quantitative Methods Workshop
	10:30am	<b>346</b>	SH: Kauai Ballroom	SPDW: Finding the Appropriate Funding Source
Mon	8:30am	<b>462</b>	SH: Waianae Room	Health Care Management Division Business Meeting
	10:40am	<b>550</b>	SH: Waianae Room	Innovations in Health Care
		<b>558</b>	HH: Tapa 1 - Table A2	IP: New Research on Sources of Value
		<b>559</b>	HH: Tapa 1 - Table A3	IP: Collaborative Groups
		<b>560</b>	HH: Tapa 1 - Table A4	IP: New Perspectives on Collaboration
	12:20pm	<b>632</b>	CC: Exhibit Hall III - HCM 1	Understanding and Improving Clinical Interactions ☺
		<b>633</b>	CC: Exhibit Hall III - HCM 2	Organizations and Environment ☺
		<b>634</b>	SH: Waianae Room	HC Employee Commitment
		<b>644</b>	HH: Tapa 1 - Table A3	IP: Critiques of Practice
	2:30pm	<b>718</b>	SH: Waianae Room	JS: Patient Safety Research
	4:10pm	<b>798</b>	SH: Waianae Room	HCM Dist. Speaker: Van de Ven
		<b>810</b>	HH: Tapa 2 - Table B2	IP: Financial Issues in Strategic Management
5:30pm	<b>855</b>	SH: Diamond Head Lawn	HCM Social Hours	
Tue	8:30am	<b>918</b>	SH: Waianae Room	Health Care Business Strategy
	9:00am	<b>966</b>	CC: Exhibit Hall III - HCM 1	Innovation and Knowledge Management in Healthcare ☺
		<b>967</b>	CC: Exhibit Hall III - HCM 2	Organizational Change ☺
	10:30am	<b>1003</b>	SH: Hilo Room	Medical Human Capital
		<b>1004</b>	SH: Waianae Room	Info Technology in Health Care
		<b>1018</b>	HH: Tapa 2 - Table B3	IP: Managing Organization Change
		<b>1020</b>	HH: Tapa 3 - Table C1	IP: Networks and Knowledge Sharing
	2:30pm	<b>1086</b>	SH: Hilo Room	The Healthcare Workplace
		<b>1087</b>	SH: Waianae Room	JS: Work Relationships and Care
		<b>1101</b>	HH: Tapa 2 - Table B3	IP: Perspectives on Quality
		<b>1102</b>	HH: Tapa 2 - Table B4	IP: New Ideas About Social Identity
4:10pm	<b>1160</b>	SH: Waianae Room	Patient Safety in Health Care	
Wed	8:30am	<b>1264</b>	SH: Waianae Room	Change in Health Care Org.
		<b>1274</b>	HH: Tapa 1 - Table A4	IP: Strategy and Health Care
	10:40am	<b>1328</b>	SH: Waianae Room	Teams in Healthcare
		<b>1336</b>	HH: Tapa 1 - Table A2	IP: The Influence of CEOs and Top Management Teams

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# Human Resources

Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign  
 Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.

Day	Start	#	Location	Session Information	
Fri	8:00am	<b>2</b>	OS:Hilton Tour	SPDW: Company Tour: Hilton Hawaiian Village	
	12:00pm	<b>4</b>	OS:USS Chaffee-Pearl Harbor	SPDW: Company Tour: USS Chaffee - Pearl Harbor	
		<b>6</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community	
	1:00pm	<b>14</b>	CC:Room 313B	SPDW: Measuring Global Competences	
		<b>22</b>	CC:Room 322B	SPDW: Latent Growth Modeling	
2:00pm	<b>25</b>	CC:Room 304B	SPDW: Qualitative Research		
4:00pm	<b>35</b>	HH:South Pacific 1	SPDW: Impact Of Minority Professors		
Sat	8:00am	<b>73</b>	CC:Room 304A	HR Junior Faculty Consortium	
		<b>74</b>	CC:Room 316A	HR Doctoral Student Consortium	
		<b>80</b>	HH:Tapa Ballroom 2	SPDW: Moving Images: Cinema in the Classroom	
		<b>93</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community	
	9:30am	<b>116</b>	CC:Room 306A	SPDW: Business School Competencies	
	10:00am	<b>123</b>	CC:Room 307B	SPDW: Diversity and HRM	
		<b>124</b>	CC:Room 316C	SPDW: Technological Innovation in HR	
		<b>129</b>	CC:Room 312	SPDW: Multilevel Theory and Research in Organizations	
	10:30am	<b>136</b>	CC:Room 316A	HR Editors Roundtable	
	11:30am	<b>146</b>	CC:Room 323B	SPDW: Leadership Development	
	12:00pm	<b>152</b>	CC:Room 304A	HR Junior Faculty Consortium Luncheon	
		<b>153</b>	CC:Room 316A	HR Doctoral Student Consortium	
		<b>161</b>	CC:Room 327	SPDW: Structural Equation Modeling with LISREL	
	1:00pm	<b>183</b>	CC:Room 318B	SPDW: Becoming a Journal Editor	
	1:30pm	<b>192</b>	CC:Room 306A	SPDW: Australian HRM	
		<b>194</b>	CC:Room 312	SPDW: Hierarchical Linear Modeling	
	2:30pm	<b>204</b>	CC:Room 306B	SPDW: Promoting Academic Integrity in Business Schools	
	3:00pm	<b>209</b>	CC:Room 321B	SPDW: Peer Coaching	
		<b>214</b>	SH:Honolulu Room	SPDW: Best HRM Practices in Latin America	
	3:30pm	<b>219</b>	CC:Room 307B	SPDW: Publishing in U.S. Journals	
	Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
		8:00am	<b>254</b>	CC:Room 323A	SPDW: Using Linked Firm Data
			<b>260</b>	CC:Room 304A	HR Junior Faculty Consortium
<b>261</b>			CC:Room 316A	HR Doctoral Student Consortium	
<b>272</b>			SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community	
9:00am		<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job	
		<b>305</b>	CC:Room 323C	SPDW: Culture and Leadership	
9:30am		<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups	
		<b>315</b>	CC:Room 323B	SPDW: Leadership: Emerging Executive Issues	
10:00am		<b>319</b>	CC:Room 323A	SPDW: Dialogues on a New Vision of Career Management	
		<b>323</b>	OS:Dole Factory Tour	Company Tour: Dole	
		<b>324</b>	CC:Room 305B	SPDW: The Craft of Reviewing	
		<b>325</b>	CC:Room 304B	SPDW: Organizational Membership	
6:00pm		<b>421</b>	CC:Room 301 (A&B)	SPDW: Leadership Reception	
Mon		8:00am	<b>434</b>	HH:Coral Ballroom 4	Welcome and Awards Ceremony
		8:20am	<b>438</b>	CC:Room 327	JS: New Leadership Paradigms
		8:30am	<b>452</b>	CC:Room 318B	JS: Obstacles to Fairness
			<b>463</b>	CC:Room 322A	JS: Job Search and Evaluation
			<b>464</b>	CC:Room 319B	JS: New Directions in OCB Research
			<b>473</b>	HH:Tapa 2 - Table B2	IP: Incentives, Rewards and Competencies
		<b>486</b>	CC:Room 324	JS: Advances in Social Exchange	
		<b>488</b>	CC:Room 328	JS: Psychological Contract Methods	
		9:00am	<b>510</b>	CC:Exhibit Hall III - HR	P-O Fit/Work Attitudes 

Human Resources

Day	Start	#	Location	Session Information	
Mon	10:40am	551	CC:Exhibit Hall III - HR	HRM Practices ☞	
		552	CC:Room 319B	Maximizing Organizational Effectiveness Through HR	
		553	CC:Room 322A	New Directions in Performance Management Research	
		583	CC:Room 313C	SHCS: Justice Around the World	
		585	CC:Room 323C	JS: Aggregate-Level Research	
	12:20pm	623	CC:Room 319A	JS: Work & Family	
		635	CC:Room 322A	Antecedents of Work and Contextual Performance	
		636	HH:Coral Ballroom 4	Fourth HR Town Hall Meeting	
		637	CC:Room 319B	JS: Taking Triads Seriously	
		665	CC:Room 323C	JS: Context and Creativity	
		666	CC:Room 325A	JS: Transformational Leadership	
	2:30pm	717	HH:South Pacific 1	JS: Context Effects on Diversity	
		719	CC:Exhibit Hall III - HR	Potpourri (IR, Validity and Testing, etc.) ☞	
		720	HH:Coral Ballroom 4	Ice Cream Social and Member Networking Event	
		721	CC:Room 322A	JS: HRM & Entrepreneurship	
		722	CC:Room 319B	JS: Social Capital and Turnover	
		727	HH:Tapa 1 - Table A2	IP: Diversity and the Workplace	
		734	HH:Tapa 2 - Table B5	IP: Work and Family	
		736	HH:Tapa 3 - Table C2	IP: Entrepreneurship Processes	
		742	HH:South Pacific 2	JS: Advances in E-Learning	
		755	CC:Room 316C	SHCS: Debating Workplace Deviance	
	4:10pm	799	CC:Room 319B	HRM and Individual Outcomes	
		800	CC:Room 322A	Group Differences and Stigmas	
		817	HH:Tapa 3 - Table C4	IP: Incentives and Rewards in Organizations	
	Tue	8:10am	896	CC:Room 327	JS: Procedural Justice
		8:30am	919	CC:Room 319B	Intellectual Capital and HPWS
			920	CC:Room 323B	Performance Appraisals
			925	HH:Tapa 1 - Table A1	IP: Org. Incentives & Rewards
			927	HH:Tapa 1 - Table A3	IP: Identifying Individual Competencies
			932	HH:Tapa 2 - Table B4	IP: Issues in International Human Resource Management
		933	HH:Tapa 3 - Table C1	IP: International Human Resource Management	
		9:00am	968	CC:Exhibit Hall III - HR	HR Strategy & Firm Performance ☞
		10:30am	1005	CC:Room 319B	Workforce Restructuring
			1006	CC:Room 323B	Employee Career Development and Training
			1011	CC:Room 316A	SHCS: M&A Sociocultural Integration
1015			HH:Tapa 1 - Table A4	IP: Managing Networks and Alliances	
1020			HH:Tapa 3 - Table C1	IP: Networks and Knowledge Sharing	
1023			HH:Tapa 3 - Table C4	IP: New Ideas about Leadership	
1038			CC:Room 323C	JS: New Directions in Workplace Aggression Research	
2:30pm		1075	CC:Room 313C	SHCS: Justice & Conflict	
		1085	HH:South Pacific 1	JS: New Perspectives on Demography	
		1088	CC:Room 319B	New Ideas on Employee Recruitment and Retention	
		1089	CC:Room 323B	Perspectives on Employee Rewards and Pay Systems	
		1097	HH:Tapa 1 - Table A3	IP: Organizational Justice and Trust	
4:10pm	1105	HH:Tapa 3 - Table C2	IP: Recruiting and Attracting the Right People		
	1161	CC:Room 319B	Employee Integration, Adaptation, and Stress		
	1162	CC:Room 323B	Work Arrangements in Knowledge-Based Settings		
	1166	CC:Room 304A	JS: TMT International Experience		
	1167	HH:Tapa 1 - Table A1	IP: Perspectives on Social Identity		
	1177	HH:Tapa 3 - Table C2	IP: Strategic Issues in Human Resource Management		
	1178	HH:Tapa 3 - Table C3	IP: Strategic Human Capital Management		
	1189	CC:Room 313C	SHCS: Time and Management Research		
	1190	CC:Room 316A	SHCS: Accentuating the Positive		
5:45pm	1221	CC:Room 323B	HR Division Business Meeting		
6:45pm	1230	CC:Center Rooftop	HR Division Reception		

Day	Start	#	Location	Session Information
Wed	8:30am	1254	CC:Room 319A	JS: New Visions of Mentoring
		1265	CC:Room 315	New Empirical SHRM Studies
		1266	CC:Room 319B	Re-Visioning Organizational Politics
		1267	CC:Room 323B	JS: Optimizing Training
		1270	CC:Room 316B	JS: Transfer of HR Systems and Practices in MNCs
		1281	HH:Tapa 3 - Table C3	IP: Technology and Human Capital
		1291	CC:Room 312	JS: Job Characteristics and Affective Events Theory
		10:40am	1329	CC:Room 312
	1330		CC:Room 315	HR and Performance in Europe: A Context Based View
	1331		CC:Room 319B	Global Leadership Development
	1332		CC:Room 323B	Organizational Learning & HRM
	1336		HH:Tapa 1 - Table A2	IP: The Influence of CEOs and Top Management Teams
	1339		HH:Tapa 2 - Table B1	IP: The Process of Decision Making
	1342		HH:Tapa 2 - Table B4	IP: Trust and Satisfaction in the Workplace
	1346		HH:Tapa 3 - Table C4	IP: Women in Management

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# International Management

Program Chair: Ravi Ramamurti, Northeastern U.

Professional Development Workshop Chair: Timothy Michael Devinney, Australian Graduate School of Management

Day	Start	#	Location	Session Information
Fri	8:30am	<b>3</b>	HH:South Pacific 2	IM Outdoor Adventure
	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods
		<b>13</b>	OS:Honolulu Advertiser	Site Visit to the Honolulu Advertiser
		<b>14</b>	CC:Room 313B	SPDW: Measuring Global Competences
		<b>17</b>	HH:South Pacific 1	SPDW: Management Across Cultures
	2:00pm	<b>26</b>	HH:Sea Pearl Suite 3-4	SPDW: Creating The Next Generation
		<b>27</b>	CC:Room 308B	SPDW: International Mgmt Consulting
	6:00pm	<b>45</b>	CC:Room 304A	IM Division Welcome
		<b>46</b>	OS:Location To Be Determined	Dinner on the Town with IM
	Sat	8:00am	<b>76</b>	CC:Room 307A
<b>77</b>			CC:Room 322B	IM Doctoral Consortium
<b>78</b>			CC:Room 323A	IMD Junior Faculty Consortium
9:30am		<b>118</b>	CC:Room 323C	SPDW: Leadership: International Perspectives
12:00pm		<b>154</b>	CC:Room 323A	IM Division Consortia Luncheon
		<b>155</b>	CC:Room 307B	SPDW: Case Writing Workshop
1:00pm		<b>172</b>	CC:Room 322B	Doctoral Consortium
		<b>173</b>	CC:Room 323A	IMD Junior Faculty Consortium
		<b>174</b>	CC:Room 304B	SPDW: International Patent Research
		<b>184</b>	SH:Puna Room	SPDW: MNCs/Sustainable Dev.
2:00pm		<b>199</b>	CC:Room 327	SPDW: Measurement Invariance
		<b>201</b>	CC:Room 315	SPDW: First Mover Advantage
3:00pm		<b>208</b>	CC:Room 316B	SPDW: Methods for Knowledge Research
		<b>213</b>	SH:Koko Crater Room	SPDW: Hidden Diversity at Work
		<b>214</b>	SH:Honolulu Room	SPDW: Best HRM Practices in Latin America
3:30pm		<b>219</b>	CC:Room 307B	SPDW: Publishing in U.S. Journals
4:00pm		<b>224</b>	CC:Room 323A	Meet the Editors
		5:00pm	<b>231</b>	SH:Puna Room
<b>232</b>			CC:Room 307A	SPDW: International Research Tips
6:00pm		<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"
	<b>238</b>	SH:Niihau Room	International Management Division PDW Reception	
Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
	8:00am	<b>254</b>	CC:Room 323A	SPDW: Using Linked Firm Data
		<b>262</b>	CC:Room 305A	Interpretative Methods
	8:30am	<b>284</b>	HH:South Pacific 2	SPDW: Management Education Role
	9:00am	<b>301</b>	CC:Room 316C	SPDW: Research Opportunities in IM
		<b>302</b>	CC:Room 321B	SPDW: International Governance
		<b>305</b>	CC:Room 323C	SPDW: Culture and Leadership
	9:30am	<b>312</b>	CC:Room 306A	SPDW: The Next Discipline in Organization Science
	10:00am	<b>319</b>	CC:Room 323A	SPDW: Dialogues on a New Vision of Career Management
		<b>326</b>	SH:Maui Ballroom	IMD Paper Development Workshop
		<b>327</b>	CC:Room 305A	SPDW: Corporate NGO Relations
	10:30am	<b>344</b>	CC:Room 322A	SPDW: Transformation and Careers
		<b>348</b>	CC:Room 302B	SPDW: American-Chinese Management
Mon	8:00am	<b>435</b>	CC:Room 304A	IM Division Welcome
	8:30am	<b>458</b>	CC:Room 316A	SHCS: International Entrepreneurship
		<b>465</b>	CC:Room 304A	What Makes for Successful Alliances?
		<b>466</b>	CC:Room 305A	Knowledge Flows in MNC Subsidiaries
		<b>467</b>	CC:Room 305B	National Culture and Managerial Behavior
		<b>474</b>	HH:Tapa 2 - Table B3	IP: Perspectives on Developing Competencies
		<b>476</b>	HH:Tapa 3 - Table C1	IP: Research on Groups
	9:00am	<b>511</b>	CC:Exhibit Hall III - IM 1	National Culture and Enterprise Management 
		<b>512</b>	CC:Exhibit Hall III - IM 2	Management Tensions in MNCs 

International Management

Day	Start	#	Location	Session Information
Mon	10:40am	554	CC:Room 304A	Expatriates in Action
		555	CC:Room 305A	Business Groups, Ownership, and Performance
		556	CC:Room 305B	JS: Cross-Cultural Research
		557	HH:Tapa 1 - Table A1	IP: Cognition, Identity, and Strategic Action
		564	HH:Tapa 2 - Table B4	IP: Corporate Governance and Ethical Conduct
		603	SH:Oahu Room	JS: Cascading Arenas
	12:20pm	638	CC:Exhibit Hall III - IM 1	International JVs, Alliances, and Acquisitions ☞
		639	CC:Room 304A	Cultural Distance Revisited
		640	CC:Room 305A	Location and International Competitiveness
		641	CC:Room 305B	Partner Selection and JV Performance
		643	HH:Tapa 1 - Table A2	IP: Perspectives on Creating and Sharing Knowledge
	2:30pm	723	CC:Room 304A	The Expatriate's Career
		724	CC:Room 305A	Political Strategies in MNCs
		725	CC:Room 305B	Market Entry Strategies
		728	HH:Tapa 1 - Table A3	IP: Inst. Pressure & Org. Practice
		738	HH:Tapa 3 - Table C4	IP: Environmental Influences on Organizations
	4:10pm	791	SH:Honolulu Room	JS: Call Centers and Globalization
		801	CC:Room 304A	Managerial Tensions in MNCs
		802	CC:Room 305A	Exploration Across Borders
		803	CC:Room 305B	Forgotten Managers: Host Country Nationals in MNCs
		804	CC:Room 316C	SHCS: Edith Penrose's Contribution to the Theory of MNE
808		HH:Tapa 1 - Table A4	IP: Organizational Culture and Knowledge Resources	
809		HH:Tapa 2 - Table B1	IP: New Perspectives on Sources of Value	
812		HH:Tapa 2 - Table B4	IP: Globalization and Diversification	
5:30pm	858	CC:Room 315	Eminent Scholar Forum	
Tue	8:30am	921	CC:Room 304A	International Sourcing of Money and Talent
		922	CC:Room 305A	Internationalization Process
		923	CC:Room 305B	Leading and Managing People Across Cultures
		924	CC:Room 316B	Operating Successfully in Transition Economies
		926	HH:Tapa 1 - Table A2	IP: Incentives and Rewards
		928	HH:Tapa 1 - Table A4	IP: Individual Views of Entrepreneurship
		931	HH:Tapa 2 - Table B3	IP: Institutional Pressures
		933	HH:Tapa 3 - Table C1	IP: International Human Resource Management
		934	HH:Tapa 3 - Table C2	IP: Negotiation and Workplace Conflict
	8:40am	957	CC:Room 317B	JS: Diversity in Virtual Settings
	9:00am	969	CC:Exhibit Hall III - IM 1	Managing People Across Borders ☞
	10:30am	985	CC:Room 309	JS: Strategy in Chinese Firms
		1007	CC:Room 304A	How National Institutions Affect MNCs
		1008	CC:Room 305A	Internationalization of the Firm & Performance
		1009	CC:Room 305B	Expatriates and Knowledge Flows in MNCs
		1010	CC:Room 316B	Global and Regional Strategy
		1011	CC:Room 316A	SHCS: M&A Sociocultural Integration
		1012	HH:Tapa 1 - Table A1	IP: Learning in Alternative Settings
		1014	HH:Tapa 1 - Table A3	IP: Managerial Perspectives on China
		1016	HH:Tapa 2 - Table B1	IP: Managing Alliances
		1018	HH:Tapa 2 - Table B3	IP: Managing Organization Change
1019		HH:Tapa 2 - Table B4	IP: Managing the Value Chain	
1039		CC:Room 324	JS: Team Innovation	
2:30pm	1090	CC:Exhibit Hall III - IM 1	Operating in Emerging Economies ☞	
	1091	CC:Exhibit Hall III - IM 2	Internationalization and Performance ☞	
	1092	CC:Room 304A	Knowledge Management in MNCs	
	1093	CC:Room 305A	Institutional and Cultural Embeddedness of Firms	
	1094	CC:Room 305B	International HR Policies	
1095	HH:Tapa 1 - Table A1	IP: Research on Leadership		

Day	Start	#	Location	Session Information
Tue	4:10pm	1163	CC:Room 305A	Richman Award Finalists
		1164	CC:Room 305B	Social Networks and FDI
		1165	CC:Room 316B	Executive Panel
		1166	CC:Room 304A	JS: TMT International Experience
		1167	HH:Tapa 1 - Table A1	IP: Perspectives on Social Identity
		1169	HH:Tapa 1 - Table A3	IP: Research on Networks
		1177	HH:Tapa 3 - Table C2	IP: Strategic Issues in Human Resource Management
		1179	HH:Tapa 3 - Table C4	IP: Strategic Issues in Small Business
	5:30pm	1216	CC:Room 316B	IM Division Members' Meeting
	7:00pm	1232	CC:Room 315	IM Division Social
Wed	8:00am	1245	CC:Room 305A	IMD Members' Feedback Session
		8:30am	1255	CC:Room 322A
	1268		CC:Room 304A	Implementing Strategy in MNCs
	1269		CC:Room 305B	Performance of Cross-border JVs
	1270		CC:Room 316B	JS: Transfer of HR Systems and Practices in MNCs
	1273		HH:Tapa 1 - Table A3	IP: Strategies for Emerging Markets
	1275		HH:Tapa 2 - Table B1	IP: Strategy and Performance
	10:40am	1333	CC:Room 304A	Emerging Market Institutions and Strategy
		1334	CC:Room 305B	Expatriate Adjustment Issues
		1338	HH:Tapa 1 - Table A4	IP: Management Education and Actionable Knowledge
1340		HH:Tapa 2 - Table B2	IP: Transferring Knowledge Across Borders	

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# Management Consulting

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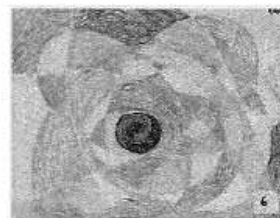
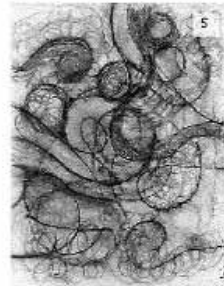
Day	Start	#	Location	Session Information
Fri	1:00pm	<b>8</b>	CC:Room 321B	SPDW: Complexity & Consciousness I
		<b>15</b>	SH:Akaka Falls Room	Integrating Change/Project Mgt
		<b>16</b>	SH:lao Needle Room	Creating and Developing Your Consulting Practice
		<b>20</b>	CC:Room 302B	SPDW: OD and Sustainability
	2:00pm	<b>27</b>	CC:Room 308B	SPDW: International Mgmt Consulting
	4:00pm	<b>34</b>	SH:lao Needle Room	MC Writing Roundtables
Sat	9:00am	<b>104</b>	OS:Kapiolani Park	SPDW: Complexity & Consciousness II
	9:30am	<b>117</b>	SH:Maui Ballroom	Flight Capital
	10:45am	<b>140</b>	SH:Maui Ballroom	MC Communities
	12:00pm	<b>157</b>	CC:Room 316B	SPDW: JABS Writing Workshop
	12:30pm	<b>163</b>	SH:lao Needle Room	Qualimetrics
	1:00pm	<b>181</b>	CC:Room 309	SPDW: Appreciatv. Inquiry Summit
	2:30pm	<b>205</b>	SH:Akaka Falls Room	Are Consultants Independent?
		<b>206</b>	SH:lao Needle Room	Successful Intervention Planning
	7:00pm	<b>246</b>	OS:Dinner Cruise	MC & Friends Dinner Cruise
Sun	8:00am	<b>267</b>	CC:Room 304B	SPDW: High Impact Change Exercises
		<b>276</b>	CC:Room 328	SPDW: Techno-Entrepreneurship Today
	9:45am	<b>316</b>	CC:Room 311	SPDW: Global Consulting Trends
	11:00am	<b>349</b>	CC:Room 311	SPDW: Consulting in China
Mon	7:30am	<b>431</b>	CC:Room 314	Welcome Breakfast for MC
	8:30am	<b>471</b>	HH:Tapa 1 - Table A4	IP: Exploring Sources of Value
		<b>474</b>	HH:Tapa 2 - Table B3	IP: Perspectives on Developing Competencies
		<b>480</b>	CC:Room 314	Consulting to Organizations
	9:00am	<b>513</b>	CC:Exhibit Hall III - MC	Management Consulting and Organizational Life ☞
	10:40am	<b>561</b>	HH:Tapa 2 - Table B1	IP: Control and Ownership
		<b>569</b>	CC:Room 314	Values and Actions of Management Consultants
	12:20pm	<b>654</b>	CC:Room 314	Future Consulting - Diversifying into New Niches
	2:30pm	<b>739</b>	CC:Exhibit Hall III - MC	The Tools of Management Consulting ☞
		<b>740</b>	CC:Room 314	KM and Management Consulting
	4:10pm	<b>805</b>	HH:Tapa 1 - Table A1	IP: Research on Ethical Behaviors
		<b>811</b>	HH:Tapa 2 - Table B3	IP: Gender and Diversity in the Workplace
		<b>817</b>	HH:Tapa 3 - Table C4	IP: Incentives and Rewards in Organizations
		<b>818</b>	HH:Coral Ballroom 1	Steve Kerr MC Div Speaker
	5:30pm	<b>859</b>	HH:Coral Ballroom 1	Management Consulting Division Business Meeting
6:20pm	<b>869</b>	HH:Coral Ballroom 4	MC Division Social Hour	
Tue	8:30am	<b>937</b>	CC:Room 314	New Directions in Management Consulting Research
	10:30am	<b>1023</b>	HH:Tapa 3 - Table C4	IP: New Ideas about Leadership
		<b>1024</b>	CC:Exhibit Hall III - MC	Consulting and Change Mgmt ☞
		<b>1025</b>	CC:Room 314	JS: Appreciative Inquiry & Teams
	2:30pm	<b>1095</b>	HH:Tapa 1 - Table A1	IP: Research on Leadership
		<b>1108</b>	CC:Room 314	Consulting to Leaders: High Impact Consultation
4:10pm	<b>1175</b>	HH:Tapa 2 - Table B5	IP: Intangible Assets	
	<b>1180</b>	CC:Room 314	Ethical Responsibilities in MC	
Wed	8:30am	<b>1272</b>	HH:Tapa 1 - Table A2	IP: Research on Strategic Learning
		<b>1283</b>	CC:Room 314	The Consulting Relationship
	10:40am	<b>1345</b>	HH:Tapa 3 - Table C3	IP: Uncertainty and Complexity
	<b>1347</b>	CC:Room 314	JS: Client Centered Consulting	

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*Subterranean Shifts: Drawings of the Dissertation Research Process*  
 Terry B. Porter, U. of Massachusetts, Amherst

# Management Education & Development

Program Chair: J B Arbaugh, U. of Wisconsin, Oshkosh

Professional Development Workshop Chair: Laurie Milton, U. of Calgary, U. of Western Ontario

Day	Start	#	Location	Session Information	
Fri	12:00pm	<b>6</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community	
	1:00pm	<b>14</b>	CC:Room 313B	SPDW: Measuring Global Competences	
		<b>17</b>	HH:South Pacific 1	SPDW: Management Across Cultures	
		<b>18</b>	HH:Sea Pearl Suite 3-4	SPDW: Discussion Learning	
		<b>19</b>	CC:Room 308A	SPDW: Design Sciences in ODC	
	2:00pm	<b>24</b>	SH:Ewa Room	SPDW: Diversity Consultants	
		<b>26</b>	HH:Sea Pearl Suite 3-4	SPDW: Creating The Next Generation	
	2:30pm	<b>29</b>	SH:Puna Room	SPDW: Environmental Education	
	4:00pm	<b>35</b>	HH:South Pacific 1	SPDW: Impact Of Minority Professors	
		<b>36</b>	HH:Sea Pearl Suite 3-4	SPDW: Strategic Faculty Development	
	6:00pm	<b>47</b>	HH:South Pacific 1	Welcome Reception (MED-PDW)	
		<b>51</b>	CC:Room 304B	SPDW: Leadership Development Wkshp	
	Sat	8:00am	<b>79</b>	HH:South Pacific 1	SPDW: Resuscitating Management
			<b>80</b>	HH:Tapa Ballroom 2	SPDW: Moving Images: Cinema in the Classroom
<b>88</b>			CC:Room 304B	SPDW: Leadership Development Wkshp	
<b>93</b>			SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community	
<b>97</b>			SH:Koko Crater Room	SPDW: Teaching with Technology	
9:00am		<b>106</b>	HH:South Pacific 3	SPDW: Executive Doctoral Colloquium	
10:00am		<b>125</b>	HH:South Pacific 1	SPDW: Thinking About Strategy	
		<b>126</b>	HH:South Pacific 2	SPDW: The Art Of Structured Reflection: Ways Of Knowing	
10:30am		<b>132</b>	SH:Lanai Ballroom	SPDW: Dark Side Case Teaching	
		<b>138</b>	CC:Room 318B	SPDW: Teaching Integrated Management	
11:30am		<b>146</b>	CC:Room 323B	SPDW: Leadership Development	
12:00pm		<b>150</b>	CC:Room 317B	SPDW: The Career Development Cafe	
		<b>155</b>	CC:Room 307B	SPDW: Case Writing Workshop	
1:00pm		<b>175</b>	HH:South Pacific 2	SPDW: Drama for Business	
		<b>176</b>	HH:South Pacific 4	SPDW: Sustaining Aquaculture	
2:30pm		<b>204</b>	CC:Room 306B	SPDW: Promoting Academic Integrity in Business Schools	
		<b>207</b>	HH:South Pacific 1	SPDW: Using Online Teaching Modules	
3:00pm		<b>209</b>	CC:Room 321B	SPDW: Peer Coaching	
6:00pm		<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"	
Sun		7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
		8:00am	<b>256</b>	CC:Room 322A	SPDW: Women's Careers in Academe
			<b>263</b>	HH:South Pacific 4	SPDW: Practicing Discernment In Decision Making
	<b>267</b>		CC:Room 304B	SPDW: High Impact Change Exercises	
	<b>268</b>		CC:Room 319B	SPDW: Building ODC as an Academic Discipline	
	<b>272</b>		SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community	
	8:30am	<b>284</b>	HH:South Pacific 2	SPDW: Management Education Role	
		<b>287</b>	CC:Room 318A	SPDW: Management E-Learning	
	9:00am	<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job	
		<b>303</b>	SH:Waiana Room	SPDW: Principle-Centered Learning	
		<b>305</b>	CC:Room 323C	SPDW: Culture and Leadership	
	9:30am	<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups	
	10:00am	<b>319</b>	CC:Room 323A	SPDW: Dialogues on a New Vision of Career Management	
		<b>322</b>	SH:Koko Crater Room	SPDW: Affective Education: An Experiential Workshop	
		<b>328</b>	HH:Tapa Ballroom 2	SPDW: Issues of Globalization	
		<b>329</b>	HH:South Pacific 1	SPDW: Meet the Best Reviewers	
		<b>330</b>	HH:South Pacific 2	SPDW: Film Scenes as Bases for Experiential Exercises	
		<b>339</b>	SH:Honolulu Room	SPDW: Scientist and Educator	
		10:30am	<b>348</b>	CC:Room 302B	SPDW: American-Chinese Management

Day	Start	#	Location	Session Information
Mon	8:30am	470	HH:Tapa 1 - Table A3	IP: Teaching and Actionable Knowledge
		474	HH:Tapa 2 - Table B3	IP: Perspectives on Developing Competencies
		481	HH:South Pacific 2	Publishing in the SoTLE
		495	HH:Coral Ballroom 1	SHCS: Learning and Micro-Practices
	10:40am	548	CC:Room 301B	JS: ENTR in Community Action
		570	CC:Exhibit Hall III - MED	Tools and Tactics for MED 
		571	HH:Sea Pearl Suite 3-4	Quantity and Quality in MED
		572	HH:South Pacific 2	Cultural Issues In Management Learning
		577	HH:Coral Ballroom 1	SHCS: Spiritual Leadership
	12:20pm	655	HH:Sea Pearl Suite 3-4	MED Past Division Chairs' Luncheon
		656	HH:South Pacific 2	Program Internationalization
		657	HH:Coral Ballroom 1	SHCS: New Vision Business Education
	2:30pm	726	HH:Tapa 1 - Table A1	IP: Perspectives on Diversity
		733	HH:Tapa 2 - Table B4	IP: Transformational Leadership
		741	HH:Sea Pearl Suite 3-4	Learning Styles and Processes
		742	HH:South Pacific 2	JS: Advances in E-Learning
	3:00pm	777	HH:Sea Pearl Suite 1-2	MED Global Forum
	4:10pm	810	HH:Tapa 2 - Table B2	IP: Financial Issues in Strategic Management
		819	HH:Sea Pearl Suite 3-4	Ethics and Management Education
		820	HH:South Pacific 2	Women Leaving The Workplace
6:00pm	866	HH:South Pacific 2	MED Global Forum Dinner	
Tue	8:30am	935	HH:Tapa 3 - Table C3	IP: Issues in Negotiation and Conflict
		938	HH:Sea Pearl Suite 3-4	21st Century Visions of MED
		939	HH:South Pacific 2	Cultural Issues in Technology-Mediated Learning
	10:30am	1026	CC:Exhibit Hall III - MED	Multiple Modes of Managerial Learning 
		1027	HH:Sea Pearl Suite 3-4	Research in Teaching OB
		1028	HH:South Pacific 2	Online Management Education
	2:30pm	1095	HH:Tapa 1 - Table A1	IP: Research on Leadership
		1109	HH:Sea Pearl Suite 3-4	Knowledge Accumulation and Transfer
		1110	HH:South Pacific 2	JS: Mentor Networks in Academia
	4:10pm	1181	HH:South Pacific 2	JS: Research & Teaching Stories
	5:30pm	1217	HH:Sea Pearl Suite 3-4	MED Division Awards and Business Meeting
	7:00pm	1233	HH:Coral Ballroom 1	MED and ONE Divisions' Joint Social
	Wed	8:30am	1254	CC:Room 319A
1267			CC:Room 323B	JS: Optimizing Training
1284			HH:Sea Pearl Suite 3-4	MED Executive Committee Breakfast
1285			HH:South Pacific 2	Managerial Knowledge and Skill Development
10:40am		1337	HH:Tapa 1 - Table A3	IP: The Management Education Industry
		1338	HH:Tapa 1 - Table A4	IP: Management Education and Actionable Knowledge
		1348	HH:Sea Pearl Suite 3-4	Student Perceptions of Management Education
		1349	HH:South Pacific 2	Knowledge and Skills for MED

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# Management History

Program Chair: Julia Teahen, Baker College  
 Professional Development Workshop Chair: Karl Moore, McGill U.

Day	Start	#	Location	Session Information
Fri	12:00pm	5	OS:Hawaii Naval Docks	Visit to the Hawaii Naval Docks
	1:00pm	7	CC:Room 301B	SPDW: Qualitative Research Methods
Sat	9:00am	107	SH:Waimea Canyon Room	New Member Workshop MH
		113	CC:Room 309	SPDW: New Archivalism & Archivalists
	12:30pm	164	SH:Lanai Ballroom	"Teaching Situational Leadership Then and Now".
	1:00pm	177	SH:Waimea Canyon Room	Getting Published
	2:00pm	200	CC:Room 322A	SPDW: Survival Analysis
	3:00pm	215	SH:Waimea Canyon Room	New History Journal
Sun	7:00am	248	HH:South Pacific 1	SPDW: Management E-Media Visions
	8:00am	265	SH:Ewa Room	SPDW: Using the Past
	8:30am	285	SH:Waimea Canyon Room	Professional Development
	9:00am	299	CC:Room 316B	SPDW: Negotiating Your First Job
	9:30am	313	CC:Room 313C	SPDW: First Job - Discussion Groups
	10:00am	331	SH:Waimea Canyon Room	Managing Your Dissertation
	Mon	8:30am	475	HH:Tapa 2 - Table B4
		482	SH:Kohala/Kona Room	Entrepreneurship and Organizational Evolution
10:40am		573	SH:Kohala/Kona Room	History of Positivity at Work
12:20pm		657	HH:Coral Ballroom 1	SHCS: New Vision Business Education
		658	SH:Kohala/Kona Room	Reflections on "Chapter Two"
2:30pm		743	SH:Kohala/Kona Room	Scientific Management: Changing with the Times
4:10pm		813	HH:Tapa 2 - Table B5	IP: Competition
		815	HH:Tapa 3 - Table C2	IP: History and Social Movements
		821	SH:Kohala/Kona Room	Reflections on Hawthorne Past and Present
		860	SH:Kohala/Kona Room	Business Meeting
Tue	8:30am	932	HH:Tapa 2 - Table B4	IP: Issues in International Human Resource Management
		940	SH:Kohala/Kona Room	Conversations: Fiedler & Miner
	10:30am	1029	CC:Exhibit Hall III - MH	History of Management Practice ☺
		1030	SH:Kohala/Kona Room	International Dimensions of Management History
	2:30pm	1078	SH:Honolulu Room	JS: "The Embedded Corporation"
		1111	CC:Exhibit Hall III - MH	Historical Roots of Management Theory ☺
	4:10pm	1170	HH:Tapa 1 - Table A4	IP: Research Over Long Time Frames
	1199	CC:Room 316C	SHCS: Movements and Organizations	

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# Management Spirituality & Religion

Program Chair: Robert A Giacalone, Temple U.

Professional Development Workshop Chair: Margaret Benefiel, Andover Newton Theological School

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>8</b>	CC:Room 321B	SPDW: Complexity & Consciousness I
	5:00pm	<b>38</b>	SH:Akaka Falls Room	Meditation
Sat	7:00am	<b>60</b>	SH:Waianae Room	Meditation
	9:00am	<b>104</b>	OS:Kapiolani Park	SPDW: Complexity & Consciousness II
		<b>109</b>	SH:Waianae Room	MSR Research: One Stop
	10:00am	<b>126</b>	HH:South Pacific 2	SPDW: The Art Of Structured Reflection: Ways Of Knowing
	12:00pm	<b>150</b>	CC:Room 317B	SPDW: The Career Development Cafe
	2:00pm	<b>198</b>	SH:Waianae Room	Theology and Management Theory
	3:00pm	<b>213</b>	SH:Koko Crater Room	SPDW: Hidden Diversity at Work
	4:00pm	<b>225</b>	SH:Niihau Room	Spirituality Cafe: Fostering Collective Wisdom
Sun	7:00am	<b>249</b>	SH:Waianae Room	Meditation
	8:00am	<b>263</b>	HH:South Pacific 4	SPDW: Practicing Discernment In Decision Making
	9:00am	<b>303</b>	SH:Waianae Room	SPDW: Principle-Centered Learning
	11:00am	<b>350</b>	SH:Waianae Room	Publishing on Spir. in Orgs.
	Mon	8:30am	<b>472</b>	HH:Tapa 2 - Table B1
		<b>484</b>	SH:Puna Room	Perspectives on Workplace Spirituality
10:40am		<b>576</b>	SH:Puna Room	Leadership and the Spiritual Workplace
		<b>577</b>	HH:Coral Ballroom 1	SHCS: Spiritual Leadership
12:20pm		<b>644</b>	HH:Tapa 1 - Table A3	IP: Critiques of Practice
		<b>661</b>	SH:Puna Room	The Science of Workplace Spirituality
Tue	2:30pm	<b>748</b>	SH:Puna Room	Visions of Work Spirituality
	10:30am	<b>1032</b>	CC:Exhibit Hall III - MSR	Religious Aspects of Workplace Spirituality☺
		<b>1033</b>	SH:Puna Room	Socio-Cultural Work Spirit
	2:30pm	<b>1095</b>	HH:Tapa 1 - Table A1	IP: Research on Leadership
		<b>1102</b>	HH:Tapa 2 - Table B4	IP: New Ideas About Social Identity
		<b>1113</b>	SH:Akaka Falls/lao Needle Room	Spirituality & Entrepreneurs
	4:10pm	<b>1181</b>	HH:South Pacific 2	JS: Research & Teaching Stories
5:20pm	<b>1209</b>	SH:Puna Room	MSR Administrative Meeting	
6:30pm	<b>1228</b>	SH:Waialua Room	MSR Social	
Wed	8:30am	<b>1278</b>	HH:Tapa 2 - Table B4	IP: Collaboration and Sustainability
	10:40am	<b>1337</b>	HH:Tapa 1 - Table A3	IP: The Management Education Industry

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# Managerial & Organizational Cognition

Program Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign  
 Professional Development Workshop Chair: Mary J Waller, Tulane U.

Day	Start	#	Location	Session Information	
<b>Fri</b>	6:00pm	<b>52</b>	CC:Room 306B	SPDW: OMT/ODC/MOC Doctoral Consortium	
<b>Sat</b>	8:00am	<b>80</b>	HH:Tapa Ballroom 2	SPDW: Moving Images: Cinema in the Classroom	
		<b>81</b>	CC:Room 328	SPDW: Examining Organization Buy-In	
		<b>91</b>	CC:Room 319A	SPDW: Language in Organizations	
		<b>92</b>	CC:Room 313A	SPDW: OMT/ODC/MOC Doctoral Consortium	
	9:00am	<b>108</b>	CC:Room 305A	SPDW: Designing Strategic Innovation	
		<b>114</b>	CC:Room 313C	SPDW: Qualitative Writing Workshop	
	10:00am	<b>126</b>	HH:South Pacific 2	SPDW: The Art Of Structured Reflection: Ways Of Knowing	
1:00pm	<b>178</b>	CC:Room 319A	Studying Industry Emergence		
<b>Sun</b>	7:30am	<b>251</b>	CC:Room 313A	SPDW: Ask the Editors Breakfast	
	8:00am	<b>263</b>	HH:South Pacific 4	SPDW: Practicing Discernment In Decision Making	
		<b>265</b>	SH:Ewa Room	SPDW: Using the Past	
		<b>270</b>	CC:Room 313A	SPDW: Ask the Editors Panel	
	8:30am	<b>286</b>	CC:Room 302A	Cognition in the Rough	
		<b>289</b>	CC:Room 317B	SPDW: Positive Org. Scholarship	
	9:00am	<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job	
	9:30am	<b>312</b>	CC:Room 306A	SPDW: The Next Discipline in Organization Science	
		<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups	
		<b>314</b>	CC:Room 306B	Managing Insight & Foresight	
	10:00am	<b>318</b>	CC:Room 303B	SPDW: Creativity In Business	
		<b>333</b>	CC:Room 313A	SPDW: OMT/ODC/MOC Doctoral Consortium	
	<b>Mon</b>	8:30am	<b>449</b>	CC:Room 313B	JS: Managerial Cognition
			<b>471</b>	HH:Tapa 1 - Table A4	IP: Exploring Sources of Value
			<b>477</b>	HH:Tapa 3 - Table C2	IP: Modeling and Conceptualizing Knowledge
<b>478</b>			HH:Tapa 3 - Table C3	IP: Signals and Status	
<b>479</b>			HH:Tapa 3 - Table C4	IP: Cognition and Strategic Action	
<b>483</b>			CC:Room 317A	Welcome and Theme Session: Keeping Culture in Mind	
9:00am		<b>514</b>	CC:Exhibit Hall III - MOC 1	Breaking New Ground in Managerial Cognition ☺	
		<b>515</b>	CC:Exhibit Hall III - MOC 2	Emotion & Management ☺	
		<b>516</b>	CC:Room 317B	Emotions in Org Life	
10:40am		<b>557</b>	HH:Tapa 1 - Table A1	IP: Cognition, Identity, and Strategic Action	
		<b>574</b>	CC:Room 317B	Biased Decisions: The Good, the Bad, and the Ugly	
		<b>575</b>	CC:Room 317A	JS: Organizational Identity	
12:20pm		<b>643</b>	HH:Tapa 1 - Table A2	IP: Perspectives on Creating and Sharing Knowledge	
		<b>659</b>	CC:Room 317A	Network Effects and Learning	
		<b>660</b>	CC:Room 317B	New Vistas in Dyadic and Team Research	
		<b>663</b>	CC:Room 324	JS: Feelings and Fairness in Organizations	
		<b>664</b>	CC:Room 328	JS: Constructing Deviants Across Levels	
		<b>667</b>	CC:Room 327	JS: Managing and Learning from Errors in Organizations	
		<b>669</b>	CC:Room 318A	JS: Team Knowledge Structure	
		<b>682</b>	CC:Room 316A	SHCS: Code-Breaking and Code-Making	
2:30pm		<b>731</b>	HH:Tapa 2 - Table B2	IP: Cognition and Emotions in Organizations	
		<b>744</b>	CC:Exhibit Hall III - MOC 1	Issues in Identity Research ☺	
		<b>745</b>	CC:Exhibit Hall III - MOC 2	Learn, Know, Sensemaking ☺	
	<b>746</b>	CC:Room 317B	Org Identity & Culture		
	<b>747</b>	CC:Room 317A	JS: Attribution Theory		
4:10pm	<b>808</b>	HH:Tapa 1 - Table A4	IP: Organizational Culture and Knowledge Resources		
	<b>822</b>	CC:Room 317A	Identity Dynamics in Orgs		
	<b>823</b>	CC:Room 317B	Follow the Leader: New Views on Leadership		

**Managerial & Organizational Cognition**

Day	Start	#	Location	Session Information
Tue	8:10am	<b>897</b>	CC:Room 325A	JS: Trust and Control
	8:30am	<b>929</b>	HH:Tapa 2 - Table B1	IP: New Product Development
		<b>941</b>	CC:Room 317A	JS: Perceiving Emotion
		<b>950</b>	CC:Room 301A	JS: Organization at the Limit
		<b>951</b>	CC:Room 313C	SHCS: Identity Threats
	10:30am	<b>1012</b>	HH:Tapa 1 - Table A1	IP: Learning in Alternative Settings
		<b>1017</b>	HH:Tapa 2 - Table B2	IP: Organizational and Employee Reactions to Change
		<b>1020</b>	HH:Tapa 3 - Table C1	IP: Networks and Knowledge Sharing
		<b>1031</b>	CC:Room 317A	MOC Best Student Papers
	2:30pm	<b>1107</b>	HH:Tapa 3 - Table C4	IP: Research on Ethics
		<b>1112</b>	CC:Room 317A	Knowledge Sharing & Mgmt
	4:10pm	<b>1168</b>	HH:Tapa 1 - Table A2	IP: Perspectives on Groups
		<b>1182</b>	CC:Room 317A	Mental Models & Team Work
		<b>1183</b>	CC:Room 301A	JS: Artifacts and Organizations
5:30pm	<b>1218</b>	CC:Room 317A	MOC Business Meeting	
6:30pm	<b>1227</b>	CC:Room 316C	MOC Social Hour	
Wed	8:30am	<b>1272</b>	HH:Tapa 1 - Table A2	IP: Research on Strategic Learning
		<b>1278</b>	HH:Tapa 2 - Table B4	IP: Collaboration and Sustainability
		<b>1286</b>	CC:Room 316C	New Frontiers Trust Research
		<b>1287</b>	CC:Room 317A	Language & Metaphor
		<b>1288</b>	CC:Room 301A	JS: Bringing Organizations to Life
	10:40am	<b>1339</b>	HH:Tapa 2 - Table B1	IP: The Process of Decision Making
		<b>1350</b>	CC:Room 317A	Decision-Making and Prospect Theory
		<b>1359</b>	CC:Room 316C	JS: Reflections on Affective Events Theory





*Visions of 21st Century Management: Excess Capacity*  
 Chris Poulson, California Polytechnic U. Pomona

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# Operations Management

Program Chair: G Keong Leong, U. of Nevada, Las Vegas  
 Professional Development Workshop Chair: Hale Kaynak, U. of Texas, Pan American

Day	Start	#	Location	Session Information
<b>Sat</b>	8:00am	<b>89</b>	HH:Tapa Ballroom 1	Future of OM
	10:00am	<b>127</b>	HH:Tapa Ballroom 1	SPDW: Operations Strategy: Past, Present and Future
	12:00pm	<b>155</b>	CC:Room 307B	SPDW: Case Writing Workshop
		<b>158</b>	HH:Tapa Ballroom 1	Doctoral Consortium Faculty Orientation Lunch
	1:00pm	<b>182</b>	HH:Tapa Ballroom 1	OM Doctoral Consortium
	3:30pm	<b>221</b>	SH:Kahuku Room	SPDW: Developing and Using Cases
	6:30pm	<b>245</b>	OS:Sergio's Italian Restaurant	Doctoral Consortium Dinner
<b>Sun</b>	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
	8:00am	<b>269</b>	HH:Tapa Ballroom 1	SPDW: Research with Healthcare Orgs
	8:30am	<b>288</b>	HH:Tapa Ballroom 2	OM in Core Business Curriculum
	9:30am	<b>311</b>	CC:Room 317A	SPDW: Coordination Among Firms
	10:00am	<b>332</b>	HH:Tapa Ballroom 1	SPDW: Meet Editors of OM Journals
		<b>338</b>	CC:Room 328	SPDW: IT Investment and Organizational Performance
<b>Mon</b>	8:30am	<b>491</b>	HH:South Pacific 3	Revolution in Supply Chain Management
	10:40am	<b>559</b>	HH:Tapa 1 - Table A3	IP: Collaborative Groups
		<b>590</b>	CC:Exhibit Hall III - OM	Strategy, Technology & Project Management 
		<b>591</b>	HH:South Pacific 3	Supplier Management & SCM Research
	12:20pm	<b>652</b>	HH:Tapa 3 - Table C3	IP: Intellectual Property and New Sources of Value
		<b>673</b>	HH:South Pacific 3	E-Commerce
	2:30pm	<b>759</b>	CC:Exhibit Hall III - OM	Supply Chain & Quality Management 
		<b>760</b>	HH:South Pacific 3	Journal of Operations Management Best Paper Award
4:10pm	<b>831</b>	HH:South Pacific 3	Operations Management Division Business Meeting	
6:00pm	<b>867</b>	HH:South Pacific 3	Operations Management Division Social	
<b>Tue</b>	8:30am	<b>946</b>	HH:South Pacific 3	OM: Marginalized or Canonized?
	10:30am	<b>1019</b>	HH:Tapa 2 - Table B4	IP: Managing the Value Chain
		<b>1044</b>	HH:South Pacific 3	Strategic Issues in Operations
		<b>1056</b>	CC:Room 306A	JS: Distributed Innovation
	2:30pm	<b>1098</b>	HH:Tapa 1 - Table A4	IP: Research on Strategy and Performance
		<b>1101</b>	HH:Tapa 2 - Table B3	IP: Perspectives on Quality
		<b>1128</b>	HH:South Pacific 3	Project, Service, & Process Management
	4:10pm	<b>1171</b>	HH:Tapa 2 - Table B1	IP: Science and Economics
<b>1195</b>		HH:South Pacific 3	Project Mgmt in 21st Century	
<b>Wed</b>	8:30am	<b>1277</b>	HH:Tapa 2 - Table B3	IP: Organizational Ethics and Trust
		<b>1279</b>	HH:Tapa 3 - Table C1	IP: Technology Alliances
		<b>1294</b>	HH:South Pacific 3	Total Quality Management
	10:40am	<b>1335</b>	HH:Tapa 1 - Table A1	IP: Technology and Strategy in International Settings
	<b>1360</b>	HH:South Pacific 3	Technology Management & Social Systems	

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 The Last Human Employee*  
 Chris Poulson, California Polytechnic  
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# Organization & Management Theory

Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: Kimberly D Elsbach, U. of California, Davis

Day	Start	#	Location	Session Information	
Fri	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods	
	3:00pm	<b>30</b>	CC:Room 317A	SPDW: Research Development Workshop	
	4:00pm	<b>37</b>	CC:Room 313B	OMT Junior Faculty Consortium	
	6:00pm	<b>52</b>	CC:Room 306B	SPDW: OMT/ODC/MOC Doctoral Consortium	
Sat	8:00am	<b>80</b>	HH:Tapa Ballroom 2	SPDW: Moving Images: Cinema in the Classroom	
		<b>85</b>	CC:Room 323B	SPDW: Leadership: Senior Scholars' Perspectives	
		<b>86</b>	CC:Room 323C	SPDW: Institutional Perspectives	
		<b>90</b>	CC:Room 313B	OMT Junior Faculty Consortium	
		<b>91</b>	CC:Room 319A	SPDW: Language in Organizations	
		<b>92</b>	CC:Room 313A	SPDW: OMT/ODC/MOC Doctoral Consortium	
	8:30am	<b>102</b>	CC:Room 311	SPDW: Process Research I	
	9:00am	<b>113</b>	CC:Room 309	SPDW: New Archivalism & Archivalists	
		<b>114</b>	CC:Room 313C	SPDW: Qualitative Writing Workshop	
	9:30am	<b>115</b>	CC:Room 315	SPDW: Knowledge & Individuals	
		<b>119</b>	CC:Room 323B	SPDW: Leadership: Emerging Research Issues	
	10:30am	<b>138</b>	CC:Room 318B	SPDW: Teaching Integrated Management	
	1:00pm	<b>181</b>	CC:Room 309	SPDW: Appreciatv. Inquiry Summit	
		<b>183</b>	CC:Room 318B	SPDW: Becoming a Journal Editor	
		<b>188</b>	CC:Room 311	SPDW: Process Research II	
	2:00pm	<b>196</b>	CC:Room 304A	SPDW: Conducting Network Research	
		<b>200</b>	CC:Room 322A	SPDW: Survival Analysis	
	3:00pm	<b>208</b>	CC:Room 316B	SPDW: Methods for Knowledge Research	
		<b>216</b>	CC:Room 318A	Teaching OMT	
	3:30pm	<b>220</b>	CC:Room 313C	SPDW: The Language of Business	
	4:00pm	<b>227</b>	CC:Room 327	SPDW: Robust Regression	
	5:00pm	<b>230</b>	CC:Room 313A	Meet OMT Social Hour	
	6:00pm	<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"	
	Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
		7:30am	<b>251</b>	CC:Room 313A	SPDW: Ask the Editors Breakfast
			<b>266</b>	CC:Room 323B	SPDW: Strategic Leadership
		8:00am	<b>270</b>	CC:Room 313A	SPDW: Ask the Editors Panel
<b>289</b>			CC:Room 317B	SPDW: Positive Org. Scholarship	
9:00am		<b>297</b>	CC:Room 313B	SPDW: Strategy Across Disciplines	
		<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job	
		<b>302</b>	CC:Room 321B	SPDW: International Governance	
		<b>305</b>	CC:Room 323C	SPDW: Culture and Leadership	
		<b>306</b>	CC:Room 318B	OMT Dissertation Proposal Workshop	
		<b>307</b>	CC:Room 319A	SPDW: Paradigms and Institutions	
9:30am		<b>311</b>	CC:Room 317A	SPDW: Coordination Among Firms	
		<b>312</b>	CC:Room 306A	SPDW: The Next Discipline in Organization Science	
		<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups	
10:00am		<b>318</b>	CC:Room 303B	SPDW: Creativity In Business	
		<b>324</b>	CC:Room 305B	SPDW: The Craft of Reviewing	
		<b>333</b>	CC:Room 313A	SPDW: OMT/ODC/MOC Doctoral Consortium	
10:30am		<b>346</b>	SH:Kauai Ballroom	SPDW: Finding the Appropriate Funding Source	
6:00pm		<b>421</b>	CC:Room 301 (A&B)	SPDW: Leadership Reception	

Day	Start	#	Location	Session Information
Mon	8:30am	450	CC:Room 313C	SHCS: Set-theoretic Methods
		469	HH:Tapa 1 - Table A2	IP: Transaction Cost Economics
		473	HH:Tapa 2 - Table B2	IP: Incentives, Rewards and Competencies
		474	HH:Tapa 2 - Table B3	IP: Perspectives on Developing Competencies
		477	HH:Tapa 3 - Table C2	IP: Modeling and Conceptualizing Knowledge
		478	HH:Tapa 3 - Table C3	IP: Signals and Status
		492	CC:Room 301A	OMT Welcome Breakfast and Distinguished Scholar
		493	CC:Room 302A	Corporate Governance
		494	CC:Room 303B	Order and Autonomy in Organizational Fields
		495	HH:Coral Ballroom 1	SHCS: Learning and Micro-Practices
		496	CC:Room 302B	JS: Positive Communities in Transient Work Settings
		501	CC:Room 304B	JS: Patent Strategy
		9:00am	520	CC:Exhibit Hall III - OMT 1
	521		CC:Exhibit Hall III - OMT 2	Identity, Cognition, and Culture
	10:40am	544	SH:Honolulu Room	JS: Oppression and Difference
		556	CC:Room 305B	JS: Cross-Cultural Research
		557	HH:Tapa 1 - Table A1	IP: Cognition, Identity, and Strategic Action
		560	HH:Tapa 1 - Table A4	IP: New Perspectives on Collaboration
		564	HH:Tapa 2 - Table B4	IP: Corporate Governance and Ethical Conduct
		565	HH:Tapa 3 - Table C1	IP: Corporate Governance
566		HH:Tapa 3 - Table C2	IP: Creating and Exploiting Value	
567		HH:Tapa 3 - Table C3	IP: Creating and Sharing Knowledge	
575		CC:Room 317A	JS: Organizational Identity	
592		CC:Exhibit Hall III - OMT 1	The Sources of Institutions	
593		CC:Exhibit Hall III - OMT 2	Learning and Change	
594		CC:Room 301A	Theory Matters: The Future of OMT	
595		CC:Room 302A	Network Dynamics	
596		CC:Room 302B	Where Do Prices Come From?	
597		CC:Room 303B	Change, Organizational Diversity, and Survival	
598		CC:Room 316C	SHCS: Embeddedness and Tie Formation	
12:20pm		644	HH:Tapa 1 - Table A3	IP: Critiques of Practice
	645	HH:Tapa 1 - Table A4	IP: Current Issues in Organization Design	
	649	HH:Tapa 2 - Table B4	IP: Developing Networks as a Source of Value	
	650	HH:Tapa 3 - Table C1	IP: Developing New Capabilities with Social Capital	
	653	HH:Tapa 3 - Table C4	IP: Developing Social Capital	
	668	CC:Room 316C	SHCS: Teams, Networks and Outcomes	
	674	CC:Exhibit Hall III - OMT 1	Networks as Structure	
	675	CC:Exhibit Hall III - OMT 2	Theorizing Organizational Effectiveness	
	676	CC:Room 301A	Institutions and Growth	
	677	CC:Room 302A	Networks and Community Within Organizations	
	678	CC:Room 302B	Boundary Conditions: Categories and Valuation	
	679	CC:Room 303B	Organizational Crises	
	680	CC:Room 322B	Cognition and Strategy-Making	
	681	CC:Room 313C	SHCS: Theory of Nascent Org.	
	682	CC:Room 316A	SHCS: Code-Breaking and Code-Making	
	688	SH:Oahu Room	JS: Ethics and the Corporate Environment	

**Organization & Management Theory**

Day	Start	#	Location	Session Information		
Mon	2:30pm	<b>706</b>	CC:Room 313B	JS: Organizational Design		
		<b>711</b>	SH:Honolulu Room	JS: Discourses of Identity in Practice		
		<b>718</b>	SH:Waianae Room	JS: Patient Safety Research		
		<b>728</b>	HH:Tapa 1 - Table A3	IP: Inst. Pressure & Org. Practice		
		<b>729</b>	HH:Tapa 1 - Table A4	IP: Eco. & Evol. Perspectives Res.		
		<b>730</b>	HH:Tapa 2 - Table B1	IP: Ecological and Evolutionary Perspectives		
		<b>735</b>	HH:Tapa 3 - Table C1	IP: Entrepreneurship and Learning		
		<b>736</b>	HH:Tapa 3 - Table C2	IP: Entrepreneurship Processes		
		<b>747</b>	CC:Room 317A	JS: Attribution Theory		
		<b>761</b>	CC:Room 301A	On the W(h)ithering of Institutional Theory		
		<b>762</b>	CC:Room 302A	Industrial Districts		
		<b>763</b>	CC:Room 302B	A League of Their Own: Dynamics of Status		
		<b>764</b>	CC:Room 307A	Managing the MNC		
		<b>765</b>	CC:Room 322B	The Shock of the New: Innovation Over Time		
		<b>766</b>	CC:Room 316A	SHCS: Technology and Aesthetics		
		4:10pm		<b>812</b>	HH:Tapa 2 - Table B4	IP: Globalization and Diversification
				<b>814</b>	HH:Tapa 3 - Table C1	IP: Group Outcome Research
				<b>816</b>	HH:Tapa 3 - Table C3	IP: Implementing Technologies
				<b>817</b>	HH:Tapa 3 - Table C4	IP: Incentives and Rewards in Organizations
<b>832</b>	CC:Exhibit Hall III - OMT 1			Understanding Design, Present and Future		
<b>833</b>	CC:Exhibit Hall III - OMT 2			Alliances and Networks		
<b>834</b>	CC:Room 301A			Agency and Institutional Diffusion		
<b>835</b>	CC:Room 302A			Sociology of Governance		
<b>836</b>	CC:Room 302B			Status Orders and the Dynamics of Legitimacy		
<b>837</b>	CC:Room 307A			Structure and Design		
<b>838</b>	CC:Room 322B			Learning and Memory		
<b>839</b>	CC:Room 313C			SHCS: Collaborative Community in Business and Society		
5:30pm				<b>862</b>	CC:Room 301A	OMT Business Meeting and Artifact
6:15pm		<b>868</b>	CC:Room 316A	OMT Social Hour		
Tue	8:10am		<b>897</b>	CC:Room 325A	JS: Trust and Control	
	8:30am		<b>906</b>	CC:Room 313B	JS: Strategic Capabil. & Knowledge	
			<b>907</b>	CC:Room 316C	SHCS: Dynamic Capabilities	
			<b>908</b>	CC:Room 306B	JS: Managing R&D Consortia	
			<b>941</b>	CC:Room 317A	JS: Perceiving Emotion	
			<b>945</b>	CC:Room 321B	JS: Managing Downsizing, M&A, BPR	
			<b>947</b>	CC:Room 302A	Industry Emergence and Entry	
			<b>948</b>	CC:Room 307A	Careers and Professions	
			<b>949</b>	CC:Room 302B	JS: Building Capabilities	
			<b>950</b>	CC:Room 301A	JS: Organization at the Limit	
			<b>951</b>	CC:Room 313C	SHCS: Identity Threats	
	9:00am		<b>972</b>	CC:Exhibit Hall III - OMT 1	Frontiers of Network Research	
	10:30am		<b>985</b>	CC:Room 309	JS: Strategy in Chinese Firms	
			<b>986</b>	CC:Room 316C	SHCS: Luck Vs Skill	
			<b>987</b>	CC:Room 313C	SHCS: Brokering Innovations	
			<b>1013</b>	HH:Tapa 1 - Table A2	IP: Longitudinal Perspectives on Organization Change	
			<b>1014</b>	HH:Tapa 1 - Table A3	IP: Managerial Perspectives on China	
			<b>1016</b>	HH:Tapa 2 - Table B1	IP: Managing Alliances	
			<b>1019</b>	HH:Tapa 2 - Table B4	IP: Managing the Value Chain	
			<b>1023</b>	HH:Tapa 3 - Table C4	IP: New Ideas about Leadership	
<b>1045</b>			CC:Room 301A	Power and Corruption		
<b>1046</b>			CC:Room 302B	Accountability and Control		
<b>1047</b>	CC:Room 302A	JS: Interdependence in Organizations, Circa 2005				
<b>1053</b>	SH:Oahu Room	JS: Law and Management				



Day	Start	#	Location	Session Information		
Tue	2:30pm	<b>1079</b>	CC:Room 301A	JS: Bourdieu and Organizations		
		<b>1087</b>	SH:Waianae Room	JS: Work Relationships and Care		
		<b>1097</b>	HH:Tapa 1 - Table A3	IP: Organizational Justice and Trust		
		<b>1101</b>	HH:Tapa 2 - Table B3	IP: Perspectives on Quality		
		<b>1106</b>	HH:Tapa 3 - Table C3	IP: Regulatory and Political Perspectives		
		<b>1127</b>	CC:Room 316A	SHCS: Corporate Soc Responsibility		
		<b>1129</b>	CC:Room 302A	Diversity and Trust Across Social Boundaries		
		<b>1130</b>	CC:Room 302B	Institutional Origin, Change		
		<b>1131</b>	CC:Room 313B	JS: Institutional Entrepreneurship		
	4:10pm	<b>1169</b>	HH:Tapa 1 - Table A3	IP: Research on Networks		
		<b>1174</b>	HH:Tapa 2 - Table B4	IP: Stakeholder Perspectives on Governance		
		<b>1183</b>	CC:Room 301A	JS: Artifacts and Organizations		
		<b>1196</b>	CC:Room 302A	Organizational Identity		
		<b>1197</b>	CC:Room 302B	Complexity and Progress		
		<b>1198</b>	CC:Room 313B	JS: Social Context: Emic and Etic		
		<b>1199</b>	CC:Room 316C	SHCS: Movements and Organizations		
		Wed	8:30am	<b>1257</b>	CC:Room 318B	JS: Trust in the 21st Century
				<b>1271</b>	HH:Tapa 1 - Table A1	IP: Strategic Learning
	<b>1277</b>			HH:Tapa 2 - Table B3	IP: Organizational Ethics and Trust	
<b>1282</b>	HH:Tapa 3 - Table C4			IP: Technology and Inter-Organizational Systems		
<b>1288</b>	CC:Room 301A			JS: Bringing Organizations to Life		
<b>1295</b>	CC:Room 302A			Interorganizational Governance		
<b>1296</b>	CC:Room 302B			Routines and Reproduction		
<b>1297</b>	CC:Room 313B			Organizations in the Local Context		
10:40am	<b>1317</b>		CC:Room 306B	JS: IOCoPS		
	<b>1319</b>		CC:Room 319A	JS: Identity		
	<b>1340</b>		HH:Tapa 2 - Table B2	IP: Transferring Knowledge Across Borders		
	<b>1345</b>		HH:Tapa 3 - Table C3	IP: Uncertainty and Complexity		
	<b>1361</b>		CC:Room 302A	System of Games, Gaming the System		
	<b>1362</b>		CC:Room 302B	Does Leadership Matter?		
	<b>1363</b>		CC:Room 313B	JS: Knowledge in Networks		
<b>1364</b>	CC:Room 301A	JS: Terrorism and Climate Change				



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# Organization Development & Change

Program Chair: Ram Tenkasi, Benedictine U.  
 Professional Development Workshop Chair: Michael R Manning, New Mexico State U.

Day	Start	#	Location	Session Information
Fri	12:00pm	<b>4</b>	OS:USS Chaffee-Pearl Harbor	SPDW: Company Tour: USS Chaffee - Pearl Harbor
		<b>6</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community
	1:00pm	<b>17</b>	HH:South Pacific 1	SPDW: Management Across Cultures
		<b>19</b>	CC:Room 308A	SPDW: Design Sciences in ODC
		<b>20</b>	CC:Room 302B	SPDW: OD and Sustainability
		<b>22</b>	CC:Room 322B	SPDW: Latent Growth Modeling
	2:00pm	<b>24</b>	SH:Ewa Room	SPDW: Diversity Consultants
		<b>26</b>	HH:Sea Pearl Suite 3-4	SPDW: Creating The Next Generation
		<b>27</b>	CC:Room 308B	SPDW: International Mgmt Consulting
	4:00pm	<b>36</b>	HH:Sea Pearl Suite 3-4	SPDW: Strategic Faculty Development
	6:00pm	<b>51</b>	CC:Room 304B	SPDW: Leadership Development Wkshp
		<b>52</b>	CC:Room 306B	SPDW: OMT/ODC/MOC Doctoral Consortium
	6:30pm	<b>57</b>	SH:Lanai Ballroom	International Reception
	Sat	8:00am	<b>80</b>	HH:Tapa Ballroom 2
<b>81</b>			CC:Room 328	SPDW: Examining Organization Buy-In
<b>87</b>			CC:Room 318B	Socio-Economic OD
<b>88</b>			CC:Room 304B	SPDW: Leadership Development Wkshp
<b>92</b>			CC:Room 313A	SPDW: OMT/ODC/MOC Doctoral Consortium
<b>93</b>			SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community
9:00am		<b>106</b>	HH:South Pacific 3	SPDW: Executive Doctoral Colloquium
		<b>112</b>	CC:Room 316B	Trans-Organizational Systems
9:30am		<b>120</b>	CC:Room 306B	SPDW: Tech Support for Researchers
12:00pm		<b>157</b>	CC:Room 316B	SPDW: JABS Writing Workshop
1:00pm		<b>181</b>	CC:Room 309	SPDW: Appreciatv. Inquiry Summit
2:30pm		<b>207</b>	HH:South Pacific 1	SPDW: Using Online Teaching Modules
3:00pm		<b>210</b>	SH:Lanai Ballroom	SPDW: Critical Encounters
4:00pm		<b>226</b>	CC:Room 318B	SPDW: Critical Lenses on ODC
6:00pm		<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"
6:30pm		<b>244</b>	SH:Molokai Ballroom	Doctoral Student Reception
Sun		7:30am	<b>251</b>	CC:Room 313A
	8:00am	<b>267</b>	CC:Room 304B	SPDW: High Impact Change Exercises
		<b>268</b>	CC:Room 319B	SPDW: Building ODC as an Academic Discipline
		<b>270</b>	CC:Room 313A	SPDW: Ask the Editors Panel
		<b>272</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community
	8:30am	<b>289</b>	CC:Room 317B	SPDW: Positive Org. Scholarship
	9:45am	<b>316</b>	CC:Room 311	SPDW: Global Consulting Trends
	10:00am	<b>330</b>	HH:South Pacific 2	SPDW: Film Scenes as Bases for Experiential Exercises
		<b>333</b>	CC:Room 313A	SPDW: OMT/ODC/MOC Doctoral Consortium
	10:30am	<b>346</b>	SH:Kauai Ballroom	SPDW: Finding the Appropriate Funding Source
	Mon	8:00am	<b>436</b>	CC:Room 321B
8:30am		<b>464</b>	CC:Room 319B	JS: New Directions in OCB Research
		<b>477</b>	HH:Tapa 3 - Table C2	IP: Modeling and Conceptualizing Knowledge
		<b>487</b>	CC:Room 323C	JS: Group Emotional Intelligence
		<b>490</b>	CC:Room 321B	Organizing for the Future
9:00am		<b>519</b>	CC:Exhibit Hall III - ODC 1	Transformational Change 
10:40am		<b>544</b>	SH:Honolulu Room	JS: Oppression and Difference
		<b>588</b>	CC:Exhibit Hall III - ODC 1	Accounting for Emotions in change 
		<b>589</b>	CC:Room 321B	Metaphors and Maps in Change

Day	Start	#	Location	Session Information
Mon	12:20pm	<b>650</b>	HH:Tapa 3 - Table C1	IP: Developing New Capabilities with Social Capital
		<b>657</b>	HH:Coral Ballroom 1	SHCS: New Vision Business Education
		<b>670</b>	CC:Exhibit Hall III - ODC 1	Change Interventions
		<b>671</b>	CC:Exhibit Hall III - ODC 2	Politics and Resistance
		<b>672</b>	CC:Room 321B	Debating Organization Science
	2:30pm	<b>711</b>	SH:Honolulu Room	JS: Discourses of Identity in Practice
	<b>758</b>	CC:Room 321B	Resistance as Adaptive	
	4:10pm	<b>830</b>	CC:Room 321B	Planning for change
Tue	8:30am	<b>926</b>	HH:Tapa 1 - Table A2	IP: Incentives and Rewards
		<b>944</b>	CC:Room 322B	Relations & Emotions in Change
		<b>945</b>	CC:Room 321B	JS: Managing Downsizing, M&A, BPR
	10:30am	<b>1017</b>	HH:Tapa 2 - Table B2	IP: Organizational and Employee Reactions to Change
		<b>1018</b>	HH:Tapa 2 - Table B3	IP: Managing Organization Change
		<b>1019</b>	HH:Tapa 2 - Table B4	IP: Managing the Value Chain
		<b>1025</b>	CC:Room 314	JS: Appreciative Inquiry & Teams
		<b>1042</b>	CC:Room 321B	Positively M.A.D.: Just Do It
		<b>1043</b>	CC:Room 322B	Time, Improvisation & Change
	2:30pm	<b>1096</b>	HH:Tapa 1 - Table A2	IP: Organizational Change
		<b>1104</b>	HH:Tapa 3 - Table C1	IP: Research on Social Identity
		<b>1124</b>	CC:Exhibit Hall III - ODC 1	Assessing, Validating and Simulating Change
		<b>1125</b>	CC:Room 321B	Sources and Processes of Transformational Change
		<b>1126</b>	CC:Room 322B	Change in the Global Context
	4:10pm	<b>1127</b>	CC:Room 316A	SHCS: Corporate Soc Responsibility
		<b>1190</b>	CC:Room 316A	SHCS: Accentuating the Positive
		<b>1193</b>	CC:Room 321B	Distinguished Speaker
		<b>1194</b>	CC:Room 322B	The Politics of Organizational Change
	5:30pm	<b>1219</b>	CC:Room 322B	ODC Awards and Business Meeting
6:30pm	<b>1229</b>	CC:Room 321B	ODC Social	
Wed	8:30am	<b>1258</b>	SH:Honolulu Room	JS: Writing in Those "Others"
		<b>1271</b>	HH:Tapa 1 - Table A1	IP: Strategic Learning
		<b>1272</b>	HH:Tapa 1 - Table A2	IP: Research on Strategic Learning
		<b>1277</b>	HH:Tapa 2 - Table B3	IP: Organizational Ethics and Trust
		<b>1292</b>	CC:Room 321B	Time, Mergers, Exits and Organizational After-life
		<b>1293</b>	CC:Room 322B	Strategic Issues in Organizational Change
	10:40am	<b>1336</b>	HH:Tapa 1 - Table A2	IP: The Influence of CEOs and Top Management Teams
		<b>1341</b>	HH:Tapa 2 - Table B3	IP: Emotions in Organizations
		<b>1347</b>	CC:Room 314	JS: Client Centered Consulting
		<b>1359</b>	CC:Room 316C	JS: Reflections on Affective Events Theory

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# Organizational Behavior

Program Chair: Maureen L Ambrose, U. of Central Florida



Professional Development Workshop Chair: Francis J Yammarino, State U. of New York, Binghamton

Day	Start	#	Location	Session Information
Fri	8:00am	<b>2</b>	OS:Hilton Tour	SPDW: Company Tour: Hilton Hawaiian Village
	12:00pm	<b>4</b>	OS:USS Chaffee-Pearl Harbor	SPDW: Company Tour: USS Chaffee - Pearl Harbor
	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods
		<b>14</b>	CC:Room 313B	SPDW: Measuring Global Competences
		<b>18</b>	HH:Sea Pearl Suite 3-4	SPDW: Discussion Learning
		<b>23</b>	CC:Room 322A	SPDW: Social Networks Research
	5:00pm	<b>39</b>	SH:Honolulu Room	OB Doc Consortium Reception
	6:00pm	<b>49</b>	SH:Koko Crater Room	OB Junior Faculty Consortium
	Sat	8:00am	<b>71</b>	SH:Puna Room
<b>80</b>			HH:Tapa Ballroom 2	SPDW: Moving Images: Cinema in the Classroom
<b>83</b>			CC:Room 324	OB Doc Student Consortium
<b>84</b>			CC:Room 325A	OB Jr Faculty Consortium
<b>85</b>			CC:Room 323B	SPDW: Leadership: Senior Scholars' Perspectives
<b>86</b>			CC:Room 323C	SPDW: Institutional Perspectives
<b>94</b>			CC:Room 322A	SPDW: Moderator/Interaction Analysis
<b>95</b>			CC:Room 327	SPDW: Scale Development Workshop
<b>97</b>			SH:Koko Crater Room	SPDW: Teaching with Technology
8:30am		<b>102</b>	CC:Room 311	SPDW: Process Research I
9:30am		<b>115</b>	CC:Room 315	SPDW: Knowledge & Individuals
		<b>116</b>	CC:Room 306A	SPDW: Business School Competencies
		<b>118</b>	CC:Room 323C	SPDW: Leadership: International Perspectives
		<b>119</b>	CC:Room 323B	SPDW: Leadership: Emerging Research Issues
10:00am		<b>129</b>	CC:Room 312	SPDW: Multilevel Theory and Research in Organizations
11:30am		<b>145</b>	CC:Room 323C	SPDW: Network Leadership
		<b>146</b>	CC:Room 323B	SPDW: Leadership Development
12:00pm		<b>155</b>	CC:Room 307B	SPDW: Case Writing Workshop
12:30pm		<b>162</b>	CC:Room 318A	SPDW: Conversations on Strategy Process
1:00pm		<b>175</b>	HH:South Pacific 2	SPDW: Drama for Business
		<b>179</b>	CC:Room 323C	Leadership: Mentoring
		<b>180</b>	CC:Room 323B	SPDW: Leadership: Funding
		<b>183</b>	CC:Room 318B	SPDW: Becoming a Journal Editor
		<b>188</b>	CC:Room 311	SPDW: Process Research II
1:30pm		<b>194</b>	CC:Room 312	SPDW: Hierarchical Linear Modeling
2:30pm		<b>203</b>	SH:Kauai Ballroom	SPDW: Future of Health Care Research
3:30pm		<b>217</b>	CC:Room 306A	SPDW: Conversation: Dyn Capability
4:30pm	<b>228</b>	CC:Room 312	SPDW: Meeting Multilevel Researchers	
6:00pm	<b>240</b>	CC:Room 316C	OB Division Reviewers' Reception	
Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
	7:30am	<b>251</b>	CC:Room 313A	SPDW: Ask the Editors Breakfast
	8:00am	<b>266</b>	CC:Room 323B	SPDW: Strategic Leadership
		<b>270</b>	CC:Room 313A	SPDW: Ask the Editors Panel
	8:30am	<b>280</b>	CC:Room 309	SPDW: Teaching About Groups and Teams
		<b>289</b>	CC:Room 317B	SPDW: Positive Org. Scholarship
	9:00am	<b>304</b>	CC:Room 324	OB Editor's Panel
		<b>305</b>	CC:Room 323C	SPDW: Culture and Leadership
	9:30am	<b>315</b>	CC:Room 323B	SPDW: Leadership: Emerging Executive Issues
	10:00am	<b>318</b>	CC:Room 303B	SPDW: Creativity In Business
		<b>320</b>	CC:Room 309	SPDW: Researching Negative Emotions
		<b>324</b>	CC:Room 305B	SPDW: The Craft of Reviewing
		<b>325</b>	CC:Room 304B	SPDW: Organizational Membership
		<b>339</b>	SH:Honolulu Room	SPDW: Scientist and Educator


**Organizational Behavior**

<b>Day</b>	<b>Start</b>	<b>#</b>	<b>Location</b>	<b>Session Information</b>
<b>Sun</b>	10:30am	<b>347</b>	CC:Room 324	OB Doc Student Consortium
	6:00pm	<b>421</b>	CC:Room 301 (A&B)	SPDW: Leadership Reception
<b>Mon</b>	8:20am	<b>438</b>	CC:Room 327	JS: New Leadership Paradigms
		8:30am	<b>451</b>	CC:Room 319A
	<b>452</b>		CC:Room 318B	JS: Obstacles to Fairness
	<b>463</b>		CC:Room 322A	JS: Job Search and Evaluation
	<b>471</b>		HH:Tapa 1 - Table A4	IP: Exploring Sources of Value
	<b>472</b>		HH:Tapa 2 - Table B1	IP: Identity and Identification
	<b>475</b>		HH:Tapa 2 - Table B4	IP: New Views on Leadership
	<b>476</b>		HH:Tapa 3 - Table C1	IP: Research on Groups
	<b>478</b>		HH:Tapa 3 - Table C3	IP: Signals and Status
	<b>485</b>		CC:Room 325A	Workplace Stress & Well-Being
	<b>486</b>		CC:Room 324	JS: Advances in Social Exchange
	<b>487</b>		CC:Room 323C	JS: Group Emotional Intelligence
	<b>488</b>		CC:Room 328	JS: Psychological Contract Methods
	<b>496</b>	CC:Room 302B	JS: Positive Communities in Transient Work Settings	
	10:40am	<b>556</b>	CC:Room 305B	JS: Cross-Cultural Research
		<b>557</b>	HH:Tapa 1 - Table A1	IP: Cognition, Identity, and Strategic Action
		<b>559</b>	HH:Tapa 1 - Table A3	IP: Collaborative Groups
		<b>560</b>	HH:Tapa 1 - Table A4	IP: New Perspectives on Collaboration
		<b>568</b>	HH:Tapa 3 - Table C4	IP: Creating Knowledge and Capabilities
		<b>578</b>	CC:Exhibit Hall III - OB	Motivation, Performance, and Attitudes ☞
		<b>579</b>	CC:Room 324	Destructive Work Behaviors
		<b>580</b>	CC:Room 325A	OB Division 5 Year Review
		<b>581</b>	CC:Room 327	Psychological Contract Breach
		<b>582</b>	CC:Room 328	Considering Customers in OB
		<b>583</b>	CC:Room 313C	SHCS: Justice Around the World
		<b>584</b>	CC:Room 316A	SHCS: Sex at Work
		<b>585</b>	CC:Room 323C	JS: Aggregate-Level Research
		12:20pm	<b>624</b>	CC:Room 318B
	<b>643</b>		HH:Tapa 1 - Table A2	IP: Perspectives on Creating and Sharing Knowledge
	<b>648</b>		HH:Tapa 2 - Table B3	IP: Strategic Decision Making
	<b>662</b>		CC:Exhibit Hall III - OB	Personality and Diversity ☞
	<b>663</b>		CC:Room 324	JS: Feelings and Fairness in Organizations
<b>664</b>	CC:Room 328		JS: Constructing Deviants Across Levels	
<b>665</b>	CC:Room 323C		JS: Context and Creativity	
<b>666</b>	CC:Room 325A		JS: Transformational Leadership	
<b>667</b>	CC:Room 327		JS: Managing and Learning from Errors in Organizations	
<b>668</b>	CC:Room 316C		SHCS: Teams, Networks and Outcomes	
<b>669</b>	CC:Room 318A		JS: Team Knowledge Structure	
<b>688</b>	SH:Oahu Room		JS: Ethics and the Corporate Environment	



Day	Start	#	Location	Session Information	
Mon	2:30pm	<b>717</b>	HH:South Pacific 1	JS: Context Effects on Diversity	
		<b>718</b>	SH:Waianae Room	JS: Patient Safety Research	
		<b>722</b>	CC:Room 319B	JS: Social Capital and Turnover	
		<b>727</b>	HH:Tapa 1 - Table A2	IP: Diversity and the Workplace	
		<b>730</b>	HH:Tapa 2 - Table B1	IP: Ecological and Evolutionary Perspectives	
		<b>731</b>	HH:Tapa 2 - Table B2	IP: Cognition and Emotions in Organizations	
		<b>732</b>	HH:Tapa 2 - Table B3	IP: Organizational Culture and Emotion	
		<b>733</b>	HH:Tapa 2 - Table B4	IP: Transformational Leadership	
		<b>747</b>	CC:Room 317A	JS: Attribution Theory	
		<b>749</b>	CC:Exhibit Hall III - OB	Leadership 	
		<b>750</b>	CC:Room 323A	Health, Safety and Well-Being in the Workplace	
		<b>751</b>	CC:Room 323C	Advances in the Study of Leadership and Teams	
		<b>752</b>	CC:Room 325A	Cultural Perspectives in OB	
		<b>753</b>	CC:Room 327	Individual and Group Effects on Creative Outcomes	
		<b>754</b>	CC:Room 328	Humor at Work	
		<b>755</b>	CC:Room 316C	SHCS: Debating Workplace Deviance	
		<b>756</b>	HH:Coral Ballroom 1	SHCS: Work-Family & Vulnerable Work	
		<b>771</b>	SH:Oahu Room	JS: CSP and Attraction	
		4:10pm		<b>809</b>	HH:Tapa 2 - Table B1
<b>814</b>	HH:Tapa 3 - Table C1			IP: Group Outcome Research	
<b>824</b>	CC:Room 323A			Examining Impression Management in Organizations	
<b>825</b>	CC:Room 323C			Leadership and OCBs	
<b>826</b>	CC:Room 325A			New Insights in Identity Research	
<b>827</b>	CC:Room 327			Decision Making	
<b>828</b>	CC:Room 328			Stress and Coping at Work	
6:30pm		<b>871</b>	CC:Room 323 A, B & C	OB Division Awards and Celebration / Social Hour	
Tue	8:10am	<b>895</b>	CC:Room 323C	Transactive Memory Systems	
		<b>896</b>	CC:Room 327	JS: Procedural Justice	
		<b>897</b>	CC:Room 325A	JS: Trust and Control	
	8:30am	<b>911</b>	CC:Room 316A	JS: The Paradox of Power	
		<b>917</b>	HH:South Pacific 1	JS: A New Vision of Work Family	
		<b>927</b>	HH:Tapa 1 - Table A3	IP: Identifying Individual Competencies	
		<b>934</b>	HH:Tapa 3 - Table C2	IP: Negotiation and Workplace Conflict	
		<b>936</b>	HH:Tapa 3 - Table C4	IP: Issues in Virtual Teams	
		<b>941</b>	CC:Room 317A	JS: Perceiving Emotion	
		<b>942</b>	CC:Room 328	Ethical/Unethical Behavior	
		<b>943</b>	CC:Room 322A	JS: Relational Implications of CMC	
		<b>949</b>	CC:Room 302B	JS: Building Capabilities	
		<b>950</b>	CC:Room 301A	JS: Organization at the Limit	
		<b>951</b>	CC:Room 313C	SHCS: Identity Threats	
	<b>954</b>	CC:Room 323A	JS: Measuring Group Constructs		
	8:40am		<b>957</b>	CC:Room 317B	JS: Diversity in Virtual Settings
	9:00am		<b>970</b>	CC:Room 324	OB Lifetime Achievement Award
	10:30am		<b>1011</b>	CC:Room 316A	SHCS: M&A Sociocultural Integration
			<b>1012</b>	HH:Tapa 1 - Table A1	IP: Learning in Alternative Settings
<b>1023</b>			HH:Tapa 3 - Table C4	IP: New Ideas about Leadership	
<b>1034</b>			CC:Exhibit Hall III - OB	Corporate Performance 	
<b>1035</b>			CC:Room 325A	Emotion in the Workplace	
<b>1036</b>			CC:Room 327	Work Stress	
<b>1037</b>			CC:Room 328	New Developments in Personality Research	
<b>1038</b>			CC:Room 323C	JS: New Directions in Workplace Aggression Research	
<b>1039</b>	CC:Room 324	JS: Team Innovation			

**Organizational Behavior**

<b>Day</b>	<b>Start</b>	<b>#</b>	<b>Location</b>	<b>Session Information</b>		
<b>Tue</b>	2:30pm	<b>1073</b>	CC:Room 322A	JS: Women in IT		
		<b>1075</b>	CC:Room 313C	SHCS: Justice & Conflict		
		<b>1085</b>	HH:South Pacific 1	JS: New Perspectives on Demography		
		<b>1095</b>	HH:Tapa 1 - Table A1	IP: Research on Leadership		
		<b>1096</b>	HH:Tapa 1 - Table A2	IP: Organizational Change		
		<b>1102</b>	HH:Tapa 2 - Table B4	IP: New Ideas About Social Identity		
		<b>1104</b>	HH:Tapa 3 - Table C1	IP: Research on Social Identity		
		<b>1114</b>	CC:Exhibit Hall III - OB	Teams and Social Networks 		
		<b>1115</b>	CC:Room 325A	Organizational Justice		
		<b>1116</b>	CC:Room 327	Psychological Contracts		
		<b>1117</b>	CC:Room 328	Formal and Shared Leadership in Virtual Teams		
		<b>1118</b>	CC:Room 323C	JS: When Trust is an Uphill Climb		
		<b>1119</b>	CC:Room 324	JS: CEO Assessment		
		4:10pm		<b>1167</b>	HH:Tapa 1 - Table A1	IP: Perspectives on Social Identity
				<b>1168</b>	HH:Tapa 1 - Table A2	IP: Perspectives on Groups
				<b>1184</b>	CC:Room 323C	Team Dynamics and Performance
				<b>1185</b>	CC:Room 324	The Influence of Personality on Work Behaviors
				<b>1186</b>	CC:Room 325A	Negatives/Positives of OCB
				<b>1187</b>	CC:Room 327	Justice Perceptions
<b>1188</b>	CC:Room 328			Creativity		
<b>1189</b>	CC:Room 313C			SHCS: Time and Management Research		
<b>1190</b>	CC:Room 316A			SHCS: Accentuating the Positive		
<b>1198</b>	CC:Room 313B			JS: Social Context: Emic and Etic		
<b>Wed</b>	8:20am	<b>1246</b>	CC:Room 327	Building a Safer Health System		
		<b>1247</b>	CC:Room 323C	JS: Job Loss, Coping, and Careers		
		<b>1248</b>	CC:Room 324	JS: Theories of Small Groups		
8:30am		<b>1256</b>	CC:Room 316A	JS: Women and Work: Perspectives for the 21st Century		
		<b>1278</b>	HH:Tapa 2 - Table B4	IP: Collaboration and Sustainability		
		<b>1288</b>	CC:Room 301A	JS: Bringing Organizations to Life		
		<b>1289</b>	CC:Room 313A	Transformational Leadership		
		<b>1290</b>	CC:Room 325A	Leader-Member Exchange		
		<b>1291</b>	CC:Room 312	JS: Job Characteristics and Affective Events Theory		
8:40am		<b>1307</b>	CC:Room 328	JS: Perf. Goals at DFAS & USPS		
10:40am		<b>1319</b>	CC:Room 319A	JS: Identity		
		<b>1341</b>	HH:Tapa 2 - Table B3	IP: Emotions in Organizations		
		<b>1342</b>	HH:Tapa 2 - Table B4	IP: Trust and Satisfaction in the Workplace		
		<b>1343</b>	HH:Tapa 3 - Table C1	IP: Building Workplace Trust and Satisfaction		
		<b>1351</b>	CC:Room 313A	Cross Cultural Research		
		<b>1352</b>	CC:Room 323C	Exploring the Team Boundary		
		<b>1353</b>	CC:Room 324	Employee Turnover		
		<b>1354</b>	CC:Room 325A	Trust and Trustworthiness		
		<b>1355</b>	CC:Room 327	Team Diversity and Outcomes		
		<b>1356</b>	CC:Room 328	Leadership and Outcomes		

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# Organizational Communication & Information Systems

Program Chair: Pamela Hinds, Stanford U.

Professional Development Workshop Chair: Ulrike Schultze, Southern Methodist U.

Day	Start	#	Location	Session Information
<b>Fri</b>	6:00pm	<b>50</b>	CC:Room 302A	Doctoral Consortium
<b>Sat</b>	8:00am	<b>97</b>	SH:Koko Crater Room	SPDW: Teaching with Technology
	9:00am	<b>110</b>	CC:Room 302A	Doctoral Consortium
		<b>111</b>	CC:Room 302B	Junior Faculty Consortium
		<b>114</b>	CC:Room 313C	SPDW: Qualitative Writing Workshop
	12:00pm	<b>156</b>	CC:Center Rooftop	Luncheon for OCIS Jr. Fac and Doctoral Students
	3:00pm	<b>208</b>	CC:Room 316B	SPDW: Methods for Knowledge Research
	6:15pm	<b>242</b>	CC:Center Rooftop	OCIS Welcome Reception
<b>Sun</b>	8:30am	<b>280</b>	CC:Room 309	SPDW: Teaching About Groups and Teams
		<b>287</b>	CC:Room 318A	SPDW: Management E-Learning
	9:00am	<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job
	9:30am	<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups
	10:00am	<b>338</b>	CC:Room 328	SPDW: IT Investment and Organizational Performance
	10:30am	<b>348</b>	CC:Room 302B	SPDW: American-Chinese Management
	<b>Mon</b>	8:30am	<b>478</b>	HH:Tapa 3 - Table C3
<b>489</b>			CC:Room 318A	OCIS Welcome
9:00am		<b>517</b>	CC:Room 318A	Relationships in Virtual Teams Paper Session
		<b>518</b>	CC:Room 322B	Technology Adoption: The Firm Level
10:40am		<b>567</b>	HH:Tapa 3 - Table C3	IP: Creating and Sharing Knowledge
		<b>586</b>	CC:Room 318A	The Consequences of Being Virtual
		<b>587</b>	CC:Room 322B	Technology Adoption: The Individual Level
12:20pm		<b>645</b>	HH:Tapa 1 - Table A4	IP: Current Issues in Organization Design
		<b>646</b>	HH:Tapa 2 - Table B1	IP: Current Issues in Work Design
		<b>653</b>	HH:Tapa 3 - Table C4	IP: Developing Social Capital
		<b>668</b>	CC:Room 316C	SHCS: Teams, Networks and Outcomes
		<b>669</b>	CC:Room 318A	JS: Team Knowledge Structure
2:30pm		<b>729</b>	HH:Tapa 1 - Table A4	IP: Eco. & Evol. Perspectives Res.
		<b>757</b>	CC:Room 318A	Knowledge Sharing Across Boundaries
4:10pm		<b>816</b>	HH:Tapa 3 - Table C3	IP: Implementing Technologies
		<b>829</b>	CC:Room 318A	Keynote: Organizing Work
5:30pm		<b>861</b>	CC:Room 318A	OCIS Business Meeting
6:30pm	<b>872</b>	CC:Center Rooftop	OCIS Social Hour	
<b>Tue</b>	8:30am	<b>936</b>	HH:Tapa 3 - Table C4	IP: Issues in Virtual Teams
		<b>943</b>	CC:Room 322A	JS: Relational Implications of CMC
	8:40am	<b>957</b>	CC:Room 317B	JS: Diversity in Virtual Settings
	8:50am	<b>958</b>	CC:Room 318A	Getting Emotional About IT
	9:00am	<b>971</b>	CC:Exhibit Hall III - OCIS	Knowledge Networks ☺
	10:30am	<b>1013</b>	HH:Tapa 1 - Table A2	IP: Longitudinal Perspectives on Organization Change
		<b>1021</b>	HH:Tapa 3 - Table C2	IP: New Perspectives on Careers
		<b>1040</b>	CC:Room 317B	Virtual Communities and Virtual Work
		<b>1041</b>	CC:Room 318A	Finding The Balance: Trust & Control
	2:30pm	<b>1120</b>	CC:Exhibit Hall III - OCIS	IT Implementation ☺
		<b>1121</b>	CC:Exhibit Hall III - OCIS 2	Virtual Teams ☺
		<b>1122</b>	CC:Room 317B	Work Practice
		<b>1123</b>	CC:Room 318A	It's About Time
	4:10pm	<b>1154</b>	SH:Honolulu Room	JS: US/Europe New Firm Formation
		<b>1172</b>	HH:Tapa 2 - Table B2	IP: New Ideas about Signals and Status
<b>1191</b>		CC:Room 317B	Perspectives on Organizational Communication	
<b>1192</b>		CC:Room 318A	Asia-Pacific Perspectives	
<b>1205</b>		SH:Oahu Room	JS: The Connected Home: Paradise or Poison	
6:15pm	<b>1223</b>	CC:Room 317B	Pau Hana - OCIS Informal Social Event	

Day	Start	#	Location	Session Information
Wed	8:20am	<b>1248</b>	CC:Room 324	JS: Theories of Small Groups
	8:30am	<b>1279</b>	HH:Tapa 3 - Table C1	IP: Technology Alliances
		<b>1280</b>	HH:Tapa 3 - Table C2	IP: Technology and Communication
		<b>1281</b>	HH:Tapa 3 - Table C3	IP: Technology and Human Capital
		<b>1282</b>	HH:Tapa 3 - Table C4	IP: Technology and Inter-Organizational Systems
	8:50am	<b>1310</b>	CC:Room 318A	JS: ERP Systems: Critical Insights
	9:00am	<b>1312</b>	CC:Room 317B	Knowledge Networks
	10:40am	<b>1339</b>	HH:Tapa 2 - Table B1	IP: The Process of Decision Making
		<b>1343</b>	HH:Tapa 3 - Table C1	IP: Building Workplace Trust and Satisfaction
		<b>1357</b>	CC:Room 318A	IT as a Bridge Between Businesses
<b>1358</b>		CC:Room 317B	JS: Tech. and Human Capital	

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Program Chair: Kate Kearins, Auckland U. of Technology

Professional Development Workshop Chair: Alfred Allen Marcus, U. of Minnesota

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods
		<b>20</b>	CC:Room 302B	SPDW: OD and Sustainability
		<b>21</b>	SH:Maui Ballroom	SPDW: Strategic Competencies
	2:30pm	<b>29</b>	SH:Puna Room	SPDW: Environmental Education
	5:00pm	<b>40</b>	SH:Puna Room	Ph.D. Student/New Faculty Consortium
Sat	10:00am	<b>121</b>	CC:Room 321B	SPDW: Environmental Careers
	12:00pm	<b>161</b>	CC:Room 327	SPDW: Structural Equation Modeling with LISREL
	1:00pm	<b>176</b>	HH:South Pacific 4	SPDW: Sustaining Aquaculture
		<b>184</b>	SH:Puna Room	SPDW: MNCs/Sustainable Dev.
	3:30pm	<b>218</b>	CC:Room 305B	SPDW: Multi-Case Meta-Theory
	5:00pm	<b>231</b>	SH:Puna Room	SPDW: Bottom Of The Pyramid Research Workshop
Sun	8:00am	<b>254</b>	CC:Room 323A	SPDW: Using Linked Firm Data
		<b>271</b>	SH:Kahuku Room	SPDW: Risk and Self-Regulation
	8:30am	<b>284</b>	HH:South Pacific 2	SPDW: Management Education Role
	9:00am	<b>302</b>	CC:Room 321B	SPDW: International Governance
	10:00am	<b>327</b>	CC:Room 305A	SPDW: Corporate NGO Relations
		<b>329</b>	HH:South Pacific 1	SPDW: Meet the Best Reviewers
		<b>336</b>	CC:Room 327	SPDW: Doing Computer-aided Textual Analysis
Mon	8:30am	<b>497</b>	SH:Kahuku Room	Environmental Performance: Does it Pay?
	10:40am	<b>558</b>	HH:Tapa 1 - Table A2	IP: New Research on Sources of Value
		<b>599</b>	SH:Kahuku Room	Environmental Strategy: Rationales and Barriers
	2:30pm	<b>728</b>	HH:Tapa 1 - Table A3	IP: Inst. Pressure & Org. Practice
		<b>729</b>	HH:Tapa 1 - Table A4	IP: Eco. & Evol. Perspectives Res.
		<b>767</b>	SH:Kahuku Room	Envisioning Sustainable Orgs
	4:10pm	<b>840</b>	CC:Exhibit Hall III - ONE	ONE Issues and Challenges
<b>841</b>		SH:Kahuku Room	Aligning Strategies and Hiring	
Tue	8:30am	<b>952</b>	SH:Kahuku Room	Sustainability and Community
	9:00am	<b>973</b>	CC:Exhibit Hall III - ONE	ONE Illustrations/Explanations
	10:30am	<b>1019</b>	HH:Tapa 2 - Table B4	IP: Managing the Value Chain
		<b>1048</b>	SH:Kahuku Room	Stakeholder Engagement
	2:30pm	<b>1099</b>	HH:Tapa 2 - Table B1	IP: Perspectives on Corporate Social Responsibility
		<b>1104</b>	HH:Tapa 3 - Table C1	IP: Research on Social Identity
		<b>1106</b>	HH:Tapa 3 - Table C3	IP: Regulatory and Political Perspectives
		<b>1132</b>	SH:Kahuku Room	Environmental Mgmt Systems
		<b>1138</b>	SH:Oahu Room	JS: CSR: A European Perspective
	4:10pm	<b>1173</b>	HH:Tapa 2 - Table B3	IP: Social Responsibility
<b>1200</b>		SH:Kahuku Room	Greening University Programs	
5:30pm	<b>1220</b>	SH:Kahuku Room	ONE Business Meeting	
Wed	8:30am	<b>1282</b>	HH:Tapa 3 - Table C4	IP: Technology and Inter-Organizational Systems
	10:40am	<b>1364</b>	CC:Room 301A	JS: Terrorism and Climate Change



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*Visions of 21st Century Management:  
 The Last Word*

Chris Poulson, California Polytechnic U. Pomona

# Public & Nonprofit

Program Chair: Kirsten Gronbjerg, Indiana U.  
Professional Development Workshop Chair: Dean F. Eitel, DePaul U.

Day	Start	#	Location	Session Information
<b>Fri</b>	12:00pm	<b>6</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community
<b>Sat</b>	8:00am	<b>93</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community
	9:30am	<b>118</b>	CC:Room 323C	SPDW: Leadership: International Perspectives
	10:00am	<b>121</b>	CC:Room 321B	SPDW: Environmental Careers
		<b>128</b>	SH:Waialua Room	Service Learning Effect
	12:00pm	<b>159</b>	SH:Waialua Room	Junior Faculty & Doctoral Consortium Luncheon
	1:00pm	<b>180</b>	CC:Room 323B	SPDW: Leadership: Funding
		<b>185</b>	SH:Niihau Room	Doctoral Consortium I
		<b>186</b>	SH:Oahu Room	Personal Strategic Planning
		<b>187</b>	SH:Waialua Room	Jr Faculty Consortium - PNP
	3:30pm	<b>221</b>	SH:Kahuku Room	SPDW: Developing and Using Cases
<b>Sun</b>	8:00am	<b>266</b>	CC:Room 323B	SPDW: Strategic Leadership
	9:00am	<b>272</b>	SH:Hilo Room	SPDW: Practitioner Series/Action-Research Community
		<b>308</b>	SH:Iao Needle Room	Multi Hospital Networks
	<b>309</b>	SH:Niihau Room	Doctoral Consortium II	
<b>Mon</b>	8:30am	<b>473</b>	HH:Tapa 2 - Table B2	IP: Incentives, Rewards and Competencies
		<b>479</b>	HH:Tapa 3 - Table C4	IP: Cognition and Strategic Action
		<b>498</b>	SH:Waialua Room	Empl. Pref & Concerns: Pub & O
	10:40am	<b>558</b>	HH:Tapa 1 - Table A2	IP: New Research on Sources of Value
		<b>600</b>	SH:Waialua Room	NP Org & Env:Strategy & Choice
	12:20pm	<b>645</b>	HH:Tapa 1 - Table A4	IP: Current Issues in Organization Design
		<b>646</b>	HH:Tapa 2 - Table B1	IP: Current Issues in Work Design
		<b>683</b>	SH:Waialua Room	Innovation, Reform& Resistance
	2:30pm	<b>733</b>	HH:Tapa 2 - Table B4	IP: Transformational Leadership
		<b>768</b>	SH:Waialua Room	New Vision for 21st Century
4:10pm	<b>815</b>	HH:Tapa 3 - Table C2	IP: History and Social Movements	
6:30pm	<b>842</b>	SH:Waialua Room	PNP Awards and Business Session	
	<b>873</b>	SH:Waialua Room	PNP Reception	
<b>Tue</b>	8:30am	<b>926</b>	HH:Tapa 1 - Table A2	IP: Incentives and Rewards
		<b>927</b>	HH:Tapa 1 - Table A3	IP: Identifying Individual Competencies
		<b>931</b>	HH:Tapa 2 - Table B3	IP: Institutional Pressures
		<b>953</b>	SH:Waialua Room	Econ Models & NP Orgs
	9:00am	<b>974</b>	CC:Exhibit Hall III - PNP	Org Perspect: Pub & NP Sectors
	10:30am	<b>1049</b>	CC:Exhibit Hall III - PNP	HR & Leading in Pub & NP Orgs
		<b>1050</b>	SH:Waialua Room	Role of Values, Image: Pub Org
	2:30pm	<b>1096</b>	HH:Tapa 1 - Table A2	IP: Organizational Change
		<b>1133</b>	SH:Waialua Room	Pol & Goal Ambiguity: Pub & NP
		<b>1134</b>	SH:Lanai Ballroom	SHCS: Institutional Perspectives on Accountability
4:10pm	<b>1173</b>	HH:Tapa 2 - Table B3	IP: Social Responsibility	
	<b>1177</b>	HH:Tapa 3 - Table C2	IP: Strategic Issues in Human Resource Management	
	<b>1201</b>	SH:Waialua Room	Critical Managerial Qualities	
<b>Wed</b>	8:30am	<b>1280</b>	HH:Tapa 3 - Table C2	IP: Technology and Communication
		<b>1298</b>	SH:Waialua Room	Challenges in Volunteer Management
		<b>1299</b>	SH:Kahuku Room	JS: Governance Structures: Boards
	8:40am	<b>1307</b>	CC:Room 328	JS: Perf. Goals at DFAS & USPS
	10:40am	<b>1342</b>	HH:Tapa 2 - Table B4	IP: Trust and Satisfaction in the Workplace
<b>1365</b>		SH:Kahuku Room	Effective Privatization	
<b>1366</b>		SH:Waialua Room	Interorganizational Relations	

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# Research Methods

Program Chair: Gordon W Cheung, Chinese U. of Hong Kong  
 Professional Development Workshop Chair: Mark Gavin, Oklahoma State U.

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods
		<b>14</b>	CC:Room 313B	SPDW: Measuring Global Competences
		<b>22</b>	CC:Room 322B	SPDW: Latent Growth Modeling
		<b>23</b>	CC:Room 322A	SPDW: Social Networks Research
	2:00pm	<b>25</b>	CC:Room 304B	SPDW: Qualitative Research
Sat	8:00am	<b>94</b>	CC:Room 322A	SPDW: Moderator/Interaction Analysis
		<b>95</b>	CC:Room 327	SPDW: Scale Development Workshop
	8:30am	<b>102</b>	CC:Room 311	SPDW: Process Research I
	9:30am	<b>119</b>	CC:Room 323B	SPDW: Leadership: Emerging Research Issues
		<b>120</b>	CC:Room 306B	SPDW: Tech Support for Researchers
	10:00am	<b>129</b>	CC:Room 312	SPDW: Multilevel Theory and Research in Organizations
	12:00pm	<b>160</b>	CC:Room 322A	SPDW: Research Philosophy
		<b>161</b>	CC:Room 327	SPDW: Structural Equation Modeling with LISREL
	1:00pm	<b>188</b>	CC:Room 311	SPDW: Process Research II
	1:30pm	<b>193</b>	CC:Room 316C	Aesthetic Methods
		<b>194</b>	CC:Room 312	SPDW: Hierarchical Linear Modeling
	2:00pm	<b>199</b>	CC:Room 327	SPDW: Measurement Invariance
		<b>200</b>	CC:Room 322A	SPDW: Survival Analysis
	3:00pm	<b>208</b>	CC:Room 316B	SPDW: Methods for Knowledge Research
		<b>210</b>	SH:Lanai Ballroom	SPDW: Critical Encounters
	3:30pm	<b>219</b>	CC:Room 307B	SPDW: Publishing in U.S. Journals
	4:00pm	<b>227</b>	CC:Room 327	SPDW: Robust Regression
4:30pm	<b>228</b>	CC:Room 312	SPDW: Meeting Multilevel Researchers	
5:00pm	<b>232</b>	CC:Room 307A	SPDW: International Research Tips	
6:00pm	<b>236</b>	SH:Lanai Ballroom	SPDW: Showing of "The Corporation"	
Sun	7:00am	<b>248</b>	HH:South Pacific 1	SPDW: Management E-Media Visions
	8:00am	<b>254</b>	CC:Room 323A	SPDW: Using Linked Firm Data
		<b>274</b>	CC:Room 327	Partial Least Squares
		<b>275</b>	CC:Room 314	SPDW: Ask the Experts: Qualitative Methods
	10:00am	<b>320</b>	CC:Room 309	SPDW: Researching Negative Emotions
		<b>324</b>	CC:Room 305B	SPDW: The Craft of Reviewing
		<b>335</b>	CC:Room 314	SPDW: Ask the Experts: Quantitative Methods
<b>336</b>		CC:Room 327	SPDW: Doing Computer-aided Textual Analysis	
Mon	8:30am	<b>450</b>	CC:Room 313C	SHCS: Set-theoretic Methods
		<b>477</b>	HH:Tapa 3 - Table C2	IP: Modeling and Conceptualizing Knowledge
		<b>488</b>	CC:Room 328	JS: Psychological Contract Methods
		<b>499</b>	CC:Room 323A	Formative Measurement Models
	10:40am	<b>558</b>	HH:Tapa 1 - Table A2	IP: New Research on Sources of Value
		<b>601</b>	CC:Room 323A	Scale Development: Reliability & Validity
	12:20pm	<b>684</b>	CC:Exhibit Hall III - RM	RMD Visual Presentation
		<b>685</b>	CC:Room 323A	RM: International Networking
	2:30pm	<b>769</b>	CC:Room 324	Theory Development & Qualitative Research
	4:10pm	<b>808</b>	HH:Tapa 1 - Table A4	IP: Organizational Culture and Knowledge Resources
	5:30pm	<b>863</b>	CC:Room 324	Research Methods Division Business Meeting
	6:30pm	<b>874</b>	CC:Room 324	Research Methods Division - Social Hours

Day	Start	#	Location	Session Information
Tue	8:30am	<b>954</b>	CC:Room 323A	JS: Measuring Group Constructs
	10:30am	<b>1051</b>	CC:Room 323A	Multi-level Research
	2:30pm	<b>1119</b>	CC:Room 324	JS: CEO Assessment
		<b>1135</b>	CC:Room 323A	Simulation
	4:10pm	<b>1171</b>	HH:Tapa 2 - Table B1	IP: Science and Economics
<b>1199</b>		CC:Room 316C	SHCS: Movements and Organizations	
<b>1202</b>		CC:Room 323A	Innovative Research Design & Methodology	
Wed	8:30am	<b>1280</b>	HH:Tapa 3 - Table C2	IP: Technology and Communication
	10:40am	<b>1367</b>	CC:Room 323A	Visual Representation in the Research Process

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# Social Issues in Management

Program Chair: Oliver Duane Windsor, Rice U.

Professional Development Workshop Chair: Thomas J Donaldson, U. of Pennsylvania

Day	Start	#	Location	Session Information
<b>Fri</b>	6:00pm	<b>53</b>	SH:Kona Room	SIM Doctoral Consortium
<b>Sat</b>	7:00am	<b>61</b>	SH:Kona Room	SIM Doctoral Consortium
	8:00am	<b>81</b>	CC:Room 328	SPDW: Examining Organization Buy-In
	9:00am	<b>105</b>	CC:Room 317A	SPDW: Junior Faculty Research Incubator on Power
	10:30am	<b>139</b>	SH:Kahuku Room	SPDW: Learning Outcomes Objectives
	2:30pm	<b>204</b>	CC:Room 306B	SPDW: Promoting Academic Integrity in Business Schools
	5:00pm	<b>231</b>	SH:Puna Room	SPDW: Bottom Of The Pyramid Research Workshop
		<b>233</b>	OS:Ilikai Waikiki Hotel	Reception: SIM Keynote Address
	6:00pm	<b>241</b>	OS:Ilikai Waikiki Hotel	SIM Division Keynote with SBE
<b>Sun</b>	8:00am	<b>271</b>	SH:Kahuku Room	SPDW: Risk and Self-Regulation
	9:00am	<b>302</b>	CC:Room 321B	SPDW: International Governance
		<b>310</b>	SH:Kona Room	Learn From The Experts About Publishing
	10:00am	<b>327</b>	CC:Room 305A	SPDW: Corporate NGO Relations
<b>Mon</b>		<b>337</b>	SH:Akaka Falls Room	Ethics And Management Practice
	8:00am	<b>437</b>	SH:Oahu Room	Welcome Session-Award Nominees
	8:30am	<b>455</b>	HH:Coral Ballroom 2	SHCS: Competing Claims
		<b>500</b>	SH:Niihau Room	Ethics: Emotions and Angst
	10:40am	<b>548</b>	CC:Room 301B	JS: ENTR in Community Action
		<b>560</b>	HH:Tapa 1 - Table A4	IP: New Perspectives on Collaboration
		<b>564</b>	HH:Tapa 2 - Table B4	IP: Corporate Governance and Ethical Conduct
		<b>584</b>	CC:Room 316A	SHCS: Sex at Work
		<b>602</b>	SH:Niihau Room	Visions for Ethics
		<b>603</b>	SH:Oahu Room	JS: Cascading Arenas
	12:20pm	<b>686</b>	SH:Niihau Room	Governance in CSR
		<b>687</b>	HH:Coral Ballroom 2	SHCS: Sustainable Strategy & Policy
		<b>688</b>	SH:Oahu Room	JS: Ethics and the Corporate Environment
	2:30pm	<b>732</b>	HH:Tapa 2 - Table B3	IP: Organizational Culture and Emotion
		<b>770</b>	SH:Niihau Room	Ethics: Empirical Studies
		<b>771</b>	SH:Oahu Room	JS: CSP and Attraction
4:10pm	<b>805</b>	HH:Tapa 1 - Table A1	IP: Research on Ethical Behaviors	
	<b>815</b>	HH:Tapa 3 - Table C2	IP: History and Social Movements	
	<b>843</b>	CC:Exhibit Hall III - SIM	SIM Visual Village-New Visions 	
	<b>844</b>	CC:Exhibit Hall III - SIM 2	SIM Visual Village-New Visions 	
5:30pm	<b>864</b>	SH:Oahu Room	SIM Division Business Meeting	
6:30pm	<b>875</b>	SH:Niihau Room	SIM & PNP Joint Social	
<b>Tue</b>	8:30am	<b>933</b>	HH:Tapa 3 - Table C1	IP: International Human Resource Management
		<b>955</b>	SH:Akaka Falls/lao Needle Room	Stakeholders
		<b>956</b>	SH:Oahu Room	Can HRM be Ethical?
	10:30am	<b>1052</b>	SH:Niihau Room	Corporate Political Strategy in the 21st Century
		<b>1053</b>	SH:Oahu Room	JS: Law and Management
	2:30pm	<b>1099</b>	HH:Tapa 2 - Table B1	IP: Perspectives on Corporate Social Responsibility
		<b>1100</b>	HH:Tapa 2 - Table B2	IP: Research on Corporate Social Responsibility
		<b>1104</b>	HH:Tapa 3 - Table C1	IP: Research on Social Identity
		<b>1107</b>	HH:Tapa 3 - Table C4	IP: Research on Ethics
		<b>1134</b>	SH:Lanai Ballroom	SHCS: Institutional Perspectives on Accountability
		<b>1136</b>	SH:Kohala/Kona Room	Integrated Strategy Theories
		<b>1137</b>	SH:Niihau Room	Ethics Perspectives
		<b>1138</b>	SH:Oahu Room	JS: CSR: A European Perspective

Day	Start	#	Location	Session Information
Tue	4:10pm	<b>1170</b>	HH:Tapa 1 - Table A4	IP: Research Over Long Time Frames
		<b>1173</b>	HH:Tapa 2 - Table B3	IP: Social Responsibility
		<b>1174</b>	HH:Tapa 2 - Table B4	IP: Stakeholder Perspectives on Governance
		<b>1176</b>	HH:Tapa 3 - Table C1	IP: Managing Stakeholders
		<b>1179</b>	HH:Tapa 3 - Table C4	IP: Strategic Issues in Small Business
		<b>1203</b>	SH:Kohala/Kona Room	Corporate Social Performance: Empirical Studies
		<b>1204</b>	SH:Niihau Room	Org Identity with a POS Lens
		<b>1205</b>	SH:Oahu Room	JS: The Connected Home: Paradise or Poison
Wed	8:30am	<b>1299</b>	SH:Kahuku Room	JS: Governance Structures: Boards
		<b>1300</b>	SH:Akaka Falls/Iao Needle Room	MNEs and Cross-Cultural Issues
		<b>1301</b>	SH:Kohala/Kona Room	CSR: Theory Building & Testing
		<b>1302</b>	SH:Oahu Room	Corporate Social Performance: Empirical Studies
	10:40am	<b>1321</b>	CC:Room 316A	JS: Restorative Justice
		<b>1368</b>	SH:Kohala/Kona Room	Leaders and Crisis Management
		<b>1369</b>	SH:Niihau Room	Corporate Philanthropy in the 21st Century
		<b>1370</b>	SH:Oahu Room	Indigenous Development

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# Technology & Innovation Management

Program Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne  
 Professional Development Workshop Chair: Lori Rosenkopf, U. of Pennsylvania

Day	Start	#	Location	Session Information
Fri	1:00pm	<b>7</b>	CC:Room 301B	SPDW: Qualitative Research Methods
		<b>12</b>	CC:Room 305B	SPDW: Corporate Venturing
	2:00pm	<b>28</b>	SH:Waimea Canyon Room	SPDW: Teaching IT Transformation
	3:00pm	<b>32</b>	CC:Room 318A	TIM Division Doctoral Consortium
Sat	8:00am	<b>96</b>	CC:Room 321B	Doctoral and Jr Fac Consortium
	8:30am	<b>102</b>	CC:Room 311	SPDW: Process Research I
	9:00am	<b>114</b>	CC:Room 313C	SPDW: Qualitative Writing Workshop
	10:00am	<b>124</b>	CC:Room 316C	SPDW: Technological Innovation in HR
		<b>130</b>	CC:Room 319B	TIM Division Doctoral Consortium
		<b>131</b>	CC:Room 328	Junior Faculty Camp
	11:00am	<b>142</b>	CC:Room 307A	SPDW: Entrepreneurship & Innovation
	1:00pm	<b>174</b>	CC:Room 304B	SPDW: International Patent Research
		<b>188</b>	CC:Room 311	SPDW: Process Research II
	1:30pm	<b>195</b>	CC:Room 328	Junior Faculty Camp
	2:00pm	<b>200</b>	CC:Room 322A	SPDW: Survival Analysis
		<b>201</b>	CC:Room 315	SPDW: First Mover Advantage
	2:30pm	<b>207</b>	HH:South Pacific 1	SPDW: Using Online Teaching Modules
	3:00pm	<b>208</b>	CC:Room 316B	SPDW: Methods for Knowledge Research
	3:30pm	<b>217</b>	CC:Room 306A	SPDW: Conversation: Dyn Capability
	5:00pm	<b>231</b>	SH:Puna Room	SPDW: Bottom Of The Pyramid Research Workshop
	Sun	7:00am	<b>248</b>	HH:South Pacific 1
8:00am		<b>254</b>	CC:Room 323A	SPDW: Using Linked Firm Data
		<b>258</b>	CC:Room 307B	SPDW: Entrepreneurship & Geography
		<b>276</b>	CC:Room 328	SPDW: Techno-Entrepreneurship Today
9:00am		<b>297</b>	CC:Room 313B	SPDW: Strategy Across Disciplines
		<b>298</b>	CC:Room 322B	SPDW: Studying Emerging Industries
		<b>299</b>	CC:Room 316B	SPDW: Negotiating Your First Job
9:30am		<b>311</b>	CC:Room 317A	SPDW: Coordination Among Firms
		<b>312</b>	CC:Room 306A	SPDW: The Next Discipline in Organization Science
		<b>313</b>	CC:Room 313C	SPDW: First Job - Discussion Groups
10:00am		<b>332</b>	HH:Tapa Ballroom 1	SPDW: Meet Editors of OM Journals
		<b>338</b>	CC:Room 328	SPDW: IT Investment and Organizational Performance
10:30am		<b>346</b>	SH:Kauai Ballroom	SPDW: Finding the Appropriate Funding Source
Mon	7:30am	<b>432</b>	CC:Room 306A	TIM Welcome Breakfast
	8:30am	<b>471</b>	HH:Tapa 1 - Table A4	IP: Exploring Sources of Value
		<b>479</b>	HH:Tapa 3 - Table C4	IP: Cognition and Strategic Action
		<b>501</b>	CC:Room 304B	JS: Patent Strategy
	9:00am	<b>522</b>	CC:Exhibit Hall III - TIM 1	Managing the Product Development Process ☺
		<b>523</b>	CC:Exhibit Hall III - TIM 2	Intellectual Assets & their Appropriation ☺
		<b>524</b>	CC:Room 306A	Boundaries of the Firm
		<b>525</b>	CC:Room 307A	Diffusion & Adoption
	10:40am	<b>540</b>	CC:Room 313B	JS: Strategic Alliances
		<b>560</b>	HH:Tapa 1 - Table A4	IP: New Perspectives on Collaboration
		<b>561</b>	HH:Tapa 2 - Table B1	IP: Control and Ownership
		<b>565</b>	HH:Tapa 3 - Table C1	IP: Corporate Governance
		<b>566</b>	HH:Tapa 3 - Table C2	IP: Creating and Exploiting Value
		<b>567</b>	HH:Tapa 3 - Table C3	IP: Creating and Sharing Knowledge
		<b>604</b>	CC:Exhibit Hall III - TIM 1	Information Technology Management & Strategy ☺
		<b>605</b>	CC:Room 304B	Intellectual Property
<b>606</b>		CC:Room 306A	Joint Knowledge Creation & Sharing	
<b>607</b>	CC:Room 307A	Time to Market		

Technology & Innovation Management

Day	Start	#	Location	Session Information	
Mon	12:20pm	643	HH:Tapa 1 - Table A2	IP: Perspectives on Creating and Sharing Knowledge	
		646	HH:Tapa 2 - Table B1	IP: Current Issues in Work Design	
		651	HH:Tapa 3 - Table C2	IP: Developing New Capabilities	
		652	HH:Tapa 3 - Table C3	IP: Intellectual Property and New Sources of Value	
		689	CC:Exhibit Hall III - TIM 1	Alliances for Technology & Innovation	
		690	CC:Exhibit Hall III - TIM 2	Technological Evolution & Firm Reaction	
		691	CC:Room 304B	Evolutionary Theory	
		692	CC:Room 306A	Capabilities & Resources	
		693	CC:Room 307A	Firm Response to Innovation	
		2:30pm	706	CC:Room 313B	JS: Organizational Design
			707	CC:Room 313C	SHCS: Contractual Design of Technology Alliances
			737	HH:Tapa 3 - Table C3	IP: Entrepreneurship Processes and New Ventures
			738	HH:Tapa 3 - Table C4	IP: Environmental Influences on Organizations
			766	CC:Room 316A	SHCS: Technology and Aesthetics
772	CC:Exhibit Hall III - TIM 1		Management of Technology & Innovation		
773	CC:Exhibit Hall III - TIM 2		Entrepreneurial Activity		
774	CC:Room 304B		Entrepreneurship & New Venturing		
4:10pm		775	CC:Room 306A	Management of the New Product Development Process	
		791	SH:Honolulu Room	JS: Call Centers and Globalization	
		806	HH:Tapa 1 - Table A2	IP: Exploiting Innovation	
		807	HH:Tapa 1 - Table A3	IP: Learning and Exploiting Innovation	
		808	HH:Tapa 1 - Table A4	IP: Organizational Culture and Knowledge Resources	
		816	HH:Tapa 3 - Table C3	IP: Implementing Technologies	
		817	HH:Tapa 3 - Table C4	IP: Incentives and Rewards in Organizations	
		845	CC:Exhibit Hall III - TIM 1	High-Technology Industry Studies	
		846	CC:Exhibit Hall III - TIM 2	Strategy, Technology, & Innovation	
		847	CC:Exhibit Hall III - TIM 3	Managing Interorganizational Networks	
		848	CC:Room 304B	Economics of Entrepreneurship & Innovation	
849	CC:Room 306A	TIM Distinguished Speaker Session			
5:30pm	865	CC:Room 304B	TIM Business Meeting		
6:30pm	876	CC:Room 306A	TIM Social: The Best Social in Town!		
Tue	8:30am	907	CC:Room 316C	SHCS: Dynamic Capabilities	
		908	CC:Room 306B	JS: Managing R&D Consortia	
		915	CC:Room 301B	JS: Entrepreneurship Perspectives	
		929	HH:Tapa 2 - Table B1	IP: New Product Development	
		930	HH:Tapa 2 - Table B2	IP: Innovation and New Product Development	
	8:50am	959	CC:Room 304B	Understanding High Technology	
		960	CC:Room 306A	Network Theory & Social Capital	
	10:30am	987	CC:Room 313C	SHCS: Brokering Innovations	
		1014	HH:Tapa 1 - Table A3	IP: Managerial Perspectives on China	
		1039	CC:Room 324	JS: Team Innovation	
		1047	CC:Room 302A	JS: Interdependence in Organizations, Circa 2005	
		1054	CC:Room 304B	Radical Innovation	
		1055	CC:Room 307A	Creativity	
		1056	CC:Room 306A	JS: Distributed Innovation	
	2:30pm	1103	HH:Tapa 2 - Table B5	IP: Real Options	
		1131	CC:Room 313B	JS: Institutional Entrepreneurship	
		1139	CC:Room 304B	Alliances & Joint Ventures	
		1140	CC:Room 306A	Learning	
	4:10pm	1141	CC:Room 307A	Organizational / Technological Evolution & Change	
1170		HH:Tapa 1 - Table A4	IP: Research Over Long Time Frames		
1205		SH:Oahu Room	JS: The Connected Home: Paradise or Poison		
1206		CC:Room 304B	Learning from External Sources		
1207		CC:Room 306A	Knowledge Management		
1208	CC:Room 307A	Simulation Studies			

Day	Start	#	Location	Session Information	
Wed	8:30am	1253	CC:Room 309	JS: Strategy/Organ. Transformation	
		1272	HH:Tapa 1 - Table A2	IP: Research on Strategic Learning	
		1279	HH:Tapa 3 - Table C1	IP: Technology Alliances	
		1280	HH:Tapa 3 - Table C2	IP: Technology and Communication	
		1282	HH:Tapa 3 - Table C4	IP: Technology and Inter-Organizational Systems	
		1303	CC:Room 304B	Qualitative Studies of Technology	
		1304	CC:Room 306A	Modular Product Design	
		1305	CC:Room 307A	Strategy, Technology, & Innovation	
	10:40am		1306	CC:Room 313C	Entrepreneurial Universities
			1335	HH:Tapa 1 - Table A1	IP: Technology and Strategy in International Settings
			1341	HH:Tapa 2 - Table B3	IP: Emotions in Organizations
			1345	HH:Tapa 3 - Table C3	IP: Uncertainty and Complexity
			1358	CC:Room 317B	JS: Tech. and Human Capital
			1371	CC:Room 304B	Service, Technology, and Innovation
			1372	CC:Room 306A	Interorganizational Networks
			1373	CC:Room 313C	Knowledge Creation & Exploitation

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# In Conjunction With Activities

Program Chair: Ken G. Smith, U. of Maryland  
 Program Coordinator: Qing Cao, U. of Maryland  
 Program Coordinator: Jimmy Le, Academy of Management  
 Professional Development Workshop Chair: Thomas W. Lee, U. of Washington  
 Professional Development Workshop Coordinator: Janet Thompson, U. of Washington

Day	Start	#	Location	Session Information
Fri	5:30pm	<b>42</b>	HH:South Pacific 2	Nova Southeastern University Reception
	6:15pm	<b>54</b>	HH:South Pacific 2	Nova Southeastern University Opening Meeting
	6:45pm	<b>58</b>	SH:Waimea Canyon Room	Management Faculty of Color Association Social
Sun	12:00pm	<b>355</b>	HH:South Pacific 2	JAME Editorial Board Meeting
		<b>356</b>	SH:Waimea Canyon Room	Management Learning Editorial Board Meeting
	1:00pm	<b>364</b>	CC:Room 322A	Organization Science Senior Editor Meeting
		<b>365</b>	HH:Sea Pearl Suite 4	Group and Organization Management Editorial Board
		<b>366</b>	SH:Niihau Room	MFCA Business Meeting
	1:30pm	<b>370</b>	CC:Room 323A	Positive Org. Scholarship Mtg
		<b>371</b>	HH:Sea Pearl Suite 2	Journal of Management Editorial Board Meeting
	2:00pm	<b>379</b>	HH:Sea Pearl Suite 1	Organization Journal: Editorial Board Meeting
		<b>380</b>	SH:Waimea Canyon Room	OMJ Edit. Board Meeting
	3:00pm	<b>387</b>	HH:Sea Pearl Suite 4	Long Range Planning Editorial Board Meeting
	4:00pm	<b>412</b>	CC:Room 324	OS Board Reception
	5:00pm	<b>416</b>	HH:Coral Ballroom 1	Warwick Business School Cocktail Party
	6:00pm	<b>420</b>	SH:Waialua Room	Association of Korean Management Scholars Meeting
	7:00pm	<b>423</b>	HH:South Pacific 2	Nova Southeastern University DBA Students' Meeting
		<b>424</b>	SH:Honolulu Room	OBTS/JME Reception
		<b>425</b>	SH:Waianae Room	AKMS Reception
	<b>426</b>	OS:Waikiki Beach Marriott Resort	Wharton School Reception	
	7:30pm	<b>427</b>	HH:South Pacific 1	HKUST Reception
Mon	11:00am	<b>608</b>	SH:Akaka Falls/lao Needle Room	JOB Ed. Board Mtg
	12:00pm	<b>609</b>	SH:Akaka Falls/lao Needle Room	Journal of Organizational Behavior Luncheon
	2:00pm	<b>694</b>	SH:Waimea Canyon Room	IACMR Exec Committee Mtg
	4:00pm	<b>778</b>	SH:Waimea Canyon Room	MOR Advisory/Editorial Mtg
	5:00pm	<b>851</b>	HH:South Pacific 4	Northeastern University Reception
	5:30pm	<b>856</b>	CC:Room 314	Oxford Press Reception
		<b>857</b>	CC:Room 319B	IACMR Business Meeting
	7:00pm	<b>879</b>	SH:Honolulu/Kahuku	British Academy of Management Reception
		<b>880</b>	SH:Waianae Room	Management Faculty of Color Association Reception
8:00pm	<b>881</b>	HH:Coral Ballroom 2	Brigham Young U. Social	
Tue	3:30pm	<b>1143</b>	SH:Kauai Ballroom	Peter Frost Festival
	5:30pm	<b>1214</b>	HH:South Pacific 2	Nova Southeastern University Closing Meeting
		<b>1215</b>	SH:Waimea Canyon Room	Management Decision Reception and Workshop
	7:00pm	<b>1231</b>	SH:Honolulu Room	Texas Tech University Reception



**Friday 8:00AM****1 : (AAA) Honolulu 2005, LAC**

8:00am - 11:50pm Hawaii Convention Center: Room 326B

*Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West Oahu; Jerry M Calton, U. of Hawai'i, Hilo***2 🗨️SPDW: (HR, OB) Company Tour: Hilton Hawaiian Village**

8:00am - 5:00pm Off Site: Hilton Tour

*Pre-registration required at**http://www.uhh.hawaii.edu/~hennesse/AOM/hhv\_tour\_register.htm .**Limited to 25 attendees.**Organizer: H W Hennessey, U. of Hawai'i, Hilo***Friday 8:30AM****3 : (IM) International Management Division Outdoor Adventures**

8:30am - 2:00pm Hilton Hawaiian Village: South Pacific 2

*A series of outdoor adventures to take in Hawaii's beauty. Offsite.**8:30 to approximately 2:00 pm. Limited to IM Division members.**Pre-registration and a fee to cover transport, the activity, and lunch are required. To register, please contact T.Devinney@agsm.edu.au.**Organizers: Timothy Michael Devinney, Australian Graduate School of Management; Schon Beechler, Columbia U.***Friday 12:00PM****4 🗨️SPDW: (HR, OB, ODC) Company Tour: USS Chaffee - Pearl Harbor**

12:00pm - 5:00pm Off Site: USS Chaffee-Pearl Harbor

*Pre-registration required. Contact: lgarner@tarleton.edu. Limited to 30 participants. Citizenship documentation necessary for security screening.**Organizer: Larry Garner, Tarleton State U.**Presenter: David Purkiss, U.S. Navy***5 🗨️: (MH) Visit to the Hawaii Naval Docks**

12:00pm - 2:00pm Off Site: Hawaii Naval Docks

*Speaker: Michele A Govekar, Ohio Northern U.**Presenter: Paul L Govekar, Ohio Northern U.***6 🗨️SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community**

12:00pm - 5:00pm Sheraton Waikiki Beach: Hilo Room

*Practitioners and academics come together for "hands-on" learning about action research.**Organizer: Neil M. Boyd, Pennsylvania State U.**Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.***Friday 1:00PM****7 SPDW: (BPS, OMT, ONE, TIM, RM, MH, IM, OB) The Power Of Richness: The Why, When, Where And How Of Qualitative Research Methods**

1:00pm - 4:00pm Hawaii Convention Center: Room 301B

*Organizer: Diana L. Day, Rutgers U., Camden**Coordinator: Johann Peter Murmann, Northwestern U.**Presenters: Robert A Burgelman, Stanford U.; Deborah J Dougherty, Rutgers U.; Charles D. Galunic, INSEAD; Gabriel Szulanski, INSEAD; Klaus Weber, Northwestern U.***8 🗨️SPDW: (CAR, MC, MSR) Complexity, Energy and Consciousness: A New Vision for Leadership Development, Part I**

1:00pm - 5:00pm Hawaii Convention Center: Room 321B

*Pre-registration required by emailing afeyerhe@pepperdine.edu with "AoM" in the subject line by Friday July 15, 2005. Saturday session no. is 104**Organizers: Terri Egan, Pepperdine U.; Suzanne Lahl, Private Consultant**Coordinator: Ann E. Feyerherm, Pepperdine U.***9 🗨️🗨️: (ENT) Learning Entrepreneurship.**

1:00pm - 3:00pm Hawaii Convention Center: Room 301A

*Organizer: Barbara Jean Bird, American U.**Presenters: Benson Honig, Wilfrid Laurier U.; James Fiet, U. of Louisville; Michael Frese, Giessen U.; Keith Hmieleski, Texas Christian U.***10 : (ENT) Doctoral Consortium.**

1:00pm - 6:00pm Hawaii Convention Center: Room 303A

*This session continues on Saturday, 8am - 5pm and Sunday, 8am - 12pm.**Organizers: Dean Shepherd, Indiana U.; Thomas Lumpkin, U. of Illinois, Chicago**Presenters: Michael A. Hitt, Texas A&M U.; Michael Lubatkin, U. of Connecticut; Dawn DeTienne, Utah State U.; Sharon Alvarez, Ohio State U.; Per Davidsson, Queensland U. of Technology /Jonkoping U.; Oana Branzei, Schulich School of Business;**Benson Honig, Wilfrid Laurier U.; Andrew Zacharakis, Babson College; Richard T. Harrison, Edinburgh U.; Joseph E Coombs, U. of Richmond; Benyamin Bergmann Lichtenstein, U. of Massachusetts, Boston; Rita Gunther McGrath, Columbia U.; Saras Sarasvathy, U. of Virginia; Phillip Phan, Rensselaer Polytechnic Institute; Robert E. Hoskisson, Arizona State U.; William B. Gartner, Clemson U.; Jay B Barney, Ohio State U.; Jeff Covin, Indiana U.; Stewart Thornhill, U. of Western Ontario; Jeffery S. McMullen, Baylor U.; Johan Wiklund, Jonkoping International Business School; Donald F Kuratko, Indiana U.; Heidi M. Neck, Babson College; Mike Wright, Nottingham U.; Jerome Katz, St. Louis U.; Patricia G Greene, Babson College; Gideon D Markman, U. of Georgia; Patricia Phillips McDougall, Indiana U.; Denis A. Gregoire, U. of Colorado, Boulder***11 : (ENT) Junior Faculty Consortium.**

1:00pm - 6:00pm Hawaii Convention Center: Room 303B

*This session continues on Saturday from 8am - 5pm.**Organizers: Ronald K Mitchell, Texas Tech U.; Karl Vesper, U. of Washington; Andrew C. Corbett, Rensselaer Polytechnic Institute; Alex Frank DeNoble, SDSU*

**12** SPDW: (ENT, TIM, BPS) **Corporate Venturing: State of Research and Theoretical Angles.**

1:00pm - 3:00pm Hawaii Convention Center: Room 305B

Organizer: **Thomas Keil**, York U.Presenters: **Shaker A Zahra**, Babson College; **Jeff Covin**, Indiana U.; **Ari Ginsberg**, New York U.; **Markku V. J. Maula**, Helsinki U. of Technology**13** →: (IM) **Site Visit to the Honolulu Advertiser**

1:00pm - 4:00pm Off Site: Honolulu Advertiser

Limited to the first 25 people who sign up. There is a charge for transport. Please register w/David Thomas by email at [dcthomas@sfu.ca].

Organizer: **David C. Thomas**, Simon Fraser U.**14** 📖🗺️➔🗨️SPDW: (IM, BPS, HR, MED, OB, RM) **That Certain Global Something...: Conceptualizing and Measuring "Global Competencies"**

1:00pm - 4:00pm Hawaii Convention Center: Room 313B

Registration is not required but is suggested. Please contact Mila Lazarova, mbl@sfu.ca

Organizers: **Mila B. Lazarova**, Simon Fraser U.; **Aparna Joshi**, U. of Illinois, Urbana-ChampaignPresenters: **Schon Beechler**, Columbia U.; **Allan W Bird**, U. of Missouri, St. Louis; **Paula M Caligiuri**, Rutgers U.; **Chay Hoon Lee**, Nanyang Business School; **David C. Thomas**, Simon Fraser U.; **Jean Leslie**, Center for Creative Leadership**15** 🗨️: (MC) **Integrating Organizational Change Management & Project Management: Why It Works**

1:00pm - 4:00pm Sheraton Waikiki Beach: Akaka Falls Room

Fee to attend - See <http://uwf.edu/mcd/>Presenters: **Sandra M Martinez**, Widener U.; **John Warren**, IP Solutions; **Mike Grabarek**, Navigent LLC; **William Malek**, Stanford Advanced PM Program**16** 🗨️: (MC) **Creating and Developing Your Consulting Practice**

1:00pm - 4:00pm Sheraton Waikiki Beach: Iao Needle Room

Fee to attend - See <http://uwf.edu/mcd/>Presenters: **David Jamieson**, Pepperdine U.; **Terry R Armstrong**, Georgetown U.**17** 🗨️🗨️SPDW: (MED, GDO, ODC, IM, PTC) **Flexible, Fluid And Responsive Management: A Model For Working Across Current Cultural Differences**

1:00pm - 4:00pm Hilton Hawaiian Village: South Pacific 1

Register with **Ilene Wasserman** at [iwasserman@icwconsulting.com](mailto:iwasserman@icwconsulting.com) or 610.667.5305Organizer: **Ilene C Wasserman**, Fielding Graduate Institute  
Presenters: **Ilene C Wasserman**, Fielding Graduate Institute; **Beth Fisher-Yoshida**, Columbia U.; **Kathy Dee Geller**, Areté Leadership International, Ltd.**18** 📖SPDW: (MED, OB) **Creating Actionable Knowledge in the Classroom Using Discussion Learning**

1:00pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Discussion Learning: *Creating Cases that Engage Students.*Coordinator: **Michael J Provitera**, Barry U.**19** 🗨️🗨️SPDW: (ODC, MED) **Using 'Design Rules' to Construct Future Organizational Architectures and Interventions**

1:00pm - 4:00pm Hawaii Convention Center: Room 308A

Chair: **Jean M. Bartunek**, Boston CollegePresenters: **Paul Bate**, U. College London; **Helen Bevan**, National Health Service; **Paul Plsek**, Paul E. Plsek & Associates Inc.; **Glenn Robert**, U. College London**20** 🗨️SPDW: (ODC, ONE, MC) **Organizational Development for Sustainability: Integrating Appreciative Inquiry and the Natural Step**

1:00pm - 6:00pm Hawaii Convention Center: Room 302B

Organizer: **Hilary Bradbury**, Case Western Reserve U.Presenters: **Sissel Waage**, The Natural Step; **Keith Cox**, Benedictine U.**21** 🗨️SPDW: (ONE, BPS) **Strategic Competencies And Environmental Management**

1:00pm - 2:30pm Sheraton Waikiki Beach: Maui Ballroom

Organizer: **Sumit Majumdar**, U. of Texas, DallasDiscussant: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign  
Presenters: **Margaret Peteraf**, Dartmouth College; **Stuart Hart**, Cornell U.; **Sanjay Sharma**, Wilfrid Laurier U.**22** SPDW: (RM, HR, ODC) **Latent Growth Modeling: Statistical Procedure for Operationalizing Change Over Time**

1:00pm - 4:00pm Hawaii Convention Center: Room 322B

Pre-registration required at

<https://spears.okstate.edu/rmdpregister>. There is a \$7.50 fee for non members of the Research Methods Division.Presenter: **Robert J Vandenberg**, U. of Georgia**23** SPDW: (RM, OB, ITC) **Social Networks Research: Concepts, Research Design, and Analysis**

1:00pm - 5:00pm Hawaii Convention Center: Room 322A

Pre-registration required at

<https://spears.okstate.edu/rmdpregister>. There is a \$10 fee for non members of the Research Methods Division.Presenters: **Nicholas Athanassiou**, Northeastern U.; **Stephen P Borgatti**, Boston College; **Daniel J Brass**, U. of Kentucky; **David Krackhardt**, Carnegie Mellon U.**Friday 2:00PM****24** 📖🗨️🗨️SPDW: (GDO, MED, PTC, ODC) **On Juggling Multiple Skills and Roles in Developing Organizational Diversity Consultants**

2:00pm - 6:00pm Sheraton Waikiki Beach: Ewa Room

The workshop is particularly targeted at those with experience in teaching and/or consulting but all with interest in diversity are welcome.

Chairs: **Lize A. Booyesen**, U. of South Africa; **Bernardo M. Ferdman**, Alliant International U.Presenters: **Lize A. Booyesen**, U. of South Africa; **Bernardo M. Ferdman**, Alliant International U.; **Stella M Nkomo**, U. of South Africa; **Heather R. Wishik**, Heather R. Wishik & Assoc., Org. Development & Diversity; **Placida V. Gallegos**, Solfire Consulting,



Inc. /Fielding Graduate Institute; **Norma Wong**, Daihonzan Chozen-ji / International Zen Dojo

**Author: Ann Akiko Kusumoto**, Ann Akiko Kusumoto and Associates, Inc.

**25 SPDW: (HR, RM) Publishing Qualitative Research: Framing, Rigor & Editorial Comment**

2:00pm - 4:00pm Hawaii Convention Center: Room 304B

**Organizer: Stephen Leybourne**, U. of Plymouth

**Presenters: Julia Richardson**, York U.; **Robert P Gephart**, U. of Alberta; **Yehuda Baruch**, U. of East Anglia; **Helen DeCieri**, Monash U.

**26 SPDW: (MED, IM, BPS, ODC) Creating The Next Generation Of Leaders - The Australian Leadership Consortium's Experience**

2:00pm - 4:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

*An interactive session on The Australian Leadership Consortium's innovative leadership programs.*

**Chair: Christopher Alexander Bell**, Leadership Consortium

**Presenters: Sue Cobden**, IBM; **Alan Bedford**, Telstra Corporation Limited

**27 → SPDW: (ODC, MC, IM) International Management Consulting For The 21st Century**

2:00pm - 4:00pm Hawaii Convention Center: Room 308B

**Organizers: Therese F Yaeger**, Benedictine U.; **Thomas C Head**, Roosevelt U., Chicago-Schaumburg; **Peter Sorensen**, Benedictine U.

**28 📖 SPDW: (TTC, TIM) Teaching Theories of IT-Enabled Transformation to Diverse Audiences**

2:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room

*Pre-registration required. Send e-mail to a.salazar@mmu.ac.uk*

**Organizer: Angel J. Salazar**, Manchester Metropolitan U.

**Discussants: Jeremy Howells**, U. of Manchester; **J. David Johnson**, U. of Kentucky; **Natasha Munshi**, Cass Business School; **Regis Cabral**, - ; **Adamantia G. Pateli**, Athens U. of Economics and Business; **David Walters**, U. of Central Lancashire  
**Presenters: Lawrence C. Green**, U. of Manchester; **Angel J. Salazar**, Manchester Metropolitan U.; **Joseph P McGill**, Kean U.; **Michael D Santoro**, Lehigh U.; **J. C. Spender**, Open U.

**Friday 2:30PM**

**29 📖 🗨️ SPDW: (ONE, MED) Environmental Education: What Should We Teach, And How Should We Assess Learning?**

2:30pm - 4:00pm Sheraton Waikiki Beach: Puna Room

**Presenters: Mark Cordano**, Ithaca College; **Cathy Rusinko**, Philadelphia U.; **Gordon P. Rands**, Western Illinois U.; **Carolyn Egri**, Simon Fraser U.; **Linda M Sama**, Pace U.

**Friday 3:00PM**

**30 SPDW: (BPS, OMT) Research Development Workshop: Different Types of Capabilities & Their Effects on Market Position**

3:00pm - 6:00pm Hawaii Convention Center: Room 317A

*Participants must submit a paper by 5/31/05*

*(kmayer@marshall.usc.edu). Organizers will review them & notify authors of accepted papers by June 30.*

**Organizers: Kyle J Mayer**, U. of Southern California; **Michael J Leiblein**, Ohio State U.; **Jeff Macher**, Georgetown U.

**Discussants: Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Anita McGahan**, Boston U.; **Jack A Nickerson**, Washington U.; **Margaret Peteraf**, Dartmouth College; **Harbir Singh**, U. of Pennsylvania

**31 : (ENT) Establishing Collaborations with International Associations and the Entrepreneurship Division.**

3:00pm - 5:00pm Hawaii Convention Center: Room 307A

**Organizers: Natalia Weisz**, IAE Business School - U. Austral; **Pramodita Sharma**, Wilfrid Laurier U.; **Guido Corbetta**, Bocconi U.; **Isabell Melanie Welpe**, Ludwig-Maximilians U., Munich

**Presenters: Joan E. Ricart**, IESE, U. of Navarra; **Peter McKiernan**, U. of St. Andrews; **Luis R. Gomez-Mejia**, Arizona State U.; **Julio O. De Castro**, Instituto de Empresa; **Andrew Zacharakis**, Babson College; **Torsten Michael Pieper**, European Business School; **Anders Paarup Nielsen**, Copenhagen Business School; **Sabine B. Klein**, EBS International U.; **Anne S. Huff**, Technische U., München

**32 : (TIM) TIM Division Doctoral Consortium**

3:00pm - 8:00pm Hawaii Convention Center: Room 318A

*Apply by sending application to Paul Bierly -- bierlype@jmu.edu*

**Organizers: Paul Bierly**, James Madison U.; **Fernando Suarez**, Boston U.

**Speakers: George F Farris**, Rutgers U.; **Anne S Miner**, U. of Wisconsin, Madison; **Violina Rindova**, U. of Maryland, College Park; **Fariborz Damanpour**, Rutgers U.; **Johannes M Pennings**, U. of Pennsylvania

**Friday 3:30PM**

**33 SPDW: (ENT, BPS) Corporate Entrepreneurship: A Writer's Workshop.**

3:30pm - 5:30pm Hawaii Convention Center: Room 305B

**Organizer: Thomas Dalziel**, Arizona State U.

**Presenters: Shaker A Zahra**, Babson College; **Ben Oviatt**, Georgia State U.; **Johan Wiklund**, Jonkoping International Business School; **Sharon Alvarez**, Ohio State U.

**Friday 4:00PM**

**34 : (MC) Management Consulting Research and Writing Roundtables**

4:00pm - 6:00pm Sheraton Waikiki Beach: Iao Needle Room

**Presenters: Anthony F Buono**, Bentley College; **Larry E Greiner**, U. of Southern California; **Andreas Werr**, Stockholm School of Economics

**35 🗨️ SPDW: (MED, HR, CAR, GDO) Minority Faculty Making An Impact At Majority Institutions**

4:00pm - 5:00pm Hilton Hawaiian Village: South Pacific 1

*A highlight of our experiences in academia to showcase how diversity truly pays off, especially teaching students on predominantly white campuses.*

**Presenters:** **Lena Rodriguez**, San Diego State U.; **Gwendolyn Whitfield**, Pepperdine U.; **Aleta L Alli**, U. of Mississippi, Tupelo; **Kristena Payne Gaylor**, Belhaven College

**36** 🗂️🗨️ (SPDW: (MED, ODC, PTC) **Strategic Faculty Development**

4:00pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

*This workshop (designed for dean's, department chairs and faculty) focuses on how to design and implement strategic planning in business schools.*

**Facilitators:** **Scott Carlson Hammond**, Utah Valley State College; **Susan R. Madsen**, Utah Valley State College

**Coordinator:** **Scott Carlson Hammond**, Utah Valley State College

**37** 🗂️🗨️ (OMT) **OMT Junior Faculty Consortium**

4:00pm - 9:00pm Hawaii Convention Center: Room 313B

*Pre-registration required. Consortium continues on Saturday.*

**Organizers:** **Majken Schultz**, Copenhagen Business School; **Christine Beckman**, U. of California, Irvine

**Presenters:** **Joanne Martin**, Stanford U.; **David A. Whetten**, Brigham Young U.; **Kristian Kreiner**, Copenhagen Business School; **Anna Grandori**, Bocconi U.; **Kimberly D Elsbach**, U. of California, Davis; **Janet M Dukerich**, U. of Texas, Austin; **Mark J Zbaracki**, U. of Pennsylvania; **Kevin G. Corley**, Arizona State U.; **Andrew B. Hargadon**, U. of California, Davis; **Marc-David L Seidel**, U. of British Columbia; **Karen Golden-Biddle**, U. of Alberta; **Deborah J Dougherty**, Rutgers U.; **Anand Narasimhan**, London Business School; **Alva Taylor**, Dartmouth College

**Friday 5:00PM**

**38** 🗂️🗨️ (MSR) **Meditation**

5:00pm - 6:00pm Sheraton Waikiki Beach: Akaka Falls Room

*Workshop designed to introduce participants to meditation.*

**Coordinator:** **Gerald Biberman**, U. of Scranton

**39** : (OB) **Organizational Behavior Division Doctoral Student Consortium Reception**

5:00pm - 7:00pm Sheraton Waikiki Beach: Honolulu Room

*Attendees must be nominated by their faculty. Visit [www.obweb.org](http://www.obweb.org) or contact Peter Hom at [peter.hom@asu.edu](mailto:peter.hom@asu.edu) for more information.*

**Contact:** **Peter Hom**, Arizona State U.

**40** 🗨️ (ONE) **Ph.D. Student/New Faculty Consortium**

5:00pm - 7:00pm Sheraton Waikiki Beach: Puna Room

**Organizer:** **Tim Hargrave**, U. of Minnesota

**Participants:** **Mark Cordano**, Ithaca College; **Sandra Rothenberg**, Rochester Institute of Technology; **Sanjay Sharma**, Wilfrid Laurier U.

**Friday 5:30PM**

**41** : (GDO) **GDO Doctoral Consortium Reception with GDO Officers and Executive Committee**

5:30pm - 7:30pm Off Site: Tiki Grill & Bar

*Pre-registration is required. Contact Jeanie Forray at [jforray@wnec.edu](mailto:jforray@wnec.edu) by June 30th to R.S.V.P.*

**Host:** **Jeanie M. Forray**, Western New England College

**42** : (ICW) **Nova Southeastern University Reception**

5:30pm - 6:15pm Hilton Hawaiian Village: South Pacific 2

**Organizer:** **Jane Whitney Gibson**, Nova Southeastern U.

**Friday 6:00PM**

**43** : (ENT) **Junior Faculty Dinner.**

6:00pm - 8:30pm Off Site: Local Restaurant

*by invitation only, contact Ron Mitchell [rmitchell@ba.ttu.edu](mailto:rmitchell@ba.ttu.edu)*

**Organizer:** **Ronald K Mitchell**, Texas Tech U.

**44** : (ENT) **Doctoral Students Dinner.**

6:00pm - 8:30pm Off Site: Local Restaurant TBD

**Organizers:** **Dean Shepherd**, Indiana U.; **Thomas Lumpkin**, U. of Illinois, Chicago

**45** → 🗨️ (IM) **Welcome to the IM Division and Road Map to the IM Division Sessions at the Academy**

6:00pm - 8:00pm Hawaii Convention Center: Room 304A

**Host:** **Sully Taylor**, Portland State U.

**Division Chair:** **Schon Beechler**, Columbia U.

**Division Chair-Elect.:** **Eleanor Westney**, Massachusetts Institute of Technology

**Program Chair:** **Ravi Ramamurti**, Northeastern U.

**Professional Development Workshop Chair:** **Timothy Michael**

**Devinney**, Australian Graduate School of Management

**46** → : (IM) **Dinner on the Town with IM Division Executive Committee Members**

6:00pm - 8:00pm Off Site: Location To Be Determined

*Each IM Division Officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.*

**Host:** **Sully Taylor**, Portland State U.

**Division Chair:** **Schon Beechler**, Columbia U.

**Division Chair-Elect.:** **Eleanor Westney**, Massachusetts Institute of Technology

**Program Chair:** **Ravi Ramamurti**, Northeastern U.

**Professional Development Workshop Chair:** **Timothy Michael**

**Devinney**, Australian Graduate School of Management

**47** : (MED) **Welcome Reception for Aspiring, New and Current MED Members**

6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 1

*Come greet old friends and meet new ones at the MED welcome reception!*

**Organizer:** **Laurie Milton**, U. of Calgary, U. of Western Ontario

**48** : (NDSC) **New Doctoral Student Happy Hour**

6:00pm - 8:00pm Off Site: Location To Be Determined

*Restaurant TBA, please contact Pamela K. Steverson at [ndsc\\_05@yahoo.com](mailto:ndsc_05@yahoo.com) for reservations.*

**Organizers:** **Laura Erskine**, U. of Southern California; **Allison**

**Gundersen**, Case Western Reserve U.; **Alton Al Stanley Lovvorn**,

U. of Memphis; **Janice Molloy**, Ohio State U.; **Pamela K.**

**Steverson**, U. of Memphis; **Kyra Sutton**, Ohio State U.

**Program Chair:** **Karen Moffitt**, U. of Memphis

**49** : (OB) **Organizational Behavior Division Junior Faculty Consortium Reception and Introductions**

6:00pm - 9:00pm Sheraton Waikiki Beach: Koko Crater Room

*Participation is by invitation only. Those interested should send applications to [muhl-bien@bus.ucf.edu](mailto:muhl-bien@bus.ucf.edu). Space is limited!*

**Contact:** **Mary Uhl-Bien**, U. of Central Florida

**Presenters:** Dafna Eylon, U. of Richmond; Russell Cropanzano, U. of Arizona; Jeffrey R. Edwards, U. of North Carolina; Lynn Shore, San Diego State U.; Angelo DeNisi, Texas A&M U.; James Campbell Quick, U. of Texas, Arlington; Elizabeth Wolfe Morrison, New York U.; Joan Brett, Arizona State U., West; Robert Moorman, Creighton U.; Barbara S. Lawrence, U. of California, Los Angeles

### 50 : (OCIS) Doctoral Consortium

6:00pm - 8:00pm Hawaii Convention Center: Room 302A

*By application only*

**Organizer:** Ulrike Schultze, Southern Methodist U.

**Presenters:** JoAnne Yates, Massachusetts Institute of Technology; Robert Davison, City U. of Hong Kong; Michael Barrett, U. of Cambridge; Michael G Morris, U. of Virginia

### 51 📖🗎SPDW: (ODC, MED, PTC) Leadership Development Wkshp: Reflective Learning And Action Inquiry In Teach, Res., And Pract.

6:00pm - 9:00pm Hawaii Convention Center: Room 304B

*Registration required -- Inga Carboni(inga.carboni@bc.edu). Limited to 15 participants. Pre-work required. Voluntary dinner in evening.*

**Organizer:** Inga Carboni, Boston College

**Facilitators:** William Torbert, Boston College; Pacey Foster, Boston College

### 52 📖🗎SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium

6:00pm - 8:00pm Hawaii Convention Center: Room 306B

*Pre-registration required. Session continues on Saturday and Sunday*

**Organizers:** Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology

**Presenters:** Richard L Daft, Vanderbilt U.; Mary Ann Glynn, Emory U.; Royston Greenwood, U. of Alberta; Anne S. Huff, Technische U., München; Quy Nguyen Huy, INSEAD; Joe Porac, New York U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; William H. Starbuck, New York U.; Andrew J. Hoffman, U. of Michigan; Charles N. Seashore, Fielding Graduate Institute; William A Pasmore, Mercer Delta Consulting

### 53 📖🗎: (SIM) Social Issues In Management (SIM) Doctoral Consortium

6:00pm - 9:30pm Sheraton Waikiki Beach: Kona Room

*Apply at the SIM web site:*

*(<http://www.pitt.edu/~rorst6/sim/doccon.htm>)*

**Organizers:** Douglas R May, U. of Kansas; Andrew Crane, Nottingham U.

**Presenters:** James Weber, Duquesne U.; Jeffrey Lenn, George Washington U.; Jeanne M Logsdon, U. of New Mexico; Domenec Mele, U. of Navarra; Mary J. Mallott, U. of Hawai'i, West Oahu

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#### Friday 6:15PM

### 54 : (ICW) Nova Southeastern University Opening Meeting

6:15pm - 7:00pm Hilton Hawaiian Village: South Pacific 2

**Organizer:** Jane Whitney Gibson, Nova Southeastern U.

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#### Friday 6:30PM

### 55 : (BPS) Doctoral Consortium

6:30pm - 9:00pm Hawaii Convention Center: Room 308 (A&B)

*By invitation only. Contact Tim Folta for additional information (foltat@mgmt.purdue.edu).*

**Organizers:** Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U.

**Participants:** Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris; Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.

### 56 : (CM) Conflict Management Division Reception for PDW Organizers and Presenters

6:30pm - 8:00pm Hilton Hawaiian Village: Sea Pearl Suite 1

*This reception is by invitation only.*

**Professional Development Workshop Chair:** Susan E. Brodt, Queen's U.

### 57 → : (ODC) International Reception

6:30pm - 8:30pm Sheraton Waikiki Beach: Lanai Ballroom

**Organizer:** Michael R Manning, New Mexico State U.

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#### Friday 6:45PM

### 58 : (ICW) Management Faculty of Color Association Social

6:45pm - 9:00pm Sheraton Waikiki Beach: Waimea Canyon Room

**Organizer:** Darlene Gambill Motley, Robert Morris U.

## Saturday 7:00AM

**59 : (CMS) CMS Saturday Brown Bag Breakfast**

7:00am - 8:00am Sheraton Waikiki Beach: Lanai Ballroom

*Breakfast with Critters - bring your own**Host: David Jacobs, Hood College***60**  : (MSR) **Meditation**

7:00am - 8:00am Sheraton Waikiki Beach: Waianae Room

*Workshop designed to introduce participants to meditation.**Coordinator: Gerald Biberman, U. of Scranton***61** : (SIM) **Social Issues In Management (SIM) Doctoral Consortium**

7:00am - 5:30pm Sheraton Waikiki Beach: Kona Room

*Apply at the SIM web site:**(<http://www.pitt.edu/~rorst6/sim/doccon.htm>)**Organizers: Douglas R May, U. of Kansas; Andrew Crane, Nottingham U.**Presenters: Melissa Smith Baucus, Xavier U.; George Brenkert, Georgetown U.; Ann K. Buchholtz, U. of Georgia; Philip L Cochran, Indiana U.; Thomas J Donaldson, U. of Pennsylvania; Kai N. Hockerts, INSEAD; Jennifer J Griffin, George Washington U.; Bryan W Husted, Instituto de Empresa; Laura Spence, Brunel U.; Kelly Strong, Iowa State U.; Linda K Trevino, Pennsylvania State U.; Duane Windsor, Rice U.; Peter Cappelli, U. of Pennsylvania; Pursey Heugens, Utrecht U.; Dirk Matten, Royal Holloway College, U. of London; John F Mahon, U. of Maine; Tara J Radin, Hofstra U.; Thomas M Jones, U. of Washington; Lawrence J Lad, Butler U.; Kathleen Rehbein, Marquette U.; Scott J. Reynolds, U. of Washington; Lori Verstegen Ryan, San Diego State U.; Marshall Schminke, U. of Central Florida; Daniel Greening, U. of Missouri, Columbia; Michael E Johnson-Cramer, Bucknell U.; James R Bailey, George Washington U.; Sandra A Waddock, Boston College; Morten Huse, Norwegian School of Management*

## Saturday 8:00AM

**62 : (AAA) Honolulu 2005, LAC**

8:00am - 11:50pm Hawaii Convention Center: Room 326B

*Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West Oahu; Jerry M Calton, U. of Hawai'i, Hilo***63 : (AAA) Membership Committee Opening Meeting & Breakfast**

8:00am - 10:00am Hilton Hawaiian Village: Sea Pearl Suite 3

*Organizer: Regina Greenwood, Kettering U.***64 : (AAA) The Ins and Outs of Faculty Recruiting**

8:00am - 9:30am Hilton Hawaiian Village: Sea Pearl Suite 4

*Organizer: Scott C. Douglas, Binghamton U.***65 : (CMS) CMS Doctoral Workshop**

8:00am - 10:30am Sheraton Waikiki Beach: Lanai Ballroom

*Discuss your doctoral work and career 1:1 with leading CMS scholars**Organizers: Hanne Skarstol Jostensen, Massey U.; Terrance G. Weatherbee, Acadia U.**Presenters: Stephen A. Linstead, U. of York; Robyn Thomas, Cardiff U.; Campbell Jones, Leicester U.; Stephen J. Wood, Sheffield U.; Anshuman Prasad, U. of New Haven**Participants: David M Boje, New Mexico State U.; Pushkala Prasad, Skidmore College; Hugh Willmott, Cambridge U.; David A. Levy, U.S. Air Force Academy; Jean Helms Mills, St. Mary's U.***66 : (ENT) Doctoral Consortium.**

8:00am - 12:00pm Hawaii Convention Center: Room 303A

*This session is a continuation from Friday and will continue onto Sunday, 8am - 12pm.**Organizers: Dean Shepherd, Indiana U.; Thomas Lumpkin, U. of Illinois, Chicago***67 : (ENT) Junior Faculty Consortium.**

8:00am - 1:00pm Hawaii Convention Center: Room 303B

*This session is a continuation from Friday**Organizers: Ronald K Mitchell, Texas Tech U.; Karl Vesper, U. of Washington; Andrew C. Corbett, Rensselaer Polytechnic Institute***68 : (ENT) Entrepreneurial Networks: International Aspects of SME Networking in Slovenia.**





8:00am - 10:00am Hawaii Convention Center: Room 305B

*Coordinator: Robert D Hisrich, Thunderbird, American Graduate School of International Mgmt.**Presenters: Bostjan Antoncic, U. of Primorska; Mitja Ruzzier, Arc-Kranj; Branko Bucar, U. of Ljubljana***69** : (ENT) **Superstar Entrepreneurship Teachers: Their Secrets Revealed**

8:00am - 11:00am Hawaii Convention Center: Room 318A

*Organizer: J Robert Baum, U. of Maryland**Presenters: Connie Marie Gaglio, San Francisco State U.; Kelly G Shaver, College of Charleston; Gaylen N Chandler, Utah State U.; Dawn DeTienne, Utah State U.; Kevin George Hindle, Swinburne U. of Technology; Donald F Kuratko, Indiana U.; Stanley W Mandel, Wake Forest U.; Jerome Katz, St. Louis U.***70 : (GDO) GDO Doctoral Consortium**

8:00am - 5:00pm Sheraton Waikiki Beach: Ewa Room

*Open to all Doctoral students. Pre-registration required. Contact Jeanie Forray at [jforray@wnec.edu](mailto:jforray@wnec.edu) by June 30th.**Organizer: Jeanie M. Forray, Western New England College**Presenters: Stacy Blake-Beard, Simmons College; Albert J. Mills, St. Mary's U.; Alison Linstead, U. of York; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Myrtle P. Bell, U. of Texas, Arlington; Jane V Wheeler, Bowling Green State U.; Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven; Elizabeth A. Cooper, U. of Rhode Island; Martin N Davidson, U. of Virginia; Ashleigh Shelby Rosette, U. of Houston; Carol T Kulik, Melbourne U.***71**    : (GDO, OB, CM) **Recovering a National Identity: Reasserting Native Values & Presence in the University and Hawaii**

8:00am - 10:00am Sheraton Waikiki Beach: Puna Room

*Organizers: Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa; Vijayan P. Munusamy, U. of Hawai'i, Manoa**Presenters: Jonathan K. Osorio, Kamakakūokalani, Gladys Aiona Brandt Ctr For Hawaiian Studies; Manu Ka'iama, U. of Hawai'i, Manoa***72 : (HCM) HCM PDW Continental Breakfast**

8:00am - 8:30am Sheraton Waikiki Beach: Akaka Falls Room

*Organizer: Timothy Hoff, State U. of New York, Albany*

**73 : (HR) HR Junior Faculty Consortium**

8:00am - 10:30am Hawaii Convention Center: Room 304A

*Pre-registration required. Contact Jeffrey L. LePine, U. of Florida (jeffery.lepine@cba.ufl.edu) to register.**Organizers: Mark V Roehling, Michigan State U.; Jeffrey LePine, U. of Florida; Pamela Perrewe, Florida State U.; Susan E. Mayson, Monash U.; Helen DeCieri, Monash U.**Presenters: Philip L Roth, Clemson U.; Michael J Burke, Tulane U.; Gordon W Cheung, Chinese U. of Hong Kong; Mark Gavin, Oklahoma State U.; David A Hofmann, U. of North Carolina; Mark Griffin, Queensland U. of Technology; Lisa Schurer Lambert, Georgia State U.; Jodi S. Goodman, U. of Connecticut; Raza A Mir, William Paterson U.; Sanjay Jain, U. of Wisconsin, Madison; Marilyn Fenwick, Monash U.; Bennett J. Tepper, U. of North Carolina, Charlotte***74 : (HR) HR Doctoral Student Consortium**

8:00am - 10:30am Hawaii Convention Center: Room 316A

*Pre-registration required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.**Organizer: John E Delery, U. of Arkansas**Presenters: Paul Boselie, Tilburg U.; Timothy M. Gardner, Brigham Young U.; Caren Goldberg, George Washington U.; David P Lepak, Rutgers U.; Christine Marie Riordan, U. of Georgia; Maria Rotundo, U. of Toronto; Jason D. Shaw, U. of Kentucky; Sean Alexander Way, Chinese U. of Hong Kong; Michael Wesson, Texas A&M U.***75 → 🗨️: (IAM) 21st Century Iberoamerican Culture: An Understanding of Values and Their Effects**

8:00am - 10:00am Sheraton Waikiki Beach: Kohala Room

*Facilitator: Carlos Jesus Alsua, U. of Alaska, Anchorage**Presenters: Carlos B. Gonzalez, California Polytechnic State U., Pomona; Carlos Jesus Alsua, U. of Alaska, Anchorage; Patricia G Martinez, U. of Texas, San Antonio; Raul Ramirez, U. of California, Irvine; Juan I Sanchez, Florida International U.; Guillermo Wated, Florida International U.; Carolina Gomez, Florida International U.***76 📖 → 🗨️: (IM) Comparative Approaches to Teaching International Management: Internationalizing the Curriculum**

8:00am - 11:00am Hawaii Convention Center: Room 307A

*Pre-registration required: To pre-register contact Julia Gluesing by email at j.gluesing@wayne.edu**Organizers: Julia Gluesing, Wayne State U.; Gerhard Apfelthaler, FH Joanneum**Moderator: Mary Yoko Brannen, San Jose State U.**Presenters: Joseph E Champoux, U. of New Mexico; Michael Lacktorin, Akita International U.; Romie Frederick Littrell, Auckland U. of Technology; Tatiana Kostova, U. of South Carolina; Sankaran Manikutty, Indian Institute of Management; Joyce Osland, San Jose State U.; T.K. Peng, I-Shou U., Taiwan; Susan C Schneider, HEC U. of Geneva; J Michael Geringer, California Polytechnic U.***77 →: (IM) International Management Division, Doctoral Student Consortium I**

8:00am - 12:00pm Hawaii Convention Center: Room 322B

*Open only to invited participants, who must apply and pre-register for this consortium.**Chair: Andrew Delios, National U. of Singapore**Presenters: Tai-Young Kim, Sungkyunkwan U.; Madan M Pillutla, London Business School; Rachele Sampson, U. of Maryland; Lance Brouters, U. of Texas, El Paso; Olav Sorenson, London Business School; Yan Anthea Zhang, Rice U.; Haiyang Li, Texas A&M U.; Mike W. Peng, Ohio State U.; Ram Mudambi, Temple U.; Kwaku Atuahene-Gima, City U. of Hong Kong***78 →: (IM) International Management Division Junior Faculty Consortium I**

8:00am - 12:00pm Hawaii Convention Center: Room 323A

*Open only to invited participants, who must apply and pre-register for this consortium.**Chair: Lorraine Eden, Texas A&M U.**Presenters: Harry G Barkema, Tilburg U.; Nakiye Boyacigiller, Sabanci U.; Tina Dacin, Queen's U., Canada; Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Arizona State U.; Anne S. Tsui, Arizona State U.; Sheila M. Puffer, Northeastern U.; Stephen B Tallman, U. of Richmond; Hildy Teegen, George Washington U.; Alain C. Verbeke, U. of Calgary; Bernard Yeung, New York U.; Srilata Zaheer, U. of Minnesota; Marjorie A Lyles, Indiana U.***79 📖 🗨️ SPDW: (MED, CMS) Resuscitating Management Education: Reintroducing Management To Students**

8:00am - 10:00am Hilton Hawaiian Village: South Pacific 1

*A thought provoking discussion on critical approaches to management education and development.**Chair: Stewart Clegg, U. of Technology, Sydney**Presenters: Tyrone S. Pitsis, U. of Technology, Sydney; Emma S. Bowyer, U. of Technology, Sydney; Raymond Daniel Gordon, U. of Technology, Sydney; Bill Michael Cooke, U. of Manchester; Martin Kornberger, U. of Technology, Sydney***80 📖 SPDW: (MED, OB, BPS, ODC, HR, MOC, OMT) Moving Images: Cinema in the Classroom**

8:00am - 5:00pm Hilton Hawaiian Village: Tapa Ballroom 2

*This series of workshops will inform, guide and excite you about using cinema in your teaching.**Organizers: Jon Billsberry, Open U.; Joseph E Champoux, U. of New Mexico**Presenters: Joseph E Champoux, U. of New Mexico; Jon Billsberry, Open U.**Participants: Veronique Ambrosini, Cranfield U.; Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo; Randall B Dunham, U. of Wisconsin, Madison***81 🗨️ SPDW: (MOC, ODC, SIM) Examining Organizational "Buy-In": Weaving the Nomological Net**

8:00am - 10:00am Hawaii Convention Center: Room 328

*Organizer: Susan L Kirby, Texas State U.**Facilitators: Eric G Kirby, Texas State U.; Susan L Kirby, Texas State U.; John K. Ross III, Texas State U., San Marcos***82 : (NDSC) New Doctoral Student Consortium**

8:00am - 4:30pm Hawaii Convention Center: Room 314

*Hosted by European School of Management and Technology. Pre-Reg is available on the NDSC webpage or contact Pamela K. Steverson at ndsc\_05@yahoo.com**Organizers: Laura Erskine, U. of Southern California; Allison Gundersen, Case Western Reserve U.; Alton Al Stanley Lovvorn, U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Steverson, U. of Memphis; Kyra Sutton, Ohio State U.*

*Program Chair:* **Karen Moffitt**, U. of Memphis  
*Keynote Speaker:* **Thomas W. Lee**, U. of Washington  
*Presenters:* **Herman Aguinis**, U. of Colorado, Denver; **Richard A Bettis**, SMJ Editor; U. of North Carolina; **Stewart Clegg**, U. of Technology, Sydney; **Jennifer M George**, JAP Editor; **John R Hollenbeck**, Michigan State U.; **Jerome Katz**, St. Louis U.; **Glen E. Kreiner**, U. of Cincinnati; **Lisa Schurer Lambert**, Georgia State U.; **Philip L Roth**, Clemson U.; **Sara L Rynes**, U. of Iowa; **Ian O. Williamson**, U. of Maryland, College Park

### 83 📖🗣️ (OB) Organizational Behavior Division Doctoral Student Consortium

8:00am - 7:00pm Hawaii Convention Center: Room 324  
*Attendees must be nominated by their faculty. Visit [www.obweb.org](http://www.obweb.org) or contact Peter Hom at [peter.hom@asu.edu](mailto:peter.hom@asu.edu) for more information.*  
*Organizer:* **Peter Hom**, Arizona State U.

*Presenters:* **Frances M. McKee-Ryan**, Oregon State U.; **Mel Fugate**, Southern Methodist U.; **Janice S Miller**, U. of Wisconsin, Milwaukee; **Timothy A Judge**, U. of Florida; **Robert Vecchio**, U. of Notre Dame; **Jone L. Pearce**, U. of California, Irvine; **Loriann Roberson**, Arizona State U.; **Angelo J. Kinicki**, Arizona State U.; **Randall B Dunham**, U. of Wisconsin, Madison; **Henry P Sims**, U. of Maryland; **William H Glick**, Arizona State U.; **Daniel Skarlicki**, U. of British Columbia

### 84 📖🗣️ (OB) Organizational Behavior Division Junior Faculty Consortium

8:00am - 5:00pm Hawaii Convention Center: Room 325A  
*Participation is by invitation only. Those interested should send applications to [muhl-bien@bus.ucf.edu](mailto:muhl-bien@bus.ucf.edu). Space is limited!*  
*Contact:* **Mary Uhl-Bien**, U. of Central Florida

*Presenters:* **Dafna Eylon**, U. of Richmond; **Russell Cropanzano**, U. of Arizona; **Jeffrey R. Edwards**, U. of North Carolina; **Lynn Shore**, San Diego State U.; **Angelo DeNisi**, Texas A&M U.; **James Campbell Quick**, U. of Texas, Arlington; **Elizabeth Wolfe Morrison**, New York U.; **Joan Brett**, Arizona State U., West; **Robert Moorman**, Creighton U.; **Barbara S. Lawrence**, U. of California, Los Angeles

### 85 📖🗣️🗣️ SPDW: (OB, OMT) Leadership: Senior Scholars' Perspectives

8:00am - 9:30am Hawaii Convention Center: Room 323B  
*Open discussions*

*Facilitator:* **Jerry Hunt**, Texas Tech U.  
*Presenters:* **Craig C Lundberg**, Cornell U.; **Richard T. Mowday**, U. of Oregon; **Lyman W. Porter**, U. of California, Irvine; **Richard Miner**, Independent Consultant

### 86 📖🗣️🗣️ SPDW: (OB, OMT, BPS) Leadership Across the Divisions: Institutional Perspectives

8:00am - 9:30am Hawaii Convention Center: Room 323C  
*Open discussions*

*Facilitator:* **Richard N Osborn**, Wayne State U.  
*Presenters:* **Ronald H Humphrey**, Virginia Commonwealth U.; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Eleanor Westney**, Massachusetts Institute of Technology

### 87 🗣️ (ODC) Integrating OD and Enhancing Economic Performance through Socio-Economic Approach to Management

8:00am - 9:00am Hawaii Convention Center: Room 318B

*Organizer:* **Marc Bonnet**, ISEOR, U. of Lyon  
*Presenters:* **Henri Savall**, ISEOR, U. of Lyon; **Vincent Cristallini**, ISEOR, U. of Lyon; **Emmanuel Beck**, ISEOR, U. of Lyon; **Michel Peron**, ISEOR / U. of Paris Sorbonne

### 88 📖🗣️ SPDW: (ODC, MED, PTC) Leadership Development Wkshp: Reflective Learning And Action Inquiry In Teach., Res., And Pract.

8:00am - 1:00pm Hawaii Convention Center: Room 304B  
*Registration required -- [Inga Carboni\(inga.carboni@bc.edu\)](mailto:Inga.Carboni@bc.edu). Limited to 15 participants. Pre-work required. Voluntary dinner in evening.*  
*Organizer:* **Inga Carboni**, Boston College  
*Facilitators:* **William Torbert**, Boston College; **Pacey Foster**, Boston College

### 89 🗣️ (OM) Future of Operations Management in Global Environment

8:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1  
*Organizers:* **Diane H. Parente**, Pennsylvania State U., Erie; **Peggy D. Lee**, Pennsylvania State U., Great Valley

### 90 📖🗣️ (OMT) OMT Junior Faculty Consortium

8:00am - 5:30pm Hawaii Convention Center: Room 313B  
*Pre-registration required. Consortium begins on Friday.*  
*Organizers:* **Majken Schultz**, Copenhagen Business School; **Christine Beckman**, U. of California, Irvine  
*Presenters:* **Joanne Martin**, Stanford U.; **David A. Whetten**, Brigham Young U.; **Kristian Kreiner**, Copenhagen Business School; **Anna Grandori**, Bocconi U.; **Kimberly D Elsbach**, U. of California, Davis; **Janet M Dukerich**, U. of Texas, Austin; **Mark J Zbaracki**, U. of Pennsylvania; **Kevin G. Corley**, Arizona State U.; **Andrew B. Hargadon**, U. of California, Davis; **Marc-David L Seidel**, U. of British Columbia; **Karen Golden-Biddle**, U. of Alberta; **Deborah J Dougherty**, Rutgers U.; **Anand Narasimhan**, London Business School; **Alva Taylor**, Dartmouth College

### 91 SPDW: (OMT, BPS, MOC) Language in Organizations and Strategy: Theoretical and Methodological Advances

8:00am - 12:00pm Hawaii Convention Center: Room 319A  
*Pre-registration required. Contact organizers.*  
*Organizers:* **Klaus Weber**, Northwestern U.; **William Ocasio**, Northwestern U.; **Peer C. Fiss**, Queen's U., Canada  
*Discussant:* **Joe Porac**, New York U.  
*Speakers:* **C. Marlina Fiol**, U. of Colorado, Denver; **Jeffrey Loewenstein**, U. of Texas, Austin; **Mark Kennedy**, U. of Southern California; **Violina Rindova**, U. of Maryland, College Park

### 92 📖🗣️ SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium

8:00am - 5:00pm Hawaii Convention Center: Room 313A  
*Pre-registration required. Session begins Friday, continues Sunday.*  
*Organizers:* **Matthew Kraatz**, U. of Illinois; **J Stuart Bunderson**, Washington U.; **George Roth**, Massachusetts Institute of Technology  
*Presenters:* **Richard L Daft**, Vanderbilt U.; **Mary Ann Glynn**, Emory U.; **Royston Greenwood**, U. of Alberta; **Andrew J. Hoffman**, U. of Michigan; **Anne S. Huff**, Technische U., München; **Quy Nguyen Huy**, INSEAD; **Joe Porac**, New York U.; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor; **William H. Starbuck**, New York U.; **Charles N. Seashore**, Fielding Graduate Institute; **William A Pasmore**, Mercer Delta Consulting

**93** 🗨️SPDW: (PS, PNP, ODC, HR, MED) Practitioner**Series/Action-Research Community**

8:00am - 6:00pm Sheraton Waikiki Beach: Hilo Room

*Practitioners and academics come together for "hands-on" learning about action research.***Organizer:** Neil M. Boyd, Pennsylvania State U.**Speakers:** Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.**94** SPDW: (RM, OB, BPS, GDO) Estimating Interaction Effects Using Multiple Regression

8:00am - 12:00pm Hawaii Convention Center: Room 322A

*Pre-registration required at**<https://spears.okstate.edu/rmdpdwregister>. There is a \$10 fee for non members of the Research Methods Division.***Presenter:** Herman Aguinis, U. of Colorado, Denver**95** SPDW: (RM, OB, GDO) The Neverending Story: A Workshop on Survey Scale Development and Validation

8:00am - 12:00pm Hawaii Convention Center: Room 327

*Pre-registration required at**<https://spears.okstate.edu/rmdpdwregister>. There is a \$10 fee for non members of the Research Methods Division.***Presenters:** Gilad Chen, Texas A&M U.; Claudia C. Coglisier, Texas Tech U.; Robert J Vandenberg, U. of Georgia**96** : (TIM) Joint Session: Doctoral Consortium and Junior Faculty Camp

8:00am - 10:00am Hawaii Convention Center: Room 321B

**Organizers:** Fernando Suarez, Boston U.; Paul Bierly, James Madison U.; Gautam Ahuja, U. of Michigan; Atul Nerkar, Columbia U.**Speakers:** Linda Argote, Carnegie Mellon U.; Donald D Bergh, Purdue U.; George F Farris, Rutgers U.; Martin J Kilduff, Pennsylvania State U.; Walter Powell, Stanford U.; Mark Gavin, Oklahoma State U.**97** 🗨️SPDW: (TTC, MED, OB, OCIS) Teaching with Technology: Hands-On Seismic Examples and Human Insights for the 21st Century

8:00am - 11:00am Sheraton Waikiki Beach: Koko Crater Room

**Organizer:** Randall G Sleeth, Virginia Commonwealth U.**Presenters:** Deborah J Armstrong, U. of Arkansas; Joseph E Champoux, U. of New Mexico; Randall B Dunham, U. of Wisconsin, Madison; Robert Marx, U. of Massachusetts, Amherst; Randall G Sleeth, Virginia Commonwealth U.; Joan Weiner, Drexel U.**Saturday 8:30AM****98** : (BPS) New Faculty Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 301 (A&amp;B)

*Apply by 5/15/05 to [amy.hillman@asu.edu](mailto:amy.hillman@asu.edu). Send: vita, teaching/research interests (1p), nomination letter from Dean/Dept Head. BPS PhD by 9/30/04.***Organizers:** Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison**Presenters:** Diana L. Day, Rutgers U., Camden; Javier Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.**99** : (BPS) Doctoral Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 308 (A&amp;B)

*By invitation only. Contact Tim Folta for additional information ([foltat@mgt.purdue.edu](mailto:foltat@mgt.purdue.edu)).***Organizers:** Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U.**Presenters:** Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris; Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.**100** 🗨️🗨️ (HCM) Evidenced-Based Teaching and Core Competencies: A Why and How to Primer

8:30am - 10:00am Sheraton Waikiki Beach: Akaka Falls Room

**Organizers:** Diana W Hilberman, U. of California, Los Angeles;**Dawn Oetjen**, U. of Central Florida**Facilitators:** Diana W Hilberman, U. of California, Los Angeles;**Dawn Oetjen**, U. of Central Florida**Participant:** Grant T. Savage, U. of Alabama**101** 🗨️SPDW: (HCM, CAR) New Roles and Careers for Senior Faculty: Moving into Academic Administration

8:30am - 10:00am Sheraton Waikiki Beach: Kauai Ballroom

**Organizer:** Jeffrey Alexander, U. of Michigan, Ann Arbor**Speakers:** Jeffrey Alexander, U. of Michigan, Ann Arbor; Diane Brannon, Pennsylvania State U.; John D Blair, Texas Tech U.**102** SPDW: (RM, BPS, OB, OMT, TIM) Process Research Workshop I: A Spectrum of Methods

8:30am - 11:30am Hawaii Convention Center: Room 311

*Pre-registration required at**<https://spears.okstate.edu/rmdpdwregister>. There is a \$15 fee for non members of the Research Methods Division.***Organizers:** Andrew H. Van de Ven, U. of Minnesota; Marshall S. Poole, Texas A&M U.**Presenters:** Ann Langley, HEC Montreal; Kevin Dooley, Arizona State U.; Marshall S. Poole, Texas A&M U.; Andrew H. Van de Ven, U. of Minnesota**Saturday 9:00AM****103** : (AAA) Placement Services

9:00am - 4:00pm Hilton Hawaiian Village: Iolani Suite 1

*Placement Services - Registration and Information***Organizer:** Scott C. Douglas, Binghamton U.**104** 🗨️SPDW: (CAR, MC, MSR) Complexity, Energy and Consciousness: A New Vision for Leadership Development, Part II

9:00am - 11:30am Off Site: Kapiolani Park

*Pre-registration by emailing [afeyerhe@pepperdine.edu](mailto:afeyerhe@pepperdine.edu) with "AoM" in the subject line by Friday July 15, 2005. Friday session no. is 8.***Organizers:** Terri Egan, Pepperdine U.; Suzanne Lahl, Private Consultant

Coordinator: **Ann E. Feyerherm**, Pepperdine U.

### 105 🗨️SPDW: (CM, GDO, SIM) Junior Faculty Research Incubator on Power

9:00am - 5:00pm Hawaii Convention Center: Room 317A

Pre-registration is required. Register online by July 15 (<http://research.business.queensu.ca/CMPDW>) or email Susan Brodt ([sbrodt@business.queensu.ca](mailto:sbrodt@business.queensu.ca))

Organizer: **Susan E. Brodt**, Queen's U.

Presenters: **Bruce Barry**, Vanderbilt U.; **Ramona Bobocel**, U. of Waterloo; **Susan E. Brodt**, Queen's U.; **Robert Folger**, U. of Central Florida; **Deborah Gruenfeld**, Stanford U.; **Alison M. Konrad**, U. of Western Ontario; **M Audrey Korsgaard**, U. of South Carolina; **Fiona Lee**, U. of Michigan; **Robin L. Pinkley**, Southern Methodist U.; **Jeffrey T. Polzer**, Harvard U.; **Linda L. Putnam**, Texas A&M U.

### 106 🗨️SPDW: (MED, PTC, ODC) Executive Doctoral Colloquium

9:00am - 5:00pm Hilton Hawaiian Village: South Pacific 3

Building bridges between the academic and business world has been a key driver and consideration for the Academy of Management since its inception.

Organizers: **John D Aram**, Case Western Reserve U.; **Kay Davis**, Pepperdine U.; **Margaret D Gorman**, George Washington U.; **Kim James**, Cranfield School of Management; **Jo Sanzgiri**, Alliant International U.; **Alexander Styhre**, U. of Stockholm; **Schalon Harrison Newton**, Case Western Reserve U.; **Therese F Yaeger**, Benedictine U.

Contact: **Bruce Hanson**, Colorado Technical U.

Facilitator: **Daphne DeForres**, U. of Monterey

### 107 🗨️: (MH) New Member Workshop: Introduction to the Academy and the Management History Division

9:00am - 10:30am Sheraton Waikiki Beach: Waimea Canyon Room

Presenters: **Regina Greenwood**, Kettering U.; **Jane Whitney Gibson**, Nova Southeastern U.; **Laquita C Blockson**, U. of Northern Iowa

### 108 🗨️SPDW: (MOC, BPS) Designing Strategic Innovation: Business Models and the Enhancement of Creative Cognitive Processes

9:00am - 11:30pm Hawaii Convention Center: Room 305A

Organizers: **Olaf Rughase**, Schindl Rughase Partners; **Michael Schindl**, Schindl Rughase Partners

### 109 🗨️🗨️: (MSR) Qualitative Research Issues in MSR: One Stop Shopping

9:00am - 12:00pm Sheraton Waikiki Beach: Waianae Room

Coordinator: **Kathy Lund Dean**, Idaho State U.

Presenters: **Kathy Lund Dean**, Idaho State U.; **Lee Robbins**, Golden Gate U.; **Margaret Benefiel**, Andover Newton Theological School; **Charles J. Fornaciari**, Florida Gulf Coast U.; **Marjolein Lips-Wiersma**, U. of Canterbury; **John F Milliman**, U. of Colorado, Colorado Springs; **Gerald Biberman**, U. of Scranton

### 110 : (OCIS) Doctoral Consortium

9:00am - 5:30pm Hawaii Convention Center: Room 302A

By application only

Organizer: **Ulrike Schultze**, Southern Methodist U.

Presenters: **JoAnne Yates**, Massachusetts Institute of Technology; **Robert Davison**, City U. of Hong Kong; **Michael Barrett**, U. of Cambridge; **Michael G Morris**, U. of Virginia

### 111 : (OCIS) Junior Faculty Consortium

9:00am - 5:30pm Hawaii Convention Center: Room 302B

By application only

Organizers: **Ann Majchrzak**, U. of Southern California; **Ronald E Rice**, U. of California, Santa Barbara

Presenters: **Ritu Agarwal**, U. of Maryland; **Chris F. Kemerer**, U. of Pittsburgh; **Gordon B Davis**, U. of Minnesota; **Jon W Beard**, Purdue U.

### 112 🗨️: (ODC) Designing Trans-Organizational Systems: An Overview of the ISIS Project for Tobacco Control

9:00am - 10:00am Hawaii Convention Center: Room 316B

Organizer: **Timothy Huerta**, U. of British Columbia

Presenter: **Ram Tenkasi**, Benedictine U.

### 113 SPDW: (OMT, MH) New Archivalism And New Archivalists: Exploring The Sources And Applications Of Archival Data

9:00am - 11:30am Hawaii Convention Center: Room 309

open participation

Organizer: **David A. Kirsch**, U. of Maryland

Participants: **Marc Ventresca**, U. of Oxford; **John Mohr**, U. of California, Santa Barbara; **Christopher McKenna**, Oxford U.; **Daniel P Forbes**, U. of Minnesota; **Menzi L. Behrnd-Klodt**, Klodt & Associates

### 114 SPDW: (OMT, TIM, MOC, OCIS) Tapping the Community in Qualitative Research: A Collective Approach to Research and Writing

9:00am - 12:00pm Hawaii Convention Center: Room 313C

open participation

Organizers: **Andrew B. Hargadon**, U. of California, Davis; **Beth Bechky**, U. of California, Davis

Presenters: **Nicole Woolsey Biggart**, U. of California, Davis; **Stephen Barley**, Stanford U.; **Charles D. Galunic**, INSEAD

## Saturday 9:30AM

### 115 🗨️SPDW: (BPS, OMT, OB) Learning, Knowledge, Capabilities, & the Individual-Organization Relationship

9:30am - 12:00pm Hawaii Convention Center: Room 315

To pre-register, contact Teppo ([teppo\\_felin@bus.emory.edu](mailto:teppo_felin@bus.emory.edu)). We look forward to seeing you!

Organizer: **Teppo Felin**, Emory U.

Presenters: **David Obstfeld**, U. of California, Irvine; **Margaret Peteraf**, Dartmouth College; **Steven Postrel**, Southern Methodist U.; **Jamal Shamsie**, Michigan State U.; **J C Spender**, Open U.

### 116 🗨️SPDW: (HR, TTC, OB) Building Competencies: Help Achieve Business School Goals and Become a More Effective Teacher

9:30am - 11:30am Hawaii Convention Center: Room 306A

Organizer: **Judy Tansky**, Ohio State U.

Presenter: **Cynthia Kay Stevens**, U. of Maryland

### 117 🗨️🗨️: (MC) Flight Capital: David Heenan Discusses Loss of America's Best and Brightest



9:30am - 10:30am Sheraton Waikiki Beach: Maui Ballroom  
*Introduction:* **Larry E Greiner**, U. of Southern California  
*Distinguished Speaker:* **David Heenan**, Trustee, Campbell Estate

**118** 📖🌐➔🗨️SPDW: (OB, IM, PNP, ART) **Leadership:**

**International Perspectives**

9:30am - 11:30am Hawaii Convention Center: Room 323C

*Open discussions*

*Facilitators:* **Deanne N. Den Hartog**, Erasmus U.; **Marianna Fotaki**, Manchester Business School; **Juergen Weibler**, U. of Hagen  
*Presenters:* **Arja M Ropo**, U. of Tampere; **Brad Jackson**, Victoria U. of Wellington; **Marcus W Dickson**, Wayne State U.; **Beverly Alimo-Metcalfe**, U. of Leeds; **Hugo Martin Kehr**, Macquarie U., Sydney; **Jonathan Gosling**, U. of Exeter; **Boas Shamir**, Hebrew U. of Jerusalem; **Ken Parry**, Griffith U.; **David Barry**, Copenhagen Business School; **Erika Sauer**, U. of Tampere

**119** 📖🗨️🗨️SPDW: (OB, OMT, RM) **Leadership: Emerging Research Issues**

9:30am - 11:30am Hawaii Convention Center: Room 323B

*Open discussions*

*Facilitator:* **Jerry Hunt**, Texas Tech U.  
*Presenters:* **Allen Bluedorn**, U. of Missouri, Columbia; **Michael A. Hitt**, Texas A&M U.; **Arja M Ropo**, U. of Tampere; **Arie Y. Lewin**, Duke U.; **Erika Sauer**, U. of Tampere

**120** 🗨️SPDW: (ODC, RM) **Technology Made Easy For Researchers: Tools, Tips & Techniques**

9:30am - 11:30am Hawaii Convention Center: Room 306B

*Organizer:* **Anne Kohnke Meda**, Benedictine U.

*Presenters:* **Marie E. Di Virgilio**, Benedictine U.; **Cynthia L. Heidorn**, Benedictine U.

**Saturday 10:00AM**

**121** SPDW: (CAR, ONE, PNP) **Environmental Careers: Passion and Productivity for the 21st Century**

10:00am - 12:00pm Hawaii Convention Center: Room 321B

*Discussion of career challenges faced by those whose jobs involve addressing environmental issues.*

*Presenters:* **Gordon P. Rands**, Western Illinois U.; **Barbara A. Ribbens**, Western Illinois U.; **Eric Guinther**, AECOS Consulting; **Bruce Miller**, U. of Hawai'i; **Linda Paul**, Hawai'i Audubon Society; **Peter Young**, Hawai'i Dept of Land & Natural Resources

**122** 🗨️🗨️SPDW: (CM, PTC) **The Conflict Dynamics Profile and Its Effectiveness in Workplace Interventions**

10:00am - 12:00pm Hawaii Convention Center: Room 305B

*For additional information, contact Miriam Rothman (rothman@sandiego.edu).*

*Organizer:* **Miriam Rothman**, U. of San Diego  
*Presenters:* **Deborah Pettry**, ACL, Inc.; **Russ Pierce**, Consulting and Clinical Psychologist; **Miriam Rothman**, U. of San Diego

**123** 🌐➔SPDW: (HR, ITC) **Diversity, Affirmative Action & HRM: The Impact of AA on HRM Policies and Practices**

10:00am - 11:30am Hawaii Convention Center: Room 307B

*Organizer:* **Harish C Jain**, McMaster U.

*Presenters:* **Simon Taggar**, Wilfrid Laurier U.; **Venkata Ratnam**, International Management Institute of New Delhi; **John Lawler**, U. of Illinois; **Peter Sloane**, Swansea U.

**124** 📖🗨️SPDW: (HR, TIM) **Technological Innovation In The HR Curriculum: A New Vision Of HR Information Systems**

10:00am - 12:30pm Hawaii Convention Center: Room 316C

*Organizers:* **Janet H Marler**, State U. of New York, Albany ; **Sandra Fisher**, Clarkson U.

*Presenters:* **Michael David Bedell**, California State U, Bakersfield; **James Dulebohn**, Michigan State U.; **John W Webster**, Dakota State U.; **Kathleen Utecht**, Central Michigan U.; **Kevin Carlson**, Virginia Polytechnic Institute; **Raymond Boykin**, California State U., Chico

**125** 📖SPDW: (MED, BPS) **Exercises That Frame Student Thinking About Strategy**

10:00am - 11:30am Hilton Hawaiian Village: South Pacific 1

*Pre-registration required. E-mail organizer cgopinat@suffolk.edu*  
*Organizer:* **C Gopinath**, Suffolk U.

*Facilitator:* **Norm R Althouse**, U. of Calgary

*Presenter:* **Julie Siciliano**, Florida Institute of Technology

**126** 📖SPDW: (MED, MSR, MOC) **The Art Of Structured Reflection: Ways Of Knowing**

10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 2

*Workshop demonstrates strategies for initiating reflection as a means of enhancing learning.*

*Facilitators:* **Jan Schapper**, Monash U.; **Anne Bardoel**, Monash U.; **Carol H Sawyer**, U. of La Verne; **Barbara Walling**, U. of La Verne; **Judith A. Neal**, U. of New Haven

*Coordinator:* **Nita Currey**, St. Edwards U.

**127** 🗨️SPDW: (OM, BPS) **Operations Strategy: Past, Present and Future**

10:00am - 12:00pm Hilton Hawaiian Village: Tapa Ballroom 1

*Speakers:* **Steven C. Wheelwright**, Harvard U.; **Paul M. Swamidass**, Auburn U

**128** 🌐: (PNP) **The Service-learning Effect: Utilizing Service-learning in Undergrad Nonprofit Management Curriculum**

10:00am - 12:00pm Sheraton Waikiki Beach: Waiialua Room

*Organizer:* **Regan Harwell Schaffer**, Pepperdine U.

*Presenters:* **Roger Weis**, Murray State U.; **Alice E. Kaiser-Drobney**, Slippery Rock U.; **Regan Harwell Schaffer**, Pepperdine U.

**129** SPDW: (RM, OB, HR) **Multilevel Theory and Research in Organizations**

10:00am - 12:30pm Hawaii Convention Center: Room 312

*Pre-registration required at*

*<https://spears.okstate.edu/rmdpregister>. There is a \$5 fee for non members of the Research Methods Division.*

*Presenter:* **Katherine Klein**, U. of Pennsylvania

**130** : (TIM) **TIM Division Doctoral Consortium**

10:00am - 12:30pm Hawaii Convention Center: Room 319B

*Apply by sending application to Paul Bierly -- bierlytype@jmu.edu*

*Organizer:* **Paul Bierly**, James Madison U.

*Speakers:* **George F Farris**, Rutgers U.; **Anne S Miner**, U. of Wisconsin, Madison; **Violina Rindova**, U. of Maryland, College Park; **Fariborz Damanpour**, Rutgers U.; **Johannes M Pennings**, U. of Pennsylvania

*Presenter:* **Fernando Suarez**, Boston U.

**131 : (TIM) Junior Faculty Camp**

10:00am - 12:00pm Hawaii Convention Center: Room 328

*Pre-registration required**Organizers: Gautam Ahuja, U. of Michigan; Atul Nerkar, Columbia U.**Participants: William G Mitchell, Duke U.; Jerker C. Denrell, Stanford U.; Lee Fleming, Harvard U.; Albert Cannella, Jr, Arizona State U.; Harbir Singh, U. of Pennsylvania; Michael Lenox, Duke U.***Saturday 10:30AM****132 📖🗣️SPDW: (CMS, MED) Writing And Teaching Critical Management Theory Through Cases: Dark Side Case Competition IV**

10:30am - 12:30pm Sheraton Waikiki Beach: Lanai Ballroom

*Writing and Teaching with "Dark Side" cases; learn from this year's competition winners -all welcome**Chair: Rosemary A McGowan, Wilfrid Laurier U.**Coordinators: Albert J. Mills, St. Mary's U.; Laurie Milton, U. of Calgary, U. of Western Ontario**Participants: Matt Bladowski, York U.; Rosemary A McGowan, Wilfrid Laurier U.; Sherry Finney, Cape Breton U.; Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South Carolina; Gene Deszca, Wilfrid Laurier U.***133 🗣️🗣️SPDW: (GDO, PTC) Women on Boards of Directors: From Management to Governance - A Vision for the 21st Century**

10:30am - 12:00pm Sheraton Waikiki Beach: Puna Room

*Open, no restriction on participation.**Organizer: Rosanne Hawarden, Massey U., New Zealand**Chair: Ralph Stablein, Massey U., New Zealand**Participants: Rosanne Hawarden, Massey U., New Zealand; Ronald J. Burke, York U.; Su C Olsson, Massey U., New Zealand; Susan Vinnicombe, Cranfield School of Management; Mary C. Mattis, National Academy of Engineering; Judy McGregor, Human Rights Commission, New Zealand***134 📖🗣️: (HCM) Teaching with Technology: A How to and Why Primer**

10:30am - 12:00pm Sheraton Waikiki Beach: Akaka Falls Room

*Organizer: Darrell E. Burke, Florida State U.**Presenters: Donna J Slovinsky, U. of Alabama, Birmingham; Donna Malvey, U. of Central Florida; Pamela E. Paustian, U. of Alabama, Birmingham; Eileen F. Hamby, U. of Central Florida***135 : (HCM) Publishing Health Care Research: Journal Options, Challenges, and Strategies**

10:30am - 12:00pm Sheraton Waikiki Beach: Kauai Ballroom

*Organizer: Stephen O'Connor, U. of Alabama, Birmingham**Presenters: Stephen O'Connor, U. of Alabama, Birmingham; Edward Zajac, Northwestern U.; Jeffrey Alexander, U. of Michigan, Ann Arbor; Myron D Fottler, U. of Central Florida***136 : (HR) HR Doctoral Student and Junior Faculty: Editor's Roundtable**

10:30am - 12:00pm Hawaii Convention Center: Room 316A

*Organizers: John E Delery, U. of Arkansas; Jeffrey LePine, U. of Florida**Presenters: Arthur P Brief, Tulane U.; Mark Gavin, Oklahoma State U.; Rodger W Griffeth, U. of New Orleans; Mark V Roehling, Michigan State U.; Peter Cappelli, U. of Pennsylvania; Sara L Rynes, U. of Iowa; Murray R. Barrick, U. of Iowa***137 →🗣️: (IAM) Organizational Processes and Practices in the 21st Century Iberoamerican Context.**

10:30am - 12:30pm Sheraton Waikiki Beach: Kohala Room

*Facilitator: Patricia G Martinez, U. of Texas, San Antonio**Presenters: Angel Martinez Sanchez, U. of Zaragoza; Manuela Perez Perez, U. of Zaragoza; Pilar de Luis Carnicer, U. of Zaragoza; Maria Jose Vela Jimenez, U. of Zaragoza; Flavio Jose Chermont Vieira, Pontifical Catholic U. of Rio de Janeiro; Helene Bertrand, Pontifical Catholic U. of Rio de Janeiro; Nuria Lopez Mielgo, U. de Oviedo, Spain; Jose Manuel Montes Peon, U. de Oviedo, Spain; Camilo Vazquez Ordas, U. de Oviedo, Spain; Juan Prieto Rodriguez, U. de Oviedo, Spain; Maria Jose Pinillos-Costa, Rey Juan Carlos U.; Luisa-Eugenia Reyes-Recio, Rey Juan Carlos U.***138 📖SPDW: (OMT, MED, TTC) Teaching an Integrated OB/Mgmt Course Using Frame Analysis And Systems Thinking**

10:30am - 12:00pm Hawaii Convention Center: Room 318B

*Pre-registration required. Contact workshop chair to register.**Chair: Kevin Wooten, U. of Houston, Clear Lake**Presenters: Louis White, U. of Houston, Clear Lake; Alix Valenti, U. of Houston, Clear Lake***139 📖SPDW: (TTC, SIM) An Interactive Workshop on Learning Outcomes Assessment: Course Level Objectives, Methods, and Tools**

10:30am - 12:30pm Sheraton Waikiki Beach: Kahuku Room

*Pre-registration required.**Organizer: James Weber, Duquesne U.**Presenters: William D Murry, Duquesne U.; Joseph A. Petrick, Wright State U.; James Weber, Duquesne U.***Saturday 10:45AM****140 : (MC) Communities of Interest, Research, Practice & Learning**

10:45am - 11:45am Sheraton Waikiki Beach: Maui Ballroom

*Introduction: Rickie Moore, ISEOR, U. of Lyon**Facilitators: Larry E Greiner, U. of Southern California; Aaron J Nurick, Bentley College; Mary Wayne Bush, Pepperdine U.; Thomas H. Olson, U. of Southern California; Paul N. Friga, Indiana U.; Marc Bonnet, ISEOR, U. of Lyon; Henri Savall, ISEOR, U. of Lyon; Michel Peron, ISEOR / U. of Paris Sorbonne; François Ecoto, ISEOR, U. of Lyon; Florence Noguera, ISEOR and Gesem, U. Of Montpellier1; Nathalie Krief, ISEOR, U. of Lyon; Justin Menkes, SpencerStuart Inc.***Saturday 11:00AM****141 →🗣️: (CMS) From Games to Violence: French Theory and the Reconsideration of Established Social Order**

11:00am - 1:00pm Sheraton Waikiki Beach: Koko Crater Room

*Introducing new French Theory - René Girard, Roger Caillois, and MAUSS (Mouvement Anti Utilitariste en Sciences Sociales) to CMS*

**Organizer:** Richard Pin, EDHEC Business School  
**Facilitator:** Patrice Houdayer, EM Lyon  
**Presenters:** Emmanuel Metais, EDHEC Business School; Pierre-Guy Hourquet, EDHEC Business School; Olivier Masclef, EDHEC Business School

**142** SPDW: (ENT, TIM) **Entrepreneurship and Innovation in Emerging Economies -- An Irrational Endeavor?**

11:00am - 1:00pm Hawaii Convention Center: Room 307A

**Organizer:** Roberto Vassolo, IAE Business School - U. Austral  
**Presenters:** Sharon Alvarez, Ohio State U.; Iftekhar Hasan, Rensselaer Polytechnic Institute; Gregory Fairchild, U. of Virginia; Roberto Rafael Luchi, U. Austral; Natalia Weisz, IAE Business School - U. Austral

**Saturday 11:30AM**

**143** : (ENT) **Opportunity Identification.**

11:30am - 1:30pm Hawaii Convention Center: Room 306A

**Organizer:** Dawn DeTienne, Utah State U.  
**Participants:** Dimo P. Dimov, Instituto de Empresa; Gaylen N Chandler, Utah State U.; James Fiet, U. of Louisville; Connie Marie Gaglio, San Francisco State U.; Jeffery S. McMullen, Baylor U.; Robert P Singh, Morgan State U.; Deniz Ucbasaran, Nottingham U.; Per Davidsson, Queensland U. of Technology /Jonkoping U.

**144** : (ENT) **Council of Entrepreneurship Endowed Chairs Luncheon**

11:30am - 1:30pm Hawaii Convention Center: Room 306B

**Admission by pre-registration only. Register with George Vozikis [george-vozikis@utulsa.edu]**  
**Presenter:** George S Vozikis, U. of Tulsa

**145** 📖🗣️SPDW: (OB, BPS) **Leadership Across the Divisions: Network Leadership**

11:30am - 1:00pm Hawaii Convention Center: Room 323C

**Open discussions**  
**Facilitators:** Richard N Osborn, Wayne State U.; Jerry Hunt, Texas Tech U.  
**Presenters:** Daniel J Brass, U. of Kentucky; Barbara Gray, Pennsylvania State U.; Henrich Greve, Norwegian School of Management; Keith G Provan, U. of Arizona

**146** 📖🗣️SPDW: (OB, HR, MED) **Leadership Development**

11:30am - 1:00pm Hawaii Convention Center: Room 323B

**Open discussions.**  
**Facilitator:** Cynthia D. McCauley, Center for Creative Leadership  
**Presenters:** Raymond T Sparrowe, Washington U.; Larry Peters, Texas Christian U.; Gregory K. Stephens, Texas Christian U.; Jody Fry, Tarleton State U.; Scott Seibert, Melbourne Business School; Stacy L Jackson, Calvin College

**Saturday 12:00PM**

**147** : (AAA) **Membership**

12:00pm - 5:00pm Hawaii Convention Center: HCC Lobby - Membership

**Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.**

**Organizer:** Regina Greenwood, Kettering U.

**148** : (AAA) **Conference Registration**

12:00pm - 5:00pm Hawaii Convention Center: HCC Lobby - Registration

**On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration**

**149** : (AAA) **Academy of Management Journal Editors' Meeting**

12:00pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 3

**Organizer:** Sara L Rynes, U. of Iowa

**150** 📖🗣️SPDW: (CAR, MED, MSR) **The Career Development Cafe: A Smorgasboard of Innovative Classroom Activities**

12:00pm - 3:00pm Hawaii Convention Center: Room 317B

**Registration preferred but not required. Please register by sending an email to s.tams@bath.ac.uk.**

**Organizer:** Svenja Tams, U. of Bath  
**Facilitator:** Steven H. Cady, Bowling Green State U.  
**Discussant:** Judith Pringle, U. of Auckland  
**Presenters:** Michael B. Arthur, Suffolk U.; Veronica M. Godshalk, Pennsylvania State U., Great Valley; Monica Higgins, Harvard U.; Konstantin Korotov, ESMT; Marjolein Lips-Wiersma, U. of Canterbury; Judith A. Neal, U. of New Haven; Troy Nielson, Brigham Young U.; Polly Parker, Griffith U.; Barbara A. Ribbens, Western Illinois U.

**151** : (GDO) **GDO Lunch at the Willows**

12:00pm - 2:00pm Off Site: The Willows

**Contact Vijayan P. Munusamy at vijayan@hawaii.edu for information on lunch and Lynn Bowes-Sperry at pdwgd@wnec.edu to register by June 30th.**

**Organizer:** Vijayan P. Munusamy, U. of Hawai'i, Manoa  
**Contact:** Lynn Bowes-Sperry, Western New England College

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

12:00pm - 1:00pm Hawaii Convention Center: Room 304A

**153** : (HR) **HR Doctoral Student Consortium**

12:00pm - 5:00pm Hawaii Convention Center: Room 316A

**Pre-registration required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.**

**Organizer:** John E Delery, U. of Arkansas

**154** →: (IM) **IM Division Doctoral Student and Junior Faculty Consortia Luncheon**

12:00pm - 1:00pm Hawaii Convention Center: Room 323A

**Open only to faculty and attendees of the Doctoral Student and Junior Faculty Consortia. A box lunch will be provided.**

**Hosts:** Andrew Delios, National U. of Singapore; Lorraine Eden, Texas A&M U.

**155** 📖→SPDW: (IM, BPS, OB, GDO, OM, MED) **Case Writing Workshop**

12:00pm - 3:00pm Hawaii Convention Center: Room 307B

**Pre-registration is required. Please contact Paul Beamish pbeamish@ivey.uwo.ca for registration.**

**Chair:** Paul Beamish, U. of Western Ontario  
**Facilitators:** Charles Dhanaraj, Indiana U., Bloomington; Anthony Goerzen, U. of Victoria

**156** : (OCIS) **Luncheon for OCIS Jr. Fac and Doctoral Students**

12:00pm - 1:00pm Hawaii Convention Center: Center Rooftop  
 Organizer: **Ulrike Schultze**, Southern Methodist U.

**157** 🗨️SPDW: (ODC, MC) **Journal of Applied Behavioral Science Workshop: Writing and Reviewing for Theory and Practice**

12:00pm - 3:00pm Hawaii Convention Center: Room 316B  
 Organizer: **Richard W Woodman**, Texas A&M U.  
 Presenters: **Jean M. Bartunek**, Boston College; **W Warner Burke**, Teachers College, Columbia U.; **Robert J Marshak**, American U.; **William A Pasmore**, Mercer Delta Consulting

**158** : (OM) **Doctoral Consortium Faculty Orientation Lunch**

12:00pm - 1:00pm Hilton Hawaiian Village: Tapa Ballroom 1  
 By invitation only; Sponsored by the College of Business Administration, The U. of Texas - Pan American  
 Organizer: **Hale Kaynak**, U. of Texas, Pan American

**159** 📖🗨️➔🗨️: (PNP) **Junior Faculty & Doctoral Consortium Luncheon**

12:00pm - 1:00pm Sheraton Waikiki Beach: Waiialua Room  
 Organizers: **Angela L. Bies**, Texas A&M U.; **Judith L. Milleesen**, Ohio U.

**160** SPDW: (RM, CMS) **Philosophies of Organizational Research: Marxist Theory and Organizational Analysis**

12:00pm - 2:00pm Hawaii Convention Center: Room 322A  
 Pre-registration required at <https://spears.okstate.edu/rmdpdwregister>. There is a \$5 fee for non members of the Research Methods Division.  
 Organizer: **Raza A Mir**, William Paterson U.  
 Presenters: **Paul Adler**, U. of Southern California; **Linda Forbes**, Franklin & Marshall College; **John Bellamy Foster**, U. of Oregon; **John M Jermier**, U. of South Florida; **Craig Prichard**, Massey U.

**161** SPDW: (RM, HR, ONE) **Structural Equation Modeling with LISREL**

12:00pm - 2:00pm Hawaii Convention Center: Room 327  
 Pre-registration required at <https://spears.okstate.edu/rmdpdwregister>. There is a \$5 fee for non members of the Research Methods Division.  
 Presenter: **Gordon W Cheung**, Chinese U. of Hong Kong

**Saturday 12:30PM**

**162** 🗨️SPDW: (BPS, OB) **Conversations on Strategy Process**

12:30pm - 3:00pm Hawaii Convention Center: Room 318A  
 Organizer: **James W Fredrickson**, U. of Texas, Austin  
 Presenters: **Harry G Barkema**, Tilburg U.; **Robert A Burgelman**, Stanford U.; **Pamela R Haunschild**, U. of Texas, Austin; **Richard L Priem**, U. of Wisconsin, Milwaukee; **Violina Rindova**, U. of Maryland, College Park; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

**163** 🗨️: (MC) **Doing Research through Management Consulting Interventions Using Qualimetrics Research Methods**

12:30pm - 2:00pm Sheraton Waikiki Beach: Iao Needle Room  
 Fee to attend - See <http://uwf.edu/mcd/>

Presenters: **Henri Savall**, ISEOR, U. of Lyon; **Marc Bonnet**, ISEOR, U. of Lyon; **Rickie Moore**, ISEOR, U. of Lyon; **Olivier Voyant**, ISEOR, U. of Lyon

**164** 📖: (MH) **"Teaching Situational Leadership Then and Now"**

12:30pm - 2:00pm Sheraton Waikiki Beach: Lanai Ballroom  
 Moderator: **Jane Whitney Gibson**, Nova Southeastern U.  
 Presenters: **Paul Hersey**, Center for Leadership Studies; **Ronald Campbell**, Center for Leadership Studies

**Saturday 1:00PM**

**165** ➔🗨️SPDW: (CMS, AAM) **Do Worker's Rights Matter? China, Asia and Free Trade Agreements.**

1:00pm - 2:30pm Sheraton Waikiki Beach: Koko Crater Room  
 Lessons for labor on China/New Zealand/Australia trade negotiations  
 Coordinator: **Chris Nyland**, Monash U.  
 Participants: **Nigel Haworth**, Auckland U.; **Bill Taylor**, City U. of Hong Kong

**166** : (ENT) **Doctoral Consortium.**

1:00pm - 5:00pm Hawaii Convention Center: Room 303A  
 This session is a continuation from Friday and will continue onto Sunday, 8am - 12pm.  
 Organizers: **Dean Shepherd**, Indiana U.; **Thomas Lumpkin**, U. of Illinois, Chicago

**167** : (ENT) **Junior Faculty Consortium.**

1:00pm - 5:00pm Hawaii Convention Center: Room 303B  
 This session is a continuation from Friday  
 Organizers: **Ronald K Mitchell**, Texas Tech U.; **Karl Vesper**, U. of Washington; **Andrew C. Corbett**, Rensselaer Polytechnic Institute

**168** : (ENT) **Researching Entrepreneurial Cognitive Processes**

1:00pm - 3:00pm Hawaii Convention Center: Room 307A  
 Chair: **Norris F Krueger**, Boise State U.  
 Discussant: **Maija Renko**, Florida International U.  
 Presenters: **Alan L Carsrud**, Florida International U.; **Paul D Reynolds**, Florida International U.; **K. Galen Kroeck**, Florida International U.; **Amanda Bullough**, Florida International U.

**169** : (HCM) **Managing the Dissertation Successfully: Feedback from the Experts**

1:00pm - 2:30pm Sheraton Waikiki Beach: Akaka Falls Room  
 Prior registration required. Contact person: **Trish Reay**, U. of Alberta, 780-492-4246, [trish.reay@ualberta.ca](mailto:trish.reay@ualberta.ca)  
 Organizer: **Trish Reay**, U. of Alberta  
 Moderator: **Trish Reay**, U. of Alberta  
 Participants: **Robert C. Myrtle**, U. of Southern California; **Myron D Fottler**, U. of Central Florida; **John D Blair**, Texas Tech U.; **Donna J Slovinsky**, U. of Alabama, Birmingham; **Velma Roberts**, Florida A&M U.

**170** : (HCM) **Bringing Your Research Ideas to Fruition: Feedback from the Experts**

1:00pm - 2:30pm Sheraton Waikiki Beach: Molokai Ballroom  
 Preregistration required. Contact person: **Tim Hoff**, University at Albany, SUNY, 518-402-6512, [thoff@albany.edu](mailto:thoff@albany.edu)  
 Organizer: **Timothy Hoff**, State U. of New York, Albany

**Participants:** Timothy Hoff, State U. of New York, Albany ; James D. Bramble, Creighton U.; Grant T. Savage, U. of Alabama; Ann Scheck McAlearney, Ohio State U.; Jane Banaszak-Holl, U. of Michigan, Ann Arbor; Eric W. Ford, Tulane U.

**171 →: (IAM) The Effects of the Iberoamerican Macro Environment in the 21st Century**

1:00pm - 3:00pm Sheraton Waikiki Beach: Kohala Room

**Facilitator:** Claudia Ramos-Garza, ITESM

**Presenters:** Jaime Rivera Camino, U. of Carlos III de Madrid; Luis R. Gomez-Mejia, Arizona State U.; Jorge A Gonzalez, U. of Wisconsin, Milwaukee; Lorena R. Perez Floriano, Instituto Tecnológico Autónomo de México; Guillermo Cardoza, Instituto de Empresa; Julian Diaz-Saavedra, U. of Carlos III de Madrid; Adriana Angel, Instituto de Empresa; Claudia Ramos-Garza, ITESM

**172 →: (IM) International Management Division Doctoral Student Consortium II**

1:00pm - 4:00pm Hawaii Convention Center: Room 322B

*Open only to invited participants, who must apply and pre-register for this consortium.*

**Chair:** Andrew Delios, National U. of Singapore

**Presenters:** Tai-Young Kim, Sungkyunkwan U.; Madan M Pillutla, London Business School; Kwaku Atuahene-Gima, City U. of Hong Kong; Rachelle Sampson, U. of Maryland; Lance Brouthers, U. of Texas, El Paso; Olav Sorenson, London Business School; Yan Anthea Zhang, Rice U.; Haiyang Li, Texas A&M U.; Mike W. Peng, Ohio State U.; Ram Mudambi, Temple U.; Kwaku Atuahene-Gima, City U. of Hong Kong

**173 →: (IM) International Management Division Junior Faculty Consortium II**

1:00pm - 4:00pm Hawaii Convention Center: Room 323A

*Open only to invited participants, who must apply and pre-register for this consortium.*

**Chair:** Lorraine Eden, Texas A&M U.

**Presenters:** Harry G Barkema, Tilburg U.; Nakiye Boyacigiller, Sabanci U.; Tina Dacin, Queen's U., Canada; Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Arizona State U.; Anne S. Tsui, Arizona State U.; Sheila M. Puffer, Northeastern U.; Stephen B Tallman, U. of Richmond; Hildy Teegen, George Washington U.; Alain C. Verbeke, U. of Calgary; Bernard Yeung, New York U.; Srilata Zaheer, U. of Minnesota; Marjorie A Lyles, Indiana U.

**174 →: SPDW: (IM, BPS, TIM, PTC) Doing International Research with Patent Data: From the Basics to the State of the Art**

1:00pm - 3:00pm Hawaii Convention Center: Room 304B

**Chairs:** Markus Reitzig, Copenhagen Business School; Stuart Graham, Georgia Tech

**Discussant:** Rosemarie Ziedonis, U. of Michigan, Ann Arbor  
**Presenters:** Olav Sorenson, London Business School; Brian Silverman, U. of Toronto; Holger Ernst, Otto Beisheim Graduate School of Management (WHU); Michelle Gittelman, New York U.  
**Author:** Juan Alcacer, New York U.

**175 →: SPDW: (MED, OB, BPS) A Rose by Any Other Name: Bringing Classic Drama Theory & Performing Arts Skills to Presentations**

1:00pm - 2:30pm Hilton Hawaiian Village: South Pacific 2

*Hands-on workshop in using drama and performing arts skills to structure presentations.*

**Chair:** Drew Harris, Longwood U.

**Discussants:** Esther R Thomas, Texas Southern U.; Maria Mendez-Rodriguez, New Mexico State U.

**Presenter:** Gene T Muto, Longwood U.

**176 →: SPDW: (MED, ONE, CMS) Sustainable Aquaculture Leadership: New Vision Of Management And Critical Challenges**

1:00pm - 2:30pm Hilton Hawaiian Village: South Pacific 4

**Coordinator:** Joseph A. Petrick, Wright State U.

**Presenters:** Reza Kamarei, Oceanic Institute; Monika Winn, U. of Victoria; Andrew Griffiths, U. of Queensland

**177 →: (MH) Professional Development in Academia: Getting Published**

1:00pm - 2:30pm Sheraton Waikiki Beach: Waimea Canyon Room

**Presenters:** Donald F Kuratko, Indiana U.; Dewey E Johnson, California State U., Fresno; Diana Reed, Drake U.; Karl Moore, McGill U.

**178: (MOC) Studying the Social and Cognitive Context of Industry Emergence**

1:00pm - 3:00pm Hawaii Convention Center: Room 319A

*Open -- no restriction on participation.*

**Organizers:** Stephen Mezas, New York U.; Wesley Sine, Cornell U.

**Participants:** Daniel P Forbes, U. of Minnesota; David A. Kirsch, U. of Maryland; Marc Ventresca, U. of Oxford; Elizabeth Boyle, National U. of Singapore

**179 →: SPDW: (OB) Leadership: Mentoring**

1:00pm - 2:30pm Hawaii Convention Center: Room 323C

*Open discussions*

**Facilitator:** Laura Erskine, U. of Southern California

**Presenters:** Jerry Hunt, Texas Tech U.; Mary Uhl-Bien, U. of Central Florida; Michael D. Mumford, U. of Oklahoma

**180 →: SPDW: (OB, PNP) Leadership: Funding**

1:00pm - 2:30pm Hawaii Convention Center: Room 323B

*Open discussions*

**Facilitator:** Mary Uhl-Bien, U. of Central Florida

**Presenters:** Richard N Osborn, Wayne State U.; Timothy Hoff, State U. of New York, Albany ; Michael D. Mumford, U. of Oklahoma; Eduardo Salas, U. of Central Florida

**181 →: SPDW: (ODC, MC, OMT) The Appreciative Inquiry Summit Methodology: New Visions For Leading Large-Scale Change**

1:00pm - 6:00pm Hawaii Convention Center: Room 309

**Organizer:** James D Ludema, Benedictine U.

**Presenters:** Larissa Marczak, Benedictine U.; Frank J Barrett, Naval Postgraduate School; Ned Powley, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.; David Bright, Case Western Reserve U.; David L Cooperrider, Case Western Reserve U.

**182: (OM) Operations Management Doctoral Consortium -- Research Incubator**

1:00pm - 5:00pm Hilton Hawaiian Village: Tapa Ballroom 1

Pre-registration is required. Registration is by invitation only. Interested students should contact Mohan V. Tatikonda at [tatikond@iu.edu](mailto:tatikond@iu.edu).

Chair: **Mohan V. Tatikonda**, Indiana U.

**183** SPDW: (OMT, OB, BPS, CAR, HR, CM) **Building the Collective Scholarly Vision: Becoming a Journal Editor**

1:00pm - 3:00pm Hawaii Convention Center: Room 318B

Open participation

Chairs: **Yehuda Baruch**, U. of East Anglia; **Alison M. Konrad**, U. of Western Ontario

Presenters: **Anne S. Tsui**, Arizona State U.; **Donald A Palmer**, U. of California, Davis; **Denise M. Rousseau**, Carnegie Mellon U.; **Gerard P. Hodgkinson**, U. of Leeds; **Herman Aguinis**, U. of Colorado, Denver; **Yochanan Altman**, London Metropolitan U.; **Elena P Antonacopoulou**, U. of Liverpool; **Russ Vince**, U. of Hull; **Linda Argote**, Carnegie Mellon U.; **Charles Baden-Fuller**, City U.; **Kimberly B. Boal**, Texas Tech U.; **Peter Cappelli**, U. of Pennsylvania; **Timothy Clark**, Durham U.; **Deborah J Dougherty**, Rutgers U.; **Raghu Garud**, New York U.; **Carol T Kulik**, Melbourne U.; **Stephen A. Linstead**, U. of York; **Glenn Morgan**, U. of Warwick; **John Purcell**, U. of Bath; **Sim B. Sitkin**, Duke U.; **Paul Willman**, Oxford U.; **Theresa M. Welbourne**, U. of Michigan; **James Werbel**, Iowa State U.; **Sheldon Zedeck**, U. of California, Berkeley

**184** 🗣️🗣️SPDW: (ONE, IM, CM, ITC) **Multinational Corporations and Sustainable Development: Toward a New Vision of Management**

1:00pm - 3:00pm Sheraton Waikiki Beach: Puna Room

Facilitator: **Detelin S Elenkov**, U. of Tennessee, Knoxville

Presenters: **Roger Burritt**, Australian National U.; **Petra Christmann**, Rutgers U.; **Kai N. Hockerts**, INSEAD; **Ann Olsen**, Vanderbilt U.; **William Daniel Schulte**, Shenandoah U.; **Jens Vestergaard**, Aarhus Business School

**185** 📖🗣️🗣️: (PNP) **Doctoral Consortium I**

1:00pm - 4:00pm Sheraton Waikiki Beach: Niihau Room

Please register with **Eric Martin**, [MartinE@easternct.edu](mailto:MartinE@easternct.edu), [jword@cities.fsu.edu](mailto:jword@cities.fsu.edu) or [eduncan9@email.uophx.edu](mailto:eduncan9@email.uophx.edu) before June 15.

Organizer: **Eric C. Martin**, Eastern Connecticut State U.

Facilitators: **Jessica Word**, Florida State U.; **Ernest L. Duncan**, U. of Phoenix

**186** 🗣️🗣️: (PNP) **Re-energize Your Life: Developing Your Own Personal Strategic Plan & Vision for the 21st Century**

1:00pm - 3:30pm Sheraton Waikiki Beach: Oahu Room

This session is open to anyone interested in work-life balance.

Facilitator: **Dean F. Eitel**, DePaul U.

**187** 📖🗣️🗣️: (PNP) **Junior Faculty Consortium—"A New Vision of Management in the 21st Century" for Public and Nonprofit**

1:00pm - 6:00pm Sheraton Waikiki Beach: Waialua Room

In order to participate please contact **Dr. Bies** at

[fabies@bushschool.tamu.edu](mailto:fabies@bushschool.tamu.edu) by June 15th.

Organizers: **Angela L. Bies**, Texas A&M U.; **Judith L. Millesten**, Ohio U.

**188** SPDW: (RM, BPS, OB, OMT, TIM) **Process Research Workshop II: A Spectrum of Methods**

1:00pm - 4:00pm Hawaii Convention Center: Room 311

Pre-register for *Process Research Workshop I: A Spectrum of Methods*, which also covers registration for this session.

Organizers: **Andrew H. Van de Ven**, U. of Minnesota; **Marshall S. Poole**, Texas A&M U.

Presenters: **Ann Langley**, HEC Montreal; **Kevin Dooley**, Arizona State U.; **Marshall S. Poole**, Texas A&M U.; **Andrew H. Van de Ven**, U. of Minnesota

**Saturday 1:30PM**

**189** : (BPS) **New Faculty Consortium**

1:30pm - 5:00pm Hawaii Convention Center: Room 301 (A&B)

Apply by 5/15/05 to [amy.hillman@asu.edu](mailto:amy.hillman@asu.edu). Send: vita, teaching/research interests ( 1p), nominations letter from Dean/Dept Head. BPS PhD by 9/30/04.

Organizers: **Amy Hillman**, Arizona State U.; **Mason A Carpenter**, U. of Wisconsin, Madison

Presenters: **Diana L. Day**, Rutgers U., Camden; **Javier Gimeno**, INSEAD; **Adelaide Wilcox King**, U. of Virginia; **Andrew King**, Dartmouth College; **Susan McEvily**, U. of Pittsburgh; **Gerry McNamara**, Michigan State U.; **Michael V. Russo**, U. of Oregon; **Mark Shanley**, Purdue U.; **Margarethe F Wiersema**, U. of California, Irvine; **Mike Wright**, Nottingham U.

**190** : (BPS) **Doctoral Consortium**

1:30pm - 5:00pm Hawaii Convention Center: Room 308 (A&B)

By invitation only. Contact **Tim Folta** for additional information ([foltat@mgmt.purdue.edu](mailto:foltat@mgmt.purdue.edu)).

Organizers: **Tim Folta**, Purdue U.; **Jan W. Rivkin**, Harvard U.

Participants: **Michael Dowling**, U. of Regensburg; **Pierre Dussauge**, HEC Paris; **Henrich Greve**, Norwegian School of Management; **Peggy M. Lee**, Arizona State U.; **Michael J Leiblein**, Ohio State U.; **Thomas C. Powell**, Oxford U.; **Joan E. Ricart**, IESE, U. of Navarra; **Melissa Schilling**, New York U.

**191** : (ENT) **The Next Generation of Entrepreneurship Theory**

1:30pm - 3:30pm Hawaii Convention Center: Room 305B

Organizer: **Doug Bosse**, Ohio State U.

Presenters: **Connie Marie Gaglio**, San Francisco State U.; **Ivo Zander**, Uppsala U.; **Michael G Jacobides**, London Business School; **Sharon Alvarez**, Ohio State U.; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Per Davidsson**, Queensland U. of Technology /Jonkoping U.

**192** 🗣️🗣️SPDW: (HR, ITC) **21st Century Australian International HRM: How is Our Vision Framed by our Paradigms?**

1:30pm - 3:30pm Hawaii Convention Center: Room 306A

Organizers: **Marilyn Fenwick**, Monash U.; **Mary R. Watson**, New School U.

Presenters: **Peter J Dowling**, U. of Canberra; **Cathy Sheehan**, Monash U.

**193** 🗣️: (RM) **Aesthetic Methods: New Approaches in Qualitative Research**

1:30pm - 3:30pm Hawaii Convention Center: Room 316C

Pre-registration required at <https://spears.okstate.edu/rmdpdwregister>. There is a \$5 fee for non members of the Research Methods Division.

Presenters: **Hans Hansen**, Victoria U. of Wellington; **David Barry**, Copenhagen Business School; **Stephen A. Linstead**, U. of York

**194** SPDW: (RM, HR, OB) **An Overview of the Logic and Rationale of Hierarchical Linear Modeling with Substantive Applications**

1:30pm - 4:30pm Hawaii Convention Center: Room 312

Pre-registration required at

<https://spears.okstate.edu/rmdpdwregister>. There is a \$7.50 fee for non members of the Research Methods Division.

Presenter: **David A Hofmann**, U. of North Carolina

**195** : (TIM) **Junior Faculty Camp**

1:30pm - 6:00pm Hawaii Convention Center: Room 328

Pre-registration required.

Organizers: **Gautam Ahuja**, U. of Michigan; **Atul Nerkar**, Columbia U.

Participants: **William G Mitchell**, Duke U.; **Jerker C. Denrell**, Stanford U.; **Lee Fleming**, Harvard U.; **Albert Cannella, Jr**, Arizona State U.; **Harbir Singh**, U. of Pennsylvania; **Michael Lenox**, Duke U.

**200** SPDW: (RM, TIM, BPS, OMT, MH) **Survival Analysis**

2:00pm - 6:00pm Hawaii Convention Center: Room 322A

Pre-registration required at

<https://spears.okstate.edu/rmdpdwregister>. There is a \$10 fee for non members of the Research Methods Division.

Presenters: **James Wade**, U. of Wisconsin, Madison; **Anand Swaminathan**, U. of California, Davis

**201** → SPDW: (TIM, BPS, IM) **First Mover Advantages Revisited: Building Blocks For A Better Theory**

2:00pm - 3:30pm Hawaii Convention Center: Room 315

Chair: **Fernando Suarez**, Boston U.

Presenters: **Marvin B Lieberman**, U. of California, Los Angeles; **David B. Montgomery**, Singapore Management U.; **Fernando Suarez**, Boston U.; **Jonathan Bohlmann**, Michigan State U.; **Jaime Gomez**, U. of Zaragoza; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

**202** 📖 (TTC) **Course-Embedded Assessment in Management Education: Best Practices for Teaching and Learning**

2:00pm - 3:30pm Sheraton Waikiki Beach: Kahuku Room

Organizer: **Michael J. Jedel**, DePaul U.

Presenters: **Michael J. Jedel**, DePaul U.; **Nancy T. Hill**, DePaul U.

**Saturday 2:00PM**

**196** SPDW: (BPS, OMT) **Theoretical And Empirical Applications Of Social Network Analysis**

2:00pm - 5:00pm Hawaii Convention Center: Room 304A

Pre-registration Required. Contact **Jonathan Johnson**

([johjohn@walton.uark.edu](mailto:johjohn@walton.uark.edu)) for details. A website will be created for additional info.

Organizers: **Daniel J Brass**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas; **Giuseppe Labianca**, Emory U.

Discussants: **Stephen P Borgatti**, Boston College; **David Krackhardt**, Carnegie Mellon U.

**197** →: (GDO) **GDO Trip to the Polynesian Cultural Center**

2:00pm - 9:00pm Off Site: Polynesian Cultural Ctr.

Please contact **Lynn Bowes-Sperry** at [pdwgd@wnec.edu](mailto:pdwgd@wnec.edu) to register and arrange for payment by June 30, 2005.

Organizer: **Dharm Prakash Sharma Bhawuk**, U. of Hawai'i, Manoa  
Contact: **Lynn Bowes-Sperry**, Western New England College

**198** ☉: (MSR) **Integrating Theology into Management Theory and Practice**

2:00pm - 5:15pm Sheraton Waikiki Beach: Waianae Room

Coordinator: **Mitchell J Neubert**, Baylor U.

Presenters: **Denise Daniels**, Seattle Pacific U.; **Margaret Diddams**, Seattle Pacific U.; **Bruno Dyck**, U. of Manitoba; **Randal S Franz**, Seattle Pacific U.; **Kenman L Wong**, Seattle Pacific U.

**199** → SPDW: (RM, IM, ITC) **Measurement Equivalence/Invariance in Cross-Cultural Research**

2:00pm - 4:00pm Hawaii Convention Center: Room 327

Pre-registration required at

<https://spears.okstate.edu/rmdpdwregister>. There is a \$5 fee for non members of the Research Methods Division.

Presenter: **Gordon W Cheung**, Chinese U. of Hong Kong

**Saturday 2:30PM**

**203** ☉ SPDW: (HCM, OB) **Town Hall Meeting: The Current and Future State of Health Care Research**

2:30pm - 4:00pm Sheraton Waikiki Beach: Kauai Ballroom

Organizer: **Timothy Hoff**, State U. of New York, Albany

Moderator: **Timothy Hoff**, State U. of New York, Albany

Participants: **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor; **C R Hinings**, U. of Alberta; **Jacqueline Zinn**, Temple U.

**204** 📖 SPDW: (HR, SIM, MED, TTC) **Promoting Academic Integrity in Business Schools**

2:30pm - 5:00pm Hawaii Convention Center: Room 306B

Organizer: **Thomas H Stone**, Oklahoma State U.

Presenters: **Donald L McCabe**, Rutgers U.; **Jennifer Kisamore**, U. of Oklahoma

**205** ☉: (MC) **Master or Slave? On Independence in the Client-Consultant Relationship**

2:30pm - 4:30pm Sheraton Waikiki Beach: Akaka Falls Room

Fee to attend - See <http://uwf.edu/mcd/>

Presenters: **Michael C. Nippa**, Freiberg U.; **Judith Gebhardt**, U. of Southern California

**206** ☉: (MC) **Successful Intervention Planning**

2:30pm - 4:30pm Sheraton Waikiki Beach: Iao Needle Room

Fee to attend - See <http://uwf.edu/mcd/>

Presenters: **Leon De Caluwe**, Free U., Twynstra; **Hans Vermaak**, Twynstra Management Consultants

**207** 📖 SPDW: (MED, TIM, ODC) **A Taste Of Merlot: Using Digital Online Teaching Modules In The Classroom**

2:30pm - 4:00pm Hilton Hawaiian Village: South Pacific 1

**MERLOT**, a teaching and learning cooperative, is an acronym for **Multimedia Educational Resource for Learning and Online Teaching**.

Coordinator: **Ronald E Purser**, San Francisco State U.  
Presenters: **Cathy Owens Swift**, Georgia Southern U.; **Gary Coombs**, Ohio State U.

### Saturday 3:00PM

#### 208 🗨️SPDW: (BPS, IM, OMT, OCIS, TIM, RM) Methodologies For Research On Knowledge Flows Using Patent and NonPatent Data

3:00pm - 6:00pm Hawaii Convention Center: Room 316B  
Pre-registration requested (not required). To register, e-mail Kwanghui Lim (k@kwanghui.com) with subject heading: AOM  
Organizer: **Kwanghui Lim**, National U. of Singapore  
Chair: **Lee Fleming**, Harvard U.  
Discussants: **Juan Alcacer**, New York U.; **Michelle Gittelman**, New York U.  
Presenters: **Jeffrey Furman**, Boston U.; **Jasjit Singh**, INSEAD; **Arvids A Ziedonis**, U. of Michigan, Ann Arbor; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor

#### 209 📖SPDW: (CAR, MED, HR) Peer Coaching

3:00pm - 6:00pm Hawaii Convention Center: Room 321B  
Open registration.  
Presenters: **Polly Parker**, Griffith U.; **Douglas T. Hall**, Boston U.

#### 210 🗨️SPDW: (CMS, ODC, RM, GDO) Critical Encounters: Labor Process, Structuration and Postcolonialism in Dialogue

3:00pm - 5:00pm Sheraton Waikiki Beach: Lanai Ballroom  
Dialoguing latest on LPT (Hugh Willmott), Structuration/Praxeology (Pushkala Prasad) Postcolonial Theory (Anshuman Prasad)  
Chair: **Anshuman Prasad**, U. of New Haven  
Presenters: **Pushkala Prasad**, Skidmore College; **Hugh Willmott**, Cambridge U.; **Anshuman Prasad**, U. of New Haven

#### 211 : (ENT) Entrepreneurship Research Workshop.

3:00pm - 5:00pm Hawaii Convention Center: Room 304B  
Organizer: **Connie Marie Gaglio**, San Francisco State U.  
Facilitators: **Kelly G Shaver**, College of Charleston; **Per Davidsson**, Queensland U. of Technology /Jonkoping U.; **Gerard George**, U. of Wisconsin, Madison

#### 212 🗨️: (ENT) Application of Lessons Learned as a Board Member for an Entrepreneurial Venture.

3:00pm - 5:00pm Hawaii Convention Center: Room 307A  
Coordinator: **Deborah S. Butler**, Georgia State U.  
Presenters: **Howard Aldrich**, U. of North Carolina; **Shaker A Zahra**, Babson College; **Morten Huse**, Norwegian School of Management

#### 213 🗨️SPDW: (GDO, MSR, IM) Exploring the Forces Operating When Hidden Identities Intersect in the U.S. and Global Workplace

3:00pm - 6:00pm Sheraton Waikiki Beach: Koko Crater Room  
Open, no restriction on participation.  
Organizer: **Susan L Kirby**, Texas State U.  
Facilitator: **Susan L Kirby**, Texas State U.  
Participants: **Flavia Cavazotte**, IBMEC, Rio de Janeiro; **Robin Church**, U. of Toronto; **Gilda Garcia**, Texas State U., San Marcos; **Joanne H. Gavin**, Marist College; **Beate Klingenberg**, Marist College; **Donald W McCormick**, U. of Redlands; **Afsaneh**

**Nahavandi**, Arizona State U., West; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Carolyn Wiethoff**, Indiana U., Bloomington

#### 214 →SPDW: (IAM, HR, IM) Best HRM Practices in Latin America

3:00pm - 6:00pm Sheraton Waikiki Beach: Honolulu Room  
Organizers: **Anabella Davila**, TEC DE MONTERREY; **Marta M Elvira**, Lexington College  
Presenters: **Lourdes Cassanova**, INSEAD; **Fernando Arias-Galicia**, UNAM; **Jaime Ruiz-Gutierrez**, U. de los Andes, Colombia; **Mary F. Sully De Luque**, Thunderbird, The Garvin School of International Management; **Lydia Aurora Arbaiza**, ESAN; **Betania Tanure**, Fundação Dom Cabral/PUC Minas; **Joyce Osland**, San Jose State U.; **Asbjorn Osland**, San Jose State U.; **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey; **Laura Zapata-Cantu**, ITESM; **Jacobo Ramirez**, ITESM; **Lorena R. Perez Floriano**, Instituto Tecnológico Autonomo de Mexico; **Veneta Andonova**, Instituto Tecnológico Autonomo de Mexico

#### 215 📖: (MH) Management & Organizational History: A New Journal for 2006.

3:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room  
Presenter: **Charles Booth**, U. of the West of England

#### 216 📖: (OMT) Teaching OMT: From Undergraduate to Executive MBA Levels

3:00pm - 5:00pm Hawaii Convention Center: Room 318A  
Open, no restriction on participation  
Organizers: **Terry W. Conry**, Ohio U.; **Kelly Thomson**, York U.  
Presenters: **Stewart Clegg**, U. of Technology, Sydney; **Stephen A. Linstead**, U. of York; **Rodney Lacey**, U. of California, Irvine; **Anand Narasimhan**, London Business School

### Saturday 3:30PM

#### 217 🗨️SPDW: (BPS, OB, TIM) Why Markets Don't Stand Still and What Firms Can Do About It? Conversations on Dynamic Capabilities

3:30pm - 5:30pm Hawaii Convention Center: Room 306A  
An interactive discussion session with a panel that introduces diverse theoretical perspectives. Pre-registration required.  
Organizer: **Violina Rindova**, U. of Maryland, College Park  
Presenters: **Hugh Courtney**, U. of Maryland; **Richard Anthony D'Aveni**, Dartmouth College; **Raghu Garud**, New York U.; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Anand Swaminathan**, U. of California, Davis

#### 218 📖SPDW: (CM, ONE) Multi-Case Meta-Theory Workshop: Stakeholder Conflicts and the Framing Process

3:30pm - 5:30pm Hawaii Convention Center: Room 305B  
Pre-registration is required. Email **Ralph Hanke** (ralphh@psu.edu) for information.  
Organizer: **Ralph Hanke**, Bowling Green State U.  
Participants: **Barbara Gray**, Pennsylvania State U.; **Charlene E. Zietsma**, U. of Western Ontario; **Frank Den Hond**, Maastricht U.; **Alfred Allen Marcus**, U. of Minnesota; **Monika Winn**, U. of Victoria; **Roy J. Lewicki**, Ohio State U.



**219** →SPDW: (HR, CAR, IAM, RM, IM) **Playing the U.S. Publishing Game: Tacit Rules for Publishing from Outside North America**

3:30pm - 5:30pm Hawaii Convention Center: Room 307B

Organizers: **Wolfgang Mayrhofer**, Wirtschafts U. Wien; **Mary R. Watson**, New School U.

Presenters: **Sara L Rynes**, U. of Iowa; **Hugh P. Gunz**, U. of Toronto; **Mila B. Lazarova**, Simon Fraser U.; **Mark F Peterson**, Florida Atlantic U.; **Theresa M. Welbourne**, U. of Michigan; **Helen Mayerhofer**, Vienna U. of Economics and Business Administration

**220** 📖🗣️SPDW: (OMT, PTC) **The Language of Business: New Strategies in Organizational Communication and Learning**

3:30pm - 5:30pm Hawaii Convention Center: Room 313C

pre-registration required. Contact session organizer.

Organizer: **Terrence Gargiulo**, MAKINGSTORIES.net

**221** SPDW: (PNP, OM, BPS) **Developing and Using Cases in Teaching and Research: An Experiential Workshop**

3:30pm - 5:30pm Sheraton Waikiki Beach: Kahuku Room

Chair: **William F. Crittenden**, Northeastern U.

Speakers: **Ralph Brower**, Florida State U.; **Robert C. Myrtle**, U. of Southern California; **Chris Robertson**, Northeastern U.

Presenter: **Vicky Crittenden**, Boston College

**Saturday 4:00PM**

**222** : (AAC) **Teaching Theme Committee Meeting**

4:00pm - 5:30pm Hilton Hawaiian Village: Sea Pearl Suite 2

Organizers: **Lisa K Gundry**, DePaul U.; **Jill R Kickul**, Simmons College

**223** SPDW: (CAR, PTC) **Incorporating Ancient Hawaiian Talk Story Elements in Modern Management Dialogue**

4:00pm - 6:00pm Hawaii Convention Center: Center Rooftop

Presenters: **Linda Mueller**, LM Solutions; **Bettie C. Hall**, U. of Cincinnati/Hall Associates Consulting

**224** → : (IM) **Meet the Editors**

4:00pm - 5:30pm Hawaii Convention Center: Room 323A

Open only to registered attendees of the doctoral student and junior faculty consortia.

Organizers: **Lorraine Eden**, Texas A&M U.; **Andrew Delios**, National U. of Singapore

Chair: **Timothy Michael Deviney**, Australian Graduate School of Management

Presenters: **Martin J Kilduff**, Pennsylvania State U.; **Arie Y. Lewin**, Duke U.; **Dan E Schendel**, Purdue U.; **Linda Argote**, Carnegie Mellon U.; **Bradley L. Kirkman**, Texas A&M U.

**225** 🗣️ : (MSR) **Spirituality Cafe: Fostering Collective Wisdom**

4:00pm - 5:00pm Sheraton Waikiki Beach: Niihau Room

Presenter: **Keiko Krahnke**, U. of Northern Colorado

**226** 🗣️→SPDW: (ODC, CMS) **Critical Lenses on Organization Development and Change: Re-Visiting ODC**

4:00pm - 6:00pm Hawaii Convention Center: Room 318B

Organizers: **Julie Wolfram Cox**, RMIT U.; **Bill Michael Cooke**, U. of Manchester

Presenters: **Stephen A. Linstead**, U. of York; **Alison Linstead**, U. of York; **Carl Rhodes**, U. of Technology, Sydney; **Emma Bell**, Queen Mary U. of London; **Scott Taylor**, U. of Birmingham

**227** SPDW: (RM, BPS, OMT) **Robust Regression**

4:00pm - 6:00pm Hawaii Convention Center: Room 327

Pre-registration required at

<https://spears.okstate.edu/rmdpregister>. There is a \$5 fee for non members of the Research Methods Division.

Presenter: **William H. Starbuck**, New York U.

**Saturday 4:30PM**

**228** SPDW: (RM, OB) **Meeting Multilevel Researchers**

4:30pm - 6:00pm Hawaii Convention Center: Room 312

Presenters: **Paul Bliese**, Walter Reed Army Institute of Research; **Gilad Chen**, Texas A&M U.; **David A Hofmann**, U. of North Carolina; **Katherine Klein**, U. of Pennsylvania; **John Mathieu**, U. of Connecticut

**Saturday 5:00PM**

**229** : (AAA) **Atlanta 2006 Organizing Committee**

5:00pm - 6:00pm Hilton Hawaiian Village: Sea Pearl Suite 3

Organizer: **Thomas W. Lee**, U. of Washington

**230** : (OMT) **Meet OMT Social Hour**

5:00pm - 6:00pm Hawaii Convention Center: Room 313A

Organizer: **Kimberly D Elsbach**, U. of California, Davis

**231** SPDW: (ONE, BPS, TIM, IM, SIM) **Bottom Of The Pyramid Research Workshop**

5:00pm - 7:00pm Sheraton Waikiki Beach: Puna Room

Organizer: **Mark B. Milstein**, Cornell U.

Facilitators: **Stuart Hart**, Cornell U.; **Sanjay Sharma**, Wilfrid Laurier U.; **Ted London**, U. of North Carolina; **Nicolas Gutierrez**, ITESM; **Mark B. Milstein**, Cornell U.; **Micheal D Gordon**, U. of Michigan, Ann Arbor; **Lisa M. Jones**, U. of North Carolina, Chapel Hill

**232** →SPDW: (RM, IM, ITC) **Five Major Tips for Conducting International Research**

5:00pm - 6:00pm Hawaii Convention Center: Room 307A

Pre-registration required at

<https://spears.okstate.edu/rmdpregister>.

Presenters: **Sherry E. Sullivan**, Bowling Green State U.; **Howard Tu**, U. of Memphis; **Monica L Forret**, St. Ambrose U.

**233** 🗣️ : (SIM) **Reception for SIM Keynote Address in conjunction with the Society for Business Ethics**

5:00pm - 6:00pm Off Site: Ilikai Waikiki Hotel

Organizers: **Edwin Hartman**, Rutgers U.; **Dennis Moberg**, Santa Clara U.

**Saturday 5:30PM**

**234** : (AAA) **Placement for Applicants**

5:30pm - 7:00pm Hilton Hawaiian Village: South Pacific 2

Organizer: **Scott C. Douglas**, Binghamton U.

**235** : (HCM) **HCM Pre-Conference PDW Reception**

5:30pm - 7:30pm Sheraton Waikiki Beach: Kauai Ballroom

Welcome: **Ruth A Anderson**, Duke U.

Presenter: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor

**Saturday 6:00PM**

**236** 📖🗨️ **SPDW: (CMS, IM, GDO, ODC, OMT, RM, MED) Using The Film, "The Corporation" To Re(Vision) Management In The 21st. Century**

6:00pm - 9:00pm Sheraton Waikiki Beach: Lanai Ballroom  
 Movie: "The Corporation"; Open to all; come early to guarantee a seat.

Coordinator: **Dale E Fitzgibbons**, Illinois State U.  
 Presenters: **Linda Jean Twiname**, U. of Waikato; **Maria Humphries**, U. of Waikato

**237 : (ENT) Entrepreneurship Division Social**

6:00pm - 9:30pm Off Site: Aquarium  
 Lu'au at the Honolulu Aquarium. Contact **Anne McCarthy** amccarthy@UBalmail.ubalt.edu for further information.  
 Organizer: **Anne McCarthy**, U. of Baltimore

**238 : (IM) International Management Division PDW Reception**

6:00pm - 8:00pm Sheraton Waikiki Beach: Niihau Room  
 Join your colleagues at this reception for attendees of the various IM Division PDWs. This reception is supported in part by IMD, Lausanne.

**239 : (NDSC) New Doctoral Student Reception**

6:00pm - 8:00pm Hawaii Convention Center: Room 314  
 Organizers: **Laura Erskine**, U. of Southern California; **Allison Gundersen**, Case Western Reserve U.; **Alton Al Stanley Lovvorn**, U. of Memphis; **Janice Molloy**, Ohio State U.; **Pamela K. Steverson**, U. of Memphis; **Kyra Sutton**, Ohio State U.  
 Program Chair: **Karen Moffitt**, U. of Memphis

**240 : (OB) OB Division Reviewers' Reception**

6:00pm - 9:00pm Hawaii Convention Center: Room 316C  
 Presenter: **Francis J Yammarino**, State U. of New York, Binghamton

**241** 🗨️: **(SIM) SIM Keynote with SBE: Richard Rorty, Stanford U., "Is Philosophy Relevant to Business Ethics?"**

6:00pm - 8:15pm Off Site: Ilikai Waikiki Hotel  
 Organizers: **Dennis Moberg**, Santa Clara U.; **Edwin Hartman**, Rutgers U.

**Saturday 6:15PM**

**242 : (OCIS) OCIS Welcome Reception**

6:15pm - 8:30pm Hawaii Convention Center: Center Rooftop

**Saturday 6:30PM**

**243 : (IAM) Iberoamerican Academy of Management Business Meeting**

6:30pm - 8:30pm Sheraton Waikiki Beach: Kohala Room  
 Coordinator: **Luis R. Gomez-Mejia**, Arizona State U.

**244 : (ODC) Doctoral Student Reception**

6:30pm - 8:30pm Sheraton Waikiki Beach: Molokai Ballroom  
 Organizer: **Michael R Manning**, New Mexico State U.

**245 : (OM) Doctoral Consortium Dinner**

6:30pm - 10:00pm Off Site: Sergio's Italian Restaurant  
 By Invitation Only; Sponsored by the Operations Management Group, Kelley School of Business, Indiana University  
 Organizer: **Mohan V. Tatikonda**, Indiana U.

**Saturday 7:00PM**

**246 : (MC) Management Consulting Members and Friends Dinner Cruise**

7:00pm - 10:00pm Off Site: Dinner Cruise  
 Online registration available at <http://uwf.edu/mcd> Checks sent to **Rickie Moore**, EM Lyon, 23 avenue Guy de Collongue, BP 174, ECULLY, FRANCE.  
 Organizer: **Susan M. Adams**, Bentley College  
 Contact: **Rickie Moore**, ISEOR, U. of Lyon

SATURDAY

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**Sunday 7:00AM**
**247 : (CMS) CMS Sunday Brown Bag Breakfast**

7:00am - 8:00am Sheraton Waikiki Beach: Lanai Ballroom

*Breakfast with critters - bring your own.*Host: **Paul Adler**, U. of Southern California**248 SPDW: (MED, BPS, CAR, CMS, GDO, HR, IM, ITC, MH, OB, OM, OMT, RM, TIM, ENT) Management E-Media Visions**

7:00am - 9:00am Hilton Hawaiian Village: South Pacific 1

*Presentations of critical incidents and cases in management e-media will be critically considered in this roundtable structured session.*Organizer: **Charles B Wankel**, St. John's U.

Presenters: **Neal M. Ashkanasy**, U. of Queensland; **Regina F Bento**, U. of Baltimore; **Philip L Cochran**, Indiana U.; **Jim Combs**, Florida State U.; **Timothy DeGroot**, Oklahoma State U.; **Alev M Efendioglu**, U. of San Francisco; **Alan B. Eisner**, Pace U.; **Dale E Fitzgibbons**, Illinois State U.; **Jeanie M. Forray**, Western New England College; **Eric Goodman**, Kaplan U.; **Paul L Govekar**, Ohio Northern U.; **Lee Grubb**, East Carolina U.; **Robert J. Harvey**, Virginia Tech; **James C Hayton**, Utah State U.; **Kurt Heppard**, U.S. Air Force Academy; **David Jacobs**, Hood College; **Penelope Jones**, U. of the West of England; **Palmira Juceviciene**, Kaunas U. of Technology; **Robertas Jucevicius**, Kaunas U. of Technology; **Peggy D. Lee**, Pennsylvania State U., Great Valley; **Romie Frederick Littrell**, Auckland U. of Technology; **Pablo Martin De Holan**, Instituto de Empresa; **Nir Menachemi**, Florida State U.; **Sarfraz A Mian**, State U. of New York, Oswego; **Paul Miesing**, State U. of New York, Albany; **Ron Ophir**, York U.; **Mustafa F Ozbilgin**, Queen Mary U. of London; **Pamela E. Paustian**, U. of Alabama, Birmingham; **E Brian Peach**, U. of West Florida; **Sharma N. Pillutla**, Towson U.; **Kira Kristal Reed**, Syracuse U.; **Barry Rice**, Loyola College; **Nagaraj Sivasubramaniam**, Duquesne U.; **Lynda St Clair**, Bryant U.; **William Daniel Schulte**, Shenandoah U.; **Donna J Slovensky**, U. of Alabama, Birmingham; **Robert David Stephens**, West Virginia U.; **Matt Suppa**, Academy of Management; **Kim-Chi Wakefield Trinh**, Duke U.; **Tunga Kiyak**, Michigan State U.; **Charles B Wankel**, St. John's U.; **Yuji Yoshida**, Chiba U. of Commerce; **B J Zirger**, U. of Cincinnati

**249 📖🧘 (MSR) Meditation**

7:00am - 8:00am Sheraton Waikiki Beach: Waianae Room

*Workshop designed to introduce participants to meditation.*Coordinator: **Gerald Biberman**, U. of Scranton

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**Sunday 7:30AM**
**250 : (AAA) Breakfast with Current Division/Interest Group Chairs (2004-2005)**

7:30am - 9:00am Hilton Hawaiian Village: Sea Pearl Suite 1

Organizer: **Thomas G. Cummings**, U. of Southern California**251 SPDW: (OMT, OB, ODC, MOC) Ask the Editors Breakfast**

7:30am - 8:00am Hawaii Convention Center: Room 313A

*Pre-registration required. Part of OMT, ODC, MOC doctoral consortium, OMT jr. faculty consortium, and OB doctoral and jr. faculty consortiums.*Organizer: **Kimberly D Elsbach**, U. of California, Davis

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**Sunday 8:00AM**
**252 : (AAA) Honolulu 2005, LAC**

8:00am - 11:50pm Hawaii Convention Center: Room 326B

*Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West Oahu; Jerry M Calton, U. of Hawai'i, Hilo***253 : (AAA) Breakfast with Academy of Management Affiliates**

8:00am - 9:30am Hilton Hawaiian Village: South Pacific 3

*AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM*Organizer: **Denise M. Rousseau**, Carnegie Mellon U.**254 → SPDW: (BPS, HR, ONE, TIM, IM, RM) Linked Macro and Micro Firm Data: New Opportunities for Research in Management**

8:00am - 10:00am Hawaii Convention Center: Room 323A

*Pre-Registration required. Email Rajshree Agarwal**(agarwalr@uiuc.edu).*Organizer: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

*Facilitators: Benjamin A. Campbell*, U. of Pennsylvania; **Catherine Morrison Paul**, U. of California, Davis; **Donald Siegel**, Rensselaer Polytechnic Institute; **Mike Wright**, Nottingham U.

**255 📖 SPDW: (BPS, MEN) Managing Your Dissertation Workshop**

8:00am - 12:00pm Hawaii Convention Center: Room 312

*Pre-registration is requested by e-mail to Nandini Lahiri at nandini\_lahiri@isb.edu*Organizer: **Nandini Lahiri**, Indian School of Business

*Presenters: Rajshree Agarwal*, U. of Illinois, Urbana-Champaign; **Gautam Ahuja**, U. of Michigan; **Weiru Chen**, INSEAD; **Raghu Garud**, New York U.; **Isin Guler**, Boston U.; **David Hoopes**, Southern Methodist U.; **Anne Marie Knott**, U. of Maryland; **Susan McEvily**, U. of Pittsburgh; **Kent Miller**, Purdue U.; **Corey Phelps**, U. of Washington; **Raja Roy**, Tulane U.; **Chamu Sundaramurthy**, San Diego State U.

**256 SPDW: (CAR, GDO, MED) Women's Careers in Academe: Setting out to Sea, Seeking Safe Harbors, Sailing into the Wind**

8:00am - 10:30am Hawaii Convention Center: Room 322A

Organizer: **Lynda St Clair**, Bryant U

*Presenters: Madeline M. Crocitto*, State U. of New York, Old Westbury; **Terri Hasseler**, Bryant U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Joy Schnee**, Rider U.

**257 : (ENT) Doctoral Consortium**

8:00am - 12:00pm Hawaii Convention Center: Room 303A

*This session is a continuation from Friday and Saturday.*Organizers: **Dean Shepherd**, Indiana U.; **Thomas Lumpkin**, U. of Illinois, Chicago**258 SPDW: (ENT, BPS, TIM) Economic Geography and Regional Science in Entrepreneurship, Strategy and Innovation**

8:00am - 12:00pm Hawaii Convention Center: Room 307B

*Distinguished Speaker: David Audretsch*, Indiana U., Bloomington  
*Chairs: Michael Camp*, Ohio State U.; **Rita Gunther McGrath**, Columbia U.; **Lawrence A. Plummer**, U. of Colorado, Boulder  
*Participant: Elaine Mosakowski*, U. of Colorado, Boulder

**259 : (HCM) HCM PDW Continental Breakfast**

8:00am - 8:30am Sheraton Waikiki Beach: Akaka Falls Room

Organizer: **Timothy Hoff**, State U. of New York, Albany

**260** : (HR) HR Junior Faculty Consortium

8:00am - 12:00pm Hawaii Convention Center: Room 304A

Pre-registration required.

Organizers: **Mark V Roehling**, Michigan State U.; **Jeffrey LePine**, U. of Florida; **Pamela Perrewe**, Florida State U.; **Susan E. Mayson**, Monash U.; **Helen DeCieri**, Monash U.

Presenters: **Adrienne Colella**, Texas A&M U.; **Steve Werner**, U. of Houston; **Sabine Sonnentag**, U. of Konstanz; **M. Susan Taylor**, U. of Maryland; **Eduardo Salas**, U. of Central Florida; **John Schaubroeck**, Drexel U.

**261** : (HR) HR Doctoral Student Consortium

8:00am - 12:00pm Hawaii Convention Center: Room 316A

Pre-registration required. Contact **John Delery**, U. of Arkansas ([jdelery@walton.uark.edu](mailto:jdelery@walton.uark.edu)) to register.

Organizer: **John E Delery**, U. of Arkansas

Presenters: **Paul Boselie**, Tilburg U.; **Timothy M. Gardner**, Brigham Young U.; **Caren Goldberg**, George Washington U.; **David P Lepak**, Rutgers U.; **Christine Marie Riordan**, U. of Georgia; **Maria Rotundo**, U. of Toronto; **Jason D. Shaw**, U. of Kentucky; **Sean Alexander Way**, Chinese U. of Hong Kong; **Michael Wesson**, Texas A&M U.

**262** →: (IM) Interpretative Methods in International Management Research: The State of the Art

8:00am - 10:00am Hawaii Convention Center: Room 305A

Pre-Registration requested (Not Required). Email **Giana Eckhardt**([giana@agsm.edu.au](mailto:giana@agsm.edu.au)). This session is an adjunct to "The Power Of Richness".

Chair: **Giana M Eckhardt**, Australian Graduate School of Management

Presenter: **Russell W Belk**, U. of Utah

**263** 🗺️SPDW: (MED, MOC, MSR) Practicing Discernment In Decision Making

8:00am - 12:00pm Hilton Hawaiian Village: South Pacific 4

Personal experience of an alternative decision-making approach. E-mail [laurent.falque@edhec.edu](mailto:laurent.falque@edhec.edu) to briefly explain your expectations. Max 20 people.

Coordinator: **Laurent G Falque**, EDHEC Business School

Presenter: **Andre L Delbecq**, Santa Clara U.

**264** 🗺️🗺️→🗺️SPDW: (MEN, ITC) Mentoring and the Learning Organization

8:00am - 12:00pm Sheraton Waikiki Beach: Oahu Room

Organizer: **Bahaudin Mujtaba**, Nova Southeastern U.

Presenters: **Michael Scharff**, U. of Phoenix; **Joseph William Kennedy**, C Edward Waters; **James B. Artley**, Nova Southeastern U.; **Melissa Najera-Castillo**, U. of Houston, Clear Lake; **Arthur L. Jue**, U. of Phoenix; **Stephanie Wilson**, U. of Phoenix; **Bahaudin Mujtaba**, Nova Southeastern U.

**265** 🗺️SPDW: (MH, MOC) Using the Past in Organizations: Memory, History and Commemoration

8:00am - 10:00am Sheraton Waikiki Beach: Ewa Room

Organizer: **Andrea Casey**, George Washington U.

Facilitators: **Charles Booth**, U. of the West of England; **Olivera Fernando**, U. of Western Ontario; **Pablo Martin De Holan**, Instituto de Empresa

**266** 🗺️🗺️🗺️SPDW: (OB, BPS, OMT, PNP) Leadership Across the Divisions - Strategic Leadership

8:00am - 9:30am Hawaii Convention Center: Room 323B

Open discussions

Facilitators: **Richard N Osborn**, Wayne State U.; **Jerry Hunt**, Texas Tech U.

Presenters: **Kimberly B. Boal**, Texas Tech U.; **Sim B. Sitkin**, Duke U.; **Chris Long**, Washington U.; **Allan Lind Jr.**, Duke U.

**267** 🗺️SPDW: (ODC, MC, MED) "That Was Great!": High Impact Exercises For Teaching Or Consulting On Organizational Change

8:00am - 10:00am Hawaii Convention Center: Room 304B

Organizer: **Ian Palmer**, U. of Technology, Sydney

Presenters: **Anthony F Buono**, Bentley College; **Chris Worley**, Pepperdine U.; **Richard Dunford**, Macquarie U., Sydney; **Suzanne L Geigle**, IBM Business Consulting Services; **Gavin M. Schwarz**, U. of New South Wales

**268** 🗺️SPDW: (ODC, MED) Building ODC as an Academic Discipline

8:00am - 12:00pm Hawaii Convention Center: Room 319B

Organizer: **Glenn Varney**, Bowling Green State U.

Presenters: **Arthur M. Freedman**, American U.; **Raymond Saner**, Center For Socio-Economic Development; **Peter Sorensen**, Benedictine U.; **Larry M. Starr**, U. of Pennsylvania; **James M McFillen**, Bowling Green State U.

**269** 🗺️SPDW: (OM, PTC) Conducting Process Improvement Research with Health Care Organizations

8:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1

Pre-registration is required. It enables grouping of similar interests.

Send email of research interests to **Anita Tucker** at [tuckera@wharton.upenn.edu](mailto:tuckera@wharton.upenn.edu).

Organizer: **Anita L. Tucker**, U. of Pennsylvania

Presenters: **Linda S. Leach**, Children's Hospital Los Angeles; **Robert C. Myrtle**, U. of Southern California; **Anita L. Tucker**, U. of Pennsylvania

**270** 🗺️SPDW: (OMT, OB, ODC, MOC) Ask the Editors Panel

8:00am - 10:00am Hawaii Convention Center: Room 313A

Pre-registration required -- part of OMT, MOC, ODC doctoral consortium, OMT jr. faculty consortium, and OB doctoral and jr. faculty consortium.

Organizer: **Mary Tripsas**, Harvard Business School

Contacts: **Mary Uhl-Bien**, U. of Central Florida; **Peter Hom**, Arizona State U.

Presenters: **Donald A Palmer**, U. of California, Davis; **Linda Argote**, Carnegie Mellon U.; **Edward Zajac**, Northwestern U.; **Arthur P Brief**, Tulane U.; **Sara L Rynes**, U. of Iowa; **Arie Y. Lewin**, Duke U.; **Christine Beckman**, U. of California, Irvine

**271** 🗺️SPDW: (ONE, SIM) Risk and Self-Regulation

8:00am - 9:30am Sheraton Waikiki Beach: Kahuku Room

Organizer: **Magali Delmas**, U. of California, Santa Barbara

Presenters: **David Vogel**, U. of California, Berkeley; **Michael Lenox**, Duke U.; **Sergio Andres Molina-Murillo**, U. of Minnesota

**272** 🗺️SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community

8:00am - 12:00pm Sheraton Waikiki Beach: Hilo Room

*Practitioners and academics come together for "hands-on" learning about action research.*

**Organizer:** Neil M. Boyd, Pennsylvania State U.

**Speakers:** Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.

**273** 📖👤➔🗨️: (PTC) Using the "Giraffe and Elephant" Diversity Fable to Address Parity of Esteem

8:00am - 9:00am Sheraton Waikiki Beach: Puna Room

**Organizer:** C Douglas Johnson, Georgia Southern U.

**Presenters:** C Douglas Johnson, Georgia Southern U.; Vanessa Hill, U. of Louisiana at Lafayette; Chandra Y. Guinn, U. of North Carolina, Chapel Hill

**274** : (RM) Structural Equation Modeling with Partial Least Squares

8:00am - 10:00am Hawaii Convention Center: Room 327

*Pre-registration required at*

*<https://spears.okstate.edu/rmdpdwregister>. There is a \$5 fee for non members of the Research Methods Division.*

**Presenters:** Degenhard Meier, RWTH Aachen; Malte Brettel, RWTH Aachen

**275** SPDW: (RM, NDSC, CMS) Ask the Experts: Qualitative Methods

8:00am - 10:00am Hawaii Convention Center: Room 314

**Organizer:** Raza A Mir, William Paterson U.

**Presenters:** Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College; Diana Sharpe, Monmouth U.; Raza A Mir, William Paterson U.

**276** 📖👤🗨️SPDW: (TIM, BPS, MC, ENT) Should Techno-Entrepreneurship Be A Separate Field Of Training/Research/Consulting?

8:00am - 10:00am Hawaii Convention Center: Room 328

**Organizer:** Francois Therin, Grenoble Ecole de Management

**Speaker:** Sylvie Blanco, Grenoble Ecole de Management

**Presenters:** Shaker A Zahra, Babson College; J Michael Geringer, California Polytechnic U.; Vishal K. Gupta, U. of Missouri, Columbia; Gita Surie, Adelphi U.

**Sunday 8:30AM**

**277** ➔🗨️: (AAM) Asia Management Roundtable: Strategic Research Directions in the 21st Century

8:30am - 12:00pm Hawaii Convention Center: Room 315

*Registration NOT required.*

*Professional Development Workshop Chairs:* Ping Kwong Yeung, Open U., Hong Kong; Steven S. Lui, City U. of Hong Kong  
*Moderators:* Irene K-H Chew, Nanyang Technological U.; Eric WK Tsang, Wayne State U.; Dean Tjosvold, Lingnan U.; Nitin Pangarkar, National U. of Singapore

*Speakers:* Paul Beamish, U. of Western Ontario; Kwok Leung, City U. of Hong Kong

*Presenters:* Jose L.C. Costa Alves, U. of Massachusetts; Madan Annavarjula, Northern Illinois U.; Stewart Arnold, U. of Queensland; Shigeru Asaba, Gakushuin U.; Sam Beldona,

Wichita State U.; D Anthony Butterfield, U. of Massachusetts; Yifeng Nancy Chen, Lingnan U.; Asli M. Colpan, Kyoto U.; Andrew Delios, National U. of Singapore; Shih-Chieh Fang, National Kaohsiung First U.; Hiroshi Fujii, Meisei U.; Shuzo Fujimura, Tokyo Institute of Technology; Anjula Gurtoo, Indian Institute of Science; Takashi Hikino, Kyoto U.; Chi-Yu Huang, I-Shou U., Taiwan; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.; Shingo Igarashi, Kyushu U.; Tzu-Tang Blue Lan, National Sun Yat-Sen U.; Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Thomas Mannarelli, INSEAD; Charles C Manz, U. of Massachusetts, Amherst; Gyewan Moon, Kyungpook National U.; Santanu Sarkar, Tata Institute of Social Sciences; Chunlin Si, Fudan U.; Noriko Taji, Meisei U.; Dean Tjosvold, Lingnan U.; Stephen Tsai, National Sun Yat-Sen U.; Ryo Tsukioka, Recruit Works Laboratory Inc.; Anyu Wang, Fudan U.; Liyan Wang, Lingnan U.; Zhong-Ming Wang, Zhejiang U.; Jisun Yu, U. of Minnesota; Wei-Ping Yu, Sichuan U.; Nan Zhou, National U. of Singapore; Ying Zhu, Atomi U.

**278** : (BPS) New Faculty Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 301 (A&B)

*Apply by 5/15/05 to [amy.hillman@asu.edu](mailto:amy.hillman@asu.edu). Send vita, teaching/research interests (1P), nomination letter from Dean/Dept Head. BPS PhD by 9/30/04.*

**Organizers:** Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison

**Presenters:** Diana L. Day, Rutgers U., Camden; Javier Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.

**279** : (BPS) Doctoral Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 308 (A&B)

*By invitation only. Contact Tim Folta for additional information ([foltat@mgmt.purdue.edu](mailto:foltat@mgmt.purdue.edu)).*

**Organizers:** Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U.

**Participants:** Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris; Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.

**280** 📖🗨️SPDW: (CM, OCIS, OB) Teaching About Groups and Teams

8:30am - 10:00am Hawaii Convention Center: Room 309

*This workshop is open to all members of the Academy and does not require pre-registration.*

**Organizer:** Susan E. Brodt, Queen's U.

**Presenter:** Joann Keyton, U. of Kansas

**281** 📖➔🗨️: (CMS) The Corporation Follow Up

8:30am - 9:30am Sheraton Waikiki Beach: Koko Crater Room

*Follow up to last night's showing of "The Corporation"*

**Organizers:** Maria Humphries, U. of Waikato; Dale E Fitzgibbons, Illinois State U.; Linda Jean Twiname, U. of Waikato

**282** : (HCM) Qualitative Methods Workshop

8:30am - 10:00am Sheraton Waikiki Beach: Honolulu Room

**Organizer:** Grant T. Savage, U. of Alabama



**Presenters:** Grant T. Savage, U. of Alabama; Timothy Hoff, State U. of New York, Albany ; Ann Scheck McAlearney, Ohio State U.; Myron D Fottler, U. of Central Florida

**283 : (HCM) Quantitative Methods Workshop**

8:30am - 10:00am Sheraton Waikiki Beach: Kauai Ballroom

**Organizer:** Eric W. Ford, Tulane U.

**Presenters:** Eric W. Ford, Tulane U.; Stephen O'Connor, U. of Alabama, Birmingham; L Michele Issel, U. of Illinois, Chicago; Jon Chilingirian, Brandeis U.

**284**   **SPDW: (MED, CMS, IM, ONE) Management Education's Role In The Poor Areas: Reflections On Experience And Dialogue**

8:30am - 10:00am Hilton Hawaiian Village: South Pacific 2

**Chair:** Ana Maria Peredo, U. of Victoria

**Discussant:** Murdith McLean, U. of Victoria

**Speakers:** Donna L Wiley, California State U., Hayward; Richard W. Moore, California State U., Northridge; Robert Brent Anderson, U. of Regina

**285**  **(MH) Getting Involved in Professional Development Continental Breakfast**

8:30am - 10:00am Sheraton Waikiki Beach: Waimea Canyon Room

**Presenters:** Jane Whitney Gibson, Nova Southeastern U.; Dewey E Johnson, California State U., Fresno; Jonathon R. Halbesleben, U. of Oklahoma; Karl Moore, McGill U.

**286 : (MOC) Cognition in the Rough**

8:30am - 12:00pm Hawaii Convention Center: Room 302A

*Please send all inquiries to [cir@unl.edu](mailto:cir@unl.edu).*

**Organizers:** Sucheta Nadkarni, U. of Nebraska; Marie Dasborough, U. of Queensland/Oklahoma State U.; Nils Plambeck, HEC Paris

**Presenter:** Elena P Antonacopoulou, U. of Liverpool

**Participants:** Fran Ackermann, Strathclyde U.; Neal M.

**Ashkanasy**, U. of Queensland; **Bruce Avolio**, U. of Nebraska; **Pamela S Barr**, Georgia State U.; **Michel Bougon**, Bryant U.; **Andrea Casey**, George Washington U.; **Scott C. Douglas**, Binghamton U.; **Janet M Dukerich**, U. of Texas, Austin; **Marlena Fiol**, U. of Colorado, Denver; **Raghu Garud**, New York U.; **William H Glick**, Arizona State U.; **Gerard P. Hodgkinson**, U. of Leeds; **Susan Houghton**, Georgia State U.; **George P Huber**, U. of Texas, Austin; **Lynn A Isabella**, U. of Virginia; **Gerry Johnson**, U. of Strathclyde; **Mark J Martinko**, Florida State U.; **Stephen Mezas**, New York U.; **Chet Miller**, Wake Forest U.; **Frances J Milliken**, New York U.; **Rhonda K Reger**, U. of Maryland; **Susan C Schneider**, HEC U. of Geneva; **Mary J Waller**, Tulane U.

**287** **SPDW: (OCIS, MED, TTC) Management E-Learning: When Knowledge Is Not Enough**

8:30am - 10:00am Hawaii Convention Center: Room 318A

**Organizer:** Deborah Waddill, George Washington U.

**Presenters:** Deborah Waddill, George Washington U.; Robert J. DeFillippi, Suffolk U.; Richard G. Milter, Ohio U.


**288**  **(OM) Mid-Life Crisis: Revisiting the Role of Operations in the Core Business Curriculum**

8:30am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 2

**Organizer:** Janet L. Hartley, Bowling Green State U.

**Presenters:** Elliot Bendoly, Emory U.; Amelia Carr, Bowling Green State U.; Thomas Y. Choi, Arizona State U.; Suzanne deTreville,

U. de Lausanne; Daesik Hur, Bowling Green State U.; Mark Pagell, Oregon State U.

**289**  **SPDW: (OMT, OB, ODC, MOC) Uncovering New Variables, Methods, & Mechanisms from Positive Organizational Scholarship (POS)**

8:30am - 12:00pm Hawaii Convention Center: Room 317B

*Pre-registration required.*

**Chairs:** Kim Cameron, U. of Michigan; Jody Hoffer Gittel, Brandeis U.

**Facilitators:** Fiona Lee, U. of Michigan; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Robert E Quinn, U. of Michigan; Amy Wrzesniewski, New York U.; Michele Williams, Massachusetts Institute of Technology; Ryan Quinn, U. of Virginia; Wayne E Baker, U. of Michigan; Ned Powley, Case Western Reserve U.

**Sunday 9:00AM**

**290 : (AAA) Conference Exhibits**

9:00am - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits

**Organizer:** George T Solomon, George Washington U.

**291 : (AAA) Membership**

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Membership

*Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.*

**Organizer:** Regina Greenwood, Kettering U.

**292 : (AAA) Conference Registration**

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Registration

*On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration*

**293 : (AAA) Placement Services**

9:00am - 4:00pm Hilton Hawaiian Village: Iolani Suite 1

*Placement Services - Registration and Information*

**Organizer:** Scott C. Douglas, Binghamton U.

**294 : (AAA) Current Program Chairs (2004-2005) Meeting**

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 2

**Organizers:** Ken G. Smith, U. of Maryland; Qing Cao, U. of Maryland; Jimmy Le, Academy of Management

**295 : (AAA) Current and Incoming Heads and Members of Academy Committees**

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 3

**Organizer:** Thomas G. Cummings, U. of Southern California

**296 : (AAC) Southwest Academy of Management Officers Meeting**

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 1

**Organizer:** Jon W Beard, Purdue U.

**297**  **SPDW: (BPS, OMT, TIM) Strategy Across Disciplines: The Dogfight Over Innovation**

9:00am - 11:30am Hawaii Convention Center: Room 313B

*Look for info about web-based discussion before the session.*

*Registration required: Contact Brian Silverman at [silverman@rotman.utoronto.ca](mailto:silverman@rotman.utoronto.ca)*

**Organizer:** Brian Silverman, U. of Toronto

**Participants:** Ronald S. Burt, U. of Chicago; Anita McGahan, Boston U.; Michael Ryall, Melbourne Business School; Olav Sorenson, London Business School

### 298 🗨️🗨️SPDW: (BPS, TIM, ITC, ENT) Studying Emerging Industries in the 21st Century: From Biotech to Nanotech and Beyond

9:00am - 12:00pm Hawaii Convention Center: Room 322B  
Pre-registration required. Contact Michelle Gittelman (mgittelm@stern.nyu.edu).

Organizers: **Michelle Gittelman**, New York U.; **Vincent Mangematin**, INRA/UPMF

Presenters: **Maryanne P Feldman**, U. of Toronto; **Bernard Kahane**, ISTM/LATTS; **Alan D. Meyer**, U. of Oregon; **Natasha Munshi**, Cass Business School; **Walter Powell**, Stanford U.

### 299 🗨️➔🗨️SPDW: (CM, BPS, MOC, GDO, CAR, HR, TIM, OMT, OCIS, MED, MH, ITC) Starting Out on the Right Foot: Negotiating Your First Academic Job

9:00am - 12:00pm Hawaii Convention Center: Room 316B  
Pre-registration is required. Register online by July 15 (<http://research.business.queensu.ca/CMPDW>) or email Wendi Adair (wla5@cornell.edu).

Organizer: **Wendi L. Adair**, Cornell U.  
Presenters: **Susan E. Brodt**, Queen's U.; **Roy J. Lewicki**, Ohio State U.; **Margaret A. Neale**, Stanford U.; **Gregory B. Northcraft**, U. of Illinois, Urbana-Champaign; **Robin L. Pinkley**, Southern Methodist U.; **Hildy Teegen**, George Washington U.; **Laurie R. Weingart**, Carnegie Mellon U.

### 300 : (ENT) Meta-analysis & Evidence-based Entrepreneurship: Towards an Accumulated Knowledge in Entrepreneurship

9:00am - 12:00pm Hawaii Convention Center: Room 307A  
Chair: **Michael Frese**, Giessen U.

Presenters: **Per Davidsson**, Queensland U. of Technology /Jonkoping U.; **Andreas Rauch**, Giessen U.; **Michael Frese**, Giessen U.; **Denise M. Rousseau**, Carnegie Mellon U.

### 301 🗨️➔SPDW: (IM, BPS, MEN) Research Opportunities and Career Development in International Management and Business Strategy

9:00am - 12:00pm Hawaii Convention Center: Room 316C  
Organizer: **Mariko Sakakibara**, U. of California, Los Angeles  
Presenters: **Sea Jin Chang**, Korea U.; **Tarun Khanna**, Harvard Business School; **Marvin B Lieberman**, U. of California, Los Angeles; **Bernard Yeung**, New York U.; **Srilata Zaheer**, U. of Minnesota

### 302 ➔🗨️SPDW: (IM, BPS, OMT, ONE, SIM) Conducting Research on International and Comparative Corporate Governance

9:00am - 12:00pm Hawaii Convention Center: Room 321B  
Chair: **Ruth V Aguilera**, U. of Illinois, Urbana-Champaign  
Presenters: **Brian Boyd**, Arizona State U.; **Igor Filatotchev**, King's College, U. of London; **Joshua D Margolis**, Harvard Business School; **Donald A Palmer**, U. of California, Davis; **Steen Thomsen**, Copenhagen Business School; **Parthiban David**, U. of Notre Dame

### 303 🗨️SPDW: (MED, MSR) Principle-Centered Learning: Bringing Learning To A Higher Level

9:00am - 10:30am Sheraton Waikiki Beach: Waianae Room  
Coordinator: **Len Tischler**, U. of Scranton  
Presenter: **Len Tischler**, U. of Scranton

### 304 : (OB) Organizational Behavior Joint Session Junior Faculty & Doctoral Student Consortium: Editors' Panel

9:00am - 10:30am Hawaii Convention Center: Room 324  
Participation is by invitation only. Those interested should send applications to [muhl-bien@bus.ucf.edu](mailto:muhl-bien@bus.ucf.edu). Space is limited!  
Contacts: **Mary Uhl-Bien**, U. of Central Florida; **Peter Hom**, Arizona State U.  
Presenters: **Herman Aguinis**, U. of Colorado, Denver; **Sheldon Zedeck**, U. of California, Berkeley; **Rodger W Griffeth**, U. of New Orleans; **David A Harrison**, Pennsylvania State U.; **Murray R. Barrick**, U. of Iowa; **Michael D. Mumford**, U. of Oklahoma; **Carol T Kulik**, Melbourne U.; **Daniel Skarlicki**, U. of British Columbia; **Bradley L. Kirkman**, Texas A&M U.; **Loriann Roberson**, Arizona State U.

### 305 🗨️🗨️🗨️SPDW: (OB, OMT, MED, IM, HR) How to Measure Culture and Leadership Across Cultures

9:00am - 12:00pm Hawaii Convention Center: Room 323C  
Pre-registration required via email. Contact [romie.littrell@aut.ac.nz](mailto:romie.littrell@aut.ac.nz)  
Distinguished Speakers: **Mansour Javidan**, Thunderbird, The Garvin School of International Management; **Mark F Peterson**, Florida Atlantic U.  
Moderator: **Romie Frederick Littrell**, Auckland U. of Technology  
Participant: **Mahmut Bayazit**, Koc U.

### 306 : (OMT) OMT Dissertation Proposal Workshop

9:00am - 12:00pm Hawaii Convention Center: Room 318B  
Pre-registration required. Contact organizers.  
Organizers: **Tina Dacin**, Queen's U., Canada; **Pamela R Haunschild**, U. of Texas, Austin  
Presenters: **Andrew H. Van de Ven**, U. of Minnesota; **William Ocasio**, Northwestern U.; **Anna Grandori**, Bocconi U.; **Bob Hinings**, U. of Alberta; **David A. Whetten**, Brigham Young U.

### 307 ➔🗨️SPDW: (OMT, BPS) Paradigmatic Issues In Institutional Theory and Research

9:00am - 12:00pm Hawaii Convention Center: Room 319A  
Pre-registration required  
Organizers: **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Kelly Thomson**, York U.  
Facilitators: **Roy R Suddaby**, U. of Iowa; **Matthew Kraatz**, U. of Illinois; **Cynthia Hardy**, Melbourne U.; **Nelson Phillips**, Imperial College London; **P Devereaux Jennings**, U. of Alberta

### 308 🗨️🗨️➔🗨️: (PNP) Multi Hospital Networks: Governance and Strategic Tools

9:00am - 12:00pm Sheraton Waikiki Beach: Iao Needle Room  
Pre-registration required through [Emanuele Vendramini](mailto:Emanuele.Vendramini@unibocconi.it) at [emanuele.vendramini@unibocconi.it]  
Organizers: **Emanuele Vendramini**, Bocconi U.; **Emanuele Vendramini**, Bocconi U.  
Presenters: **Elio Borgonovi**, Bocconi U.; **Raffaella Molteni**, John Hopkins Medicine International; **Mario Del Vecchio**, SDA Bocconi U.; **Emanuele Vendramini**, Bocconi U.; **Sophie Monnier**, Teaching Hospital of Nice; **Stephane Jarlegand**, Teaching Hospital of Nice

### 309 🗨️🗨️➔🗨️: (PNP) Doctoral Consortium II

9:00am - 12:00pm Sheraton Waikiki Beach: Niihau Room

Organizer: **Eric C. Martin**, Eastern Connecticut State U.  
Facilitators: **Jessica Word**, Florida State U.; **Ernest L. Duncan**, U. of Phoenix

### 310 📖: (SIM) Learn From The Experts About Publishing

9:00am - 12:00pm Sheraton Waikiki Beach: Kona Room

Organizers: **Marshall Schminke**, U. of Central Florida; **Dirk Matten**, Royal Holloway College, U. of London

Presenters: **Robert A Giacalone**, Temple U.; **Douglas R May**, U. of Kansas; **Thomas M Jones**, U. of Washington; **Gerald Keim**, Arizona State U.; **Anne M. O'Leary-Kelly**, U. of Arkansas; **Scott J. Reynolds**, U. of Washington; **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign; **Lori Versteegen Ryan**, San Diego State U.; **Andreas Georg Scherer**, U. of Zurich; **Donald Siegel**, Rensselaer Polytechnic Institute; **Bennett J. Tepper**, U. of North Carolina, Charlotte; **Linda K Trevino**, Pennsylvania State U.; **Gary R Weaver**, U. of Delaware; **Thomas A Wright**, U. of Nevada, Reno

### Sunday 9:30AM

#### 311 SPDW: (BPS, OMT, TIM, OM) New Directions In the Study of Coordination Within and Between Firms

9:30am - 12:00pm Hawaii Convention Center: Room 317A

Pre-registration required. We will set up a website for participants to register and submit discussion questions in advance of the session.

Organizers: **Phanish Puranam**, London Business School; **Michael G Jacobides**, London Business School

Speakers: **Ranjay Gulati**, Northwestern U.; **Anna Grandori**, Bocconi U.; **John Paul MacDuffie**, U. of Pennsylvania; **Joe Porac**, New York U.; **Hayagreeva Rao**, Northwestern U.

#### 312 SPDW: (BPS, TIM, OMT, MOC, IM) The Next Discipline in Organization Science

9:30am - 12:00pm Hawaii Convention Center: Room 306A

Pre-registration is requested at [rkatila@stanford.edu](mailto:rkatila@stanford.edu)

Organizer: **Riitta Katila**, Stanford U.

Presenters: **Philip Anderson**, INSEAD; **William G Mitchell**, Duke U.; **Anju Seth**, U. of Illinois, Urbana-Champaign; **Harbir Singh**, U. of Pennsylvania; **Edward Zajac**, Northwestern U.

#### 313 🌐➔🗨️SPDW: (CM, BPS, MOC, GDO, CAR, HR, TIM, OMT, OCIS, MED, MH, ITC) Starting Out on the Right Foot: Negotiating Your First Academic Job - Discussion Groups

9:30am - 11:00am Hawaii Convention Center: Room 313C

This session is the discussion group component of the doctoral student workshop on negotiating your first academic job. (See session 299)

Organizer: **Wendi L. Adair**, Cornell U.

Contact: **Susan E. Brodt**, Queen's U.

#### 314 🗨️: (MOC) Using the Knowledgeability Monitor to Shape an Integrated & Balanced Approach to Managing Knowledge

9:30am - 12:00pm Hawaii Convention Center: Room 306B

Improve the way your organization handles some unavoidable knowledge based dilemmas by monitoring key metrics.

Organizer: **Christine M. van Winkelen**, Henley Management College

Facilitators: **Jane E McKenzie**, Henley Management College;

**Christine M. van Winkelen**, Henley Management College

#### 315 📖🗨️🗨️SPDW: (OB, HR) Leadership: Emerging Executive Issues

9:30am - 11:30am Hawaii Convention Center: Room 323B

Open discussions

Facilitator: **Bruce Avolio**, U. of Nebraska

Presenters: **Leanne Atwater**, Arizona State U.; **Ken Parry**, Griffith U.; **Ronald E. Riggio**, Claremont McKenna College; **Boas Shamir**, Hebrew U. of Jerusalem

### Sunday 9:45AM

#### 316 🌐➔🗨️SPDW: (MC, BPS, ODC) Global Consulting Trends and Practices: Insights from the Field

9:45am - 10:45am Hawaii Convention Center: Room 311

Moderator: **Miguel Caldas**, Loyola U., New Orleans

Presenters: **Maria Eugenia Arias**, McKinsey & Company; **Leon De Caluwe**, Free U., Twynstra; **Bjoern Z Ekelund**, Copenhagen Business School; **John Gauling**, Monster.com; **Richard Kum-Yew Lai**, Harvard U.

### Sunday 10:00AM

#### 317 : (AAA) Academy of Management Associates

10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 3

AOM Associates: **EURAM**, **EGOS**, **ANZAM**, **ANPAD**, **ASAC**, **ACACIA**, **BAM**, **IFSAM**

Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

#### 318 🗨️🗨️SPDW: (BPS, MOC, OMT, OB) Injecting Creativity Into Business: Models for the 21st Century from Cultural Industries

10:00am - 12:00pm Hawaii Convention Center: Room 303B

Open, no restriction on participation

Organizers: **Theresa K Lant**, New York U.; **Joseph Lampel**, City U., London; **Jamal Shamsie**, Michigan State U.

Participants: **Mary Ann Glynn**, Emory U.; **Candace Jones**, Boston College; **Joann Keyton**, U. of Kansas; **Helaine J Korn**, Baruch College, CUNY; **Anand Narasimhan**, London Business School; **W Richard Scott**, Stanford U.

#### 319 🗨️SPDW: (CAR, MED, HR, IM) Dialogues on a New Vision of Career Management

10:00am - 12:00pm Hawaii Convention Center: Room 323A

Organizers: **Holly Slay**, U. of Maryland; **Laurie Milton**, U. of Calgary, U. of Western Ontario

Presenters: **Michael B. Arthur**, Suffolk U.; **Robert J. DeFillippi**, Suffolk U.; **Sherry E. Sullivan**, Bowling Green State U.; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **P. Monique Valcour**, Boston College

#### 320 SPDW: (CM, RM, OB) Stepping into the Shadow: Researching Negative Emotions in Organizations

10:00am - 12:00pm Hawaii Convention Center: Room 309

Pre-registration is required. Contact **Michael Gross** ([michael.gross@business.colostate.edu](mailto:michael.gross@business.colostate.edu)) by July 15th.

Organizer: **Michael A. Gross**, Colorado State U.

Presenters: **Blake E. Ashforth**, Arizona State U.; **Robert Bies**, Georgetown U.; **Tricia Jones**, Temple U.



### 321 📖🗣️SPDW: (CMS, CAR) Critters and Their Careers (Alternatives to the “Post-Doc”)

10:00am - 12:00pm Sheraton Waikiki Beach: Lanai Ballroom

Join our provocateurs to discuss the “(a)typical” critter career. Are we impractical?

Organizer: **Jeanie M. Forray**, Western New England College

Participants: **Michael Chumer**, New Jersey Institute of Technology; **Charlice Hurst**, U. of Florida; **Roy Stager Jacques**, Auckland U. of Technology; **Alison Linstead**, U. of York; **Craig Prichard**, Massey U.; **Nina Gregg**, Communication Resources

### 322 📖SPDW: (GDO, MED) Affective Education: An Experiential Workshop

10:00am - 11:30am Sheraton Waikiki Beach: Koko Crater Room

It is recommended to come in loose, comfortable clothes that do not restrict the body. This workshop is open, no restriction on participation.

Organizer: **Diego Rinallo**, Bocconi U.

Facilitator: **Diego Rinallo**, Bocconi U.

### 323 🗣️ (HR) Company Tour: Meet the HR Managers, Dole Factory Tour & Sunset Beach Visitation

10:00am - 7:00pm Off Site: Dole Factory Tour

Pre-registration required. Contact **Michael Valdez**, University of Hawaii at Manoa ([valdez@hawaii.edu](mailto:valdez@hawaii.edu)).

Organizers: **Dharm Prakash Sharma Bhawuk**, U. of Hawai'i, Manoa; **Elaine Bailey**, U. of Hawai'i, Manoa; **Michael Valdez**, U. of Hawai'i

### 324 SPDW: (HR, BPS, OB, OMT, RM) The Craft of Reviewing

10:00am - 12:00pm Hawaii Convention Center: Room 305B

Organizer: **Joy Humphries Karriker**, Virginia Commonwealth U.

Presenters: **Lucy R. Ford**, Rutgers U., Camden; **David A Harrison**, Pennsylvania State U.; **Lucy L Gilson**, U. of Connecticut; **Mark Gavin**, Oklahoma State U.

### 325 🗣️SPDW: (HR, OB) A Research Incubator on the Perceived Organizational Membership Framework

10:00am - 12:00pm Hawaii Convention Center: Room 304B

Pre-registration required. Contact **Christina Stamper** at [christina.stamper@wmich.edu](mailto:christina.stamper@wmich.edu)

Organizers: **Christina L Stamper**, Western Michigan U.; **Suzanne S Masterson**, U. of Cincinnati

### 326 : (Paper Session) - (IM) IMD Paper Development Workshop

10:00am - 12:00pm Sheraton Waikiki Beach: Maui Ballroom

By invitation only. An innovative session in which authors work in sub-groups to critique each other's work, facilitated by leading IM scholars.

Organizers: **Tatiana Kostova**, U. of South Carolina; **Ravi Ramamurti**, Northeastern U.

Facilitators: **Paul Beamish**, U. of Western Ontario; **Sully Taylor**, Portland State U.; **Eleanor Westney**, Massachusetts Institute of Technology

→ Determinant Factors of the Subsidiaries' Roles in Emerging Economies | **Felipe Mendes Borini**, Pontifical Catholic U. of Sao Paulo; **Moacir De Miranda Oliveira**, Pontifical Catholic U. of Sao Paulo; **Arnoldo Hoyos Guevara**, Pontifical Catholic U. of Sao Paulo

→ Culture in Organizations of the Computer Industry: Insights from Latin America | **Anabella Davila**, Tec De Monterrey; **Ana Luisa Perez**, Tec De Monterrey; **Gustavo Habermann**, Tec De Monterrey

'Xinren' versus 'Vertrauen': Two Perspectives on Trust in Sino-German Business Partnerships | **Torsten M. Kuehlmann**, U. of Bayreuth; **Nada Endrissat**, Basel U.

→ Forms of Diversification and Impacts on Return-Risk Relations: A Competence Perspective | **Chia-Wen Hsu**, National Taiwan U.; **Heng-Yih Liu**, Yuan Ze U.

Knowledge Management of Taiwanese MNC Subsidiaries: The Systematic Perspective of Human Capital | **Bi Shiao Jaw**, National Sun Yat-Sen U.; **Christina Yu-Ping Wang**, National Sun Yat-Sen U.; **Yen-Hao Chen**, National Sun Yat-Sen U.

→ Too Far Away to Monitor?: International Acquisitions and Shareholder Wealth | **Yangmin Kim**, Sogang U.

→ Obstacles to Internationalization as Seen by SMEs in Five Central and Eastern European Countries | **Audra I. Mockaitis**, Vilnius U.; **Erika Vaiginienė**, Vilnius U.

→ Subsidiary-Driven Investment of International Business: The Case of a Japanese Subsidiary in Taiwan | **Peter J. Sher**, National Chung Hsing U.; **C. Y. Huang**, Twelitelite Corp.; **Homin Chen**, National Taiwan U.

→ How Dominant Logic Develops, Changes and Designs Organizations | **Ashok Som**, ESSEC Business School

→ Post-acquisition Integration in Cross-border Acquisitions: The Impact of National Culture | **Betania Tanure**, Fundação Dom Cabral/PUC Minas; **Vera L. Cançado**, Fundação Dom Cabral/Fundação Pedro Leopoldo; **Roberto Gonzalez Duarte**, PUC Minas / Fundação Dom Cabral

→ Diversity, Human & Social Capital as Location Determinants: Evidence from the Indian IT Industry | **Florian A. Täube**, U. of Frankfurt

→ Roles of Market Orientation, Autonomy and Ownership on SHRM-Performance Linkage in China | **Li-Qun Wei**, U. of International Business and Economics; **Chung-Ming Lau**, Chinese U. of Hong Kong

→ Corporate Human Resource Strategy in Multi-National Enterprises: A Study of Four South African MNEs | **Albert Wocke**, U. of Pretoria

### 327 → 🗣️SPDW: (IM, SIM, ONE) Collaboration or Conflict? A Dialogue on International Corporate-NGO Relations

10:00am - 12:00pm Hawaii Convention Center: Room 305A



Organizer: **Jonathan P Doh**, Villanova U.

Facilitators: **Robert Brent Anderson**, U. of Regina; **Ted London**, U. of North Carolina; **Liesl Riddle**, George Washington U.

Presenters: **Sam Gon**, The Nature Conservancy; **Hildy Teegen**, George Washington U.; **Mark B. Milstein**, Cornell U.

Participants: **James E. Mattingly**, U. of Northern Iowa; **Rafael Lucea**, Massachusetts Institute of Technology; **Ann Olsen**, Vanderbilt U.; **Raul Pacheco-Vega**, Center for Innovation in Competitive Technology; **Patricia C Kelley**, U. of Washington, Bothell; **Jason McNichol**, Social Science Research Council; **Anne Starks Acosta**, Consultative Group on International Agricultural

Research; **Helene S Fine**, Bridgewater State U.; **Jabril Bensedrine**, ELM Research & Strategy

**328**   SPDW: (MED, CMS) **Re(Visioning) Issues Of Globalization In The Management Classroom: The Case For Critical Theory**


10:00am - 11:00am Hilton Hawaiian Village: Tapa Ballroom 2

*We use Anita Roddick's book, "Globalize This!" to help students identify global ethical issues.*

*Organizer: Maria Humphries, U. of Waikato*

*Contact: Dale E Fitzgibbons, Illinois State U.*


*Presenters: Dale E Fitzgibbons, Illinois State U.; Maria Humphries, U. of Waikato*

**329**  SPDW: (MED, NDSC, MEN, ONE, GDO) **Learning The Art And Craft Of Reviewing: From Today's Best Reviewers To The Best Of Tomorrow's**

10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 1

*An opportunity to meet with and learn from the best reviewers in the association.*

*Coordinator: Haze Nicole Schepmyer, Madison U.*

**330**  SPDW: (MED, ODC) **Film Scenes as Bases for Experiential Exercises**

10:00am - 11:30am Hilton Hawaiian Village: South Pacific 2

*Demonstrations of experiential exercises designed to increase student interaction in Web courses.*

*Presenter: Joseph E Champoux, U. of New Mexico*

**331**  (MH) **Doctoral Student Workshop: Managing Your Dissertation**

10:00am - 11:30am Sheraton Waikiki Beach: Waimea Canyon Room

*Presenters: Karl Moore, McGill U.; Jane Whitney Gibson, Nova Southeastern U.; Richard T. Mowday, U. of Oregon*



**332** SPDW: (OM, TIM) **Got Questions? Ask the Editors and Associate Editors of Operations Management Journals**

10:00am - 12:00pm Hilton Hawaiian Village: Tapa Ballroom 1

*Moderator: Janet L. Hartley, Bowling Green State U.*

*Presenters: Barbara B. Flynn, Wake Forest U.; Robert Handfield, North Carolina State U.; Michael W. Lawless, Wake Forest U.;*

*Kalyan Singhal, U. of Baltimore; Vicki Smith-Daniels, Arizona State U.; Andrew Taylor, Bradford U.*

**333**   SPDW: (OMT, ODC, MOC) **OMT/ODC/MOC Doctoral Consortium**

10:00am - 12:00pm Hawaii Convention Center: Room 313A

*Pre-registration required. Session starts on Friday, and continues on Saturday.*

*Organizers: Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology*

*Presenters: Richard L Daft, Vanderbilt U.; Mary Ann Glynn, Emory U.; Royston Greenwood, U. of Alberta; Andrew J. Hoffman, U. of Michigan; Anne S. Huff, Technische U., München; Quy Nguyen Huy, INSEAD; Joe Porac, New York U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; William H. Starbuck, New York U.;*

*Charles N. Seashore, Fielding Graduate Institute; William A Pasmore, Mercer Delta Consulting*

**334**  → SPDW: (PTC, ITC) **Developing Management Scholars' Ability in Shaping the Vision of the 21st Century**

10:00am - 12:00pm Sheraton Waikiki Beach: Kahuku Room

*Organizer: Eric H Kessler, Pace U.*

*Professional Development Workshop Chair: C Douglas Johnson, Georgia Southern U.*

*Facilitator: Eric H Kessler, Pace U.*

**335** SPDW: (RM, NDSC) **Ask the Experts: Quantitative Methods**

10:00am - 12:00pm Hawaii Convention Center: Room 314

*Organizer: Mark Gavin, Oklahoma State U.*

*Presenters: Herman Aguinis, U. of Colorado, Denver; Michael J Burke, Tulane U.; Gilad Chen, Texas A&M U.; Gordon W Cheung, Chinese U. of Hong Kong; Claudia C. Cogliser, Texas Tech U.;*

*Jeffrey R. Edwards, U. of North Carolina; Mark Gavin, Oklahoma State U.; Mark Griffin, Queensland U. of Technology; Jodi S. Goodman, U. of Connecticut; Lisa Schurer Lambert, Georgia State U.;*

*Philip L Roth, Clemson U.; Bennett J. Tepper, U. of North Carolina, Charlotte*

**336** SPDW: (RM, ONE) **Doing Computer-aided Textual Analysis**

10:00am - 12:00pm Hawaii Convention Center: Room 327

*Pre-registration required at*

*https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.*

*Organizer: Robert P Gephart, U. of Alberta*

*Presenters: Ian Palmer, U. of Technology, Sydney; Lorna Doucet, U. of Illinois; Robert P Gephart, U. of Alberta*

**Sunday 10:15AM**

**340 : (AAA) Conference Break**

10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area

*Organizer: George T Solomon, George Washington U.*

**Sunday 10:30AM****341 : (AAA) Incoming Program Chairs (2005-2006) Meeting**

10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1

*Organizers:* **Thomas W. Lee**, U. of Washington; **Janet Thompson**, U. of Washington; **Jimmy Le**, Academy of Management**342 : (AAA) Meeting with Incoming Division/Interest Group Chairs (2005-2006)**

10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3

*Organizer:* **Ken G. Smith**, U. of Maryland**343 : (AAC) Midwest Academy of Management Officers Meeting**

10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 2

*Organizers:* **Jeffrey P Katz**, Kansas State U.; **Jill R Kickul**, Simmons College**344 : (SPDW) (CAR, IM, ITC) Personal Transformation Through International Careers: Butterfly or Moth?**

10:30am - 12:30pm Hawaii Convention Center: Room 322A

*Organizer:* **Julia Richardson**, York U.*Coordinators:* **Sabrina Deutsch Salamon**, York U.; **Kerr Inkson**, U. of Otago; **Barbara Myers**, Auckland U. of Technology; **Judith Pringle**, U. of Auckland**345 : (GDO) GDO Town Hall Meeting: Increasing Diversity in Business School Faculty**

10:30am - 12:00pm Sheraton Waikiki Beach: Ewa Room

*Attendance open. For updated information about this PDW and getting involved, visit**<http://divisions.aomonline.org/GDO/census.htm>.**Organizers:* **Robyn A. Berkley**, Rensselaer Polytechnic Institute; **Ron Ophir**, York U.*Chairs:* **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Susan L Kirby**, Texas State U.*Participants:* **Lotte Bailyn**, Massachusetts Institute of Technology; **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Elizabeth A. Cooper**, U. of Rhode Island; **David L Ford, Jr.**, U. of Texas, Dallas; **Keith James**, Colorado State U.; **David A Kravitz**, George Mason U.; **Joana L. Young**, Baylor U.; **Robert Sardy**, Alliant International U.; **Eleanor H Buttner**, U. of North Carolina, Greensboro**346 : (SPDW) (HCM, OMT, ODC, TIM) Finding the Appropriate Funding Source**

10:30am - 12:00pm Sheraton Waikiki Beach: Kauai Ballroom

*Organizer:* **Timothy Hoff**, State U. of New York, Albany*Presenters:* **Michael I Harrison**, Agency for Healthcare Research and Quality; **Thomas F Hilton**, National Institute on Drug Abuse; **David Chambers**, National Institute of Mental Health**347 : (OB) Organizational Behavior Division Doctoral Student Consortium**

10:30am - 11:30am Hawaii Convention Center: Room 324

*Attendees must be nominated by their faculty. Visit [www.obweb.org](http://www.obweb.org) or contact Peter Hom at [peter.hom@asu.edu](mailto:peter.hom@asu.edu) for more information.**Contact:* **Peter Hom**, Arizona State U.*Presenters:* **Frances M. McKee-Ryan**, Oregon State U.; **Janice S Miller**, U. of Wisconsin, Milwaukee; **Timothy A Judge**, U. of Florida; **Mel Fugate**, Southern Methodist U.; **Robert Vecchio**, U. of Notre Dame; **Jone L. Pearce**, U. of California, Irvine; **Loriann Roberson**, Arizona State U.; **Angelo J. Kinicki**, Arizona State U.;**Henry P Sims**, U. of Maryland; **William H Glick**, Arizona State U.; **Daniel Skarlicki**, U. of British Columbia; **Randall B Dunham**, U. of Wisconsin, Madison**348 : (SPDW) (OCIS, IM, MED, PTC) How Eagles can Soar in the Land of the Dragon: US-Chinese Work Management Issues in the New Century**

10:30am - 12:00pm Hawaii Convention Center: Room 302B

*Organizer:* **Robert Davison**, City U. of Hong Kong*Presenters:* **Robert Davison**, City U. of Hong Kong; **Maris G. Martinsons**, City U. of Hong Kong; **Aelita Brivins Martinsons**, Cross-Cultural Coach; **Xiaoying Dong**, Peking U.**Sunday 11:00AM****349 : (SPDW) (MC, BPS) China: The Challenges of Consulting in the 21st Century**

11:00am - 12:00pm Hawaii Convention Center: Room 311

*Host:* **Rickie Moore**, ISEOR, U. of Lyon*Distinguished Speaker:* **Qiwei Chen**, Asia Business Consulting**350 : (MSR) Where and How to Publish on Spirituality in Organizations**

11:00am - 12:00pm Sheraton Waikiki Beach: Waianae Room

*Facilitators:* **Yochanan Altman**, London Metropolitan U.; **Frank Bournois**, U. of Pantheon Assas Paris II*Coordinator:* **Gerald Biberman**, U. of Scranton**Sunday 12:00PM****351 : (AAA) Incoming PDW Chairs (2005-2006) Meeting**

12:00pm - 1:30pm Hilton Hawaiian Village: Sea Pearl Suite 2

*Organizers:* **Angelo DeNisi**, Texas A&M U.; **Jimmy Le**, Academy of Management**352 : (AAA) Division Treasurers' Meeting**

12:00pm - 1:00pm Hilton Hawaiian Village: Sea Pearl Suite 3

*Organizer:* **Heather Crowe**, Academy of Management*Program Chair:* **Ken G. Smith**, U. of Maryland**353 : (AAA) AOM Fellows Group Committee on Membership Meeting**

12:00pm - 1:00pm Hilton Hawaiian Village: Sea Pearl Suite 4

*Organizer:* **Kathryn M. Bartol**, U. of Maryland**354 : (AAC) International Theme Committee Meeting**

12:00pm - 1:00pm Sheraton Waikiki Beach: Waialua Room

*Organizer:* **Claire A. Simmers**, St. Joseph's U.**355 : (ICW) Journal of Applied Management and Entrepreneurship Editorial Board Meeting**

12:00pm - 2:00pm Hilton Hawaiian Village: South Pacific 2

*Organizer:* **Jane Whitney Gibson**, Nova Southeastern U.**356 : (ICW) Management Learning Editorial Board Meeting**

12:00pm - 2:00pm Sheraton Waikiki Beach: Waimea Canyon Room

*Organizer:* **Bente Elkjaer**, Danish U. of Education**357 : (SPDW) Starting Out on the Right Foot: Negotiating Your First Academic Job - Break out III**

12:00pm - 2:00pm Sheraton Waikiki Beach: Waimea Canyon Room

*This small group (20-25) discussion will be HELD jointly with Breakout I.*

Organizer: **Wendi L. Adair**, Cornell U.  
Contact: **Susan E. Brodt**, Queen's U.

**Sunday 12:30PM**

**358 : (AAA) Eastern Academy of Management International Advisory Board**

12:30pm - 2:00pm Sheraton Waikiki Beach: Iao Needle Room  
Organizer: **Theodoros Peridis**, York U.

**359 : (AAC) Western Academy of Management Officers Meeting**

12:30pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 1  
Organizer: **James C Spee**, U. of Redlands

**Sunday 1:00PM**

**360 : (AAC) Mentoring Committee Meeting**

1:00pm - 2:30pm Hilton Hawaiian Village: Sea Pearl Suite 3  
Organizers: **Liz Borredon**, EDHEC Business School; **Kenneth R. Gray**, Florida A&M U.

**361 : (AAC) Eastern Academy of Management Officers Meeting**

1:00pm - 3:00pm Sheraton Waikiki Beach: Kohala Room  
Organizer: **Eric H Kessler**, Pace U.

**362 : (AAC) International Theme Committee Reception**

1:00pm - 2:00pm Sheraton Waikiki Beach: Waialua Room  
*Carolyn Dexter Award reviewers, nominees, and past winners.*  
Organizer: **Claire A. Simmers**, St. Joseph's U.

**363 : (AAS) New Visions for Teaching Management in the 21st Century**

1:00pm - 2:50pm Hawaii Convention Center: Room 315  
Chair: **Joyce E.A. Russell**, U. of Maryland  
Participants: **Scott Koerwer**, U. of Maryland; **Roy J. Lewicki**, Ohio State U.; **Henry Mintzberg**, McGill U.; **Mike Morrison**, U. of Toyota; **Ellen Van Velsor**, Center for Creative Leadership; **David A. Whetten**, Brigham Young U.

**364 : (ICW) Organization Science Senior Editor Meeting**

1:00pm - 3:30pm Hawaii Convention Center: Room 322A  
Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

**365 : (ICW) Group and Organization Management Editorial Board**

1:00pm - 3:00pm Hilton Hawaiian Village: Sea Pearl Suite 4  
Organizer: **Alison M. Konrad**, U. of Western Ontario

**366 : (ICW) Management Faculty of Color Association Business Meeting**

1:00pm - 2:30pm Sheraton Waikiki Beach: Niihau Room  
Organizer: **Darlene Gambill Motley**, Robert Morris U.

**Sunday 1:30PM**

**367 : (AAA) Academy of Management Learning and Education Editorial Board Meeting**

1:30pm - 3:00pm Hawaii Convention Center: Room 318A

Organizer: **James R Bailey**, George Washington U.

**368 : (AAA) Program Developer Training Session for PDW Chairs**

1:30pm - 2:00pm Hilton Hawaiian Village: South Pacific 1  
Organizer: **Jimmy Le**, Academy of Management  
Presenter: **Matt Suppa**, Academy of Management

**369 : (AAC) Practice Theme Committee Meeting**

1:30pm - 3:00pm Sheraton Waikiki Beach: Kahuku Room  
Organizer: **David L. Turnipseed**, Indiana U./Purdue U.

**370 : (ICW) Positive Organizational Scholarship Community Meeting**

1:30pm - 3:00pm Hawaii Convention Center: Room 323A  
Organizer: **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor

**371 : (ICW) Journal of Management Editorial Board Meeting**

1:30pm - 3:30pm Hilton Hawaiian Village: Sea Pearl Suite 2  
Organizer: **Russell Cropanzano**, U. of Arizona

**Sunday 1:55PM**

**372 : (AAA) Welcome to the 2005 Meeting**

1:55pm - 2:00pm Hawaii Convention Center: Ballroom Section AB  
Welcome: **Ken G. Smith**, U. of Maryland

**Sunday 2:00PM**

**373 : (AAA) Academy of Management Award Winners**

2:00pm - 3:30pm Hawaii Convention Center: Ballroom Section AB  
Chair: **Denise M. Rousseau**, Carnegie Mellon U.

**374 : (AAA) MC Executive Committee Meeting**

2:00pm - 6:00pm Hawaii Convention Center: Room 317B  
Division Chair: **Rickie Moore**, ISEOR, U. of Lyon

**375 : (AAA) Academy of Management Review Outgoing Editorial Board Meeting**

2:00pm - 3:30pm Hawaii Convention Center: Room 319B  
Organizer: **Arthur P Brief**, Tulane U.

**376 : (AAA) New Member Orientation**

2:00pm - 3:30pm Hilton Hawaiian Village: Coral Ballroom 4-5  
Organizer: **Regina Greenwood**, Kettering U.

**377 : (AAA) Program Developer Training Session for Program Chairs**

2:00pm - 3:00pm Hilton Hawaiian Village: South Pacific 1  
Organizers: **Jimmy Le**, Academy of Management; **Janet Thompson**, U. of Washington  
Presenter: **Matt Suppa**, Academy of Management

**378 : (ART) Fringe Cafe**

2:00pm - 10:00pm Hawaii Convention Center: Room 311 - Fringe Cafe  
Organizers: **Hans Hansen**, Victoria U. of Wellington; **Pedro David Perez**, Cornell U.; **David A Cowan**, Miami U.; **Gail Whiteman**, Erasmus U.; **Matt Statler**, Imagination Lab Foundation  
Program Chair: **Chris Poulson**, California Polytechnic State U., Pomona

**379 : (ICW) Organization Journal: Editorial Board Meeting**

2:00pm - 3:30pm Hilton Hawaiian Village: Sea Pearl Suite 1

*Organizers:* **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst; **Glenn Morgan**, U. of Warwick

**380 : (ICW) Organization Management Journal Editorial Board Meeting**

2:00pm - 3:00pm Sheraton Waikiki Beach: Waimea Canyon Room  
*Organizer:* **Jeanie M. Forray**, Western New England College

**Sunday 2:30PM**

**381 : (AAA) Academy of Management Executive Editorial Board Meeting**

2:30pm - 4:00pm Hawaii Convention Center: Room 318B  
*Organizer:* **Peter Cappelli**, U. of Pennsylvania

**Sunday 2:45PM**

**382 : (AAA) Conference Break**

2:45pm - 3:15pm Hawaii Convention Center: Exhibit Hall III - Break Area  
*Sponsored by:* Society for Human Resource Management. Booth numbers 401 and 403.  
*Organizer:* **George T Solomon**, George Washington U.

**Sunday 3:00PM**

**383 : (AAA) IM Executive Committee Meeting**

3:00pm - 5:00pm Hawaii Convention Center: Room 317A  
*Division Chair:* **Schon Beechler**, Columbia U.

**384 : (AAA) Academy of Management Journal Editorial Board Meeting**

3:00pm - 4:30pm Hawaii Convention Center: Room 319A  
*Organizer:* **Sara L Rynes**, U. of Iowa

**385 : (AAA) AOM Centralized Review System**

3:00pm - 3:30pm Hilton Hawaiian Village: South Pacific 1  
*Organizers:* **Matt Suppa**, Academy of Management; **Bret Hilton**, Academy of Management

**386 : (AAS) The Future of Business Schools: How Must They Change?**

3:00pm - 4:50pm Hawaii Convention Center: Room 315  
*Moderator:* **Judy Olian**, Pennsylvania State U.  
*Participants:* **Paul Danos**, Dartmouth College; **Stuart Feldman**, IBM Internet Research; **Henry Mintzberg**, McGill U.

**387 : (ICW) Long Range Planning Editorial Board Meeting**

3:00pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 4  
*Organizer:* **Charles Baden-Fuller**, City U.

**Sunday 3:30PM**

**388 : (AAA) ENT Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 301A  
*Division Chair:* **Andrew Zacharakis**, Babson College

**389 : (AAA) RM Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 302A  
*Division Chair:* **Philip L Roth**, Clemson U.

**390 : (AAA) OMT Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 304A  
*Division Chair:* **Tina Dacin**, Queen's U., Canada

**391 : (AAA) ODC Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 304B  
*Division Chair:* **George Roth**, Massachusetts Institute of Technology

**392 : (AAA) CM Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 305B  
*Division Chair:* **Sally Blount**, New York U.

**393 : (AAA) BPS Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 306A  
*Division Chair:* **Margaret Peteraf**, Dartmouth College

**394 : (AAA) OB Executive Committee Meeting.**

3:30pm - 5:00pm Hawaii Convention Center: Room 306B  
*Division Chair:* **Bruce Avolio**, U. of Nebraska

**395 : (AAA) CAR Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 308B  
*Division Chair:* **Yehuda Baruch**, U. of East Anglia

**396 : (AAA) MOC Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 309  
*Division Chair:* **Stephen Mezas**, New York U.

**397 : (AAA) Academy of Management Review Incoming Editorial Board Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 319B  
*Organizer:* **Martin J Kilduff**, Pennsylvania State U.

**398 : (AAA) TIM Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 323C  
*Division Chair:* **Laura B. Cardinal**, Tulane U.

**399 : (AAA) HR Executive Committee Meeting**

3:30pm - 5:00pm Hawaii Convention Center: Room 325A  
*Division Chair:* **Diana L Deadrick**, Old Dominion U.

**400 : (AAA) GDO Executive Committee Meeting**

3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 2  
*Division Chair:* **Bernardo M. Ferdman**, Alliant International U.

**401 : (AAA) MED Executive Committee Meeting**

3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 3  
*Division Chair:* **Carolyn Wiley**, Mercer Human Resource Consulting

**402 : (AAA) OM Executive Committee Meeting**

3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 4  
*Division Chair:* **Morgan Swink**, Michigan State U.

**403 : (AAA) HCM Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Akaka Falls Room  
*Division Chair:* **Kathryn H Dansky**, Pennsylvania State U.

**404 : (AAA) SIM Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Honolulu Room  
*Division Chair:* **Bryan W Husted**, Instituto de Empresa

**405 : (AAA) CMS Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Iao Needle Room  
*Division Chair:* **David Jacobs**, Hood College

**406 : (AAA) MSR Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Kohala Room  
*Division Chair:* **Marjolein Lips-Wiersma**, U. of Canterbury

**407 : (AAA) MH Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Kona Room  
 Division Chair: **Michele A Govekar**, Ohio Northern U.

**408 : (AAA) ONE Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Puna Room  
 Division Chair: **Michael V. Russo**, U. of Oregon

**409 : (AAA) PNP Executive Committee Meeting**

3:30pm - 5:00pm Sheraton Waikiki Beach: Waimea Canyon Room  
 Division Chair: **Ralph Brower**, Florida State U.  
 Division Chair-Elect.: **Matthew Liao-Troth**, Western Washington U.  
 Program Chair: **Kirsten Gronbjerg**, Indiana U.  
 Professional Development Workshop Chair: **Dean F. Eitel**, DePaul U.

Participants: **Laurie N DiPadova-Stocks**, Park U.; **Kira Kristal Reed**, Syracuse U.; **Stephen T.T. Teo**, U. of Technology, Sydney; **Judith L. Millesen**, Ohio U.; **Mary E Guy**, Florida State U.; **Mila Gasco**, International Institute of Governance; **Karl Rethemeyer**, State U. of New York, Albany; **Suellen M Littleton**, London Business School; **Angela L. Bies**, Texas A&M U.; **Jane Beckett-Camarata**, Kent State U.; **Anthony Cresswell**, U. of Albany, SUNY; **Joseph J Galaskiewicz**, U. of Arizona; **Jim Perry**, Indiana U./Purdue U.

**410 : (AAC) Southern Management Association Executive Board Meeting**

3:30pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 3  
 Organizer: **Christine Marie Riordan**, U. of Georgia

**411 : (AAC) Practice Theme Committee Welcome/Reception**

3:30pm - 4:30pm Sheraton Waikiki Beach: Kahuku Room  
 Organizer: **David L. Turnipseed**, Indiana U./Purdue U.

**Sunday 4:00PM**

**412 : (ICW) Organization Science Editorial Review Board Reception**

4:00pm - 6:00pm Hawaii Convention Center: Room 324  
 Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

**Sunday 5:00PM**

**413 : (AAA) Academy of Management Convocation and Distinguished Executive Speaker**

5:00pm - 7:00pm Hawaii Convention Center: Ballroom Section AB  
 Presiding: **Denise M. Rousseau**, Carnegie Mellon U.  
 Welcome: **Ken G. Smith**, U. of Maryland  
 Distinguished Speaker: **To Be Announced**, -  
 The State of the Academy of Management | **Denise M. Rousseau**, Carnegie Mellon U.  
 All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | **Karl Aquino**, U. of Delaware; **Jacob Eisenberg**, U. of College Dublin; **Joycelyn Finley-Hervey**, Florida A&M U.  
 Distinguished Speaker | **To Be Announced**, -

**414 : (AAC) Asia Academy of Management Committee Meeting**

5:00pm - 6:00pm Hawaii Convention Center: Room 323B

Organizer: **Chung-Ming Lau**, Chinese U. of Hong Kong

**415 : (Paper Session) - (ART) AcademyArts Opening and Reception**

5:00pm - 7:00pm Hawaii Convention Center: Room 311  
 Organizers: **Pedro David Perez**, Cornell U.; **David A Cowan**, Miami U.; **Gail Whiteman**, Erasmus U.; **Hans Hansen**, Victoria U. of Wellington; **Matt Statler**, Imagination Lab Foundation  
 Program Chair: **Chris Poulson**, California Polytechnic State U., Pomona

- 🗨️ Boxes with messages | **Leisa Ann Millar**, Independent; **Nerina Jimmieson**, U. of Queensland
- 🗨️ New Visions of the Self at Work and at Home: A Photographic Exploration | **Henry Symonds**, Whitecliffe College of Arts and Design; **Ralph James Bathurst**, Massey U., Albany; **Janet Grace Sayers**, Massey U.
- “Shared Experience”- Inspired Leadership of a Creative Process | **Erika Sauer**, U. of Tampere; **Arja M Ropo**, U. of Tampere
- 🗨️ Erstwhile Ears | **Samuel Phineas Upham**, U. of Pennsylvania
- 🗨️ Hawaii: Paradise Found... and Lost--A Photo Essay | **Randall B Dunham**, U. of Wisconsin, Madison
- Falling Water. | **Petra Kugler**, U. of St. Gallen
- Aesthetic and Creative Link between Chess Games and Management | **Fernando Miguel Pereira Alves**, U. Técnica de Lisboa (UTL); **Maria Virgínia Goes Pereira Alves**, Sociedade Nacional das Belas-Artes
- Subterranean Shifts: Drawings of the Dissertation Research Process | **Terry B. Porter**, U. of Massachusetts, Amherst
- 🗨️ → 🗨️ Culturally tuned Emotional Intelligence: Quechua Indians from the Amazon Rainforest | **Linda MacGrain Herkenhoff**, St. Mary's College
- 🗨️ On Culture (A Poem) | **Mandy Sukman Lee**, Trinity College Dublin
- 🗨️ Flax, Fortune and Fire: Riding the Textile Wave | **Maree Veronica Boyle**, Griffith U.
- 🗨️ Paralyzed | **Wayne Visser**, U. of Nottingham
- 🗨️ Behind the Veil | **Wayne Visser**, U. of Nottingham
- 🗨️ Face the Future: The Globalized Individual | **Leisa Ann Millar**, Independent; **Nerina Jimmieson**, U. of Queensland
- 🗨️ Visions of Management in the 21st Century | **Chris Poulson**, California Polytechnic State U., Pomona
- 🗨️ → 🗨️ NIGHT | **Chee-Kong Ho**, National U. of Singapore; **Chay Hoon Lee**, Nanyang Business School
- 🗨️ Pencil Drawings of American-Chinese Daughters | **Teri C Tompkins**, Pepperdine U.
- 🗨️ Poem: My Walking Companions | **Teri C Tompkins**, Pepperdine U.
- 🗨️ A New Vision of Management: Nurturing Creativity in a Business Classroom | **Ellen L West**, Portland State U.
- 🗨️ Structuring Ambiguity: A 21st Century Management Vision | **Dennis A Gioia**, Pennsylvania State U.
- Micro/Meso/Macro/Meta | **Dennis A Gioia**, Pennsylvania State U.
- 🗨️ New Visions of Management From the Outer Markers | **Fernando Miguel Pereira Alves**, U. Técnica de Lisboa (UTL)
- 🗨️ Tribal to Transpersonal | **David A Cowan**, Miami U.

➔ **The Downsizer** | **Chris Poulson**, California Polytechnic State U., Pomona

**416 : (ICW) Warwick Business School Cocktail Party**

5:00pm - 7:30pm Hilton Hawaiian Village: Coral Ballroom 1

Organizer: **Ann Jackson**, U. of Warwick

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**Sunday 5:30PM**

**417 : (AAA) OCIS Executive Committee Meeting**

5:30pm - 7:00pm Hawaii Convention Center: Room 323A

Division Chair: **Laurie Kirsch**, U. of Pittsburgh

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**Sunday 6:00PM**

**418 : (AAC) Asia Academy of Management Reception**

6:00pm - 8:00pm Hawaii Convention Center: Room 323B

Organizer: **Chung-Ming Lau**, Chinese U. of Hong Kong

**419 SPDW: (CAR, GDO) CAR/GDO Social Gathering**

6:00pm - 8:00pm Off Site: Tiki Grill & Bar

*Tiki Grill & Bar, Aston Waikiki Beach Hotel, Level 2, 2570 Kalakaua Ave. (Walk towards Diamond Head and Kapiolani Park on main street of Waikiki).*

Hosts: **Mary Mallon**, Massey U.; **Lynn Bowes-Sperry**, Western New England College

**420 : (ICW) Association of Korean Management Scholars Meeting**

6:00pm - 7:00pm Sheraton Waikiki Beach: Waiialua Room

Organizer: **Daesik Hur**, Bowling Green State U.

Host: **Yongsun Paik**, Loyola Marymount U.

**421 SPDW: (OB, OMT, BPS, HR) Leadership Reception**

6:00pm - 7:30pm Hawaii Convention Center: Room 301 (A&B)

Organizer: **Michael D. Mumford**, U. of Oklahoma

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**Sunday 7:00PM**

**422 : (AAA) All Academy Reception**

7:00pm - 9:00pm Hawaii Convention Center: Center Rooftop

*Sponsored by: U. of Hawai'i at Manoa, Hawai'i Pacific U., and The Academy of Management. Leis provided by U. of Maryland. E komo mai. (Welcome) Aloha kakou. (Greetings everyone) Ho'olu komo la kaua. (Please join us.) The expression "Aloha kakou" conveys more than just greetings. It also means "let there be friendship between us" and conveys the hospitality of Hawai'i. Come greet old friends, make new acquaintances, and enjoy the warm tropical evening together. We are hosting a special Hawaiian welcome for all of you. Mahalo, (Thank you) from the Honolulu Local Arrangements Committee.*

Hosts: **Ken G. Smith**, U. of Maryland; **Qing Cao**, U. of Maryland; **Thomas W. Lee**, U. of Washington; **Janet Thompson**, U. of Washington

Local Arrangements Chairs: **Mary J. Mallott**, U. of Hawai'i, West Oahu; **Jerry M Calton**, U. of Hawai'i, Hilo

**423 : (ICW) Nova Southeastern University DBA Students' Meeting**

7:00pm - 8:30pm Hilton Hawaiian Village: South Pacific 2

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

**424 : (ICW) Organizational Behavior Teaching Society and Journal of Management Education Reception**

7:00pm - 9:00pm Sheraton Waikiki Beach: Honolulu Room

Organizer: **Jeanie M. Forray**, Western New England College

Hosts: **Robert Marx**, U. of Massachusetts, Amherst; **Regina F Bento**, U. of Baltimore

**425 : (ICW) Association of Korean Management Scholars Reception**

7:00pm - 9:00pm Sheraton Waikiki Beach: Waianae Room

Organizer: **Daesik Hur**, Bowling Green State U.

Host: **Yongsun Paik**, Loyola Marymount U.

**426 : (ICW) Wharton School Reception**

7:00pm - 9:00pm Off Site: Waikiki Beach Marriott Resort

Organizer: **Roxanne Gilmer**, U. of Pennsylvania

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**Sunday 7:30PM**

**427 : (ICW) Hong Kong University of Science and Technology Reception**

7:30pm - 10:00pm Hilton Hawaiian Village: South Pacific 1

Organizer: **Xueguang Zhou**, Hong Kong U. Dept of Management

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**Sunday 8:00PM**

**428 : (GDO) GLBT and Friends Reception**

8:00pm - 10:00pm Hawaii Convention Center: Room 314

*Allies, friends, gay, lesbian, bisexual & transgendered persons invited. Sponsors: U of Utah, Rensselaer Polytechnic Institute, OD Systems (divisions.aomonline.org/GDO/glbst/)*

Hosts: **Ron Ophir**, York U.; **Gerardo Okhuysen**, U. of Utah; **Bryant A Hudson**, U. of Utah

**Monday 7:00AM**

**429 CAU: (CAU) Maximizing the Talents and Strengths of Older Workers for Positive Contributory Organizational Value**

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1  
 Organizers: **Suzanne J. Peterson**, Miami U., Ohio; **Barry K. Spiker**, Miami U., Ohio; **Rick Nida**, - ; **Richard Hunter**, - ; **Ted Coonfield**, -

**430 CAU: (CAU) Mentoring and Coaching of Older Employees: Changing Roles and Shifting Identities**

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2  
 Organizers: **Hetty Van Emmerik**, Utrecht U.; **Yehuda Baruch**, U. of East Anglia; **Sherry E. Sullivan**, Bowling Green State U.

**Monday 7:30AM**

**431 : (MC) Welcome Breakfast for MC**

7:30am - 8:30am Hawaii Convention Center: Room 314  
 Division Chair: **Rickie Moore**, ISEOR, U. of Lyon  
 Division Chair-Elect.: **Andreas Werr**, Stockholm School of Economics  
 Program Chair: **James M. Hunt**, Babson College

**432 : (TIM) TIM Welcome Breakfast**

7:30am - 8:30am Hawaii Convention Center: Room 306A  
 Organizer: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

**Monday 8:00AM**

**433 : (AAA) Honolulu 2005, LAC**

8:00am - 11:50pm Hawaii Convention Center: Room 326B  
 Local Arrangements Chairs: **Mary J. Mallott**, U. of Hawai'i, West Oahu; **Jerry M Calton**, U. of Hawai'i, Hilo

**434 : (HR) Welcome and Awards Ceremony**

8:00am - 9:50am Hilton Hawaiian Village: Coral Ballroom 4  
 Division Chair: **Diana L Deadrick**, Old Dominion U.  
 Division Chair-Elect.: **K. Michele Kacmar**, U. of Alabama  
 Program Chair: **Joseph J Martocchio**, U. of Illinois, Urbana-Champaign  
 Professional Development Workshop Chair: **John R Hollenbeck**, Michigan State U.  
 Distinguished Speakers: **Jerald Greenberg**, Ohio State U.; **John Hofmeister**, Shell Oil Company  
 Coordinator: **Scott A Snell**, Cornell U.  
 Address for the Herbert Heneman Jr. Career Achievement Award: My Quest for Organizational Justice | **Jerald Greenberg**, Ohio State U.  
 Address for the Distinguished Executive Award: HR in a Global Economy | **John Hofmeister**, Shell Oil Company

**435 : (IM) IM Division Welcome**

8:00am - 8:30am Hawaii Convention Center: Room 304A  
 Division Chair: **Schon Beechler**, Columbia U.  
 Division Chair-Elect.: **D Eleanor Westney**, Massachusetts Institute of Technology  
 Program Chair: **Ravi Ramamurti**, Northeastern U.

Professional Development Workshop Chair: **Timothy Michael Devinney**, Australian Graduate School of Management

**436 : (ODC) ODC Welcome and Breakfast**

8:00am - 8:30am Hawaii Convention Center: Room 321B  
 Division Chair: **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor  
 Division Chair-Elect.: **George Roth**, Massachusetts Institute of Technology  
 Program Chair: **Ram Tenkasi**, Benedictine U.  
 Professional Development Workshop Chair: **Michael R Manning**, New Mexico State U.

**437 (Paper Session) - (SIM) Welcome Session for Existing and New SIM Members; SIM Division 2005 Award Nominees**

8:00am - 10:20am Sheraton Waikiki Beach: Oahu Room  
 Welcome session 8 - 8:30 am. Paper session: SIM nominees for Dexter international award, Newman dissertation award, highest ranked SIM student paper.  
 Division Chair: **Bryan W Husted**, Instituto de Empresa  
 Division Chair-Elect.: **Kathleen Rehbein**, Marquette U.  
 Program Chair: **Duane Windsor**, Rice U.  
 Professional Development Workshop Chair: **Thomas J Donaldson**, U. of Pennsylvania  
 Chair: **Dawn R Elm**, U. of St. Thomas  
 Discussants: **Jennifer J Griffin**, George Washington U.; **Kathleen Rehbein**, Marquette U.  
 Stakeholder Salience Revisited: Reassessing Legitimacy | **Benjamin A. Neville**, U. of Melbourne; **Simon J. Bell**, U. of Cambridge; **Gregory Whitwell**, U. of Melbourne  
 Ethics, Discourse and Power | **Raymond Daniel Gordon**, U. of Technology, Sydney  
 International Differences in Information Ethics | **Maris G. Martinsons**, City U. of Hong Kong; **Simon K.K. So**, City U. of Hong Kong  
 Community-Level Application of ISCT When Norms Collide: Access to HIV Medicines in South Africa | **Linda M Sama**, Pace U.; **William D. Reisel**, St. John's U.

**Monday 8:20AM**

**438 JS: (OB, HR) New Paradigms for the Study and Practice of Leadership in the 21st Century**

8:20am - 10:20am Hawaii Convention Center: Room 327  
 Chair: **Angelo J. Kinicki**, Arizona State U.  
 Leadership and Team Dynamics in Long-Term Space Flight: A 21st Century Approach | **Francis J Yammarino**, State U. of New York, Binghamton; **Michael D. Mumford**, U. of Oklahoma; **Mary Shane Connelly**, U. of Oklahoma; **Shelley D Dionne**, State U. of New York, Binghamton  
 Lost in Paradise: Still Developing Leadership Absent Theory or Evidence of Impact | **Bruce Avolio**, U. of Nebraska  
 A Multi-Level Systems Model of Leadership | **Angelo J. Kinicki**, Arizona State U.; **Kathryn J. L. Jacobson**, Arizona State U.; **Gregory Prussia**, Seattle U.  
 Complexity Leadership: A New Vision of Leadership for the 21st Century | **Mary Uhl-Bien**, U. of Central Florida; **Russ Marion**, Clemson U.



**Speakers:** Francis J Yammarino, State U. of New York, Binghamton; **Bruce Avolio**, U. of Nebraska; **Mary Uhl-Bien**, U. of Central Florida

**Participants:** **Mary Shane Connelly**, U. of Oklahoma; **Shelley D Dionne**, State U. of New York, Binghamton; **Michael D. Mumford**, U. of Oklahoma; **Kathryn J. L. Jacobson**, Arizona State U.; **Gregory Prussia**, Seattle U.; **Russ Marion**, Clemson U.

### Monday 8:30AM

#### 439 : (AAS) A New Vision of Management for the 21st Century: Moneyball as a Reframing Phenomenon

8:30am - 10:20am Hawaii Convention Center: Room 312

**Chair:** **Richard A Wolfe**, U. of Michigan

**Discussant:** **Robert E Quinn**, U. of Michigan

Moneyball as Strategic Human Resource Management:

Managing People and Data for Competitive Advantage | **Patrick Wright**, Cornell U.

Lies, Damn Lies, and Sabermetrics: An Issue of

Organizational Context | **James R Terborg**, U. of Oregon

Moneyball and Entrepreneurial Opportunity in Professional

Baseball: A Case Study of Organizational L | **Bill Gerrard**,

Leeds U. Business School; **Kathy M. Babiak**, U. of Michigan

Moneyball: A Strategic Management Lens | **Dennis L Smart**,

Texas A&M U.; **Richard A Wolfe**, U. of Michigan

Moneyball and Positive Organizational Scholarship | **Kim**

**Cameron**, U. of Michigan

Inside the Lines: Reactions to Moneyball/Sabermetrics by

MLB Executives | **Richard A Wolfe**, U. of Michigan

#### 440 : (AAS) Making Public Schools Work: Management Reform as the Key

8:30am - 10:20am Hawaii Convention Center: Room 315

**Chair:** **Lyman W. Porter**, U. of California, Irvine

How Management Scholars Can Contribute to School Reform

| **Lyman W. Porter**, U. of California, Irvine

A Management Scholar's Report from the Front Lines of the

Education Wars | **William G Ouchi**, U. of California, Los

Angeles

Contrary to Everything You've Heard, Unions Are Not the

Problem | **Adam Urbanski**, Rochester Teachers Association,

American Federation of Teachers

A Cabinet Officer's Perspective on Making Schools Work |

**Richard Riordan**, Office of the Governor, State of California

A Governor's Perspective on Making Schools Work | **Linda**

**Lingle**, Governor, State of Hawaii

#### 441 : (AAS) Where is Culture in Management Research? A Review, Synthesis and Future Directions

8:30am - 10:20am Hawaii Convention Center: Room 316B

**Chair:** **Dharm Prakash Sharma Bhawuk**, U. of Hawai'i, Manoa

Where is Culture in Management Research? A Review,

Synthesis and Future Directions | **Dharm Prakash Sharma**

**Bhawuk**, U. of Hawai'i, Manoa; **Michael Valdez**, U. of Hawai'i;

**Vijayan P. Munusamy**, U. of Hawai'i, Manoa; **Amanda Budde**,

U. of Hawai'i; **Kevin Lo**, U. of Hawai'i, Manoa

Models of Cultures, Management Processes, and

Organizational Behavior | **Miriam Erez**, Technion

Role of Cultural Differences in Int'l Studies on Organizational Stress and Knowledge Management | **Rabi S Bhagat**, U. of Memphis

Cultural Influences on Leadership Processes: Implications for the 21st Century | **Peter W Dorfman**, New Mexico State U.

Derived Ethics: An Approach to study International Human

Resource Management Practices | **Mary Ann Von Glinow**,

Florida International U.

#### 442 → (Paper Session) - (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)

8:30am - 10:00pm Hawaii Convention Center: Room 311

**Organizers:** **Hans Hansen**, Victoria U. of Wellington; **Pedro David**

**Perez**, Cornell U.; **David A Cowan**, Miami U.; **Gail Whiteman**,

Erasmus U.; **Matt Statler**, Imagination Lab Foundation

**Program Chair:** **Chris Poulson**, California Polytechnic State U., Pomona

#### 443 (ART) Visions of Diversity and Uniqueness: The Promise of Aesthetics Research in Management

8:30am - 10:20am Hawaii Convention Center: Room 311 - Arts

**Chair:** **Pedro David Perez**, Cornell U.

Be Careful How You Interpret the World: It Is Like That | **David A Cowan**, Miami U.

Of Metaphor, Art and Aesthetic Knowledge | **Mary Jo Hatch**, U. of Virginia

Our Bodies, Our(ganizational)selves | **Hans Hansen**, Victoria U. of Wellington

Philosophies of Artistic Truth and Organizational Reality | **Stephen A. Linstead**, U. of York

Aesthetic Research and Practical Wisdom | **Matt Statler**, Imagination Lab Foundation

**Participants:** **David A Cowan**, Miami U.; **Hans Hansen**, Victoria U.

of Wellington; **Mary Jo Hatch**, U. of Virginia; **Stephen A. Linstead**,

U. of York; **Matt Statler**, Imagination Lab Foundation

#### 444 : (Paper Session) - (BPS) Executing Alliances Effectively

8:30am - 10:20am Hawaii Convention Center: Room 306B

**Chair:** **Anuja Gupta**, Wharton School

**Discussant:** **Asli Musaoglu Arikan**, Georgia State U.

• Alliance Organization and Technological Performance:

Integrating KBV and TCE Explanations | **Michael J Leiblein**, Ohio State U.; **Jeff Macher**, Georgetown U.

• Safeguards or Coordination Mechanisms: the Role of

Relational Contracts in Buyer-supplier Alliances | **Luiz F.**

**Mesquita**, Arizona State U.; **Thomas Brush**, Purdue U., West

Lafayette

The Relational Structure of an Alliance and Alliance

Managers' Attribution of Poor Performance | **Zhi Huang**,

Boston College; **Candace Jones**, Boston College; **Anita D**

**Bhappu**, Southern Methodist U.

Together or Apart? An Empirical Investigation of Decision

Making Within & Between Alliance Partners | **Jorge Walter**,

New York U.; **Christoph F. Lechner**, U. of St. Gallen

#### 445 : (Paper Session) - (BPS) Value Creation in Diversification and Divestitures

8:30am - 10:20am Hawaii Convention Center: Room 307B

Chair: **Pek-hooi Soh**, National U. of Singapore  
 Discussant: **Harbir Singh**, U. of Pennsylvania  
 → Corporate International Diversification: The Impact of Foreign Competition & Industry Globalization | **Margarethe F Wiersema**, U. of California, Irvine; **Harry P. Bowen**, Vlerick-Leuven-Gent Management School; **David Andrew Horne**, California State U., Long Beach

⊕ Acquisition Experience and Value Creation | **Kannan Srikanth**, London Business School

The Effect of Diversification on Performance Revisited: Diversification Discount, Premium, or Both? | **Juan Santaló**, Instituto de Empresa; **Manuel Becerra**, Instituto de Empresa  
 ⊕ Rent Appropriation and Behavioral Antecedents of Strategic Resource Divestment | **Thomas P. Moliterno**, U. of South Carolina; **Margarethe F Wiersema**, U. of California, Irvine

**446 : (Paper Session) - (BPS) Components of Performance**

8:30am - 10:20am Hawaii Convention Center: Room 308A

Chair: **Jill R. Hough**, U. of Tulsa

Discussant: **Jill R. Hough**, U. of Tulsa

→ Variability of Firm Growth Rates: A Variance Components Analysis | **Luiz Artur Ledur Brito**, FGV-EAESP; **Flavio Vasconcelos**, FGV-EAESP

Strategic Responsiveness and Risk-Return Relations | **Torben Juul Andersen**, Copenhagen Business School; **Jerker C. Denrell**, Stanford U.; **Richard A Bettis**, SMJ Editor; U. of North Carolina

⊕ Organizational Culture as a Mediator of CEO Values and Organizational Performance | **Yair Berson**, U. of Haifa; **Shaul Oreg**, U. of Haifa; **Taly Dvir**, Tel Aviv U.

**447 : (Paper Session) - (BPS) Implications of Shifting**

**Industry Structure for Firm Performance**

8:30am - 10:20am Hawaii Convention Center: Room 308B

Chair: **Lyda S. Bigelow**, Washington U. in St. Louis

Discussant: **Michelle Gittelman**, New York U.

Breathing Shoes and Complementarities: How Geox has Rejuvenated the Footwear Industry | **Arnaldo Camuffo**, U. of Padova; **Andrea Furlan**, U. of Padova; **Andrea Vinelli**, U. of Padova; **Pietro Romano**, U. of Udine

Strategic Responses to Deregulation and their Performance Implications in the U.S. Airline Industry | **Irene Goll**, U. of Scranton; **Nancy Brown Johnson**, U. of Kentucky; **Abdul Rasheed**, U. of Texas, Arlington

Conglomerates Without Assets? Financial Intermediation and the Evolution of the Advertising Industry | **Andrew Von Nordenflycht**, Simon Fraser U.

⊕ Competition, Learning, or Legitimacy: Understanding the Adoption of Websites by Consumer Magazines | **Daniel Simon**, Cornell U.

**448 : (Paper Session) - (BPS) The Nature of Capabilities**

8:30am - 10:20am Hawaii Convention Center: Room 309

Chair: **Dovev Lavie**, U. of Texas, Austin

Discussant: **Russell Coff**, Emory U.

How Do Firms Differ: What Do We Know About Capabilities? | **David Hoopes**, Southern Methodist U.; **Tammy L. Madsen**, Santa Clara U.

Corporate Secrecy, Patents and Insider Trading: Loose Lips Makes the Ship Come In... For Some | **Scott D. Hayward**, Emory U.; **Russell Coff**, Emory U.; **Peggy M. Lee**, Arizona State U.

⊕ Assessing the Resource Base of Japanese and U.S. Auto Producers | **Marvin B Lieberman**, U. of California, Los Angeles; **Rajeev Dhawan**, Georgia State U.

**449 JS: (BPS, MOC) The Role of Managerial Cognition in Strategy: Framing and Strategy Making**

8:30am - 10:20am Hawaii Convention Center: Room 313B

Organizers: **Sarah Kaplan**, U. of Pennsylvania; **Gabriel Szulanski**, INSEAD

Chair: **Anne S. Huff**, Technische U., München

Discussants: **J. C. Spender**, Open U.; **Yves Doz**, INSEAD

Framing Contests: Micromechanisms of Strategy-making in the Face of Technical Change | **Sarah Kaplan**, U. of Pennsylvania

Incumbents Framing: Three Established Companies Respond to the Internet | **Gabriel Szulanski**, INSEAD; **Yves Doz**, INSEAD

**450 → SHCS: (BPS, OMT, RM) Set-theoretic Methods in Management and Strategy Research**

8:30am - 10:20am Hawaii Convention Center: Room 313C

Organizer: **Peer C. Fiss**, Queen's U., Canada

Strategic Theorizing with Set-theoretic Methods and Large-N Datasets | **Rodney Lacey**, U. of California, Irvine; **Thomas Greckhamer**, Louisiana State U.

Is There Convergence Towards High Performing Practices: A Logical Analysis of Organization Dynamics | **Bruce Kogut**, INSEAD; **John Paul MacDuffie**, U. of Pennsylvania; **Frits Pil**, U. of Pittsburgh; **Charles Ragin**, U. of Arizona

Configurational Theories, Causal Mechanisms, and Comparative Case Analysis | **Axel Marx**, Hogeschool Antwerp; **Geert van Hootegem**, Catholic U. of Leuven

Some Determinants of Cross-National Diversity in Corporate Ownership: A Fuzzy Sets Approach | **Gregory Jackson**, U. of London; **Ruth V Aguilera**, U. of Illinois, Urbana-Champaign

Set-theoretic Methods: Current Issues and Prospects | **Peer C. Fiss**, Queen's U., Canada

Participants: **Ruth V Aguilera**, U. of Illinois, Urbana-Champaign; **Thomas Greckhamer**, Louisiana State U.; **Gregory Jackson**, U. of London; **Bruce Kogut**, INSEAD; **Rodney Lacey**, U. of California, Irvine; **John Paul MacDuffie**, U. of Pennsylvania; **Axel Marx**, Hogeschool Antwerp; **Frits Pil**, U. of Pittsburgh; **Charles Ragin**, U. of Arizona; **Geert van Hootegem**, Catholic U. of Leuven

**451 JS: (CAR, OB) The Protean Career in the 21st Century: New Insights from Advances in Research**

8:30am - 10:20am Hawaii Convention Center: Room 319A

Chair: **Jon P. Briscoe**, Northern Illinois U.

Has the New Career Arrived in the Public Sector? A

Qualitative Study of Male and Female Managers | **Lisa Bradley**, Queensland U. of Technology; **Paula McDonald**,

Queensland U. of Technology; **Kerry Brown**, Queensland U. of Technology

Are Protean Employees Less Committed to Their Organizations? No! (And Yes.) | **Jon P. Briscoe**, Northern Illinois U.; **Lisa M. Finkelstein**, Northern Illinois U.

What Does the Younger Generation Want? Evidence of the Protean Career Orientation in Germany | **Rosina M. Gasteiger**, Ludwig-Maximilians U., Munich

Career Transitions: Conventional and Protean Careers of Former US Navy Admirals | **Yehuda Baruch**, U. of East Anglia; **James Campbell Quick**, U. of Texas, Arlington

The "Protean" Approach to Unemployment: Results From a Qualitative Study | **Jon P. Briscoe**, Northern Illinois U.; **Lea Waters**, U. of Melbourne

*Participants:* **Yehuda Baruch**, U. of East Anglia; **Lea Waters**, U. of Melbourne; **Lisa M. Finkelstein**, Northern Illinois U.; **Rosina M. Gasteiger**, Ludwig-Maximilians U., Munich; **Lisa Bradley**, Queensland U. of Technology; **Paula McDonald**, Queensland U. of Technology; **James Campbell Quick**, U. of Texas, Arlington; **Jurgen Kaschube**, Ludwig-Maximilians U., Munich; **Kerry Brown**, Queensland U. of Technology

**452** 🗣️🗣️🗣️: (CM, OB, HR) **Obstacles to Fairness: The Trials and Tribulations of Getting Managers to Enact Justice**

8:30am - 10:20am Hawaii Convention Center: Room 318B

*Chairs:* **David L. Patient**, U. of British Columbia; **Chris Long**, Washington U.

*Discussant:* **M Audrey Korsgaard**, U. of South Carolina

The Delicate Art of Bearing Bad News: The Role of Dispositional Factors in Managerial Distancing | **Ramona Bobocel**, U. of Waterloo; **Katrina L Goreham**, U. of Waterloo  
Moral Maturity, Emotional Intelligence, and Interpersonal Justice: Delivering Bad News | **David L. Patient**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia

The Compassionate Side of Unfairness: Empathy and Unjust Managerial Decisions | **Steven Blader**, New York U.

Fairness in the Face of Adversity: How Conflicts Affect Managers' Fairness-Building Efforts | **Chris Long**, Washington U.

**453** : (Paper Session) - (CMS) **Corporate Social Responsibility, Governance, and Stakeholder Theory**

8:30am - 10:20am Sheraton Waikiki Beach: Hilo Room

*Chair:* **Terrance G. Weatherbee**, Acadia U.

*Discussant:* **Janice Traflet**, Bucknell U.

🗣️ A Critical Analysis of Stakeholder Theory and Corporate Governance | **Harry J Van Buren III**, U. of New Mexico

🗣️ Governance versus Governing: Philosophical Issues Underpinning Corporate Governance | **Steve Letza**, Leeds Metropolitan U.; **Clive Smallman**, Lincoln U., New Zealand; **Xiuping Sun**, Leeds Metropolitan U.

🗣️ The Political Role of Business in Society: CSR Seen From a Habermasian Perspective | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne

🗣️ Hidden Costs of Corporate Governance: Crowding Out of Trust - Modus Operandi and Economic Effects | **Michael C. Nippa**, Freiberg U.; **Jens Grigoleit**, Freiberg U.

🗣️ Transaction Cost Economics: No Longer Bad for Business? | **David Weitzner**, York U.

**454** → 🗣️: (CMS) **Organizing Ecological Revolution**

8:30am - 10:10am Sheraton Waikiki Beach: Honolulu Room

Organizing Ecological Revolution | **John Bellamy Foster**, U. of Oregon

**455** SHCS: (CMS, SIM) **Competing Claims: Critical Perspectives on 'Sustainability' and Biotechnology**

8:30am - 10:20am Hilton Hawaiian Village: Coral Ballroom 2

*Organizers:* **Michael B Elmes**, Worcester Polytechnic Institute; **Sally Jane Davenport**, Victoria U. of Wellington

'Nature' in the Discourse of Sustainable Development and Biotechnology in NZ: A North American View | **Michael B Elmes**, Worcester Polytechnic Institute

The Role of Communication in Sustainable Biotechnology in NZ: Media, Indigenous and Public Voices | **Kay Weaver**, U. of Waikato; **Fiona Te Momo**, Massey U.

Participation and Partnerships: Sustaining A Nascent, Controversial Industry | **Judy Motion**, U. of Waikato; **Bill Doolin**, Auckland U. of Technology

Sustaining Ambiguity: Enabling Stakeholder Interaction Through Multiple Sustainability Discourses | **Sally Jane Davenport**, Victoria U. of Wellington; **Shirley R. Leitch**, U. of Waikato

**456** →: (Paper Session) - (ENT) **The Internationalization of New Ventures: Strategies and Performance Effects**

8:30am - 10:20am Hawaii Convention Center: Room 301B

*Chair:* **Joy Godesiabois**, U. of Colorado, Boulder

→ The Differential Effects of Social Capital Types on Internationalization | **Shameen Prashantham**, Strathclyde U.

→ International Entrepreneurial Action and SME Internationalization | **Hanna Berg**, Stockholm School of Economics; **Carin Holmquist**, Stockholm School of Economics

→ 🗣️ Network Analysis in an International Entrepreneurial Environment | **Joy Godesiabois**, U. of Colorado, Boulder

→ The Internationalization of US Venture Capital Firms: An Empirical Examination | **Isin Guler**, Boston U.; **Mauro F Guillen**, U. of Pennsylvania

**457** : (Paper Session) - (ENT) **New Venture Evolution & Performance**

8:30am - 10:20am Hawaii Convention Center: Room 303A

*Chair:* **Brett Anitra Gilbert**, Georgia State U.

Resource Development Phases in New Ventures | **Page West**, Wake Forest U.; **Charles E. Bamford**, Queen's U.

Iridium's House of Cards: The Nature of Entrepreneurial Stages and Stage Transitions | **Kevin Dooley**, Arizona State U.; **Gregory A Daneke**, Arizona State U.; **Seemantini Madhukar Pathak**, Arizona State U.

🗣️ Real Options Reasoning and the Formation of Entrepreneurial Conceit | **Jay J Janney**, U. of Dayton

→ An Analysis of New Venture Performance: Linking Product Innovation and Legitimation | **Reiko Kishida**, Case Western Reserve U.; **William S Schulze**, Case Western Reserve U.; **David Deeds**, Case Western Reserve U.

**458** → SHCS: (ENT, BPS, IM) **Internationalization of Entrepreneurial Firms: Antecedents, Processes, and Outcomes**

8:30am - 10:20am Hawaii Convention Center: Room 316A

*Chairs:* **Harry J Sapienza**, U. of Minnesota; **Helena Yli-Renko**, U. of Southern CaliforniaFactors That Explain the Degree of Internationalisation of High Tech Startups | **Bart Clarysse**, Vlerick-Leuven-Gent Management School; **Johan Bruneel**, Vlerick-Leuven-Gent Management School; **Ans Heirman**, Vlerick-Leuven-Gent Management SchoolExport Intensity of Venture Capital Backed Companies | **Mike Wright**, Nottingham U.; **Andrew Burrows**, Nottingham U.; **Louise Scholes**, Nottingham U.; **Dave Paton**, Nottingham U.The Entrepreneur's Path to Global Expansion | **Walter Kuemmerle**, Harvard U.Why Does Heterogeneity in Capabilities Arise? | **Christopher B. Bingham**, Stanford U.By Leaps and Rebounds: Learning and Development of International Market Entry Capabilities | **Erkko Autio**, HEC, U. of LausanneExporting, Social Capital, and the Survival of Young, Technology-Based Firms | **Helena Yli-Renko**, U. of Southern California; **Dalhia Mani**, U. of Minnesota; **Harry J Sapienza**, U. of Minnesota*Participants:* **Erkko Autio**, HEC, U. of Lausanne; **Christopher B. Bingham**, Stanford U.; **Bart Clarysse**, Vlerick-Leuven-Gent Management School; **Walter Kuemmerle**, Harvard U.; **Mike Wright**, Nottingham U.**459** : (Paper Session) - (GDO) **Pay and Promotion Inequities Worldwide**

8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 1-2

*Chair:* **Christine Brown Mahoney**, U. of Minnesota*Discussant:* **Regine Bendl**, Vienna U. of Economics and Business AdministrationGender, Race, and Meritocracy in Organizational Careers | **Emilio J. Castilla**, U. of Pennsylvania**Harlow Award Nominee**→ Gender and Racial Differentials in Promotions: Is There a Sticky Floor or a Glass Ceiling? | **Margaret Yap**, Ryerson U.→ Gender Inequalities in Earnings among Israeli Lawyers: Does Discrimination Still Exist? | **Dalia Rachman-Moore**, College of Management, Israel; **Tamar Almor-Ellemers**, College of Management, IsraelPay Dispersion and Earnings for Women and Men: A Study of Swedish Doctors. | **Yang Yang**, U. of Western Ontario; **Alison M. Konrad**, U. of Western Ontario; **Kathy Cannings**, Uppsala U.**460** ☉: (Paper Session) - (GDO) **Work and Family: Balance, Conflict, Interference, and Facilitation**

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 1

*Chair:* **Laura M Graves**, Clark U.*Discussant:* **Patti Lynn Collett**, U. of North TexasConnecting Work-Family Policies to Supportive Work Environments | **Alison Cook**, Utah State U.We're Busy Too: Understanding the Work-Life Conflict of Never-Married Women Without Children | **Elizabeth A. Hamilton**, Boston College; **Judith R Gordon**, Boston College; **Karen S Whelan-Berry**, Utah Valley State College☉ The Impact of Social Support on the Work-Family Balance and Work Outcomes of Midlife Women | **Wendy Carol Marcinkus**, Boston College; **Judith R Gordon**, Boston CollegeThe Work-Family Alliance: Distinct Types of Work-Family Facilitation and Outcomes for Women and Men | **Elianne Van Steenbergen**, Leiden U.; **Naomi Ellemers**, Leiden U.Gender Differences in Coping with Work-Home Interference | **T. Alexandra Beauregard**, U. of Surrey**461** SHCS: (GDO, CAR) **Applying Theory to University Transformation: Advancing Women Faculty in Science and Engineering**

8:30am - 10:20am Hawaii Convention Center: Room 316C

*Chair:* **Diana Bilimoria**, Case Western Reserve U.*Facilitator:* **Ronda Roberts Callister**, Utah State U.Theory Driven Change Efforts | **Ronda Roberts Callister**, Utah State U.Transforming the Faculty Mindset | **Diana Bilimoria**, Case Western Reserve U.; **Susan Perry**, Case Western Reserve U.Transforming Gendered Organizations: A Mentoring Program Based on Feminist Organization Theory | **Lisa Frehill**, New Mexico State U.; **Cecily Jeser-Cannavale**, New Mexico State U.An Integrated Institutional Approach to the Advancement of Faculty | **Mary Frank Fox**, Georgia Institute of TechnologyStrategies for Change: The Gender Equity Project | **Annemarie Nicols-Grinenko**, Hunter College, CUNY*Participants:* **Cecily Jeser-Cannavale**, New Mexico State U.; **Lisa Frehill**, New Mexico State U.; **Mary Frank Fox**, Georgia Institute of Technology; **Annemarie Nicols-Grinenko**, Hunter College, CUNY; **Susan Perry**, Case Western Reserve U.**462** : (HCM) **Health Care Management Division Business Meeting**

8:30am - 10:20am Sheraton Waikiki Beach: Waianae Room

*Become involved in the HCM division, hear what's coming up and learn about award winners from this year.**Division Chair:* **Kathryn H Dansky**, Pennsylvania State U.*Division Chair-Elect.:* **Ruth A Anderson**, Duke U.*Program Chair:* **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor  
*Professional Development Workshop Coordinator:* **Timothy Hoff**, State U. of New York, Albany**463** JS: (HR, OB) **Job Search, Evaluation, and Outcomes: New Insights**

8:30am - 10:20am Hawaii Convention Center: Room 322A

*Chair:* **Meredith F. Burnett**, U. of Maryland*Discussant:* **Ramon J. Aldag**, U. of Wisconsin, MadisonThe Role of Ethnicity on Job Search: An Exploration of Processes and Outcomes | **Meredith F. Burnett**, U. of MarylandAn Investigation of the Effects of Personality, Emotional and Cultural Intelligence on Job Search | **Lisa M. Moynihan**, London Business School; **Mark V Roehling**, Michigan State U.; **Wendy R Boswell**, Texas A&M U.

Self-Verification in the Interview: Job Seekers' Battle of the Wills | **Daniel M Cable**, U. of North Carolina  
 Influence of Information, Source Content & Valence on Job Seekers' Beliefs of Potential Employers | **Adam M. Kanar**, Cornell U.; **Christopher Collins**, Cornell U.; **Bradford S. Bell**, Cornell U.

How Does Familiarity Influence Job Seekers' Evaluations & Decisions to Apply? | **Cynthia Kay Stevens**, U. of Maryland; **Lisa Dragoni**, U. of Maryland; **Meredith F. Burnett**, U. of Maryland

*Participants:* **Mark V Roehling**, Michigan State U.; **Wendy R Boswell**, Texas A&M U.; **Christopher Collins**, Cornell U.; **Bradford S. Bell**, Cornell U.; **Lisa Dragoni**, U. of Maryland; **Meredith F. Burnett**, U. of Maryland

#### 464 ☉JS: (HR, ODC) New Directions in Organizational Citizenship Behavior Research

8:30am - 10:20am Hawaii Convention Center: Room 319B

*Chair:* **Christiane Spitzmueller**, U. of Houston

Encouraging OCB at Work: An Examination of Personality and Situational Cues | **Dana Glenn**, U. of Houston; **Eric M. Dunleavy**, U. of Houston; **Meagan Tunstall**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

Role Definition as a Moderator of the Relationship Between Personality and OCB | **Olga Clark**, Bowling Green State U.; **Michael J. Zickar**, Bowling Green State U.; **Steve Jex**, Bowling Green State U.

Supervisor and Recipient Ratings of Altruism: Is Coworker Help Always Helpful? | **Kristina Renee Miller**, U. of Houston; **Christiane Spitzmueller**, U. of Houston

Is Organizational Survey Participation an Organizational Citizenship Behavior? | **Christiane Spitzmueller**, U. of Houston; **Dana Glenn**, U. of Houston; **Christopher Barr**, U. of Houston; **Steven Rogelberg**, U. of North Carolina, Charlotte; **Patrick Daniel**, U. of Houston

*Presenters:* **Kristina Renee Miller**, U. of Houston; **Olga Clark**, Bowling Green State U.; **Christiane Spitzmueller**, U. of Houston; **Dana Glenn**, U. of Houston

#### 465 : (Paper Session) - (IM) What Makes for Successful Alliances?

8:30am - 10:20am Hawaii Convention Center: Room 304A

*Chair:* **Preet S Aulakh**, York U.

*Discussant:* **Andrew Delios**, National U. of Singapore

☞→ Alliance Formation Propensity in the Global Chemical-Pharmaceutical Industry | **Farok Contractor**, Rutgers Business School--Newark and New Brunswick; **Sam Beldona**, Wichita State U.; **Chang-Su Kim**, Nanyang Business School

→ Do Japanese Firms Outperform U.S. Partners in Technology Alliances?: A Test of Market Valuations | **Byung Hee Lee**, Hanyang U.

☞→ The Development of Trust in Product Development Partnerships: A Comparison between Korea and Austria | **Martin Hemmert**, Korea U.; **Ludwig Bstieler**, U. of New Hampshire

#### Finalist--IMD Best Paper from an Under-represented Country

→ An Examination of Wealth Creation of Global R&D Collaborations | **Byung Hee Lee**, Hanyang U.

**Finalist--IMD Best Paper from an Under-represented Country**  
 → Managing Social Mechanisms of Control in Safeguarding International Alliances | **Cheng-Min Chuang**, National Taiwan U.

#### 466 : (Paper Session) - (IM) Knowledge Flows in MNC Subsidiaries

8:30am - 10:20am Hawaii Convention Center: Room 305A

*Chair:* **Laszlo Tihanyi**, Texas A&M U.

Exploration and Exploitation: The Effects of Subsidiary Learning Strategy on Knowledge Outcomes | **Shaohua "Carolyn" Mu**, Baylor U.; **Devi R Gnyawali**, Virginia Tech

☞→ Does Knowledge Sharing Pay? A MNC Subsidiary Perspective on Knowledge Outflows | **Torben Pedersen**, Copenhagen Business School; **Volker Mahnke**, CBS; **Markus Venzin**, Bocconi U.

☞→ Capabilities, Cultural Distance and the Effectiveness of Knowledge Flows Within the MNC | **Tina Claudia Chini**, London Business School; **Björn Ambos**, U. of Edinburgh

Moderating Effects of Culture in Transfer Of Knowledge | **Verner Worm**, Copenhagen Business School; **Xiaojun Xu**, Fudan U.; **Jai Sinha**, Assent Institute of Management Studies

→ Knowledge Flows in MNCs: A Typology of Subsidiary Roles | **Anne-Wil Harzing**, U. of Melbourne; **Niels G. Noorderhaven**, Tilburg U.

#### 467 : (Paper Session) - (IM) National Culture and Managerial Behavior

8:30am - 10:20am Hawaii Convention Center: Room 305B

*Chair:* **David C. Thomas**, Simon Fraser U.

*Discussant:* **Mansour Javidan**, Thunderbird, The Garvin School of International Management

☞☞ A Vision for Overcoming Challenges in Cross-Cultural Management Research and Practice | **Richard DeJordy**, Boston College

#### Finalist--Doug Nigh Award

→ Effects of Organizational Socialization on Work Enthusiasm in Two Chinese Cultures | **Robert J Taormina**, U. of Macau; **Jennifer H. Gao**, Macau U. of Science and Technology

→ Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology | **David C. Thomas**, Simon Fraser U.; **Elizabeth C Ravlin**, U. of South Carolina; **Kevin Au**, Chinese U. of Hong Kong

→ Managers Perceptions of Organization in Africa: Evidence from South Africa and Zimbabwe | **Terence Jackson**, ESCP-EAP European School of Management

☞→ How do You Climb the Corporate Ladder? The Ethical Preferences for Influencing Superiors | **David A Ralston**, U. of Oklahoma; **Carolyn Egri**, Simon Fraser U.; **Irina Naoumova**, U. of Tennessee; **Florian Wangenheim**, U. of Dortmund; **Ping Ping Fu**, Chinese U. of Hong Kong; **Maria Teresa de la Garza Carranza**, Instituto Tecnológico de Celaya; **Laurie Milton**, U. of Calgary, U. of Western Ontario; **Tania Casado**, U. of Sao Paulo; **Prem Ramburuth**, U. of New South Wales; **Mahfooz Alam Ansari**, U. Science Malaysia; **Liesl Riddle**, George Washington U.; **Ho-Beng Chia**, National U. of Singapore; **Ilya Girson**, U. of Westminster; **Malika Richards**, Pennsylvania State U.; **Ian Palmer**, U. of Technology, Sydney; **David M Brock**, Ben-Gurion

U., Negev; **Arif Nazir Butt**, Lahore U. of Management Sciences; **Narasimhan Srinivasan**, U. of Connecticut; **Marina Dabic**, U. of Osijek; **Arunas Starkus**, CIBER-Vilnius; **Vojko Potocan**, U. of Maribor; **Harald Herrig**, ESC-Grenoble; **Tevfik Dalgic**, UTD; **Vu Thanh Hung**, National Economics U.; **Philip Hallinger**, Mahidol U.; **Francisco B. Castro**, U. do Porto, CEMPRE; **Olivier Furrer**, Radboud U. Nijmegen; **Yong-lin Moon**, Seoul National U.; **Christine MinHsun Kuo**, Yuan Ze U.; **Mario Molteni**, Catholic U., Milan; **Andre Anugerah Pekerti**, U. of Queensland; **Moureen Tang**, Lingnan U.; **Paulina Wan**, Lingnan U.; **Tomasz Lenartowicz**, Florida Atlantic U.; **Ana Maria Rossi**, Clinica De Stress E Biofeedback; **Isabelle Maignan**, ING; **Ruth C May**, U. of Dallas; **Donna Ledgerwood**, U. of North Texas; **Mark Weber**, U. of Toronto; **Alan Wallace**, Retired; **Wade Danis**, Georgia State U.

#### Finalist--IMD Best Paper

#### 468 : (Paper Session) - (IP) Acquisition Integration

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Paulo Jose Prochno**, Fundação Dom Cabral

**BPS:** Sequential vs. Outright Acquisitions: Effects of the Target's Ownership on Takeover Process in China | **Changhui Zhou**, Peking U.; **Jianfeng Wu**, Peking U.; **Yiyi Su**, Peking U.

**BPS:** The Geographic Diffusion of Business Acquisitions | **Abhirup Chakrabarti**, Duke U.

**BPS:** Explaining Hostile Takeover Outcomes via Takeover Defenses' Underlying Cost and Profit Logics | **John Perry**, Wichita State U.; **Donald D Bergh**, Purdue U.; **Gerald I Susman**, Pennsylvania State U.

**BPS:** Learning in Acquisitions: The Roles of Exploration and Exploitation | **Louise Anne Nemanich**, U. of Houston; **Dusya M. Vera**, U. of Houston

**BPS:** Prior Alliance with Target and Acquisition Performance: The Context of Knowledge-intensive Industries | **Sanjay Banerjee**, U. of Minnesota; **Akbar Zaheer**, U. of Minnesota

#### 469 : (Paper Session) - (IP) Transaction Cost Economics

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Valerie Claude-Gaillard**, CERAM

🗂️ **OMT:** Antecedents of Intentionally Incomplete Contracts – Evidence from Grounded Theory | **Marina Fiedler**, Munich U.; **Carolin Wolff**, U. of Munich; **Arnold Picot**, Munich U.

**BPS:** Make, Buy, or Ally? The Social and Economic Basis of Governance Structure in Supplier Relationships | **Bret Ryan Fund**, Pennsylvania State U.

**BPS:** The Influence of Online Provision on the Outsourcing and Centralization of HR Compensation Services | **Derek Ruth**, Purdue U., West Lafayette; **Thomas Brush**, Purdue U., West Lafayette; **William A Tulsie**, -

➔ **BPS:** Do Chinese Businesses Endorse an Economic Order that is Distinct from Western Practice? | **Kevin Zheng Zhou**, Hong Kong U. of Science and Technology; **Laura Poppo**, Virginia Tech; **Zhilin Yang**, City U. of Hong Kong

**BPS:** Trust, Transaction Cost Economics, and Mechanisms | **Philip Bromiley**, U. of Minnesota; **Jared D. Harris**, U. of Minnesota

#### 470 : (Paper Session) - (IP) Teaching and Actionable Knowledge

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Nell Tabor Hartley**, Robert Morris U.

🗂️ **MED:** Writing Case Studies as a Student Learning Tool | **Peter Galvin**, Curtin U. of Technology; **Jennifer Davies**, U. of Melbourne

🗂️ **MED:** Knowledge Markets and Management Education: How Will We Meet the Challenges of Competition? | **Anson Seers**, Virginia Commonwealth U.

#### Winner of MED Division Best Paper in Management Education

🗂️ **MED:** The Role of Metacognition in Problem-Based Learning: The Blog of a Determined Management Professor | **Linda L Brennan**, Mercer U.

🗂️ **MED:** Connecting Coursework to Real Work: University Alumni & Friends as Virtual Mentors to Students | **Kristi Lewis Tyran**, Western Washington U.; **Joseph E Garcia**, Western Washington U.

#### 471 : (Paper Session) - (IP) Exploring Sources of Value

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Michael K Moch**, Michigan State U.

➔ **TIM:** Proximal and Distal Search Behavior and New Product Performance in Chinese New Technology Ventures | **Kwaku Atuahene-Gima**, City U. of Hong Kong; **Yinghong (Susan) Wei**, Oklahoma State U.

**TIM:** The Role of Organizational Systems on Knowledge and Performance | **Dinesh Venkiteshwaran**, Purdue U., West Lafayette

🗂️ **MC:** Study on Identifying Competency Sets for Management Consultants in China Mainland | **Wang Yihua**, Tsinghua U.; **Lv Ping**, Tsinghua U.; **Lu Lei**, Tsinghua U.; **Liao Yimin**, Tsinghua U.; **Zhao Ping**, Tsinghua U.; **Li Gregg**, -; **Ho Alfred Ho**, -; **Foley Charles**, -

**OB:** Temporal Orientation and Its Relationship to Organizationally Valued Outcomes | **Tejinder K Billing**, U. of Memphis; **Pamela K. Steverson**, U. of Memphis; **Robert R Taylor**, U. of Memphis

**MOC:** Managerial Cognitions on Performance : The Case of the French Tour Operating Industry | **Raphael Dornier**, Izmir U. of Economics

#### 472 : (Paper Session) - (IP) Identity and Identification

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Linda Jean Twiname**, U. of Waikato

🗂️ **CMS:** Manufacturing the "Little Man": Analysis From Participant Observation | **Roy Stager Jacques**, Auckland U. of Technology

**MSR:** Bringing Who We Are to Work: A Theoretical Model | **S. Bruce Thomson**, Monash U.

🗂️ **OB:** Relations at Work and Sense of Self: Exploring LMX and Employee Identity | **Pamela Tierney**, Portland State U.

#### 473 : (Paper Session) - (IP) Incentives, Rewards and Competencies

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **John E Delery**, U. of Arkansas

**OMT:** Entrepreneurial Autonomy, Incentives, and Relational Governance in Franchise Chains | **Olivier Cochet**, U. of Muenster; **Julian Dormann**, U. of Muenster

**HR:** The Dispersion of Employees' Wage Increases and Firm Performance | **Christian Grund**, U. of Bonn; **Niels Westergaard-Nielsen**, Aarhus Business School

**HR:** Different Relationships Between Performance Appraisal Satisfaction and Work Performance | **Bard Kuvaas**, Norwegian School of Management

**HR:** The Positive Illusion of Applicants | **Maria Fernanda Garcia**, U. of Texas, El Paso

📍**PNP:** Mission-Market Tension in Managing Nonprofit Organizations | **Dennis R Young**, Case Western Reserve U.

#### **474 : (Paper Session) - (IP) Perspectives on Developing Competencies**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B3

*Facilitator:* **Dail Fields**, Regent U.

➔**IM:** Phenomenography: Understanding Internationalisation from a Practitioner Perspective | **Peter W. Lamb**, La Trobe U. / U. of Queensland; **Jorgen Sandberg**, U. of Queensland; **Peter W. Liesch**, U. of Queensland

**MC:** Exploring Managerial Dilemmas in Professional Service Firms | **Flemming Poufelt**, Copenhagen Business School; **Soeren H. Jensen**, Copenhagen Business School

📖**MED:** Psychological Safety in Learning Teams: Insights from a Conversation-Centered Perspective | **Esther Wyss-Flamm**, Alliant International U.; **Anthony Pescosolido**, U. of New Hampshire

**OMT:** The Socialization of Novice and Experienced Newcomers In an Ideographic Organization | **Susanne G Scott**, U. of Massachusetts, Dartmouth; **Vicki R. Lane**, U. of Colorado, Denver; **Kellyann Berube Kowalski**, U. of Massachusetts, Dartmouth

#### **475 : (Paper Session) - (IP) New Views on Leadership**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B4

*Facilitator:* **Titus Oshagbemi**, Queen's U., Belfast

**OB:** Loyal Squires: How Their Psychological and Operational Effects Make Charismatic Leadership Possible | **Mark Weber**, U. of Toronto; **Celia Moore**, U. of Toronto; **Roger L. Martin**, U. of Toronto

**MH:** A Historical Investigation of Portrayals of Leaders in the Business Press, 1980-1999 | **David R Hannah**, Simon Fraser U.; **Christopher D. Zatzick**, Simon Fraser U.

📍**CMS:** What is the Meaning of Leadership? A Guided Tour through a Swiss-German Leadership Landscape | **Nada Endrissat**, Basel U.; **Werner R. Mueller**, Basel U.; **Jens O. Meissner**, Basel U.

📍**OB:** Goal Orientation: Examining Validity and Nomological Relationships with Core Self-Evaluations | **Arlise P. McKinney**, U. of North Carolina, Greensboro

**OB:** Desire to Lead vs. Desire To Develop Leadership Capability: Relevance of 'Born vs. Made' Beliefs | **Todd J. Maurer**, Georgia State U.; **Michael Lippstreu**, Georgia Institute of Technology

#### **476 : (Paper Session) - (IP) Research on Groups**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C1

*Facilitator:* **Donna L Wiley**, California State U., Hayward

➔**IM:** Cultural Dissimilarity in Teams: The Role of Relational and Collective Identification | **Danielle Cooper**, U. of Illinois, Urbana-Champaign

📍**OB:** The Contingent Model of Paternalistic Leadership: Subordinate Dependence and Leader Competence | **Li-Fang Chou**, National Taiwan U.; **Bor-Shiuan Cheng**, National Taiwan U.; **Chin-Kang Jen**, National Sun Yat-Sen U.

➔**IM:** Country Clusters for Int'l Mgt Research: Comparative Analyses of Neural Network and Other Approaches | **A Ahad M Osman-Gani**, Nanyang Business School

**OB:** Flow in Teams | **Arijit Chatterjee**, Pennsylvania State U.

#### **477 : (Paper Session) - (IP) Modeling and Conceptualizing Knowledge**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C2

*Facilitator:* **Steve Scullen**, Drake U.

**MOC:** The Role of Time in Interdependence: Development of the Temporal Adaptability Scale. | **Sally Blount**, New York U.; **Sophie Leroy**, New York U.

**MOC:** Voices in the Static: The False Perception of Patterns in the Noise of Everyday Life | **Jennifer Ann Whitson**, Northwestern U.

**OMT:** Narratives in Knowledge Management: Bridging the Gap between Narrative and Discursive Knowledge | **Georg Schreyogg**, Freie U. Berlin; **Daniel Geiger**, Freie U. Berlin

📍**RM:** Spectral Analysis of Socio-economic Diagnoses : Qualimetric Treatment of Qualitative Data | **Henri Savall**, ISEOR, U. of Lyon; **Veronique Zardet**, ISEOR, U. of Lyon; **Nouria Harbi**, ISEOR, U. of Lyon

📍**ODC:** Answers for Questions to Come: Reflective Dialogue as an Enabler for Strategic Innovation | **Claus D Jacobs**, Imagination Lab Foundation; **Loizos Th. Heracleous**, Templeton College, Oxford U.

#### **478 : (Paper Session) - (IP) Signals and Status**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C3

*Facilitator:* **Amy-Nicole Salvaggio**, U. of Tulsa

📍**OCIS:** Linguaging Conflict: A Case Study of Contraversion. | **Maria Aggestam**, Lund U.; **James Keenan**, Fairfield U.

**OB:** The Effects of Leader Compassion Display on Follower Attributions: Building a Socialized Image | **Susan Michie**, U. of Evansville; **Debra L Nelson**, Oklahoma State U.

**OMT:** Securities Analysts as Frame-Makers | **Daniel Beunza Ibanez**, Pompeu Fabra U.; **Raghu Garud**, New York U.

📍**MOC:** A Proposed Framework for Examining Denial in Organizations | **C Ken Weidner**, St. Joseph's U.; **Yasmin S. Purohit**, St. Joseph's U.

#### **479 : (Paper Session) - (IP) Cognition and Strategic Action**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C4

*Facilitator:* **Daria Panina**, Texas A&M U.

📍**TIM:** Reconstructive Remembering in Project Environments | **Eugenia Cacciatori**, Bocconi U.

**TIM:** Business Strategy Types and Innovative Practices | **Timothy P Blumentritt**, Marquette U.; **Wade Danis**, Georgia State U.

**TIM:** Knowledge Search Pattern and Innovation: The Role of Diversification Structure | **Qing Cao**, U. of Maryland

➔ **PNP:** Dances of Power: Normative Agency in the Creation of Non-Profits | **Nidhi Srinivas**, New School U.

⌘ **MOC:** Saying FUI to TO/FU: Exploring the Relationship Between Two Models of Strategic Issue Diagnosis | **Scott D Julian**, Saginaw Valley State U.; **Joseph Ofori-Dankwa**, Saginaw Valley State U.

**480** 🗨️: (Paper Session) - (MC) **Consulting to Organizations: Cases and Applications**

8:30am - 10:20am Hawaii Convention Center: Room 314

Chair: **Aaron J Nurick**, Bentley College

Discussant: **David Jamieson**, Pepperdine U.

⌘ **Designing and Processing a Socio-economic Management Control** | **Laurent Cappelletti**, ISEOR, U. of Lyon

🗨️ **Handling Wicked Problems at the Dutch Ministry of Foreign Affairs** | **Hans Vermaak**, Twynstra Management Consultants; **Annemieke Stoppelenburg**, -

🗨️ **Educating Customers: Its Impact on Consumer Trust and Implications for Management Consulting** | **Andreas B. Eisingerich**, U. of Cambridge; **Simon J. Bell**, U. of Cambridge

🗨️ **Consulting Strategies for Employee Retention: The Role of Effective HRM and Job Embeddedness** | **Chris J. Sablinski**, California State U., Sacramento; **Anthony R. Wheeler**, California State U., Sacramento; **Chris W. Wright**, San Francisco State U.

**481** 🗨️🗨️: (MED) **Perils and Possibilities for Publishing the Scholarship of Teaching, Learning, and Education**

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 2

MED Division Welcome Session

Distinguished Speakers: **William M Moore**, Salisbury U.; **Dennis A Gioia**, Pennsylvania State U.; **Cynthia Fukami**, U. of Denver;

**Kevin G. Corley**, Arizona State U.; **Christina Fong**, U. of Washington; **Christine Quinn Trank**, Texas Tech U.; **Daniel LeClair**, Association to Advance Collegiate Schools of Business

Moderators: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh; **James R Bailey**, George Washington U.

**482** 🗨️🗨️: (Paper Session) - (MH) **Entrepreneurship and Organizational Evolution**

8:30am - 10:20am Sheraton Waikiki Beach: Kohala/Kona Room

Chair: **Alfred A. Bolton**, Averett U.

Discussants: **Charles W Blackwell**, Nova Southeastern U.; **Leslie Tworoger**, Nova Southeastern U.; **Michele A Govekar**, Ohio Northern U.; **C R Marshall**, U. of Wisconsin, Stevens Pt.

🗨️ **Oral History as a Classroom Tool: Learning Management Theory from the Evolution of an Organization** | **Sharon Topping**, U. of Southern Mississippi; **David L. Duhon**, U. of Southern Mississippi; **Stephen Christian Bushardt**, U. of Southern Mississippi

➔ **A Historical Investigation of the Strategic Process Within Family Firms: A Cross-Cultural Analysis** | **Patrick Kreiser**, Ohio U.; **Jari Ojala**, U. of Jyväskylä; **Juha-Antti Lamberg**,

Helsinki U. of Technology; **Anders Melander**, Jonkoping International Business School

🗨️ **Year 1900 Competencies against the 21st Century Criteria: An Analysis in Strategic Leadership** | **Kalle Pajunen**, Tampere U. of Technology

**Paul Hersey Award for Best Paper on Leadership**

⌘ **Adventures in Software Archeology: Seeking (ABTOF)**

**Theory in the Code** | **Michael Joseph Prietula**, Emory U.; **Mie Augier**, Stanford U.

**Winner of John F. Mee Management History Contribution Award**

**483** : (MOC) **Welcome and Theme Session: Keeping Culture in Mind**

8:30am - 10:20am Hawaii Convention Center: Room 317A

Our panel discusses an integrated cultural-cognitive perspective on organizations with an objective of advancing research in this area.

Discussants: **Theresa K Lant**, New York U.; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign; **Lloyd Sandelands**, U. of Michigan, Ann Arbor; **Majken Schultz**, Copenhagen Business School; **Anne S. Tsui**, Arizona State U.; **Candace Jones**, Boston College; **Frances J Milliken**, New York U.

Coordinators: **Mary Ann Glynn**, Emory U.; **Klaus Weber**, Northwestern U.

**484** : (Paper Session) - (MSR) **Perspectives on Workplace Spirituality**

8:30am - 10:20am Sheraton Waikiki Beach: Puna Room

Chair: **Lee Robbins**, Golden Gate U.

Discussant: **Michael J Provitera**, Barry U.

🗨️ **Mindfulness, Consciousness, and Spirituality in Executives and Organizations** | **John E Young**, U. of New Mexico; **Jeanne M Logsdon**, U. of New Mexico

🗨️ **Empirical Research in Spirituality, Religion and Work: Concepts, Conversations, and Clusters** | **Kathy Lund Dean**, Idaho State U.; **Charles J. Fornaciari**, Florida Gulf Coast U.

🗨️ **Spirituality in the Workplace: Theory, Practice, Sustainability** | **Sheriffe Khan**, NICOMS LTD

**485** 🗨️: (OB) **Workplace Stress and Well-Being: Challenges for the 21st Century.**

8:30am - 10:20am Hawaii Convention Center: Room 325A

Chair: **Susan Cartwright**, U. of Manchester

What are the Workplace Factors that Most Impact on Employee Health: A Meta-Analysis | **Brian Faragher**, U. of Manchester

An Integrative Model of the Role of Perceived Available Support in Coping w/ Org. Role Conflict | **Sandra A. Lawrence**, U. of Queensland/Griffith U.; **Victor J. Callan**, U. of Queensland; **Anne Pisarski**, U. of Queensland

The Impact of Workplace Bullying on Employee Psychological Contracts | **Sabir Issa Giga**, U. of Manchester

Organizational Merger: A Stressful Challenge? Some Evidence from the Higher Education Sector | **Michelle Tytherleigh**, U. of Plymouth

Tipping the 'Mental Health Scales' in Contact Centre Work | **Carole Page**, Massey U.



*Participants:* **Brian Faragher**, U. of Manchester; **Sabir Issa Giga**, U. of Manchester; **Michelle Tytherleigh**, U. of Plymouth; **Carole Page**, Massey U.; **Sandra A. Lawrence**, U. of Queensland/Griffith U.; **Victor J. Callan**, U. of Queensland; **Anne Pisarski**, U. of Queensland

**486 JS: (OB, HR) Advancements in Social Exchange Theory: Mediators, Moderators, and Unit-Level Effects**

8:30am - 10:20am Hawaii Convention Center: Room 324

*Chairs:* **Deborah Elizabeth Rupp**, U. of Illinois, Urbana-Champaign;

**Christine Lynn Jackson**, Purdue U., West Lafayette

*Discussants:* **Lynn Shore**, San Diego State U.; **Jacqueline Coyle-Shapiro**, London School of Economics

Effects of Link-Pin Quality on Perceived Organizational

Support | **Subrahmaniam Tangirala**, Purdue U., West Lafayette; **Stephen Green**, Purdue U.; **Rangaraj Ramanujam**, Purdue U., West Lafayette

Social Exchange and Politics: The Positive Effects on Creativity | **Shalini Khazanchi**, U. of Cincinnati; **Suzanne S Masterson**, U. of Cincinnati

A Model of Perceived Organizational Support and Person-Organizational Fit | **Todd C. Darnold**, U. of Iowa; **Lynn Shore**, San Diego State U.; **Amy L. Kristof-Brown**, U. of Iowa

Social Exchange Relationships: Intervening Mechanism of the POS & LMX-Performance Relationship | **Christine Lynn Jackson**, Purdue U., West Lafayette; **Bruce Louis Rich**, U. of Florida

Social Exchange and Union Commitment: Examining Multilevel Homology | **James L. Farr**, Pennsylvania State U.; **Daniel A. Newman**, U. of Maryland; **David Mayer**, U. of Maryland

*Speakers:* **Subrahmaniam Tangirala**, Purdue U., West Lafayette; **Shalini Khazanchi**, U. of Cincinnati; **Todd C. Darnold**, U. of Iowa; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Daniel A. Newman**, U. of Maryland

*Participants:* **Stephen Green**, Purdue U.; **Rangaraj Ramanujam**, Purdue U., West Lafayette; **Suzanne S Masterson**, U. of Cincinnati; **Amy L. Kristof-Brown**, U. of Iowa; **Lynn Shore**, San Diego State U.; **Bruce Louis Rich**, U. of Florida; **David Mayer**, U. of Maryland

**487 JS: (OB, ODC) Emotional Intelligence in Groups: Benefits and Costs for the Management in the 21st Century**

8:30am - 10:20am Hawaii Convention Center: Room 323C

*Chairs:* **Vanessa Urch Druskat**, U. of New Hampshire; **Fabio Sala**, - ; **Gerald J Mount**, Grand Valley State U.

*Discussants:* **Sigal Barsade**, U. of Pennsylvania; **Richard E. Boyatzis**, Case Western Reserve U.

Team Emotional Intelligence: What It Can Mean and How It Can Impact Performance | **Hillary Anger Elfenbein**, U. of California, Berkeley

Does Training Increase Emotional Intelligence in Groups and Group Performance? | **Peter J. Jordan**, Griffith U.; **Jane P Murray**, Griffith U.

Group Emotional Competence and Its Link to Group Performance | **Steven B Wolff**, Hay Group; **Vanessa Urch Druskat**, U. of New Hampshire

About the "I" in the EI Construct: A More Social Approach to Intelligence & Its Perf. Implications | **Alexandra Michel**, U. of Southern California; **Karen Jehn**, Leiden U.

*Participants:* **Hillary Anger Elfenbein**, U. of California, Berkeley; **Karen Jehn**, Leiden U.; **Peter J. Jordan**, Griffith U.; **Alexandra Michel**, U. of Southern California; **Jane P Murray**, Griffith U.; **Steven B Wolff**, Hay Group

**488 JS: (OB, RM, HR) Precision in Psychological Contract Research: The Next Generation**

8:30am - 10:20am Hawaii Convention Center: Room 328

*Participants:* **Guillermo E. Dabos**, Carnegie Mellon U.; **Jeffrey R. Edwards**, U. of North Carolina; **David Krackhardt**, Carnegie Mellon U.; **Lisa Schurer Lambert**, Georgia State U.; **Robert E Ployhart**, U. of South Carolina; **Denise M. Rousseau**, Carnegie Mellon U.; **Amanuel G. Tekleab**, Clarkson U.

**489 : (OCIS) OCIS Welcome**

8:30am - 8:59am Hawaii Convention Center: Room 318A

**490 (ODC) Division Theme Session: Organizing for the Future: Designing the 21st Century Organization and Beyond**

8:30am - 10:20am Hawaii Convention Center: Room 321B

*Program Chair:* **Ram Tenkasi**, Benedictine U.

*Distinguished Speakers:* **Edward E. Lawler**, U. of Southern California; **Thomas W. Malone**, Massachusetts Institute of Technology; **Jay Galbraith**, U. of Southern California

*Discussant:* **William A Pasmore**, Mercer Delta Consulting  
Taking Change Seriously | **Edward E. Lawler**, U. of Southern California

Inventing Organizations | **Thomas W. Malone**, Massachusetts Institute of Technology

Strategy and Structure: The Process Will Continue | **Jay Galbraith**, U. of Southern California

Discussion - Thinking Outside of the Boxes | **William A Pasmore**, Mercer Delta Consulting

**491 : (OM) Revolution in Supply Chain Management**

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3

*Organizer:* **Diane H. Parente**, Pennsylvania State U., Erie  
*Presenter:* **Kurt Cavano**, TradeCard Inc.

**492 (OMT) OMT Welcome Breakfast and Distinguished Scholar**

8:30am - 10:20am Hawaii Convention Center: Room 301A

*Introduction:* **Kimberly D Elsbach**, U. of California, Davis  
*Program Chair:* **Gerald F Davis**, U. of Michigan, Ann Arbor  
*Distinguished Speaker:* **Joanne Martin**, Stanford U.

The Myth of Organizational Unity: Oligarchical and Democratic Approaches to Organizational Theory | **Joanne Martin**, Stanford U.

**493 : (Paper Session) - (OMT) Serf Boards? Power and Influence in Corporate Governance**

8:30am - 10:20am Hawaii Convention Center: Room 302A

*Chair:* **Nancy R. Kucinski**, Hardin Simmons U.

*Discussant:* **Yuri Mishina**, Michigan State U.

☞ The Other Pathway to the Boardroom: Interpersonal Influence Behavior and Board Appointments | **James Westphal**, U. of Texas, Austin; **Ithai Stern**, Northwestern U.

And Then There Were None: Political Settlements of Insider Board Membership | **John Joseph**, Northwestern U.; **William Ocasio**, Northwestern U.  
 On the Road to Abilene: Pluralistic Ignorance in Corporate Boards and Firms' Strategic Persistence | **James Westphal**, U. of Texas, Austin; **Michael Bednar**, U. of Texas, Austin  
 Halo or Shadow? The Impact of CEO Certification on TMT Pay Structure | **Scott D. Graffin**, U. of Wisconsin, Madison; **James Wade**, U. of Wisconsin, Madison; **Joe Porac**, New York U.

**494 : (Paper Session) - (OMT) Order and Autonomy in Organizational Fields**

8:30am - 10:20am Hawaii Convention Center: Room 303B

Chair: **Patrick Reinmoeller**, Erasmus U.

Discussant: **Henrich Greve**, Norwegian School of Management

Inter-Organizational Temporal Coordination: The Concept of Temporal Institution | **Bernard Louis Leca**, Essec & U. Lille 1; **Philippe Naccache**, Paris X Nanterre, CEROS

Competition in the Evolution of Capabilities: A Case of the Communications Equipment Industry | **Jonghoon Bae**, Tilburg U.

Dynamics of the Multi-level Status Structure and Organizational Mobility | **Zhi Huang**, Boston College

Value of Affiliation: Composition and Redundancy of Financial Networks | **Oystein Fjeldstad**, Norwegian School of Management; **Amir Sasson**, Norwegian School of Management

**495 → SHCS: (OMT, BPS, MED) Learning and Micro-Practices: Rethinking Strategy and Organization**

8:30am - 10:20am Hilton Hawaiian Village: Coral Ballroom 1

Join us to discuss the implications of a shift towards looking at the micro-foundations in organizational learning theory and practice.

Chair: **Nicola C. Dragonetti**, U. of Liverpool

Discussant: **Linda Argote**, Carnegie Mellon U.

Organizational Learning and the Need for a Micro Level of Analysis | **Gerry Johnson**, U. of Strathclyde

Learning, Cognition and Organizational Evolution | **Maurizio Zollo**, INSEAD

How Practice Theories and Actor-Network Theory Help Us Understand Evolving Organizational Routines | **Martha S. Feldman**, U. of California, Irvine

The Challenges of Learning in Practice: Strategy and Organisational Theory Revisited | **Elena P Antonacopoulou**, U. of Liverpool; **Nicola C. Dragonetti**, U. of Liverpool

Participants: **Elena P Antonacopoulou**, U. of Liverpool; **Martha S. Feldman**, U. of California, Irvine; **Gerry Johnson**, U. of Strathclyde; **Maurizio Zollo**, INSEAD

**496 JS: (OMT, OB) Positive Communities in Transient Work Settings**

8:30am - 10:20am Hawaii Convention Center: Room 302B

Chair: **Ruth Blatt**, U. of Michigan

Discussant: **Jane E Dutton**, U. of Michigan, Ann Arbor

Permanent Outsiders or Temporary Insiders? Experiencing Community as a Temporary Employee | **Ruth Blatt**, U. of Michigan

Bracketing Practices Among Nashville Producers | **Elizabeth Long Lingo**, Harvard U.

Managing Multiplexity: The Positive Organizational Ties of Nightclub Talent Buyers | **Pacey Foster**, Boston College

The Language of Positive Community among Longshoremen | **Kathleen L. McGinn**, Harvard U.

Presenters: **Elizabeth Long Lingo**, Harvard U.; **Pacey Foster**, Boston College; **Kathleen L. McGinn**, Harvard U.; **Ruth Blatt**, U. of Michigan

**497 ☺: (Paper Session) - (ONE) Environmental Performance: Does it Pay?**

8:30am - 10:20am Sheraton Waikiki Beach: Kahuku Room

Chair: **Frances E Bowen**, U. of Calgary

Economic Incentives, Green Performance & Financial Performance: New Visions in the 21st Century | **Bruce Clemens**, James Madison U.

An International Comparison of the Factors Affecting Environmental Strategy and Performance | **Nicole Darnall**, North Carolina State U.; **Irene Henriques**, York U.; **Perry Sadorsky**, York U.

Environmental Risk Management and the Cost of Capital | **Mark P Sharfman**, U. of Oklahoma, Norman; **Chitru Fernando**, U. of Oklahoma, Norman

Using a Structural Equation Approach to Link Environmental Performance and Economic Performance | **Ken Chung**, Syracuse U.; **Michael V. Russo**, U. of Oregon

**498 ☺☺: (Paper Session) - (PNP) Employee Preferences & Concerns in Public & Other Sector Organizations**

8:30am - 10:20am Sheraton Waikiki Beach: Waiialua Room

Welcome: **Ralph Brower**, Florida State U.

Chair: **Shirley Avrami**, Knesset

Discussant: **Varden Hadfield**, Brigham Young U.

Is the Grass Greener? Sector Shifting by MPA Graduates | **Mary Tschirhart**, Syracuse U.; **Alison Anker**, Syracuse U.

Why Do Public Employees Desire Intrinsic Workplace Opportunities? Testing Three Hypotheses | **Leonard Bright**, U. of Louisville

Individual and Organizational Determinants: Attitudes toward More Relevant Performance Measurement | **Kaifeng Yang**, Florida State U.

Psychological Contract Fulfilment and the Form of Reciprocity - Examining the Sense of Indebtedness | **Marjo-Riitta Parzefall**, London School of Economics

Comparing Reasonable Accommodations for Employees with Mobility-Related Disabilities Across Sectors | **Deborah Balsler**, U. of Missouri, St. Louis

**499 : (RM) Formative Measurement Models in Organizational Behavior and Strategy Research**

8:30am - 10:20am Hawaii Convention Center: Room 323A

Chair: **Philip M Podsakoff**, Indiana U.

Overview of Formative and Reflective Measurement Models and the Effects of Measurement Model Misspec | **Philip M Podsakoff**, Indiana U.; **Scott B. MacKenzie**, Indiana U.

MONDAY

Examples of Constructs Having Formative Indicators in Organizational Behavior and Strategy Research | **Nathan Philip Podsakoff**, U. of Florida; **Wei Shen**, U. of Florida  
 Practical Guidelines for Developing and Validating Constructs with Formative Indicators | **Scott B. MacKenzie**, Indiana U.; **Philip M Podsakoff**, Indiana U.  
*Participants:* **Scott B. MacKenzie**, Indiana U.; **Nathan Philip Podsakoff**, U. of Florida; **Wei Shen**, U. of Florida

**500** 🗨️: (Paper Session) - (SIM) **Ethics: Role of Emotions and Angst in Moral Misconduct**

8:30am - 10:20am Sheraton Waikiki Beach: Niihau Room

*Chair:* **Timothy P. Keane**, Rockhurst U.

*Discussants:* **James M. Schmidtke**, California State U., Fresno; **Davide Secchi**, Insubria U.

An Alternative Approach to Appraising Corporate Social Responsibility: Ethical Character & Emotion | **Rosa Chun**, Manchester Business School

An Empirical Investigation of Moral Emotions in the Ethical Decision-Making Process | **Jennifer Mencl**, U. of Minnesota, Duluth; **Douglas R May**, U. of Kansas

Attributional Bias and the Justification of Unethical Behavior | **Paul Harvey**, Florida State U.

🗨️ **Moral Stress: Integrating Role Theory and Stakeholder Theory to Understand Managerial Moral Angst** | **Scott J. Reynolds**, U. of Washington; **Bradley Paul Owens**, U. of Washington

**501** 🗨️: (TIM, BPS, OMT) **Patent Strategy and Competitive Advantage in the Knowledge Economy**

8:30am - 10:20am Hawaii Convention Center: Room 304B

*Chairs:* **Deepak Somaya**, U. of Maryland; **Francisco Veloso**, Carnegie Mellon U.

Combining R&D and Legal Resources for Patenting Performance | **Deepak Somaya**, U. of Maryland; **Ian O. Williamson**, U. of Maryland, College Park

Does the Market Value Software Patents? A First Look | **Stuart Graham**, Georgia Tech; **David Mowery**, U. of California, Berkeley

Patently Wrong? Firm Strategy and the Decision to Disband Technological Assets | **Robert A. Lowe**, Carnegie Mellon U.; **Francisco Veloso**, Carnegie Mellon U.

Business Method Patents as Real Options: Value and Disclosure as Drivers of Litigation | **Atul Nerkar**, Columbia U.; **Srikanth Paruchuri**, U. of Florida; **Mukti V Khaire**, Columbia U.

Do Patent Citations Increase Patent Litigation? Empirical Evidence of Strategic Patenting in Telecom | **Juan Alcacer**, New York U.; **Rachelle Sampson**, U. of Maryland

**Monday 9:00AM**

**502** : (AAA) **Conference Exhibits**

9:00am - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits

*Organizer:* **George T Solomon**, George Washington U.

**503** : (AAA) **Membership**

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Membership

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

*Organizer:* **Regina Greenwood**, Kettering U.

**504** : (AAA) **Conference Registration**

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Registration

*On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration*

**505** : (AAA) **Placement Services**

9:00am - 4:00pm Hilton Hawaiian Village: Iolani Suite 1

*Placement Services - Registration and Information*

*Organizer:* **Scott C. Douglas**, Binghamton U.

**506** 🗨️: (Paper Session) - (BPS) **Interorganizational Networks**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - BPS 1

*Presented on panels 1-5*

🗨️ **Embeddedness, Tie Dissolution and the Stability of Interorganizational Networks** | **Francisco Polidoro**, U. of Michigan; **Gautam Ahuja**, U. of Michigan

🗨️ **Scale-free Networks in the Presence of Constraints: an Investigation of the Airline Route Network** | **Jeho Lee**, KAIST Graduate School of Management; **Namgyoo Kenny Park**, KAIST Graduate School of Management; **Sungho Kim**, KAIST Graduate School of Management

➔ 🗨️ **The Dynamics of Innovation Alliances** | **Lionel J Nesta**, SPRU/ U. of Sussex; **Vincent Mangematin**, INRA/UPMF

🗨️ **An Analysis of Social Capital Outcomes in Professional-Client Networks** | **Yuliani Suseno**, U. of Queensland; **Ashly H Pinnington**, Robert Gordon U.; **John Gardner**, U. of Queensland; **Arthur Shulman**, Griffith U.

🗨️ **Intermediation as a Strategy: a Theoretical and Empirical Perspective** | **Corentin Curchod**, U. of Paris I Sorbonne

**507** 🗨️: (Paper Session) - (BPS) **Top Management Teams and the Strategy Process**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - BPS 2

*Presented on panels 6-10*

🗨️ **Board of Directors as Decision-Making Groups: An Empirical Study on Board Processes and Performance.** | **Fabio Zona**, Bocconi U.; **Alessandro Zattoni**, SDA Bocconi - Parthenope U.

🗨️ **Organizational Resources: Further exploration of Top Management as a Source of Competitive Advantage** | **Tolulope Bewaji**, Temple U.

🗨️ **Turning Knowledge into Action: The Role of Incentives in Organizational Capabilities** | **Henry Sauermann**, Duke U.

🗨️ **The Role of Operations Executives in The Process Of Strategy: A Contingency Theory** | **Lieven Demeester**, INSEAD; **Jovan Grahovac**, Tulane U.

🗨️ **Executives Who Engage in Elitist Association: A New Vantage on the Imperial CEO** | **Guoli Chen**, Pennsylvania State U.; **Linda K Trevino**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

**508** 🗨️: (Paper Session) - (ENT) **New Venture Performance: Insights from Emerging Research**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - ENT 1

Presented on panels 31-35

- 👁️ Critical Factors Affecting the Competitive Success of E-commerce Entrepreneurs | **Nittana Sukasame**, Bangkok U./U. of Nebraska
- 👁️👁️ Alliance Formation Motives in SMEs: A Conjoint Analysis Study | **Anita Van Gils**, Maastricht U.; **Peter Zwart**, Groningen U.
- ➔👁️ Alliance Strategy and the Performance of High-technology Entrepreneurial Firms | **Nitin Pangarkar**, National U. of Singapore
- 👁️👁️ Determinants of New Venture Survival: Multi-Level Analyses of Internal Conditions at Startup Stages | **Jay Hyuk Rhee**, Korea U.
- 👁️ Matching New Venture Strategy to Industry Characteristics | **Victor Franklin**, Texas A&M U.

**509** 👁️: (Paper Session) - (GDO) **Leaders, Diversity, and Organizational Practices**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - GDO 1

Presented on panels 36-40

- 👁️👁️👁️ Board Gender Diversity and CEO Pay: Main Effects and Interactions with Organizational Performance | **Donald H. Klumper**, Oklahoma State U.; **K Matthew Gilley**, Oklahoma State U.; **Joseph E Coombs**, U. of Richmond
- 👁️ Exploring Shareholder Effects of Diversity Practices | **Kimberly M Ellis**, Michigan State U.; **Phyllis Keys**, U. of Delaware
- 👁️ Upper Echelons Gender Diversity and Organizational Effectiveness: An Empirical Examination | **Melissa Wooten**, U. of Michigan
- 👁️👁️ An Anachronistic Approach to Leadership Theory: The Case for Inclusiveness | **Catherine Loughlin**, U. of Toronto; **Kara Anne Arnold**, Memorial U. of Newfoundland
- 👁️ Wiping the Theological Slate Clean? Sensemaking in the Careers of Gay and Lesbian Ministers | **W. E. Douglas Creed**, U. of Rhode Island

**510** 👁️: (Paper Session) - (HR) **P-O Fit/Work Attitudes**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - HR

Presented on panels 21-29

- ➔👁️ The Impact of HR Involvement and Commitment HR Systems on HR Effectiveness and Firm Performance | **Jaewon Kim**, U. of Pennsylvania; **Seongsu Kim**, Seoul National U.; **Seongmin Ryu**, Seoul National U.
- 👁️ Linking Mentoring to Employee Loyalty: Empowerment and P-O Fit as Explanatory Mechanisms | **Maria Kraimer**, U. of Melbourne; **Scott Seibert**, Melbourne Business School; **Ling Yuan**, U. of Illinois, Chicago
- ➔👁️👁️ Latent Growth Models of Person-Organization Fit and Person-Job Fit: Implications for HRM | **Aichia Chuang**, National Taiwan U.; **Changya Hu**, National Taiwan U.
- 👁️ Commitment In Call Centers: Does It Matter? | **Ed Rose**, Liverpool John Moores U.; **Gillian Wright**, Manchester Metro Business School; **Andrew Taylor**, Bradford U.
- 👁️ Employees' Reported Reasons for Turnover and Retention: Factors that Motivate Top Performers to Stay |

**John P. Hausknecht**, DePaul U.; **Michael Howard**, Harrah's Entertainment Inc.; **Julianne M. Rodda**, DePaul U.

- 👁️ High-commitment Human Resource Management and Organizational Behaviors: A Multi-level Approach | **Tzu-Shian Han**, National Chengchi U., Taiwan; **Yu-Chen Wei**, National Chengchi U., Taiwan
- 👁️ The impacting role of Self-Efficacy in the relationship of Demand-Control-Support Model and Burnout | **Yu-Hwa Huang**, National Sun Yat-Sen U.; **Chin-Hui Chen**, National Sun Yat-Sen U.; **Ing-Chung Huang**, National Sun Yat-Sen U.
- 👁️👁️ Measures of Person-Work Environment Fit Constructs: Conceptual Ambiguity and Empirical Reality | **Kevin Carlson**, Virginia Polytechnic Institute; **Andrew O. Herdman**, Virginia Tech
- 👁️ Individual Differences in Applicant Attraction: The Role of Person-Organization Fit | **Kelly A. Piasentin**, U. of Calgary; **Derek S. Chapman**, U. of Calgary

**511** 👁️: (Paper Session) - (IM) **National Culture and Enterprise Management**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - IM 1

Presented on panels 51-55

- 👁️➔👁️ A Cross-Culture Study of Managerial Skills, Employees Attitudes and Managerial Performance | **Frank M Shipper**, Salisbury U.; **Jeanette A Davy**, Wright State U.; **Richard C Hoffman**, Salisbury U.; **Denise M. Rotondo**, Salisbury State U.
- 👁️ The Influence of National Culture on Firm Growth Option Values | **Asda Chintakananda**, U. of North Carolina, Chapel Hill; **Tony W. Tong**, State U. of New York, Buffalo
- ➔👁️ Ethique, Ética, Ethics: Cultural Influences on Individual Emotions and Ethical Sensitivity | **Virginia K. Bratton**, U. of Melbourne; **Taco Reus**, Florida Atlantic U.; **Catherine Maguire**, U. of Melbourne
- ➔👁️ Exploring 'Confucian Family-ism' as a Dimension of Justice in the Chinese Workplace | **Mike Lane**, Regent U.; **Dail Fields**, Regent U.
- ➔👁️ Thriving Through Networks of Guanxi: Social Capital in Chinese Organizations | **Zhixing Xiao**, China Europe International Business School

**512** 👁️: (Paper Session) - (IM) **Management Tensions in MNCs**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - IM 2

Presented on panels 56-60

- ➔👁️ When is the Transnational Strategy Optimal? Formalizing the Integration-Responsiveness Framework | **Christian Geisler Asmussen**, Copenhagen Business School
- ➔👁️👁️ Fostering Self-Initiated Technological Innovation in the Subsidiary of the MNC | **John W Medcof**, McMaster U.; **William H. A. Johnson**, Bentley College
- ➔👁️ Subsidiary Control and the Diminishing Impact of Cultural Distance | **Lance Brouthers**, U. of Texas, El Paso; **Timothy Jon Wilkinson**, U. of Akron; **Scott Widmier**, U. of Akron

- 🗨️👁️ Towards a Model of MNC Economic Returns: An Interaction of the MNC, State and Market | **James H Davis**, Notre Dame
- 👁️ A Cross-National Comparison of Incubated Organizations: An Institutional Perspective | **Tomas Karlsson**, Jonkoping International Business School; **Friederike Welter**, Rhine-Westphalia Institute for Economic Research; **Leora Shakked**, Haifa U.; **Arie Sadaovski**, -

### 513 👁️: (Paper Session) - (MC) Management Consulting and Organizational Life

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - MC

Presented on panels 71-75

- 👁️ Management Consulting as a Therapeutic Process: A Suitable Case for Treatment? | **Tyrone S. Pitsis**, U. of Technology, Sydney; **Martin Kornberger**, U. of Technology, Sydney; **Stewart Clegg**, U. of Technology, Sydney; **Carl Rhodes**, U. of Technology, Sydney
- 👁️ Disciplining Clients: The Use of Organizational Health Metaphors in a Consultancy Service Prospectus | **Annika Schilling**, Stockholm School of Economics  
**Winner of the Bentley College/HEC Outstanding Student Paper Award**
- 🗨️👁️ A New Vision of Innovation in the 21st Century: The Tole of Communities of Practice | **Nicolas Rolland**, CERAM
- 🗨️👁️ Getting Diversification to Work | **Graham K Kenny**, Strategic Factors
- 🗨️👁️ Constructing Organizational Identity Multimodally | **David Oliver**, Imagination Lab Foundation; **Johan Roos**, Imagination Lab Foundation

### 514 👁️: (Paper Session) - (MOC) Breaking New Ground in Managerial Cognition

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - MOC 1

This session focus on new developments in managerial cognition.

Presented on panels 11-15

- 🗨️👁️ The Cognitive Determinants of Organizational Success: The Role of Cognitive Orientation Structure | **Jeremy John Marcel**, U. of Virginia; **Irene M Duhaime**, Georgia State U.; **Anthony Robinson**, Georgia State U.
- 👁️ Method as Theory in the Study of Managerial Cognition | **Mihnea Calin Moldoveanu**, U. of Toronto
- 👁️ Cognitive Dynamics of Capability Development Paths | **Tomi MM Laamanen**, Helsinki U. of Technology; **Johan Wallin**, Synocus Oy
- 🗨️👁️ Organizational Identity as a Strategic Practice | **David Oliver**, Imagination Lab Foundation; **Peter T. Burgi**, Imagination Lab Foundation
- 👁️ The Motivation to Participate. Disclosing Cognitive Schemas in Brand Community Members | **Gabriele Morandin**, Bologna U.; **Richard P. Bagozzi**, Rice U.; **Massimo Bergami**, Bologna U.

### 515 👁️: (Paper Session) - (MOC) Emotion and Management: On Learning, Decision-Making, and Trust

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - MOC 2

This session explores the role of emotion in learning, decision-making, and trust. Presented on panels 16-20

- 👁️ Negative Emotions and Learning from Errors | **Bin Zhao**, U. of Western Ontario; **Fernando Olivera**, U. of Western Ontario
- 🗨️👁️ Risky Business: Emotions, Cognition and Choice Behavior | **Judith Ann Chapman**, U. of Western Sydney
- 🗨️👁️ The Necessary and Functional Role of Affect in Strategic Decision-Making | **Claire E Ashton-James**, U. of New South Wales; **Neal M. Ashkanasy**, U. of Queensland
- 👁️ Emotional Intelligence and Communication Perceptions During Conflict and Decision Making | **Ashlea C Troth**, Griffith U.; **Peter J. Jordan**, Griffith U.; **Sally V Hall-Thompson**, U. of Queensland/Griffith U.; **Sandra A. Lawrence**, U. of Queensland/Griffith U.
- 👁️ Interpersonal Trust and Emotion as Predictors of Cooperation in Work Teams | **Dongseop Lee**, U. of Tulsa; **Alexander Stajkovic**, U. of Wisconsin, Madison

### 516 🗨️: (Paper Session) - (MOC) Emotions in Organizational Life: Management Lessons for the 21st Century

9:00am - 10:20am Hawaii Convention Center: Room 317B

This session examines how emotions influence creativity, whistle-blowing, knowledge transfer, and decision-making.

Chair: **Lorna Doucet**, U. of Illinois

- From Positive Affect to Creativity: The Surprising Role of Surprise | **Allan Filipowicz**, INSEAD
- 🗨️ The Role of Mood in Knowledge Transfer and Learning | **Daniel Z. Levin**, Rutgers U.; **Terri R. Kurtzberg**, Rutgers U.; **Katherine W. Phillips**, Northwestern U.
- Examining Anger as a Mediator of Cognitive Influences on Whistle-Blowing Decisions | **Michael J. Gundlach**, Bond U.
- A Study of Cognitive Style and Emotion in Financial Trading: Does Expertise Make a Difference? | **Peter John Noordink**, U. of Queensland

### 517 : (Paper Session) - (OCIS) Relationships in Virtual Teams Paper Session

9:00am - 10:20am Hawaii Convention Center: Room 318A

Chair: **Julia Gluesing**, Wayne State U.

Discussant: **Jeanne M Wilson**, William & Mary

- Understanding Impression Formation and Impression Accuracy Among Distributed Coworkers | **Aditya Johri**, Stanford U.
- 👁️ The Effects of Personality and Communication Medium on Team Outcomes | **Thomas A. O'Neill**, U. of Calgary; **Theresa J B Kline**, U. of Calgary; **Laura Hambley**, U. of Calgary
- 🗨️ Synchronicity Matters! Development of Task and Social Cohesion in FtF and Text Based CMC Groups | **Artemis Chang**, QUT
- 2nd Runner-up Best Paper 2005**
- Understanding People, Information Technology, & Task within Virtual Teams | **Olivier Caya**, McGill U.; **Mark Mortensen**, Massachusetts Institute of Technology; **Alain Pinsonneault**, McGill U.

### 518 : (Paper Session) - (OCIS) Technology Adoption: The Firm Level

9:00am - 10:20am Hawaii Convention Center: Room 322B

Chair: **Sandra Slaughter**, Carnegie Mellon U.

Discussant: **Cynthia M Beath**, U. of Texas, Austin

Explaining Firms' Propensities to Engage in Information Technology Strategic Signaling | **Robert W Zmud**, U. of Oklahoma; **Teresa Marie Shaft**, U. of Oklahoma, Norman; **Henry JP Croes**, U. of Oklahoma; **Weijun Zheng**, U. of Wisconsin, Parkside

➔ Information System Adoption as an Occasion of Knowledge Transfer | **Ruey-Lin Hsiao**, National U. of Singapore; **Yijie Lei**, National U. of Singapore

A Process Theory View of Stakeholder Management During Enterprise Systems Implementations | **Sathish Sritharan**, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore

➔ Websites in the 21st Century: Contrasting the Rationality and Institutional Theory Perspectives | **Shirish C Srivastava**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore; **M S Annapoornima**, National U. of Singapore

**519** (Paper Session) - (ODC) **Transformational change: Strategy, Structure and Process**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - ODC 1

Presented on panels 76-80

📖🗣️👁️ Strategically Repositioning and Transforming Public Organizations | **Paul Charles Nutt**, Ohio State U.

📖🗣️👁️ The Experience of Organizational Change: The significance of conversations across levels | **Tony Lingham**, ESADE; **Bonnie Richley**, Case Western Reserve U.

🗣️👁️ Changing Organizations: Reducing Complexity, Not Denying It | **Renate Werkman**, Vrije U. Amsterdam; **Jaap Boonstra**, Sioo; **Willem Van der Kloot**, Leiden U.

👁️ Managing the Past vs. Future Paradox: a Transformational Perspective of Change Management | **André Ofenhejm Mascarenhas**, Escola de Administracao de Empresas de Sao Paulo; **Isabella Freitas Vasconcelos**, U. Presbiteriana Mackenzie

📖🗣️👁️ When do managers engage in downsizing? A contingency perspective on organizational mimicry. | **Peter Berends**, Maastricht U.

**520** (Paper Session) - (OMT) **Institutional Change**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - OMT 1

Presented on panels 41-45

👁️ How a Post-Bureaucratic Organization Unintentionally Re-Invented Bureaucracy | **Achim Oberg**, Aachen U.; **Simone Schiller**, U. of Cologne; **Peter Walgenbach**, Erfurt U.

➔🗣️👁️ Transition Economies and Trust Building: A network perspective on E.U. enlargement | **Hans Van Ees**, Groningen U.; **Reinhard Bachmann**, Birkbeck College, U. of London

➔👁️ Transaction Costs, Social Institutions, and Interfirm Relationships: Explaining Contract Duration | **Xueguang Zhou**, Hong Kong U. Dept of Management

👁️ Turmoil at the Bauhaus: Problems of Internal and External Legitimacy—An historical case study | **Stella Marie Minahan**, Deakin U.

**521** (Paper Session) - (OMT) **Identity, Cognition, and Culture**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - OMT 2

Presented on panels 46-50

👁️ The Disruption of Accounts: Sensebreaking in Organizations | **Thomas B Lawrence**, Simon Fraser U.; **Sally Maitlis**, U. of British Columbia

👁️ (Dis)Playing Yourself: A Role-Theoretical Perspective on Organizational Image and Media Reputation | **Kai Lamertz**, Concordia U.; **Purseuy Heugens**, Utrecht U.

👁️ How Social Identification Influences Professional Employees' Performance: An Exchange Perspective | **David R. Hekman**, U. of Washington; **Gregory A. Bigley**, U. of Washington; **H Kevin Steensma**, U. of Washington; **James F. Hereford**, U. of Washington

👁️ Can Internal Hybrids Rule over the Hierarchy? A Study on the Boundaries of Internal Hybrids | **Sali Li**, U. of Utah

👁️ Who You Ask Matters: Hierarchical Subculture Effects on Quantitative Organizational Culture Research | **Ray Zammuto**, U. of Melbourne

**522** (Paper Session) - (TIM) **Managing the Product Development Process**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - TIM 1

Presented on panels 61-65

➔👁️ The Pattern of Utilizing Competitors' Knowledge as a Source of Competitive Advantage | **Naoko Kishi**, Tokyo U.

👁️ Web-based Product Innovation: To What Extent Do Companies Actually Import Customer Knowledge? | **Emanuela Prandelli**, Bocconi U.; **Gianmario Verona**, Bocconi U.; **Deborah Raccagni**, Bocconi U.

🗣️👁️ Learning while Sourcing: Evidence of Productivity Gains in Coordinating Software Development | **Paulo Gomes**, U. Nova de Lisboa; **Nitin Joglekar**, Boston U.; **Stephen Rosenthal**, Boston U.

🗣️👁️ Inter-Firm Innovation under Uncertainty: Empirical Evidence for Strategic Knowledge-Partitioning | **Jaegul Lee**, Carnegie Mellon U.; **Francisco Veloso**, Carnegie Mellon U.

👁️ The Influence of Environmental Ambition on Radical Product Development Projects: the Mitka Case. | **Luca Berchicci**, TU Delft; **Han Brezet**, TU Delft

**523** (Paper Session) - (TIM) **Intellectual Assets & their Appropriation**

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - TIM 2

Presented on panels 66-70

📖🗣️➔👁️ Technology Suppression Strategies as Illusion | **John Howells**, Aarhus Business School

🗣️👁️ Extending Conceptual Thinking on Intellectual Assets: Intellectual Gravity in Biotechnology Firms. | **Damian Charles Hine**, U. of Queensland; **Maher Khaled**, U. of Queensland

➔👁️ Determinants of Patent Value: An Empirical Analysis of Patent Licensing | **Mariko Sakakibara**, U. of California, Los Angeles

🗣️➔👁️ The Role of Patents in the Innovation Process: Experiences of Small High-tech Danish Firms | **Lee N. Davis**, Copenhagen Business School

Value Creation and Transformation in the Internet-Age:  
Central Issues and Controversies | **Angel J. Salazar**,  
Manchester Metropolitan U.

**524** : (Paper Session) - (TIM) **Strategy, Technology, & Innovation: Boundaries of the Firm**

9:00am - 10:20am Hawaii Convention Center: Room 306A

Chair: **Minyuan Zhao**, U. of Minnesota

Discussant: **Allan N Afuah**, U. of Michigan

How Buyers Shape Supplier Performance: Can Governance

Skills Substitute for Expertise? | **Anne Parmigiani**, U. of Oregon; **William G Mitchell**, Duke U.

Distributed R&D, Cross-Regional Ties and Quality of Innovative Output | **Jasjit Singh**, INSEAD

Why Firm-established User Communities Work for Innovation: The Characteristics of Innovative Users | **Lars Bo Jeppesen**, Copenhagen Business School; **Lars Frederiksen**, Copenhagen Business School

Open Beyond Software | **Sonali Shah**, U. of Illinois, Urbana-Champaign

**525** : (Paper Session) - (TIM) **Diffusion & Adoption**

9:00am - 10:20am Hawaii Convention Center: Room 307A

Chair: **Bettina Lynda Bastian**, Ecole Polytechnique Fédérale de Lausanne

Discussant: **Nikolaos Panagopoulos**, Athens U. of Economics and Business

Death Hurts, But It Isn't Fatal: The Postexit Diffusion Of Knowledge Created By Innovative Companies | **Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign

**Stephan Schrader Best Paper Award Finalist**

Path Dependence and Path-Constrained Melioration in Technology Development and Adoption | **Andrew Nelson**, Stanford U.

Examining Klein and Sorra's Innovation Implementation Model | **Linying Dong**, Ryerson U.; **Derrick Neufeld**, U. of Western Ontario; **Chris Higgins**, U. of Western Ontario

Exploring the Determinants of Potential Absorptive Capacity and its Impact on Innovation Performance | **Josep A. Tribó**, U. of Carlos III Madrid; **Andrea Fosfuri**, U. of Carlos III de Madrid

Organizers: **Peter Cappelli**, U. of Pennsylvania; **Sara L Rynes**, U. of Iowa; **James R Bailey**, George Washington U.; **Martin J Kilduff**, Pennsylvania State U.

**529** : (AAS) **Paternalism in Employment Relationships: A 19th Century Concept for the 21st Century**

10:40am - 12:00pm Hawaii Convention Center: Room 312

Organizer: **Patricia G Martinez**, U. of Texas, San Antonio

Chair: **Sanford M Jacoby**, U. of California, Los Angeles

A Test of Organizational Benevolence and Paternalism in Contemporary Employment Relationships | **Patricia G Martinez**, U. of Texas, San Antonio

Paternalism and Radical Organizational Change | **Jone L. Pearce**, U. of California, Irvine

Measuring Paternalism: Opening the Door to Research | **Adrienne Colella**, Texas A&M U.; **Fernanda Garcia**, U. of Texas El Paso; **Mary Triana**, Texas A&M U.; **Laura Riedel**, Texas A&M U.

Paternalism as a Form of Leadership: Differentiating Paternalism from Leader-Member Exchange | **Mary Uhl-Bien**, U. of Central Florida; **John M Maslyn**, Belmont U.

**530** → (AAS) **The International Outsourcing of Services: Research and Managerial Issues**

10:40am - 12:00pm Hawaii Convention Center: Room 313A

Presenters: **Farok Contractor**, Rutgers Business School--Newark and New Brunswick; **Susan Mudambi**, Temple U.; **Masaaki Kotabe**, Temple U.; **Janet Y. Murray**, St. Louis U.; **Mary Ann Von Glinow**, Florida International U.; **Michael J. Mol**, London Business School & U. of Reading

**531** : (AAS) **The New Field of Services Sciences: Calling for Management Research**

10:40am - 12:00pm Hawaii Convention Center: Room 315

Introduction: **Scott Koerwer**, U. of Maryland

Keynote Speaker: **Stuart Feldman**, IBM Internet Research

**532** : (AAS) **The Future of Management Consulting Worldwide**

10:40am - 12:00pm Hawaii Convention Center: Room 316B

Moderator: **Larry E Greiner**, U. of Southern California

Participants: **John Gauding**, Monster.com; **Flemming Poufelt**, Copenhagen Business School; **Qiwei Chen**, Asia Business Consulting

**533** : (AAS) **Aohe pau ka ike i kau halau: What we can Learn from Hawaiian Hula**

10:40am - 12:00pm Hilton Hawaiian Village: Coral Ballroom 2

Organizer: **Martin L. Martens**, Concordia U.

Participants: **Nelson Phillips**, Imperial College London; **Dawn R Elm**, U. of St. Thomas; **Mary J Waller**, Tulane U.; **Jason Kanov**, Seattle U.

**534** (Paper Session) - (BPS) **Trust, Framing and the Strategy Process**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - BPS 1

Presented on panels 13-20

Relationship Between Control, Trust and

Performance Within Inter-firms Partnership. | **Franck**

**Bruhrt**, U. d'Aix-Marseille II; **Christophe Favoreu**, Groupe ESC Toulouse Business School

**Monday 10:15AM**

**526** : (AAA) **Coffee Break**

10:15am - 10:45am Hawaii Convention Center: Ala Halawai Concourse

Sponsored by: *University of Maryland University College*

**527** : (AAA) **Conference Break**

10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area

Sponsored by: *Society for Human Resource Management. Booth numbers 401 and 403.*

Organizer: **George T Solomon**, George Washington U.

**Monday 10:40AM**

**528** : (AAA) **Meet the Academy's Editors**

10:40am - 12:00pm Sheraton Waikiki Beach: Waimea Canyon Room

- 👁️ Trustworthiness, Governance, and Wealth Creation | **Cam Caldwell**, U. of Houston, Victoria; **Mark H Hansen**, Brigham Young U.
- 👁️➔👁️ Strategy Processes in Multinational Companies: Results of an Empirical Survey | **Dirk Ulrich Gilbert**, U. of New South Wales; **Michael Behnam**, Suffolk U.
- 📖👁️ The Business Model: an Integrative Framework for Strategy Execution | **James Richardson**, U. of Hawai'i
- 👁️👁️ Inquiring onto the Nature of Strategy-making Modes | **Juan Ignacio Canales**, U. of St. Andrews; **Joaquim Vila**, IESE
- 📖👁️ Dynamic Gap Bridging and Gap Set Development: the firm role in capability and opportunity spaces | **Giovanni Battista Dagnino**, U. of Catania; **Marcello M Mariani**, U. of Bologna
- 👁️👁️ Creating and Sustaining Competitive Advantage in the Interorganizational Context | **Ananda Mukherji**, Texas A&M International U.; **John D. Francis**, San Diego State U.; **Jyotsna Mukherji**, Texas A&M International U.

**535 : (Paper Session) - (BPS) Contextual Influences on Management Choices**

10:40am - 12:00pm Hawaii Convention Center: Room 306B

Chair: **Corey Phelps**, U. of Washington

Discussant: **Todd Zenger**, Washington U.

- 👁️ The Lesser of Two Evils: Actionable Intelligence and 9/11 | **Jeffery S. McMullen**, Baylor U.
- 👁️👁️ Managerial Choice, Internal Fit, and Adaptation, under Regulatory Constraints and Change | **Margaret Peteraf**, Dartmouth College; **Randal Reed**, Morgan State U.
- 📖 Patterned Interactions in Complex Systems: Implications for Exploration | **Jan W. Rivkin**, Harvard U.; **Nicolaj Siggelkow**, Wharton School
- 👁️➔ How National Systems Influence Executive Discretion: A Study of CEO Effects in Three Countries | **Craig Crossland**, Pennsylvania State U.

**536 : (Paper Session) - (BPS) Organizational Design, Contractual Mechanisms and Industry Structure**

10:40am - 12:00pm Hawaii Convention Center: Room 307B

Chair: **Moses Acquah**, U. of North Carolina, Greensboro

Discussant: **Kyle J Mayer**, U. of Southern California

- 👁️ Seeing Opportunity in Change: Examining the Role of Structure, Team, and Opportunity Cognition | **Clark Gilbert**, Harvard Business School
- 👁️ A Typology of Corporate Venture Units: Exploration, Exploitation and Locus of Opportunity | **Julian Birkinshaw**, London Business School; **Susan A Hill**, London Business School
- 👁️ Desperately Seeking Spillovers? | **Barak S. Aharonson**, U. of Toronto; **Joel A.C. Baum**, U. of Toronto; **Maryanne P Feldman**, U. of Toronto
- 👁️ Do Incumbents Drive Start-up Companies Out of the Industry Via Patent Litigation Suits? | **Karsten L. Hoppe**, Boston Consulting Group; **Dodo Zu Knyphausen-Aufsess**, U. of Bamberg

**537 : (Paper Session) - (BPS) Managing Diversified Firms**

10:40am - 12:00pm Hawaii Convention Center: Room 308A

Chair: **Douglas J. Miller**, Tulane U.

- Discussant: **Anne Marie Knott**, U. of Maryland
- ➔ Parent-Subsidiary Conflict within MNCs: An Examination of Antecedents and Consequences | **Anil K Gupta**, U. of Maryland, College Park; **Qing Cao**, U. of Maryland
- 👁️ What Does It Take to Be Good Parent? A Look Into the Black-box of Non-synergistic Value Creation | **Oliver Gottschalg**, HEC Paris; **Degenhard Meier**, RWTH Aachen
- 👁️ Performance Effects of Diversification Within the Software Industry | **Huseyin Tanriverdi**, U. of Texas, Austin; **Chi-Hyon Lee**, Boston U.
- 👁️ Organizational Cultural Differences in Acquisitions: Social Integration and Capability Improvement | **Eero Vaara**, Swedish School of Economics and Business Administration; **Riikka Sarala**, Swedish School of Economics and Business Administration; **Guenter Stahl**, INSEAD; **Ingmar Bjorkman**, Swedish School of Economics and Business Administration

**538 : (Paper Session) - (BPS) Knowledge Flows**

10:40am - 12:00pm Hawaii Convention Center: Room 308B

Chair: **Mitrabaran Sarkar**, U. of Central Florida

Discussant: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

- 👁️ Disentangling Knowledge Flow, Knowledge Transfer & Knowledge Sharing: Steps Toward Construct Clarity | **Cynthia A Lengnick-Hall**, U. of Texas, San Antonio; **Robert J Griffith**, U. of Texas, San Antonio
- 👁️ Effects of Potential and Realized Absorptive Capacity: Reconceptualization with System Dynamic Panel | **Gwendolyn Kuo-fang Lee**, U. of Florida
- 👁️ Inter-firm Technology Diffusion: Do Intra-Organizational Linkages Matter? | **Nandini Lahiri**, Indian School of Business

**539 : (Paper Session) - (BPS) Stakeholder Representation on the Board of Directors**

10:40am - 12:00pm Hawaii Convention Center: Room 309

Chair: **Daniel P Forbes**, U. of Minnesota

Discussant: **Morten Huse**, Norwegian School of Management

- 👁️ CEO Power Dimensions: Their Interrelationships, Outcomes, and Contingencies | **Brad Olson**, U. of Lethbridge; **Yongjian Bao**, U. of Lethbridge
- ➔ Happy Few, Band of Brothers? Determinants and Effects of Board Nomination Committees in Switzerland | **Winfried Ruigrok**, U. of St. Gallen; **Simon Peck**, Case Western Reserve U.; **Sabina Tacheva**, U. of St. Gallen; **Peder M. Greve**, U. of St. Gallen; **Yan Hu**, U. of St. Gallen
- 👁️ Stakeholder Governance in Organizational Transition | **Kalle Pajunen**, Tampere U. of Technology; **Petri Parvinen**, Helsinki U. of Technology; **Grant T. Savage**, U. of Alabama
- 👁️ A Road to Directorship: How Corporate Executives Secure Positions on Other Firm's Boards | **Richard H. Lester**, Louisiana Tech U.; **Albert Cannella, Jr**, Arizona State U.

**540 JS: (BPS, TIM) Alliances as Vehicles for Innovation, Technology and Competitive Advantage**

10:40am - 12:00pm Hawaii Convention Center: Room 313B

- 👁️ The Determinants of Success in Research & Development Alliances | **Jeffrey H. Dyer**, Brigham Young U.; **Benjamin C. Powell**, U. of Alabama



Managerial Decision-Making Regarding Governance | **Prashant Kale**, U. of Michigan, Ann Arbor; **Phanish Puranam**, London Business School

Rosencrantz and Guildenstern are Devalued? | **Joanne Elizabeth Oxley**, U. of Toronto

*Participants:* **Mariko Sakakibara**, U. of California, Los Angeles; **Brian Silverman**, U. of Toronto; **Prashant Kale**, U. of Michigan, Ann Arbor; **Phanish Puranam**, London Business School; **Jeffrey H. Dyer**, Brigham Young U.

**541** : (Paper Session) - (CAR) **Career Success: Is it Up, Up, Up?**

10:40am - 12:00pm Hawaii Convention Center: Room 319A

*Chair:* **Nikos Bozionelos**, Sheffield U.

*Discussant:* **Kathleen Park**, Massachusetts Institute of Technology  
Career Goal Persistence | **Ariel Levi**, Wayne State U.; **Linda Haynes Slowik**, U. of Detroit, Mercy; **Jean-Luc Cerdin**, ESSEC Business School; **Diya Das**, Syracuse U.

Challenging Experiences as Cues for Promotion Evaluations: A New Perspective on the Glass Ceiling | **Irene E. De Pater**, U. of Amsterdam; **Anna Van Vianen**, U. of Amsterdam; **Agneta H. Fischer**, U. of Amsterdam

Individual Traits, Human Capital, or Family Situation: Which Predicts Males/Females Career Success? | **Christine Marie Riordan**, U. of Georgia; **Robert Donn Gatewood**, U. of Georgia; **Marcus M. Butts**, U. of Georgia; **Garnett Stokes**, U. of Georgia

Influence of Career-Plateaued on Attitudes and Behaviors and the Moderating Role of Self-Plateauing | **Michel Tremblay**, HEC Montreal

**542** : (Paper Session) - (CM) **Trust and Trust Repair**

10:40am - 12:00pm Hawaii Convention Center: Room 318B

*Chair:* **Roy J. Lewicki**, Ohio State U.

☉ The Effect of Real Options on Trust and Trustworthiness: The Relevance of Irrelevant Alternatives | **Deepak Malhotra**, Harvard U.

☉ Expectations Across People and Time: Trustworthiness, Time Horizon and Non-cooperation | **Peter Hwang**, National U. of Singapore

Building Trust through Interpersonal Emotion Management: A Threat Regulation Model of Collaboration | **Michele Williams**, Massachusetts Institute of Technology

☉ Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations | **Donald L Ferrin**, Singapore Management U.; **Peter H Kim**, U. of Southern California; **Cecily D Cooper**, U. of Miami; **Kurt T Dirks**, Washington U.  
**Winner of CM Division Best Paper Award - Empirical**

**543** : (Paper Session) - (CMS) **Alternative Perspectives on Globalization and MNCs**

10:40am - 12:00pm Sheraton Waikiki Beach: Hilo Room

*Chair:* **Jean Helms Mills**, St. Mary's U.

☉ Hegemony in the Global Factory: Power, Ideology, and Value in Global Production Networks | **David Levy**, U. of Massachusetts, Boston

☉ On Doing Ethnography in International Business Research: Relevance, Practice and Future Directions. | **Diana Sharpe**, Monmouth U.

Firing me Softly: The Meanings of Dismissal | **Ana Luisa Vieira Pliopas**, EAESP, Fundação Getúlio Vargas; **Maria Jose Tonelli**, EAESP-FGV, Sao Paulo, Brazil

Talk of National Culture in Connection with the Unsettling of Organizational Culture | **Agneta Moulettes**, Lund U.

**544** ☉ JS: (CMS, ODC, OMT) **One Hundred Years of Servitude? Institutional Constructions of Oppression and Difference**

10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room

*Chairs:* **Michael James Zyphur**, Tulane U.; **David M Boje**, New Mexico State U.

Servicing Global Power: Toward Understanding Ideology and Representation in International Business | **Pushkala Prasad**, Skidmore College; **Anshuman Prasad**, U. of New Haven; **Michael Cavanaugh**, Fairfield U.

Simulating Opposition in Organization Science: A Baudrillardian Analysis | **Michael James Zyphur**, Tulane U.

Service not Servitude? Re-Searching Ethics for a Responsible Critical Management Scholarship | **Joanna Brewis**, U. of Leicester; **Edward Wray-Bliss**, Nottingham U.

Self-Serving Servants: Ethical Tension in Organization Studies and an "Ethics of Difference" | **Gazi Islam**, Tulane U.

Institutional Theory, Embedding Change and Critical Management Studies: A New Vision of Management | **Hugh Willmott**, Cambridge U.

**545** ☉ : (Paper Session) - (ENT) **Research on Opportunity Recognition**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ENT 1

*Presented on panels 21-24*

☉ Episodic Knowledge and Entrepreneurial Discovery | **Patrick J. Murphy**, DePaul U.

☉ The Co-existence of "Schumpeterian" and "Kirznerian" Venture Opportunities. | **Mikael J Samuelsson**, Borås U.

☉ A Sensemaking-Sensegiving Perspective on the Evolution of Growth Intentions in Entrepreneurial Firms | **Dev K. Dutta**, U. of Western Ontario; **Stewart Thornhill**, U. of Western Ontario

☉ Representation and Realization: A Theoretical Perspective on Entrepreneurship | **Benson Honig**, Wilfrid Laurier U.; **Tomas Karlsson**, Jonkoping International Business School

**546** ☉ : (Paper Session) - (ENT) **Governance Systems in Entrepreneurial Firms**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ENT 2

*Presented on panels 77-80*

☉ Gene Politics: A New View of Family Business | **Nigel Nicholson**, London Business School

☉ Beyond The Developmental Model for Family Business: An Empirical Examination | **Matthew W. Rutherford**, Gonzaga U.; **Lori A. Muse**, Western Michigan U.; **Sharon Oswald**, Auburn U.

☉ Boards Attending to Opportunity in Established Enterprises: An Attention-Based Model | **Chris Tuggle**, Texas A&M U.; **Don Hellriegel**, Texas A&M U.

☉ Do Boards of Directors Value Entrepreneurial Performance? An Empirical Study | **William John Lekse**, Babson College; **Mengxin Zhao**, Bentley College

**547** 🗨️: (Paper Session) - (ENT) **Family Business: Unique Sources of Competitive Advantage**

10:40am - 12:00pm Hawaii Convention Center: Room 303A

Chair: **M. B. Neace**, Mercer U.

No Family is an Island: A Social Network Approach to Governance in Family Firms | **Mattias Nordqvist**, Jonkoping International Business School

Governing by Managing Identity Boundaries: The Case of Family Businesses | **Chamu Sundaramurthy**, San Diego State U.; **Glen E. Kreiner**, U. of Cincinnati

Antecedents of Family Commitment and the Moderating Effects of CEO Family Ties | **Raj V Mahto**, U. of Memphis; **Jiun Shiu Chen**, U. of Memphis; **Edith C. Busija**, U. of Memphis

All in the Family: Advisory Networks of New Ventures | **Phillip H. Kim**, U. of North Carolina, Chapel Hill

Regional Determinants of the Incidence of Family Firms in the United States: A Preliminary Report | **Erick Paulo Cesar Chang**, Mississippi State U.; **James J Chrisman**, Mississippi State U.; **Jess H. Chua**, U. of Calgary

**548** 🗨️🗨️➔🗨️JS: (ENT, SIM, MED) **Entrepreneurship Knowledge as a Basis for Community Action**

10:40am - 12:00pm Hawaii Convention Center: Room 301B

Chair: **Thomas A. Bryant**, Nicholls State U

Discussants: **Max Wortman**, Iowa State U.; **Frank Hoy**, U. of Texas, El Paso

Presenters: **Raymond Saner**, Center For Socio-Economic Development; **Lichia Yiu**, CSEND; **Robert Brent Anderson**, U. of Regina; **Michael Christie**, Queensland U. of Technology; **Ana Maria Peredo**, U. of Victoria; **Thomas A. Bryant**, Nicholls State U; **Norris F Krueger**, Boise State U.

**549** : (Paper Session) - (GDO) **Diversity and Human Resources: Selection, Referral, and Under-representation**

10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: **Beverly J Demarr**, Ferris State U.

Discussant: **Waheeda Lillevik**, U. of Michigan, Flint

Missed Mechanisms: Referral Processes and Job Segregation | **Brian Rubineau**, Massachusetts Institute of Technology; **Roberto Fernandez**, Massachusetts Institute of Technology

Place, Race and Human Resources: Supervisor and Customer Service Race-matching in Urban Firms | **Gregory Fairchild**, U. of Virginia; **Jeffrey A. Robinson**, New York U.

Ties that Blind: Why are Women Under-Represented in Information Technology? | **Kenneth W Koput**, U. of Arizona; **Bambi Douma**, U. of Montana; **Elizabeth Layne Paddock**, U. of Arizona; **Barbara A Gutek**, U. of Arizona

Religion and Job Type Effects on Discrimination in Employment Settings | **Kazhal Yousefvand Mansouri**, U. of Lethbridge; **Richard Perlow**, U. of Lethbridge

**550** : (Paper Session) - (HCM) **Strategies For The Adoption And Implementation Of New Health Care Technology**

10:40am - 12:00pm Sheraton Waikiki Beach: Waianae Room

Chair: **Larry R. Hearld**, U. of Michigan

Discussant: **Larry R. Hearld**, U. of Michigan

Meso- and Macro-Level Barriers and Facilitators to Clinical Practice Guideline Implementation | **Erin Gilbert**, U. of Toronto

Technology Enablers: Management Practices that Promote End-user Acceptance of Technology | **Kathryn H Dansky**, Pennsylvania State U.

Localization of Health IT: How Users “Repair” Electronic Medical Record Systems | **Shirly Bar Lev**, Bar Ilan U.; **Michael I Harrison**, Agency for Healthcare Research and Quality  
It Takes two to Tango: Trust and Institutional Logics as Organizing Principles During Change | **Karan Sonpar**, U. of Alberta; **Jay Handelman**, Queen’s U.; **Ali Dastmalchian**, U. of Victoria

**551** 🗨️: (Paper Session) - (HR) **Careers, Recruiting, Development & Performance Appraisal**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - HR

Presented on panels 53-60

Attributions in Performance Appraisal: Situational Constraint Salience in Supervisory & Self-ratings | **Janine L. Keown-Gerrard**, U. of Calgary; **Lorne M Sulsky**, Wilfrid Laurier U.; **David A. Jones**, U. of Vermont

Walking the Talk: Developing and Testing a Model of Values-Based Performance | **Melissa Gruys**, Washington State U., Vancouver; **Susan M. Burroughs**, U. of Puget Sound; **Jerry Goodstein**, Washington State U., Vancouver; **Andrew C Wicks**, U. of Virginia

Beyond Performance: The Impact of Intelligence on Job Tenure | **Mark Maltarich**, U. of Wisconsin, Madison; **Anthony Justin Nyberg**, U. of Wisconsin, Madison

Time for Accountability: Looking at the Treatment of Multisource Feedback Assessment | **Scott Taylor**, Case Western Reserve U.

Mutual Expectations between Recruiters and Applicants in Large Cities of China | **Hao Zhao**, U. of Illinois, Chicago

Identifying Training Needs for Virtual Team Leaders and Members | **Benson Rosen**, U. of North Carolina; **Stacie Furst**, Louisiana State U.; **Richard S Blackburn**, U. of North Carolina, Chapel Hill

Effect of Org. Familiarity, Reputation, and Selection Process Difficulty on Applicant Attraction | **Chad Higgins**, U. of Washington; **Wendy S. Harman**, U. of Washington; **Tomoki Sekiguchi**, Osaka U. of Economics; **Dierk Esseln**, U. of Washington

An Analysis of Online Recruiting: Building a Conceptual Model for Effective Web Based Recruitment | **Jake Messersmith**, U. of Kansas

**552** : (Paper Session) - (HR) **Maximizing Organizational Effectiveness Through HR**

10:40am - 12:00pm Hawaii Convention Center: Room 319B

Chair: **Joseph J Martocchio**, U. of Illinois, Urbana-Champaign

Examining the Impact of Human Resources Management on Organizational Performance | **Seonghee Cho**, U. of Missouri, Columbia; **Robert Woods**, U. of Nevada, Las Vegas; **Karl Mayer**, U. of Nevada, Las Vegas

MONDAY

🕒 A Critical Analysis Of The Dominant Strategic Human Resource Management Perspective | **Gangaram Singh**, San Diego State U.; **Chee Chow**, San Diego State U.; **Anne Wu**, National Chenchi U.

Do the Best Companies to Work for Provide Better Customer Satisfaction? | **Daniel Simon**, Cornell U.

➔ Human Resource Management and Performance: Exploring the Linkages | **David E Guest**, King's College, U. of London; **Michael Clinton**, King's College, U. of London

📖🕒 The Transformation of Authority at Continental Airlines | **Andrew Von Nordenflycht**, Simon Fraser U.

### 553 : (Paper Session) - (HR) New Directions in Performance Management Research

10:40am - 12:00pm Hawaii Convention Center: Room 322A

Chair: **Yehuda Baruch**, U. of East Anglia

📖➔ A Meta-analysis of Work Sample Test Validity: Updating and Integrating Some Classic Literature | **Philip L Roth**, Clemson U.; **Phil Bobko**, Gettysburg College; **Lynn A. McFarland**, Clemson U.

#### Winner of HR Division Best Paper Award

📖➔ Evaluating Dynamic Performance: Effects of Trend, Mean, and Variation of Performance on Evaluations | **Jochen Reb**, Singapore Management U.

➔➔ A Performance Motivator in One Country, a Non Motivator in Another? An Empirical Study | **Marjaana Rehu**, U. of Magdeburg; **Edward J. Lusk**, U. of Magdeburg; **Birgitta Wolff**, U. of Magdeburg

🕒 Rater Behaviors, Ratee's Reactions, and Performance | **I. M. Jawahar**, Illinois State U.

Cognitive, Affective, and Social Network Influences in Performance Appraisal | **Anuradha Ramesh**, U. of Maryland, College Park; **Daniel A. Newman**, U. of Maryland

#### Winner of HR Division's Best Student Paper Award

### 554 : (Paper Session) - (IM) Expatriates in Action

10:40am - 12:00pm Hawaii Convention Center: Room 304A

Chair: **Mikael Sondergaard**, U. of Arhus

Discussant: **Richard Brislin**, U. of Hawai'i

➔ A Quasi-Experimental Field Study on the Impact of Host Worker Perceptions on Expatriate Adjustment | **Arup Varma**, Loyola U. Chicago; **Soo Min Toh**, U. of Toronto; **Pawan S. Budhwar**, Aston Business School; **Soumendu Biswas**, Indian Institute of Technology

➔ Does Cultural Similarity/Dissimilarity Matter? U.S. Business Expatriates in Canada and Germany | **Jan Selmer**, Hong Kong Baptist U.; **Randy Ki-Kwan Chiu**, Hong Kong Baptist U.

➔ Trust and Distrust of Expatriate Managers in a Foreign-Owned Enterprise: A Grounded Theory | **Lai Si Tsui-Auch**, Nanyang Technological U.; **Eden Ling**, -; **Joyce Low**, -; **Stephen Wan**, -

📖➔➔ Expatriate Learning: Exploring How Japanese Managers Adapt in the United States | **D Christopher Kayes**, George Washington U.; **Yoshitaka Yamazaki**, International U. of Japan

### 555 : (Paper Session) - (IM) Business Groups, Ownership, and Performance

10:40am - 12:00pm Hawaii Convention Center: Room 305A

Chair: **Ivan Manev**, U. of Maine

Discussant: **Tarun Khanna**, Harvard Business School

➔ Japanese Inter-Corporate Groupings: A Comparison of Vertical and Horizontal Keiretsu | **Jean McGuire**, Concordia U.; **Sandra Dow**, U. du Québec à Montréal; **Toru Yoshikawa**, Singapore Management U.

📖➔➔ Janus Face of Intra-Firm Ties: Group-Wide and Affiliate-Level Innovation in Taiwan | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **William G Mitchell**, Duke U.; **Chi-Nien Chung**, National U. of Singapore

#### Finalist-IMD Best Paper

➔ Organizational Form, Foreign Ownership and Performance: Evidence from the MENA Region | **Nada Kobeissi**, Long Island U., C.W.Post

📖➔➔ A Temporal Study of Diversification, Group Affiliation and Performance among Indian Manufacturers | **Barbara Pecherot Pettitt**, Thunderbird, American Graduate School of International Mgmt.; **Kannan Ramaswamy**, Thunderbird, American Graduate School of International Mgmt.; **Mingfang Li**, California State U., Northridge

#### Finalist-IMD Best Paper

### 556 ➔🕒 JS: (IM, OB, OMT) New Horizons on Cross-National and Cross-Cultural Research: Implications for the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 305B

Organizer: **Rabi S Bhagat**, U. of Memphis

Discussant: **Dharm Prakash Sharma Bhawuk**, U. of Hawai'i, Manoa

Structure of Social Axioms Around the Globe: Towards a New Perspective | **Kwok Leung**, City U. of Hong Kong

Protestant Relational Ideology: Its Cognitive Underpinnings and Organizational Implications | **Jeffrey Sanchez-Burks**, U. of Michigan

Going Beyond the Existing Paradigms in International Management: Using Feeling and Thinking | **Rosalie L. Tung**, Simon Fraser U.

Culture Clashes Around the Globe and the Future of Globalization | **Rabi S Bhagat**, U. of Memphis; **B. Ram Baliga**, Wake Forest U.; **Shin Mannsoo**, Korea U.; **Ben L Kedia**, U. of Memphis

### 557 : (Paper Session) - (IP) Cognition, Identity, and Strategic Action

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Mathew Laurence Sheep**, U. of Cincinnati

🕒OB: Toward an Understanding of Shared Vision and Organizational Learning | **David A Waldman**, Arizona State U.; **Yair Berson**, U. of Haifa; **Craig L Pearce**, Claremont Graduate U.

OB: Psychological Collectivism: A Measurement Validation and Linkage to Group Member Performance | **Christine Lynn Jackson**, Purdue U., West Lafayette; **Jason Colquitt**, U. of Florida; **Michael Wesson**, Texas A&M U.; **Cindy Zapata**, U. of Florida

**MOC:** Identity Congruence and Behavioral Outcomes: Exit, Voice, Loyalty, and Neglect | **Peter Foreman**, Illinois State U.; **Randall E Westgren**, U. of Illinois

**OMT:** The Role of Perceived Organizational Prestige in Organizational Identification and Work Outcomes | **Abraham Carmeli**, Bar Ilan U.; **Gershon Gilat**, Bar Ilan U.

→ **IM:** Cross-Cultural Differences in the Use of Time: A Three Nation Study | **Diane Ferry**, U. of Delaware; **Sharon Watson**, U. of Delaware; **Corinne Boyles**, Kinki U., Higashi-Osaka

**558 : (Paper Session) - (IP) New Research on Sources of Value**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Dean Bartlett**, London Metropolitan U.

**ONE:** A Study of Expectancy Theory as a Motivational Model for Environmental Activities and Performance | **Robert Sroufe**, Boston College; **Karen Chinander**, Florida Atlantic U.; **Frank Montabon**, Iowa State U.; **Vaidy Jayaraman**, U. of Miami; **Steven Melnyk**, Michigan State U.

**PNP:** Participation and Performance: It's Shared Mental Models That Make the Difference | **Patricia G Martinez**, U. of Texas, San Antonio; **Donde Ashmos Plowman**, U. of Texas, San Antonio; **Stephanie DeAnn Thomas**, U. of Texas, San Antonio; **Dennis J Duchon**, U. of Texas, San Antonio

**RM:** The VRIN Problematic: Operationalizing Strategic Resources in Empirical Tests of the RBV (1984-2004) | **Katja Nothnagel**, U. of Paderborn

**BPS:** Estimating the Cost of Strategic Liabilities: A Multi-Variable Approach Using Doomed Firms | **Richard J Arend**, U. of Nevada, Las Vegas

**HCM:** Strategy, Environmental Scanning, and Firm Performance: An Analysis of Physical Therapy Facilities | **Mark Alan Davis**, U. of North Texas; **Grant Miles**, U. of North Texas; **William Cordell McDowell**, U. of North Texas

**559 : (Paper Session) - (IP) Collaborative Groups**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Kathi J Lovelace**, U. of Puget Sound

🗨️ **OB:** A Matter of Exchange: Individual and Contextual Antecedents of Organizational Citizenship Behavior | **Chun Hui**, Chinese U. of Hong Kong; **Cynthia Lee**, Northeastern U.

**OB:** Who May Become Followers of Charismatic Leaders and When Do They Do So? | **Kyoungsu Kim**, Chonnam National U.; **In Sook Kim**, Yon Sei U.; **Kong Soo Kim**, Kunsan National U.

**GDO:** Sex Differences in Research Productivity: Job Performance as a Piece of the Puzzle. | **Diane Bergeron**, Teachers College, Columbia U.

**GDO Division Best Paper Based on a Dissertation**

→ **HCM:** Let Us Work Together - The Challenges of Interacting at Multidisciplinary Meetings | **Anne Reff Pedersen**, Copenhagen Business School

🗨️ **OM:** Modularization and the Impact on Supply Relationships | **Mickey Bruce Howard**, U. of Bath; **Brian C Squire**, U. of Manchester

**560 : (Paper Session) - (IP) New Perspectives on Collaboration**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Mary Sue Love**, Southern Illinois U., Edwardsville

🗨️ **SIM:** The Politics of Provision: Enhancing Accountability through Domain-Based Collaborative Governance | **Stephanie Bertels**, U. of Calgary; **Harrie Vredenburg**, U. of Calgary

**HCM:** A Resource Based View Of Partnership Strategies In Health Care Organizations | **Amy K. Yarbrough**, U. of Alabama, Birmingham; **Thomas L Powers**, U. of Alabama, Birmingham

**OMT:** Contractual Self-Enforcement and Delegation of Decision Rights: Empirical Evidence from Franchising | **Olivier Cochet**, U. of Muenster; **Thomas Ehrmann**, U. of Muenster

**TIM:** Open Source Software Development – Just another Case of Collective Invention?. | **Margit Osterloh**, U. of Zurich; **Sandra G. Rota**, U. of Zurich

**OB:** Exploring the Functions of Play Behaviors in Organizational Life | **Sarah Ronson**, London Business School; **Babis Mainemelis**, London Business School

**561 : (Paper Session) - (IP) Control and Ownership**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Matthias Finger**, Ecole Polytechnique Fédérale de Lausanne

🗨️ **MC:** Cohesion through Values? Management Consulting Spin-Offs in the XXI Century. | **Ferdinando Pennarola**, SDA Bocconi / Bocconi U.; **Anna Canato**, Bocconi U.; **Bernardino Provera**, SDA Bocconi / Bocconi U.

🗨️ **MC:** The Consulting Career in Transition: From Partnership to Corporate | **Susan M. Adams**, Bentley College; **Alberto Zanzi**, Suffolk U.

**TIM:** Generating Value in Formal Standards Environments: A Resource-based Perspective on Early Acquisition | **Al Warner**, Pennsylvania State U., Erie; **Jim Fairbank**, Pennsylvania State U., Erie

**ENT:** Influence of Large Stake Family Ownership on Performance: Agency or Life-style Relationship? | **Sharon Oswald**, Auburn U.; **Lori A. Muse**, Western Michigan U.; **Matthew W. Rutherford**, Gonzaga U.

🗨️ **TIM:** Does Corporate Governance Matter in Innovation? | **Humphry Hung**, Hong Kong Polytechnic U.; **Y H Wong**, Hong Kong Polytechnic U.

**562 : (Paper Session) - (IP) Governance, Control, and Ownership**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Jeremy Collin Short**, Portland State U.

🗨️ **BPS:** Paths of Divestiture toward Public Independence: D-RLBO as an Alternative to Spin-off | **Michael Reto Braun**, U. of Massachusetts, Amherst

🗨️ → **BPS:** Small and Medium-Sized Firm Behavior and Performance: The Role of Ownership | **Nicholas O'Regan**, Middlesex U.; **Abby Ghobadian**, Middlesex U.

→ **BPS:** Free Cash Flow and Principal-Principal Agency Relationship: An Empirical Test on R&D Investments | **Young Rok Choi**, Singapore Management U.; **Toru Yoshikawa**, Singapore Management U.; **Bong Hee Han**, Ajou U.

- 🗨️ **BPS:** Corporate Governance and Firm Competitive Behavior: Disentangling Motivation and Capability Effects | **Jinyu He**, U. of Illinois, Urbana-Champaign
- 🗨️ **ENT:** The Governance of Corporate Entrepreneurs: The Applicability of Agency Theory | **Donna Kelley**, Babson College; **Heidi M. Neck**, Babson College; **Lois S. Peters**, Rensselaer Polytechnic Institute; **Gina O'Connor**, Rensselaer Polytechnic Institute

**563 : (Paper Session) - (IP) Governance, Control, and Incentives**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Paul Laurence Robertson**, Griffith U.

- 🗨️ **BPS:** The Effect of Outside Director Stock-Based Compensation on Corporate Social Performance | **Yuval Deutsch**, York U.; **Michael S. Valente**, York U.
- BPS:** Blockholder Ownership, Dividends and Firm Value in Continental Europe | **Steen Thomsen**, Copenhagen Business School
- BPS:** Investigating Board Process: How Outside Directors Attempt to Overcome Information Asymmetry | **Matthew A. Rutherford**, James Madison U.; **Ann K. Buchholtz**, U. of Georgia
- 🗨️ **BPS:** IPO Lockups, Relative Bargaining Power, and Executive Compensation | **Lerong He**, U. of Pennsylvania
- BPS:** A Meta-Analytic Review of Formal Operational Control Systems. | **David Kern**, Oklahoma State U.; **James M. Pappas**, Oklahoma State U.; **Timothy DeGroot**, Oklahoma State U.

**564 : (Paper Session) - (IP) Corporate Governance and Ethical Conduct**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Sandra L Christensen**, Eastern Washington U.

- ➔ 🗨️ **IM:** Corporate Governance Reforms around the World | **Pursey Heugens**, Utrecht U.; **Jordan Otten**, Utrecht U.
- 🗨️ **SIM:** An Integrative Theory of Executive Corruption: Implications for Corporate Governance | **Ann K. Buchholtz**, U. of Georgia; **Jill Ann Brown**, U. of Georgia
- SIM:** The Effects of Corporate Governance on Corporate Social Responsibility | **Wendy Chapple**, U. of Nottingham / ICCSR; **Deniz Ucbasaran**, Nottingham U.; **Georgios Makris**, -
- ➔ 🗨️ **IM:** Globalisation and National Varieties of Corporate Governance System | **Soo Hee Lee**, Birkbeck College, U. of London; **Bongjin Kim**, U. of Texas, San Antonio
- ➔ **OMT:** The Impact of Institutional Factors on Patterns of Intercorporate Ties | **Ilya Okhmatovskiy**, U. of Southern California

**565 : (Paper Session) - (IP) Corporate Governance**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Lori Verstegen Ryan**, San Diego State U.

- BPS:** Formalization as a Means to Give and Make Sense | **Paul W.L. Vlaar**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.
- BPS:** The Market for Corporate Directors: Does “Settling Up” Occur? | **Christine Shropshire**, Arizona State U.; **Robert Ensign White**, Arizona State U.

- BPS:** Strategic Control in Universities as Pluralistic Contexts | **Paula Jarzabkowski**, Aston Business School

- ➔ 🗨️ **TIM:** Examining the Effects of Board Competence on Operational Innovation | **Hsueh Liang Wu**, National Cheng Kung U.; **Cheng Yu Lee**, National Cheng Kung U.
- 🗨️ **OMT:** CEO Duality, Board Composition, and the Speed and Breadth of Strategic Behavior | **Bongjin Kim**, U. of Texas, San Antonio; **John E Prescott**, U. of Pittsburgh

**566 : (Paper Session) - (IP) Creating and Exploiting Value**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Francois Therin**, Grenoble Ecole de Management

- TIM:** Innovation and Complementarity: Economic Incentives and Market Outcomes | **Daniel Levinthal**, U. of Pennsylvania; **Brian Wu**, U. of Pennsylvania
- 🗨️ **TIM:** My Precious: The Role of Appropriability Strategies in Shaping Innovative Performance | **Keld Laursen**, Copenhagen Business School; **Ammon Salter**, Imperial College London
- TIM:** The Dynamic Interaction between Institutional and Cultural Mechanisms in KMS Effectiveness | **Hind Benbya**, Lecce U.
- OMT:** Economic Exchange or Social Obligation Reciprocity? Exchange Modalities of Interorg. Relations | **Christiana Weber**, Social Science Research Center, Berlin; **Markus Goebel**, U. der Bundeswehr; **Michael Gaitanides**, Helmut Schmidt U.
- 🗨️ **ENT:** The Nature of Good Deals for Entrepreneurs | **James Fiet**, U. of Louisville; **Pankaj C Patel**, U. of Louisville

**567 : (Paper Session) - (IP) Creating and Sharing Knowledge**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **M. Lourdes Sosa**, Massachusetts Institute of Technology

- 🗨️ **TIM:** When Do Acquisitions Facilitate Knowledge Transfer from Targets to Acquirers? | **Jaeyong Song**, Seoul National U.; **Woojin Yoon**, Seoul National U.
- TIM:** Coordination of Innovation: The Impact of Justification on Common Knowledge as Base for Coordination | **Philipp Tuertscher**, U. of St. Gallen; **Simon Grand**, U. of St. Gallen; **Georg Von Krogh**, U. of St. Gallen
- 🗨️ **OMT:** Improvisational Action as Tacit Knowledge | **Ken N. Kamoche**, City U.; **Miguel Pina Cunha**, U. Nova de Lisboa
- CMS:** The Dark Side of Narrations: Challenging the Epistemological Nature of Narrative Knowledge | **Daniel Geiger**, Freie U. Berlin
- OCIS:** Phenomenology of Interrelated Embodied Implicit and Narrative Knowing in Organizations | **Wendelin Kuepers**, Open U.

**568 : (Paper Session) - (IP) Creating Knowledge and Capabilities**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Lars Schweizer**, U. of Bamberg

- ➔ 🗨️ **BPS:** How National Institutions Influence Knowledge Spillovers In Technology Alliances | **Gurmeeta Vasudeva**, George Washington U.

- **BPS:** Green and Competitive: a Jordanian Perspective? | **Yousef Eiadat**, U. of College Dublin; **Aidan Kelly**, U. of College Dublin
- BPS:** Executive Job Change in Biotech Startups: Knowledge Integration in An Inherently Political Setting | **Daniela Baglieri**, U. of Catania; **Jun Li**, U. of New Hampshire
- CAR:** Traits, Domain Knowledge, Intellectual Development and Careers | **Phillip L. Ackerman**, Georgia Institute of Technology
- OB:** Keen to Help? A Field Study of Managers' IPTs and their Subsequent Employee Coaching | **Peter A. Heslin**, Southern Methodist U.; **Don Vandewalle**, Southern Methodist U.

**569** : (MC) **Values and Actions of Management Consultants**

- 10:40am - 12:00pm Hawaii Convention Center: Room 314  
 Chair: **Leon De Caluwe**, Free U., Twynstra
- Causes and Consequences of Incongruence in Values and Actions | **Nanja Schouten**, Vrije U.; **Claartje J Vinkenburg**, Vrije U.
- How Ethical Leaders Build Ethical Organizations | **Anne Kohnke Meda**, Benedictine U.
- Looking for Personal Preferences in Change, does Personality Matter? | **Leon De Caluwe**, Free U., Twynstra; **Antonie Van Nistelrooij**, Free U., Amsterdam; **Nanja Schouten**, Vrije U.
- Problems of Aligning IT with Business Professionals & Projects: A Framework Combining Mental Models | **Joseph W Weiss**, Bentley College
- Participants: **Claartje J Vinkenburg**, Vrije U.; **Antonie Van Nistelrooij**, Free U., Amsterdam; **Leon De Caluwe**, Free U., Twynstra; **Anne Kohnke Meda**, Benedictine U.; **Joseph W Weiss**, Bentley College

**570** : (Paper Session) - (MED) **Tools and Tactics for Management Education - Courses and Programs**

- 10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - MED  
 Presented on panels 25-30
- A Personal and Experimental Reflection on Teaching and Learning with the Consultant Learning Method | **James Paul Burton**, U. of Washington, Bothell
  - Collateral Learning through Service-Learning: Developing Competent Business Professionals | **Janice Gygi**, Utah Valley State College; **Susan R. Madsen**, Utah Valley State College
  - Understanding Changes in Perception of Users: A New Vision of Management of E-learning Technologies | **M S Annapoornima**, National U. of Singapore; **Pek-hooi Soh**, National U. of Singapore
  - Kiasu Tendency and Tactics: A Study of their Impact on Academic Performance | **Eric G Kirby**, Texas State U.
  - Designing an Adult Learner Graduate Degree Program for Practicing Managers | **Robert E. Scully**, Barry U.; **Michael J Provitera**, Barry U.
  - Classroom Contribution: What Do Students Perceive as Fair Assessment? | **Molly Pepper**, Gonzaga U.; **Seemantini Madhukar Pathak**, Arizona State U.

**571** : (Paper Session) - (MED) **Quantitative and "Qualitative" Issues in Management Education**

- 10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4  
 Chair: **Linda L Brennan**, Mercer U.
- The Difficulty in Implementing TQM in Higher Education Instruction. | **Gavriel Meirovich**, Sapir Academic College; **Edward Romar**, U. of Massachusetts, Boston
  - Experiential Learning in a Quality Course: A Hands-on Approach to Teaching Baldrige Award Concepts | **Michael Richard Godfrey**, U. of Wisconsin, Oshkosh; **Marilyn Hart**, U. of Wisconsin, Oshkosh
  - Reliability Techniques Applied to College Drop-Out Rates | **Marilyn Hart**, U. of Wisconsin, Oshkosh
  - Responses to Stress and Test Anxiety Among Management Science Students | **Ulysses J. Brown**, Savannah State U.; **Ronald C Carter**, Florida A&M U.

**572** →: (Paper Session) - (MED) **Cultural Issues In Management Learning**

- 10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 2  
 Chair: **Susan Miller**, U. of Hull
- Business Students' Cultural Values as Antecedents to Student and Teacher-Driven Learning Styles | **Ann Mitsis**, Victoria U. of Technology; **Patrick Wayne Foley**, Melbourne U.
  - Guanxi and Wasta and the impact of internationalisation on networking in China and the Arab World | **Kate Hutchings**, Queensland U. of Technology; **David Thomas Weir**, Ceram Sophia Antipolis
  - Political Culture and Business School Teaching. | **Simon Ulrik Kragh**, Copenhagen Business School; **Sven Bislev**, Copenhagen Business School
  - Erroneous Learning From the West: An Empirical Study of Chinese Cases published in 1992 and 1999 | **Neng Liang**, China Europe International Business School; **Shu Lin**, Peking U. **Winner of MED Division Best Paper in Management Learning**

**573**: (MH) **The Evolution of the Impact of Positivity on Performance**

- 10:40am - 12:00pm Sheraton Waikiki Beach: Kohala/Kona Room  
 Chair: **Fred Luthans**, U. of Nebraska, Lincoln  
 Presenters: **Suzanne J. Peterson**, Miami U., Ohio; **Kyle Luthans**, U. of Nebraska, Kearney; **Brett Luthans**, Missouri Western St. College

**574**: (Paper Session) - (MOC) **Biased Decisions: The Good, the Bad, and the Ugly**

- 10:40am - 12:00pm Hawaii Convention Center: Room 317B  
*Multiple studies identify biases in our decision-making, and the outcomes of such biases.*  
 Chair: **Erik Ian Dane**, U. of Illinois, Urbana-Champaign
- When Good = Better Than Average | **Don Moore**, Carnegie Mellon U.
  - Whew, that was close!: How near miss events bias subsequent decision making under risk | **Catherine Tinsley**, Georgetown U.; **Robin Dillon-Merrill**, Georgetown U.
  - When it's Right to be "Wrong": The Effects of Inherent Overconfidence on Product Performance | **Mark Simon**,

Oakland U.; **Susan Houghton**, Georgia State U.; **Catherine L. Tyler**, Oakland U.

Prone to Bias: Toward a Theory of Individual Differences in Bias Manifestation | **Shaul Oreg**, U. of Haifa; **Mahmut Bayazit**, Koc U.

**575** 🗣️🗣️🗣️: (MOC, OMT, CMS) **Organizational Identity: Divergent Conceptualizations, Applications, and Measurement**

10:40am - 12:00pm Hawaii Convention Center: Room 317A

Organizer: **C. Marlena Fiol**, U. of Colorado, Denver

Presenters: **David A. Whetten**, Brigham Young U.; **Mary Jo Hatch**, U. of Virginia; **Dvora Yanow**, California State U.; **John Mohr**, U. of California, Santa Barbara; **C. Marlena Fiol**, U. of Colorado, Denver; **Edward O'Connor**, U. of Colorado, Denver

**576** : (Paper Session) - (MSR) **Leadership and the Spiritual Workplace**

10:40am - 12:00pm Sheraton Waikiki Beach: Puna Room

Chair: **Gerald Biberman**, U. of Scranton

Discussant: **Maree Veronica Boyle**, Griffith U.

The Mediating Affects of Spirituality on Transformational Leadership and Employee Turnover | **Tom W. Moore**, U. of Texas, Arlington; **Wendy J. Casper**, U. of Texas, Arlington

🗣️🗣️🗣️ A Strategic Scorecard Model of Performance Excellence Through Spiritual Leadership | **Laura L Matherly**, Tarleton State U. Central Texas; **Louis W Fry**, Tarleton State U. Central Texas; **J-Robert Ouimet**, Holding O.C.B. Inc.

🗣️🗣️ A Taxonomy of Spirit-centered Leadership Reflected in the Phenomenology of Entrepreneurial Leaders | **Arthur L. Jue**, U. of Phoenix

**577** 📖🗣️🗣️🗣️: (MSR, MED) **Leadership for Adaptive Organizations: Models from the Christian, Hindu and Buddhist Traditions**

10:40am - 12:00pm Hilton Hawaiian Village: Coral Ballroom 1

The symposium will explore the implications of the teachings and writings from three spiritual traditions for leadership in the 21st century.

Discussant: **Prasad Kaipa**, Kaipa Group

Business Executives and Prayer: How a Core Spiritual Discipline Is Expressed in the Life of Contem | **Andre L Delbecq**, Santa Clara U.

Transformational Leadership and Self-Awareness in Hinduism: A Role Model for Creating Adaptive Organ | **Harsh K Luthar**, Bryant U

Leadership Lessons and Indications from the Buddhist Tradition for Creating Adaptive Organizations | **Barbara Gray**, Pennsylvania State U.

Leadership Lessons and Indications from the Buddhist Tradition for Creating Adaptive Organizations | **Mark P Kriger**, Norwegian School of Management

Participants: **Andre L Delbecq**, Santa Clara U.; **Harsh K Luthar**, Bryant U; **Barbara Gray**, Pennsylvania State U.; **Mark P Kriger**, Norwegian School of Management

**578** 🗣️: (Paper Session) - (OB) **Motivation, Performance, and Attitudes**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 41-52

🗣️ Linking Goal Setting and Goal Orientation: Overriding, Moderation, and Mediation Approaches | **Yaping Gong**, Hong Kong U. of Science and Technology; **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Song Chang**, Hong Kong U. of Science and Technology

🗣️ Teacher Behaviors, Teacher Efficacy and Students' Quality of School Life: A Multilevel Perspective | **Rachel Louise Hannam**, U. of Queensland; **Nerina Jimmieson**, U. of Queensland; **Gillian Yeo**, U. of Queensland

🗣️ "Warming" Goal-Setting Theory: Common Antecedents and Consequences of Goal-Setting and Stress | **Lucy Arendt**, U. of Wisconsin, Milwaukee

🗣️🗣️ An Impression Management Model of Stigma Management: Actor Responses to Audience Cues | **Larry W. Hughes**, U. of Nebraska, Lincoln; **William L Gardner**, Texas Tech U.

🗣️ Contextualizing Organizational Citizenship Behavior: A Conceptual Analysis | **Yitzhak Fried**, Wayne State U.; **Amos Drory**, Ben-Gurion U., Negev; **Ariel Levi**, Wayne State U.

🗣️🗣️ The Measurement of Equity Sensitivity: A Comparison of the ESI and EPQ | **Judy Perkins Strauss**, California State U., Long Beach; **Ted Shore**, California State U., Long Beach

🗣️ Job Satisfaction: Comparing Effects of the Situational, Dispositional, and Interactional Approaches | **Leon Schjoedt**, Illinois State U.; **David B Balkin**, U. of Colorado, Boulder; **Robert A Baron**, Rensselaer Polytechnic Institute

🗣️ Guilty or Innocent: Accountability and Judgments of Responsibility Following Absence from Work | **Eric Patton**, Concordia U.

🗣️ System Justification Theory: Explaining Why Not Only Men but also Women Discriminate Against Women | **Joerg Dietz**, U. of Western Ontario; **Lars-Eric Petersen**, Martin-Luther-U. Halle; **Chetan Joshi**, U. of Western Ontario

🗣️ Project Morale: A Multifaceted Construct and Its Link to Project Success | **Zvi H. Aronson**, Stevens Institute of Technology; **Thomas Lechler**, Stevens Institute of Technology

🗣️ Do Individual Differences Influence Social Capital Payoffs for Minority Employees? | **Arjun Bhardwaj**, U. of Western Ontario

**579** : (Paper Session) - (OB) **Deviance, Aggression and Anti-Social Behavior: Examining Antecedents and Consequences**

10:40am - 12:00pm Hawaii Convention Center: Room 324

Chair: **Marie S. Mitchell**, U. of Central Florida

Discussant: **Theresa Domagalski**, Florida Institute of Technology  
Identity Expression as a Predictor of Antisocial Work Behavior | **Stefan Thau**, U. of Groningen; **Karl Aquino**, U. of Delaware; **Rafael Wittek**, U. of Groningen

How Teammates Respond to Bad Apples | **Will Felps**, U. of Washington

Effects of Organizational Tolerance on the Incidence and Consequences of Workplace Aggression | **Aaron CH Schat**, McMaster U.; **Serge Desmarais**, U. of Guelph; **E Kevin Kelloway**, St. Mary's U.

➔ Examination of the Moderating and Mediating Effect of Self-Efficacy in Explaining Deviance | **Bella L. Galperin**, U. of Tampa

*Presenters:* **Stefan Thau**, U. of Groningen; **Will Felps**, U. of Washington; **Aaron CH Schat**, McMaster U.; **Bella L. Galperin**, U. of Tampa

**580 : (OB) Having All of Your Voices Heard: An After Action Review of the OB Division 5 Year Review**

10:40am - 12:00pm Hawaii Convention Center: Room 325A

*This session provides members an opportunity to meet and discuss the OB Division 5-year report and consider the Division's goals for the future.*

*Participants:* **OB Executive Committee**, - ; **Maureen L Ambrose**, U. of Central Florida; **Bruce Avolio**, U. of Nebraska; **Russell Cropanzano**, U. of Arizona; **Angelo DeNisi**, Texas A&M U.; **Dafna Eylon**, U. of Richmond; **Peter Hom**, Arizona State U.; **Carol T Kulik**, Melbourne U.; **Anne M. O'Leary-Kelly**, U. of Arkansas; **Daniel Skarlicki**, U. of British Columbia; **Francis J Yammarino**, State U. of New York, Binghamton

**581 : (Paper Session) - (OB) Psychological Contract Breach: Examining Antecedents and Consequences**

10:40am - 12:00pm Hawaii Convention Center: Room 327

*Chair:* **David L. Turnipseed**, Indiana U./Purdue U.

*Discussant:* **Edward E. Kass**, St. Joseph's U.

➔ One Big Happy Family: Workplace Familism and Psychological Contract Breach in a Collectivist Culture | **Simon Lloyd D. Restubog**, U. of Queensland; **Prashant Bordia**, U. of South Australia; **Robert L. Tang**, De La Salle - College of Saint Benilde

➔ Antecedents of Psychological Contract Breach: The Role of Similarity and Leader-Member Exchange | **Mark M Suazo**, U. of Texas, San Antonio; **William H. Turnley**, Kansas State U.; **Renate R Mai-Dalton**, U. of Kansas

Who Cares? The Role of Work Centrality in Psychological Contract Violation | **Vickie Coleman Gallagher**, Florida State U.; **Jason Stoner**, Florida State U.; **Pamela Perrewe**, Florida State U.

Take this Job and...Keep it? The Effects of Psychological Contract Breach on Job-Constrained Employees | **Vikas Anand**, U. of Arkansas; **Blake E. Ashforth**, Arizona State U.; **Kevin E. Henderson**, U. of Arkansas, Fayetteville

*Presenters:* **Mark M Suazo**, U. of Texas, San Antonio; **Jason Stoner**, Florida State U.; **Simon Lloyd D. Restubog**, U. of Queensland; **Vikas Anand**, U. of Arkansas

**582 : (Paper Session) - (OB) Considering Customers: A Customer-Centric Perspective on Organizational Behavior**

10:40am - 12:00pm Hawaii Convention Center: Room 328

*Chair:* **Jacqueline N Hood**, U. of New Mexico

*Discussant:* **Suzanne S Masterson**, U. of Cincinnati

The Role of Leader Behaviors and Leader-Member Exchange in Customer Service | **Hui Liao**, Rutgers U.; **Aichia Chuang**, National Taiwan U.

➔ Proactive Service Performance: Identifying Relationships with Individual and Environmental Variables | **Johannes Rank**, U. of South Florida/U. of Giessen; **Jens M. Unger**, U. of

Giessen; **Jeanne M. Carsten**, U. of South Florida; **Andrea Fischbach**, U. of Trier

Serving Customers Through Leader-Member Exchange: Moderating Role of Manager Fit and Identification | **Berrin Erdogan**, Portland State U.; **Jeanne K.J. Enders**, Portland State U.

➔ Biting the Hand that Serves Them: When Does Customer Aggression Predict Employee Exhaustion? | **Alicia A Grandey**, Pennsylvania State U.; **Julie Kern**, Pennsylvania State U.

*Presenters:* **Berrin Erdogan**, Portland State U.; **Julie Kern**, Pennsylvania State U.; **Johannes Rank**, U. of South Florida/U. of Giessen; **Hui Liao**, Rutgers U.

**583 ➔ SHCS: (OB, CM, HR) Organizational Justice Around the World: A Status Report**

10:40am - 12:00pm Hawaii Convention Center: Room 313C

*Chair:* **Jerald Greenberg**, Ohio State U.

*Discussant:* **Jerald Greenberg**, Ohio State U.

Organizational Justice in the Netherlands: Basic and Applied Research | **Kees Van den Bos**, Utrecht U.

Organizational Justice: Research Findings from the United Kingdom | **Jacqueline Coyle-Shapiro**, London School of Economics

“Fair Go”: Organizational Justice Research in Australia | **Carol T Kulik**, Melbourne U.; **Michelle Brown**, U. of Melbourne; **Victoria S Lim**, U. of Melbourne

Organizational Justice Research in Chinese Societies: A Review and Update | **Kwok Leung**, City U. of Hong Kong

*Participants:* **Kees Van den Bos**, Utrecht U.; **Carol T Kulik**, Melbourne U.; **Jacqueline Coyle-Shapiro**, London School of Economics; **Michelle Brown**, U. of Melbourne; **Victoria S Lim**, U. of Melbourne; **Kwok Leung**, City U. of Hong Kong

**584 ➔ SHCS: (OB, GDO, SIM) Doing the Taboo: Studying Sexuality in the Workplace**

10:40am - 12:00pm Hawaii Convention Center: Room 316A

*Moderator:* **Robin Ely**, Harvard U.

Sex as a Tool: Does Utilizing Sexuality at Work Work? | **Jill Christine Bradley**, Tulane U.; **Suzanne Chan-Serafin**, Tulane U.; **Arthur P Brief**, Tulane U.; **Marla Baskerville Watkins**, Tulane U.

Sex through the Ages: Considering the Intersection of Gender Identity, Sexuality, and Age | **Debra Meyerson**, Stanford U.; **Nicole Kangas**, Stanford U.

The Sanitized Workplace | **Vicki Schultz**, Yale U.

**585 JS: (OB, HR) Advances in Aggregate-Level Research: Toward Establishing Causal Priority**

10:40am - 12:00pm Hawaii Convention Center: Room 323C

*Chairs:* **Joerg Dietz**, U. of Western Ontario; **S Douglas Pugh**, U. of North Carolina, Charlotte

*Discussant:* **Katherine Klein**, U. of Pennsylvania

Does Human Capital Relate to Unit Level Effectiveness over Time? | **Robert E Ployhart**, U. of South Carolina; **Jeff Weekley**, Kenexa; **Jase Ramsey**, U. of South Carolina

Organization-Level Linkages Among Work Overload, Aggression, and Performance | **Jeremy F. Dawson**, Aston U.;



**Michael W. Grojean**, Aston U.; **D Brent Smith**, Rice U.; **Jana L. Raver**, Queen's U.

Which Comes First and Why? Linkages Between Employee Attitudes and Organizational Outcomes | **S Douglas Pugh**, U. of North Carolina, Charlotte; **Joerg Dietz**, U. of Western Ontario

Influence of Interrater Agreement on Causal Inferences in Longitudinal Organization-Level Data | **Daniel Judson Beal**, Rice U.; **Kelly de Chermont**, Rice U.; **Jeremy F. Dawson**, Aston U.

*Presenters:* **Robert E Ployhart**, U. of South Carolina; **Jeremy F. Dawson**, Aston U.; **Daniel Judson Beal**, Rice U.; **S Douglas Pugh**, U. of North Carolina, Charlotte

### **586 : (Paper Session) - (OCIS) The Consequences of Being Virtual**

10:40am - 12:00pm Hawaii Convention Center: Room 318A

*Chair:* **Katherine Chudoba**, Florida State U.

*Discussant:* **Jae Yun Moon**, Hong Kong U. of Science and Technology

→ Subgroups with Attitude: Imbalance and Isolation in Geographically Dispersed Teams | **Michael Boyer O'Leary**, Boston College; **Mark Mortensen**, Massachusetts Institute of Technology

→ The Importance of Teamwork for Dispersed Project Teams | **Martin Hoegl**, WHU; **Holger Ernst**, Otto Beisheim Graduate School of Management (WHU); **Luigi Proserpio**, Bocconi U.

Working in Virtual Teams: Awareness and Teamwork | **Chyng-Yang Jang**, U. of Texas, Arlington

Using Bibliometric Analysis to Evaluate Scientific Progress in Virtual Teams Research | **Suzanne P Weisband**, U. of Arizona; **Sherry M Thatcher**, U. of Arizona; **Jennifer M Xu**, U. of Arizona

### **587 : (Paper Session) - (OCIS) Technology Adoption: The Individual Level**

10:40am - 12:00pm Hawaii Convention Center: Room 322B

*Chair:* **Mark Keil**, Georgia State U.

*Discussant:* **Bernd Erhard Irmer**, InfoHRM

Users' Beliefs Toward Technology: A Social Capital Perspective | **Massimo Magni**, Bocconi U.; **Luigi Proserpio**, Bocconi U.

→ Technology Sensemaking: Local Knowledge and Patterns of Technology Adoption | **Ruey-Lin Hsiao**, National U. of Singapore; **Se-Hwa Wu**, National Chengchi U., Taiwan; **Sheng-Tsung Hou**, National Chengchi U., Taiwan

Counterintentional Habit as an Inhibitor of Technology Acceptance | **Greta Leigh Polites**, U. of Georgia

Antecedents of Specific Computer Self-Efficacy: Exploring Use in Complex Information Systems | **Clay K. Williams**, U. of Georgia

### **588 : (Paper Session) - (ODC) Accounting for Emotions in change**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ODC 1

*Presented on panels 38-40*

→ Can Emotional Intelligence be Improved Through Training?: An Experimental Study | **Jane P Murray**, Griffith U.; **Peter J. Jordan**, Griffith U.; **Sally V Hall-Thompson**, U. of Queensland/Griffith U.

→ Accounting for Organizational Accountability in Revolutionary Change Processes | **Rodolphe Durand**, HEC Paris; **Quy Nguyen Huy**, INSEAD

→ Getting Ready for Organizational Change: Toward a Procedural Model | **Jennifer Walinga**, U VIC; **Tanis Farish**, U VIC

### **589 : (Paper Session) - (ODC) The Role of Metaphors, Maps, and Vision in Organizational Change**

10:40am - 12:00pm Hawaii Convention Center: Room 321B

*Chair:* **Ian Palmer**, U. of Technology, Sydney

*Discussant:* **Neil M. Boyd**, Pennsylvania State U.

→ Constructing Shared Understanding: The Role of Embodied Metaphors in Organization Development | **Claus D Jacobs**, Imagination Lab Foundation; **Loizos Th. Heracleous**, Templeton College, Oxford U.

→ The Governance of Transition Processes in an Organisation: A Cognitive Mapping Approach | **Jessica Steur**, U. of Groningen; **Rafael Wittek**, U. of Groningen

**Winner of ODC Division Best Paper**

Change Visions and the Organizational Change Process: A Cross-Case Multi-Level Analysis | **Karen S Whelan-Berry**, Utah Valley State College

Organizational Learning as an Organization Development Intervention in Taiwan | **Bella Ya-Hui Lien**, National Chung Cheng U.; **Richard Yu-Yuan Hung**, Tokyo U.

### **590 : (Paper Session) - (OM) Strategy, Technology & Project Management**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OM

*Presented on panels 71-76*

→ Project Success as a Topic in Project Management Literature | **Lavagnon A. Ika**, U. du Québec à Montréal; **Amadou Diallo**, U. du Québec à Montréal; **Denis Thuillier**, U. du Québec à Montréal

→ New Product Development and Industry Clockspeed: An Isomorphism Perspective | **Jeffrey Norris Street**, U. of Georgia

→ Criteria for Effective Leadership in Complex Project Environments | **Hans J Thamhain**, Bentley College

→ Linking Business & Manufacturing Strategies: The Moderating Role of Communication | **Hong Cui**, City U. of Hong Kong

→ The Determinants of Alternative Strategies for Novel Technology Introduction | **Masanori Yasumoto**, Shinshu U./U. of Tokyo; **Takahiro Fujimoto**, U. of Tokyo

### **591 : (Paper Session) - (OM) Supplier Management & SCM Research**

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 3

*Chair:* **Amelia Carr**, Bowling Green State U.

→ Performance Effects of Relationalism with Dominant and Non-Dominant Suppliers: A Case Study | **Charnchai Tangpong**, U. of Pennsylvania; **Michael D Michalisin**, Southern

Illinois U., Carbondale; **Arlyn J Melcher**, Southern Illinois U., Carbondale

➤ Determining When Multiple Respondents are Needed in Supply Chain Management Research | **Mark Pagell**, Oregon State U.; **Daniel R Krause**, Arizona State U.

Political and Process-View Influences on the Outsourcing Process | **Donna Marshall**, U. of College Dublin; **Ronan McIvor**, U. of Ulster, Magee Campus, Londonderry; **Richard Lamming**, U. of Southampton

🗣️ Supplier-Supplier Interactions and Supply Performance: A Theory-Driven Empirical Investigation | **Zhaohui Wu**, Oregon State U.; **Thomas Y. Choi**, Arizona State U.; **Manus Rungtusanatham**, Arizona State U.

**592** 👁️: (Paper Session) - (OMT) **The Sources of Institutions**  
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OMT 1  
Presented on panels 31-37

👁️ Belonging in a Field: The Role of Rankings in Creating and Diffusing a Business School Template | **Linda Wedlin**, Uppsala U.

👁️ Differentiation and Imitation in Graphical Trademark Design | **James I. Bowie**, U. of Arizona

👁️ Suspended in Self-Spun Webs: Institutionalization as Rhetorical Change in Argument Structure | **Sandy E. Green**, U. of Southern California; **Yuan Li**, U. of Southern California; **Nitin Nohria**, Harvard U.

👁️ The Influence of Local Environments on Institutional Agency | **Tracy A Thompson**, U. of Washington, Tacoma; **Jill M Purdy**, U. of Washington, Tacoma

🗣️👁️ The Unintended Consequence of the Law: an Institutional Explanation for Stock Option in CEO Pay | **Xiaowei Luo**, U. of Illinois, Urbana-Champaign

👁️ Agency and institutions: The enabling role of individuals' social position | **Julie Battilana**, INSEAD

👁️ Who is Caged? A View of the Iron Cage, Inside-Out. | **Suhaib Riaz**, U. of Western Ontario

**593** 👁️: (Paper Session) - (OMT) **Learning and Change**  
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OMT 2  
Presented on panels 65-70

🗣️➔👁️ Developing a Model of Knowledge Management from a Human Capital Perspective: Preliminary Thoughts | **I-Chieh Hsu**, National Changhua U. of Education

👁️ Two Faces of Search: Alternative Generation and Alternative Evaluation | **Thorbjørn Knudsen**, SDU; **Daniel Levinthal**, U. of Pennsylvania

👁️👁️ Roles Managers Play: A Deeper Look at the Competing Values Framework | **Alan Belasen**, State U. of New York, Empire State College; **Nancy Miller Frank**, State U. of New York, Empire State College

👁️ A Behavioral Approach To The Punctuated Equilibria Of Deep Structure | **Desmond W. Ng**, Texas A&M U., College Station

👁️ How do Routines Change? Towards a Conceptual Framework | **Hari Bapuji**, U. of Western Ontario

**594**: (OMT) **Theory Matters: The Future of OMT**  
10:40am - 12:00pm Hawaii Convention Center: Room 301A

Presenters: **Philip Selznick**, U. of California, Berkeley; **James P Walsh**, U. of Michigan; **Gerald F Davis**, U. of Michigan, Ann Arbor; **Matthew Kraatz**, U. of Illinois

**595**: (Paper Session) - (OMT) **Take it to the (Structural) Hole: Network Structures and Dynamics**

10:40am - 12:00pm Hawaii Convention Center: Room 302A

Chair: **Alix Valenti**, U. of Houston, Clear Lake

Discussant: **Mikolaj Jan Piskorski**, Harvard U.

The Cascading Benefits of Clusters: How Network Density Affects Tie Strength | **Sheen S. Levine**, Singapore Management U.; **Robert O Kurzban**, U. of Pennsylvania

Interorganizational Embeddedness and The Reach, Richness, and Receptivity of Network Resources | **Ranjay Gulati**, Northwestern U.; **Dovev Lavie**, U. of Texas, Austin; **Ravindranath Madhavan**, U. of Pittsburgh

Promoting Public Goods in Transactional Structural Holes | **Dingkun Ge**, San Francisco State U.

➤ Not All Ties Are Equal: The Temporal Dynamics of Professional Networks on Law Firm Performance | **Jonathan Jaffee**, U. of Southern California; **Bill Mcevely**, Carnegie Mellon U.; **Marco Tortoriello**, Carnegie Mellon U.

**596**: (Paper Session) - (OMT) **Where Do Prices Come From?**  
10:40am - 12:00pm Hawaii Convention Center: Room 302B

Chair: **Christine Quinn Trank**, Texas Tech U.

Discussant: **Arent Greve**, Norwegian School of Economics and Business Administration

Subjective Stock Option Valuation and the Black-Scholes: Empirical Evidence of Divergence | **Robert Wiseman**, Michigan State U.; **Cynthia E. Devers**, Texas A&M U., College Station; **Robert Michael Holmes**, Texas A&M U.

➤ Information, Prices, and Sensemaking in Financial Futures Trading | **Peter A Levin**, Barnard College

👁️ Pricing Structure and Structuring Price | **Mark J Zbaracki**, U. of Pennsylvania

Constructing Perceptions of Value: Acquisition Location and Market Value, 1997-2002 | **Brayden G King**, U. of Arizona

**597**: (Paper Session) - (OMT) **Change, Organizational Diversity, and Survival**

10:40am - 12:00pm Hawaii Convention Center: Room 303B

Chair: **Urelmaa Tsolmon**, Brigham Young U.

Discussant: **Pablo Martin De Holan**, Instituto de Empresa

The Effect of Business Entries and Exits on Organizational Survival | **Jisung Kim**, Fordham U.

An Ecological Theory of Population-Level Diversity Dependence | **Christophe Boone**, U. of Antwerp; **Filippo Carlo Wezel**, Tilburg U.; **Arjen Van Witteloostuijn**, U. of Groningen

System-Dependent Organizational Evolution in the UK Motorcycle Industry, 1895-1993 | **Alessandro Lomi**, Bologna U.; **Filippo Carlo Wezel**, Tilburg U.

Refinement and Obsolescence: Questioning Prior Results in the Analysis of Organizational Change | **Nikolaus Beck**, Erfurt U.; **Michael Woywode**, Aachen U.; **Josef Brüderl**, Mannheim U.

**598 SHCS: (OMT, BPS) Embeddedness and Tie Formation: Understanding the Existence and Nature of Interorg Agreements**

10:40am - 12:00pm Hawaii Convention Center: Room 316C

*Organizers:* **Jennifer Kurkoski**, U. of California, Berkeley; **Maxim Sytch**, Northwestern U.

*Discussant:* **Ronald S. Burt**, U. of Chicago

Do We Know Each Other or Are You Good Enough? The Role of Alliance Experience in Alliance Formation | **Maxim Sytch**, Northwestern U.

The Contingent Effect of Common Third-Party Ties on Alliance Formation | **Kaisa E. Snellman**, Stanford U.; **Walter Powell**, Stanford U.

Governance or Embeddedness? Equity and Director Interlocks Among Large Japanese Firms | **James R Lincoln**, U. of California, Berkeley; **Jennifer Kurkoski**, U. of California, Berkeley

Relational Determinants of Credit: The Case of Romanian Lending Market for Small Firms | **Daniela Lup**, U. of Chicago

To Go Solo or To Syndicate: Determinants of Network Tie Formation in the US Venture Capital Industry | **Salih Zeki Ozdemir**, U. of Chicago

**599** 🗨️: (Paper Session) - (ONE) **Environmental Strategy: Rationales and Barriers**

10:40am - 12:00pm Sheraton Waikiki Beach: Kahuku Room

*Chair:* **Kate Kearins**, Auckland U. of Technology

♻️ Resourcing Environmental Strategy: Behavioral and Resource-based Perspectives | **Frances E Bowen**, U. of Calgary; **Sanjay Sharma**, Wilfrid Laurier U.

🗨️ Barriers to the Adaptation of Proactive Environmental Strategies | **Josefina L. Murillo-Luna**, U. of Zaragoza; **Concepción Garcés-Ayerbe**, U. of Zaragoza; **Pilar Rivera-Torres**, U. of Zaragoza

➔ 🗨️ Why Jordanian Companies Go Green: An Institutional Approach | **Yousef Eiadat**, U. of College Dublin; **Aidan Kelly**, U. of College Dublin

🗨️ Competitive Rationales for Strategic Environmental Management | **Renato J. Orsato**, INSEAD

**600** 🗨️➔ 🗨️: (Paper Session) - (PNP) **Nonprofit Organizations and Their Environments: Strategies and Choices**

10:40am - 12:00pm Sheraton Waikiki Beach: Waialua Room

*Chair:* **Bindu Arya**, U. of Texas, Dallas

*Discussant:* **Kimberley Roussin Isett**, Columbia U.

♻️ 🗨️ Community Foundations, Organizational Strategy, and Public Policy | **Elizabeth Graddy**, U. of Southern California; **Don Morgan**, U. of Southern California

Bridging Community Resources and Needs: Factors Associated with Community Foundation Performance | **Chao Guo**, Arizona State U.; **William A. Brown**, Arizona State U.

Enacting Values: Mobilization Routines and Problem Selection in Environmental Organizations | **JoAnn Carmin**, Massachusetts Institute of Technology; **Deborah Balsler**, U. of Missouri, St. Louis

🗨️ 🗨️ Social Capital Creation and Organizational Outcomes in the Nonprofit Aging Services Industry | **Nancy K. King**, Ohio Presbyterian Retirement Services; **Melvin L. Smith**, Case Western Reserve U.

**601** : (Paper Session) - (RM) **Scale Development: Reliability & Validity**

10:40am - 12:00pm Hawaii Convention Center: Room 323A

*Chair:* **Kevin Carlson**, Virginia Polytechnic Institute

*Discussants:* **Lisa Schurer Lambert**, Georgia State U.; **Timothy Hinkin**, Cornell U.

Measurement and Validity Characteristics of a Knowledge Strategy Orientation Scale | **Brian Keith Miller**, Texas State U., San Marcos; **Paul Bierly**, James Madison U.; **Paula S Daly**, James Madison U.

The Structural, Convergent, Discriminant and Incremental Validity of the MSCEIT?V2.0 | **Joseph Charles Rode**, Miami U., Ohio; **Christine H Mooney**, Indiana U.; **Janet P Near**, Indiana U.

🗨️ The Protestant American Work Ethic Revisited: Changing Ethic or Changing Measures? | **Thomas D Taber**, U. of Albany, SUNY; **Melissa Janine Mann**, U. of Albany, SUNY  
Further Validation of the Bolino and Turnley Impression Management Scale | **K. Michele Kacmar**, U. of Alabama; **Ken Harris**, Bradley U.; **Brian Nagy**, U. of Alabama

**602** 🗨️ 🗨️: (SIM) **Visions for Ethics in the Next Century: Developments in Ethical and Unethical Behavior**

10:40am - 12:00pm Sheraton Waikiki Beach: Niihau Room

*Chairs:* **Elizabeth Eve Umphress**, Texas A&M U.; **John B. Bingham**, Brigham Young U.

*Discussant:* **Linda K Trevino**, Pennsylvania State U.

Be Careful What You Wish For: Goals Influencing Ethical Behavior in Organizations | **Elizabeth Eve Umphress**, Texas A&M U.; **Kelly E. See**, U. of Pennsylvania; **Adam Barsky**, U. of Melbourne; **Celile Itir Gogus**, Texas A&M U.; **Run Ren**, Texas A&M U.; **Aneika L Simmons**, Texas A&M U., College Station  
Unsportsmanlike Conduct: The Role of Goals in Motivating Penalties and Injuries in Professional Foot | **Maurice Schweitzer**, U. of Pennsylvania; **Lisa Ordonez**, U. of Arizona  
Misrepresentation in the Name of Self or Group: Effects of Ingroup-Outgroup Distinctions for Individ | **Katherina Glac**, U. of Pennsylvania; **Danielle E. Warren**, Rutgers U.; **Chao Chen**, Rutgers U.

Moral Disengagement and Social Identification: When Does Being Similar Result in Harm-Doing? | **Michelle K Duffy**, U. of Kentucky; **Bennett J. Tepper**, U. of North Carolina, Charlotte; **Americus Reed**, U. of Pennsylvania

**603** 🗨️ JS: (SIM, IM) **Cascading Arenas: A Multilevel/Stakeholder Perspective on Issue of Genetically Modified Organisms**

10:40am - 12:00pm Sheraton Waikiki Beach: Oahu Room

*Organizer:* **John F Mahon**, U. of Maine

Towards a New Framework for Issue Analysis and Resolution: Cascading Arenas | **John F Mahon**, U. of Maine  
Cascading Arenas and Genetic Modification: The European Case | **Pursej Heugens**, Utrecht U.

Cascading Arenas and Genetic Modification: The U.S. Case | **Stephanie Welcomer**, U. of Maine; **John F Mahon**, U. of Maine  
 Cascading Arenas of Resolution: Managerial Implications | **Jennifer J Griffin**, George Washington U.; **Richard McGowan**, Boston College

**604** (Paper Session) - (TIM) **Information Technology Management & Strategy**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - TIM 1

Presented on panels 61-64

Impact of Internet Strategy Announcements: An Event Study Analysis | **Anna M. Dempster**, Birkbeck College, U. of London

A New Vision of Innovation Management: Towards an Integrated Paradigm | **Ping Lan**, U. of Alaska, Fairbanks

Intraorganizational Diffusion of ICT: Antecedents and Consequences | **Paulina Papastathopoulou**, Athens U. of Economics and Business; **George Avlonitis**, Athens U. of Economics and Business; **Nikolaos Panagopoulos**, Athens U. of Economics and Business

Virtual Health Care Infrastructures: Telecommunications, the Internet and Grid Computing | **Ann Séror**, U. Laval

**605** (Paper Session) - (TIM) **Intellectual Property**

10:40am - 12:00pm Hawaii Convention Center: Room 304B

Chair: **Gina Dokko**, New York U.

Discussant: **Joel West**, San Jose State U.

Motivations and Incentives for Patenting within Universities: A Survey of Italian Inventors | **Nicola Baldini**, U. of Bologna; **Rosa Grimaldi**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna  
 Patent Informatics for Patent Thicket Detection: A Network Analytic Approach for Patent Space | **Gavin Clarkson**, U. of Michigan, Ann Arbor

Do Firms Produce Better Quality Research with Greater Academic Collaboration? | **Kartik Kumaramangalam**, London School of Economics

**TIM Division Best Student Paper Award Finalist**

Academic Research, The Bayh-Dole Act and Firm Patenting | **Natarajan Balasubramanian**, U. of California, Los Angeles; **Mariko Sakakibara**, U. of California, Los Angeles

**606** (Paper Session) - (TIM) **Joint Knowledge Creation & Sharing**

10:40am - 12:00pm Hawaii Convention Center: Room 306A

Chair: **Anne W. Fuller**, Georgia Institute of Technology

Discussant: **David Hsu**, Wharton School

The Fragility of Knowledge Sharing: A Behavioral Approach | **Simon Gächter**, U. of St. Gallen; **Stefan Haefliger**, U. of St. Gallen; **Georg Von Krogh**, U. of St. Gallen

Collaborative Networks as Determinants of Knowledge Diffusion Patterns | **Jasjit Singh**, INSEAD

Collaborate for Knowledge Creation: An Empirical Investigation | **Zi-Lin He**, U. of Otago; **Deng Chen**, U. of Otago; **Min Deng**, National U. of Singapore

**607** (Paper Session) - (TIM) **Time to Market**

10:40am - 12:00pm Hawaii Convention Center: Room 307A

Chair: **Christian Loeffle**, U. of St. Gallen

Discussant: **Brent Goldfarb**, U. of Maryland

Uncertainty: Opportunity and Threat in New Product Development | **Jiyao Chen**, Stevens Institute of Technology; **Gary S. Lynn**, Stevens Institute of Technology  
 Firm Boundaries, Technological Relevance, and the Rate of Project Development | **Jerry W. Kim**, Harvard U.  
 Speeding Products to Markets: The Role of Technical and Commercial Knowledge | **Christina Elisabeth Wyss**, U. of St. Gallen  
 How Do Firms Obtain and Retain Their Dominant Position? | **John M de Figueiredo**, Princeton U.; **Margaret K Kyle**, Duke U.

**Monday 11:00AM**

**608** (ICW) **Journal of Organizational Behavior Editorial Board Meeting**

11:00am - 12:00pm Sheraton Waikiki Beach: Akaka Falls/lao Needle Room

Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

**Monday 12:00PM**

**609** (ICW) **Journal of Organizational Behavior Luncheon**

12:00pm - 2:00pm Sheraton Waikiki Beach: Akaka Falls/lao Needle Room

Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

**Monday 12:20PM**

**610** (AAS) **A Role for Organizations in Sustainable Peace? A New Vision for Management in the 21st Century**

12:20pm - 2:10pm Hawaii Convention Center: Room 312

Organizers: **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor;

**Frances J Milliken**, New York U.

Discussant: **Andre L Delbecq**, Santa Clara U.

The Role of Business in Fostering Peace: A Plan for Action | **Timothy L. Fort**, U. of Michigan; **Cindy A. Schipani**, U. of Michigan, Ann Arbor

The Influence of Organizational Leadership and Employee Voice on Peace | **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor

Facilitating Community Engagement: The Role of Organizational "Voice" Practices | **Frances J Milliken**, New York U.; **Naomi B. Rothman**, New York U.

**611** (AAS) **New Perspectives on Cross-Cultural Approaches to Management**

12:20pm - 2:10pm Hawaii Convention Center: Room 313A

Facilitator: **Detelin S Elenkov**, U. of Tennessee, Knoxville

Taking Positivity Across Cultures: Investing in Psychological Capital | **Fred Luthans**, U. of Nebraska, Lincoln

The Quest for a New Paradigm of International Leadership | **Fons Trompenaars**, Trompenaars Hampden-Turner; Radboud U.; Free U., Brussels; **Peter Woolliams**, Anglia U.

Beyond Cultural Distance: Cross-Cultural Research in a Global Economy | **Oded Shenkar**, Ohio State U.

Managing the Cultural Kaleidoscope | **Lena Zander**, Stockholm School of Economics

Environmental Scanning, Cultural Intelligence, and Effective Strategic Decision-making in the 21st C | **Detelin S Elenkov**, U. of Tennessee, Knoxville

*Presenters:* **Arie Y. Lewin**, Duke U.; **David A Thomas**, Harvard U.

**612** 🗨️: (AAS) **The Future of Diversity Research: Applying Ourselves to New Challenges for the 21st Century**

12:20pm - 2:10pm Hawaii Convention Center: Room 315

*Organizers:* **Susan L Kirby**, Texas State U.; **Judith A Clair**, Boston College

*Chair:* **Joy E. Beatty**, U. of Michigan, Dearborn

*Discussant:* **Judith A Clair**, Boston College

*Presenters:* **Gary N. Powell**, U. of Connecticut; **Robin Ely**, Harvard U.; **Jeffrey T. Polzer**, Harvard U.; **Alison M. Konrad**, U. of Western Ontario

**613** 🗨️: (AAS) **Visions of Management in a Warming World: A Critical Challenge for the 21st Century**

12:20pm - 2:10pm Hawaii Convention Center: Room 316B

*Chair:* **Barbara A. Ribbens**, Western Illinois U.

Managing Climate Risks in the 21st Century: Challenges and Opportunities | **Eileen Shea**, East West Center

The Ethical Challenges of Climate Change | **Gordon P. Rands**, Western Illinois U.; **Barbara A. Ribbens**, Western Illinois U.; **William J. Maakestad**, Western Illinois U.

The Global Governance of Greenhouse Gas Emissions: A Political Economy Approach | **David Levy**, U. of Massachusetts, Boston

Strategic Management Implications of Global Warming: Market Strategies for Climate Change | **Jonatan Pinkse**, U. of Amsterdam; **Ans Kolk**, U. of Amsterdam

**614** 🗨️: (Paper Session) - (BPS) **Knowledge Strategy**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 1

*Presented on panels 21-25*

🗨️ The Role of Firms' Knowledge Strategies in Developing Deep and Broad Knowledge | **Justin J.P. Jansen**, Erasmus U.; **Raymond Van Wijk**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

➔ 🗨️ Exploration through Exploitation in International Product Development: A Case of Japanese Automakers | **Yasuo Sugiyama**, Kyoto U.

🗨️ Learning, Sense Making, Action and Performance: A Test of Choo's Theory of the Knowing Organization | **Terrence C. Sebora**, U. of Nebraska, Lincoln; **Jan Hansen**, Benedictine College

**615** 🗨️: (Paper Session) - (BPS) **Vertical and Horizontal Integration**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 2

*Presented on panels 26-30*

🗨️ Understanding Complex Industries as Systems | **Margaret Dalziel**, U. of Ottawa

🗨️ A longitudinal analysis of the service-profit chain | **J Bruce Tracey**, Cornell U.; **David A. Dittman**, Cornell U.; **Gordon S. Potter**, Cornell U.

🗨️ Rethinking Traditional Value Chain Logic | **Angelina Zubac**, U. of Adelaide; **Graham Hubbard**, U. of Adelaide; **Lester Johnson**, U. of Melbourne

🗨️ A Meta-Analytic Review of Vertical Integration: Synthesis of TCT and Capability Perspectives | **Weilei (Stone) Shi**, U. of Pittsburgh

🗨️ Vertical Strategies for Information Systems: Economic, Strategic and Political Determinants | **Emilio Alvarez**, U. of Complutense De Madrid

🗨️ An Inductive Model of Dyadic Relationships: Unveiling Transaction and Agency Issues | **Asda Chintakananda**, U. of North Carolina, Chapel Hill; **Anne York**, U. of Nebraska, Omaha; **Hugh O'Neill**, U. of North Carolina, Chapel Hill

**616** 🗨️: (Paper Session) - (BPS) **Equity Stakeholders and Value Creation**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 3

*Presented on panels 64-70*

🗨️ Strategies and Tactics for Overvalued and Undervalued Stock in Bull and Bear Markets | **Susan F. Storrud-Barnes**, Cleveland State U.; **Richard Reed**, Washington State U.

🗨️ Influencing Director Decision-Making: A Theory of Analyst Influence | **Gavin John Nicholson**, U. of Queensland; **Geoffrey Kiel**, U. of Queensland

🗨️ The Dynamics of Invisible-stakeholders' Legitimacy and New Firms Mortality in a Developing | **Tariq H. Malik**, Birkbeck College, U. of London

🗨️ Disentangling the Roles of Equity Market and Alliances in MA: The Valuation and Search Problems | **Jung-Chin Shen**, York U./INSEAD

🗨️ An Industry Approach in Explaining the Sources of Long-run Profitability of Mergers and Divestments | **Costas T Constantinou**, U. of Strathclyde; **Charalambos T Constantinou**, Edinburgh U.

🗨️ Are Shareholders Environmental "Laggards"? Corporate Governance and Environmental Firm Performance | **Carl J. Kock**, Instituto de Empresa; **Juan Santaló**, Instituto de Empresa

🗨️ Unpacking the Insiders: Family Firms in Crises | **Yue Maggie Zhou**, U. of Michigan; **Michael Jensen**, U. of Michigan

**617** : (Paper Session) - (BPS) **Perverse Effects of Incentive Compensation**

12:20pm - 2:10pm Hawaii Convention Center: Room 306B

*Chair:* **Josep A. Tribó**, U. of Carlos III Madrid

*Discussant:* **Edward Zajac**, Northwestern U.

Envy, Comparison Costs, and the Economic Theory of the Firm | **Todd Zenger**, Washington U.; **Jack A Nickerson**, Washington U.

🗨️ Financial Misrepresentation, Executive Compensation, and Firm Performance: An Empirical Study | **Jared D. Harris**, U. of Minnesota; **Philip Bromiley**, U. of Minnesota

The Effect of Managerial Escalation Bias on Employee Incentives | **Heli Wang**, Hong Kong U. of Science and Technology

Do Institutions Notice Good Governance? | **Karen Schnatterly**, U. of Minnesota; **Scott G. Johnson**, Oklahoma State U.

**618** : (Paper Session) - (BPS) **Learning in Alliances**

12:20pm - 2:10pm Hawaii Convention Center: Room 307B

*Chair:* **Zachary Sheaffer**, Open U., Israel

*Discussant:* **Olav Sorenson**, London Business School

Opportunism and Alliance Termination: To Err is Human, to Forgive Divine | **Steven E Phelan**, U. of Nevada, Las Vegas; **Darryl A. Seale**, U. of Nevada, Las Vegas

Joint Contribution of Network Structure and Partner Knowledge Attributes on Innovation Performance | **Emery Yao**, U. of Kentucky; **Susan McEvily**, U. of Pittsburgh

Technological Core Transformation through Collaboration: Exploration and Exploitation Alliances | **Frank T. Rothaermel**, Georgia Institute of Technology; **J Hagedoorn**, Maastricht U.; **Nadine Roijackers**, Eindhoven U. of Technology

Balancing Exploration and Exploitation in Alliance Formation: A Multidimensional Perspective | **Dovev Lavie**, U. of Texas, Austin; **Lori Rosenkopf**, U. of Pennsylvania

**619 : (Paper Session) - (BPS) Building Capabilities in Emerging and Transitioning Markets**

12:20pm - 2:10pm Hawaii Convention Center: Room 308A

Chair: **Michael Provance**, U. of Maryland

Discussant: **Sumit Majumdar**, U. of Texas, Dallas

→ **Competitive Advantage in Transition Economies:**

Exploring Organizational Capacity for Change | **William Q Judge**, U. of Tennessee; **Irina Naoumova**, U. of Tennessee; **Thomas J Douglas**, Clemson U.; **Nadejda Koutsevol**, Kazan State U.

→ How and When Do Business Groups Create Value in Emerging Economies? | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Hongjin Zhu**, National U. of Singapore

→ Institutional Changes and Corporate Governance Mechanisms in Transition Economies | **Son Anh Le**, Louisiana Tech U.; **Mark Kroll**, Louisiana Tech U.; **Bruce Walters**, Louisiana Tech U.

→ An Integrated Learning View of Services Firm Internationalization Trends in Emerging Markets | **Mason A Carpenter**, U. of Wisconsin, Madison; **Stewart R Miller**, U. of Texas, Austin

**620 : (Paper Session) - (BPS) Technology Diffusion and Innovation**

12:20pm - 2:10pm Hawaii Convention Center: Room 308B

Chair: **Jeffrey Furman**, Boston U.

Discussant: **Jeffrey Furman**, Boston U.

Knowledge Transfer in Vertical Alliances and the Consequences for Competitive Advantage | **Luiz F. Mesquita**, Arizona State U.; **Jaideep Anand**, Ohio State U.

→ Unbundling Competitive Heterogeneity: Incentive Structures & Capability Influences on Innovation | **Michael J Leiblein**, Ohio State U.; **Tammy L. Madsen**, Santa Clara U.

Resource-Based and Network-Based Motives for Technology Licensing: An Exploratory Study | **Jorge Walter**, New York U.; **Melissa Schilling**, New York U.

**621 : (Paper Session) - (BPS) Creating Options: Learning from Prior Deals**

12:20pm - 2:10pm Hawaii Convention Center: Room 309

Chair: **Qing Cao**, U. of Maryland

Discussant: **Laurence Capron**, INSEAD

Adverse Selection in Acquisitions of New Ventures: The Roles of Alliances and IPOs in M&A Design | **Jeffrey J. Reuer**, U.

of North Carolina, Chapel Hill; **Roberto Ragozzino**, U. of Central Florida

→ Where Do Alliances Come From? The Effects of Upper Echelons on Alliance Formation | **Jerry W. Kim**, Harvard U.; **Monica Higgins**, Harvard U.

→ An Empirical Study of Industry Predictors of the “Merger versus Alliance” Decision | **Xiaoli Yin**, Purdue U.; **Mark Shanley**, Purdue U.; **Mina Lee**, Purdue U.

**622 : (BPS) Rent Appropriation vs. Rent Creation: A Dialogue within the Resource-Based View**

12:20pm - 2:10pm Hawaii Convention Center: Room 313B

Chairs: **William S Hesterly**, U. of Utah; **Aya S. Chacar**, Florida International U.

What is Competitive Advantage in a Multi-Stakeholder, Inter-temporal World? | **Russell Coff**, Emory U.

Measuring the Distribution of Value Among Stakeholders of the Firm | **Marvin B Lieberman**, U. of California, Los Angeles  
Re-Conceptualizing Competitive Advantage: Value By Whom and For Whom? | **Teppo Felin**, Emory U.

Institutional Settings and Rent Appropriation by Knowledge-Based Employees: The Case of Major League | **William S Hesterly**, U. of Utah; **Aya S. Chacar**, Florida International U.  
Value Creation and Appropriation and the Role of Social Embeddedness | **Peter Moran**, London Business School

**623 : (CAR, GDO, HR) Work & Family: An International and Interdisciplinary Perspective**

12:20pm - 2:10pm Hawaii Convention Center: Room 319A

Chairs: **Ayala Malach Pines**, Ben-Gurion U., Negev; **Leslie B. Hammer**, Portland State U.

Major Findings from the Study of Working Couples Caring for Children and Aging | **Leslie B. Hammer**, Portland State U.; **Margaret Neal**, Portland State U.

A Two-Nation Study of Social Support and Work-Family Conflict | **Margarita Shafiro**, Portland State U.; **Nisreen Pedhiwala**, Portland State U.; **Ayala Malach Pines**, Ben-Gurion U., Negev; **Leslie B. Hammer**, Portland State U.

A Cross-Cultural Comparison of Work-Family Conflict: U.S. versus Brazil | **Eileen Kwesiga**, U. of Texas, Arlington; **Wendy J. Casper**, U. of Texas, Arlington; **Amy Taylor-Bianco**, Ohio U.; **Lilian Kandikjan**, Ohio U.

Love and Work: Unconscious Choices & Relationship to Burnout | **Ayala Malach Pines**, Ben-Gurion U., Negev  
Speakers: **Margarita Shafiro**, Portland State U.; **Eileen Kwesiga**, U. of Texas, Arlington

Participants: **Margaret Neal**, Portland State U.; **Wendy J. Casper**, U. of Texas, Arlington; **Amy Taylor-Bianco**, Ohio U.; **Lilian Kandikjan**, Ohio U.; **Nisreen Pedhiwala**, Portland State U.

**624 : (CM, OB) Healing, Forgiving, and Resolving Conflicts in the 21st Century**

12:20pm - 2:10pm Hawaii Convention Center: Room 318B

Chairs: **Laurie J Barclay**, U. of British Columbia; **Daniel Skarlicki**, U. of British Columbia

Discussant: **Rebecca J Bennett**, Louisiana Tech U.

The Role of Morality in Mediated Disputes at Work: A Justice Perspective | **Barry M Goldman**, U. of Arizona; **Debra L.**

**Shapiro**, U. of Maryland; **Russell Cropanzano**, U. of Arizona; **Jaewon Ko**, U. of Arizona; **Sherry M Thatcher**, U. of Arizona  
 Personality and Status Variables as Predictors of  
 Revenge/Forgiveness in Organizations | **Karl Aquino**, U. of  
 Delaware; **Kristin Byron**, Rochester Institute of Technology;  
**Rebecca J Bennett**, Louisiana Tech U.; **Scott C. Douglas**,  
 Binghamton U.

Healing the Wounds of Injustice: The Effectiveness of Writing  
 Interventions | **Laurie J Barclay**, U. of British Columbia; **Daniel  
 Skarlicki**, U. of British Columbia

Sensemaking as Healing | **Sally Maitlis**, U. of British Columbia  
*Participants:* **Daniel Skarlicki**, U. of British Columbia; **Laurie J  
 Barclay**, U. of British Columbia; **Karl Aquino**, U. of Delaware;  
**Kristin Byron**, Rochester Institute of Technology; **Rebecca J  
 Bennett**, Louisiana Tech U.; **Scott C. Douglas**, Binghamton U.;  
**Barry M Goldman**, U. of Arizona; **Russell Cropanzano**, U. of  
 Arizona; **Debra L. Shapiro**, U. of Maryland; **Jaewon Ko**, U. of  
 Arizona; **Sherry M Thatcher**, U. of Arizona; **Sally Maitlis**, U. of  
 British Columbia

**625** → (CMS) **Studying Identity in the 21st Century:  
 Learning from Different Approaches**

12:20pm - 2:10pm Sheraton Waikiki Beach: Hilo Room

*Organizers:* **Robyn Thomas**, Cardiff U.; **Cynthia Hardy**, Melbourne  
 U.

*Chair:* **Linda L. Putnam**, Texas A&M U.

Changes in Aged Care: The Contributions of Identity Theory |  
**Leisa D. Sargent**, U. of Melbourne; **Belinda C. Allen**, U. of  
 Melbourne

Using Discourse Analysis to Study Identity | **Susan Ainsworth**,  
 Sydney U.; **Cynthia Hardy**, Melbourne U.

Exploring Identity Work in Practice | **Mats G Alvesson**, Lund U.;  
**Dan Karreman**, Lund U.; **Stefan Sveningsson**, Lund U.

Cross-cultural Issues in the Reflexive Study of Identities |  
**Robyn Thomas**, Cardiff U.; **Janne Tienari**, Lappeenranta U. of  
 Technology; **Susan Merilainen**, Helsinki School of Economics;  
**Annette Davies**, Cardiff U.

*Participants:* **Cynthia Hardy**, Melbourne U.; **Dan Karreman**, Lund  
 U.; **Annette Davies**, Cardiff U.; **Belinda C. Allen**, U. of Melbourne;  
**Stefan Sveningsson**, Lund U.; **Susan Ainsworth**, Sydney U.;  
**Susan Merilainen**, Helsinki School of Economics; **Janne Tienari**,  
 Lappeenranta U. of Technology; **Leisa D. Sargent**, U. of  
 Melbourne; **Mats G Alvesson**, Lund U.; **Robyn Thomas**, Cardiff U.

**626** → (CMS) **Globalization, Multinationals and Work**

12:20pm - 2:10pm Sheraton Waikiki Beach: Honolulu Room

*Organizer:* **Steve Frenkel**, Australian Graduate School of  
 Management

*Chair:* **Steve Frenkel**, Australian Graduate School of Management

Globalization of Business Services: Outsourcing of  
 Processes, Functions and Labor | **Mari Sako**, Oxford U.

Globalization at Work: Business Process Outsourcing,  
 Software Services Exports and Labor Market Dev | **Sarosh  
 Kuruville**, Cornell U.; **Christopher Erickson**, U. of California,  
 Los Angeles

New Business Models for the 21st Century: Identifying  
 Sources of Variation in Business Strategies of | **David  
 Finegold**, KGI; **Gurinder Shahi**, USC; **Divya Shahi**, KGI

Towards a Political Economy of the Multinational Company |  
**Jacques Belanger**, U. Laval; **Paul Edwards**, U. of Warwick  
 Towards A Theory of Dominant Interests, Globalization and  
 Work | **Steve Frenkel**, Australian Graduate School of  
 Management

**627** → (Paper Session) - (ENT) **Interorganizational  
 Linkages & Entrepreneurial Learning**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ENT 1

*Presented on panels 51-54*

Entrepreneurial Learning in Academic Spin-Offs: A  
 Business Model Perspective. | **Stefan A. Sanz-Velasco**,  
 Chalmers U. of Technology; **Rögnvaldur J Saemundsson**,  
 Reykjavik U.

A Praxeological and Theoretical-Fit Approach to  
 Understanding the University Tech Transfer Process |  
**Robert Leslie Phillips**, Texas Tech U.; **Keith Brigham**, Texas  
 Tech U.

The Entrepreneurial Firm's Knowledge Acquisition from a  
 University Linked Business Incubator | **Nareatha L.  
 Studdard**, Arkansas State U.

Knowledge Acquisition and Leakage in Interfirm  
 Relationships involving New Technology Based Firms. |  
**Hamieda Parker**, U. of Cape Town

**628** : (ENT) **"If the 'Smart Money' Was So Smart...":  
 Making Decisions in Contemporary Venture Capital**

12:20pm - 2:10pm Hawaii Convention Center: Room 301B

Venture capitalists' decision policies across three countries:  
 An institutional theory perspective | **Andrew Zacharakis**,  
 Babson College; **Jeffery S. McMullen**, Baylor U.; **Dean  
 Shepherd**, Indiana U.

Effects of board processes on decision quality in venture  
 capital-backed firms | **M Audrey Korsgaard**, U. of South  
 Carolina; **Daniel P Forbes**, U. of Minnesota; **Harry J Sapienza**,  
 U. of Minnesota

When do venture capitalists make a difference? The export  
 intensity of VC-backed companies | **Andy Lockett**, U. of  
 Nottingham

Management team expertise & VC investments in uncertain  
 markets: The roles of reputation & status | **Dimo P. Dimov**,  
 Instituto de Empresa; **Dean Shepherd**, Indiana U.

*Participants:* **Harry J Sapienza**, U. of Minnesota; **M Audrey  
 Korsgaard**, U. of South Carolina; **Andrew Zacharakis**, Babson  
 College; **Jeffery S. McMullen**, Baylor U.; **Dean Shepherd**, Indiana  
 U.; **Andy Lockett**, U. of Nottingham; **Dimo P. Dimov**, Instituto de  
 Empresa

**629** : (Paper Session) - (ENT) **Entrepreneurial Opportunity  
 Recognition**

12:20pm - 2:10pm Hawaii Convention Center: Room 303A

*Chair:* **Natalia Weisz**, IAE Business School - U. Austral  
 Prior Knowledge, Bisociative Mode of Thinking and  
 Entrepreneurial Opportunity Identification | **Stephen Ko**,  
 Hong Kong Polytechnic U.; **John E Butler**, Hong Kong  
 Polytechnic U.

An Integrative Model of Opportunity Recognition | **Diane  
 McMeekin Sullivan**, U. of Central Florida

The role of gender and prior knowledge in opportunity identification | **Dawn DeTienne**, Utah State U.; **Gaylen N Chandler**, Utah State U.

→ Business Systems, Cultural Values and Entrepreneurial Cognitions: A Partial Least Squares Model | **Sun Kyu (Dominic) Lim**, U. of Western Ontario; **Eric A. Morse**, U. of Western Ontario

**630 : (Paper Session) - (GDO) Similarity and Diversity: Real or Imagined Implications for Group Performance?**

12:20pm - 2:10pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: **Lori Homer**, U. of Washington

👁️ The Effects of Racial Diversity on Group Performance: Freeing Reality from Perception | **Brian Joseph O'Leary**, U. of Tennessee, Chattanooga

→ Affective Climate and Reactions to Conflict in Culturally Heterogeneous Workgroups | **Oluremi B. Ayoko**, U. of Queensland; **Charmine Hartel**, Deakin U.; **Victor J. Callan**, U. of Queensland

👁️ Workgroup Demography and Group Performance: The Moderating Effect of Leader-Member Exchange | **Marcus Stewart**, Bentley College; **Olenda E Johnson**, North Carolina A&T State U.

**Harlow Award Nominee**

When a Demanding Boss Meets a Demanding Subordinate: The Effect of Growth-need Strength Similarity | **Xu Huang**, Hong Kong Polytechnic U.; **Joyce Iun**, PolyU

**631 🗣️JS: (GDO, CAR) Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees**

12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 1

Chairs: **Kyra Sutton**, Ohio State U.; **Linda M. Dunn-Jensen**, New York U.

Discussant: **Linda K. Stroh**, Loyola U. Chicago

Beyond Work-Life Policies: Work Practices As Barriers And Potential Support To Work Life Integration | **Susan Lewis**, Manchester Metropolitan U.; **Cary L. Cooper**, Lancaster U.

What? You're Leaving at 9:00PM? The Role of Managerial Beliefs on Work-Family Conflict | **Linda M. Dunn-Jensen**, New York U.

Work-family Conflict in Low-Income Systems: The Critical Role of Parent-Provider Relationships | **Shaun Pichler**, Michigan State U.; **Ellen E. Kossek**, Michigan State U.; **Darrell Meece**, Michigan State U.; **Marguerite E. Barratt**, National Science Foundation

Are Working Parents using Organizational Networks to Mobilize Their Careers or for Social Support? | **Kyra Sutton**, Ohio State U.

Understanding the Work-Family Interface: The Role of Dispositional vs. Situational Sources of Control | **Jeanine K. Andreassi**, Baruch College; **Cynthia A. Thompson**, Baruch College, CUNY

Participants: **Jeanine K. Andreassi**, Baruch College; **Marguerite E. Barratt**, National Science Foundation; **Cary L. Cooper**, Lancaster U.; **Ellen E. Kossek**, Michigan State U.; **Susan Lewis**, Manchester Metropolitan U.; **Darrell Meece**, Michigan State U.; **Shaun Pichler**, Michigan State U.; **Cynthia A. Thompson**, Baruch College, CUNY

**632 👁️: (Paper Session) - (HCM) Understanding and Improving Clinical Interactions**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - HCM 1

Presented on panels 71-73

👁️ Understanding Mental Health Treatment in Primary Care with Patient-Physician Interaction Data | **Ming Tai-Seale**, Texas A&M U.

👁️ Women's Health Issues: A Case Study in Setting Priorities | **Peter M Ginter**, U. of Alabama, Birmingham; **W Jack Duncan**, U. of Alabama, Birmingham; **Martha Slay Wingate**, U. of Alabama, Birmingham

👁️ Improving Clinical Practice Through Pay-For-Performance: Barriers, Facilitators, and Consequences. | **Stephen O'Connor**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

**633 👁️: (Paper Session) - (HCM) A View from Above: Understanding Organizations and their Environment**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - HCM 2

Presented on panels 74-77

👁️ Benefiting from Networks by Occupying Central Positions: The Case of Taiwan Healthcare Industry | **Tzu-Ju Ann Peng**, Providence U.; **Fang-Yi Lo**, National Chenchi U.; **Chin-Shien Lin**, National Chung Hsing U.; **Chow-Ming Joseph Yu**, National Chenchi U.

👁️ Boundary of Agency Predictions of Physicians & Hospital's Outcomes: One of Medical Centers in Taiwan | **Hsiu-Ling Wang**, Kaohsiung Medical U, Chung-Ho Memorial Hospital, I-Shou U

👁️ An Exploratory Study of Healthcare Strategic Planning in Two Metropolitan Areas | **James W Begun**, U. of Minnesota; **Amer Kaissi**, Trinity U.

👁️ The Benefits of Organizational Alignment: An Exploratory Investigation in Healthcare | **Duncan Dickson**, U. of Central Florida; **Robert C Ford**, U. of Central Florida; **Myron D Fottler**, U. of Central Florida; **Kenneth Bradley**, Winter Park Memorial Hospital; **Lee Johnson**, Florida Hospital

**634 : (Paper Session) - (HCM) Positive Work Practices to Improve Commitment Among Health Care Employees**

12:20pm - 2:10pm Sheraton Waikiki Beach: Waianae Room

Presiding: **Trish Reay**, U. of Alberta

Chair: **Myron D Fottler**, U. of Central Florida

👁️ Preventing Burnout: The Effects of LMX and Mentoring on Socialization, Role Stress, and Burnout | **Christopher H. Thomas**, U. of Georgia

Job Demands, Burnout, and Turnover Intent Among Nursing Assistants: Mediating and Moderating Effects | **Jose Proenca**, Widener U.; **Caryl Carpenter**, Widener U.; **Beryl Goldman**, Kendal Corp.

👁️ The Moderating Effect of Procedural Fairness in Standardizing Professional Work | **Seok Woo Kwon**, U. of Kentucky

**Winner of HCM Division Best Paper Based on a Dissertation Award**

👁️ Leadership Inclusiveness and Professional Status on Psychological Safety and Learning in Care Teams | **Ingrid M. Nembhard**, Harvard U.; **Amy C. Edmondson**, Harvard U.



**635 : (Paper Session) - (HR) Antecedents of Work and Contextual Performance**

12:20pm - 2:10pm Hawaii Convention Center: Room 322A

Chair: **Gary C McMahan**, U. of Texas, ArlingtonInteractive Effects of Perceived Organizational Support and General Mental Ability on Performance | **L A Witt**, U. of New Orleans

- The “Dark Side” of Self-Monitoring: Engaging in Counterproductive Behaviors at Work | **Laura Parks**, U. of Iowa; **Michael K Mount**, U. of Iowa
- Emotional Intelligence Abilities, Personality and Workplace Performance | **R. D. Shaffer**, Hong Kong Polytechnic U.; **Margaret A Shaffer**, Hong Kong Baptist U.

Differentiating the Antecedents of OCBO and OCBI: A Multiple Commitments and Justice Framework | **James J Lavelle**, U. of Texas, Arlington; **Mary Konovsky**, Tulane U.; **Joel Brockner**, Columbia U.Effective Leadership Enables Conscientious Workers To Perform Effectively | **L A Witt**, U. of New Orleans**636 🗣️: (HR) Fourth HR Division Town Hall Meeting: Is the Field of HRM Advancing as a Science?**

12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 4

Keynote Speakers: **Sara L Rynes**, U. of Iowa; **Robert L Dipboye**, U. of Central FloridaChairs: **Dianna L. Stone**, U. of Central Florida; **Richard J Klimoski**, George Mason U.Facilitators: **John W Boudreau**, U. of Southern California; **Wayne F. Cascio**, U. of Colorado, Denver; **Debra Cohen**, Society for Human Resource Management; **Diana L Deadrick**, Old Dominion U.; **Rodger W Griffith**, U. of New Orleans; **John R Hollenbeck**, Michigan State U.; **K. Michele Kacmar**, U. of Alabama; **Gary P Latham**, U. of Toronto; **Thomas W. Lee**, U. of Washington; **Joseph J Martocchio**, U. of Illinois, Urbana-Champaign; **Lynn Shore**, San Diego State U.; **Scott A Snell**, Cornell U.; **Lois Tetrick**, George Mason U.; **Mary R. Watson**, New School U.; **Theresa M. Welbourne**, U. of Michigan; **Sheldon Zedeck**, U. of California, BerkeleyCoordinators: **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Tangela Nichole Phillips**, U. of Central Florida; **Linda C. Isenhour**, U. of Central Florida; **Diana S. Navas**, U. of Central Florida**637 🗣️JS: (HR, CAR) Taking Triads Seriously: New Perspectives on Labor Market Intermediaries**

12:20pm - 2:10pm Hawaii Convention Center: Room 319B

Chair: **Emilio J. Castilla**, U. of PennsylvaniaA Servant of Two Masters: Towards a Theory of Triadic Employment Relationships | **Matthew J. Bidwell**, INSEAD; **Isabel Fernandez-Mateo**, London Business SchoolMarket Mediating Organizations: The Case of Technical Staffing Firms | **Stephen Barley**, Stanford U.; **Gideon Kunda**, Tel Aviv U.The Consequences of Market Tie Dissolution for the Mobility of Professional Service Firm Managers | **Joseph P. Broschak**, U. of Illinois, Urbana-Champaign

Network Ownership and Business Development in

Established Firms | **Bjorn Lovas**, London Business School;**Michelle A. Rogan**, London Business SchoolParticipants: **Isabel Fernandez-Mateo**, London Business School; **Matthew J. Bidwell**, INSEAD; **Stephen Barley**, Stanford U.; **Gideon Kunda**, Tel Aviv U.; **Joseph P. Broschak**, U. of Illinois, Urbana-Champaign; **Bjorn Lovas**, London Business School; **Michelle A. Rogan**, London Business School**638 👁️: (Paper Session) - (IM) International JVs, Alliances, and Acquisitions**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - IM 1

Presented on panels 1-12

- 👁️ Repetition of Foreign Market Entry Forms: Managerial and Organizational Drivers | **Elie Matta**, HEC Paris; **Paul Beamish**, U. of Western Ontario
- ➔ 👁️ Duality in Theoretical and Methodological Approaches to the Model of Foreign Entry Modes | **Lyubov A. Bogun**, Odessa Institute of Entrepreneurship and Law
- 👁️ International Agent Performance: HQ-Agent Relations, Inter-Agent Relations and Global Capabilities | **William Newbury**, Rutgers U.; **Huiping Li**, Rutgers U.
- ➔ 👁️ A Danish Company Goes to Brazil | **Robson Rocha**, Copenhagen Business School
- 👁️ Reexamining Joint Ventures: Transaction Cost, Real Option, and the Choice of Entry Strategy | **Shih-Fen S. Chen**, Brandeis U.
- ➔ 👁️ Number of Partners and JV Performance: The Role of Social Capital: A TCE and RBV Perspective | **Nikhil Celly**, U. of Western Ontario
- ➔ 👁️ An Integrative Model about Control and Cooperation in International Strategic Alliances | **James Woodley**, U. of North Carolina, Greensboro
- ➔ 👁️ An Assessment of Process Theory and Alliance Research: Towards A Framework For Discourse | **Theodore Andrew Khoury**, U. of Texas, Dallas
- ➔ 👁️ Trust and Control Paradox and Alliance Stability in International Business Alliances | **Refik Culpan**, Pennsylvania State U., Harrisburg
- ➔ 👁️ International Acquisitions and the Internal Boundaries of the Firm: Enabling Rapid Foreign Expansion | **Mario Schijven**, Tilburg U.
- ➔ 👁️ Spanning the Global Network: Cross-Border Acquisitions, the MNE and Market Knowledge Spillovers | **J. Muir Macpherson**, U. of Texas, Austin
- ➔ 👁️ IM&A Performance, HR Practices and Acquirer Nationality: An Exploratory Study of Forgotten Factors | **Yaakov Weber**, College of Management, Israel; **Dalia Rachman-Moore**, College of Management, Israel

**639 : (Paper Session) - (IM) Cultural Distance Revisited**

12:20pm - 2:10pm Hawaii Convention Center: Room 304A

Chair: **Afzalur Rahim**, Center for Advanced Study in ManagementDiscussant: **David A Ralston**, U. of Oklahoma

- ➔ Cultural Distance Reexamined: The GLOBE Index of Cultural Distance and Cross-Cultural Adjustment | **Klaus J.**

**Templer**, Nanyang Technological U.; **Anand N Chandrasekar**, Nanyang Technological U.

- Cross-Cultural Differences and Dynamics of Cultures over Time: Meta-Analysis of Hofstede's Taxonomy | **Vas Taras**, U. of Calgary; **Piers Steel**, U. of Calgary
- New Paradoxes of Management: between Global Leadership and Cultural Specificity | **Silvio Carlos Arduini**, SDA Bocconi U.; **Giuseppe Delmestri**, Bergamo U.
- Do Firms Change the Distances Between Countries, or are the Firms Distances Changed? | **Jessica Lindbergh**, Uppsala U.

**640 : (Paper Session) - (IM) Location and International Competitiveness**

12:20pm - 2:10pm Hawaii Convention Center: Room 305A

*Chair:* **Ayesha Malhotra**, St. Louis U.

*Discussant:* **Ivo Zander**, Uppsala U.

- Does it Matter Where They Are? The Geographic Location of Countries and MNE Location Choices | **Lilach Nachum**, Baruch College, CUNY; **Srilata Zaheer**, U. of Minnesota
- Location Decisions of Spanish MNEs: An Analysis Based on the Investment Development Path | **Jose Ignacio Galan Zazo**, Salamanca U.; **Javier González-Benito**, Salamanca U.; **José Angel Zúñiga-Vicente**, Rey Juan Carlos U.
- Understanding Industry Dethronement: Effects of National Context on Competitive Action | **Juha-Antti Lamberg**, Helsinki U. of Technology; **Juha S. Laurila**, Helsinki School of Economics; **Tomi Samuli Nokelainen**, Tampere U. of Technology
- Internationalization of Clusters and Competitiveness of Small Firms | **Maria Chiarvesio**, U. of Udine; **Eleonora Di Maria**, U. of Padova; **Stefano Micelli**, U. of Ca' Foscari of Venice
- External Entry and the Evolution of Industry Clusters in the Biotechnology Industry in Canada | **Dean A. Hennessy**, U. of Toronto

**Finalist--Doug Nigh Award**

**641 : (Paper Session) - (IM) Partner Selection and JV Performance**

12:20pm - 2:10pm Hawaii Convention Center: Room 305B

*Chair:* **Ilgaz T Arikan**, Georgia State U.

*Discussant:* **Charles Dhanraj**, Indiana U., Bloomington

- The Impact of Repeated Partnerships on Multinational Corporation Performance | **Anthony Goerzen**, U. of Victoria
- Performance of International Joint Venture: An Emphasis on Local Sales | **Yu-Ching Chiao**, National Changhua U. of Education; **Chwo-Ming Yu**, National Chengchi U., Taiwan
- Partner Selection For International Strategic Alliances In Emerging Economies | **Manuel Anibal Portugal Ferreira**, U. of Utah
- Resources and Equity Owned Joint Ventures: An Empirical Analysis Of Resources And Control | **Mehmet Demirbag**, Sheffield U.
- Partner Resource Asymmetry and IJV Survival | **Jane Lu**, Singapore Management U.; **Xufei Ma**, National U. of Singapore

**642 : (Paper Session) - (IP) Strategic Knowledge and Capabilities**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A1

*Facilitator:* **Vishal K. Gupta**, U. of Missouri, Columbia

- **BPS:** Managing Innovation-Driven Acquisitions: Contingent Effects of Integration Strategies on Performance | **Saikat Chaudhuri**, U. of Pennsylvania
- **BPS:** Achieving Successful Organizational Change through Knowledge Acquisition and Transfer | **Aldas Kriauciunas**, Purdue U.
- **BPS:** The Management Of Projects And Products In The New Economy: Lessons From Entertainment Industries | **Mark Lorenzen**, Copenhagen Business School; **Lars Frederiksen**, Copenhagen Business School
- **BPS:** Innovative Combinations: The Role of Endogeneity in the Analysis of Mergers and Innovation | **Ariel Y. Fishman**, Columbia U.
- **BPS:** Chronicity and Innovation as Responses to Environmental Disruptions | **Clay Dibrell**, Oregon State U.; **Peter Davis**, U. of Memphis; **Timothy N. Carroll**, Georgia Institute of Technology

**643 : (Paper Session) - (IP) Perspectives on Creating and Sharing Knowledge**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A2

*Facilitator:* **Michael J. Mol**, London Business School & U. of Reading

- **TIM:** Innovative University for the Knowledge Economy: Frederick Terman's Model | **Stephen B. Adams**, Salisbury U.
- **MOC:** Dual Organizational Identities in Outsourcing Organizations' KM Efforts: Benign? or Malign? | **Ravi Shankar Mayasandra Nagaraja**, National U. of Singapore
- **OB:** Are "Good Soldiers" also "Good Knowledge Sharers"? An Empirical Test of the Consequences of OCB | **Chi-Wei Liu**, I-Shou U./ Hungkuang Technology U.; **Fu-Sheng Tsai**, I-Shou U., Taiwan; **Pei-Wen Huang**, I-Shou U./ Cheng Shiu U.; **T.K. Peng**, I-Shou U., Taiwan
- **ENT:** Clusters, Knowledge Spillovers and New Venture Performance: An Empirical Examination | **Brett Anitra Gilbert**, Georgia State U.; **Patricia Phillips McDougall**, Indiana U.; **David Audretsch**, Indiana U., Bloomington
- **TIM:** Working with the Enemy: An Ethnographic Account of Local Conflicts in a Global Organization | **Galit Ailon**, Bar Ilan U.; **Gideon Kunda**, Tel Aviv U.

**644 : (Paper Session) - (IP) Critiques of Practice**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A3

*Facilitator:* **Akiko Kamimura**, U. of Michigan, Ann Arbor

- **HCM:** Coordination in a System of Care: The Initial Stage of a School-Based Implementation | **Sharon Topping**, U. of Southern Mississippi; **Loria Crowder-Brown**, Jackson State U.; **Brenda Scafidi**, Mississippi Department of Mental Health
- **HCM:** High Involvement Work Practices in Nursing Homes: Do they facilitate workplace change? | **Kent Rondeau**, U. of Alberta
- **OMT:** Coders' Relationships with Coded Organizations as Determinants of SIC Coding | **Jongtae Shin**, Columbia U.
- **MSR:** Workplace Spirituality: A Critical Relativist Perspective | **Tom W. Moore**, U. of Texas, Arlington

**645 : (Paper Session) - (IP) Current Issues in Organization Design**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Laura Dabbish**, Carnegie Mellon U.

🗂️🗨️**OCIS**: Managing Flexibility in Outsourcing | **Chengxun Tan**, Nanyang Technological U.; **Siew Kien Sia**, Nanyang Technological U.

🗨️**OMT**: The Quest for Interorganizational Reliability: Organizational Culture and Collaborative Capacity | **Stephanie Bertels**, U. of Calgary; **Frances E Bowen**, U. of Calgary; **Harrie Vredenburg**, U. of Calgary

**PNP**: Content Domain, Measurement, and Validity of the Red Tape Concept | **David H Coursey**, Florida State U.; **Sanjay K Pandey**, Rutgers U., Camden

**646 : (Paper Session) - (IP) Current Issues in Work Design**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Therese F Yaeger**, Benedictine U.

🗨️🗂️**PNP**: Intertwining Offline and Online Channels in Multi-Channel Public Service Delivery: A Case Study | **Calvin M. L. Chan**, National U. of Singapore

**OCIS**: To See and Not To See: Communicating and Representing Work in Multi-Level Authority Relationships | **Joao Cunha**, Massachusetts Institute of Technology

**PNP**: Serving Two Organizations in the Public Service Context: Consequences amongst Contract Employees | **Jacqueline Coyle-Shapiro**, London School of Economics; **Paula C Morrow**, Iowa State U.; **Ian Kessler**, U. of Oxford

🗨️**TIM**: Determinants of Innovation Process Structure: "Methodology Debates" in Software Development | **Robert D Austin**, Harvard U.; **Lee Devin**, Swarthmore College

**647 : (Paper Session) - (IP) Decision-Making**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Turanay Caner**, U. of Pittsburgh

🗨️**BPS**: Escalating Investments and Declining Returns: Red Queen Competition in the Motion Picture Industry | **Joseph Lampel**, City U., London; **Jamal Shamsie**, Michigan State U.

🗂️🗨️**BPS**: Are CEOs Myopic? A Dynamic Model of the Ongoing Debate | **Maya Waisman**, Rensselaer Polytechnic Institute; **Moren Levesque**, Case Western Reserve U.; **Phillip Phan**, Rensselaer Polytechnic Institute

🗂️**ENT**: Towards Strategic Ambidexterity: The Nexus Of Profit And Pro-Growth For Corporate Venturing | **Mary Han**, Ryerson U.

**ENT**: The Impact of Agency Costs, Reputation and Experience on the Decision to Syndicate. | **Miguel LCJ Meuleman**, Ghent U.; **Sophie Manigart**, Ghent U.; **Andy Lockett**, U. of Nottingham

**648 : (Paper Session) - (IP) Strategic Decision Making**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Al Douglas McCready**, George Washington U.

🗂️🗨️**BPS**: Strategic Decision Making Effectiveness in Crisis Response: The Importance of Process and Choice | **Paul L. Drnevich**, Purdue U., West Lafayette; **Shailendra R Mehta**, Purdue U., West Lafayette; **Alok R Chaturvedi**, Purdue U., West Lafayette

🗨️**BPS**: Am I better than you? The roles of hubris and comparative optimism in CEO decision making | **S. Trevis Certo**, Texas A&M U.; **Angelo DeNisi**, Texas A&M U.; **Tim R. Holcomb**, Texas A&M U.

**BPS**: Personality, Perceptions and Retrenchment in Response to Decline | **Martina Musteen**, U. of Kansas; **Xin Liang**, U. of Kansas; **Vincent L Barker**, U. of Kansas

**BPS**: Endogenous Variables Affecting CEO Decision-Making | **Raed Elaydi**, North Carolina U., Chapel Hill

**OB**: Stimulating Individual, Group, and Organizational Decision Makers to Consider Alternatives | **Robert Litchfield**, Washington and Jefferson College

**649 : (Paper Session) - (IP) Developing Networks as a Source of Value**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Thomas P. Moliterno**, U. of South Carolina

🗨️**BPS**: Do Alliances Create Value Or Are They A Zero Sum Game? A Look at Weighted Returns and Betas | **Patrizia Porrini**, Long Island U.

➔**BPS**: Structural Holes, Third-Party Intermediaries and The Alliance Creation Process | **Cliff Wymbbs**, Baruch College, CUNY

🗂️🗨️➔**BPS**: Diversification and Diffusion: A Social Networks Perspective | **Nan Zhou**, National U. of Singapore; **Andrew Delios**, National U. of Singapore

➔**OMT**: Islands in the Net. Analyzing Structural Evolution of R&D Networks in Biotechnology. | **Terry Amburgey**, J.L. Rotman School of Management; **Andreas Al-Laham**, Cass Business School

**650 : (Paper Session) - (IP) Developing New Capabilities with Social Capital**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Ricarda B. Bouncken**, Ernst-Moritz-Arndt U. Greifswald

➔**BPS**: Tacit Knowledge Integration Capabilities in the Auto Industry: A Dynamic Capabilities Perspective | **Janet Y. Murray**, St. Louis U.; **Ronaldo C. Parente**, Rutgers U.; **Masaaki Kotabe**, Temple U.

**OMT**: Organizational Identification: A Relational Approach | **Elizabeth A. Hamilton**, Boston College; **Candace Jones**, Boston College

**BPS**: Is Ambidexterity a Valuable Organizational Capability? A Test in Software Product Introductions | **N Venkatraman**, Boston U.; **Chi-Hyon Lee**, Boston U.; **Bala Iyer**, Boston U.

🗨️**BPS**: The Role of Leadership Values in Dynamic Capabilities: The Role of Signature Processes | **Sumantra Ghoshal**, London Business School; **Lynda Gratton**, London Business School

🗨️🗂️**ODC**: Responding To A Changing Environment: Adapting Human And Social Capital To Impact Performance | **Kira Kristal Reed**, Syracuse U.; **Narasimhan Srinivasan**, U. of Connecticut

**Winner of ODC Best Interactive Paper Award**

**651 : (Paper Session) - (IP) Developing New Capabilities**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Liliana Perez Nordtvedt**, U. of Texas, Arlington

- **BPS**: Toward a Multilevel Knowledge Transfer Paradigm: Capability Transfer in the Chinese Auto Industry | **Zheng Jane Zhao**, U. of Kansas
- BPS**: Towards a Theory of Resource-based Rivalry | **Peter T. Gianiodis**, U. of Georgia
- BPS**: Capability versus Cumulative Advantage in Organizational Performance | **Christina Fang**, New York U.; **Zhanyun Zhao**, Mathematica Policy Research
- BPS**: Core Competence: Beyond a Concept Towards a Measure | **Peggy McDermott**, Siena College; **Theresa Taylor-Coates**, Marist College
- TIM**: Problem Identification in Innovation Search | **Kun Liu**, U. of Utah

**652** : (Paper Session) - (IP) **Intellectual Property and New Sources of Value**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Mickey Bruce Howard**, U. of Bath

**TIM**: Intellectual Capital, Exploration, and the Retained Technical Value of Innovation | **John P. Meyer**, Iona College

**TIM**: Entitlement and Intellectual Property Rights in Digital Contents | **Jai-Beom Kim**, Sungkyunkwan U.; **Hun-Joon Park**, Yon Sei U.; **Joo Han Lee**, -

**OM**: Effect of Supply Chain Adaptivity on Combinative Competitive Capabilities and Business Performance | **Murat Kristal**, York U.; **Aleda V Roth**, U. of North Carolina, Chapel Hill

→ **OCMS**: Just Public Stewardship of Intellectual Property | **Charl Du Plessis**, U. of Virginia

**653** : (Paper Session) - (IP) **Developing Social Capital**

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Gerard George**, U. of Wisconsin, Madison

→ **ENT**: Strategic Resources, Social Capital, Environmental Turbulence, and Performance: An Empirical Study | **I Han**, National Taiwan U.; **Mike C. H. Chao**, St. Louis U.; **Seung H. Kim**, St. Louis U.; **Cheng-Min Chuang**, National Taiwan U.

→ **OCIS**: Achieve Economies of Scale and Minimize Opportunism in IT Outsourcing Deals: The Role of Reputation | **Siah-Hwee Ang**, U. of Auckland; **Xiaoxia (Erin) Zeng**, U. of Auckland

→ **OMT**: Where Brokers Do Not Work: Social Capital in High-Commitment Organizations | **Zhixing Xiao**, China Europe International Business School; **Anne S. Tsui**, Arizona State U.

**OMT**: The External Social Network of Innovation Project Managers and Project Performance | **Mats Lingblad**, Singapore Management U.

**OMT**: CEO External Ties and Compensation Structure | **James J Cordeiro**, State U. of New York, Brockport

**654** : (MC) **Future Consulting - Diversifying into New Niches**

12:20pm - 2:10pm Hawaii Convention Center: Room 314

Moderator: **Larry E Greiner**, U. of Southern California

Presenters: **William Crookston**, USC; **Alan Glassman**, California State U., Northridge; **Marcy Guddemi**, Director, Early Childhood Products, Harcourt Assessment; **James K. Malernee**, Cornerstone Research

**655** : (MED) **MED Past Division Chairs' Luncheon**

12:20pm - 2:10pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Organizers: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh; **Carolyn Wiley**, Mercer Human Resource Consulting

Hosts: **Regina F Bento**, U. of Baltimore; **Steven Armstrong**, U. of Hull

Facilitator: **Yuji Yoshida**, Chiba U. of Commerce

Transcultural Management Training: The Case Study of Japanese Companies | **Emiko Magoshi**, Obirin U.

**656** → (MED) **Curriculum and Program Internationalization: Looking Backward - Looking Forward**

12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 2

Chair: **Vinod K Jain**, U. of Maryland, University College

Presenters: **Gordon W Cheung**, Chinese U. of Hong Kong; **Robert J. DeFillippi**, Suffolk U.; **Ben L Kedia**, U. of Memphis; **Salvatore J. Monaco**, U. of Maryland, University College; **Victor Tabbush**, U. of California, Los Angeles

Winner of MED Division Best Symposium in Management Education and Development

**657** → **SHCS: (MED, ODC, MH) A New Vision of Business Education in the Twenty-First Century**

12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 1

The Evolution of the Traditional Business Educational

Paradigm | **James Grinnell**, Merrimack College; **Deborah R. Litvin**, Merrimack College

Curricular Transformation at a Large Public University | **William P Curington**, U. of Arkansas; **Molly Inhofe Rapert**, U. of Arkansas

Curricular Transformation at a Small Private College | **Edward Popper**, Merrimack College; **James E Stewart**, Merrimack College

Participants: **Molly Inhofe Rapert**, U. of Arkansas; **Deborah R. Litvin**, Merrimack College; **William P Curington**, U. of Arkansas; **James E Stewart**, Merrimack College; **Edward Popper**, Merrimack College; **James Grinnell**, Merrimack College

**658** → (MH) **Authors Reflect on Chapter 2: Is Management History Still Important?**

12:20pm - 2:10pm Sheraton Waikiki Beach: Kohala/Kona Room

Chair: **Jane Whitney Gibson**, Nova Southeastern U.

Discussant: **Regina Greenwood**, Kettering U.

Personal Reflections on Writing "Chapter Two." | **David D Van Fleet**, Arizona State U., West

Management History in Introductory Management Textbooks: 1995-2005 | **Daniel A Wren**, U. of Oklahoma

The Trends in Chapter 2 Coverage | **Jane Whitney Gibson**, Nova Southeastern U.

Participants: **Daniel A Wren**, U. of Oklahoma; **Ricky W Griffin**, Texas A&M U.; **David D Van Fleet**, Arizona State U., West; **Jane Whitney Gibson**, Nova Southeastern U.; **Robert C Ford**, U. of Central Florida

**659** : (Paper Session) - (MOC) **Network Effects and Learning: On Perceptions, Knowledge Management, and Communities of Practice**

12:20pm - 2:10pm Hawaii Convention Center: Room 317A

This session explores how social networks influence how we perceive and understand various facets of organizational life.

Chair: **Ebony N. Bridwell-Mitchell**, New York U.

A Small World after All? Network Perceptions Versus Reality |

**Martin J Kilduff**, Pennsylvania State U.; **Wen-Pin Tsai**, Pennsylvania State U.; **Craig Crossland**, Pennsylvania State U.

Individuals, Organizations and Networks: An Integrated Framework to Guide Knowledge Management | **Jane E McKenzie**, Henley Management College; **Christine M. van Winkelen**, Henley Management College

Modeling Social Structure as Network Effects: Agent-Based Modeling Support for Rewarding Learning | **Brian F. Tivnan**, George Washington U.; **James K. Hazy**, George Washington U.; **David R. Schwandt**, George Washington U.

↗ Social Capital and Transactive Memory Systems in Work Groups: A Multilevel Approach | **Yu Connie Yuan**, Cornell U.; **Peter R Monge**, U. of Southern California; **Janet Fulk**, U. of Southern California

### 660 🗨️: (Paper Session) - (MOC) New Vistas in Dyadic and Team Research

12:20pm - 2:10pm Hawaii Convention Center: Room 317B

Explores varied topics in dyadic & team research. Emphasis on perception, diversity, and knowledge structures.

Chair: **Teresa Cardador**, U. of Illinois, Urbana-Champaign

🗨️🗨️ Complementary (but not always Complimentary) Construal of Work Partners | **Miguel M. Unzueta**, Stanford U.; **Larissa Tiedens**, Stanford U.; **Maia Young**, U. of California, Los Angeles

The Influence of Sex Dissimilarity in Distributive Versus Colocated Groups | **Prithviraj Chattopadhyay**, Australian Graduate School of Management; **Elizabeth George**, Australian Graduate School of Management; **Arthur Shulman**, Griffith U.

Affective Diversity, Flight Crew Dynamics and Performance | **Lorna Doucet**, U. of Illinois; **Mary J Waller**, Tulane U.; **Lu Wang**, U. of Illinois, Urbana-Champaign; **Sybil Phillips**, U. of Illinois, Urbana-Champaign

➔ Social Identity, Social Relations, and the Individualism-Collectivism -- Teamwork Relationship | **Michael J. Gundlach**, Bond U.; **Suzanne Zivnuska**, Bond U.

Knowledge Structure Efficiency: The Effect of TMT Knowledge Structure Efficiency on Performance | **Susan Houghton**, Georgia State U.; **Alice C Stewart**, North Carolina A&T State U.; **Pamela S Barr**, Georgia State U.

### 661 : (Paper Session) - (MSR) The Science of Workplace Spirituality

12:20pm - 2:10pm Sheraton Waikiki Beach: Puna Room

Chair: **Donald W McCormick**, U. of Redlands

Discussant: **Jeff Tschetter**, U. of Sioux Falls

🗨️➔ Self-actualising Workplace Spirituality: An Empirical Study | **Mario Fernando**, U. of Wollongong

↗ Scale Development Practices within the MSR Domain: An Assessment of the Literature from 1996-2004 | **Charles J. Fornaciari**, Florida Gulf Coast U.; **John J. Sherlock**, Western Carolina U.; **William J. Ritchie**, Florida Gulf Coast U.; **Kathy Lund Dean**, Idaho State U.

↗ What Should a Science of Workplace Spirituality Study? | **Don Grant**, U. of Arizona

### 662 🗨️: (Paper Session) - (OB) Personality, Individual Differences, and Diversity Issues

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 31-37

🗨️ Controlling for Commensurability in a Meta-Analysis of Personality and Subjective Well-Being | **Jonas Schultz**, U. of Calgary; **Piers Steel**, U. of Calgary; **Joseph Schmidt**, U. of Calgary

🗨️ Self-Efficacy and Task Performance: An Investigation from Two Levels of Analysis and Specificity | **Gillian Yeo**, U. of Queensland; **Andrew Neal**, U. of Queensland

🗨️ Strike Propensity Among Union Workers: A Qualitative and Meta-Analytic Review | **Matthew J. Monnot**, Central Michigan U.

🗨️🗨️ To Perceive or Not to Perceive: Personality as a Moderator Between Context and Leadership | **Sheryl L Shivers**, Florida A&M U.

🗨️ Why People Believe (or Don't Believe) Our Research: The Role of Self Affirmation Processes | **Dan V. Caprar**, U. of Iowa

🗨️ The Impact of Core Self-Evaluations on Perceptions of Support, Commitment, and Role-Conflict | **Karl Pajo**, Massey U.; **Nigel Guenole**, U. of Canterbury; **Mary Mallon**, Massey U.; **Robyn Ward**, Massey U.

### 663 JS: (OB, CM, MOC) Feelings and Fairness in Organizations

12:20pm - 2:10pm Hawaii Convention Center: Room 324

Organizers: **Tom Tyler**, New York U.; **Celia M. Gonzalez**, New York U.

The Interplay Between Cognitive and Affective Factors on the Justice Judgments Process | **Kees Van den Bos**, Utrecht U.; **Susanne de Wit**, Utrecht U.

The Influence of Moral Conviction on Perceptions of Fairness | **Elizabeth Mullen**, Northwestern U.; **Linda Skitka**, U. of Illinois, Chicago

Feelings of Similarity, Belongingness and Justice | **Steven Blader**, New York U.; **David De Cremer**, Tilburg U.

The Interactive Effects of Identification and Felt Relational Value Shape Sensitivity to Procedures | **Celia M. Gonzalez**, New York U.; **Tom Tyler**, New York U.

The Effects of Unfavorable Outcomes and Procedural Justice on Cognitive Appraisals and Emotions | **Jeremy Offenstein**, City U. of New York Graduate Center; **Yochi Cohen-Charash**, City U. of New York, Baruch College; **Charles Scherbaum**, City U. of New York, Baruch College

Participants: **Kees Van den Bos**, Utrecht U.; **Susanne de Wit**, Utrecht U.; **Elizabeth Mullen**, Northwestern U.; **Linda Skitka**, U. of Illinois, Chicago; **Steven Blader**, New York U.; **David De Cremer**, Tilburg U.; **Yochi Cohen-Charash**, City U. of New York, Baruch College; **Jeremy Offenstein**, City U. of New York Graduate Center; **Charles Scherbaum**, City U. of New York, Baruch College

### 664 JS: (OB, CM, MOC) Constructing Deviants Across Levels

12:20pm - 2:10pm Hawaii Convention Center: Room 328

*Chairs:* **Gergana T. Markova**, U. of Central Florida; **Will Felps**, U. of Washington

*Presenters:* **Giuseppe Labianca**, Emory U.; **Sandra L. Robinson**, U. of British Columbia; **Lynn Bowes-Sperry**, Western New England College; **Anne M. O'Leary-Kelly**, U. of Arkansas; **Karl Aquino**, U. of Delaware

**665 JS: (OB, HR) The Importance of Context for Employee Creativity: A New Vision for Management in the 21st Century**

12:20pm - 2:10pm Hawaii Convention Center: Room 323C

*Chair:* **Lucy L Gilson**, U. of Connecticut

Employees' Creative Performance: Effects of Personal and Contextual Factors by Job Category | **Christina Shalley**, Georgia Tech; **Lucy L Gilson**, U. of Connecticut

Psychological Safety and Creativity at Work | **Greg R. Oldham**, U. of Illinois, Urbana-Champaign; **Diana I. Jimeno-Ingrum**, U. of Illinois, Urbana-Champaign

The Impact of Customer Relations and Trust on Employee Creativity | **Nora Y. Madjar**, U. of Connecticut; **Dana Dudzinska-Przesmitzki**, U. of Connecticut; **Rowena Ortiz-Walters**, Quinnipiac U.

Exploration into the Impact of Context and Role Identity in Relation to Creative Self-Efficacy | **Steven M Farmer**, Wichita State U.; **Pamela Tierney**, Portland State U.

A Longitudinal View of How Conflict, Information Sharing, and Team Creative Processes Unfold | **Neta A Moye**, Vanderbilt U.; **Claus W Langfred**, Washington U.

*Participants:* **Lucy L Gilson**, U. of Connecticut; **Christina Shalley**, Georgia Tech; **Nora Y. Madjar**, U. of Connecticut; **Dana Dudzinska-Przesmitzki**, U. of Connecticut; **Rowena Ortiz-Walters**, Quinnipiac U.; **Greg R. Oldham**, U. of Illinois, Urbana-Champaign; **Diana I. Jimeno-Ingrum**, U. of Illinois, Urbana-Champaign; **Steven M Farmer**, Wichita State U.; **Pamela Tierney**, Portland State U.; **Neta A Moye**, Vanderbilt U.; **Claus W Langfred**, Washington U.

**666 JS: (OB, HR) Transformational Leadership: From Leader Interventions to Team Outcomes**

12:20pm - 2:10pm Hawaii Convention Center: Room 325A

*Chairs:* **Claire Mason**, Queensland U. of Technology; **Sharon Parker**, U. of New South Wales; **Mark Griffin**, Queensland U. of Technology

Transforming Leaders: Identifying the Associated Values, Beliefs, and Emotions | **Claire Mason**, Queensland U. of Technology; **Sharon Parker**, U. of New South Wales; **Mark Griffin**, Queensland U. of Technology

Exploring the Impact of Executive Coaching on Leaders | **Fran Finn**, Queensland U. of Technology; **Claire Mason**, Queensland U. of Technology; **Mark Griffin**, Queensland U. of Technology

Video-Observed Behaviors of Highly Effective Dutch Middle Managers | **Joost Van der Weide**, U. of Twente; **Celeste P.M. Wilderom**, U. of Twente

Followers' Rating of Leadership in Predicting Organizational Commitment and Perceived Capabilities | **Fred Ochieng Walumbwa**, U. of Nebraska; **Bruce Avolio**, U. of Nebraska; **Weichun Zhu**, U. of Nebraska

Leading Others to Well-Being: Direct and Indirect Effects of Transformational Leadership | **Julian Barling**, Queen's U.; **E Kevin Kelloway**, St. Mary's U.; **Niro Sivanathan**, Northwestern U.; **Nick Turner**, Queen's U.; **Catherine Loughlin**, U. of Toronto  
*Speakers:* **Fran Finn**, Queensland U. of Technology; **Joost Van der Weide**, U. of Twente; **Fred Ochieng Walumbwa**, U. of Nebraska; **Niro Sivanathan**, Northwestern U.

*Participants:* **Celeste P.M. Wilderom**, U. of Twente; **Bruce Avolio**, U. of Nebraska; **Weichun Zhu**, U. of Nebraska; **Julian Barling**, Queen's U.; **E Kevin Kelloway**, St. Mary's U.; **Nick Turner**, Queen's U.; **Catherine Loughlin**, U. of Toronto

**667 JS: (OB, MOC) Managing and Learning from Errors in Organizations**

12:20pm - 2:10pm Hawaii Convention Center: Room 327

*Discussant:* **Sim B. Sitkin**, Duke U.

Error Management in Teams: Identifying, Communicating, and Correcting Errors Prior to the their Pro | **David A Hofmann**, U. of North Carolina; **Zhike Lei**, U. of North Carolina, Chapel Hill

Harnessing the Power of Mindfulness: The Role of Organizational Climate | **Andrew P. Knight**, U. of Pennsylvania; **Jonathan C. Ziegert**, Drexel U.

The Role of Time in Error Management | **Paul S Goodman**, Carnegie Mellon U.; **Rangaraj Ramanujam**, Purdue U., West Lafayette

*Presenters:* **David A Hofmann**, U. of North Carolina; **Zhike Lei**, U. of North Carolina, Chapel Hill; **Paul S Goodman**, Carnegie Mellon U.; **Rangaraj Ramanujam**, Purdue U., West Lafayette; **Andrew P. Knight**, U. of Pennsylvania; **Jonathan C. Ziegert**, Drexel U.

**668 JS: (OB, OMT, OCIS) Team-Level Network Structures and Team-Level Outcomes**

12:20pm - 2:10pm Hawaii Convention Center: Room 316C

*Organizer:* **Prasad Balkundi**, State U. of New York, Buffalo

*Chair:* **Martin J Kilduff**, Pennsylvania State U.

*Discussant:* **Ray Reagans**, Columbia U.

Shared Leadership as Team Network Centralization: A Research Agenda | **Juan-Carlos Pastor**, Instituto de Empresa; **Margarita Mayo**, Instituto de Empresa

Distributed Leadership in Teams: The Network of Leadership Perceptions and Team Performance | **Ajay Mehra**, U. of Cincinnati; **Andrea Dixon**, U. of Cincinnati; **Brett R. Smith**, U. of Cincinnati; **Bruce Robertson**, San Francisco State U.

Revisiting the Bavelas and Leavitt Experimental Communication Network Structures | **Prasad Balkundi**, State U. of New York, Buffalo; **Thomas E. Holubik**, Texas Tech U.

Intra-Team Network Ties and Team Justice Climate | **Ian O. Williamson**, U. of Maryland, College Park; **Quinetta M Roberson**, Cornell U.

*Participants:* **Juan-Carlos Pastor**, Instituto de Empresa; **Margarita Mayo**, Instituto de Empresa; **Ajay Mehra**, U. of Cincinnati; **Andrea Dixon**, U. of Cincinnati; **Brett R. Smith**, U. of Cincinnati; **Bruce Robertson**, San Francisco State U.; **Prasad Balkundi**, State U. of New York, Buffalo; **Thomas E. Holubik**, Texas Tech U.; **Ian O. Williamson**, U. of Maryland, College Park; **Quinetta M Roberson**, Cornell U.

**669 JS: (OCIS, OB, MOC) Structuring Team Knowledge: Dimensions, Beliefs, Distribution, and Coordination**

12:20pm - 2:10pm Hawaii Convention Center: Room 318A

**Organizers:** **Mark A. Clark**, American U.; **J. Alberto Espinosa**, American U.

**Discussant:** **Eduardo Salas**, U. of Central Florida

Network Structure and Expertise Coordination in Knowledge Teams | **Samer Faraj**, U. of Maryland

Knowledge, Ignorance, and Distortion: An Expanded Representation of Belief Structures in Groups | **Vikas Anand**, U. of Arkansas; **Nina Gupta**, U. of Arkansas; **Kevin E. Henderson**, U. of Arkansas, Fayetteville

Transactive Memory Perspective on Team Knowledge Measures: A Review and Agenda | **Naina Gupta**, U. of Illinois, Urbana-Champaign; **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign

Structural Dimensions of Team Knowledge | **Mark A. Clark**, American U.; **J. Alberto Espinosa**, American U.

**Participants:** **Samer Faraj**, U. of Maryland; **Vikas Anand**, U. of Arkansas; **Nina Gupta**, U. of Arkansas; **Kevin E. Henderson**, U. of Arkansas, Fayetteville; **Naina Gupta**, U. of Illinois, Urbana-Champaign; **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign

### 670 (Paper Session) - (ODC) Change Interventions

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ODC 1

Presented on panels 38-40

Creating An Excellent Service Culture: A Scholar and Practitioner Explore A Successful Change Case | **Karen S Whelan-Berry**, Utah Valley State College; **Patricia L Alexander**, Texas Wesleyan U.

Architecture as an Organization Development Intervention: Two Hospital Case Studies | **Kirk Hamilton**, Texas A&M U., College Station; **Walter Scott Sherman**, Texas A&M U., Corpus Christi

### 671 (Paper Session) - (ODC) Accepting, resisting, and politicizing organizational change

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ODC 2

Presented on panels 61-63

Change Management Matters: A political perspective on change processes and outcomes | **Inger G. Stensaker**, Norwegian School of Economics and Business Administration; **Ann Langley**, HEC Montreal

Executive Resistance to Change: the Role of Exemplarity | **Tessa Melkonian**, EM Lyon

Explaining Factors Affecting the Speed of Change Adoption : a Case Study Approach | **Alain Vas**, Catholic U. of Louvain; **Régis Coeurderoy**, Catholic U. of Louvain

### 672 (ODC) We See Dead People? Reflective Debate on John Miner's Vision for Organization Science

12:20pm - 2:10pm Hawaii Convention Center: Room 321B

**Facilitator:** **Gavin M. Schwarz**, U. of New South Wales

**Presenters:** **Stewart Clegg**, U. of Technology, Sydney; **Thomas G. Cummings**, U. of Southern California; **Lex Donaldson**, Australian Graduate School of Management; **Robert E Quinn**, U. of Michigan; **John B. Miner**, Self-employed

### 673 : (OM) E-Commerce

12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 3

**Chair:** **Suzanne deTreville**, U. de Lausanne

E-Retailing in a Demand Chain Management Context:

Relating Physical Distribution Service & Margins | **Elliot Rabinovich**, Arizona State U.; **Manus Rungtusanatham**, Arizona State U.

Implementing Reverse E-Auctions: Lessons from Experience | **Daesik Hur**, Bowling Green State U.; **Janet L. Hartley**, Bowling Green State U.; **Vincent A Mabert**, Indiana U., Bloomington

An Empirical Investigation of the B2B E-Service Chain | **Pedro Oliveira**, U. Catolica Portuguesa; **Aleda V Roth**, U. of North Carolina, Chapel Hill

TAM, TCA, & SERVQUAL Compared: Measuring Online Customer Satisfaction & Preference Across Regions | **Andrea McGee Prud'homme**, Michigan State U.; **Ken Boyer**, Michigan State U.; **Roger Calantone**, Michigan State U.

### 674 (Paper Session) - (OMT) Networks as Structure

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OMT 1

Presented on panels 41-44

Is the Doctor In? Impact of Physician Job Design on Relational Coordination and Patient Outcomes | **Jody Hoffer Gittel**, Brandeis U.; **Dana Beth Weinberg**, Queens College; **Adrienne Bennett**, Newton-Wellesley Hospital; **Joseph A. Miller**, Independent Consultant

Network Organizations: Archetypes and Performance | **Jonathan Pinto**, U. of Pittsburgh

Networks of Order and Chance: Archetypes, Emergence, and Randomness in Organizational Structures | **Jonathan Lewis Johnson**, U. of Arkansas; **Sven Kepes**, U. of Arkansas

Matrix Structures in MNCs – Areas of Application and Success Factors | **Mihael Adzic**, U. of Kiel

### 675 (Paper Session) - (OMT) Theorizing Organizational Effectiveness

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OMT 2

Presented on panels 45-50

Behavioral Assumptions and Theory Development: The Case of Transaction Cost Economics | **Eric WK Tsang**, Wayne State U.

Reconciling Phyletic Gradualism with Punctuated Equilibrium | **Gino Cattani**, New York U.; **Daniel Levinthal**, U. of Pennsylvania

Measuring Organizational Performance in Management Research: A Synthesis of Challenges & Approaches | **Timothy Michael Devinney**, Australian Graduate School of Management; **Pierre Jules Richard**, U. of New South Wales / U. of Sydney; **George S Yip**, London Business School; **Gerry Johnson**, U. of Strathclyde

Factors that Impact Sales Persons' Performance in Virtual Environments | **Tammy McClanahan Johnson**, Standard Register

Competing Views of Firm Success: Towards an Integrated Theory of Effectiveness and Survival | **Tim R. Holcomb**, Texas A&M U.

Simple Models of Hierarchical Organizations | **Ali Yassine**, U. of Illinois, Urbana-Champaign; **David Goldberg**, U. of Illinois, Urbana-Champaign; **Tian-Li Yu**, U. of Illinois, Urbana-Champaign

**676** →: (Paper Session) - (OMT) **Institutional Conditions for Economic Development and Growth**

12:20pm - 2:10pm Hawaii Convention Center: Room 301A

Chair: **Nina Shah**, U. of Illinois, Urbana-ChampaignDiscussant: **Ruth V Aguilera**, U. of Illinois, Urbana-Champaign→ Why the Rich Get Richer: The Role of Organizations in the Wealth of Nations | **Jone L. Pearce**, U. of California, Irvine; **Katherine Xin**, CEIBS; **Alaka N. Rao**, U. of California, Irvine; **Qiumei Jane Xu**, U. of California, Irvine→ Internal Market Failure in Emerging Economies | **Michael N. Young**, Chinese U. of Hong Kong→ Changing logics in emerging markets: the Chinese automobile industry | **Wei Chen**, Texas Tech U.; **Marvin Washington**, Texas Tech U.☉ → Can Progress Be Resistant to Bad Institutions? The Case of ICT | **Veneta Andonova**, Instituto Tecnológico Autónomo de México**677**: (Paper Session) - (OMT) **Networks and Community Within Organizations**

12:20pm - 2:10pm Hawaii Convention Center: Room 302A

Chair: **Marc-David L Seidel**, U. of British ColumbiaDiscussant: **Gina Dokko**, New York U.☉ Exchange-Level Building Blocks of Informal Organization: The Case of Networks and Communities | **Paul D Nugent**, Rensselaer Polytechnic InstituteAligning CoPs and Formal Organizations: Constructing the Situation of Work | **Emmanuelle Vaast**, Long Island U.Designing the Interconnected Organization | **Emmanuel Jossierand**, Paris Dauphine U.Acquiring Information through Interpersonal Relations | **Kai-Yu Hsieh**, London Business School**678**: (Paper Session) - (OMT) **Boundary Conditions: Categories and Valuation**

12:20pm - 2:10pm Hawaii Convention Center: Room 302B

Chair: **Jonathan Matheny**, Auckland U. of TechnologyDiscussant: **John Weeks**, INSEADThe Structuring of Categories and Institutional Theory | **Peter Cebon**, U. of Melbourne; **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign⊞ Evaluative Schemas and the Attention of Critics in the U.S. Film Industry | **Greta Hsu**, U. of California, DavisCategorization, Concentration & Constraint: Industrial Boundary Location and Industry Performance | **Christopher Wheat**, Harvard U.Conspicuous Production | **Linda-Eling Lee**, Harvard U.**679**: (Paper Session) - (OMT) **Trauma and Recovery: Sources and Consequences of Organizational Crisis**

12:20pm - 2:10pm Hawaii Convention Center: Room 303B

Chair: **Marc S Mentzer**, U. of SaskatchewanDiscussant: **W. L. Dougan**, U. of Wisconsin, Whitewater☉ A Passion for Imperfections: Revisiting Crisis Management | **Christophe Roux-Dufort**, Ecole de Management de Lyon☉ Grab the Rifle: Managerial Resilience within an Adaptive Social-Ecological System | **Gail Whiteman**, Erasmus U.; **William H Cooper**, Queen's U.⊞ How Aspiration Levels Affect Response to a Punctuating Technological Change: an Empirical Test | **Michael G Hendron**, U. of Texas, Austin; **Michael Bednar**, U. of Texas, Austin; **Andrew D Henderson**, U. of Texas, AustinHow Much Is Recovery Experience Worth? | **June-Young Kim**, U. of Wisconsin, Madison; **Jay Kim**, U. of Southern California; **Anne S Miner**, U. of Wisconsin, Madison**680**: (Paper Session) - (OMT) **Cognition and Strategy-Making**

12:20pm - 2:10pm Hawaii Convention Center: Room 322B

Chair: **Federico Aime**, Michigan State U.Discussant: **Wendy K. Smith**, Harvard Business SchoolStrategic Interfaces: The Identification and Import of Core Interests in Strategizing | **Susan Miller**, U. of Hull; **David J. Hickson**, Bradford U.; **David Charles Wilson**, U. of WarwickContemporaneous Quantitative Measurement of Industry-level Discretion | **Jack Keegan**, Queensland U. of Technology; **Boris Kabanoff**, Queensland U. of Technology☉ Entrepreneurial Fallibility and the Evaluation of New Opportunities | **Thorbjørn Knudsen**, SDU; **Michael Christensen**, SDUAntecedents of Strategy Imitation: Roles of Performance Feedback, Uncertainty, and Market Rivalry | **Kyung Min Park**, INSEAD**681** ☉ SHCS: (OMT, BPS, ENT) **A Theory of Nascent Organizations? Contributions of Research in Entrepreneurial Contexts**

12:20pm - 2:10pm Hawaii Convention Center: Room 313C

Chairs: **Pamela R Haunschild**, U. of Texas, Austin; **Jeffrey A Martin**, U. of Texas, AustinDiscussant: **Kathleen M. Eisenhardt**, Stanford U.Learning (and Not Learning) from New Ventures: The Case of Serial Entrepreneurs | **Jeffrey A Martin**, U. of Texas, Austin; **Pamela R Haunschild**, U. of Texas, AustinChange in the Presence of Residual Fit: Mapping Modular Architectures to Discontinuous Change | **Clark Gilbert**, Harvard Business SchoolThe Downsides of Embeddedness: Social Relationships in Acquisition Negotiations | **Melissa Graebner**, U. of Texas, AustinBeyond Make or Buy: Boundary Decisions in Nascent Markets | **Filipe Manuel Simoes Dos Santos**, INSEADRevisiting Burns and Stalker: Formal Structure and New Ventures in Dynamic Emerging Industries | **Wesley Sine**, Cornell U.; **David A. Kirsch**, U. of Maryland; **Hitoshi Mitsuhashi**, U. of TsukubaParticipants: **Clark Gilbert**, Harvard Business School; **Melissa Graebner**, U. of Texas, Austin; **Filipe Manuel Simoes Dos Santos**, INSEAD; **Wesley Sine**, Cornell U.; **David A. Kirsch**, U. of Maryland; **Hitoshi Mitsuhashi**, U. of Tsukuba**682** SHCS: (OMT, MOC) **Code-Breaking and Code-Making as the Dynamic of Institutional Change**



12:20pm - 2:10pm Hawaii Convention Center: Room 316A

**Chairs:** **Andrew Parker**, Stanford U.; **Young-Kyu Kim**, U. of Chicago

**Discussant:** **Nicole Woolsey Biggart**, U. of California, Davis  
The Organizing Grammar of New Practice Evolution in Professional Service Firms | **Anand Narasimhan**, London Business School; **Heidi K. Gardner**, London Business School; **Tim J Morris**, U. of Oxford

Rivalry and Affiliation: Changing Logics for Collaboration in Biotechnology | **Andrew Parker**, Stanford U.; **Walter Powell**, Stanford U.

Legitimate Deception: Pseudonyms as Legitimate Product Offerings among Jazz Record Companies | **Young-Kyu Kim**, U. of Chicago; **Damon J Phillips**, U. of Chicago

Code Violation: The Anti-Biotechnology Movement and German Pharma Firms | **Klaus Weber**, Northwestern U.; **Lacy Glenn Thomas**, Emory U.; **Hayagreeva Rao**, Northwestern U.  
**Participants:** **Walter Powell**, Stanford U.; **Damon J Phillips**, U. of Chicago; **Klaus Weber**, Northwestern U.; **Lacy Glenn Thomas**, Emory U.; **Hayagreeva Rao**, Northwestern U.; **Heidi K. Gardner**, London Business School; **Tim J Morris**, U. of Oxford

**683** 🗨️➔🗨️: (Paper Session) - (PNP) **Innovation, Reform & Resistance to Change in Public & Nonprofit Organizations**

12:20pm - 2:10pm Sheraton Waikiki Beach: Waialua Room

**Chair:** **Eran Vigoda-Gadot**, U. of Haifa

**Discussant:** **David H Coursey**, Florida State U.

➔Innovation and Organizational Performance: A Critical Review of the Evidence and a Research Agenda | **Richard Mark Walker**, Hong Kong U. of Science and Technology  
➔Managing for Results within the Dutch Central Government: An Analysis Based on Change Agents Views | **Michel Ehrenhard**, U. of Twente; **Dennis Muntslag**, U. of Twente; **Celeste P.M. Wilderom**, U. of Twente

🗨️Leadership, Resistance, and School Principals and Teachers: Positive Visions for the 21st Century | **Joseph E. (Gene) Justin**, Claremont Graduate U.

🗨️Resistance to Change in Nonprofit Organisations: A Social Identity Perspective | **Felix Dresewski**, UPJ

The Constitution of Power and Corruption in a Police Organization | **Raymond Daniel Gordon**, U. of Technology, Sydney

**684** 🗨️: (Paper Session) - (RM) **RMD Visual Presentation**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - RM

Presented on panels 55-60

🗨️Organizational Inquiry as a Rhetorical Process: The Role of Tropes in Organizational Theory/Methods | **Sandy E. Green**, U. of Southern California; **C. Murat Alpaslan**, California State U., Northridge; **Ian Mitroff**, U. of Southern California

🗨️Not All Differences are the Same: Measuring Diversity Using Distances Between Categories | **Jeremy F. Dawson**, Aston U.; **Felix Brodbeck**, Aston U.

🗨️On the Problem of Testing Mediators Using Cross-sectional Correlational Data. | **Kenneth S Law**, Hong Kong U. of Science and Technology; **Chi-Sum Wong**, Chinese U. of

Hong Kong; **Guo-hua Huang**, Hong Kong U. of Science and Technology

🗨️Reinventing the Future: Design Science Research in the Field of Organization Studies | **Joan Ernst Van Aken**, Eindhoven U. of Technology; **Georges Romme**, Tilburg U.

➔🗨️Developing Content Adequate Measures for Organizational Research: A Review of Current Practices | **Jian Liang**, Hong Kong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

🗨️Organizational Level Referenced by Climate Items: Implications for Organizational Surveys | **Lorin Mueller**, American Institutes for Research

**685** : (RM) **Research Methods Division: International Networking**

12:20pm - 2:10pm Hawaii Convention Center: Room 323A

**686** 🗨️: (SIM) **The Role of Governance in Corporate Social Responsibility**

12:20pm - 2:10pm Sheraton Waikiki Beach: Niihau Room

**Chair:** **Ann Kinkade**, U. of Wisconsin, Madison

**Discussant:** **Ramon J. Aldag**, U. of Wisconsin, Madison

The Organization of Corporate Social Responsibility | **Bryan W Husted**, Instituto de Empresa

Governance, Accountability, and Global Business Citizenship | **Jeanne M Logsdon**, U. of New Mexico; **Donna J Wood**, U. of Northern Iowa

Governance and CSR Strategies and Practices | **John F Mahon**, U. of Maine

**687** SHCS: (SIM, BPS) **The Integration of Strategic Management and Business & Public Policy Fields Through Sustainability**

12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 2

**Chairs:** **Lee Burke**, George Washington U.; **Mark Starik**, George Washington U.

Introduction to the Symposium Topic and Process | **Mark Starik**, George Washington U.

Voluntary Programs as Alternative Environmental Policy Instruments? U.S. Sustainable Slopes Program | **Jorge Rivera**, George Washington U.; **Charles Koerber**, George Washington U.

Integrating Strategic Management & Public Policy: The Case of Privatization in Developing Countries | **Kalpna Seethapalli**, George Washington U.

Sustaining Competition in an Era of Concentration and Consolidation | **Lee Burke**, George Washington U.

The Concept of Sustainability and Politics in Strategy and Policy | **Wm. Scott Brickner**, Brickner Research

Social Sustainability as a Bridge Connecting Strategy and Public Policy | **Michelle Westermann-Behaylo**, George Washington U.

**688** 🗨️JS: (SIM, OB, OMT) **Ethics and the Corporate Environment**

12:20pm - 2:10pm Sheraton Waikiki Beach: Oahu Room

**Chairs:** **Kristin Smith-Crowe**, U. of Utah; **Suzanne Chan-Seraphin**, Tulane U.

*Discussant:* **Thomas W Dunfee**, Wharton School  
The Tension Between Informal and Formal Sanctions at Work  
| **Danielle E. Warren**, Rutgers U.

What You Can't See Can Hurt You: An Examination of the Ethical Infrastructure of Organizations | **Suzanne Chan-Serafin**, Tulane U.; **Kristin Smith-Crowe**, U. of Utah; **Ann Tenbrunsel**, U. of Notre Dame; **Arthur P Brief**, Tulane U.; **Elizabeth Eve Umphress**, Texas A&M U.; **Joshua Joseph**, BNA

Corporate Wrongdoing and Social Influence | **Donald A Palmer**, U. of California, Davis; **Michael Maher**, U. of California, Davis

Ironic Processes in Organizational Corruption Control | **Janet M Dukerich**, U. of Texas, Austin; **Donald A. Lange**, U. of Texas, Austin; **George P Huber**, U. of Texas, Austin

**689** : (Paper Session) - (TIM) **Alliances for Technology & Innovation**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - TIM 1  
Presented on panels 13-16

In search of Innovation? Love Thy Neighbor! | **Manish K. Srivastava**, Virginia Polytechnic Institute; **Donald Hatfield**, Virginia Tech

Collaborative agreements and R&D intensity in the IT industry | **Bruno J, M, T van Pottelsberghe**, U. Libre de Bruxelles; **Olivier Mortehean**, U. Libre de Bruxelles

Friend or Foe? Partner Selection Criteria in Strategic Alliances | **Mikkel Lucas Overby**, Copenhagen Business School

Technological Exploration: The Role of Recombinatory Search and Social Capital in Alliance Networks | **Corey Phelps**, U. of Washington

**690** : (Paper Session) - (TIM) **Technological Evolution & Firm Reaction**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - TIM 2  
Presented on panels 17-20

The Effects of Strength of Ties, Structural Holes, and the Non-redundancy of Ties on Team Innovation | **Justin T H Chua**, U. of Queensland; **Yuliani Suseno**, U. of Queensland

Learning from What Others Have Learned from You: A Relevance Theory Perspective | **Hongyan Yang**, U. of Washington

Integrating Technological Acquisitions: A complexity-based framework to recombining knowledge | **Dorothy Kirkman**, Rutgers U.

Disruptive Innovations and the Time-to-entry of Incumbent Firms: a Theoretical Model | **Marco Sonnino**, Bologna U.; **Raffaele Oriani**, U. of Bologna

**691** : (Paper Session) - (TIM) **Evolutionary Theory**

12:20pm - 2:10pm Hawaii Convention Center: Room 304B

*Chair:* **Michael J. Fern**, U. of North Carolina

*Discussant:* **David F Robinson**, Texas Tech U.

What Determines the Search Behavior of an Incumbent? | **Hongquan Zhu**, U. of Michigan

Soloists and Team Players: An Evolutionary Study of Product Development | **Riitta Katila**, Stanford U.

Technological Change within Product Design and Customer Hierarchies: The Computer Industry | **Jeffrey Lee Funk**, Hitotsubashi U.

Positive and Negative Feedback Effects in Competition for Dominance of Network Business Systems | **Antti Sillanpää**, Helsinki U. of Technology; **Tomi MM Laamanen**, Helsinki U. of Technology

**692** : (Paper Session) - (TIM) **Capabilities & Resources**

12:20pm - 2:10pm Hawaii Convention Center: Room 306A

*Chair:* **Giovanni Valentini**, IESE

*Discussant:* **Thomas Keil**, York U.

Absorptive Capacity, Organization Structure, and Information Provision | **Michael Lenox**, Duke U.

Comparing M&A and Alliance Activity for Newly IPOed firms: Industry Matters | **Asli Musaoglu Arikan**, Georgia State U.; **Anita McGahan**, Boston U.

HRM Practices, R&D Capabilities, and Firm Performance: The Mediating Role of R&D Capabilities | **Erika E. Harden**, Rutgers U.

A Lens Model of Organizational Scanning in IT Investment | **George Kuk**, Nottingham U.

**693** : (Paper Session) - (TIM) **Firm Response to Innovation**

12:20pm - 2:10pm Hawaii Convention Center: Room 307A

*Chair:* **Tunji Adegbesan**, U. of Navarra

*Discussant:* **Francisco Veloso**, Carnegie Mellon U.

Impact of Market and Technological Capabilities in Introducing Radical and Disruptive Innovation | **Vijay Govindarajan**, Dartmouth College; **Praveen Kopalle**, Dartmouth College

Poised Organizational Strategy in Dealing with Disruptive Innovation | **Sven Constantin Voelpel**, Harvard U.; **Marius Leibold**, Stellenbosch U.; **Solomon Russom Habtay**, U. of Stellenbosch

Incumbency, Experience and Firm-Level Competence at Radical Innovation: The Anti-Cancer Drugs Market | **M. Lourdes Sosa**, Massachusetts Institute of Technology

Seeing the Light: Cognitive Frames and Firm Response to the Fiber-Optic Revolution | **Sarah Kaplan**, U. of Pennsylvania

**Monday 2:00PM**

**694** : (ICW) **International Association for Chinese Management Research, Executive Committee Meeting**

2:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room

*Organizer:* **Anne S. Tsui**, Arizona State U.

**Monday 2:30PM**

**695** : (AAS) **Beyond Managers Not MBAs**

2:30pm - 3:50pm Hawaii Convention Center: Room 312

*Chair:* **Karl Moore**, McGill U.

*Participants:* **Henry Mintzberg**, McGill U.; **Quy Nguyen Huy**, INSEAD

**696 : (AAS) Entrepreneurial Vision and Visions of Entrepreneurship**

2:30pm - 3:50pm Hawaii Convention Center: Room 313A

*Organizers:* **David Obstfeld**, U. of California, Irvine; **Rodney Lacey**, U. of California, Irvine*Discussant:* **Howard Aldrich**, U. of North CarolinaEntrepreneurial Action and the Role of Uncertainty in the Theory of the Entrepreneur | **Dean Shepherd**, Indiana U.; **Jeffery S. McMullen**, Baylor U.Getting New Things Done: The Essential Nature of Entrepreneurial Action | **David Obstfeld**, U. of California, Irvine; **Rodney Lacey**, U. of California, IrvineBricolage vs. Breakthrough: Distributed and Embedded Agency in Technology Entrepreneurship | **Raghu Garud**, New York U.; **Peter Karnoe**, Copenhagen Business SchoolEntrepreneurship at the Intersection of Organizational Economics and Organizational Sociology | **Philip Anderson**, INSEAD**697 : (AAS) Astute Foresight or Wishful Thinking? A Forum on Management and Organizational Prophecy**

2:30pm - 3:50pm Hawaii Convention Center: Room 315

*Facilitator:* **Gavin M. Schwarz**, U. of New South Wales  
New Title |*Participants:* **Steven Kerr**, Goldman, Sachs & Co.; **Richard T. Mowday**, U. of Oregon; **William H. Starbuck**, New York U.; **Rosalie L. Tung**, Simon Fraser U.; **Mary Ann Von Glinow**, Florida International U.**698 : (AAS) Shaping the New Vision of Management in the Global Environment**

2:30pm - 3:50pm Hawaii Convention Center: Room 316B

*Chair:* **Therese F Yaeger**, Benedictine U.*Participants:* **Philip Terry Anderson**, Abbott Laboratories; **Deloras Jones**, Dana Corporation; **Robert Kjar**, Takeda Pharmaceuticals; **Linda Sharkey**, GE Capital; **David Coghlan**, U. of Dublin; **Thomas G. Cummings**, U. of Southern California; **Flemming Poufelt**, Copenhagen Business School; **A.B. Rami Shani**, California Polytechnic State U., San Luis Obispo; **Peter Sorensen**, Benedictine U.**699 : (Paper Session) - (BPS) Knowledge Transfer and Learning through Alliances, Partnerships and Acquisitions**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - BPS 1

*Presented on panels 25-30*

- 👁️👁️ R&D and Patenting Activity and the Propensity to Acquire in High Technology Industries | **Panayotis Dessyllas**, Oxford U.; **Alan Hughes**, Cambridge U.
- 🗨️👁️ Outsourcing IT-Enabled Knowledge Capabilities: Strategy, Process, and Performance Implications | **Paul L. Drnevich**, Purdue U., West Lafayette; **Thomas Brush**, Purdue U., West Lafayette
- 👁️ Inter-Partner Relationship and the Impact of Knowledge Transfer Mechanisms on Process Learning | **Jan Erik Feller**, Helsinki U. of Technology; **Annaleena Parhankangas**, Helsinki U. of Technology; **Riitta Smeds**, Helsinki U. of Technology
- 👁️👁️ Environmental Voluntary Approaches: The Irish Experience | **James A. Cunningham**, NUIG

- 👁️ The Impact of Alliance Blocks Embeddedness on the Firms Performance in the Plant Biotech Industry. | **David Daniel Catherine**, UMR GAEL INRA U.
- 👁️ Diversification Strategy and Profit Performance: A Longitudinal Analysis of Japan's Textile Firms | **Asli M. Colpan**, Kyoto U.; **Takashi Hikino**, Kyoto U.
- 👁️ The Fertility and Fragility of Horizontal Acquisition Capability | **Mario Schijven**, Tilburg U.

**700 : (Paper Session) - (BPS) Risk, Uncertainty and Dynamics**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - BPS 2

*Presented on panels 65-70*

- 👁️ Absorptive Multinational Organizations in Turbulent Environments | **David W Loree**, U. of Western Ontario; **Eui Jeong**, Bowling Green State U.
- 👁️ How Dynamic can Organizational Competencies be? | **Georg Schreyogg**, Freie U. Berlin; **Martina Kliesch**, Freie U. Berlin
- 🗨️👁️ Strategic Flexibility and the Evolution of Business Configurations | **Yi-Chia Chiu**, National Chung Hsing U.; **Ji-ren Lee**, National Taiwan U.
- 👁️👁️ Real Option to Play the Competitive Strategy: First-follower Capital Investment and Pricing | **Deepak Dhayanithy**, Indian Institute of Management, Lucknow
- 👁️ Risk and Decision Making: Moving from Decision Outcomes to the Organizational Decision Process | **Todd Alessandri**, Syracuse U.
- 👁️ The Effect of Anxiety and Confidence on Risky Decision-making | **Jeray M Haleblan**, U. of California, Riverside; **Livia Markoczy**, U. of Texas, Dallas; **Gerry McNamara**, Michigan State U.

**701 : (Paper Session) - (BPS) Alliance Capabilities and Alliance Formation**

2:30pm - 3:50pm Hawaii Convention Center: Room 306B

*Chair:* **Olivier Chatain**, INSEAD*Discussant:* **Melissa M Appleyard**, Portland State U.

- Multiple Information Sources and Their Effects on Alliance Formation Rates in the Cellular Industry | **Lori Rosenkopf**, U. of Pennsylvania; **Anuja Gupta**, Wharton School
- 👁️ Developing Alliance Capabilities: An Empirical Study | **Koen Heimeriks**, Copenhagen Business School; **Geert Duysters**, Eindhoven U. of Technology; **Wim Vanhaverbeke**, Eindhoven U. of Technology
- 🗨️👁️ Friends, Acquaintances, or Strangers? Partner Selection in R&D Alliances | **Dan Li**, Indiana U.; **Lorraine Eden**, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.
- Symbolic Certification or Substantive Resources? Overtallying the Value of Prestigious Affiliates | **Tim G. Pollock**, Pennsylvania State U.; **Guoli Chen**, Pennsylvania State U.; **Eric M. Jackson**, Jackson Leadership Systems Inc.

**702 : (Paper Session) - (BPS) Director Diversity and the Functioning of Boards**

2:30pm - 3:50pm Hawaii Convention Center: Room 307B

*Chair:* **Esther Solomon**, Fordham U.*Discussant:* **Karen Schnatterly**, U. of Minnesota

Organizational Predictors of Women in Top Management Teams and Corporate Boardrooms | **Amy Hillman**, Arizona State U.; **Christine Shropshire**, Arizona State U.

→ Corporate Governance Reforms, Outside Directors, and Firm Performance: Evidence from Korea | **Yangmin Kim**, Sogang U.

The Value of Non-Executive Directors on the Board: A Natural Experiment | **Rocio Bonet**, U. of Pennsylvania

TMT Diversity and Firm Performance: Examining the Roles of External and Internal Contexts | **Jong-Hun Park**, Ewha Women's U.; **Ho-uk Lee**, Yon Sei U.

**703 : (Paper Session) - (BPS) M&A Relatedness and the Characteristics of Valuable Targets**

2:30pm - 3:50pm Hawaii Convention Center: Room 308A

Chair: **Nandini Lahiri**, Indian School of Business

Discussant: **Ariel Y. Fishman**, Columbia U.

The Moderating Effect of Integration on Dimensions of M&A Relatedness | **Aks Zaheer**, U. of Minnesota; **Xavier Castaner**, HEC Paris; **David Souder**, U. of Minnesota

The Characteristics of acquirers and targets and Total Value Creation of Mergers and Acquisitions | **Lihua Olivia Wang**, Columbia U.; **Edward Zajac**, Northwestern U.

→ Measuring Inter-Industry Relatedness: SIC-Distances vs. the Survivor Principle | **Lasse B. Lien**, Norwegian School of Economics and Business Administration; **Peter G Klein**, U. of Missouri

**704 : (Paper Session) - (BPS) Learning and Organization Structure**

2:30pm - 3:50pm Hawaii Convention Center: Room 308B

Chair: **Teppo Felin**, Emory U.

Discussant: **Giovanni Gavetti**, Harvard Business School

Learning from Samples of Millions or More: Overcoming Organizational Barriers to Inferential Learning | **James Oldroyd**, Northwestern U.; **Ranjay Gulati**, Northwestern U.

Exploration and Exploitation in Changing Routines: Influence of Industry and Organizational Traits | **Andrea Masini**, London Business School; **Maurizio Zollo**, INSEAD; **Luk N Van Wassenhove**, INSEAD

Learning By Hiring or Hiring to Avoid Learning? | **Daniel Tzabbar**, U. of Central Florida; **Brian Silverman**, U. of Toronto; **Barak S. Aharonson**, U. of Toronto

Learning Strategy and Innovation Value. A Longitudinal Study | **Pingping Song**, Georgia State U.; **William C Bogner**, Georgia State U.

**705 : (Paper Session) - (BPS) New Perspectives on First-Mover Advantage**

2:30pm - 3:50pm Hawaii Convention Center: Room 309

Chair: **Juan Alcacer**, New York U.

Discussant: **Marvin B Lieberman**, U. of California, Los Angeles

→ Making it Pay to be First: Determining the Choice of Entry Timing and First-Mover Advantages | **Nile W. Hatch**, Brigham Young U.; **Douglas Johnson**, Purdue U.

The Race to Product Launch: Antecedents of Speed to Market Strategies in High-Technology Industries | **Christina Elisabeth Wyss**, U. of St. Gallen

Effects of Organizational Capacity & Environmental Dynamism on the 1st Move-Performance Relationship | **Vera L. Street**, Florida State U.; **Marc D. Street**, U. of South Florida, St. Petersburg; **Bruce T. Lamont**, Florida State U.

→ The Antecedents of Competitive Aggressiveness among Multinational Enterprises | **Tieying Yu**, Boston College; **Albert Cannella, Jr**, Arizona State U.

**706 JS: (BPS, OMT, TIM) Designing Organizational Interfaces & Vertical Architectures: Organizational & Strategic Implications**

2:30pm - 3:50pm Hawaii Convention Center: Room 313B

Organizer: **Michael G Jacobides**, London Business School

Discussants: **Nicolaj Siggelkow**, Wharton School; **Michael L. Tushman**, Harvard U.

Interdependency in Organizations: Towards a Theory of Organizational Modularity | **Ron Sanchez**, Copenhagen Business School

Why Interface Specification Varies: Heterogenous Knowledge and Communication Advantage | **Michael G Jacobides**, London Business School; **Phanish Puranam**, London Business School

Designing Boundaries of the Firm: From Make/Buy/Ally to Dynamic Benefits of Vertical Architecture | **Michael G Jacobides**, London Business School; **Stephan Billinger**, U. of St. Gallen

Innovation, Imitation and the Design of Organizational Interfaces | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Rishi Raj Roy**, U. of Michigan

Presenters: **Phanish Puranam**, London Business School; **Ron Sanchez**, Copenhagen Business School; **Stephan Billinger**, U. of St. Gallen; **Sendil Ethiraj**, U. of Michigan, Ann Arbor

**707 SHCS: (BPS, TIM) Contractual Design of Technology Alliances**

2:30pm - 3:50pm Hawaii Convention Center: Room 313C

Discussant: **Arvids A Ziedonis**, U. of Michigan, Ann Arbor

Repeated Interactions and Contract Structure: Evidence from Technology Development Contracts | **Rachelle Sampson**, U. of Maryland

Strategic Alliances as Governance Structures and Contractual Forms | **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill

Combining Provisions in Contract Designs: An Empirical Analysis of IT Outsourcing Agreements | **Kyle J Mayer**, U. of Southern California

R&D Firm IP Portfolios and Contract Structure: Evidence from Biotechnology Alliances | **Simon D. Wakeman**, U. of California, Berkeley

Speakers: **Rachelle Sampson**, U. of Maryland; **Kyle J Mayer**, U. of Southern California; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Simon D. Wakeman**, U. of California, Berkeley

**708 : (Paper Session) - (CAR) New Concepts of Time in Families and Careers: Over-time, Part-time, the Right Time, the Wrong Time**

2:30pm - 3:50pm Hawaii Convention Center: Room 319A

Chair: **Lotte Bailyn**, Massachusetts Institute of Technology

Discussant: **Yoav Vardi**, Tel Aviv U.

Work Hard and/or Play Hard: Propensity to Work Long Hours and the Influence of Role Polychronicity | **Marcus M. Butts**, U. of Georgia

Beyond a Dichotomy: Expanding Our Ability to Understand Part-Time and Full-Time Work Arrangements | **Melissa W. Barringer**, U. of Massachusetts, Amherst; **Sara McComb**, U. of Massachusetts; **Kristina A. Bourne**, U. of Massachusetts, Amherst

Never a Good Time? Exploring Relationships between Timing Childbirth and Perceived Career Success | **Jamie J. Ladge**, Boston College

**Winner of The Arnon Reichers Best Student Paper Award**  
Managing Incidents of Time-Based Work-Family Conflict: A Three-Stage Process | **Gary N. Powell**, U. of Connecticut; **Jeffrey H. Greenhaus**, Drexel U.

**709** : (Paper Session) - (CM) **Competition and Social Comparisons**

2:30pm - 3:50pm Hawaii Convention Center: Room 318B

Chair: **Don Moore**, Carnegie Mellon U.

Discussant: **Max H Bazerman**, Harvard U.

For the Love of the Game? Betting, Prediction, and Bias in Athletic Competition | **Joseph R Radzevick**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

The Causes and Consequences of Behavioral Forecasting Errors: Examples from Two Conflict Situations | **Kristina Diekmann**, U. of Utah; **Adam Galinsky**, Northwestern U.; **Sheli Sillito**, U. of Utah; **Ann Tenbrunsel**, U. of Notre Dame

Ranks and Rivals: Implications for Maximizing Joint Gains | **Stephen M Garcia**, U. of Michigan; **Avishalom Tor**, Haifa U.

Do We Prefer Coworkers Who Are Better or Worse Than Us? Evidence from the 'Weakest Link' Game | **Madan M Pillutla**, London Business School; **Sarah Ronson**, London Business School

**Winner of CM Division Best Paper Award - Conflict in Context**

**710** : (Paper Session) - (CMS) **New Production Systems, Work Intensification, and Worker Outcomes**

2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room

Chair: **Armel Brice Adanhounme**, HEC Montreal

Feeding the Beast: A Perspective on Working in the First Tier Automotive Industry of the US and UK | **Andrew Harry Barton**, Cardiff U.; **Rick Delbridge**, Cardiff U.

The Impact of Process Formalization on Production Relations in Systems Engineering | **Paul D Nugent**, Rensselaer Polytechnic Institute

Confessing for Quality | **Johan Quist**, Karlstad U.; **Per Skålén**, Karlstad U.

Work Intensity And Work-Family Balance In Europe | **Peter Berg**, Michigan State U.; **Kaumudi Misra**, Michigan State U.; **Kyoko Kato**, Michigan State U.

**711** : JS: (CMS, OMT, ODC) **Discourses of Identity in Practice**

2:30pm - 3:50pm Sheraton Waikiki Beach: Honolulu Room

Organizers: **Alison Linstead**, U. of York; **Phyllis Johnson**, Strathclyde U.; **Nic Beech**, Strathclyde U.

Chair: **Alison Linstead**, U. of York

Discussant: **David Knights**, U. of Exeter

Introduction: Discourses of Identity in Practice | **Alison Linstead**, U. of York

Identity and Discourse | **David Stephen Grant**, U. of Sydney

Identity Work in the US Medical Profession | **Marlena Fiol**, U. of Colorado, Denver; **Edward O'Connor**, U. of Colorado, Denver

Conflated & Frustrated Identity Changes During Strategic Change | **Phyllis Johnson**, Strathclyde U.; **Nic Beech**, Strathclyde U.

Identity as Event | **Stephen A. Linstead**, U. of York; **Alison Linstead**, U. of York

Speakers: **Marlena Fiol**, U. of Colorado, Denver; **Stephen A. Linstead**, U. of York; **David Stephen Grant**, U. of Sydney

**712** : (Paper Session) - (ENT) **Process & Behavioral Dimensions of Entrepreneurial Performance**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - ENT 1

Presented on panels 21-24

Participation and Commitment: The Mediating Effects of Value Congruence and Perceived Influence | **Peter Davis**, U. of Memphis; **Raj V Mahto**, U. of Memphis; **David G Allen**, U. of Memphis

Job Characteristics: Their Effect on Entrepreneurial Job Satisfaction | **Leon Schjoedt**, Illinois State U.

Interpreneurship: Examining the Effects of Social Structure on the EO—Performance Relationship | **Curt Moore**, TCU; **Barry A Macy**, Texas Tech U.

The Role of Innovative Search in Initial Public Offerings of U.S. Semiconductor Ventures | **Geraldine Wu**, Columbia U.

**713** : (Paper Session) - (ENT) **New Venture Strategy & Performance**

2:30pm - 3:50pm Hawaii Convention Center: Room 301B

Chair: **JiFeng Yu**, Georgia State U.

An Empirical Analysis of the Relationship among Founding Resources, Strategies, and Performance | **Scott L. Newbert**, Villanova U.; **Bruce A Kirchoff**, New Jersey Institute of Technology; **Steven T. Walsh**, U. of New Mexico

Locating Close to Dominant Firms: An Entry Strategy in an Emerging Industry | **Linda Tegarden**, Virginia Tech; **William Lamb**, Ohio U.; **Donald Hatfield**, Virginia Tech

Determinants of Strategy and Performance in Small Technology-based Private Firms in Japan | **Kozo Yamada**, Sophia U.; **Yoshihiro Eshima**, Osaka U. of Economics

SURVIVAL OF THE BIGGEST? The Effect of Initial Size and Firm Growth on New Firm Survival | **Frederic Delmar**, Stockholm School of Economics; **Karin Sjöberg**, Jonkoping International Business School; **Karl Wennberg**, Stockholm School of Economics

**714** : (Paper Session) - (ENT) **The Value-added of Entrepreneurship Education**

2:30pm - 3:50pm Hawaii Convention Center: Room 303A

Chair: **Max Wortman**, Iowa State U.

Entrepreneurship Education: Do they practice what we teach? | **Linda F. Edelman**, Bentley College; **Tatiana S. Manolova**, Suffolk U.; **Candida G Brush**, Boston U.; **Patricia G Greene**, Babson College

- 📖📖 A Scalable Problem-based Learning System for Entrepreneurship Education | **Ralph Hanke**, Bowling Green State U.; **Anthony C. Warren**, Pennsylvania State U.
- 📖 Entrepreneurship and Stereotypes: Are Entrepreneurs from Mars or from Venus? | **Vishal K. Gupta**, U. of Missouri, Columbia; **Daniel Turban**, U. of Missouri, Columbia; **S. Arzu Wasti**, Sabanci U.; **Arijit Sikdar**, Indian Institute of Management, Indore
- 📖 Do Entrepreneurship Programs Raise Entrepreneurial Intentions of Science and Engineering Students? | **Vangelis Souitaris**, Cass Business School; **Stefania Zerbinati**, U. of Portsmouth

**715** : (Paper Session) - (ENT) **Funding the Entrepreneurial Venture**

- 2:30pm - 3:50pm Hawaii Convention Center: Room 303B  
 Chair: **Andrew Zacharakis**, Babson College
- Corporate Venture Capital and Firm Growth Value | **Yong Li**, U. of Illinois, Urbana-Champaign; **David Zou**, U. of Illinois, Urbana-Champaign
  - Social Ties and Human Capital: Resource Contribution by Team Members to the Nascent Venture. | **Reddi Kotha**, London Business School
  - 📖🗣️ Process Matters – Empirical Evidence on the Value of Marketing Planning in VC-backed Startups | **Marc B. Gruber**, U. of Munich
  - Corporate Deals of Newly IPOed Firms: Building Corp. Capabilities for Conducting Alliances & M&As? | **Asli Musaoglu Arikan**, Georgia State U.; **Anita McGahan**, Boston U.

**716** 🗣️ : (Paper Session) - (GDO) **Gender, Careers, and Families**

- 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - GDO 1  
 Presented on panels 77-80
- 📖🗣️ Gender RIASEC and Entrepreneurship: Toward a New Vision of Management in the 21st Century | **Paul G Wilhelm**, Virginia State U.
  - 🗣️🗣️ Profiles of academic activities and careers: does gender matter? | **Vincent Mangematin**, INRA/UPMF; **Mareva Sabatier**, irege; **Myriam Carrere**, INRA/UPMF
  - 🗣️🗣️ Antecedents of Marital Happiness & Career Satisfaction: An Empirical Study of Dual-Career Managers | **Sharon Bartley**, U. of Tennessee, Knoxville; **William Q Judge**, U. of Tennessee; **Sharon A. Judge**, U. of Tennessee, Knoxville
  - 🗣️ Work and Family Research: New Considerations for Modern Circumstances | **Stacy Saturday**, U. of Colorado, Boulder

**717** JS: (GDO, OB, HR) **Diversity and Organizational Outcomes: The Moderating Effect of Context**

- 2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 1  
 Chair: **Loriann Roberson**, Arizona State U.
- Moving Toward the Learning-and-Effectiveness Paradigm: An Integration of the Diversity Orientation a | **Angela Paladino**, U. of Melbourne; **Carol T Kulik**, Melbourne U.
  - Diversity Training Gone Bad: A Model Examining Subgroup Identity Threat as a Moderator of Receptiven | **Donna Chrobot-Mason**, U. of Cincinnati

- Differential Treatment: Effects of Organizational Climate and Individual Differences | **Loriann Roberson**, Arizona State U.; **David Sluss**, Arizona State U.; **Steven Kaplan**, Arizona State U.
- Organizational Climate and Attributions to Discrimination | **Lisa Michelle Leslie**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland
- Participants:* **Donna Chrobot-Mason**, U. of Cincinnati; **Michele J. Gelfand**, U. of Maryland; **Steven Kaplan**, Arizona State U.; **Carol T Kulik**, Melbourne U.; **Lisa Michelle Leslie**, U. of Maryland; **Angela Paladino**, U. of Melbourne; **David Sluss**, Arizona State U.; **Loriann Roberson**, Arizona State U.

**718** 🗣️🗣️ JS: (HCM, OMT, OB) **Disasters, Processes, and Solutions: Innovations in Patient Safety Research**

- 2:30pm - 3:50pm Sheraton Waikiki Beach: Waianae Room  
 Organizer: **Grant T. Savage**, U. of Alabama
- Modeling Adverse Organizational Consequences | **Paul S Goodman**, Carnegie Mellon U.
  - Keeping Baby and Bath Water: The Case for "Traditional" Approaches to Studying Patient Safety | **Timothy J. Vogus**, Vanderbilt U.
  - Creating High Reliability Organizations | **Karlene H. Roberts**, U. of California, Berkeley
  - Applying Normal Accident Theory to Improving Patient Safety in Hospitals | **Michal Tamuz**, U. of Tennessee Health Sciences Center
  - Reducing Prescribing Errors with Health Information Technology | **James D. Bramble**, Creighton U.
  - Relying on Information Technologies to Reduce Medical Errors: Are We Expecting Too Much? | **Ann Scheck McAlearney**, Ohio State U.

**719** 🗣️ : (Paper Session) - (HR) **Potpourri (IR, Validity and Testing, etc.)**

- 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - HR  
 Presented on panels 41-50
- 🗣️ Models of Strike Propensity: A Replication and Longitudinal Extension | **James E. Martin**, Wayne State U.; **Robert R Sinclair**, Portland State U.
  - 🗣️➔🗣️ Union Joining and Leaving: An Event History Analysis | **Donna Buttigieg**, Monash U.; **Stephen Deery**, King's College, U. of London; **Roderick D Iverson**, Simon Fraser U.
  - 🗣️ Matching Human Resource Management Strategy with Logistic Strategy to Enhance Firm Performance | **Hsi-An Shih**, National Cheng Kung U.; **Yun-Hwa Chiang**, Ming Chuan U.
  - 🗣️ Dual Commitment to the Organization and the Union: A Multidimensional Approach | **Aaron Cohen**, U. of Haifa
  - 🗣️ Competing Models of Cognitive Appraisal in Psychological Contract Research | **Lisa Schurer Lambert**, Georgia State U.
  - 🗣️🗣️ The Fakability of Bar-On's Emotional Quotient Inventory Short Form: Catch Me if You Can | **Lee Grubb**, East Carolina U.; **Michael A. McDaniel**, Virginia Commonwealth U.
  - 🗣️🗣️ Do Employment Test Publisher Manuals Provide Accurate Information On Test Validity? | **Michael A. McDaniel**, Virginia Commonwealth U.; **Hannah Rothstein**, Baruch College; **Deborah Whetzel**, Work Skills First, Inc.

- 👁️ Scholarship Rankings in Departments of Management: Some Criterion Problems | **Carrie A. Belsito**, Texas A&M U.; **Angelo DeNisi**, Texas A&M U.
- 👁️ Men, Women, and Managers: An Examination of Changing Gender Stereotypes | **Emily E Duehr**, U. of Minnesota, Twin Cities; **Joyce E Bono**, U. of Minnesota, Twin Cities
- 👁️ Temporary Workers' Perceptions of Stigmatization: Influences and Effects | **Anthony S. Boyce**, Michigan State U.; **Ann Marie Ryan**, Michigan State U.; **Anna L. Imus**, Michigan State U.; **Frederick Morgeson**, Michigan State U.; **Terry A Hauer**, Manager, Testing & Validation

### 720 : (HR) Ice Cream Social and Member Networking Event

2:30pm - 3:50pm Hilton Hawaiian Village: Coral Ballroom 4

Join your friends and colleagues in the HR Division for an afternoon treat!

Program Chair: **Joseph J Martocchio**, U. of Illinois, Urbana-Champaign

### 721 🗣️👁️JS: (HR, ENT) Small & Entrepreneurial Firms in the 21st Century: At the Intersection of HRM & Entrepreneurship

2:30pm - 3:50pm Hawaii Convention Center: Room 322A

Invited presenter symposium bringing together current research at the intersection of HRM and entrepreneurship.

Organizer: **Rowena Barrett**, Monash U.

Chair: **Susan E. Mayson**, Monash U.

Facilitator: **Judy Tansky**, Ohio State U.

Human Resource Management in Smaller Firms: A

Contradiction in Terms? | **Sue Marlow**, De Montfort U.

Understanding HRM in Emerging Entrepreneurial Firms:

What Happens When We Keep It in the Family? | **James C Hayton**, Utah State U.; **Christopher Clark**, Utah State U.

Growing Small Firms in Australia: How Do They Do What

They Do with Human Resource Management? | **Rowena Barrett**, Monash U.; **Susan E. Mayson**, Monash U.

HR in the Small Business Enterprise: Assessing the Impact of

PEO Utilization | **Brian S Klaas**, U. of South Carolina

Performance Management in Small and High Growth

Companies | **Robert L Cardy**, Arizona State U.; **Janice S Miller**, U. of Wisconsin, Milwaukee

Surviving for Growth: Change or Stasis in a Low-tech

Entrepreneurial Small Firm | **Sarah Jack**, Aberdeen U.; **Jeff Hyman**, Aberdeen U.; **Fraser Osborne**, Aberdeen U.

### 722 🗣️👁️JS: (HR, OB) Exploring the Relationship Between Social Capital and Voluntary Turnover in the 21st Century

2:30pm - 3:50pm Hawaii Convention Center: Room 319B

Chair: **Thomas W. Lee**, U. of Washington

Facilitator: **Malvina Klag**, McGill U.

Predictors of Teacher Turnover in Urban Public Schools:

Social Capital and Human Capital Effects | **Carrie R Leana**, U. of Pittsburgh; **Brenda E Ghitulescu**, U. of Pittsburgh; **Frits Pil**, U. of Pittsburgh

Social Capital, Org., and Environmental Predictors of Quits, Discharges, and Intra-Org. Mobility | **Jason D. Shaw**, U. of Kentucky; **Jonathan Lewis Johnson**, U. of Arkansas

Creating Connections Between Job Embeddedness and Social Capital | **Brooks C Holtom**, Georgetown U.; **Thomas W. Lee**, U. of Washington

Internal Market Orientation as a Tool for Fostering

Organizational Social Capital and Retention | **David G Allen**, U. of Memphis; **Ashley J. Kilburn**, U. of Memphis; **Brandon R. Kilburn**, U. of Memphis

**Kilburn**, U. of Memphis

Speakers: **Brooks C Holtom**, Georgetown U.; **Carrie R Leana**, U. of Pittsburgh; **Jason D. Shaw**, U. of Kentucky; **David G Allen**, U. of Memphis

Participants: **Brenda E Ghitulescu**, U. of Pittsburgh; **Frits Pil**, U. of Pittsburgh; **Jonathan Lewis Johnson**, U. of Arkansas; **Brandon R. Kilburn**, U. of Memphis; **Ashley J. Kilburn**, U. of Memphis

### 723 : (Paper Session) - (IM) The Expatriate's Career

2:30pm - 3:50pm Hawaii Convention Center: Room 304A

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

Discussant: **Mila B. Lazarova**, Simon Fraser U.

→ Global Careers: North-American, European and Asian Perspectives | **Guenter Stahl**, INSEAD; **Chei Hwee Chua**, U. of South Carolina; **Paula M Caligiuri**, Rutgers U.; **Jean-Luc Cerdin**, ESSEC Business School; **Edwin L Miller**, U. of Michigan; **Mami Taniguchi**, Waseda U.

→ The Inpatriate Experience in Multinational Companies: An Exploratory Case Study | **Sebastian Reiche**, Melbourne U.; **Anne-Wil Harzing**, U. of Melbourne

→ Factors Affecting Repatriate Job Satisfaction and Job Attachment for Japanese Managers | **Michael J. Stevens**, U. of Missouri, St. Louis; **Gary Oddou**, California State U., San Marcos; **Norihito Furuya**, IGB Network Co., Ltd.; **Allan W Bird**, U. of Missouri, St. Louis; **Mark Mendenhall**, U. of Tennessee, Chattanooga

→ Man Without a Country: Is There a Liability of Foreignness in Individual Outcomes? | **John Mezas**, U. of Miami; **Stephen Mezas**, New York U.

### 724 : (Paper Session) - (IM) Political Strategies in MNCs

2:30pm - 3:50pm Hawaii Convention Center: Room 305A

Chair: **Sankaran Manikutty**, Indian Institute of Management

Discussant: **Jean J Boddewyn**, Baruch College

Avoidance, Isolation and Accommodation Strategies of MNCs in Response to Legitimacy Attacks | **Anna Lamin**, U. of Minnesota; **Srilata Zaheer**, U. of Minnesota

→ Managing Institutional and Political Risk in Emerging Economies | **Jonathan P Doh**, Villanova U.; **Kalpana Seethepalli**, George Washington U.

→ Successful Adaptation to Regulatory Punctuations: A Case Study of the Mexican Banking Industry. | **Luis Antonio Perez-Batres**, Texas A&M U.

→ Globalization and the Political Participation of Firms: Lobbying and Firm Internationalization | **Leonard Bierman**, Texas A&M U.; **Jonathan Brookfield**, Texas A&M U.; **Michael W Pustay**, Texas A&M U.; **Asghar Zardkoohi**, Texas A&M U.

### 725 : (Paper Session) - (IM) Market Entry Strategies

2:30pm - 3:50pm Hawaii Convention Center: Room 305B

Chair: **Mohan Subramaniam**, Boston College

Discussant: **Witold Jerzy Henisz**, Wharton School

- Links between Business Strategies and Foreign Market Entry Mode Choices: An Empirical Examination | **Xin Liang**, U. of Kansas; **Martina Musteen**, U. of Kansas; **Deepak K Datta**, U. of Texas, Arlington
- 🗣️ Entry Mode Contract Negotiations and Formation: Effects of National Culture on Style and Substance | **George O. White III**, U. of Texas, El Paso
- 📄 Entry Strategies and Subsequent Foreign Expansion Path | **Ruihua Joy Jiang**, Lehigh U.
- 🗣️ → Portfolios of Real Options in Foreign Markets: The Impact of Uncertainty on Subsidiary Group Size | **Marc-Oliver Thurner**, U. of St. Gallen; **Li Choy Chong**, U. of St. Gallen

**726 : (Paper Session) - (IP) Perspectives on Diversity**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Christopher Wheat**, Harvard U.

- **GDO**: Universal Diverse Orientation in the United Kingdom and the United States: A Comparative Analysis | **Olukemi O Sawyerr**, California Polytechnic State U., Pomona; **Judy Perkins Strauss**, California State U., Long Beach; **Adegoke Oke**, Cranfield U.
- 🗣️ → **GDO**: Pakistani Model of Diversity Management: Rediscovering Jinnah's Vision | **Jawad Syed**, Macquarie U., Sydney
- 🗣️ → **GDO**: Different colored glasses: Minority & majority perceptions of an organization's diversity policies | **Kim Jaussi**, State U. of New York, Binghamton; **Amy Randel**, San Diego State U.; **Elizabeth Carroll**, Binghamton U.; **Douglas Klein**, Sirota Consulting

**BPS**: The Impact of Human Capital Diversity, Experience and Compensation on Firm Performance | **Keld Laursen**, Copenhagen Business School; **Volker Mahnke**, CBS; **Per Vejrup-Hansen**, Copenhagen Business School

**MED**: The Role of Subcultural Diversity in Organizational Knowledge Management (KM) | **RaviShankar Mayasandra Nagaraja**, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore

**727 : (Paper Session) - (IP) Diversity and the Workplace**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Michelle T Violanti**, U. of Tennessee, Knoxville

- 🗣️ **GDO**: The Relationship between Unit Diversity and Organizational Outcomes in the Military | **Ulysses J. Brown**, Savannah State U.; **Stephen B Knouse**, U. of Louisiana at Lafayette; **James B Stewart**, Pennsylvania State U., Mckeesport
- 🗣️ → **GDO**: Effectiveness and Efficiency through Diversity – Can you have it both ways? | **William Ross O'Brien**, U. of Texas, Arlington
- 📄 **OB**: A Meta-Analysis of Stress and Performance at Work: Moderating Effects of Gender, Age, and Tenure | **Simona Gilboa**, Tel Aviv U.; **Arie Shirom**, Tel Aviv U.; **Yitzhak Fried**, Wayne State U.
- OB**: Beating the Competition...Literally!: Personal, Situational, and Target Influences on Aggression | **Tom Alan Timmerman**, Tennessee Technological U.
- HR**: Diversity, Values, and Congruence: Does Ethnicity Influence Satisfaction with Workplace Outcomes? | **Deirdre**

**McCaughey**, U. of Manitoba; **Nealia S. Bruning**, U. of Manitoba; **Beth Rubin**, DeVry U.; **Marie Bell**, New York Institute of Technology

**728 : (Paper Session) - (IP) Institutional Pressures and Organizational Practices**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Sanjay Sharma**, Wilfrid Laurier U.

- 🗣️ → **ONE**: Natural Environment and Institutional Environment, Relationship and Interactions | **Ji Li**, Hong Kong Baptist U.; **Jane WH Moy**, - ; **Gongming Qian**, -
- **IM**: The Logic of Individual Action in the Dynamics of National Institutional Configurations | **Michael A. Witt**, INSEAD; **Arie Y. Lewin**, Duke U.
- **IM**: Lessons from the International Diffusion of Early Railroad Signaling Technologies | **Andrew Nelson**, Stanford U.
- OMT**: Adopting through Social and Economic Means in Times of Institutional Change | **Ayse Saka**, U. of Groningen; **Filippo Carlo Wezel**, Tilburg U.

**729 : (Paper Session) - (IP) Research on Ecological and Evolutionary Perspectives**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Pierangela Morlacchi**, U. of Sussex

- ONE**: Symbolic Representation and Transformation of Organizational Environmental Strategies | **R Scott Marshall**, Portland State U.; **Darrell Brown**, Portland State U.; **Jesse Dillard**, Portland State U.
- OMT**: The Re-Emergence of Organizational Populations after a Period of Dormancy | **Jeroen Kuilman**, Erasmus U.
- OMT**: Misery Loves Company: The Spread of Negative Impacts Resulting from a Firm-Specific Shock | **Tieying Yu**, Boston College; **Metin Sengul**, INSEAD; **Richard H. Lester**, Louisiana Tech U.
- OCIS**: Organizational Implications for the Social Construction of Technology Development | **Paul Leonardi**, Stanford U.
- **CMS**: Latin America's Organization Studies Challenges in the 21st Century | **Eduardo Ibarra-Colado**, U. Autonoma Metropolitana, Iztapalapa

**730 : (Paper Session) - (IP) Ecological and Evolutionary Perspectives**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **David Bright**, Case Western Reserve U.

- ENT**: New Ventures and Ambidextrous Firms from the Lens of Capabilities, Economics and Evolutionary Theory | **Arvin Sahaym**, U. of Washington, Seattle
- OMT**: Going, Going, Gone: Niche Characteristics and Mortality of Professional Sports Leagues. | **Michael E. Dobbs**, LeTourneau U.; **J. Richard Harrison**, U. of Texas, Dallas; **Xia Zhao**, U. of Texas, Dallas
- OMT**: Local Search and Mimetic Entry into New Markets in the Nonprofit Consulting Industry, 1977-2003 | **Sangchan Park**, Cornell U.; **Dong-II Jung**, Cornell U.
- OB**: Darwinism, Behavioral Genetics, and Organizational Behavior: A Review and Agenda for Future Research |



**Remus Ilies**, Michigan State U.; **Richard Arvey**, U. of Minnesota; **Thomas Bouchard**, U. of Minnesota

**731 : (Paper Session) - (IP) Cognition and Emotions in Organizations**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **John D. Watt**, U. of Central Arkansas

**OB**: Consequences of Positive and Negative Feedback: The Impact on Emotions and Extra-Role Behaviors | **Frank D. Belschak**, Erasmus U.; **Deanne N. Den Hartog**, Erasmus U.

**OB**: The Nature and Construct of Emotional Stability and Its Convergent and Discriminant Validity | **Yan Li**, Chinese U. of Hong Kong

**OB**: No Exit, No Voice: The Bind of Risky Voice Opportunities in Organizations | **James R. Detert**, Pennsylvania State U.; **Amy C. Edmondson**, Harvard U.

**GDO**: Two Sides of the Coin: People with Disabilities and Caregivers at Work | **Hugh Bainbridge**, U. of Melbourne; **Christina Cregan**, Melbourne U.

**MOC**: When Does Humor Generate a Laugh or a Lawsuit, and Why Should Management Scholars Care | **Allan Filipowicz**, INSEAD

**732 : (Paper Session) - (IP) Organizational Culture and Emotion**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Ranbir Kumar Bhatia**, -

**OB**: Exploring Task-Based Self-Esteem: Self Evaluation Maintenance and Work Teams | **Joshua R. Knapp**, U. of Cincinnati

**OB**: How 'Bad Apples' Spoil the Bunch: Faultlines, Emotional Levers and Exclusion in the Workplace | **Debra Panipucci**, Deakin U.

**OB**: Effects of Climate Level and Climate Strength on Unit Morale in Intensive Care Units (ICUs) | **Gary Shteynberg**, U. of Maryland; **Julie Lyon**, U. of Maryland; **Bryan Sexton**, Johns Hopkins U.

**SIM**: The Role of Values and Emotions in Newcomers' Socialization into Organizational Corruption | **Charles C Manz**, U. of Massachusetts, Amherst; **Mahendra Joshi**, U. of Arkansas; **Vikas Anand**, U. of Arkansas

**733 : (Paper Session) - (IP) Transformational Leadership**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Joseph Weintraub**, Babson College

**PNP**: The Changing Nature of Public Entrepreneurship | **Taieb Hafs**, HEC Montreal

**MED**: Educating Leaders for the 21st Century: A Transformative Learning Process | **Kathy Dee Geller**, Areté Leadership International, Ltd.

**OB**: Authentic Transformational Leadership and Followers' Sustained Identification | **Weichun Zhu**, U. of Nebraska; **Rebecca Reichard**, U. of Nebraska, Lincoln; **Steve M. Norman**, U. of Nebraska

**OB**: The Romance of Leadership? Social Exchange Theory Meets Self-Regulatory Focus Theory | **Sankalp Chaturvedi**, National U. of Singapore; **Daniel McAllister**, National U. of Singapore

**734 : (Paper Session) - (IP) Work and Family**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B5

Facilitator: **Amy B Henley**, U. of Texas, Arlington

**GDO**: Cultural Context and Family: Influences on Job Attribute Preferences and Work Outcomes | **Elizabeth A Corrigan**, Pennsylvania State U., Worthington Scranton

**GDO**: Factors Affecting Early Career Women's Choices: Implications for Organizations | **Deborah A. O'Neil**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

**HR**: Family Ties and International Mobility | **Marie-Josée Dupuis**, U. of Montreal; **Victor Y. Haines**, U. of Montreal; **Tania Saba**, U. of Montreal

**735 : (Paper Session) - (IP) Entrepreneurship and Learning**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Carlo Salvato**, Bocconi U.

**CMS**: Epistemology in Entrepreneurship Research: A New Vision in the 21st Century | **Brian B. McKenzie**, California State U., Hayward

**ENT**: A Theory of Entrepreneurial Learning | **Pankaj C Patel**, U. of Louisville

**ENT**: Opportunity Finding by Nascent Entrepreneurs: Satisficing or Optimizing Search? | **Sibin Wu**, U. of Texas, Pan American; **Richard L Priem**, U. of Wisconsin, Milwaukee; **Paul C Nystrom**, U. of Wisconsin, Milwaukee

**OMT**: Bad Apple: Experiential and Vicarious Learning of Opportunistic Behavior in a Franchise Network | **Sunghoon Kim**, Cornell U.; **Hyeon Jeong Park**, Georgia State U.; **Dong-I Jung**, Cornell U.

**ENT**: Cognitive Adaptability in Entrepreneurial Environments: Motivation, Context, and Metacognition | **James Haynie**, U. of Colorado, Boulder; **Elaine Mosakowski**, U. of Colorado, Boulder; **Christopher Earley**, National U. of Singapore

**736 : (Paper Session) - (IP) Entrepreneurship Processes**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Patrick G. Maggitti**, St. Joseph's U.

**ENT**: An Investigation about the Entrepreneurial Intentions of Hispanics in the United States | **Erick Paulo Cesar Chang**, Mississippi State U.

**ENT**: Knowledge Valorization via Boundary Extensions: Do Entrepreneurial Experiments Create Markets? | **Gita Surie**, Adelphi U.

**OMT**: Understanding The Entrepreneurship Of Social Networks And Market Dynamics | **Desmond W. Ng**, Texas A&M U., College Station

**GDO**: Senior Women Managers Leaving Corporate to Become Entrepreneurs: Human & Social Capital Contributions | **Siri Ann Terjesen**, Cranfield School of Management

**HR**: Change and Stability in Employment Models in Entrepreneurial Firms | **Aegean Oi Kam Leung**, National U. of Singapore; **Ronald Rodgers**, National U. of Singapore

**737 : (Paper Session) - (IP) Entrepreneurship Processes and New Ventures**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Rory P. O'Shea**, Massachusetts Institute of Technology

**TIM:** Impact of Entrepreneurial Innovation on Technological Progress | **Preeta Roy**, U. of Pennsylvania

**ENT:** The Time Frames of Entrepreneurs | **Allen Bluedorn**, U. of Missouri, Columbia; **Gwen Richtermeyer**, U. of Missouri, Kansas City

🗂️ **ENT:** An Examination of Entrepreneurial Team Development in Academic Spin-outs | **Iris Vanaelst**, Vrije U. Brussel; **Mike Wright**, Nottingham U.; **Nathalie Moray**, U. of Gent

📖 **ENT:** Who the Entrepreneurs Is Vs. What the Entrepreneur Does: Comparing Two Dominant Approaches | **Andreas Rauch**, Giessen U.; **G T Lumpkin**, U. of Illinois, Chicago; **Johan Wiklund**, Jonkoping International Business School; **Michael Frese**, Giessen U.

### 738 : (Paper Session) - (IP) Environmental Influences on Organizations

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Kubilay Gok**, U. of Wisconsin, Madison

**ENT:** Corporate Venturing as Strategy Enhancement or as Engine of Strategic Renewal | **Henri Burgers**, Erasmus U.; **Frans A.J. Van den Bosch**, Erasmus U.; **Henk W. Volberda**, Erasmus U.

**ENT:** Goal Autonomy, Technology Intensity, Environmental Hostility and Firm Performance: Does Size Matter? | **Sidhartha R Das**, George Mason U.; **Maheshkumar P Joshi**, George Mason U.

**TIM:** An N-Person Repeated Prisoners' Dilemma Approach to the Ad-hoc/Sustained Product Innovation Tradeoff | **Robert A.W. Kok**, Radboud U. Nijmegen; **Adrian M.A. Van Deemen**, Radboud U. Nijmegen

➔ **IM:** On A Wild Goose Chase: Looking for Positive Business Group Effects | **Aya S. Chacar**, Florida International U.; **Balagopal Vissa**, INSEAD

### 739 🗂️: (Paper Session) - (MC) The Tools of Management Consulting

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MC

Presented on panels 61-64

🗂️🗂️ Keep it Simple! The Role of Simplification in Management Tools | **Fabien De Geuser**, HEC, U. of Lausanne; **Michel Fiol**, HEC Paris

📖🗂️🗂️ An Assessment of Three Management Consulting Diagnostic Strategies in the U.S. Corporate Environment | **Lawrence Roland Lepisto**, Central Michigan U.; **Mahmood Bahae**, Central Michigan U.; **Randall Hayes**, Central Michigan U.; **Kevin Love**, Central Michigan U.; **Debra McGilsky**, Central Michigan U.

🗂️🗂️ IT-Based Visualization Tools to Enhance Strategic Decision Making: A Case Study | **Steve Sonka**, U. of Illinois, Urbana-Champaign; **Randall E Westgren**, U. of Illinois; **Donna Fisher**, Georgia Southern U.

🗂️🗂️ Development of a Global Employee Survey. | **Bjoern Z Ekelund**, Copenhagen Business School; **Kirsten Berg**, Norwegian School of Management; **Øyvind Martinsen**, Norwegian School of Management

### 740 🗂️: (Paper Session) - (MC) Knowledge Management and Consultation: Integration Across Boundaries

2:30pm - 3:50pm Hawaii Convention Center: Room 314

Chair: **E Brian Peach**, U. of West Florida

Discussant: **Annika Schilling**, Stockholm School of Economics

🗂️➔ Integrating Knowledge Systems: A Study of Knowledge Management in a Consulting Merger | **Markus Ejenäs**, Stockholm School of Economics; **Andreas Werr**, Stockholm School of Economics

Reuse of Intellectual Capital from Repositories: A Mixed Methods Study | **Wai Fong Boh**, Nanyang Technological U.

🗂️ Conducting Geographically Dispersed Knowledge Work – Implications for Knowledge Intensive Firms | **Rashmi H. Assudani**, Xavier U.

**Winner of the Bentley College/HEC Outstanding Student Paper Award**

🗂️ M&As and Behavioral Due Diligence: Pearls of Wisdom from Leaders for Consultants | **Judith Gebhardt**, U. of Southern California

### 741 📖: (Paper Session) - (MED) Learning Styles and Processes

2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: **Frank Gaskill**, U. of St. Francis (IL)

📖 What it Means to Supervise: A Phenomenographic Study of Doctoral Student Supervision | **April Wright**, U. of Queensland; **Jane P Murray**, Griffith U.; **Patricia Geale**, U. of Queensland

📖🗂️ T-Groups Revisited: The Significance of Sensitivity Training to Managerial Learning and Development | **Tony Lingham**, ESADE; **Bonnie Richley**, Case Western Reserve U.; **Carlos Royo**, U. of Barcelona

📖 Learning Style Models: Assessment, Comparison, and Teaching Activities | **Thomas F. Hawk**, Frostburg State U.; **Amit J. Shah**, Frostburg State U.

📖🗂️ Student Orientation: Effects of Individual Differences on Management Education | **Karen Moustafa**, Indiana U./Purdue U.; **Zelimir William Todorovic**, Indiana U./Purdue U.; **Egor Murzin**, Indiana U./Purdue U.

### 742 JS: (MED, HR) E-Learning: Advances in Training Design and Evaluation

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 2

Chairs: **Kurt Kraiger**, U. of Tulsa; **Annette Towler**, Illinois Institute of Technology

Discussant: **Timothy Baldwin**, Indiana U., Bloomington

The Effectiveness of Web-Based Instruction: A Meta-Analysis of Online Instruction | **Traci Sitzmann**, U. of Tulsa; **Robert Wisher**, Advanced Distributed Learning

Effects of Seductive Details and On-Screen Text on Training Outcomes | **David Stewart**, U. of Tulsa; **Traci Sitzmann**, U. of Tulsa; **Jaime Kuo**, Illinois Institute of Technology; **Eyal Ronen**, Illinois Institute of Technology; **Courtney Van Overberghe**, Illinois Institute of Technology; **Annette Towler**, Illinois Institute of Technology

Relationship Between Actual and Perceived Learner Control: Technology and Individual Differences | **Seyoung Park**, U. of Tulsa; **Kurt Kraiger**, U. of Tulsa

Trainee Satisfaction: Further Exploration of Structure and Nomological Network | **Kenneth G Brown**, U. of Iowa

*Participants:* **Traci Sitzmann**, U. of Tulsa; **Robert Wisher**, Advanced Distributed Learning; **David Stewart**, U. of Tulsa; **Jaime Kuo**, Illinois Institute of Technology; **Eyal Ronen**, Illinois Institute of Technology; **Courtney Van Overberghe**, Illinois Institute of Technology; **Seyoung Park**, U. of Tulsa; **Kenneth G Brown**, U. of Iowa

**743** 🗨️: (Paper Session) - (MH) **Scientific Management: Changing with the Times**

2:30pm - 3:50pm Sheraton Waikiki Beach: Kohala/Kona Room

*Chair:* **David A Lamond**, U. of Western Sydney

*Discussants:* **Patrick Fitzgerald**, Oklahoma City U.; **Paul L Govekar**, Ohio Northern U.; **F Barry Barnes**, Nova Southeastern U.; **Alfred A. Bolton**, Averett U.

➔ **Albert Thomas and Scientific Management in War and Peace, 1914-1932** | **Emil Walter-Busch**, U. of St. Gallen  
**Can Strategy Save a Dying Industry? The Street Railway Industry: 1920-1936** | **Charles D. Wrege**, Cornell U.; **Regina Greenwood**, Kettering U.; **John G Joos**, Nova Southeastern U.

🗨️ **Withholding Effort in the Workplace: From Soldiering to Socially Motivated Underachievement** | **Stephanie Case Henagan**, Northern Illinois U.

**Ronald B. Shuman Best Graduate Student Paper Award**  
**The Cold War and the Scientific Management of Consumer Interests** | **Chris Nyland**, Monash U.; **Amanda McLeod**, Monash U.

**744** 🗨️: (Paper Session) - (MOC) **Who Am I? Who Are We?: Emerging Issues in Identity Research in Organizations**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MOC 1

*This session spans levels of analysis and explores several emerging issues relating to identity in organizations. Presented on panels 13-16*

🗨️🗨️ **Fight or Flight: Territorial Infringement in Organizations** | **Graham Brown**, Singapore Management U.; **Michael Read**, U. of British Columbia

🗨️ **It's Not About the Money: Exploring Types of Meaning Employees Find in Their Jobs and Organizations** | **Heather C. Vough**, U. of Illinois, Urbana-Champaign; **Kevin G. Corley**, Arizona State U.

➔ 🗨️ **Why They can never be as good as Us: how other organizations must be worse off on essential features** | **Johan Van Rekom**, Erasmus U.; **Mirdita N. Elstak**, Erasmus U.

**745** 🗨️: (Paper Session) - (MOC) **Learning, Knowing, and Sensemaking in Organizations**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MOC 2

*Explores various topics about how collectives learn, store knowledge, and engage in sensemaking. Presented on panels 51-55*

🗨️🗨️ **Social Networks and Creativity: Combining Expertise in Complex Innovations** | **Arent Greve**, Norwegian School of Economics and Business Administration

🗨️ **Sharing Expertise in Management: A Study on Team Learning and its Effect on Shared Mental Models.** | **Piet Van den Bossche**, Maastricht U.; **Wim Gijsselaers**, Maastricht U.; **Mien Segers**, Maastricht U.; **Geert Woltjer**, Maastricht U.

🗨️ **Absorptive Capacity: Tales from the Field** | **Mark Easterby-Smith**, Lancaster U.; **Manuel Graca**, Lancaster U.; **Elena P**

**Antonacopoulou**, U. of Liverpool; **Jason Ferdinand**, Liverpool U.

🗨️ **Organizational Resistance to Institutional Environments: Evidence from the Front Line** | **Gail P. Clarkson**, U. of Leeds; **Gerard P. Hodgkinson**, U. of Leeds

🗨️ **Mechanisms of Tacit Knowing: A Model towards Creating Actionable Knowledge** | **William H. A. Johnson**, Bentley College

**746** : (MOC) **Organizational Identity and Organizational Culture: What's the Difference?**

2:30pm - 3:50pm Hawaii Convention Center: Room 317B

*Chair:* **Susan C Schneider**, HEC U. of Geneva

*Discussant:* **Majken Schultz**, Copenhagen Business School

*Participants:* **Peter T. Burgi**, Imagination Lab Foundation; **Anna Lupina-Wegener**, HEC U. of Geneva; **Christine Vallaster**, Giessen U.

**747** ➔ 🗨️JS: (MOC, OMT, OB) **Attribution Theory in Management: A Quarter Century of Research**

2:30pm - 3:50pm Hawaii Convention Center: Room 317A

*Chairs:* **Marie Dasborough**, U. of Queensland/Oklahoma State U.;

**Neal M. Ashkanasy**, U. of Queensland

*Discussant:* **Stephen Green**, Purdue U.

The Evolution of Attribution Theory in Management:

Implications for Authentic Leadership Development | **Mark J Martinko**, Florida State U.; **William L Gardner**, Texas Tech U.

Leader and Member Reports of LMX: Trust as a Mediator of

Behavior and LMX | **Christina Sue-Chan**, City U. of Hong Kong; **Rick D Hackett**, McMaster U.; **Al Au**, U. of Hong Kong

Follower Attributions for Negative Leader Behavior and the "Romance of Leadership" Effect | **Marie Dasborough**, U. of Queensland/Oklahoma State U.; **Neal M. Ashkanasy**, U. of Queensland; **Cynthia D Fisher**, Bond U.

The Role of Attributions in the Self-Concept | **Kevin Miliffe**, U. of Florida; **Timothy A Judge**, U. of Florida; **John Kammeyer-Mueller**, U. of Florida

*Participants:* **Al Au**, U. of Hong Kong; **Cynthia D Fisher**, Bond U.; **William L Gardner**, Texas Tech U.; **Rick D Hackett**, McMaster U.; **Timothy A Judge**, U. of Florida; **John Kammeyer-Mueller**, U. of Florida; **Mark J Martinko**, Florida State U.; **Kevin Miliffe**, U. of Florida; **Christina Sue-Chan**, City U. of Hong Kong

**748** 🗨️: (MSR) **Workplace Spirituality as a New Vision of Management**

2:30pm - 3:50pm Sheraton Waikiki Beach: Puna Room

*Chair:* **Judith A. Neal**, U. of New Haven

*Discussant:* **Jeanne M McNett**, Assumption College

Spiritual Capital in Modern Organizations and the Case of Amish Enterprises | **Richard J. Martinez**, Cedarville U.; **Rob Rogers**, Baylor U.; **Gaynor Yancey**, Baylor U.; **Jon Singletary**, Baylor U.

A Holistic Framework for the Design of Transformational Learning Experiences | **Peter J Robertson**, U. of Southern California; **Joseph Harder**, U. of Virginia; **Hayden Woodward**, U. of Virginia

Why is Spirituality Integral to Management Education? | **Ramnath Narayanswamy**, Indian Institute of Management, Bangalore

**749** (Paper Session) - (OB) **Leadership**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 1-12

- 👁️ Who Are the Spellbinders?: Identifying Personal Attributes of Charismatic Leaders | **Dong-il Jung**, San Diego State U.; **John J. Sosik**, Pennsylvania State U., Great Valley
- ➔ 👁️ Abusive Supervision: Antecedents and Outcomes in a Chinese Context | **Samuel Aryee**, Hong Kong Baptist U.; **Zhen-Xiong Chen**, U. of Canberra; **Li-yun Sun**, Macau U. of Science and Technology; **Yaw Aboagye Debrah**, Brunel U.
- 👁️ Goal Agreement in Top Management Teams: The Role of CEO Transformational Leadership | **Amy E. Colbert**, U. of Notre Dame; **Bret H. Bradley**, U. of Iowa
- 👁️ Employee Positive Moods as a Mediator Linking Transformational Leadership and Employee Work Outcomes | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Hsien-Wen Chen**, National Taiwan U. / Chienkuo Technology U.; **Jen-Wei Cheng**, National Taiwan U.
- 👁️ A Theoretical and Empirical Examination of Bass' Transactional Leadership Dimensions | **Timothy Hinkin**, Cornell U.; **Chester A Schriesheim**, U. of Miami
- 👁️ Leader Integrity: A Process Oriented Framework for the Attribution of Leader Integrity | **Kevin B Lowe**, U. of North Carolina, Greensboro; **John Cordery**, U. of Western Australia; **David Morrison**, U. of Western Australia
- 👁️ Dispositional and Situational Moderators of the Leader-Member Exchange-Work Tension Relationship | **Robyn L. Brouer**, Florida State U.; **Ken Harris**, Bradley U.
- ➔ 👁️ Balancing Global and Local Context in Multinational Organizations: Transnational Leadership | **Narda Quigley**, Villanova U.; **Mary F. Sully De Luque**, Thunderbird, The Garvin School of International Management
- 👁️ Validation of the Extended Version of the Influence Behavior Questionnaire | **Gary Yukl**, U. of Albany, SUNY; **Charles F. Seifert**, Siena College; **Carolyn I Chavez**, New Mexico State U.
- 👁️ Development and Validation of a Measure of Leader Rapport Management Behavior | **Charles D. White**, U. of Alabama
- 📖 👁️ Examining the Validity of the Multifactor Leadership Questionnaire: A Quantitative Review | **Brian James Hoffman**, U. of Tennessee; **Joy Oliver**, U. of Tennessee; **John Meriac**, U. of Tennessee; **David J Woehr**, U. of Tennessee, Knoxville
- 👁️ Promotion-Oriented & Prevention-Oriented Leadership: Two Ways of Influencing Follower Motivation | **Heike Bruch**, U. of St. Gallen; **Boas Shamir**, Hebrew U. of Jerusalem; **Michael S. Cole**, U. of St. Gallen

**750** (Paper Session) - (OB) **Health, Safety and Well-Being in the Workplace**

2:30pm - 3:50pm Hawaii Convention Center: Room 323A

Chair: **John Cordery**, U. of Western AustraliaDiscussant: **Ronald J. Burke**, York U.

- 👁️ Means of Averting Work-Family Conflict and of Protecting Employees' Health: An Integrative Study | **Laurent M. Lapierre**, U. of Ottawa; **Tammy D Allen**, U. of South Florida

- Satisfaction Configurations, Absenteeism, and Injuries in Teams | **Brian R. Dineen**, U. of Kentucky; **Raymond A Noe**, Ohio State U.; **Carolyn Wiethoff**, Indiana U., Bloomington
  - 👁️ Effects of Transformational Leadership Training on Employee Safety Performance: A Quasi-Experiment | **Niro Sivanathan**, Northwestern U.; **Nick Turner**, Queen's U.
  - 👁️ Tradeoffs in Well-Being at Work: Toward an Integrated Understanding | **Adam Michael Grant**, U. of Michigan, Ann Arbor; **Marlys K. Christianson**, U. of Michigan, Ann Arbor; **Richard H Price**, U. of Michigan
- Presenters: **Brian R. Dineen**, U. of Kentucky; **Niro Sivanathan**, Northwestern U.; **Laurent M. Lapierre**, U. of Ottawa; **Adam Michael Grant**, U. of Michigan, Ann Arbor

**751** (Paper Session) - (OB) **Advances in the Study of Leadership and Teams**

2:30pm - 3:50pm Hawaii Convention Center: Room 323C

Chair: **Tyrone S. Pitsis**, U. of Technology, SydneyDiscussant: **Ethlyn Anne Williams**, Florida Atlantic U.

- Empowering Leadership and Performance: The Linking Roles of Team Efficacy and Knowledge Sharing | **Abhishek Srivastava**, West Virginia U.; **Kathryn M. Bartol**, U. of Maryland; **Edwin A Locke**, U. of Maryland, College Park
  - 👁️ A Multilevel Quasi-Experimental Study of Leadership, Empowerment, and Performance in Teams. | **Gilad Chen**, Texas A&M U.; **Bradley L. Kirkman**, Texas A&M U.; **Ruth Kanfer**, Georgia Institute of Technology; **Don Allen**, The Home Depot
  - Testing Integrated Models of How Leader Charisma and Network Centrality Affect Team Performance | **Prasad Balkundi**, State U. of New York, Buffalo; **Martin J Kilduff**, Pennsylvania State U.; **David A Harrison**, Pennsylvania State U.
  - 👁️ Shared Leadership in Autonomous Work Teams: An Investigation of Antecedents and Outcomes | **Jay B. Carson**, U. of Maryland, College Park; **Paul E Tesluk**, U. of Maryland
- Presenters: **Abhishek Srivastava**, West Virginia U.; **Gilad Chen**, Texas A&M U.; **Prasad Balkundi**, State U. of New York, Buffalo; **Jay B. Carson**, U. of Maryland, College Park

**752** (Paper Session) - (OB) **Expanding Horizons in OB: International and Cultural Perspectives**

2:30pm - 3:50pm Hawaii Convention Center: Room 325A

Chair: **B. Kay Snavey**, Miami U., OhioDiscussant: **Lorna Doucet**, U. of Illinois

- ➔ A Cross-National Test of Work Centrality as a Moderator of the Job-Life Satisfaction Relationship | **Marne Lynn Arthaud-Day**, Indiana U., Bloomington
- The Effects of Culture and Network Density on Trust in Chinese vs American Managerial Networks | **Roy Yong Joo Chua**, Columbia U.; **Michael W. Morris**, Columbia U.; **Paul Ingram**, Columbia U.
- Managers' Response to Malpractices: Evidence from Emerging Economies | **Kamel Mellahi**, Loughborough U.; **Baibing Li**, Loughborough U.
- ➔ Change in the Context of Power and Cultural Differential: A Case Study of Polish Managers | **Krystyna Joanna Zaleska**, City U.

**Presenters:** **Kamel Mellahi**, Loughborough U.; **Krystyna Joanna Zaleska**, City U.; **Marne Lynn Arthaud-Day**, Indiana U., Bloomington; **Roy Yong Joo Chua**, Columbia U.

**753 : (Paper Session) - (OB) Individual and Group Effects on Creative Outcomes**

2:30pm - 3:50pm Hawaii Convention Center: Room 327

**Chair:** **Diane McMeekin Sullivan**, U. of Central Florida

**Discussant:** **Charlotte D. Shelton**, Rockhurst U.

Group Composition and Creative Behavior: Effects of Relational Demography and Group Diversity | **Jin Nam Choi**, McGill U.

→ Individualism-Collectivism and Group Creativity | **Jack Anthony Goncalo**, Cornell U.; **Barry M Staw**, U. of California, Berkeley

☉ The Influence of Transformational Leadership and Core Self-Evaluations on Individual Creativity | **An-chih Wang**, National Taiwan U.; **Bor-Shiuan Cheng**, National Taiwan U.; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

The Renaissance or the Cuckoo Clock? The Effects of Distress and Work Demands on Innovation | **Kerrie Unsworth**, Queensland U. of Technology; **Artemis Chang**, QUT

**Presenters:** **Jin Nam Choi**, McGill U.; **An-chih Wang**, National Taiwan U.; **Jack Anthony Goncalo**, Cornell U.; **Kerrie Unsworth**, Queensland U. of Technology

**754 : (Paper Session) - (OB) Lighten up! Understanding the Influence of Humor and Positive Mood in Work Settings**

2:30pm - 3:50pm Hawaii Convention Center: Room 328

**Chair:** **Jon Billsberry**, Open U.

**Discussant:** **Robert C Ford**, U. of Central Florida

↗ Why Would a Duck Walk into a Bar? A Theoretical Examination of Humor and Culture in Organizations | **Christopher Robert**, U. of Missouri, Columbia; **Wan Yan**, U. of Missouri, Columbia

**OB Division Dexter Award**

The "Black Box" of Humor: An Exploration of the Processes Underlying Humor and Workplace Relations | **Cecily D Cooper**, U. of Miami

↗ An Integrative Model Linking Employee Positive Moods and Task Performance | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Chien-Cheng Chen**, Chung Kuo Institute of Technology; **Hui-Lu Liu**, National Taiwan U.

Funny Business: A Model of How Leaders' Humor Affects Followers' Creativity and Satisfaction | **Lucy Arendt**, U. of Wisconsin, Milwaukee; **Mark A Mone**, U. of Wisconsin, Milwaukee

**Presenters:** **Lucy Arendt**, U. of Wisconsin, Milwaukee; **Christopher Robert**, U. of Missouri, Columbia; **Cecily D Cooper**, U. of Miami; **Wei-Chi Tsai**, National Chengchi U., Taiwan

**755 ☉ SHCS: (OB, CM, HR) Debating Constructive and Destructive Workplace Deviance: Deliberations for the 21st Century**

2:30pm - 3:50pm Hawaii Convention Center: Room 316C

**Chairs:** **Marie S. Mitchell**, U. of Central Florida; **Rebecca J Bennett**, Louisiana Tech U.

**Participants:** **Janet M Dukerich**, U. of Texas, Austin; **Suzy Fox**, Loyola U. Chicago; **Elizabeth Wolfe Morrison**, New York U.; **Anne**

**M. O'Leary-Kelly**, U. of Arkansas; **Christine Pearson**, Thunderbird, American Graduate School of International Mgmt.; **Sandra L. Robinson**, U. of British Columbia; **Bennett J. Tepper**, U. of North Carolina, Charlotte; **Danielle E. Warren**, Rutgers U.

**756 → SHCS: (OB, GDO) The Impact of Globalization on the Work-Family Interface of Vulnerable Groups.**

2:30pm - 3:50pm Hilton Hawaiian Village: Coral Ballroom 1

**Chair:** **Steven A.Y. Poelmans**, IESE, U. of Navarra

**Discussant:** **Steven A.Y. Poelmans**, IESE, U. of Navarra  
Globalization and the Harmonization of Work with Personal Life. | **Susan Lewis**, Manchester Metropolitan U.; **Rhona Rapoport**, Institute of Family & Environmental Research; **Richenda Gambles**, Manchester Metropolitan U.

Managing Acculturative Stress and Work-Family Resources: Insights from U.S. Latino Mid-Western Migra | **Ellen E. Kossek**, Michigan State U.; **Darrell Meece**, Michigan State U.; **Marguerite E. Barratt**, National Science Foundation; **Beth Prince**, Michigan State U.

Exploring Moderators in the Relationship Between Job Insecurity & Work-Family Conflict for Temporary | **Khatera Sahibzada**, Portland State U.; **Leslie B. Hammer**, Portland State U.

**757 : (Paper Session) - (OCIS) Knowledge Sharing Across Boundaries**

2:30pm - 3:50pm Hawaii Convention Center: Room 318A

**Chair:** **Samer Faraj**, U. of Maryland

**Discussant:** **Jonathon N. Cummings**, Massachusetts Institute of Technology

☉ Mechanisms for Integrating Distributed Knowledge in Project-Based Organizations | **Wai Fong Boh**, Nanyang Technological U.

↗ Enhancing Perceived Value of Cross-departmental Knowledge on Innovation Via KM Technology Features | **Ixchel M. Faniel**, U. of Michigan, Ann Arbor  
**Winner of OCIS Division Top Paper Award**

→ The Influence of Cultural Diversity and Virtualness on Knowledge Exchange in Teams | **N. Sharon Hill**, U. of Maryland

Exploring Narrative Variety: Narrative-Based Knowledge Sharing in the Oil Exploration Industry | **Daniel Geiger**, Freie U. Berlin; **Georg Schreyogg**, Freie U. Berlin

**758 : (Paper Session) - (ODC) The Adaptive Functions of Resistance, Cynicism, and Problem Solving in Organizational Change**

2:30pm - 3:50pm Hawaii Convention Center: Room 321B

**Chair:** **Richard W Woodman**, Texas A&M U.

**Discussant:** **Erik Monsen**, U. of Colorado, Boulder  
Transformational Leadership, Organizational Justice, and Employee Cynicism about Organizational Change | **Ju-Chien Cindy Wu**, Baylor U.; **Mitchell J Neubert**, Baylor U.; **Xiang Yi**, Western Illinois U.

The Role of Cynicism and Other Defense Strategies in the Contemporary Changing Workplace | **Gareth Simpson**, U. of Queensland

The Positive Role of Resistance in the Conduct of Change |

**Jeffrey D Ford**, Ohio State U.; **Laurie Ford**, Critical Path Consultants; **Angelo D'Amelio**, Landmark Education

➤ Using Attachment Theory to Compare Traditional Action Research and Appreciative Inquiry | **Eric H Neilsen**, Case Western Reserve U.

**Winner of ODC Best Action Research Paper**

**759** 🗨️: (Paper Session) - (OM) **Supply Chain & Quality Management**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OM

Presented on panels 71-76

➔ 🗨️ 🗨️ Hoshin Kanri Planning: The System of Five Alignments Behind the Toyota Production System | **Michael L Moore**, Michigan State U.; **William M Mothersell**, Grand Valley State U.; **Mike Reinerth**, General Motors Corp.

🗨️ 🗨️ An Empirical Investigation of the Customer Profile Dependency of Website Quality Dimensions | **Rui Sousa**, U. Catolica Portuguesa

🗨️ Green Supply Chain Management in Practice: The Case of ABC Corporation in Taiwan | **Cheng-Kai Hu**, I-Shou U., Taiwan; **Su-Li Lin**, I-Shou U., Taiwan

🗨️ Selecting Supply Chain Project: Does Gender Matter? | **Daewoo Park**, Xavier U.; **Hema A Krishnan**, Xavier U.

🗨️ Supply Chain Best Practice: Identifying the Initiatives that Lead to Outstanding Performance | **Gregory M. Magnan**, Seattle U.; **Stanley E. Fawcett**, Brigham Young U.

🗨️ 🗨️ A Study of the Relationships Between Buyer's Power, Training and Buyer-Supplier Relationship | **Amelia Carr**, Bowling Green State U.

**760**: (OM) **Journal of Operations Management Best Paper Award**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 3

Plant Roles and Decision Autonomy in Multinational Plant Networks | **Catherine Maritan**, Syracuse U.; **Aneel Karnani**, U. of Michigan, Ann Arbor; **Thomas Brush**, Purdue U., West Lafayette

Relationships Between Operational Practices & Performance Among Early Adopters of Green Supply Chain | **Qinghua Zhu**, Dalian U. of Technology; **Joseph Sarkis**, Clark U.

Strategic Purchasing, Supply Management, and Firm Performance | **Injazz Chen**, Cleveland State U.; **Antony Paulraj**, Cleveland State U.; **Augustine A Lado**, Clarkson U.

**761** 🗨️: (OMT) **On the W(h)ithering of Institutional Theory**

2:30pm - 3:50pm Hawaii Convention Center: Room 301A

Organizer: **Royston Greenwood**, U. of Alberta

Distinguished Speakers: **W Richard Scott**, Stanford U.; **Hayagreeva Rao**, Northwestern U.; **Andrew Spicer**, U. of South Carolina

Discussant: **Donald A Palmer**, U. of California, Davis

On the W(h)ithering of Institutional Theory | **W Richard Scott**, Stanford U.; **Hayagreeva Rao**, Northwestern U.; **Andrew Spicer**, U. of South Carolina

**762**: (Paper Session) - (OMT) **It Can't Happen Here: Networks, Regions, and Industrial Districts**

2:30pm - 3:50pm Hawaii Convention Center: Room 302A

Chair: **Theodora Welch**, U. of Massachusetts, Boston

Discussant: **Dara Szyliowicz**, Texas Tech U.

➤ Forums vs. Fountains: The Evolution of Knowledge

Networks in Akron and Rochester | **Sean Safford**, London School of Economics

Institutional Embeddedness of High-Tech Regions: Relational Foundations of the Boston Biotech Region | **Kelley Porter**, Queen's U.; **Kjersten Bunker Whittington**, Stanford U.

➤ Bonds of Morality, Chains of Power: Horizontal and Vertical Networks in the Clyde Maritime Economy | **Arik Lifschitz**, Columbia U.

Making It Up As We Go Along: Public Occupational Categories and the Intra-firm Division of Labor | **Gregory E. Robbins**, Emory U.

**763**: (Paper Session) - (OMT) **A League of Their Own: Dynamics of Status**

2:30pm - 3:50pm Hawaii Convention Center: Room 302B

Chair: **Elie Matta**, HEC Paris

Discussant: **Michael Jensen**, U. of Michigan

➤ 🗨️ Great Oaks from Little Acorns Grow: Strategies for New Venture Growth | **Mukti V Khaire**, Columbia U.

➤ What's in it for them? Advantages of Higher Status Partners in Exchange Relationships | **Fabrizio Castellucci**, INSEAD; **Gokhan Ertug**, INSEAD

Status Structure and Competition in the Domain of Institutions | **Zhi Huang**, Boston College

Fall From Grace: Stigma Dynamics from Institutional Linkage Loss | **Bin Zhao**, U. of Western Ontario; **David W Loree**, U. of Western Ontario

**764** ➔: (Paper Session) - (OMT) **Managing the Multinational Corporation, Inside and Out**

2:30pm - 3:50pm Hawaii Convention Center: Room 307A

Chair: **Richard S Blackburn**, U. of North Carolina, Chapel Hill

Discussant: **Sheen S. Levine**, Singapore Management U.

➔ 🗨️ Group Faultlines at the Management Level of Multinational Enterprises | **Ragnhild Kvalshaugen**, SINTEF Industrial Management; **Randi Lunnan**, Norwegian School of Management; **Jon Erland Lervik**, Norwegian School of Management

➤ ➔ Knowledge Transformation: The Role of Multidimensional Environmental Uncertainty in Strategy | **Mary Krome Hamilton**, U. of Rhode Island

➔ Transnational Management and Symbolic Production | **John Matthew Amis**, U. of Memphis; **Michael Leslie Silk**, U. of Maryland

➤ ➔ Institutional Influences in Multinational Competitiveness: An Empirical Exploration | **Subramanian Rangan**, INSEAD; **Metin Sengul**, INSEAD

**765**: (Paper Session) - (OMT) **The Shock of the New: Innovation Over Time**

2:30pm - 3:50pm Hawaii Convention Center: Room 322B

Chair: **Eric J. Neuman**, U. of Michigan, Ann Arbor

Discussant: **Wesley Sine**, Cornell U.

Who Will Seize the Promise of the New? Antecedents of Exploration in a Population of Organizations | **Dimo P.**

**Dimov**, Instituto de Empresa; **Pablo Martin De Holan**, Instituto de Empresa

More of a Journey: Antecedents of Explorative Product Innovation | **Henrich Greve**, Norwegian School of Management  
 Innovation and Reputation: The Effect of Spin-outs on the Performance of Progenitors | **Jonathan Jaffee**, U. of Southern California; **David McKendrick**, U. of Durham  
 The Politics of Networked Innovation | **Jacky Swan**, U. of Warwick; **Harry Scarbrough**, U. of Warwick

### 766 🗨️ SHCS: (OMT, BPS, TIM) High-tech and High-touch: Exploring the Role of Fashion and Aesthetics in Technology Markets

2:30pm - 3:50pm Hawaii Convention Center: Room 316A

**Organizers:** **Violina Rindova**, U. of Maryland, College Park; **Davide Ravasi**, Bocconi U.

**Discussants:** **David A. Kirsch**, U. of Maryland; **Mary Tripsas**, Harvard Business School; **Virginia Postrel**, Dynamist.com

Introduction: Understanding Symbolic Value Creation | **Davide Ravasi**, Bocconi U.; **Violina Rindova**, U. of Maryland, College Park

Technological Change, Product Design, and Consumer Perceptions of Value | **Violina Rindova**, U. of Maryland, College Park; **Antoaneta Petkova**, U. of Maryland

Aesthetic Innovation and Commoditized Industries | **Micki Eisenman**, Columbia U. / Baruch College, CUNY

Constructing Symbolic Value in Fashion: An Ethnographic Study of Milan Fashion Shows | **Diego Rinallo**, Bocconi U.

### 767 🗨️: (Paper Session) - (ONE) Envisioning Sustainable Organizations: Reaching for a New Horizon

2:30pm - 3:50pm Sheraton Waikiki Beach: Kahuku Room

**Chair:** **Mark B. Milstein**, Cornell U.

Can Organizations be Sustainable in a Neoclassical World? A Study of One Organization's Experience. | **Wendy Stubbs**, Monash U.

🗨️ Selling Small and Smart: A New Vision of the Sustainable Enterprise in the 21st Century | **Sandra Rothenberg**, Rochester Institute of Technology

🗨️ Measuring Sustainability to Manage it: Issues and Gaps in Sustainability Measurement | **Nardia Haigh**, U. of Queensland; **Andrew Griffiths**, U. of Queensland

Expanding the Conceptual Framework of Environmentalism in Organizations | **Terry B. Porter**, U. of Massachusetts, Amherst

### 768 🗨️: (PNP) PNP Keynote Address: Public & Nonprofit Organizations - New Vision of Management for 21st Century

2:30pm - 3:50pm Sheraton Waikiki Beach: Waiialua Room

**Welcome:** **Ralph Brower**, Florida State U.

**Introduction:** **Kirsten Gronbjerg**, Indiana U.

**Keynote Address:** New Vision of Management - The View from Hawaii |

**Speaker:** **Susan Au Doyle**, Aloha United Way

### 769 : (Paper Session) - (RM) Theory Development & Qualitative Research

2:30pm - 3:50pm Hawaii Convention Center: Room 324

**Chair:** **Cynthia S. Cycyota**, U.S. Air Force Academy

**Discussants:** **Carolyn Gardner**, Radford U.; **Janice R Joplin**, U. of Texas, El Paso

🗨️ Playing the scales: Learning to be a Qualitative Researcher | **Michael Humphreys**, U. of Nottingham

Examining the Discovery Process within a Research Team | **Anne D Smith**, U. of Tennessee, Knoxville; **Joan Rentsch**, U. of Tennessee, Knoxville

🗨️ Qualimetrics methodology for assessing hidden costs | **Henri Savall**, ISEOR, U. of Lyon; **Veronique Zardet**, ISEOR, U. of Lyon; **Marc Bonnet**, ISEOR, U. of Lyon

🗨️ Role of Content Analysis in Developing Adolescent Theories | **Karan Sonpar**, U. of Alberta; **Karen Golden-Biddle**, U. of Alberta

🗨️ Is Management Science Built on a Shaky Foundation? The Case for Intersubjective Certifiability | **Eileen Kwesiga**, U. of Texas, Arlington; **Marshall Wilson Pattie**, U. of Texas, Arlington

### 770 🗨️: (Paper Session) - (SIM) Ethics: Empirical Studies

2:30pm - 3:50pm Sheraton Waikiki Beach: Niihau Room

**Chair:** **Antonio Tencati**, Bocconi U.

**Discussants:** **Mikelle A. Calhoun**, Valparaiso U.; **John W Dienhart**, Seattle U.

Ethical Work Climate: Fresh Breeze in Sight | **Anke Arnaud**, U. of Central Florida; **Marshall Schminke**, U. of Central Florida

The Effects of Moral Identity on Moral Behavior: An Empirical Investigation of the Moral Individual | **Scott J. Reynolds**, U. of Washington; **Tara L. Ceranic**, U. of Washington

Lying, Cheating, Stealing: Groups and the Ring of Gyges | **Amir Erez**, U. of Florida; **Heather Elms**, Central European U.; **Eric Fong**, U. of Alabama, Huntsville

The Effects of Age and Tenure on Reporting of Observed Ethical Misconduct | **Jason Stansbury**, Vanderbilt U.; **Bart Irwin Victor**, Vanderbilt U.

### 771 JS: (SIM, OB, HR) Corporate Social Performance: Implications for Individual Behavior and Firm Financial Performance

2:30pm - 3:50pm Sheraton Waikiki Beach: Oahu Room

**Chairs:** **Jennifer K Lee**, George Mason U.; **Louis C. Buffardi**, George Mason U.

What Types of Employees Can Socially Responsible Organizations Attract? | **Marc O Orlitzky**, U. of Auckland; **Diane L Swanson**, Kansas State U.

Corporate Social Performance and Organizational Attractiveness: The Explanatory Role of Work Values | **Felissa Lee**, Marquette U.; **James E. Mattingly**, U. of Northern Iowa

Corporate Social Performance and Organization Attractiveness: Moderation by Social Value Orientation | **Jennifer K Lee**, George Mason U.; **Louis C. Buffardi**, George Mason U.

Corporate Social Performance and Competitive Advantage: A Person-Organization "Fit" Perspective | **Daniel Greening**, U. of Missouri, Columbia

Organizational Identity and Corporate Charity: The Effect of Charity on Employee Performance | **Phineas Upham**, Wharton School

The Stability of Corporate Social Performance over Time: Implications for Financial Performance | **Jeremy Collin Short**, Portland State U.

**772** (Paper Session) - (TIM) **Management of Technology & Innovation**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - TIM 1

Presented on panels 31-36

- ➔ Decision Making and Innovation in High Reliability Organizations: A Study Submarine Development | **Paul Bierly**, James Madison U.; **Scott R Gallagher**, James Madison U.; **J C Spender**, Open U.
- 👁️ Technological Innovations in the Manufacturing Sector: A Systematic Review of Empirical Studies | **Nizar Becheikh**, Laval U.; **Réjean Landry**, Laval U.; **Nabil Amara**, Laval U.
- 👁️ Absorptive Capabilities of Japanese and European Multinationals in the United States | **Seiko Arai**, U. of Oxford; **David N Barron**, U. of Oxford
- 🗣️ E-Business, Knowledge Management, and Organizational Support for Enhancing Firm's Innovativeness | **Chung-Jen Chen**, National Cheng Kung U.
- 👁️ The Study of Gatekeeping Mechanisms of Creative and Innovative Products | **Wei-Hsin Hsiang**, National Chengchi U., Taiwan
- 👁️ The Role of Consultants in Innovation Activities: Towards a Typology. | **Anna Canato**, Bocconi U.

**773** (Paper Session) - (TIM) **Entrepreneurial Activity**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - TIM 2

Presented on panels 37-40

- 🗣️ Users as Innovation Networkers: Beyond the Customer Active Paradigm | **Christopher Ulrich Lettl**, Berlin Technical U.
- 👁️ Technological Innovation and Organization Survival: The Moderator Role of TMT Characteristics | **Jaeyoung Kang**, State U. of New York, Albany
- 👁️ The Supply and Demand of Venture Capital in IT and Biotechnology | **Miguel Angel Campo-Rembado**, New York U.
- 👁️ Specialized Knowledge and the Role of Confidence in Innovative Activity | **Marc Todd Junkunc**, U. of Miami

**774** (Paper Session) - (TIM) **Entrepreneurship & New Venturing**

2:30pm - 3:50pm Hawaii Convention Center: Room 304B

Chair: **Michael Dowling**, U. of Regensburg

Discussant: **Andreas Schwab**, Louisiana State U.

- 🔗 R&D, Insider Ownership, Analyst Coverage, and Underpricing of Technology IPOs | **Iftexhar Hasan**, Rensselaer Polytechnic Institute; **Bill Francis**, Rensselaer Polytechnic Institute; **Mingming Zhou**, Rensselaer Polytechnic Institute
- 👁️ Exit strategies for new ventures in the incubation process | **Barbara Becker**, EBS/U.St. Gallen
- A Meta-Ranking of TIM and Entrepreneurship Journals: Aggregation and Calibration to a Common Metric | **Martin Schreier**, Wirtschafts U. Wien; **Nikolaus Franke**, Wirtschafts U. Wien

- 🗣️ Social Construction of Technological Districts: Public Discourse and Venture Capital Funding | **Shaila Miranda**, U. of Oklahoma; **Kunal Banerji**, Florida Atlantic U.

**775** (Paper Session) - (TIM) **Management of the New Product Development Process**

2:30pm - 3:50pm Hawaii Convention Center: Room 306A

Chair: **Rongrong(Charlotte) Ren**, U. of California, Los Angeles

Discussant: **Victor Seidel**, U. of Oxford

- Impact of internal and external knowledge and trust networks of NPD teams on team performance | **Heidi Armbruster**, HEC U. of Geneva; **Bettina Buechel**, IMD
- Involving Users in Ripping off the Blinkers Induced by Dominant Designs | **Pascal Le Masson**, Ecole des Mines; **Peter R. Magnusson**, Karlstad U.
- Small Artifacts - Big Technologies: The Power of Imperfect Principles | **Kristian Kreiner**, Copenhagen Business School
- Complementarities Or Complexities? Performance Effects Of The Focused And Integrative Approaches | **Gautam Ahuja**, U. of Michigan; **PuayKhoon Toh**, U. of Michigan, Ann Arbor

**Monday 2:45PM**

**776** : (AAA) **Conference Break**

2:45pm - 3:15pm Hawaii Convention Center: Exhibit Hall III - Break Area

Sponsored by: *Sage Publications. Booth numbers 400, 402 and 404*

Organizer: **George T Solomon**, George Washington U.

**Monday 3:00PM**

**777** : (MED) **MED Global Forum**

3:00pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

*By Invitation Only. The Global MED Forum facilitates knowledge and information sharing on teaching and research in management education and development in countries around the globe. Interested parties will be able to access this information along with opportunities for exchange and learning on the MED Division's website.*

Organizers: **Carolyn Wiley**, Mercer Human Resource Consulting; **Steven Armstrong**, U. of Hull; **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Laurie Milton**, U. of Calgary, U. of Western Ontario  
Presenter: **Carolyn Wiley**, Mercer Human Resource Consulting

**Monday 4:00PM**

**778** : (ICW) **Management and Organization Review, Advisory and Editorial Boards Meeting**

4:00pm - 5:00pm Sheraton Waikiki Beach: Waimea Canyon Room

Organizer: **Anne S. Tsui**, Arizona State U.

**Monday 4:10PM**

**779** : (AAS) **Integrating Biopsychological Measures and Outcomes into a New Vision of Management**

4:10pm - 5:20pm Hawaii Convention Center: Room 312

Organizer: **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor

Discussant: **Denise M. Rousseau**, Carnegie Mellon U.



Benign Stress and Cognitive Performance in Organizations |

**Modupe Akinola**, Harvard U.; **Wendy Mendes**, Harvard U.;  
**Teresa M Amabile**, Harvard Business School

Enriching the Construct of Engagement: Physiological  
Correlates and Sensory Awareness of the Body | **Emily  
Dunham Heaphy**, U. of Michigan, Ann Arbor

Effortful Performance: Arousal, Health, and Energetic  
Resources | **Caneel K. Joyce**, U. of California, Berkeley

The Benefits of Emotional Expression in an Online Support  
Group | **Kimberly S Ling**, Carnegie Mellon U.

### 780 (AAS) Behavioral Approaches to Ethics

4:10pm - 5:20pm Hawaii Convention Center: Room 313A

Organizer: **Tom Tyler**, New York U.

Bad Apples and Bounded Ethicality | **Dolly Chugh**, Harvard U.;  
**Max H Bazerman**, Harvard U.; **Mahzarin Banaji**, Harvard U.

Ethical Fading, Self-Deception, and Business Ethics | **David  
Messick**, Northwestern U.

How Ethical Credentials License Unethical Behavior | **Dale  
Miller**, Stanford U.

The Cognitive and Social Psychology of Contagious  
Organizational Corruption | **John M. Darley**, Princeton U.

Promoting Employee Policy Adherence and Rule Following in  
Work Settings | **Tom Tyler**, New York U.

### 781 : (AAS) Opportunities and Challenges in Developing New Management Theory: Processes Used by Top Scholars

4:10pm - 5:20pm Hawaii Convention Center: Room 315

Chair: **Michael A. Hitt**, Texas A&M U.

Participants: **Edwin A Locke**, U. of Maryland, College Park; **Henry  
Mintzberg**, McGill U.; **Terence R Mitchell**, U. of Washington; **W  
Richard Scott**, Stanford U.; **Jay B Barney**, Ohio State U.

### 782 (Paper Session) - (BPS) Ownership, Incentives and Diversification

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - BPS 1

Presented on panels 21-26

→ Ownership Structure and Corporate Diversification | **Yi  
Zhang**, Peking U.; **Xi Li**, Peking U.

Does Industry Matter in CEO Compensation? | **Kandice A  
Kapinos**, U. of Illinois, Urbana-Champaign; **Ji-young Ahn**, U. of  
Illinois, Urbana-Champaign

Governance in Dual Class Share Firms: Looking  
Beyond the Usual Suspect | **Sujit Sur**, Concordia U.

→ Equity Ownership by Financial Institutions and Firm  
Productivity: Evidence from Japan | **Zhonghua Wu**, National  
U. of Singapore

Diversification Decisions in Family-Controlled Public  
Corporations | **Marianna Makri**, U. of Miami; **Martin Larraza-  
Kintana**, U. Pública de Navarra; **Luis R. Gomez-Mejia**, Arizona  
State U.

Justifications for Golden Parachutes Without Empirical  
Evidence of Profitability Correlation | **Crystal D Gifford**,  
Argosy U., Sarasota

### 783 (Paper Session) - (BPS) Institutions, Leadership and Competitive Advantage

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - BPS 2

Presented on panels 51-55

CEO Moral Capital and Strategic Leadership: The  
Relationship to Firm Performance | **John Richard Phillips**,  
U. of Western Ontario; **W Glenn Rowe**, U. of Western Ontario

Strategic Planning-Firm Performance Linkage: Empirical  
Investigation from from Emergent Market | **Hussam Ahmad  
Al-Shammari**, U. of Texas, Arlington

Of Competitive Advantage: Locale and Appropriability |  
**Hao Ma**, Peking U./U. of Illinois at Springfield

The BCG Matrix Revisited: A Computational Approach |  
**Steven E Phelan**, U. of Nevada, Las Vegas; **Markus Venzin**,  
Bocconi U.

Sociological Theories of Market Institutions and Strategic  
Management Research | **Ilya Okhmatovskiy**, U. of Southern  
California

### 784 : (Paper Session) - (BPS) Asset Specificity and Contracting

4:10pm - 5:20pm Hawaii Convention Center: Room 307B

Chair: **Anne Parmigiani**, U. of Oregon

Discussant: **Jeff Macher**, Georgetown U.

Choice and Performance of Governance Mechanisms:  
Matching Governance to Sources of Asset Specificity |  
**Glenn Hoetker**, U. of Illinois, Urbana-Champaign; **Thomas  
Mellewigt**, U. of Paderborn

Is Asset Specificity a Liability? A Power Perspective of  
Safeguarding Specific Investments | **Min-Ping Kang**, Shih  
Hsin U.; **Chwo-Ming Yu**, National Chengchi U., Taiwan; **Dah-  
Hsian Seetoo**, National Chengchi U., Taiwan

Specificity Investments, Relationship Learning, and  
Competence Building: the Suppliers' Perspective | **Wann-  
Yih Wu**, National Cheng Kung U.; **Su-Chao Chang**, National  
Cheng Kung U.; **Ya-Jung Wu**, Kao Yuan Institute of Technology

Contracting in Context: The Use of Extendibility Provisions in  
Information Technology | **Kyle J Mayer**, U. of Southern  
California; **Libby Leann Weber**, U. of Southern California

### 785 : (Paper Session) - (BPS) Why Firms Diversify: Structural Antecedents and Expansion

4:10pm - 5:20pm Hawaii Convention Center: Room 308A

Chair: **Thomas Hutzschenreuter**, Otto Beisheim Graduate School  
of Management (WHU)

Core Factor, Portfolio Risk and Escape Paradigm Motivations  
on Entry: Investigating the Rumelt Model | **Curba Morris  
Lampert**, U. of South Carolina

The Value of Expansions Within and Across Industries: A  
Learning Perspective | **Dorota Piaszkowska-Lewandowska**,  
U. of College Dublin

Structural Responses to Strategic Change: Flexibility and  
Inertia after Market Entry | **Charles Williams**, U. of Illinois,  
Urbana-Champaign

Director Acquisition Experience and the Effect of Board  
Independence on Firm Acquisition Performance | **Michael  
McDonald**, U. of Central Florida; **James Westphal**, U. of Texas,  
Austin; **Melissa Graebner**, U. of Texas, Austin

**786 : (Paper Session) - (BPS) Institutional Context and Knowledge Development**

4:10pm - 5:20pm Hawaii Convention Center: Room 308B

Chair: **Sonali Shah**, U. of Illinois, Urbana-ChampaignDiscussant: **Minyuan Zhao**, U. of MinnesotaEarly Academic Science and the Birth of Industrial Research Labs in the US Pharmaceutical Industry | **Jeffrey Furman**, Boston U.→ Do Owner Identity and Financial Markets Affect R&D Investments? An Analysis of European Firms | **Federico Munari**, U. of Bologna; **Raffaele Oriani**, U. of Bologna; **Maurizio Sobrero**, U. of BolognaEffects of Size and Competition on Product and Process Innovations: A Quantitative Review | **Fariborz Damanpour**, Rutgers U.When Do Firms Change Their Technological Position By Hiring Experience Scientists? | **Daniel Tzabbar**, U. of Central Florida**787 : (Paper Session) - (BPS) The Competitive Mindset and Competitive Interdependence**

4:10pm - 5:20pm Hawaii Convention Center: Room 309

Chair: **Hong Cui**, City U. of Hong KongDiscussant: **Javier Gimeno**, INSEAD

Firm Action, Rival Action and Firm Performance:

Understanding Competitive Interdependence | **Pamela J Derfus**, U. of Maryland; **Patrick G. Maggitti**, St. Joseph's U.; **Curt Grimm**, U. of Maryland; **Ken G. Smith**, U. of Maryland  
Complexity Theory, Market Dynamism, and the Strategy of Simple Rules | **Jason Davis**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.Competitive Intensity: The Awareness-Motivation-Capability Perspective | **Ming-Jer Chen**, U. of Virginia; **Kuo-Hsien Su**, National Taiwan U.**788 : (Paper Session) - (BPS) Alliance and Acquisition Performance**

4:10pm - 5:20pm Hawaii Convention Center: Room 313B

Chair: **Melissa M Appleyard**, Portland State U.Discussant: **Susan McEvily**, U. of Pittsburgh

Slitting the Pie: Rent Distributin in Alliances and Networks |

**Jeffrey H. Dyer**, Brigham Young U.; **Harbir Singh**, U. of Pennsylvania; **Prashant Kale**, U. of Michigan, Ann Arbor  
Organizational and Social Emddeddness and the Reliability of Exchange | **Peter Moran**, London Business School; **Kai-Yu Hsieh**, London Business School→ The Relationship between Environmental Turbulence and Alliance Failure: A Contingency Approach | **Nitin Pangarkar**, National U. of SingaporeAre Investment Bankers Good For Acquisition Premiums? | **Patrizia Porrini**, Long Island U.**789 : (Paper Session) - (CAR) Support at Work and Support at Home: Reducing Work-Family Conflict**

4:10pm - 5:20pm Hawaii Convention Center: Room 319A

Chair: **Sherry E. Sullivan**, Bowling Green State U.Discussant: **Ronald J. Burke**, York U.→ Family-friendly Employment Practices: Importance and Effects in China, India, Kenya and Thailand | **Peng Wang**, Jackson State U.; **Fred Ochieng Walumbwa**, U. of Nebraska; **John Lawler**, U. of Illinois; **Kan Shi**, Chinese Academy of Sciences; **Ming Piao**, Northwestern U.Work-Family Conflict: The Importance of Family-Friendly Practices and Supportive Supervisors | **James A. Breough**, U. of Missouri, St. Louis; **Kathleen Frye**, U. of Missouri, St. Louis  
**Winner of Careers Division Applied Paper Award**Individual and Crossover Effects of Work and Boundary Stressors on Dual-Earner Couples | **Stephan Desrochers**, U. of Maine; **Leisa D. Sargent**, U. of MelbourneDual-Earner Couples? Beliefs about Asymmetrical Careers and the Support-Well Being Relationship | **Yasmin S. Purohit**, St. Joseph's U.; **Claire A. Simmers**, St. Joseph's U.**790 : (Paper Session) - (CM) Culture and Conflict/Negotiation**

4:10pm - 5:30pm Hawaii Convention Center: Room 318B

Chair: **Jeffrey Sanchez-Burks**, U. of MichiganDiscussant: **Lynn Imai**, U. of Maryland→ Assessing Shared Mental Models in Negotiation: Evidence from Same and Cross-Cultural Negotiators | **Leigh Anne Liu**, U. of South Carolina; **Ray Friedman**, Vanderbilt U.; **Bruce Barry**, Vanderbilt U.→ U.S. and Japanese Intercultural Negotiation Schemas: A Tale of Overadjustment? | **Wendi L. Adair**, Cornell U.; **Masako S. Taylor**, Cornell U.; **Catherine Tinsley**, Georgetown U.How Culture and Non-conscious Mimicry Create Disadvantage in Workplace Interviews | **Jeffrey Sanchez-Burks**, U. of Michigan→ The "Ripple Effect": Cultural Differences in Subjective Perceptions of Responsibility | **William W. Maddux**, Northwestern U.**791 → JS: (CMS, IM, TIM) Good Jobs or Bad Jobs in the Global Information Economy? Evidence from the Call Center Industry**

4:10pm - 5:20pm Sheraton Waikiki Beach: Honolulu Room

Organizers: **Virginia Lee Doellgast**, Cornell U.; **Hyunji Kwon**, Cornell U.Chair: **Thomas A Kochan**, Massachusetts Institute of Technology  
Discussant: **Steve Frenkel**, Australian Graduate School of ManagementInfluences on the Experience of Work in Outsourced Call Centers | **Nick Kinnie**, U. of Bath; **John Purcell**, U. of Bath  
Call Center Outsourcing in India and the US: Good Jobs or Global Sweatshops? | **Hyunji Kwon**, Cornell U.; **Virginia Lee Doellgast**, Cornell U.Labor Market Institutions and Flexible Employment in Call Centers: The Netherlands and the US | **Danielle Van Jaarsveld**, U. of British Columbia; **Andries de Grip**, Maastricht U.; **Inge Sieben**, Maastricht U.Systemic Tendencies Shaping Job Quality in Call Centers | **Maeve Houlihan**, U. of College DublinParticipants: **Maeve Houlihan**, U. of College Dublin; **Nick Kinnie**, U. of Bath; **Danielle Van Jaarsveld**, U. of British Columbia

**792** 🗨️: (Paper Session) - (ENT) **Entrepreneurs and Their Ventures**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ENT 1

Presented on panels 41-44

- 🗨️ What Happens to Nascent Entrepreneurs? An Econometric Analysis of the PSED | **Simon C Parker**, U. of Durham
- 🗨️ Practical Intelligence in High Potential Entrepreneurs | **Barbara Jean Bird**, American U.; **J Robert Baum**, U. of Maryland
- 🗨️ To Join, To Lead, or To Create? Network Effects and Small Firm Product Offerings | **Jacqueline N Hood**, U. of New Mexico; **Anne D Smith**, U. of Tennessee, Knoxville; **Susan Houghton**, Georgia State U.
- 🗨️ Alliance and Venture Capital Networks: An Analysis of Start-up Firms in the Biotechnology Industry | **Lindy Archambeau**, U. of Utah; **Anupama Phene**, U. of Utah; **Tiffany L Galvin**, U. of Utah

**793** 🗨️: (Paper Session) - (ENT) **Entrepreneurial Processes: Conflicting Images in Emerging Research**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ENT 2

Presented on panels 71-74

- 🗨️ → 🗨️ The Entrepreneurial Process as a Matching Problem | **Per Davidsson**, Queensland U. of Technology /Jonkoping U.
- 🗨️ Determinants of Entrepreneurial Action: An Empirical Test of a Composite Intentions-Based Model | **Michael D Meeks**, San Francisco State U.; **G. Dale Meyer**, U. of Colorado, Boulder
- 🗨️ 🗨️ Entrepreneurial Configurations: What's Driving the Outsourcing - Performance Linkage? | **Manjula S. Salimath**, Washington State U.; **John B Cullen**, Washington State U.; **Uchila Umesh**, Washington State U., Vancouver
- 🗨️ 🗨️ Gender, Size and New Venture Development in the Services Industries | **Lois Shelton**, Chapman U.; **Thomas Turk**, Chapman U.

**794** 🗨️: (Paper Session) - (ENT) **Capabilities & The Creation of Entrepreneurial Rents**

4:10pm - 5:20pm Hawaii Convention Center: Room 301B

Chair: **Frederic Delmar**, Stockholm School of Economics

- 🗨️ Dynamism in Capabilities and Networks: Implications for Wealth Creation in Technology Start-Ups | **Yanfeng Zheng**, U. of Wisconsin, Madison; **Jing Liu**, Cornell U.; **Gerard George**, U. of Wisconsin, Madison
- Creative Destruction-Creative Accumulation? Conditions Favoring Growth of New and Established Firms | **Jonathan Thomas Eckhardt**, U. of Wisconsin, Madison; **Scott Shane**, Case Western Reserve U.
- On the Longevity of Patent-Protected Discoveries | **Maritza Espina**, U. del Este; **Gideon D Markman**, U. of Georgia

**795** 🗨️: (Paper Session) - (ENT) **The Nature of Entrepreneurial Act**

4:10pm - 5:20pm Hawaii Convention Center: Room 303A

Chair: **Daniel P Forbes**, U. of Minnesota

- Interplay of Individual and Community Social Capital. An Empirical Study among Business Starters. | **Boris F Blumberg**, U. of Maastricht

- 🗨️ Entrepreneurial Orientation: an Empirical Assessment of SMES in Hypercompetition | **Salvatore Sciascia**, LIUC, Cattaneo U.; **Lucia Naldi**, Jonkoping U.; **Fernando G. Alberti**, Jonkoping U.

- Self-Regulation in Decision-Making by Entrepreneurs: An Exploratory Study | **Peter Bryant**, U. of Sydney
- Entrepreneurial Risk and Market Entry | **Brian Wu**, U. of Pennsylvania; **Anne Marie Knott**, U. of Maryland

**796** 🗨️: (Paper Session) - (ENT) **New Venture Performance: Effects of Financing, Governance & Alliances**

4:10pm - 5:20pm Hawaii Convention Center: Room 303B

Chair: **Scott L. Newbert**, Villanova U.

- Venture Capital in China: Investment Process and Decision-making Factors | **Paul Vega**, U. of St. Gallen; **Wei Zhang**, Tsinghua U.; **Li Choy Chong**, U. of St. Gallen; **Steven White**, INSEAD

- 🗨️ Firm Founders, Boards and Misleading Disclosures: A New Vision of Governance or Familiar Problems? | **William J Donohoe**, Bradley U.; **Richard Reed**, Washington State U.

- Strategic Alliance Portfolio Performance in SMEs: A multi-country study | **Mert Tokman**, U. of Alabama; **Louis Marino**, U. of Alabama; **R. Glenn Richey**, U. of Alabama; **Pat H Dickson**, Georgia Institute of Technology; **Mark Weaver**, Rowan U.

- Configurations of Small and Micro Businesses and Success: Strategies, Firm, and Environment | **Jens M. Unger**, U. of Giessen; **Michael Frese**, Giessen U.

**797** 🗨️: (Paper Session) - (GDO) **Structural Determinants of Diversity: How Institutions Positively or Negatively Affect Diversity**

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 1

Chair: **Laura Lynn Beauvais**, U. of Rhode IslandDiscussant: **Marjorie L McInerney**, Marshall U.

- 🗨️ Institutional Determinants of Faculty Diversity | **Baniyelme David Zoogah**, Ohio State U.; **Susan Josephs**, Ohio State U.
- 🗨️ Developing Cultural Diversity Advantage: The Impact of Diversity Management Structures | **Yang Yang**, U. of Western Ontario

**Harlow Award Nominee**

- Impact of Leaders' Racial Attitudes on Ratings of Causes & Solutions to a Minority Employee Shortage | **Eleanor H Buttner**, U. of North Carolina, Greensboro; **Kevin B Lowe**, U. of North Carolina, Greensboro; **Lenora Billings-Harris**, U. of North Carolina, Greensboro

- 🗨️ → CEO Commitment, Perceptions of CEO Commitment, and Actual Diversity Outcomes | **Eddy S. Ng**, Trent U.; **Willi H Wiesner**, McMaster U.; **Harish C Jain**, McMaster U.

**798** 🗨️: (HCM) **HCM Division Distinguished Speaker: Van de Ven on the Changing Designs of Work in Healthcare**

4:10pm - 5:20pm Sheraton Waikiki Beach: Waianae Room

Distinguished Speaker: **Andrew H. Van de Ven**, U. of Minnesota**799** 🗨️: (Paper Session) - (HR) **HR Practices, Employee Commitment, and Employee Turnover**

4:10pm - 5:20pm Hawaii Convention Center: Room 319B

Chair: **Ingrid Fulmer**, Michigan State U.

HRM Practices, Organizational Commitment and Behavior:

Test of a Process Model | **Ian R Gellatly**, U. of Alberta; **Karen H. Hunter**, U. of Alberta; **Greg Irving**, Wilfrid Laurier U.

→ IT Professionals: The Effect of HR Practices on Organizational Commitment and Turnover Intentions | **Shoba Nair**, Tata Consultancy Services Limited; **Stephen Deery**, King's College, U. of London; **Roderick D Iverson**, Simon Fraser U.

HRM Climate: Antecedents and Moderating Effects of Climate Level and Climate Strength | **Neal Knight-Turvey**, Queensland U. of Technology

Decision-Making about Workplace Disputes: A Policy-Capturing Study | **Brian S Klaas**, U. of South Carolina; **Douglas Mahony**, U. of South Carolina; **Hoyt Noland Wheeler**, U. of South Carolina

### 800 : (Paper Session) - (HR) Group Differences, Inequity, and Stigmas in the Workplace

4:10pm - 5:20pm Hawaii Convention Center: Room 322A

Chair: **Elizabeth Douthitt**, Stanford U.

Perceptions of Inequity: Individual Differences in Response to Affirmative Action Programs | **Harvell Jackson Walker**, Auburn U.; **Hubert Feild**, Auburn U.; **William F Giles**, Auburn U.; **Jeremy Bernerth**, Auburn U.; **Allison Jones-Farmer**, Auburn U

An Examination of Prestigious Stigma: The Case of the Technology Geek | **Mary Sue Love**, Southern Illinois U., Edwardsville; **Jo Ellen Moore**, Southern Illinois U., Edwardsville

Pencil-and-Paper Tests v. Situational Interviews: Racial Differences and Job-relatedness Perceptions | **J. Bret Becton**, Winthrop U.; **Hubert Feild**, Auburn U.; **William F Giles**, Auburn U.; **Allison Jones-Farmer**, Auburn U

Group Differences in Assessment Center Ratings: Larger Than Expected? | **Michelle A. Dean**, San Diego State U.; **Philip L Roth**, Clemson U.

### 801 : (Paper Session) - (IM) Managerial Tensions in MNCs

4:10pm - 5:20pm Hawaii Convention Center: Room 304A

Chair: **Aahad Osman-Gani**, Nanyang Technological U.

Discussant: **Ruth V Aguilera**, U. of Illinois, Urbana-Champaign

→ Antecedents of Dual Organizational Identification among MNC Subsidiary Managers: An Empirical Test | **Davina E. Vora**, U. of Texas, Dallas; **Tatiana Kostova**, U. of South Carolina; **Kendall Roth**, U. of South Carolina

Transaction Flow Patterns in MNCs Network and Antecedent Factors of Subsidiaries Relational Behavior | **Qin Yang**, Temple U.; **Xiangwen Jiang**, Temple U.

Differences between Multinational & Nationally Homogeneous Groups: The Influence of Status Cues | **Christina Lea Butler**, Kingston U.

### 802 : (Paper Session) - (IM) Exploration Across Borders

4:10pm - 5:20pm Hawaii Convention Center: Room 305A

Chair: **Vanessa Ratten**, Queensland U. of Technology

Discussant: **Lilach Nachum**, Baruch College, CUNY

→ Increasing Exploration: Evidence from International Expansion | **Juan Alcacer**, New York U.; **Heather Berry**, U. of Pennsylvania; **Wilbur Chung**, U. of Maryland, College Park

→ Think Before You Leap: Domestic Mindsets and Multinationality in Global and Multidomestic Industries | **Sucheta Nadkarni**, U. of Nebraska; **Pol Herrmann**, Iowa State U.; **Pedro David Perez**, Cornell U.

→ Conform Or Rebel: When Does Keeping To The Rules Enhance Firm Performance? | **Alexander Eapen**, Tilburg U.; **Rekha Krishnan**, Tilburg U.

→ Home-country Environment, International Expansion, and Firm Value: The Case of US E-commerce Firms | **John Mezas**, U. of Miami; **Namgyoo Kenny Park**, KAIST Graduate School of Management

### 803 : (Paper Session) - (IM) Forgotten Managers: Host Country Nationals in MNCs

4:10pm - 5:20pm Hawaii Convention Center: Room 305B

Chair: **Kevin B Lowe**, U. of North Carolina, Greensboro

Discussant: **Kwok Leung**, City U. of Hong Kong

→ Pay Referent Selection in an International Context: The Role of National Culture | **Jiu Chang**, Temple U.

→ Perceived Reward, Organizational Commitment, and Job Satisfaction of Host Country Workforce | **Yongsun Paik**, Loyola Marymount U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Wonshul Shim**, Hanyang U.

→ Proactive Socialization, Adjustment and Turnover: A Study of Self-initiated Foreign Employees | **Carmen K. Fu**, Hong Kong Polytechnic U.; **Margaret A Shaffer**, Hong Kong Baptist U.; **David A Harrison**, Pennsylvania State U.

### 804 → SHCS: (IM, BPS) Edith Penrose's Contribution to the Theory of MNE

4:10pm - 5:20pm Hawaii Convention Center: Room 316C

Chair: **Christos N. Pitelis**, U. of Cambridge

Introduction and Conclusion (on Penrosian Thinking and the Future of the MNE) | **Christos N. Pitelis**, U. of Cambridge  
Penrose and MNE Strategic Management | **Alain C. Verbeke**, U. of Calgary

The Effect of (Penrosian) Expatriate Slack on MNE Subsidiary Performance | **Anthony Goerzen**, U. of Victoria

The Dynamics of Japanese Firm Growth in U.S. Industries: The Penrose Effect | **Danchi Tan**, National Chengchi U., Taiwan; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign  
Strategic Implications and Limitations of Penrose's Work | **Mie Augier**, Stanford U.; **David Teece**, U. of California, Berkeley  
Penrosian Thinking and the Future of the MNE | **Christos N. Pitelis**, U. of Cambridge

### 805 : (Paper Session) - (IP) Research on Ethical Behaviors

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Elizabeth D Scott**, Eastern Connecticut State U.

SIM: The Substance and Symbolism of Corruption and Anti-Corruption | **Vilmos F. Misangyi**, U. of Delaware; **Gary R Weaver**, U. of Delaware; **Heather Elms**, Central European U

MC: Ethical Duties of Managerial Consulting: Revisiting the Question of Professionalism | **Elliot A. Fishman**, Stevens Institute of Technology

SIM: Rotten to the Core: An Synthesis of Multiple Perspectives of Unethical Organizational Behavior | **Karen L. Page**, U. of Wyoming; **James Page**, Stirling Advisors, Inc.

→ **SIM**: Assessing Corruption in the Organizational Gray Sector: A Tale of Hybrids and Quangos | **Rae Andre**, Northeastern U.

**SIM**: The Strategic Management Antecedents of Corruption: An Exploratory Study | **Taieb Hafs**, HEC Montreal

**806** : (Paper Session) - (IP) **Exploiting Innovation**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Cormac Mac Fhionnlaich**, U. of College Dublin

🗨️ **ENT**: Reorienting Strategic Entrepreneurship: Resource Management across Exploration and Exploitation | **Justin Wolfgang Webb**, Texas A&M U.; **R. Duane Ireland**, Texas A&M U.

**TIM**: The Process of Knowledge Creation in Organizations | **Christine Soo**, U. of Western Australia; **Timothy Michael Devinney**, Australian Graduate School of Management; **David Midgley**, INSEAD

**ENT**: Innovation, New Product Development, and Internationalization: SME Performance Implications | **James A Wolff**, Wichita State U.; **Timothy Pett**, Wichita State U.

**TIM**: Corporate Board Impact On Firm Innovation: A Knowledge-based Perspective | **Xuanli Xie**, U. of North Carolina, Chapel Hill; **Hugh O'Neill**, U. of North Carolina, Chapel Hill

**807** : (Paper Session) - (IP) **Learning and Exploiting Innovation**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Garry L. Adams**, Auburn U

**TIM**: A Critical Assessment of Performance Measurement of NPD Projects | **Floortje P. Blindenbach-Driessen**, Erasmus U.; **Jan van Dalen**, Erasmus U.; **Jan Van Den Ende**, Rotterdam School of Management

**BPS**: A Matter of Life and Death: Innovation and Firm Survival | **Elena Cefis**, Utrecht U.; **Orietta Marsili**, Erasmus U.

**BPS**: Structural Reconfiguration and Innovation: A Framework of What Goes Where and Why | **Samina Karim**, Boston U.

**BPS**: Firm Decomposition and Innovation: Capturing Exploration and Exploitation Complementarities | **Anne Marie Knott**, U. of Maryland

**808** : (Paper Session) - (IP) **Organizational Culture and Knowledge Resources**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Sylvia Sloan Black**, North Carolina A&T State U.

→ **IM**: The Effect of Culture on the Choice between Formal Control and Relational Governance | **Manuela Batul Giangrande**, INSEAD

🗨️ **RM**: Organizational Citizenship Climate: Towards a System-level Analysis of the Good Soldier Syndrome | **Eran Vigoda-Gadot**, U. of Haifa; **Taly Birman-Shemesh**, U. of Haifa; **Itai Beeri**, U. of College Cork

🗨️ **TIM**: How Organizational Climate and Structure Affect Knowledge Management | The Social Interaction View | **Chung-Jen Chen**, National Cheng Kung U.; **Jing-Wen Huang**, National Cheng Kung U.

→ **IM**: Organizational Learning and Culture | **Mark Easterby-Smith**, Lancaster U.; **Sully Taylor**, Portland State U.

🗨️ **MOC**: The No Blame Organization. | **Bernardino Provera**, SDA Bocconi / Bocconi U.; **Andrea Montefusco**, SDA Bocconi / Bocconi U.; **Anna Canato**, Bocconi U.

**809** : (Paper Session) - (IP) **New Perspectives on Sources of Value**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Romie Frederick Littrell**, Auckland U. of Technology

**OB**: Tacit Knowledge: A Refinement and Empirical Test of the Academic Tacit Knowledge Scale | **Gary S Insch**, West Virginia U.; **David Dawley**, West Virginia U.; **Nancy H Leonard**, West Virginia U.

**IM**: Does Ownership Pay? Comparing Foreign versus Local Service Firm Performance in Emerging Markets | **Jennifer Oetzel**, American U.; **Sudeshna Banerjee**, World Bank

**OB**: Individual and Company Benefits of Communities of Practice | **Katja Zboralski**, Berlin U. of Technology; **Soeren Salomo**, Graz U.; **Hans Georg Gemuenden**, Berlin U. of Technology

→ **IM**: International M&As: The Relationship between Organizational Culture and Performance | **Patrick X. Zhu**, U. of Auckland; **Elizabeth L. Rose**, Victoria U. of Wellington; **Kiyohiko Ito**, U. of Hawai'i, Manoa

**CMS**: Knowledge and Labour Theories of Value: Can They be Reconciled? | **Stephen J Jaros**, Southern U.

**810** : (Paper Session) - (IP) **Financial Issues in Strategic Management**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Jim Combs**, Florida State U.

**ENT**: Family Involvement, Agency Costs, and Debt Financing for New Ventures | **Jess H. Chua**, U. of Calgary; **James J Chrisman**, Mississippi State U.; **Franz W. Kellermanns**, Mississippi State U.

📖 **MED**: Marrying Management and Finance: Problem-based, Integrated Learning for Business Undergrads | **Linda K Gibson**, Pacific Lutheran U.; **Bruce Finnie**, Pacific Lutheran U.

🗨️ **ENT**: Corporate Venture Capital and the Post-IPO Performance of Start-up Firms | **Ari Ginsberg**, New York U.; **Iftekhar Hasan**, Rensselaer Polytechnic Institute; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

**HCM**: Assessing the Differential Impact of Hospital Diversification on Financial Performance | **Won Sik Suh**, Florida International U.; **Susan Key**, U. of Alabama, Birmingham

**811** : (Paper Session) - (IP) **Gender and Diversity in the Workplace**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Maree Veronica Boyle**, Griffith U.

→ **GDO**: Organizational Sex Composition and Employee Commitment: Sex Asymmetric Effects and Unit Size Effects | **Hyun-Jung Lee**, London School of Economics; **Riccardo Peccei**, King's College, U. of London

**ENT**: Entrepreneurial Ventures, Performance, and the Gender Effect | **William L Cron**, TCU; **Garry D Bruton**, TCU; **John W. Slocum**, Southern Methodist U.

- **GDO**: Gender Factors and Female Entrepreneurship: International Evidence and Policy Implications | **Nada Kobeissi**, Long Island U., C.W.Post
- MC**: Does Gender Difference Exist in Managing Consulting Projects? | **Daewoo Park**, Xavier U.; **Hema A Krishnan**, Xavier U.

**812**: (Paper Session) - (IP) **Globalization and Diversification**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Detelin S Elenkov**, U. of Tennessee, Knoxville

- **ENT**: How International is Entrepreneurship? | **Ernesto Carlos Gamboa**, U. of Texas El Paso; **Lance Brouthers**, U. of Texas, El Paso
- IM**: Product Diversity, International Scope, and Economic Performance: Japan's Textile Firms in the 1990s | **Asli M. Colpan**, Kyoto U.; **Takashi Hikino**, Kyoto U.
- **OMT**: A Bottom-up View of Globalization: Changing Organization and Institutions in Developing Countries | **Paola Perez-Aleman**, McGill U.

**813**: (Paper Session) - (IP) **Competition**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B5

Facilitator: **S. Noorein Inamdar**, Harvard U.

- MH**: The Times They Are A-Changin': Transformation in the Popular Music Industry - An Evolutionary View | **Kang Yang Trevor Yu**, U. of North Carolina, Chapel Hill
- BPS**: The Mediating Effects of International Marketing Strategy on Consumer Purchase Behavior | **Tsai-Lung Liu**, I-Shou U./ Tajen Institute of Technology; **Chia-Chen Kuo**, I-Shou U., Taiwan
- **BPS**: Studying Structures within Industries: The Relevance of Institutions | **Stephane A. Tywoniak**, Queensland U. of Technology; **Peter Galvin**, Curtin U. of Technology; **Jennifer Davies**, U. of Melbourne
- BPS**: The Competitive Causes and Consequences of Customer Satisfaction | **Daniel Simon**, Cornell U.; **Miguel Gomez**, Cornell U.

**814**: (Paper Session) - (IP) **Group Outcome Research**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Maria Vakola**, Athens U. of Economics and Business

- OB**: Toward an Understanding of Upward Influence Within the Context of Multilevel Organizational Theory | **Scott R. Taylor**, U. of Connecticut; **Lisa M. Jones**, U. of North Carolina, Chapel Hill; **David A Hofmann**, U. of North Carolina
- ☞ **CM**: Thin Slices of Negotiation: Predicting Outcomes from Conversational Dynamics in the First 5 Minutes | **Jared R. Curhan**, Massachusetts Institute of Technology; **Alex Pentland**, Massachusetts Institute of Technology; **Ron Caneel**, Massachusetts Institute of Technology; **Nathan Eagle**, Massachusetts Institute of Technology; **Sonja WileyPatton**, Louisiana State U.
- OB**: A Multi-Level Investigation of the Influences of Employees' Resistance to Teams and Empowerment | **M. Travis Maynard**, U. of Connecticut; **John Mathieu**, U. of Connecticut; **Wendy M. Marsh**, GAP, Inc.; **Thomas Ruddy**, -
- OB**: Dual Effects of Social Identification on Team Performance: Direct & Mediated Effects Through Conflict |

**Steve Gove**, U. of Dayton; **Jay J Janney**, U. of Dayton; **Christian Kiewitz**, U. of Dayton; **Brett Paul Matherne**, U. of Dayton

- ☞ **OMT**: Collaborative Inertia and Collaborative Advantage: An Exploratory Empirical Study | **Grant T. Savage**, U. of Alabama; **Eric S Williams**, U. of Alabama; **Qian Xiao**, U. of Alabama; **Michelle Bunn**, U. of Alabama

**815**: (Paper Session) - (IP) **History and Social Movements**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Edward F Murphy Jr**, Embry Riddle Aeronautical U.

- ☞ **MH**: A Tale Of Two Fires: Igniting Social Expectations For Managers' Responsibility | **Paul L Govekar**, Ohio Northern U.; **Michele A Govekar**, Ohio Northern U.
- 📖 **MH**: An Overview of Management Philosophies: An Umbrella Model to Enhance Student Learning | **Nell Tabor Hartley**, Robert Morris U.
- ☞ **SIM**: Amul – India's Cooperative Success Story | **Abhijit B Ghosh**, McGill U.; **Frances Westley**, McGill U.
- PNP**: Building Civil Society in Post-Conflict Bosnia as Experienced by those Engaged in its Formation | **Judith L. Millesen**, Ohio U.; **Eric C. Martin**, Eastern Connecticut State U.

**816**: (Paper Session) - (IP) **Implementing Technologies**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Jan N. Chong**, Stanford U.

- OCIS**: Enterprise Systems Adoption: A Proposed Contingency Perspective | **Eric Tze Kuan Lim**, National U. of Singapore; **Shan-Ling Pan**, National U. of Singapore; **Chee-Wee Tan**, U. of British Columbia
- **TIM**: The More You Have the More You Buy: Lock-In-Effects in the Adoption of E-Business Technologies | **Philipp Koellinger**, DIW Berlin; **Christian Schade**, Humboldt U.
- 🔗 **OCIS**: Process Virtualization Theory and the Impact of Information Technology | **Eric Overby**, Emory U.  
**Winner of OCIS Division Top Student Paper Award**  
**Winner of OCIS Division Best Interactive Paper Award**
- OMT**: Studying Organizational Memory: a Qualitative study and a System Dynamics model | **Davi Noboru Nakano**, U. of Sao Paulo; **Afonso Carlos Fleury**, U. of Sao Paulo

**817**: (Paper Session) - (IP) **Incentives and Rewards in Organizations**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Emmeline de Pillis**, U. of Hawai'i, Hilo

- OMT**: It's Not Just How Much You Own: The Effect of Institutional Portfolios on Executive Compensation | **Raihan Hameed Khan**, State U. of New York, Institute of Technology; **Maria Goranova**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Pamela Brandes**, Syracuse U.
- ☞ **MC**: Consulting Success and Contingent Fees as Elements on the Way to a Theory of Management Consulting | **Lars Schweizer**, U. of Bamberg; **Martin Rajes**, U. of Bamberg; **Dodo Zu Knyphausen-Aufsess**, U. of Bamberg
- TIM**: Spillover or Bypassing? Appropriating Rents From Discoveries Made in U.S. Universities | **Gideon D Markman**, U. of Georgia; **Peter T. Gianiodis**, U. of Georgia; **Phillip Phan**, Rensselaer Polytechnic Institute

→ **GDO**: Output Pay and Ethnic Wage Differentials: Canadian Evidence | **Tony Fang**, U. of Northern British Columbia; **John S Heywood**, U. of Wisconsin, Milwaukee

**HR**: Broad-Based Stock Options: Before And After The Market Downturn | **Jim Sesil**, Rutgers U.; **Maya Kroumova**, New York Institute of Technology

**818** : (MC) **The MCD Distinguished Speaker, Steve Kerr. Consulting and Academia**

4:10pm - 5:20pm Hilton Hawaiian Village: Coral Ballroom 1

*Distinguished Speaker*: **Steven Kerr**, Goldman, Sachs & Co.

**819** 🗄️: (Paper Session) - (MED) **Ethics and Management Education**

4:10pm - 5:20pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

*Chair*: **Eric G Kirby**, Texas State U.

🗄️ **Ethical Distancing: A Content Analysis of Student Rationalizations for Cheating** | **Jeffrey B Kaufmann**, Iowa State U.; **Tim West**, U. of Arkansas; **Sue Pickard Ravenscroft**, Iowa State U.; **Charles B Shrader**, Iowa State U.

**Enhancing Ethical Perceptions: Impact of Integrated Ethics Curriculum vs a Stand Alone Ethics Course** | **Yvette P. Lopez**, Texas A&M U.; **Paula Rechner**, California State U., Fresno; **Chamu Sundaramurthy**, San Diego State U.; **Julie B Olson-Buchanan**, California State U., Fresno

🗄️🗣️ **Calling Students to Action: A Longitudinal Investigation of Whistle-Blowing in the Classroom** | **C Ken Weidner**, St. Joseph's U.; **Claire A. Simmers**, St. Joseph's U.; **Derek R. Avery**, Rutgers U., Camden

🗄️ **George Williams in Thailand: An ethical decision-making exercise** | **J Goosby Smith**, Pepperdine U.; **Constance R James**, Pepperdine U.

**820** 🗄️🗣️: (MED) **A New Vision of Women and Corporate Leadership: Why Are Women Leaving the Workplace?**

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 2

**Ethics, Leadership, and Gender: Are Women Leaving The Corporate World Because They Are More Ethical?** | **Michael E. Brown**, Pennsylvania State U., Erie

**What Happened To The Women?: A Model Examining Why Successful Women Are Leaving The Workplace** | **Jeffrey Miles**, U. of the Pacific

**Exercising Their Options: Why Female Managers Are Opting Out Of Corporations** | **Kimberly S Scott**, Wrigley Company

**Implications & Possibilities For Reversing The Trend: Integration, Audience Participation, Discussi** | **Peg Thoms**, Pennsylvania State U., Behrend

*Participants*: **Peg Thoms**, Pennsylvania State U., Behrend; **Michael E. Brown**, Pennsylvania State U., Erie; **Kimberly S Scott**, Wrigley Company; **Jeffrey Miles**, U. of the Pacific

**821** 🗣️: (MH) **Reflections on Hawthorne Past and Present**

4:10pm - 5:20pm Sheraton Waikiki Beach: Kohala/Kona Room

*Chair*: **Daniel A Wren**, U. of Oklahoma

*Presenters*: **Alfred A. Bolton**, Averett U.; **Regina Greenwood**, Kettering U.; **Daniel A Wren**, U. of Oklahoma

**822** : (Paper Session) - (MOC) **Identity Dynamics in Organizations: On Narratives, Facades, and Learning**

4:10pm - 5:20pm Hawaii Convention Center: Room 317A

*This session covers several identity-related issues: identity narratives, organizational facades, and identity and learning.*

*Chair*: **Kevin W. Rockmann**, George Mason U.

**Narratives of Organizational Identity and Acquisition Integration** | **Samia Chreim**, U. of Lethbridge

→ **The Crafting of Organizational Façades: An Empirical Investigation** | **Philippe Baumard**, U. of California, Berkeley

**The Intersection of Organizational Identity and Learning: Strategic Change via Capability Grafting** | **Rajiv Nag**, Pennsylvania State U.; **Kevin G. Corley**, Arizona State U.; **Dennis A Gioia**, Pennsylvania State U.

**823** 🗣️: (Paper Session) - (MOC) **Follow the Leader: New Views on Leadership**

4:10pm - 5:20pm Hawaii Convention Center: Room 317B

*This session discusses various aspects of leadership, with an emphasis on leaders & followers.*

*Chair*: **Paul Harvey**, Florida State U.

🗣️ **Leadership Transference: The Impact of Previous Leaders on Follower Performance** | **Barbara A. Ritter**, Coastal Carolina U.

🗣️ **Transactional Leadership Re-Visited: Self-Other Agreement and Its Consequences** | **J Lee Whittington**, U. of Dallas; **Renee Holloway**, U. of Texas, Arlington; **Vicki L Goodwin**, U. of North Texas; **William Ickes**, U. of Texas, Arlington

**Social Distance and Follower Attitudes toward Leaders: A Cognitive Elaboration Perspective** | **Jae-Uk Chun**, State U. of New York, Binghamton; **Scott C. Douglas**, Binghamton U.

**824** : (Paper Session) - (OB) **Examining Impression Management in Organizations**

4:10pm - 5:20pm Hawaii Convention Center: Room 323A

*Chair*: **Cesar Douglas**, Florida State U.

*Discussant*: **Catherine Connelly**, McMaster U.

🗣️ **What Breaks a Leader: The Curvilinear Relationship Between Assertiveness and Leadership** | **Daniel Ames**, Columbia U.; **Frank Flynn**, Columbia U.

**Pseudo Citizenship in Office and Professional Settings** | **Robin Stanley Snell**, Lingnan U.; **Yuk Lan Wong**, Lingnan U.

🗣️ **Facilitating Peer Helping After Psychological Contract Breach: The Role of Impression Management** | **Morgan Milner**, Eastern Michigan U.

**Good Soldier or Good Actor? Examining the Instrumentality of OCBs and the Role of Cognitions** | **Seokhwa Yun**, Montclair State U.; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Wei Liu**, Cheung Kong Graduate School of Business

*Presenters*: **Daniel Ames**, Columbia U.; **Robin Stanley Snell**, Lingnan U.; **Yuk Lan Wong**, Lingnan U.; **Seokhwa Yun**, Montclair State U.; **Morgan Milner**, Eastern Michigan U.

**825** : (Paper Session) - (OB) **Leadership and Citizenship Behaviors: New Examinations and Understandings**

4:10pm - 5:20pm Hawaii Convention Center: Room 323C

Chair: **John B Stark**, California State U, Bakersfield  
 Discussant: **Robert Moorman**, Creighton U.  
 Do Leaders' Influence Tactics Relate to Members' Cooperative Behaviors? | **Raymond T Sparrowe**, Washington U.; **Budi Soetjipto**, U. of Indonesia ; **Maria Kraimer**, U. of Melbourne

→ An Integrative Model Linking Supervisor Support and Organizational Citizenship Behaviors | **Chien-Cheng Chen**, Chung Kuo Institute of Technology; **Su-Fen Chiu**, National Taiwan U.

The Dispositional Antecedents of Leader-Member Exchange and OCB: A Process Perspective | **Greg J Sears**, McMaster U.; **Rick D Hackett**, McMaster U.

Transformational Leadership and Extra-Role Behaviors: The Mediating Effects of Identifications | **Wu Liu**, Vanderbilt U.; **Renhong Zhu**, Sun Yat-Sen U.; **Yongkang Yang**, Fudan U.

Presenters: **Chien-Cheng Chen**, Chung Kuo Institute of Technology; **Greg J Sears**, McMaster U.; **Raymond T Sparrowe**, Washington U.; **Wu Liu**, Vanderbilt U.

**826 : (Paper Session) - (OB) New Insights in Identity Research**

4:10pm - 5:20pm Hawaii Convention Center: Room 325A

Chair: **Yekaterina Bezrukova**, Rutgers U.

Discussant: **Jonathan Matheny**, Auckland U. of Technology  
 ☞ Cognitive and Affective Identification in Organizational Settings | **Michael David Johnson**, Michigan State U.; **Frederick Morgeson**, Michigan State U.

**Winner of OB Division Best Paper Award**

How You Act Affects How You Think and Feel: Behavioral Antecedents of Organizational Identification | **David R. Hekman**, U. of Washington; **H Kevin Steensma**, U. of Washington; **James F. Hereford**, U. of Washington

☞ Doing Only What They Like to Do? Role Identities, Fit, and Verification Predictors of Role Behaviors | **Steven M Farmer**, Wichita State U.; **Linnea Van Dyne**, Michigan State U.

Examining the Impact of Organizational Value Dissimilarity in Top Management Teams | **Melenie J. Lankau**, U. of Georgia; **Andrew Ward**, U. of Georgia; **Allen Amason**, U. of Georgia; **Thomas Ng**, U. of Georgia; **Jeffrey Sonnenfeld**, Yale U.; **Bradley R Agle**, U. of Pittsburgh

Presenters: **David R. Hekman**, U. of Washington; **Steven M Farmer**, Wichita State U.; **Michael David Johnson**, Michigan State U.; **Melenie J. Lankau**, U. of Georgia

**827 : (Paper Session) - (OB) Understanding the Role of Intuition, Emotion and Justification Beliefs in Decision Making**

4:10pm - 5:20pm Hawaii Convention Center: Room 327

Chair: **Nancy Borkowski**, St. Thomas U.

Discussant: **Kevin S. Groves**, California State U., Los Angeles  
 Should I Trust My Gut? The Role of Task Characteristics in Intuitive and Analytical Decision-Making | **Erik Ian Dane**, U. of Illinois, Urbana-Champaign; **Kevin W. Rockmann**, George Mason U.; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign  
 Being Emotional During Decision Making, Good or Bad? An Empirical Investigation | **Myeong-Gu Seo**, U. of Maryland

The Role of Justification Motives and Efficacy Beliefs on Decisions in Escalation Situations | **Neil Fassina**, U. of Manitoba; **Glen Whyte**, U. of Toronto

Self Justification, Accountability, and Escalation Behavior | **Hans-Georg Wolff**, U. of Erlangen, Nuremberg; **Klaus Moser**, U. of Erlangen, Nuremberg

Presenters: **Erik Ian Dane**, U. of Illinois, Urbana-Champaign; **Myeong-Gu Seo**, U. of Maryland; **Neil Fassina**, U. of Manitoba; **Hans-Georg Wolff**, U. of Erlangen, Nuremberg

**828 : (Paper Session) - (OB) Stress and Coping at Work**

4:10pm - 5:20pm Hawaii Convention Center: Room 328

Chair: **Gergana T. Markova**, U. of Central Florida

Discussant: **Rita Campos Cunha**, U. Nova de Lisboa

☞ Further Validation of Carlson, Kacmar, and Williams' (2000) Work-Family Conflict Measure | **Laurent M. Lapiere**, U. of Ottawa; **Tammy D Allen**, U. of South Florida; **Paul E Spector**, U. of South Florida; **Michael P O'Driscoll**, U. of Waikato; **Cary L. Cooper**, Lancaster U.; **Steven A.Y. Poelmans**, IESE, U. of Navarra; **Juan I Sanchez**, Florida International U.

☞ An Alternative Models Test of Lazarus' Process Theory of Coping | **Mel Fugate**, Southern Methodist U.; **Angelo J. Kinicki**, Arizona State U.; **Gregory Prussia**, Seattle U.

Job Stress and Well-Being: An Examination from the View of Person-Environment Fit | **Liuqin Yang**, U. of South Florida; **Hongsheng Che**, Beijing Normal U.; **Paul E Spector**, U. of South Florida

Strain Reactions to Politics Perceptions as a Workplace Stressor: Political Skill as a Neutralizer | **Robyn L. Brouer**, Florida State U.; **Gerald R Ferris**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Mary Dana Laird**, Florida State U.; **David C. Gilmore**, U. of North Carolina, Charlotte

Presenters: **Laurent M. Lapiere**, U. of Ottawa; **Mel Fugate**, Southern Methodist U.; **Liuqin Yang**, U. of South Florida; **Robyn L. Brouer**, Florida State U.

**829 ☞ : (OCIS) Keynote Address: Organizing Work in the 21st Century**

4:10pm - 5:20pm Hawaii Convention Center: Room 318A

Introduction: **Pamela Hinds**, Stanford U.

Keynote Speaker: **Thomas W. Malone**, Massachusetts Institute of Technology

Organizing Work in the 21st Century | **Thomas W. Malone**, Massachusetts Institute of Technology

**830 : (Paper Session) - (ODC) Planning for change: developing change capacity and unlocking change potential**

4:10pm - 5:20pm Hawaii Convention Center: Room 321B

Chair: **Peter Sorensen**, Benedictine U.

Discussant: **Bruce Hanson**, Colorado Technical U.

☞ "Towards a Holistic Theoretical Framework for the Unfolding of Planned Change" | **Sophia Philippidou**, Athens U. of Economics and Business; **Klas E. Soderquist**, Athens U. of Economics and Business; **Gregory Prastacos**, Athens U. of Economics and Business

Change Climate: Unlocking Change Potential | **Troy A. Voelker**, North Texas U.; **William Cordell McDowell**, U. of North Texas



👁️ Predictors of Employee Well-being: Maximizing Value from Diagnostic Tools | **Rachael Helen Palmer**, U. of Melbourne; **Peter Michael Hart**, Insight SRC; **Alexander J Wearing**, U. of Melbourne

Developing Capacity for Change Action | **Christine Benedicte Meyer**, Norwegian School of Economics and Business Administration; **Inger G. Stensaker**, Norwegian School of Economics and Business Administration

### 831 : (OM) Operations Management Division Business Meeting

4:10pm - 5:00pm Hilton Hawaiian Village: South Pacific 3

### 832 👁️: (Paper Session) - (OMT) Understanding Design, Present and Future

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - OMT 1

Presented on panels 32-38

- 👁️ Introducing Dynamics in Interorganizational Governance Research | **Paul W.L. Vlaar**, Erasmus U.
- 👁️ Introducing Trade-offs and Dialectics in Research on Formalization in Alliances | **Paul W.L. Vlaar**, Erasmus U.
- ➔ 👁️ TQM Impacts on Corporate Performance: Review of the Literature and a Proposed Model | **Fatma Pakdil**, Baskent U.
- 🗨️ 👁️ Partnership Versus Corporation: Alternative Forms of Governance in Professional Service Firms | **Laura Empson**, U. of Oxford; **Chris Chapman**, U. of Oxford
- 👁️ Making Technology Work: A Case Study of the Job-Design Process Surrounding Technological Change | **Lisa Ellen Cohen**, U. of California, Irvine
- 🗨️ 👁️ Organizing for Innovation in the 21st Century | **Deborah J Dougherty**, Rutgers U.
- 👁️ Project Stakeholders Interests and Precautionism: Ties to Paradoxical Management Practices | **Nuno Gil**, Manchester U.; **Sara Beckman**, California U.

### 833 👁️: (Paper Session) - (OMT) Alliances and Networks

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - OMT 2

Presented on panels 45-50

- 🗨️ 👁️ The Monkeys Disperse when the Tree Falls: Network Transmutation and Failure | **Chung-Ting Lo**, I-Shou U., Taiwan
- 👁️ Network Horizon and the Creation of Structural Holes | **Diederik Willem Van Liere**, Erasmus U.; **Otto Koppius**, Erasmus U.
- 👁️ Does Competition Kill Ties? | **Richard Kum-Yew Lai**, Harvard U.
- 👁️ Status and Alliance Partner Selection in the Global Software Industry | **Francois Herve Collet**, Said Business School
- ➔ 👁️ Building Field Level Collaborative Capital: The Case of an Australian Biotechnology Consortium | **John W Selsky**, U. of Massachusetts, Boston; **Melissa Marot**, U. of Melbourne; **William Hart**, U. of Melbourne; **Prasuna Reddy**, U. of Melbourne
- 👁️ Social Embeddedness and Partner Selectivity: Examining Time and Strategic Goal Choice in Alliances | **Bret Ryan Fund**, Pennsylvania State U.

### 834 : (Paper Session) - (OMT) Agency and Institutional Diffusion

4:10pm - 5:20pm Hawaii Convention Center: Room 301A

Chair: **Melissa Wooten**, U. of Michigan

Discussant: **Rodney Lacey**, U. of California, Irvine

- ➔ Mapping the Institutional Terrain of Societal Logics and Organizational Forms in Western China | **Bradley James Koch**, Nanyang Technological U.
- ➔ Institutional Dynamics in the Evolution of the Indian Software Industry | **Venkataram Nilakant**, U. of Canterbury
- 🗨️ ➔ Microdynamic Mechanisms of Institutional Translation: a Double Case Study | **Eva Boxenbaum**, Copenhagen Business School
- ➔ The Diffusion of Western Acquisitions in Transition Economies: An Integrative View | **Jun Xia**, Texas Tech U.

### 835 ➔: (OMT) Economic Sociology of Corporate Governance: Ownership and Board Networks in Comparative Perspective

4:10pm - 5:20pm Hawaii Convention Center: Room 302A

Organizer: **Bruce Kogut**, INSEAD

Denmark | **Steen Thomsen**, Copenhagen Business School

Sweden | **Anna Stafsudd**, Lund U.

Spain | **Fabrizio Ferraro**, IESE Business School

Mexico and Chile | **Jordan Siegel**, HBS

Taiwan | **Jonathan Brookfield**, Texas A&M U.

China | **Xiao Zhixing**, CEIBS

### 836 : (Paper Session) - (OMT) Status Orders and the Dynamics of Legitimacy

4:10pm - 5:20pm Hawaii Convention Center: Room 302B

Chair: **Sylvia Flatt**, U. of San Francisco

Discussant: **Marvin Washington**, Texas Tech U.

- Mind the Gap: A Multi-level Model of Cultural Embeddedness and Legitimacy | **Sandy Hershcovis**, Queen's U.; **Irene M. Herremans**, U. of Calgary
- 🗨️ How do Firm's Actions Influence Corporate Reputation? The Case of Downsizing at Large U.S. Firms. | **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign; **Matthew Kraatz**, U. of Illinois
- Legitimizing Illegitimacy: Middle-Status Deviance in the Danish Film Industry | **Michael Jensen**, U. of Michigan
- Status Security and Career Conformity: Theory and Evidence from a Large Medical Organization | **Forrest Briscoe**, Pennsylvania State U.

### 837 : (Paper Session) - (OMT) Design for Living: Origins, Changes, and Consequences of Structure

4:10pm - 5:20pm Hawaii Convention Center: Room 307A

Chair: **Charles B Finn**, College of Saint Rose

Discussant: **Ray Zammuto**, U. of Melbourne

- The Socialization of Organizations: Sources of Competitive Homogeneity Among IPO Firms | **Kai Lamertz**, Concordia U.; **Martin L. Martens**, Concordia U.
- Balancing Autonomy and Cooperation: Organizational Structures in the 21st Century. | **Sebastian Raisch**, U. of St. Gallen; **Gilbert Probst**, HEC U. of Geneva

Governance Form and Organizational Adaptation: Lessons from the Savings and Loan Industry in the 80s | **James Harvey Moore**, Louisiana State U.; **Matthew Kraatz**, U. of Illinois  
 Tug of War: The Rise of Same-Sex Partner Health Benefits in Fortune 500 Corporations, 1990-2003 | **You-Ta Chuang**, York U.; **Robin Church**, U. of Toronto; **Ron Ophir**, York U.

**838** : (Paper Session) - (OMT) **Sponge Bob, CEO: Absorptive Capacity, Learning, and Organizational Memory**

4:10pm - 5:20pm Hawaii Convention Center: Room 322B

Chair: **Daniela Blettner**, U. of St. Gallen

Discussant: **Theresa K Lant**, New York U.

Organizational Culture, Learning Orientation, and Effectiveness | **Brian Gregory**, U. of Southern Mississippi; **Stanley G Harris**, Auburn U.; **Achilles A Armenakis**, Auburn U.; **Christopher Shook**, Auburn U

The Interplay between Learning and Strategy in Four Chemical Plant Accident Investigations | **Peter Cebon**, U. of Melbourne

Towards a Theory of Organizational Knowledge: Determinants of Absorptive Capacity | **Gregory S Richards**, U. of Ottawa; **Linda Duxbury**, Carleton U.

📖👉👁️🗨️ Organizational Memory: Conceptual Framework and Empirical Application | **Kim-Chi Wakefield Trinh**, Duke U.

**839** 🗨️🗨️🗨️: (OMT, CMS) **Collaborative Community in Business and Society**

4:10pm - 5:20pm Hawaii Convention Center: Room 313C

Chairs: **Paul Adler**, U. of Southern California; **Charles Heckscher**, Rutgers U., New Brunswick

Discussants: **Lynda M. Applegate**, Harvard U.; **Nathaniel Foote**, Ctr. Organizational Fitness

Towards Collaborative Community | **Paul Adler**, U. of Southern California; **Charles Heckscher**, Rutgers U., New Brunswick  
 Collaboration in Supply Chains: With and Without Trust | **John Paul MacDuffie**, U. of Pennsylvania

Collaborative Community and Employee Representation | **Saul Avery Rubinstein**, Rutgers U.

Accountability in Collaborative Knowledge-Work | **Carlos Martin-Rios**, Rutgers U., New Brunswick

Speakers: **John Paul MacDuffie**, U. of Pennsylvania; **Saul Avery Rubinstein**, Rutgers U.; **Carlos Martin-Rios**, Rutgers U., New Brunswick

**840** 👁️: (Paper Session) - (ONE) **Organizations and the Natural Environment: Issues and Challenges**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ONE

Presented on panels 56-60

👁️ Organization and the Natural Environment: Journal Ratings and Footprints | **Boyd Cohen**, U. of Victoria

👉👁️🗨️ From Diamond Rush to Sustainable Development: Environmental Awareness Creating Business Opportunities | **Simone Bacellar Leal Ferreira**, IBMEC, Rio de Janeiro; **Marie Agnes Chauvel**, PUC Rio

👉👁️🗨️ A Challenge for the 21st Century? Emissions Trading and Corporate Climate Strategies | **Jonatan Pinkse**, U. of Amsterdam

👁️ The Introduction and Dissemination of an Environmental Friendly Product in Institutionalized Fields | **Patrick Vermeulen**, Tilburg U.

👁️🗨️ Sustainable Profit: Reconciling Sustainability and Corporate Profitability | **Frank Figge**, U. of Leeds; **Tobias Hahn**, Institute for Futures Studies & Technology Assessment

**841** 🗨️🗨️: (ONE) **Aligning Sustainability Strategies and Hiring Practices: Red Herring or Low Hanging Fruit?**

4:10pm - 5:20pm Sheraton Waikiki Beach: Kahuku Room

Moderator: **Mark B. Milstein**, Cornell U.

Participant: **Meghan Chapple**, World Resources Institute

**842** : (PNP) **PNP Awards and Business Session**

4:10pm - 6:00pm Sheraton Waikiki Beach: Waiialua Room

All members of the Public and Nonprofit Division are requested to attend this session for the greater benefit of the division.

Division Chair: **Ralph Brower**, Florida State U.

Division Chair-Elect.: **Matthew Liao-Troth**, Western Washington U.

Program Chair: **Kirsten Gronbjerg**, Indiana U.

Professional Development Workshop Chair: **Dean F. Eitel**, DePaul U.

Presenters: **James L Perry**, Indiana U./Purdue U.; **Joseph J Galaskiewicz**, U. of Arizona; **Anthony Cresswell**, U. of Albany, SUNY

**843** 📖👉👁️🗨️: (Paper Session) - (SIM) **SIM Visual Village - New Visions for the 21st Century**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - SIM

Presented on panels 11-20

👁️🗨️ DDE as a Justification for Voluntary Societal Activities that Attenuate Shareholder Value | **Darrell G. Coleman**, U. of Utah

👁️🗨️ Against the Ropes: Institutional Bias versus the Competing Force of Affirmative Action | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

👁️🗨️ Taking Social Ventures Public? | **Charl Du Plessis**, U. of Virginia

👁️ Ethics in the MBA Curriculum: An Investigation of Determinants | **Joel M. Evans**, U. of Arizona; **Gary R Weaver**, U. of Delaware

👁️🗨️ Ethical Concerns in Organizational Socialization: The Use of Propaganda | **Marshall Wilson Pattie**, U. of Texas, Arlington; **Gary C McMahan**, U. of Texas, Arlington

👉👁️🗨️ Relational Intelligence for Leading Responsibly in a Connected World | **Nicola M. Pless**, INSEAD; **Thomas Maak**, U. of St. Gallen

👁️ Social Accounting by Means of SA 8000 - Towards a Discourse Theoretical Extension | **Dirk Ulrich Gilbert**, U. of New South Wales; **Andreas Rasche**, European Business School

👁️ The Modeling of Sexual Harassment within Organizations: The Military as Data | **John Sibley Butler**, U. of Texas, Austin; **James M. Schmidtke**, California State U., Fresno

















👁️ The Moral Agency Problem: Ethics Programs and the Paradox of Control | **Jason Stansbury**, Vanderbilt U.; **Bruce Barry**, Vanderbilt U.

👁️ Identifying Patterns of Stakeholder Heterogeneity | **Tyler Earl Wry**, U. of Alberta

### 844 : (Paper Session) - (SIM) **SIM Visual Village - New Visions for the 21st Century**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - SIM 2







Presented on panels 1-10

-   Multinationals and AIDS: Who Joins the Fight, and Why? | **Peter JJ Anderson**, U. of Michigan, Ann Arbor; **Gerald F Davis**, U. of Michigan, Ann Arbor
-   Falling Out of Favor: Illegitimacy, Social Control, and the Process of Organizational Stigmatization | **Cynthia E. Devers**, Texas A&M U., College Station; **Todd Dewett**, Wright State U.; **Carrie A. Belsito**, Texas A&M U.
-  Board Member Diversity as an Outcome: An Examination of Discrimination Lawsuits | **Bryan Dennis**, Idaho State U.; **Jill Ann Brown**, U. of Georgia; **Marcus Stewart**, Bentley College; **Ann K. Buchholtz**, U. of Georgia
-   Children's Work, Gender and Welfare: A Case Study in Brazil | **Lawrence French**, Virginia Polytechnic Institute
-   Legitimising a Corporate Citizen: An Analysis of the Rhetoric of Social Reporting | **Colin Patrick Higgins**, Massey U.; **Su C Olsson**, Massey U., New Zealand; **Robyn J Walker**, Massey U.
-  Solution or Problem? A Neo-Institutional Perspective on Integrating Ethics into MBA Curricula | **Tammy MacLean**, Suffolk U.; **Barrie E. Litzky**, Pennsylvania State U., Great Valley
-  Managerial Endorsement of CSR and Corruption: Personal Values or Situational Strength? | **Sushil Nifadkar**, Arizona State U.; **Anne S. Tsui**, Arizona State U.
-   Corporate Social Responsibility and Interorganizational Relationships: Cooperation through CSR | **Richard C. Peters**, Florida Atlantic U.
-  Management Challenges at the Intersection of Space Class and Human Resources | **Jeffrey A. Robinson**, New York U.; **Gregory Fairchild**, U. of Virginia
-   A Business Ethics National Index (BENI): Measuring Business Ethics Activity around the World | **Mark Schwartz**, York U.; **James Weber**, Duquesne U.

### 845 : (Paper Session) - (TIM) **High-Technology Industry Studies**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 1

Presented on panels 27-31

-   The Impact of Complexity and Uncertainty on the Performance of Innovation-Motivated Acquisitions | **Saikat Chaudhuri**, U. of Pennsylvania
-   Exploring Industry Implications of Organizational Learning | **David R. King**, U.S. Air Force; **Rebecca J. Slotegraaf**, Indiana U.
-  Inter-Cluster Performance Differentials: Innovation and Growth in the Medical Device Industry | **Frank T. Rothaermel**, Georgia Institute of Technology; **David N Ku**, Georgia Institute of Technology
-   Knowledge Sourcing Strategies And Firm Performance: An Empirical Study Of US Biopharmaceutical Firms | **Bou-Wen Lin**, National Tsing Hua U.
-   Building a customer based learning curve for corporate R&D | **Frances Fortuin**, Wageningen U.; **Onno Omta**, Wageningen U.

### 846 : (Paper Session) - (TIM) **Strategy, Technology, & Innovation**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 2




Presented on panels 61-65

-  Timed, Punctuated Organizational Learning: A Success Factor in High Technology Manufacturing | **Charles Maria Weber**, Portland State U.
-   What Really Drives Gazelle Firms? | **Nicholas O'Regan**, Middlesex U.; **Abby Ghobadian**, Middlesex U.; **David Gallear**, Middlesex U.
-  Does Complexity Dampen Incentives for Innovation? | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Mayuram Krishnan**, U. of Michigan, Ann Arbor; **Narayan Ramasubbu**, U. of Michigan, Ann Arbor
-   Importance of Senior Management Involvement and Climate to Predevelopment Innovation Outcome | **Peter A. Koen**, Stevens Institute of Technology; **Elko Kleinschmidt**, McMaster U.; **Ken Lauer**, Creative Problem Solving Group
-  Competitive Analysis of Incumbent Postal Operators in Europe | **Matthias Finger**, Ecole Polytechnique Fédérale de Lausanne; **Patrick Mollet**, Ecole Polytechnique Fédérale de Lausanne

### 847 : (Paper Session) - (TIM) **Managing Interorganizational Networks**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 3

Presented on panels 66-70


-   Global R&D Activities of Japanese MNCs in the US: A Triangulation Approach | **Sam Kurokawa**, Drexel U.
-  What Makes a Project Open Source? Migrating from Organic to Synthetic Communities | **Siobhan O'Mahony**, Harvard U.; **Joel West**, San Jose State U.
-  Management Characteristics, Collaboration and Innovation Performance in the UK | **Andy Cosh**, Cambridge U.; **Xiaolan Fu**, Cambridge U.; **Alan Hughes**, Cambridge U.
-   The Small World of Internet Alliances | **Stephen Chen**, Australian National U.; **Maciek Waldemar**, **Adam Ronowski**, Australian National U.
-  Emergence of Innovation in Social Structure | **Xing Zhong**, U. of Chicago; **Salih Zeki Ozdemir**, U. of Chicago

### 848 : (Paper Session) - (TIM) **Economics of Entrepreneurship & Innovation**

4:10pm - 5:20pm Hawaii Convention Center: Room 304B

Chair: **Kira Markiewicz**, U. of California, Berkeley

Discussant: **Jasjit Singh**, INSEAD

-  Mergers and Acquisitions and Technological Performance | **Giovanni Valentini**, IESE

#### TIM Division Best Student Paper Award Finalist

Finding the Right Balance: Decisions Under Uncertainty and Venture Capital Syndication | **Gary Dushnitsky**, U. of Pennsylvania; **Zur Shapira**, New York U.

The Complementary Role of Patents in Appropriating the Returns from Innovation | **Henrique M. Barros**, Ibmec, Sao Paulo

### 849 : (TIM) **TIM Distinguished Speaker Session**

4:10pm - 5:20pm Hawaii Convention Center: Room 306A

Chair: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne  
 Democratizing Innovation | **Eric von Hippel**, Massachusetts Institute of Technology

**Monday 5:00PM**

**850 : (BPS) Business Policy and Strategy Mid-Career Consortium: Managing Your Evolving Career**  
 5:00pm - 6:45pm Hawaii Convention Center: Room 306B  
*This interactive workshop is for experienced BPS faculty to network & share. Pre-registration required (contact Cathy Maritan, cmaritan@buffalo.edu).*  
 Organizers: **Catherine Maritan**, Syracuse U.; **Annette L Ranft**, Wake Forest U.; **Melissa Schilling**, New York U.  
 Participants: **Albert Cannella, Jr**, Arizona State U.; **Irene M Duhaime**, Georgia State U.; **Margaret Peteraf**, Dartmouth College; **Anju Seth**, U. of Illinois, Urbana-Champaign; **Edward Zajac**, Northwestern U.

**851 : (ICW) Northeastern University Reception**  
 5:00pm - 7:00pm Hilton Hawaiian Village: South Pacific 4  
 Organizer: **Cynthia Lee**, Northeastern U.

**Monday 5:20PM**

**852 : (GDO) Business Meeting and Awards Presentation**  
 5:20pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 1-2  
*Business meeting and presentation of awards. GDO social follows.*  
 Presiding: **Bernardo M. Ferdman**, Alliant International U.

**Monday 5:30PM**

**853 : (CMS) CMS Business Meeting**  
 5:30pm - 6:30pm Sheraton Waikiki Beach: Honolulu Room

**854 : (Paper Session) - (ENT) Entrepreneurship Division Business Meeting**  
 5:30pm - 10:30pm Hawaii Convention Center: Room 301B  
 Division Chair: **Andrew (Zach) Zacharakis**

**855 : (HCM) HCM Social Hours**  
 5:30pm - 7:30pm Sheraton Waikiki Beach: Diamond Head Lawn  
 Division Chair: **Kathryn H Dansky**, Pennsylvania State U.  
 Division Chair-Elect.: **Ruth A Anderson**, Duke U.  
 Program Chair: **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor  
 Professional Development Workshop Coordinator: **Timothy Hoff**, State U. of New York, Albany

**856 : (ICW) Oxford University Press Reception: Celebration of New Release of "Great Minds in Management"**  
 5:30pm - 7:00pm Hawaii Convention Center: Room 314

**857 : (ICW) International Association for Chinese Management Research Business Meeting**  
 5:30pm - 8:00pm Hawaii Convention Center: Room 319B  
 Organizer: **Xiao-Ping Chen**, U. of Washington

**858 → : (Paper Session) - (IM) Booz Allen Hamilton Strategy+Business Eminent Scholar in International Management Forum**  
 5:30pm - 7:00pm Hawaii Convention Center: Room 315  
 Welcome: **Randall Rothenberg**, Booz Allen Hamilton  
 Distinguished Speaker: **Bruce Kogut**, INSEAD  
 Presenters: **D Eleanor Westney**, Massachusetts Institute of Technology; **Gabriel Szulanski**, INSEAD

**859 : (MC) Management Consulting Division Business Meeting**  
 5:30pm - 6:10pm Hilton Hawaiian Village: Coral Ballroom 1  
 Division Chair: **Rickie Moore**, ISEOR, U. of Lyon  
 Division Chair-Elect.: **Andreas Werr**, Stockholm School of Economics  
 Program Chair: **James M. Hunt**, Babson College  
 Professional Development Workshop Chair: **Susan M. Adams**, Bentley College

**860 : (MH) Business Meeting**  
 5:30pm - 6:15pm Sheraton Waikiki Beach: Kohala/Kona Room  
 Division Chair: **Michele A Govekar**, Ohio Northern U.

**861 : (OCIS) OCIS Business Meeting**  
 5:30pm - 6:45pm Hawaii Convention Center: Room 318A

**862 : (OMT) OMT Business Meeting and Artifact**  
 5:30pm - 6:15pm Hawaii Convention Center: Room 301A  
 Division Chair: **Tina Dacin**, Queen's U., Canada  
 Division Chair-Elect.: **Pamela R Haunschild**, U. of Texas, Austin  
 Program Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor  
 Professional Development Workshop Chair: **Kimberly D Elsbach**, U. of California, Davis

**863 : (RM) Research Methods Division Business Meeting**  
 5:30pm - 6:30pm Hawaii Convention Center: Room 324

**864 : (SIM) SIM Division Business Meeting**  
 5:30pm - 7:00pm Sheraton Waikiki Beach: Oahu Room  
 Division Chair: **Bryan W Husted**, Instituto de Empresa  
 Division Chair-Elect.: **Kathleen Rehbein**, Marquette U.  
 Program Chair: **Duane Windsor**, Rice U.  
 Professional Development Workshop Chair: **Thomas J Donaldson**, U. of Pennsylvania

**865 : (TIM) TIM Business Meeting**  
 5:30pm - 6:30pm Hawaii Convention Center: Room 304B  
 Chair: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

**Monday 6:00PM**

**866 : (MED) MED Global Forum Dinner**  
 6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 2  
*By Invitation Only.*  
 Organizers: **Carolyn Wiley**, Mercer Human Resource Consulting; **Steven Armstrong**, U. of Hull; **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Laurie Milton**, U. of Calgary, U. of Western Ontario

**867 : (OM) Operations Management Division Social**  
 6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 3

**Monday 6:15PM****868 : (OMT) OMT Social Hour**

6:15pm - 7:30pm Hawaii Convention Center: Room 316A  
 Division Chair: **Tina Dacin**, Queen's U., Canada  
 Division Chair-Elect.: **Pamela R Haunschuld**, U. of Texas, Austin  
 Program Chair: **Gerald F Davis**, U. of Michigan, Ann Arbor  
 Professional Development Workshop Coordinator: **Kimberly D Elsbach**, U. of California, Davis

**Monday 6:20PM****869 : (MC) MC Division Social Hour**

6:20pm - 8:00pm Hilton Hawaiian Village: Coral Ballroom 4  
 Organizer: **Rickie Moore**, ISEOR, U. of Lyon

**Monday 6:30PM****870 : (MH) Management History Social Hour**

6:30pm - 8:00pm Sheraton Waikiki Beach: Kahuku Room  
 Reception sponsored by Baker College in honor of Daniel Wren and his new book, "The History of Management Thought," 5th edition (Wiley).

**871 : (OB) OB Division Awards and Celebration / Social Hour**

6:30pm - 8:00pm Hawaii Convention Center: Room 323 A, B & C  
 Presentation of OB Division Awards followed by Division celebration/social.

**872 : (OCIS) OCIS Social Hour**

6:30pm - 8:30pm Hawaii Convention Center: Center Rooftop

**873 : (PNP) PNP Reception**

6:30pm - 9:00pm Sheraton Waikiki Beach: Waiialua Room  
 Joint with SIM. Check final program for location. Ticket required; tickets will be distributed at PNP Awards & Business meeting, Monday 4:10 pm.  
 Division Chair: **Ralph Brower**, Florida State U.  
 Division Chair-Elect.: **Matthew Liao-Troth**, Western Washington U.  
 Program Chair: **Kirsten Gronbjerg**, Indiana U.  
 Professional Development Workshop Chair: **Dean F. Eitel**, DePaul U.

**874 : (RM) Research Methods Division - Social Hours**

6:30pm - 9:00pm Hawaii Convention Center: Room 324

**875 : (SIM) SIM & PNP Joint Social**

6:30pm - 10:30pm Sheraton Waikiki Beach: Niihau Room  
 Tickets (required for admission) will be distributed at both the SIM Division Business Meeting (Monday 5:30 - 6:30 in the Oahu Room, Sheraton Waikiki Beach Hotel) and the PNP Awards and Business Session (Monday 4:10 - 6:00 in the Waiialua Room, Sheraton Waikiki Beach).

**876 : (TIM) TIM Social: The Best Social in Town!**

6:30pm - 8:30pm Hawaii Convention Center: Room 306A  
 Organizers: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne; **Bettina Lynda Bastian**, Ecole Polytechnique Fédérale de Lausanne

**Monday 6:45PM****877 : (BPS) Outstanding Educator Award in Honor of Jay B. Barney**

6:45pm - 7:30pm Hawaii Convention Center: Room 313B  
 This award is given once every two years to acknowledge an outstanding teacher and mentor in the field of strategic management and business policy.  
 Division Chair: **Margaret Peteraf**, Dartmouth College  
 Division Chair-Elect.: **James Westphal**, U. of Texas, Austin  
 Program Chair: **Anita McGahan**, Boston U.  
 Professional Development Workshop Chair: **Russell Coff**, Emory U.  
 Presenters: **Allan N Afuah**, U. of Michigan; **Nile W. Hatch**, Brigham Young U.; **Thomas Lawton**, Dartmouth College; **Karen Schnatterly**, U. of Minnesota

**878 : (GDO) GDO Social Hour**

6:45pm - 9:00pm Hilton Hawaiian Village: Rooftop Garden  
 Fellowship while watching the sunset and spectacular view. Come and go or stay the entire time. Rain location is South Pacific Ballroom 1.  
 Division Chair: **Bernardo M. Ferdman**, Alliant International U.  
 Division Chair-Elect.: **Martin N Davidson**, U. of Virginia  
 Program Chair: **Myrtle P. Bell**, U. of Texas, Arlington  
 Professional Development Workshop Chair: **Lynn Bowes-Sperry**, Western New England College

**Monday 7:00PM****879 : (ICW) British Academy of Management Reception**

7:00pm - 9:00pm Sheraton Waikiki Beach: Honolulu/Kahuku  
 Organizer: **Liam Irwin**, U. of Leeds

**880 : (ICW) Management Faculty of Color Association Reception**

7:00pm - 9:00pm Sheraton Waikiki Beach: Waianae Room  
 Organizer: **Darlene Gambill Motley**, Robert Morris U.

**Monday 8:00PM****881 : (ICW) Brigham Young U. Social**

8:00pm - 10:00pm Hilton Hawaiian Village: Coral Ballroom 2  
 This is an AOM event for all attendees who are affiliated with BYU or The Church of Jesus Christ of Latter-day Saints.  
 Organizer: **Michael Thompson**, Brigham Young U.

**Monday 9:00PM****882 : (AAA) President's Dessert Reception for New and International Members**

9:00pm - 10:30pm Sheraton Waikiki Beach: Maui/Molokai Ballroom  
 Sponsored by: U. of British Columbia  
 Organizer: **Denise M. Rousseau**, Carnegie Mellon U.

**Tuesday 7:00AM**

**883 → CAU: (CAU) GLBTRESEARCHNET: Global Research and Practitioner Network Investigating GLBT's Workplace Experiences**

7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C1

Organizers: **Douglas Creed**, U. of Rhode Island; **Charmine Hartel**, Deakin U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Raymond N.C. Trau**, Deakin U.

**884 CAU: (CAU) Rethinking the Organization-Nature Nexus from the Perspective of Land and Place**

7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C2

Organizers: **Michael B Elmes**, Worcester Polytechnic Institute; **Christa L Walck**, Michigan Technological U.

**885 CAU: (CAU) Using Images to Transform Management and Organizational Life**

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B1

Organizers: **Sam Farry**, Pepperdine U.; **Nancy Wallis**, Pepperdine U.

**886 CAU: (CAU) Academic Match Making for Creative Collegial Collaboration**

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B2

Organizers: **Karen Manz**, Hartford Seminary; **Charles C Manz**, U. of Massachusetts, Amherst; **Robert Marx**, U. of Massachusetts, Amherst; **Judith A. Neal**, U. of New Haven

**887 CAU: (CAU) Focusing on Followership: Issues and Direction**

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B3

Organizers: **Kim T. Hinrichs**, Minnesota State U., Mankato; **Jon P Howell**, New Mexico State U.

**888 → CAU: (CAU) International Entrepreneurship: Developing the Field of Entrepreneurship and International Business**

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B4

Organizers: **Shaker A Zahra**, Babson College; **Leo Paul Dana**, U. of Canterbury; **Isabell Melanie Welpel**, Ludwig-Maximilians U., Munich; **Dietmar Grichnik**, Heinrich Heine U.; **Vanessa Ratten**, Queensland U. of Technology; **Mary Han**, Ryerson U.

**889 CAU: (CAU) We Know Who We Are, But Where Are We Going? The Future of Identity and Research**

7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D1

Organizer: **Kristin N. Price**, Pennsylvania State U.

**890 CAU: (CAU) Interlocking Directorates – Future Research Directions**

7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D2

Organizer: **Daniel E Lockhart**, U. of Kentucky

**891 CAU: (CAU) Mentoring, Diversity, and Difference: The Others' Perspectives**

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1

Organizer: **Shawnta S. Friday-Stroud**, Florida A&M U.

**892 CAU: (CAU) Challenges In Evaluating And Measuring HRM**

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2

Organizers: **Beatriz Lacombe**, Escola de Administração Publica e de Empresas, Fundacao Getulio Vargas; **Stephanie Ward**, -

**Tuesday 7:15AM**

**893 : (AAA) Past Presidents of the AOM Breakfast**

7:15am - 8:30am Hilton Hawaiian Village: South Pacific 4

Organizer: **Kathryn M. Bartol**, U. of Maryland

**Tuesday 8:00AM**

**894 : (AAA) Honolulu 2005, LAC**

8:00am - 11:50pm Hawaii Convention Center: Room 326B

Local Arrangements Chairs: **Mary J. Mallott**, U. of Hawai'i, West Oahu; **Jerry M Calton**, U. of Hawai'i, Hilo

**Tuesday 8:10AM**

**895 : (OB) Transactive Memory Systems Research: Diverse Approaches and Stimulating Linkages**

8:10am - 10:10am Hawaii Convention Center: Room 323C

Chair: **Ralph Hanke**, Bowling Green State U.

Team Creativity: A Process Model | **Ralph Hanke**, Bowling Green State U.

Errors of Transactive Memory | **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign

Membership Contexts and Transactive Memory System

Transfer | **Kyle Lewis**, U. of Texas, Austin; **Benjamin Herndon**, U. of Texas, Austin; **Josh Keller**, U. of Texas, Austin

The Emerging Story of Transactive Memory in Teams: A

Review and Synthesis of TMS Research | **John R Austin**, Pennsylvania State U.; **Ralph Hanke**, Bowling Green State U.

Discussant | **Linda Argote**, Carnegie Mellon U.

Participants: **John R Austin**, Pennsylvania State U.; **Kyle Lewis**, U. of Texas, Austin; **Linda Argote**, Carnegie Mellon U.; **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign; **Benjamin Herndon**, U. of Texas, Austin; **Josh Keller**, U. of Texas, Austin

**896 JS: (OB, HR, CM) Aloha! Procedural Justice in Organizations: Twenty Years After Folger and Greenberg (1985)**

8:10am - 10:10am Hawaii Convention Center: Room 327

Chair: **Russell Cropanzano**, U. of Arizona

Discussants: **Jerald Greenberg**, Ohio State U.; **Robert Folger**, U. of Central Florida

The 1995-2005 Era of Research on the Fair Process Effect | **Kees Van den Bos**, Utrecht U.

Taking Interactional Justice Even More Seriously: Justice as Encounter Versus Justice as Exchange | **Robert Bies**, Georgetown U.

Three Things I Have Learned About Organizational Behavior from Studying Procedural Justice | **Russell Cropanzano**, U. of Arizona

Procedural Justice and Human Resource Systems: Twenty Years since Folger and Greenberg | **Stephen Gilliland**, U. of Arizona

First Discussant | **Jerald Greenberg**, Ohio State U.

Second Discussant | **Robert Folger**, U. of Central Florida

*Presenters:* **Robert Bies**, Georgetown U.; **Kees Van den Bos**, Utrecht U.; **Russell Cropanzano**, U. of Arizona; **Stephen Gilliland**, U. of Arizona

**897 JS: (OB, OMT, MOC) Exploring the Coexistence of Trust and Control – Sparring Partners or Winning Team?**

8:10am - 10:10am Hawaii Convention Center: Room 325A

*Chairs:* **Antoinette Weibel**, Zurich U.; **Katinka Monica Bijlsma-Frankema**, Free U., Amsterdam

Control and Trustworthiness – Towards an Understanding of Vicious and Virtuous Cycles in Firms | **Antoinette Weibel**, Zurich U.

Trust and Control: The Role of Leader and Follower Perceptions | **Sim B. Sitkin**, Duke U.; **Allan Lind Jr.**, Duke U.; **Morela Hernandez**, Duke U.

Control as a Facilitator of Trust - Small-Business Cooperation in Uncertain Circumstances | **Malin Tillmar**, Institute of Working Life

Heed in Need of a Winning Team: Trust and Monitoring in Temporary Research Teams | **Katinka Monica Bijlsma-Frankema**, Free U., Amsterdam; **Ana-Christina Costa**, TU Delft; **Bart de Jong**, Free U., Amsterdam

The Trust/Control Duality: You Can't Have One Without the Other | **Guido Möllering**, Free U., Berlin

*Participants:* **Sim B. Sitkin**, Duke U.; **Allan Lind Jr.**, Duke U.; **Morela Hernandez**, Duke U.; **Malin Tillmar**, Institute of Working Life; **Bart de Jong**, Free U., Amsterdam; **Ana-Christina Costa**, TU Delft; **Guido Möllering**, Free U., Berlin

## Tuesday 8:30AM

**898 : (AAS) Corporations for a Better World?**

8:30am - 10:10am Hawaii Convention Center: Room 312

*Organizer:* **William H. Starbuck**, New York U.

We Need the Power of Corporations | **William H. Starbuck**, New York U.

The Unfettered Corporation: Corporate Social Responsibility and the Coming Crisis of Corporate Contr | **James P Walsh**, U. of Michigan

Corporations Exist to Serve Us, Not Serve Them | **Henry Mintzberg**, McGill U.

Rethinking and Reclaiming the Corporation | **Alan D. Meyer**, U. of Oregon

**899 → 🗨️: (AAS) Beyond Sarbanes-Oxley: Transparency and Accountability - Business, Government, and Nonprofit Sectors**

8:30am - 10:10am Hawaii Convention Center: Room 313A

*Coordinators:* **Kirsten Gronbjerg**, Indiana U.; **Duane Windsor**, Rice U.

*Participants:* **Robert Doktor**, U. of Hawai'i; **Jonathan D. Breul**, IBM Center for the Business of Government; **Randall W. Roth**, U. of Hawai'i; **Brian Gallagher**, United Way of America

**900 : (AAS) A New Vision of Management for the 21st Century: Is There a Role for the Academy in Its Creation?**

8:30am - 10:10am Hawaii Convention Center: Room 315

*Participants:* **Edward E. Lawler**, U. of Southern California; **Jay Lorsch**, Harvard U.; **Raymond E Miles**, U. of California, Berkeley

**901 : (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)**

8:30am - 11:30am Hawaii Convention Center: Room 311

*Organizers:* **Hans Hansen**, Victoria U. of Wellington; **Pedro David Perez**, Cornell U.; **David A Cowan**, Miami U.; **Gail Whiteman**, Erasmus U.; **Matt Statler**, Imagination Lab Foundation  
*Program Chair:* **Chris Poulson**, California Polytechnic State U., Pomona

**902 : (Paper Session) - (BPS) Performance: Concepts, Measurement and Data**

8:30am - 10:10am Hawaii Convention Center: Room 307B

*Chair:* **Gurneeta Vasudeva**, George Washington U.

*Discussant:* **Gerry McNamara**, Michigan State U.

The Myth of Firm Performance | **William H Glick**, Arizona State U.; **Nathan Thomas Washburn**, Arizona State U.; **Chet Miller**, Wake Forest U.

Corporate Social Performance and KLD Data: Do They Really Work Together? | **Robert J. Duesing**, Oklahoma State U.;

**Joseph E Coombs**, U. of Richmond

→ Archetypes of Organizational Success and Failure | **Denise Lima Fleck**, Federal U., Rio de Janeiro

→ Survival | **Ankush Chopra**, Duke U.

**903 : (Paper Session) - (BPS) New Markets and Underlying Capability Development**

8:30am - 10:10am Hawaii Convention Center: Room 308A

*Chair:* **Gary S Insch**, West Virginia U.

*Discussant:* **Michael J Leiblein**, Ohio State U.

→ 🗨️ Going Steady: Interacting Antecedents & Consequences of Rhythm of Change in Product Diversity | **Parshotam Dass**, U. of Manitoba; **Na Ni**, U. of Manitoba  
Beneficial versus Harmful Nonlocal Experience | **Jung Won Min**, U. of Tsukuba; **Hitoshi Mitsuhashi**, U. of Tsukuba  
Path Dependencies and New Product Introduction Modes | **Louis Mulotte**, HEC Paris

**904 : (Paper Session) - (BPS) Outsourcing and the Organization of Knowledge Firms**

8:30am - 10:10am Hawaii Convention Center: Room 308B

*Chair:* **Paolo Boccardelli**, Libera U. Internazionale

*Discussant:* **Kira Fabrizio**, U. of California, Berkeley

Telework: Challenge to Knowledge Creation and Transfer in a Knowledge- and Technology-based Century | **Flore Bridoux**, U. Catholique de Louvain; **Laurent Taskin**, U. Catholique de Louvain

→ 🗨️ Antecedents of Variation in Knowledge Flows across Inter-unit Dyads within the Large Enterprise | **Antoaneta Petkova**, U. of Maryland; **Anil K Gupta**, U. of Maryland, College Park

→ What Determines Knowledge Sourcing From Host Locations of Overseas R&D Operations? | **Jaeyong Song**, Seoul National U.; **Kazuhiro Asakawa**, Keio U.; **Youngeun Chu**, LG-Caltex Oil Corporation

🗨️ Business Models for Knowledge Intensive Firms: Positioning of Diagnosis, Search and Design Shops | **Charles B. Stabell**, Norwegian School of Management; **Norman T. Sheehan**, U. of Saskatchewan

**905 : (Paper Session) - (BPS) Executives and Boards of Directors: Continuity and Turnover**

8:30am - 10:10am Hawaii Convention Center: Room 309

Chair: **Jill Ann Brown**, U. of GeorgiaDiscussant: **Wm Gerard Sanders**, Brigham Young U.A Model of Chief Financial Officer Exit | **Christopher Ray****Reutzel**, Texas A&M U.; **Albert Cannella, Jr.**, Arizona State U.Do Top Leaders Matter? The Leadership Effect Revisited | **Tim R. Holcomb**, Texas A&M U.A Selection That Cannot Stand the Test: Succession Context and New CEO Dismissal | **Yan Anthea Zhang**, Rice U.A Changing of the Guard: Executive and Director Turnover Following Corporate Earnings Restatements | **Marne Lynn Arthaud-Day**, Indiana U., Bloomington; **Catherine M Dalton**, Indiana U.; **S. Trevis Certo**, Texas A&M U.; **Dan R Dalton**, Indiana U.**906 JS: (BPS, OMT) Strategic Capabilities and Knowledge Transfer Within and Between Organizations**

8:30am - 10:10am Hawaii Convention Center: Room 313B

Chair | **Jay B Barney**, Ohio State U.Introduction | **Arturo L. Capasso**, U. degli Studi del SannioManaging Heterogeneity, Allocative Balance, and Behavioral and Technology Concerns | **Andrea Lanza**, SDA Bocconi U.Digital Economy and Sustained Competitive Advantage in the Tourism Industry | **Jay B Barney**, Ohio State U.Coupling Combinative and Relational Capabilities in Interorganizational Best Practice Transfer | **Giovanni Battista Dagnino**, U. of CataniaThe Determinants of Inter-Partner Learning in Alliances: An Empirical Study in e-Commerce | **William G Mitchell**, Duke U.Termination Outcomes of High Technology Alliances | **Maurizio Zollo**, INSEADConcluding Remarks | **Joan E. Ricart**, IESE, U. of Navarra  
Presenters: **Giovanni Battista Dagnino**, U. of Catania; **Jay B Barney**, Ohio State U.; **Arturo L. Capasso**, U. degli Studi del Sannio; **Andrea Lanza**, SDA Bocconi U.; **William G Mitchell**, Duke U.; **Joan E. Ricart**, IESE, U. of Navarra; **Maurizio Zollo**, INSEAD**907 SHCS: (BPS, OMT, TIM) Dynamic Capabilities: The Causes, Consequences and Challenges of Change**

8:30am - 10:10am Hawaii Convention Center: Room 316C

Speakers: **David Teece**, U. of California, Berkeley; **Kathleen M. Eisenhardt**, Stanford U.; **Margaret Peteraf**, Dartmouth College;**Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Tammy L. Madsen**, Santa Clara U.**908 JS: (BPS, TIM, OMT) A New Vision of Managing R&D Consortia in the 21st Century**

8:30am - 10:10am Hawaii Convention Center: Room 306B

Chairs: **Alan B. Eisner**, Pace U.; **Noushi Rahman**, Pace U.Discussant: **Akbar Zaheer**, U. of MinnesotaPredictors and Consequences of Emergent and Engineered R&D Consortia Formation Processes | **Paul M Olk**, U. of Denver; **James C Hayton**, Utah State U.; **Peter S Ring**, Loyola Marymount U.; **Yves Doz**, INSEAD

Formation Conditions, Innovation, and Learning in R&amp;D

Consortia | **Alan B. Eisner**, Pace U.; **Noushi Rahman**, Pace U.; **Helaine J Korn**, Baruch College, CUNYCollaborative Institutions and the Diffusion of Technological Knowledge: The Differential Diffusion | **Arvids A Ziedonis**, U. of Michigan, Ann Arbor; **Rosemarie Ziedonis**, U. of Michigan, Ann Arbor; **Brian Silverman**, U. of Toronto

Human Resource Management in International R&amp;D

Consortia: A Conceptual Framework | **Ibraiz Tarique**, Pace U.; **Randall S Schuler**, Rutgers U.**909 (CAR) Careers in the 21st Century: Overlap of Individual Values and Professional Norms**

8:30am - 10:10am Hawaii Convention Center: Room 319A

Chairs: **Jennifer Tosti**, New York U.; **Linda M. Dunn-Jensen**, New York U.Discussant: **Hugh P. Gunz**, U. of TorontoOccupation-Embedded Values: The Case of the Personal Value Priorities of Economists. | **Neil Gandal**, Tel Aviv U.; **Sonia Roccas**, Open U., Israel; **Lilach Sagiv**, Hebrew U. of Jerusalem; **Amy Wrzesniewski**, New York U.Ideological Underpinnings of Career Choice among Graduate Students. | **Jennifer Tosti**, New York U.; **Linda M. Dunn-Jensen**, New York U.Having a Calling across Professions: An Examination of Music and MBA Students. | **Shoshana Dobrow**, Harvard U.Complex Occupational Identities: Choosing to Combine Jobs, Careers and Callings. | **Naomi B. Rothman**, New York U.; **Michel Anteby**, New York U. / Harvard U.Boundary Management: Enhancing or Restricting Overlap between Professional and Personal Identities. | **Tracy Dumas**, George Washington U.Participants: **Tracy Dumas**, George Washington U.; **Naomi B. Rothman**, New York U.; **Shoshana Dobrow**, Harvard U.; **Amy Wrzesniewski**, New York U.Authors: **Michel Anteby**, New York U. / Harvard U.; **Neil Gandal**, Tel Aviv U.; **Sonia Roccas**, Open U., Israel; **Lilach Sagiv**, Hebrew U. of Jerusalem**910 (CM) Workplace Bullying: International Perspectives on Moving from Research to Practice**

8:30am - 10:10am Hawaii Convention Center: Room 318B

Chair: **Jana L. Raver**, Queen's U.Discussant: **Stale Einarsen**, U. of BergenWorkplace Bullying: The Consequences, Precursors, and Best Practices | **Charlotte Rayner**, Portsmouth UWorkplace Bullying: Measuring the Effectiveness of Interventions | **Helge Hoel**, U. of Manchester; **Sabir Issa Giga**, U. of Manchester; **Brian Faragher**, U. of ManchesterReducing Aggression and Bullying: An Intervention Project in the U.S. Department of Veterans Affairs | **Joel H Neuman**, State U. of New York, New Paltz; **Loraleigh Keashly**, Wayne State U.Bullying Down Under: Organisational Strategies to Address Workplace Bullying | **Michelle Barker**, Griffith U.; **Christine Murphy**, RMIT U.; **Sara Branch**, Griffith U.; **Heather A Cameron**, Griffith U.; **Michael Sheehan**, U. of Glamorgan



Creating Actionable Knowledge on Workplace Bullying: Reflections on Practice | **Michael Sheehan**, U. of Glamorgan; **Michelle Barker**, Griffith U.; **David Manning**, Griffith U.

**911 JS: (CM, OB) Navigating the Paradox of Power: Implications of Power on Individuals and Groups in Organizations**

8:30am - 10:10am Hawaii Convention Center: Room 316A

**Chairs:** **Chad A. Proell**, Cornell U.; **Elizabeth A Mannix**, Cornell U.  
**Discussants:** **Keith Murnighan**, Northwestern U.; **Niro Sivanathan**, Northwestern U.; **Madan M Pillutla**, London Business School  
Honey or Vinegar? How Power Affects the Impact of Anger and Happiness on Value Creation | **Jennifer R. Overbeck**, U. of Southern California; **Margaret A. Neale**, Stanford U.

Power, Envy, and Deception in Negotiations | **Simone Moran**, Ben-Gurion U., Negev; **Maurice Schweitzer**, U. of Pennsylvania  
Choose or Lose: The Impact of Choice on Perceptions of Power and Subsequent Behavior | **Chad A. Proell**, Cornell U.; **Elizabeth A Mannix**, Cornell U.; **Susan F. Cabrera**, Cornell U.

Acceptable Action: The Effects of Power and Activation of the Behavioral Approach System on Regrets | **Adam Galinsky**, Northwestern U.; **Katie Liljenquist**, Northwestern U.; **Chen-Bo Zhong**, Northwestern U.; **Joe Magee**, New York U.

**Speakers:** **Jennifer R. Overbeck**, U. of Southern California; **Maurice Schweitzer**, U. of Pennsylvania; **Chad A. Proell**, Cornell U.

**Participants:** **Elizabeth A Mannix**, Cornell U.; **Margaret A. Neale**, Stanford U.; **Simone Moran**, Ben-Gurion U., Negev; **Adam Galinsky**, Northwestern U.; **Katie Liljenquist**, Northwestern U.; **Chen-Bo Zhong**, Northwestern U.; **Joe Magee**, New York U.; **Susan F. Cabrera**, Cornell U.

**912** 📖🗣️: (CMS) **CMS Keynote Address**

8:30am - 10:10am Sheraton Waikiki Beach: Honolulu Room

**Chair:** **Stephen J Jaros**, Southern U.

Developing Constructively Critical Managers | **Henry Mintzberg**, McGill U.

**913** 🗣️: (Paper Session) - (ENT) **Determinant of Entrepreneurial Firms' Performance and Growth**

8:30am - 10:10am Hawaii Convention Center: Room 303A

**Chair:** **Pramodita Sharma**, Wilfrid Laurier U.

🗣️📖🗣️ New Venture Growth: A Transaction Costs Perspective | **Gaylen N Chandler**, Utah State U.; **Alexander McKelvie**, Jonkoping International Business School; **Per Davidsson**, Queensland U. of Technology /Jonkoping U.

Resource Combinations and the Effectiveness of External Growth Mechanisms for Small Businesses | **Johan Wiklund**, Jonkoping International Business School; **Dean Shepherd**, Indiana U.

📖🗣️🗣️➔ Growing Profitable or Growing from Profits: Putting the Horse in Front of the Cart? | **Per Davidsson**, Queensland U. of Technology /Jonkoping U.; **Paul Richard Steffens**, Queensland U. of Technology; **Jason Robert Fitzsimmons**, Queensland U. of Technology

🗣️🗣️ Decomposing Founder Effects: Executive Compensation, Governance Structure and Firm Performance | **Lerong He**, U. of Pennsylvania

**914** 🗣️: (Paper Session) - (ENT) **New Venture Learning: Implications for Opportunity Identification**

8:30am - 10:10am Hawaii Convention Center: Room 303B

**Chair:** **Neri Karra**, U. of Cambridge

🗣️ Learning Under Uncertainty: Structural Heterogeneity in Corporate Venture Capital Relationships | **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne; **Sandip Basu**, U. of Washington, Seattle; **Suresh B Kotha**, U. of Washington, Seattle

📖🗣️ An Upper-Echelons Theory Approach to the Emergence of Organizational Learning in Nascent Firms | **Keith Hmieleski**, TCU; **Michael Ensley**, Rensselaer Polytechnic Institute

🗣️ Deciding on an Entrepreneurial Career: A Test of the Push and Pull Hypotheses using the PSED Data | **Leon Schjoedt**, Illinois State U.; **Kelly G Shaver**, College of Charleston

🗣️ Clairvoyance or Something Less Sinister: A Model of Market Insights and Opportunity Recognition | **David Matthew Townsend**, U. of Oklahoma; **Jason A. Harkins**, U. of Oklahoma

**915 JS: (ENT, TIM) Regional Perspectives on Entrepreneurship & Innovation: Identities, Networks & Chinese TechZones**

8:30am - 10:10am Hawaii Convention Center: Room 301B

**Chairs:** **Claudia Bird Schoonhoven**, U. of California, Irvine;

**Jennifer Woolley**, U. of California, Irvine

**Facilitator:** **Michael L. Tushman**, Harvard U.

Regional Perspectives on Entrepreneurship: Regional Identities and Agglomeration, Network Effects o | **Jennifer Woolley**, U. of California, Irvine

Regional Industrial Identity: Effects on the Spatial Arrangements of US Biotechnology, 1976-2002 | **Elaine Romanelli**, Georgetown U.; **Olga Khessina**, Georgetown U.

Spillovers Versus Embeddedness: the Contingent Effects of Proximity and Social Structure | **Kjersten Bunker Whittington**, Stanford U.; **Jason Owen-Smith**, U. of Michigan, Ann Arbor

Growth of Entrepreneurial Clusters: New Technology Development Zones in China, 1988-2000 | **Haiyang Li**, Texas A&M U.; **Claudia Bird Schoonhoven**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.

**Speakers:** **Elaine Romanelli**, Georgetown U.; **Olga Khessina**, Georgetown U.; **Kjersten Bunker Whittington**, Stanford U.; **Haiyang Li**, Texas A&M U.; **Claudia Bird Schoonhoven**, U. of California, Irvine; **Yan Anthea Zhang**, Rice U.; **Jason Owen-Smith**, U. of Michigan, Ann Arbor

**916** 🗣️: (GDO) **The Landscape of Civil Rights: The Effect of Legislation on 21st Century GLBT Workplace Rights**

8:30am - 10:10am Hilton Hawaiian Village: Sea Pearl Suite 1-2

**Chairs:** **Robyn A. Berkley**, Rensselaer Polytechnic Institute;

**Elizabeth A. Cooper**, U. of Rhode Island

Civil Rights Legislation and the GLBT Community | **Elizabeth A. Cooper**, U. of Rhode Island

The Proliferation of Same-Sex Harassment: Implications for GLBT Protection Under Title VII | **Robyn A. Berkley**, Rensselaer Polytechnic Institute; **Alisa H. Watt**, Rensselaer Polytechnic Institute

The Diversity Teeter-Totter: Balancing the Legal Rights of  
LGB and Religious Employees | **David Kaplan**, St. Louis U.  
Eclipsing a Community: Intersection of LGBT Issues and the  
Legal Environment | **Robert Sardy**, Alliant International U.  
Between Law and Practice: The Effects of State Legislation on  
Adoption of Domestic Partner Benefits | **Ron Ophir**, York U.;  
**You-Ta Chuang**, York U.; **Robin Church**, U. of Toronto  
*Participants:* **Alisa H. Watt**, Rensselaer Polytechnic Institute; **David  
Kaplan**, St. Louis U.; **Robert Sardy**, Alliant International U.; **Ron  
Ophir**, York U.; **You-Ta Chuang**, York U.; **Robin Church**, U. of  
Toronto

**917** ☞ JS: (GDO, OB) **A New Vision of Work and Family:  
Management Practices Embracing a Dual Agenda**

8:30am - 10:10am Hilton Hawaiian Village: South Pacific 1

*Chair:* **Ellen E. Kossek**, Michigan State U.

*Facilitator:* **Lotte Bailyn**, Massachusetts Institute of Technology  
Supervising Telecommuting and the Work-Family Dual  
Agenda | **Brenda A. Lautsch**, Simon Fraser U.; **Ellen E.  
Kossek**, Michigan State U.; **Susan C. Eaton**, Harvard U.

Balancing Exploration and Exploitation in Alternative Work  
Arrangements: A Multiple Case-Study | **Jean-Baptiste  
Litrigo**, McGill U.; **Mary Dean Lee**, McGill U.

The Dual Agenda and Medical Practice Organizations |  
**Forrest Briscoe**, Pennsylvania State U.

Mapping of Dynamic Career, Family, and Life Processes |  
**Mary Dean Lee**, McGill U.; **Fahri Karakas**, McGill U.; **Ellen E.  
Kossek**, Michigan State U.

*Speakers:* **Brenda A. Lautsch**, Simon Fraser U.; **Jean-Baptiste  
Litrigo**, McGill U.; **Forrest Briscoe**, Pennsylvania State U.; **Fahri  
Karakas**, McGill U.

*Participants:* **Ellen E. Kossek**, Michigan State U.; **Mary Dean Lee**,  
McGill U.; **Susan C. Eaton**, Harvard U.

**918** : (Paper Session) - (HCM) **Health Care Strategy: Current  
Challenges and Future Opportunities**

8:30am - 10:10am Sheraton Waikiki Beach: Waianae Room

*Chair:* **Stephen O'Connor**, U. of Alabama, Birmingham

*Discussant:* **Alison Evans Cuellar**, Columbia U.

☞ Health Care Strategy: The State of Research 2000-2004  
| **Nelson C. Weichold**, U. of Alabama, Birmingham; **Maziar  
Abdolrasulnia**, U. of Alabama, Birmingham; **Peter M Ginter**, U.  
of Alabama, Birmingham; **W Jack Duncan**, U. of Alabama,  
Birmingham

☞ Health Care Strategic Planning for Twenty-First Century  
Realities: Strategic Preparedness Planning | **Peter M Ginter**,  
U. of Alabama, Birmingham; **W Jack Duncan**, U. of Alabama,  
Birmingham; **Maziar Abdolrasulnia**, U. of Alabama, Birmingham;  
**Rachel Vasconez**, U. of Alabama, Birmingham

☞ Hospitals on the Road to Competitive Advantage? The Case  
of Implementing DRGs in German Hospitals | **Hans-Gerd  
Ridder**, Hannover U.; **Susanne Martini**, Hannover U.; **Vanessa  
Doege**, Hannover U.

☞ Doing Better to Do Well: Does Innovation Improve  
Nursing Home Performance? | **Jacqueline Zinn**, Temple U.;  
**Zhanlian Feng**, Brown U.; **Vincent Mor**, Brown U.; **Orna  
Intrator**, Brown U.

**919** : (Paper Session) - (HR) **Investments in Intellectual  
Capital and High Performance Work Systems (HPWS)**

8:30am - 10:10am Hawaii Convention Center: Room 319B

*Chair:* **Joyce E Bono**, U. of Minnesota, Twin Cities

☞ → Intellectual Capital as Mediators of HR System and  
Outcomes: Different Mediating Mechanisms | **Riki Takeuchi**,  
Hong Kong U. of Science and Technology

→ High Performance Work Systems and Firm Performance: A  
Cross-Cultural Comparison in Three Countries | **Pei-Chuan  
Wu**, National U. of Singapore

☞ Can High Performance Work Systems Really Lead to Better  
Performance? | **Hsi-An Shih**, National Cheng Kung U.; **Yun-  
Hwa Chiang**, Ming Chuan U.; **Chu-Chun Hsu**, National Cheng  
Kung U.

☞ Investment of Intellectual Capital in Predicting Firm  
Performance: An Exploration of Service Firms | **Kate  
Walsh**, Cornell U.; **Linda Canina**, Cornell U.; **Cathy A Enz**,  
Cornell U.

**920** : (Paper Session) - (HR) **Developing Effective  
Performance Appraisals: Critical Considerations**

8:30am - 10:10am Hawaii Convention Center: Room 323B

*Chair:* **Bradford S. Bell**, Cornell U.

“Rank and (No) Yank”: Managerial Reactions to Forced  
Distribution Ranking Systems | **Rebecca A Bull**, Purdue U.,  
West Lafayette; **Deidra J Schleicher**, Purdue U., West  
Lafayette; **Stephen Green**, Purdue U.

☞ The Effects of Ownership Structure on the Use of Criteria in  
the CEO Evaluation | **Paula Silva**, California State U.,  
Northridge; **Henry L Tosi**, U. of Florida

Implications of Idiosyncrasy and Theory Agreement for  
Accuracy in Frame-of-Reference Training | **Krista  
Uggerslev**, U. of Manitoba; **Lorne M Sulsky**, Wilfrid Laurier U.

☞ Conceptualizing Competency as a Value Creating Fractal |  
**Samir Shrivastava**, Swinburne U. of Technology; **Robert Jones**,  
Swinburne U. of Technology; **Soma Pillay**, Swinburne U. of  
Technology

**921** : (Paper Session) - (IM) **International Sourcing of Money  
and Talent**

8:30am - 10:10am Hawaii Convention Center: Room 304A

*Chair:* **Briance Mascarenhas**, Rutgers U.

*Discussant:* **Gita Surie**, Adelphi U.

→ Understanding Global Venture Capital Flows: Transnational  
Technical Communities as Economic Actors | **Ravindranath  
Madhavan**, U. of Pittsburgh; **Akie Iriyama**, U. of Pittsburgh

→ Why Do MNCs Establish R&D facilities in an Emerging  
Market? Theory and Empirical Evidence from China |  
**Haiyang Li**, Texas A&M U.; **Robert Michael Holmes Jr**, Texas  
A&M U.

→ When Outsourcing is not an Option: International  
Relocation of Investment Bank Research | **Michael H. Grote**,  
Goethe U.; **Florian A. Täube**, U. of Frankfurt; **Nils Hermann  
Troeger**, Deutsche Bank AG

→ Home Country Governance Quality and the Bonding  
Hypothesis | **Paul M Vaaler**, Tufts U.; **Burkhard N. Schrage**,  
Singapore Management U.

- ➔ Adverse Country-of-Origin Image: Implications for International Marketing | **Y LR Moorthy**, Indian Institute of Management, Bangalore; **Sundararaman Ramesh**, Indian Institute of Management, Bangalore; **Ganesh N. Prabhu**, Indian Institute of Management, Bangalore

### 922 : (Paper Session) - (IM) Internationalization as Exploration and Exploitation

8:30am - 10:10am Hawaii Convention Center: Room 305A

Chair: **Michel Berry**, Ecole de Paris du Management

Discussant: **Alain C. Verbeke**, U. of Calgary

- ➔ The Role of Strategic Ambidexterity in International Expansion and Performance | **Preet S Aulakh**, York U.; **Mitrabaran Sarkar**, U. of Central Florida
- ➔ Closing the Knowledge Gap in Foreign Markets - An Organizational Learning Perspective | **Marjorie A Lyles**, Indiana U.; **Torben Pedersen**, Copenhagen Business School; **Bent Petersen**, Copenhagen Business School
- ➔ In Search of Simplicity: Bringing Complexity Theory in International Business | **Tevfik Dalgic**, UTD; **Kiran Mirza Ismail**, U. of Texas, Dallas; **Mine Ozer**, U. of Texas, Dallas; **Xia Zhao**, U. of Texas, Dallas
- ➔ Foreign Expansion Under Uncertainty: A Strategic Real Options Perspective | **Marc-Oliver Thurner**, U. of St. Gallen
- ➔ The Internationalization of Chinese Firms | **John Child**, Birmingham U.; **Suzana Braga Rodrigues**, Birmingham U.

### 923 : (Paper Session) - (IM) Leading and Managing People Across Cultures

8:30am - 10:10am Hawaii Convention Center: Room 305B

Chair: **James H. Biteman**, Tulane U.

Discussant: **Martha L Maznevski**, IMD

- ➔ Employee Commitment in MNCs: Impacts of Organizational Culture, HRM and Top Management Orientations | **Sully Taylor**, Portland State U.; **Orly Levy**, Sabanci U.; **Nakiye Boyacigiller**, Sabanci U.; **Schon Beechler**, Columbia U.
- ➔ International Differences in Leadership Effects on Creativity and Innovation: Values as Moderators | **Johannes Rank**, U. of South Florida/U. of Giessen; **Babette Raabe**, Siemens AG - US Filter; **Rudolf Kerschreiter**, Ludwig-Maximilians U., Munich
- ➔ Emotional Intelligence and Transformational Leadership: A Group-Level Analysis in Five Countries | **M. Afzalur Rahim**, Western Kentucky U.; **Clement Psenicka**, Youngstown State U.; **Sae-Yoon Oh**, Honam U.; **Panagiotis Polychroniou**, U. of Ioannina; **Shameema Ferdousy**, U. of Chittagong; **Joao Dias**, ISCTE
- ➔ Old Faces, New Places: Equity Theory in Cross-Cultural Contexts | **Mark C Bolino**, U. of Oklahoma; **William H. Turnley**, Kansas State U.
- ➔ Sense-Making in a Multinational Corporation: Cross-Cultural Equivalence of a Molar Climate Model | **Kevin Fox**, U. of Tulsa; **Chris Wright**, CorporateSurvey.Com; **David Stewart**, U. of Tulsa

### 924 : (Paper Session) - (IM) Operating Successfully in Transition Economies

8:30am - 10:10am Hawaii Convention Center: Room 316B

Chair: **Wade Danis**, Georgia State U.

Discussant: **Mike W. Peng**, Ohio State U.

- ➔ Corporate Governance, Exporting and Performance of Firms in Transition Economies | **Igor Filatotchev**, King's College, U. of London; **Natalia Isachenkova**, U. of Kingston; **Tomasz Mickiewicz**, U. of London
- ➔ Operating Characteristics of Foreign Subsidiaries of Small Transnationals | **Wenyi Chu**, National Taiwan U.; **Cheng-Min Chuang**, National Taiwan U.
- ➔ Banks in National Corporate Networks: How Western Theories Work in Russia | **Ilya Okhmatovskiy**, U. of Southern California
- ➔ Multinational Enterprises, Foreign Direct Investment and Trade in China | **Arjen Van Witteloostuijn**, U. of Groningen; **Jianhong Zhang**, U. of Groningen; **Jan Jacobs**, U. of Groningen
- ➔ Population Exploitation, Organizational Exploration: Effects on FDI Location Decisions in China | **Jiatao Li**, Hong Kong U. of Science and Technology; **Kun Yao**, Hong Kong U. of Science and Technology

### 925 : (Paper Session) - (IP) Research on Incentives and Rewards in Organizations

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **John Schaubroeck**, Drexel U.

- ➔ ENT: Incentive Design for Corporate Employee-Entrepreneurs | **Erik Monsen**, Max-Planck Institute
- HR: Compensation and Benefit Valuations by New Workforce Entrants | **Neil Tocher**, Auburn U.; **Hubert Feild**, Auburn U
- ➔ HR: Internal Employment Opportunity and External Employment Opportunity as Competing Alternatives | **Robert P Steel**, U. of Michigan, Dearborn; **Timothy E Landon**, U. of Michigan, Dearborn

### 926 : (Paper Session) - (IP) New Perspectives on Incentives and Rewards in Organizations

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Elizabeth C Ravlin**, U. of South Carolina

- ➔ PNP: Accountability in the Shadows? The Use of Performance Management in Special Purpose Governments | **Kimberley Roussin Isett**, Columbia U.; **Tanya Heikkila**, Columbia U.
- ➔ IM: Upward Influence Tactics and Promotability: A Cross-Cultural Study | **Pol Herrmann**, Iowa State U.; **James Werbel**, Iowa State U.
- ➔ ODC: The 'Politics' of Market Pay and Performance Comparisons in Legitimizing UK CEO Pay Awards | **Stuart Ogden**, Manchester Business School; **Robert Watson**, U. of Durham
- CAR: Occupational Skills, Job Changes and Wages | **Alec Levenson**, U. of Southern California; **George Benson**, U. of Texas, Arlington

### 927 : (Paper Session) - (IP) Identifying Individual Competencies

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Charles K Parsons**, Georgia Institute of Technology

**OB:** Person-Situation Predictors of Adaptive Performance | **L A Witt**, U. of New Orleans

**PNP:** Embracing Change: Examining a "Capabilities and Benevolence" Beliefs Model in a Sample of Cadets | **Donald J Campbell**, United States Military Academy

**HR:** Personality Factors and Job Performance of Call Center Employees | **Shanthi Srinivas**, California Polytechnic State U., Pomona; **Olukemi O Sawyerr**, California Polytechnic State U., Pomona

**928 : (Paper Session) - (IP) Individual Views of Entrepreneurship**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Stephanie A. Fernhaber**, Indiana U., Bloomington

→ **IM:** National Culture, Institutions, & Entrepreneurship Potential: A Comparison of US, Taiwan & Vietnam | **Thang V. Nguyen**, National Economics U.; **Scott Bryant**, Montana State U.; **Jerman Rose**, Washington State U.; **Chung-Hui Tseng**, National Cheng Kung U.; **Supara Kapasuwan**, Dhurakijpundit U.

→ **ENT:** Cultural Impact on Risk-Taking Behavior of Entrepreneurs | **Dietmar Grichnik**, Heinrich Heine U.

**ENT:** Exploring an Entrepreneurial Typology: Attributional Styles and Entrepreneurial Alertness | **Jintong Tang**, U. of Alabama; **Zhi Tang**, U. of Alabama, Tuscaloosa; **Franz T Lohrke**, U. of Alabama

**ENT:** Growth Expectations of Business Owners. Human Capital, Firm Characteristics and Transition | **Ruta Aidis**, U. of London; **Tomasz Mickiewicz**, U. of London

**929 : (Paper Session) - (IP) New Product Development**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Denise Sumpf**, European Business School

☞ → **TIM:** Product Innovation as Micro-Strategy | **Seppo Hänninen**, Helsinki U. of Technology

**TIM:** Sometimes Integral Product Architectures win: The Case of the Bicycle Component Industry | **Sebastian Fixson**, U. of Michigan; **Jin Kyu PARK**, U. of Michigan

**MOC:** Introducing Radical Product Innovations: The Role of Interpretation of the Triggers of Innovation | **Nils Plambeck**, HEC Paris

**930 : (Paper Session) - (IP) Innovation and New Product Development**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Stefano Brusoni**, Bocconi U.

**BPS:** Financial Feedback, Shareholder Wealth, and the Exploration-Exploitation Dilemma | **Peter McNamara**, U. of College Dublin; **Charles Baden-Fuller**, City U.

☞ **TIM:** Technological Change within Product Design and Customer Hierarchies: The Music industry | **Jeffrey Lee Funk**, Hitotsubashi U.

☞ **TIM:** Design Product Portfolios for Multi-generation Technologies: Product Entry, Exit & Firm Performance | **Rongrong(Charlotte) Ren**, U. of California, Los Angeles; **Olav Sorenson**, London Business School; **Susan McEvily**, U. of Pittsburgh

☞ **TIM:** Probing the Future: Mobilizing Foresight in Multiple-Product Innovation Firms | **Konstantinos Andriopoulos**, Aberdeen U.; **Manto Gotsi**, Aberdeen U.

**931 : (Paper Session) - (IP) Institutional Pressures**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Sarah Hicks**, Washington U.

**IM:** Organizational Downsizing in Times of Crisis: Institutional vs. Economic Forces | **Ekin Alakent**, U. of Texas, Dallas; **Seung-Hyun Lee**, U. of Texas, Dallas

**PNP:** Patterned Homogeneity in an Institutionalized Field: Discursive Practice in New York City Schools | **Ebony N. Bridwell-Mitchell**, New York U.; **Roger L. Dunbar**, New York U.

→ **ENT:** International Entrepreneurship, Institutions, and First-Mover Advantages | **Krishna Udayasankar**, National U. of Singapore; **Shobha S Das**, Nanyang Technological U.

☞ **BPS:** The Role of Strategy Development Processes in the Government as a Customer-Regulator Relationship | **Norris Gunby**, Elon U.

**932 : (Paper Session) - (IP) Issues in International Human Resource Management**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Daria Crawley**, Robert Morris U.

→ **CAR:** Understanding Expatriate Success Using Developmental Network and Adult Development Lenses | **Dawn E. Chandler**, Boston U.; **Kathy E. Kram**, Boston U.

→ **☞MH:** The Transfer of Professional Management to India: A Post-colonial Critique | **Nidhi Srinivas**, New School U.

→ **HR:** International HRM strategic integration in Chinese multinational enterprises (MNEs) | **Jie Shen**, U. of South Australia

**933 : (Paper Session) - (IP) International Human Resource Management**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Dante DiGregorio**, U. of New Mexico

→ **HR:** HRM in Sino-western Joint Ventures: Decision Factors in Localization | **Marie Wilson**, U. of Auckland; **Shao Hui (Sophie) Chen**, - ; **Liljana Erakovic**, U. of Auckland

**CMS:** Critical Theoretical Perspectives on International Human Resource Management | **Tuomo Peltonen**, U. of Oulu

→ **☞SIM:** Global Labor Practices and Global Corporate Citizenship in the 21st Century | **Tara J Radin**, Hofstra U.

→ **IM:** The American, East Indian, and Chinese Cultures: The Likelihood to Sexually Harass | **Harsh K Luthar**, Bryant U.; **Vipan K Luthar**, St. Pauls College

**934 : (Paper Session) - (IP) Negotiation and Workplace Conflict**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Debra Louis Connelley**, Touro U. International

☞ **CM:** How Ideology, Party Status, and Risk Framing Influence Employment Lawsuit Settlement Negotiation | **Richard A. Posthuma**, U. of Texas El Paso

**OB:** Neutralizing Antisocial Workplace Behavior: The Role of Organizational Politics and Control | **Vivien KG Lim**, National U. of Singapore; **Jen Yuin Chin**, National U. of Singapore

**CM:** Inter-team Conflict in a Multiple Round Negotiation and its Impact on Outcomes | **Kristin Jackson Behfar**, Northwestern U.; **Mary Kern**, Baruch College, CUNY; **Geoffrey Leonardelli**, U. of Toronto; **Leigh Thompson**, Northwestern U.

→ **IM:** Transferring Value-Infused Organizational Practices in MNCs: A Conflict Perspective | **Susanne Blazejewski**, European U. Viadrina

**Finalist--IMD Best Paper from an Under-represented Country**

**935 : (Paper Session) - (IP) Issues in Negotiation and Conflict**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C3

*Facilitator:* **Muberra Yuksel**, Kadir Has U.

📖🗨️ **MED:** Something Old, Something New: An Improved Vision of Personality and Conflict Management Styles | **Darlene Gambill Motley**, Robert Morris U.; **Nell Tabor Hartley**, Robert Morris U.

**CM:** Implicit Theories of Negotiating Ability and Performance: Longitudinal and Experimental Evidence | **Laura Kray**, U. of California, Berkeley; **Michael Haselhuhn**, U. of California, Berkeley

🗨️ **BPS:** Conflict Management for Justice, Innovation and Strategic Advantage in Organizational Partnerships | **Dean Tjosvold**, Lingnan U.; **Alfred Wong**, Lingnan U.; **Yifeng Nancy Chen**, Lingnan U.

**BPS:** Exploring Characteristics of the Strategic Consensus Construct | **Gregory P Reilly**, U. of Wisconsin, Madison; **Scott D. Graffin**, U. of Wisconsin, Madison

**936 : (Paper Session) - (IP) Issues in Virtual Teams**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C4

*Facilitator:* **Padmal Vitharana**, Syracuse U.

🗨️ **OB:** The Role of Virtual Work in Understanding the Impact of Supervisory Relationships | **Timothy Golden**, Rensselaer Polytechnic Institute; **John F Veiga**, U. of Connecticut

🗨️ **CM:** Brokers' Roles in Knowledge Management in Teams: Expertise, Influence and Schema Conflicts | **Barbara Gray**, Pennsylvania State U.; **Gerald I Susman**, Pennsylvania State U.; **Hong Ren**, Pennsylvania State U.

**OCIS:** What You Think Others Think: Influence of Presumed Influence in e-Collaborations | **Eric Tze Kuan Lim**, National U. of Singapore; **Chee-Wee Tan**, U. of British Columbia

**937 : (Paper Session) - (MC) New Directions in Management Consulting Research**

8:30am - 10:10am Hawaii Convention Center: Room 314

*Chair:* **Flemming Poufelt**, Copenhagen Business School

*Discussant:* **Judith Gebhardt**, U. of Southern California

📖🗨️ → **QA** A New Vision of Management in Action Research | **Guilan Wang**, Central Michigan U.

🗨️ **Champions'** Characteristics and Organizational Innovation: Tomorrow's Success in a Globalized World | **Georges Trepo**, HEC Paris; **Francois Grima**, U. of Paris XII

🗨️📖 **Management Consulting Courses and Students' Self-Efficacy:** An Empirical Investigation | **Ansgar Richter**, European Business School; **Sascha Leonard Schmidt**, EBS/U.St. Gallen

**Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting**

🗨️ **Clients' Opposition to External Management Consultants Matters: Towards a Research Framework** | **Michael C. Nippa**, Freiberg U.

**938 : (MED) New Visions of Management Education and Development for the 21st Century**

8:30am - 10:10am Hilton Hawaiian Village: Sea Pearl Suite 3-4

*MED Division Theme Session*

Restraining Golem and Harnessing Pygmalion in the Classroom - MED Best Paper in Management Education | **Dennis Reynolds**, Washington State U.

In Search of a Liberal Business Education | **Diane F Baker**, Millsaps College

Toward a Research-Based View of Management Education | **Paul L. Drnevich**, Purdue U., West Lafayette; **John B. Norris**, Purdue U., West Lafayette

Managing Teaching and Learning Environments to Facilitate Curriculum Change | **Marie Kavanagh**, U. of Queensland; **Allison Brown**, QUT

**939 : (Paper Session) - (MED) Cultural Issues in Technology-Mediated Learning**

8:30am - 10:10am Hilton Hawaiian Village: South Pacific 2

*Chair:* **Terrell G Manyak**, Nova Southeastern U.

📖 → 🗨️ **Individualism-Collectivism: Feedback-Seeking and Learning Performance in a Hybrid Environment** | **Alvin Hwang**, Pace U.

📖 **Sneaking a Peek: Examining the Impact of Online Gradebooks on Student Performance** | **Deanna Geddes**, Temple U.; **Jiu Chang**, Temple U.

📖🗨️ **Cultural Filtering of Online Educational Content** | **Sylvia Van de Bunt-Kokhuis**, Vrije U. Amsterdam, Haagse Hogeschool/TH Rijswijk

📖 → **Technology Mediated Learning with a Chinese Face: A Case Study on Ladder Digital College** | **Ruey-Lin Hsiao**, National U. of Singapore

**940 : (MH) Reflecting on Leadership and Behavioral Research: Conversations with Fred Fiedler and John B. Miner**

8:30am - 10:10am Sheraton Waikiki Beach: Kohala/Kona Room

*Moderator:* **Arthur G. Bedeian**, Louisiana State U.

*Participants:* **Daniel A Wren**, U. of Oklahoma; **Lyman W. Porter**, U. of California, Irvine; **James G Hunt**, Texas Tech U.; **John G Joos**, Nova Southeastern U.

**941 : (MOC, OB, OMT) Perceiving Emotion and Emotion-Evoking Acts in Organizations: Studies of Attributions and Behavior**

8:30am - 10:10am Hawaii Convention Center: Room 317A

*Chairs:* **Neal M. Ashkanasy**, U. of Queensland; **Jean C. P. Althoff**, U. of Queensland

The Utility of Understanding Emotional Expressions in Strategic Interpersonal Encounters | **Claire E Ashton-James**, U. of New South Wales

Facial Emotion Recognition and Attributions of Intentionality in Top Management Teams | **Jean C. P. Althoff**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

The About Face Video: A Tool for the Ecologically Valid Assessment of Emotion Recognition Ability | **Jean C. P. Althoff**, U. of Queensland; **Hillary Anger Elfenbein**, U. of California, Berkeley; **Caneel K. Joyce**, U. of California, Berkeley

The Benefit of Understanding Others' Emotions for Effectiveness in Negotiation | **Hillary Anger Elfenbein**, U. of California, Berkeley; **Maw-Der Foo**, National U. of Singapore; **Hwee-hoon Tan**, National U. of Singapore; **Voon Chuan Aik**, National U. of Singapore

Cynicism or Benevolence? The Role of Positive and Negative Acts on Our Work Place Attributions | **Sigal Barsade**, U. of Pennsylvania; **Lakshmi Ramarajan**, U. of Pennsylvania; **Keith Allred**, Harvard U.

*Participants:* **Voon Chuan Aik**, National U. of Singapore; **Keith Allred**, Harvard U.; **Claire E Ashton-James**, U. of New South Wales; **Sigal Barsade**, U. of Pennsylvania; **Hillary Anger Elfenbein**, U. of California, Berkeley; **Maw-Der Foo**, National U. of Singapore; **Caneel K. Joyce**, U. of California, Berkeley; **Lakshmi Ramarajan**, U. of Pennsylvania; **Hwee-hoon Tan**, National U. of Singapore

**942 : (Paper Session) - (OB) Antecedents and Consequences of Ethical (and Unethical) Behavior**

8:30am - 10:10am Hawaii Convention Center: Room 328

*Chair:* **Anke Arnaud**, U. of Central Florida

*Discussant:* **Jeff Thompson**, Brigham Young U.

↻ Effects of Utilitarian & Ontological Individualism-Collectivism on Multitask Performance in Teams | **John A Wagner**, Michigan State U.; **Christopher J. Meyer**, Michigan State U.; **Stephen E. Humphrey**, Florida State U.; **John R Hollenbeck**, Michigan State U.

Why Would Ex-Employees Divulge Former Employers' Trade Secrets? | **David R Hannah**, Simon Fraser U.

🗨️ Why Do They Do It? The Role of Cohesion, Moral Disengagement & Leadership in Fraudulent Behavior | **Christine L. Porath**, U. of Southern California; **Michelle K Duffy**, U. of Kentucky; **Michael D. Guttentag**, RAND Corporation; **Samual Fraidin**, Columbia Law School

➔ 🗨️ Determinants of Bribery in Organizations: An Integrative Model | **Miguel Alzola**, Rutgers U.; **Chao Chen**, Rutgers U.  
*Presenters:* **Christopher J. Meyer**, Michigan State U.; **David R Hannah**, Simon Fraser U.; **Christine L. Porath**, U. of Southern California; **Miguel Alzola**, Rutgers U.

**943 🗨️JS: (OCIS, OB) Virtual Connections: Relational Implications of Computer-Mediated Communication at Work**

8:30am - 10:10am Hawaii Convention Center: Room 322A

*Organizer:* **Kristin Byron**, Rochester Institute of Technology

Polychronic Communication: Consequences of Juggling Concurrent Conversations Using Multiple Media | **Ann Frances Cameron**, Queen's U.

Relationship between Systems Design and Virtual Team Trust Development | **Herbert Remidez**, U. of Arkansas, Little Rock; **Antonie Stam**, U. of Missouri; **James M. Laffey**, U. of Missouri

The Moderating Role of Communication Media Use on the Relationship Between Identity Comprehension | **Sherry M Thatcher**, U. of Arizona

Trusting What You Cannot See: A Longitudinal Study of Trust Development in Virtual Teams | **Andre Araujo**, U. of Oklahoma; **Laku Chidambaram**, U. of Oklahoma

Channel Selection and Performance Feedback in Teams | **Christopher D. Zatzick**, Simon Fraser U.; **David L. Patient**, U. of British Columbia; **Zinta S. Byrne**, Colorado State U.; **Suzanne S Masterson**, U. of Cincinnati

**944 : (Paper Session) - (ODC) Relational and Emotional Bases of Organizational Change**

8:30am - 10:10am Hawaii Convention Center: Room 322B

*Chair:* **Anat Lechner**, New York U.

*Discussant:* **Christine Benedichte Meyer**, Norwegian School of Economics and Business Administration

🗨️ Relational Bases for Organizing | **Hilary Bradbury**, Case Western Reserve U.; **Darren Jason Good**, Case Western Reserve U.; **Linda Robson**, Case Western Reserve U.

🗨️ Tie Strength and Tie Dynamic: Alternative Relationships and Realities. | **Philipp Kaser**, U. of Zurich

Coevolution of Alliances and Organizational Knowledge Gaps: A Retrospective Processual Analysis | **Sajjad Haider**, Napier U.

The Labors of Organizational Change: Emotional and Aesthetic Labor Beyond the Service Encounter | **Melanie Bryant**, Monash U.; **Julie Wolfram Cox**, RMIT U.

🗨️ Linking Emotional Intelligence Dimensions to Individual as well as Organizational Performance | **Constantine Kontoghiorghes**, Cyprus International Institute of Management; **Io Papadopoulou**, Cyprus International Institute of Management

**945 🗨️JS: (ODC, OMT) Managing Dualities and Tensions in Planned Organizational Change: Downsizing, M&A, and BPR**

8:30am - 10:10am Hawaii Convention Center: Room 321B

*Chair:* **Jean M. Bartunek**, Boston College

*Discussant:* **Jean M. Bartunek**, Boston College

Contradictions and Oppositional Tensions in Planned Organizational Change | **Linda L. Putnam**, Texas A&M U.

Managing Effective Downsizing: Lessons from Research | **Kim Cameron**, U. of Michigan

Avoiding Problems during Acquisition Integration | **Jeffrey Harrison**, U. of Richmond; **Zhaoping Liu**, Cornell U.

Managing the Human side of Business Process Reengineering (BPR): Affect and Leadership | **Myeong-Gu Seo**, U. of Maryland; **M. Susan Taylor**, U. of Maryland

**946 🗨️: (OM) A New Vision for OM in the 21st Century: Marginalized, Realized, Rationalized, or Canonized?**

8:30am - 10:10am Hilton Hawaiian Village: South Pacific 3

*A panel discussion on the future of operations management by the Operations Management Group at the Said Business School of the University of Oxford.*

*Organizer:* **Kathryn Lee Blackmon**, Oxford U.

*Presenters:* **Steve New**, U. of Oxford; **Roy Westbrook**, U. of Oxford

**947 : (Paper Session) - (OMT) In the Beginning: Origins of Industries, Organizational Forms, and Industrial Districts**

8:30am - 10:10am Hawaii Convention Center: Room 302A

*Chair:* **Lyda S. Bigelow**, Washington U. in St. Louis*Discussant:* **Mina Yoo**, U. of Washington, Seattle

The Spatial Evolution of Organizational Foundings: Evidence from U.S. Instrument Manufacturers | **Pino G. Audia**, U. of California, Berkeley; **John Freeman**, U. of California, Berkeley; **Paul D Reynolds**, Florida International U.

Entrepreneurship and New Industry Emergence: The American Film Industry, 1896-1928 | **Elizabeth Boyle**, National U. of Singapore; **Stephen Mezas**, New York U.

On Air: Organizational Origins and Density Dependence in the U.S. Broadcasting Industry, 1940-1980 | **Alessandro Lomi**, Bologna U.; **Giacomo Negro**, Bocconi University / SDA Bocconi; **Fabrizio Perretti**, Bocconi University / SDA Bocconi

→ The Effects of Density and Crowding on Market Entry Behavior in Geographical Space | **Hitoshi Mitsuhashi**, U. of Tsukuba; **Wesley Sine**, Cornell U.; **Hisaki Yamaga**, U. of Tsukuba

**948 : (Paper Session) - (OMT) My Brilliant Career: Professions and Careers Within and Beyond Organizations**

8:30am - 10:10am Hawaii Convention Center: Room 307A

*Chair:* **Craig Prichard**, Massey U.

*Discussant:* **Tracy A Thompson**, U. of Washington, Tacoma  
Exploring Professional Space | **Rajshree Prakash**, Alberta U.

Managing the Progression Paradox | **Siobhan O'Mahony**, Harvard U.; **Beth Bechky**, U. of California, Davis

🗨️ Playing Along and Away: Nested Careers and the Co-evolution of Jazz Musicians from 1930 to 1969 | **Charles Kirschbaum**, EAESP, Fundação Getúlio Vargas; **Flavio Vasconcelos**, FGV-EAESP

On the Strategic Manipulation and Redefinition of Legitimacy | **Joel M. Evans**, U. of Arizona

**949 JS: (OMT, BPS, OB) Building Capabilities: Reconceptualizing Organizational Resources**

8:30am - 10:10am Hawaii Convention Center: Room 302B

*Organizers:* **Marlys K. Christianson**, U. of Michigan, Ann Arbor; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

*Discussant:* **Paul Adler**, U. of Southern California

Can Organizational Processes Create Resources for Solving Public Problems? | **Martha S. Feldman**, U. of California, Irvine

Creating Conditions for Coordination: Roles in Temporary Organizations | **Beth Bechky**, U. of California, Davis

Organizing to Increase Mindful Interaction: Lessons from Healthcare | **Marlys K. Christianson**, U. of Michigan, Ann Arbor; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor

The Tertius Iungens Mechanism, Projects, and Dynamic Capability | **David Obstfeld**, U. of California, Irvine

*Participants:* **Martha S. Feldman**, U. of California, Irvine; **Beth Bechky**, U. of California, Davis; **David Obstfeld**, U. of California, Irvine

**950 🗨️ JS: (OMT, MOC, OB) Organization at the Limit: NASA and the Columbia Disaster**

8:30am - 10:10am Hawaii Convention Center: Room 301A

*Organizer:* **Moshe Farjoun**, New York U.

Coping with Time Pressures: When Rigid, Ambitious

Deadlines Don't Make Sense | **Sally Blount**, New York U.; **Sophie Leroy**, New York U.

The Opacity of Risk: Language and the Culture of Safety in NASA's Space Shuttle Program | **William Ocasio**, Northwestern U.

Barriers to the Interpretation and Diffusion of Information

About Potential Problems in Organization | **Frances J Milliken**, New York U.; **Theresa K Lant**, New York U.; **Ebony N. Bridwell-Mitchell**, New York U.

*Presenters:* **Sally Blount**, New York U.; **Scott A Snook**, Harvard U.; **William Ocasio**, Northwestern U.; **Frances J Milliken**, New York U.

**951 SHCS: (OMT, MOC, OB) Scandals, Crises, and Stigmas: Exploring Organizational and Individual Responses to Identity Threats**

8:30am - 10:10am Hawaii Convention Center: Room 313C

*Chair:* **Glen E. Kreiner**, U. of Cincinnati

The Perceived Legitimacy of Organizational Identity Threat: Implications for Members' Responses | **Caroline A Bartel**, New York U.

Being Martha Stewart: Risk and Resilience in Organizational Identity | **Mary Ann Glynn**, Emory U.; **Kryisia A. Wrobel**, Emory U.

Tearing the Communion Fabric? A Case Study of Threatened Identity in the Episcopal Church | **Elaine C. Hollensbe**, U. of Cincinnati; **Glen E. Kreiner**, U. of Cincinnati; **Mathew Laurence Sheep**, U. of Cincinnati; **Brett R. Smith**, U. of Cincinnati

*Participants:* **Glen E. Kreiner**, U. of Cincinnati; **Caroline A Bartel**, New York U.; **Mary Ann Glynn**, Emory U.; **Elaine C. Hollensbe**, U. of Cincinnati; **Mathew Laurence Sheep**, U. of Cincinnati; **Brett R. Smith**, U. of Cincinnati; **Kryisia A. Wrobel**, Emory U.

**952 🗨️ (Paper Session) - (ONE) Sustainability and Community: Emerging Forms of Organizing**

8:30am - 10:10am Sheraton Waikiki Beach: Kahuku Room

*Chair:* **M. B. Neace**, Mercer U.

Emotionality of Organising for Sustainability: "Feeling" the Stakeholders' Pulse | **Aarti Sharma**, Auckland U. of Technology

Social Norms and Coercive Rules in Overlapping Communities: Evolution on God's Waters. | **Thomas Andrew Bryer**, U. of Southern California

→ 🗨️ New Forms of Governance: Changing Relationships between Corporates, Government and Community | **Suzanne Benn**, U. of Technology, Sydney; **Dexter Dunphy**, U. of Technology, Sydney

Eco-Partnering--a Politics of Sustainable Development: The Case of the Ricelands Habitat Partnership | **Sharon M. Livesey**, Fordham U.; **Molly Shearer**, Independent Researcher; **Cathy Hartman**, Utah State U.; **Edwin R. Stafford**, Utah State U.

**953 🗨️ (Paper Session) - (PNP) Applying Economic Models to Nonprofit Organizations**

8:30am - 10:10am Sheraton Waikiki Beach: Waialua Room

Chair: **Charles B Finn**, College of Saint Rose

Discussant: **Dennis R Young**, Case Western Reserve U.

Organizational Slack In Nonprofits | **Woods Bowman**, DePaul U.; **Elizabeth Keating**, Harvard U.; **Mark A. Hager**, The Urban Institute

☛ A Property Right Theory of the Non-Profit Form: The Non-Distribution Constraint Reconsidered | **Gabriel E. Kaplan**, U. of Colorado, Denver

☛ The Spanish NGDO and the Challenges of Organizational Architecture Design: An Agency Perspective | **Victor Martin Perez**, U. de Valladolid; **Juan Hernangomez Barahona**, U. de Valladolid; **Natalia Martin Cruz**, U. de Valladolid

☛ → ☛ The Influence of Sector and Strategic HRM on Firm Performance in Health Service Firms | **John J. Rodwell**, Macquarie U., Sydney; **Stephen T.T. Teo**, U. of Technology, Sydney

Solutions Out of Context: Examining the Transfer of Business Concepts to Third Sector Organizations | **Tammy E. Beck**, U. of Texas, San Antonio; **Cynthia A Lengnick-Hall**, U. of Texas, San Antonio; **Mark L. Lengnick-Hall**, U. of Texas, San Antonio

**954 JS: (RM, OB) Measuring Group Constructs: Alternative Methods to Provide Novel Insights into Group-Level Effects**

8:30am - 10:10am Hawaii Convention Center: Room 323A

Chairs: **Catherine G. Collins**, U. of NSW/U. of Sydney; **Claire Mason**, Queensland U. of Technology

The Emergence of Multilevel Organizational Phenomena | **Steve W J Kozlowski**, Michigan State U.

Social Network Analysis and Multilevel Theory and Research: Bridging the Divide | **Katherine Klein**, U. of Pennsylvania; **Andrew P. Knight**, U. of Pennsylvania

Exploring the Differential Effects of Group Processes on Aggregate and Consensus Measures | **Catherine G. Collins**, U. of NSW/U. of Sydney; **Claire Mason**, Queensland U. of Technology

When Does the Method of Assessing a Team-Level Variable Really Matter? | **Narda Quigley**, Villanova U.; **Amanuel G. Tekleab**, Clarkson U.; **Paul E Tesluk**, U. of Maryland

A Multilevel Examination of Team Leadership | **Jonathan C. Ziegert**, Drexel U.

Participants: **Steve W J Kozlowski**, Michigan State U.; **Narda Quigley**, Villanova U.; **Amanuel G. Tekleab**, Clarkson U.; **Paul E Tesluk**, U. of Maryland; **Katherine Klein**, U. of Pennsylvania; **Andrew P. Knight**, U. of Pennsylvania; **Jonathan C. Ziegert**, Drexel U.

**955 → ☛: (Paper Session) - (SIM) Stakeholders in the 21st Century: Cutting Edge Research**

8:30am - 10:10am Sheraton Waikiki Beach: Akaka Falls/lao Needle Room

Chair: **Sandra A Waddock**, Boston College

Discussants: **Michael E Johnson-Cramer**, Bucknell U.; **Kathryn S Rogers**, Pitzer College

☛ The Lack of Diversification in Managerial Portfolios: Impact on Corporate Stakeholders | **Philip L Cochran**, Indiana U.;

**Melissa Smith Baucus**, Xavier U.; **Thomas Gerard Comstock**, Gannon U.

☛ What Makes a Stakeholder Act? Adding the Issue into Stakeholder Mobilization Theory | **Sally Jane Davenport**, Victoria U. of Wellington; **Shirley R. Leitch**, U. of Waikato Firms, Destructive Activists, and Stakeholder Theory | **Jean-Philippe Bonardi**, U. of Western Ontario

☛ Resource Dependence, Managerial Discretion and Stakeholder Performance | **Shawn Berman**, Santa Clara U.; **Robert Phillips**, U. of Richmond; **Andrew C Wicks**, U. of Virginia

**956 ☛ ☛: (SIM) Can the Management of Humans as Resources be Ethical?**

8:30am - 10:10am Sheraton Waikiki Beach: Oahu Room

Chairs: **Michelle Greenwood**, Monash U.; **Helen DeCieri**, Monash U.

The Potential for Ethical Human Resource Management: Making a Difference through Activism | **David Dawson**, U. of Gloucestershire; **Diana Winstanley**, Kingston U.

Ethics and the Management of Executives | **Patrick Wright**, Cornell U.

Can Employee Partnership Contribute to a More Ethical HRM? | **David E Guest**, King's College, U. of London

Lessons from History for Ethical HRM in the 21st Century | **Gill Palmer**, Monash U.

Employees as Moral Stakeholders: Implications for Ethical HRM | **Michelle Greenwood**, Monash U.; **Helen DeCieri**, Monash U.

Pay Systems and Materialism: An Employee Rights Perspective | **John R Deckop**, Temple U.; **Tim Kasser**, Knox College

Managing Neutrality in Workplace Conflict Resolution: The Dilemma of the HR Manager | **Bernadine VanGramberg**, Victoria U. of Technology; **Julian Teicher**, Monash U.

**Tuesday 8:40AM**

**957 → ☛ JS: (IM, OB, OCIS) Leveraging Diversity in Virtual Settings: Promises, Challenges and Directions for Future Research**

8:40am - 10:10am Hawaii Convention Center: Room 317B

Chairs: **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Luis L Martins**, Georgia Institute of Technology

Discussant: **Bradley L. Kirkman**, Texas A&M U.

Waking up or Re-setting the Clock: An Exploration of the Effects of Membership Volatility in Teams | **Mary E Zellmer-Bruhn**, U. of Minnesota; **Cristina Gibson**, U. of California, Irvine

Demographic Differences and Creativity in Virtual Work | **Luis L Martins**, Georgia Institute of Technology; **Christina Shalley**, Georgia Tech

The Effects of Culture on Information Sharing and Protection in Collaborative Knowledge Teams | **Ann Majchrzak**, U. of Southern California; **Sirkka Jarvenpaa**, U. of Texas, Austin

Leading Multinational Teams: Inspiring Commitment Across Distance and Time Zones | **Aparna Joshi**, U. of Illinois,



Urbana-Champaign; **Mila B. Lazarova**, Simon Fraser U.; **Hui Liao**, Rutgers U.

*Presenters:* **Mary E Zellmer-Bruhn**, U. of Minnesota; **Cristina Gibson**, U. of California, Irvine; **Luis L Martins**, Georgia Institute of Technology; **Christina Shalley**, Georgia Tech; **Ann Majchrzak**, U. of Southern California; **Sirkka Jarvenpaa**, U. of Texas, Austin; **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Mila B. Lazarova**, Simon Fraser U.; **Hui Liao**, Rutgers U.

### Tuesday 8:50AM

#### 958 : (Paper Session) - (OCIS) Getting Emotional About IT

8:50am - 10:10am Hawaii Convention Center: Room 318A

*Chair:* **Susan Winter**, U. of North Carolina, Charlotte

*Discussant:* **Zeynep Aksehirli**, Dartmouth College

Can Emotions Transcend Contextual Barriers? Investigating Emotions in Computer-Mediated Groups | **Jennifer Lindsay**, U. of Maryland, College Park

➤ Toward a Model of Nonverbal Cues and Emotion in Email | **Kristin Byron**, Rochester Institute of Technology; **David C. Baldrige**, Oregon State U.

#### 2nd Runner-up Best Paper 2005

🗨️ The Role of Affect in the Acceptance of Information Technology | **Stefano Perlusz**, Singapore Management U.; **Urs E Gattiker**, U. of Luebeck, ISNM; **Moon-ho Ho**, McGill U.  
Humor as a Management Tool and Organizational Asset | **Eric J. Romero**, U. of Texas, Pan American; **Kevin William Cruthirds**, U. of Texas, Pan American

#### 959 : (Paper Session) - (TIM) Understanding High Technology

8:50am - 10:10am Hawaii Convention Center: Room 304B

*Chair:* **Anu Wadhwa**, Ecole Polytechnique Fédérale de Lausanne

*Discussant:* **David R. King**, U.S. Air Force

🗨️ Diffusion Pattern of Linux: An Assessment on Major Technology Dimensions | **Nir B Kshetri**, U. of North Carolina, Greensboro

Unpacking the Multidimensional Construct of the Innovation Problem | **Kun Liu**, U. of Utah; **William S Hesterly**, U. of Utah

Focal Firms as Technological Gatekeepers within Industrial Clusters: Evidence from Machinery | **Alessandro Malipiero**, U. of Bologna; **Federico Munari**, U. of Bologna

Leveraging Existing Technology: The Role of Alliances in Cross-Application across Technology Domains | **Preetia Roy**, U. of Pennsylvania

#### 960 : (Paper Session) - (TIM) Network Theory & Social Capital

8:50am - 10:10am Hawaii Convention Center: Room 306A

*Chair:* **Raja Roy**, Tulane U.

*Discussant:* **Satish Nambisan**, Rensselaer Polytechnic Institute

Inventing the Future Core: Social Capital Determinants of Invention Novelty and Impact | **Henri Schildt**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology; **Jukka-Pekka Salmenkaita**, Nokia

➤ 🗨️ The Double Helix of Formal and Informal Structures: Project Design for R&D Success | **Polly S. Rizova**, Boston U.  
**Stephan Schrader Best Paper Award Finalist**

Deploying Intellectual Capital for Architectural Innovative Capabilities | **Mohan Subramaniam**, Boston College; **Mark Youndt**, Skidmore College

➤ Alliance Networks and Knowledge Creation: The Impact of Small World Connectivity on Firm Innovation. | **Melissa Schilling**, New York U.; **Corey Phelps**, U. of Washington

### Tuesday 9:00AM

#### 961 : (AAA) Conference Exhibits

9:00am - 11:45am Hawaii Convention Center: Exhibit Hall III - Exhibits

*Organizer:* **George T Solomon**, George Washington U.

#### 962 : (AAA) Membership

9:00am - 11:30am Hawaii Convention Center: HCC Lobby - Membership

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

*Organizer:* **Regina Greenwood**, Kettering U.

#### 963 : (AAA) Conference Registration

9:00am - 11:30am Hawaii Convention Center: HCC Lobby - Registration

On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

#### 964 : (AAA) Placement Services

9:00am - 11:30am Hilton Hawaiian Village: Iolani Suite 1

Placement Services - Registration and Information

*Organizer:* **Scott C. Douglas**, Binghamton U.

#### 965 🗨️ : (Paper Session) - (BPS) Mediators of Alliance and Acquisition Performance

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - BPS 1

Presented on panels 31-36

➔ 🗨️ Where Do Firms Acquire? Understanding the Influence of Geographic Location on Acquisition Activity | **Miguel Ramos**, U. of Minnesota

🗨️ ➔ 🗨️ Technology Profile and Sector Opportunity as Determinants of Exploration and Exploitation Alliances | **Jing Zhang**, City U.; **Charles Baden-Fuller**, City U.; **Vincent Mangematin**, INRA/UPMF; **Lionel J Nesta**, SPRU/ U. of Sussex

🗨️ The Effect of Rivalry on Intra-industry Partner Selection: The Case of Major League Baseball | **William Schnepfer**, U. of Pennsylvania

➔ 🗨️ The Effect of National Governance Systems on Value Creation in Cross-Border Acquisitions | **Haryanto Haryanto**, U. of Illinois, Urbana-Champaign

🗨️ Managerial Discretion and Takeover Performance | **Andy Cosh**, Cambridge U.; **Paul Martin Guest**, Cambridge U., CBR; **Alan Hughes**, Cambridge U.

#### 966 🗨️ : (Paper Session) - (HCM) Innovation and Knowledge Management in Healthcare

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HCM 1

Presented on panels 41-43

🗨️ The Emergence of Radically New Health Care Technologies: Inventive Users as Innovation Networkers | **Christopher Ulrich Lettl**, Berlin Technical U.

🗨️ 🗨️ Gaining Legitimacy, Knowledge Creation and Hospital Survival | **Shih-Chieh Fang**, National Kaohsiung First U.; **Chen-**

**Wei Yang**, Fooying U. / I-Shou U.; **Wei-Min Huang**, Health Bureau of Peng-Hu County Government, Taiwan

- 🗨️👁️ Online Customer Communities and HMOs: A Knowledge Management and Knowledge Socialization Perspective | **Priya Nambisan**, Rensselaer Polytechnic Institute

**967** 👁️: (Paper Session) - (HCM) **Contextual and Perceptual Influences on Organizational Change**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HCM 2  
Presented on panels 44-46

- 👁️ Contextual influences of learning in a hospital environment. | **Eileen McCaffrey**, U. of Western Australia
- 👁️ Perceptions of Change Regarding Nursing Applications: A Longitudinal Study | **Gulem Atabay**, Izmir U. of Economics; **Gonca Gunay**, Izmir U. of Economics; **Basak Halil**, Ege U.
- 👁️ Healthcare Work life in Canada | **Claudia Steinke**, U. of Victoria

**968** 👁️: (Paper Session) - (HR) **HR Strategy & Firm Performance**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HR  
Presented on panels 51-62

- 👁️ Contingent Application: The Key for Best Practice Success | **Michael Dutch**, Greensboro College; **Steve Werner**, U. of Houston
- 👁️ A Meta-Analytical Examination of the Link Between Corporate Social and Financial Performance | **Jose Allouche**, U. of Paris 1; **Patrice Laroche**, U. of Nancy 2
- 👁️ Human Resource Practices, Organizational Turnover, and Firm Performance in Taiwan | **Shyh-jeer Chen**, National Sun Yat-Sen U.
- 👁️ Management Practices and Collective Learning: An Empirical Study in a Global Pharmaceutical Firm | **Heidi K. Gardner**, London Business School; **Lisa M. Moynihan**, London Business School
- 👁️ Human Resource Strategy and Unionization: Evidence from Taiwan | **Shyh-jeer Chen**, National Sun Yat-Sen U.
- ➔👁️ Intellectual Capital Investments in Learning Capabilities: Managing HR Practices in the MNC | **Shad S. Morris**, Cornell U.; **Scott A Snell**, Cornell U.
- 👁️ Human Resource Practices and Isomorphism | **Riccardo Peccei**, King's College, U. of London; **Paul Boselie**, Tilburg U.; **Jaap Paauwe**, Erasmus U.
- 👁️ From 'Iron-Rice-Bowl' to 'xia-gang': Employment Modes Transitions of Chinese Manufacturing Firms | **Shuming Zhao**, Nanjing U.; **Dejun Cheng**, Nanjing U.
- 👁️ Executive and Broad-based Stock Options: Evidence from U.S. Longitudinal Data | **Jim Sesil**, Rutgers U.
- 👁️ Sharing Control and Return Rights with Employees in the Knowledge Economy | **Jim Sesil**, Rutgers U.
- 👁️ Compensation Strategy and Competitive Advantage: Application and Implementation of Theory | **James Carey**, Independent Researcher; **Ethan Lock**, Arizona State U.
- 👁️ TQM-Aligned Organizational Culture and its Relationship with Organizational Performance | **Troy Victor Mumford**, Utah State U.; **James C Hayton**, Utah State U.; **Gregory Franson**, Purdue U.

**969** 👁️: (Paper Session) - (IM) **Managing People Across Borders**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - IM 1  
Presented on panels 13-21

- ➔👁️ Is Standardization of Performance Appraisal Perceived as Fair Across Cultures? | **Laura E. Mercer Traavik**, Norwegian School of Management; **Randi Lunnan**, Norwegian School of Management
- 👁️ Examination of Measurement Equivalence of Importance Ratings of Intrinsic & Extrinsic Work Rewards | **Jennifer Ferreter**, Baruch College, CUNY; **Charles Scherbaum**, City U. of New York, Baruch College
- 📖👁️➔👁️ The Legitimacy of US Pay for Performance Practices in Spanish Subsidiaries | **Thomas Drape**, U.S. Air Force Academy; **Javier Quintanilla**, IESE, U. of Navarra
- 👁️ Effective Human Resource Management Models For Virtual Organizations in Russia | **Carl Fey**, Stockholm School of Economics; **Sergey Morgoulis-Jakoushev**, Stockholm School of Economics Russia; **Marina Libo**, Stockholm School of Economics Russia; **Thea Mills**, Stockholm School of Economics Russia
- 👁️➔👁️ IHRM Approaches Of German MNEs | **Wolfgang Stehle**, Siemens; **Ronel Erwee**, U. of Southern Queensland
- ➔👁️ A Strategic Contingency Approach to Expatriate Assignment Management | **Paula M Caligiuri**, Rutgers U.; **Saba Colakoglu**, Rutgers U.
- ➔👁️ Expatriate Selection and Overseas Performance in Emerging Markets | **Carol Yeh-yun Lin**, National Chengchi U., Taiwan; **Francois Hsiang-Lin Cheng**, National Chengchi U., Taiwan
- ➔👁️ Determinants of Expatriates' Performance-Related Pay: An Agency Theory Perspective | **Christelle Tornikoski**, U. of Vaasa
- 👁️ Key HR Support Practices Affecting The Repatriation Of International Assignees | **Cherrie J. Zhu**, Monash U.

**970** : (OB) **OB Division Lifetime Achievement Award Invited Address: Theory Building by Induction**

9:00am - 10:10am Hawaii Convention Center: Room 324  
*Dr. Edwin Locke is the recipient of the OB Division Lifetime Achievement Award. A question and answer period with Dr. Locke follows the presentation.*  
Introduction: **Terence R Mitchell**, U. of Washington  
Distinguished Speaker: **Edwin A Locke**, U. of Maryland, College Park

**971** 👁️: (Paper Session) - (OCIS) **Knowledge Networks**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - OCIS  
Presented on panels 22-29

- 👁️ Beyond Satisfaction: Support as a Learning Event | **Nicole Haggerty**, U. of Western Ontario; **Deborah Comepeau**, U. of Western Ontario
- 👁️ An Empirical Analysis of Strategies and Efficiencies in Social Networks | **Nathaniel Bulkley**, U. of Michigan; **Marshall Van Alstyne**, Boston U.
- ➔👁️ The Emergence of Shared Meanings and Common Languages in Communication Networks | **Giuseppe Soda**, SDA Bocconi U.; **Santi Furnari**, SDA Bocconi U.

- 👁️ Online Knowledge Transfer: The Roles of Experience, System, and Receptor | **Allard C.R. Van Riel**, U. of Liège; **Zuzana Sasovova**, Vrije U. Amsterdam
- 👁️ An Exploratory Study of Individual Contributing and Seeking Behaviors through Knowledge Repositories | **Vikas Mehra**, Indian Institute of Management, Bangalore
- 👁️ Who's Doing What, When? Coordinating Work in a Distributed Software Development Team | **Heng Xu**, Massachusetts Institute of Technology; **JoAnne Yates**, Massachusetts Institute of Technology; **Wanda J Orlikowski**, Massachusetts Institute of Technology
- 👁️ Leveraging HR Communications for Knowledge Sharing: Identifying the Messages and Fitting the Media | **Monica Adya**, Marquette U.; **Bonnie S O'Neill**, Marquette U.
- 👁️ Towards a Classification Framework of External Knowledge Integration Processes | **Jeroen Kraaijenbrink**, Twente U.

### 972 👁️: (Paper Session) - (OMT) **Frontiers of Network Research**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - OMT 1  
Presented on panels 63-69

- 👁️ Niches in Networks of Competition: A Network Identification of Niche Structures and Firm Mortality | **Dongyoub Shin**, Yon Sei U.; **Joon Han**, Yon Sei U.; **Nokyung Ki**, Yon Sei U.
- 👁️ The Effects of Network Structure and Network Partner Profiles on Firm Risk Taking | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Jonathan F Haynes**, Stanford U.
- ➔ 👁️ Dynamics of Cronyist Social Exchanges Across Cultures | **Naresh Khatri**, U. of Missouri, Columbia; **Eric WK Tsang**, Wayne State U.; **Thomas M Begley**, U. of College Dublin
- 👁️ Growing on Lifestyle: Toward an Emergent Process Model of Regional Cluster Development | **Bill Wooldridge**, U. of Massachusetts, Amherst; **Marta B. Calas**, U. of Massachusetts, Amherst; **Arturo E Osorio**, U. of Massachusetts, Amherst
- 👁️ Heterogeneity in Social Networks and Work Experience as Determinants of Individual Job Performance | **Gina Dokko**, New York U.
- 👁️ Are Communities of Practice a Valid Unit of Analysis? | **Guillaume Soenen**, EM Lyon
- 👁️ It's a Small World After All: Network Theory, Japanese Business, and Industrial Networks | **Toshihiro Nishiguchi**, Hitotsubashi U.; **Jonathan Brookfield**, Texas A&M U.

### 973 👁️: (Paper Session) - (ONE) **Organizations and the Natural Environment: Illustrations and Explanations**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - ONE  
Presented on panels 37-40

- 👁️ Faulty Learning and Learning from Faults: Experience and Capability in the Natural Gas Industry | **Vinit Desai**, U. of California, Berkeley
- ➔ 👁️ Behind the Emergence of an Environmental Protection System in a Transition Economy | **Yuan Lu**, Chinese U. of Hong Kong; **Soo-hung Terence Tsai**, Chinese U. of Hong Kong

- 👁️ A User-Centered Perspective of Management: Managing the Range in the American Southwest, 1860-2004 | **Christa L Walck**, Michigan Technological U.
- 👁️ The Adoption of Renewable Energy by Electric Utilities in the United States | **Gregory Theyel**, California State U., Hayward; **Nelli Haar**, Reutlingen U.

### 974 👁️➔👁️: (Paper Session) - (PNP) **Organizational Perspectives on the Public and Nonprofit Sectors**

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - PNP  
Presented on panels 1-12

- Discussants: **Joaquin Herranz**, U. of Washington, Seattle; **Regan Harwell Schaffer**, Pepperdine U.; **Humberto Falcao Martins**, U. of Brasilia; **Melvin L. Smith**, Case Western Reserve U.; **Judith Y Weisinger**, New Mexico State U.
- 👁️ Network Structure and Effectiveness: What Estuaries Told Us | **Wendy Xinfang gao**, Florida State U.
- 👁️ Paradox And Collaboration In Coalition Work | **Sonia Ospina**, New York U.; **Angel Saz-Carranza**, New York U.
- 👁️ Leadership for the Common Good: Building Cross-Sector Regimes of Mutual Gain | **John M Bryson**, U. of Minnesota; **Barbara C. Crosby**, U. of Minnesota
- 👁️➔👁️ Electronic Government as a Guided Evolution in Singapore: Vision for the World in the 21st Century | **Shirish C Srivastava**, National U. of Singapore; **Thompson SH Teo**, National U. of Singapore
- ➔ 👁️ A Typology Of Expatriatism: The Unique Experience of Public, Nonprofit, and Entrepreneurial Expats | **Brian Connelly**, Texas A&M U.
- 👁️ Does Organizational Form Matter: A Comparison of For-Profits and Nonprofits in Nursing Home Services | **Jongho Roh**, Florida State U.
- 👁️ Public-Private Partnerships: A Multidimensional Model for Contracting | **Hugo Zarco-Jasso**, IESE, U. of Navarra
- 👁️ An Integration of Public Organization and Organizational Economic Theories of Governance Structures | **Domenico Salvatore**, Bocconi U./Parthenope U.
- 👁️ Social Network Analysis of Partnerships in Disaster Management: A Study of Women Leaders from NGOs | **Triparna Vasavada**, State U. of New York, Rockefeller College of Public Affairs & Policy
- 👁️ Will Public Service Providers be Publicly Traded in the 21st Century? Correctional Privatization | **Maureen Casile**, Bowling Green State U.; **Alison Davis-Blake**, U. of Texas, Austin
- 👁️ Managing Effective Collaborations in a Nonprofit Environment | **Kim T. Hinrichs**, Minnesota State U., Mankato; **Janice A. Black**, New Mexico State U.
- 👁️➔👁️ Agents or Stewards: How Government Manages its Contracting Relationships with Nonprofit Providers | **David Van Slyke**, Syracuse U.

### Tuesday 10:15AM

#### 975 : (AAA) **Conference Break**

10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area  
Organizer: **George T Solomon**, George Washington U.

## Tuesday 10:30AM

**976 : (AAS) Human Resources in the 21st Century: Discerning between Enduring Trends and Temporary Fads**

10:30am - 11:50am Hawaii Convention Center: Room 312

*Organizer:* **Alaka N. Rao**, U. of California, Irvine*Chair:* **Jone L. Pearce**, U. of California, IrvineCreating a Strategic HR Organization | **Edward E. Lawler**, U. of Southern CaliforniaHR and Knowledge Work | **David P Lepak**, Rutgers U.; **Niclas Leif Erhardt**, Rutgers U.Coping with Paradox in Global Businesses: The Global/Local Pendulum | **Katherine Xin**, CEIBS; **Vladimir Pucik**, IMDExternalizing Human Resources | **Alaka N. Rao**, U. of California, Irvine**977 : (AAS) Talkin' Bout a Revolution: Activism and Management in the 21st Century**

10:30am - 11:50am Hawaii Convention Center: Room 313A

*Chair:* **Sandra Rothenberg**, Rochester Institute of TechnologyStrategic Activism: Strategy, Power, and Influence in the Corporate World | **David Levy**, U. of Massachusetts, BostonActivism as Free Speech In and Around the Workplace | **Bruce Barry**, Vanderbilt U.Negotiation of the Activist Identity in the Workplace | **Sandra Rothenberg**, Rochester Institute of Technology; **Holly Slay**, U. of MarylandStigma Avoidance: An Empirical Examination of How Inaction Fosters Workplace Discrimination | **Ashleigh Shelby Rosette**, U. of Houston; **Patricia Faison Hewlin**, Georgetown U.**978 : (AAS) Positive Organizational Change: Obstacles, Enablers, and Mechanisms**

10:30am - 11:50am Hawaii Convention Center: Room 315

*Organizer:* **Scott Sonenshein**, U. of Michigan, Ann ArborVirtuousness and Extraordinary Change | **Kim Cameron**, U. of MichiganThe Evolving Interface of Order and Change on Path to Positive Organizing: A Paradoxical Challenge f | **Robert E Quinn**, U. of MichiganEnabling Positive Change with Language Strategies | **Scott Sonenshein**, U. of Michigan, Ann ArborThe Power to Take Courage: Empowerment and Change on United Airlines Flight 93 | **Ryan Quinn**, U. of Virginia; **Monica C. Worline**, Emory U.Designing Energized Learning | **Jean M. Bartunek**, Boston College**979 : (Paper Session) - (BPS) The Resource-Based View**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - BPS 1

*Presented on panels 41-47*Can the Resource-Based View Really Explain Firm Performance? Rethinking How We Think about the RBV | **Scott L. Newbert**, Villanova U.A Resource-Based View of Corporate Reputation: a Direct Test | **Gregorio Martín-deCastro**, U. of Complutense DeMadrid; **Pedro López-Sáez**, U. of Complutense De Madrid; **José Emilio Navas-López**, U. of Complutense De MadridIsolating Potential Sources of Competitive Advantage: An Empirical Test | **Glenn Rowe**, U. of Western Ontario; **Michael J Rouse**, U. of Western Ontario; **Suhaib Riaz**, U. of Western OntarioThe Value of Search and Change Capabilities: A Multi-Agent Simulation Model of Competition | **Duncan Robertson**, Warwick Business SchoolEmbeddedness of Dynamic Capabilities | **Satyendra Singh**, Queen's U.; **Tina Dacin**, Queen's U., CanadaResource Value and New Markets: The case of mobile telephony | **Shahzad Ansari**, Erasmus U.The Economic Value of Corporate Eco-Efficiency | **Nadja Guenster**, Erasmus U.; **Jeroen Derwall**, Erasmus U.; **Rob Bauer**, Maastricht U.; **Kees Koedijk**, Erasmus U.**980 : (Paper Session) - (BPS) Managerial Reasoning, Cognition and Confidence**

10:30am - 11:50am Hawaii Convention Center: Room 306B

*Chair:* **Mark H Hansen**, Brigham Young U.*Discussant:* **Shayne Gary**, Australian Graduate School of ManagementReal Options Reasoning and the Management of Uncertain Ventures: An Empirical Analysis | **Thomas Keil**, York U.; **Rita Gunther McGrath**, Columbia U.; **Taina Tukiainen**, Helsinki U. of TechnologyCognition And Competitive Dynamics: The Influence of Subjective Managerial Beliefs | **Jeremy John Marcel**, U. of Virginia; **Pamela S Barr**, Georgia State U.; **Irene M Duhaime**, Georgia State U.What To Do Next? The Case For Non-Predictive Strategy | **Robert Wiltbank**, Willamette U.; **Nicholas Dew**, Naval Postgraduate School; **Saras Saravathy**, U. of Virginia; **Stuart Read**, IMD, Lausanne**981 : (Paper Session) - (BPS) Returns on Investment in Capabilities**

10:30am - 11:50am Hawaii Convention Center: Room 307B

*Chair:* **Annetta Fortune**, Drexel U.*Discussant:* **Deepak Somaya**, U. of MarylandManaging Returns to Investments in Capabilities: A Conceptual Framework | **Todd Alessandri**, Syracuse U.; **Catherine Maritan**, Syracuse U.Meeting The Criteria for a Dynamic Theory of the Firm: The Firm in Resource Investment Terms | **Angelina Zubac**, U. of Adelaide; **Graham Hubbard**, U. of Adelaide; **Lester Johnson**, U. of MelbourneThe Role of Resource Allocation and Transformation in Technology Leveraging | **Erwin Danneels**, Worcester Polytechnic Institute**982 : (Paper Session) - (BPS) Principal Agency Relationships in Context**

10:30am - 11:50am Hawaii Convention Center: Room 308A

*Chair:* **Thomas Clarke**, U. of Technology, Sydney*Discussant:* **Thomas Clarke**, U. of Technology, Sydney

Reexamination of Triadic Principal-Agent Relationship | **Edward Zajac**, Northwestern U.; **Ming Piao**, Northwestern U.  
 → Rewards and Firm Performance - A Look into the Motivation Black-Box | **Oliver Gottschalg**, HEC Paris  
 → Can Independent Distribution Function as a Mode of Governance? A Study of Life Insurance Market | **Igor Filatotchev**, King's College, U. of London; **Damian Ward**, U. of Bradford  
 Content and Thoroughness of Performance Reasonings in German Letters to Shareholders | **Axel v. Werder**, Technical U. of Berlin; **Till Talaulicar**, Technical U. of Berlin

**983** : (Paper Session) - (BPS) **Commercialization and the Value of Innovation**

10:30am - 11:50am Hawaii Convention Center: Room 308B

Chair: **Carmen Weigelt**, Rice U.

Discussant: **Raja Roy**, Tulane U.

Do Stock Markets Value Innovation? A Meta-Analysis | **Federico Ballardini**, U. of Bologna; **Alessandro Malipiero**, U. of Bologna; **Raffaele Oriani**, U. of Bologna; **Maurizio Sobrero**, U. of Bologna; **Alessandra Zammit**, U. of Bologna

☞ Understanding Firm Organization and Performance: A Knowledge-Based Examination in Drug Development | **Jeff Macher**, Georgetown U.

An Examination of Strategic Planning and Flexibility to Firm Innovation: A Three Study Approach | **Clay Dibrell**, Oregon State U.; **Justin BL Craig**, Oregon State U.

Creating Value from Knowledge and Knowing: Absorptive Capacity or Potential Exploitation Capability? | **Lance Richard Newey**, U. of Queensland

**984** : (Paper Session) - (BPS) **Competition and Performance**

10:30am - 11:50am Hawaii Convention Center: Room 313B

Chair: **Walter J Ferrier**, U. of Kentucky

Discussant: **Walter J Ferrier**, U. of Kentucky

Acting upon Competitors' Resources through Strategic Actions in Factor and Political Markets | **Olivier Chatain**, INSEAD; **Laurence Capron**, INSEAD

→ The Roads to Success--Sustained Inter-firm Performance Differences In China's Auto Market | **Qingjiu Tao**, Lehigh U.; **John E Prescott**, U. of Pittsburgh

When Should (Not) a Firm Retrench? Moderating Role of the Firm's Dominant Rent Creation Logic | **Sun Kyu (Dominic) Lim**, U. of Western Ontario

☞ Capital Structure and Competitive Behavior: The Effect of Equity Financing and Earnings Pressure | **Yu Zhang**, INSEAD

**985** → ☞ JS: (BPS, IM, OMT) **Strategy in Chinese Firms: Institutional Antecedents, Processes and Outcomes**

10:30am - 11:50am Hawaii Convention Center: Room 309

Chairs: **Heli Wang**, Hong Kong U. of Science and Technology;

**Michael N. Young**, Chinese U. of Hong Kong

Rethinking Property Rights as a Relational Concept: Explorations in China's Transitional Economy | **Xueguang Zhou**, Hong Kong U. Dept of Management

Strategic Planning Among Chinese Firms | **Brian Boyd**, Arizona State U.; **Heli Wang**, Hong Kong U. of Science and Technology; **Michael N. Young**, Chinese U. of Hong Kong

Private Ownership in Infrastructure Projects in China | **Yi Jiang**, Ohio State U.; **Mike W. Peng**, Ohio State U.

Strategy in Chinese Firms: Business Groups in China | **Robert E. Hoskisson**, Arizona State U.; **Garry D Bruton**, TCU; **Daphne Yiu**, Chinese U. of Hong Kong

Management Localization in MNC Overseas Subsidiaries | **Yan Anthea Zhang**, Rice U.

Survival and Failure of China's Technology Ventures: Evidence from Zhongguanchung High Technology Sc | **Haiyang Li**, Texas A&M U.; **Li-An Zhou**, Peking U.

Participants: **Brian Boyd**, Arizona State U.; **Xueguang Zhou**, Hong Kong U. Dept of Management; **Mike W. Peng**, Ohio State U.; **Yi Jiang**, Ohio State U.; **Robert E. Hoskisson**, Arizona State U.; **Daphne Yiu**, Chinese U. of Hong Kong; **Garry D Bruton**, TCU; **Yan Anthea Zhang**, Rice U.; **Haiyang Li**, Texas A&M U.; **Li-An Zhou**, Peking U.

**986** SHCS: (BPS, OMT, ENT) **Luck Vs Skill**

10:30am - 11:50am Hawaii Convention Center: Room 316C

Discussant: **Joe Porac**, New York U.

Strategic Insight in Emerging Industries | **Patrick Regner**, Stockholm School of Economics

On the Origin of Strategy: Action and Cognition over Time | **Giovanni Gavetti**, Harvard Business School; **Jan W. Rivkin**, Harvard U.

Technological Specialization and Genesis of New Technologies: How Corning Invented and Developed Fib | **Gino Cattani**, New York U.

Fooled by Randomness – the Role of Luck in Accurate Forecasting | **Christina Fang**, New York U.

**987** ☞ SHCS: (BPS, TIM, OMT) **Brokering Innovations**

10:30am - 11:50am Hawaii Convention Center: Room 313C

Chair: **Lee Fleming**, Harvard U.

Discussant: **Toby E. Stuart**, Columbia U.

Second-Hand Brokerage | **Ronald S. Burt**, U. of Chicago  
 Cohesion, Brokerage, and Combinatorial Creativity | **Lee Fleming**, Harvard U.; **Santiago Mingo**, Harvard U.; **David Chen**, Harvard U.

Building a Knowledge Broker: A Qualitative and Longitudinal Study | **Robert I. Sutton**, Stanford U.; **Elizabeth M. Gerber**, Stanford U.

Brokering, Innovation, and the Role of Expertise in Dynamics Environments | **Andrew B. Hargadon**, U. of California, Davis; **Jennifer K. Whyte**, Imperial College London

Participants: **Ronald S. Burt**, U. of Chicago; **Robert I. Sutton**, Stanford U.; **Andrew B. Hargadon**, U. of California, Davis; **Santiago Mingo**, Harvard U.; **David Chen**, Harvard U.; **Elizabeth M. Gerber**, Stanford U.; **Jennifer K. Whyte**, Imperial College London

**988** ☞ (Paper Session) - (CAR) **Extra-Organizational Careers: Careers Outside the Boundaries of Organizations**

10:30am - 11:50am Hawaii Convention Center: Room 319A

Chair: **Patricia Ann Baccili**, Unlimited Possibilities Now, Inc

*Discussant:* **Rochelle Parks-Yancy**, Texas Southern U.  
 Temps & Careers: Freedom on the Career Highway or Trapped at a Roadblock | **Belinda C. Allen**, U. of Melbourne  
 Predicting Temporary Workers' Impression Management Behaviors towards Temporary Firms and Clients | **Catherine Connelly**, McMaster U.  
 Reworking Contingent Employment | **Matthew J. Bidwell**, INSEAD  
 Beyond Organizational Careers: Information, Learning and Trust in Mediated Employment Arrangements | **Isabel Fernandez-Mateo**, London Business School  
**Winner of Careers Division Best Overall Paper Award**

**989** (Paper Session) - (CAR) **Are Networks the Route to New Job Opportunities?**

10:30am - 11:50am Hawaii Convention Center: Room 322A

*Chair:* **Brian P. Niehoff**, Kansas State U.

*Discussant:* **Barbara A. Ribbens**, Western Illinois U.

Social Networks, Self-perceptions, and Job Search Success for Entry-level Job Seekers | **Yu Ha Cheung**, U. of Missouri, Columbia; **Thomas W. Dougherty**, U. of Missouri, Columbia

Social Networks and Job Search after Non-Network-Based Migration: High-Skilled Chinese in Boston | **Fei Qin**, Massachusetts Institute of Technology

Playing by the Rules: A Social Network Perspective on Preparing for Radical Career Change | **Roxana Barbulescu**, INSEAD

The Differential Effects of Social Support and Social Embeddedness on Employee Outcomes | **Isabel K. Graf**, CSX Transportation; **Sandy J. Wayne**, U. of Illinois, Chicago; **Ling Yuan**, U. of Illinois, Chicago

**990** (Paper Session) - (CM) **Diversity and Conflict**

10:30am - 11:50am Hawaii Convention Center: Room 318B

*Chair:* **Markus Vodosek**, U. of Utah

*Discussant:* **Yekaterina Bezrukova**, Rutgers U.

The Impact of Social Similarity on Affective and Cognitive Reactions to Opinion Conflict | **Cynthia S. Wang**, Northwestern U.; **Robert B. Lount**, Northwestern U.; **Denise Lewin Loyd**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.

Cultural Diversity, Intragroup Conflict, and Group Outcomes: Evidence for a Mediated Relationship | **Markus Vodosek**, U. of Utah

When a Rose is not a Rose: A 21st Century Vision of Institutional Conflict | **Debra Louis Connelley**, Touro U. International; **Elizabeth Goodrick**, Florida Atlantic U.

The Down Side of Social Capital: Gender Differences in Homophilous Work Relations | **Renée C. vanderHulst**, U. of Twente

**991** (Paper Session) - (CMS) **Foucault, Cultural Studies**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - CMS 1

*Presented on panels 15-20*

New Visions of the Self at Work and at Home: Critical Perspectives on a Photographic Exploration | **Janet Grace**

**Sayers**, Massey U.; **Ralph James Bathurst**, Massey U., Albany; **Henry Symonds**, Whitecliffe College of Arts and Design

The Symbolic Pharmacy: Myth in Pharmaceutical Advertising | **James Timothy Scott**, U. of St. Andrews; **Neil Stanford**, U. of York, UK; **David R Thompson**, Chinese U. of Hong Kong

The Role of Symbolic Capital in Stakeholder Disputes | **Suzanne Benn**, U. of Technology, Sydney; **Richard Jones**, Copenhagen Business School

Foucault, Bakhtin and Agency in Organization Studies: Towards a Non-Essentialist Theory | **Wendy R Carroll**, St. Mary's U.; **Albert J. Mills**, St. Mary's U.

A Critical Review of a University Career Workshop Assessed Against Minnich's Four Errors | **Hisako Inaba**, Kyoto U.

Mirror, Mirror on the Wall: "Culture's Consequences" in a Value Test of its Own Design | **Galit Ailon**, Bar Ilan U.

**992** (CMS) **Analyzing the Big Picture: Capitalism and Management in the 21st Century**

10:30am - 11:50am Sheraton Waikiki Beach: Honolulu Room

*Speakers are:* **Craig Littler**, **Paul Thompson**, **Bill Lazonick**, **Josh Whitford**

*Coordinator:* **Craig R. Littler**, St. Andrews U.

Disconnected Capitalism: A Tale of Increased Unmanageability | **Paul Thompson**, Strathclyde U.

Evolution of the New Economy Business Model | **William Lazonick**, Euro-Asia Centre, INSEAD

The New Old Economy: The Organizational Transformation of American Manufacturing | **Josh Whitford**, Columbia U.

A Signalling Theory of Corporate Restructuring | **Craig R. Littler**, St. Andrews U.

*Speakers:* **Paul Thompson**, Strathclyde U.; **William Lazonick**, INSEAD; **Josh Whitford**, Columbia U.; **Craig R. Littler**, St. Andrews U.

**993** (Paper Session) - (ENT) **Entrepreneurship on a Worldwide Stage**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 1

*Presented on panels 11-14*

New Venture Internationalization: A Note on the Role of Mimetic Isomorphism | **Stephanie A. Fernhaber**, Indiana U., Bloomington

Entrepreneurial Activity and Entrepreneurial Environment? A Reexamination of the Gem's Approach | **Julio O. De Castro**, Instituto de Empresa; **Alberto Maydeu**, Instituto de Empresa; **Rachida Justo**, Instituto de Empresa

Explore or Exploit: the Role of Corporate Entrepreneurship and Social Network in Chinese New Venture | **Chunyan Jiang**, Chinese U. of Hong Kong

The Role of Trust for Entrepreneurial Exchange in a Transitional Economy | **Tatiana S. Manolova**, Suffolk U.; **Bojidar S Gyoshev**, International Business School; **Ivan Manev**, U. of Maine

**994** (Paper Session) - (ENT) **Emerging Research Issues in Entrepreneurship**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 2

Presented on panels 57-60

- 🗨️👁️ Examining the Social Entrepreneurship Phenomenon: A Process Model of Social Venture Choice | **Mark P Sharfman**, U. of Oklahoma, Norman; **Lowell Busenitz**, U. of Oklahoma; **David Matthew Townsend**, U. of Oklahoma; **Jason A. Harkins**, U. of Oklahoma
- 👁️🗨️ Resource Network Development: Entrepreneurial Ventures and Negative Consequences of Social Capital | **Julie Feickert**, U. of Utah
- 👁️🗨️ A Revised Conceptual Model of the Firm-level Entrepreneurial Process | **Patrick Kreiser**, Ohio U.
- 👁️🗨️ Learning to Live With Dependence Traps: Retention of Critical High-skill Employees in IT Start-ups | **Jia (Carol) Xu**, North Carolina U., Chapel Hill

### 995 👁️: (Paper Session) - (ENT) Research on Funding of Entrepreneurial Firms

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 3

Presented on panels 53-56

- 🗨️👁️ How a Small Business can increase its chances to receive Bank Loan | **Volker Bruns**, Jonkoping International Business School
- 👁️🗨️ Underwriters and the Agency Problem at the Time of the IPO | **Jonathan D. Arthurs**, Washington State U.; **Lowell Busenitz**, U. of Oklahoma; **Richard A Johnson**, U. of Oklahoma; **Robert E. Hoskisson**, Arizona State U.
- 👁️🗨️ Blockholder Conflicts in VC backed Entrepreneurial Firms: Do the Costs Outweigh the Benefits? | **K Thomas Chandy**, Binghamton U.; **Nagaraj Sivasubramaniam**, Duquesne U.
- 🗨️👁️ Gender and Business Finance: Investigating the Relationship between Banks and Entrepreneurs | **Sara Carter**, Strathclyde U.; **Eleanor Shaw**, Strathclyde U.; **Fiona Wilson**, Glasgow U.; **Wing Lam**, Glasgow U.

### 996 : (Paper Session) - (ENT) Role of Top Management Team & Human Capital in New Venture Performance

10:30am - 11:50am Hawaii Convention Center: Room 301B

Chair: **Todd Saxton**, Indiana U.

- ➔ Is the Team as Strong as its Strongest Link? Venture Teams' Advice Networks and Strategic Debate | **Balagopal Vissa**, INSEAD
- A Social Cognitive Model of Founding Team Dynamics | **Michael Ensley**, Rensselaer Polytechnic Institute; **Jon C. Carr**, U. of Southern Mississippi; **Pasi Sajasalo**, Tampere U. of Technology
- 🗨️➔ The Imprinting Effect of Initial Resources and Market Strategy on the Early Growth Path of Start-Ups | **Ans Heirman**, Vlerick-Leuven-Gent Management School; **Bart Clarysse**, Vlerick-Leuven-Gent Management School
- 👁️ Multiple "fit" considerations in human resource acquisition for entrepreneurial firms | **Aegean Oi Kam Leung**, National U. of Singapore; **Jing Zhang**, City U.; **Poh-Kam Wong**, National U. of Singapore; **Maw-Der Foo**, National U. of Singapore

### 997 : (Paper Session) - (ENT) Contextual Influences on New Firm Creation & Performance

10:30am - 11:50am Hawaii Convention Center: Room 303A

- Chair: **Jonathan Thomas Eckhardt**, U. of Wisconsin, Madison
- Do Business Incubators Work? Perspectives on Incubator Success | **Christopher E. Stevens**, Case Western Reserve U.; **William S Schulze**, Case Western Reserve U.; **Cameron M Ford**, U. of Central Florida; **Thomas O'Neal**, U. of Central Florida
  - Technological Innovation Activities in Firms and Propensity of Individuals Starting New Businesses | **Poh-Kam Wong**, National U. of Singapore; **Lena Lee**, National U. of Singapore
  - 🗨️ Forms of Entrepreneurs' Capital, Venture Strategy and Performance | **Hermann Achidi Ndofor**, U. of North Carolina, Charlotte; **Richard L Priem**, U. of Wisconsin, Milwaukee
  - ➔🗨️ Environmental determinants and proximity effects on entrepreneurship in the French ICT sector | **Frank Lasch**, CEROM Montpellier Business School; **Frédéric Le Roy**, ERFI/CEROM U. of Montpellier 1; **Saïd Yami**, ERFI/CEROM U. of Montpellier 1

### 998 : (Paper Session) - (ENT) Exploitation of Entrepreneurial Opportunities

10:30am - 11:50am Hawaii Convention Center: Room 303B

Chair: **Shameen Prashantham**, Strathclyde U.

- An experimental test of entrepreneurial exploitation | **Steven E Phelan**, U. of Nevada, Las Vegas; **G. Stoney Alder**, U. of Nevada, Las Vegas
- 🗨️ Antecedents and Exploitation Outcomes of Opportunity Identification Processes | **Gaylen N Chandler**, Utah State U.; **Douglas W Lyon**, Fort Lewis College; **Dawn DeTienne**, Utah State U.
- No Exit: Explaining the Persistence of "Living Dead" Firms | **Carla Petra Pavone**, U. of Minnesota; **Sanjay Banerjee**, U. of Minnesota
- 🗨️ Strategic Process Effects on the Entrepreneurial Orientation - Sales Growth Rate Relationship | **Jeff Covin**, Indiana U.; **Kimberly M Green**, Indiana U., Bloomington; **Dennis P Slevin**, U. of Pittsburgh

### 999 👁️: (Paper Session) - (GDO) Demographic Variables at Work

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - GDO 1

Presented on panels 21-26

- 🗨️👁️ Who's on the Job: The Importance of Explicit Gender Identifiers in Job Titles | **Marnie Young**, Algoma U.; **Jerry P Sheppard**, Simon Fraser U.
- 👁️ Ain't You Too Young to Be the Boss? When Age Discrimination Targets Employees under 40 | **Eileen Kwesiga**, U. of Texas, Arlington
- 👁️ Being Trusted: The Influence of Team Demographic Dissimilarity on Dyadic Trust Across Boundaries | **Michele Williams**, Massachusetts Institute of Technology
- 👁️ Differences in the Use of Upward Influence Strategies between Sexes | **Anna B. Kayes**, George Washington U.
- 👁️ When Ideas are not Enough: The Relationship between Social Identity and Championing | **Shalei Simms**, Rutgers U.
- ➔👁️ The Time Bomb in Japanese Corporations: Gender Differences in Refining Tacit Knowledge | **Denise Luethge**, U. of Michigan, Flint; **Philippe Byosière**, Doshisha U.

**1000** (Paper Session) - (GDO) **Addressing Disadvantage and Inequity**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - GDO 2

Presented on panels 27-30

- 👁️ Effects of Race and Anticipated Consequences on Attitudes toward Affirmative Action Plans | **David A Kravitz**, George Mason U.; **Tiffany M. Bludau**, George Mason U.
- 🗣️ Selection, Obedience, & Social Dominance Orientation: Complexities Of Pursuing a Diverse Workforce | **Aneika L Simmons**, Texas A&M U., College Station; **Mary Triana**, Texas A&M U.; **Wendy R Boswell**, Texas A&M U.
- 👁️ Undeserved Disadvantage: A Systemic Impediment for Organization Members without Privilege | **Ashleigh Shelby Rosette**, U. of Houston
- 👁️ Framing Inequity Safely: The Motivated Denial of White Privilege | **Brian Lowery**, Stanford U.; **Eric David Knowles**, Stanford U.; **Miguel M. Unzueta**, Stanford U.

**1001** (Paper Session) - (GDO) **Stigmas and Invisible Identities**

10:30am - 11:50am Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: **Gary C McMahan**, U. of Texas, Arlington

Discussant: **Vikki Natasha Wilkins**, Jackson State U.

- Disclosure Disconnects: Disclosing Invisible Stigmas Across Life Domains | **Belle Rose Ragins**, U. of Wisconsin, Milwaukee
- ⌘ Stigmatization Within Organizations: Why It Occurs, How It Develops, and What Results | **Christine Marie Riordan**, U. of Georgia; **Robert Donn Gatewood**, U. of Georgia
- Factors Affecting the Hiring of Homosexuals: The Applicant and the Job Characteristics | **Maw-Der Foo**, National U. of Singapore; **Angeline Lim**, National U. of Singapore; **Young Rok Choi**, Singapore Management U.
- Sexual Orientation and the Workplace: The Antecedents and Consequences of Coming Out at Work | **Martin M Kamen**, London School of Economics

**1002** 🗣️JS: (GDO, CMS) **Feminist Theorising: New Vision of Gender For the 21st Century or Passing Fad of the 20th?**

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 1

Organizer: **Roy Stager Jacques**, Auckland U. of Technology

Chair: **Albert J. Mills**, St. Mary's U.

- Presenters: **Karen Lee Ashcraft**, U. of Utah; **Emma Bell**, Queen Mary U. of London; **Kristina A. Bourne**, U. of Massachusetts, Amherst; **Jeanie M. Forray**, Western New England College; **Deborah Jones**, Victoria U. of Wellington; **Ronit Kark**, Bar Ilan U.; **Deborah M Kolb**, Simmons School of Management; **Martin Kornberger**, U. of Technology, Sydney; **Linda L. Putnam**, Texas A&M U.; **Anne Elizabeth Ross-Smith**, U. of Technology, Sydney; **Robert Sardy**, Alliant International U.; **Scott Taylor**, U. of Birmingham

**1003** 🗣️: (HCM) **Human Capital Development in Technically Complex Activities: Evidence from Health Care**

10:30am - 11:50am Sheraton Waikiki Beach: Hilo Room

Organizer: **Robert S. Huckman**, Harvard U.

Presenter: **Dov Rothman**, Columbia U.

**1004** (Paper Session) - (HCM) **Is Information Technology A Cure For Our Health Care Problems? Challenges and Opportunities**

10:30am - 11:50am Sheraton Waikiki Beach: Waianae Room

Chair: **Naresh Khatri**, U. of Missouri, Columbia

- 👁️➔🗣️ Information Technology Strategy-Environmental Fit and Financial Performance | **Darrell E. Burke**, Florida State U.
- HR and IT Capabilities and Complementarities in Health Care Organizations | **Naresh Khatri**, U. of Missouri, Columbia; **Lanis L Hicks**, U. of Missouri, Columbia; **Gordon D Brown**, U. of Missouri, Columbia
- 🗣️ Virtual Teams: Thinking about How Distance & Digital Mediation Affect Patient Care Teamwork | **Nance L Goldstein**, Brandeis U.
- 🗣️ Organizing Vision for IT Healthcare: Analysis of the Discourse Surrounding Electronic Health Records | **Elizabeth Davidson**, U. of Hawai'i, Manoa; **John Lee Reardon**, U. of Hawai'i, Manoa

**1005** (Paper Session) - (HR) **Workforce Restructuring to Leverage Firm Performance**

10:30am - 11:50am Hawaii Convention Center: Room 319B

Chair: **John C Dencker**, U. of Illinois, Urbana-Champaign

- Action and Interest Alignment: Linking Employees and Organizational Strategies | **Alexander Colvin**, Pennsylvania State U.; **Wendy R Boswell**, Texas A&M U.
- Workforce Reductions and Firm Performance: Do Industry Conditions Moderate the Relationship? | **James P Guthrie**, U. of Kansas; **Deepak K Datta**, U. of Texas, Arlington; **Yong-Yeon Ji**, U. of Kansas
- ➔ Integration and Assignment in HRM: The Effects of Geography and Time | **Henrik Holt Larsen**, Copenhagen Business School; **Anna Patrizia Rogaczewska**, Aalborg U.; **Chris Brewster**, Henley Management College
- ⌘ Contingent Labor Strategies, HIHRS, and HR Outcomes for Full Time Employees: A Firm-Level Analysis | **Sean Alexander Way**, Chinese U. of Hong Kong; **David P Lepak**, Rutgers U.; **Charles H Fay**, Rutgers U., New Brunswick; **James W. Thacker**, U. of Windsor

**1006** (Paper Session) - (HR) **Employee Career Development and Training**

10:30am - 11:50am Hawaii Convention Center: Room 323B

Chair: **Niti Pandey**, U. of Illinois, Urbana-Champaign

- ⌘ Mentors' Motivations at Work as Predictors of Proteges' Experiences in a Formal Mentoring Program | **Melenie J. Lankau**, U. of Georgia; **Robert R Hirschfeld**, U. of Georgia; **Christopher H. Thomas**, U. of Georgia
- A Model of the Consequences of Training: Considering Unintended Outcomes | **Steven Whiting**, Indiana U., Bloomington
- Winner of HR Division's Best Student Paper Award
- ➔🗣️ On the Receiving End: An Exploratory Study of Managerial Selection in the United Kingdom | **Jon Billsberry**, Open U.



Employee Involvement In Skill Development: Exploration Of Additional Antecedents And Outcomes | **Todd J. Maurer**, Georgia State U.; **Michael Lippstreu**, Georgia Institute of Technology

**1007 : (Paper Session) - (IM) How National Institutions Affect MNCs**

10:30am - 11:50am Hawaii Convention Center: Room 304A

Chair: **Nicholas Athanassiou**, Northeastern U.

Discussant: **Lorraine Eden**, Texas A&M U.

→ Institution Support and Foreign Entry Strategy: US Firms Entering the Eurasian Transition Economies | **Jun Xia**, Texas Tech U.; **Kimberly B. Boal**, Texas Tech U.

**Finalist--Doug Nigh Award**

→ Ownership Strategies and Subsidiary Performance: Impact of Institutions and Experience | **Ajai Singh Gaur**, National U. of Singapore; **Jane Lu**, Singapore Management U.

↻ Institutional Environment Relatedness and FDI Failures in the Brazilian Telecommunications Industry | **Susan Perkins-Rodriguez**, New York U.

Institutional Environment and Survival of Overseas Subsidiaries | **Charles Dhanaraj**, Indiana U., Bloomington; **Paul Beamish**, U. of Western Ontario

**1008 : (Paper Session) - (IM) Internationalization of the Firm & Performance**

10:30am - 11:50am Hawaii Convention Center: Room 305A

Chair: **Paul M Vaaler**, Tufts U.

Discussant: **Bernard M. Wolf**, York U., Toronto

→ Multinationality and Cost Efficiency: The Case of U.S. Manufacturing Firms | **Lei Li**, U. of Portland

→ Internationalization and Performance: Exploring the Role of Organizational Structure | **Fabienne Fortanier**, U. of Amsterdam; **Alan Muller**, Erasmus U.

Internationalization and Performance: The S-curve Hypothesis and Product Diversity Effect | **Chin-Chun Hsu**, U. of Nevada, Las Vegas

↻ → Investor Response to FDI Risk: The Effects of Direct and Indirect Experience of MNCs | **Anthony Goerzen**, U. of Victoria; **Stephen Sapp**, U. of Western Ontario

**Finalist--Doug Nigh Award**

**1009 : (Paper Session) - (IM) Expatriates and Knowledge Flows in MNCs**

10:30am - 11:50am Hawaii Convention Center: Room 305B

Chair: **Naomi A Gardberg**, Baruch College, CUNY

Discussant: **Tatiana Kostova**, U. of South Carolina

→ MNE Tacit Knowledge and IJV Performance: When Do Expatriates Make a Difference? | **Dev K. Dutta**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

→ Expatriate Managers and Corporate-Level International Strategy | **Brian Connelly**, Texas A&M U.; **Angelo DeNisi**, Texas A&M U.

↻ → Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams | **Martine Haas**, Cornell U.

Expatriate Capabilities, Knowledge Transfer, and Foreign Direct Investment Performance | **Hyondong Kim**, Ohio State U.

**1010 : (Paper Session) - (IM) Global and Regional Strategy**

10:30am - 11:50am Hawaii Convention Center: Room 316B

Chair: **Arvind Bhambri**, U. of Southern California

Discussant: **Srilata Zaheer**, U. of Minnesota

→ The Firm-Specific Advantages, Performance, and Intra-Regional Sales of Multinational Enterprises | **Alan M Rugman**, Indiana U.

↻ Rivalry Deterrence in Global Markets: Contingencies Governing the Mutual Forbearance Hypothesis | **Tieying Yu**, Boston College; **Mohan Subramaniam**, Boston College

**Finalist--IMD Best Paper**

**Finalist--Doug Nigh Award**

→ Performance Relationships within the I-R Framework: Computer Products and Household Goods Industries | **Torben Juul Andersen**, Copenhagen Business School; **Maheshkumar P Joshi**, George Mason U.

→ Embedding the Multinational Enterprise | **Raymond Loveridge**, Oxford U.

**1011 → SHCS: (IM, OB, HR) Management of Sociocultural Integration in Mergers and Acquisitions: Learning from Experience**

10:30am - 11:50am Hawaii Convention Center: Room 316A

Chairs: **Guenter Stahl**, INSEAD; **Chei Hwee Chua**, U. of South Carolina

Creating a New Identity and High-Performance Culture at Novartis: The Role of Leadership and HRM | **Chei Hwee Chua**, U. of South Carolina; **Guenter Stahl**, INSEAD

DaimlerChrysler: A Case Study of a Cross-Border Merger | **Torsten M. Kuehlmann**, U. of Bayreuth; **Peter J Dowling**, U. of Canberra

Importance of the Agreement Formation Process in Partnering with the Unfamiliar: Renault and Nissan | **Harry Korine**, London Business School; **Kazuhiro Asakawa**, Keio U.; **Pierre-Yves Gomez**, EM Lyon

The CNH Global Case: Building Social Capabilities to Win in Cross-Border Acquisitions, JVs and Alli | **Piero Morosini**, ESMT

Managing Human Resources to Capture Capabilities in High-Technology Acquisitions: The Case of Cisco | **Saikat Chaudhuri**, U. of Pennsylvania

Participants: **Chei Hwee Chua**, U. of South Carolina; **Guenter Stahl**, INSEAD; **Torsten M. Kuehlmann**, U. of Bayreuth; **Peter J Dowling**, U. of Canberra; **Harry Korine**, London Business School; **Kazuhiro Asakawa**, Keio U.; **Pierre-Yves Gomez**, EM Lyon; **Piero Morosini**, ESMT; **Saikat Chaudhuri**, U. of Pennsylvania

**1012 : (Paper Session) - (IP) Learning in Alternative Settings**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **David A Lamond**, U. of Western Sydney

**MOC: Conventional Artifacts in the Digital Era | Gianni G Lorenzoni**, U. of Bologna; **Alessandro Narduzzo**, Free U. Bozen-Bolzano

**CM:** An Exploration-Exploitation Model of Negotiation | **Laurie R. Weingart**, Carnegie Mellon U.; **Michael Joseph Prietula**, Emory U.

**OB:** An Empirical Examination of Thriving at Work | **Marlys K. Christianson**, U. of Michigan, Ann Arbor; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Kathleen M. Sutcliffe**, U. of Michigan, Ann Arbor; **Adam Michael Grant**, U. of Michigan, Ann Arbor

→ **IM:** A Longitudinal Examination of Goal Setting and Learning Orientation in Cross-Cultural Adjustment | **Yaping Gong**, Hong Kong U. of Science and Technology; **Song Chang**, Hong Kong U. of Science and Technology

**1013 : (Paper Session) - (IP) Longitudinal Perspectives on Organization Change**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Timothy Huerta**, U. of British Columbia

**OCIS:** Compensation and Career Paths of IT Professionals: A Sequence and Longitudinal Economic Analysis | **Damien Joseph**, Nanyang Technological U.; **Soon Ang**, Nanyang Business School; **Sandra Slaughter**, Carnegie Mellon U.

**OMT:** Rationality and Institutionalized Expectations: The Development of an Organizational Set of Rules | **Nikolaus Beck**, Erfurt U.

**OMT:** Performance Sampling and Bimodal Duration Dependence | **Jerker C. Denrell**, Stanford U.; **Zur Shapira**, New York U.

🗨️ **OMT:** In Search of Fit: A Longitudinal Study on the Hollywood Film-making Industry, 1992-2003 | **Gino Cattani**, New York U.; **Simone Ferriani**, Bologna U.; **Charles Baden-Fuller**, City U.

**1014 : (Paper Session) - (IP) Managerial Perspectives on China**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Ayesha Malhotra**, St. Louis U.

**OMT:** Imitation or Distinction? Strategic Responses to Social Reference Groups | **Freerk Vermeulen**, London Business School; **Tieming Wang**, London Business School

→ **IM:** Governance Mechanisms, Managerial Characteristics and Performance: Evidence from China | **Yuan Li**, Xian Jiaotong U.

→ **TIM:** Latecomer Strategies: Leveraging and Learning by China's Handset Makers | **Wei Xie**, Tsinghua U.; **Steven White**, INSEAD

→ **IM:** A Cross-Cultural Comparison of Ethical Business Practices: Canada and the People's Republic of China | **Paul Dunn**, Brock U.; **Anamitra Shome**, Brock U.

**1015 : (Paper Session) - (IP) Managing Networks and Alliances**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Barbara Carlin**, U. of Houston

🗨️ **ENT:** Entrepreneurial Firms in Search of Established Partners: Review and Recommendations | **T.K. Das**, City U. of New York, Baruch College; **Irene Y. He**, City U. of New York, Baruch College

**BPS:** Dynamics of Inter-Firm Networks. | **Maurits de Klepper**, Free U.; **Peter Groenewegen**, Free U.; **Gerhard Van de Bunt**, Free U.

**BPS:** From Firm Strategy To Alliance Purpose: Does Strategy-Purpose Fit Matter? | **Noushi Rahman**, Pace U.; **Helaine J Korn**, Baruch College, CUNY

**BPS:** Acquiring Social Capital | **Michelle A. Rogan**, London Business School; **Bjorn Lovas**, London Business School

🗨️ **HR:** The Impact of Structure, Practices and Processes on the Network Ties at Nokia | **Lynda Gratton**, London Business School

**1016 : (Paper Session) - (IP) Managing Alliances**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Jan Schapper**, Monash U.

→ **IM:** Control and Trust as Organizing Principles of International Joint Ventures | **Jonas Puck**, U. of Erlangen, Nuremberg; **Alexander Toni Mohr**, Bradford U.

→ **IM:** The Compatriot Syndication Effect: Exercising Call Options in International Joint Ventures | **Akie Iriyama**, U. of Pittsburgh; **Ravindranath Madhavan**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh

**OMT:** Firms' Reactions to Evaluation of Inter-firm Relationships: The Impact of Efficiency and Fairness | **Melanie Schreiner**, U. of St. Gallen

**OMT:** Ambidexterity in Strategic Alliance Formations: Empirical Investigation and Computer Simulation | **Zhiang "John" Lin**, U. of Texas, Dallas; **Haibin Yang**, U. of Texas, Dallas

**1017 : (Paper Session) - (IP) Organizational and Employee Reactions to Change**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Anat Lechner**, New York U.

→ **ODC:** Empowerment - Catalyst for or Impediment to Managing Transformational Change? An Exploratory Study | **Diether Gebert**, Berlin Technical U.

🗨️ → **ODC:** Toward a Predictive Model of Individual Readiness to Organizational Change | **Maria Vakola**, Athens U. of Economics and Business

**MOC:** Organizational Identification in Times of Radical Organizational Change: A Theoretical Framework | **Valter Moreno**, IBMEC, Rio de Janeiro; **Flavia Cavazotte**, IBMEC, Rio de Janeiro

**1018 : (Paper Session) - (IP) Managing Organization Change**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Mary Lou Kotecki**, Deere & Company

🗨️ **HCM:** The Effect of Exploration, Exploitation, and Process on Healthcare Organizational Change | **Stephen L Walston**, U. of Oklahoma Health Sciences Center; **Ann F. Chou**, NCQA

🗨️ **ODC:** Using Conceptual Frameworks to Inform Organisational Change Practice | **Faye Charlotte Lambert**, St. Michael's

📖 → **ODC:** Models of Organizational Change and the Adoption of Web Technologies: Encapsulating Participation | **Jørn Flohr Nielsen**, U. of Aarhus

→ **IM**: Calling all Cross-Cultural Enthusiasts: In Search of a Cultural Dimension for Change | **Eric Lamm**, Boston College

**1019** : (Paper Session) - (IP) **Managing the Value Chain**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Murat Kristal**, York U.

**ODC**: Selecting Global Suppliers: Supplier Selection Decision Models and Strategic Intent | **Daewoo Park**, Xavier U.; **Hema A Krishnan**, Xavier U.

📖 → **IM**: Playing Football in a Soccer Field: Value Chain Structures, Modularity and Foreign Expansion | **Michael G Jacobides**, London Business School

**ONE**: Middle Managers and the Environment: The Perspective of the Purchasing and Supply Function | **Lutz Preuss**, Royal Holloway College, U. of London

🗣️ **OMT**: Professional Distance: Managing Client Relations in Knowledge-Based Service Organizations | **Peter Mills**, U. of Oregon; **Michele L. Swift**, U. of Colorado, Boulder

**OM**: The Impact of Supply Chain Integration on Supply Chain Performance in China | **Xiande Zhao**, Chinese U. of Hong Kong; **Winter Nie**, Thunderbird, The Garvin School of International Management; **Baofeng Huo**, Chinese U. of Hong Kong; **Jeff Hoi Yan Yeung**, Chinese U. of Hong Kong

**1020** : (Paper Session) - (IP) **Networks and Knowledge Sharing**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Melissa S Cardon**, Case Western Reserve U./ Pace U.

**MOC**: How Networks of Practice and Organizational Identification Affect Inter-Group Knowledge Transfer | **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Maria Rita Tagliaventi**, Bologna U.

**HCM**: The Challenge of Knowledge Transfer in a Public Hospital | **Peter Carswell**, UNITEC New Zealand

**HR**: Who You Know vs. What You Know: The Impact of Social Position and Knowledge on Team Performance | **Michael J. Ashworth**, Carnegie Mellon U.; **Kathleen M. Carley**, Carnegie Mellon U.

🗣️ **HR**: Knowledge Networks and Extended Internal Labour Markets: the Case of R&D Scientists | **Alice Lam**, Brunel U.

**1021** : (Paper Session) - (IP) **New Perspectives on Careers**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Peter A. Heslin**, Southern Methodist U.

**OCIS**: Did I Make All the Right Choices?: The Long Road to being an IS Professional | **Michael T.K. Tan**, National U. of Singapore; **Hung-Pheng Tan**, National U. of Singapore

🗣️ **CAR**: The Pleasure and Pain of Social Comparisons: The Effects of Social Comparisons on Managerial Careers | **Kimberly Eddleston**, Northeastern U.

**CAR**: Customized Careers | **P. Monique Valcour**, Boston College; **Lotte Bailyn**, Massachusetts Institute of Technology; **Maria Alejandra Quijada**, Massachusetts Institute of Technology

→ **CAR**: The Career Capital of Managers with Global Careers | **Vesa Suutari**, U. of Vaasa; **Kristiina Makela**, Helsinki School of Economics

**1022** : (Paper Session) - (IP) **New Ventures**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Benson Honig**, Wilfrid Laurier U.

**ENT**: The Role of Relatedness: A Dynamic Model for Venturing | **Steven Walter Bradley**, Indiana U., Bloomington; **Kimberly M Green**, Indiana U., Bloomington

**ENT**: Key Customers as Strategic Partners - A Source of Competitive Advantage for Software New Ventures? | **Philipp Tuertscher**, U. of St. Gallen

**ENT**: The Effects of Entrepreneurial Human and Social Capital on the Survival of New Ventures | **Ronit Yitshaki-Hagai**, Bar Ilan U.; **Susanna Khavul**, London Business School

🗣️ **ENT**: Exploring Entrepreneurs' Attributions to Intuition as a Basis for the Venture Founding Decision | **Brian D. Blume**, Indiana U., Bloomington; **Jeff Covin**, Indiana U.

**1023** : (Paper Session) - (IP) **New Ideas about Leadership**

10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Jacqueline N Hood**, U. of New Mexico

**HR**: Upwards Bullying: A theoretical analysis and findings from an interview study. | **Sara Branch**, Griffith U.; **Sheryl Ramsay**, Griffith U.; **Michelle Barker**, Griffith U.; **Michael Sheehan**, U. of Glamorgan

**OB**: Doing Nothing as a Managerial Behavior: Development of Leader Omission and Extinction Scales | **Timothy Hinkin**, Cornell U.

**OMT**: How Misfits Between Climate And Leadership Style Affect Performance | **Dorthe Dojbak Haakonson**, U. of Southern Denmark; **Jorgen Lauridsen**, U. of Southern Denmark; **Richard M Burton**, Duke U.; **Borge Obel**, Aarhus Business School

🗣️ **CM**: Leaders as Internal Liaisons: Managing Groups that Include a Prima Donna | **John M Oesch**, U. of Toronto; **Keith Murnighan**, Northwestern U.; **Rosemary Hannam**, J.L. Rotman School of Management

🗣️ → **MC**: Being Human: The Real Challenge for the 21st Century | **Amanda Jane Martin**, Leading Innovation Pty, Ltd.; **Denise Ann Hagan**, Queensland Public Service; **Bernadette Anne Rutyna**, Organisational Development Options; **Raelea Stewart**, -

**1024** 🗣️ : (Paper Session) - (MC) **Management Consulting and New Ways of Thinking About Change**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MC

Presented on panels 37-40

🗣️ 🗣️ **Management Consulting Interventions as Integrated Triangulation Action for Intermediate Staff** | **Marc Bonnet**, ISEOR, U. of Lyon

🗣️ 🗣️ **In The Subjugation of Instrumentality - Forms and Flows of Knowledge** | **Anne Bang**, Copenhagen U.

**Winner of the Bentley College/HEC Outstanding Student Paper Award**

📖 → 🗣️ 🗣️ **Globalization, Homogeneity, and the Crisis of Change Management.** | **Tojo Thatchenkery**, George Mason U.; **Gopakumar MG**, Tata Management Training Centre

🗣️ 🗣️ **Innovation in Praxis** | **Per Kirkebak**, Østfold U. College; **Torbjoern Korsvold**, Østfold Research Foundation

**1025** 🗄️JS: (MC, ODC) **Appreciative Inquiry: A 21st Century Approach to Building Teams**

10:30am - 11:50am Hawaii Convention Center: Room 314

Organizer: **Jeffery J. VanderWielen**, ZGroup, Inc.

Appreciative Inquiry & Teams |

Enter Title for this Symposium Presentation. |

Participants: **Tracey Carsten Roll, Ph.D.**, T'NT Consulting Group;

**Diana Whitney**, Corporation for Positive Change

**1026** 👁️: (Paper Session) - (MED) **Multiple Modes of Managerial Learning**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MED

Presented on panels 4-10

👁️ Toward Learning & Knowledge Creation as a 21st C Vision: Operationalizing the Social Learning Cycle | **Velma Lee**, U. of Birmingham & Oregon

👁️ Organizational Commitment Among Business School Faculty | **JR Smith**, Jackson State U.; **Kristena Payne Gaylor**, Belhaven College; **Alisa Mosley**, Jackson State U.

🗄️👁️ Learning Styles and the Acquisition of Managerial Tacit Knowledge | **Steven Armstrong**, U. of Hull; **Anis Mahmud**, U. of Hull

👁️ Shared Leadership in a Learning Community | **Sonya Brewster**, Oklahoma State U.; **Tim O Peterson**, Oklahoma State U.; **Martha L. Loudder**, Texas A&M U.

🗄️👁️ Measuring the Progress of Leaders as They Transition into New Roles | **Steven M Rumery**, Leadership Research Institute; **Cathleen Swody**, U. of Connecticut

🗄️👁️ Service and Lifelong Learning in Organizations: A Conceptual overview of methods and application | **Mark Okechukwu Ajuogu**, Fed U. of Tech Owerri (FUTO); **Gladys Chinyere Ajuogu**, Federal Girls College, Owerri, Nigeria; **Hezekiah Orji**, U. of Phoenix Online

👁️ Rethinking Organizational Learning: New Insights from Managerial Learning Practices | **Elena P Antonacopoulou**, U. of Liverpool

**1027** 🗄️: (Paper Session) - (MED) **Research in the Teaching of Organizational Behavior**

10:30am - 11:50am Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: **Matthew Donald Lynall**, U. of Western Ontario

🗄️ The Economics and Challenges of Quality Undergraduate Organizational Behavior Education | **Paige Wolf**, George Mason U.; **Alison S O'Brien**, George Mason U.; **Zachary Horn**, George Mason U.; **Laura Wheeler Poms**, George Mason U.; **Tiffany M. Bludau**, George Mason U.; **Michael Camburn**, George Mason U.

🗄️ Guess Who You Are?: An Exercise for Teaching Personality | **Marc H Anderson**, U. of Waikato

🗄️ Teaching Work Motivation Theories: An Illustration of Why So Many Theories Are Needed | **Marc H Anderson**, U. of Waikato

🗄️ Enhancing Oral Communication Confidence, Skills, and Performance: An Experiment of Service-Learning | **Brian McNatt**, Old Dominion U.; **Thomas Ng**, U. of Georgia

**1028** 🗄️: (Paper Session) - (MED) **Online Management Education**

🗄️ Teaching-oriented | 👁️ Management Practice-oriented | ➔ International-oriented | 🗄️ Theme-oriented | 👁️ Visual Presentation | 🗄️ Selected for Best Paper Proceedings

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 2

Chair: **J Goosby Smith**, Pepperdine U.

🗄️ The Effect of Instructional Delivery Method on Student Achievement | **Terrell G Manyak**, Nova Southeastern U.; **Bahaudin Mujtaba**, Nova Southeastern U.

🗄️ A Confirmatory Study of "Teaching Presence" in Online MBA Courses | **J. B. Arbaugh**, U. of Wisconsin, Oshkosh; **Alvin Hwang**, Pace U.

Professor And Student Roles In The Discussion-Based Online Classroom: Literature and Experience | **Gregory R. Berry**, Utah Valley State College

🗄️ Learning in e-Groups: The Shift from Groupware to Training Management Portals | **L. Roger Yin**, U. of Wisconsin, Whitewater; **H. Nancy Lien**, National Hualien Teachers College; **Jon M Werner**, U. of Wisconsin, Whitewater

**1029** ➔ 👁️: (Paper Session) - (MH) **History of Management Practice**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MH

Presented on panels 1-3

➔ 👁️ Westernization behind the Curtain: The Expansion of Management Consulting in Estonia: 1960-2000 | **Antti Ainamo**, Helsinki School of Economics; **Jaak Leimann**, Tallinn Technical U.; **Janne Tienari**, Lappeenranta U. of Technology

👁️ Viewing Work Historically through Art: Incorporating the Visual Arts into Organizational Studies | **Elizabeth M Doherty**, St. Joseph's U.

➔ 👁️ Charisma Revisited | **Ron Kerr**, Lancaster U.; **Sarah Katrina Robinson**, Lancaster U.

**1030** ➔: (Paper Session) - (MH) **International Dimensions of Management History**

10:30am - 11:50am Sheraton Waikiki Beach: Kohala/Kona Room

Chair: **Franz T Lohrke**, U. of Alabama

Discussants: **Chester S Spell**, Rutgers U., Camden; **Edward F Murphy Jr**, Embry Riddle Aeronautical U.; **Beverly J. Jones**, Kettering U.; **Sharon Topping**, U. of Southern Mississippi

🗄️ A Conceptual History of Entrepreneurial Thought | **Patrick J. Murphy**, DePaul U.; **Jianwen Liao**, Northeastern Illinois U.; **Harold P. Welsch**, DePaul U.

Early Stages of São Paulo – Brazil Industrialization Process in the First Half of the 20th Century | **Isabela Baleeiro Curado**, FGV-EAESP

🗄️ Managing Knowledge Work Medieval-Style: The Monks of the Early Medieval Irish Celtic Church. | **Paul McGrath**, U. College Dublin

👁️ ➔ A Historical Analysis of Ancient Chinese Negotiators Strategies | **Hun-Joon Park**, Yon Sei U.; **Changdao Jin**, - ; **Si Ahn Mehng**, Yon Sei U.

**1031** : (MOC) **MOC Best Student Papers**

10:30am - 11:50am Hawaii Convention Center: Room 317A

This session brings together the highest ranked student-authored papers in MOC. *George Huber, this year's MOC Scholar, will serve as discussant.*

Discussant: **George P Huber**, U. of Texas, Austin

Organizational Identity Change: An Alliance Between Organizational Identity and Identification | **Mirdita N. Elstak**, Erasmus U.; **Cees B.M. Van Riel**, Erasmus U.

How is Knowledge Present in Action? Exploring Three Knowledge Distinctions | **Carlos Rodriguez Lluesma**, Stanford U.; **Diane E Bailey**, Stanford U.

Effects of Information Sharing on Belief Similarity and Performance in Teams | **Ece Tuncel**, U. of Illinois, Urbana-Champaign

Managing Learning Climate as a Social Moderator of Techno-Structural Knowledge Management | **Isabel M. Prieto**, Valladolid U.; **Elena Revilla**, Instituto de Empresa

### 1032 (Paper Session) - (MSR) Religious Aspects of Workplace Spirituality

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MSR

Presented on panels 31-36

Correlates of the Protestant Ethic of Hard Work: Results from a Diverse Ethno-Religious Sample | **Gangaram Singh**, San Diego State U.; **Jai Ghorpade**, San Diego State U.; **Jim Lackritz**, San Diego State U.

Workplace Religious Expression, Religiosity and Job Satisfaction: Clarifying a Relationship | **James Edward King**, Samford U.

Level of Existence and Motivation in Islam | **Abbas J Ali**, Indiana U.

Religious Denominations and Work Outcomes: A Focus on Buddhism, Christianity, Hinduism and Islam | **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Yongsun Paik**, Loyola Marymount U.; **John B Cullen**, Washington State U.

Religion and Attitudes Toward Diversity: A Potential Workplace Conflict? | **Judy Perkins Strauss**, California State U., Long Beach; **Olukemi O Sawyerr**, California Polytechnic State U., Pomona

Religion: A Multifaceted Influence on Entrepreneurial Behavior | **Alexa A Perryman**, Florida State U.; **Steven A Williamson**, U. of North Florida

### 1033 : (MSR) Social and Cultural Aspects of Workplace Spirituality

10:30am - 11:50am Sheraton Waikiki Beach: Puna Room

Chair: **Elizabeth Douthitt**, Stanford U.

Discussant: **Thomas A Bausch**, Marquette U.

Zhuangzi's Exemplars of Spiritual Attainment: Artisans and Entrepreneurs | **Alex Stewart**, Marquette U.; **Gregory N. P. Konz**, Marquette U.

Linking Spirituality to Workplace Performance: A Qualitative Study of the Brazilian Candomble | **Angela Miles**, North Carolina A&T State U.; **Sally Sledge**, Christopher Newport U.; **Samuel Coppage**, Old Dominion U.

Belief Systems and Core Values in Emergent Management Styles in Africa and the Middle World | **David Thomas Weir**, Ceram Sophia Antipolis; **Mzamo P Mangaliso**, U. of Massachusetts, Amherst

Social Capital and Entrepreneurial Activity in Faith-based Communities: A Conceptual Model | **Joel Ryman**, East Tennessee State U.

### 1034 (Paper Session) - (OB) Entrepreneurs, Boards, Stakeholders, and Firm Performance

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 48-52

The Role of Goal Orientation in the Relationship Between Venture Capitalists and Entrepreneurs | **Frits Wijbenga**, U. of Durham

Independent or Indifferent: Predicting Board Behavior When the Spotlight Falls on Them | **Sayan Chatterjee**, Case Western Reserve U.

Empowerment and Performance in Mature Fast-Growth Entrepreneurial Firms | **Joana L. Young**, Baylor U.; **Nancy Upton**, Baylor U.

The Companies We Keep: A New Vision of Shareholder-Firm Relations in the 21st Century | **Brooke Harrington**, Brown U.

Stakeholder Management: The Effects of Resource Dependency on Trust and Control Strategies | **Chee-Wee Tan**, U. of British Columbia; **Eric Tze Kuan Lim**, National U. of Singapore

### 1035 : (Paper Session) - (OB) Emotion in the Workplace

10:30am - 11:50am Hawaii Convention Center: Room 325A

Chair: **Anne Pisarski**, U. of Queensland

Discussant: **J. Duane Hoover**, Texas Tech U.

A Study of Emotion and Exchange in Team Member Relationships | **Herman Tse**, U. of Queensland; **Marie Dasborough**, U. of Queensland/Oklahoma State U.

Towards a Dynamic Model of Collective Emotion Emergence in Work Groups | **Frank Heiko Walter**, U. of St. Gallen

Alleviating Toxic Emotions: The Role of High Self-Monitoring and High Positive Affectivity Managers | **Ginka Toegel**, London School of Economics

Emotional Fit in the Workplace: Its Psychological and Behavioral Outcomes | **Hakan Ozelik**, California State U., Sacramento

Presenters: **Herman Tse**, U. of Queensland; **Frank Heiko Walter**, U. of St. Gallen; **Ginka Toegel**, London School of Economics; **Hakan Ozelik**, California State U., Sacramento

### 1036 : (Paper Session) - (OB) Work Stress: The Influence of Justice, Abusive Supervision and Cyberloafing

10:30am - 11:50am Hawaii Convention Center: Room 327

Chair: **Daniel C Ganster**, U. of Arkansas

Discussant: **Lois Tetrick**, George Mason U.

Attenuating Insomniac Reactions to Underpayment Inequity with Interactional Justice Training | **Jerald Greenberg**, Ohio State U.

Flight from Unfairness: Longitudinal Effects of Injustice on Emotional Exhaustion and Withdrawal | **Larry W. Howard**, Middle Tennessee State U.; **Cynthia Cordes**, U. of Miami

Abusive Supervision, Subordinate Alcohol Use, and Drinking Attributions: Performance Implications | **Jolene L**

**Skinner**, Northern Illinois U.; **Jenny M. Hoobler**, U. of Illinois, Chicago

Cyberloafing as a Coping Method: Relationship Between Work Stressors, Sanctions, and Cyberloafing | **Chris A. Henle**, U. of North Carolina, Charlotte; **Anita Blanchard**, U. of North Carolina, Charlotte

*Presenters:* **Larry W. Howard**, Middle Tennessee State U.; **Jenny M. Hoobler**, U. of Illinois, Chicago; **Chris A. Henle**, U. of North Carolina, Charlotte; **Jerald Greenberg**, Ohio State U.

**1037 : (Paper Session) - (OB) New Developments in Personality Research**

10:30am - 11:50am Hawaii Convention Center: Room 328

*Chair:* **Jennifer A Martin**, York College of Pennsylvania

*Discussant:* **Tjai M. Nielsen**, George Washington U.

The Big Five and Executive Success Factors: Moderating Effects of Derailing Traits. | **Douglas J. Brown**, U. of Waterloo; **Chet Robie**, Wilfrid Laurier U.; **Paul Bly**, Personnel Decisions International

Direct and Moderated Effects of Emotional Intelligence on GPA and Assessment Center Task Performance | **Joseph Charles Rode**, Miami U., Ohio; **Christine H Mooney**, Indiana U.; **Marne Lynn Arthaud-Day**, Indiana U., Bloomington; **Janet P Near**, Indiana U.; **Timothy Baldwin**, Indiana U., Bloomington; **William H Bommer**, Cleveland State U.

☛Leveraging Managers' Dispositions: Proactive Personality, Employee Outcomes and Access to Resources | **Jeanne K.J. Enders**, Portland State U.

The Effects of Employee Proactivity on Adjustment to Work and Interpersonal Relationship | **Tae-Yeol Kim**, City U. of Hong Kong; **Sang-Pyo Kim**, Jinju National U.

*Presenters:* **Douglas J. Brown**, U. of Waterloo; **Joseph Charles Rode**, Miami U., Ohio; **Jeanne K.J. Enders**, Portland State U.; **Tae-Yeol Kim**, City U. of Hong Kong

**1038 JS: (OB, HR) New Directions in Workplace Aggression Research**

10:30am - 11:50am Hawaii Convention Center: Room 323C

*Chair:* **Kathryne Dupre**, Memorial U. of Newfoundland

The Workplace Aggression Questionnaire: Construct Validation of a Measure of Exposure to Aggression | **Aaron CH Schat**, McMaster U.; **Serge Desmarais**, U. of Guelph; **Kevin Kelloway**, St. Mary's U.

The Specificity of Predictors of Types II and III Workplace Aggression | **Michelle Inness**, Queen's U.; **Manon Mireille LeBlanc**, Queen's U.

Personal and Situational Predictors of Aggression: A Within-Person Analysis | **Kathryne Dupre**, Memorial U. of Newfoundland; **Julian Barling**, Queen's U.; **Nick Turner**, Queen's U.

Adding Insult to Injury: A Meta-Analysis on the Outcomes of Workplace Aggression | **Sandy Hershcovis**, Queen's U.

New Directions in Aggression Research: Assessing the Business Costs of Intimate Partner Violence | **Carol Reeves**, U. of Arkansas; **Collette M. Arens Bates**, U. of Arkansas; **Emily Lean**, U. of Arkansas

*Presenters:* **Aaron CH Schat**, McMaster U.; **Carol Reeves**, U. of Arkansas; **Michelle Inness**, Queen's U.; **Sandy Hershcovis**, Queen's U.; **Kathryne Dupre**, Memorial U. of Newfoundland  
*Participants:* **Serge Desmarais**, U. of Guelph; **Julian Barling**, Queen's U.; **Nick Turner**, Queen's U.; **Manon Mireille LeBlanc**, Queen's U.; **Emily Lean**, U. of Arkansas; **Collette M. Arens Bates**, U. of Arkansas; **Kevin Kelloway**, St. Mary's U.

**1039 JS: (OB, IM, TIM) Team Innovation: Effects of Leadership, Team Composition, Structure, and Processes**

10:30am - 11:50am Hawaii Convention Center: Room 324

*Organizers:* **Miriam Erez**, Technion; **Cynthia Lee**, Northeastern U.

*Discussant:* **Gerben S. Van Der Vegt**, Groningen U.

Same Leadership & Team Characteristics, Yet Different Effects on Innovation in R&D vs. Manufacturing | **Vered Segal**, Technion-Israel Institute of Technology; **Miriam Erez**, Technion; **Eitan Naveh**, Technion-Israel Institute of Technology; **Ella Miron**, Technion; **Michael Boazon**, RAFAEL - Armament Development Authority; **Uzi Melamed**, RAFAEL - Armament Development Authority; **Nissim Mamane**, RAFAEL - Armament Development Authority

The Impact of Transformational Leadership and Employee WorkEngagement on Team Innovation | **Yair Berson**, U. of Haifa; **Amy Wrzesniewski**, New York U.

Effects of Team Composition and Team Processes on the ConceptualDesign of New Products | **Iris Arbel**, Technion-Israel Institute of Technology; **Miriam Erez**, Technion; **Menachem WEiss**, Technion-Israel Institute of Technology; **Ehud Kroll**, ORT Braude College

Project Team Innovation: Effects of Team Composition and Processes | **Patty C.P. Farh**, U. of South Australia; **Gerben S. Van Der Vegt**, Groningen U.

*Presenters:* **Vered Segal**, Technion-Israel Institute of Technology; **Eitan Naveh**, Technion-Israel Institute of Technology; **Ella Miron**, Technion; **Michael Boazon**, RAFAEL - Armament Development Authority; **Uzi Melamed**, RAFAEL - Armament Development Authority; **Nissim Mamane**, RAFAEL - Armament Development Authority; **Yair Berson**, U. of Haifa; **Amy Wrzesniewski**, New York U.; **Iris Arbel**, Technion-Israel Institute of Technology; **Menachem WEiss**, Technion-Israel Institute of Technology; **Ehud Kroll**, ORT Braude College; **Patty C.P. Farh**, U. of South Australia

**1040 : (Paper Session) - (OCIS) Virtual Communities and Virtual Work**

10:30am - 11:50am Hawaii Convention Center: Room 317B

*Chair:* **Suzanne P Weisband**, U. of Arizona

*Discussant:* **Anita D Bhappu**, Southern Methodist U.

☛Face-to-Face Interactions in Self-Organizing Distributed Teams | **Kevin Crowston**, Syracuse U.; **James Howison**, Syracuse U.; **Chengetai Masango**, Syracuse U.; **U. Yeliz Eseryel**, Syracuse U.

Hacking Alone? The Effects of Online and Offline Participation on Open Source Community Leadership | **Siobhan O'Mahony**, Harvard U.; **Fabrizio Ferraro**, IESE Business School

☛Time Discipline in Virtual Organisations: from Rigid to Virtual Disciplines | **Heejin Lee**, U. of Melbourne; **Sangjo Oh**, U. of Melbourne

🗨️ Unpacking the Social Environment and Consequences of Dispersed Work | **Kevin W. Rockmann**, George Mason U.

**1041 : (Paper Session) - (OCIS) Finding The Balance: Trust & Control**

10:30am - 11:50am Hawaii Convention Center: Room 318A

Chair: **Siew Kien Sia**, Nanyang Technological U.

Discussant: **Katherine J. Stewart**, U. of Maryland, College Park

🗨️ An Extended Model of IS Project Control | **Cecil Eng Huang Chua**, Nanyang Technological U.; **Christina Soh**, Nanyang Technological U.; **Harminder Singh**, Nanyang Technological U.

🗨️ Understanding and Mitigating Uncertainty in Online Environments: A Longitudinal Analysis of Trust | **Paul A. Pavlou**, U. of California, Riverside; **Huigang Liang**, Florida Atlantic U.; **Yajiong Xue**, U. of Rhode Island

**Runner up to OCIS Division Best Paper Award**

🗨️ Privacy Trade-Off Factors in E-Commerce – A Study of Italy and the United States | **Tamara Dinev**, Florida Atlantic U.; **Massimo Bellotto**, U. of Verona; **Paul Hart**, Florida Atlantic U.; **Christian Colautti**, IULM U.; **Vincenzo Russo**, IULM U.; **Ilaria Serra**, Florida Atlantic U.

Privacy, Psychological Contract Breach and Attitudes Toward Knowledge-Based Marketing | **David Zweig**, U. of Toronto; **Pankaj Aggarwal**, U. of Toronto

**1042 : (ODC) Positively M.A.D.: The Role of Appreciative Intelligence and High Quality Connections**

10:30am - 11:50am Hawaii Convention Center: Room 321B

Chair: **Tojo Thatchenkery**, George Mason U.

Presenters: **Steve Piersanti**, Berrett-Koehler; **Philip H Mirvis**, Independent Consultant; **Carol Metzker**, Independent Consultant; **Emily Dunham Heaphy**, U. of Michigan, Ann Arbor; **Robert P Gephart**, U. of Alberta; **David L Cooperrider**, Case Western Reserve U.; **Frank J Barrett**, Naval Postgraduate School

**1043 : (Paper Session) - (ODC) The Role of Time, Improvisation and Identity in Organizational Change**

10:30am - 11:50am Hawaii Convention Center: Room 322B

Chair: **Ronald E Purser**, San Francisco State U.

Discussant: **Maria Vakola**, Athens U. of Economics and Business

🗨️ Managing Change: Time for Change | **Gerard F Farias**, Fairleigh Dickinson U.

🗨️ Improvising within Management: Oxymoron, Paradox, or Legitimate Way of Achieving? | **Stephen Leybourne**, U. of Plymouth

Change Now Because I Say So! Specialized Management Identity and Coercive Rapid Transformation | **Leslie E. Sekerka**, Naval Postgraduate School; **Roxanne Zolin**, Naval Postgraduate School; **Cary Simon**, Naval Postgraduate School

**1044 : (Paper Session) - (OM) Strategic Issues in Operations**

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 3

Chair: **Marta Sinclair**, Griffith U.

The Effect of Manufacturing Proactivity on Environmental Proactivity: An Exploratory Analysis | **Javier González-Benito**, Salamanca U.; **Oscar González-Benito**, Salamanca U.

🗨️ Competitive Priorities as Trade-Offs or Mutually Supportive: Can We Call the Question Yet? | **Ravi Kathuria**, Chapman U.

Intrinsic Motivation in Lean Production? Contextual, Configurational, and Levels-of-Analysis Issues | **Suzanne deTreville**, U. de Lausanne; **John Antonakis**, HEC, U. of Lausanne

🗨️ Assessing Internal and External Alignment: A "Deep" Empirical Study | **Steven Melnyk**, Michigan State U.; **Ken Boyer**, Michigan State U.; **Jinhui Wu**, Michigan State U.

**1045 : (Paper Session) - (OMT) Power Corrupts: Authority and Resistance in Organizations**

10:30am - 11:50am Hawaii Convention Center: Room 301A

Chair: **Kathleen Park**, Massachusetts Institute of Technology

Discussant: **Kenneth Bettenhausen**, U. of Colorado, Denver

A Multidimensional Conceptualization of Organizational Corruption Control | **Donald A. Lange**, U. of Texas, Austin

Too Good to Be True? Social Evaluations and the Sociopolitics of Corporate Illegality | **Yuri Mishina**, Michigan State U.; **Bernadine D. Johnson**, Michigan State U.; **Emily S. Block**, U. of Illinois, Urbana-Champaign

Representational Predicaments in Hong Kong: Origins, Manifestations and Prognosis | **Robin Stanley Snell**, Lingnan U.; **May M L Wong**, Lingnan U.

🗨️ From Chaos to Tempered Radicalism: The Form and Content of Organizational Resistance | **Michael B Elmes**, Worcester Polytechnic Institute; **Steven S Taylor**, Worcester Polytechnic Institute

**Winner of OMT Division Best Paper Award**

**1046 : (Paper Session) - (OMT) Who's in Charge Here?**

**Accountability and Control in Organizations**

10:30am - 11:50am Hawaii Convention Center: Room 302B

Chair: **Robert W. Sosna**, Golden Gate U.

Discussant: **Peer C. Fiss**, Queen's U., Canada

🗨️ Accountability of Agents: Beyond Incentives and Monitoring | **Neal P Mero**, U. of Central Florida; **Rebecca Monette Guidice**, U. of Nevada, Las Vegas

🗨️ Coming Forward: Institutional Influences on Voluntary Disclosure | **Michael D. Pfarrer**, U. of Maryland, College Park; **Ken G. Smith**, U. of Maryland; **Dmitry Mikhail Khanin**, U. of Maryland; **Xiaomeng Zhang**, U. of Maryland

🗨️ The Impact of the Enron Accounting Scandal on Impressions of Managerial Control | **Eric J. Neuman**, U. of Michigan, Ann Arbor

🗨️ Managing the Control/Autonomy Dilemma: From Impossible Balance to Rhythmic Oscillation Dynamics | **Catherine Thomas**, - ; **Renata Kaminska-Labbe**, - ; **Bill McKelvey**, U. of California, Los Angeles

**1047 : JS: (OMT, BPS, TIM) Interdependence in Organizations, Circa 2005**

10:30am - 11:50am Hawaii Convention Center: Room 302A

Discussant: **Andrew H. Van de Ven**, U. of Minnesota

Managing Coordination Networks in a Distributed R&D Unit | **Jonathon N. Cummings**, Massachusetts Institute of Technology

Network Structure and Individual Effectiveness in a Global Securities Firm | **Martin Gargiulo**, INSEAD; **Gokhan Ertug**, INSEAD; **Charles D. Galunic**, INSEAD

Interdependence and Innovation: Management of Exploration and Exploitation at the Corporate Level | **Adam M. Kleinbaum**, Harvard U.; **Michael L. Tushman**, Harvard U.

Inertia, Information and Interdependence: The Influence of Coordination Structures on Firm Expansion | **Charles Williams**, U. of Illinois, Urbana-Champaign

*Participants: Jonathon N. Cummings*, Massachusetts Institute of Technology; **Gokhan Ertug**, INSEAD; **Adam M. Kleinbaum**, Harvard U.; **Charles Williams**, U. of Illinois, Urbana-Champaign

**1048** : (Paper Session) - (ONE) **Business and Stakeholder Engagement: Conceptualization and Investigation**

10:30am - 11:50am Sheraton Waikiki Beach: Kahuku Room

*Chair: Dexter Dunphy*, U. of Technology, Sydney

- 🗨️ Sustainable Organizational Innovation via Stakeholder Engagement | **Sanjay Sharma**, Wilfrid Laurier U.
- ➔ Coke in Kerala: A Social Network Analysis | **Sridevi Shivarajan**, Temple U.; **Terry Halbert**, Temple U.
- ➔ Business Networks and the Uptake of Sustainability Practices in Small and Medium-Sized Enterprises | **Eva Marie Collins**, U. of Waikato; **Stewart Lawrence**, U. of Waikato; **Kathryn Pavlovich**, U. of Waikato
- 🗨️ Firm Responses to Secondary Stakeholder Action | **Chuck Esily**, Duke U.; **Michael Lenox**, Duke U.

**1049** 🗨️🗨️➔🗨️🗨️: (Paper Session) - (PNP) **Human Resources and Leadership in Public and Nonprofit Organizations**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - PNP

*Presented on panels 61-68*

*Discussants: Robert C. Myrtle*, U. of Southern California; **Terrell G Manyak**, Nova Southeastern U.; **Emanuele Vendramini**, Bocconi U.

- 🗨️ Individual and Organizational Factors Affecting Volunteers' Identification and Satisfaction | **Robin Church**, U. of Toronto; **Kate Rowbotham**, U. of Toronto; **Janelle Enns**, U. of Toronto
- 🗨️🗨️ Managing the Commons of Long-term Care: Measuring Successful Aging in Supportive Housing | **R. Robertson Hilton**, Case Western Reserve U.; **Michel Avital**, Case Western Reserve U.
- 🗨️🗨️ Do Nonprofits Need Business Executives to Survive? Toward a Clearer View of Executive Leadership. | **Jane A. Van Buren**, Case Western Reserve U.
- 🗨️ Conflict & Change in Nonprofit Organizational Identity & Culture Through Business Modes of Thought | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee
- 🗨️🗨️ The Influence of Top Executive Functional Experience on Nonprofit Organization Financial Performance | **William J. Ritchie**, Florida Gulf Coast U.; **Karen Eastwood**, Florida Gulf Coast U.
- 🗨️🗨️ The Leadership and Motivation effects in Public Agencies: The Empirical Study of Federal Employees | **Sung Min Park**, U. of Georgia
- 🗨️🗨️ **Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student**
- 🗨️🗨️ Why are age differences present in the work preferences of public employees? | **Leonard Bright**, U. of Louisville

🗨️ Understanding Political, Administrative, and Organizational Culture in Public Administration | **Thomas Andrew Bryer**, U. of Southern California

**1050** 🗨️➔🗨️: (Paper Session) - (PNP) **The Role of Values & Organizational Image in Public Sector Organizations**

10:30am - 11:50am Sheraton Waikiki Beach: Waiialua Room

*Chair: Christina Koennecke*, Center on Philanthropy

*Discussant: John M Bryson*, U. of Minnesota

- 🗨️ An Analysis of the Effectiveness of Public Service Award Schemes | **Jean Hartley**, Warwick U.; **James Downe**, Cardiff U.; **Lyndsay Rashman**, Warwick U.
- 🗨️ Organizational Image & Employee Identification: An Empirical Study Conducted in the Public Sector. | **Julian Seymour Gould-Williams**, Cardiff U.
- 🗨️➔🗨️ Managing Employee Outcomes in Reformed Local Government | **Andrew James Noblet**, Deakin U.; **John Hunter McWilliams**, Deakin U.; **Stephen T.T. Teo**, U. of Technology, Sydney; **John J. Rodwell**, Macquarie U., Sydney
- 🗨️ Exploring Values Management and the Design and Implementation of a Personel System | **Laurie E Paarlberg**, San Francisco State U.; **James L Perry**, Indiana U./Purdue U.

**1051** : (Paper Session) - (RM) **Multi-level Research**

10:30am - 11:50am Hawaii Convention Center: Room 323A

*Chair: Mark Griffin*, Queensland U. of Technology

*Discussants: Anthony P. Ammeter*, U. of Mississippi; **Mark Gavin**, Oklahoma State U.

- 🗨️ Conceptual Framework and Statistical Procedures for Testing Multilevel Theories of Homology | **Gilad Chen**, Texas A&M U.; **Paul Bliese**, Walter Reed Army Institute of Research
- 🗨️ **Winner of Sage Publications/RM Division Best Paper Award**
- 🗨️ Variance of Means versus Mean of Variances: A Contrarian View on Operationalizing Group Dispersion | **Hock-Peng Sin**, Pennsylvania State U.; **Daniel A. Newman**, U. of Maryland
- 🗨️ **Best Student Paper**
- Group Size and Measure of Group-Level Properties: A Different Perspective | **Kyoungsu Kim**, Chonnam National U.; **In Sook Kim**, Yon Sei U.; **Yong Hyun Cho**, Chonnam National U.
- The Use rwg as an Indicator of Interrater Agreement: Problems, Practices, and Prescriptions | **Troy Victor Mumford**, Utah State U.

**1052** 🗨️➔🗨️: (Paper Session) - (SIM) **Corporate Political Strategy in the 21st Century**

10:30am - 11:50am Sheraton Waikiki Beach: Niihau Room

*Chair: Virginia Gerde*, Duquesne U.

*Discussants: Victor Heller*, U. of Texas, San Antonio; **Gurneeta Vasudeva**, George Washington U.

- Virtues of Politically Active Firms | **Saku Mantere**, Helsinki U. of Technology; **Kalle Pajunen**, Tampere U. of Technology; **Juha-Antti Lamberg**, Helsinki U. of Technology
- Constructing Corporate Social Responsibility: The Role of Industry Associations | **Anja Schaefer**, Open U., United Kingdom; **Finola Kerrigan**, King's College, U. of London



🗨️ Political Strategy, Access, And Influence: A Social Network Perspective | **Jonathan P Doh**, Villanova U.; **Douglas A Schuler**, Rice U.; **Kathleen Rehbein**, Marquette U.

🗨️ Integrating Corporate Social Performance and Political Strategy | **Kathleen Rehbein**, Marquette U.; **Douglas A Schuler**, Rice U.

### 1053 JS: (SIM, OMT) Law & Management: Towards an Understanding of the Intersection Between the Law and Management

10:30am - 11:50am Sheraton Waikiki Beach: Oahu Room

Chair: **Jeffrey B Kaufmann**, Iowa State U.

Overview: What is Law and Management? | **Jeffrey B Kaufmann**, Iowa State U.

The Value of Managing the Legal Dimensions of Business: Legal Astuteness as a Competitive Advantage | **Constance E. Bagley**, Harvard Business School

Pay Secrecy/Confidentiality and the Law | **Leonard Bierman**, Texas A&M U.

Blunt Machetes in the Patent Thicket: 100 Years of Patent Pools and Antitrust Enforcement | **Gavin Clarkson**, U. of Michigan, Ann Arbor

### 1054 : (Paper Session) - (TIM) Radical Innovation

10:30am - 11:50am Hawaii Convention Center: Room 304B

Chair: **Brian Wu**, U. of Pennsylvania

Discussant: **Willow Sheremata**, York U.

🗨️ Screening vs Pyramiding: Efficient Identification of Leading-Edge Expertise | **Reinhard Prügl**, Vienna U. of Economics and Business Administration

The Impact of Leader Personality on New Product Teamwork and Performance: The Role of Uncertainty | **Zvi H.**

**Aronson**, Stevens Institute of Technology; **Richard R Reilly**, Stevens Institute of Technology; **Gary S. Lynn**, Stevens Institute of Technology

🗨️ Toward a Systematic Framework on Dominant Designs, Technological Innovations, & Industrial Change | **Johann Peter Murmann**, Northwestern U.; **Koen Frenken**, Utrecht U. **Stephan Schrader Best Paper Award Finalist**

The Effect of Interdivisional Knowledge Transfer on the Impact of Inventions | **Douglas J. Miller**, Tulane U.; **Michael J. Fern**, U. of North Carolina; **Laura B. Cardinal**, Tulane U.

### 1055 : (Paper Session) - (TIM) Creativity

10:30am - 11:50am Hawaii Convention Center: Room 307A

Chair: **Jim Fairbank**, Pennsylvania State U., Erie

Discussant: **Jennifer K. Whyte**, Imperial College London

🗨️ The Structure of Serendipity | **Mark de Rond**, Cambridge U.; **Raymond-Alain Thietart**, Paris-Dauphine U.-Essec

🗨️ A Proper Lack of Understanding Towards a Theory of Creativity in Multidisciplinary Teams | **Ben Dankbaar**, Radboud U. Nijmegen; **Geert Vissers**, Radboud U. Nijmegen

Value Creation by Toolkits for User Innovation and Design: An Empirical Test | **Martin Schreier**, Wirtschafts U. Wien; **Nikolaus Franke**, Wirtschafts U. Wien

Generative Redundancy: Organizational Resilience as Innovation | **Daniel Beunza Ibanez**, Pompeu Fabra U.

### 1056 🗨️ JS: (TIM, BPS, OM) Managing Distributed Innovation: Multiple Perspectives

10:30am - 11:50am Hawaii Convention Center: Room 306A

Chair: **Satish Nambisan**, Rensselaer Polytechnic Institute

Participants: **Vish Krishnan**, U. of Texas, Austin; **Mohanbir Sawhney**, Northwestern U.; **Ralph Welborn**, Unisys Corporation

### Tuesday 12:00PM

#### 1057 : (AAA) Presidential Luncheon

12:00pm - 2:15pm Hilton Hawaiian Village: Coral Ballroom

President **Denise M. Rousseau** will address the Academy. Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service, Educator and Scholar Practitioner Awards, the George R. Terry Book Award, and the AOM Executive, Journal, Review, and Learning & Education 2005 Best Paper Awards will be announced by President-Elect **Thomas G. Cummings**.

Distinguished Speaker: **Denise M. Rousseau**, Carnegie Mellon U. Chair: **Thomas G. Cummings**, U. of Southern California

### Tuesday 2:15PM

#### 1058 : (AAA) Conference Exhibits

2:15pm - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits

Organizer: **George T Solomon**, George Washington U.

#### 1059 : (AAA) Membership

2:15pm - 5:00pm Hawaii Convention Center: HCC Lobby - Membership

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: **Regina Greenwood**, Kettering U.

#### 1060 : (AAA) Conference Registration

2:15pm - 5:00pm Hawaii Convention Center: HCC Lobby - Registration

On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

#### 1061 : (AAA) Placement Services

2:15pm - 4:00pm Hilton Hawaiian Village: Iolani Suite 1

Placement Services - Registration and Information

Organizer: **Scott C. Douglas**, Binghamton U.

### Tuesday 2:30PM

#### 1062 : (AAA) Membership Debriefing Meeting

2:30pm - 3:50pm Sheraton Waikiki Beach: Puna Room

Organizer: **Regina Greenwood**, Kettering U.

#### 1063 : (AAS) New Vision of Transitional Economies in the 21st Century: Lessons from Chinese Reform

2:30pm - 3:50pm Hawaii Convention Center: Room 312

Chair: **Justin Tan**, Creighton U.

China and Emerging Markets: Restructuring of the Global Economy | **Michael A. Hitt**, Texas A&M U.

Chinese Expansion into the New Economy: A Matter of Convergence? | **Max Boisot**, U. Oberta de Catalunya; **John Child**, Birmingham U.

The Role of FDI (both inward and outward) in the Reform of China's Economy and Society | **Rosalie L. Tung**, Simon Fraser U.

Lessons for Russian Management from the Chinese Experience | **Sheila M. Puffer**, Northeastern U.

Chinese Transitional Economy as a Complex Adaptive System: Comparison and Contrast to the Russian Re | **Justin Tan**, Creighton U.

**1064** (AAS) **Open Innovation: Empirical Research on Locating and Incorporating External Innovations**

2:30pm - 3:50pm Hawaii Convention Center: Room 313A

For more information see

[http://www.cob.sjsu.edu/west\\_j/OpenInnovation/](http://www.cob.sjsu.edu/west_j/OpenInnovation/)

Chair: **Joel West**, San Jose State U.

Discussant: **Henry Chesbrough**, U. of California, Berkeley

The Industrial Dynamics of Open Innovation – Evidence from the Transformation of Consumer Electron | **Jens Frøslev Christensen**, Copenhagen Business School; **Michael Holm Olesen**, Copenhagen Business School; **Jonas Sorth Kjær**, Copenhagen Business School

Exploitation of Public Science by Pharmaceutical and Biotechnology Firms | **Kira Fabrizio**, U. of California, Berkeley

Why Are Some Firms More “Open” Than Others? The Sources of Openness Among UK Manufacturing Firms | **Keld Laursen**, Copenhagen Business School; **Ammon Salter**, Imperial College London

**1065** (AAS) **A New Vision of Management Scholarship for the 21st Century**

2:30pm - 3:50pm Hawaii Convention Center: Room 315

Chair: **R. Duane Ireland**, Texas A&M U.

Participants: **Sara L Rynes**, U. of Iowa; **Jean M. Bartunek**, Boston College; **Stephen Barley**, Stanford U.; **Jane E Dutton**, U. of Michigan, Ann Arbor

**1066** (ART) **AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)**

2:30pm - 10:00pm Hawaii Convention Center: Room 311

Organizers: **Hans Hansen**, Victoria U. of Wellington; **Pedro David Perez**, Cornell U.; **David A Cowan**, Miami U.; **Gail Whiteman**, Erasmus U.; **Matt Statler**, Imagination Lab Foundation

Program Chair: **Chris Poulson**, California Polytechnic State U., Pomona

**1067** (Paper Session) - (BPS) **Alternative Modes of Expansion: DeNovo Entry vs. Alliances vs. Acquisitions**

2:30pm - 3:50pm Hawaii Convention Center: Room 306B

Chair: **Thomas Hutzschenreuter**, Otto Beisheim Graduate School of Management (WHU)

Placing Process in the Contingency Framework of Merger and Acquisition Performance | **Taco Reus**, Florida Atlantic U.; **Kimberly M Ellis**, Michigan State U.; **Bruce T. Lamont**, Florida State U.

Do Pre-Acquisition Alliances Help in Post-Acquisition Coordination: An Experimental Approach | **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Rachel Croson**, U. of Pennsylvania; **Jaideep Anand**, Ohio State U.

Alliances Entry into a New Line of Business: Evidence from the Global Aerospace Industry | **Louis Mulotte**, HEC Paris

When are Acquisitions and Alliances Effective Mechanisms for Acquiring New Resources? | **Laurence Capron**, INSEAD

Interfirm Distances as Channels for External Resources: The Choice between Alliances and M & A | **Haibin Yang**, U. of Texas, Dallas; **Zhiang "John" Lin**, U. of Texas, Dallas

**1068** (Paper Session) - (BPS) **Resource Reconfiguration**

2:30pm - 3:50pm Hawaii Convention Center: Room 307B

Chair: **Nicola C. Dragonetti**, U. of Liverpool

Discussant: **Catherine Maritan**, Syracuse U.

Research on Corporate Unbundling: A Synthesis | **Caterina Moschieri**, IESE, U. of Navarra; **Johanna Mair**, IESE, U. of Navarra

Curing Indigestion: Organizational Restructuring and the Dynamics of Acquisition Performance | **Mario Schijven**, Tilburg U.

Retention of Resources and Units: Evidence of the Embedded Nature of Resources within Structure | **Samina Karim**, Boston U.

Deregulation and Resource Reconfiguration in the Electric Utility Industry | **Magali Delmas**, U. of California, Santa Barbara; **Michael V. Russo**, U. of Oregon; **Maria J. Montes-Sancho**, U. of California, Santa Barbara

**1069** (Paper Session) - (BPS) **Institutional Context and the Firm's Relationships**

2:30pm - 3:50pm Hawaii Convention Center: Room 308A

Chair: **Constance R James**, Pepperdine U.

Discussant: **Michael A. Witt**, INSEAD

Integrating Multiple Theories of Corporate Governance: A Multi-Country Empirical Study | **Krishna Udayasankar**, National U. of Singapore; **Shobha S Das**, Nanyang Technological U.; **Chandrasekhar Krishnamurti**, Nanyang Technological U.

The Deinstitutionalization of Coerced Reforms: The Case of Private Infrastructure Investments | **Witold Jerzy Henisz**, Wharton School; **Bennet Zelner**, Georgetown U.

Towards a Complexity based View of the Firm | **Sai Krishna Yayavaram**, National U. of Singapore

Unpacking the Impact of Supplier Capabilities on Buyer Performance | **Carmen Weigelt**, Rice U.

**1070** (Paper Session) - (BPS) **Conceptual Questions About Drivers of Performance**

2:30pm - 3:50pm Hawaii Convention Center: Room 308B

Chair: **Tim Folta**, Purdue U.

Discussant: **Jan W. Rivkin**, Harvard U.

Integrating Resource- and Knowledge-based Views: Analysis of Unit Performance in Multimarket Firms | **Mason A Carpenter**, U. of Wisconsin, Madison; **Stewart R Miller**, U. of Texas, Austin; **Anthony Ross**, Michigan State U.

Firm and Industry Profits when Complementarities Drive Resource and Capability Heterogeneity | **Michael Lenox**, Duke U.; **Scott Rockart**, Duke U.; **Arie Y. Lewin**, Duke U.

Three Journeys into the Complexity and Dynamics underlying Firm Performance | **Sebastian Raisch**, U. of St. Gallen

🗣️ How Emotion Can Inform Strategy? | **Quy Nguyen Huy**, INSEAD

### 1071 : (Paper Session) - (BPS) Information Capabilities in Alliances and Networks

2:30pm - 3:50pm Hawaii Convention Center: Room 309

Chair: **Karen L. Ekstein**, York U.

Discussant: **Michael G Jacobides**, London Business School

🗣️ Information Age Organization and Relational Governance | **SungMin Kim**, Cleveland State U.

➔ Enhancing Strategic Outcomes of IT Adoption: The Role of Network Effects and Absorptive Capacity | **Jay Hyuk Rhee**, Korea U.

A Process View of Instability in Cooperative Ventures: The Role of Reciprocity | **Ariff Kachra**, Pepperdine U.; **Roderick E White**, Ivey School of Business

🗣️ Information Technology and Organizational Performance: The Role of IT Adaptation | **SungMin Kim**, Cleveland State U.

### 1072 ➔ (Paper Session) - (CAR) Career Assistance and Career Self Management in Different National Contexts

2:30pm - 3:50pm Hawaii Convention Center: Room 319A

Chair: **Wolfgang Mayrhofer**, Wirtschafts U. Wien

Discussant: **Christy Harris Weer**, Drexel U.

➔ Career Counseling in the New Career Era: Career types and the Perceived Need for Career Counseling | **Anneleen Forrier**, Katholieke U. Leuven; **Luc Sels**, Katholieke U. Leuven; **Marijke Verbruggen**, Katholieke U. Leuven

Testing the Generalizability of a Subjective Career Matrix: Framework of Career Mist and Drift | **Ichiro Kato**, Kushiro Public U. of Economics; **Ryuta Suzuki**, Kobe U.

🗣️ Antecedents and Consequences of Career Self-Management Behaviors | **Babette Raabe**, Siemens AG - US Filter; **Terry A. Beehr**, Central Michigan U.

🗣️ Making Sense & Making Choices: Constructing Institutional and Individualized Careers | **Elizabeth Craig**, Boston U.

### 1073 JS: (CAR, GDO, OB) The Under-Representation of Women in Information Technology: Four Theoretical Perspectives

2:30pm - 3:50pm Hawaii Convention Center: Room 322A

Chair: **Debra A. Major**, Old Dominion U.

Discussant: **Bernardo M. Ferdman**, Alliant International U.

Men and Women's Experiences in IT: Differences in Perceptions of Climate and Workplace Relationships | **Debra A. Major**, Old Dominion U.; **Donald D. Davis**, Old Dominion U.; **Lisa M. Germano**, Old Dominion U.

Social Capital at Work: Gender, Social Exchange and Job Embeddedness | **Kathryn M. Bartol**, U. of Maryland; **Ian O. Williamson**, U. of Maryland, College Park; **Gosia A. Langa**, U. of Maryland

The Influence of Professional Identification on the Retention of Women and Minorities in IT | **Anne M. O'Leary-Kelly**, U. of Arkansas; **Bill Hardgrave**, U. of Arkansas; **Vicki McKinney**, U. of Arkansas; **Darryl D. Wilson**, U. of Arkansas; **Nita Brooks**, U. of Arkansas

Leaving the Force: Women and Men Dropping Out of IT |

**Mark Wardell**, Pennsylvania State U.; **Steven Sawyer**, Pennsylvania State U.

Speakers: **Debra A. Major**, Old Dominion U.; **Kathryn M. Bartol**, U. of Maryland; **Anne M. O'Leary-Kelly**, U. of Arkansas; **Mark Wardell**, Pennsylvania State U.

Participants: **Donald D. Davis**, Old Dominion U.; **Lisa M. Germano**, Old Dominion U.; **Ian O. Williamson**, U. of Maryland, College Park; **Gosia A. Langa**, U. of Maryland; **Bill Hardgrave**, U. of Arkansas; **Vicki McKinney**, U. of Arkansas; **Darryl D. Wilson**, U. of Arkansas; **Nita Brooks**, U. of Arkansas; **Steven Sawyer**, Pennsylvania State U.

### 1074 : (Paper Session) - (CM) Power and Conflict/Negotiation

2:30pm - 3:50pm Hawaii Convention Center: Room 318B

Chair: **Margaret A. Neale**, Stanford U.

Are Prime Movers More Powerful? Evidence from Experiments on Competitive Choice and Interaction | **Joe Magee**, New York U.; **Adam Galinsky**, Northwestern U.; **Deborah Gruenfeld**, Stanford U.

Powerful Perceivers, Powerless Objects: Flexibility of Powerholders' Social Attention | **Jennifer R. Overbeck**, U. of Southern California; **Bernadette Park**, U. of Colorado, Boulder

Soft versus Hard: Tactics for Low Power Negotiators to Secure Good Outcomes | **Madan M Pillutla**, London Business School; **Jayanth Narayanan**, London Business School

Knowing Your Place: Self-Perceptions of Status in Social Groups | **Cameron Anderson**, New York U.; **Sandra Spataro**, Yale U.; **Jennifer Chatman**, U. of California, Berkeley; **Sanjay Srivastava**, U. of Oregon

### 1075 ➔ SHCS: (CM, OB, HR) Justice and Conflict: The Transformation of Injustice in the Workplace

2:30pm - 3:50pm Hawaii Convention Center: Room 313C

Chairs: **Barry M Goldman**, U. of Arizona; **Russell Cropanzano**, U. of Arizona; **Jaewon Ko**, U. of Arizona

Discussant: **Robert Bies**, Georgetown U.

Darwin Domination and Deonance: An Evolutionary Perspective of Third Parties' Reactions to Injustice | **Robert Folger**, U. of Central Florida; **Daniel Skarlicki**, U. of British Columbia

The Fairness of a Need | **Peter Carnevale**, New York U.

Culture and Organizational Justice: A Meta-Analysis | **Andrew Li**, U. of Arizona; **Russell Cropanzano**, U. of Arizona

Process Fairness and Judgments of Accountability | **Ariel Y. Fishman**, Columbia U.; **Joel Brockner**, Columbia U.; **Scott Spiegel**, Columbia U.; **Jochen Reb**, Singapore Management U.; **Barry M Goldman**, U. of Arizona; **Charlee Garden**, Garden Consulting

Exposing Organizations' 'Dirty Laundry': Revisiting How, and Why, Employees Blow the Whistle | **Debra L. Shapiro**, U. of Maryland; **Katherine A DeCelles**, U. of Maryland

Participants: **Daniel Skarlicki**, U. of British Columbia; **Robert Folger**, U. of Central Florida; **Peter Carnevale**, New York U.; **Andrew Li**, U. of Arizona; **Ariel Y. Fishman**, Columbia U.; **Joel Brockner**, Columbia U.; **Scott Spiegel**, Columbia U.; **Jochen Reb**, Singapore Management U.; **Charlee Garden**, Garden Consulting;

**Debra L. Shapiro**, U. of Maryland; **Katherine A DeCelles**, U. of Maryland

**1076** 👁: (Paper Session) - (CMS) **Gender, Discourse**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - CMS 1

Presented on panels 11-16

- 🗨️🗨️ Management Development as a Gendered Order of Discourse | **Tim P Finch-Lees**, Birkbeck College, U. of London; **Chris Mabey**, Birkbeck College, U. of London; **Andreas P D Liefoghe**, Birkbeck College, U. of London
- 🗨️🗨️ Reinterpreting Goal-Setting as Socially Constructed Truth | **D Christopher Kayes**, George Washington U.; **Jonathan Raelin**, George Washington U.
- 🗨️ Different Forms of Gender Subtext in Organization Theory - a Literature Review | **Regine Bendl**, Vienna U. of Economics and Business Administration
- 🗨️ What's a Body to Do? Big and Little Boxes at Wal-Mart Honolulu | **Hans Hansen**, Victoria U. of Wellington
- 🗨️🗨️ Making Sense of Feminist Strategies of Organizational Change | **Kelly Elizabeth Dye**, Acadia U.; **Jean Helms Mills**, St. Mary's U.
- 🗨️ Stress in Organizations: Between Efficiency and the Institutionalization of Fear | **Isabella Freitas Vasconcelos**, U. Presbiteriana Mackenzie; **Flavio Vasconcelos**, FGV-EAESP; **João Marcelo Crubellate**, Maringá State U.

**1077** 👁: (Paper Session) - (CMS) **Management Strategy, Power**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - CMS 2

Presented on panels 31-36

- 🗨️🗨️ Uncoupling Professional Service Organizations from Individualistic & Economic Roots | **Amy Klemm Verbos**, U. of Wisconsin, Milwaukee
- 🗨️🗨️ The Ethical Implications of Power in Organizations | **Sharon Green**, California State U., Hayward; **Judith White**, U. of Redlands
- ➔🗨️ Economic Discourse & the Governance of Organisations: A Comparative Analysis of Research Strategies | **Jakob Vestergaard Jorgensen**, Copenhagen Business School
- 🗨️ Critique and Relevance of Marketing Strategy: A Perspective from a Developing Country | **Alex Faria**, EBAPE-FGV
- 🗨️🗨️ Towards General Theory of Strategic Management Theory - A Constructivist Reading of Penrose's Work | **Janne Petteri Kurtakko**, U. of Lapland
- 🗨️➔🗨️ Challenging Distinctions: Illusions of Precision Assessing Risks of Doing Business in Host Countries | **Mikelle A. Calhoun**, Valparaiso U.

**1078** JS: (CMS, MH) **A Roundtable on Sanford Jacoby's "The Embedded Corporation"**

2:30pm - 3:50pm Sheraton Waikiki Beach: Honolulu Room

Presenters: **Thomas A Kochan**, Massachusetts Institute of Technology; **Paul Adler**, U. of Southern California; **Ronald Applegate**, Cornell U.; **Sanford M Jacoby**, U. of California, Los Angeles

**1079** ➔🗨️JS: (CMS, OMT) **Bringing Bourdieu (Back?) into Organizational Analysis**

2:30pm - 3:50pm Hawaii Convention Center: Room 301A

Discussant: **Yves Dezalay**, Centre de Sociologie Européenne  
Bourdieu and Organizational Analysis | **Mustafa Emirbayer**, U. of Wisconsin, Madison; **Victoria Stephens Johnson**, U. of Michigan

Bourdieu and the New Institutionalists: Comparing Approaches to the Study of Institutional Fields | **John Mohr**, U. of California, Santa Barbara

Fields as Context and Methodology: The Organizational Field in Institutional Analysis | **Marc Ventresca**, U. of Oxford; **Marvin Washington**, Texas Tech U.; **Roy R Suddaby**, U. of Iowa

Strategy as a Game: A Bourdieusian Approach to 'Managerial' Strategies in an Organizational Field | **Bernard Louis Leca**, Essec & U. Lille 1; **Marie-Leandre Gomez-Champey**, ESSEC  
Manifesto For a Critical « Bourdieusian » Perspective in Organisational and Management Theory | **Damon Golsorkhi**, Rouen School of Management

Participants: **Marie-Leandre Gomez-Champey**, ESSEC ; **Bernard Louis Leca**, Essec & U. Lille 1; **John Mohr**, U. of California, Santa Barbara; **Marc Ventresca**, U. of Oxford; **Damon Golsorkhi**, Rouen School of Management; **Mustafa Emirbayer**, U. of Wisconsin, Madison; **Victoria Stephens Johnson**, U. of Michigan; **Marvin Washington**, Texas Tech U.; **Roy R Suddaby**, U. of Iowa

**1080** 👁: (Paper Session) - (ENT) **Effect of Family Business Dynamics on Organizational Growth**

2:30pm - 3:50pm Hawaii Convention Center: Room 301B

Chair: **Sabine B. Klein**, EBS International U.

The Effects of Founding Family CEOs and Familiness on Risk and Performance in Family Businesses. | **Peter Davis**, U. of Memphis; **Raj V Mahto**, U. of Memphis; **Richard B Robinson**, U. of South Carolina

🗨️ The Moderating Role of Flexibility in Family and Non-Family Strategic Planning and Innovation | **Clay Dibrell**, Oregon State U.; **Justin BL Craig**, Oregon State U.

Distinctive Patterns of Organizing Within Entrepreneurial Family Firms | **Lloyd P Steier**, U. of Alberta

An Organizational Justice Based View of Moral Hazard Problems in Family Firms | **Michael Lubatkin**, U. of Connecticut; **Yan Ling**, George Mason U.; **William S Schulze**, Case Western Reserve U.

**1081** : (Paper Session) - (ENT) **Studying the Entrepreneurial Process**

2:30pm - 3:50pm Hawaii Convention Center: Room 303A

Chair: **Avi Fiegenbaum**, Technion

The Past, Present, and Future of Entrepreneurship Research: Data Analytic Trends and Training | **Michelle A. Dean**, San Diego State U.; **Christopher Shook**, Auburn U.; **G Tyge Payne**, U. of Texas, Arlington

New Ventures and Institutional Theory: The Legitimatization of Emerging Organizational Forms | **Alton AI Stanley Lovvorn**, U. of Memphis; **Robert W Renn**, U. of Memphis

Latent Class Analysis of Entrepreneurial Ventures Based on Economic Growth Theory | **Charles K. Waterson**, U. of Nebraska, Lincoln; **Terrence C. Sebor**, U. of Nebraska, Lincoln  
Who Enters, Where, and Why? Strategic Location Choices of New Enterprises | **Aviad Pe'er**, UBC; **Ilan Vertinsky**, UBC

**1082** : (Paper Session) - (ENT) **Valuation of Entrepreneurial Ventures**

2:30pm - 3:50pm Hawaii Convention Center: Room 303B

Chair: **Reddi Kotha**, London Business School

→ “Signaling The Firm’s Value”: Information Disclosure, Corporate Governance and Performance of IPOs | **Igor Filatotchev**, King’s College, U. of London; **Salim Chahine**, American U. of Beirut

VC decision-making: Good judgment and organizational checks on cognitive bias and error. | **Christopher I. Rider**, U. of California, Berkeley; **Philip E. Tetlock**, U. of California, Berkeley

The Management of Risk through Information and Governance Capabilities in IPO Ventures | **Lowell Busenitz**, U. of Oklahoma; **Jonathan D. Arthurs**, Washington State U.

Management Team Restructuring in Pre-IPO Startups: The Influence of VC and Executive Characteristics | **Jun Li**, U. of New Hampshire

**1083** SHCS: (ENT, BPS) **Why Do Entrepreneurial Firms Exist?**

2:30pm - 3:50pm Hawaii Convention Center: Room 316C

Chair: **Doug Bosse**, Ohio State U.

Discussant: **Elaine Mosakowski**, U. of Colorado, Boulder

Resources, Capabilities, and Entrepreneurial Perceptions | **Yasemin Y Kor**, U. of Delaware; **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Steven C. Michael**, U. of Illinois, Urbana-Champaign

How Do Entrepreneurs Organize Firms under Conditions of Uncertainty? | **Sharon Alvarez**, Ohio State U.

Testing the Knowledge Spillover Theory of Entrepreneurship | **David Audretsch**, Indiana U., Bloomington; **Max Keilbach**, Max-Planck Institute

A Problem-solving Perspective on the Entrepreneurial Firm | **Jack A Nickerson**, Washington U.; **Chih-mao Hsieh**, Washington U.

**1084** : (Paper Session) - (GDO) **Affirmative Action and Stereotype Threat: Truths, Lies, and Consequences**

2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: **Mary E Graham**, Clarkson U.

Further Development of a Test of Knowledge of Workplace Affirmative Action Law and Regulations | **David A Kravitz**, George Mason U.; **Gunna (Janet) Yun**, George Mason U.

Does Social Inequity Increase Support for Affirmative Action? Depends on How You Look at It | **Brian Lowery**, Stanford U.; **Eric David Knowles**, Stanford U.; **Rosalind M. Chow**, Stanford U.

☉ Asian Americans, Stereotypes and Success Expectancy: Implications of Affirmative Action Programs | **Faye K Cocchiara**, U. of Texas, Arlington

☉ A New Vision of Stereotype Threat: Testing Its Effects in a Field Setting | **Beth G Chung-Herrera**, San Diego State U.; **Mark G. Ehrhart**, San Diego State U.; **Karen Holcombe Ehrhart**, San Diego State U.; **Keith Hattrup**, San Diego State U.; **Jerry Solamon**, City of Atlanta

**1085** ☉ JS: (GDO, OB, HR) **Demography and Performance: New Perspectives on the “Black Box” and “Business Case”**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 1

Chair: **Quinetta M Roberson**, Cornell U.

Thanks for Nothing: The Effects of Sex and Agreeableness on the Evaluation of Helping Behavior | **Frank Flynn**, Columbia U.

A Multi-Level Study of Demographic Diversity, Group Heterogeneity and Performance | **Rosemary Batt**, Cornell U.; **Sunghoon Kim**, Cornell U.; **Quinetta M Roberson**, Cornell U.

Multi-Level Effects of Demographic Faultlines on Team Performance and Rewards | **Yunhyung Chung**, Rutgers U.; **Susan E Jackson**, Rutgers U.; **James Shaw**, Bond U.

Cultural Diversity in Human Capital, Performance and the Contingent Role of Formalized HR Structures | **Amy Capehart**, East Carolina U.; **Orlando C Richard**, U. of Texas, Dallas

Effects of Racial Composition and Manager Background on Managerial Team Assessments and Performance | **Melissa C Thomas-Hunt**, Cornell U.; **Patrick Morris**, The May Group; **Stephen Sauer**, Cornell U.

Presenters: **Rosemary Batt**, Cornell U.; **Sunghoon Kim**, Cornell U.; **Frank Flynn**, Columbia U.; **Yunhyung Chung**, Rutgers U.; **Orlando C Richard**, U. of Texas, Dallas; **Melissa C Thomas-Hunt**, Cornell U.; **Stephen Sauer**, Cornell U.

**1086** : (Paper Session) - (HCM) **Improving the Work Environment for Health Care Employees & the Effects on Organizational Performance**

2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room

Chair: **Ann F. Chou**, NCQA

Discussant: **Valerie L. Myers**, U. of Michigan

☉ Having fun while getting health care work done: Does personality make a difference? | **Katherine A Karl**, Marshall U.; **Joy VanEck Peluchette**, U. of Southern Indiana

Work Environment Perceptions and Organizational Commitment: A Study of Hospital Nurses | **I E Jernigan**, U. of North Carolina, Charlotte; **Joyce M Beggs**, U. of North Carolina, Charlotte; **Gary F Kohut**, U. of North Carolina, Charlotte

☉ Empowering Nurses for Work Engagement and Health in Hospital Settings. | **Heather K. Spence Laschinger**, U. of Western Ontario; **Joan Finegan**, U. of Western Ontario

☉ Patient Turnover and Nursing Staff Adequacy | **Lynn Unruh**, U. of Central Florida; **Myron D Fottler**, U. of Central Florida

**1087** JS: (HCM, OMT) **The Space Between: A Relational Approach to Understanding Quality of Care**

2:30pm - 3:50pm Sheraton Waikiki Beach: Waianae Room

**Organizers:** **Jacoba Marja Lilius**, U. of Michigan, Ann Arbor; **Karen Golden-Biddle**, U. of Alberta

**Discussants:** **Stacy Blake-Beard**, Simmons College; **Daria Crawley**, Robert Morris U.

How Organizational Practices Shape Relationships of Care | **Jody Hoffer Gittel**, Brandeis U.; **Almas Dossa**, Brandeis U.; **Susan Pfefferle**, Brandeis U.; **Dana Beth Weinberg**, Queens College; **Rebekah Zincavage**, Brandeis U.

The Relational Fabric of High Quality Patient Care | **Timothy J. Vogus**, Vanderbilt U.

Creating A "Good Place to Work" That is a "Good Place to Live": Relational Landscapes and the Naviga | **Kathy GermAnn**, U. of Alberta; **Karen Golden-Biddle**, U. of Alberta

How Co-Worker Support Builds High-Quality Care in Alzheimer's SCUs: An Alternative Model | **Jacoba Marja Lilius**, U. of Michigan, Ann Arbor

**Speakers:** **Jody Hoffer Gittel**, Brandeis U.; **Timothy J. Vogus**, Vanderbilt U.; **Kathy GermAnn**, U. of Alberta

**Participants:** **Almas Dossa**, Brandeis U.; **Susan Pfefferle**, Brandeis U.; **Dana Beth Weinberg**, Queens College; **Rebekah Zincavage**, Brandeis U.

### 1088 : (Paper Session) - (HR) New Ideas on Employee Recruitment and Retention

2:30pm - 3:50pm Hawaii Convention Center: Room 319B

**Chair:** **Aparna Joshi**, U. of Illinois, Urbana-Champaign

☞ Applying Goal Setting and Expectancy Theories to Explain the Effects of RJP's on Performance | **Stephanie Pane**, Rensselaer Polytechnic Institute

Role of Diversity Programs and Gender Discrimination in Organizational Attractiveness | **Charles K Parsons**, Georgia Institute of Technology; **Luis L Martins**, Georgia Institute of Technology

Predicting Voluntary Turnover with Broad and Narrow Personality Traits | **Tom Alan Timmerman**, Tennessee Technological U.

The Impact of Employee Voice and Control Mechanisms on Voluntary Turnover and Workplace Behaviors | **Alexander Colvin**, Pennsylvania State U.; **Rosemary Batt**, Cornell U.

### 1089 : (Paper Session) - (HR) Perspectives on Employee Rewards and Pay Systems

2:30pm - 3:50pm Hawaii Convention Center: Room 323B

**Chair:** **Joseph J Martocchio**, U. of Illinois, Urbana-Champaign

☞ Function-Based Pay: Proposal and Initial Test | **Jeffrey S. Kane**, Alliant International U.; **Joy D. S. Papini**, Alliant International U.

Riding the Roller Coaster: How Do Employee Attitudes and Behavior Track with Stock Options' Value? | **Pamela Brandes**, Syracuse U.; **Michael Hadani**, Syracuse U.

☞ The Antecedents of Reward: Theoretical and Empirical Modeling of Reward Satisfaction | **Flora F T Cheung**, Chinese U. of Hong Kong; **Thomas A Birtch**, Cambridge U.

Money Can't Buy Happiness (or Satisfaction) | **Ronald F. Piccolo**, U. of Florida; **Timothy A Judge**, U. of Florida; **Nathan Philip Podsakoff**, U. of Florida; **Bruce Louis Rich**, U. of Florida; **John C. Shaw**, Mississippi State U.

### 1090 ☞: (Paper Session) - (IM) Operating in Emerging Economies

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - IM 1

Presented on panels 41-46

→ ☞ The Meaning of Difference: Responses to Culturally Sensitive Business Situations in Latin America | **Patricia Marques Friedrich**, Arizona State U.; **Luiz F. Mesquita**, Arizona State U.; **Andres Hatum**, Austral U.

→ ☞ The Impact of Trade Liberalization Policies on National Patterns of Corruption and Software Piracy | **Chris Robertson**, Northeastern U.; **K Matthew Gilley**, Oklahoma State U.; **William F. Crittenden**, Northeastern U.

→ ☞ Does Foreign Direct Investment Harm Host Country Environment? Evidence from China | **Feng Liang**, U. of California, Berkeley

→ ☞ Managing Effectively in China: Strategic Convergence as a Management Model for the New Era | **Usha C. V. Haley**, U. of New Haven

→ ☞ International R&D Strategies in Companies from Developing Countries: the Case of China | **Maximilian von Zedtwitz**, Tsinghua U.

→ ☞ Directorship Interlock Networks in China: A Tale of Two Cities | **Bing Ren**, Chinese U. of Hong Kong; **Kevin Au**, Chinese U. of Hong Kong

### 1091 ☞: (Paper Session) - (IM) Internationalization and Performance

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - IM 2

Presented on panels 47-52

→ ☞ International Diversification and Performance: Universal or Context-Dependent Relationship? | **Luis Vives De Prada**, Massachusetts Institute of Technology

→ ☞ How Global are Internet Firms? | **Stephen Chen**, Australian National U.

→ ☞ Global Expansion of Retailers using an Organizational Ecological Approach: Amazon.com vs. Wal-Mart | **Rajshekhar G. Javalgi**, Cleveland State U.; **Robert F Scherer**, Cleveland State U.; **Patricia R. Todd**, Lubrizol Corporation

☞ Managing Supply Network Internationalization: A Study of Italian Apparel Firms in Romania | **Arnaldo Camuffo**, U. of Padova; **Andrea Furlan**, U. of Padova; **Pietro Romano**, U. of Udine; **Andrea Vinelli**, U. of Padova; **Fabrizio Gerli**, U. of Venice

→ ☞ New Venture Firm's Internationalization and Interorganizational Embeddedness. | **Andreas Al-Laham**, Cass Business School

→ ☞ The Influence of Foreign Ownership on the Performance of Japanese Firms (and vice versa) | **KC O'Shaughnessy**, Western Michigan U.; **Patrick Reinmoeller**, Erasmus U.; **Maarten Wensveen**, Erasmus U.

### 1092 : (Paper Session) - (IM) Knowledge Management in MNCs

2:30pm - 3:50pm Hawaii Convention Center: Room 304A

**Chair:** **Robert Doktor**, U. of Hawai'i

**Discussant:** **Robert Salomon**, U. of Southern California

- ☞→ Designing Knowledge Management Systems in Multinational Corporations: A Managerial Framework | **Bo B. Nielsen**, Western Washington U.; **Snejina Michailova**, Copenhagen Business School
- Building and leveraging knowledge capabilities through cross-border acquisitions | **Manuel Anibal Portugal Ferreira**, U. of Utah; **Stephen B Tallman**, U. of Richmond
- Knowledge Stock Development in MNC Subsidiaries: Knowledge Sources & Headquarters Control Mechanisms | **Riikka Sarala**, Swedish School of Economics and Business Administration; **Jennie Sumelius**, Swedish School of Economics and Business Administration
- Finalist--IMD Best Paper from an Under-represented Country**
- Technology Sourcing in MNEs and the Roles of Subsidiaries: An Empirical Investigation | **Marina Papanastassiou**, Athens U. of Economics and Business

**1093 : (Paper Session) - (IM) Institutional and Cultural Embeddedness of Firms**

2:30pm - 3:50pm Hawaii Convention Center: Room 305A

Chair: **Rae Andre**, Northeastern U.

Discussant: **Susan C Schneider**, HEC U. of Geneva

- Corporate Governance & Embeddedness: The Persistence of Country Specific Traits | **Sandra Dow**, U. du Québec à Montréal; **Jean McGuire**, Concordia U.
- A Cross-National Study of Market Exchange Milieus and Consumer Loyalty Dynamics | **Deepak Sirdeshmukh**, North Carolina State U.; **Patrick Lentz**, U. of Dortmund; **Edwin J. Nijssen**, Radboud U. Nijmegen; **Jagdeep Singh**, Case Western Reserve U.; **Hartmut Holzmueller**, U. of Dortmund
- International Technology Management: A Social Constructivist Perspective | **Paul Leonardi**, Stanford U.
- Cultural Influences on Service Failure and Recovery: Implications for HRM | **Lisa Hisae Nishii**, Cornell U.; **Karen Holcombe Ehrhart**, San Diego State U.; **Masako S. Taylor**, Cornell U.; **Tomoe Kono**, San Diego State U.

**1094 : (Paper Session) - (IM) International HR Policies**

2:30pm - 3:50pm Hawaii Convention Center: Room 305B

Chair: **Sully Taylor**, Portland State U.

Discussant: **Jian Han**, Peking U.

- ☞→ Cultural Differences Influencing German and Asian HR | **Wolfgang Stehle**, Siemens; **Ronel Erwee**, U. of Southern Queensland
- ☞→ Employment Discrimination Law Exposures for International Employers: A Risk Assessment Model | **Richard A. Posthuma**, U. of Texas El Paso; **Mark V Roehling**, Michigan State U.; **Michael A Champion**, Purdue U.
- Foreign Subsidiary Managerial Staffing Strategy: Agency Theory and Institutional Theory Perspectives | **Chei Hwee Chua**, U. of South Carolina
- ☞→ Institutional Environments, Staffing Strategies & Subsidiary Performance: Lessons from Japanese MNCs | **Ajai Singh Gaur**, National U. of Singapore; **Andrew Delios**, National U. of Singapore; **Kulwant Singh**, National U. of Singapore

**Finalist--IMD Best Paper**

**1095 : (Paper Session) - (IP) Research on Leadership**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Janice R Joplin**, U. of Texas, El Paso

- OB**: Self-Monitoring and Leadership Emergence: Evidence from a High-Technology Firm | **Ajay Mehra**, U. of Cincinnati; **Dennis A Gioia**, Pennsylvania State U.
- ☞→ **MC**: A New Vision of Management Developing New Leadership to Unleash Human Potential to Innovate | **Marilyn E. Harris**, Central Michigan U./Human Systems Change Consulting, Inc.; **Guilan Wang**, Central Michigan U.; **Long Peng**, Beijing Foreign Studies U.
- MSR**: Strange Bedfellows: What Academic Theories of Leadership Imply for the Organized Church | **Alice C Stewart**, North Carolina A&T State U.
- ☞→ **MED**: Leadership Development in Health Care: Results of Two Nationwide Studies | **Ann Scheck McAlearney**, Ohio State U.
- Winner of MED Division Best Paper in Management Development**
- ☞→ **IM**: Social Culture Intelligence, Top-Level Leadership and Innovation Influence: An International Study | **Detelin S Elenkov**, U. of Tennessee, Knoxville; **Ivan Manev**, U. of Maine

**1096 : (Paper Session) - (IP) Organizational Change**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Linda Sharkey**, GE Capital

- OB**: The Impact of Group Norms on Implementing Strategic Organizational Change | **David F Caldwell**, Santa Clara U.; **Jennifer Chatman**, U. of California, Berkeley; **Charles A O'Reilly**, Stanford U.; **Margaret Ormiston**, U. of California, Berkeley
- PNP**: The Dynamics of Accounting Change: Comparing the Cases of Two Local Governments | **Laura Maria Caccia**, Bocconi U. and U. of Valle d'Aosta
- ODC**: Relational Perspectives on the Construction of Meaning: A Network Model of Change Interpretation | **Olympia Kyriakidou**, Aegean U.
- ODC**: Inertia or Change? Empirical exploration of a firm | **Srikanth Paruchuri**, U. of Florida

**1097 : (Paper Session) - (IP) Organizational Justice and Trust**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Michael Wesson**, Texas A&M U.

- ☞→ **HR**: A Gift Exchange Perspective on Organizational Training | **David B Balkin**, U. of Colorado, Boulder; **Nathalie Richebe**, Audencia Nantes
- HR**: Different Models of the Relationship Between Perceptions of HRM Practices and Employee Outcomes | **Bard Kuvaas**, Norwegian School of Management
- CAR**: The Moderating Effect of POS on the Relationship Between Psychological Contract Breach and Outcomes | **Thomas J. Zagenczyk**, U. of Pittsburgh
- OMT**: Trust, Institutions and Agency: Towards a Neoinstitutional Theory of Trust | **Guido Möllering**, Free U., Berlin

**CM:** Managerial Action to Build Control, Trust, and Fairness in Organizations: The Effect of Conflict | **Chris Long**, Washington U.; **Laura B. Cardinal**, Tulane U.

**1098 : (Paper Session) - (IP) Research on Strategy and Performance**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Elaine S Potoker**, -

**BPS:** Relativity & Capabilities: Linking Strengths, Weaknesses & Centrality to Strategy to Value Creation | **David G. Sirmon**, Clemson U.; **Michael A. Hitt**, Texas A&M U.; **Amy Hillman**, Arizona State U.

**BPS:** Ordinary Resources to Extraordinary Performance: Environmental Moderators of Competitive Advantage | **Oana Branzei**, Schulich School of Business; **Stewart Thornhill**, U. of Western Ontario

**OM:** Armed Hospital's Balanced Scorecard With AHP For Environment Challenges in Taiwan | **Feng Chuan Pan**, Tajen Institute of Technology; ISU; **Tsaubin Chen**, Shih Chien U., Kaohsiung

**BPS:** Research Capability, Productivity, and Firm Performance: A Look at the Chemical Products Industry | **Annetta Fortune**, Drexel U.; **Lois Shelton**, Chapman U.

→ **ENT:** Growth Orientation As Liability: Growth Strategy And Performance During Industry Slowdown | **Erkko Autio**, HEC, U. of Lausanne; **Jussi Autere**, Helsinki U. of Technology

**1099 : (Paper Session) - (IP) Perspectives on Corporate Social Responsibility**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Mary Ellen Boyle**, Clark U.

**ONE:** Carrots, Sticks and Values as Motivators for Environmental Initiatives: Evidence from the Vineyard | **Tom E Thomas**, San Francisco State U.; **Murray Silverman**, San Francisco State U.

**ENT:** A Foray into the Realm of Entrepreneurs as Philanthropists: Identifying Characteristics and Stages | **Marilyn L Taylor**, U. of Missouri; **Theresa Taylor-Coates**, Marist College; **Robert J. Strom**, Kauffman Foundation; **David O. Renz**, U. of Missouri, Kansas City; **Rhonda Holman**, U. of Missouri, Kansas City

→ **CMs:** World Social Forum: Leveraging Spiritual Capital to Combat Global Domination by Financial Capital | **Param Srikantia**, Baldwin Wallace College; **Sangeeta Parameshwar**, U. of Illinois, Springfield; **Peter J. Rea**, Baldwin Wallace College

**SIM:** A Multi-Dimensional Approach for Understanding how Corporate Social Performance Affects Employees | **Tyler Earl Wry**, U. of Alberta

**SIM:** Global CSR: An Empirical Analysis of Transnational Management of Stakeholder Relations in MNCs | **Anupama Mohan**, U. of Warwick

**1100 : (Paper Session) - (IP) Research on Corporate Social Responsibility**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitators: **Alketa Peci**, EBAPE-FGV; **Alketa Peci**, EBAPE-FGV

**SIM:** Institutional and Knowledge Factors: Drivers of the Tipping Point for Voluntary Societal Activities | **Darrell G. Coleman**, U. of Utah

**SIM:** Influences on the Incidence of Employee Involvement in Corporate Social Responsibility: UK Evidence | **Stephen Brammer**, U. of Bath; **Andrew I. Millington**, U. of Bath

→ **CMs:** Unholy Affinity? Free Trade Theory, Postmodernism, and the Multinational Enterprise | **Andreas Georg Scherer**, U. of Zurich; **William McKinley**, Southern Illinois U., Carbondale

**1101 : (Paper Session) - (IP) Perspectives on Quality**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Winter Nie**, Thunderbird, The Garvin School of International Management

**OMT:** Co-evolution in Management Fashion; One Pro and Many Cons. | **Jos Benders**, Radboud U. Nijmegen; **Stefan Heusinkveld**, Radboud U. Nijmegen; **Jurriaan Nijholt**, Radboud U. Nijmegen

**HCM:** Human Resource Management Practices and Service Quality: The Mediation Role of Trust | **Shay Tzafir**, U. of Haifa; **Amit Gur**, Technion

**OM:** Service Quality in Multi-Channel Services Employing Virtual Channels | **Rui Sousa**, U. Catolica Portuguesa; **Christopher A. Voss**, London Business School

**OM:** An Error Management System for Improved Patient Safety | **Gregory N Stock**, Northern Illinois U.; **Kathleen McFadden**, Northern Illinois U.; **Charles R Gowen**, Northern Illinois U.

**1102 : (Paper Session) - (IP) New Ideas About Social Identity**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Xin Yao**, Wichita State U.

**HCM:** Bounded knowledge and social identities in multidisciplinary work teams. | **Eivor Oborn-Barrett**, Cambridge U.; **Sandra Dawson**, Cambridge U.

**OB:** "Can I Do It?" Feedback at Work as an Opportunity for Socially Embedded Identity Construction | **Svenja Tams**, U. of Bath

**MSR:** Can We Agree on the Force?: Multi-disciplined Evidence and Organizational Implications | **Eric B. Dent**, U. of North Carolina, Pembroke

**OB:** Working Harder with the Out-Group: The Impact of Coworker Similarity on Motivation Gains | **Robert B. Lount**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.

**1103 : (Paper Session) - (IP) Real Options**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B5

Facilitator: **Alvaro Cuervo-Cazurra**, U. of Minnesota

**BPS:** Inter-team Coordination Routines as a Source of Competitive Advantage | **Sarah Burton-Taylor**, - ; **Veronique Ambrosini**, Cranfield U. ; **Cliff Bowman**, Cranfield U.

**BPS:** Announcement Options: The Case of Prudential and Egg | **Anna M. Dempster**, Birkbeck College, U. of London

**BPS:** Industry and Firm Influences on Valuable Growth Options | **Tony W. Tong**, State U. of New York, Buffalo; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill



🕒 **TIM:** Entrepreneurial Asymmetrical Alliances: Large Firm Options and Small Firm Liabilities | **Margaret Dalziel**, U. of Ottawa

**1104 : (Paper Session) - (IP) Research on Social Identity**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Lynne Andersson**, Temple U.

🕒 **SIM:** Who Boycotts Whom: A Social Identity Perspective on Consumer Boycotts | **Naomi A Gardberg**, Baruch College, CUNY; **William Newbury**, Rutgers U.

**OB:** Organizational Newcomer Socialization: A Meta-Analysis and Summary Path Model | **Talya N Bauer**, Portland State U.; **Todd Bodner**, Portland State U.; **Berrin Erdogan**, Portland State U.; **Donald M Truxillo**, Portland State U.; **Jennifer Sommers**, U. S. Army Research Institute

➔ **ODC:** Cultural Influences on Support for Organizational Change | **Eric Lamm**, Boston College

🕒 **ONE:** Organizational Identity and Organizational Image: A Sustainability Perspective | **Rumina Dhalla**, York U.; **David Wheeler**, York U.

**1105 : (Paper Session) - (IP) Recruiting and Attracting the Right People**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Timothy M. Gardner**, Brigham Young U.

🕒 ➔ **HR:** Justice Perceptions and Organizational Attractiveness as a Potential Employer | **Ho-Beng Chia**, National U. of Singapore; **Wah Yue Chay**, Nanyang Technological U.; **Adrian Chuin Li Ng**, Citibank N.A. Singapore

**HR:** Effects of Ethnicity, Name and Immigration Status on Employment Short-listing | **Marie Wilson**, U. of Auckland; **Suchi Mouly**, U. of Auckland; **Priyanka Gahlout**, U. of Auckland; **Lucia Liu**, U. of Auckland

**HR:** Exploring the Dimensionality of Corporate Image and Its Linkage to Organizational Attractiveness | **Wei-Chi Tsai**, National Chengchi U., Taiwan; **Irene W. F. Yang**, National Chiao Tung U.; **Hung-Yue Suen**, Shanghai Commercial and Savings Bank

**HR:** Effects of Multiple Recruitment Activities on Applicant Attraction | **Alan Saks**, U. of Toronto; **Krista Uggerslev**, U. of Manitoba

🕒 **GDO:** Who Goes & Who Stays?: A Social Network Perspective on Head Coach Mobility within the NBA, 1946-2002 | **Sharron Hunter-Rainey**, North Carolina Central U.

**1106 : (Paper Session) - (IP) Regulatory and Political Perspectives**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Amy E. Smith**, U. of Albany, SUNY

**CMS:** A Case of Therapeutic Government: Self-esteem and the Older Unemployed | **Susan Ainsworth**, Sydney U.

➔ 🕒 **CMS:** If You Can't Lick Em . . . : Financial Hypertrophy and American Labor's New Shareholder Offensive | **Richard Marens**, California State U., Sacramento

🕒 **ONE:** Active & Passive Strategies Addressing Emerging Environmental Regulations: 21st Century Visions | **Bruce Clemens**, James Madison U.; **Charles E. Bamford**, Queen's U.

🕒 **OMT:** Furthering Interests: Industry Associations And The State | **David Eduardo Cavazos**, Texas Tech U.; **Dara Szyliowicz**, Texas Tech U.

**1107 : (Paper Session) - (IP) Research on Ethics**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Paul G Wilhelm**, Virginia State U.

🕒 **MOC:** Linking Linear/Nonlinear Thinking Style Balance and Managerial Ethical Decision-Making | **Kevin S. Groves**, California State U., Los Angeles; **Charles M Vance**, Loyola Marymount U.; **Yongsun Paik**, Loyola Marymount U.; **Herb Kindler**, Kindler & Associates

**SIM:** The Impact of Individual Values on Ethical Decision-Making and the Effect of an Ethical Culture | **Daniel Rottig**, Florida Atlantic U.

🕒 **SIM:** Exploring Recent Business Scandals and Entrepreneurial Antecedents: Ethical Leadership Implications | **John Todd**, U. of Arkansas

**SIM:** A Review of the Empirical Ethical Decision-Making Literature: 1996-2003 | **Michael James O'Fallon**, Washington State U.; **Kenneth D Butterfield**, Washington State U.

**1108 🕒 : (Paper Session) - (MC) Consulting to Leaders: High Impact Consultation**

2:30pm - 3:50pm Hawaii Convention Center: Room 314

Chair: **Mary Wayne Bush**, Pepperdine U.

Discussant: **Joseph Weintraub**, Babson College

🕒 **Enhancing Learning and Development Through Actionable Feedback** | **Mark D Cannon**, Vanderbilt U.; **Robert Witherspoon**, Performance and Leadership, Ltd.

**Winner of the Graziadio Business School/Pepperdine Award for Outstanding Practice Based Paper on Management Consulting**

🕒 **Multisource Feedback, Coaching, and Leadership Development: Personality and Homophily Effects** | **Ginka Toegel**, London School of Economics; **Nigel Nicholson**, London Business School

🕒 **Leadership, Organizational Culture and Performance: Exploring One Leader's Impact** | **Bryan Adkins**, U. of San Francisco

🕒 **Leadership Pathology As A Nexus of Dysfunctional Organizations** | **Alan Goldman**, Arizona State U.

**1109 : (Paper Session) - (MED) Knowledge Accumulation and Transfer**

2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: **Miguel R. Olivas-Lujan**, Clarion U. of PA & Tecnológico de Monterrey

🕒 **Facilitating the Transfer of Learning: Participant Perspectives** | **Sarah Isabella Leberman**, Massey U.

🕒 **A Technology Classification Process: Teaching Technology Managers Successful Technology Adoption** | **Andres Fortino**, Marist College

🕒 **The Relationship of Affect and Cognition Based Trust With Sharing and Use of Tacit Knowledge** | **J. Scott Holste**, International Mission Board, SBC; **Dail Fields**, Regent U.

**"B to U": A New Model for Development** | **Dale Jasinski**, Quinipiac U.; **Steve C Dunn**, U. of Wisconsin, Oshkosh

**1110** 📖🗣️🗣️JS: (MED, CAR, GDO) **A New Vision of Faculty: Using Mentor Networks to Enhance Knowledge, Social Capital and Career**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 2

The Faculty Mentoring Imperative | **Suzanne C. De Janasz**, U. of Mary Washington; **Sherry E. Sullivan**, Bowling Green State U.

The Role of Learning in Mentoring Relationships | **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Melenie J. Lankau**, U. of Georgia

Developmental Networks in Action | **Monica Higgins**, Harvard U.

Mechanisms and Strategies for Identifying and Connecting With Mentors | **Vicki R. Whiting**, Westminster College; **Suzanne C. De Janasz**, U. of Mary Washington; **Carol A. Dickson**, U. of Hawai'i, Manoa

Speaker: **Carol A. Dickson**, U. of Hawai'i, Manoa

Participants: **Suzanne C. De Janasz**, U. of Mary Washington; **Sherry E. Sullivan**, Bowling Green State U.; **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Melenie J. Lankau**, U. of Georgia; **Monica Higgins**, Harvard U.; **Vicki R. Whiting**, Westminster College

**1111** 👁️: (Paper Session) - (MH) **Historical Roots of Management Theory**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MH

Presented on panels 17-20

👁️ Exploring the Roots of Porter's Activity-Based View: Where Did the Value Chain Originate? | **Norman T. Sheehan**, U. of Saskatchewan

👁️ Tracing the Historical Roots of Career Theory | **Celia Moore**, U. of Toronto; **Hugh P. Gunz**, U. of Toronto

🗣️🗣️ Barnard and Customer-Involving HRM | **Milorad Novicevic**, U. of Mississippi; **Allison Burgess Duke**, U. of Mississippi; **Erin R. Holmes**, U. of Mississippi; **Jacob W. Breland**, U. of Mississippi

👁️ The Diffusion of Diffusion: The Evolution of Managerial Discourse | **Jennifer Ann Whitson**, Northwestern U.; **Paul M Hirsch**, Northwestern U.

**1112** : (Paper Session) - (MOC) **Knowledge Sharing & Management: On Expertise, Team Effectiveness, Learning, and Innovation**

2:30pm - 3:50pm Hawaii Convention Center: Room 317A

This session discusses how knowledge is retained, shared, and used in organizations.

Chair: **Jeffrey B Kaufmann**, Iowa State U.

Differences Between Expert and Non-expert Product Developers' Use of Information During NPD | **Devaki Rau**, Northern Illinois U.; **Elisa Fredericks**, Northern Illinois U.; **Thorvald Haerem**, Norwegian School of Management

🗣️ Knowledge Sharing and Team Effectiveness in Challenging Organizational Environments | **Martine Haas**, Cornell U.

📖🗣️ Connecting Theories of Dynamic Capabilities and Knowledge Management: Learning as a Focal Concept | **Isabel M. Prieto**, Valladolid U.; **Mark Easterby-Smith**, Lancaster U.; **Manuel Graca**, Lancaster U.

🗣️ Innovation Amplified: The Staged Dynamics of Inter-Firm Collaboration in Satellite Radio | **Chad Navis**, Emory U.; **Mary Ann Glynn**, Emory U.

**1113** : (MSR) **The Role of Spirituality for Entrepreneurs and Managers: Empirical and Conceptual Results**

2:30pm - 3:50pm Sheraton Waikiki Beach: Akaka Falls/lao Needle Room

Chair: **Sandra King Kauanui**, California Polytechnic State U., Pomona

The Role of Spirituality for Entrepreneurs and Managers: empirical and conceptual results | **Sandra King Kauanui**, California Polytechnic State U., Pomona; **Lee Robbins**, Golden Gate U.; **Gerald Biberman**, U. of Scranton

Entrepreneurship and Spirituality: Is there a relationship? | **Sandra King Kauanui**, California Polytechnic State U., Pomona  
Spirituality in Recovery Organizations | **Lee Robbins**, Golden Gate U.

The Dark Side of Sprituality and Entrepreneurship | **Gerald Biberman**, U. of Scranton

Participants: **Sandra King Kauanui**, California Polytechnic State U., Pomona; **Lee Robbins**, Golden Gate U.; **Gerald Biberman**, U. of Scranton

**1114** 👁️: (Paper Session) - (OB) **Teams and Social Networks**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 21-29

👁️ Individual Level Antecedents of Network Centrality: An Integration of Individualism & Structuralism | **Arjun Bhardwaj**, U. of Western Ontario

👁️ From Self to Collective Efficacy: Effects of Cohesiveness and Trust Under a Conjunctive Task | **Derek C. Man**, U. of Hong Kong

🗣️👁️ Antecedents and Consequences of Transactive Memory Systems in Work Teams from High-Technology Firms | **Zhixue Zhang**, Peking U.; **Paul Hempel**, City U. of Hong Kong; **Yulan Han**, Peking U.

🗣️👁️ Team Innovation in China: Goal Interdependence for Potency and Initiation | **Alfred Wong**, Lingnan U.; **Chun Hong Liu**, Dong Hua U.; **Dean Tjosvold**, Lingnan U.; **Yifeng Nancy Chen**, Lingnan U.

👁️ Person-Group Fit: A Dynamic Model | **Tomoki Sekiguchi**, Osaka U. of Economics; **Chad Higgins**, U. of Washington

🗣️👁️ A Role-Based Model of Team Leader Selection and Development | **Jay B. Carson**, U. of Maryland, College Park

🗣️👁️ The Influence of Team Goal Orientation and Self-Regulation on Team Effectiveness | **Anju Mehta**, Auburn U

👁️ Where does a Team's Networks Come From?: Towards an Integrative Framework | **Aparna Joshi**, U. of Illinois, Urbana-Champaign; **Niti Pandey**, U. of Illinois, Urbana-Champaign; **Guohong Han**, U. of Illinois, Urbana-Champaign

👁️ Learning from Errors in Groups: A Relational Perspective | **Vijaya Venkataramani**, Purdue U., West Lafayette

**1115** : (Paper Session) - (OB) **Organizational Justice: A Consideration of Social Comparisons, Affect and Teams**

2:30pm - 3:50pm Hawaii Convention Center: Room 325A

Chair: **J. Craig Wallace**, Tulane U.

Discussant: **Gary A. Ballinger**, Purdue U.

Moderating Effect of Organizational Justice Climate on Individual Justice Perceptions and Outcomes | **Maribeth Kuenzi**, U. of Central Florida; **Maureen L Ambrose**, U. of Central Florida

If You Feel Bad, It's Unfair: A Meta-Analysis of Affect and Organizational Justice Perceptions | **Adam Barsky**, U. of Melbourne; **Seth A. Kaplan**, Tulane U.

The Dynamics of Anger and Negative Work Events | **Karen Harlos**, McGill U.

When Must There Be Justice for All? A Multilevel Examination of Justice in Teams | **David Mayer**, U. of Maryland; **Kirsten Keller**, U. of Maryland; **Paul Hanges**, U. of Maryland; **Lisa Michelle Leslie**, U. of Maryland

*Presenters:* **Maribeth Kuenzi**, U. of Central Florida; **Adam Barsky**, U. of Melbourne; **Karen Harlos**, McGill U.; **David Mayer**, U. of Maryland

**1116** : (Paper Session) - (OB) **Assumptions and Perceptions of Psychological Contract and Psychological Contract Breach**

2:30pm - 3:50pm Hawaii Convention Center: Room 327

*Chair:* **Matthew Liao-Troth**, Western Washington U.

*Discussant:* **Elizabeth George**, Australian Graduate School of Management

🗨️ Exploring the Role of Ideology in the Multidimensional Contract | **John B. Bingham**, Brigham Young U.

Making Right the Wrong: Restoring Relationships After an Injustice Has Occurred | **Meena Andiappan**, Pennsylvania State U.

🗨️ Psychological Contract Breach: Assessing Underlying Assumptions | **Samantha D. Montes**, Wilfrid Laurier U.; **Greg Irving**, Wilfrid Laurier U.

The Impact of Psychological Contract Breach on Work-Related Outcomes: A Meta-Analysis | **Hao Zhao**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago; **Brian Christopher Glibkowski**, U. of Illinois, Chicago; **Jesus Bravo**, U. of Illinois, Chicago

*Presenters:* **John B. Bingham**, Brigham Young U.; **Meena Andiappan**, Pennsylvania State U.; **Samantha D. Montes**, Wilfrid Laurier U.; **Hao Zhao**, U. of Illinois, Chicago

**1117** 🗨️: (OB) **Formal and Shared Leadership in Virtual Teams**

2:30pm - 3:50pm Hawaii Convention Center: Room 328

*Chair:* **David A Waldman**, Arizona State U.

Leadership, Anonymity, and Opinion Change in Electronic Groups | **Surinder Kahai**, State U. of New York, Binghamton; **Bruce Avolio**, U. of Nebraska; **John J. Sosik**, Pennsylvania State U., Great Valley

The Effects of Leadership Style and Communication Medium on Team Interaction Styles and Outcomes | **Laura Hambley**, U. of Calgary; **Theresa J B Kline**, U. of Calgary; **Thomas A. O'Neill**, U. of Calgary

Is Shared Leadership the Panacea for E-leadership in Virtual Teams? | **Craig L Pearce**, Claremont Graduate U.; **Youngjin Yoo**, Case Western Reserve U.

Personality and Leadership in Virtual Contexts: Reconsidering Some Traditional Concepts | **Pierre Balthazard**, Arizona State U.; **David A Waldman**, Arizona State U.

*Speakers:* **Surinder Kahai**, State U. of New York, Binghamton; **Thomas A. O'Neill**, U. of Calgary; **Craig L Pearce**, Claremont Graduate U.; **Pierre Balthazard**, Arizona State U.

**1118** JS: (OB, CM) **When Trust is an Uphill Climb: Studying Trust in Contexts that Do Not Encourage It**

2:30pm - 3:50pm Hawaii Convention Center: Room 323C

*Chairs:* **Jason Colquitt**, U. of Florida; **Cindy Zapata**, U. of Florida

*Discussant:* **Roy J. Lewicki**, Ohio State U.

Trust Under Repair: Regulation and Punishment as Methods for Rebuilding Trust | **Kurt T Dirks**, Washington U.; **Peter H Kim**, U. of Southern California; **Cecily D Cooper**, U. of Miami; **Donald L Ferrin**, Singapore Management U.

Trust in Urgent and Routine Contexts: Building and Reacting to Trust Among Firefighters | **Jason Colquitt**, U. of Florida; **Jeffrey LePine**, U. of Florida; **Cindy Zapata**, U. of Florida; **Eric Wild**, U. of Florida

Trust When Commitment is in Doubt: Unraveling the Cycle of Reciprocity in Buyer-Supplier Relations | **Tony Simons**, Cornell U.; **James M Hagen**, Cornell U.

Trust from Near and Far: Commitment and Turnover in Franchise-Based Organizations | **Aneil K Mishra**, Wake Forest U.; **Karen Mishra**, U. of North Carolina, Chapel Hill  
*Presenters:* **Kurt T Dirks**, Washington U.; **Cindy Zapata**, U. of Florida; **Tony Simons**, Cornell U.; **Aneil K Mishra**, Wake Forest U.  
*Participants:* **Peter H Kim**, U. of Southern California; **Cecily D Cooper**, U. of Miami; **Donald L Ferrin**, Singapore Management U.; **Jason Colquitt**, U. of Florida; **Jeffrey LePine**, U. of Florida; **Eric Wild**, U. of Florida; **James M Hagen**, Cornell U.; **Karen Mishra**, U. of North Carolina, Chapel Hill

**1119** 🗨️ JS: (OB, RM) **Assessing CEOs from a Distance: An Examination and Comparison of Research Assessment Methods**

2:30pm - 3:50pm Hawaii Convention Center: Room 324

*Chair:* **Randall S Peterson**, London Business School

Assessing CEOs from a Distance: The Group Dynamics Q-Sort and the California Adult Q-Set | **Randall S Peterson**, London Business School; **Sarah Ronson**, London Business School

Assessing CEOs from a Distance: CEO Charisma and Executive Attributes | **Cynthia G Emrich**, College of William and Mary; **Holly H Brower**, Butler U.; **Kathryn Sherony**, Purdue U.; **Michael Cooper**, Purdue U.

Assessing CEOs from a Distance: Comparing CEO Cognitive and Integrative Complexity | **Margaret Ormiston**, U. of California, Berkeley; **Elaine M. Wong**, U. of California, Berkeley; **Philip E. Tetlock**, U. of California, Berkeley

*Participants:* **Sarah Ronson**, London Business School; **Cynthia G Emrich**, College of William and Mary; **Holly H Brower**, Butler U.; **Kathryn Sherony**, Purdue U.; **Michael Cooper**, Purdue U.; **Margaret Ormiston**, U. of California, Berkeley; **Elaine M. Wong**, U. of California, Berkeley; **Philip E. Tetlock**, U. of California, Berkeley

**1120** 🗨️: (Paper Session) - (OCIS) **IT Implementation**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OCIS

Presented on panels 1-8

- 👁️👁️ Barriers to Post Mortem Evaluation of IT Projects: A Delphi Study | **Vijay Kasi**, Georgia State U.; **Mark Keil**, Georgia State U.; **Lars Mathiassen**, Georgia State U.; **Keld Pedersen**, Aalborg U.
- 👁️ The Effect of Personality Traits on System Incorporation | **Renee Michelle Elaine Pratt**, Florida State U.
- 👁️👁️ The Need to Weave Sustainability into Information Systems: Examples from an Empirical Study | **Nardia Haigh**, U. of Queensland
- 👁️ The Entwinement of Power/Knowledge and the Implementation of Configurable Technologies | **Marlei Pozzebon**, HEC Montreal; **Charo Rodriguez**, McGill U.
- 👁️ The Impact of Knowledge on the Governance of Information Systems Projects | **Raymond M. Henry**, Clemson U.; **Laurie Kirsch**, U. of Pittsburgh; **V Sambamurthy**, Michigan State U.
- 👁️ Management Support and the Implementation of Information Systems: A Review of the Construct | **Rajeev Sharma**, U. of Oklahoma; **Traci Carte**, U. of Oklahoma; **Claudia C. Coglisser**, Texas Tech U.; **Aaron Becker**, U. of Oklahoma
- 👁️ IT Enabled Organizational Change: It Is Just Routine(s) ! | **Tanvi Gautam**, U. of Pittsburgh
- 🗣️👁️ User Participation in ERP Implementation: From a Knowledge Transfer Perspective | **Nancy Deng**, Carnegie Mellon U.

**1121** 👁️: (Paper Session) - (OCIS) **Virtual Teams**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OCIS 2

Presented on panels 53-59

- 👁️ A Template-Driven Messaging System for Supporting Online Communication | **Herbert Remidez**, U. of Arkansas, Little Rock; **Antonie Stam**, U. of Missouri; **James M. Laffey**, U. of Missouri
- 🗣️👁️ Meet Me in Cyberspace: Meetings in the Distributed Work Environment | **Katherine Chudoba**, Florida State U.; **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Chei-Sian Lee**, U. of Illinois, Chicago; **Kevin Crowston**, Syracuse U. **Winner of OCIS Division Best Visual Presentation Award**
- 👁️ The Effect of Context on Computer-Mediated Learning in Boundary-Spanning Environments | **Jiangfan (Jenny) Zhong**, U. of Southern California
- 👁️👁️ Conducting Geographically Dispersed Knowledge Work – Issues and Future Research Agenda | **Rashmi H. Assudani**, Xavier U.
- 👁️ Group Potency: Are Virtual Teams at a Developmental Disadvantage? | **M. Travis Maynard**, U. of Connecticut
- 👁️ Work Team Effectiveness Field Research: Progress and Prospects | **Michael J. Ashworth**, Carnegie Mellon U.

**1122**: (Paper Session) - (OCIS) **Work Practice: Problems and Prospects for Organizations**

2:30pm - 3:50pm Hawaii Convention Center: Room 317B

Chair: **JoAnne Yates**, Massachusetts Institute of Technology

Discussant: **Anca Metiu**, INSEAD

Occupational Work Styles and Organizational Change: A Constitutive Perspective on Engineering Culture | **Paul**

**Leonardi**, Stanford U.; **Michele Jackson**, U. of Colorado, Boulder; **William Waite**, U. of Colorado, Boulder; **Amer Diwan**, U. of Colorado, Boulder

Situated Learning in and Among Distributed Communities: Evidence From ITuse in a Network of Practice | **Emmanuelle Vaast**, Long Island U.

Organizational Presentations as Rites | **JoAnn M Brooks**, U. of Michigan

“Reconstructing” Best Practices in Packaged Software | **Siew Kien Sia**, Nanyang Technological U.; **Adrian Yeow**, U. of Maryland, College Park

**1123**: (Paper Session) - (OCIS) **It's About Time**

2:30pm - 3:50pm Hawaii Convention Center: Room 318A

Chair: **Janet Fulk**, U. of Southern California

Discussant: **Michael Boyer O'Leary**, Boston College

Temporal Effects of Relational Stocks on Technology-Enabled Group Performance | **Shaila Miranda**, U. of Oklahoma; **Jeff Crawford**, U. of Oklahoma; **Laku Chidambaram**, U. of Oklahoma

🗣️👁️ Do First Impressions Really Matter? A Comparison of the Cohesion-Performance Relationship in Teams | **Rui Huang**, U. of Oklahoma; **Laku Chidambaram**, U. of Oklahoma; **Traci Carte**, U. of Oklahoma

Impact of Schedule and Budget Pressure on Software Development: A Behavioral Perspective | **Ning Nan**, U. of Michigan, Ann Arbor; **Donald Harter**, Syracuse U.; **Tara Thomas**, U. of Michigan, Ann Arbor

➔ The Role of Emotion in Post-merger Integration: Time and Space Dependent Theory | **Rosa Chun**, Manchester Business School; **Gary Davies**, Manchester Business School

**1124** 👁️: (Paper Session) - (ODC) **Assessing, Validating and Simulating Change**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - ODC 1

Presented on panels 37-40

🗣️👁️ Using Change Process Profiles to Study Implementation: An Empirical demonstration | **Matthew W Ford**, Northern Kentucky U.; **Bertie M Greer**, Northern Kentucky U.

**Winner of ODC Best Visual Paper**

- 👁️👁️ The Communication and Organizational Change Questionnaire: Development, Results, and Application | **Kilian M. Bennebroek Gravenhorst**, U. of Amsterdam; **Wim Elving**, U. of Amsterdam; **Renate Werkman**, Vrije U. Amsterdam
- 👁️ A Construct Validation of a New Job Insecurity Measure (JIM): The Emerging Role of Management | **Patrick Brennan O'Neill**, Curtin U. of Technology
- 👁️ Simulating Institutional Controls on Consumption Patterns in the Commons | **Timothy Huerta**, U. of British Columbia

**1125**: (Paper Session) - (ODC) **Sources and Processes of Transformational Change**

2:30pm - 3:50pm Hawaii Convention Center: Room 321B

Chair: **Lynda M Kilbourne**, Xavier U.

Discussant: **Jennifer Phillips Bott**, Ball State U.

Processes of Radical Organizational Change: Transformation Through Sedimentation | **Namrata Malhotra**, Imperial College London; **C R Hinings**, U. of Alberta

➤ Change from Below: The Case of the Voice of the Faithful | **Inga Carboni**, Boston College

**Winner of ODC Division Best Doctoral Student Paper**

🗨️ Making The Herd Drink: The Role of Organizational Efficacy for Change in Innovation Implementation | **N. Sharon Hill**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland

📖🗨️ Spiritual Leadership Theory as a Source for Organization Development and Transformation | **Louis W Fry**, Tarleton State U. Central Texas; **J Lee Whittington**, U. of Dallas

### **1126 : (Paper Session) - (ODC) Organization development and change in the global context**

2:30pm - 3:50pm Hawaii Convention Center: Room 322B

Chair: **Julie Wolfram Cox**, RMIT U.

Discussant: **Melanie Bryant**, Monash U.

🗨️➔ Societal Culture and Organization Design, A Tale of Two Oriental Cities | **Ji Li**, Hong Kong Baptist U.

➔ Industrial Change and Economic Development: A comparative case analysis | **Thomas H. Forster**, NZTE; **Suchi Mouly**, U. of Auckland; **Jay Sankaran**, U. of Auckland

📖🗨️➔ Managing in the 21st Century: The Cultural Impact of Globalization on Organizational Values | **Charlotte D. Shelton**, Rockhurst U.; **John Z. Yang**, China Center for Economic Research, Peking U.; **Myles P. Gartland**, Rockhurst U.

🗨️➔ Organization Development in the Global Context: A Critique | **Tojo Thatchenkery**, George Mason U.; **Gopakumar M.G.**, Tata Management Training Centre

### **1127 SHCS: (ODC, OMT) Corporate Social Responsibility and its Implications for Management Research and Education**

2:30pm - 3:50pm Hawaii Convention Center: Room 316A

Facilitators: **Mona Amodeo**, Benedictine U.; **Keith Cox**, Benedictine U.; **Daniel Kenneth Saint**, Benedictine U.

Speakers: **Ray Anderson**, Founder & Chairman, Interface, Inc.; **Scott Reed**, Former Group President, Donnelly Corp.; **Philip H Mirvis**, Independent Consultant

### **1128 : (Paper Session) - (OM) Project, Service, & Process Management**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 3

Chair: **Mohan V. Tatikonda**, Indiana U.

🗨️ What is Project Strategy | **Aaron J. Shenhar**, Stevens Institute of Technology; **Dov Dvir**, Ben-Gurion U., Negev; **William Guth**, Stevens Institute of Technology; **Thomas Lechler**, Stevens Institute of Technology; **Peerasit Patanakul**, Stevens Institute of Technology; **Michael Poli**, Stevens Institute of Technology; **Joca Stefanovic**, Stevens Institute of Technology

📖🗨️ The Process Management Triangle: An Empirical Investigation of Process Trade-Offs | **Robert D Klassen**, U. of Western Ontario; **Larry Menor**, U. of Western Ontario

🗨️🗨️ Hotel Management: In Search of an Improved Efficiency by Integrating Project Management Principles | **Marta Sinclair**, Griffith U.; **Carl R. Sinclair**, U. of Queensland

An Ethnographic Approach to Safety in Complex Continuous Service Operations | **Ravi Behara**, Florida Atlantic U.; **Karen Chinander**, Florida Atlantic U.; **Robert Wears**, U. of Florida; **Shawna Perry**, U. of Florida

### **1129 : (Paper Session) - (OMT) Diversity and Trust Across Social Boundaries**

2:30pm - 3:50pm Hawaii Convention Center: Room 302A

Chair: **Bo B. Nielsen**, Western Washington U.

Discussant: **Antoinette Weibel**, Zurich U.

The Context of Group Faultlines: Diversity, Inequality and Conflict in Organizations | **James A. Robins**, City U. of Hong Kong; **Steven S. Lui**, City U. of Hong Kong

Superordinate Social Identity, Knowledge Demonstrability, and Knowledge Transfer across Groups | **Aimee Kane**, New York U.

➔ Doing Trust: The Practice of Trust in Multinational Cooperation under Political Conflict | **Nissim Mizrahi**, Tel Aviv U.; **Israel Drori**, College of Management, Israel

Expectations and Satisfaction in Trust-Based Relationships | **Ben M. Bensaou**, INSEAD; **Gokhan Ertug**, INSEAD

### **1130 : (Paper Session) - (OMT) Easy Come, Easy Go: Institutional Origins, Translation, and Decline**

2:30pm - 3:50pm Hawaii Convention Center: Room 302B

Chair: **Don Antunes**, IMD

Discussant: **W. Trexler Proffitt Jr.**, Franklin & Marshall College

The Origins and Dynamics of Institutions: An Evolutionary Perspective on Institutionalization | **John Weeks**, INSEAD; **Charles D. Galunic**, INSEAD

➔ The Innovative Capacity of Institutional Entrepreneurs: Mechanisms for Generating Alternative Ideas | **Eva Boxenbaum**, Copenhagen Business School; **Julie Battilana**, INSEAD

Agency in Diffusion: Activism, Imitation and the Adoption of Domestic Partner Benefits | **Sean Safford**, London School of Economics; **Forrest Briscoe**, Pennsylvania State U.

➤ Change in Institutions: The Decline of the No-Lateral-Hiring Norm among Large Law Firms, 1974-1990 | **Nina Shah**, U. of Illinois, Urbana-Champaign

**Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award**

### **1131 JS: (OMT, TIM, ENT) Institutional Entrepreneurship**

2:30pm - 3:50pm Hawaii Convention Center: Room 313B

Organizers: **Raghu Garud**, New York U.; **Steve Maguire**, McGill U.; **Cynthia Hardy**, Melbourne U.

Institutional Entrepreneurship | **Raghu Garud**, New York U.; **Cynthia Hardy**, Melbourne U.; **Steve Maguire**, McGill U.

Institutional Entrepreneurship, Dialectics, and Collective Action | **Andrew H. Van de Ven**, U. of Minnesota; **Tim Hargrave**, U. of Minnesota

Truces and Transformations in Institutional Logics | **Mark Kennedy**, U. of Southern California; **Paul M Hirsch**, Northwestern U.

Institutional Spaces and Markets in the Making | **Peter Karnoe**, Copenhagen Business School  
 Managing New Industry Creation | **Mary Tripsas**, Harvard Business School

*Participants:* **Andrew H. Van de Ven**, U. of Minnesota; **Tim Hargrave**, U. of Minnesota; **Mark Kennedy**, U. of Southern California; **Paul M Hirsch**, Northwestern U.; **Peter Karnoe**, Copenhagen Business School; **Mary Tripsas**, Harvard Business School

**1132** 🗣️➔ (Paper Session) - (ONE) **Environmental Management Systems: Rationalities and Contradictions**

2:30pm - 3:50pm Sheraton Waikiki Beach: Kahuku Room  
*Chair:* **Pratima Bansal**, U. of Western Ontario  
 🗣️➔🗣️ Corporate Greening Through ISO 14001: A Rational Myth? | **Olivier Boiral**, Laval U.

Environmental Management Systems and Green Supply Chain Management: Complements or Contradictions? | **Nicole Darnall**, North Carolina State U.; **Jason Jolley**, North Carolina State U.; **Robert Handfield**, North Carolina State U.

🗣️ Adoption of Environmental Management System by Government Departments and Agencies | **Dr Ambika Zutshi**, Deakin U.; **Amrik S Sohal**, Monash U.

🗣️ Effect of Environmental Management Systems on Investor Reactions to Emission Information | **Satish Vasudev Joshi**, Michigan State U.; **Madhu Khanna**, U. of Illinois, Urbana-Champaign; **Shaufique Sidique**, Michigan State U.

**1133** 🗣️➔🗣️ (Paper Session) - (PNP) **Politics & Goal Ambiguity in Public & Nonprofit Organizations**

2:30pm - 3:50pm Sheraton Waikiki Beach: Waiialua Room  
*Chair:* **Santo D Marabella**, Moravian College  
*Discussant:* **Laurie N DiPadova-Stocks**, Park U.  
 The Power and Politics of Institutionalizing a Development Paradigm at the World Bank | **Nilima Gulrajani**, Cambridge U.

🗣️ Connecting the Dots in Public Management: Political Environment, Goal Ambiguity and Role Ambiguity | **Sanjay K Pandey**, Rutgers U., Camden; **Bradley E Wright**, U. of North Carolina

**Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division**

🗣️ Identifying and Making Use of Distinctive Competencies in Public and Nonprofit Organizations | **John M Bryson**, U. of Minnesota; **Fran Ackermann**, Strathclyde U.; **Colin Eden**, Strathclyde U.

Three Big Management Challenges in Nonprofit Human Services Agencies | **Seok-Eun Kim**, Kansas State U.

**1134** ➔🗣️ SHCS: (PNP, SIM) **Institutional Perspectives on Accountability**

2:30pm - 3:50pm Sheraton Waikiki Beach: Lanai Ballroom  
*Coordinators:* **Kirsten Gronbjerg**, Indiana U.; **Duane Windsor**, Rice U.  
*Presenters:* **Walter Powell**, Stanford U.; **Gili S. Drori**, Stanford U.; **David Reingold**, Indiana U., Bloomington

**1135** : (Paper Session) - (RM) **Simulation**

2:30pm - 3:50pm Hawaii Convention Center: Room 323A

*Chair:* **Marcus M. Butts**, U. of Georgia

*Discussant:* **Steve Scullen**, Drake U.

How Correct is Corrected? Examining the Accuracy of Corrections for Common Method Variance | **Hettie Richardson**, Louisiana State U.; **Marcia Simmering**, Louisiana Tech U.; **Michael Sturman**, Cornell U.

Heterogeneity and Networks in Diffusion: Comparing Agent-Based and Differential Equation Models | **Hazhir Rahmandad**, Massachusetts Institute of Technology; **John Sterman**, Massachusetts Institute of Technology

Developing Theory Through Simulation Methods | **Jason Davis**, Stanford U.; **Christopher B. Bingham**, Stanford U.

**1136** 🗣️ (Paper Session) - (SIM) **Integrated Strategy Theories: New Developments and Proposals**

2:30pm - 3:50pm Sheraton Waikiki Beach: Kohala/Kona Room  
*Chair:* **David Wasieleski**, Duquesne U.  
*Discussants:* **Jeffrey Lenn**, George Washington U.; **Alfred Allen Marcus**, U. of Minnesota

🗣️ Integrating Political, Economic and Organizational Strategies | **Jean J Boddewyn**, Baruch College; **Eugene Salorio**, U. of Connecticut, Stamford; **Nicolas Dahan**, Marne-la-Vallée U. (France)

An Integrative Theory of Non-Market Strategy: Veto Points, Policy Scope, and Policy Durability | **John M de Figueiredo**, Princeton U.

Spillover Sources of Competitive Advantage in the Political and Economic Marketplaces | **Amy Hillman**, Arizona State U.; **Gerald Keim**, Arizona State U.

Creating Competitive Advantage Through Corporate Social Strategy | **Bryan W Husted**, Instituto de Empresa; **David B. Allen**, Instituto de Empresa

**1137** ➔🗣️ (Paper Session) - (SIM) **Ethics Perspectives: Nietzsche, Habermas, Stakeholders, and Contractarianism**

2:30pm - 3:50pm Sheraton Waikiki Beach: Niihau Room  
*Chair:* **Gerald F Cavanagh**, U. of Detroit, Mercy  
*Discussants:* **Jamie R Hendry**, Bucknell U.; **Joseph A. Petrick**, Wright State U.

🗣️ Re-conceptualizing the 21st Century Strategic Self | **David Weitzner**, York U.

From Stakeholder Management to Stakeholder Accountability - Applying Habermasian Discourse Ethics | **Andreas Rasche**, European Business School

➔ When Does National Identity Matter in Ethical Decision-Making?: An Empirical Extension of ISCT | **Wendy Bailey**, U. of California, Riverside; **Andrew Spicer**, U. of South Carolina

➔ Contractarian Business Ethics: Promise and Application Conditions | **Ben Wempe**, Erasmus U.

**1138** 🗣️➔🗣️ JS: (SIM, ONE) **CSR: Stakeholder, Trust and Value. New Vision of Management and Research from a European Perspective**

2:30pm - 3:50pm Sheraton Waikiki Beach: Oahu Room  
*Organizer:* **Francesco Perrini**, Bocconi U.  
*Chair:* **Francesco Perrini**, Bocconi U.  
*Discussant:* **Thomas J Donaldson**, U. of Pennsylvania

Presenters: **Craig Smith**, London Business School; **Josep M. Lozano**, ESADE; **Sandro Castaldo**, Bocconi U.; **Peter Neergaard**, Copenhagen Business School; **Mario Minoja**, Bocconi U.

**1139 : (Paper Session) - (TIM) Alliances & Joint Ventures**

2:30pm - 3:50pm Hawaii Convention Center: Room 304B

Chair: **Michael J. Mannor**, Michigan State U.

Discussant: **Patricia M Norman**, Baylor U.

➤ Do International Joint Ventures Foster or Inhibit

Innovative Activities in Emerging Economies? | **Ishtiaq Pasha Mahmood**, National U. of Singapore; **Weiting Zheng**, National U. of Singapore

🗨️ Technology Licensing Partners | **YoungJun Kim**, George Washington U.; **Nicholas S Vonortas**, George Washington U.

Transferring and Creating Technological Knowledge in Interfirm R&D Relationships | **Dries Faems**, Catholic U. of Leuven; **Maddy Janssens**, Catholic U. of Leuven; **Bart Van Looy**, Catholic U. of Leuven

Modeling Relationships among Strategic Alliance

Performance Measures: The Case of R&D Consortia | **Paul M Oik**, U. of Denver

**1140 : (Paper Session) - (TIM) Learning**

2:30pm - 3:50pm Hawaii Convention Center: Room 306A

Chair: **Geraldine Wu**, Columbia U.

Discussant: **Robert S. Huckman**, Harvard U.

➤ Learning & Post-Project Competence and Status

Enhancement in Fast Cycle and Regular Teams | **Vadake Narayanan**, Drexel U.

**Stephan Schrader Best Paper Award Finalist**

Absorptive Capacity and Technology Sourcing | **Hongwu Ouyang**, Fordham U.

Gaining from Your Losses: The Backward Transfer of Knowledge through Mobility Ties | **Rafael A. Corredoira**, U. of Pennsylvania; **Lori Rosenkopf**, U. of Pennsylvania

Contributions of Know-What and Know-How to Performance Improvement in Complex Service Organizations | **Anita L. Tucker**, U. of Pennsylvania; **Ingrid M. Nembhard**, Harvard U.; **Amy C. Edmondson**, Harvard U.

**1141 : (Paper Session) - (TIM) Organizational / Technological Evolution & Change**

2:30pm - 3:50pm Hawaii Convention Center: Room 307A

Chair: **Mari W Buche**, Michigan Technological U.

Discussant: **Jeffrey Lee Funk**, Hitotsubashi U.

➤ Frequent Innovation and Mortality in High-Technology

Competition | **David McKendrick**, U. of Durham; **James Wade**, U. of Wisconsin, Madison

🗨️ The sources of management innovation | **Michael J. Mol**, London Business School & U. of Reading; **Julian Birkinshaw**, London Business School

🗨️ Market Knowledge Contribution to Dynamic Capabilities: the Case of the Pharmaceutical Industry | **Daniele Severi Bruni**, Bocconi U.; **Gianmario Verona**, Bocconi U.

🗨️ Consumer-led Institutional Change: The case of SMS in Mobile Communications | **Shahzad Ansari**, Erasmus U.; **Nelson Phillips**, Imperial College London

**Tuesday 3:15PM**

**1142 : (AAA) Conference Break**

3:15pm - 3:45pm Hawaii Convention Center: Exhibit Hall III - Break Area

Organizer: **George T Solomon**, George Washington U.

**Tuesday 3:30PM**

**1143 : (ICW) Peter Frost Commemorative Festival, Celebrating Emotions at Work: A U. of British Columbia 3-Year Gold Sponsorship Event**

3:30pm - 5:00pm Sheraton Waikiki Beach: Kauai Ballroom

*This Festival, made possible through the University of British Columbia's 3 year AoM Gold Sponsorship, is held in honor of Peter Frost, celebrating his contributions to the study of emotion in organizations. Featuring a collection of innovative displays by many of the field's emotion researchers, the Festival captures participants' work, ideas, and feelings about emotion in organizations. Displays include photos, poems, music, sculpture, metaphor and pictures, as well as posters and laptop-style presentations. Attendees are encouraged to celebrate the memory of Peter by wandering through the Festival displays. To close the session, a group of scholars will discuss emerging directions in the field of emotions.*

Participants: **Karl Aquino**, U. of Delaware; **Linda Babcock**, Carnegie Mellon U.; **Laurie J Barclay**, U. of British Columbia; **Sigal Barsade**, U. of Pennsylvania; **Brittany Boyd**, Baruch College, CUNY; **Kim Cameron**, U. of Michigan; **Yochi Cohen-Charash**, City U. of New York, Baruch College; **Jean-Francois Coget**, HEC Paris; **Lorna Doucet**, U. of Illinois; **Jane E Dutton**, U. of Michigan, Ann Arbor; **Hillary Anger Elfenbein**, U. of California, Berkeley; **Amir Erez**, U. of Florida; **Martha S. Feldman**, U. of California, Irvine; **Donald E Gibson**, Fairfield U.; **Jody Hoffer Gittell**, Brandeis U.; **Roxana Gonzales**, Carnegie Mellon U.; **Quy Nguyen Huy**, INSEAD; **Alice Isen**, Cornell U.; **Karen Jehn**, Leiden U.; **Jason Kanov**, Seattle U.; **Tina Kiefer**, U. of London; **Jennifer Lerner**, Carnegie Mellon U.; **Jacoba Marja Lilius**, U. of Michigan, Ann Arbor; **Sally Maitlis**, U. of British Columbia; **Martin L. Martens**, Concordia U.; **Don Moore**, Carnegie Mellon U.; **Jeremy Offenstein**, City U. of New York Graduate Center; **Hakan Ozcelik**, California State U., Sacramento; **David L. Patient**, U. of British Columbia; **Christine Pearson**, Thunderbird, American Graduate School of International Mgmt.; **Chris Poulson**, California Polytechnic State U., Pomona; **Sandra L. Robinson**, U. of British Columbia; **Pauline Schilpzand**, U. of Florida; **Martin Schulz**, U. of British Columbia; **Timothy J. Vogus**, Vanderbilt U.; **Michele Williams**, Massachusetts Institute of Technology; **Monica C. Worline**, Emory U.

**Tuesday 4:10PM**

**1144 🗨️ (AAS) Women's Career Advancement: Re-examining Glass Ceiling Effects in the 21st Century**

4:10pm - 5:20pm Hawaii Convention Center: Room 312

Chairs: **Beverly C. Tyler**, New York U.; **Linda M. Dunn-Jensen**, New York U.

Discussant: **Mary Ann Von Glinow**, Florida International U.

The Academic Glass Ceiling: Women Faculty in Science and Engineering | **Diana Bilimoria**, Case Western Reserve U.

Cultural Transformation: A Vision for Increasing Women's Representation at Executive Level | **Isabel Metz**, U. of Melbourne; **Alan Simon**, U. of Western Australia  
 Status as a Determinant of Network Choices of Managers in Work Organizations | **Beverly C. Tyler**, New York U.  
 Women's Attributional Rationalization of Their Own Successes in a Mixed-sex team | **Michelle C. Haynes**, New York U.; **Madeline E Heilman**, New York U.

**1145 : (AAS) Proposed: The Academy Should Ban Tests of Statistical Significance from Its Journals**

4:10pm - 5:20pm Hawaii Convention Center: Room 313A

Organizer: **William H. Starbuck**, New York U.

Introduction | **Mikelle A. Calhoun**, Valparaiso U.

Croquet with the Queen of Hearts: What is wrong with NHST? | **William H. Starbuck**, New York U.

Effect Sizes, Confidence Intervals, and Especially Confidence Intervals for Effect Sizes | **Bruce Thompson**, Texas A&M U.  
 Is a ban necessary? What happened when other professional societies tried to ban NHST? | **Fiona Fidler**, U. of Melbourne  
 Scientific Cynicism: The File-Drawer Problem in Management Research | **Eric Abrahamson**, Columbia U.

**1146 : (Paper Session) - (BPS) Future of the Field of Strategic Management**

4:10pm - 5:20pm Hawaii Convention Center: Room 306B

Chair: **Daniel Tzabbar**, U. of Central Florida

Discussants: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Jay B Barney**, Ohio State U.

What is Strategic Management, Really? A Consensus View on the Essence of the Field | **Rajiv Nag**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.; **Ming-Jer Chen**, U. of Virginia

New Academic Fields as Social Movements: The Case of Strategic Management | **Donald C. Hambrick**, Pennsylvania State U.; **Ming-Jer Chen**, U. of Virginia

Making Strategy Matter: The Advancement of Strategic Theory and Practice | **Flora Stormer**, U. of Alberta

**1147 : (Paper Session) - (BPS) Imitation, Reciprocity and Competitive Interaction**

4:10pm - 5:20pm Hawaii Convention Center: Room 307B

Chair: **Stephen A Drew**, U. of Washington, Bothell

Discussant: **Richard J Arend**, U. of Nevada, Las Vegas

Cross-functional Coopetition: The Simultaneous Role of Cooperation and Competition within Firms | **Xueming Luo**, U. of Texas, Arlington; **Rebecca J. Slotegraaf**, Indiana U.; **Xing Pan**, Indiana U.

Attack Defend Retreat | **Douglas O'Bannon**, -  
 Multimarket Competition in Exploration Activities | **Jaideep Anand**, Ohio State U.; **Roberto Vassolo**, IAE Business School - U. Austral

New Resources, Competitive Advantage, and Performance: The Impact of Value Creation and Imitation | **Jovan Grahovac**, Tulane U.; **Douglas J. Miller**, Tulane U.

**1148 : (Paper Session) - (BPS) Strategic Change in Emerging Economies**

4:10pm - 5:20pm Hawaii Convention Center: Room 308A

Chair: **Taieb Hafs**, HEC Montreal

Discussant: **Witold Jerzy Henisz**, Wharton School

Corporate Restructuring in Emerging Economies: Balancing Transaction and Organization Costs | **Robert E. Hoskisson**, Arizona State U.; **Richard A Johnson**, U. of Oklahoma; **Laszlo Tihanyi**, Texas A&M U.; **Robert Ensign White**, Arizona State U.  
 Creating Capabilities for New Market Entry | **Ted London**, U. of North Carolina

Antecedents and Outcome of Diversification-Control Alignment: Top 100 Business Groups in Taiwan | **Mi Feng**, Stanford U.; **Chi-Nien Chung**, National U. of Singapore

**1149 : (Paper Session) - (BPS) Strategic Continuity and Performance**

4:10pm - 5:20pm Hawaii Convention Center: Room 308B

Chair: **Dov Rothman**, Columbia U.

Discussant: **Al Douglas McCready**, George Washington U.

Continuity, Signals, and Success | **Thomas Hutzschenreuter**, Otto Beisheim Graduate School of Management (WHU); **Fabian Guenther**, Otto Beisheim Graduate School of Management (WHU); **Johannes Christian Voll**, Otto Beisheim Graduate School of Management (WHU)

Antecedents of Executive Exit in Post-IPO Startups: Evidence From the U.S. Biotech Industry | **Jun Li**, U. of New Hampshire  
 Family Involvement, Agency and Performance in the Fortune 1000 | **Danny Miller**, HEC Montreal; **Isabelle Le Breton-Miller**, U. of Alberta; **Richard H. Lester**, Louisiana Tech U.

**1150 : (BPS) Doctoral Student Research by Finalists for the Best Dissertation Award**

4:10pm - 5:20pm Hawaii Convention Center: Room 309

Chair: **James Westphal**, U. of Texas, Austin

**1151 (CAR) Remembering Michael Driver: Friends, Colleagues and Students Pay Tribute to a Scholar and Pioneer**

4:10pm - 5:20pm Hawaii Convention Center: Room 319A

*The Careers Division is honored to celebrate the life and work of Michael J. Driver with a Festschrift. This panel of individuals includes those who worked with or followed in the footsteps of Dr. Driver in his important and often ground-breaking work in several areas, including cognitive psychology, careers, decision-making and executive development. Please join us to honor this forefather of the Careers Division.*

Moderator: **Suzanne C. De Janasz**, U. of Mary Washington  
 Presenters: **Emmeline de Pillis**, U. of Hawai'i, Hilo; **C. Brooklyn Derr**, Brigham Young U.; **Phillip Hunsaker**, U. of San Diego; **Rikard Larsson**, Lund U.; **Najmedin Meshkati**, U. of Southern California; **Thomas H. Olson**, U. of Southern California; **J. Bruce Prince**, Kansas State U.; **Dianne Sundby**, Private practice

**1152 (Paper Session) - (CM) Conflict Management**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - CM

Presented on panels 1-12

Conflict and Creativity over Project Life Cycles: A Study of Taiwanese Cases | **Ming-Huei Chen**, Yuan Ze U.; **Yuan-Chieh Chang**, National Tsing Hua U.



- 👁️ The Impact of Contextual and Individual Variables on Employee Voice: An Integrated Framework | **Erika E. Harden**, Rutgers U.
- 🗨️👁️ It Takes Two to Tango: An Interdependence Analysis of Trust and Cooperation Spirals | **Donald L Ferrin**, Singapore Management U.; **Michelle C Bligh**, Claremont Graduate U.; **Jeffrey C Kohles**, California State U., San Marcos
- 👁️ Accounting Information in the Conflict between Regulator and Regulated Firms: Evidence from Brazil | **Ricardo L. Cardoso**, EBAPE-FGV; **Eliseu Martins**, FEA-USP
- 👁️ Indecisiveness from a Nonconsequentialist Decision-making Perspective | **Raed Elaydi**, North Carolina U., Chapel Hill
- 👁️ Toward an Integrated Process Model of Peer Reporting | **Trevor E. Murray**, Touro U. International; **Debra Louis Connelley**, Touro U. International
- 👁️ The Relationship Between Intergroup Competition and Longitudinal Change in Group Effectiveness | **Andreas W. Richter**, Aston U.; **Michael West**, Aston U.; **Claudia A. Sacramento**, Aston U.; **Giles Hirst**, Aston U.
- 👁️ Development and Empirical Exploration of a New Model of Intragroup Conflict | **Kjell B Hjertø**, Norwegian School of Management; **Bard Kuvaas**, Norwegian School of Management
- 👁️ A Longitudinal Study on the Association between Task and Relationship Conflict | **Kyoosang Choi**, State U. of New York, Buffalo; **Bongsoon Cho**, Kookmin U.
- ➔👁️ When Power and Experience Moderate the Relationship Between Interpersonal Conflict and Consensus | **Eman L. EIShenawy**, Washington State U.
- 👁️ The Motivating Effect of Emotions in Post-negotiation Contract Implementation | **Alexandra A. Mislin**, Washington U.
- 👁️➔👁️ How Bargaining Alters Outcomes: Bilateral Trade Negotiations and Bargaining Strategies | **Deborah Elms**, Institute for Defence & Strategic Studies, Singapore

### 1153 : (Paper Session) - (CM) Justice and Negotiation

4:10pm - 5:30pm Hawaii Convention Center: Room 318B

Chair: **Tae-Yeol Kim**, City U. of Hong Kong

Discussant: **Donald E Conlon**, Michigan State U.

- 👁️ From Egocentric to Socially Constructed Notions of Fairness in Negotiation | **Mara I. Hernandez**, Massachusetts Institute of Technology; **Jared R. Curhan**, Massachusetts Institute of Technology

The Effects of Social and Normative Comparison on Justice Judgments | **Tae-Yeol Kim**, City U. of Hong Kong; **Jeffrey R. Edwards**, U. of North Carolina

- 📖👁️ Predicting Negotiator Outcome Satisfaction: Interactional Justice and Social Comparison Perceptions | **Edward E. Kass**, St. Joseph's U.

The Lingering Effects of Negotiation in Recruitment on the Long-Term Employment Relationship | **Merideth Ferguson**, Vanderbilt U.; **Neta A Moye**, Vanderbilt U.; **Ray Friedman**, Vanderbilt U.

### 1154 ➔🗨️👁️ JS: (CMS, OCIS) European/US Cooperation in New Firm Formation Across Cultural Borders

4:10pm - 5:20pm Sheraton Waikiki Beach: Honolulu Room

Organizers: **Jan Ulijn** (Eindhoven, Netherlands), **Frank Lasch** (Montpellier, France)

Organizers: **Frank Lasch**, CEROM Montpellier Business School; **Jan Ulijn**, Faculty of Technology Management

Discussants: **Howard Aldrich**, U. of North Carolina; **Jürgen Schmude**, Regensburg U.

Presenters: **Patricia G Greene**, Babson College; **Saïd Yami**, ERFI/CEROM U. of Montpellier 1; **Frank Lasch**, CEROM Montpellier Business School; **Janez Prašnikar**, U. of Ljubljana

### 1155 ➔🗨️ (ENT) New Contexts for Innovation and Entrepreneurship: International Perspective on University Spin-offs.

4:10pm - 5:20pm Hawaii Convention Center: Room 301B

Chair: **Donald Siegel**, Rensselaer Polytechnic Institute

Conceptualizing the Heterogeneity of Research-based Spin-offs: A Multi-dimensional Taxonomy | **Andy Lockett**, U. of Nottingham; **Mike Wright**, Nottingham U.

Institutional Determinants of Research Based Spin-offs: A Pan-European Study of Start-up and Growth | **Bart Clarysse**, Vlerick-Leuven-Gent Management School; **Nathalie Moray**, U. of Gent

Internal Determinants of University Spinoff Activity: A Longitudinal Study of 141 U.S. Universities | **Thomas J Allen**, Massachusetts Institute of Technology; **Rory O'Shea**, U. of College Dublin; **Frank Roche**, U. of College Dublin

Entrepreneurial Activity at U.S. Research Universities: A Review and Research Agenda | **Gideon D Markman**, U. of Georgia; **Peter T. Gianiodis**, U. of Georgia

Proximity as a Resource Base for University-Industry Links and Technology Transfer - A Structural EQ | **Peter Lindelof**, U. of Nottingham

Presenter: **Frank Roche**, U. of College Dublin

Participants: **Mike Wright**, Nottingham U.; **Andy Lockett**, U. of Nottingham; **Bart Clarysse**, Vlerick-Leuven-Gent Management School; **Nathalie Moray**, U. of Gent; **Thomas J Allen**, Massachusetts Institute of Technology; **Rory O'Shea**, U. of College Dublin; **Gideon D Markman**, U. of Georgia; **Peter T. Gianiodis**, U. of Georgia; **Peter Lindelof**, U. of Nottingham

### 1156 : (Paper Session) - (ENT) Corporate Entrepreneurship & Value Creation

4:10pm - 5:20pm Hawaii Convention Center: Room 303A

Chair: **Benson Honig**, Wilfrid Laurier U.

- 🗨️ Innovation as a Corporate Entrepreneurial Outcome in Start-ups: a Human Resource-Based View | **Johan Maes**, Katholieke U. Leuven; **Luc Sels**, Katholieke U. Leuven; **Sophie Anna De Winne**, Katholieke U. Leuven

🗨️ How Corporate Entrepreneurs Think: Cognition, Context, and Entrepreneurial Scripts | **Andrew C. Corbett**, Rensselaer Polytechnic Institute; **Keith Hmieleski**, TCU

CEO Transformational Leadership and Corporate Entrepreneurship: Role of TMT Process and Perspective | **Yan Ling**, George Mason U.; **Michael Lubatkin**, U. of Connecticut; **Zeki Simsek**, U. of Connecticut; **John F Veiga**, U. of Connecticut

🗨️ Organizational Antecedents and Entrepreneurial Actions: The Moderating Role of Managerial Level | **Jeffrey S Hornsby**, Ball State U.; **Donald F Kuratko**, Indiana U.; **Jennifer Phillips Bott**, Ball State U.

**1157** 🗨️: (Paper Session) - (ENT) **Social Capital in the Entrepreneurial Process: Implications for Firm Performance**

4:10pm - 5:20pm Hawaii Convention Center: Room 303B

Chair: **Helena Yli-Renko**, U. of Southern California

🔗 Spin-out Formation and Performance from the Lens of Dynamic Capabilities and Social Capital Theory | **Arvin Sahaym**, U. of Washington, Seattle

🗨️ Intrapreneurship and Trust: An Exploratory Field Study in For-Profit and Nonprofit Settings | **Michael Gene Stull**, California State U., San Bernardino; **John D Aram**, Case Western Reserve U.

🗨️ Forces, Constraints, and Professionalization of Chinese Family Business: A Theoretical Model | **Jianjun Zhang**, Peking U.; **da yu**, Peking U.

Building a Business on Ethnic Ties: A Study of the Effects of Ethnic Networks | **Neri Karra**, U. of Cambridge; **Nelson Phillips**, Imperial College London; **Paul Tracey**, U. of Cambridge

**1158**: (Paper Session) - (GDO) **Sexual Harassment 25 Years after the EEOC Guidelines**

4:10pm - 5:20pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: **Karen L. Middleton**, Texas A&M U., Corpus Christi

Discussant: **Robyn A. Berkley**, Rensselaer Polytechnic Institute

🔗 Determinants of Sexual Harassment Coping Strategies in Mexican American and Anglo women | **Roxanne R Cox**, New Mexico State U.; **Peter W Dorfman**, New Mexico State U.; **Walter Stephan**, New Mexico State U.

🗨️ A Model for Predicting Outcomes of Sexual Harassment Complaints by Race and Gender | **Harsh K Luthar**, Bryant U.; **Jasmine Tata**, Loyola U. Chicago

Sexual harassment: A desire for sex or for sex-based power? | **Jennifer L. Berdahl**, U. of Toronto

🗨️ Perceptions of Sexual Harassment Severity: Toward an Understanding of Molehills and Mountains | **Bryan J. Pesta**, Cleveland State U.; **Kenneth J. Dunegan**, Cleveland State U.; **Mary W Hrivnak**, Cleveland State U.

**1159**: (Paper Session) - (GDO) **Organization Theory Meets Diversity: Advancing the Field**

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 1

Chair: **Marcy Cray**, Bentley College

Homosocial Reproduction At The Top: The Role Of Environmental Uncertainty | **Rebecca M Butz**, Tulane U.

Survival of the Fittest or Least Fit? Psychology meets Ecology in Organizational Demography | **Aimee Dars Ellis**, Arizona State U.; **Anne S. Tsui**, Arizona State U.

🔗 Feminist Analysis of Micro Research on Gender in Organizations: Suggestions for Advancing the Field | **Robin Ely**, Harvard U.; **Irene Padavic**, Florida State U.  
**Harlow Award Nominee**

Competitive Advantage through Organizational Diversity within an Ambiguous Social Context | **Cara Christina**

**Maurer**, U. of Western Ontario; **Lyn Purdy**, U. of Western Ontario

**1160**: (Paper Session) - (HCM) **Learning to be Safe: Theoretical and Methodological Approaches to Improving Patient Safety**

4:10pm - 5:20pm Sheraton Waikiki Beach: Waianae Room

Chair: **Manuela Brusoni**, Bocconi U.

Discussant: **Manuela Brusoni**, Bocconi U.

🗨️ Studying Patient Safety in Health Care Organizations: Valuing a Range of Approaches | **Timothy Hoff**, State U. of New York, Albany

Danger in the Guise of Safety: Near Miss as a System Failure? A Success? Or a Good Nurse at Work? | **Michal Tamuz**, U. of Tennessee Health Sciences Center; **Eric J. Thomas**, U. of Texas Houston Medical School

🗨️ Creating a Culture of Safety in Hospitals | **Sara J. Singer**, Harvard U.; **Anita L. Tucker**, U. of Pennsylvania  
Work Environments, Psychological Safety, and Positive Affect in Health Care: A Theoretical Framework | **Cheryl Rathert**, U. of Nebraska, Lincoln; **Douglas R May**, U. of Kansas

**1161**: (Paper Session) - (HR) **Employee Integration, Adaptation, and Stress**

4:10pm - 5:20pm Hawaii Convention Center: Room 319B

Chair: **Donna L Wiley**, California State U., Hayward

🗨️ The Immigrant Employee as a Component of a Diversified Workforce-Social Integration and Outcomes | **Xiaoyun Wang**, U. of Manitoba

🔗 Met Expectations: The Effects of Expected and Delivered Inducements on Attitudes and Intentions | **Greg Irving**, Wilfrid Laurier U.; **Samantha D. Montes**, Wilfrid Laurier U.

🗨️ → The Good, The Bad, and The Ugly: Outcomes of Challenge and Hindrance Stressors | **Jarrod M Haar**, U. of Waikato

🗨️ Employees' Investment in Organizational Social Capital: The Role of High-Involvement Work Practices | **Brenda E Ghituлесcu**, U. of Pittsburgh

**1162**: (Paper Session) - (HR) **Work Arrangements in Knowledge-Based Settings**

4:10pm - 5:20pm Hawaii Convention Center: Room 323B

Chair: **Arup Varma**, Loyola U. Chicago

→ Individual's Global Mobility for Work | **Phyllis Tharenou**, U. of South Australia

Work and Family Conflict: Can Home-based Teleworking Make a Difference? | **Susan R. Madsen**, Utah Valley State College

→ Knowledge Team Design and Conflict: Evidence from Chinese High Technology Companies | **Paul Hempel**, City U. of Hong Kong; **Zhixue Zhang**, Peking U.

Managing the Psychological Contract for Knowledge Sharing: The Role of Human Resource Management | **Bonnie S O'Neill**, Marquette U.; **Monica Adya**, Marquette U.

**1163**: (Paper Session) - (IM) **Barry Richman Dissertation Award Finalists Presentation**

4:10pm - 5:20pm Hawaii Convention Center: Room 305A

Finalists for the IM Division's prestigious Barry Richman Dissertation Award present their work. Open to all.

Division Chair: **Schon Beechler**, Columbia U.

→ Do Foreign Firms Crowd Out Domestic Firms? Evidence from the Czech Republic | **Renata Kosova**, George Washington U.

Shared Mental Models in Negotiation | **Leigh Anne Liu**, U. of South Carolina

Innovation and Knowledge Diffusion in the Global Economy | **Jasjit Singh**, INSEAD

#### 1164 : (Paper Session) - (IM) Social Networks and FDI

4:10pm - 5:20pm Hawaii Convention Center: Room 305B

Chair: **William John Lekse**, Babson College

Discussant: **Elie Matta**, HEC Paris

→ Investing in China: A Network Perspective on the Diffusion of FDI Entry Decisions across Countries | **Jiatao Li**, Hong Kong U. of Science and Technology; **Jing Yu Yang**, Hong Kong U. of Science and Technology; **Deborah Rui Yue**, Hong Kong U. of Science and Technology

International SMEs Social Ties and FDI Decision. | **Chin-Chun Hsu**, U. of Nevada, Las Vegas

→ Networks and Financial Performance: The Role of Internal Ties in Accessing Opportunities | **Marie Louise Mors**, Massachusetts Institute of Technology; **Bjorn Lovas**, London Business School

#### 1165 → (IM) Executive Panel: Management Competencies for the 21st Century Global Manager

4:10pm - 5:20pm Hawaii Convention Center: Room 316B

Organized by IMD's External Relations Committee, this panel will explore the relationship between value systems and managing change in a complex global environment. Session facilitated by A. Budde, M. Valdez, C. Suarez, V. Munuswamy, and K. Lo--all from U. of Hawaii.

Organizers: **David C. Thomas**, Simon Fraser U.; **Martha L Maznevski**, IMD; **Colette A Frayne**, Seattle U.

Distinguished Speakers: **Vaughn Vasconcellos**, Akimeka LLC;

**Failautusi Avegalio**, U. of Hawai'i; **Chong-Moon Lee**, AmBex Venture Capital; **John Griffin**, Former CEO, Caterpillar

Discussants: **Rosalie L. Tung**, Simon Fraser U.; **Robert Doktor**, U. of Hawai'i; **Allen Morrison**, IMD

#### 1166 → JS: (IM, HR) International Assignment Experience at the Top: Does It Make a Difference?

4:10pm - 5:20pm Hawaii Convention Center: Room 304A

Chair: **Robert Hooijberg**, IMD

International Assignment Experience at the Top: Does It Make a Difference? | **Robert Hooijberg**, IMD

Director International Experience: The Case of the UK FTSE 100 | **Wm Gerard Sanders**, Brigham Young U.; **Elisabeth Marx**, Hanover Fox International

The Role of International Assignment Experience in Top Teams and Firm Performance | **Hal Gregersen**, London Business School; **J Stewart Black**, INSEAD

International Attention in Top Management Teams: Determinants and Performance Implications | **Cyril Daniel Bouquet**, York U.; **Allen Morrison**, IMD

#### 1167 : (Paper Session) - (IP) Perspectives on Social Identity

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Rabi S Bhagat**, U. of Memphis

HR: Subjective P-O Fit: A Review of Existing Measures and Suggestions for Future Research | **Kelly A. Piasentin**, U. of Calgary; **Derek S. Chapman**, U. of Calgary

OB: When We Disagree About Who We Are: Ideographic Identity and Firm Performance | **Zannie Voss**, Duke U.; **Daniel M Cable**, U. of North Carolina; **Glenn Voss**, North Carolina State U.

→ IM: Effects of Culture on Organizational Attribution Styles: A Study of Four Pacific-Rim Nations | **Andre Anugerah Pekerti**, U. of Queensland; **Roger Kashlak**, Loyola College; **Aahad Osman-Gani**, Nanyang Technological U.; **Anugerah Pekerti**, Institute for Management Education & Development

→ IM: Empowerment: Clarifying the Construct and Setting the Stage for Cross-Cultural Research | **Anne Berthelot**, U. of Texas, El Paso; **Janice R Joplin**, U. of Texas, El Paso

OB: The Multi-Dimensional Nature of Psychological Contracts | **Joshua R. Knapp**, U. of Cincinnati

#### 1168 : (Paper Session) - (IP) Perspectives on Groups

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Steven Grover**, U. of Otago

OB: Effects of Organizational Systems on Team Potency and Performance: Extending Guzzo et al.'s Model | **Frances A. Kennedy**, Clemson U.; **Thomas P. Klammer**, U. of North Texas; **Misty L Loughry**, Clemson U.; **Michael M. Beyerlein**, U. of North Texas

OB: Solidarity Through Networks: The Effects of Task and Informal Interdependence | **Ferry Koster**, Amsterdam U.; **Frans Stokman**, Groningen U.; **Randy Hodson**, Ohio State U.

MOC: Individual Decisions Following Group Choice: Mediating Roles of Risk Propensity and Risk Perception | **David Lehman**, Purdue U.; **Rangaraj Ramanujam**, Purdue U., West Lafayette

OB: Process and Performance in Top Management Teams: The Contingent Role of Interdependence | **Bret H. Bradley**, U. of Iowa; **Murray R. Barrick**, U. of Iowa; **Amy L. Kristof-Brown**, U. of Iowa; **Amy E. Colbert**, U. of Notre Dame

MOC: Power and Objectification: Seeing Others through a Lens of Self Interest | **M. Ena Inesi**, Stanford U.; **Deborah Gruenfeld**, Stanford U.

#### 1169 : (Paper Session) - (IP) Research on Networks

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Henrich Greve**, Norwegian School of Management

OMT: The Rise and Fall of Small Worlds | **Arijit Chatterjee**, Pennsylvania State U.

→ IM: Comparing Managers' Charisma, Social Networks, and Self-Set Career Goals in the US and China | **Alexander Stajkovic**, U. of Wisconsin, Madison; **Mason A Carpenter**, U. of Wisconsin, Madison; **Scott D. Graffin**, U. of Wisconsin, Madison

→ IM: Managerial Ties in China: When Do They Bolster or Damage Firm Performance? | **Julie Juan Li**, Hong Kong U. of Science and Technology; **Kevin Zheng Zhou**, Hong Kong U. of Science and Technology; **Laura Poppo**, Virginia Tech

**OMT:** Interdependent Sampling and Social Contagion | **Jerker C. Denrell**, Stanford U.; **Gael Le Mens**, Stanford U.

**1170 : (Paper Session) - (IP) Research Over Long Time Frames**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Michele A Govekar**, Ohio Northern U.

🗨️**SIM:** From Cost to Resource: The Transformation and Diffusion of Corporate Social Responsibility | **Min-Dong Paul Lee**, Cornell U.; **Sunghoon Kim**, Cornell U.

**TIM:** A Survey of Contemporary Innovation Literature: A Rashomon Effect | **C.H. Tzeng**, McGill U.

➔**MH:** History, Ownership Forms and Corporate Governance Systems: A Study of the Indian Context | **Kamala Gollakota**, USD; **Vipin Gupta**, Simmons School of Management

🗨️**ENT:** Family Business Research: A Bibliometric Assessment of Intellectual Roots and Structure | **Juha T. Mattsson**, Helsinki U. of Technology; **Henri Schildt**, Helsinki U. of Technology

➔**ENT:** MIT Entrepreneurs: An Empirical Examination | **David Hsu**, Wharton School; **Edward B. Roberts**, Massachusetts Institute of Technology

**1171 : (Paper Session) - (IP) Science and Economics**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Anne D Smith**, U. of Tennessee, Knoxville

📖**RM:** Reconsidering the Desideratum of Representativeness | **Murray Lindsay**, U. of Western Ontario

**OM:** Reflections on the Acquisition and Use of Innovative Data Sources in Empirical OM Research | **David Hollingworth**, U. of North Dakota; **Kimberly A Bates**, Trent U.

🗨️**RM:** The Legitimacy of Messiness: Interdisciplinary Research and Interorganizational Relationships | **Mark de Rond**, Cambridge U.; **Sonja Marjanovic**, Cambridge U.

📖➔**ENT:** Identifying Trends in Entrepreneurship Research: Textual Analysis Revisited | **David Watkins**, Southampton Business School, U.K.; **Diana M Reader**, Bath Spa U., College

**1172 : (Paper Session) - (IP) New Ideas about Signals and Status**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Marianne Miller**, Virginia Commonwealth U.

🗨️🗨️**CM:** Why Use an Agent in Transactions? Signaling Competence and Overcoming the Self-Promotion Dilemma | **Jeffrey Pfeffer**, Stanford U.; **Christina Fong**, U. of Washington; **Robert Cialdini**, - ; **Rebecca Robin Portnoy**, U. of Washington, Seattle

**GDO:** Mitigating the Penalties for Women's Success: The Perceived Communitary Deficiency | **Tyler G. Okimoto**, New York U.; **Madeline E Heilman**, New York U.

📖**GDO:** Withholding Accommodation Requests: The Role of Workgroup Supportiveness and Requester Attributes | **David C. Baldrige**, Oregon State U.

**Harlow Award Recipient**

**GDO:** Investigating the Validity of Stereotypes about Overweight Employees | **Mark V Roehling**, Michigan State U.; **Patricia Vincent Roehling**, Hope College; **Maureen Dunn**, Hope College

🗨️**OCIS:** IT Adoption, Image, & Firm Support: A Study of Customer Expectations and Social Meaning | **Susan Winter**, U. of North Carolina, Charlotte; **Hari Krishna Rajagopalan**, U. of North Carolina, Charlotte; **Frances Sharer Vergara**, U. of North Carolina, Charlotte; **Pamela J. Jackson**, Fayetteville State U.; **Scott Hunsinger**, Appalachian State U.

**1173 : (Paper Session) - (IP) Social Responsibility**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Jennifer Susan Anne Leigh**, Gettysburg College

🗨️🗨️**ONE:** Entrepreneurialism and Embeddedness: A Model for Ecopreneurship | **Anne Margaret Clifford**, Kingston U.; **Sarah Elizabeth Ann Dixon**, Kingston U.

🗨️**SIM:** Who's in the Business of Saving Lives? | **Pepe Lee Chang**, U. of Utah

➔**PNP:** Social Performance and Economic Dimensions of Microfinance NGOs | **James C. Brau**, Brigham Young U.; **Shon R Hiatt**, Cornell U.; **Warner P. Woodworth**, Brigham Young U.

**PNP:** Cross-sector Partnerships Involving Social Enterprise: A Conceptual Framework | **Paul Tracey**, U. of Cambridge; **Helen Haugh**, U. of Cambridge

🗨️**SIM:** Corporate Social Responsibilities: Theory and Evidence | **Paul C Godfrey**, Brigham Young U.; **Nile W. Hatch**, Brigham Young U.; **Jared M. Hansen**, Brigham Young U.

**1174 : (Paper Session) - (IP) Stakeholder Perspectives on Governance**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Susan Key**, U. of Alabama, Birmingham

🗨️🗨️**OMT:** Corporate Disclosure Strategies: an analysis of investor approach and institutional effects | **Cynthia Clark Williams**, Boston U.

🗨️➔🗨️**SIM:** Corporate Community Involvement Promoting a Multi-Stakeholder Commitment | **Domenec Mele**, U. of Navarra; **Marcelo Paladino**, IAE Business School - U. Austral

🗨️**SIM:** A Governance Framework for Understanding Environmental Strategy. | **Judith Walls**, Rensselaer Polytechnic Institute; **Phillip Phan**, Rensselaer Polytechnic Institute

**SIM:** Three-Sector Stakeholder Approach to Agriculture Biotechnology | **Stephen Luxmore**, Rochester Institute of Technology

**1175 : (Paper Session) - (IP) Intangible Assets**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B5

Facilitator: **Nikhil Celly**, U. of Western Ontario

🗨️➔**BPS:** Building Intangible Resources: The Stickiness of Reputation | **Siah-Hwee Ang**, U. of Auckland; **Ana-Maria Wight**, U. of Auckland

🗨️**BPS:** Resource-Based View of Competitive Advantage in Two-Sided Markets | **Mingchun Sun**, Stanford U.; **Edison Tse**, Stanford U.

🗨️**BPS:** Corporate Reputations: How Long Do They Last and Why? | **Tony Wingler**, U. of North Carolina, Greensboro; **Sheldon Balbirer**, U. of North Carolina, Greensboro; **Moses Acquah**, U. of North Carolina, Greensboro

**BPS:** Competitive Advantage Through People? | **Henry Sauermann**, Duke U.

**MC:** No Time to Govern? The Impact of Multiple Directorships on Director and Corporate Performance | **Geoffrey Kiel**, U. of Queensland; **Gavin John Nicholson**, U. of Queensland; **Kevin Patrick Hendry**, U. of Queensland

**1176 :** (Paper Session) - (IP) **Managing Stakeholders**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Dean Tjosvold**, Lingnan U.

**SIM:** Biting the Hand That Feeds You: Customer Concerns in the S&P 500 | **Sara A Morris**, Old Dominion U.; **Barbara R Bartkus**, Old Dominion U.

**CM:** Giving Away Too Much: Extreme Relational Orientation and Self-sacrifice at the Bargaining Table | **Emily T. Amanatullah**, Columbia U.; **Michael W. Morris**, Columbia U.

**BPS:** Competing Interests in Distressed Firms: A Comparison of Creditor and Shareholder Asset Preferences | **William J Donoher**, Bradley U.

**CM:** What Do Unions Do New Publicly Traded Firms? | **Kyoung Won Park**, U. of Minnesota

**1177 :** (Paper Session) - (IP) **Strategic Issues in Human Resource Management**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Michelle Arthur**, U. of New Mexico

☞→**PNP:** Training Effectiveness at the Israel Police Academy | **Hilla Peretz**, U. of Haifa; **Zehava Rosenblatt**, U. of Haifa

**IM:** Effects of Transactional Performance-Based Human Resource Management Practices on Firm Performance | **Hyeon Jeong Park**, Georgia State U.; **Kweon-Taek Chung**, Samsung Economic Research Institute

☞**HR:** Managerial Participation in Human Resource Decision-Making: Testing a Knowledge-based View | **Sheela Pandey**, Temple U.; **Tolulope Bewaji**, Temple U.

**HR:** Adoption of Work Practices: The Role of Strategy, Executive Values and Power | **Emily M. Nason**, U. of California, Los Angeles

**1178 :** (Paper Session) - (IP) **Strategic Human Capital Management**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Maria Rotundo**, U. of Toronto

☞**HR:** The Impact Of Benefit Value On Perceived Organizational Support, Employee Performance And Retention | **Lori A. Muse**, Western Michigan U.; **Christina L Stamper**, Western Michigan U.

**CAR:** Career System Practices: A Palliative or Strategic Approach to Managerial Labor Market Choices | **Schalon Harrison Newton**, Case Western Reserve U.

**HR:** Contingencies in the Impact of Pay Dispersion on Perceptual and Objective Organizational Outcomes | **Sven Kepes**, U. of Arkansas; **John E Delery**, U. of Arkansas; **Nina Gupta**, U. of Arkansas

**HR:** Rent Theories, Human Resources, and the Competitive Advantage of Firms | **Adina Dabu**, U. of Illinois, Urbana-Champaign; **Clinton Chadwick**, U. of Illinois, Urbana-Champaign

→☞**HR:** The “strength” of the HRM system: An Empirical Test of the Bowen & Ostroff model | **Karin Sanders**, U. of Twente; **Luc W. Dorenbosch**, Tilburg U.; **Renee Dereuver**, Utilburg; **Marloes Vanengen**, Utilburg

**1179 :** (Paper Session) - (IP) **Strategic Issues in Small Business**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Pramodita Sharma**, Wilfrid Laurier U.

→**IM:** International Orientations: Antecedents and Organizational Outcomes for SMEs | **Anthony Robinson**, Georgia State U.

☞☞**ENT:** Family Councils and Governance Systems in Family Businesses: Agency Theory or Paternalistic Logic | **Luca Gnan**, Bocconi U.; **Morten Huse**, Norwegian School of Management; **Daniela Montemerlo**, Bocconi U.

**ENT:** Selling Entrepreneurial Firms through IPOs and M&As | **Ilgaz T Arikan**, Georgia State U.

**SIM:** The Board Advisory Role in Small-Medium Firms: A Contingency Perspectives on Organizational Crises | **Alessandro Minichilli**, Bocconi U.; **Morten Huse**, Norwegian School of Management; **Cathrine Hansen**, Norwegian School of Management

**1180 ☞☞:** (Paper Session) - (MC) **Ethical and Fiduciary Responsibilities in Consulting**

4:10pm - 5:20pm Hawaii Convention Center: Room 314

Chair: **Nicolas Rolland**, CERAM

Discussant: **Miguel Caldas**, Loyola U., New Orleans

What Role Did Consultants Play in Enron? The Regulatory Origins of the Corporate Governance Crisis | **Christopher McKenna**, Oxford U.

☞Internal Auditing and Consulting Practice in the 21st Century | **Sally Ann Woodward**, City U., London; **Georges Michel Selim**, City U., London

☞☞→The Role of Financial and Legal Advisors throughout the Acquisition Process: Evidence from Europe | **Angeloantonio Russo**, Bocconi U.; **Francesco Perrini**, Bocconi U.

☞Seeing the Forest for the Trees -A Critique of the Critical Theorists. | **H. William Vroman**, Morgan State U.

**1181 ☞☞→☞JS:** (MED, MSR) **Stories about Management Teaching and Research: Making Sense of Management in the 21st Century**

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 2

The four storytellers are Professors: (1) **Brian Boyd**, (2) **Andre Delbecq**, (3) **Bill Judge** and (4) **Judi Neal**.

Presenters: **Brian Boyd**, Arizona State U.; **Andre L Delbecq**, Santa Clara U.; **William Q Judge**, U. of Tennessee; **Judith A. Neal**, U. of New Haven

**1182 :** (Paper Session) - (MOC) **We Believe!: The Role of Mental Models, Team Models, and Shared Cognitions in Team Work**

4:10pm - 5:20pm Hawaii Convention Center: Room 317A

This session discusses issues regarding shared mental models, shared cognitions, and team knowledge.

Chair: **Ece Tuncel**, U. of Illinois, Urbana-Champaign

➤ A Theory of the Effects of Cross Understanding and Mental Model Dissimilarity on Work Group Outcomes | **Kyle Lewis**, U. of Texas, Austin; **George P Huber**, U. of Texas, Austin

The Interactive Effects of Shared Mental Models and Constructive Confrontation on Decision Quality | **Franz W. Kellermanns**, Mississippi State U.; **Allison W Pearson**, Mississippi State U.; **Barbara Spencer**, Mississippi State U.; **Steven W Floyd**, U. of Connecticut

Mental Models and Performance in Complex Tasks | **Michael Shayne Gary**, Australian Graduate School of Management; **Robert E Wood**, U. of New South Wales

A New Vision of Team Knowledge: Multidimensional Content & Structure | **Mark A. Clark**, American U.; **J. Alberto Espinosa**, American U.

Meeting Deadlines in Project Teams: A Longitudinal Study on the Effects of Shared Cognitions | **Josette M.P. Gevers**, Technische U. Eindhoven; **Christel G. Rutte**, Technische U. Eindhoven; **Wendelien Van Eerde**, Technische U. Eindhoven; **Robert A Roe**, Maastricht U.

**1183** → 🗣️ JS: (MOC, OMT) **Artifacts and Organization: Extending the Tip of the Cultural Iceberg**

4:10pm - 5:20pm Hawaii Convention Center: Room 301A

*Extending the Tip of the Cultural Iceberg*

Introduction: Artifacts and Organization: Extending the Tip of the Cultural Iceberg | **Anat Rafaeli**, Technion-Israel Institute of Technology

Interpreting Physical Identity Markers in Office Settings | **Kimberly D Elsbach**, U. of California, Davis

Artifacts in the Autoproduction of Visual Humor in Organizations | **Anand Narasimhan**, London Business School  
Bodies in/and Space: An Interpretive Approach | **Dvora Yanow**, California State U.

How Brands Live in Symbols and Artifacts | **Majken Schultz**, Copenhagen Business School

*Presenters:* **Anat Rafaeli**, Technion-Israel Institute of Technology; **Anand Narasimhan**, London Business School; **Kimberly D Elsbach**, U. of California, Davis; **Majken Schultz**, Copenhagen Business School; **Dvora Yanow**, California State U.

**1184** : (Paper Session) - (OB) **The Effects of Team Dynamics on Individual and Team-Level Performance**

4:10pm - 5:20pm Hawaii Convention Center: Room 323C

*Chair:* **Kenneth Bettenhausen**, U. of Colorado, Denver

*Discussant:* **James M. Schmidtke**, California State U., Fresno

🗣️ Individual Performance in Teams | **Chi C. Dang**, Michigan State U.; **Daniel R Ilgen**, Michigan State U.

I Think We Can: Influence of Group Member Expectations on Group Processes and Performance | **Chun Hui**, Chinese U. of Hong Kong; **Dong Tao Yang**, Nanjing U.

🗣️ Demonstrating Teamwork's Value: Effects of Backing up Behaviors on Individual and Team Performance | **Christopher O.L.H. Porter**, Texas A&M U.; **Chien-Feng Yu**, Texas A&M U.; **Celiie Itir Gogus**, Texas A&M U.; **Jenny Keng**, Texas A&M U.

➔ Competence Level Diversity and Interpersonal Helping in Teams | **Gerben S. Van Der Vegt**, Groningen U.; **J Stuart Bunderson**, Washington U.

*Presenters:* **Chi C. Dang**, Michigan State U.; **Christopher O.L.H. Porter**, Texas A&M U.; **Chun Hui**, Chinese U. of Hong Kong; **Gerben S. Van Der Vegt**, Groningen U.

**1185** : (Paper Session) - (OB) **The Influence of Personality on Work Behaviors**

4:10pm - 5:20pm Hawaii Convention Center: Room 324

*Chair:* **Markus Vodosek**, U. of Utah

*Discussant:* **John Schaubroeck**, Drexel U.

➔ Antecedents & Outcomes of Perceived Locus of Causality: An Application of Self-Determination Theory | **Daniel Turban**, U. of Missouri, Columbia; **Hwee-hoon Tan**, National U. of Singapore; **Kenneth G Brown**, U. of Iowa; **Kennon M Sheldon**, U. of Missouri, Columbia

Social Chameleons Balancing and Distancing: Moderating Effect of Self-Monitoring in Social Influence | **Zuzana Sasovova**, Vrije U. Amsterdam

Proactive Personality, Taking Charge, and Performance: Analyzing Autonomy as a Moderator | **Jerry Bryan Fuller, Jr.**, Louisiana Tech U.; **Kim Hester**, Arkansas State U.

🗣️ The Power Motive and Action-Oriented: U.S. Presidents and a Laboratory Study of Helping Behavior | **Joe Magee**, New York U.

*Presenters:* **Hwee-hoon Tan**, National U. of Singapore; **Zuzana Sasovova**, Vrije U. Amsterdam; **Kim Hester**, Arkansas State U.; **Joe Magee**, New York U.

**1186** : (Paper Session) - (OB) **Understanding the "Negatives" and "Positives" of Organizational Citizenship Behavior**

4:10pm - 5:20pm Hawaii Convention Center: Room 325A

*Chair:* **Isabel C Botero**, U. of Minnesota, Duluth

*Discussant:* **Brian P. Niehoff**, Kansas State U.

➤ Organizational Citizenship Behavior: A Negative Relationship to Career Outcomes? | **Diane Bergeron**, Teachers College, Columbia U.

**Winner of OB Division Best Dissertation-Based Paper Award**

➤ ➔ Processes Linking Perceived Leader-Subordinate Goal Similarity to Subordinate Performance | **Zhen-Xiong Chen**, U. of Canberra; **Samuel Aryee**, Hong Kong Baptist U.; **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong

➤ The Impact of Empathy, Concern with Future Consequences, and Time Horizon on OCBs | **Jeff Joireman**, Washington State U.; **Dishan Kamdar**, Indian School of Business; **Denise Daniels**, Seattle Pacific U.; **Blythe Duell**, Washington State U.

➔ Relationships Among Burnout, Job Involvement, and Organizational Citizenship Behavior | **Su-Fen Chiu**, National Taiwan U.; **Miao-Ching Tsai**, National Taiwan U.

*Presenters:* **Zhen-Xiong Chen**, U. of Canberra; **Denise Daniels**, Seattle Pacific U.; **Su-Fen Chiu**, National Taiwan U.; **Diane Bergeron**, Teachers College, Columbia U.

**1187** : (Paper Session) - (OB) **Individual and Social Predictors of Justice Perceptions and their Influence on Employee Outcomes**

4:10pm - 5:20pm Hawaii Convention Center: Room 327

*Chair:* **David A. Jones**, U. of Vermont

*Discussant:* **James J Lavelle**, U. of Texas, Arlington

Personality as a Determinant of Employees' Response to Justice and Organizational Reward Perceptions | **Meredith F. Burnett**, U. of Maryland

Do Cultural Values and Justice Moderate the Relationship Between HRM Practices and Outcomes? | **Pei-Chuan Wu**, National U. of Singapore

Social Influence Process in Organizational Justice Perceptions: The Role of Social Ties | **Ruolian Fang**, U. of Kentucky; **Ho-Beng Chia**, National U. of Singapore

Mediating Effects of Cynicism on the Relationships Between Justice and Employee Outcome Variables | **Jeong-Yeon Lee**, Indiana U., Bloomington

*Presenters:* **Meredith F. Burnett**, U. of Maryland; **Pei-Chuan Wu**, National U. of Singapore; **Ruolian Fang**, U. of Kentucky; **Jeong-Yeon Lee**, Indiana U., Bloomington

### **1188** : (Paper Session) - (OB) **Moving the Creativity Construct into the 21st Century: Determinants and Dimensions of Creativity**

4:10pm - 5:20pm Hawaii Convention Center: Room 328

*Chair:* **Christine O'Connor**, U. of Ballarat

*Discussant:* **Richard S Blackburn**, U. of North Carolina, Chapel Hill  
An Empirical Examination of Timelessness and Creativity. |

**Babis Mainemelis**, London Business School

The Effects of Choice, Goal and Creative Self-Efficacy on Divergent Thinking and Creative Outcomes | **Roy Yong Joo Chua**, Columbia U.; **Sheena S. Iyengar**, Columbia U.

Exploring the Complexity of Creativity in Organizations: A Multidimensional & Dynamic Perspective | **Todd Dewett**, Wright State U.

Novelty and Value as Distinct Facets of Creativity: An Empirical Study of Assessments and Assessors | **Diane McMeekin Sullivan**, U. of Central Florida; **Cameron M Ford**, U. of Central Florida

*Presenters:* **Babis Mainemelis**, London Business School; **Todd Dewett**, Wright State U.; **Diane McMeekin Sullivan**, U. of Central Florida; **Roy Yong Joo Chua**, Columbia U.

### **1189** SHCS: (OB, HR) **Time, Time, Time, See What's Become of Me: Management Research Through a New Temporal Vision**

4:10pm - 5:20pm Hawaii Convention Center: Room 313C

*Chairs:* **Abbie J. Shipp**, U. of North Carolina, Chapel Hill; **Allen Bluedorn**, U. of Missouri, Columbia

*Discussants:* **Hettie Richardson**, Louisiana State U.; **Gerardo Okhuysen**, U. of Utah; **Amy L. Kristof-Brown**, U. of Iowa; **Giuseppe Labianca**, Emory U.

Time and Organizational Behavior: A Historical Overview | **Allen Bluedorn**, U. of Missouri, Columbia

Temporal Aspects of Panic in Organizations | **Mary J Waller**, Tulane U.; **Rommel O. Salvador**, Tulane U.

Managerial Decision Making and Temporal Coordination Under Temporal Uncertainty | **Sally Blount**, New York U.; **Sophie Leroy**, New York U.

Recollected, Current, and Anticipated Person-Environment Fit Within the Present Moment | **Abbie J. Shipp**, U. of North Carolina, Chapel Hill; **Jeffrey R. Edwards**, U. of North Carolina

Time and Ties in Teams: Development and Determinants of Intra-Group Network Structures | **Katherine Klein**, U. of Pennsylvania; **David A Harrison**, Pennsylvania State U.; **Andrew P. Knight**, U. of Pennsylvania

### **1190** SHCS: (OB, HR, ODC) **Accentuating the Positive at Work: Linking Positive Psychological Capacities with Valued Outcomes**

4:10pm - 5:20pm Hawaii Convention Center: Room 316A

*Chair:* **Cary L. Cooper**, Lancaster U.

Using a Positive Organizational Behavior (POB) Framework to Understand the Role of Job Satisfaction | **Thomas A Wright**, U. of Nevada, Reno; **Douglas G. Bonett**, Iowa State U.

Capturing Positive Emotions in Mergers and Acquisitions | **Verena Kusstatscher**, Independent Researcher; **Cary L. Cooper**, Lancaster U.

Interdependence and Political Skill: Exploring Positive Organizational Behavior Constructs | **Marilyn Macik-Frey**, U. of Texas, Arlington; **Ana Maria Rossi**, Clinica De Stress E Biofeedback; **James Campbell Quick**, U. of Texas, Arlington

Extending the Case for Hope at Work as the Most Unique Positive Organizational Capacity | **Bret Simmons**, North Dakota State U.; **Debra L Nelson**, Oklahoma State U.

*Presenters:* **Thomas A Wright**, U. of Nevada, Reno; **Verena Kusstatscher**, Independent Researcher; **Cary L. Cooper**, Lancaster U.; **Marilyn Macik-Frey**, U. of Texas, Arlington; **Bret Simmons**, North Dakota State U.

*Participants:* **Douglas G. Bonett**, Iowa State U.; **Ana Maria Rossi**, Clinica De Stress E Biofeedback; **James Campbell Quick**, U. of Texas, Arlington; **Debra L Nelson**, Oklahoma State U.

### **1191** : (Paper Session) - (OCIS) **Perspectives on Organizational Communication**

4:10pm - 5:30pm Hawaii Convention Center: Room 317B

*Chair:* **Sue Currey**, St. Edwards U.

*Discussant:* **Shaila Miranda**, U. of Oklahoma

The Language of Leadership in the 21st Century: The Use of Influence Tactics in Email | **Lindred Greer**, Leiden U.

Supportive Supervisor Communication, LMX and Performance: The Test of a Theoretical Model | **Daniel F. Michael**, U. of Southern Mississippi; **Stanley G Harris**, Auburn U.; **William F Giles**, Auburn U.; **Hubert Feild**, Auburn U.

Employee Portals: A Field Study Examining Technology Mediated Organizational Communication | **Malayka Klimchak**, U. of South Carolina; **Brian S Klaas**, U. of South Carolina

Crisis Management Through Strategic Communication: A Model of Effective Web-Based Messaging | **Lisa M. Jones**, U. of North Carolina, Chapel Hill; **Al Segars**, U. of North Carolina, Chapel Hill

Building an Organizational Change Communication Theory | **Jennifer Frahm**, U. of Melbourne; **Kerry Brown**, Queensland U. of Technology

### **1192** SHCS: (OCIS) **Invited Symposium - Management in the 21st Century: Perspectives from Asia-Pacific**

4:10pm - 5:20pm Hawaii Convention Center: Room 318A

*Chair:* **Bernard Tan Cheng Yian**, National U. of Singapore

*Presenters:* **Christopher Earley**, National U. of Singapore; **Yuan Li**, Xian Jiaotong U.; **Felix Tan**, Auckland U. of Technology

**1193** 🗣️: (ODC) **ODC Distinguished Speaker, Thomas Cummings** "Evolution of ODC and its Future: A Personal Reflection"

4:10pm - 5:20pm Hawaii Convention Center: Room 321B

*Program Chair:* **Ram Tenkasi**, Benedictine U.

*Distinguished Speaker:* **Thomas G. Cummings**, U. of Southern California

**1194** : (Paper Session) - (ODC) **The Politics of Organizational Change**

4:10pm - 5:20pm Hawaii Convention Center: Room 322B

*Chair:* **Wayne Boss**, U. of Colorado, Boulder

*Discussant:* **David Coghlan**, U. of Dublin

👉 → Generating and Acting on Demand for Public Reforms | **Christine Benedichte Meyer**, Norwegian School of Economics and Business Administration

🗣️ Dynamic Scheming: Middle Managers Striving for a Sustainable Future | **Elizabeth M. Essex**, Case Western Reserve U.; **Esther Wyss-Flamm**, Alliant International U.

🗣️ Middle Managers in Change | **Sharyn Elizabeth Herzig**, U. of Queensland; **Nerina Jimmieson**, U. of Queensland

Reducing Resistance to Change: The Role of Managerial Influence Tactics and Leader-Member Exchange | **Stacie Furst**, Louisiana State U.

**1195** 🗣️: (OM) **Project Management: An Interdisciplinary Approach to Managing in the 21st Century**

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 3

*Organizer:* **Diane H. Parente**, Pennsylvania State U., Erie

*Presenters:* **Jeffrey Pinto**, Pennsylvania State U., Erie; **Erik**

**Larson**, Oregon State U.; **Karen Brown**, U. of Washington, Bothell

**1196** : (OMT) **Organizational Identity: Meanings, Constraints, Sanctions and Consequences**

4:10pm - 5:20pm Hawaii Convention Center: Room 302A

*Chair:* **Elizabeth G. Pontikes**, Stanford U.

*Discussant:* **Hayagreeva Rao**, Northwestern U.

Organizational Identities, Specialization, and Prominence | **Greta Hsu**, U. of California, Davis; **Michael T Hannan**, Stanford U.

The Red Queen, Success Bias, and Organizational Inertia | **William P Barnett**, Stanford U.; **Elizabeth G. Pontikes**, Stanford U.

(Middle) Status Fragility: Labor Market Reactions to Identity Claims among Silicon Valley Law Firms | **Damon J Phillips**, U. of Chicago; **Ezra Zuckerman**, Massachusetts Institute of Technology

Diverse Identities: An Empirical Study of Social-Political Outcomes in American Communities | **Hongwei Xu**, Stanford U.; **Ozgecan Kocak**, Columbia U.; **Glenn R Carroll**, Stanford U.

**1197** : (Paper Session) - (OMT) **What Do We Know and When Do We Know It: Knowledge and Complexity**

4:10pm - 5:20pm Hawaii Convention Center: Room 302B

*Chair:* **Charles Chowa**, U. of Missouri, St. Louis

*Discussant:* **Corinne A Coen**, State U. of New York, Buffalo

🗣️ The Problem of Research Progress: A Cumulative Knowledge Perspective | **Kevin Carlson**, Virginia Polytechnic Institute; **Donald Hatfield**, Virginia Tech

🗣️ Power Law Phenomena in Organizations: Redirecting Organization Studies | **Bill McKelvey**, U. of California, Los Angeles

🗣️ Radical Change Accidentally: A Qualitative Analysis of Emergent Change | **Donde Ashmos Plowman**, U. of Texas, San Antonio; **LaKami T. Baker**, U. of Texas, San Antonio; **Tammy E. Beck**, U. of Texas, San Antonio; **Mukta Kulkarni**, U. of Texas, San Antonio; **Stephanie DeAnn Thomas**, U. of Texas, San Antonio; **Deandra Travis**, U. of Texas, San Antonio

On the Structure and Dynamics of Organizational Complexity | **Mihnea Calin Moldoveanu**, U. of Toronto; **Robert M. Bauer**, U. of Toronto

**1198 JS:** (OMT, OB) **Exploring Social Context: Emic and Etic Perspectives**

4:10pm - 5:20pm Hawaii Convention Center: Room 313B

*Organizer:* **Barbara S. Lawrence**, U. of California, Los Angeles

Social Context in Work Teams: The Role of Team Boundary Disagreement | **Mark Mortensen**, Massachusetts Institute of Technology

Organizational Reference Groups: How People Constitute the Human Component of Their Work Environment | **Barbara S. Lawrence**, U. of California, Los Angeles

Career Imprints and the Social Context of Careers | **Monica Higgins**, Harvard U.

The Architecture of Social Context: How Careers Link Individuals and Institutions | **Candace Jones**, Boston College

*Presenters:* **Mark Mortensen**, Massachusetts Institute of Technology; **Candace Jones**, Boston College; **Monica Higgins**, Harvard U.; **Barbara S. Lawrence**, U. of California, Los Angeles

**1199 SHCS:** (OMT, RM, MH) **Incorporating and Modeling Social Movements Within Organizations Research**

4:10pm - 5:20pm Hawaii Convention Center: Room 316C

*Organizers:* **Melissa Wooten**, U. of Michigan; **Marc Schneiberg**, Reed College

*Discussant:* **Andrew J. Hoffman**, U. of Michigan

Social Movement Organizational Outcomes | **Sarah A Soule**, U. of Arizona; **Anand Swaminathan**, U. of California, Davis; **Laszlo Tihanyi**, Texas A&M U.

Social Movements and Organizational Form: Alternatives to Corporations in Three American Industries | **Marc Schneiberg**, Reed College

Institutional Theory, Social Movements, and the Emergence of Modernist Architecture | **Mauro F Guillen**, U. of Pennsylvania

On Law, Organizations, and Social Movements in the Civil Rights Context | **Lauren B Edelman**, U. of California, Berkeley  
**Winner of OMT Division Best Symposium Proposal Award**

**1200** 📖🗣️🗣️: (ONE) **Greening University Supply Chains: Challenges in Operations and Teaching**

4:10pm - 5:20pm Sheraton Waikiki Beach: Kahuku Room

*Dr. Kevin Lyons is the Associate Director/Research Scientist for Supply Chain Environmental Management and Policy at the Rutgers EcoComplex.*



*Distinguished Speaker:* **Kevin L. Lyons**, Rutgers U.

**1201** 🗈️➔🗈️: (PNP) **Critical Managerial/Leadership Qualities for Internat'l, Military, NGO & Public Service Professionals**

4:10pm - 5:20pm Sheraton Waikiki Beach: Waialua Room

*Chairs:* **Kathleen Campbell**, United States Military Academy; **Joshua Conner**, United States Military Academy; **Tom Pae**, United States Military Academy; **Brian Tribus**, United States Military Academy

Perceptual Bias Is Alive and Well: Training

Managers/Leaders to Avoid It | **Kathleen Campbell**, United States Military Academy; **Joshua Conner**, United States Military Academy; **Tom Pae**, United States Military Academy

The Sensitivity Component of Self-Monitoring. | **Kathleen Campbell**, United States Military Academy; **Brian Tribus**, United States Military Academy

Orientations to Learning and Trusting Others: Key Characteristics for Int'l Managers & Officers | **Donald J Campbell**, United States Military Academy

*Participant:* **Donald J Campbell**, United States Military Academy

**1202** : (Paper Session) - (RM) **Innovative Research Design & Methodology**

4:10pm - 5:20pm Hawaii Convention Center: Room 323A

*Chair:* **L Michele Issel**, U. of Illinois, Chicago

*Discussants:* **Margaret T. Orr**, Columbia U.; **Robert C Liden**, U. of Illinois, Chicago

➔🗈️🗈️Integrating Action Research Methods:Contextual Components and Constructive Choices | **Patrice Braun**, U. of Ballarat

A Method for Checking the Vision: the Case of the Retail Automation Sector in Brazil | **Joao Mauricio Gama Boaventura**, Sao Paulo City U.; **Adalberto A. Fischmann**, Sao Paulo U.

🗈️🗈️Prospective Case Study Design for Deductive Theory Testing | **Alex B. Bitekhtine**, McGill U.

Controlling Nuisance Variables by Using a Matched-Groups Design | **James A. Breough**, U. of Missouri, St. Louis; **Kathleen Frye**, U. of Missouri, St. Louis

**1203** 🗈️: (Paper Session) - (SIM) **Corporate Social Performance: Empirical Studies**

4:10pm - 5:20pm Sheraton Waikiki Beach: Kohala/Kona Room

*Chair:* **Jennifer A Martin**, York College of Pennsylvania

*Discussants:* **Margaret Cording**, Rice U.; **Josetta S McLaughlin**, Roosevelt U.

🗈️🗈️The Corporate Social and Financial Performance Relationship: What's the Ultimate Determinant? | **Josep A. Tribó**, U. of Carlos III Madrid; **Jordi Surroca**, U. of Carlos III Madrid

➔Dual Effect of Corporate Social Performance on Internationalization: Revisiting the CSP-CFP Link | **Jijun Gao**, U. of Western Ontario; **Vanessa M. Strike**, U. of Western Ontario

A Behavioral Approach to the Link between Financial Performance on Airline Safety | **Peter Micah Madsen**, U. of California, Berkeley

🗈️Path Dependence in Firm-Stakeholder Relations | **Michael L. Barnett**, U. of South Florida

**1204** 🗈️: (SIM) **Organizational Identity through a POS Lens: Leveraging Identity for Positive Contributions**

4:10pm - 5:20pm Sheraton Waikiki Beach: Niihau Room

*Chair:* **Shelley Brickson**, London Business School

Positive Organizational Identity, Positive Organizational Orientation. | **Kevin G. Corley**, Arizona State U.; **Dennis A Gioia**, Pennsylvania State U.

Alexander's Story: Linking Organizational Identity to Organizational Vitality. | **Monica C. Worline**, Emory U.; **Kryssia A. Wrobel**, Emory U.; **F.K. Marsh**, Concordia U.

Miracle: How Boundary Work and Cultural Practice Shape Organizational Integration. | **Israel Drori**, College of Management, Israel; **Amy Wrzesniewski**, New York U.; **Shmuel Ellis**, Tel Aviv U.

Organizational Identity Orientation and Positive Organizational Contributions to Stakeholders. | **Shelley Brickson**, London Business School

**1205** JS: (SIM, OCIS, TIM) **The Connected Home: Paradise or Poison**

4:10pm - 5:20pm Sheraton Waikiki Beach: Oahu Room

*Moderator:* **Sue Conger**, U. of Dallas

*Presenters:* **Florence Mason**, F. Mason and Associates; **Richard O Mason**, Southern Methodist U.; **Joanne H. Pratt**, Joanne H. Pratt Associates; **John Henderson**, Boston U.; **Sue Conger**, U. of Dallas

**1206** : (TIM) **Organizational Learning from External Sources: New Issues and Performance Implications**

4:10pm - 5:20pm Hawaii Convention Center: Room 304B

*Organizer:* **Michael D Santoro**, Lehigh U.

External Organizational Learning and Dynamic Capabilities | Technological Knowledge and Governance in Alliances Among Competitors |

Outsourcing to OffShore Locations and Competitive Advantage: An Organization Centered View |

Perf. Implications of Organizational Structure and Knowledge Sharing in Multinational R&D Networks |

Thinking, Talking and Doing: How the Knowledge-Based View Might Clarify Techno's Relationship w/ Org. |

*Participants:* **Paul Bierly**, James Madison U.; **Fariborz Damanpour**, Rutgers U.; **Shanthi Gopalakrishnan**, New Jersey Institute of Technology; **Chris W Grevesen**, DeVry U.; **Joseph P McGill**, Kean U.; **J. C. Spender**, Open U.; **Michael D Santoro**, Lehigh U.

**1207** : (Paper Session) - (TIM) **Knowledge Management**

4:10pm - 5:30pm Hawaii Convention Center: Room 306A

*Chair:* **Francois Therin**, Grenoble Ecole de Management

*Discussant:* **Deepak Somaya**, U. of Maryland

When do Acquisitions facilitate Technological Exploration and Exploitation? | **Paul Almeida**, Georgetown U.; **Anupama Phene**, U. of Utah; **Stephen B Tallman**, U. of Richmond

🗈️Knowledge Generation in Virtual Communities of Practice | **Thorsten Andreas Teichert**, U. of Hamburg; **Iwan Von Wartburg**, U. of Hamburg; **Katja Rost**, U. of Bern

→ Informally Hierarchical: A Model of a Knowledge Hierarchy in Open Source Software Development | **Petra Kugler**, U. of St. Gallen

**1208 : (Paper Session) - (TIM) Simulation Studies**

4:10pm - 5:20pm Hawaii Convention Center: Room 307A

Chair: **Andrew King**, Dartmouth College

Discussant: **Charles Williams**, U. of Illinois, Urbana-Champaign

Electronic Reverse Auction Configuration: Impact on Buyer Price and Perceived Buyer Opportunism | **Craig R. Carter**, U. of Nevada; **Cynthia Kay Stevens**, U. of Maryland

Strategic NPD Portfolio Management in Complex Environments | **Raul O. Chao**, Georgia Institute of Technology; **Stylianos Kavadias**, Georgia Institute of Technology

Exploration and Exploitation with Interpersonal Learning and Tacit Knowledge | **Kent Miller**, Purdue U.; **Meng Zhao**, California State U., Dominguez Hills; **Roger Calantone**, Michigan State U.

On the Diffusion of Innovations in Evolving Social Networks: A Simulation Study | **Michele Simoni**, U. of Naples II; **Adam Tatarynowicz**, U. of St. Gallen; **Gianluca Vagnani**, U. of Rome

**Tuesday 5:20PM**

**1209 : (MSR) MSR Administrative Meeting**

5:20pm - 6:30pm Sheraton Waikiki Beach: Puna Room

**Tuesday 5:30PM**

**1210 : (BPS) BPS Business Meeting**

5:30pm - 6:30pm Hawaii Convention Center: Room 313B

Division Chair: **Margaret Peteraf**, Dartmouth College

Division Chair-Elect.: **James Westphal**, U. of Texas, Austin

Program Chair: **Anita McGahan**, Boston U.

Professional Development Workshop Chair: **Russell Coff**, Emory U.

**1211 : (CAR) Careers Division Business Meeting**

5:30pm - 6:30pm Hawaii Convention Center: Room 322A

The division will honor winners of *The Best Paper Award*, *The Best Student Paper Award*, *The Best Applied Paper Award*, and *The Best Reviewer Awards*.

Division Chair: **Yehuda Baruch**, U. of East Anglia

Division Chair-Elect.: **Kerr Inkson**, U. of Otago

Program Chair: **Cherlyn Skromme Granrose**, Berry College

Professional Development Workshop Chair: **Mary Mallon**, Massey U.

**1212 : (CM) Conflict Division Business Meeting**

5:30pm - 6:30pm Hawaii Convention Center: Room 319B

Division Chair: **Sally Blount**, New York U.

Division Chair-Elect.: **Catherine Tinsley**, Georgetown U.

Program Chair: **Michele J. Gelfand**, U. of Maryland

Professional Development Workshop Chair: **Susan E. Brodt**, Queen's U.

**1213 : (GDO) Mobilizing for the Future**

5:30pm - 6:50pm Hilton Hawaiian Village: South Pacific 1

What "new vision of gender and diversity management" do members want? Let's strategize, organize, and mobilize in this session. Come get involved!

Organizer: **Myrtle P. Bell**, U. of Texas, Arlington  
Mobilizing GDO for the Future |

**1214 : (ICW) Nova Southeastern University Closing Meeting**

5:30pm - 7:00pm Hilton Hawaiian Village: South Pacific 2

Organizer: **Jane Whitney Gibson**, Nova Southeastern U.

**1215 : (ICW) Management Decision Reception and Workshop**

5:30pm - 7:00pm Sheraton Waikiki Beach: Waimea Canyon Room

Organizer: **Anna Torrance**, Emerald Group Publishing

**1216 : (IM) IM Division Members' Meeting**

5:30pm - 7:00pm Hawaii Convention Center: Room 316B

Join us to review the past year, and to honor winners of *Richman Award*, *three Best Paper awards*, and *Distinguished Reviewer Awards*. Social follows.

Host: **Sully Taylor**, Portland State U.

Division Chair: **Schon Beechler**, Columbia U.

Division Chair-Elect.: **Eleanor Westney**, Massachusetts Institute of Technology

Program Chair: **Ravi Ramamurti**, Northeastern U.

Professional Development Workshop Chair: **Timothy Michael**

**Devinney**, Australian Graduate School of Management

**1217 : (MED) MED Division Awards and Business Meeting**

5:30pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Division Chair: **Carolyn Wiley**, Mercer Human Resource Consulting

Division Chair-Elect.: **Steven Armstrong**, U. of Hull

Program Chair: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh

Professional Development Workshop Coordinator: **Laurie Milton**, U. of Calgary, U. of Western Ontario

**1218 : (MOC) Managerial and Organizational Cognition Division Business Meeting**

5:30pm - 6:30pm Hawaii Convention Center: Room 317A

Division Chair: **Stephen Mezas**, New York U.

Program Chair: **Michael G. Pratt**, U. of Illinois, Urbana-Champaign

Professional Development Workshop Chair: **Mary J Waller**, Tulane U.

**1219 : (ODC) ODC Awards and Business Meeting**

5:30pm - 6:30pm Hawaii Convention Center: Room 322B

Division Chairs: **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Ram Tenkasi**, Benedictine U.

Division Chair-Elect.: **George Roth**, Massachusetts Institute of Technology

Professional Development Workshop Chair: **Michael R Manning**, New Mexico State U.

**1220 : (ONE) Organizations and the Natural Environment Business Meeting**

5:30pm - 10:30pm Sheraton Waikiki Beach: Kahuku Room

Division Chair: **Michael V. Russo**, U. of Oregon

Division Chair-Elect.: **Mark Cordano**, Ithaca College

Program Chair: **Kate Kearins**, Auckland U. of Technology

Professional Development Workshop Chair: **Alfred Allen Marcus**, U. of Minnesota

**Tuesday 5:45PM**

## Tuesday 6:45PM

**1221 : (HR) HR Division Business Meeting**

5:45pm - 6:45pm Hawaii Convention Center: Room 323B

*Everyone is welcome to attend.**Division Chair: Diana L Deadrick, Old Dominion U.**Division Chair-Elect.: K. Michele Kacmar, U. of Alabama**Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign**Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.*

## Tuesday 6:00PM

**1222 : (AAA) LAC Thank You Party**

6:00pm - 8:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

*Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West Oahu; Jerry M Calton, U. of Hawai'i, Hilo*

## Tuesday 6:15PM

**1223 : (OCIS) Pau Hana - OCIS Informal Social Event**

6:15pm - 8:00pm Hawaii Convention Center: Room 317B

*Relax and unwind with fellow OCIS colleagues. All are welcome.**We will meet at 6:15pm and walk together to a place for dinner and drinks.*

## Tuesday 6:30PM

**1224 : (BPS) BPS Social Hour**

6:30pm - 7:30pm Hawaii Convention Center: Room 313C

*Division Chair: Margaret Peteraf, Dartmouth College**Division Chair-Elect.: James Westphal, U. of Texas, Austin**Program Chair: Anita McGahan, Boston U.**Professional Development Workshop Chair: Russell Coff, Emory U.***1225 : (CAR) Careers Division Social**

6:30pm - 8:30pm Hawaii Convention Center: Room 319A

*Please join us for relaxing, casual, fun. Note: Members may bring books published this year or forthcoming for display table.**Program Chair: Cherlyn Skromme Granrose, Berry College***1226 : (CM) Conflict Division Social Hour**

6:30pm - 8:30pm Hawaii Convention Center: Room 318B

**1227 : (MOC) Managerial and Organizational Cognition Division Social Hour**

6:30pm - 7:30pm Hawaii Convention Center: Room 316C

*Division Chair: Stephen Mezas, New York U.**Program Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign**Professional Development Workshop Chair: Mary J Waller, Tulane U.***1228 : (MSR) MSR Social**

6:30pm - 10:30pm Sheraton Waikiki Beach: Waialua Room

**1229 : (ODC) ODC Social**

6:30pm - 9:00pm Hawaii Convention Center: Room 321B

*Division Chair: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor**Division Chair-Elect.: George Roth, Massachusetts Institute of Technology**Program Chair: Ram Tenkasi, Benedictine U.**Professional Development Workshop Chair: Michael R Manning, New Mexico State U.*

**1230 : (HR) HR Division Reception**  
 6:45pm - 7:45pm Hawaii Convention Center: Center Rooftop  
*Hosts: John C Dencker, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign*  
*Division Chair: Diana L Deadrick, Old Dominion U.*  
*Division Chair-Elect.: K. Michele Kacmar, U. of Alabama*  
*Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign*  
*Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.*

## Tuesday 7:00PM

**1231 : (ICW) Texas Tech University Reception**

7:00pm - 10:00pm Sheraton Waikiki Beach: Honolulu Room

*Organizer: Ritch L Sorenson, Texas Tech U.***1232 : (IM) IM Division Social**

7:00pm - 8:30pm Hawaii Convention Center: Room 315

*Network with IMD members and nibble on some food. Restricted to IMD members. Partly sponsored by Booz Allen Hamilton strategy and business.**Host: Schon Beechler, Columbia U.***1233 : (MED) MED and ONE Divisions' Joint Social**

7:00pm - 10:00pm Hilton Hawaiian Village: Coral Ballroom 1

*Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh**Division Chair: Carolyn Wiley, Mercer Human Resource Consulting**Division Chair-Elect.: Steven Armstrong, U. of Hull**Program Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh**Professional Development Workshop Coordinator: Laurie Milton, U. of Calgary, U. of Western Ontario*

**Wednesday 7:00AM**

**1234** → CAU: (CAU) **The DNA of International Assignment Success and Global Employee Mobility**  
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C1  
Organizer: **Estelle Toomey**, Oxford U.

**1235** CAU: (CAU) **Behavioral Ethics and Organizations: New Initiatives**  
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C2  
Organizer: **Robert Folger**, U. of Central Florida

**1236** CAU: (CAU) **Antecedents, Correlates and Consequences of Career Choice in Management: An Interdisciplinary View**  
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B1  
Organizer: **Ayala Malach Pines**, Ben-Gurion U., Negev  
Participants: **Mustafa F Ozbilgin**, Queen Mary U. of London; **Fatma Kusku**, Istanbul Technical U.; **Zahide Karakitapoglu Aygun**, Bilkent U.; **Zeynep Kadire Girgin**, Bilkent U.; **Eran Vigoda-Gadot**, U. of Haifa; **Olympia Kyriakidou**, Aegean U.

**1237** CAU: (CAU) **Teams, Diversity and Fairness**  
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B2  
Organizers: **Kenneth H Price**, U. of Texas, Arlington; **James J Lavelle**, U. of Texas, Arlington

**1238** CAU: (CAU) **It's Just a Dog ... Or, is it? New Visions of Family in the 21st Century**  
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B3  
Organizers: **Teri Domagalski**, Florida Institute of Technology; **Jenny M. Hoobler**, U. of Illinois, Chicago

**1239** CAU: (CAU) **A New Vision for Creativity Research**  
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B4  
Organizer: **Tom Alan Timmerman**, Tennessee Technological U.

**1240** CAU: (CAU) **The Many Faces of Entrepreneurial Women: Women's Entrepreneurship from Divergent Perspectives**  
7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D1  
Organizers: **Stacy Blake-Beard**, Simmons College; **Jeffrey A. Robinson**, New York U.

**1241** 📖 CAU: (CAU) **Shaping Tomorrow's Business Leaders Today: Changing Society by Changing Management Education**  
7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D2  
Organizer: **Lindsey Godwin**, Case Western Reserve U.

**1242** ☞ → CAU: (CAU) **Leadership and HR in a Scandinavian Context**  
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1  
Organizers: **Bolette Christensen**, Danish Industries; **Lone Broberg**, Aalborg Industries A/S; **Tore Hakonsson**, - ; **Agi Csonka**, -

**1243** 📖 CAU: (CAU) **Business Ethics: An Oxymoron? What is the responsibility of the business educator?**  
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2  
Organizer: **Larry Summers**, U. of Missouri, Columbia

**Wednesday 8:00AM**

**1244** : (AAA) **Honolulu 2005, LAC**  
8:00am - 5:00pm Hawaii Convention Center: Room 326B  
Local Arrangements Chairs: **Mary J. Mallott**, U. of Hawai'i, West Oahu; **Jerry M Calton**, U. of Hawai'i, Hilo

**1245** : (IM) **IMD Members' Feedback Session**  
8:00am - 9:00am Hawaii Convention Center: Room 305A  
Stop by to offer feedback on IMD's 2005 program, and help make 2006 program even better. Leave any time for other sessions. Coffee/donuts provided.  
Host: **Sully Taylor**, Portland State U.  
Division Chair: **Schon Beechler**, Columbia U.  
Division Chair-Elect.: **D Eleanor Westney**, Massachusetts Institute of Technology  
Program Chair: **Ravi Ramamurti**, Northeastern U.  
Professional Development Workshop Chair: **Timothy Michael Devinney**, Australian Graduate School of Management

**Wednesday 8:20AM**

**1246** 🗨️ (OB) **Building a Safer Health System: Managing and Learning from Errors in Hospitals**  
8:20am - 10:20am Hawaii Convention Center: Room 327  
Chair: **David A Hofmann**, U. of North Carolina  
Discussant: **Michael Frese**, Giessen U.  
Error Communication Networks: Implications for Error Management and Organizational Learning | **David A Hofmann**, U. of North Carolina; **Zhike Lei**, U. of North Carolina, Chapel Hill  
The Impact of Psychological Safety and Problem Solving Efficacy on Reporting Culture in 24 Hospital | **Sara J. Singer**, Harvard U.; **Anita L. Tucker**, U. of Pennsylvania  
Error Persistence and Crisis Management in OR Crises: The Role of Exploration and Exploitation | **Jenny W Rudolph**, Veterans Administration Boston Medical Center  
To Err Is Human, To Correct Mindful: Toward A Behavioral Theory of High Reliability | **Timothy J. Vogus**, Vanderbilt U.; **Jason Stansbury**, Vanderbilt U.  
Presenters: **Anita L. Tucker**, U. of Pennsylvania; **Timothy J. Vogus**, Vanderbilt U.; **Jason Stansbury**, Vanderbilt U.; **Jenny W Rudolph**, Veterans Administration Boston Medical Center; **Sara J. Singer**, Harvard U.; **David A Hofmann**, U. of North Carolina; **Zhike Lei**, U. of North Carolina, Chapel Hill

**1247** JS: (OB, CAR) **A New Vision for Unemployment Research: Looking at Job Loss Through the Eyes of the Individual**  
8:20am - 10:20am Hawaii Convention Center: Room 323C  
Chair: **Frances M. McKee-Ryan**, Oregon State U.  
Discussant: **Connie Wanberg**, U. of Minnesota  
Making Sense of Job Loss: A Retrospective Analysis of the Ascribed Emotional Meaning of Job Loss | **Meghna Virick**, U. of Texas, Arlington; **Mary A. Gowan**, George Washington U.  
The Match Between Coping Goals and Coping: The Missing Link in Coping with Job Loss Process Models | **Angelo J. Kinicki**, Arizona State U.; **Frances M. McKee-Ryan**, Oregon State U.; **Meghna Virick**, U. of Texas, Arlington

A Dispositional Approach to Employability and Its Implications for Coping with Job Loss | **Mel Fugate**, Southern Methodist U.  
Exploring for Better Jobs: Job Search and Career Exploration During Involuntary Job Loss | **Jelena Zikic**, Instituto de Empresa

Protean Career Attitude, Self-Esteem, and Job-Search Intensity During Unemployment | **Lea Waters**, U. of Melbourne; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.

Testing a Job Search Model Within the Motivational and Self-Regulatory Framework in China | **Zhaoli Song**, National U. of Singapore; **Connie Wanberg**, U. of Minnesota; **Xiongying Niu**, Chinese U. of International Economics and Business; **Yizhong Xie**, Chinese Academy of Sciences

*Participants:* **Meghna Virick**, U. of Texas, Arlington; **Mary A. Gowan**, George Washington U.; **Angelo J. Kinicki**, Arizona State U.; **Frances M. McKee-Ryan**, Oregon State U.; **Mel Fugate**, Southern Methodist U.; **Jelena Zikic**, Instituto de Empresa; **Lea Waters**, U. of Melbourne; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Zhaoli Song**, National U. of Singapore; **Connie Wanberg**, U. of Minnesota; **Xiongying Niu**, Chinese U. of International Economics and Business; **Yizhong Xie**, Chinese Academy of Sciences

#### **1248 JS: (OB, OCIS, CM) Theories of Small Groups: Interdisciplinary Perspectives**

8:20am - 10:20am Hawaii Convention Center: Room 324

*Chairs:* **Marshall S. Poole**, Texas A&M U.; **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign

Groups from the Functional Perspective | **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign

Understanding Groups from a Feminist Perspective | **Jennifer L. Berdahl**, U. of Toronto

Traces, Trajectories, and Timing: The Temporal Perspective on Groups. | **Marshall S. Poole**, Texas A&M U.

Touchstones: Interdisciplinary Perspectives | **Janet Fulk**, U. of Southern California

*Participants:* **Jennifer L. Berdahl**, U. of Toronto; **Andrea Hollingshead**, U. of Illinois, Urbana-Champaign; **Marshall S. Poole**, Texas A&M U.; **Janet Fulk**, U. of Southern California

### Wednesday 8:30AM

#### **1249 : (BPS) Hypercompetition: Are Performance Differences Less Durable Now Than in the Past?**

8:30am - 10:20am Hawaii Convention Center: Room 306B

Has Dynamic Competition Increased? No and Yes | **Gerry McNamara**, Michigan State U.; **Paul M Vaaler**, Tufts U.

The Rise of Hypercompetition in the US Manufacturing Sector: 1950-2002 | **Richard Anthony D'Aveni**, Dartmouth College

The Volatility of Corporate Performance | **Panayiota Konstantina Kiousis**, Ohio State U.

Peeking Under the Sheet of Schumpeter's Ghost: Further Investigations into Hypercompetition | **Timothy Ruefli**, U. of Texas, Austin; **Robert R Wiggins**, U. of Memphis

*Participants:* **Richard Anthony D'Aveni**, Dartmouth College; **Panayiota Konstantina Kiousis**, Ohio State U.; **Gerry McNamara**,

Michigan State U.; **Timothy Ruefli**, U. of Texas, Austin; **Robert R Wiggins**, U. of Memphis

#### **1250 (BPS) Creating Actionable Knowledge about Research Methods in Strategic Management**

8:30am - 10:20am Hawaii Convention Center: Room 307B

*Improving methodology in strategy research*

*Chairs:* **David Ketchen**, Florida State U.; **Donald D Bergh**, Purdue U.

The Dimensionality of Organizational Performance and Implications for Management Research | **James G. Combs**, Florida State U.; **Thomas R. Crook**, Florida State U.

Multi-Theoretical Mixed-level Research in Strategic Management | **Caron H St John**, Clemson U.

Mechanisms and Empirical Research | **Scott G. Johnson**, Oklahoma State U.

Cause Mapping in Strategic Management Research: Processes, Issues, and Observations | **Devi R Gnyawali**, Virginia Tech; **Beverly B. Tyler**, North Carolina State U.

The Problem of Method and the Practice of Management Research | **Kent Miller**, Purdue U.

*Presenters:* **Philip Bromiley**, U. of Minnesota; **Kent Miller**, Purdue U.; **Scott G. Johnson**, Oklahoma State U.; **Caron H St John**, Clemson U.; **Beverly B. Tyler**, North Carolina State U.; **Jim Combs**, Florida State U.; **Thomas R. Crook**, Florida State U.

#### **1251 : (Paper Session) - (BPS) Evolution of Alliances and Partnerships**

8:30am - 10:20am Hawaii Convention Center: Room 308A

*Chair:* **Steven Boivie**, U. of Texas, Austin

*Discussant:* **Lyubov A. Bogun**, Odessa Institute of Entrepreneurship and Law

→ Strategic Choice between Dyadic and Multiparty Alliances: An Approach based on the RBT of Alliance | **Jun Xia**, Texas Tech U.

↻ Collaborative vs Autonomous Production in the Worldwide Aircraft Industry: A Utility-Based Approach | **Bernard Garrette**, HEC Paris; **Xavier Castaner**, HEC Paris; **Pierre Dussauge**, HEC Paris

Cooperation Evolution in Successful Networks in Peripheral Areas | **Ossi Pesämaa**, Lulea U.; **Joakim Wincent**, Lulea U.

↻ Co-Evolution of Social Capital and Knowledge: An Extension of Nahapiet and Ghoshal Framework | **Hari Bapuji**, U. of Western Ontario; **Mary M Crossan**, U. of Western Ontario

#### **1252 : (Paper Session) - (BPS) CEO Compensation and Decision-Making**

8:30am - 10:20am Hawaii Convention Center: Room 308B

*Chair:* **Theodora Welch**, U. of Massachusetts, Boston

*Discussant:* **Michael L. Barnett**, U. of South Florida

A More Dynamic View of CEO Pay: The In-the-money Effect and Opportunity Cost of Stock Options | **Mathias Arrfelt**, Michigan State U.; **Robert Wiseman**, Michigan State U.; **Cynthia E. Devers**, Texas A&M U., College Station

CEO Compensation Structure and Organizational Risk: A Longitudinal Analysis | **Joseph E Coombs**, U. of Richmond; **K Matthew Gilley**, Oklahoma State U.; **Satyanarayana Parayitam**, McNeese State U.

☉ You Get What You Pay For: Impact of Top Management Team Incentive Pay on Firm Competitive Behavior | **Evan Hayden Offstein**, Frostburg State U.; **Devi R Gnyawali**, Virginia Tech

Insuring Opportunity Value: The Compensation of First Time Chief Executives. | **Andrew Ward**, U. of Georgia; **Allen Amason**, U. of Georgia; **Peggy M. Lee**, Arizona State U.

**1253 JS: (BPS, TIM) Teaching Old Dogs New Tricks: Strategic and Organizational Transformation in the 21st Century.**

8:30am - 10:20am Hawaii Convention Center: Room 309

*We invite academy members to come eager to listen & participate: this session will be split almost equally between discussions & paper presentations*

*Chair:* **Diana L. Day**, Rutgers U., Camden

*Discussant:* **Mary Tripsas**, Harvard Business School

Corporate Leadership, Corporate Venture Capital and Strategic Transformation. | **Diana L. Day**, Rutgers U., Camden

Corporate Transformation Through Radical Innovation. | **Lois S. Peters**, Rensselaer Polytechnic Institute; **Gina O'Connor**, Rensselaer Polytechnic Institute

Managing the 'Unmanageables' of Strategic Transformation. | **Deborah J Dougherty**, Rutgers U.

Framing Strategy and Innovation in a Business Ecosystem. | **Marco Iansiti**, Harvard Business School

*Participants:* **Lois S. Peters**, Rensselaer Polytechnic Institute; **Deborah J Dougherty**, Rutgers U.; **Marco Iansiti**, Harvard Business School

**1254 ☉ JS: (CAR, HR, MED) Creating New Visions of Mentoring: Building Bridges and Making Waves**

8:30am - 10:20am Hawaii Convention Center: Room 319A

*Symposium uses an interactive research incubator design that involves small group work and audience participation.*

*Chairs:* **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Kathy E. Kram**, Boston U.

Leadership and Mentoring: Standing at the Cross Roads of Theory, Research and Practice | **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **John J. Sosik**, Pennsylvania State U., Great Valley

Organizational Socialization and Mentoring | **Georgia T. Chao**, Michigan State U.

Virtual Mentoring | **Ellen Ensher**, Loyola Marymount U.; **Susan E. Murphy**, Claremont McKenna College

Mentoring and the Work-Family Interface | **Jeffrey H. Greenhaus**, Drexel U.; **Romila Singh**, U. of Wisconsin, Milwaukee

Mentoring for Intentional Behavioral Change | **Richard E. Boyatzis**, Case Western Reserve U.

Communication in Mentoring Relationships: Theory and Practice | **Pamela Kalbfleish**, U. of North Dakota

Mentoring Women Through the Glass Ceiling | **Katherine Giscombe**, Catalyst; **Karen S. Lyness**, Baruch College, CUNY

Designing Relationships for Learning into Leader Development Programs | **Cynthia D. McCauley**, Center for Creative Leadership; **Victoria Guthrie**, Center for Creative Leadership

*Participants:* **Richard E. Boyatzis**, Case Western Reserve U.; **Georgia T. Chao**, Michigan State U.; **Ellen Ensher**, Loyola Marymount U.; **Katherine Giscombe**, Catalyst; **Veronica M. Godshalk**, Pennsylvania State U., Great Valley; **Jeffrey H. Greenhaus**, Drexel U.; **Victoria Guthrie**, Center for Creative Leadership; **Pamela Kalbfleish**, U. of North Dakota; **Karen S. Lyness**, Baruch College, CUNY; **Cynthia D. McCauley**, Center for Creative Leadership; **Susan E. Murphy**, Claremont McKenna College; **Romila Singh**, U. of Wisconsin, Milwaukee; **John J. Sosik**, Pennsylvania State U., Great Valley

**1255 JS: (CAR, IM) Careers across Cultures: Toward an International Vision of Career Management**

8:30am - 10:20am Hawaii Convention Center: Room 322A

*Chair:* **Kerr Inkson**, U. of Otago

*Discussant:* **David C. Thomas**, Simon Fraser U.

Point of Departure: The Euro-American Model of Careers | **Kerr Inkson**, U. of Otago

Careers in Singapore: Politics, Collectivism, Kiasuism, and Change | **Julia Richardson**, York U.

Pacific Professionals: Career Experiences in New Zealand | **Polly Parker**, Griffith U.

Guanxi as Impetus? Career Exploration in China and the United States | **Lynda Song**, Hong Kong U. of Science and Technology; **James Werbel**, Iowa State U.

Russia: Careers on the Move, Culture in Transition | **Svetlana Khapova**, Twente U.; **Konstantin Korotov**, ESMT

*Participants:* **Julia Richardson**, York U.; **Polly Parker**, Griffith U.; **James Werbel**, Iowa State U.; **Lynda Song**, Hong Kong U. of Science and Technology; **Konstantin Korotov**, ESMT; **Svetlana Khapova**, Twente U.

**1256 ☉ JS: (CM, GDO, OB) Women and Work: Perspectives for the 21st Century**

8:30am - 10:20am Hawaii Convention Center: Room 316A

*Chair:* **Hannah Riley Bowles**, Harvard U.

*Discussant:* **Barbara A Gutek**, U. of Arizona

How Strong is that Glass Ceiling? Gender Effects for Mentoring | **Paul Martorana**, Northwestern U.; **Catherine Tinsley**, Georgetown U.

When the Customer Shouldn't Be King: Antecedents and Consequences of Sexual Harassment by Clients | **Hilary J. Gettman**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland

An Offer You Should Refuse: Gender Differences in Job Candidate Counteroffers | **Maura A Belliveau**, Texas A&M U.

Claiming Authority: Negotiating the Path to Top Leadership Positions | **Hannah Riley Bowles**, Harvard U.; **Kathleen L. McGinn**, Harvard U.

*Presenters:* **Catherine Tinsley**, Georgetown U.; **Hilary J. Gettman**, U. of Maryland; **Michele J. Gelfand**, U. of Maryland; **Maura A Belliveau**, Texas A&M U.; **Kathleen L. McGinn**, Harvard U.

**1257 ☉ JS: (CM, OMT) What New Visions of Trust Can the Mayer, Davis and Schoorman Model Provide in the 21st Century?**

8:30am - 10:20am Hawaii Convention Center: Room 318B

*Panel:* **R. Mayer**, **K. Dirks**, **S. Sitkin**, **N. Gillespie**, **K. Bijlsma-Frankema**, **M. A. Korsgaard**. *Discussant:* **S. Robinson**  
*Facilitator:* **Roxanne Zolin**, Naval Postgraduate School

*Discussant:* **Sandra L. Robinson**, U. of British Columbia  
*Presenters:* **Roger C Mayer**, U. of Akron; **Nicole Gillespie**, U. of Warwick  
*Participants:* **Kurt T Dirks**, Washington U.; **Katinka Monica Bijlsma-Frankema**, Free U., Amsterdam; **M Audrey Korsgaard**, U. of South Carolina; **Sim B. Sitkin**, Duke U.

**1258 JS: (CMS, GDO, ODC) Writing in Those "Others": Practices for Reading and Writing Diversity into Organizational Studies**

8:30am - 10:20am Sheraton Waikiki Beach: Honolulu Room

Unveiling Europe's Civilized Face: Confrontations with Diversity in the Scandanavian Workplace | **Pushkala Prasad**, Skidmore College

Reflections on Amplifying "Others" Voices | **Judith Pringle**, U. of Auckland

Strategies of Displacement: Reading Workplace Diversity in "South-East Asia" from New Zealand | **Deborah Jones**, Victoria U. of Wellington

Images of African Management in Organization Studies: Is There an Alternative? | **Stella M Nkomo**, U. of South Africa

*Participants:* **Pushkala Prasad**, Skidmore College; **Judith Pringle**, U. of Auckland; **Deborah Jones**, Victoria U. of Wellington; **Stella M Nkomo**, U. of South Africa

**1259** (ENT) **A New Vision Of Entrepreneurship: Traditional/Non-traditional Views Of The Entrepreneurial Domain**

8:30am - 10:20am Hawaii Convention Center: Room 301B

*Organizer:* **Brian B. McKenzie**, California State U., Hayward

*Chair:* **Brian B. McKenzie**, California State U., Hayward

*Presenters:* **Sharon Alvarez**, Ohio State U.; **Richard J. Ash**, College of William and Mary; **Thomas A. Bryant**, Nicholls State U.; **Andrew Cardow**, Massey U.; **Connie Marie Gaglio**, San Francisco State U.; **Marcos Hashimoto**, Business School Sao Paulo; **Norris F Krueger**, Boise State U.; **Brian B. McKenzie**, California State U., Hayward

**1260** (Paper Session) - (ENT) **Determinants of New Venture Creation**

8:30am - 10:20am Hawaii Convention Center: Room 303A

*Chair:* **Lucia Naldi**, Jonkoping U.

→ Demographic Structure and Entrepreneurial Activity | **Moren Levesque**, Case Western Reserve U.; **Maria Minniti**, Babson College

Exploring Determinants of Organizational Emergence: Institutional Perspective | **Erno Tapio Tornikoski**, Seinäjoki Polytechnic

→ Nurturing Entrepreneurship: Does One Size Fit All? | **Sergey Anokhin**, Case Western Reserve U.

→ Entrepreneurial Capital and the Self-employment Decision | **Evan Douglas**, Queensland U. of Technology

**1261** (Paper Session) - (ENT) **The Role of Vision & Passion in Entrepreneurial Activities**

8:30am - 10:20am Hawaii Convention Center: Room 303B

*Chair:* **Alexander McKelvie**, Jonkoping International Business School

→ Entrepreneurial Vision: Its Nature and Effects | **Barbara Jean Bird**, American U.; **Robert A Baron**, Rensselaer Polytechnic Institute

→ Validation of Effective Entrepreneurship Behaviors | **Travor C. Brown**, Memorial U. of Newfoundland; **Dennis Hanlon**, Memorial U. of Newfoundland

→ Entrepreneurial Passion: The Nature and Influence of Emotions in Entrepreneurship | **Melissa S Cardon**, Case Western Reserve U./ Pace U.; **Joakim Wincent**, Lulea U.; **Jagdeep Singh**, Case Western Reserve U.; **Mateja Drnovsek**, U. of Ljubljana

→ Symbolic Emphasizing: How Entrepreneurs Use Symbolism to Acquire Resources | **Christoph Zott**, INSEAD

**1262** (Paper Session) - (GDO) **Gender, Racioethnicity, Networks, and Commitment: Questions, Answers, and Effects**

8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 1-2

*Chair:* **Gwendolyn M. Combs**, U. of Nebraska, Lincoln

Ethnic Citizenship Behaviors, Organizational Citizenship Behaviors, and Ethnic Identity | **Patricia G Martinez**, U. of Texas, San Antonio; **Amy Randel**, San Diego State U.; **Raul Ramirez**, U. of California, Irvine

→ Gender Differences in the Relationship Between Network Participation and Career Satisfaction | **Hetty Van Emmerik**, Utrecht U.; **Martin C. Euwema**, Utrecht U.; **Myrthe Geschiere**, Utrecht U.; **Marieke Schouten**, Utrecht U.

The Social Identity and Social Networks of Ethnic Minority Groups: A Test of Distinctiveness Theory | **Ana S Leonard**, Miami U.; **Ajay Mehra**, U. of Cincinnati; **Ralph Katerberg**, U. of Cincinnati

An Exploration of Race/Ethnicity as a Boundary Condition to Social Capital-Job Performance Linkages | **Arjun Bhardwaj**, U. of Western Ontario

The Effects of Social Capital Resources on the Careers of Gender and Class Groups | **Rochelle Parks-Yancy**, Texas Southern U.; **Nancy DiTomaso**, Rutgers U.; **Corinne Post**, Pace U.

**1263** (GDO) **Overcoming Barriers to Equality Among Diverse Sexual Orientations at Work**

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 1

*Chair:* **Michelle Hebl**, Rice U.

Explaining the Paradox of Resistance to Gay Stigma in Organizations | **W. E. Douglas Creed**, U. of Rhode Island; **Erica Foldy**, New York U.

Strategies for Integrating Transgendered Employees Into the Workplace | **Raymond N.C. Trau**, Deakin U.

Targeting the Subtleties: Strategies for Remediating Interpersonal Discrimination | **Sarah Singletary**, Rice U.; **Michelle Hebl**, Rice U.

The Influence of Goal-Setting and Leader Support in Diversity Training: Integrating Gay and Lesbian | **Eden King**, Rice U.; **Michelle Hebl**, Rice U.; **Stacey Turner**, Rice U.; **Kelly de Chermont**, Rice U.

Using Organizational Justice to Explain the Relationship Between Workplace Policies and Sexual Ori | **Shaun Pichler**, Michigan State U.

*Participants:* **W. E. Douglas Creed**, U. of Rhode Island; **Erica Földy**, New York U.; **Shaun Pichler**, Michigan State U.; **Raymond N.C. Trau**, Deakin U.; **Kelly de Chermont**, Rice U.; **Stacey Turner**, Rice U.; **Sarah Singletary**, Rice U.

**1264 : (Paper Session) - (HCM) Institutional & Resource Dependence Perspectives on Organizational Adaptation to External Pressures**

8:30am - 10:20am Sheraton Waikiki Beach: Waianae Room

*Chair:* **Leonard H Friedman**, Oregon State U.

*Discussant:* **Juliet A. Davis**, U. of Alabama, Tuscaloosa

- 🗨️ Organizational and Institutional Change in Health Care: Lessons from the Field | **Jim Goes**, Walden U.
- 🌐 Downstream Integration and Competitive Strategies in the US Pharmaceutical Industry | **Daniel Simonet**, Nanyang Technological U.
- 👥 Congruence in the Assessment of Service Quality Between Organizations' Employees and Customers | **Gary J Young**, Boston U.; **Mark Meterko**, U.S. Department of Veterans Affairs; **David Mohr**, U.S. Department of Veterans Affairs
- 👉 Vertical Integration between Community Hospitals and Nursing Facilities | **Jen-Pei Lo**, NSYSU., Kaohsiung, Taiwan; **Shu-Chuan Jennifer Yeh**, NSYSU., Kaohsiung, Taiwan

**1265 : (HR) New Empirical Studies in the Field of Strategic Human Resource Management**

8:30am - 10:20am Hawaii Convention Center: Room 315

*Discussant:* **Patrick Wright**, Cornell U.

- High Involvement Work Systems: An Exploration of Internal Fit | **Sven Kepes**, U. of Arkansas; **John E Delery**, U. of Arkansas
- Rational and Emotional Attributions of HR Practices | **David P Lepak**, Rutgers U.; **Niclas Leif Erhardt**, Rutgers U.; **Saba Colakoglu**, Rutgers U.
- Human Resource Management Principles, Workforce Ambidexterity & Firm Performance | **Jeff Ericksen**, Cornell U.; **Matthew Allen**, Cornell U.
- Quit Rate Functionality, HRM Investments, & Innovation: Development and Test of a Theory | **Jason D. Shaw**, U. of Kentucky; **Atul Mitra**, U. of Northern Iowa
- Participants:* **David P Lepak**, Rutgers U.; **John E Delery**, U. of Arkansas; **Jason D. Shaw**, U. of Kentucky; **Christopher Collins**, Cornell U.; **Jeff Ericksen**, Cornell U.
- Authors:* **Atul Mitra**, U. of Northern Iowa; **Niclas Leif Erhardt**, Rutgers U.; **Matthew Allen**, Cornell U.; **Brian R. Dineen**, U. of Kentucky

**1266 🗨️ : (HR) Re-Visioning Organizational Politics**

8:30am - 10:20am Hawaii Convention Center: Room 319B

*Chair:* **Patricia J. Ohlott**, Center for Creative Leadership

*Discussant:* **Joel R. DeLuca**, Evergreen Business Group

- The Impact of Political Skill on the Effectiveness of Employee Intimidation and Exemplification | **Ken Harris**, Bradley U.; **K. Michele Kacmar**, U. of Alabama; **Suzanne Zivnuska**, Bond U.; **Ranida Boonthanom**, Indiana U. Southeast

Investigating Computer Mediated Communication Media Choice and Political Skill in Virtual Team Dyads | **Anthony P. Ammeter**, U. of Mississippi; **Byron W. Eckols**, Field Asset Services; **Brian J. Reithel**, U. of Mississippi

Psychological Contract as a Mediator of Relationships Between Politics, Justice, and Work Attitudes | **Christopher C. Rosen**, U. of Akron; **Chu-Hsiang Chang**, U. of Akron;

**Russell E. Johnson**, U. of Akron; **Paul E. Levy**, U. of Akron  
Organizational Politics and Leadership Effectiveness: Oil and Water? | **Patricia J. Ohlott**, Center for Creative Leadership; **Jean Brittain Leslie**, Center for Creative Leadership; **Joan C. Tavares**, Center for Creative Leadership

Discussant | **Joel R. DeLuca**, Evergreen Business Group  
*Speakers:* **Ken Harris**, Bradley U.; **Anthony P. Ammeter**, U. of Mississippi; **Christopher C. Rosen**, U. of Akron; **Patricia J. Ohlott**, Center for Creative Leadership; **Jean Brittain Leslie**, Center for Creative Leadership

*Participants:* **K. Michele Kacmar**, U. of Alabama; **Suzanne Zivnuska**, Bond U.; **Ranida Boonthanom**, Indiana U. Southeast; **Byron W. Eckols**, Field Asset Services; **Brian J. Reithel**, U. of Mississippi; **Chu-Hsiang Chang**, U. of Akron; **Russell E. Johnson**, U. of Akron; **Paul E. Levy**, U. of Akron; **Joan C. Tavares**, Center for Creative Leadership

**1267 JS: (HR, MED) Optimizing Individual and Team Training Effectiveness**

8:30am - 10:20am Hawaii Convention Center: Room 323B

*Chair:* **Peter Cappelli**, U. of Pennsylvania

*Discussant:* **Raymond A Noe**, Ohio State U.

- Does Employer-Provided On-the-Job Training Pay Off? | **Xiangmin Liu**, Cornell U.; **Rosemary Batt**, Cornell U.
- Reactions to Skill Assessment: The Forgotten Factor in Explaining Motivation to Learn. | **Bradford S. Bell**, Cornell U.; **J Kevin Ford**, Michigan State U.
- Team Training Effects Over Time: Invest Now to Benefit Later. | **John Mathieu**, U. of Connecticut; **Tammy L. Woods**, U. of Connecticut
- Participants:* **Xiangmin Liu**, Cornell U.; **Rosemary Batt**, Cornell U.; **Bradford S. Bell**, Cornell U.; **J Kevin Ford**, Michigan State U.; **John Mathieu**, U. of Connecticut; **Tammy L. Woods**, U. of Connecticut

**1268 : (Paper Session) - (IM) Implementing Strategy in MNCs**

8:30am - 10:20am Hawaii Convention Center: Room 304A

*Chair:* **Michael A. Witt**, INSEAD

*Discussant:* **Eleanor Westney**, Massachusetts Institute of Technology

- International Strategy Implementation: a Headquarter-Subsidiary Perspective | **Birgitte Groggaard**, Norwegian School of Management
- The Transnational Solution Reconsidered | **Glenn Morgan**, U. of Warwick; **Peer Hull Kristensen**, Copenhagen Business School
- 🗨️ International Experience and CEO Selection: An Empirical Study | **Peter Magnusson**, St. Louis U.; **David Boggs**, St. Louis U.



☞→☞ International Transfer Pricing and Subsidiary Performance: The Role of Organizational Justice | **Ramon Paz-Vega**, ITESM/EGADE  
**Finalist--IMD Best Paper from an Under-represented Country**  
 A Comparative Analysis of Strategies for Management of Values in TNCs. | **Anupama Mohan**, U. of Warwick

**1269** : (Paper Session) - (IM) **Performance of Cross-border JVs**

8:30am - 10:20am Hawaii Convention Center: Room 305B

Chair: **Sanjeev Agarwal**, Iowa State U.

Discussant: **Sumit Majumdar**, U. of Texas, Dallas

→ Parent Multiplicity and International Joint Venture Performance: Agency and Resource Perspectives | **Yaping Gong**, Hong Kong U. of Science and Technology; **Oded Shenkar**, Ohio State U.; **Yadong Luo**, U. of Miami; **Mee-Kau Nyaw**, Lingnan U.

→ Contextually Defined Development of International Joint Ventures | **Tuija Mainela**, U. of Oulu; **Vesa Johannes Puhakka**, U. of Oulu

Synergy, Learning, and IJV Evolution: Extending the Real Options Approach | **Jing Li**, Simon Fraser U.

→ International Joint Venture Termination: What Matters Most? | **Shige Makino**, Chinese U. of Hong Kong; **Christine M. Chan**, Hong Kong U. of Science and Technology; **Takehiko Isoe**, Kobe U.

→ Control and Autonomy in IJVs: Multiparty Performance Impacts | **Dong Chen**, Loyola Marymount U.; **William Newbury**, Rutgers U.; **Seung Ho Park**, Samsung Economic Research Institute & CEIBS

**1270** →☞JS: (IM, HR) **Transfer of HR Systems and Practices in MNCs**

8:30am - 10:20am Hawaii Convention Center: Room 316B

Chair: **Paula M Caligiuri**, Rutgers U.

When in Rome...? Human Resource Management and the Performance of Foreign Firms Operating in India | **Ingmar Bjorkman**, Swedish School of Economics and Business Administration

MNCs' Career Management Systems and Their Contribution to Organizational Success: Comparative View | **Wolfgang Mayrhofer**, Wirtschafts U. Wien

The Forgotten Employees: Causes and Effects of Locals' Satisfaction with Local-Expatriate Pay | **Jaime Alfonso Bonache**, Carlos III U.

An Institutional Perspective on the Role of Expatriates in Diffusing HRM across the MNC | **Jean-Luc Cerdin**, ESSEC Business School; **Mark Fenton-O'Creevy**, Open U.; **Paul Gooderham**, Norwegian School of Economics and Business Administration

Transfer of International Executive Performance Management Systems in European and U.S. MNCs | **Carlos Martin-Rios**, Rutgers U., New Brunswick; **Paula M Caligiuri**, Rutgers U.

**1271** : (Paper Session) - (IP) **Strategic Learning**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Eric Goodman**, Kaplan U.

**CM**: The Big Muddy: Behavioral and Affective Forecasting, Learning, Competitive Arousal, and Escalation | **Gillian Ku**, London Business School

☞**ENT**: Corporate Entrepreneurship, Corporate Network, and Adversity: An Organizational Learning Perspective | **Ping Kwong Yeung**, Open U., Hong Kong; **Steven S. Lui**, City U. of Hong Kong; **Chung-Ming Lau**, Chinese U. of Hong Kong

☞**ODC**: More Or Less Than Give And Take: Manifested Attitudes to Inter-Partner Learning in Collaboration | **Paul Charles Hibbert**, Strathclyde U.; **Chris Huxham**, Strathclyde U.  
**Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper**

☞**OMT**: Performance and Learning Implications of Partial Outsourcing | **Andreas Schwab**, Louisiana State U.; **Yves Damoiseau**, Louisiana State U.; **James Harvey Moore**, Louisiana State U.; **Thongchai Srivardhana**, Louisiana State U.

**1272** : (Paper Session) - (IP) **Research on Strategic Learning**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Patrick Reinmoeller**, Erasmus U.

☞☞**ODC**: Learning Organizations: Managerial Control Models? | **Devi P Akella**, Albany State U

**MOC**: How do firms get to know their own capabilities? | **Tali Shimoni**, Tel Aviv U.; **Moshe Farjoun**, New York U.

☞→**MC**: SMEs and Internationalisation: Planning, Manning and Scanning in Performance and Support Provision | **Terry Mughan**, Anglia Polytechnic U.; **Lester Lloyd-Reason**, Anglia Polytechnic U.

☞**TIM**: Broad Search v.s. Focused Search: UK Evidence on Knowledge Sourcing Strategy for Product Innovation | **Ruiming Lin**, London Business School

**1273** : (Paper Session) - (IP) **Strategies for Emerging Markets**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Johan Wiklund**, Jonkoping International Business School

→**IM**: Comparative Social Capital: Networks of Entrepreneurs & Venture Capitalists in Transition Economies | **Bat Batjargal**, Harvard U.

→**ENT**: Venture Capital Decisions in China and Russia: Network Transitivity and Social Referral | **Bat Batjargal**, Harvard U.

→**IM**: Pitfalls and Promises of Transition: Understanding Managerial Social Capital in Emerging Economies | **Wendi L. Adair**, Cornell U.; **Christopher Anderson**, Syracuse U.

→☞**ENT**: New Ventures in Emerging Markets: Comprehensive Review and Future Directions | **Toyah L. Miller**, Texas A&M U.

**1274** : (Paper Session) - (IP) **Strategy and Health Care**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Robert C. Myrtle**, U. of Southern California

☞**HCM**: Human Resources Management, Organizational Culture, and Hospital Performance | **S Robert Hernandez**, U. of Alabama, Birmingham; **Elena Platonova**, U. of Alabama, Birmingham; **Richard Shewchuk**, U. of Alabama, Birmingham

**HCM:** The Challenges for HRM and Performance in the Victorian (Australian) Public Health System. | **Pauline Stanton**, La Trobe U.; **Timothy Bartram**, La Trobe U.; **Raymond Harbridge**, La Trobe U.; **Sandra Leggat**, La Trobe U.; **Benjamin Fraser**, La Trobe U.; **Terese Garreffa**, La Trobe U.

🗣️ **HCM:** Do Not-for-Profit and For-Profit Nursing Homes Employ Different Market Strategies? | **Juliet A. Davis**, U. of Alabama, Tuscaloosa; **Louis Marino**, U. of Alabama; **Joshua Reece Aaron**, U. of Alabama, Tuscaloosa

**1275 : (Paper Session) - (IP) Strategy and Performance**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: **Tony W. Tong**, State U. of New York, Buffalo

**BPS:** Organizational Change and Acquisition Activity from Performance Feedback | **Dinesh Venkiteshwaran**, Purdue U., West Lafayette

**BPS:** Financial Performance of Mergers and Acquisitions – A Meta-Analysis | **Andreas Bausch**, International U. Bremen; **Thomas Fritz**, International U. Bremen

➔ **BPS:** Diversification Patterns and Performance of Large Established Japanese Firms | **Tatsuo Ushijima**, Aoyama Gakuin U.; **Yoshitaka Fukui**, Aoyama Gakuin U.

➔ 🗣️ **IM:** Radical Environmental Transformation, Corporate Diversification Strategy, and Firm Performance | **William P Wan**, Thunderbird, The Garvin School of International Management; **Daphne Yiu**, Chinese U. of Hong Kong

**1276 : (Paper Session) - (IP) Acquisition Strategy and Performance**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **James Douglas Orton**, Michigan Technological U.

**BPS:** Performance and Survival Implications of Exploration and Diversification | **Jamie P. Eggers**, U. of Pennsylvania; **Nicolaj Siggelkow**, Wharton School

➔ **BPS:** Exploring The Effect of Corporate Strategy on Variability in Performance | **Joan D Penner-Hahn**, Wayne State U.; **Hans Van Kranenburg**, Maastricht U.; **John Hagedoorn**, Maastricht U.; **Richard N Osborn**, Wayne State U.

**BPS:** The Effects of Strategic and Locational Complementarity on Acquisition Performance | **Jay Kim**, U. of Southern California; **Sydney Finkelstein**, Dartmouth College

**BPS:** Diseconomies of Managing in Acquisitions: Evidence from Civil Lawsuits | **John Mezas**, U. of Miami; **J Myles Shaver**, U. of Minnesota

**1277 : (Paper Session) - (IP) Organizational Ethics and Trust**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Greg S Young**, North Carolina State U.

**OMT:** Simulating Trust Restoration Behavior And Its Consequences For Strategic Alliance Outcomes | **Krishnan Srinivasan**, Arizona State U.; **Rekha Krishnan**, Tilburg U.; **Rajiv Krishnan**, ICICI Bank

🗣️ **OM:** Impact of Fairness and Trust on Loyalty Under Varying Conditions of Supplier-Buyer Interdependence | **Thani Jambulingam**, St. Joseph's U.; **Ravi Kathuria**, Chapman U.; **John R. Nevin**, U. of Wisconsin, Madison

**ODC:** Conceptualizing Ethnicity, Justice, and Resistance during Organizational Change | **Ahmad Glover**, Touro U. International; **Eric B. Dent**, U. of North Carolina, Pembroke

**1278 : (Paper Session) - (IP) Collaboration and Sustainability**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **Carolyn Gardner**, Radford U.

**ENT:** Modeling SME Performance: Impact of Strategic Action & Firm Context on Product & Process Improvement | **Timothy Pett**, Wichita State U.; **James A Wolff**, Wichita State U.

🗣️ **MSR:** Wealth Maximization, Self Realization, and the Spiritually Sustainable Enterprise. | **James R Barker**, Air Force Academy; **Ed Vos**, U. of Waikato

➔ **OB:** Motivation to Perform Organizational Citizenship Behaviors | **Alvaro Espejo**, U. Adolfo Ibanez; **Pablo Cardona**, IESE Business School

**MOC:** Multimarket Contact Gets You Close: Additional Antecedents to Cooperation between Multimarket Firms | **Richard C. Peters**, Florida Atlantic U.; **John Stephan**, Florida Atlantic U.

**1279 : (Paper Session) - (IP) Technology Alliances**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Sheryl Winston Smith**, Gustavus Adolphus College

**OCIS:** Network Effects, Vertical Integration and Performance: A Study of U.S. Video Game Publishers | **Byunggon Yoo**, Boston U.

**TIM:** Ambiguity and Knowledge Transfer in Alliances. | **Ricarda B. Bouncken**, Ernst-Moritz-Arndt U. Greifswald; **Suhaib Riaz**, U. of Western Ontario

**TIM:** Organizing for Innovation: R&D Projects, Activities and Partners | **Giovanni Valentini**, IESE; **Bruno Cassiman**, IESE; **Maria Chiara Di Guardo**, Cagliari U.

🗣️ **OM:** Performance Measurement Of Inter-Firm E-Partnerships: A Balanced Scorecard Approach | **Fang Zhao**, RMIT U.

**1280 : (Paper Session) - (IP) Technology and Communication**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Peter Groenewegen**, Free U.

**PNP:** Scientific Controversies as a PR Problem? - Managing the relation between science and its publics | **Maja Horst**, Copenhagen Business School

**TIM:** Harmonizing the Organizational System of Meanings: The Power of Stylistic Innovation | **Rossella Cappetta**, Bocconi U.; **Paola Cillo**, Bocconi U.

🗣️ **OCIS:** E-mail at Work: A Cause for Concern? | **Yochanan Altman**, London Metropolitan U.; **Frank Bournois**, U. of Pantheon Assas Paris II; **Jacques Rojot**, U. of Paris II

**RM:** Improving Factorial Survey Methods: A Multimedia Strategy | **David M Porter, Jr.**, Howard U.

**1281 : (Paper Session) - (IP) Technology and Human Capital**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Surinder Kahai**, State U. of New York, Binghamton

🗨️ **OCIS: Gender, Technology and Supplemental Work-at-home: A Critical Review** | **Peggy Dwyer**, U. of Central Florida; **Carol Stoak Saunders**, U. of Central Florida

🗨️ **OCIS: An Empirical Study of Information Systems Sourcing Decisions from a Resource-Based Perspective** | **Emilio Alvarez**, U. of Complutense De Madrid

🗨️ **HR: Source of IT Capabilities and HRM in Motivating Effective IT Usage** | **Chei-Sian Lee**, U. of Illinois, Chicago; **Chay Hoon Lee**, Nanyang Business School

🗨️ **OCIS: Virtual Presence and Real Performance: Impact of Media Use on Performance Evaluations** | **Jeanine W. Turner**, Georgetown U.; **Jean A Grube**, Medical College of Wisconsin

### 1282 : (Paper Session) - (IP) Technology and Inter-Organizational Systems

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **William John Lekse**, Babson College

🗨️ **ONE: An Empirical Study of the Link between Environmental Sustainability and Information Systems** | **Nardia Haigh**, U. of Queensland; **Andrew Griffiths**, U. of Queensland

🗨️ **OCIS: Effective Management of Enterprise Architecture: Competencies, Maturity and Impacts** | **Wai Fong Boh**, Nanyang Technological U.; **Daniel Yellin**, IBM Research

**TIM: Knowledge Integration and the Development of IT Capabilities: Configurations of ERP Adopters** | **Andrea Masini**, London Business School; **Luk N Van Wassenhove**, INSEAD

**OMT: Interorganizational Monitoring: Processes, Choices and Outcomes** | **Giuseppe Labianca**, Emory U.; **Jim Fairbank**, Pennsylvania State U., Erie

**OCIS: Strategic Groups, Resources Strategies, and Performance in B2B Electronic Marketplaces** | **Christina Soh**, Nanyang Technological U.; **Shobha S Das**, Nanyang Technological U.; **Kim Huat Goh**, Nanyang Technological U.

### 1283 : (Paper Session) - (MC) The Consulting Relationship

8:30am - 10:20am Hawaii Convention Center: Room 314

Chair: **Donald D Warrick**, U. of Colorado, Boulder

Discussant: **Tjai M. Nielsen**, George Washington U.

🗨️ → **Purchasing Management Consultants – From Personal Ties to Organizational Procedures** | **Andreas Werr**, Stockholm School of Economics; **Frida Pemer**, Stockholm School of Economics

→ **Establishing the Play Frame: Humor in the Client-Consultant Relationship** | **Timothy Clark**, Durham U.; **Andrew Sturdy**, Imperial College London

🗨️ **Virtual Coopetition: Mutual Value Preservation in the Management Consulting Industry** | **Abhijit Mandal**, U. of Warwick; **Don Antunes**, IMD

🗨️ → **Education and Experience as Antecedents of the Performance of Management Consultants** | **Sascha Leonard Schmidt**, EBS/U.St. Gallen; **Ansgar Richter**, European Business School

### 1284 : (MED) MED Executive Committee Breakfast

8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 3-4

*MED Officers, Executive Committee members, country liaisons, and guests - please join us for a review of the program and future planning for the division!*

Organizer: **J. B. Arbaugh**, U. of Wisconsin, Oshkosh

Host: **Steven Armstrong**, U. of Hull

### 1285 : (Paper Session) - (MED) Managerial Knowledge and Skill Development

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 2

Chair: **Ann L Cunliffe**, U. of New Mexico

🗨️ **Forced Ranking: Who is Attracted to it? A Study of Performance Management System Preferences** | **Brian D. Blume**, Indiana U., Bloomington; **Timothy Baldwin**, Indiana U., Bloomington; **Robert S. Rubin**, DePaul U.

🗨️ **The Learning Conference** | **Ib Ravn**, Learning Lab Denmark

🗨️ **Four Levels of Learning: A Framework for Preparing Managers and Leaders** | **Donald L Adolphson**, Brigham Young U.; **William H Baker**, Brigham Young U.

🗨️ **A Prescription for Experiential Executive Skill Development in MBA Programs** | **J. Duane Hoover**, Texas Tech U.

### 1286 : (Paper Session) - (MOC) New Frontiers in Trust Research: Online Groups, Boundary Spanners, and Emotions

8:30am - 10:20am Hawaii Convention Center: Room 316C

*Explores issues such as trust in online groups and among boundary spanners, as well as the role of affect and mood on trust.*

Chair: **Heather C. Vough**, U. of Illinois, Urbana-Champaign

**Online Communication and Social Dilemmas: How Media Influences Trust, Cooperation and Fairness** | **Liuba Belkin**, Rutgers U.; **Charles E Naquin**, U. of Notre Dame; **Terri R. Kurtzberg**, Rutgers U.

**Cognitive Appraisal And Affective Reactions To Succession Events And Trust Judgments In New Leaders** | **Gary A. Ballinger**, Purdue U.; **David Schoorman**, Purdue U.

🗨️ **Trust and Control Mechanisms in Organizational Boundary Spanners' Cognitions and Behaviors.** | **Sanjukta Kusari**, Case Western Reserve U.; **Daniel A. Cohen**, Case Western Reserve U.; **Jagdeep Singh**, Case Western Reserve U.; **Detelina Marinova**, Case Western Reserve U.

**The Role Of Mood And Target-Specific Information In The Formation Of Trust Judgments In Work Groups** | **Gary A. Ballinger**, Purdue U.; **David Lehman**, Purdue U.; **David Schoorman**, Purdue U.

### 1287 : (Paper Session) - (MOC) Language & Metaphor in Organizational Life: Its Role in Community Identity, Strategy, & Coordination

8:30am - 10:20am Hawaii Convention Center: Room 317A

*This session explores the power of language in maintaining identity, understanding strategy and decision-making, and improving coordination.*

Chair: **Martin L. Martens**, Concordia U.

**Language as a Coordinating Mechanism: How Linguistic Memes Help Direct Appropriate Action** | **Chip Heath**, Stanford U.; **Victor Seidel**, U. of Oxford

→ Linguistic Framing of CEO Succession in Large Japanese Firms: Rules, Identities, and Human Agency | **Hyosun Kim**, Chung Ang U.

Strategy as metaphor. A critical analysis of the discursive construction of strategy talk | **Saku Mantere**, Helsinki U. of Technology; **Eero Vaara**, Swedish School of Economics and Business Administration

Metaphor and the Stock Market: Price Trajectories, Media Commentary, and Investor Biases | **Michael W. Morris**, Columbia U.; **Oliver Sheldon**, Cornell U.; **Daniel Ames**, Columbia U.; **Maia Young**, U. of California, Los Angeles

**1288 JS: (MOC, OMT, OB) Narratives of Life in Organizations: Bringing Organizations to Life in and Through Stories**

8:30am - 10:20am Hawaii Convention Center: Room 301A

*Organizers:* **Mary Ann Glynn**, Emory U.; **Jane E Dutton**, U. of Michigan, Ann Arbor

*Discussant:* **Lloyd Sandelands**, U. of Michigan, Ann Arbor

Welcome and Introduction to Narratives of Life in Organizations | **Jane E Dutton**, U. of Michigan, Ann Arbor; **Mary Ann Glynn**, Emory U.

Narratives of Thriving | **Scott Sonenshein**, U. of Michigan, Ann Arbor; **Jane E Dutton**, U. of Michigan, Ann Arbor; **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor

Stories of Courage at Work | **Monica C. Worline**, Emory U.

Narratives of Impact in Doing Dirty Work | **Adam Michael Grant**, U. of Michigan, Ann Arbor; **Tim Pauling**, U. of Michigan, Ann Arbor; **Ginelle Nagel**, U. of Michigan, Ann Arbor; **Claire Kemerling**, U. of Michigan, Ann Arbor

Revealing Moments: Narratives of Leadership | **Krysia A. Wrobel**, Emory U.; **Mary Ann Glynn**, Emory U.

Stories about Work: How Narratives Reveal Social Life | **Amy Michelle Trahan**, U. of Michigan, Ann Arbor

*Speakers:* **Scott Sonenshein**, U. of Michigan, Ann Arbor; **Adam Michael Grant**, U. of Michigan, Ann Arbor; **Monica C. Worline**, Emory U.; **Krysia A. Wrobel**, Emory U.; **Amy Michelle Trahan**, U. of Michigan, Ann Arbor

*Participants:* **Gretchen M. Spreitzer**, U. of Michigan, Ann Arbor; **Tim Pauling**, U. of Michigan, Ann Arbor; **Ginelle Nagel**, U. of Michigan, Ann Arbor; **Claire Kemerling**, U. of Michigan, Ann Arbor

**1289 : (OB) Understanding the Antecedents and Motivational Processes Underlying Transformational Leadership**

8:30am - 10:20am Hawaii Convention Center: Room 313A

*Chair:* **Andreas W. Richter**, Aston U.

An Evaluation of Transformational Leadership Theory: The Role of Self Concept | **Giles Hirst**, Aston U.; **Rolf Van Dick**, Aston U.

Do Transformational Leaders Diminish Self-Interest? A Nonconscious Priming Approach | **Douglas J. Brown**, U. of Waterloo; **Shawn G. Komar**, U. of Waterloo; **Lisa M. Keeping**, Wilfrid Laurier U.; **Heather Anne MacDonald**, U. of Waterloo

Motivation to Lead, Motivation to Follow: The Role of Self-Regulatory Focus in Leadership Processes | **Ronit Kark**, Bar Ilan U.; **Dina Van Dijk**, Ben-Gurion U., Negev

*Presenters:* **Giles Hirst**, Aston U.; **Douglas J. Brown**, U. of Waterloo; **Ronit Kark**, Bar Ilan U.

**1290 : (Paper Session) - (OB) New Developments in Leader-Member Exchange (LMX): The Influence of LMX on Work Outcomes**

8:30am - 10:20am Hawaii Convention Center: Room 325A

*Chair:* **Cam Caldwell**, U. of Houston, Victoria

*Discussant:* **Mary Uhl-Bien**, U. of Central Florida

→ Upward Influence and Work Outcomes: The Mediating Role of LMX and Organizational Support | **Magdalene Chooi Hwa Ang**, - ; **Mahfooz Alam Ansari**, U. Science Malaysia; **Muhamad Jantan**, -

↻ The Role of LMX in the Psychological Contract Breach - Subordinates' Performance Relationship | **Simon Lloyd D. Restubog**, U. of Queensland; **Prashant Bordia**, U. of South Australia; **Scott A. Krebs**, U. of Queensland; **Robert L. Tang**, De La Salle - College of Saint Benilde

The Impacts of Autonomy and Delegation on Job Satisfaction: The Role of LMX | **Ziguang Chen**, City U. of Hong Kong  
Leader-Member Exchange and the Conceptualization and Display of Organizational Citizenship Behavior | **Changquan Jiao**, McMaster U.; **Rick D Hackett**, McMaster U.

*Presenters:* **Mahfooz Alam Ansari**, U. Science Malaysia; **Simon Lloyd D. Restubog**, U. of Queensland; **Ziguang Chen**, City U. of Hong Kong; **Changquan Jiao**, McMaster U.

**1291 JS: (OB, HR) Job Characteristics and Affective Events Theory**

8:30am - 10:20am Hawaii Convention Center: Room 312

*Chair:* **Ronald H Humphrey**, Virginia Commonwealth U.

*Discussant:* **Daniel J Brass**, U. of Kentucky

Failure Feedback as an Affective Event: The Impact of Leader Affect, Goal Orientation, and Feedback | **Shane Connelly**, U. of Oklahoma; **Michael D. Mumford**, U. of Oklahoma; **Blaine H. Gaddis**, SkillsNET Corporation

Affect and Job Design: A Return to an Interactional Approach | **Laura McAndrews Little**, Oklahoma State U.; **Timothy DeGroot**, Oklahoma State U.

Merging Job Characteristics with Affective Events Theory | **Ronald H Humphrey**, Virginia Commonwealth U.

Affective Events Theory and Job Characteristics Model: Interdependent and Independent Influences | **Catherine Daus**, Southern Illinois U., Edwardsville; **Tiffany Cage**, Southern Illinois U., Edwardsville

*Speakers:* **Michael D. Mumford**, U. of Oklahoma; **Laura McAndrews Little**, Oklahoma State U.; **Ronald H Humphrey**, Virginia Commonwealth U.; **Tiffany Cage**, Southern Illinois U., Edwardsville

*Participants:* **Shane Connelly**, U. of Oklahoma; **Blaine H. Gaddis**, SkillsNET Corporation; **Timothy DeGroot**, Oklahoma State U.; **Catherine Daus**, Southern Illinois U., Edwardsville

**1292 : (Paper Session) - (ODC) Time, Mergers, Exits and Organizational After-life**

8:30am - 10:20am Hawaii Convention Center: Room 321B

*Chair:* **Ronald Fry**, Case Western Reserve U.

*Discussant:* **George W. Hay**, McDonald's Corp./Benedictine U.

Conflict in Mergers: Integrating Psychological, Social and Cultural Perspectives on Merger Failure | **Katty Marmenout**, McGill U.

What Do We Know About Business Exit? | **Carolyn Decker**, U. of Paderborn

Not Going Gentle into That Good Night: Pursuing Organizational Afterlife | **Ian Walsh**, Boston College

➔ Time To Change, Time For Change: How was Time Used to Change a Global Company? | **Heejin Lee**, U. of Melbourne; **Ji-Hwan Lee**, Ewha Women's U.; **Jiman Lee**, Yon Sei U.; **Chong Ju Choi**, City U.

### **1293** : (Paper Session) - (ODC) **Strategic Issues in Organizational Change**

8:30am - 10:20am Hawaii Convention Center: Room 322B

Chair: **David Jamieson**, Pepperdine U.

Discussant: **Miriam Y Lacey**, Pepperdine U.

Managerial Attention and Firm Performance following an Environmental Shift | **Theresa Cho**, Rutgers U.

☉ Effects of Organizational Life Cycle and Organizational Slack on International Growth Strategies | **Siah-Hwee Ang**, U. of Auckland; **Jason Huang**, U. of Auckland

Connectedness and Relatability of Strategic Change Processes | **Florian Kappler**, U. of St. Gallen

➔ Emerging Credit Card Markets: A Comparison of Russia and the US | **Alya Guseva**, Boston U.

### **1294** : (Paper Session) - (OM) **Total Quality Management**

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3

Chair: **Andrea McGee Prud'homme**, Michigan State U.

☉ A Critical Review of Six Sigma in Organizational Operations | **Rodney McAdam**, U. of Ulster, Jordanstown

Management Standards Adoption Benefits: Towards a Theory of Performance Attribution in Bandwagons | **Gavin Dick**, U. of Kent, Canterbury

☉ Method and Context Perspectives on Learning and Knowledge Creation in Quality | **Adrian Choo**, Rensselaer Polytechnic Institute; **Kevin Linderman**, Carlson School of Management; **Roger Schroeder**, Carlson School of Management

Solidifying TQM Theory and Measures: A Replication and Extension | **Hale Kaynak**, U. of Texas, Pan American; **Janet L. Hartley**, Bowling Green State U.

### **1295** : (Paper Session) - (OMT) **Choose Your Friends Wisely: Governance and Interorganizational Relations**

8:30am - 10:20am Hawaii Convention Center: Room 302A

Chair: **Stephanie Bertels**, U. of Calgary

Discussant: **Anne Parmigiani**, U. of Oregon

➔ Markets, Hierarchies, and Beyond: Configurations of Inter-Organizational Governance Mechanisms | **Mark Ebers**, U. zu Koeln; **Leon A. G. Oerlemans**, Tilburg U.

Trust and Formal Contracts in Interorganizational Relationships - Substitutes and Complements | **Thomas Mellewig**, U. of Paderborn; **Anoop Madhok**, U. of Utah; **Antoinette Weibel**, Zurich U.

➔ A New Breed of Suppliers in the New Economy: A Longitudinal Case Study of the U.S. Computer Industry |

**Charnchai Tangpong**, U. of Pennsylvania; **Michael D Michalisin**, Southern Illinois U., Carbondale; **Arlyn J Melcher**, Southern Illinois U., Carbondale

Firm Status, Partner Selection and Alliance Activities in the IPO Underwriting Syndicate | **Guoli Chen**, Pennsylvania State U.

### **1296** : (Paper Session) - (OMT) **Beyond the Routine: Resources, Routines, and Reproduction**

8:30am - 10:20am Hawaii Convention Center: Room 302B

Chair: **Joseph P. Broschak**, U. of Illinois, Urbana-Champaign

Discussant: **Sandra Rothenberg**, Rochester Institute of Technology

Applying Organizational Routines in Analyzing Organizations |

**Markus C Becker**, Centre National de Recherche Scientifique; **Francesco Zirpoli**, Salerno U.; **Pasquale Salvatore**, Salerno U.

The Dynamics of Routines and Capabilities in New Ventures | **Yan Gong**, U. of Wisconsin, Madison; **Ted Baker**, U. of Connecticut; **Anne S Miner**, U. of Wisconsin, Madison

Dynamic Capabilities: Operational Flexibility, Organizational Design, and Information Sharing | **Sharyn D Gardner**, College of New Jersey

Change in Large Organizations | **M.V. Shyam Kumar**, City U. of New York, Baruch College

### **1297** : (OMT) **Organizations in the Local Context**

8:30am - 10:20am Hawaii Convention Center: Room 313B

Chair: **Pino G. Audia**, U. of California, Berkeley

Discussant: **Howard Aldrich**, U. of North Carolina

Entrepreneurship in Local Context: Banks and Retail Firms in the United States | **John Freeman**, U. of California, Berkeley; **Pino G. Audia**, U. of California, Berkeley; **Nydia MacGregor**, U. of California, Berkeley

Agglomeration Economies & Embeddedness in the Local Community: Evidence from US Footwear | **Pino G. Audia**, U. of California, Berkeley; **Christopher I. Rider**, U. of California, Berkeley

Kinship in the Shadow of the Corporation: Clyde River Shipbuilding Inter-Builder Network, 1711-1990 | **Paul Ingram**, Columbia U.; **Arik Lifschitz**, Columbia U.

Corp. Demography & Wage Inequality: Vertical & Horizontal Sorting as Sources of Reg'l Wage Inequality | **Jesper B Sorensen**, Massachusetts Institute of Technology; **Olav Sorenson**, London Business School

Participants: **John Freeman**, U. of California, Berkeley; **Pino G. Audia**, U. of California, Berkeley; **Nydia MacGregor**, U. of California, Berkeley; **Christopher I. Rider**, U. of California, Berkeley; **Paul Ingram**, Columbia U.; **Arik Lifschitz**, Columbia U.; **Jesper B Sorensen**, Massachusetts Institute of Technology; **Olav Sorenson**, London Business School

### **1298** : (PNP) **Challenges in Volunteer Management**

8:30am - 10:20am Sheraton Waikiki Beach: Waiialua Room

Organizer: **Matthew Liao-Troth**, Western Washington U.

Management Models for Engaging Volunteers in State Government Agencies: Challenges and Recommendation | **Sarah Jane Rehnberg**, U. of Texas, Austin; **Tom McVey**, U. of Texas, Austin

Challenges of Volunteer Management in Kazakhstan | **Tamara Nezhina**, U. of Georgia; **Jeffrey L. Brudney**, U. of Georgia; **Aigerim Ibrayeva**, Kazakhstan Institute of Management Volunteer Management in Polish NGOs: Challenges of Formalization | **Angela L. Bies**, Texas A&M U.

Fine Lines: Design and Implementation Challenges in Employee Volunteer Programs | **Mary Tschirhart**, Syracuse U.; **Lynda St. Clair**, Bryant U

Corporate Involvement in Volunteering: The Business Impact of a National Day of Service | **Robert K Christensen**, Indiana U.; **James L Perry**, Indiana U./Purdue U.

Streamlining Volunteer Management Through ICTs. The Case of Sidelines.org | **Valentina Mele**, Bocconi U.

Managing the Psychological Contract of Volunteers | **Joy Smith**, Indiana U./Purdue U.; **Matthew Liao-Troth**, Western Washington U.

No One Best Volunteer Administrator | **Lucas C.P.M. Meijs**, Erasmus U.

*Participants:* **Sarah Jane Rehnberg**, U. of Texas, Austin; **Tom McVey**, U. of Texas, Austin; **Tamara Nezhina**, U. of Georgia; **Jeffrey L. Brudney**, U. of Georgia; **Aigerim Ibrayeva**, Kazakhstan Institute of Management; **Angela L. Bies**, Texas A&M U.; **Mary Tschirhart**, Syracuse U.; **Lynda St. Clair**, Bryant U; **Robert K Christensen**, Indiana U.; **James L Perry**, Indiana U./Purdue U.; **Valentina Mele**, Bocconi U.; **Joy Smith**, Indiana U./Purdue U.; **Matthew Liao-Troth**, Western Washington U.; **Lucas C.P.M. Meijs**, Erasmus U.

**1299** 🗣️➔ (PNP, SIM) **Boards of Directors/Boards of Trustees: Common Ground? Governance Structures and Performance**

8:30am - 10:20am Sheraton Waikiki Beach: Kahuku Room

*Chair:* **J. Richard Harrison**, U. of Texas, Dallas

Theories, Models, and Roles of Directors and Trustees | **Alix Valenti**, U. of Houston, Clear Lake

Institutional and Legal Environment Influences on Governance Practices at Nonprofit Organizations | **Patrice Luoma**, Quinnipiac U.

Governance Structures, Performance, and Boards of Trustees in Private Higher Education | **Nancy R. Kucinski**, Hardin Simmons U.

Social Entrepreneurship: Bridging the Governance Gap between Entrepreneurial and Nonprofit Ventures | **Rebecca Luce**, TCU

**1300** 🗣️➔ (Paper Session) - (SIM) **MNEs and Cross-Cultural Issues: International Business Ethics and Cross-Cultural Issues**

8:30am - 10:20am Sheraton Waikiki Beach: Akaka Falls/lao Needle Room

*Chair:* **William A Sodeman**, Hawai'i Pacific U.

*Discussants:* **Eleanor O'Higgins**, U. of College Dublin; **Daniel Rottig**, Florida Atlantic U.

➔ 🗣️ Global Rules and Private Actors: Towards a New Role of the TNC in the Global Governance | **Andreas Georg Scherer**, U. of Zurich; **Guido Palazzo**, U. of Lausanne; **Dorothee Baumann**, U. of Zurich

🗣️➔ 🗣️ Business Ethics in MNCs: Integrating Compliance and Integrity through Discourse Ethics | **Dirk Ulrich Gilbert**, U. of New South Wales; **Michael Behnam**, Suffolk U.

➔ 🗣️ Moral Philosophy and Generational Subculture Theory: A Cross-Cultural Perspective | **Chris Robertson**, Northeastern U.; **David A Ralston**, U. of Oklahoma

➔ 🗣️ Toward a Culture-specific Approach to International Business Ethics | **Jiyun Wu**, Virginia Tech; **Richard E Wokutch**, Virginia Tech

**1301** 🗣️: (Paper Session) - (SIM) **Corporate Social Responsibility: Theory Building and Testing**

8:30am - 10:20am Sheraton Waikiki Beach: Kohala/Kona Room

*Chair:* **Garry L. Adams**, Auburn U.

*Discussants:* **Anthony F Buono**, Bentley College; **Julius H Johnson Jr.**, U. of Missouri, St. Louis

Traditional, Managerial, and Relational Theories of Corporate Social Responsibility | **Davide Secchi**, Insubria U.

🗣️➔ 🗣️ An Inductive Typology of Corporate Social Responsibility | **Kunal Basu**, Templeton College, Oxford U.; **Guido Palazzo**, U. of Lausanne

🗣️➔ 🗣️ Shaping Activism Agendas: Institutional Investors and Global Corporate Social Responsibility | **W. Trexler Proffitt Jr.**, Franklin & Marshall College; **Andrew Spicer**, U. of South Carolina

🗣️➔ 🗣️ Congruent Societal Strategies and Corporate Performance | **Darrell G. Coleman**, U. of Utah

**1302** 🗣️: (Paper Session) - (SIM) **Corporate Social Performance: Empirical Studies**

8:30am - 10:20am Sheraton Waikiki Beach: Oahu Room

*Chair:* **Jennifer Mencl**, U. of Minnesota, Duluth

*Discussants:* **Marc Bonnet**, ISEOR, U. of Lyon; **Karen E. Schnietz**, Pepperdine U.

🗣️➔ 🗣️ Does Being Good Pay Off?: The Effect of TMTs on Firm Social Responsibility and Financial Performance | **Elaine M. Wong**, U. of California, Berkeley; **Margaret Ormiston**, U. of California, Berkeley; **Philip E. Tetlock**, U. of California, Berkeley

An Empirical Study of the Impact of Corporate Governance and Risk on Corporate Social Performance | **Paul Dunn**, Brock U.; **Barbara Sainty**, Brock U.

🗣️➔ 🗣️ Social Performance and the Costs of Capital: The Reward for Increasing Legitimacy | **Mark P Sharfman**, U. of Oklahoma, Norman

🗣️➔ 🗣️ Corporate Social Performance and Firm Financial Performance: An Examination of the Role of Time | **Jeremy Collin Short**, Portland State U.

**1303** : (Paper Session) - (TIM) **Qualitative Studies of Technology**

8:30am - 10:20am Hawaii Convention Center: Room 304B

*Chair:* **Stefan Haefliger**, U. of St. Gallen

*Discussant:* **Steven White**, INSEAD

🗣️➔ 🗣️ Coordination Processes for Multi-supplier Collaborative Design Integration | **Alan O'Sullivan**, U. of Ottawa

Electronic Networks: Identifying a Constant Source of Structural Holes Prior to Entry | **Jenny Gibb**, U. of Waikato

- 🗨️ The Development of a Market: Insights from Mobile Communications | **Shahzad Ansari**, Erasmus U.; **Kamal Munir**, U. of Cambridge
- 📖 Business Value of IT: The Case of e-Justice in Singapore | **Hung-Pheng Tan**, National U. of Singapore; **Michael T.K. Tan**, National U. of Singapore; **K S Raman**, National U. of Singapore

### 1304 : (Paper Session) - (TIM) Modular Product Design

8:30am - 10:20am Hawaii Convention Center: Room 306A

Chair: **Ranjita Majumder Singh**, U. of Toronto

Discussant: **Sebastian Fixson**, U. of Michigan

Modularity as an Entry Strategy: The invasion of new niches in the LAN equipment industry | **Stefano Brusoni**, Bocconi U.; **Roberto Fontana**, Bocconi U.

🗨️➔ Design Complexity, Vertical Disintegration and Knowledge Organization In the Semiconductor Industry | **Ludovic Dibiaggio**, Ceram Sophia Antipolis

🗨️ Modular Design and Tech. Innovation | **R Balachandra**, Northeastern U.

Making Variety: An Empirical Study on the Role of Component Status and Organizational Constraints | **Fabrizio Perretti**, Bocconi University / SDA Bocconi; **Giacomo Negro**, Bocconi University / SDA Bocconi

### 1305 : (Paper Session) - (TIM) Strategy, Technology, & Innovation

8:30am - 10:20am Hawaii Convention Center: Room 307A

Chair: **Bettina Lynda Bastian**, Ecole Polytechnique Fédérale de Lausanne

Discussant: **Tommi M Laamanen**, Helsinki U. of Technology

📖🗨️ The Impact of Acquisitions on the Innovation Performance of Inventors at Semiconductor Companies | **Rahul Kapoor**, INSEAD; **Kwanghui Lim**, National U. of Singapore

A Combinative & Human Capital Perspective on Knowledge Creation: Evidence from Inventor Mobility | **Sharon F. Matusik**, U. of Colorado, Boulder; **Michael B. Heeley**, Colorado School of Mines; **Lawrence A. Plummer**, U. of Colorado, Boulder

🗨️ Exploring Interaction among Factors Influencing Information Systems Investment | **Yajiong Xue**, U. of Rhode Island; **Huigang Liang**, Florida Atlantic U.; **William R. Boulton**, Auburn U

Does Vertical Integration Impact Technological Search? Evidence from the Semiconductor Industry | **Nandini Lahiri**, Indian School of Business; **Gautam Ahuja**, U. of Michigan

### 1306 🗨️: (TIM) Entrepreneurial Universities: Constituents, Consequences and Concerns

8:30am - 10:20am Hawaii Convention Center: Room 313C

Chair: **Carl Schramm**, Ewing Marion Kauffman Foundation

Discussant: **Aldo Geuna**, SPRU/ U. of Sussex

Creating the entrepreneurial university: the case of MIT | **Rory O'Shea**, U. of College Dublin; **Thomas J Allen**, Massachusetts Institute of Technology; **Kenneth Morse**, Massachusetts Institute of Technology

Scientific and Entrepreneurial Effectiveness of European Universities: An Empirical Assessment | **Bart Van Looy**,

Catholic U. of Leuven; **Bruno J, M, T van Pottelsberghe**, U. Libre de Bruxelles; **Koenraad Debackere**, Leuven U.; **Paolo Landoni**, Politecnico di Milano; **Eléutherios Sapsalis**, U. Libre Bruxelles; **Julie Callaert**, Catholic U. of Leuven

Analyzing the Effectiveness of University Technology Transfer: Implications for Entrepreneurship | **Donald Siegel**, Rensselaer Polytechnic Institute

Shifting governance practices and interactions: Recent developments at universities in Japan | **Tomohiro Ijichi**, Hitotsubashi U.

Are Co-active Researchers on Top of Their Class? | **Martin Meyer**, SPRU/ U. of Sussex

Participants: **Rory O'Shea**, U. of College Dublin; **Bruno J, M, T van Pottelsberghe**, U. Libre de Bruxelles; **Donald Siegel**, Rensselaer Polytechnic Institute; **Thomas J Allen**, Massachusetts Institute of Technology; **Koenraad Debackere**, Leuven U.; **Tomohiro Ijichi**, Hitotsubashi U.; **Martin Meyer**, SPRU/ U. of Sussex; **Kenneth Morse**, Massachusetts Institute of Technology; **Paolo Landoni**, Politecnico di Milano; **Julie Callaert**, Catholic U. of Leuven; **Eléutherios Sapsalis**, U. Libre Bruxelles

### Wednesday 8:40AM

#### 1307 🗨️🗨️JS: (OB, PNP) Defense Finance & Accounting Service & U.S. Postal Service: Building a Quality Performance & Culture

8:40am - 10:20am Hawaii Convention Center: Room 328

Chairs: **Nicholas Mathys**, DePaul U.; **Kenneth R Thompson**, DePaul U.

Presenters: **Edward Kufeldt**, Dept. of Defense - Defense Finance & Accounting Service; **Ann C. Wright**, United States Postal Service; **Mark A. Abramson**, IBM Center for the Business of Government

### Wednesday 8:45AM

#### 1308 📖CAU: (CAU) The Spices of Diversity: Does Instructor Race or Gender Impact the Dynamics of Diversity of Courses?

8:45am - 10:15am Sheraton Waikiki Beach: Puna Room

Organizers: **Carol P Harvey**, Assumption College; **Carole Gwendolyn Parker**, Seton Hill U.; **M. June Allard**, Worcester State College

#### 1309 CAU: (CAU) Emonet: The Network for the Study of Emotion in Organizations

8:45am - 10:15am Sheraton Waikiki Beach: Waimea Canyon Room

Organizer: **Neal M. Ashkanasy**, U. of Queensland

### Wednesday 8:50AM

#### 1310 JS: (OCIS, CMS) Critical Insights into the Organizational Implications of Enterprise Resource Planning Systems

8:50am - 10:20am Hawaii Convention Center: Room 318A

Chairs: **David Stephen Grant**, U. of Sydney; **Bill Harley**, U. of Melbourne; **Christopher Wright**, U. of New South Wales

Discussant: **JoAnne Yates**, Massachusetts Institute of Technology

Critical Insights into the Organizational Implications of Enterprise Resource Planning Systems | **David Stephen**

**Grant**, U. of Sydney; **Bill Harley**, U. of Melbourne; **Christopher Wright**, U. of New South Wales  
 The Social Construction of ERPs: A Critical Discursive Perspective | **Kristine Dery**, U. of Sydney; **Richard Hall**, U. of Sydney; **Nick Wailes**, U. of Sydney  
 Creating a Working Information System by Embracing the Liminal Space of ERP Projects | **Erica L Wagner**, Cornell U.  
 A Manufacturing Dinosaur Learning to Play Scrabble: ERP in the Knowledge Economy | **Christian Koch**, Technical U. of Denmark  
 Surveillance Practice across the Supply Chain | **Michael Barrett**, U. of Cambridge  
 A Sociotechnical View on ERP-systems and Job Design | **Jos Benders**, Radboud U. Nijmegen; **Ronald S. Batenburg**, Utrecht U.; **Roel Schouteten**, Radboud U. Nijmegen  
*Participants:* **Kristine Dery**, U. of Sydney; **Michael Barrett**, U. of Cambridge; **Jos Benders**, Radboud U. Nijmegen; **Richard Hall**, U. of Sydney; **Christian Koch**, Technical U. of Denmark; **Erica L Wagner**, Cornell U.; **Nick Wailes**, U. of Sydney

**Wednesday 9:00AM**

**1311 : (AAA) Conference Registration**

9:00am - 12:00pm Hawaii Convention Center: HCC Lobby - Registration  
*On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration*

**1312 : (Paper Session) - (OCIS) Knowledge Networks**

9:00am - 10:20am Hawaii Convention Center: Room 317B  
*Chair:* **Fabrizio Ferraro**, IESE Business School  
*Discussant:* **J. Alberto Espinosa**, American U.  
 Reciprocity or Generalized Exchange? Structuring of Electronic Knowledge Networks | **Samer Faraj**, U. of Maryland; **Steven L. Johnson**, U. of Maryland  
 Computer-Mediated Communication and Knowledge Networks: A Relational View | **Klarissa Chang**, Carnegie Mellon U.; **Denise M. Rousseau**, Carnegie Mellon U.  
 → Teams as Networks in a Connected Organization: The Critical Role of Geographic Distance | **Jonathon N. Cummings**, Massachusetts Institute of Technology; **Tanu Ghosh**, Massachusetts Institute of Technology  
 Understanding the Ties that Bind: A Longitudinal Investigation of Communication Network Evolution | **Noshir Contractor**, U. of Illinois, Urbana-Champaign; **Fabio Fonti**, Boston College; **Christian Steglich**, U. of Groningen; **Chunke Su**, U. of Illinois, Urbana-Champaign; **Robert Whitbred**, U. of Pittsburgh, Johnstown

**Wednesday 10:40AM**

**1313 : (Paper Session) - (BPS) Start-Ups, IPOs and Venture Capitalists**

10:40am - 12:00pm Hawaii Convention Center: Room 307B  
*Chair:* **Roberto Vassolo**, IAE Business School - U. Austral  
*Discussant:* **Isin Guler**, Boston U.  
 IPOs versus M&A in Strategic Factor Markets for Private Firms | **Ilgaz T Arikan**, Georgia State U.

Post-IPO Performance of Internet Startups | **Sea Jin Chang**, Korea U.  
 The Flip Side of The Coin: Nascent Technology Ventures and Corporate Venture Funding | **Jeff Rosenberger**, Stanford U.; **Riitta Katila**, Stanford U.  
 → VC Firms' Diversification into New Markets; An Integration of Institutional and Network Perspectives | **Jane Lu**, Singapore Management U.; **Pek-hooi Soh**, National U. of Singapore

**1314 : (Paper Session) - (BPS) Geographic Clusters**

10:40am - 12:00pm Hawaii Convention Center: Room 308A  
*Chair:* **Lalit Manral**, Columbia U.  
*Discussant:* **Andreas Bausch**, International U. Bremen  
 → The Impact of Geographical Proximity in the Market on the Quality of Organizational Structure | **Akiko Kamimura**, U. of Michigan, Ann Arbor; **Jane Banaszak-Holl**, U. of Michigan, Ann Arbor  
 → Asian Business is Regional, not Global | **Alan M Rugman**, Indiana U.; **Simon Collinson**, Warwick Business School  
 Evolution of Industry Clusters Through Spin-offs and the Role of Flagship Firms | **Manuel Anibal Portugal Ferreira**, U. of Utah; **Ana Teresa Tavares**, U. de Porto  
 The Effects of Resource Availability and Local Density on Firm Founding, Performance, and Failure | **Pamsy Hui**, Nanyang Business School; **Alison Davis-Blake**, U. of Texas, Austin

**1315 ☺☑: (BPS) Organizational Context and Performance: Perspectives from the Health Care Industry**

10:40am - 12:00pm Hawaii Convention Center: Room 308B  
*Organizers:* **Daniel Snow**, Harvard U.; **Robert S. Huckman**, Harvard U.  
 Doing More Versus Doing Less in a Portfolio of Improvement Projects: The Effect of Focus on Project | **Ingrid M. Nembhard**, Harvard U.; **Richard Bohmer**, Harvard U.  
 Does Focus Really Improve Operational Performance? Lessons from the Management of Clinical Trials | **Robert S. Huckman**, Harvard U.; **Darren Zinner**, Harvard U.  
 Ownership Structure and Reputation in Professional Services: Evidence from the Healthcare Industry | **Dov Rothman**, Columbia U.  
 Does Status Drive Performance? Evidence from Cardiac Surgery | **Robert S. Huckman**, Harvard U.; **Daniel Snow**, Harvard U.  
*Speakers:* **Darren Zinner**, Harvard U.; **Ingrid M. Nembhard**, Harvard U.; **Dov Rothman**, Columbia U.

**1316 : (Paper Session) - (BPS) Behavioral Controls and Organization Design**

10:40am - 12:00pm Hawaii Convention Center: Room 309  
*Chair:* **Karynne L. Turner**, Georgia State U.  
*Discussant:* **Karynne L. Turner**, Georgia State U.  
 Control of Business Units: The Downside of Differentiation | **Eric Dooms**, Tilburg U.; **Aswin Van Oijen**, Tilburg U.  
 ☺ Exploring the Interdependence of Profitability and Control in US Banking | **Kenneth J. Hatten**, Boston U.; **William L. James**, Hofstra U.; **James P. Keeler**, Kenyon College



🗎 Limits to Control? Faculty Participation in University Governance | **Peter Lotz**, Copenhagen Business School

### 1317 🗎JS: (BPS, OMT) The Inter-Organizational Communities of Practice (IOCoPs): New Insights and Knowledge Strategies

10:40am - 12:00pm Hawaii Convention Center: Room 306B

*Coordinators:* **Bertrand V Quelin**, HEC Paris; **Frederic Dalsace**, HEC Paris; **Bertrand Moingeon**, HEC Paris

Interorganizational Communities of Practice: Connecting and Collaborating Across Boundaries | **Janine Nahapiet**, Templeton College, Oxford U.

Communities of Creation: Managing Collaborative Innovation Across Boundaries | **Mohanbir Sawhney**, Northwestern U.; **Emanuela Prandelli**, Bocconi U.; **Gianmario Verona**, Bocconi U.

Realizing the Potential of Formalized Communities of Practice in a Knowledge Economy | **Cynthia Odom**, George Washington U.; **John Starns**, George Washington U.

Network Structure of IOCoPs & Effectiveness of de jure Standards Setting in Technical Communities | **Gwendolyn Kuo-fang Lee**, U. of Florida

*Presenters:* **Cynthia Odom**, George Washington U.; **John Starns**, George Washington U.

*Participants:* **Janine Nahapiet**, Templeton College, Oxford U.; **Mohanbir Sawhney**, Northwestern U.; **Gwendolyn Kuo-fang Lee**, U. of Florida

### 1318 🗎: (Paper Session) - (CAR) Diversity, Identity and Occupational Choice

10:40am - 12:00pm Hawaii Convention Center: Room 322A

*Chair:* **Samuel Rabinowitz**, Rutgers Business School--Newark and New Brunswick

*Discussant:* **Peter A. Heslin**, Southern Methodist U.

🗎 Complex Occupational Identities: Integrating Multiple Distinct Occupational Identities | **Naomi B. Rothman**, New York U.

🗎 Relationships Among Ethnicity, Gender, and Beliefs, Attitudes and Intentions to Seek IT careers | **Richard D. Johnson**, U. of Central Florida; **Dianna L. Stone**, U. of Central Florida; **Tangela Nichole Phillips**, U. of Central Florida

🗎 A New Vision of Management in the 21st Century: Diversity and Career Choice Issues for Young Workers | **Myrtle P. Bell**, U. of Texas, Arlington

🗎 A Career Typology for the 21st Century Entrepreneurial Woman | **Dorothy Perrin Moore**, Citadel School of Business Administration

### 1319 🗎JS: (CAR, OB, OMT) Building Bridges: Multiple Levels of Identity and Identification

10:40am - 12:00pm Hawaii Convention Center: Room 319A

*Chair:* **David Sluss**, Arizona State U.

*Discussant:* **Blake E. Ashforth**, Arizona State U.

Organizational Identity Orientation as a Determinant of Organizational Identification | **Shelley Brickson**, London Business School

Understanding Patterns of Professional and Organizational Identification: A Multi-Method Study | **Teresa Cardador**, U. of

Illinois, Urbana-Champaign; **Erik Ian Dane**, U. of Illinois, Urbana-Champaign; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign  
Generalizing Relational Identification to and from Organizational Identification | **David Sluss**, Arizona State U.  
*Participants:* **Teresa Cardador**, U. of Illinois, Urbana-Champaign; **Erik Ian Dane**, U. of Illinois, Urbana-Champaign; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign; **Shelley Brickson**, London Business School

### 1320 : (Paper Session) - (CM) Counterproductive Work Behaviors

10:40am - 12:00pm Hawaii Convention Center: Room 318B

*Chair:* **Jennifer Dunn**, U. of Pennsylvania

*Discussant:* **Chris Bell**, York U.

Invidious Comparisons and Insidious Behaviors: Envy and Social Undermining at Work | **Jennifer Dunn**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

🗎 Workplace Aggression Revisited: Prevalence, Outcomes, and Antecedents | **Laurela Burnazi**, Wayne State U.; **Loraleigh Keashly**, Wayne State U.; **Joel H Neuman**, State U. of New York, New Paltz

🗎 Employee Perceptions of Managerial Incivility: Development of a Measurement Scale | **Robert M. Crocker**, Stephen F. Austin State U.; **Stanley G Harris**, Auburn U.; **Phil E Stetz**, Stephen F. Austin State U.

🗎 The Effects of Incivility on Performance, Motivation, Creativity, Helpfulness & Dysfunctional Behavior | **Christine L. Porath**, U. of Southern California; **Amir Erez**, U. of Florida

### 1321 🗎 → 🗎JS: (CM, SIM) Restorative Justice: A New Vision for Workplace Justice

10:40am - 12:00pm Hawaii Convention Center: Room 316A

*Chairs:* **Deborah Kidder**, Towson U.; **Michael A. Gross**, Colorado State U.

*Discussant:* **Robert Bies**, Georgetown U.

Victim Offender Mediation in the United States | **Michael A. Gross**, Colorado State U.

Restorative Justice in the Workplace: Hawaii's Experience | **Loirenn Walker**, -

Restorative Justice in Japan | **Hidemasa Yamamoto**, Dokkyo U.

Restorative Justice in New Zealand | **Helen Bowen**, Restorative Justice Trust

Culture, Shame, and Revenge | **Michele J. Gelfand**, U. of Maryland; **Chris Bell**, York U.; **Gary Shteynberg**, U. of Maryland

### 1322 : (Paper Session) - (CMS) Foucauldian Perspectives on Identity Formation and Organizational Control

10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room

*Chair:* **Ann L Cunliffe**, U. of New Mexico

Fighting over Knowledge Management, A Foucauldian Perspective | **Irene Lammers**, Vrije U.

🗎 Institutionalizing Identities: Communication Skills and the Making of Doctors and Patients | **Gazi Islam**, Tulane U.; **Michael James Zyphur**, Tulane U.

🗎 Identification vs. Dis-identification: What Does it Mean to be a "Professional"? | **Olivier Herrbach**, U. Sciences Sociales; **Katarzyna Kosmala**, Heriot-Watt U.

From Organisational Object to Self-Managed Subject: Some Implications for Organisational Control | **Hannele Merja Johanna Huhtala**, London School of Economics

**1323** : (Paper Session) - (ENT) **Performance Differences between New Ventures and Established Companies**

10:40am - 12:00pm Hawaii Convention Center: Room 301B

Chair: **Stanley Ross**, Bridgewater State U.

David vs. Goliath Round 2: Entry and the Persistence of Incumbent Profitability | **Thomas J Dean**, U. of Colorado, Boulder; **Lawrence A. Plummer**, U. of Colorado, Boulder

When two Words Collide: The Role of Corporate Envy in Corporate Venturing Activities | **Marina Biniari**, Strathclyde U.

Firm Valuation Effects of High-Tech M&A: A Comparison of New Ventures and Established Acquirers | **Roberto Ragozzino**, U. of Central Florida

Venture Capital Syndication in Europe: Does Firm Size Matter? | **Hans Bruining**, Erasmus U.

**1324** : (Paper Session) - (ENT) **University, Academic Entrepreneurs & Careers**

10:40am - 12:00pm Hawaii Convention Center: Room 303A

Chair: **Zelimir William Todorovic**, Indiana U./Purdue U.

Academic Entrepreneurship: Entrepreneurial Intent and the Disclosure of University Inventions | **Gerard George**, U. of Wisconsin, Madison; **Mark Maltarich**, U. of Wisconsin, Madison; **Sanjay Jain**, U. of Wisconsin, Madison

Institutional Origin and Resource Endowments to Science-Based Entrepreneurial Firms | **Nathalie Moray**, U. of Gent; **Johan Bruneel**, Vlerick-Leuven-Gent Management School; **Iris Vanaelst**, Vrije U. Brussel

Endowed Chairs in Entrepreneurship: A Survey of Deans' Preferences | **Gary J. Castrogiovanni**, U. of Tulsa; **George S Vozikis**, U. of Tulsa; **Timothy S Mescon**, Kennesaw State U.

Investigation of Factors Associated with Women's Self-employment Preference in Nordic Countries | **Pia Maria Arenius**, U. of Lausanne; **Anne Kovalainen**, Turku School of Economics and Business Administration

**1325** : (Paper Session) - (ENT) **Relational Capital & Entrepreneurial Rents**

10:40am - 12:00pm Hawaii Convention Center: Room 303B

Chair: **Louis Marino**, U. of Alabama

The Role of Perceived Relational Support in Entrepreneur - Customer Dyads | **Dirk De Clercq**, Brock U.; **Deva Rangarajan**, Vlerick-Leuven-Gent Management School

Explaining the Foreign Development of start-ups: Social Networks and Knowledge Acquisition | **Manuela Presutti**, Bologna U.; **Cristina Boari**, Bologna U.; **Luciano Fratocchi**, L'Aquila U.

Entrepreneur Social Competence and Capital: The Social Networks of Politically Skilled Entrepreneurs | **Sean Lux**, Florida State U.

Where Do Entrepreneurial Orientations Come From? An Investigation on Their Social Origin | **Haibin Yang**, U. of Texas, Dallas

**1326** : (Paper Session) - (GDO) **Gender, Race, and Psychology: Attitudinal and Behavioral Differences**

10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: **David L Ford, Jr.**, U. of Texas, Dallas

Gender and Race Differences in Leader Behavior

Preferences in South Africa | **Romie Frederick Littrell**, Auckland U. of Technology; **Stella M Nkomo**, U. of South Africa

Exploring Gender and Racial Integration in the South African Military with Psychological Empowerment | **Sanjay T Menon**, Louisiana State U., Shreveport; **Elize Kotze**, Stellenbosch U.

Commitment of Cultural Minorities in Organizations: Effects of Leadership and Pressure to Conform | **Joyce Rupert**, Leiden U.; **Karen Jehn**, Leiden U.; **Marloes van Engen**, Tilburg U.; **Renee de Reuver**, Tilburg U.

Gender Differences in White Racial Attitudes Towards Blacks | **Brenda Kathleen Johnson**, Columbia U.

Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals. | **Robert Gregory DelCampo**, U. of New Mexico

**1327** : (Paper Session) - (GDO) **Anger, Emotion, and Influence: What's Gender to do with it?**

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 1

Chair: **Susan M. Burroughs**, U. of Puget Sound

Differences in Workplace Anger Expression on the Basis of Gender and Hierarchical Status | **Theresa Domagalski**, Florida Institute of Technology; **Lisa Steelman**, Florida Tech

Gender, Emotion and Aggression in the Workplace: The Role of Emotional Intelligence | **Alberto Ramirez**, RMIT U.; **Clive Morley**, RMIT U.; **Julie Wolfram Cox**, RMIT U.

The Contextual Dimension of Emotional Labour and Working women in Pakistan | **Jawad Syed**, Macquarie U., Sydney; **Faiza Ali**, Macquarie U., Sydney

**1328** : (Paper Session) - (HCM) **The Health Care Workplace As A Setting For Collaboration: Factors Affecting Employee Interactions**

10:40am - 12:00pm Sheraton Waikiki Beach: Waianae Room

Chair: **Amer Kaissi**, Trinity U.

Discussant: **Amer Kaissi**, Trinity U.

Sense-making in Difficult Times: Experiences of Employees in Asia-Pacific Hospitals | **Stewart Arnold**, U. of Queensland; **Maree Veronica Boyle**, Griffith U.; **Victor J. Callan**, U. of Queensland

An Intervention Model of Shiftwork Tolerance | **Anne Pisarski**, U. of Queensland; **Sandra A. Lawrence**, U. of Queensland/Griffith U.; **Philip Bohle**, U. of NSW; **Cynthia Gallois**, U. of Queensland; **Bernadette Maria Watson**, U. of Queensland

Face-to-face with AIDS in the workplace: Concern for face, Fear of AIDS and its Consequences | **Vivien KG Lim**, National U. of Singapore

**Winner of HCM Division Best Paper Award**

Organizational Trust in Hospital Nursing Staffs | **Christina L. Lafferty**, National Defense U.

### 1329 🗨️: (HR) A New Vision of Human Resource Management in the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 312

Chair: **Wayne F. Cascio**, U. of Colorado, Denver

From Business Partner to Driving Business Success: The Next Step in the Evolution of HR Management. | **Wayne F. Cascio**, U. of Colorado, Denver

The Four Cs of the HR Profession | **Susan R. Meisinger**, SPHR, Society for Human Resource Management

Will There Really Be a Labor Shortage? | **Peter Cappelli**, U. of Pennsylvania

From Human Resources Management to Organizational Effectiveness | **Edward E. Lawler**, U. of Southern California

Participants: **Susan R. Meisinger**, SPHR, Society for Human Resource Management; **Peter Cappelli**, U. of Pennsylvania;

**Edward E. Lawler**, U. of Southern California

### 1330 ➔: (HR) HR and Performance in Europe: A Context Based View

10:40am - 12:00pm Hawaii Convention Center: Room 315

Chair: **Henrik Holt Larsen**, Copenhagen Business School

Discussant: **Wolfgang Mayrhofer**, Wirtschafts U. Wien

From Collectivism to Individualism – What Does it Mean for HRM? | **Erling Rasmussen**, U. of Auckland; **Torben Andersen**, Southern Denmark U.

The Relationship Between Culture and HRM Across a Broad Range of Countries | **Lisa Hisae Nishii**, Cornell U.

Towards the Nordic Model of HR? A Comparison Between Estonian and Nordic HR Strategies and Practice | **Ruth Alas**, Estonian Business School; **Sinikka Vanhala**, Helsinki School of Economics; **Tonu Kaarelson**, Estonian Business School

HRM-Performance Link in Europe – A General Model | **Rita Campos Cunha**, U. Nova de Lisboa

Linking Strategic Human Resource Management Bundles with Business Performance: Toward an EU Framework | **Eleni Stavrou**, U. of Cyprus

HRM and Firm Performance: The Context Matters! | **Irene Nikandrou**, Athens U. of Economics and Business; **Eleni Apospori**, Athens U. of Economics and Business

Human Resource Outsourcing and Human Resource Excellence: Opponents or Fellows? | **Ruediger Kabst**, U. of Giessen; **Wenzel Matiaske**, U. of Flensburg; **Thomas Mellewig**, U. of Paderborn

A Comparative Study of the Determinants of HR Outsourcing in Turkey and the European Union | **Cem Tanova**, Eastern Mediterranean U.

### 1331 🗨️➔: (HR) Leadership Development in the 21st Century: Visions from Around the Globe

10:40am - 12:00pm Hawaii Convention Center: Room 319B

Chairs: **Jon P. Briscoe**, Northern Illinois U.; **C. Brooklyn Derr**, Brigham Young U.

Presenters: **Roger R. Collins**, Australian Graduate School of Management; **Mami Taniguchi**, Waseda U.; **Juan-Carlos Pastor**, Instituto de Empresa; **Eduardo Guzman Saenz**, ITESM, Campus Monterrey; **Sylvie Roussillon**, EM Lyon

### 1332 🗨️➔: (HR) Organisational Learning and HRM Challenges in Professional Services Firms

10:40am - 12:00pm Hawaii Convention Center: Room 323B

Chairs: **Scott A Snell**, Cornell U.; **Juani Swart**, U. of Bath

Effects of HR Systems on Organizational Intellectual Capital in Software & IT Consulting Firms | **Christopher Collins**, Cornell U.

Evolution of Exploitative and Exploratory Learning in a Marketing Agency | **Nick Kinnie**, U. of Bath; **Mark Lund**, U. of Bath

Managing Intellectual Capital Architectures: HRM and Bilateral Learning in Law Firms | **Sung-Choon Kang**, Cornell U.; **Scott A Snell**, Cornell U.

Developing Inter-organisational Intellectual Capital in a Management Consultancy Network | **Juani Swart**, U. of Bath; **Jason Rabinowitz**, McKinsey & Company

Participants: **Christopher Collins**, Cornell U.; **Sung-Choon Kang**, Cornell U.; **Nick Kinnie**, U. of Bath; **Mark Lund**, U. of Bath; **Jason Rabinowitz**, McKinsey & Company

### 1333 : (Paper Session) - (IM) Emerging Market Institutions and Strategy

10:40am - 12:00pm Hawaii Convention Center: Room 304A

Chair: **Paul Miesing**, State U. of New York, Albany

Discussant: **Richard Kum-Yew Lai**, Harvard U.

➔ The Separate and Unequal Influence of Institutional Pillars on Foreign Investment | **Jamie D. Collins**, Texas A&M U.; **Dan Li**, Indiana U.; **Purva Kansal**, Panjab U.

➔ The Antecedents and Consequences of Emerging Market Divestitures | **Pablo Martin De Holan**, Instituto de Empresa; **Omar Toulan**, McGill U.

➔ Sequential Purchases of Large Shares: Acquisition Strategy in an Emerging Market Context | **Dean Xu**, Peking U.; **Changhui Zhou**, Peking U.

Flight to Quality in Corporate Governance During Crisis | **Yi Jiang**, Ohio State U.

### 1334 : (Paper Session) - (IM) Expatriate Adjustment Issues

10:40am - 12:00pm Hawaii Convention Center: Room 305B

Chair: **Richard A. Posthuma**, U. of Texas El Paso

Discussant: **Robert J Taormina**, U. of Macau

➔ The Effects of P-O Fit on Cross-Cultural Adjustment of Expatriate Managers and Its Consequences | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Jeffrey Shay**, U. of Montana

➔ Expatriate Adjustment and Performance: The Mediating Role of Managerial Practices | **Jeffrey Shay**, U. of Montana; **J Bruce Tracey**, Cornell U.; **Jingyan Liu**, Zhongshan U

➔ Engineering Your Own Adjustment: Expatriate Adjustment through Sensemaking A Process Model | **Gitanjali Sharma**, U. of Manitoba

➔ Social Capital and Performance Among Host Nationals and Expatriates: Does Nationality Matter? | **Stuart M Schmidt**, Temple U.; **Unnikammu Moideenkutty**, Sultan Qaboos U.

### 1335 : (Paper Session) - (IP) Technology and Strategy in International Settings

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: **Yinghong (Susan) Wei**, Oklahoma State U.

- **TIM**: The Impact of Manufacturing Offshore on Technology Choice Incentives in the Optoelectronics Industry | **Erica Renee Fuchs**, Massachusetts Institute of Technology; **Randolph E Kirchain**, Massachusetts Institute of Technology
- **TIM**: Effect of National Attributes to Takeoff Time of Technology Adoption: An International Study | **Saku Juhani Makinen**, Tampere U. of Technology; **Tomi Haapaniemi**, Tampere U. of Technology
- **TIM**: Examining the Challenge of Innovation in a Global Economy: One Size Does Not Fit All | **Sheryl Winston Smith**, Gustavus Adolphus College
- **TIM**: Formation and Linkages of Networks of High-Technology Industrial Clusters in the Asia Pacific Region | **Chung-Shing Lee**, Pacific Lutheran U.; **Kuei-Hsien Niu**, U. of North Texas
- **OM**: A Taxonomy of Information Technology Strategy and its Impact on the Performance of 3PLs in China | **Xiande Zhao**, Chinese U. of Hong Kong; **Fujun Lai**, U. of Southern Mississippi; **Qiang Wang**, U. of International Business and Economics

**1336 : (Paper Session) - (IP) The Influence of CEOs and Top Management Teams**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: **Patrick Christopher Flood**, U. of Limerick

- **HCM**: Barriers to CEO Succession Planning: A Comparison of CEO and Board Chair Perspectives | **Andrew N. Garman**, Rush U.
- **HR**: An Exploratory Study of the Performance Consequences of CEO Succession : A Singapore Perspective | **Irene K-H Chew**, Nanyang Technological U.; **Amit Das**, Nanyang Technological U.
- ODC**: Corporate Level Management's Role in the Divestment Process: Dynamos or Dinosaurs? | **Matthias F. Brauer**, U. of St. Gallen

→ **HR**: Leadership Development and Succession Planning: The New Challenge for Managers | **Kevin S. Groves**, California State U., Los Angeles

→ **BPS**: The TMT Consensus-Performance Link: Integrating An Organization Culture Perspective | **Vinay K Garg**, Southwest Missouri State

**1337 : (Paper Session) - (IP) The Management Education Industry**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: **Constance R James**, Pepperdine U.

→ **MSR**: Language is the First Issue: Discussing Spirituality in the Management Classroom | **Karen Manz**, Hartford Seminary; **Robert Marx**, U. of Massachusetts, Amherst; **Judith A. Neal**, U. of New Haven; **Charles C Manz**, U. of Massachusetts, Amherst

→ **MED**: Using a Hyper Accelerated Teaching Model in International Adult Education | **Gary Frederick Keller**, Cardinal Stritch U.

→ **MED**: Ethics in Management Education: Perspectives From the United States Military Academy at West Point | **Ronald L. Dufresne**, Boston College; **Evan Hayden Offstein**, Frostburg State U.

→ **MED**: Educating the Global Manager: Cultural Diversity and Cross Cultural Training in IB Education | **Prem Ramburuth**, U. of New South Wales; **Catherine Welch**, U. of New South Wales

→ **MED**: Curriculum development focusing on student learning | **Claus Nygaard**, Copenhagen Business School; **Thomas Højlt**, Copenhagen Business School

**1338 : (Paper Session) - (IP) Management Education and Actionable Knowledge**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: **Karen Moustafa**, Indiana U./Purdue U.

→ **IM**: What do Students of International Business Need to Know? Views from Educators and Practitioners | **Jyh-Liang Guan**, De Lin Institute of Technology, Taiwan; **Yu-Ching Chiao**, National Changhua U. of Education; **Kuo-Pin Yang**, National Dong Hwa U.

**ENT**: Entrepreneurial Orientation of Business Schools: Strategic Perspectives | **Susan Kuznik**, Baldwin Wallace College; **Rajshekhkar G. Javalgi**, Cleveland State U.; **Robert F Scherer**, Cleveland State U.

→ **MED**: Critical Debates in Management Education - The Import of New Approaches to Strategy | **Susan Miller**, U. of Hull

→ **MED**: Integrating American Indian Business Into Contemporary Management Education | **Helen Juliette Muller**, U. of New Mexico

→ **MED**: The Multifaceted Nature of Online MBA Student Satisfaction and Impacts on Behavioral Intentions | **Megan Lee Endres**, Eastern Michigan U.; **Cheryl Hurtubis-Sahlen**, Westwood College; **Sanjib Chowdhury**, Eastern Michigan U.; **Crissie M Frye**, Eastern Michigan U.

**1339 : (Paper Session) - (IP) The Process of Decision Making**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B1

Host: **Ramon J. Aldag**, U. of Wisconsin, Madison

**BPS**: The Development and Testing of a Nonconsequentialist Decision-Making Model | **Raed Elaydi**, North Carolina U., Chapel Hill; **Richard W Woodman**, Texas A&M U.

→ **MOC**: Antecedents of Overconfidence: Evidence from a Field Study Examining Product Introduction Decisions | **Mark Simon**, Oakland U.; **Catherine L. Tyler**, Oakland U.

**MOC**: Accommodative Patterns of Decision-Making: The Garage Model. | **Dale Cyphert**, U. of Northern Iowa

→ **HR**: Facilitating the Utilization of Human Capital Metrics | **Bernd Erhard Irmer**, InfoHRM; **Anastasia Ellerby**, InfoHRM

**OCIS**: Software Project Escalation: An Embedded Options Model | **Amrit Tiwana**, Iowa State U.; **Mark Keil**, Georgia State U.; **Robert G. Fichman**, Boston College

**1340 : (Paper Session) - (IP) Transferring Knowledge Across Borders**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: **Thomas M Begley**, U. of College Dublin

- **IM**: Institutional and Personal Forms of Power and Trust | **Reinhard Bachmann**, Birkbeck College, U. of London; **Arjen Van Witteloostuijn**, U. of Groningen
- **CAR**: Cross-Cultural Mentoring in International Joint Ventures | **Aimin Yan**, Boston U.; **Yan Shen**, Boston U.
- **IM**: Knowledge Flows in Multinational Corporations: The Role of Inpatriate Assignees Social Capital | **Sebastian Reiche**, Melbourne U.; **Anne-Wil Harzing**, U. of Melbourne
- **IM**: Exploring the Mode of Knowledge Transfer in MNCs: The Role of Direct and Indirect Linkages | **Kazuhiro Asakawa**, Keio U.; **Mary Krome Hamilton**, U. of Rhode Island
- OMT**: Signification and Hegemony: Studying Knowledge Transfer Across International Boundaries | **Raza A Mir**, William Paterson U.

### 1341 : (Paper Session) - (IP) Emotions in Organizations

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: **Scott Jeffrey**, U. of Waterloo

- TIM**: Role of Emotions in Emerging Technologies Management | **Malavika Sundararajan**, Rensselaer Polytechnic Institute; **Lois S. Peters**, Rensselaer Polytechnic Institute
- OB**: Linking Regret to Escalation of Commitment: The Roles of Outcome Visibility and Anticipated Regret | **Kin Fai Ellick Wong**, Hong Kong U. of Science and Technology; **Jessica Y. Y. Kwong**, Chinese U. of Hong Kong
- OB**: Affective States and Forms of Commitment: An Empirical Analysis. | **Olivier Herrbach**, U. Sciences Sociales; **Karim Mignonac**, U. Sciences Sociales
- ☉ **ODC**: Models of emotion management for change | **Nell Kimberley**, Monash U.; **Charmine Hartel**, Deakin U.

### 1342 : (Paper Session) - (IP) Trust and Satisfaction in the Workplace

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B4

Facilitator: **S Douglas Pugh**, U. of North Carolina, Charlotte

- ☉ **PNP**: An Examination of Public and Nonprofit Employee Attitudes Toward Workplace Fun | **Katherine A Karl**, Marshall U.; **Joy VanEck Peluchette**, U. of Southern Indiana; **Leda McIntyre Hall**, Indiana U., South Bend; **Lynn Harland**, U. of Nebraska, Omaha
- ☉ **HR**: Formation of Organizational Commitment in a New Venture: A longitudinal analysis | **Sumita Raghuram**, Fordham U.
- OB**: Individual Difference and Contextual Predictors of Work-Nonwork Spillover | **Jennifer K Lee**, George Mason U.; **Laura Wheeler Poms**, George Mason U.
- OB**: The Impact of Relational Demography on Perceived Trustworthiness: Similarity or Norms | **Dora C. Lau**, Chinese U. of Hong Kong; **Long Wai Lam**, U. of Macau; **Sabrina Deutsch Salamon**, York U.
- OB**: What Happens When You Expect Unfairness, and When You Don't? The Role of Negative Surprise | **Subrahmaniam Tangirala**, Purdue U., West Lafayette; **Vijaya Venkataramani**, Purdue U., West Lafayette; **Deidra J Schleicher**, Purdue U., West Lafayette

### 1343 : (Paper Session) - (IP) Building Workplace Trust and Satisfaction

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: **Kira Kristal Reed**, Syracuse U.

- ☉ **OB**: Values Diversity and Teammember's Effectiveness: The Mediation of Trustfulness and Trustworthiness | **Bor-Shiuan Cheng**, National Taiwan U.; **Li-Fang Chou**, National Taiwan U.; **Tin-Yu Wang**, National Taiwan U.; **Min-ping Huang**, Yuan Ze U.
- ☉ **OB**: A Social Exchange-Driven Structural Equation Model Analysis of Psychological Empowerment | **Yuen Hung Chan**, U. of Central Arkansas; **Robert R Taylor**, U. of Memphis; **Dan L. Sherrell**, U. of Memphis; **Emin Babakus**, U. of Memphis
- OCIS**: Clarifying the Effects of Internet Monitoring on Job Attitudes: The Mediating Role of Employee Trust | **G. Stoney Alder**, U. of Nevada, Las Vegas; **Terry W Noel**, California State U., Chico; **Maureen L Ambrose**, U. of Central Florida
- OB**: Multiple Climates and Their Effect on Business Performance Through Staff and Customer Outcomes | **Judith Sylvia MacCormick**, U. of New South Wales; **Sharon Parker**, U. of New South Wales
- OB**: Service Recovery Performance: Construct Validation and Test of a Mediated-Moderated Model | **Hui Liao**, Rutgers U.

### 1344 : (Paper Session) - (IP) Coping with Uncertainty and Complexity

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Alessia Contu**, Lancaster U.

- ☉ **ENT**: An Empirical Study Of Environmental Uncertainty, Internal Variety, And Firm Performance in SMEs | **Zhi Tang**, U. of Alabama, Tuscaloosa
- ☉ **ENT**: How Do Entrepreneurs Organize Firms Under Conditions of Uncertainty? | **Sharon Alvarez**, Ohio State U.
- ☉ **CMIS**: A Process Thought Perspective on Critical Management Inquiry | **Clive Smallman**, Lincoln U., New Zealand
- BPS**: Decision References under Uncertainty: Real Options Reasoning versus Escalating Commitment | **Shu-Jou Lin**, National Taiwan U. / Kainan U.; **Ming-Je Tang**, National Taiwan U.

### 1345 : (Paper Session) - (IP) Uncertainty and Complexity

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: **Jerry Hunt**, Texas Tech U.

- **TIM**: Exploring academic start-up entrepreneurs' ability to obtain venture capital funding | **Rosa Grimaldi**, U. of Bologna; **Allan N Afuah**, U. of Michigan
- 📖 **MC**: Sail or Sink : Implementing Vision and Strategy in Times of Turbulence and Uncertainty | **Rickie Moore**, ISEOR, U. of Lyon
- ☉ **OMT**: Chance, Choice & Inevitability in Strategy | **Mark de Rond**, Cambridge U.; **Raymond-Alain Thietart**, Paris-Dauphine U.-Essec
- OMT**: Conceptually Close Cousins: Chaos Theory and Dialectical Analysis in Organization Theory | **Thomas E Will**, U. of Georgia

**1346** : (Paper Session) - (IP) **Women in Management**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C4

Facilitator: **Diana Reed**, Drake U.

**CAR**: Transitioning from Working Woman to Working Mother: Resocialization Following Maternity Leave | **Jamie J. Ladge**, Boston College

☞☞ **QENT**: The impact of Gender on Opportunity Recognition of Entrepreneurs | **Yvonne O Brunetto**, Griffith U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast

**HR**: Remedy-Seeking Responses to Wrongful Dismissal | **Cynthia L Gramm**, U. of Alabama, Huntsville; **John F Schnell**, U. of Alabama, Huntsville; **Elizabeth Weatherly**, U. of Alabama, Huntsville

**GDO**: Perceptions of Justice in Employment Selection Decisions: The Role of Applicant Gender | **Jeremy Bernerth**, Auburn U.; **Harvell Jackson Walker**, Auburn U

**GDO**: Seeing Only Shadows: A Theory of Gender-Blindness Among Executive Women | **Lindsey Godwin**, Case Western Reserve U.; **Nurete Leor Brenner**, Case Western Reserve U.

**1347** ☞☞ **JS**: (MC, ODC) **More Client-Centered Consulting as a New Vision of Management Consulting in the 21st Century**

10:40am - 12:00pm Hawaii Convention Center: Room 314

Chairs: **Jeffrey N. Hicks**, IBM Business Consulting Services & U. of Twente; **Natalia Nikolova**, U. of Technology, Sydney; **Celeste P.M. Wilderom**, U. of Twente

Discussant: **David J Cooper**, U. of Alberta

Inside Out? Identity and Ambiguities of the Internal Consultant | **Christopher Wright**, U. of New South Wales

Designing and Implementing Performance Indicators with Horizontal Client-advisor Interaction | **Marc Wouters**, U. of Twente; **Celeste P.M. Wilderom**, U. of Twente

Humour in the client-consultant relationship: No laughing matter | **Timothy Clark**, Durham U.

An Interpretive Model of Client-Consultant Interaction: Concept and Measurement | **Natalia Nikolova**, U. of Technology, Sydney; **Timothy Michael Deviney**, Australian Graduate School of Management

Constructivist Consulting: An Alternative to the Expert Model | **Jeffrey N. Hicks**, IBM Business Consulting Services & U. of Twente; **Padmakumar Nair**, U. of Twente and U. of Texas at Dallas

Participants: **Timothy Clark**, Durham U.; **Padmakumar Nair**, U. of Twente and U. of Texas at Dallas; **Marc Wouters**, U. of Twente; **Christopher Wright**, U. of New South Wales

**1348** ☞☞ (Paper Session) - (MED) **Student Perceptions of Management Education**

10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: **C Ken Weidner**, St. Joseph's U.

☞☞ Four Empirical Studies in Search of Respect for Students | **Tim O Peterson**, Oklahoma State U.; **Dennis L. Mott**, Oklahoma State U.; **David D Van Fleet**, Arizona State U., West

☞☞ Influence Tactics in the Business Classroom and Their Relationship to Student Satisfaction | **Stephen S Standifird**, U. of San Diego; **Frank Pons**, U. of San Diego; **Dan Moshavi**, Montana State U.

☞☞ Factors Related to Performance on the ETS Major Field Achievement Test in Business | **Peter Bycio**, Xavier U.; **Joyce S. Allen**, Xavier U.

☞☞ Can You Spare Some Time? The Role of Casual Meetings on Student Evaluations of Instructors | **Robert L Holbrook**, Ohio U.

**1349** ☞☞ (Paper Session) - (MED) **Knowledge and Skills for Management Education Providers and Practitioners**

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 2

Chair: **Michael J Provitera**, Barry U.

Developing Strategic Thinkers: Implications of Learning Theory in Setting a Research Agenda | **Ellen F. Goldman**, George Washington U.; **Andrea Casey**, George Washington U.

☞☞ Management Education and M&As: Are Managers Acquiring Critical HR Knowledge? | **Ted K Dass**, U. of Cincinnati; **Philip K Way**, U. of Cincinnati

☞☞ Academic Qualification, Professional Qualification, and Participating Faculty for AACSB | **Daniel J Koys**, DePaul U.

☞☞ Team Dynamics And Learning in Multidisciplinary Teams | **Vijaya L Narapareddy**, Denver U.

**1350** : (Paper Session) - (MOC) **Decision-Making and Prospect Theory**

10:40am - 12:00pm Hawaii Convention Center: Room 317A

This session examines the role of locus of control and maximizing tendencies on decision-making; also emphasizes prospect theory.

Chair: **Arran Caza**, U. of Michigan, Ann Arbor

☞☞ Understanding the Role of Locus of Control in Consultative Decision Making | **Marcus Selart**, Norwegian School of Economics and Business Administration; **Svein Tvedt Johansen**, Norwegian School of Economics and Business Administration

Doing Better but Feeling Worse: Looking for the "Best" Job Undermines Satisfaction | **Sheena S. Iyengar**, Columbia U.; **Rachael F. Elwork**, Columbia U.; **Barry Schwartz**, Swarthmore College

☞☞ A Field Test of Prospect Theory: Risk Taking in Major League Baseball, 1985-1992 | **Asghar Zardkoohi**, Texas A&M U.; **Michael W Pustay**, Texas A&M U.; **Robert Michael Holmes Jr**, Texas A&M U.

☞☞ Between Hope and Despair: Effects of Sunk Costs, Self-Efficacy and Risk Propensity on Prospecting | **N Rao Kowtha**, National U. of Singapore

**1351** : (Paper Session) - (OB) **Research in International and Cross-Cultural Issues**

10:40am - 12:00pm Hawaii Convention Center: Room 313A

Chair: **Romie Frederick Littrell**, Auckland U. of Technology

Discussant: **Joseph E Champoux**, U. of New Mexico

☞☞ Development and Validation of a Measure of Organizational Energy | **Michael S. Cole**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen; **Bernd Vogel**, U. of St. Gallen

**OB Division Dexter Award**

Language Challenges in International Work: The Impact of Uneven Proficiency in the Lingua Franca. | **Tsedal Beyene**, Stanford U.; **Pamela Hinds**, Stanford U.; **Catherine Cramton**, George Mason U.

→OCB Through Cultural Lenses: Exploring the Relations Among Personality, OCB and Cultural Values | **Xian Xu**, U. of South Florida

☞Understanding Values-Based Leadership and Transformation in Firms: A Study of CEOs in 16 Countries | **Mary F. Sully De Luque**, Thunderbird, The Garvin School of International Management; **David A Waldman**, Arizona State U.; **Robert J House**, U. of Pennsylvania; **Nathan Thomas Washburn**, Arizona State U.

*Presenters:* **Tsedal Beyene**, Stanford U.; **Xian Xu**, U. of South Florida; **Mary F. Sully De Luque**, Thunderbird, The Garvin School of International Management; **Michael S. Cole**, U. of St. Gallen

### 1352 : (OB) Exploring the Team Boundary: New Directions and Extensions of Team Boundary Management Research

10:40am - 12:00pm Hawaii Convention Center: Room 323C

*Chair:* **Jennifer Ann Marrone**, Seattle U.

*Discussant:* **Paul E Tesluk**, U. of Maryland

From Knowledge Gathering to Project Quality: The Role of Team Autonomy | **Martine Haas**, Cornell U.

Leveraging Member Expertise in Groups: The Importance of Group Climate | **J Stuart Bunderson**, Washington U.; **Alexandra A. Mislin**, Washington U.

Effective Boundary Management Activities in Cross-Functional Decision-Making Teams | **Vanessa Urch Druskat**, U. of New Hampshire; **Steven B Wolff**, Hay Group

Cutting Across Team Boundaries: Antecedents and Implications of Individual Boundary Spanning Actions | **Jennifer Ann Marrone**, Seattle U.

*Participants:* **Martine Haas**, Cornell U.; **Vanessa Urch Druskat**, U. of New Hampshire; **Steven B Wolff**, Hay Group; **J Stuart Bunderson**, Washington U.; **Alexandra A. Mislin**, Washington U.

### 1353 : (Paper Session) - (OB) I Quit! Antecedents and Consequences of Employee Turnover

10:40am - 12:00pm Hawaii Convention Center: Room 324

*Chair:* **Marta Sinclair**, Griffith U.

*Discussant:* **Eric J. Romero**, U. of Texas, Pan American

When Do They Leave? Exploring Some Triggering Moderators in the Commitment-Turnover Relationship | **Yitzhak Fried**, Wayne State U.; **Diya Das**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.

☞Organizational Learning and Employee Turnover: A Curvilinear Relationship | **Joyce Heames**, Ole Miss U.; **Rebecca Monette Guidice**, U. of Nevada, Las Vegas

☞Justice and Trust as Moderators of the Satisfaction – Turnover Relationship | **Christiane Spitzmueller**, U. of Houston; **Matthias Spitzmueller**, Kienbaum Management Consultants; **Sally Chee**, U. of Houston; **Ingwer Borg**, ZUMA Mannheim / U. of Giessen

The Impact of Membership Change on Task and Social Knowledge in Research Groups | **Sungu Armagan**, U. of Utah; **Gerardo Okhuysen**, U. of Utah; **Harris Sondak**, U. of Utah

*Presenters:* **Diya Das**, Syracuse U.; **Joyce Heames**, Ole Miss U.; **Christiane Spitzmueller**, U. of Houston; **Sungu Armagan**, U. of Utah

### 1354 : (Paper Session) - (OB) Trust and Trustworthiness

10:40am - 12:00pm Hawaii Convention Center: Room 325A

*Chair:* **Roxanne Zolin**, Naval Postgraduate School

*Discussant:* **Jon M Werner**, U. of Wisconsin, Whitewater

See You, Trust You? The Impact of Sources of Information on Perceptions of Trustworthiness | **Bennett W Cherry**, California State U., San Marcos

Respect and Trust in Teams: The Relational Basis for Proper Team Functioning | **Matthew A. Cronin**, George Mason U.

A Multilevel Test of Managerial Trustworthiness: Antecedents and Consequences | **Janaki Gooty**, Oklahoma State U.; **James M. Pappas**, Oklahoma State U.

→Trust in the Face of Competitive and Cooperative Rewards | **Kok Yee Ng**, Nanyang Technological U.; **Roy Yong Joo Chua**, Columbia U.; **Meow Lan Chan**, Nanyang Technological U.

*Presenters:* **Bennett W Cherry**, California State U., San Marcos; **Matthew A. Cronin**, George Mason U.; **James M. Pappas**, Oklahoma State U.; **Kok Yee Ng**, Nanyang Technological U.

### 1355 : (Paper Session) - (OB) The Influence of Team Diversity on Organizational Outcomes

10:40am - 12:00pm Hawaii Convention Center: Room 327

*Chair:* **Molly Pepper**, Gonzaga U.

*Discussant:* **Elizabeth C Ravlin**, U. of South Carolina

A Longitudinal Examination of Within- and Between-Member Functional Diversity on Team Performance | **John Mathieu**, U. of Connecticut; **Tammy L. Woods**, U. of Connecticut

☞The Empirical Investigation of How Our Peers' Personality Composition Influences Our Satisfaction. | **Pauline Schilpzand**, U. of Florida; **Amir Erez**, U. of Florida; **Timothy A Judge**, U. of Florida

What Happens When Individual and Team Goals Compete? | **Deborah Faith Crown Core**, Ohio U.

"It's the Thought that Counts": Outcomes as Affirmation of Membership Value | **Tyler G. Okimoto**, New York U.; **Tom Tyler**, New York U.

*Presenters:* **Pauline Schilpzand**, U. of Florida; **John Mathieu**, U. of Connecticut; **Deborah Faith Crown Core**, Ohio U.; **Tyler G. Okimoto**, New York U.

### 1356 : (Paper Session) - (OB) Explorations of the Influence of Leadership on Organizational Outcomes

10:40am - 12:00pm Hawaii Convention Center: Room 328

*Chair:* **Margaret T. Orr**, Columbia U.

*Discussant:* **Rajnandini Pillai**, California State U., San Marcos

Leading in a Highly Competitive Environment: Effects of Confident Leadership on Follower Commitment | **Jun Liu**, Chinese U. of Hong Kong; **Ping Ping Fu**, Chinese U. of Hong Kong; **Wei Ku Wu**, Tsinghua U.; **An Li Wang**, Fudan U.; **Rong Xian Wu**, Suzhou U.; **Xiao Li Ji**, Chongqing U.; **Su Zhong**, Chongqing U.; **Yong Gang Fu**, Dalian U. of Technology; **Yong Kang Yang**, Fudan U.

Does Participative Leadership Lead to Empowerment or Trust? The Moderating Role of Self-Esteem | **Xu Huang**, Hong Kong Polytechnic U.

Do Leaders Reap What They Sow? Outcomes of Leader Organizational Cynicism About Change | **Robert S. Rubin**, DePaul U.; **William H Bommer**, Cleveland State U.

Impact of Emotional Intelligence on Leadership Emergence, Leadership Behaviors, and Group Outcomes | **Thomas Sy**, California State U., Long Beach

*Presenters:* **Jun Liu**, Chinese U. of Hong Kong; **Xu Huang**, Hong Kong Polytechnic U.; **Thomas Sy**, California State U., Long Beach; **Robert S. Rubin**, DePaul U.

**1357 : (Paper Session) - (OCIS) IT as a Bridge Between Businesses**

10:40am - 12:00pm Hawaii Convention Center: Room 318A

*Chair:* **Peter R Monge**, U. of Southern California

*Discussant:* **Kevin P Gallagher**, Florida State U.

Joint Action Between Buyers And Suppliers: Informations Systems As A Coordinating Mechanism | **Ananda Mukherji**, Texas A&M International U.; **John D. Francis**, San Diego State U.; **Jyotsna Mukherji**, Texas A&M International U.

Institutional Influences on Organizational Adoption of Business-to-Consumer E-Business Systems | **Anand Jeyaraj**, U. of Missouri, St. Louis; **Deborah Balseer**, U. of Missouri, St. Louis; **Gary Griggs**, U. of Missouri, St. Louis; **Charles Chowa**, U. of Missouri, St. Louis

☛ Governance & Use of B2B Platform:Firm Relationship, Transaction Environment & Capability Effects | **Dipanjani Chatterjee**, Rensselaer Polytechnic Institute; **T Ravichandran**, Rensselaer Polytechnic Institute

Communities for Co-Design: Customer Collaboration as an Enabler of Mass Customization | **Frank T. Piller**, Massachusetts Institute of Technology; **Kathrin Moeslein**, Advanced Institute of Management Research, London Business School; **Petra Schubert**, U. of Applied Sciences Basel; **Michael Koch**, Bremen U.

**1358 ☛JS: (OCIS, TIM) The Role of Technology in Acquiring Human Capital in the 21st Century**

10:40am - 12:00pm Hawaii Convention Center: Room 317B

*Chair:* **David G Allen**, U. of Memphis

The Impact of Web Sites on Attraction to Organizations: A Multi-level Approach | **Robert F Otondo**, U. of Memphis; **James R Van Scotter**, Louisiana State U.; **Mitzi G Pitts**, U. of Memphis

Negativity and Contrast Effects Related to Web-Based Customization of Recruitment Material | **Brian R. Dineen**, U. of Kentucky

What a Tangled Web We Weave: The Intersection of Technology and Diversity on Applicant Attraction | **Karen Holcombe Ehrhart**, San Diego State U.; **David Mayer**, U. of Maryland; **Jonathan C. Ziegert**, Drexel U.

Demographics as Moderators of Relationships Between Web Site Characteristics and Applicant Attraction | **Caren Goldberg**, George Washington U.; **David G Allen**, U. of Memphis

**1359 ☛☛JS: (ODC, MOC) Reflections on Affective Events Theory**

10:40am - 12:00pm Hawaii Convention Center: Room 316C

*Chair:* **Charmine Hartel**, Deakin U.

*Discussants:* **Jacob Eisenberg**, U. of College Dublin; **Suzy Fox**, Loyola U. Chicago

Applications of AET to Research on Emotions in the Workplace: Advantages and Limitations | **Michelle K Pizer**, Deakin U.

Development of a Theory of Workplace Events | **Charmine Hartel**, Deakin U.; **Rebekah Bennett**, Queensland U. of Technology

A CEO's Perspective On The Relevance And Usefulness Of AET For Leading And Managing In Organizations | **Kay Russell**, S.J.P. Group; **Debra Panipucci**, Deakin U.

*Participants:* **Charmine Hartel**, Deakin U.; **Michelle K Pizer**, Deakin U.; **Kay Russell**, S.J.P. Group; **Debra Panipucci**, Deakin U.

**1360 : (Paper Session) - (OM) Technology Management & Social Systems**

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 3

*Chair:* **Elliot Bendoly**, Emory U.

☛☛ Resonant Dissonance: Investigating Lagged Operational Variance Following Centralized IT Deployment | **Elliot Bendoly**, Emory U.; **Mark Cotteleer**, Marquette U.

A Framework for Social Systems Modeling and Simulation | **Ralitza Patrashkova**, U. of Massachusetts, Amherst; **Sara McComb**, U. of Massachusetts

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**1361 : (Paper Session) - (OMT) System of Games, Gaming the System**

10:40am - 12:00pm Hawaii Convention Center: Room 302A

*Chair:* **Tjai M. Nielsen**, George Washington U.

*Discussant:* **Maria Ferrara**, Parthenope U. of Naples

☛☛ Swinging for the Fences: Stock Options, Aggressive Strategic Investments, and Extreme Performance | **Wm Gerard Sanders**, Brigham Young U.

Rivalry Theory: The Motivational Effects and Organizational Consequences of CEO Rivalry | **Gavin James Kilduff**, U. of California, Berkeley

☛☛ "Work the System": Employee Creativity in the Shadows | **Feirong Yuan**, Texas A&M U., College Station; **Celile Itir Gogus**, Texas A&M U.; **Richard W Woodman**, Texas A&M U.

☛☛ Quality of Design and Quality of Conformance: Contingency and Synergistic Approach | **Gavriel Meirovich**, Sapir Academic College

**1362 : (Paper Session) - (OMT) Does Leadership Matter?**

10:40am - 12:00pm Hawaii Convention Center: Room 302B

*Chair:* **Titus Oshagbemi**, Queen's U., Belfast

*Discussant:* **James G Hunt**, Texas Tech U.

How Much Do Executives Influence Firm Performance-- Really? | **Alison Mackey**, Ohio State U.

☛☛ Leadership, Organizational Capabilities & Sustainability: The Leadership & Capabilities Model (LCM) | **James K. Hazy**, George Washington U.



➤ The Use of Organizational Learning Mechanisms: Environmental, Managerial, and Cultural Correlates. | **Idan - Barkai**, IDF; **Yitzhak - Samuel**, U. of Haifa  
Immanence and Transcendence: the “Consumption” of Charismatic Leadership in the US | **Angelo Fanelli**, HEC Paris

**1363** 🗨️🇺🇸: (OMT, BPS) **New Approaches to Tackle Knowledge into Networks: Research Implications and New Research Avenues**

10:40am - 12:00pm Hawaii Convention Center: Room 313B

The Paradoxical Combination of Inter-organizational knowledge governance logics | **Emmanuel Josserand**, Paris Dauphine U.

A Knowledge-Based View Of Networks And Networking | **J C Spender**, Open U.

Knowledge and Stakeholders in Networks: Investigating the Governance of Knowledge | **Thomas Clarke**, U. of Technology, Sydney

Social Networks and Knowledge Resources in the Sport Events and SME's High Tech Industry | **Lionel Maltese**, IAE U., Aix en Provence; **Vincent Chauvet**, IAE U., Aix en Provence

Knowledge Sharing in the Telecommunication Industry: An "Iron Cage" Perspective | **Philippe Baumard**, U. of California, Berkeley

*Participants:* **Philippe Baumard**, U. of California, Berkeley; **Thomas Clarke**, U. of Technology, Sydney; **J C Spender**, Open U.; **Vincent Chauvet**, IAE U., Aix en Provence; **Lionel Maltese**, IAE U., Aix en Provence; **Emmanuel Josserand**, Paris Dauphine U.

**1364** 🗨️🇺🇸: (OMT, ONE) **Terrorism, Climate Change and Managing in the 21st Century**

10:40am - 12:00pm Hawaii Convention Center: Room 301A

*Chair:* **Andrew H. Van de Ven**, U. of Minnesota

Relationship between Economic, Ecological and Management Paradigms | **Monika Winn**, U. of Victoria; **Manfred Kirchgeorg**, Leipzig Graduate School of Management

International Terrorism, Uncertainty and the Firm | **John T Steen**, U. of Queensland; **Peter W. Liesch**, U. of Queensland; **Michael Czinkota**, Georgetown U.; **Gary Knight**, Florida State U.

Facing the Future: How business is Responding to Climate Change | **Bruce Sampson**, BC Hydro

Slack and Sustainability | **Monika Winn**, U. of Victoria; **Andrew Griffiths**, U. of Queensland

*Participants:* **Andrew Griffiths**, U. of Queensland; **Monika Winn**, U. of Victoria; **John T Steen**, U. of Queensland; **Peter W. Liesch**, U. of Queensland; **Manfred Kirchgeorg**, Leipzig Graduate School of Management; **Bruce Sampson**, BC Hydro; **Gary Knight**, Florida State U.; **Michael Czinkota**, Georgetown U.

**1365** : (PNP) **New Public Management in the 21st Century: Evidence of Effective Implementation in Privatization**

10:40am - 12:00pm Sheraton Waikiki Beach: Kahuku Room

*Chairs:* **Kathleen Voges**, Texas A&M U., Kingsville; **Leslie**

**TwoRoger**, Nova Southeastern U.

*Participants:* **Dan Bowman**, - ; **Joaquin Herranz**, U. of Washington, Seattle; **Timothy S. Reed**, U.S. Air Force Academy; **Klaus Uhlenbruck**, U. of Montana

**1366** 🗨️➔🗨️: (Paper Session) - (PNP) **Interorganizational Relations: Networking, Contracting & Procurement**

10:40am - 12:00pm Sheraton Waikiki Beach: Waiialua Room

*Chair:* **Lisa M. Prosser**, U. of Southern California

*Discussant:* **Herman L. Boschken**, San Jose State U.

Interorganizational Relations: The Case of U.S. Securities Regulation | **Amy E. Smith**, U. of Albany, SUNY

➤ Managing by and through Networks: Network Management, Policy Networks, and the Internet | **R. Karl Rethemeyer**, U. of Albany, SUNY

🗨️ Contracting Public Library Management to Private Vendors: The New Public Management Model | **Robert C. Ward**, Louisiana State U.; **Michael Carpenter**, Louisiana State U.

🗨️ The Potential Role of Public Procurement in Influencing Markets | **Helen Walker**, U. of Bath; **Christine Harland**, U. of Bath; **Nigel Caldwell**, U. of Bath; **Louise Knight**, U. of Bath

**1367** : (RM) **Visual Representation in the Research Process**

10:40am - 12:00pm Hawaii Convention Center: Room 323A

Visual Representations in Presenting Research. | **Paul S Goodman**, Carnegie Mellon U.

Videography as Visual Representation in Research Design and Measurement | **Laurie R. Weingart**, Carnegie Mellon U.

*Participants:* **Laurie R. Weingart**, Carnegie Mellon U.; **Paul S Goodman**, Carnegie Mellon U.

**1368** 🗨️🗨️: (Paper Session) - (SIM) **Leaders and Crisis Management: Social Responsibility, Technology, and Accounting Examples**

10:40am - 12:00pm Sheraton Waikiki Beach: Kohala/Kona Room

*Chair:* **Patricia C Kelley**, U. of Washington, Bothell

*Discussants:* **Marilyn L Taylor**, U. of Missouri; **Harry J Van Buren III**, U. of New Mexico

🗨️ CSR and the CEO: Determinants of a Strategic Intention towards Corporate Social Responsibility | **Richard C. Peters**, Florida Atlantic U.; **Xenophon Koufteros**, Florida Atlantic U.

Reactions to a Crisis: Leader Explanations and Audience Responses | **Jaclyn M. Nowakowski**, Michigan State U.; **Donald E Conlon**, Michigan State U.

Shocks and Ethical Behavior in Organizations: Authentic Leadership in the Accounting Profession | **Claudia C. Cogliser**, Texas Tech U.; **Anne M. Magro**, U. of Oklahoma

🗨️🗨️ The Role of Senior Managers in Preventing Technological Accidents and Disasters | **Judith Ann Chapman**, U. of Western Sydney

**1369** ➔🗨️: (Paper Session) - (SIM) **Corporate Philanthropy in the 21st Century**

10:40am - 12:00pm Sheraton Waikiki Beach: Niihau Room

*Chair:* **Risa Morimoto**, Groupe ESC Toulouse Business School

*Discussants:* **Lynne Andersson**, Temple U.; **Enrique M Perez**, Florida Atlantic U.

The Nature of Giving: A Theory of Planned Behavior

Examination of Corporate Philanthropy | **Bryan Dennis**, Idaho State U.

Some People Give but Do not Care: Reneging in Economic Games | **Daylian M. Cain**, Carnegie Mellon U.; **Jason Dana**, Carnegie Mellon U.; **Robyn Dawes**, Carnegie Mellon U.

☛ Strategic Corporate Social Responsibility | **Brent D Beal**, Louisiana State U.; **Yves Damoiseau**, Louisiana State U.; **Douglas E. Thomas**, U. of New Mexico

☛ Too Little or Too Much? Reexamining the Relationship between Charitable Giving and Performance | **Heli Wang**, Hong Kong U. of Science and Technology; **Jaepil Choi**, Hong Kong U. of Science and Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

**1370** ☛ ☛ (SIM) **Indigenous Development: the Role of the Community, State, Civil Sector and Corporations**

10:40am - 12:00pm Sheraton Waikiki Beach: Oahu Room

Organizer: **Robert Brent Anderson**, U. of Regina

Presenters: **Robert Brent Anderson**, U. of Regina; **Ronald D. Camp**, U. of Regina; **Leo Paul Dana**, U. of Canterbury; **Ella Henry**, UNITEC Institute of Technology; **Ana Maria Peredo**, U. of Victoria

**1371** : (Paper Session) - (TIM) **Service, Technology, and Innovation**

10:40am - 12:00pm Hawaii Convention Center: Room 304B

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Discussant: **Ashley Braganza**, Cranfield U.

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Guided and Pioneering User Ideation: Exploring End-User Ideation of New Mobile Telecomm Services | **Peter R. Magnusson**, Karlstad U.

☛ Influencing Factors on the Innovation in Logistics Technologies | **Chieh-Yu Lin**, Chang Jung Christian U.; **Yi-Hui Ho**, Chang Jung Christian U.

**1372** : (Paper Session) - (TIM) **Interorganizational Networks**

10:40am - 12:00pm Hawaii Convention Center: Room 306A

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☛ Aligning Innovations to Networks: The Global Challenge | **John E. Taylor**, Stanford U.; **Raymond Levitt**, Stanford U.

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10:40am - 12:00pm Hawaii Convention Center: Room 313C

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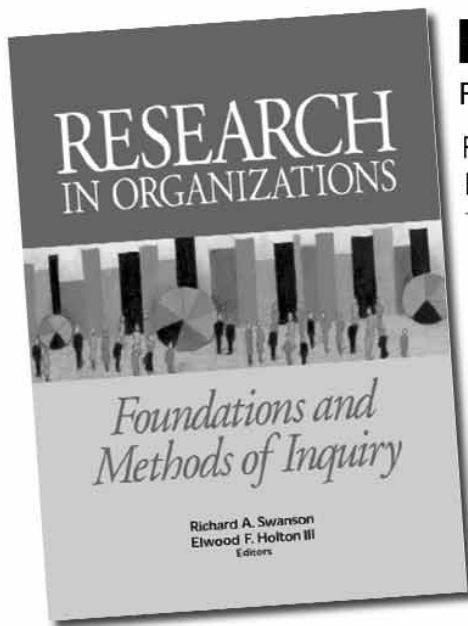
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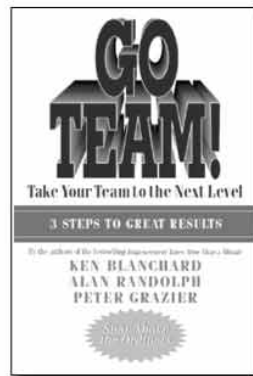
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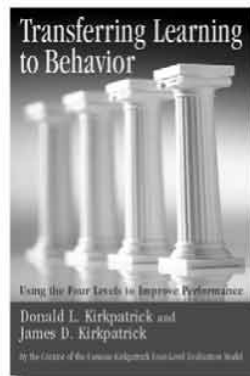
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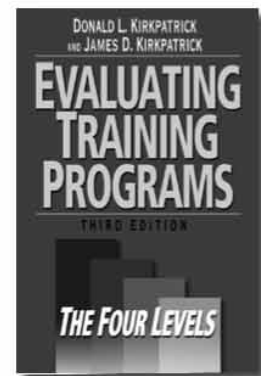
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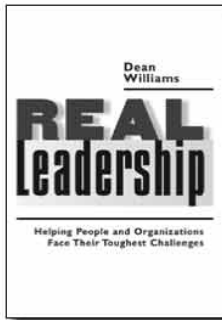


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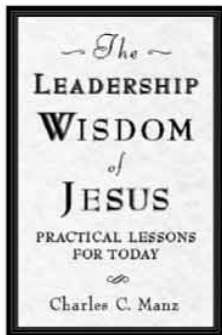
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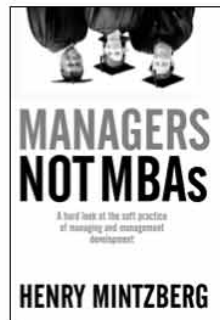


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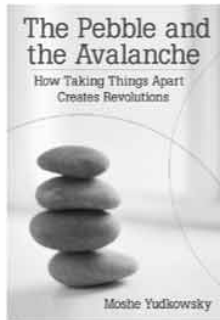
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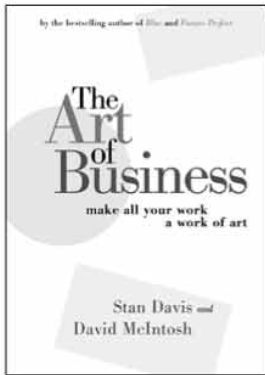
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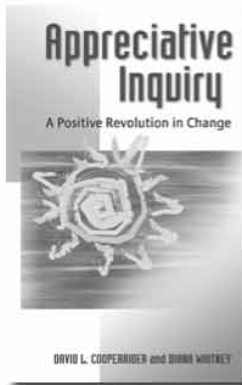
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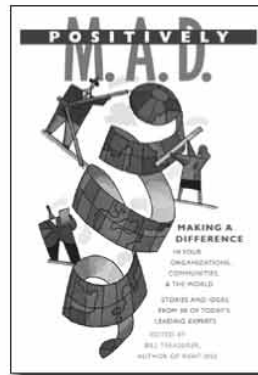
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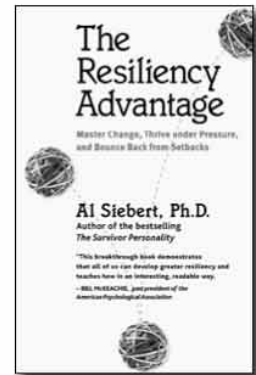
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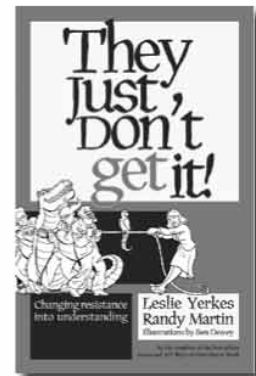
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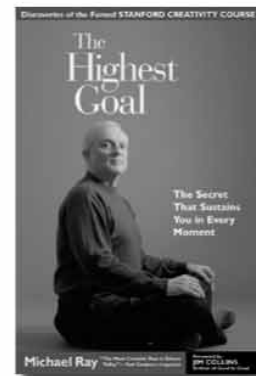
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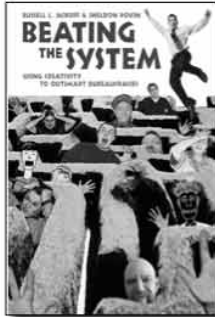


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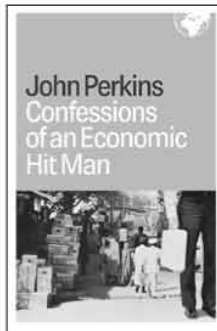


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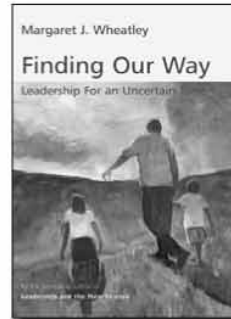
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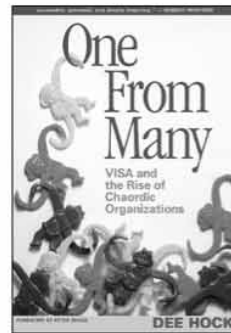


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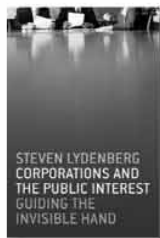
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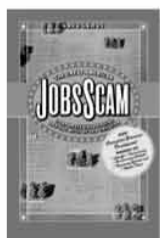


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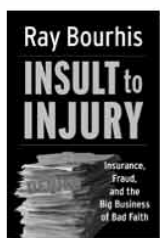


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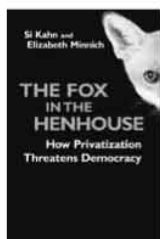


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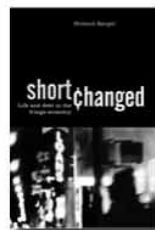
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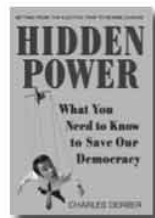


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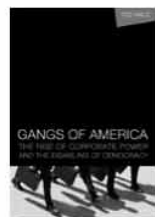


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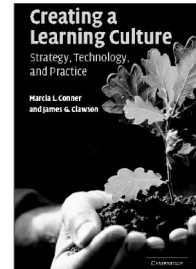
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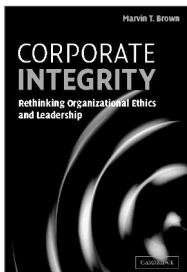
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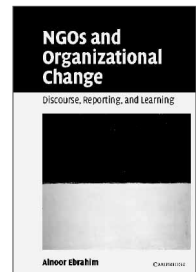
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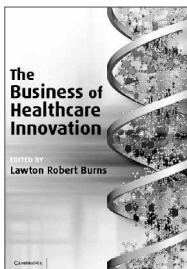
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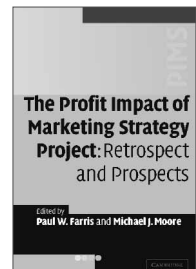
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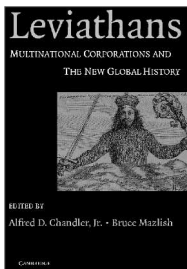
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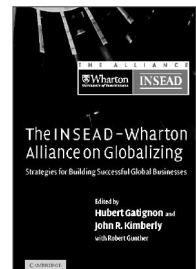
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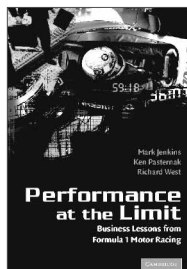
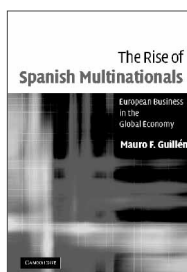
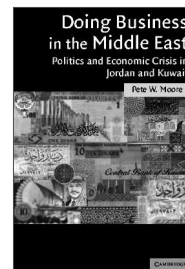
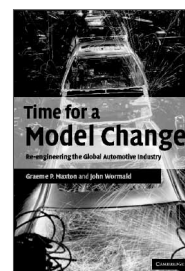
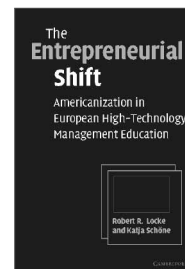
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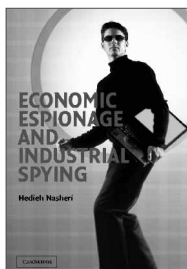
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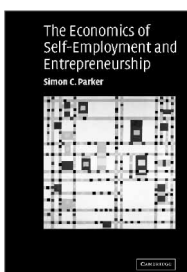


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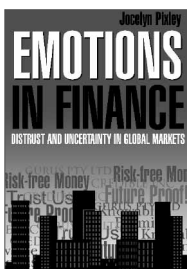


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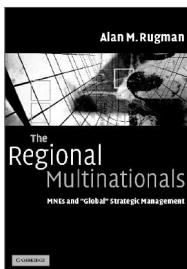
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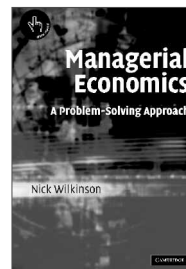
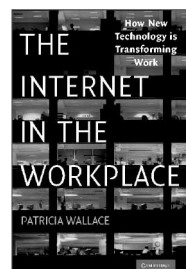
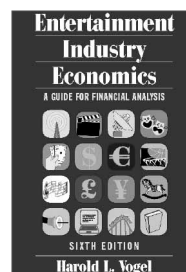
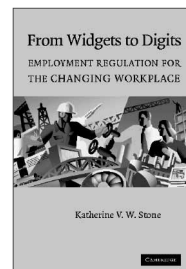
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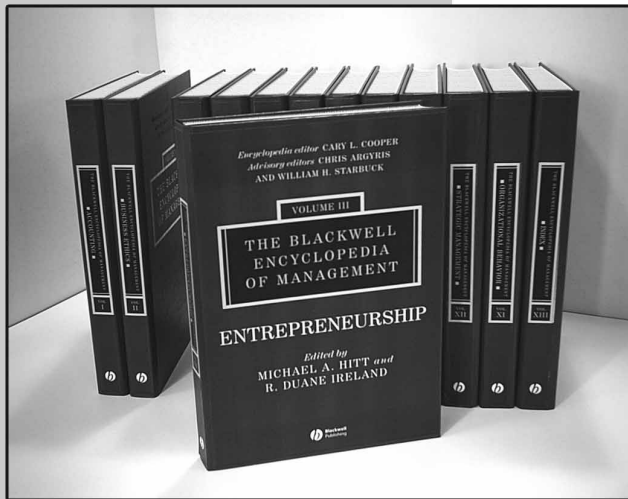
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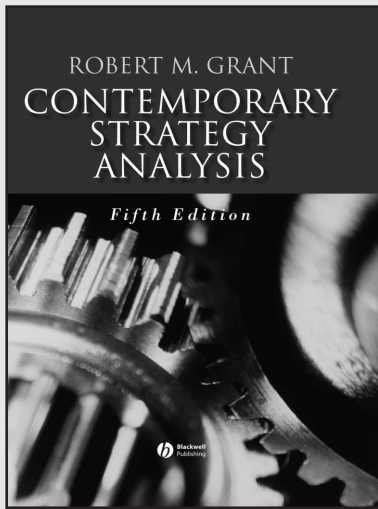
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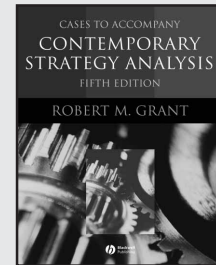
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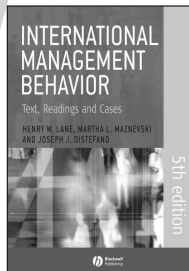
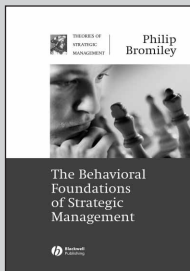


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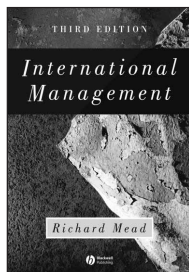
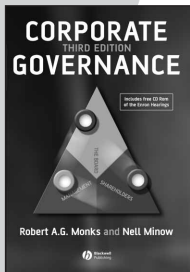
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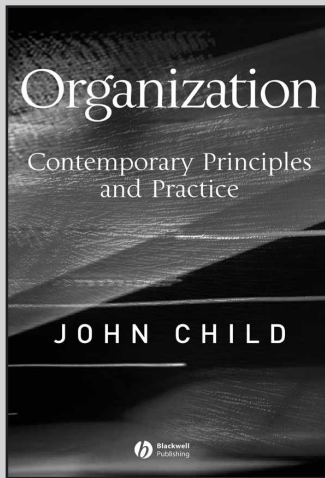


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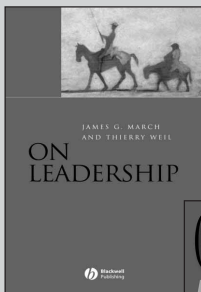
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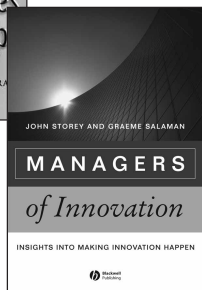
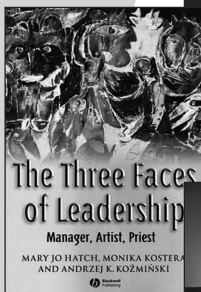
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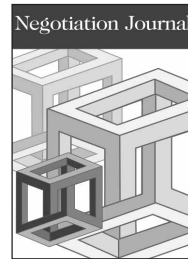


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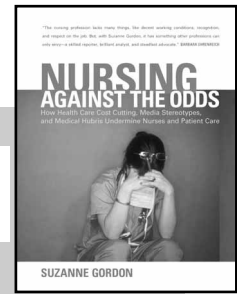
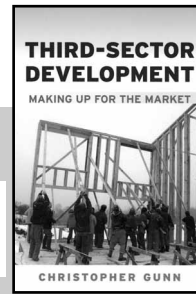
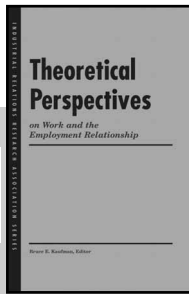
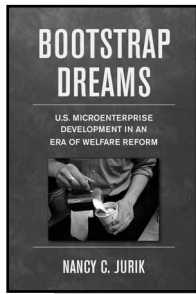
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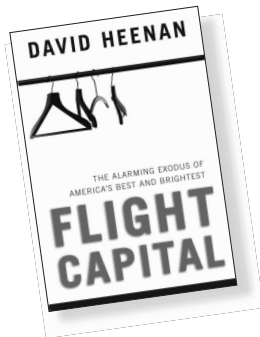
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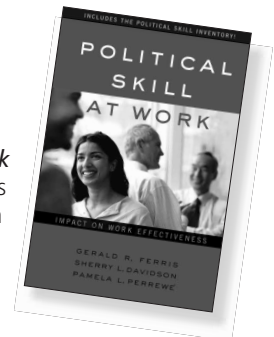
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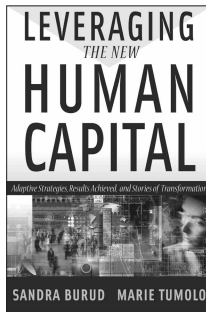


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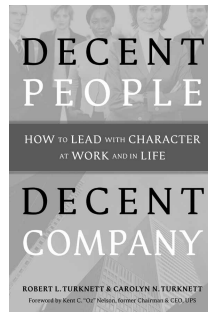


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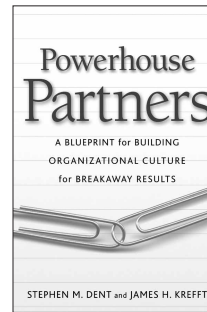
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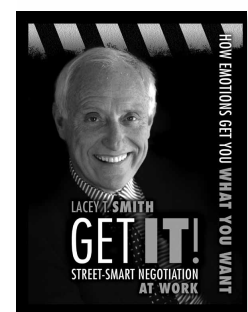
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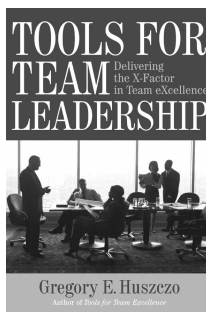
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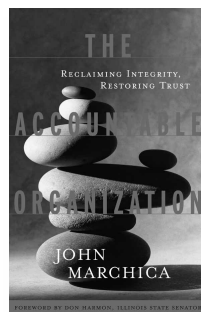
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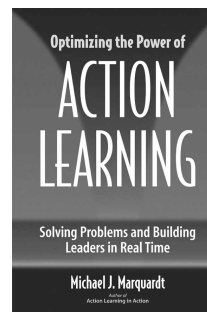
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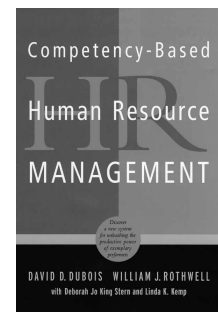
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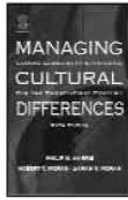


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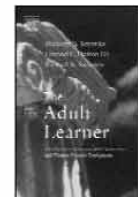
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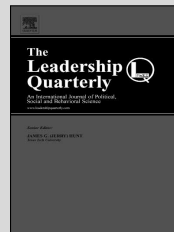


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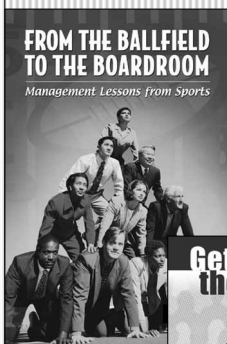
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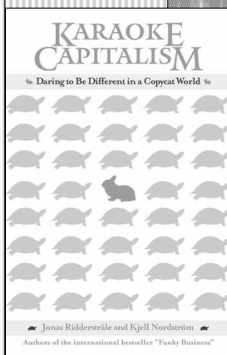


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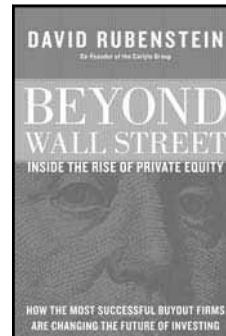
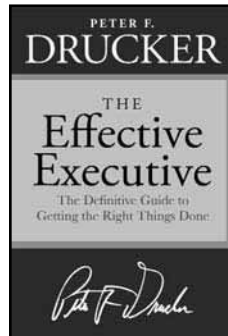
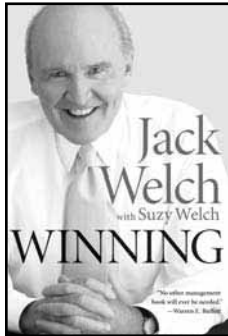
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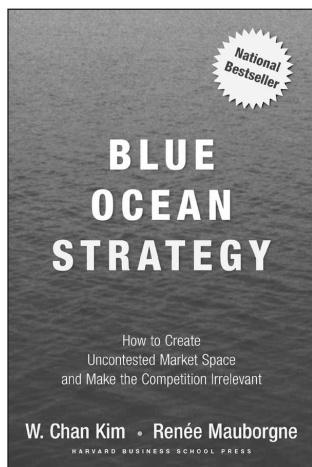
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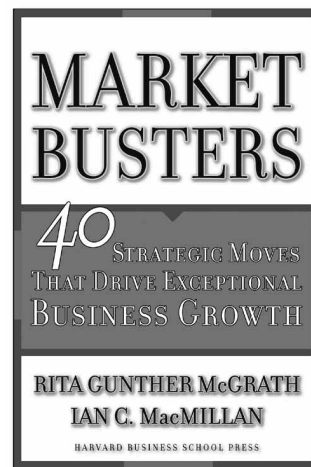
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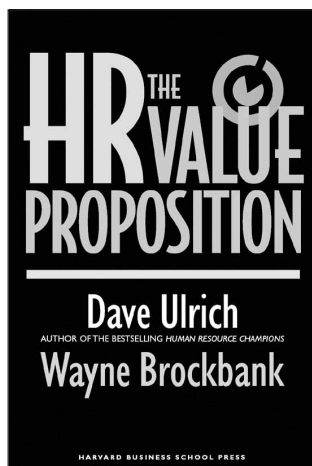
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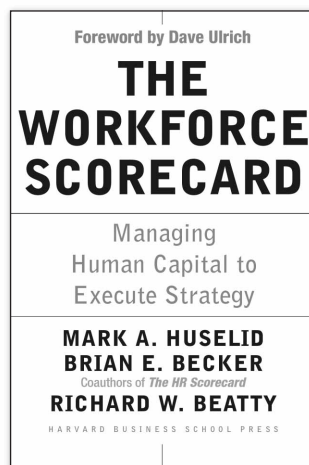
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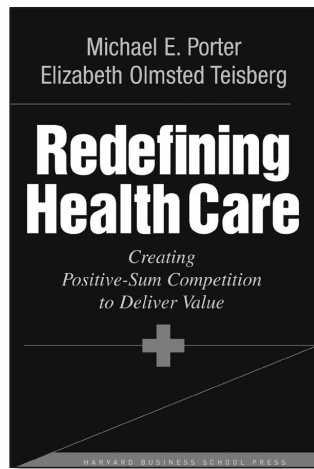
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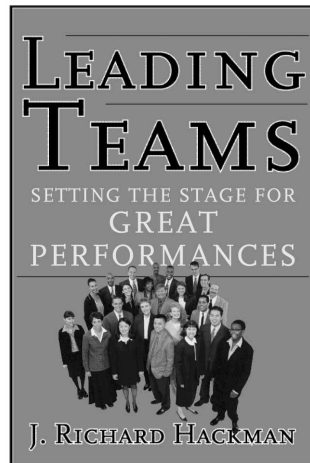
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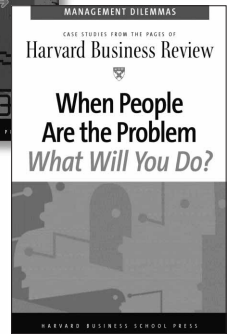
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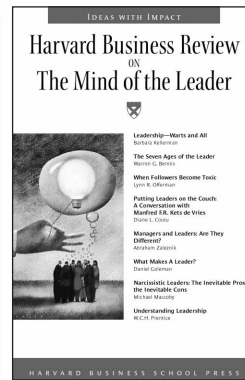
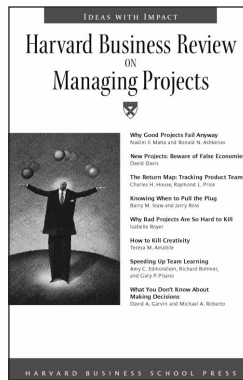
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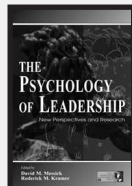
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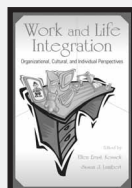
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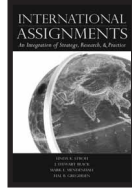
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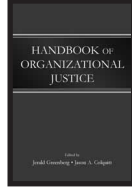
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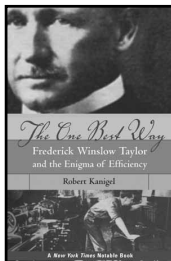
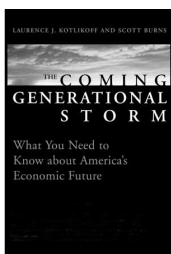
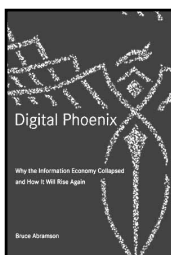
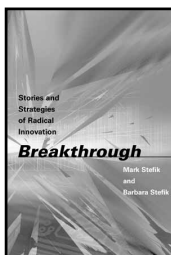
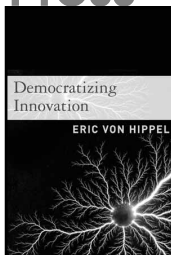
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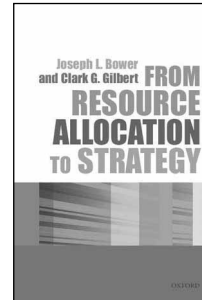
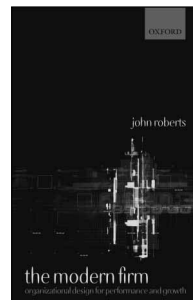
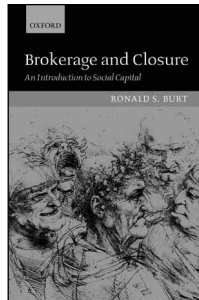
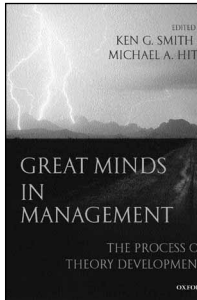
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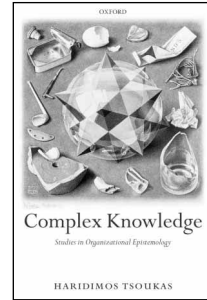
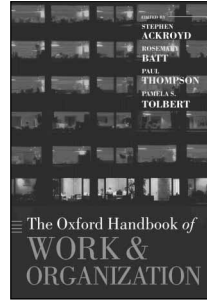
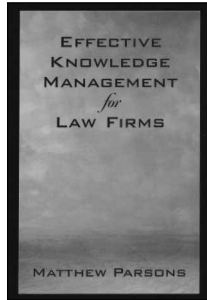
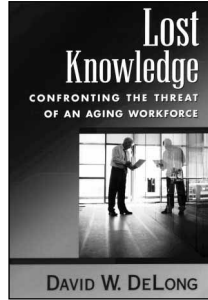
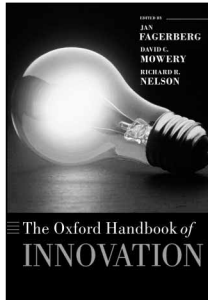
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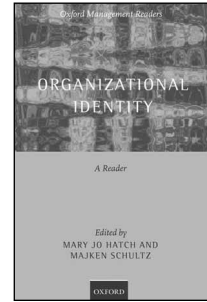
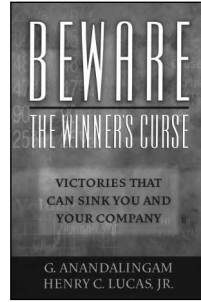
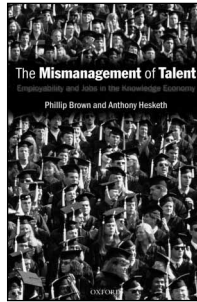
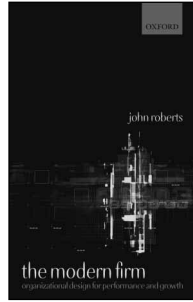
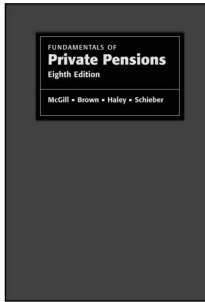
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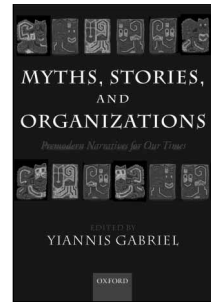
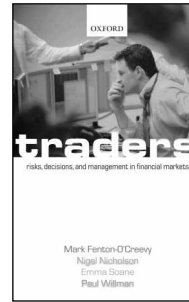
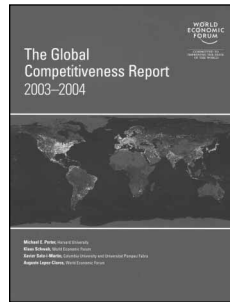
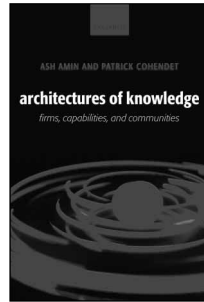
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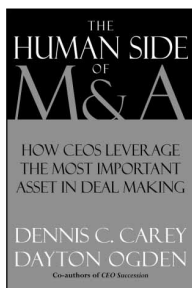
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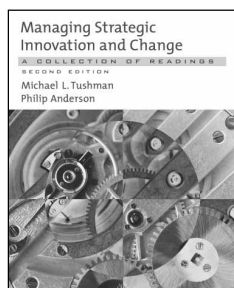
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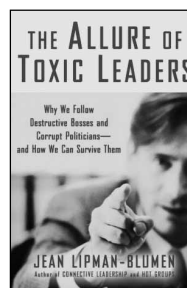
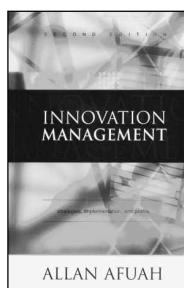
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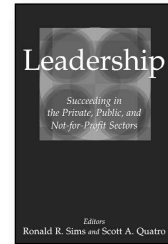
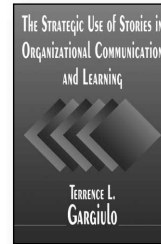
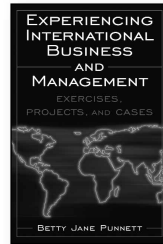
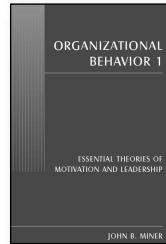
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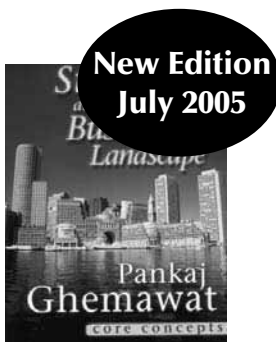
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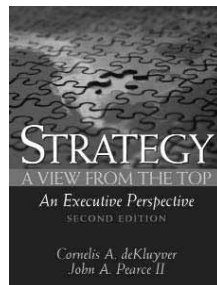
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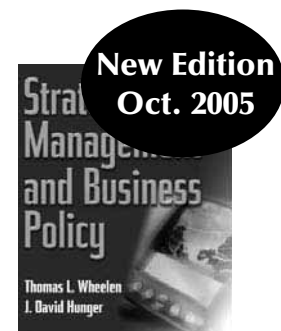
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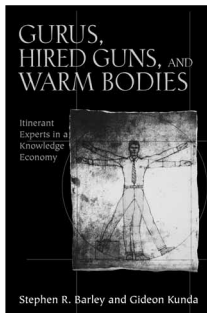
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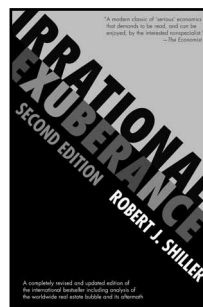
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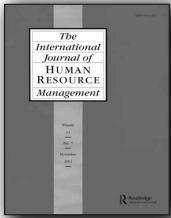
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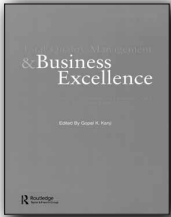
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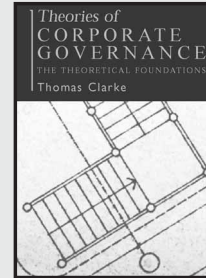
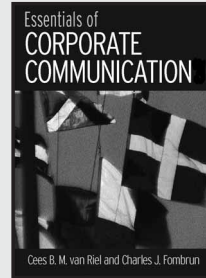
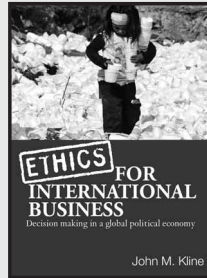
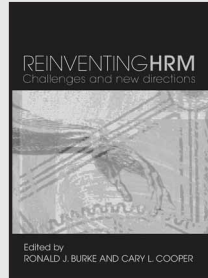
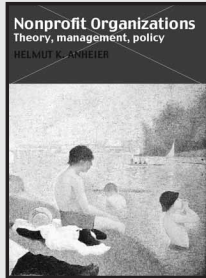
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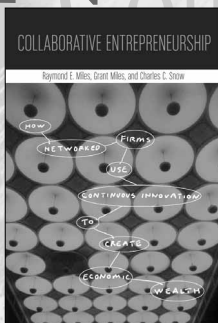
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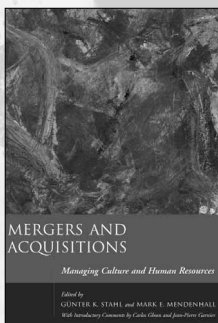
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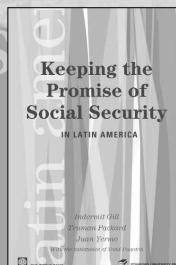
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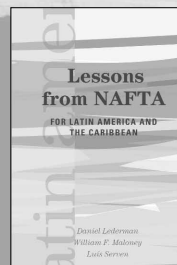
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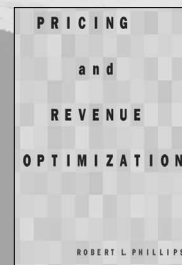
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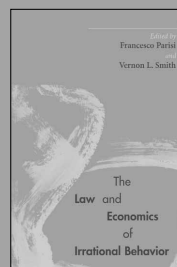
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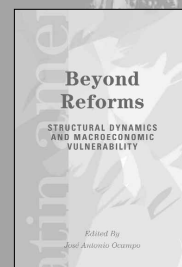
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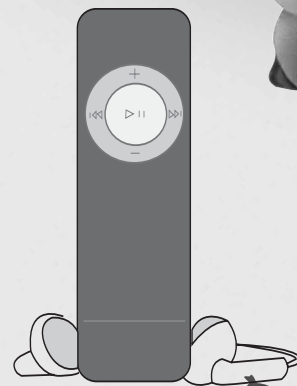
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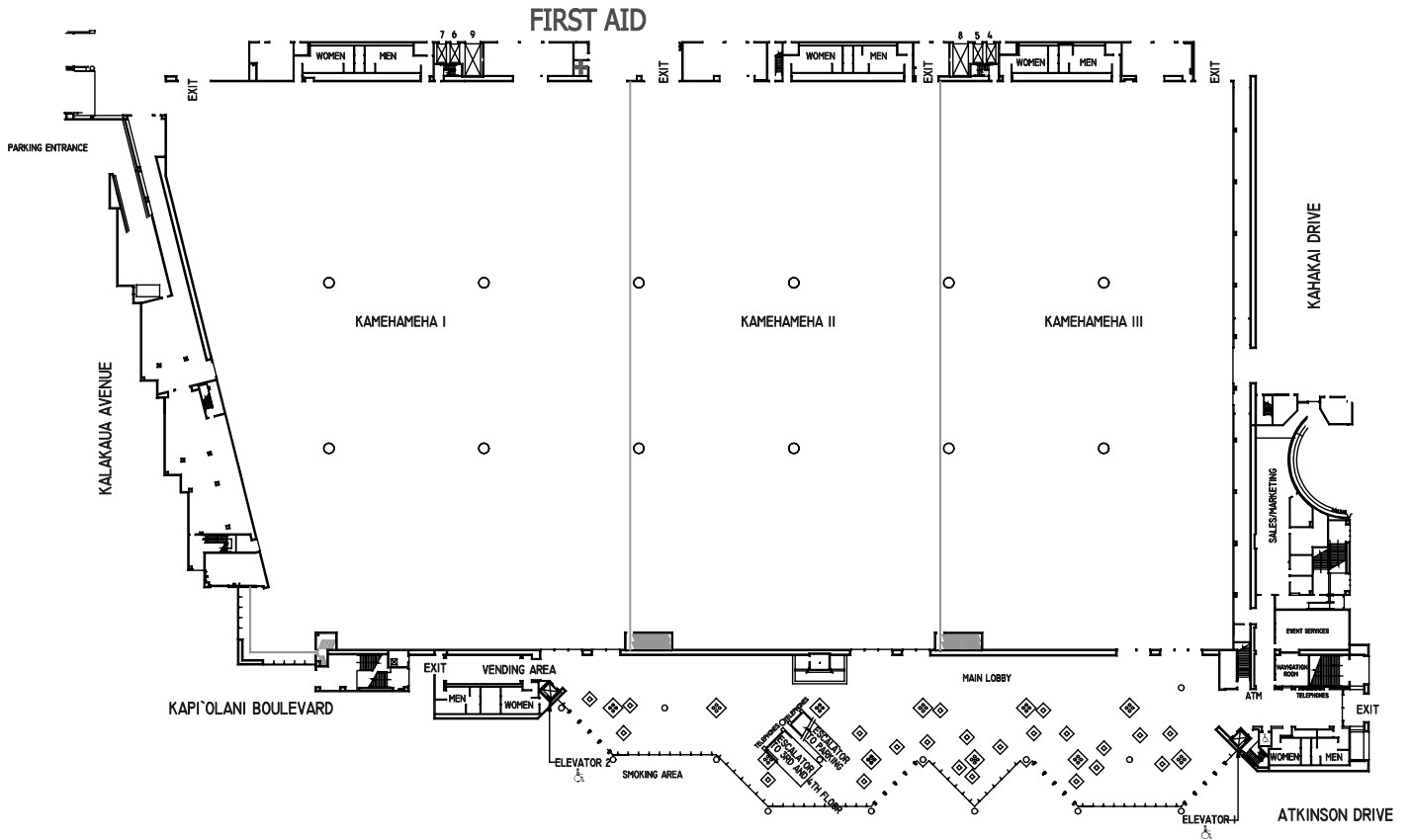
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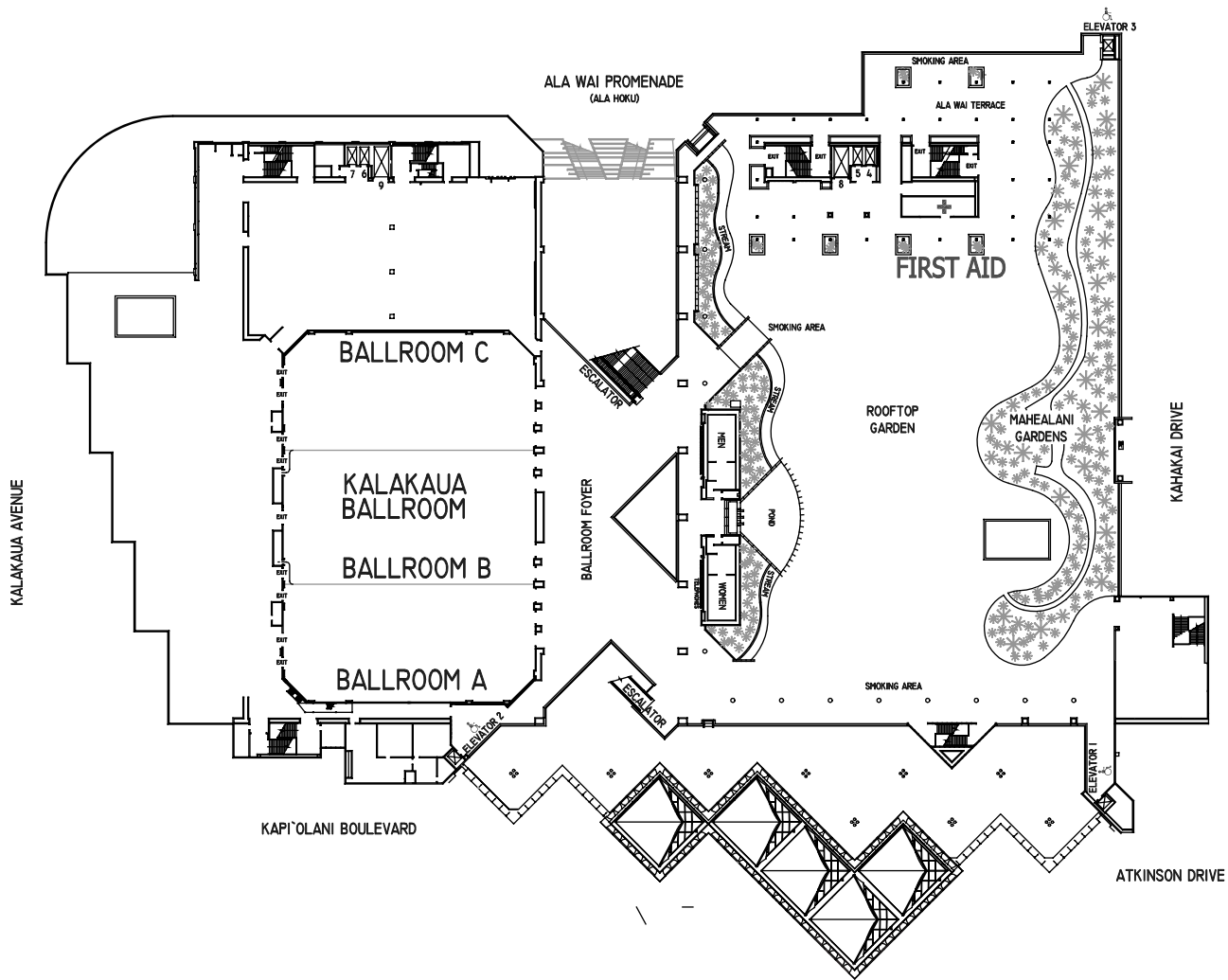
# Hawai'i Convention Center



**Exhibit Hall/Lobby Main Level**

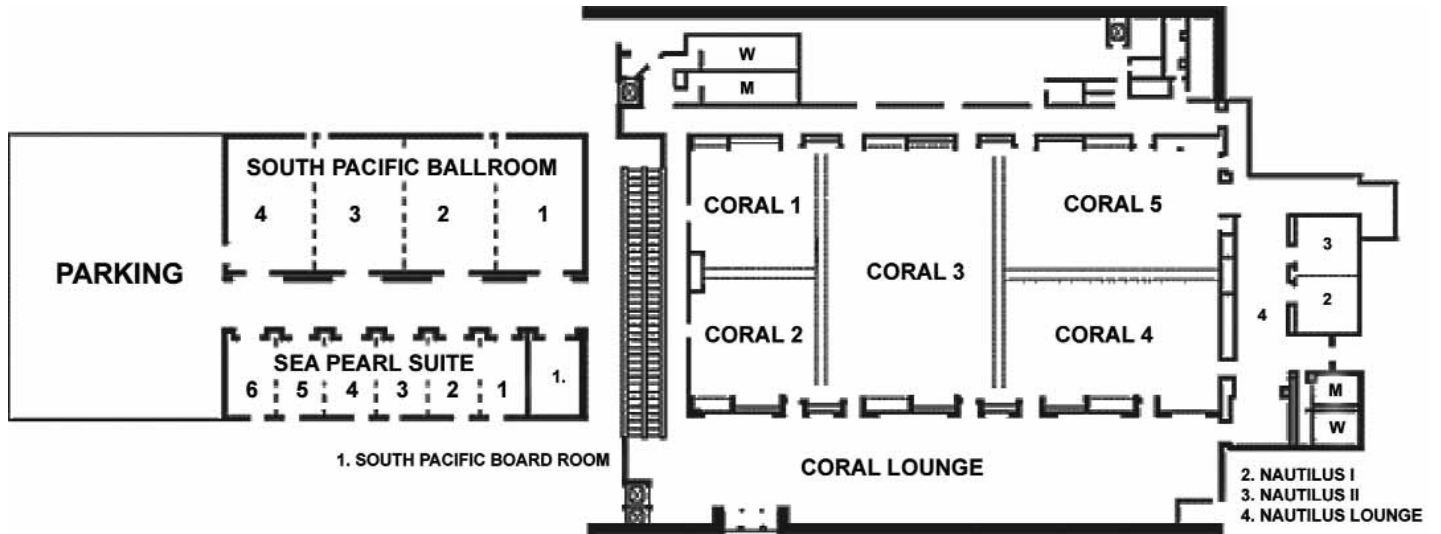


# Hawai`i Convention Center



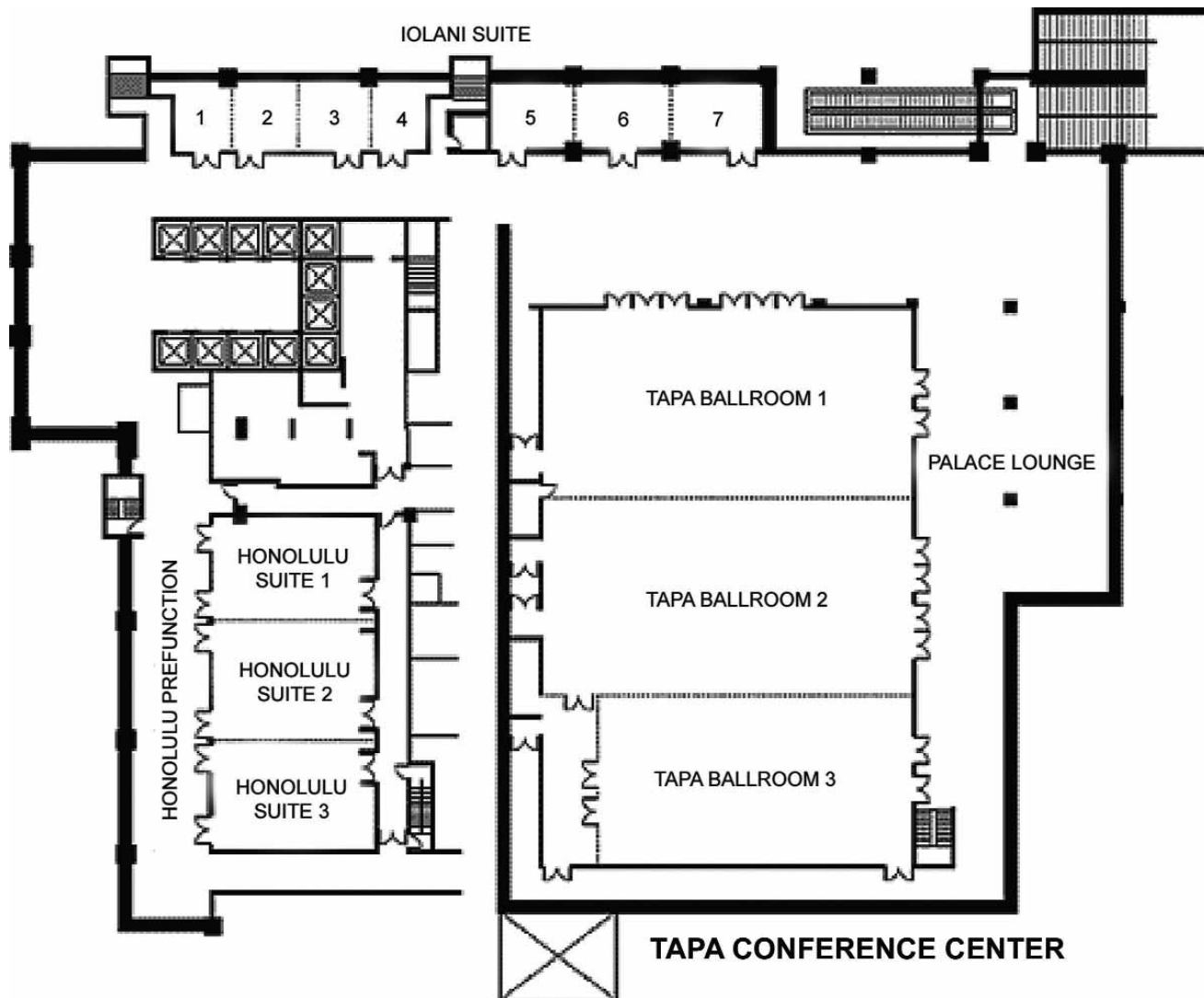
**Kalakaua Ballroom/Rooftop, 4th Floor**

# Hilton Hawaiian Village



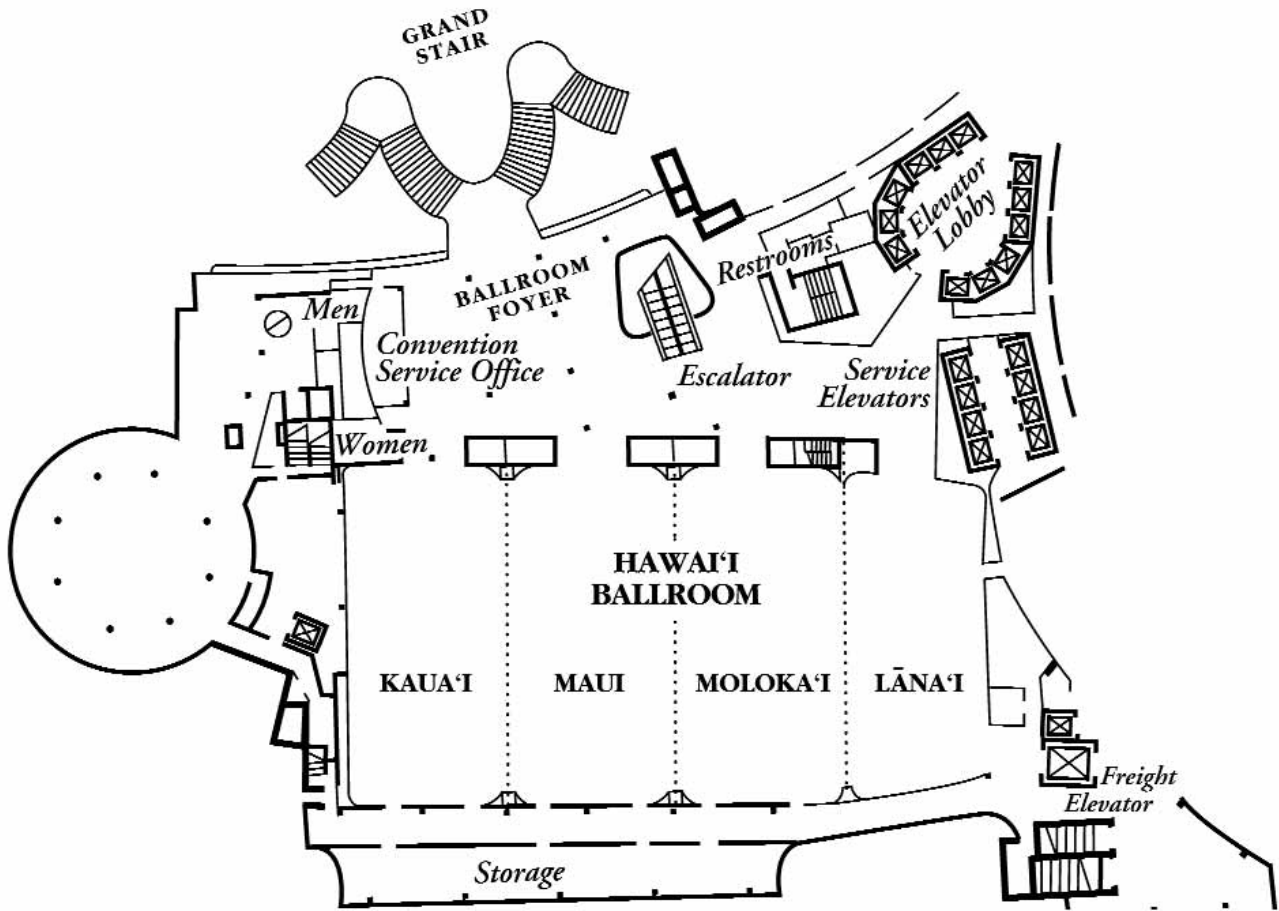
## Mid Pacific Conference Center, 6th Floor

# Hilton Hawaiian Village



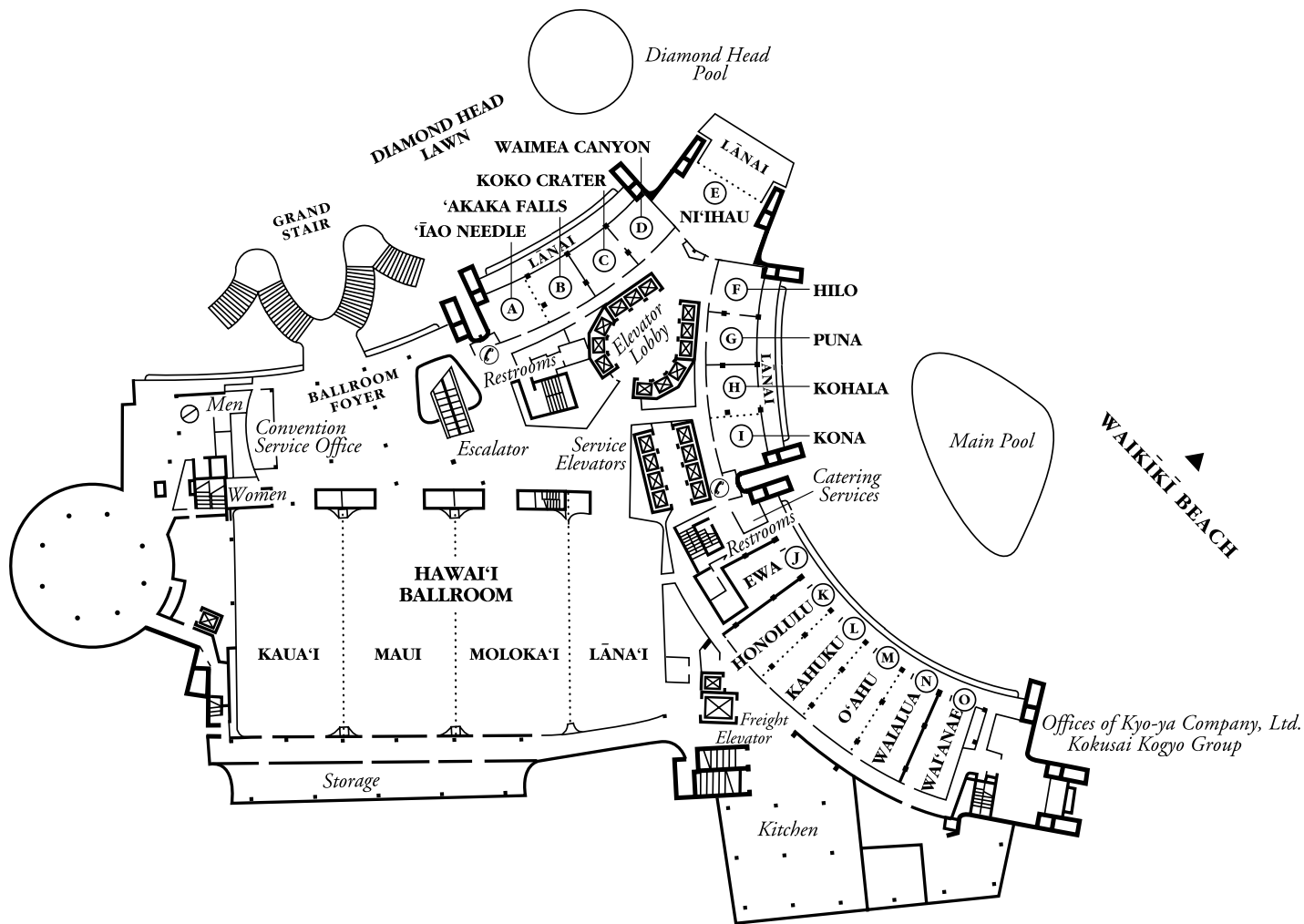
**Tapa Tower, 2nd Floor**

# Sheraton Waikiki



**Hawai'i Ballroom and Meeting Rooms, 2nd Floor**

# Sheraton Waikiki



**Meeting Rooms, 2nd Floor**























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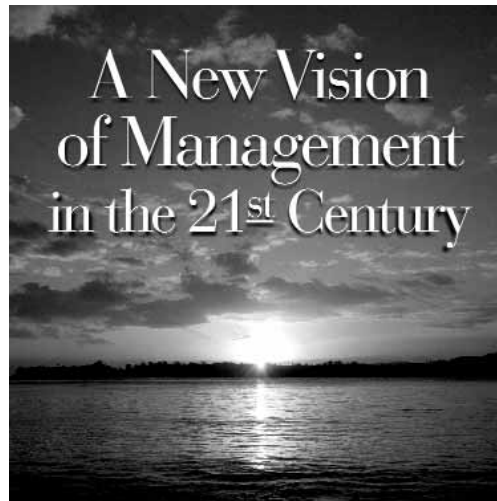
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## Abbreviations used in the Program Guide

### ***Divisions & Interest Groups***

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







### ***Other Abbreviations***

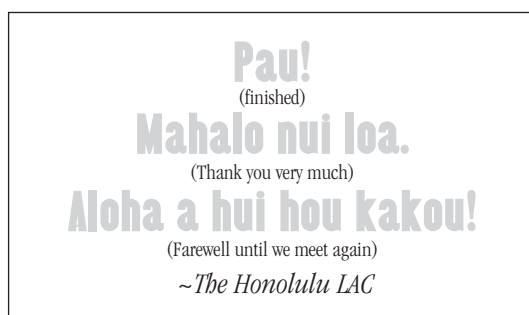
AAA	All Academy Activities
AAC	Affiliate Activities & Committees
AAM	Asia Academy of Management
AAS	All Academy Symposia
ART	Academy Arts
CAU	Caucuses
IAM	Iberoamerican Academy of Management
ICW	In Conjunction With Activities
IP	Interactive Papers
ITC	International Theme Committee
JS	Joint Symposia
MEN	Mentoring Committee
NDSC	New Doctoral Student Consortium
PTC	Practice Theme Committee
SHCS	Showcase Symposia
TTC	Teaching Theme Committee
-	Affiliation Not Available/Not Specified

### ***Hotels and Other Locations***

CC	Hawai'i Convention Center
HH	Hilton Hawaiian Village
SH	Sheraton Waikiki Beach
OS	Off Site

### ***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





Picture of Van Munching Hall, Robert H. Smith Business School  
(by John Consoli, Van Munching Hall, University of Maryland, Robert H. Smith Business School)

## Special Thanks

The Academy of Management gratefully acknowledges major support for the development of the 2005 Honolulu, Hawai'i Annual Meeting from:



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