Building Effective Networks

THE ACADEMY OF MANAGEMENT
Denver, Colorado • August 9 to 14
2002
How to Use the Program Guide

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

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

NOTE: The Friday through Sunday sessions are, for the most part, Professional Development Workshops, Committee Activities and Meetings, and the All-Academy opening on Sunday afternoon and evening. These sessions are numbered 1 through 339. Monday through Wednesday sessions between 8:00 AM and 6:00 PM are the scholarly sessions, i.e. paper sessions and symposia. Monday and Tuesday evenings are also times for division receptions, business meetings, and social hours. The Monday through Wednesday sessions are numbered 340 to 1032.

Looking for a full description of a session?

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

Looking for someone on the program?

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

Looking for a particular Division’s sessions?

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

Looking for the hotel room of the session?

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

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

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

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

Hyatt Regency Denver
1750 Welton Street
Denver, Colorado 80202

Marriott City Center Hotel
1701 California Street
Denver, Colorado 80202

Colorado Convention Center
700 14th Street
Denver, Colorado 80202

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

Back cover
Aerial photo of China's Great Wall, taken by Mr. Chen Changfen who was recognized by the 1989 special issue of TIME magazine as one of the ten most influential “inventors and innovators of photography,” along with George Eastman and Edwin Land, in the 150-year history of photography.
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Welcome to the 2002 Meeting of the Academy of Management

Dear Worldwide Members and Friends of the Academy,

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

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

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

Theme for 2002: Building Effective Networks

The theme for 2002, a numeric palindrome year, is “Building Effective Networks”. This theme is reflected in the programs of each of the Divisions and Interest Groups of the Academy. The popularity of this theme has also prompted us to sponsor a record number of All-Academy Symposia (33 in all) that are theme-related. Some of these sessions are less conventional in both content and format to capture the richness and diversity of flavor of this year's conference theme, including our opening panel on Sunday which examines the role of spiritual discernment in enhancing decision making and leadership skills. This session will feature spiritual leaders from three religious traditions (Christianity, Judaism, and Zen Buddhism). For a comprehensive listing of the All-Academy Symposia, please see page 69. Many distinguished speakers will also address the theme from various perspectives, including Mr. George Kell, Executive Head of the Global Compact; Mr. Chuanzhi Liu, co-founder of Legend Holdings, Ltd.; and Dr. Rosabeth M. Kanter of Harvard Business School. In addition, many Divisions and Interest Groups will host their own Distinguished Speakers. For a complete listing of these distinguished speakers, please see pages 5–9.

What's New in 2002

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

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

At the Convocation (formerly known as business meeting) scheduled on Sunday at 5 p.m. (Adam’s Mark Plaza Ballroom), President Jean M. Bartunek will present a brief report on the “State of the Academy” which will be followed by an address by our 2002...
Distinguished Executive, Russell T. Lewis, CEO and President, The New York Times Company. At the Convocation, the winners of the Carolyn Dexter Award for the program paper that best incorporates the international dimension, the William H. Newman Award for an outstanding paper based on a recent dissertation, and the Award for Outstanding Mentoring Practice will be made.

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

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

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

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

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

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

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

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

Rita E. Collins
2002 Program Coordinator
Simon Fraser University
All Academy Sessions

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

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

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

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

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

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

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

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

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

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

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

Mr. Lewis was born in 1947.
Exploring the Foundation of the Practice through the Lens of Three Religious/Wisdom Traditions: Connecting to the “Lived Experience” of the Contemporary CEO

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

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

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

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

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

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


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

She joined the Harvard Business School faculty in 1986 from Yale University, where she held a tenured professorship from 1977 to 1986. From 1989-1992 she also served as Editor of the Harvard Business Review, which was a finalist for a National Magazine Award for General Excellence in 1991. She co-founded Goodmeasure Inc., whose consulting clients include some of the
world’s best companies. She has received 20 honorary doctoral degrees and over a dozen leadership awards, and has been named to lists of the “100 most important women in America” and the “50 most powerful women in the world.” She serves on many businesses, civic and non-profit boards.

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

Divisional Sessions

Business Policy and Strategy

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

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

Health Care Management

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

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

International Management

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

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

Management Consulting

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

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

Management Education & Development

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

Over the years, Prof. Mintzberg’s writing and research has been mostly on managerial work, strategy formation, and forms of organizing. He is completing a book called Developing Managers, not MBAs, and is preparing a series of essays to be published under the title Managing Quietly, as well as a short political pamphlet called Getting Past Smith and Marx: Toward a Balanced Society. For much of the past seven years or so, Prof. Mintzberg has worked in
collaboration with colleagues from Canada, England, France, India, and Japan, to develop new approaches to management education. The International Masters Program in Practicing Management has been running for five years now, and they are launching the Advanced Leadership Program, both rather novel ways to help managers learn from their own experience. In recent years, Prof. Mintzberg has shifted a bit toward more general writing. He has written newspaper articles and short stories (a collection of the short stories is in progress, to be called Reflection from the Window). He has just completed a book called Why I Hate Flying, a spoof of all the foibles of flying, and of managing.

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

Management Spirituality & Religion

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

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

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

Organization Communication & Information Systems

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

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

Organizations and Change

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

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

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

Organizational & Management Theory

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

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

Technology & Innovation Management

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

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

The Denver, Colorado 2002 Organizing Committee

Program Chair ................................................................. Rosalie L. Tung, Simon Fraser U.
Program Chair-Elect ....................................................... Denise M. Rousseau, Carnegie Mellon U.
Program Coordinator ...................................................... Rita E. Collins, Simon Fraser U.
Professional Development Workshops Coordinator ...... Andrea Rivero-Dabos, Carnegie Mellon U.
Local Arrangements Committee Chair ......................... Richard Kettner-Polley, U. of Denver
Conference Coordinator .................................................. Stephen J. Havlovic, U. of Wisconsin, Whitewater
All-Academy Chair ......................................................... In Remembrance, Richard M. Hodgetts
Interactive Papers Chair ............................................... David Ahlstrom, The Chinese U. of Hong Kong
Caucuses Chair ............................................................... Brad Shrader, Iowa State U.
Proceedings Editor ......................................................... Dennis Nagao, Georgia Tech U.
Director of Sponsorship ............................................... Karen S. Whelan-Berry, Texas Wesleyan U.
Exhibitors ........................................................................ Geralyn McClure Franklin, U. of Texas, Permian Basin
Placement ........................................................................ Nancy Leonard, West Virginia U.
International Theme Committee ................................... Eleanor O’Higgins, U. College, Dublin
Director of Membership ............................................... Jane Gibson, Nova Southeastern U.
Web Program Support ..................................................... Matthew Suppa, AoM Headquarters
Business Operations ....................................................... Nancy Urbanowicz, AoM Headquarters
Past Program Chair ......................................................... Jone L. Pearce, U. of California, Irvine
Past Program Coordinator ............................................. Carol Sexton, U. of California, Irvine

The Local Arrangements Committee

Chair (Accessibility, Website) ......................................... Richard Kettner-Polley, U. of Denver
Website ........................................................................... Robert Gumbrecht, U. of Denver
Audio Visual ................................................................. Lawrence Plummer, U. of Denver
Presidential Luncheon ...................................................... Christopher Edwards, U. of Denver
Photography ................................................................. Eric Goodman, Colorado Technical U.
T-Shirts ........................................................................... Aminee Wheaton, Regis U.
Tours ............................................................................... Blair Gifford, U. of Colorado, Denver
Tours ............................................................................... David Hopkins, U. of Denver
Signage ............................................................................ Kang Rae Cho, U. of Colorado, Denver
Security ........................................................................... William Silver, U. of Denver
Registration and Information ....................................... James Barker, U.S. Air Force Academy
Registration and Information ....................................... Kurt Heppard, U.S. Air Force Academy
Registration and Information ....................................... Bahman Ebrahimi, U. of Denver
Food and Beverage ......................................................... Joseph Rosse, U. of Colorado, Boulder

AoM Headquarters Staff

Financial Manager and Registration Assistance .......... Heather Crowe
Registration Assistance and Adjustments ................. Linda Panzer
Registrar ................................................................. Susan Zaid
Volunteer Coordinator ................................................ Annmarie Koory
# The Division & Interest Group Program Chairs and Professional Development Workshop Chairs

<table>
<thead>
<tr>
<th>Divisions</th>
<th>Program Chairs</th>
<th>Professional Development Workshop Chairs</th>
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</thead>
<tbody>
<tr>
<td>Art and Poetry</td>
<td>Chris Poulson, California State Polytechnic U., Pomona</td>
<td>Margaret A. Peteraf, Dartmouth College</td>
</tr>
<tr>
<td>Business Policy &amp; Strategy</td>
<td>Javier Gimeno, INSEAD</td>
<td>Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington</td>
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<tr>
<td>Careers</td>
<td>Allan Bird, U. of Missouri, St. Louis</td>
<td>Sally Blount-Lyon, New York U.</td>
</tr>
<tr>
<td>Conflict Management</td>
<td>Bruce Barry, Vanderbilt U.</td>
<td>Ralph Stablein, Massey U.</td>
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<tr>
<td>Critical Management Studies</td>
<td>Paul Adler, U. of Southern California</td>
<td>Andrew Zacharakis, Babson College</td>
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<tr>
<td>Entrepreneurship</td>
<td>Kelly G. Shaver, College of William and Mary</td>
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<tr>
<td>Gender and Diversity in Organizations</td>
<td>Elizabeth Cooper, U. of Rhode Island</td>
<td>Bernardo Ferdman, Alliant International U.</td>
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<tr>
<td>Human Resources</td>
<td>Patrick M. Wright, Cornell U.</td>
<td>Diana L. Deadrick, Old Dominion U.</td>
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<td>International Management</td>
<td>Sully Taylor, Portland State U.</td>
<td>Schon L. Beechler, Columbia U.</td>
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<tr>
<td>Management Consulting</td>
<td>Georges Trepo, HEC School of Management</td>
<td>Rickie Moore, E.M. Lyon/ISEOR</td>
</tr>
<tr>
<td>Management Education &amp; Development</td>
<td>Regina F. Bento, U. of Baltimore</td>
<td>Carolyn Wiley, Mercer Ltd./UCD</td>
</tr>
<tr>
<td>Management History</td>
<td>Shawn M. Carraher, Texas A&amp;M U.</td>
<td>Michele A. Govekar, Ohio Northern U.</td>
</tr>
<tr>
<td>Management, Spirituality &amp; Religion</td>
<td>Sandra King, California State Polytechnic U., Pomona</td>
<td>Marjolein Lips-Wiersma, U. of Canterbury</td>
</tr>
<tr>
<td>Managerial &amp; Organizational Cognition</td>
<td>Pamela S. Barr, Georgia State U.</td>
<td>Andrea Casey, George Washington U.</td>
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<tr>
<td>Organization &amp; Management Theory</td>
<td>Mary Jo Hatch, U. of Virginia</td>
<td>Tina Dacin, Queen's U.</td>
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<tr>
<td>Organization</td>
<td>Chris Worley, Pepperdine U.</td>
<td>Gretchen Spreitzer, U. of Michigan</td>
</tr>
<tr>
<td>Development &amp; Change</td>
<td>Angelo De Nisi, Texas A&amp;M U.</td>
<td>Bruce Avolio, State U. of New York, Binghamton</td>
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<tr>
<td>Organizational Behavior</td>
<td>Cynthia M. Beath, U. of Texas, Austin</td>
<td>Laurie Kirsch, U. of Pittsburgh</td>
</tr>
<tr>
<td>Organizational Communication &amp; Information Systems</td>
<td>Caroline Egri, Simon Fraser U.</td>
<td>Michael V. Russo, U. of Oregon</td>
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<tr>
<td>Organizations &amp; the Natural Environment</td>
<td>Stephen P. Osborne, Aston U.</td>
<td>Matthew Liao-Troth, Western Washington U.</td>
</tr>
<tr>
<td>Public &amp; Non-profit Division</td>
<td>Tojo Thatchenkery, George Mason U.</td>
<td>Philip L. Roth, Clemson U.</td>
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<tr>
<td>Research Methods</td>
<td>Melissa S. Baucus, Xavier U.</td>
<td>Bryan W. Husted, ITESM/Instituto De Empresa</td>
</tr>
<tr>
<td>Technology &amp; Innovation Management</td>
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</tbody>
</table>
**Academy Activities and Committees Professional Development Workshop**

**Organizers**
- Academy of Management: Hun-Joon Park, Yonsei U.
- Iberoamerican Academy of Management: Martín Larraza-Kintana, U. Pública de Navarra
- International Theme Committee Programs: Flemming Poulfelt, Copenhagen Business School
- Mentoring Committee: Liz Borredon, EDHEC School of Management
- New Doctoral Student Consortium: Grant H. Fenner, U. of Memphis
- Practitioner Series: Terry Orr, Columbia U.
- Teaching Committee: Tim Peterson, Texas A&M U.

**Systems Designers and Programmers**
- Information Systems and Communications: Matt Suppa, AoM Headquarters
- Internet and Web Development: Elena Bunin, AoM Headquarters
- Database Development, Programming: Alina Matay, AoM Headquarters
- Webmaster, Technical Specialist: R.J. Valeo, AoM Headquarters

*“Himiji” from the series “International Explorations” Eric J. Romero, West Texas A&M University*
Special Thanks

Organizing Committee
Academy of Management Headquarters
Information Systems Designer and Programmers:
Matt Suppa, Information Systems and Communications
Elena Bunin, Internet and Web Development
R.J. Valeo, Webmaster, Technical Specialist
Alina Matay, Database Development, Programming
Teres M. Loncar, Assistant Director
Heather Crowe, Financial Manager
Linda Panzer, Membership Administrator
Susan Zaid, Communications Administrator
Annmarie Koory, Volunteer Coordinator

All Academy Chair
In Remembrance, Richard H. Hodgetts

Interactive Papers Chair
David Ahlstrom, The Chinese U. of Hong Kong

Caucuses Chair
Brad Shrader, Iowa State U.

Conference Coordinator
Stephen J. Havlovic, U. of Wisconsin, Whitewater

Exhibits
Geralyn McClure Franklin, U. of Texas, Permian Basin
Carolyn Jennings, U. of Texas, Permian Basin
Ruby Rowe, U. of Texas, Permian Basin
Amy Garcia, U. of Texas, Permian Basin
Shawna Loyd, U. of Texas, Permian Basin

Director of Sponsorship Committee
Karen Whelan-Berry, Texas Wesleyan U.
Greg Berry
Rosalie L. Tung, Simon Fraser U.
Nancy Urbanowicz, AoM Headquarters
Heather Crowe, AoM Headquarters
Rita Collins, Simon Fraser U.

Director of Placement
Nancy Leonard, West Virginia U.
Kristi Ocampo, Lewis-Clark State College

Director of Membership
Jane Gibson, Nova Southeastern U.

Local Arrangements Chairs
Richard Kettner-Polley, U. of Denver
Robert Gumbrecht, U. of Denver
Lawrence Plummer, U. of Denver
Christopher Edwards, U. of Denver
Eric Goodman, Colorado Technical U.
Aimee Wheaton, Regis U.
Blair Gifford, U. of Colorado, Denver
David Hopkins, U. of Denver
Kang Rae Cho, U. of Colorado, Denver
William Silver, U. of Denver
James Barker, U.S. Air Force Academy
Kurt Heppard, U.S. Air Force Academy
Bahman P. Ebrahimi, U. of Denver
Joseph Rosse, U. of Colorado, Boulder

Division Program Chairs
Business Policy & Strategy
Jonghoon Bae, INSEAD
Albert Cannella Jr., Texas A&M U.
Laurence Capron, INSEAD
Marco Ceccagnoli, INSEAD
Olivier Chatain, INSEAD
Nicola C. Dragonetti, INSEAD
Costas Lioukas, INSEAD
Kyung Min Park, INSEAD
Margaret A. Peteraf, Dartmouth College
Paulo J. Prochno, INSEAD
Subi Rangan, INSEAD
Jung-Chin Shen, INSEAD
Matthew Semadeni, Texas A&M U.
Metin Sengul, INSEAD
Goverd Vroom, INSEAD
Julia Yaziji, INSEAD

Conflict Management
Ingrid Smithley Fulmer, Vanderbilt U.

Entrepreneurship
Jennifer L. D. Shaver, U. of North Carolina
International Management
Martin Schwab, Portland State U.
Daniel Soose, Portland State U.
Ashantia Chenault, Portland State U.
Joyce Osland, U. of Portland
Ashjorn Osland, George Fox U.
Scott Marshall, Portland State U.

Management Consulting
Anthony F. Buono, Bentley College
Fabien De Geuser, HEC School of Management
Flemming Poulifelt, Copenhagen Business School
Bill Vroman, U. of Baltimore

Managerial & Organizational Cognition
Jeremy Marcel, Georgia State U.
William Bogner, Georgia State U.
Kristin Byron, Georgia State U.
Julie Carleton, Georgia State U.
Ji Feng Yu, Georgia State U.

Organization Development & Change
Gordon Brooks, Pepperdine U.
Michael Gantman, Pepperdine U.
Debbie Worley, Pepperdine U.
Jessamyn Luiz, Pepperdine U.

Organization & Management Theory
Chris Johnson, George Washington U.

Management Education & Development
Al Bento, U. Baltimore
Ana Bento, U. Maryland, College Park
Andrea Bento, Centennial High School

Management, Spirituality & Religion
Nancy Le, California State Polytechnic U., Pomona

Organization Communication & Information Systems
David Capps, U. of Texas, Austin
Pamsy Hui, U. of Texas, Austin
Laurie Kirsch, U. of Pittsburgh
V. Sambamurthy, U. of Maryland

Organizational Behavior
Soo Min Toh, Texas A & M U.
Todd Dewett, Texas A & M U.

Research Methods
Swati Aneja, George Mason U.
Doug McIvor, George Mason U.
Denise Napolitano, George Mason U.
Maura Pniewski, Fairleigh Dickinson U.
Kara Quattrocchi, Fairleigh Dickinson U.
Tessy Thatchenkery, Nisource, Inc.

Technology & Innovation Management
Sal Braico, U. Wisconsin, Madison
Don Schwab, U. Wisconsin, Madison
R.D. Nair, U. Wisconsin, Madison
Harald Fischer, U. of Wisconsin, Madison

Professional Development Workshop Chairs
Business Policy & Strategy
Laurie McCandless, Dartmouth College

Careers
Cherlyn Granrose, Campbell School of Business, Berry College
Leisa Sargent, Queensland U. of Technology, Australia

Support of the Program Chair & Coordinator
Ernie Love, Simon Fraser U.
Mike Church, Simon Fraser U.
Byron Tung
Michele Tung
Lawrence Cheng
Vanessa Collins
Victor Collins
Ebony Hardless
Byron Henry, Simon Fraser U.
Janis Rutherford, Simon Fraser U.
Caryn Cameron, Simon Fraser U.
Susan Walter, Simon Fraser U.
Ken Huang, Simon Fraser U.
Japneet Bhandal, Simon Fraser U.
Sukhi Bhandal, Simon Fraser U.
Sabrina Saladino, Texas A&M U.
The Division Program Chairs
Matt Suppa
DO NOT MISS THIS YEAR’S MEETING IN DENVER, COLORADO! Submissions are in and this year’s theme, Building Effective Networks, promises to make this meeting a great mix of papers, presentations and participation. To make sure you are ready to join other members of the Academy of Management remember to:

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

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

### RESERVE YOUR ROOM

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

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

### REGISTER TO ATTEND

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

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

### MAKE YOUR TRAVEL ARRANGEMENTS

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

PHONE: 1-800-458-9383
E-MAIL: atc@assntravel.com
FAX: (858) 581-3988
Reservations must be made with the HOUSING BUREAU by July 12, 2002 to benefit from the reduced room rates. After July 12, 2002, you may continue to make reservations online, faxing completed form to the Housing Bureau, or by contacting the hotels directly, however, the reduced rates and hotel availability cannot be guaranteed.

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

### MEETING AND HOTEL INFORMATION

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

### HOTEL NAMES AND ADDRESSES

<table>
<thead>
<tr>
<th>Hotel Name and Address</th>
<th>Single</th>
<th>Double</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adam’s Mark Denver (Headquarters Hotel), 1550 Court Place</td>
<td>$146.00</td>
<td>$157.00</td>
</tr>
<tr>
<td>Brown Palace, 321 Seventeenth Street</td>
<td>$165.00 (Standard Room)</td>
<td>$165.00 (Standard Room)</td>
</tr>
<tr>
<td></td>
<td>$180.00 (Superior Room)</td>
<td>$180.00 (Superior Room)</td>
</tr>
<tr>
<td>Comfort Inn Downtown Denver, 401 17th Street</td>
<td>$99.00</td>
<td>$109.00</td>
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<tr>
<td>Embassy Suites Downtown Denver, 1881 Curtis Street</td>
<td>$165.00</td>
<td>$175.00</td>
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<tr>
<td>Executive Tower Hotel, 1405 Curtis Street</td>
<td>$115.00</td>
<td>$115.00</td>
</tr>
<tr>
<td>Holiday Inn Downtown Denver, 1450 Glenarm</td>
<td>$117.00</td>
<td>$127.00</td>
</tr>
<tr>
<td>Hyatt Regency Denver Downtown, 1750 Welton Street</td>
<td>$163.00</td>
<td>$181.00</td>
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<tr>
<td>Marriott City Center, 1701 California Street</td>
<td>$161.00</td>
<td>$161.00</td>
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</tbody>
</table>

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

### HOUSING FORM INSTRUCTIONS:

- All reservations must be made with the HOUSING BUREAU. Reserve your room online at [http://aom.pace.edu/meetings/2002](http://aom.pace.edu/meetings/2002) or complete the 2002 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the 2002 AOM ANNUAL MEETING HOUSING BUREAU (Address and fax number provided on the form).
- DO NOT SUBMIT DUPLICATE FORMS! Doing so may result in duplicate charges and duplicate reservations! DO NOT mail this form to the Academy of Management Office.

### DEPOSIT/PAYMENT/ACKNOWLEDGMENTS:

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

### CHANGES AND CANCELLATIONS

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

### SPECIAL NEEDS

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

### STUDENT HOUSING

Attention Students! There are a limited number of dormitory style rooms available at the University of Denver. These rooms are available at a minimal cost and are assigned on a FIRST-COME, FIRST-SERVED BASIS! Please make your reservation directly through the Conference, Meeting and Event Services office at the University of Denver via email: gblehm@du.edu or by phone: (303) 871-7451 (tell the operator that you are inquiring about housing for the Academy of Management conference and your call will be transferred appropriately). Reservations must be made prior to July 20, 2002. DO NOT USE THE 2002 AOM ANNUAL MEETING HOUSING FORM. You must make your reservations directly with the University of Denver. (The Housing Bureau cannot make reservations at the University of Denver so please do not use the housing form.)
### Housing Reservation Form

**DEADLINE: JULY 12, 2002**

**MAIL:**
2002 AOM ANNUAL MEETING HOUSING BUREAU  
1555 California Street, Suite 300  
Denver, CO 80202-4264

**FAX:**
(303) 571-9435

**EMAIL:**
dmcvb-housing@dmcvb.org

**ONLINE:**
http://aom.pace.edu/meetings/2002/

Please print or type the following information to insure correct and timely processing.

<table>
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<tr>
<th>ARRIVAL DATE:</th>
<th>DEPARTURE DATE:</th>
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<tbody>
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</tbody>
</table>

**Reservation For:**
(First name)                                             (Last name)
Share with:
Share with:
Share with:

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

Name: ____________________________________________________________
Company/Organization: ____________________________
Address: ____________________________  City: ____________________________  State/Province: ________  Zip/Postal Code: __________
Country: ____________________________  Email: ____________________________
Daytime Phone: ____________________________  Fax: ____________________________
(please include country code if international)

**HOTEL PREFERENCE**
(Please write out hotel name):
Choice 1:
Choice 2:
Choice 3:

If hotel choices are unavailable, which is more important?

**RATE**

**LOCATION**

**TYPE OF ACCOMMODATIONS:**

<table>
<thead>
<tr>
<th>NUMBER OF PEOPLE:</th>
<th>NUMBER OF BEDS:</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

(Please circle correct number)  (Please circle correct number)

**Additional Requests:**
Request non-smoking room                          Request rollaway bed                          Request wheelchair-accessible room
Please list other accommodation needs:

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

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

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

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

- [ ] I will pay by CREDIT CARD. (Please select from the following credit cards and complete all information requested.)
  
  Check One:  [ ] MASTERCARD   [ ] VISA   [ ] AMERICAN EXPRESS
  Cardholder: ____________________________  Card #: ____________________________  Exp. Date: _______________________
  (Print name exactly as it appears on card)

All reservations must be processed through the Housing Bureau. If you are sharing a room, send only one form with the names of all persons occupying the room. The Housing Bureau will acknowledge reservations within 5-7 days of receipt of this form. Reservations are assigned on a first-come, first-served basis and according to room availability. After July 16, 2002, changes and or cancellations should be made online, by faxing the Housing Bureau, or by calling the hotel directly.

You may contact the Housing Bureau by fax at (303) 571-9435 OR by email at dmcvb-housing@dmcvb.org. Cancellations made after July 12 will incur a charge of $25.00. New room requests received 7 days prior to, or after July 12, 2002, will also be subject to this fee.

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**Professional Development Workshops:**

- August 9-11

**Refereed Scholarly Program:**

- August 11-14
The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.

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

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

The Non-Member Registration fee includes a one year membership and two complimentary divisions/interest groups. PLEASE select your two groups from the list below and include them in the appropriate section of the Early Registration Form. The Student registration fee does not include a ticket to the Tuesday Presidential Luncheon. Tickets to the Tuesday Presidential Luncheon can be purchased on the enclosed form or on-site.
EARLY REGISTRATION FORM
DEADLINE: JULY 25, 2002

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

CONTACT INFORMATION
Name (First/Last): ______________________________ Member ID # (Optional): _______________________
Address: ______________________________________________________
City: __________________ State/Province: ______________ Zip/Postal Code: __________ Country: ______________
Phone: __________________ Fax: __________________ Email: __________________

NAME BADGE INFORMATION
(Name as you would like it to appear on badge)
Name Badge: __________________ Affiliation: __________________
Spouse Name for Courtesy Badge: __________________

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

NON-MEMBER REGISTRATION FEES – includes 1 year of membership & 2 divisions/interest groups
Academic/Executive – includes 1 ticket for Tuesday Aug. 13 Presidential Lunch . . . . . . . . . . . . . . . . . . . . $265.00 US
Student – does not include ticket for Tuesday August 13 Presidential Lunch . . . . . . . . . . . . . . . . . . . . $113.00 US

Place your division and or interest group selections below. Please refer to the Registration Information page for a complete listing.
SELECTION ONE: ____________________ SELECTION TWO: __________________

ADDITIONAL SPECIAL EVENTS TICKETS AND ITEMS
Additional Lunch Ticket for Student/Guest for Presidential Lunch . . . . . . . . . . . . . . . . . . . . . . . . . . . Quantity ( ) x $35.00 US ea.
White Logo T-Shirt . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . Quantity ( ) x $10.00 US ea.

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

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

TOTAL AMOUNT DUE (Payment must accompany form) $ ____________

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

PAYMENT BY CREDIT CARD
We only accept MasterCard, Visa or American Express

Check One: □ MASTERCARD □ VISA □ AMERICAN EXPRESS

Cardholder: ___________________________ Card #: ___________________________ Exp. Date: __________

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: ____________
ASSOCIATION TRAVEL CONCEPTS (ATC) has been selected as the official travel agency for The Academy of Management Annual Meeting in Denver August 9-14, 2002. As the official agency, ATC has negotiated discounts with United, Avis and Alamo Rental Car to bring you special airfares and car rental rates that are lower than those available to the public. When calling ATC, you will save 10% to 15% off on United Airlines ticket purchases more than 60 days prior to the meeting. For tickets purchased less than 60 days prior, the discounts will be 5% to 10% off of the lowest available fares. Some restrictions may apply and a service fee may apply. ATC will also search for the lowest available fare on ANY airline serving Denver.

TAKE ADVANTAGE OF THESE NEW SERVICES OFFERED BY ATC:

- POWER PRICING – a computer software search for the best fare on all airlines.
- RESFAX – fax-back service with 36 options and prices for your requested travel times.

Above discounts apply for travel August 6 through 17, 2002. ATC is available for reservations from 9:00 am until 8:30 pm Eastern Time, Monday through Friday.

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

<table>
<thead>
<tr>
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<th>ID#</th>
<th>Phone</th>
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<tbody>
<tr>
<td>United</td>
<td>556EG</td>
<td>800-521-4041</td>
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<tr>
<td>Avis</td>
<td>J949039</td>
<td>800-331-1600</td>
</tr>
<tr>
<td>Alamo</td>
<td>72620 GR</td>
<td>800-732-3232</td>
</tr>
</tbody>
</table>

DENVER INTERNATIONAL AIRPORT

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

Ground Options to and from the Airport

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

RTD SkyRide

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

Taxis

A taxi ride to or from DIA and downtown runs about $45.

Zone Taxi: 303-444-8888
Metro Taxi 303-333-3333
Yellow Cab: 303-777-7777

Shuttle Services

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

Limousines

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

FREQUENTLY ASKED QUESTIONS

Climate

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

Altitude

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

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

Transportation to Student Housing

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

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

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

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

Richard B. Kettner-Polley
University of Denver

Denver 2002 Charity – Urban Peak of Denver

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

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

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

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

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

T-shirts

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

Shuttle Service and Accessibility

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

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

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

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

Sunday, August 11, 9:00am – 6:00pm
Colorado Springs Tour
The Garden of the Gods, the Olympic Training Center, Pikes Peak, the Famous Broadmoor Hotel, Old Colorado City, the Cave of the Winds and the Air Force Academy are some of the highlights a tour along the Front Range of the Rocky Mountains has to offer. The scenery in Colorado Springs is a combination of open plains and rugged mountain outcroppings and offers a different perspective of Colorado terrain. Great Events will custom design your tour to Colorado Springs.

Estimated tour time: 9 hours

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

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

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

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

Cost per person: $95.50

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

Monday, August 12, 9:00am – 5:00pm
Rocky Mountain National Park
Get out of the city for a glimpse of what the Colorado Rocky Mountains are all about. On the way to the park, the crisp blue skies serve as a backdrop to white mountain peaks, while mountainsides covered with pines provide a spectacular visual appetizer to what’s to come for your guests.

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

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

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

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

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

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

Since you may not be used to the high altitude we’ll make sure there’s bottled water for everyone.
Tuesday, August 13, 2:00pm – 5:00pm
Coors Wellness Center and Brewery Tour
Come and experience one of the most renowned and copied wellness centers in corporate America. Coors wellness center has proven that keeping employee's fit will lower health insurance costs and increase worker productivity and satisfaction. The popular Coors brewery tour will follow. This tour is considered a must for visitors to Denver. Participants are allowed to indulge themselves with up to 3 beers at the end of the tour.

Saturday, Sunday, and Monday, August 10–12; times to be arranged
Denver Architecture Foundation Walking Tours
The Foundation has agreed to run these walking tours with anywhere from 10 to 50 participants. The cost is $25 per person. Check the following website for times and meeting places for these tours:
http://www.aom.pace.edu/meetings/2002/

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

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

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

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

Name _________________________________________________________ E-mail____________________________________

Address______________________________________________ City___________________________ State ______________

Phone __________________________ Fax ______________________________ Zip ________________

Tour #1 Colorado Springs and Pikes Peak
August 11 9 am - 6pm Please order______ tickets @ $99.50 each =$ __________

Tour #2 Rocky Mountain National Park
August 12 9 am - 5 pm Please order______ tickets @ $93 each =$ __________

Tour #3 Coors Fitness Center and Brewery
August 13 2 pm - 5 pm Please order______ tickets @ $25 each =$ __________

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

I am paying by □ check # ______________ Make your cheque payable to Great Events

credit card □ Visa □ MasterCard □ American Express expiry date ______________

card number ____________________________ signature on credit card _____________________________

Your credit card statement will reflect payment to Great Events/TEAMS

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

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

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

No refunds will be issued on-site.

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

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

Liability Waiver

I/we agree and acknowledge that I/we are undertaking such participation in _____ tours, events and activities of my own free will and intentional act and I/we are aware that possible physical injury might occur to me as a result of my participation in these tours, events and activities. I/we give this acknowledgment freely and knowingly and I/we are, as a result, able to participate in _____ tours, events and activities and do hereby assume responsibility for my own well-being.

I/we also agree not to allow any other individual to participate in my place.

Signature
Date

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

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

Name _________________________________________________________  Member ID # (optional) _____________________
Address______________________________________________ City______________________ State/Prov ______________
Phone _______________________ Fax ____________________ Country ______________________ Zip/Postal Code _____
Email: _______________________________________

Large T-Shirt  Please order______ T-shirt(s) @ $10 U.S. each = $ __________
Extra Large T-Shirt Please order______ T-shirt(s) @ $10 U.S. each = $ __________

Total Amount Due in U.S. Dollars = $ __________
(payment must accompany form)

I am paying by □ check # ____________  Your cheque must be drawn only in US funds on a US bank and made payable

□ credit card  □ Visa  □ MasterCard  □ American Express  expiry date ______________
cardholder ________________________________  card number ______________________________
(print name exactly as it appears on card)

I hereby authorize the Academy of Management to charge my credit card for the above amount.
cardholder’s signature ________________________________

For office use only
Today’s date _____________ Check #/cc __________ Amount Paid ___________
2002 University Meeting Sponsors

On behalf of our sponsors, welcome to Denver, and the 2002 Academy of Management Meeting. Each year several universities act as sponsors for our annual meeting by providing financial support at one of three levels: Gold – $5,000, Silver – $3,000, and Host – $1,500. Our sponsors this year represent a number of U.S. states and three countries, the U.S, Canada and China.

This year we have 16 sponsors whose institutions have combined to contribute $38,000. The Academy is very grateful to the sponsors for the 2002 meeting. Please thank faculty and other representatives of these Schools during our meeting. I am grateful for our sponsors, and for their support of the Academy of Management and our Annual Meeting

Karen S. Whelan-Berry, Texas Wesleyan University
Director of Sponsorship

Gold Sponsors

Arizona State University

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

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

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

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

Boston College

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

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

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

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

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

China Europe International Business School (CEIBS)

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

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

Composition of CEIBS faculty is one of the most international in the world. Eighty percent of its permanent and core faculty comes from outside of China. Most of them have been educated at top business schools in Europe, America and Asia, and have research
published in journals such as Administrative Science Quarterly, Journal of Marketing Research, Academy of Management Review, Strategic Management Journal, Journal of International Business Studies, Harvard Business Review, etc. CEIBS also offers opportunities to a large number of visiting professors for short-term teaching and research positions.

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

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

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

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

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

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

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

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

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

Silver Sponsors
University of Colorado at Denver
A warm welcome from your colleagues at the Business School at CU-Denver. One of four independent campuses of the CU System, the University of Colorado at Denver is an 11,000-student campus located in downtown Denver. CU-Denver is just steps away from
the historic LoDo District and adjacent to the city’s Performing Arts Center and professional sports complexes.

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

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

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

University of New Mexico

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

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

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

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

Host Sponsors

Benedictine University

U.S. News & World Report named Benedictine University among the top schools in the Midwest Region and ranked the school Top Ten in the Midwest for Campus Diversity in their 2002 Best College issue. Benedictine University in Lisle, Illinois dedicates itself to the education of students from diverse ethnic, racial and religious backgrounds. As an academic community committed to liberal arts and professional education, distinguished and guided by its Roman Catholic tradition and Benedictine heritage, the University prepares its students for a lifetime as active, informed and responsible citizens and leaders in the world community.

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

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

Creighton University

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

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

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

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

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

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

Oklahoma State University

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

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

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

All programs at the College of Business Administration are accredited by the Association to Advance College Schools of
Business (AACSB), which means that they meet or exceed established standards for business schools internationally.

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

**Regis University**

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

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

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

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

**Thunderbird, The American Graduate School of International Management**

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

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

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

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

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

**University of Wyoming**

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

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

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

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

**Perseus Publishing**

*Gold Sponsor of Interactive Paper Sessions*

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

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


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

**Prentice Hall**

*Bronze Sponsor of Sunday Morning Break in Exhibits Area*

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

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

*“Diversity Networking Matrix” (oil on canvas)*
Yehuda Baruch, U of Texas, Arlington
Placement Services

Placement Services are available only to persons who register and attend the annual meeting. An orientation on using the Academy's Placement Services will be held in Director's Row H at the Adam's Mark on Saturday, August 10, from 6:00-7:00 pm and again on Sunday, August 11, from 1:00-2:00 pm. Pre-registration for Placement Services may be done online at http://www.aom.pace.edu/placement from Monday, June 3rd, until Saturday, July 27. Persons unable to pre-register should bring the required information to be entered on computers at Placement Services during the meeting.

Cost to register as an applicant is $50. The registration fee for positions is $100. As in previous years, interview tables are provided for conducting interviews. They are assigned on a first-come, first-served basis. Cost to reserve a table for the meeting is $100. All Placement services and interview tables will be located in smaller meeting rooms at the Hyatt Regency. For additional information on Placement Services, please contact Nancy Leonard, Director of Academy Placement Services, at (208) 792-2843 or nleonard@lcsc.edu.

Position Statement on Placement Activities

The Academy expects that job candidates will not be treated differently on the basis of race, ethnicity, national origin, sex, religion, age, or disability. Questions related to those issues are inappropriate (i.e., questions on marital status, family commitments, etc.). Interviewers should also be respectful of various theoretical perspectives, teaching philosophies, and substantive domains of interest. We believe the interview areas offered by Placement Services are a very appropriate location for interviews. Additionally, interviews may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites that have sitting areas which might be used for interviews.

The Academy of Management is concerned about providing appropriate settings for conducting interviews - settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

Excerpt from the Academy’s Code of Ethical Conduct

The Academy of Management and its members are committed to providing academic environments that are free of sexual harassment and all forms of sexual intimidation and exploitation. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other visual, verbal, or physical conduct of a sexual nature when:

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

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

"Born Global", Sara L. McIaughey, U. of New South Wales
2002 Placement Committee

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Rhetta Standifer, U. of Missouri, Columbia
Jeffrey M. Stanton, Bowling Green State U.
Bruce A. Walters, Oklahoma City U.
Elizabeth Wier Weatherly, U. of Alabama, Huntsville
Mark Wesolowski, Miami U. of Ohio
J. Michael Whitfield, Georgia College & State U.

"Networks of Performance: Dressage"
Grace Ann Rosile, New Mexico State U.
and Alexis Downs, U of Central Oklahoma
# 2002 Exhibitors

## Colorado Convention Center Ballroom

**Sunday, August 11 – Tuesday, August 13**

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### Exhibitor Booths

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Exhibits are closed Wednesday, August 14
William H. Newman Award Nominees

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

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

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

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

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

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


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

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

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


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

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

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

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


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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Jardine, Matheson & Company – The Role of the External Organization in Risk Reduction and Learning
Carol Matheson Connell, Glasgow U.
| MSR | Managerial Discernment: An Examination in the Case of Employee Appraisal  
Vincent J. Duriau, U. of Maryland  
Laurent Falque, EDHEC  
A Buddhist Perspective on the Capitalist Iron Cage  
Siriwut Buranapin, Boston U. |
|------|---------------------------------------------------------------|
| OB   | Culture and Competitive Decision Making: The Mediating and Moderating Effects of Individualism  
Xiao-Ping Chen, U. of Washington, Seattle  
Shu Li, Nanyang Technology U.  
Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior  
Samuel Aryee, Hong Kong Baptist U.  
Hwee-Hoon Tan, National U. of Singapore  
Pawun S. Budhwar, Cardiff U. |
| OCIS | Outsourcing vs. Quasi-outsourcing: The Case of IT in France and Germany  
Jerome Barthelemy, Audencia Nantes  
Dominique Geyer, Audencia Nantes  
Electronic Commerce in China: Theory and Cases  
Marris G. Martinsons, City U. of Hong Kong |
| ODC  | The Influence of Attitudes to Change of Adoption of an Integrated IT System  
Allannah Rafferty, Queensland U. of Technology  
Roland Hirokazu Simons, Queensland U. of Technology  
Efficacy of Appreciative Inquiry in Building Relational Capital in a Transcultural Strategic Alliance  
Monty G. Miller, Pepperdine U.  
Stephen P. Fitzgerald, Collaborative Capacity Consulting  
Kenneth Murrell, U. of West Florida  
Joanne Preston |
| OM   | Relevance of Baldridge Criteria in an International Context: A Study of National Culture  
Barbara B. Flynn, Wake Forest U.  
Brooke Saladin, Wake Forest U.  
Manufacturing Transitions in Manufacturing Firms: A Cross-Cultural Comparison  
Linda Edelman, Bentley College  
Mark Frohlich, London Business School |
| OMT  | Calder and the Network: Towards Movement and Aesthetic Consideration in Network Theorizing  
David Barry, Victoria U., Wellington  
Claus Rerup, U. of Pennsylvania  
Organizational Rules and Rule Histories: A Review of Rule-Based Models of Organizational Learning  
Martin Schulz, U. of British Columbia  
Nikolaus Beck, U. of Erfurt |
| ONE | Sustainable Development or Neo-Colonialism?  
Subhabrata Bobby Banerjee, U. of South Australia  
Ireland’s “Celtic Tiger” Economy through the Lens of Sustainable Development  
James J. Kennelly, Skidmore College  
Finbarr Bradley, Dublin City U. |
| RM   | The Identification of a Partial Metric Invariance Model for Multi-Group Studies  
Gordon Gheung, Chinese U. Hong Kong  
To Text or Context? Comparing Endotextual and Exotextual Approaches to Narrative Organizational Research  
David Barry, Victoria U.  
Brigid Carroll, U. of Auckland  
Hans Hansen, U. of Kansas |
Chenting Su, U. of Victoria  
M. Joseph Sirgy, Virginia Polytechnic Institute and State U.  
Ronald K. Mitchell, U. of Victoria  
Child Labor and International Business Ethics: The Case of the Brazilian Shoe Industry  
J. Laurence French, Virginia Polytechnic Institute and State U.  
Richard E. Wokutch, Virginia Polytechnic Institute and State U. |
| TIM  | Improving Patent Valuation Methods for Management - Validating New Indicators by Understanding Patenting Strategies  
Markus Georg Reitzig, Munich School of Management  
Is Investing in Innovation Unproductive? A Time to Sow and a Time to Reap  
Pedro Conceicao, Instituto Superior Tecnico  
Francisco Veloso, U. Catolica Portuguesa |
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GDO Ellen E. Kossek, Michigan State U.
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HR Lois Tetrick, U. of Houston
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OMT Eric Abrahamson, Columbia U.
ODC Peter Sorensen Jr., Benedictice U.
OB Terry R. Mitchell, U. of Washington
OCIS Mark Keil, Georgia State U.
ONE Gordon P. Rands, Western Illinois U.
PNP Michael A. Card, U. of South Dakota
RM David M. Boje, New Mexico State U.
SIM Jeanne M. Logsdon, U. of New Mexico
TIM Philip C. Anderson, INSEAD

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

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

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

2007 Philadelphia, Pennsylvania
August 3–8: Philadelphia Convention Center and Surrounding Hotels
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Affiliations reflect those at the time of presidency.

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1984–1985   Bartol, Kathryn M. ............... U. of Maryland
1978–1979   Pledger, Rosemary ............. U. of Houston at Clear Lake
1974–1975   Hicks, Herbert G. .............. Louisiana State U.
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1965–1966   Le Breton, Preston P. ........... U. of Washington
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1952–1953   Fols, Franklin E. ............... Harvard U.
1951–1952   Mee, John F. ....................... Indiana U.
1949–1950   Jucius, Michael J. ............. Ohio State U.
1948–1949   Schell, Erwin H. ................. Massachusetts Institute of Technology
1947–1948   Davis, Ralph C. ................. Ohio State U.
1941–1947   Brecht, Robert P. ............... U. of Pennsylvania
1936–1940   Jamison, Charles L. (Founder). U. of Michigan
### Table 1: 2002 Submissions by Division/Interest Group
Numbers reflect those submissions that were checked in and sent for review. In many cases, symposia were sent to multiple divisions.

<table>
<thead>
<tr>
<th>Division/Interest Group</th>
<th>Papers</th>
<th>Symposia</th>
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<td>AF</td>
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<td>BPS</td>
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<td>CM</td>
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<td>Totals:</td>
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<td>226</td>
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### Table 2: 2002 Papers, Symposia and Sessions

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<th>Submission</th>
<th>Total</th>
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<tr>
<td>Papers</td>
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<tr>
<td>Accepted for Division</td>
<td>894</td>
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<td></td>
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<tr>
<td>Accepted for SIT</td>
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<td></td>
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<tr>
<td>Accepted for Interactive</td>
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<tr>
<td>Total Papers accepted</td>
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<tr>
<td>Accepted for Proceedings</td>
<td>141</td>
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<tr>
<td>Symposia</td>
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<td>Jointly Sponsored</td>
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<tr>
<td>Singly Sponsored</td>
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<tr>
<td>Accepted for Showcase</td>
<td>33</td>
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<td>Accepted for All Academy</td>
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<tr>
<td>Sessions</td>
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<td>Paper Sessions</td>
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<td>Symposia</td>
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<td>Professional Development Workshops</td>
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<td>Other</td>
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<tr>
<td>Participants</td>
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<td>On Program</td>
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<td>As Reviewers</td>
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### Table 3: Universities with 30+ Program Participants
Based on self-identified statistics. Data may be incomplete.

<table>
<thead>
<tr>
<th>Count</th>
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<tr>
<td>59</td>
<td>Harvard U.</td>
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<td>48</td>
<td>Texas A&amp;M U.</td>
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<tr>
<td>45</td>
<td>U. of Michigan</td>
</tr>
<tr>
<td>44</td>
<td>U. of Pennsylvania</td>
</tr>
<tr>
<td>38</td>
<td>New York U.</td>
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<tr>
<td>36</td>
<td>Columbia U.</td>
</tr>
<tr>
<td>35</td>
<td>Pennsylvania State U.</td>
</tr>
<tr>
<td>33</td>
<td>INSEAD</td>
</tr>
<tr>
<td>32</td>
<td>Cornell U.</td>
</tr>
<tr>
<td>31</td>
<td>Case Western Reserve U.</td>
</tr>
<tr>
<td>31</td>
<td>National U. of Singapore</td>
</tr>
<tr>
<td>31</td>
<td>U. of Illinois, Urbana-Champaign</td>
</tr>
</tbody>
</table>

### Table 4: Country Representation of Program Participants
Self-identified. Data may be incomplete. The Academy takes no position on national borders.

<table>
<thead>
<tr>
<th>Country</th>
<th>Count</th>
<th>Country</th>
<th>Count</th>
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<td>Australia</td>
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<td>Thailand</td>
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<td>United States</td>
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<td>Minor Outlying Islands</td>
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<td>Mexico</td>
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<tr>
<td>Netherlands</td>
<td>70</td>
<td>Other</td>
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2002 AoM Meeting Statistics
### Friday Morning, August 9, 2002

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:00</td>
<td>AM: Director's Row I: AAC: Board of Governors’ Meeting</td>
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<tr>
<td>8:30</td>
<td>MT: Matchless</td>
</tr>
<tr>
<td>9:00</td>
<td>OS: Off-Site: IM: IM Division Rafting Trip</td>
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</tbody>
</table>

### Friday Afternoon, August 9, 2002

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>1:00</td>
<td>AM: Columbine: 11 MED/MH: Teaching and 21 MED: Teaching under</td>
</tr>
<tr>
<td>1:30</td>
<td>AM: Director's Row I: AAC: Board of Governors’ Meeting</td>
</tr>
<tr>
<td>2:00</td>
<td>AM: Gov. Sq. 10: HR: HR Education: A Town Meeting!</td>
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<td>AM: Gov. Sq. 12: 15 PS: Collaborative Action Learning</td>
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<td>AM: Gov. Sq. 16: 13 MSR: Doctoral Consortium</td>
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<td>3:30</td>
<td>AM: Plaza Court 1: 26 MED/Car/GDO: Transitioning into Academia</td>
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<td>AM: Plaza Court 7: 4 BPS and Cosponsors: Research &amp; Practice PDW</td>
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<td>AM: Tower Court B: 5 BPS/OMT/TIM: Conversations on Knowledge</td>
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<td>MT: Col. Ballrm Sal. A: 29 ONE/TIM: Hydrogen Economy Teach-In</td>
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<td>MT: Col. Ballrm Sal. B: 30 CM: CM Doctoral Consortium</td>
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<td>MT: Col. Ballrm Sal. C: 20 MC: Learning in a Virtual World</td>
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<td>MT: Col. Ballrm Sal. D: 14 ODC: Struggling w/ Network Dilemmas</td>
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<td>MT: Col. Ballrm Sal. G: 18 MC: Consulting Process</td>
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<td>MT: Col. Ballrm Sal. H: 8 GDO: Diversity Theory and Practice</td>
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<td>MT: Denver Ballrm Ste IV: 25 GDO: GDO Doctoral Consortium</td>
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<td>MT: Denver Ballrm Ste V: 16 ENT: E-Learning for Ent Educators</td>
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<td>MT: Denver Ballrm Ste VI: 23 ENT/IM: Globalization and ENT Women</td>
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<td>MT: Matchless: ENT: Doctoral Consortium</td>
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<tr>
<td>12:00</td>
<td>MT: Mattie Silks: 19 MC/ODC/OMT: Consulting and Academia</td>
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<td>12:30</td>
<td>MT: Nat Hill: 12 MH: Railroads, Mining and Colorado</td>
</tr>
<tr>
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<td>MT: Pomeroy: 6 CAR: Intelligent Career Card Sort</td>
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### Friday Evening, August 9, 2002

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<td>AM: Gov. Sq. 14: 38 MSR: Spirit and Meaningful</td>
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<td>AM: Gov. Sq. 16: 53 MSR:</td>
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<td>AM: Plaza Ballrm A: 45 OB/OMT/ODC: Doctoral Student Consortium</td>
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<td>AM: Plaza Court 1: 37 MED: Transition Economies of Europe</td>
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<td>8:00</td>
<td>AM: Plaza Court 4: 47 MED: Developing a Research Culture</td>
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<td>AM: Silver: 40 SIM: SIM Doctoral Consortium</td>
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<td>9:00</td>
<td>AM: Terrace: 46 BPS: BPS Doctoral Consortium</td>
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<td>AM: Tower Court B: 44 OB/OMT: Junior Faculty Workshop</td>
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<td>MT: Col. Ballrm Sal. D: ODC: Entry Level OD</td>
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<td>MT: Col. Ballrm Sal. G: IM: IM Division Rafting Trip</td>
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<td>MT: Col. Ballrm Sal. I: 51 ODC: International Reception</td>
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## Conference Program Guide - Friday

### Friday Evening, August 9, 2002 (cont.)

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<tr>
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<td>MT</td>
<td>Mattie Silks</td>
<td>MC/ODC/OMT: Consulting and</td>
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<td>CMS: CMS Reception</td>
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<td>CMS: CMS Doctoral Workshop</td>
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<td>MT</td>
<td>Pomeroy</td>
<td>CAR: Intelligent Career Card</td>
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<td>CMS: CMS Doctoral Workshop</td>
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<td>49 ENT: Doctoral Consortium Dinner</td>
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Start times are approximate. See Session Details for exact start and end times.
## Saturday Morning, August 10, 2002

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<thead>
<tr>
<th>Time</th>
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<th>Event Description</th>
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<tr>
<td>7:30</td>
<td>AM: Director's Row H</td>
<td>99 AAC: Board of Governors' Meeting</td>
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<td>AM: Gov. Sq. 10</td>
<td>68 HR: HR Doctoral Student Consortium</td>
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<td>AM: Gov. Sq. 11</td>
<td>86 SIM: Rebuilding Social Capital</td>
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<td>AM: Gov. Sq. 12</td>
<td>107 PS: Accelerated Action Learning</td>
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<td>AM: Gov. Sq. 16</td>
<td>62 BPS: BPS New Faculty Consortium</td>
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<td>9:30</td>
<td>AM: Gov. Sq. 9</td>
<td>69 HR: HR Jr. Faculty Consortium</td>
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<td>AM: Plaza Ballrm A</td>
<td>81 OB/OMT/ODC: Doctoral Student Consortium</td>
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<td>AM: Plaza Ballrm D</td>
<td>98 NDSC: New Doctoral Student Consortium</td>
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<td>102 HR/CAR: Surviving Workaholism</td>
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<td>AM: Plaza Court 4</td>
<td>85 SIM: SIM Doctoral Consortium</td>
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<td>AM: Silver</td>
<td>108 AAC: Newsletter Editor</td>
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<td>AM: Terrace</td>
<td>80 OB/OMT: Junior Faculty Workshop</td>
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<td>AM: Tower Court B</td>
<td>63 BPS/OMT/TIM: Conversations on Knowledge</td>
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<td>79 OB: International Strategies</td>
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<td>87 CAR/GDO: Becoming a Department Chair</td>
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<td>CC: A103</td>
<td>121 MED/IM/ITC: Innovative Distance Learning</td>
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<td>CC: A106</td>
<td>103 MED: Learning &amp; Teaching via Internet</td>
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<td>105 MED/OB/OCIS: Teaching with Technology</td>
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<td>104 MED: Developing Doctoral Students</td>
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<td>76 MC/ODC: Successful Consulting</td>
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<td>61 AAC: Membership Committee Meeting</td>
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<td>82 OCIS/TIM: OCIS/TIM Jr Faculty Consortium</td>
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<td>75 MC: Teaching Management Consulting</td>
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<td>114 MOC: Organizational Identity, Image</td>
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<td>118 HCM: Junior Faculty Survival Skills</td>
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<td>77 MC/ODC/OMT: Consulting and Academia</td>
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<td>92 HCM/MED: Teaching Skills</td>
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<td>123 MC: Marketing U-based</td>
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<td>96 RM: Regression Interactions</td>
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<td>73 IM/PNP/ONE: Behavioral Simulations for IM</td>
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<td>70 IAM/ENT: Iberoamerican Entrepreneurship</td>
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<td>112 IAM: Globalization and Management</td>
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<td>95 ONE: ONE Doctoral Consortium</td>
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<td>MT: Col. Ballrm Sal. D</td>
<td>106 ODC/MC: Five Approaches of Change</td>
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<td>MT: Col. Ballrm Sal. F</td>
<td>83 ODC/MED: Executive Doctoral Colloquium</td>
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<td>MT: Denver Ballrm Ste I</td>
<td>119 ENT: Entrepreneurship Theory</td>
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<td>111 GDO: GDO Doctoral Consortium</td>
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<td>MT: Mittle Silks</td>
<td>116 TIM/BPS/OMT: Modeling Legacies and Shocks</td>
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<td>113 MH: AACSB Changes and</td>
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<td>122 MH: Time Management</td>
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<td>97 SIM: SBE/SIM Joint Symposium</td>
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## Conference Program Guide - Saturday

### Saturday Afternoon, August 10, 2002

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<tr>
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<td>AM: Gov. Sq. 11&lt;br&gt;• SIM: SIM: SIM Values Statement</td>
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<td>AM: Gov. Sq. 12&lt;br&gt;150 PS: International Action Research</td>
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<td>AM: Ballroom A&lt;br&gt;• OB/OMT/ODC: Doctoral Student Consortium</td>
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<td>AM: Plaza Court 6&lt;br&gt;162 OMT/OB: Qualitatively Different</td>
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<td>CC: C201&lt;br&gt;161 MOC/ODC/OB/MT: Our Art, Our Work</td>
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<td>MT: Col. Ballrm Sal. E&lt;br&gt;135 ENT: Endowed Chairs Annual Lunch</td>
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*Start times are approximate. See Session Details for exact start and end times.*
### Saturday Afternoon, August 10, 2002 (cont.)

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### Saturday Evening, August 10, 2002

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<td>ENT: Entrepreneurship Social</td>
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Start times are approximate. See Session Details for exact start and end times.
Sunday Morning, August 11, 2002

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<td>AM: Columbine</td>
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<td>AM: Director’s Row F 209 AAC: AoM Affiliates &amp; Associates</td>
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<td>AM: Director’s Row E 261 AAC: AME Writers’ Workshop</td>
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<td>AM: Director’s Row H 277 AAC: Current/Incoming Heads &amp; Members</td>
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<td>AM: Gov. Sq. 10 236 HR: HR Doctoral Student Consortium</td>
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<td>AM: Gov. Sq. 12 268 OMT/BPS/PNP: Conducting Network Research</td>
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<td>AM: Gov. Sq. 14 264 MEN: Mentoring Networks</td>
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<td>AM: Gov. Sq. 16 254 PS: Institutional AR approaches</td>
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<td>AM: Gov. Sq. 17 247 BPS/IM/OMT: Managing Your Dissertation</td>
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<td>AM: Plaza Court 1 272 AAC: Eastern AoM Officers</td>
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<td>AM: Plaza Court 8 253 PNP: PNP Doctoral Consortium II</td>
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<td>AM: Vail 211 BPS/MED: Crafting Strategy Courses</td>
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<td>CC: A103 252 MED/CAR/GDC: Corporate Women-Corporate Lives</td>
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<td>CC: A105 283 MED/AAC: Teaching in Turbulent Times</td>
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<td>CC: A107 284 MED/OM/HR: The Authors Speak</td>
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<td>CC: A108 230 CAR: Career Resilience</td>
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<td>CC: A110/112 259 MC: Getting Hierarchy To Work</td>
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<td>CC: A113 246 AAM: Asian Management Research</td>
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<td>CC: A202/204 221 MSR:</td>
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<td>CC: A206 241 RM: Ask the Quantitative Gurus</td>
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<td>CC: A208 270 RM: Ask the Qualitative Experts</td>
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<td>CC: A210 228 RM/ODC/BPS: Developing Case Study Skills</td>
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<td>CC: A210 251 ITC: Internet Collaboration</td>
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<td>CC: Ballroom 243 AAC: Registration</td>
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<td>CC: Ballroom 245 AAC: Membership</td>
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<td>CC: C102/104 225 OM: Integration in Teaching</td>
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<td>CC: C103 240 OCIS: Relevant Research, Part I</td>
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<td>CC: C106 238 MOC: Cognition in the Rough</td>
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<td>CC: C208 219 IM/PNP/ONE: Behavioral Simulations for IM</td>
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<td>CC: C210 218 IM: IM Teaching Best Practices</td>
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<td>CC: C212 220 IM/PNP/IAM: Doing International Research</td>
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</table>

Start times are approximate. See Session Details for exact start and end times.
Sunday Morning, August 11, 2002 (cont.)

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<tr>
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<td>CC: Exhibl Break Area</td>
<td>271 AAC: Mitchell Young Scholars Awards</td>
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<td>227 ONE: Mitchell Young Scholars Awards</td>
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<td>MT: Col. Ballrm Sal B</td>
<td>231 CM: Applying Networks to Conflict</td>
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<td>226 ONE: Environ. Performance Metrics</td>
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<td>MT: Col. Ballrm Sal D</td>
<td>224 ODC/MED: Teaching Organization Change</td>
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<td>214 ENT/RM/BPS/IM: Research Transition Countries</td>
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<td>229 TIM/BPS: Innovation Research Methods</td>
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<td>CMS: CMS Doctoral Research Workshp</td>
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<td>237 MH: Getting Involved and</td>
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Sunday Afternoon, August 11, 2002

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### Sunday Afternoon, August 11, 2002 (cont.)

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Start times are approximate. See Session Details for exact start and end times.
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### Conference Program Guide - Monday Afternoon, August 12, 2002

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Start times are approximate. See Session Details for exact start and end times.
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# Tuesday Morning, August 13, 2002

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*Start times are approximate. See Session Details for exact start and end times.*
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<td>779 MCC: Downsizing and its Effects</td>
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<td>780 MCC: Turnover &amp; Work-Family Conflict</td>
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<td>781 MCC: Incentives &amp; Fairness in HRM</td>
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<td>782 MCC: Building the Fast Organization</td>
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<td>784 MCC: Technology and Environment</td>
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<td>786 MCC: Labor-Management Partnerships</td>
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<td>787 MCC: New Meanings &amp; Models for R&amp;D</td>
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### Tuesday Afternoon, August 13, 2002

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<tr>
<td>12:00</td>
<td>820 AM: Columbine</td>
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<td>821 HR: Culture and Compensation</td>
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<td>839 AM: Director’s Row E</td>
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<td>840 BPS: Trust and Opportunity</td>
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<td>841 ACP: Organizational Innovation</td>
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<td>842 BPS: Diversification Discount</td>
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<td>844 HR: Discrimination and</td>
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<td>861 ACP: New Contexts &amp; Models for R&amp;D</td>
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<td>872 AM: Plaza Ballroom</td>
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<td>873 AAC: Presidential Luncheon</td>
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<td>874 AM: Plaza Court 1</td>
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<td>875 BPS: Debriefing</td>
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*Start times are approximate. See Session Details for exact start and end times.*
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Start times are approximate. See Session Details for exact start and end times.
### Tuesday Afternoon, August 13, 2002 (cont)

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<td>HY: Moulin Rouge</td>
<td>803 AA: Ties that Bind</td>
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### Tuesday Evening, August 13, 2002

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<td>AM: Gov. Sq. 17</td>
<td>935 BPS: BPS Social Hour</td>
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<td>AM: Plaza Court 1</td>
<td>934 CM: CM Business Meeting</td>
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<td>927 CMS: CMS Business Meeting</td>
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<td>AM: Tower Court B</td>
<td>936 OMA: Human Relations Reception</td>
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<td>942 TIM: The Best Social Event in Town...</td>
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Start times are approximate. See Session Details for exact start and end times.
# Conference Program Guide - Wednesday

**Wednesday Morning, August 14, 2002**

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<th>Time</th>
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<td>8:00</td>
<td>AM: Director's Row E 949 BPS: Evolution of BPS Field</td>
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<td>AM: Director's Row F 978 SIT: Knowledge and Its Sharing</td>
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<td>AM: Director's Row H 951 BPS: The Effects of Prior Experience</td>
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<td>AM: Gov. Sq. 10 966 OB: Teams</td>
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<td>AM: Gov. Sq. 11 965 OB: Integrating Trust Perspectives</td>
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<td>AM: Gov. Sq. 12 967 OB/ICAR: Developing Managerial Talent</td>
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<td>AM: Gov. Sq. 15 952 BPS/IM: Global Knowledge Competition</td>
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<td>AM: Gov. Sq. 17 948 BPS: Economic Underpinnings of RBV</td>
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<td>AM: Plaza Court 3 973 OMT: Institutional Networks</td>
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<td>AM: Plaza Court 7 950 BPS: Divestitures and Spin-Offs</td>
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<td>AM: Plaza Court 8 911 OB: Culture</td>
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<td>AM: Tower Court B 972 OMT: Alliances and Embeddedness</td>
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# Wednesday Afternoon, August 14, 2002

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Start times are approximate. See Session Details for exact start and end times.
Notes
# Academy/Affiliate Activities and Committees

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

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

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**Conference Break**

**Registration**

**Exhibits**

**Membership**

**Membership Debriefing Meeting**
### Other Meetings & Activities

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

<table>
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<td>Mon</td>
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<td>HY: Moulin Rouge</td>
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<td>Human Relations Reception</td>
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*Continuum* by Rita Collins (photograph), Simon Fraser University
## All Academy

In Memory of: Richard M. Hodgetts

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<td>Welcome to the 2002 Meetings</td>
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# Showcase Symposia

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

**Program Coordinator:** Rita E. Collins, Simon Fraser U.

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## Shared Interest Track

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

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*“America Attacked: The loss of innocence and isolation.” Watercolor. Gail McKee, Roanoke College*
## Interactive Papers

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

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## Caucuses

**Caucuses Chair:** Brad Shrader, Iowa State U.

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The Art & Poetry Division thanks its 20 Reviewers

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

Haiku: Canadian Geese on Pennsylvania Pond

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

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

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

“Canadian Geese on Pennsylvania Pond” by Robert D’Intino, Pennsylvania State U.
## Business Policy and Strategy

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

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Section C
The Business Policy and Strategy Division Thanks its 870 Reviewers:

Tamym Abessem, Audencia Nantes Ecole de Management
Moses Acquah, U. of North Carolina Greensboro
Garry L. Adams, Florida State U.
Mel Adams, U. of AI in Huntsville
Terry R. Allen, New Mexico State U.
Ron Adner, INSEAD
Pyaporn Asimittivat
Rajshee Agarwal, U. of Illinois at Urbana Champaign
Ruth V. Aguilera, U. of Illinois at Urbana Champaign
Sol Ahiarab, Buffalo State College
Mohammed R. Ahmed, Ameer U.
Gautam Ahuja, U. of Michigan
Jaan T. Allatt, U. of Pennsylvania
Tima Bansal, U. of Western Ontario
Kunal Banerji, Florida Atlantic U.
Edward R. Balotsky, Monmouth U.
Yoon-Suk Baik, Purdue U.
Jonghoon Bae, INSEAD
Sally A. Baack, San Francisco State U.
Erkko T. Autio, CERN
Kenneth E. Aupperle, U. of Akron
Pino G. Audia, London Business School
Robert S. Atkin, U. of Pittsburgh
Jonathan D. Arthurs, U. of Oklahoma
Africa Ariño, IESE, U. of Navarra
Andac T. Arikan, New York U.
Nicholas S. Argyres, Boston U.
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Ron H. Anderson, U. of Regina
Robert B. Anderson, U. of Regina
Jonathan R. Anderson, U. of Kentucky
Niclas Andres, Lund U.
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Paul J. Andrisani, Temple U.
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Don Antunes, U. of Cambridge
Melissa M. Appleyard, U. of Virginia
Ruth V. Aguilera, U. of Michigan
Jaan T. Allatt, U. of Pennsylvania
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# Careers

## Program Chair: Allan W. Bird, U. of Missouri, St. Louis

## Professional Development Workshop Chair: Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>1:00pm</td>
<td>6</td>
<td>MT:Pomeroy</td>
<td>Intelligent Career Card Sort</td>
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<td>3:00pm</td>
<td>26</td>
<td>AM:Plaza Court 1</td>
<td>SPDW: Transitioning into Academia</td>
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<td>Sat</td>
<td>8:00am</td>
<td>64</td>
<td>OS:Off-Site 1</td>
<td>Career Journeys</td>
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<td>87</td>
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<td>SPDW: Becoming a Department Chair</td>
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<td>SPDW: Surviving Workaholism</td>
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<td>Movin' On</td>
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<td>230</td>
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<td>Career Resilience</td>
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<td>279</td>
<td>CC:A101</td>
<td>Career Research Networks</td>
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<td>Mon</td>
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<td>CC:A101/103</td>
<td>JS: Unpacking Career Success</td>
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<td>351</td>
<td>CC:A105</td>
<td>Constituencies and Commitment</td>
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<td>394</td>
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<td>SIT: Merger Process and the Aftermath</td>
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<td>CC:C209</td>
<td>SHCS: Managing Work and Home Domains</td>
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<td>Mentoring Effects</td>
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<td>470</td>
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<td>SIT: Cracks in the Glass Ceiling?</td>
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<td>Boundaries, 24-7 &amp; Virtuality</td>
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<td>6:30pm</td>
<td>937</td>
<td>CC:A106</td>
<td>CAR Social Hour</td>
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<td>SHCS: Developing Managerial Talent</td>
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<td>Gender and Career Judgments</td>
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<td>SIT: Psychological Contracts</td>
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<td>CC:A105</td>
<td>Experiencing Networks &amp; Careers</td>
<td></td>
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# Conflict Management

Program Chair: Bruce Barry, Vanderbilt U.

Professional Development Workshop Chair: Sally Blount-Lyon, New York U.

<table>
<thead>
<tr>
<th>Day</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Fri</td>
<td>4:00pm</td>
<td>MT Col. Ballroom B</td>
<td>CM Doctoral Consortium</td>
</tr>
<tr>
<td>Sat</td>
<td>9:00am</td>
<td>MT Col. Ballroom B</td>
<td>CM Doctoral Consortium</td>
</tr>
<tr>
<td>Sun</td>
<td>8:30am</td>
<td>MT Col. Ballroom B</td>
<td>Applying Networks to Conflict</td>
</tr>
<tr>
<td></td>
<td>10:30am</td>
<td>MT Col. Ballroom B</td>
<td>Conflicting Values Conflicts</td>
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<tr>
<td>Mon</td>
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<td>AM Gov. Sq. 16</td>
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The Conflict Management Division thanks its 93 Reviewers:

- Saied Al-Hajri, Majlis Ash Shura
- Keith Allred, Harvard U.
- Ohureni (Remi) B. Ayoko, U. of Queensland
- Joe Banas, Washington U.
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- Terri Lituchy, Florida Institute of Technology
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- Aukje Nauta, U. of Groningen
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- Kathleen O’Connor, Cornell U.
- Mara O’Kealnis, U. of Melbourne
- Randall Peterson, London Business School
- Robin Pinkley, Southern Methodist U.
- Jeff Polser, Harvard U.
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Chris Robert, U. of Missouri
Jacques Rojot, U. of Paris
Maurice Schweitzer, U. of Pennsylvania
Debra Shapiro, U. of North Carolina, Chapel Hill
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Tony Simons, Cornell U.

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Jim Wall, U. of Missouri
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Steve Weiss, York U.
Betsy Wesman, Syracuse U.
Hiroyuki Yamaguchi, Kyushu U.
# Critical Management Studies

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

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Entrepreneurship

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

<table>
<thead>
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<th>Day</th>
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</tbody>
</table>
Entrepreneurship Division thanks its 163 Reviewers:

- Mel Adams, U. of Alabama, Huntsville
- Ramon J. Aldag, U. of Wisconsin, Madison
- James G. Almeida, Fairleigh Dickinson U.
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- Erkko Autio, CERN
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- Ellen Foster Curtis, Pennsylvania State U.
- Per Davidson, Jönköping International Business School
- Peter S. Davis, U. of Memphis
- Donna Marie DeCarolis, Drexel U.
- Giuseppe Delfmistrì, U. Luigi Bocconi
- C. Clay Dibrell, Oregon State U.
- Dante DiGregorio, U. of New Mexico
- Hung-hun Ding, Rensselaer Polytechnic Institute
- Robert S. D’Intrino, Pennsylvania State U.
- Irene M. Duhaime, Georgia State U.
- Gary Dushnitksy, New York U.
- Kimberly Edleenton, Northeastern U.
- Linda F. Edelmann, Bentley College
- Prescott C. Ensigh, U. of Montreal
- Deborah R. Etrington, Eastern Michigan U.
- Teppo Felin, U. of Utah
- Eileen Fischer, York U.
- Cathleen Folker, U. of St. Thomas
- Maw-Der Foo, National U. of Singapore
- Daniel Forbes, U. of Minnesota
- Lene Foss, U. of Tromso, Norway
- Tiffany L. Galvin, U. of Utah
- William B. Gartner, U. of Southern California
- Dennis M. Garvis, Washington and Lee U.
- Clark G. Gilbert, Harvard U.
- Brett Anita Gilbert, Indiana U.
- Armand Ginilsy, Sonoma State U.
- Fernando A.P. Gimenez, U. Estadual de Maringá
- Patricia G. Greene, U. of Missouri, Kansas City
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- Lisa Gundry, DePaul U.
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- Paula D. Harveston, Berry College
- Frederic J. Hebert, East Carolina U.
- Ramona Heck, Baruch College
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- Bob Hill, California State U.
- Ha Hoang, INSEAD
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- Susan Houghton, Georgia State U.
- Jay J. Janney, U. of Dayton
- Mariann Jelinek, College of William & Mary
- Susan M. Jensen, U. of Nebraska
- Tomas Karlsson, Jönköping International Business School
- Thomas Kell, Helsinki U. of Technology
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- Elmos Konis, Cyprus College
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- Maria-Teresa Lepeley, U. of Connecticut
- Moen Levesque, Case Western Reserve U.
- Jianwen Liao, Northeastern Illinois U.
- Benyamin Bergmann Lichtenstein, U. of Hartford
- Becky Luca, Texas Christian U.
- Johanna Mair, IESE / U. of Navarra
- Geri Markley, Capella U.
- Brett P. Mathere, Georgia State U.
- Charles H. Matthews, U. of Cincinnati
- Markku Maula, Helsinki U. of Technology
- Sara L. Mcaughey, U. of New South Wales
- Rita Gunther McGrath, Columbia U.
- Jeffrey S. Mcmullen, U. of Colorado, Boulder
- Teresa V. Meniates, Brock U.
- Tracey Eta Messer, Case Western Reserve U.
- Yuri Mishina, U. of Illinois at Urbana, Champaign
- Erik Monsen, U. of Colorado at Boulder
- J.L. Morrow, Jr., Birmingham-Southern College
- Ram Mudambi, Temple U
- Jennifer S. Mueller, Yale U.
- Stephen L. Mueller, Texas Christian U.
- John W. Mullins, London Business School
- Greg Murphy, U. of Evansville
- Lilach Nachum, Cambridge U.
- Heidi Neck, Babson College
- Lynn Neeley, Northern Illinois U.
- Robert D. Nixon, U. of Louisville
- Terry W. Noel, Wichita State U.
- Robert D. O'Neill, U. of North Carolina
- John W. O'Neill, Pennsylvania State U.
- Ben Oviatt, Georgia State U.
- John W. O'Neill, Pennsylvania State U.
- Hugh M. O'Neill, U. of North Carolina
- Edward W. Rogers, U. of Alabama, Huntsville
- Michael Rubach, U. of Central Arkansas

Section C
Matthew W. Rutherford, Gonzaga U.
Yolanda Sarason, Colorado State U.
Saras D. Sarasvathy, U. of Washington
Leon Schjoedt, U. of Colorado
Matthew Semadeni, Texas A&M U.
Jason C. Senjem, Syracuse U.
Greg Shailer, Australian National U.
Pramodita Sharma, Wilfrid Laurier U.
Peter Sherman, U. of Nebraska

David G. Sirmon, Arizona State U.
Timothy M. Stearns, California State U., Fresno
Robert Sullivan, U. of Paisley
Linda F. Tegarden, Virginia Tech
Stewart Thornhill, U. of Western Ontario
Jeff Trailer, California State U., Chico
R. Andrew Turner, Jr., U. of Alabama
Deniz Ucbasaran, U. of Nottingham
Tengiz Omer Ucok, Gazi U.
S. Ramakrishna Velamuri, U. of Virginia

George S. Vozikis, U. of Tulsa
Michael W. Wakefield, U. of Southern Colorado
David S. Watkins, Southampton U.
Dianne H.B Welsh, John Carroll U.
Friederike Welter, Rhine-Westphalia Institute for Economic Research
Pamela M. Williams, Culver Stockton College
Robert Wiltbank, U. of Washington
Charles A. Wolfe, U. of Missouri, Columbia
Mike Wright, Nottingham U. Business School
Jun Yan, California State U., Long Beach
Ivo Zander, Institute of International Business
Alberto Zanzi, Suffolk U.
## Gender and Diversity in Organizations

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

<table>
<thead>
<tr>
<th>Day</th>
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<th>Location</th>
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<td>CC:A109</td>
<td>Sex vs Gender</td>
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</tbody>
</table>
The Gender & Diversity in Organizational Division thanks its 135 Reviewers:

F. Pinar Acar, Texas Tech U.
Cheryl L. Adams, Longwood College
Mark D. Agar, California State U., San Bernardino
Maht H. Ashmall, Indiana U. of Pennsylvania
Roya Ayman, Illinois Institute of Technology
Ann C. Baker, George Mason U.
Gayle Baugh, U. of Western Florida
Joy Beatty, Boston College
Laura Beauvais, U. of Rhode Island
Myrtle Bell, U. of Texas, Arlington
Robyn A. Berkley, Pace U.
Stacy Blake-Beard, Harvard U.
Rosemary Booth, U. of North Carolina, Charlotte
Lynn Bowes-Sperry, Western New England College
Merridee Bujaki, U. of Ottawa
Ronald Burke, York U.
Susan M. Burroughs, Roosevelt U.
D. Anthony Butterfield, U. of Arizona
Eleanor Buttner, U. of North Carolina, Greensboro
Rebecca Burtz, Tulane U.
Patrice Buzanelli, Purdue U.
Radhi Chaganti, Rider U.
Sandra Christensen, Eastern Washington U.
Robin Church, U. of Toronto
Jeanette Cleveland, Pennsylvania State U.
Gwen Combs, U. of Nebraska, Lincoln
Cindy Cordes, U. of Miami
W. E. Douglas Creed, Boston College
Madeline Crocito, State U. of New York, Old Westbury
Karen J. Crooker, U. of Wisconsin, Parkside
Suzanne De Janasz, James Madison U.
Beverly Demarr, Ferris State U.
Bambi Douma, U. of Arizona
Helen Drew-Miller, Indiana U.
Teri Elkins, U. of Houston
Ellen Ensher, Loyola Marymount
Mary Graham, Clarkson U.
Cheryl Harlan, Berry College
Laura Graves, Clark U.
Jeffrey H. Greenhaus, Drexel U.
Barbara A. Gutek, U. of Michigan
Brooke Harrington, Brown U.
Charme Hartel, U. of Monash
Rana Haq, Laurentian U./U. of Bradford
Rosemary Hays-Thomas, U. of Western Florida
La Verne Higgens, Le Moyne College
Jacqueline Hood, U. of New Mexico
Miggip Hopkins, Case Western Reserve U.
Courtney Hunt, Northern Illinois U.
Connie James, Pepperdine U.
C. Douglas Johnson, Winthrop U.
Daria C. Kirby, U. of Pittsburgh
Catherine Kirchmeyer, Wayne State U.
Alison Konrad, Temple U.
Ellen Kossek, Michigan State U.
Kellyann Kowalski, U. of Massachusetts/Dartmouth College
David Kravit, George Mason U.
Linda Kretfing, Texas Tech U.
Frank Linnehan, Drexel U.
Deborah Litvin, Simmons College
Sharon Livesey, Fordham U.
Chris Brown Mahoney, U. of Minnesota
Lisa Mainiero, Fairfield U.
Karen Markel, Oakland U.
Janet Marler, U. at Albany
Ed Marlow, Eastern Illinois U.
Kim McDonald, Indiana-Purdue U., Ft. Wayne
Rosemary A McGowan, Wilfrid Laurier U.
Mary E. McLaughlin, Pennsylvania State U.
Amy McMillian, U. of Texas, Brownsville
Marianne Miller, Virginia Commonwealth U.
Albert Mills, St. Mary’s U.
Jean Helms Mills, Acadia U.
Helen Muller, U. of New Mexico
Jane Mullen, St. Mary’s U.
Barbara Myers, Aukland U. of Technology
Patricia J. Ohlott, Center for Creative Leadership
Deb O’Neil, Case Western Reserve U.
Jane Philbrick, Savannah State U.
Paula M. Popovich, Ohio U.
Corinne Post, Rutgers U.
David Porter, U. of California, Los Angeles
Mary Powell, U. of Connecticut
Pushkala Prasad, Skidmore College
Phani Radhakrishnan, U. of Toronto, Scarborough
Belle Ragins, U. of Wisconsin, Milwaukee
Amy Randel, Wake Forest U.
Diana Reed, Drake U.
Frieda Reitman, Pace U.
Janet Romain, Saint Anselm College
Matt Roy, U. Massachusetts/Dartmouth College
Justin Rueb, U. of Wisconsin, Stevens’ point
Robert Sardy, Progressive Research
Terri A. Scandura, U. of Florida
Joy Schneer, Rider U.
Lisa Scherer, U. of Omaha
Jennifer Sequeira, U of Texas, Arlington
Clare A. Simmons, Saint Joseph’s U.
Elizabeth Simmons, Texas A & M U.
Romila Singh, U. of Wisconsin, Milwaukee
Val Singh, Cranfield U.
Patty Sorokin, Michigan Technological U.
Chester S. Spell, Washington State U.
Shanli Srinivas, California State Polytechnic U.
Christina Stamper, U. of Michigan
Judith Strauss, California State U., Long Beach
Margaret Stockdale, Southern Illinois U., Carbondale
Sherry Sullivan, Reed Career Center
Mami, Taniguchi, Hiroshima U.
Jasmine Tata, Loyola U., Chicago
Phyllis Tharenou, Monash U.
Kecia Thomas, U. of Georgia
Mary Tucker, Ohio U.
Jan Ulijn, Eindhoven U. of Technology
Claire A. Van, Michigan Technological U.
Janet Vinkenburg, U. of Amsterdam
Theresa Howard, Indiana State U.
Carol Watson, Rider U.
Peter Weil, American College of Healthcare Executives
Jon Wiener, U. of Wisconsin, Whitewater
Jane Wheeler, Bowling Green State U.
Elisabeth Wilson, U. of Manchester
Joan Winn, U. of Denver
Max Wortman, Iowa State U.
Cindy Wu, U. of Illinois
Health Care Management

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

<table>
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<th>Start</th>
<th>#</th>
<th>Location</th>
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<td>Integrated Health Networks</td>
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Health Care Management Divisions thanks its 67 Reviewers:

Judith Alexander, U. of South Carolina
Ruth Anderson, Duke U.
Margarete Arndt, Clark U.
G. Ross Baker, U. of Toronto
Edward Balotsky, Monmouth U.
Barbara Bigelow, Clark U.
James Bramble, Creighton U.
Charley Braun, Marshall U.
Beth Brooks, U. of Illinois, Chicago
Ann Casebeer, U. of Calgary
Martin Charns, Boston U.
Ann Chou, U. of California, Berkeley
Kirsten Corazini-Gomez, Duke U.
Michael Counte, St. Louis U.
Alison Cuellar, Columbia U.
James Goes, Cybernos, LLC
Tom D’Aunno, U. of Chicago
Jill Bart, U. of Alabama, Tuscaloosa
Nicole Dubs, Columbia U.
Ewan Ferlie, Imperial College of Management
Eric Ford, Pennsylvania State U.
Bruce Fried, U. of North Carolina, Chapel Hill
Kanak Gautam, St. Louis U.
Tia Gilmartin, INSEAD
Beth Goodrick, Florida Atlantic U.
S. Robert Hernandez, U. of Alabama, Birmingham
Diana Hilberman, U. of California, Los Angeles
Thomas Hilton, National Institutes of Health
Tim Hoff, State U. of New York at Albany
John Hyde, U. of Mississippi Medical Center
Michele Iske, U. of Illinois, Chicago
Susan Judd, State U. of New York, Buffalo
Linda Leach, California State U., Fullerton
Christy Lemak, U. of Florida
Melissa Succi Lopez, Chapman U.
Donna Malvey, U. of South Florida
Carmen Martinez, U. of Texas, Pan American
Ann McAllern, Ohio State U.
Joanne McElown, Jacksonville State U.
Jonathan McGosh, Nova U.
Mindi McKenna, Rockhurst U.
Robert Myrtle, U. of Southern California
Steve O’Connor, U. of Alabama, Birmingham
Vicky Parker, Boston U.
Jim Paul, U. of Kansas
Jose Proensa, Widener U.
Keith Provan, U. of Arizona
Jonathan Rakich, Indiana U. Southeast
Ebrahim Randeree, State U. of New York, Buffalo
Trish Reay, U. of Alberta
Grant Sage, U. of Alabama, Tuscaloosa
John Schubler, U. of Rhode Island
Nancy Seifert, Oregon State U.
Narveshwar Sinha, Cambridge U.
Donna Slovensky, U. of Alabama, Birmingham
Debra Tennyson, Auburn U.
Sharon Topping, U. of Southern Mississippi
Hanh Trinh, U. of Wisconsin, Milwaukee
Reviewers, continued

John Valentine, Florida Atlantic U.
Stephen Walston, Indiana U.

Peter Weil, American College of Healthcare Executives
Bryan Weiner, U. of North Carolina, Chapel Hill
Rob Weech-Maldonado, Pennsylvania State U.

Rebecca Wells, Pennsylvania State U.
Eric Williams, University of Alabama, Tuscaloosa
Shu-Chuan Yeh, National Sun Yat-sen U.
Gary Young, Boston U.
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<td>1:00pm</td>
<td>- HR Education: A Town Meeting!</td>
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<td>- SPDW: Surviving Workplace</td>
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<td>- SPDW: Multinational HR Research</td>
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<td>- Innovative Teaching Practices</td>
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<td>- SPDW: The Authors Speak</td>
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<td>- JS: Beyond Social Exchange</td>
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<td>- AM: Columbine Implications of P-O Fit</td>
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<td>- JS: Demography in Mentor Networks</td>
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<td>- SHCS: Labor-Management Partnerships</td>
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<td>- JS: The Psych Contract Construct</td>
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<td>- AM: Terrace New Forms of Organizing</td>
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<td>- AM: Plaza Ball/lm E+F HR Division Ice Cream Social</td>
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Section C
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The Human Resources Division thanks its 190 Reviewers:

Cheryl Adkins, Longwood College
Herman Aguinis, U. of Colorado, Denver
David G. Allen, U. of Memphis
Tammy Allen, U. of South Florida
Martin W. Anderson, State of Connecticut
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Steve Ash, U. of Akron
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Yehuda Baruch, U. of East Anglia
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Terry Beehr, Central Michigan U.
Bradford S. Bell, Michigan State U.
Venkat Bendapudi, Ohio State U.
Robyn A. Berkley, Rensselaer Polytechnic U.
Charles H. Besseyre des Horts, Hautes Etudes Commerciales, Paris
Cecile G. Bett, Independent Researcher
Mousumi Bhattacharya, Fairfield U.
Duck Blackburn, U. of North Carolina, Chapel Hill
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Paul Boselie, Erasmus U.
Wendy Boswell, Texas A&M U.
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Jennifer Burgess, Bradley U.
Diane Burton, Massachusetts Institute of Technology
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Ramon Valle Cabrera, U. Carlos III de Madrid
Paula Caliguiri, Rutgers U.
James Carey, Arizona State U., West
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Gilad Chen, Georgia Institute of Technology
Mark Clark, American U.
Debbie Cohen, Society for Human Resource Management
Adrienne Colella, Texas A&M U.
Chris Collins, Cornell U.
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Patrick Christopher Flood, U. of Limerick
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Tim Gardner, Cornell U.
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Melissa L. Grus, Washington State U.
Nina Gupta, U. of Arkansas
James Guthrie, U. of Kansas
Gadi Harel, Technion, IIT
Stephen J. Havlovic, U. of Wisconsin, Whitewater
Justine Horgan, Inter U. for Social Science Theory
Vandra Huber, U. of Washington
Mark Huseld, Rutgers U.
Mary Anne Hyland, Adelphi U.
Remus Ilyes, U. of Florida
Mike Ingerick, George Mason U.
Roderick D. Iven, Simon Fraser U.
Karen Jensen, Penn State U.
Diane Johnson, U. of Alabama
Robert G. Jones, Southwest Missouri State U.
Aparna Joshi, Rutgers U.
micki Kacmar, Florida State U.
John Kammeyer-Mueller, U. of Minnesota
David M. Kaplan, James Madison U.
Ronald Karren, U. of Massachusetts
Deb Kidd, U. of Connecticut
Brian Klaas, U. of South Carolina
Howard J. Klein, Ohio State U.
Robert Konopaske, U. of Saint Thomas
David A. Kravitz, George Mason U.
Amy Kristof-Brown, U. of Iowa
Timothy E. Landon, U. of Michigan, Dearborn
Lucinda M. Lawson, Lehigh U.
Mila B. Lazarova, Rutgers U.
Huy Le, U. of Iowa
Barbara Lee, Rutgers U.
David P. Lepak, U. of Maryland
Edward Levine, U. of South Florida
Paul E. Levy, U. of Akron
Brian Loher, Mansfield U.
John A. Lust, Illinois State U.
Patricia A. Lynch, California State Polytechnic U.
Janet H. Marler, U. of Washington
Graeme Martin, U. of Alberta, Dundee
Joseph J. Martocchio, U. of Illinois
Suzanne Masterson, U. of Cincinnati
Linda Matthews, U. of T exas, Pan American
Joseph J. Martocchio, U. of Illinois
Robyn A. Berkley, Rensselaer Polytechnic U.
Vandra Huber, U. of Washington
Mark Huseld, Rutgers U.
Human Resources
Reviewers, continued

Nicholas S. Miceli, Ohio Northern U.
Zeeva Millman, A & M Human Resources Consultants
Atul Mitra, U. of Northern Iowa
Jonathan S. Monat, California State U., Long Beach
Edilberto F. Montemayor, Michigan State U.
Frederick P. Morgeson, Michigan State U.
Motohiro Morishima, Hitotsubashi U.
Lisa Moynihan, Cornell U.
Paul W. Mulvey, North Carolina State U.
Margaret Nowicki, Ithaca College
Dan Ondrack, U. of Toronto
H.J. Park, Cornell U.
Charles K. Parsons, Georgia Institute of Technology
Stephanie C. Payne, Texas A&M U.
Jill Perry-Smith, Georgia Institute of Technology
Jean Phillips, Rutgers U.
Robert Ployhart, George Mason U.
Christopher Porter, Texas A&M U.
Richard A. Posthuma, U. of Texas, El Paso
Gil Preus, Case Western Reserve U.
J. Bruce Prince, Kansas State U.

John Purcell, U. of Bath
Sumita Raghuram, Fordham U.
Raul Ramirez, U. of California, Irvine
Barbara Bau, U. of Wisconsin, Oshkosh
Elizabeth C. Ravlin, U. of South Carolina
Pat Raymark, Clemson U.
Ron Reiter-Palmon, U. of Nebraska, Omaha
Hettie Richardson, Louisiana State U.
Quinetta M. Roberson, Cornell U.
Joe Rosse, U. of Colorado
Maria Rotundo, U. of Toronto
Jukka Sadevirta, Society for Human Resource Management
Sadhur K. Saha, Memorial U.
Juan Sanchez, Florida International U.
Rene Schalk, Tilburg U.
John M. Schaubroek, Drexel U.
Lyle Schoenfelder, Appalachian State U.
Chris Scholz, U. of Saarland
Steve Scullen, North Carolina State U.
Lynn Shore, Georgia State U.
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Gangaram Singh, San Diego State U.
Nagaraj Sivasubramanian, Duquesne U.
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Christina Stamper, Western Michigan U

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Ernie Stark, Bellevue U.
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Judy P. Strauss, California State U., Long Beach
Marc Street, U. of Tulsa
Cem Tanova, Eastern Mediterranean U.
Judy Tansky, Ohio State U.
Amanuel Tekleab, U. of Maryland
Stephen Teo, U. of Technology, Sydney
Paul Tesluk, U. of Maryland
Rebecca A. Thacker, Ohio U.
Marc Thompson, U. of Oxford
Tom Timmerman, Tennessee Tech. U.
Annette Towler, U. of Colorado, Denver
Donald Truxillo, Portland State U.
Daniel B. Turban, U. of Missouri
Arup Varma, Loyola Univ. Chicago
Tim Vogus, U. of Michigan
John Wanous, Ohio State U.
Elizabeth Weatherly, U. of Alabama, Huntsville
Jon Werner, U. of Wisconsin, Whitewater
Megan Werner, U. of Iowa
Michael Wesson, Texas A&M U.
Kenneth G. Wheeler, U. of Texas, Arlington
Elen M. Whittener, U. of Virginia
Margaret Williams, Virginia Commonwealth U.
Robert P. Wright, U. of Hong Kong
Ed Yost, Ohio U.
# International Management

**Program Chair:** Sully Taylor, Portland State U.  
**Professional Development Workshop Chair:** Schon L. Beechler, Columbia U.

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
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<td>OS Off-Site</td>
<td>IM Division Rafting Trip</td>
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<td>23</td>
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953 CC:A207 JS: Renewal of Korean Firms
978 AM:Director's Row F SIT: Knowledge and Its Sharing
979 CC:C204 SIT: National Culture
959 CC:C104 Cross-Border Acquisitions
960 CC:C102 Culture and Management

10:40am 1006 CC:C207 JS: Globalization & Knowledge
995 CC:A207 JS: Corporate Refocusing
1004 CC:C102 IB Research
1005 CC:C104 Emerging Economies

12:20pm 1028 CC:C104 Member Feedback

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The International Management Division thanks its 251 Reviewers:

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- Lorraine Eden, Texas A&M U.
- Dean E. Entel, DePaul U.
- Albert G. Elam, IMD & HRD
- Balasubramanian Elango, Illinois State U.
- Jeanne Enders, Portland State U.
- Allen D. Engle, Eastern Kentucky U.
- Golpura Eshghi, Bentley College
- Andre Everett, U. of Otago
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- Carolina Gomez, Florida International U.
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- Pierre-Guy Hourquet, EDHEC G.S.M
- Christopher Huchon
- James G. Hunt, Texas Tech U.
- Paul Huo, U. of Puget Sound
- Martyna Janowicz, Tilburg U.
- Mansour Javidan, U. of Calgary
- Bruce H. Johnson, Gustavus Adolphus College
- Erin C. Johnson, U. of Iowa
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<td>Annabel Zarkada-Fraser</td>
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<td>Mary Zellmer-Bruihn</td>
<td>U. of Minnesota</td>
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</table>

Additional reviewers:  

Section C

101
### Management Consulting

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

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</table>

### The Management Consulting Division thanks its 56 Reviewers:

- **Susan Adams**, Bentley College  
- **Terry Armstrong**, Emerson College  
- **Gary Bojes**, George Washington U.  
- **Marc Bonnet**, U. of Lyon 2  
- **Mark Brown**, Foster College of Business Administration  
- **Anthony F. Buono**, Bentley College  
- **Joe Byrnes**, Bentley College  
- **Miguel Caldas**, EAESP - Fundação Getulio Vargas  
- **James J. Carroll**, CPA  
- **Luis Felipe Cisneros Martinez**, ITESM  
- **Bill Clampitt**  
- **Timothy Clark**, King’s College  
- **William Crammer**, Fordham U.  
- **Léon de Cahuzé**, Vrije U.  
- **Fabien De Guise**, HEC School of Management  
- **Richard Dunford**, Macquarie U.  
- **Michel Ferrery**, CERAM Business School  
- **Helen Fine**, Bridgewater State College  
- **Lilli Friedland**, Executive Advisors  
- **Donna M. Greenwood**  
- **Larry Greiner**, U. of Southern Carolina  
- **Marilyn Harris**, Central Michigan U.  
- **James M. Hunt**, Babson College  
- **David Jamieson**, Pepperdine U.  
- **Robert Jenelsky**, École Hôtelière de Lausanne  
- **Teresa Joyce**, Kennesaw State U.  
- **Jeffrey Kerr**, U. of Miami  
- **Mike Knudstrup**, American University of Sharjah  
- **Miriam Lacey**, Pepperdine U.  
- **Jeanne D. Maes**, U. of South Alabama  
- **Don Maple**  
- **Gilbert McNeill**, Clark U.  
- **Anthony Mento**, Loyola College

**Section C**
Reviewers, continued

Mike Moore, Michigan State U.
Rickie Moore, E.M. Lyon
Kurt Motamedi, Pepperdine U.
Nippa Michael, Freiberg U.
Aaron J. Nurick, Bentley College
Patricia R Pedigo, Price Waterhouse Coopers
Flemming Poulsen, Copenhagen Business School

Eric J. Romero, West Texas A&M U.
Hans Schiøtt, HEC Business School
Andrew Sturdy, U. of Melbourne
Irvin Summers
Georges Trepo, HEC Business School
Flavio Vasconcellos, EAESP - Fundacao Getulio Vargas
Claartje J. Vinkenburg, Vrije U.

Bill Vroman, U. of Baltimore
Jim Warren, Center for Collaborative Management
Ken Weidner, St. Joseph’s U.
Joseph W. Weiss, Bentley College
Andreas Werr, Stockholm School of Economics
Sally Woodward, London City U.
Alberto Zanzi, Suffolk U.
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The Management Education and Development Division thanks its 157 Reviewers

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</table>
Management Education and Development
Reviewers, continued

Tracey Honeycutt Sigler, Northern Kentucky U.
Randall G. Sleeth, Virginia Commonwealth U.
Lidewey E.C. van der Sluis, Vrije Universiteit
Amsterdam
Jayne Smith, Pepperdine U.
William B. Snavely, Miami U.
Sandra Sparrius, Rhodes U.
James Spee, U. of Redlands
Gary Stark, Washburn U.
James A. F. Stoner, Fordham U.
Julia Storberg, U. of Minnesota
Robert Sullivan, U. of Paisley
Cynthia Sutton, Metropolitan St College of

Denver
Joo-Seng Tan, Nanyang Technological U.
Cem Tanova, Eastern Mediterranean U.
Scott Taylor, Open U.
Julia Teahen, Baker College
Kenneth Thompson, DePaul U.
Teresa Torres, Rovira Víngili U
Donna Trent, Eckerd U.
Esteban Treviño, Monterrey
Mary L. Tucker, Ohio U.
Nicholas W. Twigg, Lamar U.
Rahul Varman, Indian Institute of Technology
Kanpur
Guilan Wang, Central Michigan U.
Ken Weidner, St. Joseph's U.

Patricia Wheeler, Harcourt Higher Education
Carolyn Wiley, Mercer Ltd.
Addie Perkins Williamson, Perkins Williamson
Associates
Joseph Wolfe, Experiential Adventures
David Wylie, Babson College
Elaine K. Yakura, Michigan State U.
Shahid Yamin, Swinburne U.
Lichia Yiu, Centre For Socio-Eco-Nomic
Development
Yuji Yoshida, Chiba U. of Commerce
## Management History

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

**Professional Development Workshop Chair:** Michele A. Govekar, Ohio Northern U.

<table>
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<th>#</th>
<th>Location</th>
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<td>Railroads, Mining and Colorado</td>
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</table>

**Management History thanks its 81 Reviewers:**

Mohammed Ahmed, Nova Southeastern U.
Mohammed Arif, Texas A & M U.
Bernardo Báez-Lazo, The Open U. Business School, Milton Keynes
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Charles Booth, U. of the West of England
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Rick Ringer, Illinois State U.
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Colleen Schwarz, U. of Houston
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Ely Weitz, Tel Aviv U.
William Wolf, Cornell U.
Daniel A. Wren, U. of Oklahoma
Gillian H. Wright, Liverpool Business School
Therese F. Yaeger, Benedictine U.
## Management Spirituality and Religion

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

<table>
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Management Spirituality & Religion thanks its 34 Reviewers:

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

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

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**The Managerial and Organizational Cognition Division thanks its 64 Reviewers:**

- William Acat, Kent State U.  
- Ray Aldag, U. of Wisconsin, Madison  
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- Julia Balogun, Cranfield U.  
- Dick Blackburn, U. of North Carolina  
- William Bogner, Georgia State U.  
- Maree Boyle, U. of Queensland  
- Ben Bryant, London Business School  
- Scott Bryant, U. of Oregon  
- Pawan Budhwar, Cardiff U.  
- Kristin Byron, Georgia State U.  
- Jamie Callahan, Texas A & M U.  
- Victor Callan, U. of Queensland  
- Prithviraj Chattopadhyay, U. of Queensland  
- Robert Cross, Boston U.  
- Marie Daborough, U. of Queensland  
- Alexis Downs, U. of Central Oklahoma  
- Kenneth Dunegan, Cleveland State U.  
- Janet Durkovich, U. of Texas, Austin  
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- Frances Fabian, Tulane U.  
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- Daniel Forbes, U. of Minnesota  
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- Joseph Gerard, U. of Georgia  
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- Bernard Goitein, Bradley U.  
- Marie-Leandre Gomez, ESSEC  
- Carol Gorelick, Solutions, Inc.  
- Margaret Gorman, George Washington U.  
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- Loren Gustafson, Seattle Pacific U.  
- Amy Hietapelto, Michigan Technological U.  
- Gerard Hodgkinson, Leeds U.  
- Andrea Hornett, Pennsylvania State U.  
- Susan Houghton, Georgia State U.  
- Edd Jentsch, Master Konsult, Inc.  
- Peter Jordan, Griffith U.  
- Ida Kutschera, U. of Oregon  
- Bard Kuvaas, Norwegian School of Management  
- Rafael Landaburu, U. of Central Florida
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Martin Martens, Concordia U.
Victoria McCarthy, Michigan Technological U.
Chet Miller, Wake Forest U.
Frances Milliken, New York U.
Sucheta Nadkarni, U. of Nebraska
John Orr, Cameron U.
Pedro Perez, Cornell U.
Claus Rerup, U. of Pennsylvania
Scott Reynolds, U. of Minnesota
Patricia Rowe, U. of Queensland
Duncan Shaw, Aston U.
Frank Schultz, Michigan State U.

Managerial and Organizational Cognition

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Roderick Swaab, U. of Amsterdam
Filiz Tabak, Towson U.
Karen Thompson, Sonoma State U.
Jeff Tschetter, U. of Sioux Falls
J. Joao Vieira da Cunha, Massachusetts Institute of Technology
Timothy Vogas, U. of Michigan
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The Operations Management Division thanks its 74 Reviewers:

Jerry Allison, U. of Central Oklahoma  
Linda Angell, Victoria U., Wellington  
Anne Banks-Pidduck, U. of Waterloo  
Kim Bates, U. of Toronto  
Michael Bedell, California State U.  
Kate Blackmon, U. of Bath  
Cecil Bozarth, North Carolina State U.  
Karen Brown, U. of Washington  
Karen Chinander, U. of Miami  
Thomas Choi, Arizona State U.  
Lori Cooke, DePaul U.  
Charles Corbett, U. of California  
Mark Cotteleer, Harvard U.  
Christopher Craighead, U. of North Carolina  
Sarv Devanj, U. of Notre Dame  
Rebecca Duray, U. of Colorado, Colorado Springs  
Karen Eboch, Bowling Green State U.  
Stan Fawcett, Brigham Young U.  
Barb Flynn, Wake Forest U.  
Craig Froehle, U. of Cincinnati  
James Gilbert, Rollins College  
John Goodale, College of Business  
Bertie Greer  
Jan Hartley, Bowling Green State U.  
Michelle Heine, Bowling Green State U.  
Dan Heiser, DePaul U.  
Daesik Hur, Bowling Green State U.  
Eric Jackson, Michigan State U.  
Ravi Kathuria, Saint Joseph's U.  
Hale Kaynak, U. of Texas  
Rob Klassen, U. of Western Ontario  
Daniel Krause, Arizona State U.  
Charles Lackey, U. of Texas  
Greg Magnus, Seattle U.  
Robert Marsh, North Central Michigan College  
Sara McComb, U. of Massachusetts  
Steve Melnyk, Michigan State U.  
Susan Meyer, U. of Minnesota  
Ric Morris  
Rocky Newman, Miami U.  
Scott O'Leary-Kelly, U. of Arkansas  
John Olson, DePaul U.  
Jess Overall, U. of Laverne  
Mark Pagell, Oregon State U.  
Karen Papke-Shields, Salisbury State U.  
Diane Parente, Pennsylvania State U., Erie  
James Patterson, Western Illinois U.  
Carl Pegels, State U. of New York  
Feraidoon Rafat, San Diego State U.  
Thierry Rakotoibe-Joel, Ramapo College  
Christopher Seow, U. of East London  
Rachna Shah, U. of Minnesota  
Chung Kwan Shin, Electronics & Telecommunication Research Institute  
Steve Spear, Harvard U.  
Robert Strofe, Boston College  
Greg Stock, Northern Illinois U.  
Jim Stoner, Fordham U.  
Laura Swanson, Southern Illinois U.  
Mohan Tatikonda, Indiana U.  
W. Andrew Taylor, U. of Bradford  
Mile Teriovski, U. of Melbourne  
Anita Tucker, Harvard U.  
Tim Vaughan, U. of Wisconsin  
Rohit Verma, U. of Utah  
Robert Vorukha, Texas A&M U.  
Peter Ward, Ohio State U.  
NaLi Wasti, Middle East Technical U.  
Jerry Wei, U. of Notre Dame  
Richard White, U. of North Texas  
Keith Willoughby, Bucknell U.  
Daryl Wilson, U. of Arkansas  
Mohamed Yousef, Norfolk State U.  
Amy Zeng, Worcester Polytechnic Institute  
George Zsidisin, Michigan State U.
## Organization and Management Theory

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

<table>
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<td>Wed</td>
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<td>Institutional Networks</td>
<td>Ramon Aldag, U. of Wisconsin, Madison</td>
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<td>Robert Albert, U. of Akron</td>
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<td>CC:C207</td>
<td>JS: Globalization &amp; Knowledge</td>
<td>Gautam Ahuja, U. of Michigan</td>
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<td>JS: The Impact of Gender Context</td>
<td>David Ager, Harvard U.</td>
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<td>Evolution or Ecology?</td>
<td>Organization and Management Theory thanks its 253 Reviewers:</td>
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<td>1022</td>
<td>CC:C204</td>
<td>SIT: Story-Telling and Narrative</td>
<td>Ramon Aldag, U. of Wisconsin, Madison</td>
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</tbody>
</table>
Jody Hoffer Gittell, Brandeis U.
Mary Ann Glynn, Emory U.
Denise Go-Feij, Free U.
Francis Goedeke, U. of Florida
Sheila Goins, U. of Illinois, Chicago
Albert Goldberg, Technion, Haifa
Irene Goll, U. of Scranton
Carol Gorelick, Pace U.
Margaret Gorman, George Washington U.
Thomas Greckhamer, U. of Florida
Andrew Hargadon, U. of California, Davis
Randall Harris, California State U., Stanislaus
Richard Harrison, U. of Aberdeen
Don Harrison, U. of Arkansas
James Hayton, San Jose State U.
Dean A. Hennessy, U. of Toronto
Manuel Hensmans, Erasmus U.
Amy Hietapelto, Michigan Technological U.
Andrew Hoffman, Boston U.
Carin Holmquist, Stockholm School of Economics
Andrea Hornett, Pennsylvania State U.
Larry Howard, Middle Tennessee State U.
Jennifer Howard-Grenville, Boston U.
Bryan A. Hudson, Louisiana State U.
Pamsy Hui, U. of Texas, Austin
Morton Huse, Norwegian School of Management
Lynn Isabella, U. of Virginia
Candace Jones, Boston College
Robert Kazanjian, Emory U.
matt kessler, Chatham College
Nares Khatri, U. of Missouri, Columbia
Marta Kilduff, Pennsylvania State U.
Terry Kinneer, Western Carolina U.
George Klemic, Notre Dame de Namur U.
Mary Lou Kotecki, Deere & Company
Rao Kothari, National U. of Singapore
Elizabeth Kurucz, York U.
Giuseppe (Joe) Labianca, Emory U.
Rodney Lacey, U. of Florida
David Lamond, U. of Wales, Sydney
Bruce Lamont, Florida State U.
Eytan Lasry, U. of Toronto
Katherine Lawrence, U. of Michigan
Shou-Yih Lee, U. of North Carolina, Chapel Hill
Linda-Eling Lee, Harvard U.
Dwight Lemke, James Cook U.
Natalia Levinia, New York U.
Jun Lin, Southern Illinois U., Carbondale
Mats Lingblad, London Business School
Nick Lockard, Texas Lutheran U.
Shawn Lofstrom, U. of Maryland
Rebecca Long, Mississippi State U.
Cynthia Louhier, Andragogics Learning
Michael Lounsbury, Cornell U.
John T. Man, New Mexico Highlands U.
Tammy Madsen, Santa Clara U.
Namrata Mahotra, Queensland U. of Technology, Gardens Point Campus
Martijn L. Martens, Concordia U.
Eric Martin, State U. of New York, Albany
John Masters, Western Illinois U.
Sharon Matsuki, Rice U.
Michael Maurus, U. of Alberta
James Maxwell, Wilkes U.
Heather McGregor, U. of Hong Kong
Ofer Mellich, California State U., San Marcos
Marc Mentzer, U. of Saskatchewan
Catherine Middleton, Ryerson U.
Deborah Miller, U. of Guelph

Organization and Management Theory

Yuri Mishina, U. of Illinois, Urbana Champaign
Mike Mizruchi, U. of Michigan
Michael Moch, Michigan State U.
Matthew Monteil, SC Johnson
Pracheta Mukherjee, Not Specified
J. Peter Murrmann, Northwestern U.
Karthik Namavivayam, Pennsylvania State U.
Stephen Nason, Hong Kong U. of Science and Technology

Amir Nigam, Northwestern U.
William Nineham, George Washington U.
Joseph Ofori-Dankwa, Saginaw Valley State U.
Hongseok Oh, Hong Kong U. of Science and Technology
Ilya Okhmatorovskiy, U. of Southern California
Paul Olk, U. of Denver

Theodore Peridis, York U.
doug polley, St. Cloud State U.
Tim Pollock, U. of Wisconsin, Madison
Elizabeth Powell, U. of Virginia
Richard Prieu, U. of Wisconsin, Milwaukee
Jyoti Rahi, London Business School
Ebrahim Randeree, State U. of New York, Buffalo
Trish Reay, U. of Alberta
Yequing Ren, Carnegie Mellon U.
Claus Rerup, U. of Pennsylvania
Sten Rutkin, George Washington U.

Peter Rivard, Boston College
William Roering, Michigan State U.
Sandra Rothenberg, Rochester Institute of Technology

Thekla Rura-Polley, U. of Technology, Sydney
Gail Russ, Illinois State U.
Sonja Sackmann, U. of Munich
Wm. Gerard (Gerry) Sanders, Brigham Young U.
Nicholas Scalzo, George Washington U.

Marshall Schminke, U. of Central Florida
Johannes Schmitz, U. of Cambridge
Marguerite Schneider, New Jersey Institute of Technology

Martin Schulz, U. of British Columbia
Gavin Schwartz, U. of Wollongong

Suzanne Scott, U. of Dartmouth
Marc-David Seidel, U. of Texas, Austin
John Selsky, Monash U.

Andrew Shipilov, U. of Toronto
Walter Scott Sherman, Pepperdine U.
Andrew Shipilov, U. of Toronto
Marc Sigall, California State U., Chico
Brian Silverman, Harvard U.
Insa Sjurs, U. of Flensburg
Paul Stalkauf, Grand Valley State U.
Margaret Smith, PWC Consulting

Maurizio Sobrero, U. of Bologna
Luca Solari, U. of Trento
Steven Sosinsky, London Business School

Olav Sorensen, Not Specified
Chester Spell, Washington State U.

Barbara Spencer, Mississippi State
Alexander Styhre, Chalmers U. of Technology
Mahesh Subramony, Whirlpool Corporation

Alex Susskind, Cornell U.
Eugene Szwajkowski, U. of Illinois, Chicago

Dara Sydorowicz, Texas Tech U.

Robyn Thomas, Cardiff U.

Tracy Thompson, U. of Washington, Tacoma
<table>
<thead>
<tr>
<th>Reviewers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Isaiah Ugboro, North Carolina A&amp;T U.</td>
</tr>
<tr>
<td>Elizabeth Umphress, Tulane U.</td>
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<tr>
<td>Behul Usdiken, Sabanci U.</td>
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<tr>
<td>John Usher, Memorial U., Newfoundland</td>
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<tr>
<td>Michael Valerio, George Washington U.</td>
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<td>Marie Viken, Norwegian School of Management</td>
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<td>Tricia Vilkinas, U. of South Australia</td>
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<td>John Voyer, U. of Southern Maine</td>
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<td>John Wagner, Michigan State U.</td>
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<td>Jim Walsh, U. of Michigan</td>
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<tr>
<td>Lei Wang, U. of Texas, Austin</td>
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<tr>
<td>Klaus Weber, U. of Michigan</td>
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<tr>
<td>Antoinette Weibel, U. of Zurich</td>
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<td>Carmen Weigelt, Duke U.</td>
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<td>James Westphal, U. of Texas</td>
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<td>David Whetten, Brigham Young U.</td>
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<td>Margaret White, Ohio State U.</td>
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<td>Richard Whittington, Oxford U.</td>
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<td>Elden Wiebe, U. of Alberta</td>
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<td>Adelaide Wilcox King, U. of Virginia</td>
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<td>Celeste Wilderom, U. Twente, The Netherlands</td>
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<tr>
<td>Cheryl Winsten-Bartlett, U. of Arizona</td>
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<tr>
<td>Thomaz Wood Jr., FGV-EAESP, Brazil</td>
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<tr>
<td>Monica Yang, University of Illinois, Urbana Champaign</td>
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<td>Yungnane Yang, Central Police U.</td>
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<td>Charlene Zietsma, Simon Fraser U.</td>
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<td>Tammar Zilber, The Hebrew U. of Jerusalem</td>
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<tr>
<td>Asaf Zohar, York U.</td>
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</table>
Organization Development and Change

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

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>1:00 p.m.</td>
<td>4</td>
<td>AM: Plaza Court 7</td>
<td>SPDW: Research &amp; Practice PDW</td>
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<td>14</td>
<td>MT: Col. Ballrom Sal. D</td>
<td>Struggling w/ Network Dilemmas</td>
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<td>10</td>
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<td>SPDW: Successful Consulting</td>
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<td>19</td>
<td>MT: Matte Silks</td>
<td>SPDW: Consulting and Academia</td>
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<td>MT: Col. Ballrom Sal. C</td>
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<td>6:00 p.m.</td>
<td>45</td>
<td>AM: Plaza Ballrom A</td>
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<td>51</td>
<td>MT: Col. Ballrom Sal. 1</td>
<td>International Reception</td>
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<tr>
<td>Sat</td>
<td>8:00 a.m.</td>
<td>83</td>
<td>MT: Col. Ballrom Sal. D</td>
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<td>76</td>
<td>CC: C101</td>
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<td>81</td>
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<td>9:00 a.m.</td>
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<td>SPDW: Five Approaches of Change</td>
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<td>2:00 p.m.</td>
<td>161</td>
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<td>SPDW: Our Art, Our Work</td>
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<td>Mon</td>
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<td>383</td>
<td>CC: A205</td>
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<td>378</td>
<td>CC: C209</td>
<td>SHCS: Spirituality and Performance</td>
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<td>JS: Building Vital Networks</td>
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<td>384</td>
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<td>366</td>
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<td>SIT: Cracks in the Glass Ceiling?</td>
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<td>507</td>
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<td>JS: Network Analysis &amp; Consulting</td>
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<td>SHCS: Historical OD: Lewin’s Influence</td>
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<td>851</td>
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<td>NTL, ODN, and the ODC on Change</td>
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<td>JS: First Person Research</td>
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<td>CC:A108/110</td>
<td>JS: Action Learning Networks</td>
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<td>CC:C112</td>
<td>ODC Awards and Business Meeting</td>
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<td>939</td>
<td>CC:A205</td>
<td>ODC Social Hour</td>
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<td>Wed</td>
<td>8:30am</td>
<td>970</td>
<td>CC:C110</td>
<td>Managing Multiple Dimensions</td>
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<td>971</td>
<td>CC:C112</td>
<td>Strategic Change</td>
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<td>10:40am</td>
<td>1021</td>
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<td>SIT: Psychological Contracts</td>
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<td>SIT: Story-Telling and Narrative</td>
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<td>1014</td>
<td>CC:C112</td>
<td>Organizational Learning</td>
<td></td>
</tr>
</tbody>
</table>

The Organization Development & Change Division thanks its 94 Reviewers:

- John Adams, Sun Microsystems
- Terry Armstrong, Emerson College
- Keith Bahde, Benedictine U.
- Jeff Bailey, Apex Performance, Inc.
- Wayne Boss, U. of Colorado
- Hilary Bradbury, Case Western Reserve U.
- Kathleen Buchman, Wheaton Franciscan Services
- Tony Buono, Bentley College
- Steven Cady, Bowling Green State U.
- Sherry Camden-Anders, Alliant U.
- Paul Camper, Pepperdine U.
- Bob Canady, Pepperdine U.
- Marilyn Carter, Benedictine U.
- Chip Chesmore, Benedictine U.
- Rupert Chisholm, Pennsylvania State U.
- Samia Chreim, U. of Lethbridge
- Allan Church, PepsiCo, Inc.
- Mark Ciavarella, U. of Georgia
- David Coghlan, U. of Dublin
- Julie Cox, Monash University
- Tom Cummings, U. of Southern California
- Kay Davis, Pepperdine U.
- Don de Guerre, Concordia U.
- Peter Docherty, National Institute of Working Life
- Evelyn Dravecky, U. of California, Los Angeles
- Terri Egan, Pepperdine U.
- Marianne Ekman Philips, National Institute for Working Life
- Mary Ferdig, Benedictine U.
- Ann Feyerherm, Pepperdine U.
- Frank Friedlander, Fielding Institute
- Connie Fuller, Benedictine U.
- Eric Goodman, Colorado Technical U.
- Bruce Hansen, Colorado Technical U.
- Mary Ann Hazen, U. of Detroit Mercy
- Tom Head, Roosevelt U.
- Jorge Herrera, Culture Sense International, Inc.
- David Jamieson, Pepperdine U.
- Karen Jansen, Penn State U.
- Korin Kendra, Benedictine U.
- Lynda Kilbourne, Xavier U.
- Kim Kileason, Pepperdine U.
- Toni Knott
- Mary Lou Kotecki, John Deere Corporation
- Mark Kriger, Norwegian School of Management
- Miriam Lacey, Pepperdine U.
- Bill LeBan, DeVry Institute
- Jim Ludema, Benedictine U.
- Craig Lundberg, Cornell U.
- Barry Macy, Texas Tech U.
- Donald Maier, Benedictine U.
- Michael Manning, New Mexico State U.
- Rogelio Martinez, U. de Monterrey
- Christine Meyer, Norwegian School of Economics
- Phil Mirvis
- Kurt Motamedi, Pepperdine U.
- Ken Murrell, U. of West Florida
- Eric Neilson, Case Western Reserve U.
- Mitchell Neubert, Bowling Green State U.
- Jennifer Nevitt, Pepperdine U.
- Nick Nissley, U. of St. Thomas
- Marcelle Perin, Pepperdine U.
- Sandy Pidert, Case Western Reserve U.
- Ned Powley, Case Western Reserve U.
- Ron Purser, San Francisco State U.
- Thoralf Qvale, Work Research Institute
- Rob Robert, Benedictine U.
- Susana Rodrigues, Birmingham Business School
- George Roth, Massachusetts Institute of Technology
- Raymond Saner, Centre for Socio-Eco-Nomic Development
- Gavin Schwartz, The U. of Wollongong
- Rami Shani, California Polytechnic U.
- Linda Sharkey, GE Capital
- Scott Sherman, Pepperdine U.
- Peter Sorensen, Jr., Benedictine U.
- Gretchen Spreitzer, U. of Michigan
- Bob Steel, U. of Michigan
- Inger Stensaker, Norwegian School of Economics & Business Administration
- Tracy Stewart, Pepperdine U.
- Alexander Styhre, FENIX Research Program
- Daniel Svyantek, U. of Akron
- Leslie Szamosi, U. of Sheffield
- Laura Taplin, Benedictine U.
- Kit Tennis
- Frans Van Eijnatten, Eindhoven U. of Technology
- Glenn Varney, Bowling Green State U.
- Bob Verner, Benedictine U.
- Frances Viggiani, Alfred U.
- Nancy Waldeck, Toledo U.
- Don Warrick, U. of Colorado
- Karen Whelan-Berry Texas Wesleyan U.
- Richard Woodman, Texas A & M U.
- Chris Worley, Pepperdine U.
- Therese Yaeger, Benedictine U.
- Feirong Yuan, Texas A & M U.
## Organizational Behavior

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

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The Organizational Behavior Division thanks its 212 Reviewers:

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Michael Abelson, Texas A&M U.
Joseph Aguanno, Price Waterhouse Coopers
Herman Aguinis, U. of Colorado, Rolla
Ray Aldag, U. of Wisconsin, Madison
Tony Ammeter, U. of Missouri, Rolla
Soon Ang, Nanyang Business School
Sungu Armanag, U. of Utah
Neal Ashkanasy, U. of Queensland
Leanne Atwater, Arizona State U., West
Bruce Avolio, State U. of New York, Binghamton
Sigal Barsade, Yale U.
Zoe Barsness, U. of Washington, Tacoma
Jeff Bauer, U. of Pittsburgh, Pennsylvania
Tahya Bauer, Portland State U.
Jon Beard, Southern Illinois U., Edwardsville
Terry Beehr, Central Michigan U.
Suzanne Bell, Texas A&M U.
Maura Belliveau, Texas A&M U.
Joel Bennett, Texas Christian U.
Mindy Bergman, Texas A&M U.
Alan Bluedorn, U. of Missouri
Wendy Boswell, Texas A&M U.
Jim Breaugh, U. of Missouri
Joan Brett, Arizona State U., West
Art Brief, Tulane U.
Joel Brockner, Columbia U.
Michael Burke, Tulane U.
Kristin Byron, Georgia State U.
Elizabeth Cabrera, U. Carlos III De Madrid
Gilad Chen, Georgia Institute of Technology
Xiao-Ping Chen, U. of Washington
Bennett Cherry, California State U., San Marcos
Jaepil Choi, Hong Kong U. of Science and Technology
Maryalice Citera, State U. of New York, New Paltz
Mark Clark, American U.
Claudia Cogiser, U. of Oklahoma
Aaron Cohen, U. of Haifa
Sidika Colakoglu, Drexel U.
Adrienne Colella, Texas A&M U.
Jason Colquitt, U. of Florida
Stephane Cote, U. of Toronto
John Cotton, Marquette U.
Thomas Cummings, U. of Southern California
Miguel Cunha, U. Nova De Lisboa
Walter Davis, U. of Mississippi
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Mary Zalesny, U.S. Agency for International Development
Jing Zhou, Texas A&M U.
Tracy Zhou, U. of Miami
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<td>Fri</td>
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<td>33</td>
<td>MT Denver Ballroom VI</td>
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<td>105</td>
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<td>CC C105</td>
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<td>SPDW: Use of Art for Team Development</td>
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<td>MT Mattie Silks</td>
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<td>IP: E-strategies</td>
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<td>382</td>
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<td>SHCS: CC: New Meanings &amp; Methods</td>
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<td>Privacy &amp; Ethics</td>
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<td>Change in Communicative Genres</td>
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<td>1013</td>
<td>CC A204</td>
<td>Knowledge Sharing &amp; Learning</td>
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</tbody>
</table>
### Organizational Communication and Information Systems

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Institution</th>
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<tbody>
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<td>Allyson Adrian, Georgetown U.</td>
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<tr>
<td>Ritu Agarwal, U. of Maryland</td>
<td></td>
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<td>Manju Ahuja, Indiana U.</td>
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<td>Emilio Alvarez, U. of Complutense, Madrid</td>
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<td>Jonathan Anderson, U. of Kentucky</td>
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<td>Soon Ang, Nanyang Technological U.</td>
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<td>Deborah Armstrong, U. of Arkansas</td>
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<tr>
<td>Suzanne de Bakker, U. of Amsterdam</td>
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<td>Pierre Balthazard, Arizona State U.</td>
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<td>Constant Beuge, Kent State U.</td>
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<td>Anita Bhatnagaru, Southern Methodist U.</td>
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<td>Anandhi Bharadwaj, Emory U.</td>
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<td>Suzan Burton, Macquarie U.</td>
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<td>Alex Citurs, Emory U.</td>
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<td>Mike Eom, State U. of New York, Binghamton</td>
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<td>Carlos Ferran-Urdaneta, Rochester Institute</td>
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<td>Rob Fichman, Boston College</td>
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<td>Martin Fogelman, State U. of New York, Albany</td>
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<td>Nils Fonstad, Massachusetts Institute of</td>
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<td>Technology</td>
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<td>Janet Fulk, U. of Southern California</td>
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<td>Mark Keil, Georgia State U.</td>
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<td>Laurie Kirsch, U. of Pittsburgh</td>
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<td>Pavlos Pavlopoulos, U. of Southern California</td>
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# Organizations and the Natural Environment

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

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

Lynne Anderson, Temple U.
Linda Angell, Victoria U., Wellington
Bobby Banerjee, RMIT U.
Tima Bansal, U. of Western Ontario
Thomas Bateman, U. of Virginia
Sabine Boettcher, Siemens AG
Frances Bowen, U. of Sheffield
Hilary Bradbury, Case Western Reserve U.
Oana Branez, U. of British Columbia
Michael Burke, Tulane U.
Peter Cebon, U. of Melbourne
Sandra Christiansen, Eastern Washington U.
Bruce Clemens, James Madison U.
Mark Cordano, Wright State U.
Michael Elmes, Worcester Polytechnic Institute
Anneyerhym, Pepperdine U.
Brenda Flannery, Minnesota State U., Mankato
Linda Forbes, Marist College
Robert Gephart, U. of Alberta
Ken Green, U. of Manchester
Niran Harrison, U. of Oregon
Stuart Hart, U. of North Carolina, Chapel Hill
Irene Henriques, York U.
Persey Heugens, Concordia U.
Kai Hockerts, INSEAD
Andy Hoffman, Boston U.
Jennifer Howard-Grenville, Boston U.
Kate Kearins, U. of Waikato
James Kennelly, Skidmore College
Andrew King, New York U.
David Levy, U. of Massachusetts, Boston
Sharon Livesey, Fordham U.
Ted London, U. of North Carolina, Chapel Hill
Allie Marcus, U. of Minnesota
Dirk Matten, European Business Management School

Mark Milstein, U. of North Carolina, Chapel Hill
Naomi Olson, Boston College
Bruce Paton, The Silicon Valley Center for Innovation and Sustainability
Joseph Petrick, Wright State U.
Emmanuel Raufllet, McGill U.
Joel Reichart, Fordham U.
Jorge Rivera, U. of Colorado
Chris Robinson, York U.
Sandra Rothenberg, Rensselaer Polytechnic Institute
Cathy Rusinko, Philadelphia U.
Mike Russo, U. of Oregon
Sanjay Sharma, Wilfred Laurier U.
Jerry Sheppard, Simon Fraser U.
Knud Sinding, U. of Southern Denmark
Peter Stanwick, Auburn U.
Organizations and the Natural Environment

Reviewers, continued

Mark Starik, George Washington U.
Edward Stead, East Tennessee State U.
Marie-France Turcotte, U. du Quebec

Christa Walck, Michigan Technological U.
Mark Wexler, Simon Fraser U.
Frank Wijen, Tilburg U.
Monika Winn, U. of Victoria
### Public and Nonprofit

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

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Research Methods

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

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<td>JS: Team Diversity and Performance</td>
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Francis J. Yammarino, State U. of New York, Binghamton
Leodones Yballe, Nazareth College of Rochester
Feirong Yuan, Texas A&M U.
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Brad Agle, U. of Pittsburgh
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Duane Windsor, Rice U.
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Steven Yule, U. of Aberdeen
<table>
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<td>116</td>
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<td>344</td>
<td>CC:C208</td>
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Technology & Innovation Management Division thanks its 223 Reviewers:

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<tr>
<th>Name</th>
<th>University/Institution</th>
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<td>Melville Adams</td>
<td>U. of Alabama</td>
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<td>Terry Adler</td>
<td>New Mexico State U.</td>
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<td>David Ahlstrom</td>
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<td>Gautam Ahuja</td>
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<td>Raymond Aldag</td>
<td>U. of Wisconsin, Madison</td>
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<td>Brad Altmeyer, STCC</td>
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<td>Suad Alwan</td>
<td>Chicago State U.</td>
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<td>Philip Anderson, INSEAD</td>
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<td>Melissa M. Appleyard, U. of Virginia</td>
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<td>Thomas Astebro, U. of Waterloo</td>
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<td>Kwaku Atuahene-Gima, City U. of Hong Kong</td>
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<tr>
<td>Diane Bailey, Stanford U.</td>
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<td>Jon Beard, Southern Illinois U.</td>
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<td>Eli Berniker, Pacific Lutheran U.</td>
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<td>Gaurah Bhandwaj, Babson College</td>
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<td>Ganesh Bhatt, Morgan State U.</td>
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<td>Matthew Bhtsner, U. of Chicago</td>
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<td>Paul Bierly, James Madison U.</td>
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<td>Melvin Blumberg, Pennsylvania State U.</td>
<td>Harrisburg</td>
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<td>Ricarda Bouken, U. Lueneburg</td>
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<td>Linda Brennan, Mercer U.</td>
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<td>Regis Curalb, Umea U.</td>
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<td>Donna Canevarato, State U. of New York, Albany</td>
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<td>Laura Cardinal, U. of North Carolina, Chapel Hill</td>
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<td>Mason Carpenter, U. of Wisconsin, Madison</td>
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<td>Kihomas Chandy, Binghampton U.</td>
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<td>Nataporn Chanvarasuth, Rensselaer Polytechnic Institute</td>
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<td>Florence Chane-Dubuc, U. of Michigan</td>
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<td>Saikat Chaudhuri, Harvard U.</td>
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<td>Yi-Yu Chen, Rutgers U.</td>
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<td>Henry Cheshrouh, Harvard U.</td>
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<td>Valerie Claude-Gaudillar, HEC School of Management</td>
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<td>Manuela Faia Correia, Ispa</td>
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<td>MiguelPina Cunha, U. Nova De Lisboa</td>
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<td>Harsha Desai, Loyola College</td>
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<td>Kristen Bell DeTienne, Brigham Young U.</td>
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<td>Hung-bing Ding, Rensselaer Polytechnic Institute</td>
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<td>Sergei Floricel, U. of Quebec, Montreal</td>
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<td>Albert Goldberg, Israel Institute of Technology</td>
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<td>Mark Meckler, U. of Portland</td>
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</table>
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Russ Meir
Sarfraz Mian, State U. of New York, Oswego
Thomas Mierzwia, The Fountainhead Group
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Susan Reid, Concordia U.
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Arie Rip, U. Twente
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Luca Solari, U.of Milan
Paul Steffens, U. of Queensland
Gregory Stock, Northern Illinois U.
Bernhard Stockmeyer, Technische U. of Muenchen
Gabriel Szulanski, U. of Pennsylvania
Thorsten Teichert, U. of Bern
Jason Thatcher, Florida State U.
Francois Therin, Groupe Esc Grenoble
Michael Thorn, Nova Southeastern U.
Amrit Tiwana, Emory U.
Michael Tomczyk, U. of Pennsylvania
Hang Tran, U. of Massachusetts, Amherst
Charlie Trevor, U. of Wisconsin, Madison
William Truran, Stevens Institute of Technology
Christopher L. Tucci, New York U.
Gregory Unna, Instituto De Empresa
Michael Urey, U. of Oregon
Hans van der Blij, Eindhoven U. of Technology
Sandra Vasa-Sideris, Southern Polytechnic U.
Francisco Veloso, Massachusetts Institute of Technology
Rita Vick, U. of Hawaii
Tricia Vilkinas, U. of South Australia
Maximilian VonZedtwitz, IMD
Rodney Walter, Jr., Western Illinois U.
Al Warner, Pennsylvania State U., Erie
Jerry Wellman, Fielding Institute
George Westernman, Harvard U.
Celeste Wilderom, U. Twente
Alla Wilson, U. of Wisconsin, Green Bay
Jaana Woiceshyn, U. of Calgary
Susan Yager, Southern Illinois U.
Emery Yao, U. of Pittsburgh
Sai Yayavaram, U. of Texas, Austin
Tien Hua Yim-Teo, Nanyang Technological U.
Friday, August 9, 2002

Friday 8:00AM

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

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

Friday 12:00PM

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

Friday 1:00PM

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

5  : (SPDW) (BPS, OMT, TIM) Cranfield and Sam Walton Conversations on Organizational Knowledge
1:00-6:00 Adam’s Mark: Tower Court B
Pre-registration is needed to participate. Contact person is Vikas Anand, Sam Walton College of Business, U. of Arkansas (vikas@walton.uark.edu).
Organizers: Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas; Candace Jones, Boston College

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

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

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

9  : (HR) HR Education: Is It Dead or Just Sleeping? A Town Meeting
1:00-5:00 Adam’s Mark: Gov. Sq. 10
This is the first town hall-type meeting of the HR Division, and the topic is the role of HR education in business schools. Twenty-three HR educators will act as session leaders, and all members of the HR profession are invited to participate. Anyone interested in the state of HR education should attend! For more information, contact Vida Scarpello (mgtvvs@langate.gsu.edu). No pre-registration required — walk-ins welcome!
Organizer: Vida Scarpello, George State U.
Presenter: Tammy J. Davis, Jacksonville U.
Moderator: Vida Scarpello, Georgia State U.
Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.
10  ☯SPDW: (MC, ODC) Developing the Practice of Consulting: Critical Concepts and Skills  
1:30-5:00 Marriott: Denver Balmir Ste I  
This workshop contains a number of different sessions and will conclude with an interactive consulting clinic. Please pre-register by July 19, 2002, with Vincent Favre at mcdpwd2002@em-lyon.com. Participation fee (contributes to the cost of notebook and handouts for sessions, beverages, snacks and equipment rental) - $20 for Friday, $25 for Saturday, $40 for both days. Participants are encouraged to network for lunch and dinner.  
Presenters: Rickie Moore, E.M. Lyon/ISEOR; Richard Dunford, Macquarie U.; Carol Gorelick, SOLUTIONS Inc./ Pace U.; Suzanne L. Geigle, Pricewaterhouse Coopers; Robert F. Jenefsky, Ecole Hoteliere de Lausanne; James M. Hunt, Babson College; Joseph R. Weintraub, Babson College; H. William Vroman, Morgan State U. / Strategic Planning Inc.; Leon de Caluwe, Free U., Amsterdam; Johannes Vermaak, Twinstra Management Consultants; Michael Nippa, Freiberg U. of Mining and Technology; Thomas H. Olson, U. of Southern California; Tracey Carsten Roll, Experian North America; Tenny Poole, Experian Information Systems; Magoroh Maruyama, Interactive Heterogenetics

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

12 : (MH) Managerial Capitalism, Railroads, Mining and Colorado  
1:30-3:00 Marriott: Nat Hill  
Share, discuss and learn key developments in management history that happened in Colorado. Email m-govekar@onu.edu for details.  
Participant: Paul L. Govekar, Independent Scholar  
Professional Development Workshop Chair: Michele A. Govekar, Ohio Northern U.

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

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

15 ☯SPDW: (PS) Advances in Academic-Practitioner Collaborative Action Learning  
1:00-5:00 Adam’s Mark: Gov. Sq. 12  
People participating in this workshop series are strongly recommended to bring descriptive project materials and summary information on accomplishments, issues, and lessons for cross-project learning. Please contact Terry Orr mto10@columbia.edu or Lyle Yorks yorks@exchange.tc.columbia.edu for further information.  
Welcome: Lyle Yorks, Columbia U.  
Presenter: Daniel F. Twomey, Fairleigh Dickinson U.  
Professional Development Workshop Chair: Terry Orr, Columbia U.

Friday 1:30PM

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

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

18 ☯SPDW: (MC) The Consulting Process - Essential Skills  
1:30-4:00 Marriott: Col. Balmir Sal. G  
Please pre-register by July 19, 2002, with Vincent Favre at mcdpwd2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.  
Presenters: Richard Dunford, Macquarie U.; Carol Gorelick, SOLUTIONS Inc./ Pace U.; Suzanne L. Geigle, Pricewaterhouse Coopers; Robert F. Jenefsky, Ecole Hoteliere de Lausanne

19 ☯SPDW: (MC, ODC, OMT) Developing the Discipline of Consulting : Challenges, Pedagogy, Research and Reflection  
1:30-6:00 Marriott: Mattie Silks  
This workshop contains a number of different sessions. Please pre-register by July 19, 2002, with Vincent Favre at mcdpwd2002@em-lyon.com.  
Presenters: Judith Gebhardt, Pepperdine U.; Roderick French, Office of the Dept. of the Navy, Chief Information Office; Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.; Brigitte Winkler, A47 Consulting; Anthony F. Buono, Bentley College; Alberto Zanzi, Suffolk U.; Flemming Pouflet, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Terry R. Armstrong, Armstrong Consulting; Rickie Moore, E.M. Lyon/ISEOR; Kurt Motamed, Pepperdine U.; Aaron J. Nurick, Bentley College; Timothy Clark, U. of London; Richard Dunford, Macquarie U.; Elliott Jaques, George Washington U.; Randall B.
Hayes, Central Michigan U.; Susan M. Adams, Bentley College; Thomas H. Olson, U. of Southern California; Larry E. Greiner, U. of Southern California; William B. Werther, Jr., U. of Miami; Wayne P. Jones, U. of Louisville; Michael W. Stebbins, California Polytechnic State U.; San Luis Obispo; Marilyn E. Harris, CMU/HSCC; Debra McGilsky, Central Michigan U.; Kevin G. Love, Central Michigan U.; Larry Lepisto, Central Michigan U.; Mahmood Bahaee, Central Michigan U.

Friday 2:00PM

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

21 ,: (MED) Teaching in the Balkans: An American Professor Dealing with War, Terrorism, and Ethnic Tension
2:00-3:30 Adam’s Mark: Columbine
contact Ellen Greenberg at email: egreenberg@mbox.cit.bg
Organizer: Ellen Greenberg, American U., Bulgaria
Presenter: Ellen Greenberg, American U., Bulgaria

Friday 3:00PM

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

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

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

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

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

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

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

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

Friday 4:00PM

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

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

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

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

34 ☯ : (MC) Coaching Executives
4:15- 6:00 Marriott: Col. Ballrm Sal. G
Please pre-register by July 19, 2002, with Vincent Favre at mcdpw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenters: James M. Hunt, Babson College; Joseph R. Weintraub, Babson College

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

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

5:00- 6:30 Adam's Mark: Plaza Court 1
Organizer: Kenneth P. Pasternak, Inter Associates Ltd./Joint Vienna Institute
Presenter: Kenneth P. Pasternak, Inter Associates Ltd./Joint Vienna Institute

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

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

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

Friday 4:30PM

34 ☯ : (MC) Coaching Executives
4:15- 6:00 Marriott: Col. Ballrm Sal. G
Please pre-register by July 19, 2002, with Vincent Favre at mcdpw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
Presenters: James M. Hunt, Babson College; Joseph R. Weintraub, Babson College

Friday 4:30PM

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All doctoral students are welcome. Those interested in participating should contact Kecia M. Thomas (U. of Georgia, e-mail: kthomas@arches.uga.edu) as soon as possible.
Chair: Kecia M. Thomas, U. of Georgia
Presenters: Stacy Blake-Beard, Harvard U.; Scott B. Button, Personnel Decisions Research Institutes, Inc.; dt ogilvie, Rutgers U., Newark; Marian N. Ruderman, Center for Creative Leadership; Kecia M. Thomas, U. of Georgia

Friday 5:00PM

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

5:00- 6:30 Adam's Mark: Plaza Court 1
Organizer: Kenneth P. Pasternak, Inter Associates Ltd./Joint Vienna Institute
Presenter: Kenneth P. Pasternak, Inter Associates Ltd./Joint Vienna Institute

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

Friday 6:00PM

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

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

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

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

45 SPDW: (OB, OMT, ODC) Doctoral Student Consortium
6:00- 8:00 Adam's Mark: Plaza Ballrm A
Editors’ panel in conjunction with people attending the Junior Faculty Consortium.
Coordinators: Ronald E. Purser, San Francisco State U.; Paul Ingram, Columbia U.; Angelo J. Kinicki, Arizona State U.
Speakers: Maureen L. Ambrose, U. of Central Florida; Hilary Bradbury, Case Western Reserve U.; Dov Eden, Tel Aviv U.; Mariann Jelinek, College of William and Mary; Timothy A. Judge,
Friday 6:30PM

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<tr>
<th>Session</th>
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<th>Organizer(s)</th>
<th>Presenter(s)</th>
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<tr>
<td>47 ☯</td>
<td>(MED) The Development of a Research Culture in a Newly Established University: The Use of Publication Syndicates</td>
<td>6:30-8:00</td>
<td>Adam’s Mark: Plaza Court 1</td>
<td>Barbara Myers, Auckland Technological U.</td>
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Friday 7:00PM

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<tr>
<td>48</td>
<td>(AAC) Seattle 2003: Democracy Planning Dinner</td>
<td>7:00-10:00</td>
<td>Adam’s Mark: Gov. Sq. 9</td>
<td>Andrea Rivero-Dabos, Carnegie Mellon U.</td>
<td>Denise M. Rousseau, Carnegie Mellon U.</td>
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<tr>
<td>49</td>
<td>(ENT) Entrepreneurship Doctoral Consortium Dinner</td>
<td>7:00-10:00</td>
<td>Off-Site</td>
<td>Ben Oviatt, Georgia State U.; Shaker A. Zahra, Georgia State U.</td>
<td>Kecia M. Thomas, U. of Georgia</td>
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Friday 7:30PM

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<th>Facilitators</th>
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<tr>
<td>51</td>
<td>(ODC) Reception to Welcome International Academy Members</td>
<td>7:00-9:00</td>
<td>Marriott: Col. Balm Sal. I</td>
<td>Chris Worley, Pepperdine U.</td>
<td>Peter Sorensen, Benedictine U.</td>
<td>Lee Perry Robbins, Golden Gate U.</td>
<td>Dale E. Fitzgibbons, Illinois State U.; Judi Neal, Association for Spirit at Work; David S. Steingard, St. Joseph’s U.; John E. Young, U. of New Mexico</td>
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Friday 8:00PM

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<th>Program Chair</th>
<th>Division Chair</th>
<th>Professional Development Workshop Chair</th>
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<td>52</td>
<td>(CMS) CMS Doctoral Workshop</td>
<td>7:30-9:00</td>
<td>Marriott: Mattie Silks</td>
<td>David Jacobs, American U.; Naomi R. Olson, Boston College; Terry B. Porter, U. of Massachusetts, Amherst</td>
<td>Farok J. Contractor, Rutgers U.; Anne-Wil Harzing, U. of Melbourne; Mikael Sondergaard, U. of Southern Denmark</td>
<td>Sully Taylor, Portland State U.</td>
<td>Srilata Zaheer, U. of Minnesota</td>
<td>Schon L. Beechler, Columbia U.</td>
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<td>53</td>
<td>(MSR) Meditation</td>
<td>7:30-8:00</td>
<td>Adam’s Mark: Gov. Sq. 14</td>
<td>Jerry Biberman, U. of Scranton</td>
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<td>54</td>
<td>(IM) Dinner on the Town with the IM Division Executive Committee Members</td>
<td>8:00-10:00</td>
<td>Off-Site</td>
<td>Joseph L.C. Cheng, U. of Illinois</td>
<td>Farok J. Contractor, Rutgers U.; Anne-Wil Harzing, U. of Melbourne; Mikael Sondergaard, U. of Southern Denmark</td>
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<td>55</td>
<td>(MSR) Ken Wilber’s Theory Frame and the Implications for Management, Spirituality and Religion</td>
<td>8:00-10:00</td>
<td>Adam’s Mark: Gov. Sq. 16</td>
<td>Lee Perry Robbins, Golden Gate U.</td>
<td>Dale E. Fitzgibbons, Illinois State U.; Judi Neal, Association for Spirit at Work; David S. Steingard, St. Joseph’s U.; John E. Young, U. of New Mexico</td>
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61 : (AAC) Membership Committee Opening Meeting and Breakfast
Saturday 8:00AM
8:00-10:00 Convention Center: C102
Organizer: Jane Whitney Gibson, Nova Southeastern U.

62 : (BPS) Business Policy and Strategy New Faculty Consortium
Saturday, August 10, 2002
8:00-6:00 Adam’s Mark: Gov. Sq. 16
The session requires pre-registration. Contact Person: Suresh Kotha, University of Washington Business School, 320 Mackenzie, 353200, Seattle, WA 98115. skotha@u.washington.edu. Phone: (206)-543-4466
Organizers: Suresh Kotha, U. of Washington; Gautam Ahuja, U. of Michigan

63 : SPDW: (BPS, OMT, TIM) Cranfield and Sam Walton
Saturday, August 10, 2002
8:00-2:00 Adam’s Mark: Tower Court B
Pre-registration is needed to participate. Contact person is Vikas Anand, Sam Walton College of Business, University of Arkansas (vikas@walton.uark.edu).
Organizers: Mark R. Meckler, U. of Portland; Mark Jenkins, Cranfield U.; Vikas Anand, U. of Arkansas; Candace Jones, Boston College

64 : (CAR) Getting High: Career Journeys in the Rocky Mountains National Park
Saturday, August 10, 2002
8:00-5:00 Off-Site
Outdoor experience, but not real hiking or intensive sport activity. Need to register in advance with y.baruch@uta.edu by 31 May or y.baruch@uga.edu after 1st June 2002.
Organizers: Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington; Cheryl S. Granrose, Berry College; Patricia Ann Bacelli, Claremont Graduate U.

65 : (CMS) Continental Breakfast
8:00-8:30 Marriott: Mattie Silks
Hosts: Paul Adler, U. of Southern California; Ralph Stabilein, Massey U.
66 ☯: (ENT) Being Sisyphus: Becoming Parsival: Overcoming Myths About “Unconventional” Research Methods  
8:00-9:30 Marriott: Col. Ballrm Sal. F  
Registration required. Contact Saras D. Sarasvathy, University of Washington, saras@u.washington.edu.  
Speaker: Thomas W. Lee, U. of Washington, Seattle  
Moderator: Saras D. Sarasvathy, U. of Washington

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

68 ☯: (HR) HR Doctoral Student Consortium  
8:00-5:30 Adam’s Mark: Gov. Sq. 10  
This is a developmental workshop aimed at helping advanced doctoral students (ABDs) hone the skills necessary to succeed in an academic career. Pre-registration required; contact Robert.Cardy@asu.edu.  
Organizers: Robert L. Cardy, Arizona State U.; Janice S. Miller, U. of Wisconsin, Milwaukee; Elissa Perry, Columbia U.  
Distinguished Speaker: Wayne F. Cascio, U. of Colorado, Denver  
Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

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

70 ☯: SPDW: IAM, ENT Entrepreneurship in the Iberoamerican Context  
8:00-9:30 Convention Center: C208  
Organizer: Martin Larraza-Kintana, U. Pública de Navarra  

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

72 ☯: (IM) International Management Junior Faculty Consortium  
8:00-5:00 Convention Center: C212  
Participants must apply and pre-register for this consortium. This consortium is open to invited participants only. Please contact Professor Tom Murtha at TMURTHA@csom.umn.edu for further information.  
Coordinator: Thomas P. Murtha, U. of Minnesota  

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

**74** : (MC) Process Consultation
8:00-9:00 Marriott Col. Balmir Sal. C
Please pre-register by July 19, 2002, with Vincent Favre at mcdpdw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.
**Presenter:** Winfried Ruigrok, U. of St. Gallen

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

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

**77** : SPDW: (MC, ODC, OMT) Developing the Discipline of Consulting: Challenges, Pedagogy, Research and Reflection
8:00-8:30 Convention Center: C112
This workshop contains a number of different sessions. Pre-register by July 19, 2002 with Vincent Favre at mcdpdw2002@em-lyon.com.
**Presenters:** Judith Gebhardt, Pepperdine U.; Roderick French, Office of the Dept. of the Navy, Chief Information Office; Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.; Brigitte Winkler, A47 Consulting; Anthony F. Buono, Bentley College; Alberto Zanzi, Suffolk U.; Flemming Pouffelt, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Terry R. Armstrong, Armstrong Consulting; Rickie Moore, E.M. Lyon/ISEOR; Kurt Motamedi, Pepperdine U.; Aaron J. Nurick, Bentley College; Timothy Clark, U. of London; Richard Dunford, Macquarie U.; Elliott Jaques, George Washington U.; Randall B. Hayes, Central Michigan U.; Susan M. Adams, Bentley College; Thomas H. Olson, U. of Southern California; Larry E. Greiner, U. of Southern California; William B. Werther Jr., U. of Miami; Michael W. Stebbins, California Polytechnic State U., San Luis Obispo; Wayne P. Jones, U. of Louisville; Marilyn E. Harris, CMU/HSCC; Debra McGilisky, Central Michigan U.; Kevin G. Love, Central Michigan U.; Larry Lepisto, Central Michigan U.; Mahmood Bahae, Central Michigan U.

**78** : (MSR) Meditation
8:00-8:30 Convention Center: C104
**Coordinator:** Jerry Biberman, U. of Scranton

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

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

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

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Gregory, Memorial U.; Elina Ibrayeva, Southwest State U.; Mark Mendenhall, U. of Tennessee, Chattanooga; Malika Richards, Drexel U.; Sully Taylor, Portland State U.

**Presenter:** H. William Vroman, Morgan State U. / Strategic Planning Inc.
86 ☯: (SIM) Rebuilding: The Role of Social Capital and Social Networks
8:00-12:30 Adam’s Mark; Gov. Sq. 11
Organizers: Kathleen A. Getz, American U.; Jerry M. Calton, U. of Hawaii, Hilo
Presenters: Tim Rowley, U. of Toronto; Duane Windsor, Rice U.

87 SPDW: (CAR, GDO) On Becoming a Department Chair (and Further)
3:30-10:00 Convention Center: A101
Presenter: Jeffrey A. Mello, Towson U.

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

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

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

91 ☯: (GDO) Building Community & Inclusion: Dialogues About Diversity & Networking In and Around Organizations
8:30-12:00 Marriott: Col. Balm Sal. H+J
This workshop continues in the afternoon. Attendance all day is preferred but not required. All Academy members are welcome. Pre-registration is highly encouraged (though not required). To allow better planning for and use of the day, Contact Bernardo M. Ferdman, Alliant International U., bferdman@alliant.edu, preferably by July 8th.
Organizer: Bernardo M. Ferdman, Alliant International U.
Session Details – Saturday

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

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

93 : (MH) New Member Workshop: Introduction to the Academy, the MH Division and the Annual Meeting
8:30-10:00 Marriott: Nat Hill

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

95 ☯☯/xrhombus: (ONE) ONE Doctoral Consortium
8:30-5:00 Marriott: Col. Balm Sal. A
Organizers: Mark B. Milstein, U. of North Carolina, Chapel Hill; Anne S. York, U. of North Carolina, Chapel Hill

8:30-12:30 Convention Center: C202
Introductory graduate level statistics and research methods required; $35 fee required by July 15.
Presenter: Herman Aguinis, U. of Colorado, Denver

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

Saturday 8:45AM

98 : (NDSC) New Doctoral Student Consortium
8:45-5:30 Adam’s Mark: Plaza Ballrm D
Sponsored by China Europe International Business School (CEIBS). The New Doctoral Student Consortium (NDSC) is designed for first- and second-year doctoral students. It provides an opportunity for new students to meet each other and learn more about succeeding in their doctoral programs and in academia. Such topics as strategies for launching a successful publication record, how to conduct exemplary research, ways to develop mentoring relationships, building teaching excellence and getting involved in your Academy will be addressed. Pre-registration is required since space is limited. Pre-registration will open on March 1, 2002, and can be performed by accessing our website at www.aom.pace.edu/ndsc.
Organizers: Grant H. Fenner, U. of Memphis; Manuela N. Hoehn, Boston U.; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Bo Nielsen, Copenhagen Business School; Tyrene S. Pitsis, U. of Technology, Sydney

Saturday 9:00AM

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

100 ☯☯: (CM) Conflict Management Doctoral Student Consortium
9:00-5:00 Marriott: Col. Balm Sal. B
Interested doctoral students and/or their advisors should contact Sally Blount (NYU) at sblount@stern.nyu.edu by June 15, 2002.
Organizer: Sally Blount-Lyon, New York U.

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

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

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

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

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

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

107 ☯ (PS) Accelerated Action Learning through Real-Time Academic-Practitioner Action Research
9:00-12:00 Adam’s Mark: Gov. Sq. 12
This workshop is designed for practitioner-based action research/learning projects to make progress on their own action research, with input from academic and practice-based experts. Project participants should come ready to work on their projects, either in making progress or setting the stage for the next round of AR.
Chair: Daniel F. Twomey, Fairleigh Dickinson U.
Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Rita Kowalski, U.S. Dept. of Veterans Affairs; Lena Neal, CSC Consulting; Jeana Wirtenberg, Public Service Enterprise Group

Saturday 9:30AM

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

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

110 ☯ SPDW: (ENT, PNP, MED) How Universities Can Assist Economic Development
9:30-11:00 Marriott: Denver Ballrm Ste V

Saturday 10:00AM

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

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

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

114 ☯ (MOC) Organizational Identity and Image: Research Methods at Work
10:00-12:00 Convention Center: C105
Pre-registration strongly encouraged. Please contact Jan Christine at jchristi@fast.net or Andrea Casey at acasey@gwu.edu
Presenters: Timothy J. Tobin, George Washington U.; Janet M. Dukerich, U. of Texas, Austin; Dennis A. Gioia, Pennsylvania State U.; Mary Jo Hatch, U. of Virginia; Majken Schulz, Copenhagen Business School; David A. Whetten, Brigham Young U.
Program Coordinator: Jan Christine, George Washington U.
115 \(\bullet\) \(\bullet\): (ONE) Evolution of ONE Research Networks: Connecting Past, Present, & Future ONE Scholars and Scholarship
10:00-12:00 Marriott: Denver Ballrm Ste III
Presenters: Sanjay Sharma, Wilfrid Laurier U.; Mark Starik, George Washington U.

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

Saturday 10:30AM

117 \(\bullet\): (HCM) Skills for Managing the Transition through Graduate School
10:30-12:00 Convention Center: C110
Chair: Timothy Hoff, State U. of New York, Albany

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

Saturday 11:00AM

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

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

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

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

Saturday 11:15AM

123 \(\bullet\): (MC) Marketing for University-based Consultants
11:15-12:15 Convention Center: C109
Please pre-register by July 19, 2002, with Vincent Favre at mcpdww2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.
Presenter: Wayne P. Jones, U. of Louisville

Saturday 11:30AM

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

Saturday 12:00PM

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

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

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

128 SPDW: (BPS, RM) Applying Simulation to Strategy
12:00-2:30 Adam’s Mark: Plaza Court 3
This workshop is free and open to all AOM members. Contact person: Quintus R. Jeff (jettq@rice.edu)
Presenters: Quintus R. Jett, Rice U.; Corinne A. Coen, State U. of New York, Buffalo; Alan B. Eisner, Pace U.; Alva Taylor, Dartmouth College

129: (GDO) Building Community & Inclusion II: The Dialogue Continues
12:00-6:00 Marriott: Col. Ballrm Sal. G+H+I+J
This workshop is a continuation of the morning session, and includes a light lunch. All Academy members are welcome. Pre-registration is highly encouraged (though not required), to allow better planning for and use of the day. Contact Bernardo M.
135 (-) Council of Endowed Chairs’ Annual Luncheon
12:30-2:00 Marriott; Col. Ballrm Sal. E
Limited to 30; admission by pre-registration only. Cost of $25.
Register with Mac Banks (macb@wpi.edu)
Organizer: McRae C. Banks, Worcester Polytechnic Institute

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

Saturday 1:00PM

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

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

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

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

141 (-) Overcoming Resentments Against Management Consultants in Client Organizations
1:00-2:45 Convention Center: C109
Please pre-register by July 19, 2002, with Vincent Favre at
142 🌟 (MC) Using Consulting for Scholarly Research
1:00-4:00 Convention Center: C104
Please pre-register by July 19, 2002, with Vincent Favre at mcdpw2002@em-lyon.com. This session is part of the Developing the Discipline of Consulting workshop.

**Presenters:** Anthony F. Buono, Bentley College; Rickie Moore, E.M. Lyon/ISEOR; Alberto Zanzi, Suffolk U.; Flemming Pouflet, Copenhagen Business School; Marc Bonnet, ISEOR/U. of Lyon; Terry R. Armstrong, Armstrong Consulting; Larry E. Greiner, U. of Southern California; William B. Werther, Jr., U. of Miami; Richard Dunford, Macquarie U.; Timothy Clark, U. of London; Kurt Motamedi, Pepperdine U.; Aaron J. NURick, Bentley College

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

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

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

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

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

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

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

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

**Saturday 1:30PM**

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

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

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

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

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

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

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

Saturday 2:00PM

158 SPDW: (BPS, IAM, TIM, AAM, IM) Building International Bridges in Strategy Research
2:00–6:00 Adam’s Mark: Plaza Court 2
Please register sending an e-mail to Maurizio.Zollo@insead.fr
Organizer: Maurizio Zollo, INSEAD

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

160 (ENT) What’s New, Interesting and Innovative in Entrepreneurship Undergraduate Education?
2:00–3:30 Marriott: Denver Ballrm Ste V
Contact person: Jill Kickul, DePaul University, jkickul@depaul.edu, 312.362.6786

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

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

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

Saturday 2:30PM

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


**Session Details – Saturday**

**Speakers:** Candida G. Brush, Boston U.; Per Davidsson, Jönköping International Business School; Anne McCarthy, Colorado State U.; Shaker A. Zahra, Georgia State U.

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

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**165 SPDW: (HR, MED, IM) Facilitating Multinational HR Collaboration, Research, and Networking**

3:00-5:00 Adam’s Mark: Plaza Court 1

This workshop will help attendees cope with some of the nuances of international research; i.e., how to conduct large-scale international research projects with multiple collaborators, publish international and cross-cultural research, and participate in international activities of professional HR associations. No pre-registration required — walk-ins welcome! For more information, contact Randall Schuler (schuler@rci.rutgers.edu).

Organizer: Mary R. Watson, New School U.

Chair: Randall S. Schuler, Rutgers U.

Facilitators: James C. Sesil, Rutgers U.; Paul R. Sparrow, U. of Manchester; Michael J. Morley, U. of Limerick

Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

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**166 : (MC) Selling and Marketing Consulting Services**

3:00-4:00 Convention Center: C109

Please pre-register by July 19, 2002, with Vincent Favre at mcdpddw2002@em-lyon.com. This session is part of the Critical Concepts and Skills workshop.

Presenter: Thomas H. Olson, U. of Southern California

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**167 SPDW: (MED, IM) Management Education for Strategic Organizational Learning: Comparative Research in American and Japanese Major Companies**

3:00-5:00 Convention Center: C202

The contact person is Yuji Yoshida, Professor, Chiba University of Commerce

Organizer: Yuji Yoshida, Chiba U. of Commerce


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**168 SPDW: (MED, OCIS, OB, TIM, MOC) Using Computer Networks in Management Education to Develop Higher-Order Critical Thinking Skills**

3:00-5:00 Convention Center: A103

Organizer: Leigh Stelzer, Seton Hall U.

Presenters: Leigh Stelzer, Seton Hall U.; Jason Z. Yin, Seton Hall U.

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**169 SPDW: (MOC, RM) Mapping Cognition: Research Design and Methods**

3:00-5:30 Convention Center: C105

Pre-registration is strongly encouraged. Please contact Margaret Gorman at mgorman@gwu.edu.

Chair: Margaret D. Gorman, George Washington U.

Presenters: Kathleen Carley, Carnegie Mellon U.; Colin Eden, U. of Strathclyde; Mauri O. Laukkanen, U. of Kuopio; Raymond C. Maitta, Research Talk Inc.

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3:00-4:30 Convention Center: A109

Speakers: Linda Smircich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst; Gordon Dehler, U. of Dayton; Jerry Biberman, U. of Scranton; Nada Korac Kakabadse, Cranfield U.

Discussant: Marjolein Lips-Wiersma, U. of Canterbury

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**171 : (PS) Comparative Learning in Collaborative Action Research**

3:00-5:30 Adam’s Mark: Gov. Sq. 12

This workshop builds upon the three previous Practitioner Series workshops on Friday and Saturday, and is a cumulative experience. See the first workshop for a list of facilitators.

Chair: Terry Orr, Columbia U.


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**172 SPDW: (TIM, OCIS, ONE) “Straight Talk” on Publishing in the Journals**

3:00-5:00 Marriott: Denver Ballrm Ste IV

Registration is not required. If you have questions about the workshop please contact Jon W. Beard <jbeard@siue.edu>.

Organizer: Laura B. Cardinal, U. of North Carolina, Chapel Hill

Chair: Jon W. Beard, Southern Illinois U., Edwardsville


Discussant: Mariann Jelinek, College of William and Mary

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**173 : (CAR) Academic Dual Career**

3:30-5:30 Convention Center: A101


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**174 : (CMS) Contested Governance: Critical Perspectives on the Multinational Corporation**

3:30-6:00 Marriott: Mattie Silks

Chairs: David L. Levy, U. of Massachusetts; Diana Rosemary Sharpe, Warwick U.


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**175 : (ENT) The Irwin – McGraw-Hill Innovation in Entrepreneurship Pedagogy Award Winner**

3:30-5:00 Marriott: Denver Ballrm Ste V

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

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

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

179: (MH) Managing the Dissertation Process
3:30-5:00 Marriott: Pomroy

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

181: (OM) At the Intersections of the Disciplines: Supply Chain Management Research Part II - Practitioners'
3:30-5:00 Convention Center: C205

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

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

Saturday 4:15PM

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

Saturday 4:30PM

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

Saturday 5:00PM

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

187: (IM) Barry M. Richman Dissertation Award Finalists Presentations
5:00-6:30 Convention Center: A107
Chair: Farok J. Contractor, Experian Information Systems, The Ohio State U., Columbus; Jim Grant H. Fenner, Experian Information Systems, Experian North America, Colorado Springs, Colorado

Saturday 5:30PM

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

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

190: (NDSC) All Doctoral Student Reception
5:30-7:30 Adam’s Mark: Gov. Sq. 15
Organizer: Grant H. Fenner, U. of Memphis
191: (AAC) How to Use AoM Placement Services  
6:00-7:00 Adam's Mark: Tower Court A  
Organizer: Nancy H. Leonard, West Virginia U.

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

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

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

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

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

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

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

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

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

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

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

203: (MSR, PNP, GDO) ‘Tutu Ana Te Puehu’ - To Seek, to Know, to Resolve: The Religious Spirit in Organization  
7:30-9:30 Convention Center: C112  
Presenters: Manuka Henare, Auckland U.; Manley Begay, Arizona U.
Sunday, August 11, 2002

Sunday 7:00AM

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

Sunday 7:30AM

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

206 (BPS) Business Policy and Strategy Doctoral Consortium  
7:30- 12:00 Adam’s Mark: Gov. Sq. 16  
Organizer: Jeff Dyer, Brigham Young U.  

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

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

Sunday 8:00AM

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

210 (BPS) Business Policy and Strategy New Faculty Consortium  
8:00- 12:00 Adam’s Mark: Silver  
Pre-registration is required. Contract Person: Suresh Kotha, skotha@u.washington.edu, (206) 543-4466  
Organizers: Suresh B. Kotha, U. of Washington; Gautam Ahuja, U. of Michigan  

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

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

213 (ENT) An Examination of Family Business Issues: Theory and Reality  
8:00- 9:30 Marriott: Denier Ballrm S W  
Contact Person: Susan Duffy, 202-894-7375, sgd@gwu.edu  

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

215 (HCM) HCM: Continental Breakfast  
8:00- 9:00 Convention Center: C108  
Please pre-register with Kathryn Dansky at kxd9@psu.edu  
Organizer: Kathryn H. Dansky, Pennsylvania State U.
216 : (HR) HR Junior Faculty Consortium
8:00- 12:00 Adam’s Mark: Gov. Sq. 9
This is a continuation of a developmental workshop aimed at
helping junior faculty members (first three years as Assist. Prof.)
navigate the challenges associated with building a successful
academic career. Pre-Registration required; contact Cynthia
Stevens at CStevens@rhsmith.umd.edu.
Organizers: Cynthia Kay Stevens, U. of Maryland; Adrienne
Colella, Texas A&M U.; Alan M. Saks, U. of Toronto
Presenters: M. Susan Taylor, U. of Maryland; Eduardo Salas, U.
of Central Florida; Donald P. Schwab, U. of Wisconsin; Angelo
S. DeNisi, Texas A&M U.; Talya N. Bauer, Portland State U.; K.
Michele Kacmar, Florida State U.; Alan M. Saks, U. of Toronto
Professional Development Workshop Chair: Diana L. Deadrick, Old
Dominion U.

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

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

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

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

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

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

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

224  (ODC, MED) Engaging Students in the
Classroom: Techniques to Teach Organization Change
Issues
8:00-12:00 Marriott: Col. Balrnm Sal. D
Organizers: Lynda M. Kilbourne, Xavier U.; Eric Goodman,
Colorado Technical U.
Presenters: Lynda M. Kilbourne, Xavier U.; Karen S. Whelan-
Berry, Texas Wesleyan U.; Chet Miller, Wake Forest U.; Steven H.
Cady, Bowling Green State U.
You must pre-register for this session and you must submit your paper electronically to the assigned reviewer by June 30. Contact Kathryn Danks, kdx9@psu.edu, for more information or to pre-register. Facilitator: Jane Banaszak-Holl, U. of Michigan.

235 ☯: (HR) Innovative Teaching Practices: An Experiential Approach to Teaching HRM Competencies
8:30-12:00 Adam’s Mark: Tower Court D
This workshop provides a “hands-on” opportunity to learn how to teach HRM competencies; there will also be discussion time with a publisher's rep. Pre-registration is recommended but walk-ins welcome if space is available; contact Rebecca Thacker at thacker@ohiou.edu. Organizer: Mary R. Watson, New School U.
Chair: Rebecca A. Thacker, Ohio U.
Professional Development Workshop Chair: Diana L. Deadrick, Old Dominion U.

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

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

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


Coordinators: Jamie L. Callahan, Texas A&M U.; Frank C. Schultz, Michigan State U.; Luis L. Martins, Georgia Institute of Technology; Polly M. Silva, Virginia Polytechnic Institute and State U.

239 - (MSR) Post-Visit Discussion of Ken Wilber: Implications for Management and Spirituality
8:30-10:00 Convention Center: C122
Facilitators: Thierry C. Pauchant, HEC, Montreal; Ian Mitroff, U. of Southern California.
Coordinator: Lee Perry Robbins, Golden Gate U.

240 - (OCIS) The Relevant Researcher’s Dilemma: Differentiating Expectations for Academic vs. Practice Articles
8:30-10:00 Convention Center: C103
Organizers: Jeanne W. Ross, Massachusetts Institute of Technology; Robert W. Zmud, U. of Oklahoma.
Presenters: Ann Majchrzak, U. of Southern California; M. Lynne Markus, City U. of Hong Kong; Daniel Robey, Georgia State U.; James Branchaud, Gartner.

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

Sunday 9:00AM

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

243 - (AAC) Registration
9:00-5:00 Convention Center: Ballroom
Organizer: Nancy Urbanowicz, Academy of Management.
249 posium: (HCM) Research Skills for the 21st Century: The Use of Practice as a Source of Knowledge Creation
9:00-10:30 Convention Center: C110
Chair: Kathleen Montgomery, U. of California, Riverside
Presenters: Sharon Topping, U. of Southern Mississippi; Margarete Arndt, Clark U.; Reuben R. McDaniel, U. of Texas, Austin; Stephen S. Mick, Virginia Commonwealth U.

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

251 posium: (ITC) International Internet Collaboration
9:00-12:00 Convention Center: A210
Chair: Charles Wankel, St. John's U.

252 posium: (MED, CAR, GDO) Learning through Human Experiences: Corporate Women - Corporate Lives
9:00-11:00 Convention Center: A103
Facilitators: Stella M. Nkomo, U. of South Africa; Elia L. Bell, Dartmouth College

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

254 posium: (PS) Cross-Institutional Approaches to Collaborative Action Research/Learning
9:00-12:00 Adam's Mark: Gov. Sq. 14
This workshop is aimed at both academics and practitioners to focus on the academic/institutional groundings of various action research approaches. While this workshop is linked to the three-day practitioner series, it provides a broader perspective and opportunity for reflection on the state and art of action research/learning.
Chair: Lyle Yorks, Columbia U.
Discussant: Rupert F. Chisholm Jr., Pennsylvania State U.

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

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

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

258 ium: (ENT) Family Business Teaching, Research and Outreach: A Survival Guide
9:30-11:00 Marriott: Denver Balrmd Ste 2
Contact: Nancy Upton, Baylor U.
Speakers: Sandra West King, California State Polytechnic U., Pomona; Greg McCann, Stetson U.; Ramona Heck, Baruch College
Moderator: Nancy Upton, Baylor U.
Sunday 10:00AM

259: (MC) Teamwork! When Will We Learn How To Get It from the Top?
9:30-12:00 Convention Center: A110/112
Please pre-register by July 19, 2002, with Vincent Favre at mcdpw2002@em-lyon.com.

10:00-11:30 Adam’s Mark: Director’s Row H
Organizer: Rosalie L. Tung, Simon Fraser U.

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

262: (AAC) Newsletter Editors for Divisions and Interest Groups
10:00-11:00 Adam’s Mark: Tower Court A
Organizer: Norman B. Bryan, Georgia State U.

263 SPDW: (BPS, TIM) Conversations About the Dynamics of Integrating Resources, Capabilities, Routines, Knowledge
10:00-12:00 Adam’s Mark: Vail
Organizers: Constance E. Helfat, Dartmouth College; Alvaro Cuervo-Cazurra, U. of Minnesota

264: (MEN) Are Many Mentors Better Than One? The Research and Practice of Mentoring Networks
10:00-12:00 Adam’s Mark: Gov. Sq. 12
Participants: Monica C. Higgins, Harvard U.; Kathy E. Kram, Boston U.
Professional Development Workshop Chairs: Troy R. Nelson, California State U.; San Marcos; Liz Borredon, EDHEC

265: (OB) Conversations with the OB Division’s Leadership
10:00-12:00 Adam’s Mark: Tower Court C
This is a workshop where leaders in the OB division can solicit feedback on new directions for the division to pursue and for participants to help shape future directions.
Organizer: Bruce J. Avolio, State U. of New York, Binghamton

266: (OM) New Teaching Resources for Service Management
10:00-12:00 Convention Center: C107
Chair: Rohit Verma, U. of Utah
Speakers: Larry Menor, U. of Western Ontario; Rich Metters, Emory U.; Madeline Pullman, Colorado State U.; Scott Young, U. of Utah; William Youngdahl, Thunderbird, The American Graduate School of International Management

Sunday 10:15AM

271: (AAC) Conference Break
10:15-10:45 Convention Center: Exhibit Break Area
Join us for refreshments. Morning break sponsored by Prentice Hall.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Sunday 10:30AM

272: (AAC) Eastern Academy of Management Officers
10:30-12:00 Adam’s Mark: Plaza Court 1
Organizer: Joel I. Harmon, Fairleigh Dickinson U.

273: (AAC) Midwest Academy of Management Officers
10:30-12:00 Adam’s Mark: Plaza Court 2
Organizer: Robert H. Moorman, Creighton U.
274: (AAC) Southwest Academy of Management Officers
10:30-12:00 Adam’s Mark: Plaza Court 3
Organizer: Donde P. Ashmos, U. of Texas, San Antonio

275: (AAC) Southern Academy of Management Officers
10:30-12:00 Adam’s Mark: Plaza Court 5
Organizer: Donna Ledgerwood, North Texas U.

276: (AAC) Western Academy of Management Officers
10:30-12:00 Adam’s Mark: Plaza Court 4
Organizer: Joyce Osland, U. of Portland

277: (AAC) Current & Incoming Heads and Members of Academy Committees
10:30-12:00 Adam’s Mark: Director’s Row F
Organizer: Jone L. Pearce, U. of California, Irvine

278: (AAC) People of Color Committee Meeting
10:30-12:00 Adam’s Mark: Plaza Court 6
Organizer: Ian O. Williamson, U. of Maryland

279: (CAR) Understanding and Building Collaborative Careers Research Networks
10:30-12:00 Convention Center: A101
Presenters: Leisa Sargent, Queensland U. of Technology; Lea Elizabeth Waters, U. of Melbourne

280: (CMF) Friends, Strangers, and Enemies: Confronting Ethnic and Ideologically-Based Conflicts
10:30-12:00 Marriott: Col. Ballrm Sal. B
Organizers: Terry L. Boles, U. of Iowa; Zoe Barsness, U. of Washington, Tacoma

281: (SPDW: (ENT, IM, BPS) Internationalization and Entrepreneurship: Current Status and Research Agenda
10:30-12:00 Marriott: Col. Ballrm Sal. F
Moderator: Shaker A. Zahra, Georgia State U.

282: (HCM) How to Get Published Early and Often
10:30-12:00 Convention Center: C110
Chair: Eric S. Williams, U. of Alabama, Tuscaloosa
Presenters: Barbara Bigelow, Clark U.; Kyle L. Grazier, U. of Michigan; John D. Blair, Texas Tech U.; Myron D. Fottler, U. of Central Florida

283: (SPDW: (MED, AAC) Teaching in Turbulent Times: A Discussion Forum and Workshop
10:30-12:00 Convention Center: A105
Open to all. Bring short descriptive cases from your own experience to share if possible. Contact cpoulson@csupomona.edu if you have any questions. This is an interactive discussion forum and workshop focused on learning from each others’ experiences and the development of support networks — bring your own cases.

Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona
Presenters: Christian F. Poulson, II, California State Polytechnic U., Pomona; Bryan Mundell, SDA Bocconi U.

284: (SPDW: (MED, OB, HR) The Authors Speak: Influencing Management Education and Learning through Textbook Publishing and Writing
10:30-12:00 Convention Center: A107

285: (MSR) Fostering Religious/Spiritual Tolerance in the Workplace: An Appreciative Inquiry
10:30-12:00 Convention Center: A202/204
Facilitator: V. Nilakant, U. of Canterbury

286: (OCIS) The Relevant Researcher’s Dilemma: Designing Research for Practice and Academic Contributions
10:30-12:00 Convention Center: C103
Organizers: Jeanne W. Ross, Massachusetts Institute of Technology; Robert W. Zmud, U. of Oklahoma
Presenters: Ann Majchrzak, U. of Southern California; M. Lynne Markus, City U. of Hong Kong; Daniel Robey, Georgia State U.; James Barchus, Gartner

Sunday 11:00AM

287: (CMS) CMS in Denver
11:00-12:00 Marriott: Mattie Silks
Chair: Ralph Stablein, Massey U.

288: (MH) Getting Involved in Professional Organizations and Getting Your Work Accepted: A Stakeholder Approach
11:00-12:00 Marriott: Nat Hill
Organizer: Charles Booth, U. of the West of England
Presenters: John Francis Wilson, Nottingham U.; K. Thomas Chandy, State U. of New York, Binghamton; Charles Booth, U. of the West of England

Sunday 11:30AM

289: (AAC) Division Treasurers’ Meeting
11:30-12:30 Adam’s Mark: Director’s Row H
Organizers: Rosalie L. Tung, Simon Fraser U.; Heather Crowe, Academy of Management

Sunday 12:00PM

290: (AAC) Incoming 2002-2003 Program Chairs
12:00-1:30 Adam’s Mark: Director’s Row E
Organizer: Denise M. Rousseau, Carnegie Mellon U.

291: (AAC) AMR Writer’s Workshop
12:00-2:00 Adam’s Mark: Director’s Row F
Organizer: Ramona L. Paetzold, Texas A&M U.
Session Details – Sunday

292 : (AAC) Incoming 2002-2003 PDW Chairs
12:00- 1:30 Adam's Mark: Columbine
Organizer: TBA

293 : (AAC) Academy of Management Council
12:00- 2:00 Adam's Mark: Plaza Court 1
Organizer: Raymond Saner, Centre for Socio-Eco-Nomic Development

294 : (AAC) International Theme Committee
12:00- 2:00 Adam's Mark: Plaza Court 2
Organizer: Flemming Poufeft, Copenhagen Business School

295 : (AAC) Improving the Reviewing of Empirical Manuscripts: A Roundtable Meeting with Editors and Associate Editors of the Academy of Management Journal
12:00- 2:00 Adam's Mark: Gov. Sq. 10
Pre-registration required: Contact Don Bergh at ddb2@psu.edu (# of participants limited).
Coordinator: Donald D. Bergh, Pennsylvania State U.

296 : (OMA) Journal of Applied Management and Entrepreneurship Annual Editorial Board Meeting
12:00- 2:00 Adam's Mark: Tower Court C
Organizer: Jane Whitney Gibson, Nova Southeastern U.

297 : (OMA) JMI Editorial Board Meeting
12:00- 2:00 Adam's Mark: Gov. Sq. 11
Organizer: Kimberly B. Boal, Texas Tech U.

Sunday 12:30PM

298 : (AAC) Mentoring Committee Business Meeting
12:30- 2:00 Adam's Mark: Gov. Sq. 12
Organizers: Lisa K. Gundry, DePaul U.; Joycelyn Finley-Hervey, Jackson State U.

299 : (AAC) Ethics Committee Luncheon
12:30- 2:00 Adam's Mark: Director's Row I
Organizer: Elena P. Antonacopoulou, U. of Manchester

Sunday 1:00PM

300 : (AAC) How to Use AoM Placement Services
1:00- 2:00 Adam's Mark: Gov. Sq. 17
Organizer: Nancy H. Leonard, West Virginia U.

Sunday 2:00PM

301 : (AAC) New Member Orientation
2:00- 3:30 Adam's Mark: Gov. Sq. 15
Organizer: Jane Whitney Gibson, Nova Southeastern U.

302 : (AAC) Academy of Management Executive Editorial Board Meeting
2:00- 3:30 Adam's Mark: Tower Court A
Organizer: Robert C. Ford, U. of Central Florida

303 : (AAC) Academy of Management Learning and Education
2:00- 3:30 Adam's Mark: Tower Court D
Organizer: Roy J. Lewicki, Ohio State U.

304 : (AAC) Academy of Management Review Outgoing Board Meeting
2:00- 3:00 Adam's Mark: Director's Row E
Organizer: Edward J. Conlon, U. of Notre Dame

305 : (OMA) M@n@gement Editorial Board Meeting
2:00- 3:30 Adam's Mark: Plaza Court 4
Chairs: Martin G. Evans, U. of Toronto; Bernard Forgues, U. of Paris 12

306 : (OMA) Administrative Science Quarterly Editorial Board Meeting
2:00- 4:00 Adam's Mark: Columbine
Organizer: Christine Oliver, York U.

Sunday 2:30PM

307 : (AA) Welcome to the 2002 Annual Meetings
2:30- 2:35 Adam's Mark: Plaza Ballrm A+B+C
Welcome: Rosalie L. Tung, Simon Fraser U.

Sunday 2:35PM

308 : (AA) Exploring the Foundation of the Practice Through the Lens of Three Religious/Wisdom Traditions: Connecting to the “Lived Experience” of the Contemporary CEO
2:35- 4:30 Adam's Mark: Plaza Ballrm A+B+C
Please join us for this very special All Academy session to kick off the 2002 Conference! The contemporary leadership challenge is increasingly complex. Leadership decisions are more than rational/technical challenges. They involve complex organizational contexts with diverse stakeholders. Action paths encompass long and not easily integrated chains of causation. In the nexus of this complexity stand organizational leaders who need to be grounded in the truth of reality, capable of providing focus through clarity of vision, sensitive to wisdom as well as knowledge, and steadfast through implementation setbacks. Thus contemporary leadership requires personality integration and a high level of moral functioning, absent of control by a false/shadow self that distorts the inner compass. The classical spiritual discipline across religious/wisdom traditions most associated with the diminishment of the false self and leading to the ability to reside in truth without distortion is Meditation/Contemplative practice. In this session three world recognized spiritual leaders from Christian, Jewish and Buddhist traditions will discuss the foundation of contemplative/meditation practice. They will set forth how their tradition conceives of the practice, how the discipline might shape the spiritual journey of a leader, and what behavioral “fruits” one would look for in a leader shaped by their tradition’s practice. Subsequently three CEOs will discuss their
personal meditation practice and provide exemplification of how they experience their practice influences their executive decisions.

Chair: Andre L. Delbecq, Santa Clara U.
Speakers: Father Laurence Freeman, O.S.B., World Community of Christian Meditation; Rabbi Zalman Schachter-Shalomi, Nairai Institute; Norman Fisher, Zen Center; Ricardo B. Levy, Catalytica Energy Systems Inc.; Esslie Hughes, (Formerly) Bank of New York; Robert Shapiro, Hana Foundation

### Sunday 2:45 PM

#### 309: (AAC) Conference Break
2:45–3:15 Convention Center: Exhibit Break Area
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

### Sunday 3:00 PM

#### 310: (AAC) Academy of Management Review Incoming Board Meeting
3:00–4:30 Adam’s Mark: Director’s Row E
Organizer: Arthur P. Brief, Tulane U.

### Sunday 3:30 PM

#### 311: (AAC) Academy of Management Journal Board Meeting
3:30–5:00 Adam’s Mark: Gov. Sq. 14
Organizer: Thomas W. Lee, U. of Washington

#### 312: (AAC) BPS Executive Committee Meeting
3:30–5:00 Adam’s Mark: Gov. Sq. 16
Chair: Albert A. Cannella Jr., Texas A&M U.

#### 313: (AAC) CAR Executive Committee Meeting
3:30–5:00 Convention Center: A202
Chair: Maury Peiperl, London Business School

#### 314: (AAC) CM Executive Committee Meeting
3:30–5:00 Convention Center: A204
Chair: Judi McLean Parks, Washington U.

#### 315: (AAC) ENT Executive Committee Meeting
3:30–5:00 Convention Center: A206
Chair: Thomas J. Dean, U. of Colorado, Boulder

#### 316: (AAC) GDO Executive Committee Meeting
3:30–5:00 Convention Center: A208
Chair: Ellen Ernst Kossek, Michigan State U.

#### 317: (AAC) HCM Executive Committee Meeting
3:30–5:00 Convention Center: A210
Chair: Sharon Topping, U. of Southern Mississippi

#### 318: (AAC) HR Executive Committee Meeting
3:30–5:00 Adam’s Mark: Director’s Row H
Chair: Lois E. Tetrick, U. of Houston

#### 319: (AAC) IM Executive Committee Meeting
3:30–5:00 Convention Center: A212
Chair: Srlita Zaheer, U. of Minnesota

#### 320: (AAC) MC Executive Committee Meeting
3:30–5:30 Convention Center: C202
Chair: H. William Vroman, Morgan State U. / Strategic Planning Inc.

#### 321: (AAC) MED Executive Committee Meeting
3:30–5:00 Convention Center: C212
Chair: Robert J. DeFillippi, Suffolk U.

#### 322: (AAC) MH Executive Committee Meeting
3:30–5:00 Convention Center: C210
Chair: Jorge M. Herrera, CultureSense International, Inc.

#### 323: (AAC) MOC Executive Committee Meeting
3:30–5:00 Convention Center: C208
Chair: Neal M. Ashkanasy, U. of Queensland

#### 324: (AAC) MSR Executive Committee Meeting
3:30–5:00 Convention Center: C206
Chair: Judi Neal, Association for Spirit at Work

#### 325: (AAC) OM Executive Committee Meeting
3:30–5:00 Convention Center: C204
Chair: Thomas Y. Choi, Arizona State U.

#### 326: (AAC) ODC Executive Committee Meeting
3:30–5:00 Convention Center: C109
Chair: Peter Sorensen, Benedictine U.

#### 327: (AAC) OMT Executive Committee Meeting
3:30–5:00 Adam’s Mark: Gov. Sq. 10
Chair: Eric Abrahamson, Columbia U.

#### 328: (AAC) OB Executive Committee Meeting
3:30–5:00 Adam’s Mark: Gov. Sq. 11
Chair: Terence R. Mitchell, U. of Washington, Seattle

#### 329: (AAC) ONE Executive Committee Meeting
3:30–5:00 Convention Center: C105
Chair: Gordon P. Rands, Western Illinois U.

#### 330: (AAC) OCIS Executive Committee Meeting
3:30–5:00 Convention Center: C107
Chair: Mark Keil, Georgia State U.

#### 331: (AAC) PNP Executive Committee Meeting
3:30–5:00 Adam’s Mark: Gov. Sq. 17
Chair: Michael A. Card, South Dakota U.

#### 332: (AAC) RM Executive Committee Meeting
3:30–5:00 Convention Center: C103
Chair: Dave M. Boje, New Mexico State U.

#### 333: (AAC) SIM Executive Committee Meeting
3:30–5:00 Convention Center: C101
Chair: Jeannie M. Logsdon, U. of New Mexico

#### 334: (AAC) TIM Executive Committee Meeting
3:30–5:00 Convention Center: A101
Chair: Philip C. Anderson, INSEAD

#### 335: (OMA) Editorial Board Meeting of Long Range Planning
3:30–5:00 Adam’s Mark: Plaza Court 3
Organizer: Charles Baden-Fuller, City U., London
Sunday 5:00PM

336 : (AA) Academy of Management Convocation/
Distinguished Executive Speaker
5:00-7:00 Adam’s Mark: Plaza Ballrm A+B+C
Preisdinig: Jean M. Bartunek, Boston College
Welcome: Rosalie L. Tung, Simon Fraser U.
The State of the Academy of Management | Jean M. Bartunek, Boston College
All-Academy Awards and Celebration: Presentation of the Newman, Dexter, and Outstanding Mentoring Practice Awards | Lisa K. Gundry, DePaul U.; Joycelyn Finley-Hervey, Jackson State U.; Sara L. Rynes, U. of Iowa; Louise Fitzgerald, De Montfort U.

Sunday 7:00PM

337 : (AA) All-Academy Reception: Music and Conversation
7:00-9:00 Adam’s Mark: Plaza Ballrm D+E & Exhibit Area
Sponsored by Simon Fraser University, University of Denver, Arizona State University, and University of Colorado, Boulder. The Denver Organizing Committee welcomes you to the annual meeting with an opportunity to enjoy collegial conversations and strengthen/renew the friendship that keeps our community strong. To celebrate the 2002 Meetings, we offer you a special performance by Chris Daniels and the Kings at 7:30 PM.
Local Arrangements Chair: Richard Kettner-Polley, U. of Denver

338 : (AA, AP) Art & Poetry Exhibition
7:00-9:00 Adam’s Mark: Plaza Ballrm F
Join us for the opening of the Art and Poetry Exhibition. On Monday and Tuesday, the exhibition can be viewed in Exhibit Hall (Convention Center) from 9:00 AM to 5:00 PM.
Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona
❖ I Got Your Back!! Affinity Groups as Effective Networks | C. Douglas Johnson, Winthrop U.
❖ International Explorations | Eric J. Romero, West Texas A&M U.
❖ From Industrial to Leisure Revolution: Networks of England | Robert Towler, Schlumberger Geoquest; Annette Jane Towler, U. of Colorado, Denver
❖ Diversity Networking Matrix | Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington
❖ Gwen on Salma’s Crutches | David J. O’Connell, St. Ambrose U.
❖ Creativity and Networks: A Story of Mutual Influence | Veronique Tran, U. of Geneva
❖ Cross-Cultural Collaboration | Linda MacGrain Herkenhoff, St. Mary’s College
❖ At the Margins | Benedict Kemmerer, U. of Kansas; Hans Hansen, U. of Kansas
❖ The Greatest Leader Who Wasn’t | Charles C. Manz, U. of Massachusetts, Amherst
❖ The Ultimate Network | Mark P. Kriger, Norwegian School of Management
❖ A Fisherman’s Song: Catching a Network of Couplings | Chee Kong Ho, National U. of Singapore; Chay Hoon Lee, Nanyang Technology U.
❖ That’s What Friends R For | Merel Kats, Goois Lyceum Bussum; Hetty Van Emmerik, Utrecht U.
❖ Networks of Performance: Dressage | Grace Ann Rosile, New Mexico State U.; Alexis Downs, U. of Central Oklahoma
❖ Give Me Some Leverage: An Artistic Approach to Understanding the Use of Organizational Resources | Barbara J. Allison, Troy State U.; Richard Steven Voss, Troy State U.
❖ Shadows of the Night | Gail H. McKee, Roanoke College
❖ America Attacked: The Loss of Innocence and Isolation | Gail H. McKee, Roanoke College
❖ The Mountains. The Stars. / One with the Warm Summer Night. / Are We? Are We? Ha! | Pedro David Perez, Cornell U.
❖ Dreaming of Executive Success | C. Douglas Johnson, Winthrop U.
Macro Network Manifestations | Dennis A. Gioia, Pennsylvania State U.
Organized Anarchy | Dennis A. Gioia, Pennsylvania State U.
Network Fluidity: A Water Fountain | Mark Pruett, George Mason U.
Tears for Fears: A Water Fountain | Mark Pruett, George Mason U.
Rhubarb Pie | Samuel Phineas Upham, U. of Pennsylvania
The Advent of E-Grief: Informal Network Support in a Crisis | Ana Sierra Leonard, U. of Cincinnati
Urbanization: Sun of the Uncity City of LA | Anastasia M. Luca, U. of California, Los Angeles
Questioning | Dina Mansour-Cole, Indiana U./Purdue U., Fort Wayne

Born Global | Sara L. McGaughey, U. of New South Wales
Children of the “Chicken Village.” | Christian F. Poulson, II, California State Polytechnic U., Pomona
Three Studies in Light and Color | Christian F. Poulson, II, California State Polytechnic U., Pomona

Sunday 7:30PM

339 : (AA) Chris Daniels & the Kings
7:30-8:20 Adam’s Mark: Plaza Ballrm D+E & Exhibit Area
This All-Academy event will feature music by Chris Daniels and the Kings, “The coolest seven piece ‘horn band’ in the US and Europe with two top ten songs on the American Radio charts playing funk, r&b, blues, & swing! ‘An American tragedy’ from the new CHOICE CUTS CD and ‘Is My Love Enough’ have both made it to the top of the charts for Adult Contemporary Radio.” Check out their web page and listen to some of their music at www.chrisdaniels.com. Come join us on Sunday evening for a great time.
Local Arrangements Chair: Richard Kettner-Polley, U. of Denver

Visit the Exhibit!
Art and Poetry 2002

“Visit the Exhibit: Art and Poetry 2002” by Chris Poulson, California State Polytechnic U., Pomona
Monday, August 12, 2002

Monday 7:45AM

340 : (GDO) GDO Breakfast: Welcome New Members
7:45-8:20 Convention Center: A202
Welcomes: Elizabeth Cooper, U. of Rhode Island; Ellen Ensher, Loyola Marymount U.

Monday 8:00AM

341 : (MC) Management Consulting Division Welcome and Introduction
8:00-8:29 Convention Center: C110
Program Chair: Georges Trepo, HEC, France
Division Chair: H. William Vroman, Morgan State U. / Strategic Planning Inc.

342 : (MSR) MSR Welcome
8:00-8:29 Convention Center: A102
Division Chairs: Sandra West King, California State Polytechnic U., Pomona; Judi Neal, Association for Spirit at Work
Division Chair-Elect: Lee Perry Robbins, Golden Gate U.

343 : (SIM) Social Issues in Management Welcome
8:00-8:29 Convention Center: A206
Welcoming session for new and returning members of SIM.
Program Chair: Melissa S. Baucus, Xavier U.

344 : (TIM) Welcome (Continental Breakfast)
8:00-8:50 Convention Center: C208
In this session we welcome new and returning members to the Technology and Innovation Management Division.
Program Chair: James Wade, U. of Wisconsin, Madison
Division Chair: Philip C. Anderson, INSEAD
Division Chair-Elect: Raghu Garud, New York U.

Monday 8:20AM

345 : (BPS) Business Policy and Strategy: Welcome
8:20-8:29 Adam's Mark: Gov. Sq. 17
Program Chair: Javier Gimeno, INSEAD

Monday 8:29AM

346 : (MH) Welcome
8:29-8:30 Convention Center: A104
Sponsored by Nova Southeastern University and the Journal of Applied Management and Entrepreneurship
Welcome: Shawn M. Carraher, Texas A&M U.

Monday 8:30AM

347 : (AA) The Making of a Legend: The Role of Networks
8:30-10:20 Adam’s Mark: Plaza Ballrm A+B+C
This symposium features Mr. Liu Chuanzhi, co-founder of Legend Holdings, Ltd., who also held the position of CEO of the group until June, 2001. Legend Holdings is a Chinese home-grown multinational with headquarters in Beijing, China. Legend is the largest PC manufacturer in Asia and is among the top ten in the world. In 2000, Legend’s PC shipments totalled 2.8 million units. Legend has been ranked as the best managed company in China in 2001. In June 2001, Legend entered into a joint venture with AOL Time Warner Inc. to provide internet services in China. Mr. Liu’s vision and contributions have won him many awards, including the titles of “Star of Asia” by BUSINESS WEEK; “Asian Businessman of the Year” by FORTUNE; and the chief protagonist in the 2001 HBS case, “A Technology Legend in China”. The ECONOMIST has also credited him as “leading a corporate cultural revolution in China”.

Chairs: Rosalie L. Tung, Simon Fraser U.; Neng Liang, China European International Business School / Peking U.
Distinguished Speaker: Chuanzhi Liu, Legend Holdings Ltd.
Discussant: Neng Liang, China European International Business School / Peking U.

348 : (Paper Session) - (BPS) The Competitive Advantage of Networks
8:30-10:20 Adam’s Mark: Gov. Sq. 17
Chair: Joan E. Ricart, U. of Navarra

The Competitive Advantage of Interconnected Firms: An Extension of the Resource-Based View | Dovev Lavie, U. of Pennsylvania

Syncretic Competitive Advantage in Project Based Enterprises: Systemic Capabilities and Cooperation | Paul Skilton, Grand Valley State U.

Business Model Design, and Firm Performance: Evidence From Emerging Growth Public Firms | Christoph Zott, INSEAD; Raphael H. Amit, U. of Pennsylvania

Dynamic Capabilities, Social Capital, & Rent Appropriation: Ties That Split Pies | Russell Coff, Emory U.; Maureen Blyler, Emory U.

Discussant: Gautam Ahuja, U. of Michigan

349 : (Paper Session) - (BPS) Contract Design in Interfirm Relations: Shaping Incentives in Incomplete Contracts
8:30-10:20 Adam’s Mark: Director’s Row H
Chair: Tialan Chi, U. of Illinois, Urbana-Champaign


BPS: The Option to Expand: The Use of Multi-Unit Opportunities to Support Self-Enforcing Agreements in Franchise Relationships | Janet E.L. Bercovitz, Duke U.

BPS: The Role of Industry Management Standards in Solving Problems of Asymmetric Information | Ann Terlaak, U. of California, Santa Barbara

BPS: Collaborative Planning, Forecasting and Replenishment (CPFR) as a Relational Contract: Incomplete Contracts and Interpersonal Courtesy and Altruism | Chris Wright, Corporate Survey.Com

Discussant: Michael J. Leiblein, Ohio State U.

350 : (Paper Session) - (BPS) Ownership Structure and Corporate Governance: Can We Generalize from U.S. Evidence?
8:30- 10:20 Adam's Mark: Director's Row E
Chair: Annette L. Ranft, Wake Forest U.


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

BPS: Ownership Structure and Firm Performance in East Asia | Xuesong Geng, National U. of Singapore; Kulwant Singh, National U. of Singapore; Clement K. Wang, National U. of Singapore

Discussant: Mike Wright, U. of Nottingham

351 ☯ : (CAR) Building Relational Networks to Enhance Commitment to the Organization
8:30- 10:20 Convention Center: A105
Chair: Ellen Foster Curtis, Pennsylvania State U.


ENT: Toward a Theory of Entrepreneurial Action: Detecting and Evaluating Opportunities | Jeffery S. McMullen, U. of Colorado, Boulder; Dean Shepherd, U. of Colorado, Boulder
ENT: Failing Firms and Successful Entrepreneurs: Serial Entrepreneurship as a Simple Machine | Saras D. Sarasvathy, U. of Washington
355 (GDO) Diversity Resistance: Individual and Organizational, Subtle and Overt
8:30-10:20 Convention Center: A109
Chair: Kecia M. Thomas, U. of Georgia
“Racial Harassment Isn’t a Problem Where I Work” | Donna Chrobot-Mason, U. of Colorado, Denver
Diversity Resistance: Tales from the Front Line | Richelle Southwick, Southern Company
Traditional Selection Methods as Resistance to Diversity in Organizations | Patrick F. McKay, U. of Wisconsin, Milwaukee
Influence of Climate for Diversity Training Transfer on the Effectiveness of Diversity Training | Lorni Roberson, Arizona State U.
Discussant: Arthur P. Brief, Tulane U.

356 (HCM) Health Care Management Division Welcome
8:30-8:45 Convention Center: A112
Program Chair: Leonard H. Friedman, Oregon State U.

357 (HR) Person-Organization Fit: Balancing Its Constructive and Destructive Forces
8:30-10:20 Adam’s Mark: Columbine
Chair: Marcus W. Dickson, Wayne State U.
Speakers: Steven D. Caldwell, Georgia Institute of Technology; Harold W. Goldstein, Baruch College; Tomas R. Giberson, Infinite Learning, LLC; Linda Bajdo, Wayne State U.; Kevin C. Ruminson, California State U., Chancellor’s Office; Kenneth P. Yusko, Arlington County Govt, VA; Christian J. Resick, Wayne State U.; Marcus W. Dickson, Wayne State U.
Discussant: Amy L. Kristof-Brown, U. of Iowa

358 (HR) Theoretical and Empirical Research in Stock Based Compensation
8:30-10:20 Adam’s Mark: Terrace
Chair: Jim Sesil, Rutgers U.
Speakers: Matt Bloom, U. of Notre Dame; Maya Kroumova, New York Institute of Technology; Paul R. Sparrow, U. of Manchester; Denise M. Rousseau, Carnegie Mellon U.
Discussant: Paul S. Goodman, Carnegie Mellon U.

359 (Paper Session) - (HR) International/Global Issues in HRM
8:30-10:20 Adam’s Mark: Vail
Chair: John Purcell, U. of Bath
HR: Cultural Values and Interviewer Judgments in the Cross-Border Employment Interview | Ghee Soon Lim, National U. of Singapore; Ann Marie Ryan, Michigan State U.
HR: Determinants and Moderating Influences of Managers’ Willingness to Assume a Global Assignment | Robert Konopaske, U. of North Carolina, Wilmington; John M. Ivancevich, U. of Houston
HR: Predicting Cross-Cultural Training Performance: The Validity of Four Different Selection Tools | Filip Lievens, Ghent U.; Michael Harris, U. of Missouri, St. Louis
Discussant: Yehuda Baruch, U. of East Anglia/U. of Texas,

360 (IM) IM Division Welcome
8:30-8:59 Convention Center: C104
Chair: Srilata Zaheer, U. of Minnesota

361 (Paper Session) - (IPC) Strategic Alliances, Learning and Knowledge
8:30-10:20 Convention Center: C106 T4
Facilitator: Yves Doz, INSEAD
BPS: Coordination and Protection Abilities: Determinants of Learning in Alliances | Miguel Rivera, HEC, France; Pierre Dussauge, HEC, France
BPS: Learning by Collaboration: Roles of Interfirm Networks in Enhancing Knowledge Advantage | Devi R. Gnyawali, Virginia Polytechnic Institute and State U.
BPS: Learning and Knowledge Transfer in Strategic Alliances: A Social Exchange View | Senthil K. Muthusamy, Bowling Green State U.
BPS: Structuring Learning Alliances: Achieving Learning Objectives While Minimizing Undesired Knowledge Transfer | Sofy Carayannopoulos, York U.
BPS: The Scope and Governance of Knowledge-Sharing Alliances | Joanne E. Oxley, U. of Michigan; Rachelle Sampson, New York U.

362 (Paper Session) - (IPC) Examining Strategy Processes and Modes of Growth
8:30-10:20 Convention Center: A106 T1
Facilitator: Stephen Mezias, New York U.
BPS: Explaining Sustained Profitable Growth | B. S. Chakravarthy, U. of Minnesota; Hee-Jae Cho, International Institute for Management Development
BPS: Strategy Creation in Practice – Adaptive and Creative Learning Dynamics | Patrick Regnér, Stockholm School of Economics
OMT: Surviving the Internet Bubble: Examining the Links Between Modes of Growth and Commercial Success | Wm. Gerard Sanders, Brigham Young U.; Steven R. Boivie, U. of Texas, Austin

363 (Paper Session) - (IPC) Guanxi and Key Firm Competencies in China
8:30-10:20 Convention Center: A106 T2
Facilitator: Irene Hau-Siu Chow, Chinese U. of Hong Kong
BPS: Guanxi Capitalism? The Diversification Strategies of China’s New Entrepreneurs | Zhixing Xiao, INSEAD; Rupert Hoogewerf, Cambridge U.
BPS: The Battle of Competences: Lessons From the Evolution of Competition in China | Ming Zeng, INSEAD; Peter Williamson, INSEAD
364: (Paper Session) - (IPC)/Strategies in New Economy Firms? Examining E-strategies
8:30-10:20 Convention Center: C106 T3
Facilitator: Viola Rindova, U. of Maryland
   BPS: Dot-Competition: Intended Strategies, Imitability, and Performance | Bruce Walters, Louisiana Tech U.; Mark Kroll, Louisiana Tech U.; Peter Wright, U. of Memphis
   Winner of Best Interactive Paper Award
   BPS: Managing Profitable International Growth of Digital Information Good Providers | Volker Mahnke, Copenhagen Business School; Markus Venzin, Bocconi U.
BPS: Gaining Competitive Advantage in Electronic Markets: Business-Level Strategies for Online Brokerage | Jennifer Oetzel, American U.

365: (Paper Session) - (IPC)/Technology Strategy: Increasing Returns and Information Industries
8:30-10:20 Convention Center: A106 T3
Facilitator: Ruth S. Raultscheck, U.S. Department of Justice
BPS: Dynamic Capabilities in Technological Innovation: Opportunities for Later Adopters on the Internet | Carmen Weigelt, Duke U.
   BPS: Open Standard: Role of Externalities and Impact on the Industry Structure | Xavier Lecocq, IAE - USTL; Benoit Demill, U. of Lille 1
   TIM: Exploring the Open Source Software Phenomenon: Issues for Organization Science | Eric von Hippel, Massachusetts Institute of Technology; Georg Von Krogh, U. of St. Gallen
   BPS: Industries, Information, and the Internet: An Information-Oriented Perspective of Industries | Chitu Okoli, Louisiana State U.

366: (Paper Session) - (IPC)/Unpacking Organizational Knowledge and Learning
8:30-10:20 Convention Center: A106 T4
Facilitator: William H. Starbuck, New York U.
   BPS: Measuring Organizational Learning Capability | Jay Weerawardena, U. of Queensland; Len Coote, U. of Queensland
   MED: Formulating Learning Strategy in Organizations: Challenges Facing the Chief Learning Officer | Timothy Baldwin, Indiana U.; Camden C. Danielson, Indiana U.

367: (Paper Session) - (IPC)/CEOs, Corporate Governance and Firm Performance
8:30-10:20 Convention Center: A214 T1
Facilitator: Michael Young, Chinese U. of Hong Kong
BPS: CEO Information Seeking Behavior and Firm Performance | Vikas Anand, U. of Arkansas; Charles C. Manz, U. of Massachusetts, Amherst; Peter Hom, Arizona State U.
BPS: CEO Centrality and the Intraorganizational Network | Elie Matta, U. of Western Ontario; Glenn Rowe, U. of Western Ontario; Nada Farah, McGill U.
GDO: Women as CEO Successors: The Impact of Context on Performance | James J. Hoffman, Texas Tech U.; Redlie Smith, John C. Smith U.; David Dawley, West Virginia U.

368: (Paper Session) - (IPC)/Corporate Governance and Executive Succession
8:30-10:20 Convention Center: A214 T3
Facilitator: Ann C. Mooney, Stevens Institute of Technology
BPS: A Longitudinal Study of Leader Succession, Tenure, and Performance in the NBA | Robert C. Giambatista, Texas Tech U.
BPS: Executive Slack: A Conceptual Introduction and Explanation for CEOs' Outside Board Seats | Ann C. Mooney, Stevens Institute of Technology; Sydney Finkelstein, Dartmouth College
BPS: When Firms Do Not Designate Heirs Apparent: Understanding the Role of Organizational Adaptation, Power and Managerial Labor Markets | Yan Zhang, Rice U.; Nandini Rajagopalan, U. of Southern California

369: (Paper Session) - (IPC)/Managed Stakeholder Relations: Stewardship, Corporate Governance and Investor Activism
8:30-10:20 Convention Center: C105 T2
Facilitator: Lori Verstegen Ryan, San Diego State U.
   SIM: Investor Activism, Managerial Responsiveness, and Corporate Social Performance: Do Managers Listen to Shareholders? | Parthiban David, U. of Notre Dame; Matt Bloom, U. of Notre Dame
SIM: Institutional Ownership and Corporate Social Performance: The Moderating Effect of Investment Horizon | Shaker A. Zahra, Georgia State U.; Donald Neubaum, U. of Central Florida
Session Details – Monday

370: (Paper Session) - (IPC) Challenges in Managing Diversity and Different Social Groups within Organizations
8:30-10:20 Convention Center: A214 T4
Facilitator: Adrienne Colella, Texas A&M U.
OMT: Dollars and Difference: Value Diversity and Financial Performance in Investment Clubs | Brooke Harrington, Brown U.
HR: I Don’t Want to Work with “Those People”: Racial Composition, SDO, and Organizational Attractiveness | Elizabeth Eve Umphress, Tulane U.; Kristin Smith-Crowe, Tulane U.; Joerg Dietz, U. of Western Ontario
OB: The Effects of Relational Demography on Group Behavior: A Network Approach | M. Alix Valenti, U. of Texas, Dallas

371: (Paper Session) - (IPC) Motivation and Morale After 9/11
8:30-10:20 Convention Center: C105 T4
Facilitator: Shawn M. Carraher, Texas A&M U.
OB: Self-Concordance at Work: Understanding the Motivational Effects of Transformational Leaders | Joyce E. Bono, U. of Minnesota

372: (Paper Session) - (IPC) Strategy, Cognition and Another Look at Real Options
8:30-10:20 Convention Center: C106 T2
Facilitator: Arun Kumaraswamy, Rutgers U., Camden
MOC: Toward a Descriptive Theory of Real Options in Strategic Management | Michael L. Barnett, New York U.
SIM: Risk Management, Real Options, and Corporate Social Performance | Bryan W. Husted, ITESM/Instituto de Empresa

8:30-10:20 Convention Center: C110
Chair: Alberto Zanzi, Suffolk U.
MC: Bridging the Worlds of Academia and Business: Understanding Organizational Success in a Management Consultancy Firm | Veronique Ambrosini, Cranfield U.
MC: Dynamic Competition and Development of New Competencies: The Case of the Internet Consulting Industry | Valerie Claude-Gaudilliat, HEC, France; Bertrand V. Quelin, HEC, France
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award
MC: Knowledge Management in Action - A Study of Knowledge Management in Danish Management Consultancies | Nicoline Jacoby Petersen, Copenhagen Business School; Flemming Pouffelt, Copenhagen Business School
Discussant: Alfred Kieser, Mannheim U.

374: (MED) MED Welcome
8:30-9:00 Convention Center: A113
Program Chair: Regina Bento, U. of Baltimore
Division Chair: Robert J. DeFillippi, Suffolk U.

375: (MED) Organizational Culture: Education and Application in a Military Paradigm
8:30-10:20 Convention Center: C101/03
Chair: Joseph LeBoeuf, U.S. Military Academy
Speakers: Richard Craig Bullis, U.S. Military Academy; Mark Tribus, U.S. Military Academy

376: (MH) Situational Leadership Then and Now
8:30-10:20 Convention Center: A104
Speakers: Daniel A. Wren, U. of Oklahoma, Norman; Dewey E. Johnson, California State U., Fresno; Paul Hersey, Center for Leadership Studies
Discussant: Timothy O. McCartney, Nova Southeastern U.

377: (MOC) Managerial and Organizational Cognition Division Welcome
8:30-8:55 Convention Center: C201
Program Chair: Pamela S. Barr, Georgia State U.

378: (SHCS) (MSR, ODC, MED) Spirituality at Work: Lessons for Organization Performance and Personal Meaning at Work
8:30-10:20 Convention Center: C209
Speakers: Jeffery Ferguson, U. of Colorado, Colorado Springs; Donald D. Warrick, U. of Colorado, Colorado Springs; Mark L. McConkie, U. of Colorado, Colorado Springs
Discussant: Judi Neal, Association for Spirit at Work

379: (OB, CM) Social Identity in Evolving, Boundary-Less, and Pluralistic Organizations
8:30-10:20 Convention Center: A108/110
Chair: Ya-Ru Chen, New York U.
Discussant: Richard Moreland, U. of Pittsburgh
MONDAY

380 JS: (OB, HR) New Perspectives on Helping: Beyond Social Exchange
8:30-10:20 Adam’s Mark: Gov. Sq. 14
Speakers: Scott W. Lester, U. of Wisconsin, Eau Claire; William H. Bommer, Georgia State U.; Jing-Lih Farh, Hong Kong U. of Science and Technology; Jeffrey A. Joireman, Seattle Pacific U.; Mark C. Bolino, U. of Notre Dame; Bruce M. Meglino, U. of South Carolina; M. Audrey Korsgaard, U. of South Carolina; Lynn M. Shore, Georgia State U.; Chen-Bo Zhong, Northwestern U.; Denise Daniels, Seattle Pacific U.; Jane George-Falvy, U. of Washington; William H. Turnley, Kansas State U.
Discussant: Robert C. Liden, U. of Illinois, Chicago

381 JS: (OB, OCIS) “Cyberjustice”: The Quest for Fairness in Today’s Networked Organizations
8:30-10:20 Convention Center: A209
Chairs: Bradley J. Alge, Purdue U.; Jerald Greenberg, Ohio State U.
Discussant: Jerald Greenberg, Ohio State U.

382 (OCIS) OCIS Welcome
8:30-8:59 Convention Center: A204
Please join the OCIS Program Chair for coffee and announcements about the OCIS program.
Program Chair: Cynthia M. Beath, U. of Texas, Austin

383 JS: (OCIS, OMT, ODC) Reconciling Virtual Team Theory and Practice: Embedded Meanings, Structures, and Networking Contexts
8:30-10:20 Convention Center: A205
Organizer: Arthur Shulman, U. of Queensland
Chair: Judy Matthews, Australian National U.
Identity Formation Among Virtual Workers | Manju K. Ahuja, Indiana U.
Control Enactment in Global Virtual Teams | Brad Crisp, Indiana U.
The Situated Nature of Virtual Teamwork | Julie Rennecker, Case Western Reserve U.
What Is Virtual Team Change? | Gavin M. Schwarz, U. of Wollongong
Discussant: Daniel Robey, Georgia State U.

384 (ODC) 2002 ODC Program Welcome and Continental Breakfast
8:30-8:59 Convention Center: C112
Program Chair: Chris Worley, Pepperdine U.
Division Chair: Peter Sorensen, Benedictine U.

385 (OM) OM Welcome - 30th Anniversary Celebration
8:30-8:49 Convention Center: C206
Program Chair: Kenneth Boyer, Michigan State U.

386 (OMT) OMT Welcome Breakfast and Distinguished Scholar Award
8:30-10:20 Adam’s Mark: Silver
Program Chair: Mary Jo Hatch, U. of Virginia
Organization Theory: Past and Future? | Kathleen Eisenhardt, Stanford U.
Introduction: Tina Dacin, Queen’s U.
Distinguished Speaker: Kathleen Eisenhardt, Stanford U.

387 JS: (OMD) Building Vital Networks to Energize Organizations
8:30-10:20 Convention Center: A201

388 (ONE) ONE Interest Group Welcome
8:30-8:49 Convention Center: C108
Program Chair: Carolyn Egri, Simon Fraser U.

389 (Paper Session) - (RM) New Directions in Measurement and Analysis
8:30-10:20 Convention Center: C210
Chair: Robert P. Gephart, Jr., U. of Alberta
RM: The Identification of a Partial Metric Invariance Model for Multi-Group Studies | Gordon W. Cheung, Chinese U. of Hong Kong
RM: Metric Equivalence/Invariance Across Multiple Groups: Comparing Apples with Apples with Apples etc. | Roger B. Rensvold, City U. of Hong Kong
Discussants: Gilad Chen, Georgia Institute of Technology; Marcia J. Simmering, Louisiana State U.

390 (Paper Session) - (SIM) Organizational Ethics: Climate, Leadership and Ethics Programs
8:30-10:20 Convention Center: A206
Chair: Marshall J. Schminke, U. of Central Florida
SIM: An Examination of the Relationship Between Ethical Work Climate and Moral Awareness | Craig V. VanSandt, Augustana College; Jon M. Shepard, Virginia Polytechnic Institute and State U.
SIM: A Kantian Perspective on the Characteristics of Ethics Programs | Scott J. Reynolds, U. of Minnesota; Norman E. Bowie, U. of Minnesota
Discussants: James F. Weber, Duquesne U.; Thomas M. Jones, U. of Washington
391 (Paper Session) - (SIM) Stakeholder Policies, Agendas and Management of Issues
8:30-10:20 Convention Center: C109
Chair: Steve Wattick, Northern Iowa U.
SIM: Stakeholder Policy Content: A Network Approach | Michael E. Johnson-Cramer, Boston U.
Discussants: Stefanie Ann Lenway, U. of Minnesota; D. Jeffrey Lenn, George Washington U.

392 (Paper Session) - (SIM, BPS, ONE) Organizational Slack and Corporate Social Responsiveness
8:30-10:20 Convention Center: A207
Chair: Frances E. Bowen, U. of Sheffield
Influences in Corporate Philanthropy: The Evolution of Strategic Philanthropy | David H. Saia, Northern Iowa U.
Do Strategic Slack and Governance Mechanisms Set the Limits of Social Responsiveness? | Linda Sama, Pace U.
The Composition of Organizational Slack and the Nature of Corporate Community Involvement | Stephen Brammer, U. of Bath
Organizational Slack as a Facilitator of Operational Level Environmental Initiatives | Frances E. Bowen, U. of Sheffield
The Influence of Slack in Human Resources on Community Service Through the Workplace | Lynda St. Clair, Bryant College
Discussants: Jay Bourgeois, U. of Virginia; Mark P. Sharfman, U. of Oklahoma; Sanjay Sharma, Wilfrid Laurier U.

393 (Paper Session) - (SIT) New Roles for Organizational Citizenship
8:30-10:20 Convention Center: C204
Facilitator: Soon Ang, Nanyang Technology U.
OCIS: IS Professionals as Organizational Citizens: Good Soldiers and Mercenaries | Mary Sue Love, Southern Illinois U.; Edwardsville; Jo Ellen Moore, Southern Illinois U., Edwardsville
SIM: Developing Corporate Citizens: Linking Organizational Developmental Theory and Corporate Responsibility | Jennifer Leigh, Boston College
Winner of John F. Mee Management History Contribution Award

Monday 8:45AM

397 (Paper Session) - (HCM) Quality in Healthcare: Moving Beyond Measurement
8:45-10:20 Convention Center: A112
Chair: Eric S. Williams, U. of Alabama, Tuscaloosa
HCM: Factors that Influence Line Managers’ Perceptions of Hospital Performance Data | Liane Soberman Ginsburg, U. of Calgary
Winner of HCM Division Best Paper Based on a Dissertation Award
HCM: A Study of Organizational Factors that Support Clinical Quality Improvement | Mattia J. Gilmartin, INSEAD
Monday 8:50AM

398: (Paper Session) - (OM) Service Issues: Healthcare, Supplier Selection and Classification
8:50-10:20 Convention Center: C206
Chair: Richard B. Chase, U. of California, Los Angeles
OM: Developing Classification Schemes Within a Service Industry: The Case of Retail Pharmacy Industry | Thanigavelan Jambulingam, Saint Joseph's U.; Ravi Kathuria, Chapman U.; William R. Doucette, U. of Iowa
Winner of OM Division Best Student Paper Award
OM: The Role of Value Added Services in Supplier Selection Process | Rohit Verma, U. of Utah; Gerhard Plaschka, DePaul U.
Discussant: Hale Kaynak, U. of Texas, Pan American

399: (Paper Session) - (ONE) Interorganizational Relationships with Environmental Stakeholders
8:50-10:20 Convention Center: C106
Chair: Kate Kearins, U. of Waikato
ONE: The Interpretive Basis of Action: Identity and Tactics in Environmental Movement Organizations | Deborah Balser, U. of Missouri, St. Louis; JoAnn Carmin, Virginia Polytechnic Institute and State U.
ONE: Multistakeholder Arrangements in the ‘Risk Society’: Challenges for the Chemicals Industry | Suzanne Harriette Benn, U. of Technology, Sydney
ONE: Differences in Inter-Sectoral Alliances Between Corporations and Environmental Non-Profit Organizations: How Resources and Capabilities Vary By Alliance Type | Ted London, U. of North Carolina, Chapel Hill; Dennis Rondinelli, U. of North Carolina, Chapel Hill; Hugh ONeill, U. of North Carolina, Chapel Hill
Discussants: James J. Kennelly, Skidmore College; Sharon Livesey, Fordham U.; Cathy A. Rusinko, Philadelphia U.

400: (Paper Session) - (PNP) Perspectives on Non-Profit Management
8:50-10:20 Adam's Mark: Plaza Court 7
Chair: Karun K. Singh, Columbia U.
PNP: The Price of Doing Good: Executive Compensation in Nonprofit Organizations | Peter Frumkin, Harvard U.; Elizabeth K. Keating, N/A
PNP: Nonprofit CEOs: How Their Context Impacts What and How They Learn | John J. Sherlock, U. of Maryland
Discussant: Maria L. Nathan, Lynchburg College

Monday 9:00AM

401: (AAC) Placement Registration
9:00-5:00 Hyatt: Pikes Peak
Organizer: Nancy H. Leonard, West Virginia U.

402: (AAC) Registration
9:00-5:00 Convention Center: Ballroom
Organizer: Nancy Urbanowicz, Academy of Management

403: (AAC) Exhibits
9:00-5:00 Convention Center: Ballroom
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

404: (AAC) Membership
9:00-5:00 Convention Center: Ballroom
Organizer: Jane Whitney Gibson, Nova Southeastern U.

405: (AP) Art & Poetry Exhibition
9:00-5:00 Convention Center: Ballroom
Please stop by our gallery adjacent to the Exhibit area.

406: (Paper Session) - (IM) Effective International Staffing
9:00-10:20 Convention Center: C102
Chair: Richard Byron Peterson, U. of Washington, Seattle
IM: An Empirical Investigation of the Relationship Between Expatriate Assignment, Adjustment and Managerial Effectiveness | Jeffrey Shay, U. of Montana; Sally A. Baack, San Francisco State U.
IM: The Relationship between Repatriate Assets/Capabilities and Unit Performance: Toward a Model | Gary Oddou, California State U., San Marcos
IM: Adjustment of Female vs. Male Business Expatriates in the Same Host Location | Jan Selmer, Hong Kong Baptist U.; Alicia S. M. Leung, Hong Kong Baptist U.
Discussant: Riki Takeuchi, U. of Maryland, College Park

407: (Paper Session) - (IM) MNC Strategy & Performance: How, Where & How Fast?
9:00-10:20 Convention Center: C104
Chair: Hans Schenk, Tilburg U. / Erasmus U.
IM: The Influence of Internationalization on Time-Based Competition | Peter Davis, U. of Memphis; Clay Dibrell, Oregon State U.; Paula Danskim Harveston, Berry College
IM: Multinationality and Performance: A Three Stage-Theory and Empirical Evidence from Service Sector | Sumit Kumar Kundu, Saint Louis U.; Farok J. Contractor, Rutgers U.; Chin-Chun Hsu, Saint Louis U.
IM: Exporting and Capital Investment: On the Strategic Behavior of Exporters | Jose Campa, IESE; J. Myles Shaver, U. of Minnesota
Session Details – Monday

408 ☯: (MED) MED Distinguished Speaker: Henry Mintzberg
9:00-10:20 Convention Center: C112
Chair: Robert J. DeFillippi, Suffolk U.
Introduction: Regina Bento, U. of Baltimore
Distinguished Speaker: Henry Mintzberg, McGill U.

409: (Paper Session) - (MOC) The Complexity of Organizational Identity
9:00-10:20 Convention Center: C201
Chair: Jeremy Marcel, Georgia State U.
MOC: We Know More Than We Say: A Typology for Understanding a Manifold Organizational Identity | Celia Virginia Harquail, U. of Virginia; Adelaide Wilcox King, U. of Virginia
Discussant: Larry Stimpert, Colorado College

410: (Paper Session) - (OCIS) E-Working
9:00-10:20 Convention Center: A204
Chair: Suzanne Weisband, U. of Arizona
OCIS: Enacting New Ways of Organizing: Exploring the Activities and Consequences of Post-Industrial Work | Katherine Cissel Kellogg, Massachusetts Institute of Technology; Wanda J. Orlowski, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology

Runner up to Best Paper Award
OCIS: Contradiction as Trigger for Change: An Activity-Theoretical Approach to Computerization | Carole Groleau, U. of Montreal; Yrjo Engestrom, Helsinki U.
Discussants: JoAnn M. Brooks, U. of Michigan; Mark Mortensen, Stanford U.; Susan Winter, U. of North Carolina, Charlotte

411: (Paper Session) - (ODC) Individual and Emotional Responses to Change
9:00-10:20 Convention Center: C112
Chair: Julie Wolfram Cox, Monash U.
ODC: Criticism as a Door to Mutuality: Reframing for Collaborative Inquiry | Peter Rivard, Boston College; Jenny W. Rudolph, Boston College; Richard P. Nielsen, Boston College
ODC: Emotional Filtering in Strategic Change | Quy Nguyen-Huy, INSEAD

Winner of ODC Division Best Paper

412: (Paper Session) - (TIM) Social Networks and Knowledge Creation
9:00-10:20 Convention Center: C212
Chair: Matthew S. Bothner, U. of Chicago
TIM: Knowledge Creation, Social Networks, and Innovation: An Integrative Study | David Obstfeld, U. of California, Irvine

Winner of Best Paper Runner Up
TIM: How Communities Support Innovative Activities: Assistance and Sharing Among Sports Enthusiasts | Sonali Shah, Massachusetts Institute of Technology; Nikolaus Franke, Vienna U. of Economics and Business Administration
TIM: Technological Capability Building through Networking Strategies within High-Tech Industries | Wim Vanhaverbeke, Limburgs U. Centrum; Geert Duysters, Eindhoven U. of Technology; Bonnie Beerkens, Eindhoven U. of Technology

Winner of Stephan Schrader Best Paper Award

Monday 9:30AM

413: (OB) OB Welcome
9:30-10:20 Adam’s Mark: Gov. Sq. 10
Welcomes: Terence R. Mitchell, U. of Washington, Seattle; Angelo S. DeNisi, Texas A&M U.

Monday 10:15AM

414: (AAC) Conference Break
10:15-10:45 Convention Center: Exhibit Break Area
Join us for refreshments. Morning break sponsored by Prentice Hall.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 10:40AM

415: (AA) The Global Compact: Building Corporate Citizenship in a World of Networks
10:40-12:00 Adam’s Mark: Plaza Baltim D+E+F
A striking effort to build an effective business network is United Nations’ Secretary General Kofi Annan’s “Global Compact” between business and society. This symposium proposes that the Global Compact (GC) could create a tipping point for dramatic change in business practice toward greater corporate citizenship. To be successful, GC must build an effective network among its business signatories and the NGOs, multilateral institutions, labor organizations, and governmental organizations that support it. The

Winners of ODC Division Best Paper Awards:
Winner of ODC Division Best Paper
GC has to create momentum for companies to implement effective responsibility management systems, provide transparency, and learn how to engage stakeholders in a mutual process of learning.

Chairs: James E. Post, Boston U.; Sandra Waddock, Boston College

Speakers: Georg Kell, United Nations; Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning; Thomas J. Donaldson, U. of Pennsylvania; Nikolai Rogovsky, International Labor Organization

416 : (AA) Networks for Research and Research on Networks in Health Care
10:40-12:00 Adam’s Mark: Plaza Ballrm A+B+C
Chair: Louise Fitzgerald, De Montfort U.
Aggregation in Qualitative Research: Producing an Overview of Research in Health Care | Sue Dopson, Templeton College, Oxford U.
The Researcher-Decision Maker Partnership: Some Observations from Experience | Trish Reay, U. of Alberta
Institutionalizing a Research Collaboration from Networks, Sites of Difference and Boundaries | Kathleen Montgomery, U. of California, Riverside
Engaging Researchers and Practitioners in the Scholarship of Discovery Through a Longitudinal Study | Rhonda M. Englieman, U. of Minnesota

417 : (AA) Building Effective Networks through the Academy of Management: The Presidents Speak
10:40-12:00 Convention Center: A201
Chair: Jane Whitney Gibson, Nova Southeastern U.
Speakers: Jean M. Bartunek, Boston College; Andrew H. Van de Ven, U. of Minnesota; Richard T. Mowday, U. of Oregon; Jone L. Pearce, U. of California, Irvine; David A. Whetten, Brigham Young U.
Discussants: Charles W. Blackwell, Nova Southeastern U.; Dana V. Tesone, U. of Central Florida

418 : (Paper Session) - (BPS) Strategic Outsourcing: New Evidence on Benefits and Drawbacks
10:40-12:00 Adam’s Mark: Director’s Row H
Chair: James Robins, California Polytechnic State U.; San Luis Obispo

BPS: Outsourcing as Commitment to Insiders: Evidence from Drug Development | Pierre Azoulay, Columbia U.
BPS: Outsourcing and Complexity in the Long-Term Contracts: An Empirical Investigation of Competence and Specificity | Jerome Barthelemy, AUDENCIA Nantes; Bertrand V. Quelin, HEC, France
BPS: How Much You Know Versus How Well I Know You: Supplier Selection for Innovative Components | Glenn Hoetker, U. of Illinois, Urbana-Champaign
Discussant: Nicholas Argyres, Boston U.

419 : (Paper Session) - (BPS) Executive Compensation and Risk: The Role of Stock Options and Equity Incentives
10:40-12:00 Adam’s Mark: Director’s Row E
Chair: Martin Larraza-Kintana, U. Pública de Navarra
BPS: Executive Compensation and Equity Incentives in the US High Technology Industry | Martin James Conyon, U. of Pennsylvania
BPS: CEO Stock Options: The Silent Dimension of Ownership | Jean McGuire, Concordia U.; Elie Matta, U. of Western Ontario
Discussant: Richard A. Johnson, U. of Missouri, Columbia

420 : (Paper Session) - (BPS) Exploiting Strategic Networks: Institutional Legitimacy and Resource Access Considerations
10:40-12:00 Adam’s Mark: Gov. Sq. 17
Chair: Kathryn Mary Pavlovich, U. of Waikato
BPS: Relational and Market-Based Legitimation of Internet IPOs | Tim G. Pollock, U. of Maryland, College Park; Ranjay Gulati, Northwestern U.; Anthony Sadler, U. of Wisconsin, Madison
BPS: Virtual Alliances in the Internet Context | Lalit Manral, Columbia U.; Kathryn Rudie Harrigan, Columbia U.; Atul Nerkar, Columbia U.
BPS: The Role of Network Resources in Market Entry: Commercial Banks’ Entry Into Investment Banking | Michael Jensen, U. of Michigan
BPS: Population-Specific Resources and Cross-Sector Alliances | Michael Yaziji, INSEAD
Discussant: Charlene L. Nicholls-Nixon, U. of Western Ontario

421 JS: (BPS, OMT) Accidental Tourists: Organizational Researchers Discover Geography
10:40-12:00 Convention Center: A207
Organizers: Heather Haveman, Columbia U.; Peter W. Roberts, Columbia U.
Liquidity Events, Noncompete Covenants and the Geographic Distribution of Entrepreneurial Activity | Olav Sorenson, U. of California, Los Angeles
Vertical Linkages, Knowledge Transfer and Export Performance: The Australian and New Zealand Wine In | Peter W. Roberts, Columbia U.
Geographic Networks and Competitive Behavior | Heather Haveman, Columbia U.
Discussant: Steven Klepper, Carnegie Mellon U.
Session Details — Monday

**422** SHCS: (BPS, OMT, TIM) *Exploratory Search in Organizations*
10:40-12:00 Convention Center: A101/103

Chair: Riitta Katila, U. of Maryland/Stanford U.; Gautam Ahuja, U. of Michigan

The Road to Drug Discovery: Knowledge Explorations Along Different Dimensions | Atul Nerkar, Columbia U.

Citisius, Altius, Fortius: Search for Radical Innovations | Riitta Katila, U. of Maryland/Stanford U.


Choice Interaction and Organizational Structure | Nicolaj Siggelkow, U. of Pennsylvania

The Search and Discovery Process of Great Inventors | Patrick Maggitti, Miami U.; Ellen Nielson, California State U., San Marcos

Discussants: Kathleen Eisenhardt, Stanford U.; Daniel Levinthal, U. of Pennsylvania

Winner of OMT Division Best Symposium Proposal Award

**423** (Paper Session) - (CAR) *Mentoring Effects: Proteges, Mentors and Mentoring Media*
10:40-12:00 Convention Center: A105

Chair: Stacy E. McManus, Harvard U.


CAR: Mentoring Provided: Relation to Mentors’ Career Success, Personality and Mentoring Received | Nikos Bozionelos, U. of Strathclyde

CAR: Effects of the Mentor’s Position on the Protégé’s Perceptions of Mentoring and Attitudinal Responses | S. Gayle Baugh, U. of West Florida; Terri A. Scandura, U. of Miami; Ekin K. Pellegrini, U. of Miami

Discussants: Romila Singh, U. of Wisconsin, Milwaukee; Troy R. Nielson, California State U., San Marcos

**424** SHCS: (CAR, GDO, HR) *Work and Home as Competing and Complementary Domains*
10:40-12:00 Convention Center: C209

Chair: Lori E. Homer, U. of Washington

Speakers: Sue Campbell Clark, Idaho State U.; Ellen Ernst Kossek, Michigan State U.; Karen C. Gareis, Brandeis U.; Mary Mannion Plunkett, The Boeing Company

Discussant: Susan C. Eaton, Harvard U.

**425** (Paper Session) - (CM) *Happy Together (or Not): Conflict in Groups and Teams*
10:40-12:00 Convention Center: A107

Chair: Terry L. Boles, U. of Iowa


CM: The Role of Expertise and Reputation on Perceptions of Conflict and Influence Within Groups | Ethan Burris, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.; Amy Stanton, Cornell U.

**426** (JS): (CM, SIM, OB) *Workplace Abuse, Aggression, Bullying, and Incivility: Conceptual Integration and Empirical Insights*
10:40-12:00 Convention Center: A101/103

Chair: Philip J. Moberg, U. of Akron


Discussant: Joel H. Neuman, State U. of New York, New Paltz

**427** (Paper Session) - (ENT) *Decision Making*
10:40-12:00 Convention Center: A210

Chair: Yuri Mishina, U. of Illinois, Urbana-Champaign

ENT: Bayesian Causal Maps as Decision Aids in Venture Capital Decision Making: Methods and Applications | Benedict Kemmerer, U. of Kansas; Sanjay Mishra, U. of Kansas; Prakash P. Shenoy, U. of Kansas

ENT: Mismatch Between Entrepreneurs and Their Firms: The Role of Cognitive Fit/Misfit | Keith Haven Brigham, Texas Tech U.; Julio De Castro, U. of Colorado, Boulder; Dean Shepherd, U. of Colorado, Boulder


ENT: The Knowledge Economy: Reconsidering the Risk Concept for Entrepreneurial Firms | Jay J. Janney, U. of Dayton; Gregory G. Dess, U. of Kentucky

**428** (Paper Session) - (ENT) *Strategic Alliances*
10:40-12:00 Convention Center: A212

Chair: Terry W. Noel, Wichita State U.

ENT: Testing the Effectiveness of Organizational Practices in University Technology Transfer Programs | Kenneth Colwell, U. of Oregon

ENT: Rent Creation and Appropriation: Toward a Theory of the Entrepreneurial Firm | Sharon Alvarez, Ohio State U.; Jay Barney, Ohio State U.

ENT: Privatization, Corporate Entrepreneurship, and Performance: Testing a Normative Model | Bostjan Antoncic, U. of Ljubljana

ENT: Strategic Alliances Between Startups and Large Firms: Uncoupling Entrepreneurial Challenges | Reiko Kishida, Case Western Reserve U.

**429** (Paper Session) - (GDO) *Racial and Sexual Harassment: Perceptions and Reactions*
10:40-12:00 Convention Center: A109

Chair: Kathleen Suchon, U. of Massachusetts, Dartmouth

GDO: An Examination of Perceived Fairness in Organizations’
Organizations: Evidence from the Field
New Millennium?

Chair:
10:40-12:00 Adam's Mark: Terrace
433

Speakers:
10:40-12:00 Adam's Mark: Columbine Practice
432

Discussant: Mary Tucker, Ohio U.; Jacqueline N. Hood, U. of New Mexico

430 US: (GDO, OB) Whither Gender and Leadership in the New Millennium?
10:40-12:00 Convention Center: A108/110
Chairs: Barry Z. Posner, Santa Clara U.; D. Anthony Butterfield, U. of Massachusetts, Amherst
Leadership Styles of Women and Men | Alice Eagly, Northwestern U.
Psychological Barriers to Women’s Progress in Management: An International Perspective | Virginia E. Schein, Gettysburg College
Developing Women Leaders in the New Millennium | Marian N. Ruderman, Center for Creative Leadership
As the Millennium Turns: Gender and Aspirations to Top Management | Gary N. Powell, U. of Connecticut
Discussant: Lisa A. Mainiero, Fairfield U.

431 ☯: (Paper Session) - (HCM) Leadership in Healthcare Organizations: Evidence from the Field
10:40-12:00 Convention Center: A112
Chair: Christy Harris Lemak, U. of Florida
HCM: An Empirical Investigation of the Impacts of Large-Scale Change at a Healthcare Organization | Michele J. Hansen, Indiana U./Purdue U., Indianapolis; Gerard F. Farias, Fairleigh Dickinson U.
HCM: The Relationship Between Leadership and Organizational Sustainability | Eric Harter, Praxair Healthcare Services; Marshall Sashkin, George Washington U.
Discussant: Grant T. Savage, U. of Alabama, Tuscaloosa

432 ☯: (HR) Rigor and Relevance in HR Science and Practice
10:40-12:00 Adam's Mark: Columbine
Chair: Patrick Wright, Cornell U.
Speakers: J. Randall MacDonald, IBM Corporation; Ian Ziskin, Qwest Communications; Brian Hackett, The Conference Board

433: (Paper Session) - (HR) Issues in Performance Management
10:40-12:00 Adam's Mark: Terrace
Chair: Christopher O.L.H. Porter, Texas A&M U.
HR: Male or Female, Young or Old: Does Who You Work
With Influence Your Pay or Performance Rating? | Cheri Ostroff, Columbia U.; Leanne E. Atwater, Arizona State U.
HR: Multisource Feedback: A Longitudinal Study of Convergent and Predictive Validity | Kathy Armstrong, U. of Melbourne; Peter Michael Hart, U. of Melbourne; Elizabeth A. Gordon, Boeing Australia
HR: Managers’ Satisfaction with Performance Appraisals: Effect of Background, Culture and Tool Use | Randi Lunnan, Norwegian School of Management; Jon Eriand Lervik, Norwegian School of Management; Ragnhild Kvalshaugen, Norwegian School of Management
HR: Personality as a Moderator of Monitoring Acceptance | David Zweig, U. of Toronto; Jane Webster, Queen’s U. Discussant: James Hamilton Dulebohn, Michigan State U.
Session Details – Monday

**IM:** Mapping Moral Philosophies in the Global Economy | Chris Robertson, Northeastern U.; William F. Crittenden, Northeastern U.

**Discussant:** Wei He, Boston College

436: (Paper Session) - (IM) Firm-Environment Interface: Scanning and Investment Strategies
10:40-12:00 Convention Center: C104

**Chair:** Taco Reus, Florida State U.

- **IM:** Strategic Uncertainty and Executive Scanning Behavior: The Role of Cultural Distance | Bahman P. Ebrahimi, U. of Denver; Ramachandran Subramanian, Grand Valley State U.; Olukemi O. Sawyerr, California State U., Long Beach
- **IM:** The Influence of MNCs’ Mode and Diversification Entry Strategies on Productivity in a Developing Country | R. Scott Marshall, Portland State U.

**Discussant:** Witold J. Henisz, U. of Pennsylvania

437: (Paper Session) - (IPC) Diversification, Risk and Managerial Performance Incentives
10:40-12:00 Convention Center: C105 T2

**Facilitator:** Luis R. Gomez-Mejia, Arizona State U.

**BPS:** Should Firms Hedge Risk? | Kent Miller, Purdue U.
**BPS:** How Diversification Reduces Employment Risk: Amihud and Lev Revisited | Kristina Louise Szaafara, Cornell U.
**BPS:** Too Much of a Good Thing? The Links Between Firm Performance and Managerial Incentives | Wm. Gerard Sanders, Brigham Young U.
**BPS:** The Relationships Between Risk and Executive Compensation | Matt Bloom, U. of Notre Dame; Parthiban David, U. of Notre Dame

438: (Paper Session) - (IPC) Assessing the Activities of Boards of Directors: Monitoring and Relations With Top Management
10:40-12:00 Convention Center: A106 T1

**Facilitator:** Edward Zajac, Northwestern U.

**BPS:** Board Selection Strategy, Director Share Ownership and ‘Underpricing’ of Initial Public Offerings | Igor Filatotchev, U. of Bradford
**BPS:** Changes in Board Monitoring and Performance of Declining Firms: The Additive Effect of Ownership Structure | Ashay B. Desai, U. of Wisconsin, Oshkosh
**BPS:** The Dynamics of the Power Relation Between the CEO and the Board of Directors | Wei Shen, U. of Florida
**BPS:** Board Monitoring, Corporate Control Exerted by Ownership, and Acquisition Performance: A Test of Substitution Effects | Ashay B. Desai, U. of Wisconsin, Oshkosh; Mark Kroll, Louisiana Tech U.

439: (Paper Session) - (IPC) The Board of Directors: Composition and Firm Performance
10:40-12:00 Convention Center: A214 T4

**Facilitator:** Bat Batjargal, Stanford U./Peking U.

**BPS:** Boards of Directors and Firm Performance: Integrating Agency and Resource-Dependence Perspectives | Amy Hillman, Arizona State U.; Thomas Dalziel, Arizona State U.

- **BPS:** Board Composition and Firm Performance During Institutional Transitions | Mike W. Peng, Ohio State U.
- **BPS:** Board Matters: Corporate Governance and Firm Performance Through the Asian Economic Crisis | Chandru Rajam, National U. of Singapore; Guoli Chen, National U. of Singapore

440: (Paper Session) - (IPC) Strategy, Innovation and Change
10:40-12:00 Convention Center: A106 T3

**Facilitator:** Hugh O’Neill, North Carolina U., Chapel Hill

- **BPS:** Radical Change Recidivism | Katsuhiko Shimizu, U. of Texas, San Antonio
- **BPS:** Does Organizational Change Enhance or Undermine Reputation? Adaptation vs. Inertia in French Haute Cuisine Restaurants | Rodolphe Durand, EM Lyon; Hayagreeva Rao, Emory U.; Philippe Michel Monin, EM Lyon
- **BPS:** Creating a Global Innovation Portfolio: A Contingent Resource-Based View | Ted London, U. of North Carolina, Chapel Hill

441: (Paper Session) - (IPC) Corporate Level Strategy: Acquisitions and Scalability
10:40-12:00 Convention Center: A106 T4

**Facilitator:** Laurence Capron, INSEAD


**ODC:** Managing the Corporate Scalability Challenge: Hypergraph Modeling of External Corporate Networks | Derrick E. D’Souza, U. of North Texas; Sajal K. Das, U. of Texas, Arlington

**IM:** Business Groups in Korea: A Resource-based Perspective | Kae H. Chung, Old Dominion U.; Hae Ryong Kim, Ulsan U.

**BPS:** The State of Post-Acquisition Performance Literature: Where to from Here? | David R. King, Indiana U., Bloomington

442: (Paper Session) - (IPC) Organizational Complexity and Coevolution: Understanding Firm Adaptation and Change
10:40-12:00 Convention Center: A214 T2

**Facilitator:** Philip C. Anderson, INSEAD

**BPS:** To Explore or Exploit: A Test of Organizational Learning at the Corporate and Business Unit Level | Constance R. James, Pepperdine U.
**BPS:** Exploration and Exploitation on Shifting Landscapes | Sendil Ethiraj, U. of Pennsylvania; Jitendra V. Singh, U. of Pennsylvania

**TIM:** Translating Ideas in Facts and Artifacts: Co-Evolution of Technology and Networks in Heart Failure | Pierangela Morlacchi, U. of Bath

443 : (Paper Session) - (IPC) Corporate Social Relations and Firm Performance
10:40-12:00 Convention Center: C105 T4
Facilitator: LaQuita C. Blockson, Florida International U.
BPS: Coworkers are Watching: Performance Implications of Peer Monitoring | Misty L. Loughry, Clemson U.
SIM: Linking Corporate Social Responsibility to Financial Performance Through Market Valuation: A Theoretical Model with Supporting Exploratory Evidence | Peter Sherman, U. of Nebraska, Lincoln; Jan Hansen, U. of Nebraska, Lincoln

444 : (Paper Session) - (IPC) Trust, Citizenship Behavior and Turnover
10:40-12:00 Convention Center: C105 T3
Facilitator: Alison S. O'Brien, George Mason U.
OB: Revisiting the Cosmopolitan-Local Construct: An Event History Analysis of Employee Turnover | Roderick D. Iverson, Simon Fraser U.; Charles W. Mueller, U. of Iowa; James L. Price, U. of Iowa
OB: Customer Citizenship Behavior in Internet Service Deliveries: A Social Exchange Perspective | Markus Groth, Australian Graduate School of Management
OB: Trust-ME: A Multiple-Item Scale for Measuring Managers Employee Trust | Shay Tzafrir, Technion

445 : (Paper Session) - (IPC) New Questions and Answers About Emotion, Creativity and Intelligence in the Workplace
10:40-12:00 Convention Center: C105 T4
Facilitator: Ethlyn Anne Williams, U. of South Florida
OB: Expected Evaluations and Creativity: New Answers to an Old Question | Feirong Yuan, Texas A&M U.; Jing Zhou, Texas A&M U.
OB: Creative Requirement: A Neglected Construct in the Study of Employee Creativity? | Kerrie Unsworth, Queensland U. of Technology; Toby Wall, U. of Sheffield; Angela Carter, U. of Sheffield

446 : (Paper Session) - (IPC) New Venture Growth, Decision Making and Competitive Response
10:40-12:00 Convention Center: C205 T1
Facilitator: Armand Gilinsky, N/A
BPS: An Empirical Examination of Aggregate Patterns in U.S. Venture Capital Investment Decision Making | Isin Guler, U. of Pennsylvania
ENT: Defining Performance in Specific Terms: A Theoretical Model of New Venture Growth | Brett Anitra Gilbert, Indiana U.; Patricia P. McDougall, Indiana U.; David Bruce Audretsch, Indiana U., Bloomingt
BPS: Incumbent Pricing Responses to Entry | Daniel H. Simon, Cornell U.

447 : (Paper Session) - (IPC) Entrepreneurship, Corporate Venturing and Competitive Dynamics
10:40-12:00 Convention Center: C205 T2
Facilitator: Allen C. Bluedorn, U. of Missouri, Columbia
BPS: Looking Beyond the Local: Non-Local Search and Assimilation Through External Corporate Venturing | Thomas Keil, York U.; Erkko Autio, Helsinki U. of Technology
ENT: Explaining Corporate New Venturing From an Upper Echelon Perspective | Philip K. Goulet, U. of South Carolina

448 : (Paper Session) - (MC) How to Foster “Knowledge-Based” Firms?
10:40-12:00 Convention Center: C110
Chair: Marc Bonnet, ISEOR/U. of Lyon
MC: Organizing for Knowledge Exchange: Implications for Different Types of Knowledge-Based Firms | Rashmi H. Assudani, McGill U.
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award

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Session Details – Monday

MONDAY

177  Section D
Session Details – Monday

**449**: (MED, HR) Living the Learning in Executive Education: Integrating Lessons From the Field With Theory
10:40-12:00 Convention Center: C101/103
*Chair: Schon L. Beecher, Columbia U.*
Aligning Educational Initiatives with Business Objectives | William M. Klepper, Columbia U.
Assessing the Effects of Executive and Management Development | David Lewin, U. of California, Los Angeles
Learning from Experience: A Novel Approach to Designing and Delivering an Education Program for Senior Executives at Columbia Business School | Schon L. Beecher, Columbia U.
Learning Even More from Experience: Applying Adult Learning Theory to a Post-Program Assessment of the Columbia Senior Executive Program | Lyle Yorks, Columbia U.
*Discussants: Timothy Baldwin, Indiana U.; John Gumpert, Praxair Corp.*

**450**: (Paper Session) - (MH) Scientific Management
10:40-12:00 Convention Center: A104
*Chair: Regina A. Greenwood, Kettering U.*
MH: Taylor’s ‘Soldiering’: A Historical Perspective of the Restriction of Output | Anthony R. Wheeler, U. of Oklahoma, Norman
MH: Two Faces of Scientific Management | Ira T. Kaplan, Hofstra U.
MH: >From Taylor to Tetra: Scientific Management and Retail Distribution | Lars Engwall, Uppsala U.
*Discussants: Kari Moore, McGill U.; Ira T. Kaplan, Hofstra U.; Lois Landis Kurowski, Indiana U.; Kokomo; Anthony R. Wheeler, U. of Oklahoma, Norman*

**451**: (Paper Session) - (MOC) Tales From the Darkside: Organizational Misbehavior
10:40-12:00 Convention Center: C201
*Chair: Loren T. Gustafson, Seattle Pacific U.*
MOC: Using the Theory of Reasoned Action to Predict Organizational Misbehavior | Yoav Vardi, Tel Aviv U.; Idit Siton Avisor, Holiday Inn Hotels; Ely Weitz, Tel Aviv U.
MOC: Scandalized Olympic Identity | Mary Ann Glynn, Emory U.; Maureen Blyler, Emory U.
*Discussant: Susan Houghton, Georgia State U.*

**452**: (Paper Session) - (MSR) From Concept to Application
10:40-12:00 Convention Center: A102
*Chair: Louis W. Fry, Tarleton State U. Central Texas*
*Discussant: Ian Mitroff, U. of Southern California*

**453**: (OB) Interweaving Research Perspectives on Leadership: Shackleton and the Endurance Expedition
10:40-12:00 Adam’s Mark: Plaza Court 8
An innovative and exciting symposium format with multiple perspectives on a single case.
*Chair: Martin L. Martens, Concordia U.*
The Social Construction of Leaders and Leadership | Martin L. Martens, Concordia U.
Shackleton Master Motivator | Terence R. Mitchell, U. of Washington, Seattle
Sir Ernest Shackleton: Charismatic/Transformational Leader | Gregory A. Bigley, U. of Washington
Courage as a System of Interrelating | Monica C. Worline, U. of Michigan

**454**: (OB) The Meaning of “Effective Networks” for Women and Gendered Nature of Network Research
10:40-12:00 Adam’s Mark: Gov. Sq. 10
*Chair: Maura A. Belliveau, Texas A&M U.*
Stigma, Legitimacy, and Mobility: A Contextual Perspective on Social Capital and Career Progress | Raymond T. Sparrowe, Washington U.
The Gender Divide in Social Network Research: Status Attainment versus Social Support | Mary Still, Cornell U.
The Received View of Women’s Networks and Career Outcomes: The Construction or Construal of Networks as the Source of Differential Success? | Maura A. Belliveau, Texas A&M U.

**455**: (OB) Charismatic and Transformational Leadership
10:40-12:00 Adam’s Mark: Gov. Sq. 11
*Chair: James G. Hunt, Texas Tech U.*
*OB: Followers’ Reactions to Leaders’ Vision: A Process Model | Joyce E. Bono, U. of Minnesota; Timothy A. Judge, U. of Florida*
*OB: The Impact of Charismatic Leadership: A ‘Social Capital’ Perspective | Mansour Javidan, U. of Calgary; Paul Varella, U. of Calgary*
**MONDAY**

### 456: (Paper Session) - (OB) Team Effectiveness and Its Underlying Processes

**Time:** 10:40-12:00

**Location:** Convention Center: A204

**Chair:** Cynthia Fukami, U. of Denver

**OB:** The Critical Role of Creativity in the Relationship Between Team Processes and Performance | Lucy L. Gilson, U. of Connecticut; Christina E. Shalley, Georgia Institute of Technology; Stuart H. Milne, N/A

**OB:** Beyond The Shadow Of The Future | Corinne A. Coen, State U. of New York, Buffalo

**OB:** Team Member Functional Background and Involvement in Management Teams | J. Stuart Bunderson, Washington U.

**Discussant:** Don Hellriegel, Texas A&M U.

### 457: (OB, ODC, MOC) Using Our Heads and Hearts: Influences of Cognition and Affect on Positive Organizational Change

**Time:** 10:40-12:00

**Location:** Convention Center: A209

**Chairs:** Leslie E. Sekerka, Case Western Reserve U.; Seung-Yoon Rhee, U. of Michigan

**Speakers:** Richard P. Bagozzi, Rice U.; Jane E. Dutton, U. of Michigan; Barbara L. Fredrickson, U. of Michigan; Fiona Lee, U. of Michigan; Rollin McCraty, Institute of HeartMath; Jose Antonio Rosa, Case Western Reserve U.

### 458: (Paper Session) - (OCIS) Information Systems Development

**Time:** 10:40-12:00

**Location:** Convention Center: A204

**Chair:** Robert W. Zmud, U. of Oklahoma

**OCIS:** Patterns of Cognitive Conflict in ISD Teams: A Process View | Ricardo Alada Lim, Asian Institute of Management; Ann Majchrzak, U. of Southern California

**OCIS:** Learn or Not: Impact of Cognitive Elaboration on Learning in ISD Projects | Jiangfan Jenny Zhong, U. of Southern California; Ann Majchrzak, U. of Southern California

**OCIS:** Systems Development Performance Improvement: A Knowledge Creation and Embedding Perspective | Ravi Patnayakuni, Temple U.; Arun Rai, Georgia State U.

**OCIS:** Engaging in System Design: Enabling Learning Across Communities | Kevin P. Gallagher, Florida State U.; Betty Vandenbosch, Case Western Reserve U.

**Discussants:** T Ravichandran, Rensselaer Polytechnic Institute; Kay M. Nelson, Ohio State U.; Pierre Andre Balthazard, Arizona State U.; Shaila Miranda, U. of Oklahoma

### 459: (ODC) Is Change Manageable? An Analysis of the Developing Critique of the Manageability of Change

**Time:** 10:40-12:00

**Location:** Convention Center: A202

**Chairs:** Ian Palmer, U. of Technology, Sydney; Richard Dunford, Macquarie U.

**Speakers:** Ian Palmer, U. of Technology, Sydney; Richard Dunford, Macquarie U.; Loizos Th. Hareoules, National U. of Singapore; Ben Bryant, London Business School; Robert J. Marshak, American U.; Robert Walderssee, Queensland U. of Technology; Lynette Joy Clark, Queensland U. of Technology; Dexter Dunphy, U. of Technology, Sydney

**Discussants:** Craig C. Lundberg, Cornell U.; Suzanne L. Geigle, Pricewaterhouse Coopers

### 460: (Paper Session) - (ODC) Perspectives on the Readiness for Change

**Time:** 10:40-12:00

**Location:** Convention Center: C112

**Chair:** David Coghlan, U. of Dublin

**ODC:** The Role of Organizational Culture and Reshaping Capabilities in Creating Readiness for Change | Renae A. Jones, Queensland U. of Technology; Nerina L. Jimmieson, U. of Queensland; Andrew Griffiths, U. of Wollongong

**ODC:** The Transtheoretical Model of Change: An Application to Individual Readiness for Change | Christie J. Kennedy, San Jose State U.

**ODC:** Readiness for Change: The Development of a Scale | Daniel T. Holt, Air Force Institute of Technology

**Discussant:** James D. Ludema, Benedictine U.

### 461: (Paper Session) - (OM) International Operations Issues

**Time:** 10:40-12:00

**Location:** Convention Center: C206

**Chair:** Ram Narasimhan, Michigan State U.

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

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


**Discussant:** Nancy E. Waldeck, U. of Toledo

### 462: (Paper Session) - (OMT) Culture: Process or Commodity?

**Time:** 10:40-12:00

**Location:** Convention Center: B

**Chair:** Joseph Lampel, City U., London

**OMT:** Towards a Theory of Structural Change and Product Homogeneity in Cultural Industries | Gokce Sargut, Columbia U.

**OMT:** Why do Late Adopters Perform Poorly: Symbolic Adoption, or Cultural Incongruity? | Peter Cebon, U. of Melbourne; E. Geoffrey Love, Rice U.

**OMT:** Chasing the Tastemakers: Gatekeeper Embeddedness in Cultural Industries | Pacey Foster, Boston College

**OMT:** Cross Cultural Code Switching | Andrew Molinsky, Brandeis U.
463: (Paper Session) - (OMT) Corporate Governance: Dynamic Perspectives
10:40- 12:00 Adam's Mark: Tower Court D
Chair: Janet E.L. Bercovitz, Duke U.
OMT: Adaptation of Corporate Governance to Deregulation: A Longitudinal Study of the U.S. Banking Industry | Bong Jin Kim, Tilburg U.
Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award

OMT: A Model of Governance and Legality of Firms in Transforming Economies: Empirical Evidence From China | Ivan M. Manev, U. of Maine; Aimin Yan, Boston U.; Tatiana S. Manolova, Boston U.


464 JS: (OMT, OCIS, OB) Proximity Revisited: A Closer Look at the Meaning and Effects of Distance in Group Work
10:40- 12:00 Convention Center: A205
The Meaning of Distance to Members of Geographically Distributed Teams | Jeanne M. Wilson, College of William and Mary
Group Engagement Across Status Differences and Physical Distance | Anca Metiu, INSEAD

The Effects of Distance on the Formation of Collection Intuition | Quintus R. Jett, Rice U.
Discussants: JoAnne Yates, Massachusetts Institute of Technology; Marietta L. Baba, Michigan State U.

465 ONE: Negotiating Stakeholder Networks by Necessity: The Rocky Flats Experience
10:40- 12:00 Convention Center: C108
Rocky Flats, once the U.S.'s most contaminated site, is planned for closure. Stakeholder representatives will discuss their experiences in the network that negotiated the resolution of this site. Chair: Mark Cordano, Ithaca College
 Speakers: Mark Udall, Congressman, 2nd Congressional District of Colorado; Doug Young, 2nd Congressional District of Colorado; Nancy Tuor, Kaiser-Hill Company; Ken Korkia, Rocky Flats Citizens Advisory Board; Samantha Dixon, City of Westminster; Len Ackland, U. of Colorado, Boulder; Monika Winn, U. of Victoria; Ann E. Feyertherm, Pepperdine U.

466: (Paper Session) - (PNP) Theory and Practice in Public Management
10:40- 12:00 Adam's Mark: Plaza Court 7
Chair: Tom Thomas, San Francisco State U.

PNP: All That Glitters: Non-Economic Competition and the Implications for Organizational Theory | Mark Andrew Fuller, York U.


PNP: Talking COP: Discourses of Change and Policing Identities | Robyn Thomas, Cardiff U.; Annette Davies, Cardiff U.
Discussant: Jean Hartley, Warwick U.

467: (Paper Session) - (RM) Researching Narratives and Narrating Research
10:40- 12:00 Convention Center: C210
Chair: Stephen Linstead, U. of Essex
RM: Narrating Research | Hans Hansen, U. of Kansas
RM: To Text or Context? | David Barry, Victoria U., Wellington; Brigid Carroll, Auckland U.; Hans Hansen, U. of Kansas

Discussants: Karen D. Locke, College of William and Mary; Bruce James Hanson, Colorado Technical U.

468 SIM: Research on Ethics in an International Context
10:40- 12:00 Convention Center: C109
Chair: Randi L. Sims, Nova Southeastern U.

SIM: Power Distance and Individualism as Cultural Determinants of Ethical Judgments | Daniel A. Saunders, Lincoln U., New Zealand; Jeffrey C. Kennedy, Lincoln U., New Zealand; Kee Hock Loo, Lincoln U., New Zealand


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

Discussants: Jerry M. Calton, U. of Hawaii, Hilo; Bobby Banerjee, U. of South Australia

469 SIM: Incorporating Environment into Corporate Social Responsibility and Stakeholder Research
10:40- 12:00 Convention Center: A206
Chair: Patricia C. Kelley, U. of Washington
SIM: The Effect of Environment on the Relationship Between Social Responsibility and Performance | Irene Goll, U. of Scranton; Abdul Rasheed, U. of Texas, Arlington

SIM: The Creation of Value: Reconciling Social Responsibility, Sustainability and a Stakeholder Approach | David Wheeler, York U.; Barry A. Colbert, York U.; R. Edward Freeman, U. of Virginia

SIM: Cognitive Frames of Corporate Environmental Performance: Positional Differences and Similarities | Oana
MONDAY

Session Details – Monday

470 (Paper Session) - (S/T) Cracks in the Glass Ceiling?
10:40-12:00 Convention Center: C204
Facilitator: Michael Harris, U. of Missouri, St. Louis
CAR: Shattering the Glass Ceiling - The ‘Greenhouse’ Effect and Women’s Careers | Yochanan H. Altman, U. of North London; Ruth Catherine Simpson, Brunel U.
GDO: The Glass Ceiling and the Politics of Knowledge: On the Possibilities of Roads Not Taken | Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst
BPS: Who are Female Directors? New Empirical Evidence on Human Capital and Institutional Explanations | Nina Amble, Work Research Institute; Lene Foss, Tromsoe U.

471 (Paper Session) - (S/T) Dot Coms and the New Economy
10:40-12:00 Convention Center: A208
Facilitator: Urs E. Gattiker, Aalborg U.
ODC: Punctuated Norm Crisis: Action Learning and Social Construction During the Rise and Fall of Dotcoms | Kenneth Wm. Kury, Boston College
OM: Value Drivers in e-Services | Rohit Verma, U. of Utah; Zafar Iqbal, DePaul U.

472 (Paper Session) - (S/T) Networks and Firm Performance
10:40-12:00 Convention Center: C204
Facilitator: Marlene Burkhardt, Juniata College
OB: Interpersonal Relationships at the Top | David Butcher, Cranfield U.; Sally Atkinson, Cranfield U.
OB: The Pervasive Effects of Network Content | Brooke Harrington, Brown U.
Winner of OB Division Best Dissertation-Based Paper Award

473 (Paper Session) - (TIM) Insights into E-Commerce
10:40-12:00 Convention Center: C212
Chair: Sanjay Jain, U. of Wisconsin, Madison
TIM: Trustworthiness as a Source of Competitive Advantage in Online Auction Markets | Paul A. Pavlou, U. of Southern California
TIM: Online Disintermediation. Differences in the Behavior of Traditional Retailers in Adopting Ecommerce | Veneta Stefanova Andonova, U. Pompeu Fabra
TIM: Pure Plays Versus Brick and Click: An Analysis of Marketing, Channel Structure, and Performance | Howard Rasheed, U. of South Florida; Scott W. Geiger, U. of South Florida

474 (Paper Session) - (TIM) Technological Insights from Patent Analyses
10:40-12:00 Convention Center: C208
Chair: David Robinson, Texas Tech U.
TIM: Evolution of R&D Capabilities: Role of Knowledge Networks Within a Firm | Srikanth Paruchuri, Columbia U.; Atul Nerkar, Columbia U.
TIM: Subsidiaries and Knowledge Networks: The Evolving Influences on Innovation | Paul C. Almeida, Georgetown U.; Anupama Phene, U. of Utah
TIM: Knowledge Transfer with the Firm: What Drives the Speed of Transfer? | Anupama Phene, U. of Utah; Anoop Madhok, Erasmus U.; Kun Liu, U. of Utah
TIM: Improving Patent Valuation Methods for Management - Validating New Indicators by Understanding Patenting Strategies | Markus Georg Reitzig, Munich School of Management

475 SHCS: (TIM, BPS, OMT) The Theory of the Firm and Modularity: Towards a Fruitful Convergence?
10:40-12:00 Convention Center: C207
Chair: Richard Langlois, U. of Connecticut
Speakers: Henry Chesbrough, Harvard U.; Andrea Prencipe, U. of Sussex
Discussant: Sidney G. Winter, U. of Pennsylvania

476 (OMA) Journal of Organizational Behavior Luncheon
Monday 12:00PM

12:00-2:00 Hyatt: Moulin Rouge
Organizer: Denise M. Rousseau, Carnegie Mellon U.
Monday 12:20PM

477 ✯ (AA) Co-Evolution of Knowledge Networks and Twenty-first Century Organizational Forms
12:20- 2:10 Adam’s Mark: Convention Center: A201
Social Capital and Communities of Practice: Studying Knowledge Creation, Retention, and Transfer | Peter R. Monge, U. of Southern California
Knowledge Networks as Public Goods | Yan Xu, U. of Southern California
A Network Analysis of Information Retrieval in Transactional Memory Systems | Noshir Contractor, U. of Illinois
Modelling Exception Handling and Knowledge Sharing in Project Teams | John Kunz, Stanford U.
Discussant: Bill McKelvey, U. of California, Los Angeles

478 ✯ (AA) ISO Certification and Institutionalism: Adoption and Diffusion of Global Management Standards
12:20- 2:10 Adam’s Mark: Gov. Sq. 17
Chair: Anastasia M. Luca, U. of California, Los Angeles
Discussant: Esmeralda Garbi, Florida Atlantic U.

479 ✯ (AA) Leading Toward a Better World? Business as a Force for Change
12:20- 2:10 Adam’s Mark: Plaza Ballrm D+E+F
This session will explore lessons learned from both changes within major multinational corporations and from their efforts to contribute to constructive societal change. Recent events have surfaced numerous gaps in the global information age: for example, between the promise of creating “connected communities” and the reality of divisiveness and conflict; between macro-policies and micro-opportunities; between messages sent by leaders and behavior on the ground in local units; between the expectations for corporate social responsibility and what companies can actually deliver; and between the experiences of men and women. The leadership portfolio in many companies now includes the challenges of managing uncertainty, working through partner networks, building a common culture permitting collaboration across diverse units, and addressing problems well beyond a company’s borders. This session will look at how companies improve their competitiveness while tackling new challenges, such as pharmaceutical companies’ efforts to improve health in developing countries, from oil companies addressing environmental sustainability, and from initiatives of technology companies to bridge the digital divide. Does this reflect the evolution of a new corporate model? Is there a connection between business success in the digital age and active corporate citizenship? How does this model respond – or not – to the critics of global capitalism who are suspicious of the power of giant enterprises?
Distinguished Speaker: Rosabeth Kanter, Harvard U.

480 : (Paper Session) - (BPS) Developing Capabilities: Internal Development Versus External Sourcing
12:20- 2:10 Adam’s Mark: Gov. Sq. 17
Chair: Patrick Reinmoeller, Erasmus U.
BPS: Boundary Management and Organizational Growth | Filipe Manuel Santos, Stanford U.; Kathleen Eisenhardt, Stanford U.
→ BPS: >From Catching Up to Competitive Advantage: The Evolution in Use of Methods of Resource Development | Alvaro Cuervo-Cazurra, U. of Minnesota
→ BPS: Market Liberalization and Its Impact on Firm Scope | Alvaro Cuervo-Cazurra, U. of Minnesota; Omar Toulan, McGill U.
Discussant: Todd Zenger, Washington U.

481 : (Paper Session) - (BPS) The Determinants of CEO Compensation
12:20- 2:10 Adam’s Mark: Director’s Row E
Chair: Glenn Rowe, U. of Western Ontario
BPS: Compensation Consultants and Executive Pay | Simon Peck, U. of St. Gallen; Martin James Conyon, U. of Pennsylvania
BPS: Market Comparisons as Determinants of CEO and Outside Director Compensation in U.S. Firms | James J. Cordeiro, State U. of New York, Brockport
Discussant: Daniel P. Forbes, U. of Minnesota

482 : (Paper Session) - (BPS) The Dynamics of Supply Chain Structure and Coordination
12:20- 2:10 Adam’s Mark: Director’s Row H
Chair: Jack A. Nickerson, Washington U.
BPS: Do Modular Products Lead to Modular Organizations? | Glenn Hoetker, U. of Illinois, Urbana-Champaign
BPS: Asymmetrical Power as a Basis for Intensive Coordination in a Multi-Firm Network | Alan O’Sullivan, U. of Ottawa
BPS: Experience and Learning in Supply Chain Negotiations, Evidence from an Industry Simulation | James Edward Henderson, Babson College; Karel Cool, INSEAD
Discussant: Ron Adner, INSEAD
483 JS: (BPS, IM, TIM) Business Strategy in the Evolving Global Wireless Telecommunications Sector  
12:20-2:10 Convention Center: A207  
Chair: Bennet A. Zelner, Georgetown U.  
Competitive Pricing and Discrimination in the U.S. Cellular Telephone Service Industry | Patrick S. Moreton, Washington U.  
Replication and Adaptation in Knowledge Transfer among International Telecom Firms | Charles Williams, U. of Michigan  
The Impact of Firm Rivalry on Location Choices in the Cellular Phone Industry | Juan Alcacer, New York U.  
The Political Spectrum | Witold J. Henisz, U. of Pennsylvania  
Discussant: Anita McGahan, Boston U.  

484 ☯/xs: (CAR) Cyber-Relations, Religion, and 24-7 in Paradise: Managing Boundaries in 21st Century Work  
12:20-2:10 Convention Center: A105  
Chairs: Susan G. Cohen, U. of Southern California; Edith Lilian Greenblatt, U. of Southern California  
Introduction to Symposium by the Chairs | Susan G. Cohen, U. of Southern California  
Anybody Out There? Virtuality Impacting Individual Psychological States & Team Enabling Conditions | Cristina B. Gibson, U. of Southern California  
Connecting at the Team-Member Boundary: Virtual Team Characteristics Predicting Member Satisfaction | Paul E. Tesluk, U. of Maryland  
Protestant Relational Ideology and (In)Attention to Relational Cues in Work Settings | Jeffrey Sanchez-Burks, U. of Michigan  
Too Close for Comfort: Boundary Management in 24-7 Service Workers | Edith Lilian Greenblatt, U. of Southern California  
Managing Boundaries for Individual and Organizational Effectiveness | Edward Lawler III, U. of Southern California  
Discussant: Edward Lawler III, U. of Southern California  

485 ☯/js: (ENT, BPS, OMT) I Get By With a Little Help From My Friends: Entrepreneurs in Rock and Roll Networks  
12:20-2:10 Convention Center: A101/103  
Chair: Timothy S. Reed, Air Force Institute of Technology  
Musician: Pat McGee, Pat McGee Band, Inc.  

486 ☯/ (HR) "e-HR and the Future of the HR Function"  
12:20-2:10 Adam's Mark: Terrace  
Speakers: Mike Christie, Hewitt Associates, LLC; Steve Moritz, Dell Computer Corporation; Mark L. Lengnick-Hall, U. of Texas, San Antonio  

487 ☯/ (Paper Session) - (HR) Issues in Compensation Design  
12:20-2:10 Adam's Mark: Vail  
This session includes papers on issues with regard to compensation design such as organizational pay mix, group incentives, and broad based incentives  
Chair: Karen J. Jansen, Pennsylvania State U.  
Discussant: Gary C. McMahan, U. of Texas, Arlington  

488 ☯/ (Paper Session) - (HR) HR Practices and Firm Performance  
12:20-2:10 Adam’s Mark: Columbine  
Chair: Elizabeth Fraser Cabrera, U.Carlos III de Madrid  
HR: Training and Organizational Effectiveness: Do Incentives Make a Difference? | Simon Taggar, York U.; Alan M. Saks, U. of Toronto; Robert R. Haccoun, York U.  
Discussant: Diane Burton, Massachusetts Institute of Technology  

489 JS: (HR, MED, OB) 360 Degree Feedback: Dilemmas in Practice, Opportunities in Research  
12:20-2:10 Convention Center: A209  
Chair: Jay A. Conger, London Business School  
360-Degree Trends and Predicaments | Jean Brittain Leslie, Center for Creative Leadership  
Understanding 360-Degree Feedback at the Individual, Organizational, and National Levels | David A. Waldman, Arizona State U.  
Decoupling Development from Administration: Time for Two 360-Degree Instruments? | Ginka Toegel, London Business School  
490: (IM) Beyond Expatriation: New Themes in Expatriate Research  
12:20-2:10 Convention Center: C102  
*Chair: Jean-Luc Cerdin, ESSEC  
Facilitator: Paula M. Caligiuri, Rutgers U.

The Relationship Between Expatriate Assignment and Global Leadership Competencies | Mark Mendenhall, U. of Tennessee, Chattanooga  
Designing Repatriate Training Programs: A Contingency Framework | Ibraiz Tarique, Rutgers U.  
Towards a Boundaryless Career: A Closer Look at the Expatriate Career Concept | Guenter K. Stahl, INSEAD  
Repatriation in French Multinationals: Traditional Propositions and New Research Directions | Mila Borislavova Lazarova, Rutgers U.  
Foreign Assignments and Organizational Performance: A Comparative Analysis of European Countries | Amanda Dunkel, Vienna U. of Economics and Business Administration

491: (Paper Session) - (IM) Management Lessons from Uncertain Environments: Dazed and Confused  
12:20-2:10 Convention Center: C104  
*Chair: James J. Kennelly, Skidmore College  

(IM): Modes and Effects of Change: Evidence from Telecommunications Firms | Laurence Capron, INSEAD; Will Mitchell, Duke U.  
(IM): An Evolutionary View of the Internationalization of Chase Manhattan Bank, 1917 to 1996 | Gino Cattani, U. of Pennsylvania  
(IM): The Value of Real Options in a Period of Great Uncertainty | Seung-Hyun Lee, Ohio State U.; Mona V. Makhija, Ohio State U.  
(IM): Greenfield Investment in the Global Energy Industry: Negotiating Complexity and Legitimacy | Rajesh Kumar, Aarhus School of Business; Srinivasa Rangan, Babson College; Carlos Rufin, Babson College  
Discussant: Stanley D. Nollen, Georgetown U.

492: (SHCS) (IM, OB) Building Effective Networks: Reconciling Cultural Dimensions of Five International Research Programs  
12:20-2:10 Convention Center: C207  
*Chairs: Vinip Gupta, Fordham U.; Robert J. House, U. of Pennsylvania  
Speakers: Mansour Javidan, U. of Calgary; Paul Hanges, U. of Maryland; Peter W. Dorfman, New Mexico State U.; Fons Trompenaars, THT Intercultural Management Group; Lilach Sagiv, Hebrew U.; Michael H. Hoppe, Center for Creative Leadership

493: (Paper Session) - (IPC) Understanding Competitive and Cooperative Relations and Their Interaction  
12:20-2:10 Convention Center: A106 T2  
*Facilitator: Carlos Garcia-Pont, IESE, U. of Navarra

(IM): Strategic Analysis to Build Value-Creative Network: The Value Configuration Approach | Xavier Lecocq, IAE -USTL; Said Yami, ERFI-ISEM  
(IM): Competition Versus Cooperation: Toward an Integration | Ming-Jer Chen, U. of Virginia; Alberto Daniel Hanani, U. of London

494: (Paper Session) - (IPC) Strategic Groups and Multimarket Competition  
12:20-2:10 Convention Center: A106 T3  
*Facilitator: Avi Fiegenbaum, Technion

(IM): Diffusing the Shadow of the Future: Technological Innovation and (Non) Mutual Forbearance | Raja Roy, U. of Pittsburgh; John E. Prescott, U. of Pittsburgh  
(IM): When Does the Competition Matter? Investigating Managerial and Board Perceptions Within a Multimarket Context | John Stephan, State U. of New York, Buffalo

(IM): Multipoint Competition, Mutual Forbearance and Entry Into Geographic Markets | Lucio Fuentelsaz, U. of Zaragoza; Jaime Gómez, U. of Zaragoza  

495: (Paper Session) - (IPC) Mimetic Behavior and Industry Evolution  
12:20-2:10 Convention Center: A106 T1  
*Facilitator: Marvin B. Lieberman, U. of California, Los Angeles  

(IM): Identifying Mimetic Isomorphic Patterns and Measuring Their Consequences | Charles Baden-Fuller, City U., London; Illidio Barreto, U. Catolica Portuguesa  
(BPS): Temporal Mimicry Patterns and Performance Consequences in U.S. Investment Banks’ Underwriting IPOs | Kyung Min Park, INSEAD


496: (Paper Session) - (IPC) The Function and Performance of Strategic Alliances  
12:20-2:10 Convention Center: A214 T3  
*Facilitator: Shige Makino, Chinese U. of Hong Kong

BPS: Influences of Transaction Governance and Process Pattern on Alliance Performance | Steven S. Lui, City U. of Hong Kong; Hang-yue Ngo, Chinese U. of Hong Kong

(IM): Equity Participation and the Wealth Effect of Strategic Alliances: Evidence from Taiwan | Shao-Chi Chang, National Cheng Kung U.

(IM): The Influence of Organizational Performance Goals and National Culture on SME Strategic Alliance Propensity | Franz T. Lohrke, U. of Alabama, Tuscaloosa; Mark Weaver, Rowan U.; Patrick Kreiser, U. of Alabama, Tuscaloosa
497: (Paper Session) - (IPC) Financial and Accounting Measures and Strategy
12:20-2:10 Convention Center: A214 T1
Facilitator: Eleanor O'Higgins, U. College, Dublin

BPS: Why Financial Buyers Do It Better? Agency Theory Meets the Knowledge-Based View of the Firm | Oliver Frank Gottschalg, INSEAD


BPS: Restructuring Performance: The Applicability of the Balanced Scorecard View | Seungwa (Andy) Chung, Yonsei U.; Gyeong Mook (Gymi) Kim, Kwandong U.; Boyoung Cheon, Yonsei U.

OMT: The Reception Pattern of the Balanced Scorecard: Accounting for Interpretative Viability | Geert Braam, U. of Nijmegen; Stefan Heusinkveld, U. of Nijmegen; Jos Benders, U. of Nijmegen

498: (Paper Session) - (IPC) Re-examining Research in Strategic Management: From Theory to Methods
12:20-2:10 Convention Center: A106 T4
Facilitator: Eric W. K. Tsang, Wayne State U.

BPS: A Place to Play: Re-Defining Strategy Research | Johan Roos, Imagination Lab Foundation; Matt Statler, Imagination Lab Foundation

BPS: Paradox and Theorizing Within the Resource-Based View | Augustine A. Lado, Cleveland State U.; Peter Wright, U. of Memphis; Mark Kroll, Louisiana Tech U.; Nancy G. Boyd, North Texas U.

BPS: From Metaphor to Practice in the Crafting of Strategy | Johan Roos, Imagination Lab Foundation; Peter Bürgi, Imagination Lab Foundation


499: (Paper Session) - (IPC) Strategic Issues in Technology Development and Commercialization
12:20-2:10 Convention Center: A214 T1
Facilitator: Anil Nair, Old Dominion U.

BPS: Organizational Antecedents of Second-Order Marketing and R&D Competences | Erwin Danneels, Worcester Polytechnic Institute

BPS: Myopic Core Competencies and New Product Performance | Keith Brouthers, U. of East London; Lance Brouthers, U. of Akron; Dennis B. Arnett, Texas Tech U.

BPS: The Definition of Strategic Liabilities and Their Impact on Firm Performance | Richard J. Arend, U. of Nevada, Las Vegas

BPS: The Role of IT in Drug Development: Measuring Capabilities Among Contract Research Organizations | Christopher Boerner, U. of California, Berkeley; Jeffrey Macher, Georgetown U.

500: (Paper Session) - (IPC) Venture Capital: Its Function and Role in Firm Strategy
12:20-2:10 Convention Center: A214 T2
Facilitator: Garry D. Bruton, Texas Christian U.


BPS: Knowledge, Structure, and the Upside-Down Venture Capitalist | Noam Wasserman, Harvard U.


OMT: Multi-Stage Selection and the Funding of New Ventures | Jonathan Thomas Eckhardt, U. of Maryland, College Park; Scott Shane, U. of Maryland, College Park; Frederic Delmar, Stockholm School of Economics

501: (Paper Session) - (IPC) Approaches for Measuring and Assessing Ethics
12:20-2:10 Convention Center: A214 T4
Facilitator: Marshall J. Schminke, U. of Central Florida


SIM: Magnitude of Consequences, Accountability, and the Ethical Decision Making of IS Professionals | Kevin P. Pauli, Millsaps College; Douglas R. May, U. of Nebraska, Lincoln

SIM: Just(?) a True/False Test: Applying Signal Detection Theory to Judgments of Organizational Dishonesty | Elizabeth D. Scott, Pennsylvania State U.

502: (Paper Session) - (IPC) New Evidence on Entrepreneurship and Managing Innovation
12:20-2:10 Convention Center: C105 T2
Facilitator: John A. Mathews, Macquarie U.

TIM: Learning Curve? Which One? | Paulo Jose Prochno, IBMEC

TIM: The Duality of Innovation and Attention to Details in Quality Improvement Initiatives | Eitan Naveh, Technion-Israel Institute of Technology; Miriam Erez, Technion-Israel Institute of Technology

TIM: Interactions between Style and New Technologies: Managing Innovation in the Media Industries | Tanja S. Schweizer, Erasmus U.

ENT: Environmental Uncertainty, Configurational Equifinality, and Organizational Performance In Small Firms | G. Tyge Payne, U. of Texas, Arlington
Session Details – Monday

**503**: (Paper Session) - (IPC) Relational Principles, Identity and Organizational Change
12:20- 2:10 Convention Center: C105 T1
*Facilitator: Jack M. Feldman, Georgia State U.*

- **MC:** An Interpretative Model of the Dynamics of Cooperation in Intra- and Inter-organizations Networks | Jean-Paul Bernard Dumond, Hautes Etudes Commerciales U.
- **ODC:** Transformative Interactions: Relational Principles to Guide Self-Organizing Change | Mary A. Ferdig, Benedictine U.; James D. Ludema, Benedictine U.
- **Best Interactive Paper Award**

**ODC:** Employee Responses to Mergers and Acquisitions: The Mediating Role of Threat to Self-Concept | Christopher D. Zatzick, Simon Fraser U.

**504**: (Paper Session) - (IPC) Occupational Concerns, Stress and Performance
12:20- 2:10 Convention Center: C105 T3
*Facilitator: Angelo J. Kinicki, Arizona State U.*

- **OB:** Stress-Related Aftermaths to Workplace Politics | Eran Vigoda, Haifa U.
- **OB:** The Antecedents of Performance: A Multilevel Perspective | Gillian Bernadette Yeo, U. of Queensland; Andrew Neal, U. of Queensland
- **OB:** Occupation-Relevant Values Strengthen the Stressor-Strain Relationship in Elite Army Units | Thomas W. Britt, Clemson U.; Melba Stetz, Walter Reed Army Institute of Research; Paul Bliese, Walter Reed Army Institute of Research
- **OB:** Organizational Climate: Moderating Job Insecurity’s Toll on Employee Safety | Tahira M. Probst, Washington State U., Vancouver

**505**: (Paper Session) - (IPC) Challenges Posed by Success in the Context of Organizations and Project Management
12:20- 2:10 Convention Center: C105 T4
*Facilitator: Tsungting Chung, Providence U.*

- **OB:** Cognitive Processes for Avoiding the Paradox of Success | Pino G. Audia, London Business School
- **MC:** How Success Inhibits Innovation and Change: Lessons from an Intervention | Anurag Sharma, U. of Massachusetts, Amherst; Thu Hang T. Tran, U. of Massachusetts, Amherst
- **OB:** Uncovering and Exploring the Mobilization and Launch Phase of High and Low Performing Project Teams | Jeff Erickson, Cornell U.
- **MC:** In Search of the Root Causes of Deep Culture Conflicts | James W. Fairfield-Sonn, U. of Hartford

**506**: (Paper Session) - (IPC) Negotiation Strategies and Tactics
12:20- 2:10 Convention Center: C205 T1
*Facilitator: Don Moore, Carnegie Mellon U.*

- **OB:** The Later the Better: Issue Delays and Outcome Delays in Dyadic Negotiations | Sungu Armagan, Utah State U.; Tamara A. Uptigrove, U. of Texas, Dallas; Gerardo A. Okhuysen, Utah State U.
- **CM:** Learning to Avoid the Winner’s Curse in Bilateral Negotiations: The Effect of Variance in the Payoff | Yoella Bereby-Meyer, Ben-Gurion U., Negev; Brit Grosskopf, Harvard U.

**507**

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

**508**

- **MED Luncheon of Past MED Chairs**
12:20- 2:10 Convention Center: A113
*Program Chair: Regina Bento, U. of Baltimore*  
*Division Chair: Robert J. DeFillippi, Suffolk U.*

**MC:** Hierarchy Versus Heterarchy in British Aerospace: BAE Systems and Bombardier-Shorts in the 1990s | John Francis Wilson, Nottingham U.

**MC:** Corporate Governance, Business Strategy and the Characteristics of Networks | Steve Toms, U. of Nottingham; Igor Filatotchev, U. of Bradford

**MH:** Inventing Corporate Governance: The Emergence of Shareholder Activism in the Nineteen Forties | Richard Maren, Sacramento State U.

**MH:** Paul Hersey Award for Best Paper on Leadership

**MH:** Corporate Governance Through Networks and Markets: The Historical Impact of Public Policy | Trevor Buck, De Montfort U.

*Discussants: Bill Cooke, U. of Manchester; Gillian Wright, Liverpool John Moores U.; Michael Rowlinson, U. of North London; Mohammed R. Ahmed, Ameer Institute of Technology*

**510**: (Paper Session) - (MOC) The Effects of Affect on Decisions and Judgement
12:20- 2:10 Convention Center: C201
*Chair: Vanessa Urch Druskat, Case Western Reserve U.*

**MOC:** The Emotional Ties That Bind: Affective Characteristics of Groups and Their Effects on Judgments of Cohesiveness and Common Fate | Joseph Magee, Stanford U.; Larissa Tiedens, Stanford U.
MOC: Effects of Mood on the Discrimen of Varying Levels of Employee Performance in Performance Appraisals | Stéphane Côté, U. of Toronto

MOC: The Impact of Affect, Framing, and Need for Cognition on Decision Makers’ Recall and Confidence | Bard Kuvaas, Norwegian School of Management; Geir Kaufmann, Norwegian School of Economics and Business Administration; Tore Helstrup, U. of Oslo


Discussant: Adelaide Wilcox King, U. of Virginia

511: (Paper Session) - (OB) LMX: Measurement and Links to Justice and Citizenship Behavior
12:20-2:10 Adam’s Mark: Gov. Sq. 11
Chair: Arup Varma, Loyola U., Chicago
OB: Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior | Samuel Aryee, Hong Kong Baptist U.; Hwee-Hoon Tan, National U. of Singapore; Pawan S. Budhwar, Cardif U.
OB: LMX Dyad Agreement: Construct Definition and the Role of Dyad Similarity and Communication | Barbara D. Minsky, Troy State U., Dothan
OB: A Justice Perspective to Understanding The Effects of LMX Differentiation For Individual Attitudes | Berrin Erdogan, Portland State U.
Discussant: Mark J. Martinko, Florida State U.

512: (Paper Session) - (OB, HR) Contingent Work in the New Economy
12:20-2:10 Adam’s Mark: Gov. Sq. 12
Organizers: Blake E. Ashforth, Arizona State U.; Paul Tiedt, U. of Arkansas
Chair: Anne M. O'Leary-Kelly, U. of Arkansas
Discussant: Lois E. Tetrck, U. of Houston
Winner of OB Division's Most Innovative Session

513: (OCIS) Establishing Links in Research Networks
12:20-2:10 Convention Center: A204
This session is designed to help build research networking relationships among OCIS members. Participants will be organized in small groups based on their research interests for two network-building exercises. Each group will be lead by a researcher recognized for research on the group’s topic area. Pre-registration not required. Bring a lunch if you might get hungry. Contact Carol Saunders at csaunders@bus.ucf.edu for more information.
Organizer: Carol Saunders, U. of Central Florida

514: (Paper Session) - (OMT) Identity and Identification in Organizations
12:20-2:10 Adam’s Mark: Tower Court D
Chair: Majken Schultz, Copenhagen Business School
OMT: On the Edge of Identity: Boundary Theory and Work-Self Conflict | Glen E. Kreiner, U. of Cincinnati
OMT: Identity Orientation and Networking | Olivia Kyriakidou, U. of Surrey
OMT: Organizational Identity and Commitment: A Cross-National Test of A Measurement Model | Peter Foreman, U. of Illinois, Urbana-Champaign; Randall E. Westgren, U. of Illinois, Urbana-Champaign; David A. Whetten, Brigham Young U.

515: (Paper Session) - (OMT) Networking Across Organizational Boundaries
12:20-2:10 Adam’s Mark: Tower Court B
Chair: John R. Austin, Pennsylvania State U.
OMB: Competing in Groups | Tim Rowley, U. of Toronto; Joel A. C. Baum, U. of Toronto; Andrew V. Shipilov, U. of Toronto
OMB: Research Impact: Social Network Research, Framing, and Change in Board Network Ties | Marc-David L. Seidel, U. of Texas, Austin; James D. Westphal, U. of Texas, Austin
OMB: Networks Across Organizations and Markets | Alessandro Lomi, Bologna U.; Philippa Pattison, U. of Melbourne
OMT: A Network Paradigm for the Family Business Enterprise | Hung-Bin Ding, Rensselaer Polytechnic Institute

516: (Paper Session) - (OMT) Learning and Organizations: Organizational and Inter-organizational Learning
12:20-2:10 Adam’s Mark: Gov. Sq. 9
Chair: Colin Eden, U. of Strathclyde
OMT: An Agency Perspective on the Financial Press as a Monitoring Mechanism | Jonathan Lewis Johnson, U. of Arkansas; Alan E. Ellstrand, U. of Arkansas; Michael J. Hennelly, U. of Arkansas
OMB: Interorganizational Learning and the Location of Manufacturing Subsidiaries | Paula V. Bastos, U. Federal Rio de Janeiro; Henrich R. Greve, Norwegian School of Management
OMB: The Intelligence of Superstition | Jerker C. Denrell, Stockholm School of Economics
Session Details – Monday

❖ OMT: Organization-Level and Population-Level Learning During Implementation of a Managerial Innovation | Andreas Schwab, Louisiana State U.; Craig A. Olson, U. of Illinois; Anne S. Miner, U. of Wisconsin, Madison


519 : (Paper Session) - (RM) Grounding Research and Research in Practice 12:20-2:10 Convention Center: C210 Chair: Laubie Li, U. of Adelaide
RM: From Revision to Representation: Ties to the Past in Research Methods | Julie Wolfram Cox, Monash U.
RM: Configuring Knowledge in Practice-Grounded Research Networks: A Contemporary Example | David Partington, Cranfield U.; Malcolm Young, Cranfield U.
RM: Using Grounded Inquiry to Explore Idea Management for Innovativeness | Argun Saatioglu, Case Western Reserve U.
Discussants: James R. Bailey, George Washington U.; Carolyn M. Wiethoff, Indiana U.; Bloomington

SIM: New Institutions for New Employment Relationships: Stakeholder Networks and Justice for Workers | Harry J. Van Buren III, Northern Iowa U.
SIM: Two Concepts of Contractarian Corporate Morality | Ben Wempe, Erasmus U.
Discussants: Archie B. Carroll, U. of Georgia; Meinolf Dierkes, WZB

Speakers: Gerald Keim, Arizona State U.; Jean-Philippe Bonardi, U. of Western Ontario; Michael D. Lord, Wake Forest U.; John F. Mahon, U. of Maine; Richard A. McGowan, Boston College; Amy Hillman, Arizona State U.

522 ☯: (Paper Session) - (SIT) Variety in Teams 12:20-2:10 Convention Center: C204 Facilitator: Zhong-Ming Wang, Zhejiang U.
ENT: Initial Composition and Membership Change in Emerging and New Venture Teams | Gaylen N. Chandler, Utah State U.; Benson Honig, Haifa U.; Johan Wiklund, Stockholm School of Economics

OB: Cross-Gender Information Flow in Job Search Networks: Size, Strength & Institutional Embeddedness | Maura A. Belliveau, Texas A&M U.
GDO: It’s Not Just “Who You Know”: Gender, Contacts and Job Search Outcomes | Lisa V. Torres, U. of California, Santa Barbara; Matt L. Huffman, U. of California, Irvine
CAR: Multiple Mentoring in Academe: Developing the Professorial Network | Suzanne C. de Janasz, James Madison U.; Sherry E. Sullivan, Bowling Green State U.
IM: Individualism-Collectivism and Social Network Preferences | Jean-Paul Roy, York U.; Nailing Bu, Queen’s U.

524 ☯: (Paper Session) - (SIT) Demands for Justice 12:20-2:10 Convention Center: A208 Facilitator: Robert P. Wright, U. of Hong Kong
CM: A Rage for Justice: An Application of Referent Cognitions Theory to Legal-Claiming by Terminated Workers | Barry M. Goldman, U. of Arizona
GDO: Perceptions of Discrimination and Justice: Do Their Outcomes Differ for Men and Women? | Sharon Foley,
Monday 12:30PM

**525 : (Paper Session) - (CM) Dispute Resolution in Organizations: Problems and Prospects**
12:30-2:10 Convention Center: A107
*Chair: Ronda Callister, Utah State U.*

**CM**: Conflict and Control: A Theoretical Model of the Mechanisms Through Which Organizational Forms Affect Routine Conflict Behaviors | Corrine Bendersky, Massachusetts Institute of Technology

**CM**: What Kinds of Do Loyal Employees Use to Resolve Workplace Conflicts? | Andrew Anthony Luchak, U. of Alberta

**CM**: Peer Review Procedures: Employee Involvement in Dispute Resolution | Alexander J.S. Colvin, Pennsylvania State U.

**CM**: The Impact of Verbal Aggression on Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behaviors | Mary Beth Mars, U. of Missouri, Columbia; Daniel B. Turban, U. of Missouri, Columbia

**526 : (Paper Session) - (TIM) Technology and Alliance Formation**
12:30-2:10 Convention Center: C208
*Chair: Brian Silverman, U. of Toronto*

**TIM**: Inter-Firm R&D Partnering in Biotechnology - What Matters Most: Experience or Trust | John Hagedoorn, Maastricht U.; Nadine Roijakkers, Maastricht U.; Hans van Kranenburg, Maastricht U.

**TIM**: Formation of International R&D Alliances in China | Jia Tao Li, Hong Kong U. of Science and Technology; Jing Zhong, Hong Kong U. of Science and Technology

**TIM**: Beyond Singular Descriptions: Multidimensional Alliance Formation Modelling | Lance Richard Newey, U. of Queensland

**TIM**: Alliance Formation Between Incumbents and New Entrants Following Radical Technological Change | Frank T. Rothaermel, Michigan State U.; Warren Boeker, U. of Washington

**527 : (Paper Session) - (TIM) The Role of Government in Promoting Innovation**
12:30-2:10 Convention Center: C212
*Chair: Andrew D. Henderson, U. of Texas, Austin*

**TIM**: From Big Push to Big Pull: Theory and Evidence | Carlos Rufin, Babson College; Ishtiaq Pasha Mahmood, National U. of Singapore


**TIM**: Innovativeness in Industrial Clusters: A Theoretical Explanation | Peter Galvin, Curtin U. of Technology; Jennifer Davies, Queensland U. of Technology

**TIM**: A Generalized Supply/Demand Approach to National Entrepreneurship: Example from the U.S. and Korea | Young Rok Choi, Singapore Management U.; Phillip Phan, Rensselaer Polytechnic Institute

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

Monday 12:50PM

**528 : (Paper Session) - (GDO) Definitions of Diversity**
12:50-2:10 Convention Center: A109
*Chair: Radha Chaganti, Rider U.*

**GDO**: Crossing Boundaries: “Women in Management” Meets “Rural Sociology” | Barbara Pini, Queensland U. of Technology

**GDO**: Cracking the Business Case for Diversity | Deborah R. Litvin, U. of New Haven

**GDO**: Age, Disability, and Obesity: Diversity Within Diversity | Myrtle P. Bell, U. of Texas, Arlington; Mary E. McLaughlin, Pennsylvania State U.; Jennifer Marlene Sequeira, U. of Texas, Arlington

**Discussants**: W. E. Douglas Creed, The Fielding Graduate Institute; Beth Chung, San Diego State U.

Monday 1:00PM

**529 : (Paper Session) - (ODC) Network Perspectives on Organization Change**
1:00-2:10 Convention Center: C112
*Chair: Thomas G. Cummings, U. of Southern California*

**ODC**: Points of Power in Interorganizational Forms: Learning from a Learning Network | Chris Huxham, U. of Strathclyde; Nic Beech, U. of Strathclyde

**ODC**: Social Networks and Planned Organizational Change: A Study of the Impact of Inter-Unit Ties Strength | Chip Chesmore, John Deere/Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.


**ODC**: Exploring Organizational Change Patterns through the Lens of Interorganizational Networks | Zhi Huang, U. of Texas, Dallas; Zhiang Lin, U. of Texas, Dallas

**Discussant**: Mark P. Kriger, Norwegian School of Management

**530 : (CM) OM Past, Present and Future - Past Chairs Share their Wisdom and Counsel**
1:00-2:10 Convention Center: C206
*Program Chair: Thomas Y. Choi, Arizona State U.*

**Speakers**: Richard B. Chase, U. of California, Los Angeles; Chan K. Hahn, Bowling Green State U.; Ram Narasimhan, Michigan
531 ☯/xrhombus: (AA) Academy of Management Award Winners: How to Make a Scholarly Contribution Matter in the World
2:30-3:50 Adam’s Mark: Plaza Balm A+B+C
The Academy highlights those among us who have distinguished themselves as intellectuals, educators, and committed citizens. This session features last year’s Academy award winners: Rosabeth Moss Kanter, Scholarship Award; Martin Evans and Paul Goodman, Educator Award; Michael Hitt, Service Award; and David Thomas and Jack Gabarro, Terry Book Award. President Jean M. Bartunek will host this distinguished panel discussion on how to make a scholarly contribution matter in the world. Come learn from these renowned speakers’ insights into our developmental paths, our unfulfilled potential as policy advisors and critics, and the substantial changes we can make in the aftermath of September 11th.
Chair: Jean M. Bartunek, Boston College

532 ☯/xrhombus: (AA) The Great Wall: One of Human Kind’s Earliest Networks
2:30-3:50 Adam’s Mark: Gov. Sq. 15
An exhibition of aerial photos of China’s Great Wall, one of the world’s earliest networks. The photos are taken by Mr. Chen Changfen, who was selected by TIME magazine in 1989 as one of the ten most influential “inventors and innovators of photography” worldwide to mark that industry’s 150th anniversary. Others selected were George Eastman and Edwin Land. According to the WORLD HISTORY OF PHOTOGRAPHY, Mr. Chen’s contribution lies in his ability to “merge aesthetic concepts with ancient philosophical ideas in his ... photos”. Mr. Chen will give a short presentation on how he combines his rich and varied background experiences to come out with these creative forms. This can inspire us to use uncommon associations to arrive at creative solutions to issues/problems that confront us as management scholars and practitioners. The exhibition can be viewed on Tuesday in Adam’s Mark, Governors Square 15, from 9:00 AM to 5:00 PM.
Organizer: Rosalie L. Tung, Simon Fraser U.
Chair: Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology
Photographer: Changfen Chen, Chen Changfen Art Center
Discussant: Rosalie L. Tung, Simon Fraser U.

533 ☯/xrhombus: (AA) Building Effective Transnational Product Development (IT) Networks: Challenges and Opportunities
2:30-3:50 Convention Center: A201
Organizer: B. S. Sridhar, U. of Wisconsin, Oshkosh
Chair: Stephen J. Havlovic, U. of Wisconsin, Whitewater
Speakers: Mary Binder, SBC-Ameritech; Tim Fliss, Schneider National; Hemant Jain, U. of Wisconsin, Milwaukee; B. S. Sridhar, U. of Wisconsin, Oshkosh
Discussants: B. S. Sridhar, U. of Wisconsin, Oshkosh; Stephen J. Havlovic, U. of Wisconsin, Whitewater

534 ☯/xrhombus: (AP) An Exploration into Expressions of Networks and Networks of Expression: Aesthetic Inquiry and Organizational Scholars Creative Development within the Arts and Humanities
2:30-3:50 Adam’s Mark: Plaza Court 1
This session will bring interested scholars together to explore in a large group participatory process new possibilities for creative work. This will be a discussion of both the art work and processes used by the artists and also how this work relates to social science scholar’s expanding experimental research practices, teaching possibilities and consulting work in the world of organizational learning and transformation.
Organizer: Christian F. Poulsön, II, California State Polytechnic U., Pomona
Facilitator: Mary Finney, Case Western Reserve U.

535 : (Paper Session) - (BPS)/Internal Competition: Wasteful Duplication or Strategic Choice?
2:30-3:50 Adam’s Mark: Plaza Court 3
Chair: Alice C. Stewart, Ohio State U.
BPS: Divisionalization, Product Cannibalization, and Product Location Choice | Eui K. Jeong, Texas A&M U.
BPS: Relative Performance Evaluation and Decentralization in Cournot: Credibly Committing to Cooperate | Govert Vroom, INSEAD; Francisco Ruiz-Aliseda, Northwestern U.
Discussant: Ramon Casadesus-Masamani, Harvard U.

536 : (Paper Session) - (BPS)/Managing with a “Real Options” Logic: Extensions and Implementation Difficulties
2:30-3:50 Adam’s Mark: Director’s Row E
Chair: Roberto S. Vassolo, IAE, U. Austral
BPS: Resource Matters! A Strategic Review of Real Option Volatility | Luohua Zhou, Dartmouth College; Margaret A. Peteraf, Dartmouth College
BPS: Social Capital & Escalation of Commitment to Real Options: Even Frayed Knots May Bind | Russell Coff, Emory U.; Kevin J. Laverty, U. of Washington, Bothell; Michael Alan Sacks, Emory U.
BPS: Differentiating Between Active and Passive Management of Real Options: Integrating Real Options
537 : (Paper Session) - (BPS) Can Buyers Capture Value in M&A? In Search of Private Synergy
2:30- 3:50 Adam's Mark: Gov. Sq. 17
Chair: Edwin Ruehl, Institute for Business Administration
BPS: A Focus on Resources in M&A Success: A Literature Review and Research Agenda to Resolve Two Paradoxes | Margaret Cording, U. of Virginia; Petra Christmann, U. of Virginia; Jay Bourgeois, U. of Virginia
BPS: R&D Investment Level and Environment as Predictors of Firm Acquisition | Michael B. Heeley, Rice U.; David R. King, Indiana U., Bloomington; Jeffrey G. Covin, Indiana U., Bloomington
BPS: On Pioneers: Do Early Movers Outperform Other Acquirers? | Kenneth Carow, Indiana U.; Randall Heron, Indiana U.; Todd Saxton, Indiana U.
BPS: Does it Pay-Off to Capture Intangible Assets Through Mergers and Acquisitions? | Asli Arikian, Ohio State U.
Discussant: Anju Seth, U. of Illinois, Urbana-Champaign

538 : (Paper Session) - (BPS) The Dynamics of Strategic Alliance Networks: Embeddedness Effects on Alliance Formation and Termination
2:30- 3:50 Adam's Mark: Director's Row H
Chair: Carlos Garcia-Pont, ISEE, U. of Navarra
BPS: The Dynamics of Network Positions and Strategies | Tim Rowley, U. of Toronto; Joel A. C. Baum, U. of Toronto
BPS: Strategic Alliance Termination: The Impact of Organizational Learning and Social Networks | Nitin Pangarkar, National U. of Singapore; Kavita Kumar, National U. of Singapore
Discussant: Ravindranath Madhavan, U. of Pittsburgh

539 : (Paper Session) - (CAR) Career Success and Self Identity
2:30- 3:50 Convention Center: A105
Chair: Barbara A. Ribbens, Western Illinois U.
CAR: Self and Other Referent Criteria of Career Success | Peter A. Heslin, U. of Toronto
CAR: A Longitudinal Study of Self-Esteem and Career Success | Thomas J. Naughton, Wayne State U.
Discussants: Leisa Sargent, Queensland U. of Technology; Kate Mackenzie Davey, N/A

540 : (CM) Working Together: Rethinking Interdependence in Negotiations
2:30- 3:50 Convention Center: A107
Chairs: Deborah M. Kolb, Simmons College; Linda L. Putnam, Texas A&M U.
Speakers: Joyce K. Fletcher, Simmons College; Elizabeth Long Lingo, Harvard U.; Kathleen Valley, Harvard U.; Jeffrey T. Polzer, Harvard U.; Randall Rogan, Wake Forest U.
Discussant: Peter Carnevale, New York U.

541 : (Paper Session) - (ENT) Innovation And Organizational Learning
2:30- 3:50 Convention Center: A210
Chair: George S. Vozikis, U. of Tulsa
ENT: International Social Capital, Knowledge Acquisition, and Technological Learning by Internationalizing Software Firms | Erkko Autio, Helsinki U. of Technology; Pia Arenius, Helsinki U. of Technology; Harry J. Sapienza, U. of Minnesota
ENT: Founding Team Comprehension and Behavioral Integration in Chinese New Technology Ventures | Haiyang Li, Texas A&M U.; Yan Zhang, Rice U.

542 : (Paper Session) - (ENT) Venture Capital Investments
2:30- 3:50 Convention Center: A212
Chair: Kathleen Folker, U. of St. Thomas
ENT: Contribution of Venture Capital to Entrepreneurial Orientation in Management Buyouts | Hans Bruining, Erasmus U.
ENT: Venture Capital Investment Strategy: Beyond the Agency Approach | Qing Lu, National U. of Singapore; Clement K. Wang, National U. of Singapore
ENT: The Pitch and the Cash: The Influence of Entrepreneurial Social Competence on Equity Funding | Manuela N. Hoehn, Boston U.; Candida G. Brush, Boston U.; Robert A. Baron, Rensselaer Polytechnic Institute
ENT: Business Risk, Investment Risk, and Syndication of Venture Capital Deals | Andrew Zacharakis, Babson College

543 : (ENT, PNP, SIM) Building Networks To Promote Socially Effective New Ventures
2:30- 3:50 Convention Center: A205
Facilitators: Deborah R. Ettington, Eastern Michigan U.; Lynda St. Clair, Bryant College; Mary Tschirhart, Indiana U.
Speakers: Pamela Chaloul, Social Venture Network; Ami Doshi, Ewing Marion Kauffman Foundation; Marilyn L. Taylor, U. of Missouri, Kansas City; Norris F. Krueger Jr., Boise State U.

544 : (GDO) Wives of the Organization
2:30- 3:50 Convention Center: A109
Anne S. Huff, a former President of AoM, is currently Director of the Advanced Institute for Management (AIM), an initiative funded by the U.K. government. Her professional success is a tribute to her
Session Details – Monday

perseverance and the value of networking.
Introduction: Elizabeth Cooper, U. of Rhode Island
Distinguished Speaker: Anne S. Huff, U. of Colorado, Boulder

545  ❖ JS: (GDO, HR, CAR) Building Effective Mentoring Networks: The Role of Demography
2:30-3:50 Convention Center: A108/110
Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee

546  ❖ JS: (HCM, MED) Perspectives on Chief Executive Officers (CEOs) Learning: The “Professional Context,” “Social Learning” in Groups and “Transformative Learning” in the Executive Suite
2:30-3:50 Convention Center: A101/103

547  ❖ : (HR) Virtual Teams: The Hidden Truth
2:30-3:50 Adam’s Mark: Terrace
Chair: Richard J. Klimoski, George Mason U.
Speakers: Sheila Simsarian Webber, Concordia U.; Jeanne M. Wilson, College of William and Mary; Catherine Cranton, George Mason U.; Bradford S. Bell, Michigan State U.; Kara L. Orvis, George Mason U.; Steve W. J. Kozlowski, Michigan State U.
Discussant: Bruce J. Avolio, State U. of New York, Binghamton

548 : (HR) Theoretical Perspectives and Frameworks for Macro HRM Research: Empirically Revisited
2:30-3:50 Adam’s Mark: Columbine
Chair: Sean A. Way, Rutgers U.
The Legitimation Process in Institutional Theory | Clinton Chadwick, U. of Illinois, Urbana-Champaign
The Role of Discretionary Behavior in Mediating the HR-Firm Performance Relationship | Timothy M. Gardner, Brigham Young U.
HRM and Business Performance Research: Empiricism in Search of Theory | David Lewin, U. of California, Los Angeles
Examining the Black Box in Strategic Human Resource Management | Riki Takeuchi, U. of Maryland, College Park
Human Resource Flexibility: Construct and Measuring Instrument | Sean A. Way, Rutgers U.
Discussants: Mark Huselid, Rutgers U.; David P. Lepak, U. of Maryland, College Park

549 : (Paper Session) - (HR) Recruitment and Retention
2:30-3:50 Adam’s Mark: Vail
Chair: Debra J. Cohen, George Washington U.
HR: Recruiting as Persuasion: Making the Square Hole Appear Round and Making the Round Peg Feel Square | Derek S. Chapman, U. of Calgary; David Allen Jones, U. of Calgary

HR: The Effects of Recruitment Practices on Job Seekers’ Perceived Employment Brand Equity & Intentions | Jian Han, Cornell U.; Christopher Collins, Cornell U.
HR: Organizational Programs and Psychological Centrality for Retention of Professional Employees | Mila Borislavova Lazarova, Rutgers U.
Discussant: Paul E. Tesluk, U. of Maryland

550  ➔ JS: (HR, IM) Emerging Research in Cross-Cultural Training
2:30-3:50 Adam’s Mark: Gov. Sq. 14
Chair: Kurt Kraiger, U. of Tulsa
Emerging Research in Cross-Cultural Training | Kurt Kraiger, U. of Tulsa
Effectiveness of In-Country Cross-Cultural Training: Role of Cross-Cultural Absorptive Capacity | Ibraiz Tarique, Rutgers U.
Discussants: Paula M. Caligiuri, Rutgers U.; Rabi S. Bhagat, U. of Memphis

551 : (Paper Session) - (IM) IJVs in Transitional Economies
2:30-3:50 Convention Center: C104
Chair: Sabine B. Reddy, California State U., Long Beach
➔ IM: Capability Development and Performance in International Joint Ventures in China | Yan Zhang, Rice U.; Haiyang Li, Texas A&M U.; Geng Cui, Lingnan U.
IM: Government, Business Groups, and Corporate Entrepreneurial Intensity in a Transition Economy | Daphne Yiu, U. of Oklahoma; Robert E. Hoskisson, U. of Oklahoma; Yuan Lu, Chinese U. of Hong Kong
➔ ➔ IM: The Impact of Control Structure on Partner Conflict in IJVs: A Justice-based Contingency Perspective | Jeffrey Barden, Duke U.; Kevin Steensma, U. of Washington; Marjorie A. Lyles, Indiana U., Indianapolis
➔ IM: Knowledge Transfer in International Joint Ventures | Pien Wang, National U. of Singapore
Discussant: William Newburry, Rutgers U.

552 : (Paper Session) - (IM) Governments and Governance: Effects on Firm Performance
2:30-3:50 Convention Center: C102
Chair: Jeffrey Gale, Loyola Marymount U.
➔ ➔ IM: The Impact of Supranational Regulation on Corporate Strategy: Towards a Model of Causal Affect | Thomas Lawton, Imperial College of Science, Technology and Medicine; Steven McGuire, U. of Bath

Section D
MONDAY

553: (Paper Session) - (IPC)/Corporate Governance: More Monitoring or Less?
2:30-3:50 Convention Center: C105 T1
Facilitator: Todd Saxton, Indiana U.

554: (Paper Session) - (IPC)/Unpacking Strategic Groups: Their Composition and Actions
2:30-3:50 Convention Center: A106 T2
Facilitator: Ashish Nanda, Harvard U.
BPS: Heterogeneity of Resource Profiles Among Strategic Group Members | Peter Foreman, U. of Illinois, Urbana-Champaign; Randall E. Westgreen, U. of Illinois, Urbana-Champaign
BPS: Strategic Groups Behaviour in Rapidly Changing Environments | Jose Angel Zuniga Vicente, Salamanca U.
ENT: Is the Glass Half Full or Half Empty? Narratives From Entrepreneurs in Born Global and Gradual Globalizing Firms | Paula Danskin Harveston, Berry College; David Osborne, Berry College; Ben L. Kedia, U. of Memphis
HCM: Strategic Group Stability: Evidence from the Health Care Industry | Richard L. Churchman, Belmont U.; Beth Woodard, Belmont U.

555: (Paper Session) - (IPC)/Causal Ambiguity in Strategy and Organization Theory
2:30-3:50 Convention Center: C106 T3
Facilitator: Jeffrey J. Reuer, Ohio State U.
BPS: Separating the Good From the Bad: A Model to Reduce the Ugly Consequences of Causal Ambiguity | Adelaide Wilcox King, U. of Virginia
BPS: A Cultural Theory of the Firm: The Intraorganizational Ecology of Memes | John Weeks, INSEAD; Charles Galunic, INSEAD
MOC: Applying the Weick-Sutcliffe Model: Ten Discussions From the War on Terrorism’s First Three Days | James Douglas Orton, U. of Nevada, Las Vegas

556: (Paper Session) - (IPC)/Corporate Governance: Enhancing Firm Performance
2:30-3:50 Convention Center: C205 T1
Facilitator: Annette L. Ranft, Wake Forest U.
BPS: Board Composition From Adolescence to Maturity: A Multi-Theoretical View | Matthew Lynall, U. of Western Ontario; Brian Golden, U. of Western Ontario; Amy Hillman, Arizona State U.
BPS: Incentives for Monitors: Director Stock-Based Compensation and Firm Performance | James J. Cordeiro, State U. of New York, Brockport; Rajaram - Veliyath, Kennesaw State U.; Donald Neubaum, U. of Central Florida
BPS: CEO-Directors as Catalysts for Substantive or Symbolic Change in Boardroom Self-Governance? | Debra Rankin, U. of Western Ontario; Brian Golden, U. of Western Ontario
BPS: Estimating The Effects of Ownership Concentration and Shareholder Identity on Internationalization | Gerard George, U. of Wisconsin, Madison; Johan Wiklund, Stockholm School of Economics; Shaker A. Zahra, Georgia State U.

557: (Paper Session) - (IPC)/A New Look at Strategic Alliances
2:30-3:50 Convention Center: C205 T2
Facilitator: Gordon Walker, Southern Methodist U.
BPS: Function Logics: Coordinating Routines and Influencing Alliance Performance | Peter J. Lane, Arizona State U.; David G. Siron, Arizona State U.
BPS: Strategic Similarity, Alliance Locus, and Alliance Structure in Bio-Pharm Alliances | Michael D. Santoro, Lehigh U.; Joseph P. McGill, Rutgers U.
BPS: Motives Driving Strategic Alliance Formation and Partner Selection: A Strategic Group Perspective | Zied Guedri, Concordia U.
BPS: An Empirical Study of the Antecedents of Internal Alliances | Faiza M. Khoja, U. of Houston; Andrew Szilagyi, U. of Houston

558: (Paper Session) - (IPC)/Managing Technology and Operations Strategically
2:30-3:50 Convention Center: A106 T1
Facilitator: Nitin Pangarkar, National U. of Singapore
BPS: Competitive Strategy or Operational Effectiveness? Examining the Effects of Strategy and Efficiency | Paul A. Mudde, Purdue U.
TIM: Neo-Rawsian Fringes: A New Approach to Market Segmentation and New Product Development | Avi Giloni,
Session Details – Monday

Yeshiva U.; Sridhar Seshadri, New York U.; Christopher L. Tucci, New York U.

BPS: Generating Customer Loyalty among Mobile Phone Users | Mike Hess, IESE, U. of Navarra; Joan E. Ricart, U. of Navarra


559: (Paper Session) - (IPC) Competencies, Resources and Knowledge Creation at the Organizational and Institutional Levels
2:30-3:50 Convention Center: A106 T4
Facilitator: Richard L. Priem, U. of Wisconsin, Milwaukee

TIM: Managing Competencies within Entrepreneurial Technology Firms: A Comparative Institutional Analysis | Steven Casper, Cambridge U.; Richard Whitley, U. of Manchester


BPS: The Role of Core Micro-Strategies in the Engineering of Strategic Evolution | Carlo Salvato, LIUC, Cattaneo U.


BPS: How Do Firms Evolve? The Interdependent Adaptation of Routines, Strategy and Mind | Maurizio Zollo, INSEAD; Michael Yaziji, INSEAD

560: (Paper Session) - (IPC) Boards, Top Management, Institutional Investors and Firm Performance
2:30-3:50 Convention Center: A106 T3
Facilitator: Arvind Bhambr, N/A

OMT: Institutional Ownership and CEO Compensation: Implications of Concentration, Number, and Type of Ownership | Raihan Hameed Khan, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.; Rajdeep Grewal, Pennsylvania State U.


HR: Origin of CEO and Compensation Strategy: Differences Between Insiders and Outsiders | Yoshio Yanadori, Cornell U.; George T. Milkovich, Cornell U.


561: (Paper Session) - (IPC) Reconceptualizing the Firm: Organizational Knowledge, Networks and Performance
2:30-3:50 Convention Center: A214 T1

OCIS: Information Systems Outsourcing: Values, Governance Structures, and Outcomes | Shaila Miranda, U. of Oklahoma; Yong-Mi Kim, U. of Oklahoma


OMT: A Structural Approach to Knowledge Transfer: Cross-Block Centrality and Business Unit Performance | Wen-Ping Tsai, Pennsylvania State U.; Martin J. Kilduff, Pennsylvania State U.

OMT: Success in Co-Development Alliances: The Role of Networks and Knowledge | Shawn M. Lofstrom, U. of Maryland

562: (Paper Session) - (IPC) Understanding Sense Making and Decision Making
2:30-3:50 Convention Center: A214 T2
Facilitator: Gil Preuss, Case Western Reserve U.

ODC: Explaining Unanticipated Consequences: An Historical Analysis of High Altitude Mountaineering | Michael B. Elmes, Worcester Polytechnic Institute; Paul R. Carlele, Massachusetts Institute of Technology


OB: The Impact of Collective Efficacy on Issue Interpretation and Strategic Decision Making Processes | Kevin Tasa, U. of Toronto

ODC: The Right Shock to Initiate Change: A Sensemaking Perspective | J. Bradley Morrison, Massachusetts Institute of Technology

563: (Paper Session) - (IPC) Another Look at Social and Organization Theory
2:30-3:50 Convention Center: A214 T4
Facilitator: Giuseppe Labianca, Emory U.


OMT: A Theory of Social Receiving | Jean Louise Kahwaij, International Institute for Management Development

MH: Rational Male/Rational Manager | Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Tracy Taylor, U. of Technology, Sydney

Session Details – Monday

564 : (Paper Session) - (IPC) Some New Approaches to Research Methodology and the Review Process
2:30-3:50 Convention Center: C108 T1
Facilitator: Laurie Milton, U. of Calgary
ODC: Transforming Apartheid Gesture by Gesture
Bev A. Sauer, Johns Hopkins U.
RM: On the Publication of Replication Studies: A Reviewer's Perspective
Barbara L. Rau, U. of Wisconsin, Oshkosh
ODC: Managers' Action: Construct Definition, Model Development and Testing
Heike Bruch, U. of St. Gallen; Bernd Vogel, U. of Hannover
OB: Understanding Management Doctoral Student Research as a Creative Endeavor
Todd Dewett, Texas A&M U.; Shung Jae Shin, Texas A&M U.; Soo Min Toh, Texas A&M U.; Matthew Semadeni, Texas A&M U.

565 : (Paper Session) - (IPC) Entrepreneurship, High Velocity Environments and Knowledge-based Assets
2:30-3:50 Convention Center: C106 T1
Facilitator: J. L. Morrow, Jr., Birmingham-Southern College
ENT: Entrepreneurship among Knowledge Workers: Evidence from Equity Analyst Market
ENT: The “When, Where, and How” of Entrant Survival: Knowledge Regime, Technological Intensity and Start-Up Size
Rajshree Agarwal, U. of Illinois, Urbana-Champaign; M. B. Sarkar, U. of Central Florida; Raj Echambadi, U. of Central Florida; Bisakha Sen, U. of Central Florida
CAR: Knowledge as a Strategic Asset in a Cultural Industry: An Exploration of the U.S. Film Industry
Kate Walsh, Cornell U.; Candace Jones, Boston College

566 : (Paper Session) - (MC) Unique Research Perspective on Successful Consulting
2:30-3:50 Convention Center: C110
Chair: Susan M. Adams, Bentley College
MC: Consultants as Agents of Anxiety and Providers of Managerial Control
Alfred Kieser, Mannheim U.; Berit Ernst, Mannheim U.
Winner of Graziano Business School/Pepperdine Award for Outstanding Paper on Management Consulting Practice
MC: What's All the Laugh about? Critique, Anecdotes, Irony and the Consultant's Job
Miguel P. Caldas, Escola de Administracao de Empresas de Sao Paulo; Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo
MC: Transforming Wicked Problems: A Consultant’s Use of Conversation
Ann C. Baker, George Mason U.
Discussants: Robert M. Davison, City U., Hong Kong; William N. Ruud, N/A

567 : (Paper Session) - (MH) Looking Forward and Looking Back: The Last and Next 30 years of the Management History Division
2:30-3:50 Convention Center: A104
Speakers: Shawn M. Carraher, Texas A&M U.; Arthur G. Bedeian, Louisiana State U.; Daniel A. Wren, U. of Oklahoma, Norman; Michele A. Govekar, Ohio Northern U.

568 : (Paper Session) - (MOC) Attributions and Causality in Evaluation
2:30-3:50 Convention Center: C201
Chair: Kenneth Dunegan, Cleveland State U.
MOC: The Team Halo Effect: Why Teams are Praised for Good Performance but Not Blamed for Poor Performance
Charles E. Naquin, U. of Notre Dame; Renee Oatway Tynan, U. of Notre Dame
MOC: Why do They Think They can? An Attributional Theory of Collective Efficacy and Group Performance
Jack Anthony Goncalo, U. of California, Berkeley
MOC: Distinguishing Between Implicit and Explicit Causal Reasoning
Frank Yushi Guo, U. of California, Los Angeles
Discussant: Richard S. Blackburn, U. of North Carolina

569 : (MSR) Creating Networks and Building Community
2:30-3:50 Convention Center: A102
Chair: Judi Neal, Association for Spirit at Work
Speaker: Tami Simon, Sounds True Inc.

570 : (OB) Collective Efficacy: New Directions for Predicting Team Effectiveness
2:30-3:50 Adam's Mark: Gov. Sq. 10
Chairs: Catherine G. Collins, Australian Graduate School of Management; Sharon Parker, Australian Graduate School of Management
Speakers: Terence R. Mitchell, U. of Washington, Seattle; Daryll R. Smith, U.S. Air Force Academy; Miriam Erez, Technion-Israel Institute of Technology; Tal Katz, The Interdisciplinary Center; Esther Unger-Aviram, Ben Gurion U.; Negev; Cristina B. Gibson, U. of Southern California; Sharon Parker, Australian Graduate School of Management
Discussant: Robert E. Wood, Australian Graduate School of Management

571 : (Paper Session) - (OB) Justice, Fairness, and Their Importance for Organizational Behavior
2:30-3:50 Adam's Mark: Tower Court A
Chair: Janet M. Dukerich, U. of Texas, Austin
OB: The Influence of a Social Referent on the Value of Voice Based Participation
Kenneth H. Price, U. of Texas, Arlington; Donna Y. Stringer, U. of Texas, Arlington; Amy B. Henley, U. of Texas, Arlington; Thomas W. Hall, U. of Texas, Arlington; Kees van den Bos, Utrecht U.
OB: An Empirical Examination of the Relationships among Organizational Justice, Job Demands, and Occupational Stress
Larry W. Howard, Middle Tennessee State U.
OB: The Influence of Personal Characteristics, Organizational...
Session Details – Monday

Setting, and Tenure on Equity Sensitivity | Mark V. Roehling, Michigan State U.

❖ OB: Necessary Evils and the Production of Interpersonally Sensitive Behavior in Organizations | Andrew Molinsky, Brandeis U.; Joshua D. Margolis, Harvard U.

Discussant: John A. Wagner III, Michigan State U.

572 : (Paper Session) - (OB) New Directions in Turnover and Withdrawal
2:30-3:50 Adam's Mark: Gov. Sq. 11
Chair: Bruce M. Meglino, U. of South Carolina
OB: Multiple Jobholding and Organization Research: Models of Turnover and the Decision to Moonlight | Stephen C. Betts, William Paterson U.
Discussant: James A. Breaugh, U. of Missouri, St. Louis

573 ❖ JS: (OB, GDO, MOC) What Factors Contribute to Team Identification? Examining Identity in Diverse and Virtual Teams
2:30-3:50 Convention Center: A205
Discussant: Blake E. Ashforth, Arizona State U.

574 : (Paper Session) - (OCIS) E-Communications
2:30-3:50 Convention Center: A204
Chair: Katherine M. Chudoba, Florida State U.
OCIS: The Spatial, Temporal, and Configurational Characteristics of Geographic Dispersion in Work Teams | Michael Boyer O'Leary, Massachusetts Institute of Technology; Jonathon N. Cummings, Massachusetts Institute of Technology
OCIS: Task and Relational Communication in Dual Media Groups | Sharon McKechnie, Boston College
OCIS: Polychronic Communication: Managing Multiple Conversations at Once | Jeanine Warisse Turner, Georgetown U.; Catherine Tinsley, Georgetown U.

575 ❖ SHCS: (OCIS, OMT, HCM) Coordination of Expertise in High-Reliability Work Environments: What Constitutes Effective Practice
2:30-3:50 Convention Center: A205
Chair: Samer Faraj, U. of Maryland
How Focus Works: Time Allocation, Relational Coordination and Performance in Care Provider Groups | Jody Hoffer Gittell, Brandeis U.
Study of Team Excellence: Practices of Teams in High-Velocity, High-Stake Environment | Yan Xiao, U. of Maryland
Coordinating at the Interstices: Improving Reliability in Health Care | Karlene A. Roberts, U. of California, Berkeley
Expertise Coordination In High-Velocity High-Uncertainty Environments | Samer Faraj, U. of Maryland
Discussants: V. Sambamurthy, U. of Maryland; Linda Argote, Carnegie Mellon U.

576 ❖: (OM) OM Past, Present and Future (II) - Discussion Groups with Past Chairs
2:30-3:50 Convention Center: C206
Join us for discussion groups with past chairs on key challenges for the OM community in the future.
Chair: Thomas Y. Choi, Arizona State U.

577 ❖: (Paper Session) - (OMT) Networks of Creativity
2:30-3:50 Adam's Mark: Tower Court B
Chair: Heather Joy Hopfli, U. of Northumbria
❖ OMT: Calder and the Network: Towards Movement and Aesthetic Consideration in Network Theorizing | David Barry, Victoria U., Wellington; Claus Rerup, U. of Pennsylvania Winner of West Publishing Best Paper Award
❖ OMT: Imprints of Creative Style on Project Network Governance | Jose L. Alvarez, U. of Navarra; Siliya Svejnovu, U. of Navarra
OMT: When Collections of Creatives Become Creative Collectives | Andrew Hargadon, U. of California, Davis
OMT: Gofers, Gaffers, and Grips: Coordination and Role Enactment in Film Production | Beth Beckhy, U. of California, Davis

578 : (Paper Session) - (OMT) Social Capital and Its Effects
2:30-3:50 Adam's Mark: Tower Court D
Chair: Janine Nahapiet, Oxford U.
❖ OMT: The Effect of Social Structure on Community Social Capital | Christopher Marquis, U. of Michigan

Section D 196
Developments in Quantitative Analysis
Veterans Affairs
U.S. Dept. of Veterans Affairs

Facilitator:

All SIM members encouraged to participate in developing strategies to improve networking and make SIM more responsive to members.

Discussants:

Veterans Affairs
I. Harmon
Neuman
Dickinson U.

Chair:
2:30-3:50 Convention Center: C209

580: (Paper Session) - (RM) New Methodological Developments in Quantitative Analysis
2:30-3:50 Convention Center: C210
Chair: Jodi Goodman, Purdue U.
RM: The Use of the Funnel Plot and Measures of Methodological Quality in Meta Analytic Reviews | Robert W. Verner, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.
RM: The Bias Induced by Researchers Making Range Restriction Corrections | Joseph Michael Stauffer, U. of Oklahoma
RM: A Comparison of Neural Networks and Multiple Linear Regression for Analyzing Management Data | Kristen Bell DeTienne, Brigham Young U.; David DeTienne, Orincon Inc.
Discussant: Linda A. Krefting, Texas Tech U.

581: (Paper Session) - (RM, ODC, MOC) How Do We Know What We Think We Know? Epistemic Challenges of Building Academic-Practice Networks
2:30-3:50 Convention Center: C209
Chair: Joel I. Harmon, Fairleigh Dickinson U.
Discussants: Joseph A. Raelin, Boston College; David R. Tranfield, Cranfield U.

582: (Paper Session) - (SIM) Networking to Create a More Effective SIM Community
2:30-3:50 Convention Center: A206
All SIM members encouraged to participate in developing strategies to improve networking and make SIM more responsive to members.
Organizer: Melissa S. Baucus, Xavier U.
Facilitator: Dawn R. Elm, U. of St. Thomas

583: (Paper Session) - (SIT) Management Education and New Realities
2:30-3:50 Adam's Mark: Director's Row F
Facilitator: Craig Johnson, U. of Bradford

MED: Teaching through Traumatic Events: How Business School Professors Responded to the Events of Sept. 11 | Judith A. Clair, Boston College; Tammy MacLean, U. of Massachusetts, Boston; Danna Greenberg, Babson College
HR: The Effect of Verbal Guidance Training on Collective Efficacy and Team Performance | Travor C. Brown, Memorial U.

BPS: Building Blocks of Strategic Targeting Effectiveness and the Growth of SMEs | Tom Schamp, Ghent U.; Dirk Deschoolmeester, Ghent U.; Stijn Gromonpré, Ghent U.

584: (Paper Session) - (SIT) The Meaning of Pay Differences
2:30-3:50 Convention Center: A208
Facilitator: Evert Van de Vliert, U. of Groningen
SIM: Exploring Individual Differences in Normative Myopia: Executives' Personalities and Pay Preferences | Marc O. Ortitzky, Australian Graduate School of Management; Diane L. Swanson, Kansas State U.
CHO: Gender and Personality-Based Differences in Pay Raise Thresholds | Atul Mitra, U. of Northern Iowa; Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas; M. Susan Wurtz, U. of Northern Iowa

585: (SHCS) (TIM) International Perspectives on Radical Innovation: Results of Networking Among AoM Meeting Attendee
2:30-3:50 Convention Center: C207

TIM: Biotechnology and the Meaning of Technology Acceptance: A Model | Stefano Perlusz, Singapore Management U.; Urs E. Gattiker, Aalborg U.
TIM: Tools for Smart Organizations in Unknown Environments | Carma L. Matti, Pacific Lutheran U.; Chung-Shing Lee, Pacific Lutheran U.
Session Details – Monday

TIM: Games of Innovation in the New and Old Economy: An Exploratory Study of the Networks of Value Creation | Serghei Floricel, U. of Quebec, Montreal; Roger E. Miller, École Polytechnique, Montreal


587: (Paper Session) - TIM Technology, Knowledge and Effective Governance Structures
2:30-3:50 Convention Center: C212
Chair: Frank T. Rothaermel, Michigan State U.
TIM: Technological Alliances in the Bio-Pharmaceutical Arena: The Relationship Between Alliance Context A | Shanthi Gopalakrishnan, New Jersey Institute of Technology; Michael D. Santoro, Lehigh U.; Joanne Lee Scillitoe, Rutgers U.
TIM: The Influence of Organizational Culture on Alliance Competence and Performance: A Framework Concept | Melanie Schreiner, U. of St. Gallen
TIM: Alternative Governance Structures for the Interfirm Integration of Proprietary Knowledge | Wei Liu, U. of Maryland

588: JS: (TIM, BPS, IM) Individual and Firm Level Networking in the Biotechnology Sector: An International Perspective
2:30-3:50 Convention Center: C101/103
Technological Competencies in Networks of Innovators | Fabio Pammolli, U. of Florence
Does Good Science Lead to Valuable Knowledge? Biotech Firms & the Evolutionary Logic of Citation Pat | Michelle Gittelman, New York U.
Alliance Formation by U.K. Biotechnology Firms: Implications for Value Creation and Firm Survival | Peter McNamara, U. College, Dublin
From Maturity to Emergence: Can Established Global Pharmaceutical Giants Emulate Biotechnology Firms | Eleanor O’Higgins, U. College, Dublin

Monday 2:45PM

589: (AAC) Conference Break
2:45-3:15 Convention Center: Exhibit Break Area
Join us in the exhibits area for refreshments.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday 4:10PM

590: (AA) An In-depth Exploration of Form and Discipline Across Differentiated Contemplative Meditation Practices
4:10-5:20 Adam’s Mark: Plaza Ballrm B+C+E+F
This symposium invites you to explore in depth the wisdom and form of a particular practice. You will have a choice of exploring the “practical mysteries” of a number of spiritual traditions: (1) Buddhist practice (Norman Fisher); (2) Christian Centering Prayer (Thomas Keating); (3) Christian Mantra Meditation (Laurence Freeman); (4) Hindu Practice (Arvind Sharma); (5) Jewish Practice (Lewis Bogage); (6) Muslim Practice (Abdelmagid Mazen); and (7) Quaker Practice (Rita Weatherby). The focus in each session will be on the “nuts and bolts” of the form. Some of the areas of inquiry that will be covered include: How does this form of meditation/contemplation relate to the larger spiritual tradition/religion from which it derives? What are the mechanics? What types of psychological, physiological, social, emotional and spiritual transformations might I expect when practicing this discipline? How will these transformations enhance my leadership capabilities?
Presiding: Abdelmagid M. Mazen, Suffolk U.
Facilitators: Arvind Sharma, McGill U.; Rita Weatherby, U. of New Hampshire; Norman Fisher, Zen Center; Father Laurence Freeman, O.S.B., World Community of Christian Meditation; Father Thomas Keating, St. Benedict’s Monastery, Snowmass, CO; Rabbi Lewis E. Bogage, DePaul U.

591: (AA) International Management Team Research: Building Bridges Between Management Disciplines
4:10-5:20 Convention Center: A201
Chair: Paul R. Sparrow, U. of Manchester
Discussant: P. Christopher Earley, Indiana U.

592: (AA) Networking Knowledge: Perspectives of Learning in Organizational Settings
4:10-5:20 Convention Center: A205
Chair: Steven John Armstrong, Hull U.
The Situated Roots of Organizational Learning and Knowledge | Mark Easterby-Smith, Lancaster U.
Producing Knowledge from a Practitioner Base | Anne S. Huff, U. of Colorado, Boulder
Strategies and Practices that Sustain Knowledge Networks and Communities | Victoria Jean Marsick, Columbia U.
Strategic Competence: A Multilevel Construct | Gerard P. Hodgkinson, Leeds U.
Assessing the Strategic Value of Knowledge Networks and Communities | Martha A. Gephart, Columbia U.
Discussants: Stephen Linstead, U. of Essex; William McKinley, Southern Illinois U., Carbondale
593: (Paper Session) - (BPS) Combining and Mobilizing Knowledge Within Networks
4:10-5:20 Adam's Mark: Director's Row H
Chair: Ann McFadyen, North Carolina State U.
- BPS: Performance of Difference: Heterogeneous Decision Networks | Mary A. Hamilton, U. of Virginia
- BPS: The Effect of Intrafirm Networks on Knowledge Composition and Performance | Karynne L. Turner, U. of Pittsburgh
- BPS: Network Alignment | Bjorn Lovas, London Business School
- BPS: Learning-by-Hiring: When is Mobility Useful for Intrafirm Knowledge Transfer? | Jae Yong Song, Yonsei U.; Paul C. Almeida, Georgetown U.; Geraldine Amber Wu, Columbia U.
Discussant: Susan McEvilly, U. of Pittsburgh

594: (Paper Session) - (BPS) Real Options and Strategic Dynamics: Diversification, Entry, and Market Adaptation
4:10-5:20 Adam's Mark: Director's Row E
Chair: Avi Fiegenbaum, Technion
- BPS: Sequential Investment Model in Winner-Take-All Markets: Divergence From Real Options Logic | Asli Arikan, Ohio State U.; Igaz Arikan, Ohio State U.; Konstantina Kiousis, Ohio State U.
- BPS: Entry in the Presence of Dueling Options | Timothy B. Folta, Purdue U.; Jonathan P. O'Brien, Purdue U.; Douglas Johnson, Purdue U.
- BPS: Integrating Real Options and Diversification Lenses in Exploration Contexts | Roberto S. Vassolo, IAE, U. Austral; Jaideep Anand, U. of Michigan; Timothy B. Folta, Purdue U.
- BPS: Strategic Responsiveness: Effects of Learning and Options Creation | Torben Juul Andersen, George Mason U.; Richard A. Bettis, U. of North Carolina, Chapel Hill
Discussant: Jerker C. Denrell, Stockholm School of Economics

595: (Paper Session) - (BPS) M&A Implementation: Post-Merger Integration of Knowledge and Capabilities
4:10-5:20 Adam's Mark: Gov. Sq. 17
Chair: Theodore Peridis, York U.
- BPS: Integrating Acquired Technology: A Structure/Conduct/Performance Framework | Mathew Hayward, U. of Texas, Austin
- BPS: Explaining M&A Integration Effectiveness Through Cultural Learning: A Longitudinal Field Experiment | David M. Schweiger, U. of South Carolina; Philip K. Goulet, U. of South Carolina
Discussant: David B. Jemison, U. of Texas, Austin

596: (Paper Session) - (BPS) Geographic Clusters, Competitiveness and Performance
4:10-5:20 Adam's Mark: Plaza Court 3
Chair: Brent D. Beal, Louisiana State U.
- BPS: Structure, Knowledge, and Performance in Open Regional Clusters | Stephen B. Tallman, U. of Utah; Mark Jenkins, Cranfield U.
Discussant: Caron H. St. John, Clemson U.

597: (Paper Session) - (ENT) Corporate Entrepreneurship
4:10-5:20 Convention Center: A210
Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh
- ENT: New Firm Formation: A Dynamic Capability Perspective | Scott L. Newbert, Rutgers U.
- ENT: Encouraging Entrepreneurial Endeavors in Established Enterprises | Chris Tuggle, Texas A&M U.

598: (Paper Session) - (ENT) Entrepreneurial Satisfaction, Orientation, and Leadership
4:10-5:20 Convention Center: A212
Chair: Per Davidsson, Jönköping International Business School
- ENT: Entrepreneurial Satisfaction: An Empirical Test of Three Approaches to Job Satisfaction | Leon Schjoedt, U. of Colorado, Boulder
- ENT: Environment, Founding Team Attributes and Entrepreneurial Orientation in Chinese Technology Ventures | Haiyang Li, Texas A&M U.; Jun Li, Texas A&M U.
- ENT: Reassessing the Environment-EO Link: The Impact of Environmental Hostility on the Dimensions of Entrepreneurial Orientation | Patrick Kreiser, U. of Alabama, Tuscaloosa; Louis Marino, U. of Alabama, Tuscaloosa; Mark Weaver, Rowan U.
599: (Paper Session) - (GDO) New Understandings from a Gendered Context
4:10-5:20 Convention Center: A109
Chair: Claartje J. Vinkenburg, Vrije U.
GDO: Gendering the Silences: Psychoanalysis, Gender and Organization Studies | Leroy Lowe, Saint Mary's U.; Jane Mullen, Saint Mary's U.; Albert J. Mills, Saint Mary's U.
GDO: From Crime Fighting to Problem-Solving: A Gendered Analysis of 'New Policing' Identities | Annette Davies, Cardiff U.; Robyn Thomas, Cardiff U.
Discussants: Gowendolyn M. Combs, U. of Nebraska, Lincoln; Deborah R. Litvin, U. of New Haven

600: JS: (GDO, SIM) Building Networks to Address Intimate Partner Violence
4:10-5:20 Convention Center: A108/110
Chair: Anne M. O'Leary-Kelly, U. of Arkansas
Presenter: Christine M. Pearson, U. of Western Ontario
Speakers: Amy Farmer, U. of Arkansas; Cynthia E. East, Georgia State U.; Ramona L. Paetzold, Texas A&M U.

601: (HCM) Distinguished Speaker: William F. Jessae, MD
4:10-5:20 Convention Center: A112
William F. Jessae, MD, CMPE is President and Chief Executive Officer of the Medical Group Management Association (MGMA), the nation's leading voice for group medical practice.
Introduction: Kathleen Montgomery, U. of California, Riverside
Distinguished Speaker: William F. Jessae, Medical Group Management Association

602: (Paper Session) - (HR) High Performance Work Systems
4:10-5:20 Adam's Mark: Vail
Chair: Rebecca A. Thacker, Ohio U.
HR: Use of High-Involvement Work Systems | Dong-Bae Kim, Korea Labor Institute; Kyungmook Lee, Seoul National U.; Frits Pil, U. of Pittsburgh
HR: Practices and High Involvement: A Group Level Analysis | Dennis M. Rose, Queensland U. of Technology; Mark A. Griffin, Queensland U. of Technology
Discussant: Christopher Collins, Cornell U.

603: (Paper Session) - (HR) New Forms of Organizing
4:10-5:20 Adam's Mark: Terrace
Chair: Stephen T. Too, U. of Technology, Sydney
HR: Professional Employer Organizations and Their Impact on HR Outcomes: A Field Study of HR Outsourcing | Brian S. Klaas, U. of South Carolina; Thomas W. Gayne, State U. of West Georgia; John A. McClendon, Temple U.; Hyuckseung Yang, Yonsei U.
HR: Human Resource Alliances as a Means of Improving the Recruiting, Management, and Retention of Employ | Timothy M. Gardner, Brigham Young U.
HR: Information Technology, Union Organizing, and Union Effectiveness | Jack Fiorito, Florida State U.; Paul Jarley, U. of Kentucky; John T. Delaney, Michigan State U.
Discussant: Clinton Chadwick, U. of Illinois, Urbana-Champaign

604: (IM) AIM-IMD Distinguished Scholar Forum: Relational Assets, Networks, and International Business Activity
4:10-6:10 Convention Center: C102/104
Chair: Joseph L.C. Cheng, U. of Illinois
Distinguished Speaker: John H. Dunning, U. of Reading/Rutgers U.
Speakers: Jose De La Torre, U. of California, Los Angeles; Harbir Singh, U. of Pennsylvania; Will Mitchell, Duke U.

605: (Paper Session) - (IPC) Networks, Competition and Firm Performance
4:10-5:20 Convention Center: C205 T5
Facilitator: Constance E. Helfat, Dartmouth College
BPS: Inclusive Transactions in Substitutable Ties: A Longitudinal Study of Competition in Cooperation | Jonghoon Bae, INSEAD
BPS: External Sources of Knowledge and Performance in R&D Organizations | Juliam M. Birkinshaw, London Business School; Carl Fey, Stockholm School of Economics
BPS: Social Networks and Strategic Agency | Shih-Chang Hung, National Tsing Hua U.

606: (Paper Session) - (IPC) Top Management Teams and Organizational Performance
4:10-5:20 Convention Center: C105 T1
Facilitator: Wm. Gerard Sanders, Brigham Young U.
BPS: The Effects of Differences in Management Style at the Top Management Level on Organizational Performance Following a Merger or Acquisition | Joseph P. Daly, Appalachian State U.; Richard Pouder, Appalachian State U.; Boris Kabanoff, Queensland U. of Technology
BPS: Top Management Group Social Capital and Its Impacts on Firm Performance | Yangmin Kim, Marquette U.
MED: Learning to Strategize: Practice Perspectives | Richard Whittington, Oxford U.
MED: Ralph Currier Davis: A Lesson in Management History | Michael J. Provitera, Saint Peter's College

607: (Paper Session) - (IPC) The Natural Environment, Sustainability, and Development
4:10-5:20 Convention Center: A106 T3
Facilitator: Irene Henriques, York U.
ONE: Sustainable Development or Neo-Colonialism? The
Role of Biotechnology and Intellectual Property Rights | Bobby Banerjee, U. of South Australia

**ONE:** How Green is Ireland? Ireland’s “Celtic Tiger” Economy Through the Lens of Sustainable Development | James J. Kennelly, Skidmore College; Finbarr Bradley, Dublin City U.

**ONE:** Autopoietic Theory and Ecology | Janet D. Fiero, The Fielding Institute

**ODC:** The Challenges of Changing From the Present to the Past: The Makah Indian Whaling Case | Karen S. Whelan-Berry, Texas Wesleyan U.; Gregory R. Berry, Texas Wesleyan U.

608: (Paper Session) - (IPC) Issues in Research Design and Methods
4:10-5:20 Convention Center: A106 T1
Facilitator: Jose M. Cortina, George Mason U.

RM: Embracing Paradox: Multi-Perspective Theorizing on Strategic Change | Robert Macintosh, U. of Glasgow; Donald MacLean, U. of Glasgow; Nic Beech, U. of Strathclyde

RM: Within-Person Variation Over Time: Implications for Organizational Research | Cynthia Diane Fisher, Bond U.

RM: Response Rates for Mail Surveys of Nonprofit Organizations: A Review and Empirical Test | Mark A. Hager, The Urban Institute; Sarah Wilson, The Urban Institute; Thomas H. Pollak, The Urban Institute; Patrick Rooney, Indiana U./Purdue U., Indianapolis

RM: Using Confirmatory Factor Analysis and Item Response Theory To Ensure Measurement Invariance | Chester A. Schriesheim, U. of Miami; Xiaohua Zhou, U. of Miami

609: (Paper Session) - (IPC) Using Cases and Narratives in Organizational Research
4:10-5:20 Convention Center: A106 T2
Facilitator: Anne D. Smith, U. of Tennessee, Knoxville


OMT: Do Doors Have Lives of Their Own? A Case of Organizing in an Internet Start-Up Company | Aydin Orsa Orge, U. of Kansas

OMT: Adaptive Abduction as a Mechanism for Generalizing From Narratives | Caroline A. Bartel, New York U.; Raghu Garud, New York U.

ODC: Towards a Multi-Paradigmatic Analysis of Organizational Change Processes: A Case Study Approach | Alain Vas, Catholic U., Louvain; Marc Ingham, Edhec-UCL

610: (Paper Session) - (IPC) The Many Faces of Time and Organizational Change
4:10-5:20 Convention Center: A106 T4
Facilitator: John S. Carroll, Massachusetts Institute of Technology

OMT: Contingency and Equifinality: Paradoxical or Complimentary? | Greg Wayne Olsen, North Texas U.


ODC: Characteristics of New Greenfield Plants: An Investigation of Organizational Change | Wendy S. Becker, U. at Albany


611: (Paper Session) - (IPC) A Long Term View of Organizational Change
4:10-5:20 Convention Center: C205 T4
Facilitator: Kenneth Murrell, West Florida U.


HCM: Hospital Restructuring and Downsizing and Psychological Burnout among Nursing Staff: A Longitudinal Study | Ronald J. Burke, York U.


ODC: Organizational Change as a Process of Death and Dying | Deone Maria Zell, California State U., Northridge

612: (Paper Session) - (IPC) Strategy, Organizing and Firm Performance
4:10-5:20 Convention Center: A214 T2
Facilitator: Brian Golden, U. of Western Ontario


OMT: The Impact of Organizational Constraints and Integration Processes on Organizational Fit in Related Business Mergers | Henry P. Mobley, U. of Kentucky

TIM: The Recency of Technological Inputs and Financial Performance | Michael B. Heeley, Rice U.; Robert Jacobson, U. of Washington

OMT: Performance Effects on Strategic Activities Within the Organization | Pino G. Audia, London Business School

613: (Paper Session) - (IPC) Issues in Manufacturing, Quality and Change in Organizations
4:10-5:20 Convention Center: A214 T3
Facilitator: Paul C. Hong, U. of Toledo

ODC: Achieving Competitive Advantage Through Implementing a Replicable Management Standard | Eitan Naveh, Technion-Israel Institute of Technology

OMT: Retention of TQM Program | Ilya Okhatovskiy, U. of Southern California

OM: Lean Manufacturing: Context, Practice Bundles and Performance | Rachna Shah, U. of Minnesota; Peter T. Ward, Ohio State U.

OM Division Honorable Mention Student Paper Award
MC: Do Isomorphism and Ceremonial Behavior in Organizational Intervention Pay Off? The Case of ISO 9000 | Flavio Vasconcelos, Escola de Administracao de Empresas de Sao Paulo; Miguel P. Caldas, Escola de Administracao de Empresas de Sao Paulo

619 ☀. (MOC, OB, OMT) Emotional Intelligence and Leadership: Concepts and Controversies
4:10-5:20 Convention Center: A101/103
Chairs: Neal M. Ashkanasy, U. of Queensland; Marie T. Dasborough, U. of Queensland

618 ☀. (MOC) Distributed Cognition: Networks and Scholarly Development
4:10-5:30 Convention Center: C201
In this session all first authors are students and the discussant will not only comment on the research itself, but will also discuss how to use common research interests to build effective career networks.
What is Rationality if Cognition is Distributed? The Problems and Promise of a New Perspective | Scott G. Johnson, U. of Minnesota
Visualizing Networks in Action: A Graphical Technique for Evaluating Knowledge Utilization | Scott Allen Robbins, U. of New Mexico
Discussant: Wayne E. Baker, U. of Michigan

617 ☀. (MH) Business Meeting
4:10-5:20 Convention Center: A104
Organizer: Shawn M. Carraher, Texas A&M U.
Division Chair: Jorge M. Herrera, CultureSense International, Inc.
Division Chair-Elec.: Charles Booth, U. of the West of England

616 ☀. SHCS: (MED, ONE, ODC) Educating for Sustainability: Exploring Appropriate Forms and Practices
4:10-5:20 Convention Center: C207
Chair: Judi Marshall, U. of Bath
Mainstreaming Sustainability Issues in Core Undergraduate Management Education at McGill University | Kariann Aarup, Ecole des Hautes Etudes Commerciales
The M.Sc. in Responsibility and Business Practice: Matching Form to Content | Judi Marshall, U. of Bath
Co-operative Inquiry as Education into Deep Ecology | Peter Reason, U. of Bath
WISE Learning and Obstacles: Reflections on the Weatherhead Institute for Sustainable Enterprise | Hilary Bradbury, Case Western Reserve U.

615 ☀. (MED) Leadership as Art: Using Music and Drama to Enhance Learning
4:10-5:20 Convention Center: A113
Interactive, engaging session exploring the use of music and drama to teach leadership.
Chair: Dorothy Marcic, Vanderbilt U.
Presenter: William P. Ferris, Western New England College

614 ☀. (MC) Can CEOs Change? Yes but Only if They Want to ...
4:10-5:20 Convention Center: C110
Distinguished Speaker: Manfred Kets de Vries, INSEAD

622 ☀. (Paper Session) - (OB) Emotions at Work: Types and Consequence
4:10-5:20 Adam's Mark: Gov. Sq. 10
Chair: Ramon J. Aldag, U. of Wisconsin, Madison
OB: The Joint Effect of Noise Exposure and Job Complexity on Distress | Samuel Melamed, National Institute of Occupational and Environmental Health; Yitzhak Fried, Wayne State U.
Discussant: James R. Meindl, State U. of New York, Buffalo

623 ☀. (Paper Session) - (OB) Further Perspectives on Organizational Commitment and Identity
4:10-5:20 Adam's Mark: Plaza Court 8
Chair: Jorge A. Gonzalez, U. of Wisconsin, Milwaukee
OB: Why Would a Person Like You Identify with a Place Like This? Antecedents to Organizational Identification | Joanna Leapheart Newman, U. of Arkansas; Mary S. Logan, London School of Economics and Political Science; Anne M. O’Leary-Kelly, U. of Arkansas; Ellen M. Whitten, U. of Virginia


Discussant: Suzanne S. Masterson, U. of Cincinnati

624 : (OB, HR) Sculpting the Construct of the Psychological Contract
4:10- 5:20 Adam’s Mark: Gov. Sq. 9
Chairs: Richard J. Klimentoski, George Mason U.; Karin Amanda Orvis, George Mason U.
The Operationalization and Concurrent Validation of the Employment Goals Construct | Jennifer R.D. Burgess, Bradley U.
Filling in the Blanks: How Social Networks Shape Psychological Contracts | Violet Ho, Carnegie Mellon U.
Individual Differences as Predictors of Psychological Contract Formation and Reactions to Violation | Karin Amanda Orvis, George Mason U.

Discussant: Lois E. Tetrick, U. of Houston

625 : (OB, MOC) Looking Forward and Looking Back: 25 Years of Decision Bias Research
4:10- 5:20 Convention Center: A209
Chairs: Henry Moon, U. of Maryland; Kelly E. See, Duke U.
A Theoretical Integration of Goal Substitution, Midpoints and Decision Frames | Donald E. Conlon, Michigan State U.
Choice, Progress or Ongoing Decisions: An Integration of Need to Complete and Sunk Cost Effects | Howard Garland, U. of Delaware
Strategic Persistence and Withdrawal in Group Decision Making: The Role of Collective Efficacy | Glen Robert Whyte, U. of Toronto
Goals as Reference Points in Action: The Majority of People Perform Better with Lower Rather than H | Chip Heath, Stanford U.

Discussants: Joel Brockner, Columbia U.; Barry M. Staw, U. of California, Berkeley

626 : (OCIS) OCIS Distinguished Speakers
4:10- 5:20 Convention Center: A204
Chair: Pamela Hinds, Stanford U.
New Theories and Models for Studying Organizational Networks | Janet Fulk, U. of Southern California; Peter R. Monge, U. of Southern California

Session Details – Monday

627 : (Paper Session) - (ODC) The Role of Technology in Change
4:10- 5:20 Convention Center: C112
Chair: Nick Nisely, U. of St. Thomas

ODC: The Influence of Attitudes to Change on Adoption of an Integrated IT System | Alannah Rafferty, Queensland U. of Technology; Roland Hirokazu Simons, Queensland U. of Technology

ODC: The Effects of Users’ Perceptions of Implementation Communication on Success of New Technologies in the Workplace | Laurie Kay Lewis, U. of Texas, Austin

ODC: Case Studies Exploring the Implications of Telework for Knowledge-Enabling and Social Learning | Kimberly Wells, Claremont Graduate U.; Thomas A. Horan, Claremont Graduate U.

Discussants: Gavin M. Schwarz, U. of Wollongong; Eric Goodman, Colorado Technical U.

628 : (Paper Session) - (OMT) Creativity, Humor and Irony at Work
4:10- 5:20 Adam’s Mark: Gov. Sq. 14
Chair: Ted Baker, U. of Connecticut

OMT: On Creativity, Humor and Strategic Renewal | Elie Matta, U. of Western Ontario

OMT: Enhancing Creativity through Mindless Work: Enhancing an Expanded Model of Managerial Job Enrichment | Kimberly D. Elsbach, U. of California, Davis; Andrew Hargadon, U. of California, Davis


OMT: An Ironic Story about Fads, Canned and Structured Teamwork Training — and Common Sense | Jill Woodilla, Sacred Heart U.; Ulla Johansson, Vaxjo U.

629 : (Paper Session) - (OMT) Strategic Organization: Competition and Imitation in Networks
4:10- 5:30 Adam’s Mark: Tower Court B
Chair: Henrich R. Greve, Norwegian School of Management

OMT: Imitation and the Sustainability of Competitive Advantage | Erik Reimer Larsen, City U., London; Costantinos Markides, London Business School; Shayne Gary, Australian Graduate School of Management

OMT: Competitive Dynamics of Non-Profit Organizations: Growth Rates of Huiguans in Singapore, 1820-1998 | Tai Young Kim, Hong Kong U. of Science and Technology; Albert Teo, National U. of Singapore

**Session Details – Monday**

- **OMT:** The Competitive Dynamics of Network Status: Status Discrimination in Market Entry | **Michael Jensen,** U. of Michigan

630 : (Paper Session) - (OMT) Alternative Perspectives on Strategy
4:10- 5:20 Adam’s Mark: Tower Court D
Chair: **Jay Bourgeois,** U. of Virginia

- **OMT:** Practice Perspectives on Strategy: Unifying and Developing a Field | **Richard Whittington,** Oxford U.

- **OMT:** Strategy as Power: A Gramscian Critique | **David L. Levy,** U. of Massachusetts; **Hugh Willmott,** Cambridge U.; **Mats G. Alvesson,** U. of Gottenburg

- **OMT:** Strategy as a Political Translation Process: Obligatory Passage Points, Structural and Black Holes | **Manuel Hensmans,** Erasmus U.

631 ☯/SHCS: (OMT, HR, CAR) Skilled and Contingent: Paradoxes and Prospects for Professional Independent Contractors
4:10- 5:20 Adam’s Mark: Gov. Sq. 12
Chair: **Thomas Kochan,** Massachusetts Institute of Technology
Speakers: **Alison Davis-Blake,** U. of Texas; **Joseph P. Broschak,** U. of Illinois, Urbana-Champaign; **Daniel Chng,** U. of Texas, Austin; **Lei Wang,** U. of Texas, Austin; **Stephen Barley,** Stanford U.; **Gideon Kunda,** Tel Aviv U.; **James A. Evans,** Stanford U.; **Sharon F. Matusik,** Rice U.; **Sally Riggs Fuller,** U. of New Mexico; **M. Diane Burton,** Massachusetts Institute of Technology; **Isabel Fernandez-Mateo,** Massachusetts Institute of Technology
Discussant: **Arne L. Kalleberg,** North Carolina U., Chapel Hill

632 ☯/☯/JS: (ONE, IM, CM) Pursuing the Kyoto Protocol: International Cooperation in Global Climate Changes
4:10- 5:20 Convention Center: C101/103
Chair: **Raymond Saner,** Centre for Socio-Economic Development
Speakers: **Annie Arquie Niederberger,** Policy Solutions; **Peter J. Kalas,** World Bank; **Duncan Marsh,** Natsource
Discussant: **Lichia Yiu,** Centre for Socio-Economic Development

633 ☯/☯/JS: (ONE, SIM) Stakeholder Engagement for Sustainability, Innovation and Competitiveness
4:10- 5:20 Convention Center: A207
Organizer: **Mary Lucille Hastings,** Houston Advanced Research Center
Speakers: **Mary Lucille Hastings,** Houston Advanced Research Center; **Ann Svendsen,** Simon Fraser U.; **Elizabeth C. Kurucz,** York U.; **David Wheeler,** York U.; **Andrea Larson,** U. of Virginia; **Stuart Hart,** U. of North Carolina, Chapel Hill; **Sanjay Sharma,** Wilfrid Laurier U.; **Prakash Sethi,** City U. of New York, Baruch College; **Anita Burke,** Shell Oil Company

634 : (PNP) PNP Division Business Meeting
4:10- 5:20 Adam’s Mark: Plaza Court 7
Division Chair: **Michael A. Card,** South Dakota U.

635 : (RM) Organizational Research Methods Editorial Board Meeting
4:10- 6:00 Convention Center: C210
Chair: **Larry J. Williams,** Organizational Research Methods

636 ☯/☯/SIM: Responsibility Management in the Old and New Economies: Common Values in Quality and Responsibility
4:10- 5:20 Convention Center: C109
Chair: **Sandra Waddock,** Boston College
Speakers: **Math Göbbels,** Nijmegen U.; **Jan Jonker,** Nijmegen U.; **Jeanne Liedtka,** U. of Virginia; **Andrew C. Wicks,** U. of Washington; **Charles Bodwell,** International Labor Organization

637 ☯/Paper Session) - (SIT) Managerial Wrong Doing
4:10- 5:20 Convention Center: A208
Facilitator: **Claudia J. Ferrante,** U.S. Air Force Academy
SIM: In Addition to Whistle-Blowing: An Investigation into Witness’s Talk about Wrongdoing | **Brian Keith Richardson,** North Texas U.

OMT: Is Anyone Watching Managers During a Speculative Bubble? | **Yuri Mishina,** U. of Illinois, Urbana-Champaign

MED: Moral Awareness: Assessing the Influence of Business Education, Culture, and Demographic Factors | **Yvette P. Lopez,** California State U., Fresno; **Julie B. Olson-Buchanan,** California State U., Fresno; **Paula Rechner,** California State U., Fresno

638 ☯/Paper Session) - (SIT) Networks Variations
4:10- 5:20 Adam’s Mark: Director’s Row F
Facilitator: **Vincenzo Perrone,** Bocconi U.

MED: Student Learning Networks: Functionality, Antecedents, and Pedagogical Recommendations | **Eric H. Kessler,** Pace U.

BPS: Strategy of Grouping and Reputation Linkage in Ethnically Based Networks and Multi-Product Firms | **Chong Ju Choi,** Cambridge U.; **Soo Hee Lee,** U. of London

TIM: Network Building and Strategy Formation in Biotechnology Firms | **Jesper Norus,** Copenhagen Business School

PNP: Public Sector Networks: Governance and Effectiveness | **Robyn Keast,** Queensland U. of Technology; **Kerry Brown,** Queensland U. of Technology

639 : (Paper Session) - (TIM) Research in Modularity and Standards
4:10- 5:20 Convention Center: C212
Chair: **Nile W. Hatch,** Brigham Young U.
TIM: Modularity and Innovation in Complex Systems | **Sendi Ethiraj,** U. of Pennsylvania; **Daniel Levinthal,** U. of Pennsylvania
Winner of TIM Division Best Student Paper Award
TIM: Informational Complexity, Computational Complexity and the Dynamics of Product Modularization | Miheea Calin Moldoveanu, U. of Toronto; Eytan Lasry, U. of Toronto
TIM: The Use of Open Source Adoption Networks in Proprietary Platform Strategies | Joel West, San Jose State U.

Monday 4:50PM

640: (OM) OM Business Meeting
4:30-6:00 Convention Center: C206
All members and prospective members are welcome! Come join us for a celebration of the division’s 30th anniversary and receive a commemorative button!
Program Chair: Kenneth Boyer, Michigan State U.
Division Chair: Thomas Y. Choi, Arizona State U.
Professional Development Workshop Chair: Morgan Swink, Michigan State U.
Division Chair-Elect: Janet L. Hartley, Bowling Green State U.

Monday 5:30PM

641: (BPS) Social Event: Networking for Mid-Career
BPS Academics
5:30-7:30 Adam’s Mark: Director’s Row E
The Business Policy and Strategy Division will sponsor a new social event for mid-career faculty with at least seven years of experience since earning a doctorate. Contact Prof. Anita McGahan at amcgahan@bu.edu.
Chairs: Dawn Harris, Loyola U., Chicago; Anita McGahan, Boston U.
Speakers: Allan N. Afuah, U. of Michigan; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Margaret A. Peteraf, Dartmouth College; Brian Silverman, U. of Toronto

642: (ENT) Entrepreneurship Division Business Meeting
5:30-6:45 Convention Center: A105
Division Chair: Thomas J. Dean, U. of Colorado, Boulder

643: (GDO) Gender and Diversity in Organizations
Divisional Meeting
5:30-6:15 Convention Center: A109
Division Chair: Eilen Ernst Kossek, Michigan State U.

644: (HCM) Health Care Management Division Business Meeting
5:30-6:30 Convention Center: A112
Division Chair: Sharon Topping, U. of Southern Mississippi

645: (HR) HR Division Ice Cream Social
5:30-7:00 Adam’s Mark: Plaza Ballim E+F
Open to members of the HR Division and their families.
Organizer: Patrick Wright, Cornell U.

646: (MC) Business Meeting
5:30-6:00 Convention Center: C110
Division Chair: H. William Vroman, Morgan State U. / Strategic Planning Inc.

647: (MSR) MSR Business Meeting & Elections
5:30-6:50 Convention Center: A102
Division Chair: Judi Neal, Association for Spirit at Work

648: (OB) OB Division Awards Ceremony and Business Meeting
5:30-7:00 Adam’s Mark: Gov. Sq. 14
Presiding: Terence R. Mitchell, U. of Washington, Seattle

649: (OCIS) OCIS Division Meeting
5:30-6:30 Convention Center: A204
Open to members of the OCIS Division as well as anyone interested in learning about the OCIS Division. Awards will be presented.
Chair: Mark Keil, Georgia State U.

650: (OMT) OMT Business Meeting and Artifact
5:30-6:00 Adam’s Mark: Tower Court D
Program Chair: Mary Jo Hatch, U. of Virginia
Division Chair: Eric Abrahamson, Columbia U.
Professional Development Workshop Chair: Tina Dacin, Queen’s U.
Division Chair-Elect: Joel A. C. Baum, U. of Toronto

651: (ONE) ONE Interest Group Business Meeting
5:30-6:45 Convention Center: C108
Division Chair: Gordon P. Rands, Western Illinois U.
Division Chair-Elect: Sanjay Sharma, Wilfrid Laurier U.

652: (PNP) PNP Division Party
5:30-10:30 Adam’s Mark: Plaza Court 7
Organizer: Stephen P. Osborne, Aston U.

Monday 6:00PM

653: (OMT) OMT Social Hour
6:00-7:00 Adam’s Mark: Silver
Division Chair: Eric Abrahamson, Columbia U.

Monday 6:20PM

654: (MC) Management Consulting Social Hour
6:20-7:30 Convention Center: A103
Organizer: Georges Trepo, HEC, France

655: (OM) OM Division Social
6:20-8:30 Convention Center: A201
All members and prospective members are welcome! Special thanks to Arizona State University which is providing financial sponsorship for this event.
Program Chair: Kenneth Boyer, Michigan State U.
Division Chair: Thomas Y. Choi, Arizona State U.

Monday 6:30PM

656: (GDO) GDO Social: Meet, Greet, and Eat!
6:30-8:00 Convention Center: A110
Presenter: Elizabeth Cooper, U. of Rhode Island
**Session Details – Monday**

**657: (MH) Social Hour for the Management History Division – Honoring the Memory of Richard Hodgetts**
6:30-8:00 Convention Center: A104
Sponsored by the Journal of Leadership and Organizational Studies
Host: Shawn M. Carraher, Texas A&M U.

**658 ©: (OCIS) OCIS Social Hour**
6:30-7:30 Convention Center: A205
The OCIS Social Hour, following the OCIS Division Meeting, is an opportunity to meet other OCIS members. Please join us!

**Monday 6:45PM**

**659: (OB) OB Division Social Hour**
6:45-8:30 Adam’s Mark: Gov. Sq. 10
Host: Sigal G. Barsade, Yale U.

**Monday 7:00PM**

**660: (ENT) ENT Division Reception**
7:00-8:30 Convention Center: A107
Division Chair: Thomas J. Dean, U. of Colorado, Boulder

**661: (HCM) Health Care Management Division Reception**
7:00-9:00 Convention Center: A202
Host: Leonard H. Friedman, Oregon State U.

**Monday 7:00PM**

**662: (MSR) MSR Social Hour and Reception**
7:00-8:15 Convention Center: A101
Division Chair-Elect: Lee Perry Robbins, Golden Gate U.

**Monday 8:00PM**

**663: (ONE) ONE Interest Group Social**
7:00-9:00 Convention Center: C106
Program Chair: Carolyn Egri, Simon Fraser U.

**Monday 8:01PM**

**664: (MC) MC Friends and Members’ Dinner**
8:00-11:00 Convention Center: C110
Host: H. William Vroman, Morgan State U. / Strategic Planning Inc.

**Monday 8:01PM**

**665: (IM) IM Division Dance**
8:01-10:30 Hyatt: Grand Ballrm
Come one, come all, to the 2002 IM Division dance: Contra dancing! (don’t worry: we’ll teach ‘ya, partner!)
Host: Sully Taylor, Portland State U.

**Monday 9:00PM**

**666: (AAC) President’s Dessert Reception for New and International Members**
9:00-10:30 Adam’s Mark: Plaza Ballrm D+E
Host: Jean M. Bartunek, Boston College
Tuesday, August 13, 2002

Tuesday 7:30AM

667 ☯: (AA) A Shared Hour of Meditative/Contemplative Silence
7:30-8:30 Adam’s Mark: Silver
This will be an hour of contemplative/meditative practice. Teachers from various traditions (Buddhist Practice, Christian Centering Prayer, Christian Mantra Meditation, Hindu Practice, Jewish Practice, Muslim Practice, and Quaker Practice), together with members of the Academy will share readings, music and silence. In light of September 11 and subsequent events, the readings will focus on World Peace and the gathering will provide an opportunity to engage in silent, inter-religious meditation. Participants are asked to arrive ten minutes early, in order to be seated in silence as the session begins. Movement in and out of the room will be restricted during the actual hour of shared practice.
Chair: Andre L. Delbecq, Santa Clara U.
Speakers: Abdelmagid M. Mazen, Suffolk U.; Father Thomas Keating, St. Benedict’s Monastery, Snowmass, CO; Arvind Sharma, McGill U.; Father Laurence Freeman, O.S.B., World Community of Christian Meditation; Rita Weathersby, U. of New Hampshire; Norman Fisher, Zen Center; Rabbi Lewis E. Bogage, DePaul U.

Tuesday 8:10AM

668 ☯: (Paper Session) - (MC) Examining the Consulting Business Model: Theoretical, Financial and Process Issues
8:10-10:10 Convention Center: C110
Chair: Jeffrey L. Kerr, U. of Miami
MC: Economic Functions of Management Consulting Firms - an Integrative Theoretical Framework | Michael Nippa, Freiberg U. of Mining and Technology; Kerstin Petzold, Freiberg U. of Mining and Technology
Winner of Graziano Business School/Pepperdine Award for Outstanding Paper on Management Consulting Practic | Rickie Moore, E.M. Lyon/ISEOR; Michel Peron, ISEOR / U. of Paris Sorbonne
Discussants: Gary A. Bojes, George Washington U.; Judith Gebhardt, Pepperdine U.

Wednesday 8:30AM

669 ☯: (AA) Spirituality/Contemplative Practice and Managerial Health: What’s the Connection?
8:30-10:10 Adam’s Mark: Silver
Chair: Thomas G. Plante, Santa Clara U./Stanford U.
Speakers: Carl E. Thoresen, Stanford U.; Allen C. Sherman, U. of Arkansas For Medical Sciences

670 ☯: (AA) National Networks as Small Worlds
8:30-10:10 Convention Center: A205
Organizer: Gordon Walker, Southern Methodist U.
Speakers: Bruce Kogut, U. of Pennsylvania; Gerald F. Davis, U. of Michigan; Sea-Jin Chang, Korea U.; Maurizio Zollo, INSEAD; Mina Yoo, U. of Michigan; Gordon Walker, Southern Methodist U.

671: (Paper Session) - (BPS) Turnover in the Executive Suite: The Role of Underperformance and Symbolism
8:30-10:10 Adam’s Mark: Director’s Row H
Chair: Vincent L. Barker, U. of Kansas
BPS: Exploring Involuntary Executive Turnover Through a Managerial Discretion Framework | Wei Shen, U. of Florida; Theresa S. Cho, Rutgers U.
BPS: Fight or Flight: Managing Stigma in Executive Careers | Albert A. Cannella Jr., Texas A&M U.; Donald R. Fraser, Texas A&M U.; D. Scott Lee, Texas A&M U.; Matthew Semadeni, Texas A&M U.
BPS: Top Management Team Effects in Mergers & Acquisitions: An Analysis of Long-Term Turnover Patterns | Jeffrey A. Krug, U. of Illinois; Douglas Nigh, U. of South Carolina
BPS: Executive Social Capital and Its Impacts on Job Promotion | Yangmin Kim, Marquette U.
Discussant: James W. Fredrickson, U. of Texas, Austin

672: (Paper Session) - (BPS) Dynamics of Resource-Based Competition: The Creation and Endurance of Resource Asymmetries
8:30-10:10 Adam’s Mark: Gov. Sq. 17
Chair: Tima Bansal, U. of Western Ontario
BPS: What Happens to Rents? | Jean J. Boddewyn, City U. of New York, Baruch College
BPS: Challenger-Incumbent Competitive Dynamics: An Extended Resource-Based View | John A. Mathews, Macquarie U.
Discussant: Richard Makadok, Emory U.
Session Details – Tuesday

673 : (Paper Session) - (BPS) Strategic Adaptation and Renewal: The Role of Structure and Process
8:30-10:10 Adam’s Mark: Director’s Row E
Chair: Yiorgos Mylonadis, London Business School
BPS: Institutionalizing Renewal | Janine Nahapet, Oxford U.
BPS: The Framing of Strategic Threats: A Dilemma in Response | Clark Gilbert, Harvard U.
BPS: The Role of Process and Context in the Evolution of Incompatible Strategic Initiatives | Christoph Lechner, U. of St. Gallen; Steven W. Floyd, U. of Connecticut
Discussant: Catherine Maritan, State U. of New York, Buffalo

674 : (Paper Session) - (BPS / R&D, Intellectual Property, and the Strategic Use of Patents
8:30-10:10 Adam’s Mark: Plaza Court 3
Chair: Mariko Sakakibara, U. of California, Los Angeles
BPS: Refilling the Tub? The Effects of Knowledge Obsolescence on Innovative Success in the Biotech-Industry | Andreas Al-Laham, U. of Dortmund; Terry L. Amburgey, U. of Toronto
BPS: Public Sector Science and the Strategy of the Commons | Ajay K. Agrawal, Queen’s U.
Discussant: Melissa M. Appleyard, U. of Virginia

675 SHCS: (BPS, ENT) Intuition as a Driver of Organizational Decisions and Actions
8:30-10:10 Adam’s Mark: Gov. Sq. 12
Chair: Michael A. Hitt, Arizona State U.
Intuition in Strategic Decision Making | Jay Barney, Ohio State U.
Effective Use of Intuition in Strategic Decision Making | Chet Miller, Wake Forest U.
Entrepreneurial Opportunity Recognition: Intuition, Insight, and Foresight and the Definition of New | Shaker A. Zahra, Georgia State U.
Entrepreneurship and Intuition: A Research Agenda | Jeffrey G. Covin, Indiana U., Bloomington
Inserting Intuition into Strategic Decision Making | Paul Nutt, Ohio State U.
Discussants: George P. Huber, U. of Texas, Austin; R. Duane Ireland, U. of Richmond

676 JS: (BPS, SIM) Government Institutions and Firms’ Political Strategies: National and International Perspectives
8:30-10:10 Convention Center: A207
Chair: Guy Holburn, U. of Western Ontario
Lobbying Legislatures or Agencies: A Game-Theoretic Decision Framework | Richard Vanden Bergh, U. of Vermont
Managing to Keep the Lights On (and the Profits Flowing): Political Risk Identification and Management in Electricity Generation | Bennet A. Zelner, Georgetown U.
Global and Political Strategies in Deregulated Industries: Are Former Monopolies Schizophrenic? | Jean-Philippe Bonardi, U. of Western Ontario
Discussants: Witold J. Henisz, U. of Pennsylvania; Guy Holburn, U. of Western Ontario

677 : (Paper Session) - (CAR) Career Paths Outside North America: Gaining Experience and Competency
8:30-10:10 Convention Center: A105
Chair: J. Bruce Prince, Kansas State U.
CAR: Domestic International Jobs | Phyllis Tharenou, Monash U.
CAR: Exploring Changes in Organizational Career Management: The Case of Israel | Tzabbar Daniel, U. of Toronto
Discussants: Lynn K. Harland, U. of Nebraska, Omaha; David Marshall Hunt, N/A

678 : SHCS: (CAR, HR, OMT) Building the Fast Organization: A Multi-Level Analysis
8:30-10:10 Convention Center: C209
Chair: Elizabeth Weldon, International Institute for Management Development
Creating Customer Solutions with Integrated Speed | Jay R. Galbraith, U. of Southern California
Fast, Agile Managers: The Role of Social Support and Strategic Improvisation | Elizabeth Weldon, International Institute for Management Development
The Protean Orientation: Creating the Adaptable Workforce Necessary for Flexibility and Speed | Jon P. Briscoe, Northern Illinois U.
The “Boundaryless” Career, Work Force Flexibility, and Organization Speed | P. Monique Valcour, Cornell U.
Discussants: Douglas T. Hall, Boston U.; Ron Sanchez, International Institute for Management Development

679 : (Paper Session) - (CM) Identity, Conflict, and Diversity: New Research From Multiple Perspectives
8:30-10:10 Convention Center: A107
Chair: Ingrid Fulmer, Michigan State U.
CM: Demographic and Cultural Dissimilarity’s Effects on Responses to Offense | Karl Aquino, U. of Delaware;
680 CM: White Views of Civil Rights and Equal Opportunity: Colorblindness, Qualifications, and Quotas | Nancy DiTomaso, Rutgers U.; Rochelle Parks-Yancy, Rutgers U.; Corinne A. Post, Rutgers U.


681 JS: (CM, OB) Third-Party and Victim Reactions to Unfairness: Similar or Dissimilar – When, Why, and How? 8:30-10:10 Convention Center: A101/103

Chairs: James J. Lavelle, Tulane U.; Robert Folger, Tulane U.


Discussant: Russell Cropanzano, Colorado State U.

682 (ENT) Venturing in the Inner City: Rethinking Entry Barriers to ‘New’ Markets 8:30-10:10 Convention Center: A212

Social, Cultural, Legitimacy, and Institutional Barriers to the Cultural Product Market | Jeffrey A. Robinson, Columbia U.

Exploring Entrepreneurial Success in the Inner City:
Antecedents of New Ventures Growth | Brett Anitra Gilbert, Indiana U.

The Role of the Banker-Entrepreneur Network in Inner-City Economic Development | Leyland M. Lucas, Morgan State U.

Leveling the Playing Field: How Business Incubators Help New Businesses and Startups Overcome Entry | Joseph Eshun, Columbia U.

Discussant: Gregory Fairchild, U. of Virginia

683 (Paper Session) - (HCM) Building Effective Networks: Lessons Learned from Healthcare Organizations 8:30-10:10 Convention Center: A112

Chair: Bruce Fried, North Carolina U., Chapel Hill

HCM: Impact of Network and System Use on Hospital X-Inefficiency | Michael D. Rosko, Widener U.; Jose Proenca, Widener U.

HCM: Emergency Department Overcrowding: Health Care System Failure from a Network Perspective | Philip Yoon, U. of Alberta

HCM: The Changing Configuration of Health Organizations: Revisiting the Taxonomy of Health Networks and Systems | Nicole L. Dubbs, Columbia U.; Gloria J. Bazzoli, Virginia Commonwealth U.; Stephen M. Shortell, U. of California, Berkeley; Peter D. Kralovec, Health Forum

Discussant: Rebecca S. Wells, Pennsylvania State U.

684 (HR) International Diffusion of Industrial Relations and HR Systems: Building a Research Network 8:30-10:10 Adam’s Mark: Columbine

Chair: Mark Paul Fenton-O’Creevy, Open U., U.K.

Presenter: Rudiger Kabst, U. of Paderborn

Speakers: Paul Gooderham, Norwegian School of Economics and Business Administration; Arne L. Kalleberg, North Carolina U., Chapel Hill; Jean-Luc Cerdin, ESSEC; Patrick C. Flood, U. of Limerick

Discussant: Paul R. Sparrow, U. of Manchester

685 (Paper Session) - (HR) Employee Reactions to Different Compensation Systems 8:30-10:10 Adam’s Mark: Terrace

Chair: Michael Wesson, Texas A&M U.


HR: Reactions to Merit Pay Increases: A Longitudinal Test of a Signal Sensitivity Perspective | Jason D. Shaw, U. of Kentucky; Michelle K. Duffy, U. of Kentucky; Atul Mitra, U. of Northern Iowa; Daniel E. Lockhart, U. of Kentucky; Matt Bowman, U. of Kentucky

HR: Strategic Compensation and Perceived Pay Fairness | Larry W. Howard, Middle Tennessee State U.; Thomas W. Dougherty, U. of Missouri, Columbia

Discussant: Atul Mitra, U. of Northern Iowa

686 (Paper Session) - (IM) MNC Subsidiary Strategy and Performance 8:30-10:10 Convention Center: C104

Chair: Gerhard Fink, Wirtschaftsuniversitaet Wien

IM: Managing Interdependence in Multinational Companies: A Configurational Approach | Sharon Watson, U. of Delaware; Mohan Subramaniam, Boston College

IM: Establishing Corporate Governance Structures for Foreign Subsidiaries of Multinational Corporations | Bongjin Kim, Tilburg U.; John E. Prescott, U. of Pittsburgh
Session Details – Tuesday

IM: The Impact of Internal and External Competitive Forces on MNC Subsidiary Performance | Julian M. Birkinshaw, London Business School; Neil Hood, U. of Strathclyde; Stephen Young, U. of Strathclyde

IM: Testing the Impact of Internal and External Network Drivers on MNC Subsidiary Evolution | Ana Teresa Tavares, U. de Porto

Discussant: John Mezias, U. of Miami

687 ⚫: (Paper Session) - (IM) Antecedents and Outcomes of International Cooperation
8:30-10:10 Convention Center: C102
Chair: Davina E. Vora, U. of South Carolina

IM: Knowledge Acquisition and Sharing in International Strategic Alliances (ISA): The Role of Trust | Thang V. Nguyen, U. of Oregon; Scott Bryant, Montana State U.

(IM) Ethnic Similarity and Equity in IJV | Sanjeev Agarwal, Iowa State U.; Pol Herrmann, Iowa State U.; Krishna Erramilli, Nanyang Technological U.

(IM) Explaining the Propensity to Form Alliances in Global Pharmaceutical Industry R&D Networks | Farok J. Contractor, Rutgers U.; Sam Beldona, Wichita State U.; Chang-Su Kim, Nanyang Technological U.


688 🌈: (Paper Session) - (IPC) How Organizations Treat Employees When Ethical Issues Arise
8:30-10:10 Convention Center: A106 T1
Facilitator: Susan Key, U. of Alabama, Birmingham

SIM: ‘Here’s Looking at You’: Surveillance as a Trope for Organizational Domination | James R. Barker, U.S. Air Force Academy; Graham Sewell, U. of Melbourne

SIM: Sexual Harassment Reporting as Whistle-Blowing: Test of a Model of Predictors and Outcomes | Jeong-Yeon Lee, Indiana U.; Sharon Gibson, Indiana U.; Janet P. Near, Indiana U.; Bloomington

SIM: Weight Discrimination in the American Workplace: Ethical Issues and Analysis | Mark V. Roehling, Michigan State U.

689 🔴: (Paper Session) - (IPC) Business and Government: The Importance and Function of Strategic and Political Networks
8:30-10:10 Convention Center: A106 T2
Facilitator: John F. Mahon, U. of Maine

SIM: A Strategic Approach to MNC Government Affairs: Integrating Competitive and Political Activities | Timothy P. Blumentritt, Marquette U.

SIM: Interface Dynamics in Cause Based Partnerships: Initial Evidence of Negotiated Culture | Barbara Parker, Seattle U.; John W. Selsky, U. of Melbourne


690 : (Paper Session) - (IPC) Managing Employees for High Performance on Multiple Dimensions
8:30-10:10 Convention Center: A106 T3
Facilitator: Mary J. Mallott, U. of Hawaii, West Oahu
HR: Voluntary Turnover and Organizational Performance | Jason D. Shaw, U. of Kentucky; Nina Gupta, U. of Arkansas; John E. Delery, U. of Arkansas

OB: Employees Facing High Job Demands: How to Keep Them Fit, Satisfied, and Intrinsically Motivated? | Nico W. VanYperen, U. of Groningen

SIM: Individual Moral Development and Ethical Climate: The Influence of P-O Fit on Job Attitudes | Anke Arnaud, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida; Marshall J. Schminke, U. of Central Florida


691 🌈: (Paper Session) - (IPC) Career Success, Part-Time Work and Retirement: A Closer Look
8:30-10:10 Convention Center: A106 T4
Facilitator: Kay M. Glasgow, California Polytechnic State U.; San Luis Obispo

CAR: Time to Retire? An Examination of the Relationships Between Time Usage and Retirement Anxiety | Vivien Lim, National U. of Singapore; Daniel C. Feldman, U. of South Carolina

CAR: Factors Related to Bridge Employment Participation: A Study of Private Sector Early Retirees | Mark Alan Davis, North Texas U.

CAR: An Integrative Model of Part-Time Work: Determinants, Consequences, and Moderators | Sara McComb, U. of Massachusetts, Amherst; Melissa W. Barringer, U. of Massachusetts, Amherst; Kristina A. Bourne, U. of Massachusetts, Amherst

OB: Intra-Organizational Network Resources: Relation to Career Success and Personality | Nikos Bozionelos, U. of Strathclyde

692 : (Paper Session) - (IPC) Management in the Classroom
8:30-10:10 Convention Center: A214 T1
Facilitator: Michael Young, Chinese U. of Hong Kong

MED: “High-maintenance Students” - A Conceptual Exploration and Implications for Instructors | Lisa A. Burke, Louisiana State U., Shreveport

MED: Evaluating the Effectiveness of OB Teaching Methods: A Results Oriented Approach | James (Ben) Shaw, Bond U.

MED: The Masks We Wear: Acting in the Classroom | Yehuda Baruch, U. of East Anglia/U. of Texas, Arlington
**MED:** Reflections on Implementing an Innovative Management Curriculum, or Tackling Between Scylla and Charybdis | Donald W. McCormick, U. of Redlands; Teri C. Tompkins, Pepperdine U.; James C. Spee, U. of Redlands

**MPM:** Organizational Legitimacy | Donald W. McCormick, U. of Redlands; Teri C. Tompkins, Pepperdine U.; James C. Spee, U. of Redlands

**963:** *(Paper Session) - (IPC)* Firm Boundaries, Technology and Entrepreneurship

**Facilitator:** Melvin Blumberg, N/A

**TIM:** Safeguard Mechanisms for Information Systems Outsourcing Under Bounded Rationality | Yong-Mi Kim, U. of Oklahoma; Shaila Miranda, U. of Oklahoma

**TIM:** Internal Versus External Technology Sourcing and Their Impact on Product Market Opportunities | Maria Tereza Alexandre, Michigan State U.; Frank T. Rothaermel, Michigan State U.

**OMT:** Technology Transfer – An Action and Technology Perspective | Stefan M. Koruna, Swiss Federal Institute of Technology

**ENT:** Why do Entrepreneurs Pull the Plug on Their Innovations? | Thomas Astebro, U. of Waterloo; John L. Michela, U. of Waterloo

**964:** *(Paper Session) - (IPC)* Managing Human Resources in Cross-Cultural Settings

**Facilitator:** David C. Thomas, Simon Fraser U.

**IM:** Job Formalization and Cultural Individualism as Barriers to Trust in Management | Xu Huang, U. of Groningen; Evert Van de Vliet, U. of Groningen

**IM:** Where Intrinsic Job Satisfaction Fails to Work: National Moderators of Intrinsic Motivation | Xu Huang, U. of Groningen; Evert Van de Vliet, U. of Groningen

**IM:** Building Effective Organizations: Transformational Leadership, Collectivist Orientation and Outcomes | Fred Ochieng Walumbwa, U. of Illinois, Urbana-Champaign; John Lawler, U. of Illinois, Urbana-Champaign

**IM:** Cultural Values in Flux? The Interactive Effects of Generation and Country on Value Differences | Darla Domke-Damonte, Coastal Carolina U.; Carolyn Egri, Simon Fraser U.; David A. Raistun, U. of Oklahoma; Isabelle Maignan, Katholieke U. Nijmegen; Tomasz Lenartowicz, U. of Texas, Austin; Nancy K. Napier, Boise State U.; Trang Nguyen, National Economic U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; Mark Weber, U. of Minnesota; Alan Wallace, Costa Mesa College

**965:** *(Paper Session) - (IPC)* Understanding E-Business and On-line Behavior

**Facilitator:** Dave Chatterjee, U. of Georgia

**OCIS:** Perceptions of Personal Web Usage in the Workplace: A Concept Mapping Approach | Claire A. Simmers, St. Joseph's U.; Murugan Anandanraj, Drexel U.

**OB:** Service Per Mouseclick: Identifying Antecedents of Customer Coproduction and Citizenship Behaviors | Markus Groth, Australian Graduate School of Management

**OM:** Understanding the Barriers to e-Auction Adoption | Janet L. Hartley, Bowling Green State U.; Michelle D. Heine, Bowling Green State U.; Edward Duplaga, Winona State U.

**OCIS:** Understanding Online Shopping Behavior Using the Transactions Cost Economics Approach | Thompson S.H. Teo, National U. of Singapore; Pien Wang, National U. of Singapore; Chang Hong Leong, National U. of Singapore

**TIM:** Deconstructing Cyberspace: A Model for Bringing Order to the 21st Virtual "Wild Wild West" | Laura Brandt, Southern Colorado U.; Jose Castillo, Southern Colorado U.

**966:** *(Paper Session) - (IPC)* Networks and Building Organizational Legitimacy

**Facilitator:** Kenneth Bettenhausen, N/A

**ONE:** A Model of Firm Ecological Legitimacy | Mei-Ling Wei, York U.

**OMT:** Bricolage a Process-Model for the Creation of New Organizational Forms: The Case of Microfinance in Bolivia | Silvia Dorado, U. of Massachusetts, Boston

**OMT:** Institutional Influences on Founding Variation in the Emerging Independent Power Industry | Wesley Sine, U. of Maryland; Heather Haveman, Columbia U.; Pamela S. Tolbert, N/A

**967:** *(Paper Session) - (IPC)* Quality in Healthcare Management and Delivery

**Facilitator:** Jim Paul, U. of Kansas Medical Center


**HCM:** The Impact of Implementation Factors on the Success of Healthcare Quality Improvement Programs | Jason L. Jensen, U. of North Dakota


**968:** *(Paper Session) - (IPC)* Collegiality and Careers in Organizations and Professional Bureaucracies

**Facilitator:** Monica L. Forret, St. Ambrose U.

**OMT:** The Network Relationship: “Collegiality” in Professional Bureaucracies | Paul D. Nugent, Rensselaer Polytechnic Institute

**ODC:** Helping Older Workers Cope with Continuous Quality Improvement: A Typology of Reactions. | Roland E. Kidwell, Jr., Niagara U.
Session Details – Tuesday


699: (Paper Session) - (IPC) Human Capital and High Performance Systems in Organizations
8:30-10:10 Convention Center: C105 T1
Facilitator: Richard A. Swanson, U. of Minnesota

OMT: To Bridge or to Bond? Integrating Social Capital and Upper Echelons Theories | Andrew V. Shipilov, U. of Toronto; Wade M. Danis, Marquette U.

OMT: The Value of Values: A Framework for Within-Groups Social Capital | Harry J. Van Buren III, Northern Iowa U.

700: (Paper Session) - (IPC) Communication, Involvement and Performance in Groups and Teams
8:30-10:10 Convention Center: C205 T5
Facilitator: Todd Weber, North Carolina U., Chapel Hill


OB: The Influence of Accounts on Perceived Social Loafing in Work Teams | Jasmine Tata, Loyola U., Chicago

OB: Exploring the Mechanisms Through Which High Involvement Results in Group-Level Performance Outcomes | Hettie A. Richardson, Louisiana State U.

OB: Team-Based Communication Networks: Antecedents and Consequences | Lucinda Lawson, Lehigh U.

OB: Acting on What Others Know: Distributed Knowledge and Team Performance | Martine R. Haas, Harvard U.

701: (Paper Session) - (IPC) Identification, Self-verification and Collaboration in Organizations
8:30-10:10 Convention Center: C105 T3
Facilitator: Michele Issel, U. of Illinois, Chicago

GDO: Malleability of Identity | Keith James, U. of Alaska, Fairbanks


MOC: Scale Development and Validation of a Field Measure of Transactive Memory Systems | Kyle Lewis, U. of Texas, Austin

OB: Operationalizing and Testing the Expanded Model of Identification | Glen E. Kreiner, U. of Cincinnati

OCIS: Diffuse Collaboration: Copying as a Collective Activity | Anne-Laure Fayard, INSEAD; Austin Henderson, Rivendel Consulting & Design, Inc.

702: (Paper Session) - (IPC) Helping Employees Cope With Organizational Change: Avenues for Empowerment and Grievance Initiation
8:30-10:10 Convention Center: C106 T2
Facilitator: Jeffrey J. Bailey, U. of Idaho

OB: The Four Dimensions of Empowerment and the Outcomes of Job Performance and Job Satification | Onne Janssen, U. of Groningen

OB: The Role of Employability in How Employees Cope with Organizational Change | Mel Fugate, Tulane U.; Angelo J. Kinicki, Arizona State U.


CM: Suffering in Silence: Power-Dependence Theory and the Efficiency Model of Grievance Initiation | Peter Bamberger, Technion-Israel Institute of Technology; Samuel B. Bacharach, Cornell U.

703: (Paper Session) - (IPC) Information Technology and the Management of Employee Productivity and Organizational Memory
8:30-10:10 Convention Center: C205 T4
Facilitator: Steve Scullen, North Carolina State U.

OMT: Using Organizational Memory: A Study in Professional Service Firms | Davi Noboru Nakano, U. of Sao Paulo / UNIFIEO

OCIS: Linking Meaning and IT Diffusion | Susan Winter, U. of North Carolina, Charlotte; Connie Marie Gaglio, San Francisco State U.

OCIS: Going Online on Company Time: The Moderating Effect of Neutralization Technique on Cyberloafing and Organizational Justice | Vivien Lim, National U. of Singapore

704: (MED) Pedagogical Ideas in Action – Practical Pedagogical Development Efforts at the Stockholm School of Economics
8:30-10:10 Convention Center: A113
Chair: Par Martensson, Stockholm School of Economics

Some Experiences from Leading Pedagogical Development Efforts in a Changing Environment | Magnus Bild, Stockholm School of Economics

Combining Group Development Phases With Teaching Methods to Meet Several Learning Styles and Create | Kristina Nilsson, Stockholm School of Economics

In the Minds of Students - A Project for Education Development Based on Students’ Learning Styles | Par Martensson, Stockholm School of Economics

705: (MED, CAR) Building Effective Networks in Our Own Backyard
8:30-10:10 Convention Center: C101/103
Chair: Haze Nicole Schepmyer, U. of Toronto

Speakers: Steven James Yule, U. of Aberdeen; Ana Sierra Leonard, U. of Cincinnati; Haze Nicole Schepmyer, U. of Toronto; Jerome Katz, Saint Louis U.
706: (Paper Session) - (MH) Developmental Processes in Management History
8:30-10:10 Convention Center: A104
Chair: Gillian Wright, Liverpool John Moores U.
MH: Rediscovering the Historical Network: Comparative Analysis Linking Values of Lewin to OD Consultants | Therese F. Yaeger, Benedictine U.
MH: Lewin’s Action Research Peers: Ronald Lippitt and John Collier | Bill Cooke, U. of Manchester
MH: The Use of Historicism in Reviews of Strategic Management Research | M. Ronald Buckley, U. of Oklahoma, Norman; Michael G. Harvey, Mississippi State U.; Milorad Novicevic, U. of Wisconsin, La Crosse; Thomas J. Hench, U. of Wisconsin, La Crosse
MH: The Dynamics of Resource Development: The Case of the French Royal Navy | Pierre-Xavier Meschi, Ecole Supérieure de Commerce de Marseille, Provence; Emmanuel Metais, EDHEC
Discussants: M. Ronald Buckley, U. of Oklahoma, Norman; David Jacobs, American U.; Gillian Wright, Liverpool John Moores U.; Michael Rowlinson, U. of North London

707: (MOC) Making Sense in the Field: Approaches and Implications for Researchers and Practitioners
8:30-10:10 Convention Center: C201
Speakers: Ben Bryant, London Business School; Julia Christine Balogun, Cranfield U.; Colin Eden, U. of Strathclyde; Phyllis Johnson, U. of Strathclyde; Gerry Johnson, U. of Strathclyde
Discussants: Anne S. Huff, U. of Colorado, Boulder; Dennis A. Gioia, Pennsylvania State U.

708: (Paper Session) - (MSR) The Integration of Different Religious Perspectives and Work
8:30-10:10 Convention Center: A102
Chair: Joseph W. Weiss, Bentley College
MSR: Linking Business, Spirituality and Religion | Michael K. Moch, Michigan State U.; Jean M. Bartunek, Boston College
MSR: Legacy Leadership: The Leadership Wisdom of the Apostle Paul | J. Lee Whittington, U. of Dallas; Woody Kageler, Texas Wesleyan U.; Tricia Pitts, Texas Wesleyan U.
MSR: The Sage Entrepreneur: Traditional Confucian Practices Applied to Contemporary Entrepreneurship | John E. Young, U. of New Mexico; Janice Baker Corzine, U. of New Mexico
Discussant: Eric B. Dent, U. of Maryland, U. College

709: (OB) Research Workshop Networks: A Methodology for Developing the Employee-Organization Relationship
8:30-10:10 Adam’s Mark: Gov. Sq. 10
Chair: M. Susan Taylor, U. of Maryland
Psychological Contract: Definition and Nomological Net | Lynn M. Shore, Georgia State U.
Thorny Issues Within Psychological Contract and Social Exchange Literatures | Lois E. Tetrick, U. of Houston
The Organization’s Perspective on the Employment Exchange | Jacqueline A.-M. Coyle-Shapiro, London School of Economics and Political Science
Discussants: Robert Eisenberger, U. of Delaware; Judi McLean Parks, Washington U.; Anne S. Tsui, Hong Kong U. of Science and Technology

710: (OB) Beyond Supervision: Reconceptualizing Leadership for the Network Age
8:30-10:10 Adam’s Mark: Plaza Court 8

711: (JS) (OB, HR) Shared Leadership: Reframing the How’s and Why’s of Leadership
8:30-10:10 Convention Center: A201
Chair: Craig L. Pearce, Claremont Graduate U.
Viewing Leadership as a Shared Construct: Going from the “I” to the “We” | Bruce J. Avolio, State U. of New York, Binghamton
Vertical and Shared Leadership in the Age of Information | Henry P. Sims Jr., U. of Maryland
The Role of Cognition in Enabling Shared Leadership | C. Shawn Burke, U. of Central Florida
Leadership and Entrepreneurs: Differentiating Myth from Reality | Michael Enslay, U. of North Carolina, Charlotte
Qualitative and Quantitative Approaches to the Examination of Shared Leadership | Craig L. Pearce, Claremont Graduate U.
Shared Leadership 2.0: An Agenda for the Next Generation of Research | Jay A. Conger, London Business School

712: (JS) (OB, TIM, OCIS) Knowledge Sharing in R&D Teams: Antecedents to Effective Knowledge Use, Team Learning, & Innovation
8:30-10:10 Convention Center: A209
Chair: Mimi Shields, U. of Melbourne
Speakers: Leon Mann, U. of Melbourne; Nicole Gillespie, U. of Melbourne; Deborah Sole, Harvard U.
Discussant: Nancy Katz, Harvard U.

713: (Paper Session) - (OM) Cutting Edge New Product Development
8:30-10:10 Convention Center: C206
Chair: Chan K. Hahn, Bowling Green State U.
Winner of Chan Hahn Best Paper Award
Session Details – Tuesday


OM: Product Development Performance: Evidence from the Aerospace Industry | Isabelle Dostaler, Concordia U.
Discussant: Karen R. Chinander, U. of Miami

714: (Paper Session) - (OMT) Organizational Learning, Adaptation and Failure
8:30-10:10 Adam's Mark: Gov. Sq. 9
Chair: Mark Easterby-Smith, Lancaster U.
OMT: It’s All in the Name: A Learning from Failure Perspective on the Adoption of Common Naming Strategy | You-Ta Chuang, U. of Toronto; Joel A. C. Baum, U. of Toronto
OMT: Building Bridges to A Distant Peak: Organization Adaptation in the Face of Incomplete Knowledge | Christina Fang, U. of Pennsylvania

715: (Paper Session) - (OMT) Uncovering Organizational Logics
8:30-10:10 Adam’s Mark: Tower Court D
Chair: Andrea Casey, George Washington U.
OMT: Postindustrial Logics in an Industrial World: The Case of the U.S. Software Industry | Rodney Lacey, U. of Florida

716: (Paper Session) - (OMT) Advanced Organizational Theorizing: Understanding Complex Processes in Loosely Coupled Organizations
8:30-10:10 Adam’s Mark: Tower Court B
Chair: James Douglas Orton, U. of Nevada, Las Vegas
OMT: Why Opposites Attract – On the Problems of Dichotomisation in Research | Monica Lindgren, Stockholm School of Economics; Carin Holmquist, Stockholm School of Economics
OMT: Pop-Management | Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo; Ana Paula Paes de Paula, Campinas U.

717: (PS, OB, SIM) Organizational Virtues: Implications for Performance
8:30-10:10 Convention Center: A108/110
Chair: Kim S. Cameron, U. of Michigan
Speakers: Kim S. Cameron, U. of Michigan; David S. Bright, Case Western Reserve U.; Monica C. Worline, U. of Michigan; Jason M. Kanov, U. of Michigan; Arran Caza, U. of Michigan; Lauren Vanessa Kachorek, U. of Michigan; David A. Whetten, Brigham Young U.

718: (Paper Session) - (ONE) Corporate Environmental Performance as Competitive Advantage
8:30-10:10 Convention Center: C108
Chair: David L. Levy, U. of Massachusetts
ONE: Evolving Sustainably: A Longitudinal Study of Corporate Commitment to Sustainable Development | Pratima Bansal, U. of Western Ontario; Jodi Evans, Blue Zone Solutions Inc.; Kendall Roth, U. of South Carolina
ONE: Do Customers Matter? The Impact of Customer Influence on Corporate Environmental Behavior | Niran Harrison, U. of Oregon
ONE: Testing Strategic Environmental Assets in a Multi-Level Model of Competitive Advantage | Iain Clelland, Radford U.; Thomas J. Douglas, Clemson U.

719: (RM) Networks, Quasi-Objects, and Identity: Reintegrating Humans, Technology, and Nature
8:30-10:10 Convention Center: C210
Organizer: Grace Ann Rosile, New Mexico State U.
Speakers: Bruce Clarke, Texas Tech U.; Alexis Downs, U. of Central Oklahoma; Rouven Hagemeijer, Erasmus U.; Rita Anne Durant, U. of Alabama; Grace Ann Rosile, New Mexico State U.; Dave M. Boje, New Mexico State U.

720: (Paper Session) - (SIM) Stakeholder Models and Research
8:30-10:10 Convention Center: A206
Chair: James E. Mattingly, U. of Missouri
SIM: Stakeholders and The Firm: Part of a Network or Caught in a Web? | Eleanor O’Higgins, U. College, Dublin
SIM: Stakeholders in Turnaround Process: A Study of
Resource Dependencies and Social Networks | Kalle Pajunen, Tampere U. of Technology

SIM: Implementing the Stakeholder View - An Empirical Investigation | Sybille Sachs, U. of Zurich; Edwin Rühli, U. of Zurich; James E. Post, Boston U.

Discussants: Shawn Berman, Santa Clara U.; Philip L. Cochran, Pennsylvania State U.

721  ❖  (Paper Session) - (SIT) Project Teams
8:30-10:10 Convention Center: C204
Facilitator: Catherine Cramton, George Mason U.
OB: External Sourcing of Core Technologies and the Architectural Dependency of Teams | Henrik Bresman, Massachusetts Institute of Technology
TIM: The Embeddedness of Project Teams in Organizations: Implications for Product Innovation | C. Annique Un, Cornell U.

TIM: The Impact of an Innovative Workspace Technology on Team Networking Ability: An Exploratory Study | Tim O. Peterson, Oklahoma State U.; Jon W. Beard, Southern Illinois U., Edwardsville

Winner of ODC Division Best Practice-Related Paper

722  ❖  (Paper Session) - (SIT) Leadership Emerging and Transforming
8:30-10:10 Convention Center: A208
Facilitator: Boas Shamir, Hebrew U.
PNP: Reconsidering Leadership Research: Insights from Emerging Perspectives | Sonia Ospina, New York U.
OB: Personality, Transformational Leadership, Trust and the 2000 U.S. Presidential Election Vote | Rajnandini Pillai, California State U., San Marcos; Ethlyn Anne Williams, U. of South Florida; Kevin B. Lowe, U. of North Carolina, Greensboro; Dong I. Jung, San Diego State U.

OMT: The Paradox of Post Heroic Leadership: Gender, Power and the “New” Organization | Joyce K. Fletcher, Simmons College

IM: Leadership Prototypes and Cultural Variation | Peter W. Dorfman, New Mexico State U.; Paul Hanges, U. of Maryland; Felix C. Brodbeck, Aston Business School

723  ❖  (Paper Session) - (SIT) Emotions in Organizational Life
8:30-10:10 Adam’s Mark: Director’s Row F
Facilitator: Joo-Seng Tan, Nanyang Technology U.
RM: Emotional Accounts: Analyzing Managers’ Autobiographies | Stefan Meisiek, Stockholm School of Economics
BPS: An Alternative Approach to Appraising Corporate Social Performance: Stakeholder Emotion | Rosa Chun, U. of Manchester

ODC: Emotional Intelligence: A Key Ability to Succeed in the Matrix Organization | Stéphane Côté, U. of Toronto; Thomas Sy, A.T. Kearney


724  ❖  (TIM) Towards a New Paradigm for Industrial R&D: New Models and New Contexts
8:30-10:10 Convention Center: C208
Speakers: Kwanghui Lim, National U. of Singapore; Annabelle Gawer, INSEAD; Fiona Murray, Massachusetts Institute of Technology; Diane Burton, Massachusetts Institute of Technology; James A. Evans, Stanford U.; Henry Chesbrough, Harvard U.

725  ❖  (Paper Session) - (TIM) Managing Innovation
8:30-10:10 Convention Center: C212
Chair: Ralph Katz, Northeastern U.

TIM: Managing Technology Flows in Practice: A Grounded Theory of Sustained Innovation | Deborah J. Dougherty, Rutgers U.; Kamal Ahmed Munir, Cambridge U.; Mohan Subramaniam, Boston College


TIM: Does Communication Have to be so Hard?: The Effects of Communication Mode in Collaborative R&D Projects | William H. A. Johnson, McMaster U.

TIM: Cross Functional Integration Deficiencies in Concurrent Engineering | J. Daniel Sherman, U. of Alabama, Huntsville

Tuesday 8:45AM

726  ❖  (Paper Session) - (GDO) Quality of Life at Work: Importance of Identity, Recognition and Acceptance
8:45-10:10 Convention Center: A109
Chair: Robert Sardy, Progressive Research and Training for Action
GDO: The Importance of Ethnic Identity to Attitudes, Norms and Behavioral Intentions Toward Diversity | Frank Linnehan, Drexel U.; Donna Chrobot-Mason, U. of Colorado, Denver; Alison M. Konrad, Temple U.

GDO: Keeping Color in Corporate America: What Generates Organizational Commitment for Managers of Color | Martin N. Davidson, U. of Virginia; Lynn Foster-Johnson, Dartmouth College

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

Discussants: Deborah A. O’Neill, Case Western Reserve U.; Margaret M. Hopkins, Case Western Reserve U.
Session Details – Tuesday

**Tuesday 9:00AM**

**727**: (AAC) Placement Registration  
9:00-5:00 Hyatt: Pikes Peak  
Organizer: Nancy H. Leonard, West Virginia U.  
(Closed during Presidential Luncheon and will re-open at 2:15 PM)

**728**: (AAC) Registration  
9:00-11:45 Convention Center: Ballroom  
Organizer: Nancy Urbanowicz, Academy of Management

**729**: (AAC) Exhibits  
9:00-11:45 Convention Center: Ballroom  
Exhibits will be closed during the Presidential Luncheon, and we will re-open at 2:15 PM. This is the last day for Exhibits  
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

**730**: (AAC) Membership  
9:00-11:45 Convention Center:_ballroom  
Discover the benefits of membership, update member information, find out how to get involved.  
Organizer: Jane Whitney Gibson, Nova Southeastern U.

**731**: (AP) Art and Poetry Exhibition  
9:00-11:30 Convention Center: Ballroom  
Please stop by our gallery adjacent to the Exhibit area.  
Organizer: Christian F. Poulson, II, California State Polytechnic U., Pomona

**Tuesday 10:15AM**

**732**: (AAC) Conference Break  
10:15-10:45 Convention Center: Exhibit Break Area  
Join us in the exhibits area for refreshments.  
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

**Tuesday 10:30AM**

**733**: (AA) Building Effective Networks in a Pluralistic World  
10:30-11:50 Adam’s Mark: Plaza Court 3  
Organizers: Sally Blount-Lyon, New York U.; Jeffrey Sanchez-Burks, U. of Michigan  
Speakers: Jeffrey Sanchez-Burks, U. of Michigan; Francis J. Flynn, Columbia U.; Ya-Ru Chen, New York U.  
Discussants: Karen A. Jehn, U. of Pennsylvania; Margaret A. Neale, Stanford U.

**734**: (AA) People and Strategy: Building an Effective Network  
10:30-11:50 Convention Center: A201  
Speakers: Jeffrey B. Arthur, Virginia Polytechnic Institute and State U.; Gregory G. Hess, U. of Kentucky; Harold Doty, Syracuse U.; Barry Gerhart, U. of Wisconsin, Madison; Anne S. Tsui, Hong Kong U. of Science and Technology; Patrick Wright, Cornell U.  
Discussant: Clinton Chadwick, U. of Illinois, Urbana-Champaign

**735**: (AA) Creating International Networks: Economic, Political and Social Issues Strategy  
10:30-11:50 Convention Center: A205  
Machiavellian Marketing Revisited: Public Affairs and Lobbying in Europe and the U.S. | Phil Harris, Manchester Metropolitan U.  
Corporate Storytelling in a Networked Society: The Case of Biotechnology in European Markets | Pursey Heugens, Concordia U.  
International Strategic Networking for Political and Regulatory Success | Patricia C. Kelley, U. of Washington  
Creating Competitive Strategic Advantage in the International Arena: Strategic Alliances and Other | Kevin J. Laverty, U. of Washington, Bothell

So What do we Know About International Networking Now? | John F. Mahon, U. of Maine

**736**: (Paper Session) - (BPS) How Do Financial Markets Value Innovation? Funding and Valuing R&D Strategies  
10:30-11:50 Adam’s Mark: Plaza Court 3  
Chair: Marco Ceccagnoli, INSEAD  
BPS: Assessing the Market Valuation of Firms’ Technological Knowledge Using a Real Options Perspective | Raffaele Oriani, U. of Bologna; Maurizio Sobrero, U. of Bologna  
BPS: The Role of Organizational Innovation in Initial Public Offerings of High-Technology Firms | Geraldine Amber Wu, Columbia U.

BPS: A Simultaneous Equation Model of the Relationship Between Liquidity and Research and Development | Edward Levitas, U. of Wisconsin, Milwaukee  
BPS: Capturing the Value of Exploration With Option Contracts | Charles Baden-Fuller, City U., London; Peter McNamara, U. College, Dublin; Alison Dean, U. of Kent  
Discussant: Jamal Shamie, Michigan State U.

**737**: (Paper Session) - (BPS) The Behavioral Consequences of TMT Heterogeneity  
10:30-11:50 Adam’s Mark: Director's Row H  
Chair: Peggy A. Cloninger, U. of Houston, Victoria  
BPS: Top Management Team Heterogeneity: Promoting or Inhibiting Foreign Expansion? | Harry G. Barkema, Tilburg U.; Oleg Chvyrovsk, Tilburg U.

BPS: Inequality, Instability and Integration: Does the Need for Collaboration Reduce Top Team Inequality? | Matthew Bidwell, Massachusetts Institute of Technology  
Discussant: Anna Stafsudd, Lund U.
738: (Paper Session) - BPS Knowledge Integration and Transfer
10:30-11:50 Adam's Mark: Gov. Sq. 17
Chair: Jose F. P. Santos, INSEAD
BPS: A Dynamic Model of Knowledge Mobilization Between Firm's External and Internal Environments | C. Annique Un, Cornell U.
> BPS: The Corporate Elements Shaping Knowledge Integration: A Study of Continental European Firms | Raymond Van Wijk, Erasmus U.; Andrew M. Pettigrew, Warwick U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
BPS: Chain Affiliation and Ownership of Spatially Dispersed Outlets: Substitutes or Complements? | Arturs T. Kalnins, U. of Southern California; Kyle J. Mayer, U. of Southern California
Discussant: Gabriel Szulanski, U. of Pennsylvania

739: (Paper Session) - BPS Middle Managers Networks and Strategic Adaptation
10:30-11:50 Adam's Mark: Director's Row E
Chair: Silviya Svejenova, U. of Navarra
BPS: Knowledge Heterogeneity in Managerial Networks: A Link to Dynamic Capability and Value Creation | Simon A. Rodan, San Jose State U.; Charles Galunic, INSEAD
> BPS: Local External Networks and Managerial Performance in a Global Professional Services Firm | Marie Louise Mors, INSEAD; Bjorn Lovas, London Business School
> BPS: Social Networks and Strategic Knowledge: A Study of Strategic Renewal from a Mid-Level Perspective | James M. Pappas, Oklahoma State U.; Bill Wooldridge, U. of Massachusetts, Amherst
Discussant: Steven W. Floyd, U. of Connecticut

740: (BPS, OMT, ENT) Multi-Disciplinary Perspectives on Entrepreneurial Failure
10:30-11:50 Convention Center: A207
Chair: Heather Haveman, Columbia U.
Failing to Innovate or Innovating to Fail? Entrepreneurship and Failure in the Disk Drive Industry | David McKendrick, U. of California, San Diego
The Impact of Institutional and Status Effects on Organizational Failure | Wesley Sme, U. of Maryland
History of Failure in Real Time: Identifying, Accumulating and Interpreting Perspectives on Failure | David A. Kirsch, U. of Maryland
Discussant: Jesper B. Sorensen, Massachusetts Institute of Technology

741: (Paper Session) - CM Justice and Injustice
10:30-11:50 Convention Center: A107
Chair: Lucy L. Gilson, U. of Connecticut
CM: The Injustices of Others: Social Reports and Organizational Justice | Laura Kray, U. of Arizona; Allan Lind, Duke U.
CM: Shame, Guilt and Justice: Self-Conscious Emotions as Mediators of the Positive Effects of Perceived Justice | Chris Bell, Duke U.

742: (ENT, OMT) Complex Systems Approaches to the Study of Entrepreneurship
10:30-11:50 Convention Center: A109
A Complexity Approach to Entrepreneurial System Emergence: The Case of Silicon Alley | Andac Arikan, New York U.
Field-Level Entrepreneurship and the Structuring of Emerging Industries: Evidence from U.S. and Europe | Marc Ventresca, Northwestern U.
The Non-Linear Dynamics of Entrepreneurship: Complexity Methods for Studying Organizational Emergence | Benyamin Bergmann Lichtenstein, U. of Hartford
Explaining the Emergence of the Entrepreneurial Firm | Philip C. Anderson, INSEAD
Discussant: Bill McKelvey, U. of California, Los Angeles

743: (GDO) Invisible Diversities in the Workplace: Exploring and Integrating Hidden Identities
10:30-11:50 Convention Center: A109
Organizers: Judith A. Clair, Boston College; Tammy MacLean, U. of Massachusetts, Boston
Chair: Joy E. Beatty, Boston College
Speakers: Sandra Rothenberg, Rochester Institute of Technology; Maureen Scully, Simmons College; Cynthia K. Matthews, U. of Kentucky; Andre L. Delbecq, Santa Clara U.; Judith A. Clair, Boston College; Joy E. Beatty, Boston College; Tammy MacLean, U. of Massachusetts, Boston
Discussants: Paula J. Caproni, U. of Michigan; Ellen Ernst Kossek, Michigan State U.

744: (GDO, OMT, RM) Otherness at Large: Diversity and Multiculturalism in the New Globalized Organizational Landscape
10:30-11:50 Convention Center: C101/103
Chairs: Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven
The Other Speaks: Postcolonial Theory and Workplace Diversity | Anshuman Prasad, U. of New Haven
Session Details – Tuesday

Representing Postcolonial Identities at Home and Away | Anna Lorbiecki, Lancaster U.
Transnational Migration and the Nature of Work | Ali H. Mir, Monmouth U.
Institutions and Exoticization: Managing Difference to Keep the Other in Place | Pushkala Prasad, Skidmore College
Discussant: Miguel P. Caldas, Escola de Administracao de Empresas de Sao Paulo

745 (HR) (Paper Session) - (HCM) Provision of Long Term Care Services: The Role of Management
10:30-11:50 Convention Center: A112

Chair: Robert C. Myrtle, U. of Southern California
HCM: Does Quality of Care Lead to Better Financial Performance?: The Case of the Nursing Home Industry | Robert J. Weech-Maldonado, Pennsylvania State U.; Gerald Neff, Kaufman, Hall, and Associates; Vince Mor, Brown U.
Winner of HCM Division Best Theory-to-Practice Paper
HCM: Relationship Between Management Practice, Staff Turnover, and Resident Outcomes in Nursing Homes | Ruth A. Anderson, Duke U.; L. Michele Issel, U. of Illinois, Chicago; Reuben R. McDaniel, U. of Texas, Austin
Discussant: Alice Cuellar, Columbia U.

746 (HR) Safety in the New Millennium: Multi-Level Examination of Safety in Organizations
10:30-11:50 Adam’s Mark: Vail
Chair: Gilad Chen, Georgia Institute of Technology
High Quality Work, Employee Morale, and Occupational Injuries | Roderick D. Iverson, Simon Fraser U.
Development and Validation of the Workplace Cognitive Failure Scale | J. Craig Wallace, Georgia Institute of Technology
Integrating Values With Safety Climate and Safety Behavior | Naomi Iris Maierhofer, Queensland U. of Technology
Autonomous Work Design and Employee Safety: Cross-Sectional and Longitudinal Explorations | Nick Turner, U. of Sheffield
Discussant: David A. Hofmann, U. of North Carolina, Chapel Hill

747 (HR) Temporary Work Agencies as Market Makers: Tripartite Networks in Work Transitions
10:30-11:50 Adam’s Mark: Terrace
Chair: Kay M. Glasgow, California Polytechnic State U., San Luis Obispo; Rebecca A. Ellis, California Polytechnic State U., San Luis Obispo
Speakers: Kate Purcell, U. of the West of England; John Purcell, U. of Bath; Bastiaan Anton Koene, Erasmus U.; Jaap Pauwe, Erasmus U.; Stephanie Tailby, U. of the West of England; Rebecca A. Ellis, California Polytechnic State U., San Luis Obispo; Kay M. Glasgow, California Polytechnic State U., San Luis Obispo; Lars Walter, U. of Goteborg; Torbjorn Stjernberg, U. of Goteborg
Discussants: Gerald Keim, Arizona State U.; Alison Davis-Blake, U. of Texas, Austin

748 (HR) The Strategic Management of Human Capital
10:30-11:50 Adam’s Mark: Columbine
Chair: David P. Lepak, U. of Maryland, College Park
Determinants of High Commitment HR Systems: Strategy, Cultural Values, Employee Skills, and Employment | David P. Lepak, U. of Maryland, College Park
Putting “Knowledge” into “Worker”: Managing Social Capital to Facilitate Knowledge Exchange Between Employees | Shad Steven Morris, Cornell U.
Hiring Embeddedness And Firm Performance | Ian O. Williamson, U. of Maryland
Discussant: David P. Lepak, U. of Maryland, College Park

749 (Paper Session) - (IM) The Internationalization Journey
10:30-11:50 Convention Center: C104
Chair: Manuel Becerra, Instituto De Empresa
IM: Navigating Through the Value Landscape: The Journey Towards a Successful MNC | Harry G. Barke, Tilburg U.; Dorota Piaskowska-Lewandowska, Tilburg U.
IM: Synoptic versus Incremental Internationalization | Paula Danskin Harveston, Berry College
IM: Cluster Reputation and the Internationalization Process of Small and Medium Sized Enterprises | Stelios C. Zyglidopoulos, Rochester Institute of Technology; Richard DeMartino, Rochester Institute of Technology; David McHardy Reid, Rochester Institute of Technology
Discussant: Yair Aharoni, Tel Aviv U.

750 (Paper Session) - (IM) Global Networks: Is it Who you Know?
10:30-11:50 Convention Center: C102
Chair: Julius H. Johnson Jr., U. of Missouri, St. Louis
⇒ IM: Social Network Explanation of Entry Decisions: The Evidence of Taiwanese SMEs | Hongxin John Zhao, Saint Louis U.; Chin-Chun Hsu, Saint Louis U.
⇒ IM: Building Effective Networks in Multinationals: A Micro-Macro Model of Social Capital Formation | Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of South Carolina
⇒ IM: External Networks and Geographic Clustering as Sources of MNE Advantages | Lilach Nachum, Cambridge U.; David Keeble, Cambridge U.
⇒ IM: Listening to the Global Grapevine: Towards a Study of SME Export Managers’ Social Networks for Export | Poul Houman Andersen, Aarhus U.
Discussant: Tailan Chi, U. of Illinois, Urbana-Champaign
751  (Paper Session) - (IPC) Unpacking Diversity: Gender, Disability and Relational Demography
10:30-11:50 Convention Center: C106 T2
Facilitator: Magoroh Maruyama, Interactive Heterogenetics
GDO: Exploring Perceived Diversity | Samir Shrivastava, Bond U.; James (Ben) Shaw, Bond U.; Elain Barrett-Power, Bond U.
GDO: Making a Difference - How Organizations Cope with Disability | Dipl.-Kfm. Ralf Wetzel, Chemnitz U. of Technology
GDO: The Influence of Gender and Power in the Ultimatum Game | Constance R. James, Pepperdine U.

752  (Paper Session) - (IPC) Corporate Social Responsibility: Investments, Performance and Firm Reputation
10:30-11:50 Convention Center: A106 T1
Facilitator: Anne T. Lawrence, San Jose State U.
SIM: Does a Reputation for Corporate Social Responsibility Pay Off? | Karen Elisabeth Schnietz, Rice U.; Marc Epstein, Rice U.
SIM: Towards a Typology of Corporate Social Responsibility Orientations | Leora D. Black, Monash U.; Charmine E.J. Hartel, Monash U.
SIM: Building Effective Networks for Corporate Social Responsibility | Victoria E. Johnson, Mercer U.; Linda L. Brennan, Mercer U.
MC: Balancing the Triple Bottom Line: Financial, Social, and Environmental Performance Consulting | Thomas Clarke, U. of Technology, Sydney

753  (Paper Session) - (IPC) Managing in China: Examining Human Resources and Organizational Culture
10:30-11:50 Convention Center: A106 T2
Facilitator: Alicia S. M. Leung, Hong Kong Baptist U.
IM: Rewards Allocation Preferences in Chinese State Firms: A Revisit after a Decade’s Radical Reform | Wei He, Boston College; Chao C. Chen, New York U. / Rutgers U.; Lihua Zhang, Dalian U. of Technology
IM: Organizational Culture in the PRC: An Analysis of Culture Dimensions and Culture Types | Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology; Hui Wang, Hong Kong U. of Science and Technology

754  (Paper Session) - (IPC) Career Discussions and Mentoring
10:30-11:50 Convention Center: A106 T3
Facilitator: C. Douglas Johnson, Winthrop U.
CAR: Predictors of the Career Commitment of Research Scientists | Jennifer M. Kidd, Birkbeck, U. of London; Frances Green, N/A
CAR: So You Want to be a Business Ph.D.? | Marcus M. Stewart, U. of Georgia; Ian O. Williamson, U. of Maryland; James E. King, Samford U.
CAR: Straight Talking: The Nature of Effective Career Discussion at Work | Jennifer M. Kidd, Birkbeck, U. of London; Wendy Hirsh, N/A; Charles Jackson, Kingston U.
CAR: A Dyadic Investigation of Perceptions of Mentoring and the Influence of Relational Demography | Ellen Fagenson Eland, George Mason U.; S. Gayle Baugh, U. of West Florida; Melenie J. Lankau, U. of Georgia

755  (Paper Session) - (IPC) Organizational and Individual Learning and Creativity
10:30-11:50 Convention Center: A106 T4
Facilitator: Loizos Th. Heracleous, National U. of Singapore
MC: New Learning Builds Effective Management Consulting Networks | Marilyn E. Harris, CMU/HSCC
MC: Economic Intelligence as a Knowledge Creation System. Mecaplast case study | Alice Mathilde Guilhon, Groupe CERAM Business School; Georges Trepo, HEC , France
ODC: Understanding Creativity in the Workplace | Sherry Phelan, Turn Around Programs (TAP); Angela M. Young, California State U., Los Angeles

756  (Paper Session) - (IPC) Cross-Cultural Issues in Management Education
10:30-11:50 Convention Center: C205 T5
Facilitator: David S. Shaw, U. of Macau
MED: Teaching in China: Culture-based Challenges | Herman Aguinis, U. of Colorado, Denver; Heidi A. Roth, U. of Colorado, Denver
MED: Training Managers in the Network of Foreign Companies Based in Central and Eastern Europe | Pierre Kletz, Tours U.

757  (Paper Session) - (IPC) A Closer Look at Project Management
10:30-11:50 Convention Center: A214 T1
Facilitator: Oscar Hauptman, Melbourne Business School
TIM: Fortune, Fame and Feast: External Sources of
758: (Paper Session) - (IPC) Who Enters Foreign Markets? Factors Impacting Organizational Choice and Foreign Direct Investment
10:30-11:50 Convention Center: A214 T2
Facilitator: Stanley D. Nollen, Georgetown U.

759: (Paper Session) - (IPC) A Medley of Research on Joint Ventures
10:30-11:50 Convention Center: A214 T3
Facilitator: Bernard M. Wolf, York U.
- IM: Organizational Identity and International Joint Venture Performance: The Role of Human Resources | Yaping Gong, Ohio State U.
- IM: The Relationship Between Trust and Control in International Joint Ventures | Alexander Toni Mohr, U. of Bradford

760: (Paper Session) - (IPC) Management and Spirituality in the Workplace
10:30-11:50 Convention Center: C106 T3
Facilitator: Kathy Lund Dean, Idaho State U.
- MSR: A Buddhist Perspective on the Capitalist Iron Cage | Siriwit Buranapin, Boston U.
- MSR: Synergistic Spirituality: the Intersection of Spiritual Values, Organizational Culture and Ethics | Aimee Wheaton, Regis U.; Catharyn Baird, Regis U.
- GDO: The Impact of Race and Gender on Organizational Effectiveness: Toward a More Encompassing Theory | Melissa E. Wooten, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan
- GDO: The Influence of Gender Identity on Proteges’ Satisfaction with Mentoring Relationships | Rowena Ortiz-Walters, U. of Connecticut; Kimberly A. Eddleston, Northeastern U.

761: (Paper Session) - (IPC) Gender and Diversity Issues in Management
10:30-11:50 Convention Center: C105 T3
Facilitator: Justin D. Rube, U. of Wisconsin, Stevens Point
- GDO: The Impact of Race and Gender on Organizational Effectiveness: Toward a More Encompassing Theory | Melissa E. Wooten, U. of Michigan; Kathleen M. Sutcliffe, U. of Michigan
- GDO: The Influence of Gender Identity on Proteges’ Satisfaction with Mentoring Relationships | Rowena Ortiz-Walters, U. of Connecticut; Kimberly A. Eddleston, Northeastern U.

762: (Paper Session) - (IPC) Diversity, Culture and Managing Human Resources
10:30-11:50 Convention Center: C105 T1
Facilitator: Alison Linstead, U. of Essex
- GDO: Gender and Difference, Culture and Context in India Post | Elisabeth Mary Wilson, U. of Manchester
- HR: The Effects of Network Groups on Minority Employee Turnover Intentions | Raymond A. Friedman, Vanderbilt U.; Brooks C. Holton, Marquette U.
- GDO: Relational Demography, Communication and Supervisor Satisfaction | Kawai Anita Chan, U. of Macau

763: (Paper Session) - (IPC) Information Systems and Management
10:30-11:50 Convention Center: A214 T4
Facilitator: Vicki McKinney, U. of Arkansas
- TIM: IS Implementation: Contingent Effects of Technical Complexity, Task Interdependence and Training | Rajeev Sharma, U. of New South Wales; Philip Yetton, U. of New South Wales; Benjamin Chong, U. of New South Wales
- OCIS: Information Overload Within Organizations: The Employee’s Perspective | Suzanne C. de Bakker, U. of Amsterdam; Jan A. de Ridder, U. of Amsterdam
- OCIS: Organizational Member Identification During Communication-Based and Administrative Activities | Craig Richard Scott, U. of Texas, Austin
764: (Paper Session) - (IPC) A Closer Look at Celebrity Leaders and CEOs
10:30-11:50 Convention Center: C105 T2
Facilitator: Arthur Rasher, N/A
MH: A Biography of Bill Gates | Chaitanya Dhulipalla, Texas A&M U.
MH: America’s Most Successful Retailer | John Thomas Thios, New Mexico Highlands U.
MT: John McCain’s Legacy | Alvin Joseph Jackson, Texas A & M U., Commerce
OMT: The Causes and Consequences of Chief Executive Officer Celebrity | Mathew Hayward, U. of Texas, Austin; James D. Westphal, U. of Texas, Austin

765: (Paper Session) - (IPC) Innovation and Reform in the Public and Nonprofit Sector
10:30-11:50 Convention Center: C105 T4
Facilitator: David R. Connelly, Western Illinois U.
PNP: Law and Public Management: Possibility in Paradox | Robert K. Christensen, Indiana U.
PNP: Dynamics of Privatization: Hierarchies, Markets and Networks in the Brazilian Electrical Sector | Alketa Peci, Fundacao Getulio Vargas

766: (Paper Session) - (IPC) Encouraging Employees to Implement Organizational Change
10:30-11:50 Convention Center: C106 T1
Facilitator: Ann E. Feyerherm, Pepperdine U.
ODC: Expectations of Change Outcomes: Believe Yourself or Believe Others? | Feirong Yuan, Texas A&M U.
OMT: Masking the Real Problems: The Perils of Local Initiative | J. Bradley Morrison, Massachusetts Institute of Technology
OB: Negotiating Change: Vicious and Virtuous Cycles of Employee Initiative-Taking and Organizational Resistance | Jeffery A. Thompson, Miami U., Ohio; Andrew H. Van de Ven, U. of Minnesota

767: (Paper Session) - (IPC) Social Networks, Groups and Transactive Memory Systems
10:30-11:50 Convention Center: C106 T2
Facilitator: Mark Fichman, Carnegie Mellon U.
OB: A Social Network Perspective on the Dynamics of Group Performance: A Theoretical and Empirical Study | Zhi Huang, U. of Texas, Dallas; Dan Li, U. of Texas, Dallas; Zhiang Lin, U. of Texas, Dallas
MOC: Comparing Two Scales Measuring Transactive Memory Systems in Work Groups | Yu Yuan, U. of Southern California

768: (Paper Session) - (IPC) Socialization, Turnover and Work-Family Conflict
10:30-11:50 Convention Center: C205 T1
Facilitator: Gary Johns, Concordia U.
HR: The Well-Adjusted Newcomer: Personality, Pre-Entry Knowledge, Perceived Mobility and Socialization | John Kammeyer-Mueller, U. of Florida
HR: How Long is Forever? The Role of Anticipated Tenure in Organizational Socialization | Melissa S. Cardon, Case Western Reserve U.
HR: You Paid for the Skills, Now Keep Them: Tuition-Reimbursement and Employee Turnover | George Benson, U. of Southern California

769: (Paper Session) - (IPC) Incentives and Fairness in the Human Resources Management Systems of Firms
10:30-11:50 Convention Center: C205 T2
Facilitator: Gary C. McMahan, U. of Texas, Arlington
HR: Perceived Fairness of a Web-Based Applicant Screening System: Weighing the Rules of Justice | Brian R. Dineen, Ohio State U.; Raymond A. Noe, Ohio State U.; Chongwei Wang, Ohio State U.
HR: Individual Differences and Risk in Employee Retirement Savings Behavior | James Hamilton Dulebohn, Michigan State U.; Brian Murray, N/A
HR: Group Incentives and Performance: A Study of Spontaneous Goal Setting, Goal Choice and Commitment | James P. Guthrie, U. of Kansas; Elaine Cahalan Hollensbe, U. of Cincinnati

770: (Paper Session) - (IPC) Some Central Issues in Effective Healthcare Management
10:30-11:50 Convention Center: C205 T4
Facilitator: Carmen Leonor Martinez-López, N/A
HCM: Organizational Learning, Diffusion of Innovation and International Collaboration in Telemedicine | David F. Robinson, Texas Tech U.; Grant T. Savage, U. of Alabama, Tuscaloosa; Kim Sydow Campbell, U. of Alabama, Tuscaloosa
HCM: Managed Care and Physician Retirement Intentions: Implications for Health Care Managers | Bahman Bahrami, North Dakota State U.; John Elder, North Dakota State U.; Sarah Jacobson, North Dakota State U.

HCM: Organizational Issue Interpretations and Labels as
Session Details – Tuesday

Antecedents of Conflict Among Hospital Managers | Christopher Shook, U. of Texas, Arlington; Kathleen E. Voges, U. of Texas, Arlington; Scott Scarborough, U. of Texas, Arlington

771 : (Paper Session) - (MOC) Behavior Change and Emotions as Cornerstone Issues in Consulting
10:30–11:50 Convention Center: C201

Chair: Leyland M. Lucas, Morgan State U.
Discussant: Christopher O.L.H. Porter, Texas A&M U.

772 : (MED) What is a Manager? An Essential Question for Management Education
10:30–11:50 Convention Center: A113

Chair: Jerome Meric, CERMAT-IAE de Tour
Discussants: Eric Cornuel, European Foundation for Management Development; Henry Mintzberg, McGill U.

773 : (Paper Session) - (MH) Sociocultural Trends in Management History
10:30–11:50 Convention Center: A104

Chair: Jorge M. Herrera, CultureSense International, Inc.
MH: In Conversation With Art Bedeian | Alfred A. Bolton, Averett College; John Joos, Skylake Productions; Mirta M. Martin, U. of Richmond
MH: Creating a Process for Firing Managers - 1960s to 1990s: The Role of Outplacement Consulting | Lisa V. Torres, U. of California, Santa Barbara
Discussants: Alfred A. Bolton, Averett College; Satyanarayana Parayitam, Oklahoma State U.; Emeric Solomosy, Western Illinois U., Quad Cities

774 : (Paper Session) - (MOC) Framing: Process and Outcome
10:30–11:50 Convention Center: C201

Chair: D. Christopher Kayes, George Washington U.
MOC: Susceptibility to Attribute-Framing: Examining Individual Differences | Kenneth Dunegan, Cleveland State U.
Discussant: Susan C. Schneider, U. of Geneva

775 : (OB) Trust Within and Between Organizations: Rational Choice or Sense-Making Process?
10:30–11:50 Adam’s Mark: Gov. Sq. 10

Chairs: Katinka M. Bijlsma-Frankema, Vrije U.; Franck N. Pruvost, HEC, Paris
Trust in Market Relationships | Sandro Castaldo, Bocconi U.
Consumer Trust in the Internet Context: Future Research Directions | Rita F. Ferreira, IESE
Procedural Trust Building for Electronic Commerce | Yao-Hua Y. Tan, Vrije U.
Trust in Alliances - A Difficult Transition from Thin to Thick Trust | Antoinette Weibel, U. of Zurich
The Relevance of Organizational Learning to Trust in Top Management: A Serendipity Pattern Approach | Katinka M. Bijlsma-Frankema, Vrije U.
Breaking the Frame: Combining Interactions, Representations and Discourse to Understand Trust | Franck N. Pruvost, HEC, Paris
Discussants: Peter S. Ring, Loyola Marymount U.; Tom Tyler, New York U.

776 : (Paper Session) - (OB) Goal Setting: New Ideas, New Settings, and New Directions for Research
10:30–11:50 Adam’s Mark: Gov. Sq. 10
Chair: Christopher O.L.H. Porter, Texas A&M U.
OB: Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels | Bruce Teague, U. of Pennsylvania
OB: Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels | Bruce Teague, U. of Pennsylvania
OB: Goal Setting and Goal Orientation: An Integration of Two Divergent Literatures | Gerard H. Seijts, U. of Western Ontario; Brandon Latham, U. of Western Ontario
OB: A Longitudinal Examination of Entrepreneurs’ Goal Pursuit | Amy L. Kenworthy-U’Ren, Bond U.
OB: Predicting Changes in Goals from Goal-Performance Discrepancies: What’s the Difference? | Howard J. Klein, Ohio State U.; Brian R. Dineen, Ohio State U.
Discussant: Carrie R. Leana, U. of Pittsburgh

777 : (Paper Session) - (OB) Issues in The Virtual Workplace
10:30–11:50 Adam’s Mark: Tower Court A
Chair: Joan Brett, Arizona State U.
OB: The Effects of Dependence and Trust on the Decision to Electronically Monitor Subordinates | Bradley J. Alge,
Purdue U.; Gary A. Ballinger, Purdue U.; Stephen G Green, Purdue U.; Gregory Tilt, Purdue U.

imentary Threat to Management Scholars

Osterlund

U. of Georgia

Discussants: Robert P. Wright, U. of Hong Kong

779: (OB, OMT) The Sounds of Silence in Organizations: Causes and Consequences

10:30-11:50 Convention Center: A209

Organizer: Patricia Faison Hewlin, New York U.

Behind the Smile and Nod: An Ethnographic Account of Silencing Conflict | Leslie Perlow, Harvard U.


Silence with Pretense: Some Antecedents to the Creation of Facades of Conformity | Patricia Faison Hewlin, New York U.

Self-In-Relation as a Concept to Inform Our Understanding of Organizational Silence | Joyce K. Fletcher, Simmons College

Discussant: Elizabeth W. Morrison, New York U.

780: (Paper Session) - (OCIS) E-Business

10:30-11:50 Convention Center: A204

Chair: Alain Pinsonneault, McGill U.

Information Value in Electronic Networks: The Case of Subscription-Based Online Information Goods | Ro | Alexandre Barsi Lopes, U. of Pittsburgh; Dennis Frank Galletta, U. of Pittsburgh

Winner of OCIS Division Top Paper Award

Moving Service Relationships Online: The Role of Provider Involvement | Anita D. Bhappu, Southern Methodist U.; Ulrike Schultze, Southern Methodist U.

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

OCIS: Bridging Time and Space: An Interpretive Analysis of a Virtual Organization | Leigh Jin, San Francisco State U.; Daniel Robey, Georgia State U.

Discussants: Pamela E. Carter, U. of Oklahoma; Dave Chatterjee, U. of Georgia; Mike Gallivan, Georgia State U.; Carsten Osterlund, Massachusetts Institute of Technology

781: (OCIS, ONE, SIM) Corporate Citizenship: Examining New Modes and Methods of Stakeholder Engagement & Accountability

10:30-11:50 Convention Center: C207

Chair: Dirk Matten, U. of Wales, Swansea; Andrew Crane, Cardiff U.

Corporate Citizenship, Civil Rights, and Democratic Accountability in a Global World | Dirk Matten, U. of Wales, Swansea

Corporate Accountability & Stakeholder Communication: A Critical Examination of Stakeholder Dialogue | Sharon Livesey, Fordham U.

Stakeholders and Strategic Management: Developing an Instrument for Involving Stakeholders | Michael Behnam, European Business School

Social Auditing: Implementing Business Ethics in Multinationals with Social Accountability 8000? | Dirk Ulrich Gilbert, European Business School

Discussant: David Wheeler, York U.

782: (ODC) Distinguished Speaker: Susan A. Mohrman

10:30-11:50 Convention Center: C112

Program Chair: Chris Worley, Pepperdine U.

Context, Perspective, and Complexity: Making a Difference in a Changing World | Susan A. Mohrman, U. of Southern California


10:30-11:50 Convention Center: C209

Chair: Therese F. Yaeger, Benedictine U.

Revisiting the Origins of Action Research, Models, and Planned Change: Implications for Today | Peter Sorensen, Benedictine U.

The Model of a Scholar-Practitioner: Kurt Lewin as Scholarly Contributor and Practicing Theorist | George W. Hay, McDonald’s Corp./Benedictine U.

Laying the Developmental Foundation for Today's OD: Lewinian Values and Global Implications | Therese F. Yaeger, Benedictine U.

784: (Paper Session) - (OM) Technology and Environment

10:30-11:50 Convention Center: C206

Chair: Mikko Junttila, Helsinki U. of Technology

Normal Accident Theory and the Environmental Reliability and Risk of Petroleum Refineries | Frederick Wolf, Portland State U.

Developing e-Loyalty in a Not-for-Profit, Service Organization | John R. Olson, DePaul U.; Kenneth Boyer, Michigan State U.
Session Details – Tuesday

785: (Paper Session) - (OMT) Innovation Processes and Organizational Forms
10:30-11:50 Adam's Mark: Tower Court D
Chair: Andrew H. Van de Ven, U. of Minnesota
OMT: Engagement in Innovative Work Across Multiple Boundaries | Anca Metiu, INSEAD
OMT: Process, Practice and Politics: Understanding the Relationship Between Documentation, Deployment and Daily Work | David G. Bell, Xerox Palo Alto Research Center; Susan Newman, U. of California, Berkeley; Nelson P. Repenning, Massachusetts Institute of Technology

786: (Paper Session) - (OMT) Sensemaking, Enactment and Collective Belief
10:30-11:50 Adam's Mark: Tower Court B
Chair: Michel Bougon, Bryant College
OMT: The Social Processes of Organizational Sensemaking | Sally Maullis, U. of British Columbia
OMT: Disorganization Theory: Messes, Messiness And Messing Up | Eric Abrahamson, Columbia U.
OMT: Escalation in Organizations: The Role of Collective Belief | Isabelle Royer, Paris Dauphine U.

787: (Paper Session) - (OMT) Organizational Survival
10:30-11:50 Adam's Mark: Gov. Sq. 9
Chair: Anand Swaminathan, U. of California, Davis
OMT: Survival as Success in the Face of a Scarcity of Resources | Manuel Núñez-Nickel, U. Carlos III de Madrid
OMT: Self-Confirming Attribution Errors in the Dynamics of Process Improvement | Nelson P. Repenning, Massachusetts Institute of Technology
OMT: Strategic Moves and Organizational Survival in Turbulent Environments | Jose D. Vicente-Lorente, Salamanca U.; Jose Angel Zuñiga Vicente, Salamanca U.

788JS: (OMT, MOC) Beyond the Taken-For-Granted: Institutions, Cognition, and Agency in Organizations
10:30-11:50 Convention Center: A108/110
Chair: William Ocasio, Northwestern U.
Discussant: Walter W. Powell, Stanford U.

789: (Paper Session) - (PNP) Networks and Public Management
10:30-11:50 Adam's Mark: Plaza Court 7
Chair: Dean Eitel, DePaul U.
→ PNP: Networking Among Public Service Organizations: Learning and Change Through the Beacon Council Scheme | James Downe, N/A; Jean Hartley, Warwick U.; Lyndsay Rashman, Warwick U.
PNP: The Evolution of Interorganizational Network Relationships Over Time | Kimberley Roussin Issett, North Carolina U.; Chapel Hill; Keith G. Provan, U. of Arizona
Discussant: Joseph J. Galaskiewicz, U. of Arizona

790: (Paper Session) - (RM) Methods and Topics in Organizational Behavior Research
10:30-11:50 Convention Center: C210
Chair: Richard J. Klimoski, George Mason U.
→ RM: A Neural Network View of Organizational Behavior | Purnima Bhaskar, Pennsylvania State U.
RM: Role Taking in Organizations: An Investigation of Multi-Level Effects | Kyungsu Kim, Chonnam National U.; Fred Dansereau, State U. of New York, Buffalo; Joseph A. Alutto, Ohio State U.; Francis J. Yammarino, State U. of New York, Binghamton; Steven E. Markham, Virginia Polytechnic Institute and State U.
Discussants: Andrew F. Simon, Seton Hall U.; Margaret Williams, Virginia Commonwealth U.

791: (Paper Session) - (SIT) Downsizing and its Effects on People and Firms
10:30-11:50 Convention Center: C204
Facilitator: Jiing-Lih Farh, Hong Kong U. of Science and Technology
→ PNP: Downsizing the Public Sector: A Mini-Case Study in Texas | Juliana Durr Lilly, U. of Texas, Arlington
BPS: The (B)hold and the Beautiful | Peter Berends, Maastricht U.
CAR: Re-Employed Layoff Victims | James E. King, Samford U.
CAR: Predicting Self-Esteem During Unemployment: The Effect of Gender | Lea Elizabeth Waters, U. of Melbourne
792: (Paper Session) - (SIT) Intercultural Dilemmas for Firms
10:30-11:50 Convention Center: A208
Facilitator: Dov Te'eni, Bar Ilan U.

○ OCIS: Inter-Cultural Communication: Coping with Different Organizational Discourse Systems and its Implications | Dov Te'eni, Bar Ilan U.; Nurrat Zaidman, Ben Gurion U., Negev; David G. Schwartz, Bar Ilan U.

○ ODC: Does Japan Need Third Cultures for its Foreign Ventures? | George Bear Graen, U. of Louisiana

OM: Perception of Foreignness: An Analysis of Mexican and U.S. Purchasing Agents | Gary S. Insch, West Virginia U.; Stewart R. Miller, U. of Texas, Austin


793: (Paper Session) - (SIT) The Processes of Change
10:30-11:50 Adam's Mark: Director's Row F
Facilitator: Robert P. Gephart, Jr., U. of Alberta

OB: The Role of Individual Differences in Shaping Interpretations and Reactions to Organizational Change | Steven C. Caldwell, Georgia Institute of Technology; David M. Herold, Georgia Institute of Technology; Donald B. Fedor, Georgia Institute of Technology

OCIS: The Development of Organizational Control in IT-Enabled Work: Exploring the Context of Change | Siew Kien Sia, Nanyang Technology U.; May Theresa Tang, Nanyang Technology U.

MSR: The Second Half of the Journey: Companionship Organizations through Spiritual Transformation | Margaret Benefiel, Andover Newton Theological School


794: (Paper Session) - (TIM) Knowledge Transfer and Acquisition
10:30-11:50 Convention Center: C212
Chair: Melissa M. Appleyard, U. of Virginia


TIM: Exploring the Black Box of Knowledge Transfer: An Analysis of Barriers to Transfer, Accuracy and Stickiness | Gabriel Szulanski, U. of Pennsylvania; Sidney G. Winter, U. of Pennsylvania; Rossella Cappetta, U. L. Bocconi; Christophe Van den Bulle, U. of Pennsylvania

○ TIM: Transferring R&D Knowledge | Jeffrey L. Cummings, George Washington U.

795: (Paper Session) - (TIM) The Evolution of Technological Communities
10:30-11:50 Convention Center: C208
Chair: Riitta Katila, U. of Maryland/Stanford U.

○ TIM: Open Source - New Rules in Software Development? | Margit Osterloh, U. of Zurich; Sandra Gabriela Rota, U. of Zurich; Marc von Warburg, U. of Zurich

TIM: Sources and Patterns of Innovation in a Consumer Products Field: Innovations in Sporting Equipment | Sonali Shah, Massachusetts Institute of Technology

○ TIM: The Content of Norms Surrounding Multi-Institutional Collaboration in the Medical Device Field | Mary Dunn, Boston College

TIM: Building Networks of Software Communities in a Large Corporation | Catharina Melian, Stockholm U.; Cathryn Burles Ammirati, Hewlett-Packard; Pankaj K. Garg, Hewlett-Packard; Guje Sevon, Stockholm School of Economics

796: SHCS: (TIM, OMT, MOQ) Managing in the Age of Complexity: A Symposium in Honor Of Herbert A. Simon
10:30-11:50 Adam's Mark: Gov. Sq. 12
Beyond Modularity | Raghu Garud, New York U.
Managing in the Age of Near-Decomposability | Daniel Levinthal, U. of Pennsylvania
The Flow of Ideas and Knowledge Creation in Complex Organizations | Zur Shapira, New York U.

Tuesday 12:00PM

797: (AA) Presidential Luncheon
12:00-2:15 Adam’s Mark: Plaza Ballroom
President Jean M. Bartunek will address the Academy on the topic of “A Dream for the Academy”. Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service and Educator Awards, the George R. Terry Book Award, and the AOM Executive, Journal and Review 2001 Best Paper Awards will be announced by President-Elect Jone L. Pearce.
Chair: Jone L. Pearce, U. of California, Irvine
Distinguished Speaker: Jean M. Bartunek, Boston College

Tuesday 2:00PM

798: (AA) Registration
2:00-5:00 Convention Center: Ballroom

Tuesday 2:15PM

799: (AA) Exhibits
2:15-5:00 Convention Center: Ballroom
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin
Tuesday 2:30PM

801: (AA) A Positive Approach to Building Effective Networking Relationships in Today’s Organizations
2:30-3:50 Convention Center: A201
Chair: Fred Luthans, U. of Nebraska, Lincoln
An Overview of Positive OB and Leadership Approach to Networking | Fred Luthans, U. of Nebraska, Lincoln
E-Leadership Can Be a Positive Approach to Networking at a Distance | Bruce J. Avolio, State U. of New York, Binghamton
Implications of Collective Efficacy on Networking Within Groups and the Organization | Alexander D. Stajkovic, U. of Wisconsin, Madison
The Role of Trust in Effective Networking | K. Michele Kacmar, Florida State U.
Self-Reliance: The Implications of Character in Building Effective Networking | James Campbell Quick, U. of Texas, Arlington
Discussant: Fred Luthans, U. of Nebraska, Lincoln

802: (AA) Building A Career – An Interactive Network of Relationships
2:30-3:50 Convention Center: A205
Chair: Mariann Jelinek, College of William and Mary
Trajectories and Simultaneities - The Impact of Electronic Networks on Facilitating Entrepreneurship | Jerome Katz, Saint Louis U.
New Directions in Work/Family Research - Self vs. Organizationally-employed: Identifying Balance | Claire A. Simmons, St. Joseph’s U.
Networking Link Between Organizational and Entrepreneurial Careers in a Time of Global Change | Dorothy P. Moore, The Citadel
Discussant: Mariann Jelinek, College of William and Mary

803: (AA) Ties that Bind
2:30-3:50 Hyatt: Moulin Rouge
Author: Steven S. Taylor, Worcester Polytechnic Institute

2:30-3:50 Adam’s Mark: Gov. Sq, 14
Chair: Raphael H. Amit, U. of Pennsylvania; Christoph Zott, INSEAD
Speakers: Philip C. Anderson, INSEAD; Ranjay Gulati, Northwestern U.; Lorin M. Hitt, U. of Pennsylvania; Bruce Kogut, U. of Pennsylvania; Nicolaj Siggelkow, U. of Pennsylvania

805: (AAC) Membership Committee Debriefing Meeting
2:30-4:00 Adam’s Mark: Plaza Court 1

806: (AP) Art and Poetry Exhibition
2:30-5:00 Convention Center: Ballroom 3
Please stop by our gallery adjacent to the Exhibit area.

807: (BPS) Perspectives on the Diversification Discount: Emerging Evidence and New Research Questions
2:30-3:50 Adam’s Mark: Director’s Row H
Chair: Vasudevan Ramanujam, Case Western Reserve U.
Speakers: Huseyin Tanriverdi, U. of Texas, Austin; Belen Villalonga, Harvard U.; Douglas J. Miller, Tulane U.; Michael Raynor, Deloitte Research
Discussant: N. Venkatraman, Boston U.

808: (Paper Session) - (BPS) The Value of Organizational Capabilities
2:30-3:50 Adam’s Mark: Gov. Sq, 17
Chair: Joseph Lampel, City U., London
BPS: Signaling the Strategic Value of Knowledge | Hermann Achidi Ndofo, U. of Wisconsin, Milwaukee; Edward Levitas, U. of Wisconsin, Milwaukee
BPS: Valuing Knowledge-Based Capabilities | Allan N. Afuah, U. of Michigan
BPS: Are More Resources Always Better for Growth? | Yuri Mishina, U. of Illinois, Urbana-Champaign; Tim G. Pollock, U. of Maryland, College Park; Joe Porac, Emory U.
Discussant: Bente Lowendahl, Norwegian School of Management

809: (Paper Session) - (BPS) Trust and Opportunism in Interfirm Relationships
2:30-3:50 Adam’s Mark: Director’s Row E
Chair: Clara E. Garcia, U.Carlos III de Madrid
BPS: The Role of Trustworthiness in Reducing Transaction Costs and Increasing Information Sharing: An Empirical Study | Jeff Dyer, Brigham Young U.
BPS: Determinants of Partner Opportunism in Strategic Alliances | T.K. Das, City U. of New York, Baruch College; Noushi Rahman, City U. of New York, Baruch College
810: (Paper Session) - (BPS) Past Performance, Decision Framing and Risk Taking: Extending the Behavioral Theory of the Firm

2:30-3:50 Convention Center: A107

Chair: Henrich R. Greve, Norwegian School of Management

BPS: Antecedents to Strategic Change: The Role of Managerial Perceptions and Attributions | Jerayr Halebian, U. of California, Riverside; Nandini Rajagopalan, U. of Southern California


BPS: Variable Organizational Risk Preferences: Tests of the March-Shapira Model | Kent Miller, Purdue U.; Weiru Chen, Purdue U.

BPS: Betting the Farm: The Effect of Prior Performance on the Framing of Strategic Risk Decisions | Craig Turner, Florida Institute of Technology; Thomas J. Dean, U. of Colorado, Boulder

Discussants: Phil Bromiley, U. of Minnesota

811: (BPS, OMT, SIM) Renewing Governance and Organizations: New Paradigms of Governance?

2:30-3:50 Convention Center: A207

Organizers: Morten Huse, Norwegian School of Management; Anna Grandori, Bocconi U.

Speakers: John Child, U. of Birmingham; Suzana B. Rodrigues, U. of Birmingham; Diana Bilimoria, Case Western Reserve U.; Deborah Dahlen Zelechowski, Robert Morris College; Anna Grandori, Bocconi U.; Edward Zajac, Northwestern U.

Discussants: Andrew M. Pettigrew, Warwick U.; Michael Useem, U. of Pennsylvania

812: (CAR) Everett Cherrington Hughes Distinguished Speaker

2:30-3:50 Convention Center: A105

The Distinguished Speaker is the recipient of the Everett Cherrington Hughes Award from the previous year. The award recognizes scholarship that has made a significant contribution to the task of linking careers theory with the broader field of organization studies.

Chair: Maury Peiperl, London Business School

Introduction: Samuel Rabinowitz, Rutgers U., Camden

Distinguished Speaker: Douglas T. Hall, Boston U.

813: (Paper Session) - (CM) The Social Context of Negotiation

2:30-3:50 Convention Center: A107

Chair: Maurice Schweitzer, U. of Pennsylvania


CM: Negotiations in Embedded Relationships: Toward an Integrative Framework | Pacey Foster, Boston College

CM: The O. Henry Effect: Relational Norms and Negotiation | Jared R. Curhan, Massachusetts Institute of Technology; Margaret A. Neale, Stanford U.; Lee Ross, Stanford U.

CM: Interdependent Self-Construals Increase the Benevolent Use of Power in a Dispute Resolution | Elizabeth A. Seeley, Northwestern U.; Wendi L. Gardner, Northwestern U.; Leigh Thompson, Northwestern U.

814: (Paper Session) - (ENT) Management and the IPO

2:30-3:50 Convention Center: A210

Chair: Lynn Neeley, Northern Illinois U.

ENT: More Than Raising Capital: An Exploratory Study Of Managerial Implications of IPOs | Gaia Marchisio, Bocconi U.; Davide Ravasi, Bocconi U.


ENT: Organizational Slack and the Productive Opportunity of Growing Firms | Heidi M. Neck, Babson College

ENT: Determinants and Performance Outcomes of Business Press Endorsement: A Study of Software IPOs | Joseph E. Coombs, U. of Richmond; Monica A. Zimmerman, Temple U.

815: (Paper Session) - (ENT) Motivations for New Venture Creation

2:30-3:50 Convention Center: A212

Chair: Douglas Moesel, U. of Missouri, Columbia


ENT: Nascency to Newness: The Influence of Internal and External Factors on the Likelihood of First Sales | Tatiana S. Manolova, Boston U.; Candida G. Brush, Boston U.; Linda Edelman, Bentley College


816: (Paper Session) - (GDO) Discrimination at Work: Issues of Race, Sexual Orientation, and Affirmative Action

2:30-3:50 Convention Center: A109

Chair: Christine Brown Mahoney, U. of Minnesota


GDO: Hiring Discrimination on the Basis of Sexual Orientation | Michael Horvath, Clemson U.
Session Details – Tuesday

**GDO:** Change in an Individual’s Level of Support for Affirmative Action: A Longitudinal Model | Stephanie Esther Case, Louisiana State U.; Marcia J. Simmering, Louisiana State U.

**Discussants:** Mary E. McLaughlin, Pennsylvania State U.; Frieda Reitman, Pace U.

**817 ☯ SHCS: (GDO, SIM, MED) A Call to Action: Confronting the Powers That Be**
2:30–3:50 Convention Center: C207

**Speakers:** Carol D. Watson, Rider U.; Mark Konrad, Global Importune; Jacqueline N. Hood, U. of New Mexico; Judith A. White, Santa Clara U.; Leslie Oakes, U. of New Mexico

**818 ☯ (Paper Session) - (HCM) Hospitals and Nurses: Teamwork, Commitment, and Shared Success**
2:30–3:50 Convention Center: A112

**Chair:** Linda Searle Leach, California State U., Fullerton

**HCM:** A Longitudinal Analysis of the Impact of Workplace Empowerment on Staff Nurses’ Work Satisfaction | Piotr Wilk, U. of Western Ontario; Judith Shamian, Health Canada; Piotr Wilk, U. of Western Ontario

**Winner of HCM Division Best Paper Award**

**HCM:** Relationship Between Nurse Staffing Levels and Hospital Resource Use | James D. Bramble, Creighton U.; Eleanor V. Howell, Creighton U.; Eugene C. Rich, Creighton U.

**HCM:** Professionalism and Organizational Citizenship Behavior (OCB): An Empirical Examination Among Israeli Employees | Aaron Cohen, Haifa U.; Yardena Kol, Haifa U.

**Discussant:** E. Faye Wright, Case Western Reserve U.

**819 ☯ (HR) The Ties that Bind: Employee-Customer Relationships**
2:30–3:50 Adam’s Mark: Terrace

**Chair:** Sheila Simsarian Webber, Concordia U.

**Speakers:** Stephanie C. Payne, Texas A&M U.; Sheila Simsarian Webber, Concordia U.; Kimberly J. Hall, Texas A&M U.; Lauren N. Knight, Texas A&M U.; Sherry Schneider, Monash U.; Barbara A. Gutek, U. of Arizona; Markus Groth, Australian Graduate School of Management; Karen Holcombe Ehrhart, San Diego State U.

**Discussant:** David E. Bowen, Thunderbird, The American Graduate School of International Management

**820 ☯ (HR) New Perspectives on Culture and Compensation**
2:30–3:50 Adam’s Mark: Columbine

**Speakers:** Robert J. House, U. of Pennsylvania; Vipin Gupta, Fordham U.; Mary F. Sully de Luque, U. of Pennsylvania; Julia A. Welch, U. of Michigan; Mikhail V. Grachev, Institute of World Economy and International Relations; Atul Mitra, U. of Northern Iowa

**821 ☯ (Paper Session) - (HR) HR and Trust**
2:30–3:50 Adam’s Mark: Vail

**Chair:** Quinetta M. Roberson, Cornell U.

**HR: Unfairness and Injustice in HR Practice: Who is to Blame?** | Lynda Gratton, London Business School; Krystyna Joanna Zaleska, London Business School

**822 ☯ (Paper Session) - (IM) Institutions & Internationalizing**
2:30–3:50 Convention Center: C104

**Chair:** Dilip Mirchandani, Rowan U.

**IM:** Institutional Systems and Variations in Competitive Advantage: An Integrative Model | Andrew Griffiths, U. of Wollongong; Ray Zammuto, U. of Colorado, Denver

**IM:** Internationalization and Growth Under Radical Change in the Institutional Environment | Sharon James-Wade, U. of Minnesota

**IM:** The Effect of Regulative and Normative Distances on MNE Ownership and Expatriate Strategies | Dean Xu, Peking U.; Yigang Pan, York U.; Paul Beamish, U. of Western Ontario

**IM:** Examining Isomorphic Forces Across Levels of Analysis: An Institutional Perspective of Foreign Entry | John D. Francis, Iona College; Ananda Mukherji, Texas A&M International U.

**Discussant:** Lorraine Eden, Texas A&M U.

**823 ☯ JS: (IM, HR) Human Resource Management in International Joint Ventures: A Source of Competitive Advantage**
2:30–3:50 Convention Center: A108/110

**Chair:** William Newburry, Rutgers U.

**HRM in IJVs: Literature Review and Directions for Research** | Ibiraq Tarique, Rutgers U.

**HRM as a Conduit of Cultural Influences in IJVs** | Oded Shenkar, Ohio State U.

**Organizational Learning and the Management of HR in IJVs** | Colette A. Frayne, California Polytechnic State U., San Luis Obispo

**IJV CEO Characteristics and IJV Effectiveness** | Orly Yeheskel, Tel Aviv U.

**Discussant:** Michael Geringer, California Polytechnic State U., San Luis Obispo

**824 ☯ (Paper Session) - (IPC) Managing Turnover, Minimizing Layoffs**
2:30–3:50 Convention Center: C205 T2

**Facilitator:** Mark B. Milstein, U. of North Carolina, Chapel Hill


**HCM:** Complexity Science and the Dynamics of Climate and Communication: Reducing Nursing Home Turnover | Ruth A. Anderson, Duke U.; Kirsten Corazzini-Gomez, Duke U.; Reuben R. McDaniel, U. of Texas, Austin

825: (Paper Session) - (IPC) Innovation and New Developments in Management Education
2:30-3:50 Convention Center: A106 T3
Facilitator: Nicholas S. Miceli, Ohio Northern U.
MED: A Longitudinal Study of Technological and Pedagogical Characteristics of Web-based MBA Courses | J. B. Arbaugh, U. of Wisconsin, Oshkosh
MED: Inventing Subject Integration: The Development of an Interdisciplinary Core Course in Management | Magnus Mikael Mähring, Stockholm School of Economics
MED: Student Personality Types and Enrollments in Distance Education: A Longitudinal Study | Charles Fornaciari, Florida Gulf Coast U.
MED: Grading Cases: Effects of Criteria and Multiple Graders | C. Gopinath, Suffolk U.; Patricia Carlson, Suffolk U.
MED: Approaches to Learning: Factor Invariance across Gender | Angus Duff, Paisley U.

826: (Paper Session) - (IPC) New Research on Organizational Knowledge and Innovation
2:30-3:50 Convention Center: A106 T1
Facilitator: David F. Robinson, Texas Tech U.
TIM: State vs. Private Ownership and Innovation Performance: An Empirical Analysis Based on Tobin’s Q | Federico Munari, Bologna U.; Raffaele Oriani, U. of Bologna
TIM: A Review of Research on Innovation in Organizations | Fariborz Damanpour, Rutgers U.

827: (Paper Session) - (IPC) The Internet, Information Technology and Innovative Business Models
2:30-3:50 Convention Center: A106 T4
Facilitator: Richard Leifer, Rensselaer Polytechnic Institute
TIM: Electronic Commerce in a Physical World: A Resource-Based Model of Foreign Market Entry | Eytan Lasry, U. of Toronto
TIM: Innovation Adoption in Multiunit Organizations: U.S. Banks Moving Online | Tieying Yu, Texas A&M U.; Metin Sengul, INSEAD
TIM: Internet Infrastructures and Healthcare Systems: Networks and Markets | Ann Séror, Université Laval
OCIS: Knowledge Consequences of Positivist Assumptions in IT Strategies in the MENA Region | Dmytro Roman Kulchitsky, George Mason U.

828: (Paper Session) - (IPC) A Historical Reassessment of Organization Theory and Practice
2:30-3:50 Convention Center: A214 T1
Facilitator: Peter D. Sherer, U. of Oregon
TIM: Evolving Organizational Practices at an Early Venture Capital Firm: American R&D, 1946-1973 | David Hsu, Massachusetts Institute of Technology
MH: Credit Where Credit is Due: The Relevance of Veblen’s Thought to Contemporary Management Theory | Dean A. Hennessy, U. of Toronto

829: (Paper Session) - (IPC) Issues in Non-Anglo/American Corporate Governance
2:30-3:50 Convention Center: A214 T2
Facilitator: George S. Vozikis, U. of Tulsa
IM: Different Routes to the Same Goal: Corporate Governance Change in Central and Eastern Europe | Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Adina Dabu, U. of Illinois, Urbana-Champaign

830: (Paper Session) - (IPC) Learning and Knowledge Transfer in Multinational Enterprises
2:30-3:50 Convention Center: A214 T3
Facilitator: Steven S. Lui, City U. of Hong Kong
IM: MNC Knowledge Transfer, Subsidiary Absorptive Capacity and HRM | Dana Minbaeva, Copenhagen Business School; Torben Pedersen, Copenhagen Business School; Ingmar Bjorkman, Swedish School of Economics; Carl Fey, Stockholm School of Economics; Hyeon Jeong Park, Cornell U.
IM: Subsidiary Innovation: An Integrated Approach on Subsidiaries Learning from Local Knowledge | Shaohua Mu, Virginia Polytechnic Institute and State U.
IM: Investment Strategies of U.S. and Japanese Firms in Developing Innovation Capability | C. Annique Un, Cornell U.
IM: Opportunity Perception at Intermediate Geographic Levels of MNC: Beyond the Local-Global Dichotomy | Kazuhiro Asakawa, Keio U.; Mark Lehrer, U. of Rhode Island

831: (Paper Session) - (IPC) A Medley of Leadership Theory and Research
2:30-3:50 Convention Center: A214 T4
Facilitator: Ryan Quinn, U. of Michigan
MSR: Transcendental Leadership Theory: Exploring the
Session Details – Tuesday


OB: The Effects of Organizational Justice on LMX-Outcome Relationships | Rudolph J. Sanchez, California State U., Fresno; Talya N. Bauer, Portland State U.; Donald M. Truxillo, Portland State U.

OB: The Influence of Transformational Leadership on Followers’ Relational Versus Collective Self-Concept | Ronit Kark, Bar Ilan U.; Boas Shamir, Hebrew U.


832 : (Paper Session) - (IPC) Relationships, Trust and Ethnic Chinese Communities
2:30-3:50 Convention Center: C105 T1
Facilitator: Hwee-Hoon Tan, National U. of Singapore
OB: Goal Interdependence and Reflexivity for Team Innovation in China | Dean Tjosvold, Lingnan U.; Moureen Tang, Lingnan U.; Michael A. West, U. of Aston

OCIS: Consumer Trust in E-commerce: A Cross-Cultural Study | Thompson S.H. Teo, National U. of Singapore; Jing Liu, National U. of Singapore

OB: Organization Versus Relationships in China: Are Organizational Influences Distinguishable from Personal Relationships | Cynthia Lee, Northeastern U.; Chun Hui, Chinese U. of Hong Kong


833 : (Paper Session) - (IPC) Alliances, Networks and Organizational Legitimacy
2:30-3:50 Convention Center: C105 T4
Facilitator: Gautam Ahuja, U. of Michigan


BPS: Alliance Governance Structure and Trust | Joseph E. Coombs, U. of Richmond; Paul Bierly, James Madison U.

834 : (Paper Session) - (IPC) Organizational Reputation and Brand Building
2:30-3:50 Convention Center: C106 T2
Facilitator: Long W. Lam, U. of Houston, Clear Lake

PNP: Organizational Image and Army Officers’ Intentions to Leave the Service for a Job in High-Tech Firms | Eran Vigoda, Haifa U.; Eyal Ben-Zion, Haifa U.

PNP: The Paradox of Branding and Collaboration | Mary Tschirhart, Indiana U.; Robert K. Christensen, Indiana U.; James L. Perry, Indiana U.

OMT: Effects of Resource Dependence on Strategic Conformity and the Role of Organizational Credibility | Hitoshi Mitsuhashi, U. of Tsukuba

835 : (Paper Session) - (IPC) Novel Approaches to Training and Team Building
2:30-3:50 Convention Center: C106 T3
Facilitator: Laurie Milton, U. of Calgary


MED: Evaluating Outdoor Experiential Training for Leadership and Team Building | Scott David Williams, Wright State U.; Scott Graham, Wright State U.; Bud Baker, Wright State U.

836 : (Paper Session) - (IPC) New Venture Creation and Performance
2:30-3:50 Convention Center: C205 T1
Facilitator: Sanjay Jain, U. of Wisconsin, Madison

ENT: The Entrepreneur on a Path of Gifts: Outline for a Theory of Venture Creation | Olivier Masclef, EDHEC

ENT: Toward a Mid-Range Theory of New Venture Performance | Hamid Bouchiki, ESSEC; Erno Tornikoski, ESSEC / U. Vaasa

ENT: Optimal Time for Market Entry: Learning From Participation and Others’ Experiences | Moren Levesque, Case Western Reserve U.

ENT: Institutional Forces and the Written Business Plan | Benson Honig, Haifa U.; Tomas Karlsson, Jönköping International Business School

837 : (Paper Session) - (MC) How to Manage R&D and Innovation: Lessons from Yesterday and Today
2:30-3:50 Convention Center: C110
Chair: James Ross Warren, Center for Collaborative Management

MC: The Integration of Corporate Strategic Planning, Innovation and R&D Portfolio Strategy | Charles A. von Urff, U. of Phoenix, Southern California

MC: Externalization of the Innovation by the Large High-tech Companies of the Silicon Valley | Michel Ferrary, Groupe CERAM Business School
Session Details – Tuesday

Formation to Violation | Usman Raja, Concordia U.; Filotheos Ntalianis, Concordia U.; Gary Johns, Concordia U. 
Discussant: Matthew Liao-Troth, Western Washington U.

844: (Paper Session) - (OB) Reactions to Diversity and Discrimination at Work and the Ways Organizations Try to Deal with Them 
2:30-3:50 Adam's Mark: Gov. Sq. 10
Chair: David A. Kravitz, George Mason U. 
OB: The Relationship Between the Five-Factor Model and Coworkers’ Perceptions of the Appropriateness of Accommodations for Workers with Disabilities | Maria Fernanda Garcia, Texas A&M U.; Ramona L. Paetzold, Texas A&M U.; Adrienne Coella, Texas A&M U. 
OB: Not All Differences are the Same: The Role of Status in Predicting Reactions to Diversity | Sandra Spataro, Yale U. 
OB: Actions Speak Louder than Words: Impression Management Techniques for Managing Discrimination Lawsuits | Erika Hayes James, U. of Virginia; Lynn Perry Wooten, U. of Michigan 
Discussant: Dianna L. Stone, U. of Central Florida

845 SHCS: (OB, BPS, IM) The Role of Sociocultural Processes in Mergers and Acquisitions: Building Integrated Human Networks 
2:30-3:50 Adam's Mark: Gov. Sq. 16 
Chairs: Guenter K. Stahl, INSEAD; Franck N. Pruvost, HEC, Paris 
Mergers Versus Acquisitions: Hard and Soft Differences | Maurizio Zollo, INSEAD 
Actors’ Accounts of their Learning in Cross-National Merger Integration | Ingmar Bjorkman, Swedish School of Economics 
Antecedents of Trust in Corporate Acquisitions | Guenter K. Stahl, INSEAD 
Employee Sensemaking After Cross-Border Mergers and Acquisitions | Allan W. Bird, U. of Missouri, St. Louis 
Discussants: Amy L. Pablo, U. of Calgary; Mark Mendenhall, U. of Tennessee, Chattanooga

846 JS: (OB, HR) Stretching Fit: Expanding Viewpoints on Relationships in Person-environment Fit Research 
2:30-3:50 Convention Center: A209 
Chair: David A. Harrison, Pennsylvania State U. 
Speakers: Daniel M. Cable, North Carolina U., Chapel Hill; Karen J. Jansen, Pennsylvania State U.; Amy L. Kristof-Brown, U. of Iowa; Christine Marie Riordan, U. of Georgia; Elizabeth Weatherly, U. of Alabama, Huntsville; Marcus M. Stewart, U. of Georgia; Margaret A. Shaffer, Hong Kong Baptist U.; Purnima Bhaskar, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill 
Discussant: Jennifer Anna Chatman, U. of California, Berkeley

847 SHCS: (OB, IM) Which Differences Matter When? Exploring Demographic and Cultural Configurations in Teams 
2:30-3:50 Adam's Mark: Gov. Sq. 12 
Organizers: Cristina B. Gibson, U. of Southern California; Mary E. Zellmer-Bruhn, U. of Minnesota 
Speakers: Bradley L. Kirkman, Georgia Institute of Technology; Amy Randel, Wake Forest U.; Mary M. Maloney, U. of Minnesota; Cristina B. Gibson, U. of Southern California; Mary E. Zellmer-Bruhn, U. of Minnesota; P. Christopher Earley, Indiana U.; Debra L. Shapiro, U. of North Carolina, Chapel Hill; Kim Jaussi, State U. of New York, Binghamton; Amanda J. Gidley, U. of North Carolina, Greensboro 
Discussant: Sigal G. Barsade, Yale U.

848: (Paper Session) - (OCIS) The Management of IT Services 
2:30-3:50 Convention Center: A204 
Chair: Ritu Agarwal, U. of Maryland 
→ OCIS: Outsourcing vs. Quasi-Outsourcing: The Case of IT in France and Germany | Jerome Barthelemy, AUDENCIA Nantes; Dominique Geyer, AUDENCIA Nantes 
→ OCIS: Architecting the Digitally Enabled Relational Firm | Nainika Patnyakuni, Southern Illinois U.; Carbondale; Arun Rai, Georgia State U.; Ravi Patnyakuni, Temple U. 
OCIS: A Model of the Relationship Between Transferable Knowledge, IT Governance and Performance | Raymond M. Henry, U. of Pittsburgh 
Winner of OCIS Division Top Student Paper Award 
Discussants: Pamsy Hui, U. of Texas, Austin; Catherine Middleton, Ryerson U.; Anandhi Bharadwaj, Emory U.; Siew Kien Sia, Nanyang Technology U.

849 JS: (OCIS, RM, OMT) Building Effective Networks in Interacting: A Comparison Between Different Discursive Approaches 
2:30-3:50 Convention Center: C101/103 
Chair: Francois Cooren, U. at Albany 
Contradictions and Control: Suppression Through Expression in the Meta-Talk about Feelings | Linda L. Putnam, Texas A&M U. 
On Talking to Not Make Decisions: Models of Bridge and Fish Markets | Stanley Deetz, U. of Colorado, Boulder 
Time, Space and Agency in Organizational Interaction: Towards the Notion of ‘Textscapes’ | Cliff Oswick, King’s College, London 
The Two Registers of Leadership: Conversational and Symbolic Agencies | Daniel Robichaud, U. of Montreal 
Discussant: Stephen Linstead, U. of Essex

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850 ◗ SHCS: (OCIS, TIM) Exaggeration and Information Technology: A Panel on the Rhetoric of Hyperbole in Innovation
2:30- 3:50 Convention Center: C209
Chair: Neil Ramiller, Portland State U.
Speakers: Richard J. Boland, Jr., Case Western Reserve U.; Deborah J. Dougherty, Rutgers U.; Brian T. Pentland, Michigan State U.; Burton Swanson, U. of California, Los Angeles

851 ◗ (ODC) Networking Networks: Perspectives on Change from NTL, ODN, and the Academy of Management
2:30- 3:50 Convention Center: C112
Speakers: Craig C. Lundberg, Cornell U.; Brenda B. Jones, Organization Development Network; Charles N. Seashore, The Fielding Graduate Institute

852 ◗ (Paper Session) - (OM) Supply Chain Partnerships
2:30- 3:50 Convention Center: C206
Chair: Susan Meyer Goldstein, U. of Minnesota
OM: Post-Industrial Manufacturing | John E. Ettlie, Rochester Institute of Technology
OM: Supply Chain Alliances: Rhetoric and Reality. | Stanley E. Fawcett, Brigham Young U.; Gregory Michael Magnan, Seattle U.
OM: Strategic Postponement Capacity and Organizational Change Capacity | Gregory A. Graman, Wright State U.; Michael J. Magazine, U. of Cincinnati; Joseph A. Petrick, Wright State U.
Discussant: James C. Hershauer, Arizona State U.

853 ◗ (Paper Session) - (OMT) Friends and Foes of CEOs
2:30- 3:50 Adam’s Mark: Gov. Sq. 9
Chair: Mason A. Carpenter, U. of Wisconsin, Madison
OMT: The Behavioral Consequences of CEO-Board Trust and Power Relationships in Corporate Governance | Dong Chen, Rutgers U.
OMT: Getting by with the Advice of Their Friends: CEO Informal Advice Ties and Firms’ Strategic Responses | Michael McDonald, U. of Texas, Austin; James D. Westphal, U. of Texas, Austin
OMT: Mutiny in the Organization: A Reintroduction | Gokce Sargin, Columbia U.
OMT: Survival Beyond Succession: The Impact of Founder Ideological Zeal on Organizational Mortality | Mukti V. Khaire, Columbia U.

854 ◗ (Paper Session) - (OMT) Institutional Variation and Change: Conceptualizing Compliance and Contestation
2:30- 3:50 Adam’s Mark: Tower Court B
Chair: Michael Lounsbury, Cornell U.
OMT: Do Late Adopters Conform? The Adoption of “Best Practices” in Australasian Manufacturing Firms. | Peter Cebon, U. of Melbourne; E. Geoffrey Love, Rice U.

855 ◗: (Paper Session) - (ONE) Voluntary Environmental Initiatives
2:30- 3:50 Convention Center: C108
Chair: Mark Starik, George Washington U.
ONE: A Discursive Field Approach to Institutionalization: The Case of Voluntary Codes of Environmental Management | Naomi R. Olson, Boston College; William B. Stevenson, Boston College

856 ◗: (Paper Session) - (PNP) Collaboration?
2:30- 3:50 Adam’s Mark: Plaza Court 7
Chair: Laurie N. DiPadova, U. of Utah
PNP: Understanding Inter-organizational Cooperation: A Collaborative Approach to the Regulation of Inte | Brian Davis, State U. of New York, Albany
PNP: A Conceptual Framework for Collaborative Partner Selection in Distance Education | Anne Banks Pitduck, U. of Waterloo
Discussant: Michael Connolly, U. of Glamorgan

857 ◗: (Paper Session) - (RM) New Methodologies for Social Networks Inquiry
2:30- 3:50 Convention Center: C210
Chair: Martin G. Evans, U. of Toronto
RM: Analysis of Behavior Sequences Using Probabilistic Finite State Automata | Catherine Donna Lees, U. of Western Australia
RM: Top Manager Responses to Organization Surveys: When Questioning Executives, are Networks the Answer? | Cynthia S. Cyczota, U. S. Air Force Academy; David A. Harrison, Pennsylvania State U.
RM: Stochastic Complexity and Blockmodel Selection | Christopher Owen Wheat, Harvard U.
Discussants: David A. Hofmann, U. of North Carolina, Chapel Hill; Jeanie M. Forray, Western New England College
Session Details – Tuesday

858: (Paper Session) - (SIT) Organizational Innovation
2:30-3:50 Adam’s Mark: Director’s Row F
Facilitator: Stefano Perluzzo, Singapore Management U.
TIM: Critical Factors Associated with Radical Innovation Success | Richard Leifer, Rensselaer Polytechnic Institute; Gina O’Connor, Rensselaer Polytechnic Institute
TIM: Promoting Organizational Innovativeness: Balancing Chances and Risks of Situation Control | Diether Gebert, Technical U., Berlin; Sabine Boerner, Technical U., Berlin; Ralf Lanwehr, Technical U., Berlin

859: (Paper Session) - (SIT) Work-Family Trends
2:30-3:50 Convention Center: C204
Facilitator: Marcus W. Dickson, Wayne State U.
GDO: Work-Family Conflict, Self-Efficacy, and Job Satisfaction: Gender Effects in Asia | Peng Wang, U. of Illinois, Urbana-Champaign; John Lawler, U. of Illinois, Urbana-Champaign; Kan Shi, Chinese Academy of Sciences, Beijing
SIM: Partner Violence and Work: Not Just a “Domestic Issue” | Myrtle P. Bell, U. of Texas, Arlington; Angela Moe, Western Michigan U.; William E. Schweinle, U. of Southern Mississippi
OB: Boundary Preferences and Work-Family Conflict: A Person-Environment Fit Perspective | Glen E. Kreiner, U. of Cincinnati

860: (Paper Session) - (SIT) Eye of the Beholder: Paradoxes of Organizational Life
2:30-3:50 Convention Center: A208
Facilitator: John W. Dienhart, Seattle U.
SIM: Dignity in Dirty Work | Ronald L. Dufresne, Boston College; Judith A. Clair, Boston College
GDO: The Paradox of the Contented Female Worker: Why are Women Satisfied with Less Pay? | H. Kristl Davison, U. of Hartford
PNP: Regulatory Enactment: An Internally Based Model of Compliance | David W. Hart, Brigham Young U.

861: (Paper Session) - (TIM) Organizing for Innovation
2:30-3:50 Convention Center: C212
Chair: Hans Gemuenden, Technical U., Berlin
TIM: Product and Process Modularity, External Economies of Scale, and Outsourcing Decisions | Jovan Grahovac, Tulane U.; Geoffrey Parker, Tulane U.

862: (Paper Session) - (TIM) Organizational Capabilities and Technological Change
2:30-3:50 Convention Center: C208
Chair: Michael B. Heeley, Rice U.
TIM: Competence Transformation: Reconfiguration of Capabilities in the Face of Technological Change | Dovev Lavie, U. of Pennsylvania
TIM: Just Do It: Building Capabilities in Manufacturing Process Innovations | Kimberly A. Bates, U. of Toronto; E James Flynn, Wake Forest U.
TIM: Capturing the Main Stream Market: Scaling Mission Critical Functions Across the Chasm | Nagaraj Sivasubramaniam, Duquesne U.; K. Thomas Chandy, State U. of New York, Binghamton; Uldarico Rex Dumdum, Marywood U.; Marla Tuchinsky, Cisco Systems, Inc.

Tuesday 3:15PM

863: (AAC) Conference Break
3:15-3:45 Convention Center: Exhibit Break Area
Join us in the exhibits area for refreshments.
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 3:30PM

864: (CMS) The Academy Welcomes Critical Management Studies
3:30-5:29 Adam’s Mark: Plaza Court 6
Chair: Ralph Stabilein, Massey U.
Welcome: Jean M. Bartunek, Boston College; Denise M. Rousseau, Carnegie Mellon U.
The History and A Vision for the Future | Paul Adler, U. of Southern California

Section D 234
Tuesday 4:10PM

865 - (AA) Illegality, Impression Management, Favoritism, and Secrecy: Negative Elements in Networks
4:10- 5:20 Convention Center: A201
Chair: Jone L. Pearce, U. of California, Irvine
Understanding the Uses of Secrecy in Networks: A Study of Chinese, Hong Kong, Thai and U.S. Business | Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology
The Paradoxical Role of Social Networks in Economic Crime | Wayne E. Baker, U. of Michigan
Social Capital: The Role of Particularistic Ties in Chinese Managerial Networks | Anne S. Tsui, Hong Kong U. of Science and Technology
Social Networks as Hidden Moderators | Marc-David L. Seidel, U. of Texas, Austin
Discussant: Larry Stimpert, Colorado College

866 - (AA) A Celebration of the Life and Accomplishments of Richard Hodgetts
4:10- 5:20 Adam’s Mark: Gov. Sq. 14
This symposium celebrates the career and contributions of Richard M. Hodgetts, distinguished educator, mentor, colleague, and friend.
Organizers: Regina A. Greenwood, Kettering U.; Alfred A. Bolton, Aveerett College
Speakers: Fred Luthans, U. of Nebraska, Lincoln; Rosalie L. Tung, Simon Fraser U.; Mary Ann Von Glinow, Florida International U.; Richard T. Mowday, U. of Oregon; John Joos, Skylake Productions; Donald F. Kuratko, Ball State U.
Moderator: Daniel A. Wren, U. of Oklahoma, Norman

867 - (Paper Session) - (BPS) The Performance Consequences of Strategic Alliances
4:10- 5:20 Adam’s Mark: Director’s Row E
Chair: Michael Jensen, U. of Michigan
BPS: Value Creation through “Going Together”: An Event History Study on Market Response to Alliance Formation | Beiqing (Emery) Yao, U. of Pittsburgh; Dingkun Ge, U. of Illinois, Urbana-Champaign
BPS: Joint Venture Terminations: An Event Study Analysis | Shayam Kumar, City U. of New York, Baruch College
BPS: Increasing Returns, Strategic Alliances, and the Value of E-Commerce Firms | Namgyoo K. Park, U. of Miami; John Mezias, U. of Miami; Jaeyong Song, Yonsei U.
Discussant: Mark H. Hansen, Brigham Young U.

868 - (Paper Session) - (BPS) Pioneers of Business Policy and Strategy: Distinguished Speakers’ Session
4:10- 5:20 Adam’s Mark: Gov. Sq. 17
Chairs: Dawn Harris, Loyola U., Chicago; Constance E. Helfat, Dartmouth College
Participants: Arnold C. Cooper, Purdue U.; William D. Guth, New York U.; Henry Mintzberg, McGill U.; James Brian Quinn, Dartmouth College; Dan E. Schendel, Purdue U.

870 -JS: (CAR, HR) An Update from the Field Part II: Recruiting and Developing the “Protean” Executive
4:10- 5:20 Convention Center: A101/103
Chairs: Jon P. Briscoe, Northern Illinois U.; Karen O. Dowd, James Madison U.
Speakers: Karen O. Dowd, James Madison U.; Jack R. Beighley, Bank of America Securities; Jon P. Briscoe, Northern Illinois U.; Mary Mannion Plunkett, The Boeing Company

871 -CAU Incorporating Innovative Technologies into the Classroom: Pedagogical and Practical Issues for Consideration
4:10- 5:20 Convention Center: C105 T1
This caucus will address the growing use of emerging technologies in university business courses. The utilization of electronic equipment and the Internet to augment classes will be discussed.
Chairs: Ralph Haug, Roosevelt U.; Josetta S. McLaughlin, Roosevelt U.

872 -CAU Issues for Consideration When Developing Comprehensive Faculty Evaluation Systems
4:10- 5:20 Convention Center: C105 T2
Faculty evaluation systems are widely used for tenure, promotion, reappointment, and developmental purposes in colleges and universities. This caucus will address important components of these systems such as student evaluations, peer observations, teaching portfolios, and other documentation of faculty activities.
Chair: Susan M. Burroughs, Roosevelt U.
873: (CAU) Meet the AMJ Editor
4:10-5:20 Convention Center: C105 T3
This caucus will permit Academy members to meet in a less formal setting with Tom Lee, the editor of the Academy of Management Journal.
Chair: Pamela M. Williams, N/A

874: (CAU) Issues Affecting the Study of Strategy in Service Sector Firms
4:10-5:20 Convention Center: C105 T4
This caucus will focus on issues related to the study of strategy in the service sector. The purpose is to gain a better understanding of how service organizations affect our current theoretical models so as to highlight areas of future research.
Chair: Bruce Skaggs, U. of Kentucky

875: (CAU) Achieving High Survey Response Rates with CEOs of Large Nonprofit Organizations
4:10-5:20 Convention Center: C106 T1
An example will be described of how a high response rate was achieved when surveying the CEOs of large nonprofit organizations for a dissertation on strategic planning and organizational performance.
Chair: Karun K. Singh, Columbia U.

876: (CAU) A Social Constructionist Perspective on Mergers and Acquisitions Integration
4:10-5:20 Convention Center: C106 T2
This caucus will discuss how organizations combining through M&A can be socially constructed from synergistic combinations of complementary resources contributed by each of the combining organizations.
Chair: Keith P. Bahde, Benedictine U.

877: (CAU) Correlational Versus Causal Research in Operations Management
4:10-5:20 Convention Center: C106 T3
This caucus will provide a forum where validity issues relating to both correlational and causal studies in OM can be identified and compared.
Chair: Hale Kaynak, U. of Texas, Pan American

878: (CAU) How Inquiry and Reflection Can Increase Managerial Success
4:10-5:20 Convention Center: C106 T4
This caucus group will discuss how the manager can utilize a spirit of inquiry or action research to increase his/her effectiveness.
Chair: William Leban, DeVry U.

879: (CAU) Leading Change in Engineering Work Culture
4:10-5:20 Convention Center: A106 T1
This session will explore characteristics and dynamics of the work culture of engineers and other technology professionals.
Chair: Robert Anthony Dengler, Benedictine U.

880: (CAU) Building Effective Networks to Produce an Edited Book
4:10-5:20 Convention Center: A106 T2
The caucus discussion will focus on sharing techniques to build and maintain effective relationships with book contributors, publishers, and co-editors.
Chair: Carol P. Harvey, Assumption College

881: (CAU) Structuration Theory as an Intervention Model for Planned Change
4:10-5:20 Convention Center: A106 T3
This caucus will provide a forum where scholars and practitioners of ODC can discuss the relevance of structuration theory as a model for planned change.
Chair: George W. Hay, McDonald’s Corp./Benedictine U.

882: (CAU) Spiritual Talk: The Inner and Outer Dialogue about Spirituality in the Workplace
4:10-5:20 Convention Center: A106 T4
This caucus group will explore individual spiritual talk and its relationship to various organizational contexts.
Chairs: Karen P. Manz, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst; Robert David Marx, U. of Massachusetts, Amherst

883: (CAU) From Tacit Knowledge to Collective Learning: An Attempt to Create, Capture, and Disseminate Forms of Structured Conversation to Increase Organizational Effectiveness and Performance
4:10-5:20 Convention Center: A214 T1
This caucus will discuss how to uncover tacit knowledge from the conversations that occur across an organization.
Chair: Jeffrey J. Bailey, U. of Idaho

884: (CAU) The Challenges of Teaching Strategic Management: Working Toward Successful Inclusion of the Resource-Based View
4:10-5:20 Convention Center: A214 T2
We hope to generate a lively discussion related to the teaching of management, with focus on the capstone strategic management course. An interpretive approach to the strategic management course aimed at enhancing student understanding of the RBV will be considered.
Chairs: Marguerite Schneider, New Jersey Institute of Technology; Pamela Lieb, College of New Jersey

885: (CAU) Clusters: Effective Networks for Innovation
4:10-5:20 Convention Center: A214 T3
This caucus will bring together individuals with backgrounds of research in the U.S.A., Europe, and Asia-Pacific, currently engaged in research examining relationships between innovation and cluster formation.
Chair: Judy Matthews, Australian National U.
886 ☠: (CAU) Business Schools as Effective Networked Organizations
4:10-5:20 Convention Center: A214 T4
The aim of this caucus is to present a live case of the Rotterdam School of Management as a networked organization.
Chair: Michael Page, Erasmus U.

887 ☠: (CAU) Collaborative Learning with Group Interactive Technology
4:10-5:20 Convention Center: A214 T5
This caucus will discuss the use of a group process support system to facilitate effective interaction and develop decision-making skills in group case study sessions with graduates.
Chairs: Catherine Jones, U. of Glamorgan; Michael Connolly, U. of Glamorgan; Anthony Gear, U. of Glamorgan; Martin Read, U. of Portsmouth

888 ☠: (CAU) Organizational Citizenship Behavior: Issues of Role Definition, Motivation, & Measurement
4:10-5:20 Convention Center: C205 T1
This caucus will address issues of theory and measurement regarding organizational citizenship behavior and provide an opportunity for researchers to meet and share ideas.
Chair: Matt Bowler, U. of Kentucky

889 ☠: (CAU) Micro, Macro, and Meso: Terms of Confusion in Recent Organizational and Strategic Research
4:10-5:20 Convention Center: C205 T2
The purpose of this caucus is to share views on the relevance of micro and macro descriptors and to more broadly look for ways of describing and categorizing cross-level research areas as inter-organizational cooperation, trust, organizational change, and networks.
Chairs: James M. Hagen, Cornell U.; Jens Grundeit, Technical U., Berlin

890 ☠: (CAU) Enron: The Need to Restructure an Institutional Field
4:10-5:20 Convention Center: C205 T3
This caucus will explore the potential restructuring of the institutional field of auditing to accommodate the needs of all stakeholders in the aftermath of the Enron debacle.
Chair: Kenneth Wm. Kury, Boston College

891 ☠: (CAU) Leadership Development as a Relational Journey: Building Networks to Learn and Lead
4:10-5:20 Convention Center: C205 T4
This caucus proposes discussion of the heightened relational demands of contemporary leadership. It provides an opportunity to generate dialogue toward an integrative framework to examine leadership development.
Chair: John F. McCarthy, Boston U.

892 ☠ ☠: (CAU) Re-envisioning the Ph.D.
4:10-5:20 Convention Center: C205 T5
This caucus will discuss ways of developing new national-level approaches to the design of Ph.D. education. This group hopes to attract those having an interest in shaping the future of doctoral education.
Chair: Irene M. Duhaime, Georgia State U.

893 : (Paper Session) - (ENT) Governance: Family Business To Corporations
4:10-5:20 Convention Center: A210
Chair: Radha Chaganti, Rider U.
ENT: A Culturally Embedded Investigation of Family Firm Governance | Yan Ling, U. of Connecticut
ENT: Corporate Governance and Firm Strategic Behavior in SMEs: Director Influence on Corporate Entrepreneurship | Jonas Gabrielson, SIRE/Halmstad U.
ENT: Ethical Environments as Small Businesses Grow: The Emergence of Four Clusters | Michael H. Morris, U. of Hawaii, Manoa; Minet Schindehutte, Miami U., Ohio

894 : (Paper Session) - (ENT) Growth In Entrepreneurial Companies
4:10-5:20 Convention Center: A212
Chair: James Almeida, Fairleigh Dickinson U.
ENT: Value Creation Through Entrepreneurial Activity: A Multiple Constituency Perspective | Johanna Mair, ISEE
ENT: Growth History, Knowledge Intensity and Capital Structure in Small Firms | Stewart Thornhill, U. of Western Ontario; Guy Gellatly, Statistics Canada; Alan Riding, Carleton U.
ENT: The Effect of Entrepreneurial Human Capital on Firm Growth | Jason C. Senjem, Syracuse U.
ENT: Stock-Option Cultures: Employee Ownership in a High-Growth Software Company | Julia A. Welch, U. of Michigan

895 ☠ ☠: (ENT, OB) Organizational Behaviors of New Venture Creation: Synergies Between OB and Entrepreneurship
4:10-5:20 Convention Center: A207
Speakers: Robert A. Baron, Rensselaer Polytechnic Institute; Robert P. Vecchio, U. of Notre Dame; Jerome Katz, Saint Louis U.; Lowell Busenitz, U. of Oklahoma; Michael Frese, Giessen U.; Stefanie Isabel Krauss, Giessen U.
Discussant: J. Robert Baum, U. of Maryland

896 : (Paper Session) - (GDO) It’s Not Just What We Say, It’s What We Don’t Say: How Group Diversity Affects Communication
4:10-5:20 Convention Center: A109
Chair: Max Wortman, Iowa State U.
GDO: How Do We “Dis” Students? Female and Male Student Accounts of (Dis)Respectful Instructor Behavior | E. Holly Buttner, U. of North Carolina, Greensboro
GDO: Not Just Silence, Spirals of Silence | Frances E. Bowen, U. of Sheffield; Kathryn Lee Blackmon, U. of Bath
GDO: If I Know it, Will I Share it? The Effects of Group Composition on Information Sharing Within Groups | Melvin L. Smith, U. of Pittsburgh
Session Details – Tuesday

GDO: Deconstructing the He Says/She Says Story: Gender & Communication in the Socialization of Women MBAs | Sharon Livesey, Fordham U.
Discusants: C. Douglas Johnson, Winthrop U.; Helen Juliette Muller, U. of New Mexico

897 ☯: (Paper Session) - (HCM) Service Line Management: Adding Value to Multiple Stakeholders
4:10- 5:30 Convention Center: A112
Chair: S. Robert Hernandez, U. of Alabama, Birmingham
HCM: Service Line Implementation as a Contingency Process: Behavioral Health in the VA Health System | Timothy Hoff, State U. of New York, Albany
Discussant: Beth Goodrick, Florida Atlantic U.

898 : (Paper Session) - (HR) Personanility and Performance
4:10- 5:20 Adam’s Mark: Vail
Chair: Lisa M. Moynihan, Cornell U.
HR: Frame-of-Reference Effects in Personality Testing Revisited: Extension to an Organizational Setting | Mark N. Bing, NSMRL; H. Kristi Davison, U. of Hartford; Jenny M. Post, U. of Southern Mississippi; Tim J. Davis, N/A; James C. Whanger, U. of Tennessee
HR: The Influence of Conscientiousness and Openness to Experience on Positive Discrepancy Creation | Ju-Chien Cindy Wu, U. of Illinois, Urbana-Champaign; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign
HR: Cynicism, Self-Esteem and “g”: Do Individual Differences Affect Follower Responses to Transformation | Joyce E. Bono, U. of Minnesota; Timothy A. Judge, U. of Florida
HR: Life Satisfaction as a Mediator between Core Self-Evaluations and Performance | Joseph Charles Rode, Indiana U., Bloomingon; Marne Arthaud-Day, Indiana U., Bloomingon; Christine H. Mooney, Indiana U., Bloomingon; Janet P. Near, Indiana U., Bloomingon; William H. Bommer, Georgia State U.; Robert S. Rubin, Saint Louis U.
Discussant: Ellen M. Whitener, U. of Virginia

899 : (Paper Session) - (HR) Issues in Employment Interviewing
4:10- 5:20 Adam’s Mark: Terrace
Chair: Jon M. Werner, U. of Wisconsin, Whitewater
HR: Personality Saturation in Structured Interviews: Less than We Thought? | Philip L. Roth, Clemson U.; Chad H. Van Iddekinge, Human Resources Research Organization; Allen I. Huffcutt, Bradley U.; Carl E. Edson, Jr., Wilson Learning Corporation; Mark J. Schmit, ePrep
HR: Interviewer Susceptibility to Applicant Impression Management Tactics in the Employment Interview | Ghee Soon Lim, National U. of Singapore
Discussant: Howard J. Klein, Ohio State U.

900 : (Paper Session) - (IM) Managing Internationally: Individual, Group and Organizational Issues
4:10- 5:20 Convention Center: C102
Chair: Rabi S. Bhagat, U. of Memphis
IM: International Staffing Patterns and Firm Performance | Ingemar Torbior, Stockholm U.; Carolyn Buie Erdener, American U., Cairo
IM: Dual Organizational Identification among Subsidiary Managers in Multinational Corporations | Davina E. Vora, U. of South Carolina; Tatiana Kostova, U. of South Carolina
IM: Change Management in MNC: How Global Convergence Interwines with National Diversities | Mike Geppert, U. of Wales, Swansea; Dirk Matten, U. of Wales, Swansea; Karen Williams, U. of Wales, Swansea
IM: Transnational Team Functioning: An Intervening Process Model | Vincent J. Duriau, U. of Maryland, College Park; Riki Takeuchi, U. of Maryland, College Park
Discussant: Lena Zander, Stockholm School of Economics

901 ☯: (Paper Session) - (IM) Social and Organizational Networks in Diverse National Contexts
4:10- 5:20 Convention Center: C104
Chair: Edwin L. Miller, U. of Michigan
IM: Network Diversity and Multinational Enterprise Performance | Anthony Goerzen, Babson College; Paul Beamish, U. of Western Ontario
IM: Internationalization of Top Management Teams in Europe | Marielle Heijltjes, Maastricht U.; Rene Olie, Erasmus U.; Ursula Glunk, Maastricht U.
IM: A Social Exchange Approach to Explain Japan’s Banking Crisis | William P. Wan, Thunderbird, The American Graduate School of International Management; Robert E. Hoskisson, U. of Oklahoma
IM: Towards A Professionally Managed Family-Controlled Overseas Chinese Business | Lai Si Tsui-Auch, Nanyang Technology U.
Discussant: Ruth V. Aguilera, U. of Illinois, Urbana-Champaign

902 ☳: (Paper Session) - (MED) Personality and Management Education
4:10- 5:20 Convention Center: A113
Chair: Martin J. Hornyak, U. of West Florida
MED: Goal Orientation and Student Performance | J W. Slocum, Southern Methodist U.; William L. Cron, Texas Christian U.; Don Vandewalle, Southern Methodist U.
MED: The Role of Cognitive Style in Management Education | Eugene Sadler-Smith, U. of Plymouth
MED: The Effects of Cognitive Style on the Research Supervision Process in Management Education | Steven John Armstrong, Hull U.

Discussants: Amy B. Hietapeito, Michigan Technological U.; Thomas Hawk, Frostburg State U.; Katherine A. Karl, Indiana U., South Bend


Chair: Victoria Jean Marsick, Columbia U.

Speakers: Mike Pedler, U. of Salford; Lyle Yorks, Columbia U.; Yury Boshyk, Global Executive Learning; Joseph A. Raelin, Boston College; Phil DiChiara, Boston Consortium for Higher Education; Paul Coughlan, U. of Dublin; David Coghlan, U. of Dublin; Louis Brennan, U. of Dublin

904 ☑: (Paper Session) - (MH) Attend Memorial Service for Richard Hodgetts (see All Academy Session) 4:10-5:20 Convention Center: A104

The Management History Division is setting aside this time to honor Richard Hodgetts, a long time member of the Division who passed away in November.


Facilitator: Stephen Mezias, New York U.


Chair: Paul S. Goodman, Carnegie Mellon U.

Issues in How Organizations and Organizational Researchers Study Errors | John S. Carroll, Massachusetts Institute of Technology

Disaster Dynamics: Using System Dynamics Simulation to Build Theory About Organizational Collapse | Jenny W. Rudolph, Boston College

Issues in Studying Variations in Errors Across Multiple Organizational Units | Rangaraj Ramanujam, Purdue U.

907: (Paper Session) - OB) Research on Justice: Good Sides, Bad Sides, and Altogether New Sides 4:10-5:20Adam's Mark: Gov. Sq. 10

Chair: Michael Wesson, Texas A&M U.

OB: Group Organizational Citizenship Behavior: Conceptualization and Tests of Antecedents / Consequences | Xiaoping Chen, U. of Washington, Seattle; Simon K. Lam, U. of Hong Kong; John Schaubroeck, Drexel U.; Stefanie E. Naumann, U. of the Pacific

OB: Bias in Justice Judgments: Outcomes and Identity as Predictors of Process Fairness Evaluations | Steven Blader, New York U.

908: JS: (OB, HR) Emotion Recognition as a Core Component of Emotional Intelligence: Evidence Predicting Performance 4:10-5:20 Convention Center: A205

Chair: Hilary Anger Elfenbein, Harvard U.


Emotional Intelligence and Managerial Performance: Nonverbal Emotional Decoding and Subordinates | Kristin Byron, Georgia State U.

Emotional Perceptive Abilities, Subclinical Psychopathy, and Sales Performance | Sophia Terranova, Emory U.

Emotion Recognition and Managerial Behaviors | David Matsumoto, San Francisco State U.

Discussant: Kristin Byron, Georgia State U.


Chairs: Jerald Greenberg, Ohio State U.; Jason A. Colquitt, U. of Florida


Discussant: Jerald Greenberg, Ohio State U.


Chairs: Jeffrey Miles, U. of the Pacific; Peg Thoms, Pennsylvania State U., Erie

Challenging Assignments as a Leadership Development Strategy | Peg Thoms, Pennsylvania State U., Erie

Challenging Activities to Develop Leaders at Nationwide Insurance | Natalie Shope Griffin, Nationwide Insurance

Leadership Challenge in Executive Training: An Audience Example | Jeffrey Miles, U. of the Pacific

Challenge Activities and Leadership Development: Snake Oil or Pathways to Leadership? | Jay A. Conger, London Business School

The Challenge of Finding the Leader Within: Committing to Leadership | Barry Z. Posner, Santa Clara U.
Session Details – Tuesday

911 JS: (OB, RM) Modeling Organizational Behavior Over Time: Experience Sampling and Longitudinal Research
4:10-5:20 Convention Center: A209
Chair: Andrew G. Miner, U. of Minnesota
Speakers: Cynthia Diane Fisher, Bond U.; Chris Noble, Bond U.; Remus Ilies, U. of Florida; Timothy A. Judge, U. of Florida; Andrew G. Miner, U. of Minnesota; Theresa M. Glomb, U. of Minnesota; Hui Liao, U. of Minnesota; Constance Noonan Hadley, Harvard U.; Teresa M. Amabile, Harvard U.; Marcus Crede, U. of Illinois, Urbana-Champaign; Reeshad Dalal, U. of Illinois, Urbana-Champaign
Discussant: Howard M. Weiss, Purdue U.

912 ☐: (Paper Session) - (OCIS) Privacy and Ethics in an Information Age
4:10-5:20 Convention Center: A204
Chair: Mark Allen Fuller, Washington State U.
OCIS: Factors Affecting Internet Abuse in the Workplace | Younghwa Lee, U. of Colorado, Boulder; Zoonky Lee, U. of Nebraska, Lincoln; Yongboom Kim, Fairleigh Dickinson U.
OCIS: Measuring Antecedents and Trade-Offs to Internet Privacy | Paul Hart, Florida Atlantic U.; Tamara Dinev, Florida Atlantic U.
Discussants: Dox Te’eni, Bar Ilan U.; Claire A. Simmers, St. Joseph’s U.; Martin L. Fogelman, State U. of New York, Albany

913 : (ODC) ODC Awards and Business Meeting
4:10-5:20 Convention Center: C112
Program Chair: Chris Worley, Pepperdine U.
Division Chair: Peter Sorensen, Benedictine U.

914 ☐ JS: (ODC, RM) Quality in First Person Research
4:10-5:20 Convention Center: C101/103
The Hollowness of Good Intentions: Interviewing Across Difference | Erica Gabrielle Foldy, Harvard U.
Living Systemic Thinking | Judi Marshall, U. of Bath
Aesthetic Form in First Person Inquiry | Steven S. Taylor, Worcester Polytechnic Institute
First Person Inquiry Into Our Purposes: What is Worthy of Attention? | Peter Reason, U. of Bath
Encouraging the Interweaving of 1st-, 2nd-, and 3rd-Person Research | William Torbert, Boston College

915 : (Paper Session) - (OM) Supplier Selection and Development
4:10-5:30 Convention Center: C206
Chair: William Andrew Taylor, U. of Bradford
OM: Factors Affecting Team-Based Judgment of Value in an IT Outsourcing Framework | Terry R. Adler, New Mexico State U.; Robert F. Scherer, Wright State U.; Janice A. Black, New Mexico State U.
OM: Supply Base and Its Complexity: Managerial and Theoretical Implications | Yunsook Hong, Arizona State U.; Thomas Y. Choi, Arizona State U.

916 ☐ ☐ SHCS: (ONE, MED, SIM) Hands-On Mini-Fair of Environmental Teaching Resources
4:10-5:20 Convention Center: C209
Chair: Kathryn S. Rogers, Pitzer College
Speakers: Anne T. Lawrence, San Jose State U.; Ann Svendsen, Simon Fraser U.; David R. Sheets, Pitzer College; Teri C. Tompkins, Pepperdine U.; Lorane M. Dick, Western U. of Health Sciences; Kathryn S. Rogers, Pitzer College

917 : (PNP) PNP Distinguished Speaker: The Corporation for National and Community Service and the Bush Administration ‘Social’ Agenda
4:10-5:20 Adam’s Mark: Plaza Court 7
Chair: Mary Tschirhart, Indiana U.
The Corporation for National and Community Service and the Bush Administration ‘Social’ Agenda |

918 : (RM) Celebrating Scholarship and Recognizing Excellence
4:10-5:30 Convention Center: C210
The following awards will be presented: RMD Distinguished Career Award, RMD Advancement of Organizational Research Methodology Award, the Best Paper Award, and the Best Dissertation Paper Award. Recipients will share highlights of their research.
Chair: Larry J. Williams, Organizational Research Methods
Welcome: Jodi Goodman, Purdue U.
Introduction: Philip L. Roth, Clemson U.

919 ☐ ☐ (SIM) Division Chairperson’s Address and Business Meeting
4:10-6:00 Convention Center: C109
The division chair will deliver her address, followed by comments from the past division chair; from 4:10-5:00. The business meeting will immediately follow, from 5:00-6:00 p.m.
Presenter: Jeanne M. Logsdon, U. of New Mexico
Discussant: Dawn R. Elm, U. of St. Thomas

920 ☐: (Paper Session) - (SIT) Environmental Performance
4:10-5:20 Convention Center: A208
Facilitator: Kimberly A. Wade-Benzeni, New York U.
ONE: Engaging Sustainability: An Opportunity for Revitalizing External and Internal Worlds | Hilary Bradbury, Case Western Reserve U.
ONE: A Knowledge-Based View of Environmental Performance in Different Cultural Contexts: Canada, Japan, and China | Oana Branzei, U. of British Columbia; P. Devereaux Jennings, U. of British Columbia; Ilan Vertinsky, U. of British Columbia
OM: Employee Perceptions of Environmental Performance: The Mediating Roles of Teamwork and Empowerment | Bonnie F. Daily, New Mexico State U.; James W. Bishop, New Mexico State U.; Robert Steiner, New Mexico State U.
921 ☯: (Paper Session) - (SIT) Relationships and Helping Behavior
4:10- 5:20 Convention Center: C204
Facilitator: Alan M. Saks, U. of Toronto

SIM: Doing Unto Others: The Reciprocity of Helping Behavior in Organizations | John R. Deckop, Temple U.; Carol C. Cirka, Ursinus College; Lynne Andersson, Temple U.

ENT: The Social Dimension of Network Ties Between Entrepreneurial Firms: Implications for Information ACQ | Thang V. Nguyen, U. of Oregon; Lynnette Claire, U. of Oregon; Scott Bryant, Montana State U.

CAR: Relational Stability: Correlates of Dyadic Ties That Stick Through Transition | Jonathom N. Cummings, Massachusetts Institute of Technology; Monica C. Higgins, Harvard U.

OB: It's What You Do and How You Do It: Differing Predictors of Givers' and Receivers' Reactions to Favors | Francis J. Flynn, Columbia U.; Joel Brockner, Columbia U.

922 ☯: (Paper Session) - (SIT) Building Effective Networks
4:10- 5:20 Adam's Mark: Director's Row F
Facilitator: Cathleen McGrath, Loyola Marymount U.

BPS: Building Effective Exporter Networks: Evidence from the Istanbul Clothing Industry | Liesl Riddle, George Washington U.

MC: The Need for Management Consulting Interventions to Build Effective Innovation Networks | Eric Davoine, U. of Lyon; Marc Bonnet, ISEOR/U. of Lyon

PNP: Building Effective Networks: Development and Change in a Sheltered Workshop | Parshotam Dass, U. of Manitoba; Kenneth Zantow, U. of Southern Mississippi

OMT: A Portfolio of Ties: Managing Knowledge Transfer and Learning Within Network Firms | Francesca Mariotti, Cardiff U.; Rick Delbridge, Cardiff U.

923 : (TIM) TIM Distinguished Speaker: Andy Van De Ven
4:10- 5:20 Convention Center: C208
Innovation Scholarship and Practice: The Past, Present, and Future Distinguished Speaker: Andrew H. Van de Ven, U. of Minnesota

924 ☯: (TIM, OMT, BPS) Knowledge Generation and Flow across Organization and Community Networks
4:10- 5:20 Convention Center: C207
Discussants: Waverly W. Ding, U. of Chicago; Jesper B. Sorensen, Massachusetts Institute of Technology
Session Details – Tuesday

Tuesday 5:45PM

934: (CM) Conflict Management Division Business Meeting
5:45-6:45 Adam’s Mark: Plaza Court 1
All members of the CM division are invited and encouraged to attend and help to chart the division’s future. A good time will be had by all. (Reception to follow)
Program Chair: Bruce Barry, Vanderbilt U.
Division Chair: Judi McLean Parks, Washington U.

Tuesday 6:30PM

935: (BPS) Business Policy and Strategy Social Hour
6:30-7:30 Adam’s Mark: Gov. Sq. 17

936: (OMA) Human Relations Reception
6:30-8:30 Adam’s Mark: Tower Court B
Organizer: Tamar Jeffer, Tavistock Institute

937: (CAR) Careers Social Hour
6:30-8:00 Convention Center: A106

938: (MOC) Managerial and Organizational Cognition Division Social Hour
6:30-7:30 Convention Center: C207
Division Chair: Neal M. Ashkanasy, U. of Queensland

939: (ODC) ODC Social Hour
6:30-8:30 Convention Center: A205

940: (RM) Research Methods Division Social and Party
6:30-10:30 Convention Center: C103

Tuesday 6:45PM

941: (SIM) SIM Division Wine & Cheese Party and Boston College’s Center for Corporate Citizenship’s Best MBA Paper Award
6:30-8:00 Convention Center: C109
The division wine and cheese party is co-sponsored by The Center for Corporate Citizenship at Boston College to honor the Center’s Best MBA Paper Award winner. The Center will present their Best MBA Paper Award at the beginning of the event.

942: (TIM) The Best Social Event in Town
6:30-8:30 Convention Center: C212
Division Chair: Philip C. Anderson, INSEAD

Tuesday 7:00PM

943: (CM) Conflict Management Division Social Hour
6:45-8:00 Adam’s Mark: Gov. Sq. 16
Members and friends of the Conflict Management Division are invited to partake in CM hospitality.
Program Chair: Bruce Barry, Vanderbilt U.
Division Chair: Judi McLean Parks, Washington U.

Tuesday 7:00PM

944: (HR) HR Division Social Hour
7:00-8:00 Adam’s Mark: Columbine
Organizer: Patrick Wright, Cornell U.

945: (MED) MED Social: Celebrating MED as a Living Network
7:00-9:00 Convention Center: A108
Program Chair: Regina Bento, U. of Baltimore
Division Chair: Robert J. DeFillippi, Suffolk U.
Wednesday, August 14, 2002

Wednesday 8:20AM

946 : (Paper Session) - (MC) Efficient Networking between Business and Academia through Consulting
8:20- 10:20 Convention Center: C110
Chair: Esther Solomon, Fordham U.
MC: Consulting as Structured Helping: Easing First-Time Consulting Students’ Pressure to be “Flawless” | Ken Weidner, Saint Joseph’s U.
MC: Strategic Organizational Learning Environment: A New Model for University and Business Partnerships | Dale Jasinski, Quinnipiac U.; Steve Dunn, U. of Wisconsin, Oshkosh
MC: Networks for Diffusing Knowledge: Use and Assessment of Management Consultants in Peripheral Economies | Celeste Maria Amorim, U. of Reading/U. of Minho
Discussant: Kurt Motamedi, Pepperdine U.

Wednesday 8:30AM

947 : (Paper Session) - (MC) Inclusive and Effective Networks: Linking Diversity Theory and Practice
8:30- 10:20 Convention Center: A205
Organizer: Barbara Parker, Seattle U.
Speakers: Parshotam Dass, U. of Manitoba; Bernardo M. Ferdman, Alliant International U.; Ronel Erwee, U. of Southern Queensland; Stella M. Nkomo, U. of South Africa; Christopher (Kit) Tennis, Sanchez Tennis & Associates; Jacqueline N. Hood, U. of New Mexico; Martin N. Davidson, U. of Virginia; Hisako Inaba, Kyoto U.; Sally Riggs Fuller, U. of New Mexico; Anita L. Sanchez, Sanchez Tennis & Associates; Barbara Parker, Seattle U.

948 : (Paper Session) - (BPS) Economic Underpinnings of RBV: Rent Generation Mechanisms in Strategic Factor Markets
8:30- 11:00 Adam’s Mark: Gov. Sq. 17
Dynamics of Economic Rent Generation in Strategic Factor Markets Using Auctions | Ilgaz Arikan, Ohio State U.
The Three Economics of the Resource-Based View | Jay Barney, Ohio State U.
Combining TCE, RBV & Dynamic Capabilities Theories for Explaining Sustainable Competitive Advantage | Joseph Mahoney, U. of Illinois, Urbana-Champaign
A Strategic Factor Market Perspective on Resource Accumulation Dynamics: The “Snowball Effect” | Richard Makadok, Emory U.
The Value of a Real Option at Exercise and the Theory of Investment in the RBV | Rita Gunther McGrath, Columbia U.
Accumulation and Exploitation of Technological Assets Through Inter-Firm Alliances | Joanne E. Oxley, U. of Michigan
The Economic Underpinnings Of Resource-Based Theory: Appropriability Issues and Incentives Problems | Margaret A. Peteraf, Dartmouth College
Rent Generation Through Dynamic Capabilities: Explaining Intra-Industry Differential Firm Performance | Christoph Zott, INSEAD
Discussant: Jay Barney, Ohio State U.

949 : (Paper Session) - (BPS) A Multi-Generational Retrospective and Prospective on the Field of Business Policy and Strategy
8:30- 10:20 Adam’s Mark: Director’s Row E
2002 is the 30th Anniversary of the Division of Business Policy and Strategy. In part, this Symposium celebrates the 30 years of contribution by the Division to the development of the field of Business Policy and Strategy.

950 : (Paper Session) - (BPS) Divestitures and Spin-Offs: Antecedents and Post-Divestiture Evolution
8:30- 10:20 Adam’s Mark: Plaza Court 3
Chair: Derrick E. D’Souza, U. of North Texas
- BPS: Knowledge Transfer Through Congenital Learning: Spin-Out Generation, Growth and Survival | Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Raj Echambadi, U. of Central Florida; April Franco, U. of Iowa; M. B. Sarkar, U. of Central Florida
- BPS: Ownership Rights and the Choice Between Spin-Offs and Sell-Offs | Rolf Buhner, U. of Passau; Patrick Stiller, U. of Passau; Abdul Rasheed, U. of Texas, Arlington
Discussant: Donald E. Hatfield, Virginia Polytechnic Institute and State U.

951 : (Paper Session) - (BPS) Experiential Learning in Alliance and Acquisition Behavior
8:30- 10:20 Adam’s Mark: Director’s Row H
Chair: Nicola C. Dragoneetti, INSEAD
- BPS: Experience, Learning and Collaborative Returns in R&D Alliances | Rachelle Sampson, New York U.
- BPS: The Effect of Strategic Timing on the Learning Curve | Kyung Min Park, INSEAD
Discussant: Giovanni Gavetti, Harvard U.
952 SHCS: (BPS, IM) Global Knowledge Competition: Industries, Companies, Projects, and Individuals
8:30-10:20 Adam's Mark: Gov. Sq. 15
Chair: Stefanie Ann Lenway, U. of Minnesota
Managing New Industry Creation | Thomas P. Murtha, U. of Minnesota
From Global to Metanational: Company Strategies and Managerial Processes | Yves Doz, INSEAD
Global Meeting Grounds | Mary Yoko Brannen, San Jose State U.
From Global to Metanational: The Role of Knowledge Magnets | Jose F.P. Santos, INSEAD
Discussant: Peter S. Ring, Loyola Marymount U.

953 JS: (BPS, IM) Post-Crisis Restructuring and Strategic Renewal of Korean Firms
8:30-10:20 Convention Center: A207
This symposium will be followed by a reception sponsored by the Korea Academy of Management.
Chairs: Yongsun Paik, Loyola Marymount U.; Sea-Jin Chang, Korea U.
Is Corporate Korea Doing Better with Restructuring?: The Case of Machinery Industry | Seungwha (Andy) Chung, Yonsei U.
Effect of the Crisis on the Relationship Between Financial and Social Performance of Korean Firms | Hun-Joon Park, Yonsei U.
The Development of the Venture Capital and Business Incubating Industry in Korea | Yong Suk Jang, U. of Utah
Revitalizing the Large Company Through Corporate Venturing: The Lessons from Korean Experience | Hicheon Kim, Hanyang U.
A Longitudinal Analysis of Korean Firms’ International Alliance Activity | Byung (Brian) Hee Lee, California State U., Fullerton
Effective Management of Foreign Affiliates | Yongsun Paik, Loyola Marymount U.

954 (Paper Session) - (CAR) Diversity, Gender and Career Judgments
8:30-10:20 Convention Center: A105
Chair: Mary Mallon, Massey U., Palmerston North
CAR: Gender, Task Preferences, and Management Potential Judgments | Irene E. De Pater, U. of Amsterdam; Annelies E.M. Van Vianen, U. of Amsterdam; Agneta H. Fischer, U. of Amsterdam; Dominique Haitjema, N/A
CAR: Antecedents of Managerial and Professional Career Trajectories and their Differential Effects on Blacks and Whites | Rochelle Parks-Yancy, Rutgers U.
CAR: Gender Differences in the Creation of Hard and Soft Social Capital | Hetty Van Emmerik, Utrecht U.
Discussants: Corinne A. Post, Rutgers U.; Mary Anne Hyland, Adelphi U.

955 (Paper Session) - (CM) Conflict Strategies in Team Settings
8:30-10:20 Convention Center: A107
Chair: Keith G. Alred, Harvard U.
CM: Constructive Controversy and Risk-Taking for Team Innovation in China | Dean Tjosvold, Lingnan U.; Zi You Yu, Lingnan U.

956 (Paper Session) - (ENT) Opportunity Exploitation
8:30-10:20 Convention Center: A210
Chair: Julie Carleton, Georgia State U.
ENT: Opportunity Exploitation and Modes of Organizing | Johan Wiklund, Stockholm School of Economics
ENT: The Allocation of Resources to Innovation and Imitation: An Assessment by Top Decision-Makers | Denis Grégoire, U. of Colorado, Boulder; Dean Shepherd, U. of Colorado, Boulder
ENT: Exploiting an Opportunity: Entrepreneurs’ Assessment of Imitation Threat and Liability of Newness | Young Rok Choi, Singapore Management U.

957 (Paper Session) - (ENT) Creating and Maintaining Networks
8:30-10:20 Convention Center: A210
Chair: Reginald B. Beal, Florida A&M U.
ENT: Entrepreneurial Networks and the Role of Lawyers | Lloyd P. Steier, U. of Alberta
ENT: From Dyadic Ties to Networks: A Model of Surrogate Motherhood in the Portuguese Plastics Molds Industry | Manuel Portugal Ferreira, U. of Utah
ENT: Alliance Dynamics for Entrepreneurial Firms | Jeffrey J. Reuer, Ohio State U.; Africa Arino, U. of Navarra
958   JS: (GDO, CAR) Complicating the Conversation: Building Relationships and Networks Across Dimensions of Diversity
8:30-10:20 Convention Center: A101/103
Chair: Stacy Blake-Beard, Harvard U.; Laura M. Morgan, U. of Michigan
Speakers: Maureen Scully, Simmons College; Anne Harbison, Harvard U.; Emily Heaphy, U. of Michigan; Kathi Miner-Rubino, U. of Michigan
Discussant: H. Timothy Ewing, Case Western Reserve U.

959   (Paper Session) - (IM) Acquiring Acquisition Acumen
8:30-10:20 Convention Center: C104
Chair: Stephen B. Tallman, U. of Utah
   IM: Nationality of Ownership and MNEs' International Strategies | Lilach Nachum, Cambridge U.
   IM: Managing Cross-Border Acquisitions: Which Transfer of Experience Does Pay Off? | Louis Hebert, HEC, Montreal; Philippe Very, EDHEC
   IM: Determining Ownership Positions in Acquisitions: Influences on Investments in European Targets | John D. Francis, Iona College
Discussant: Mansour Javidan, U. of Calgary

960  (Paper Session) - (IM) The Cultural Context of Management
8:30-10:20 Convention Center: C102
Chair: Paula M. Caligiuri, Rutgers U.
   IM: Continuity and Change in Work Centrality: A Longitudinal Study | Moshe Sharabi, Emek Yezreel College; Itzhak Harpaz, Haifa U.
   IM: The Influence of Cultural Values on Contextual Performance: A Two-Country Comparison | Soo Min Toh, Texas A&M U.; Shung Jae Shin, Texas A&M U.; Arup Varma, Loyola U., Chicago; Srinivas Ekkirala S, Xavier Labour Relations Institute
Discussant: Schon L. Beechler, Columbia U.

961  (MED) Curriculum Integration in a Part-Time MBA Program
8:30-10:20 Convention Center: A113
Curriculum Integration Development Process | Mary A. Higby, U. of Detroit, Mercy
Integration in a Gateway Course: Personal Development, Team Building, and Social Responsibility | Mary Ann Hazen, U. of Detroit, Mercy
Integrated Learning as a Desired Outcome | Gary A. Giamartino, U. of Detroit, Mercy

962   JS: (MED, PNP, SIM) Pushing Pedagogy Forward: Academy Partners Fellows Building Networks through Service-Learning
8:30-10:20 Convention Center: A108/110
Chair: Amy L. Kenworthy-U'Ren, Bond U.
Developing Courses with a Double-Bottom Line: Learning and Serving the Community | Silvia Dorado, U. of Massachusetts, Boston
The Impact of Community-Based Service-Learning on Departments of Management: A Research Project | Ann Whitney Breihan, College of Notre Dame, Maryland
Service-Learning in Hong Kong: Developing an International Partnership | Donna M. Trent, Eckerd College
Discussants: John Saltmarsh, Campus Compact; Sandra Waddock, Boston College

963  (Paper Session) - (MH) Quality Issues in Management History
8:30-10:20 Convention Center: A104
Chair: Charles Booth, U. of the West of England
   MH: Networking the Scientific Management Revolution: How Frederick W. Taylor Built a Vast Constituency | Andrea Gabor, City U. of New York, Baruch College
MH: Xerox PARC: Lessons Learned From the Development of the Personal Computer | Wilfred W. Wu, U. of Oklahoma, Norman
MH: Truly Lean Production: The Road Less Traveled | Sara McComb, U. of Massachusetts, Amherst; Alan G. Robinson, U. of Massachusetts, Amherst

964 SHCS: (MH, MSR) Labor and Capital in Symbol and Allegory
8:30-10:20 Convention Center: C207
Symbols of Good, Bad, and Ugly: Economic Activity as Subject Matter in 19th and 20th Century Western | Craig S. Galbraith, U. of North Carolina, Wilmington
Art in the Management Classroom: A Pedagogical Experiment | Joel Ryman, U. of North Carolina, Wilmington
The Wealth of Nations in the Utopia of Thomas More | Curt H. Stiles, Seton Hall U.

965  (OB) Integrating Trust Perspectives: Foundations for a Revised Integrative Model of Organizational Trust
8:30-10:20 Adam’s Mark: Gov. Sq. 11
Chair: Daniel J. McAllister, Georgetown U.; Kurt T. Dirks, Washington U.
Trust in Peer to Peer Delegation: The Role of Ability, Benevolence, and Integrity | John B. Stark, U. of Missouri
Transformations in Relational Logic: How Types of Supervisory Trust Interact to Predict OCB | **Gregory A. Bigley**, U. of Washington

The Relationship Between Dimensions of Trust on Leader and Organizational Citizenship Behavior | **Daniel Skarlicki**, U. of British Columbia

The Integrative Model of Organizational Trust: A Reassessment | **Hwee-Hoon Tan**, National U. of Singapore

**Discussants:** **Roy J. Lewicki**, Ohio State U.; **David Schoorman**, Purdue U.

966 : (Paper Session) - (OB) Teams Research: Types, Processes, and Issues
8:30-10:20 Adam’s Mark: Gov. Sq. 10
**Chair:** Lucinda Lawson, Lehigh U.
**OB:** The Debiasing Effect of Counterfactual Mind-Sets on Group Decisions | **Laura Kray**, U. of Arizona

**OB:** Context & Boundary Interactions in Cross-Functional Teams | **Stephen G Green**, Purdue U.; **Sara McComb**, U. of Massachusetts, Amherst; **Dale Compton**, Purdue U.

**OB:** Problem-Solving Teams, Initial Premises, and External Standards: A Re-Examination of Gersick’s Model | **Daniel Tzabbar**, U. of Toronto; **John M. Oesch**, U. of Toronto

**OB:** Individual Consequences of Social and Interdependence-Based Person-Team Fit | **David J. Glew**, U. of Tulsa

**Discussant:** Mary J. Waller, U. of Illinois

967 ☯SHCS: (OB, CAR) Development and Success of Management and Leadership Talent in a Netcentric Economy
8:30-10:20 Adam’s Mark: Gov. Sq. 12
**Leadership in the Virtual Workplace** | **Gretchen Spreitzer**, U. of Michigan


Career Consequences of Developmental Networks | **Monica C. Higgins**, Harvard U.

Manager and Organization Learning Enablers in Utilizing Work Experiences to Develop Managerial Talent | **Paul E. Tesluk**, U. of Maryland

968 JS: (OB, HR) Perceived Organizational Support: Employer Commitment to Employees
8:30-10:20 Convention Center: C209
**Chair:** Robert Eisenberger, U. of Delaware

Perceived Organizational Support: The Supervisor as a Symbol of the Organization | **Ivan Laas Sucharski**, U. of Delaware

Perceived Support and Affective Commitment at the Organizational and Local Work Unit Levels | **Louis C. Buffardi**, George Mason U.


Organizational Commitment: Roles of Perceived Organizational Support and Human Resource Practices | **Discussions:** Robert Eisenberger, U. of Delaware

969 ☯JS: (OB, SIM) Intertwoven Relationships: Incorporating Context into Organizational Research
8:30-10:20 Convention Center: A209
**Chairs:** Joerg Dietz, U. of Western Ontario; **S. Douglas Pugh**, U. of North Carolina, Charlotte

**Speakers:** John Burrows, Tulane U.; Elizabeth Eve Umphress, Tulane U.; Rebecca M. Butz, Tulane U.; Arthur P. Brief, Tulane U.; Lotte Scholten, U. of Amsterdam; Jack W. Wiley, Gantz Wiley Research; Katherine Klein, U. of Maryland; Jessica Saltz, U. of Maryland; Gary Johns, Concordia U.

**Discussant:** Yitzhak Fried, Wayne State U.

970 ☯: (ODC) Managing Multiple Dimensions: Mastering the Capability-Opportunity Challenge
8:30-10:20 Convention Center: C109
**Speakers:** Jay R. Galbraith, U. of Southern California; Paul Adler, U. of Southern California; Anat Lechner, Rutgers U.

971 : (Paper Session) - (ODC) Processes and Outcomes of Strategic Change
8:30-10:20 Convention Center: C112
**Chair:** Thomas C. Head, Roosevelt U.

**ODC:** Temporal Focusing in Strategic Change | **Quy Nguyen-Huy**, INSEAD


**ODC:** Radical Changes and Financial Performance: A Macro Longitudinal Study | **Zachary Sheaffer**, Tel Aviv U.; **Orly Yeheskel**, Tel Aviv U.; **Yoav Ganzach**, Tel Aviv U.


**Discussant:** Keith P. Bahde, Benedictine U.

972 ☯: (Paper Session) - (OMT) Alliances and Embeddedness
8:30-10:20 Adam’s Mark: Tower Court B
**Chair:** David L. Deephouse, U. of Alberta

**OMT:** Time Orientations of Strategic Alliances: Alliance Horizons and Opportunistic Behavior | **T.K. Das**, City U. of New York, Baruch College; **Noushi Rahman**, City U. of New York, Baruch College

**OMT:** The Social Structure of Cooperation: Embeddedness and Network Relationships | **Marco Tortoriello**, Carnegie Mellon U.; **Vincenzo Perrone**, Bocconi U.

**OMT:** One Size Does Not Fit All: A Contingency Perspective on Embeddedness Effects | **Kuang-chi Chang**, U. of Chicago

**OMT:** Dealing with Surprises: Collaborating in an Alliance Team | **David Oliver**, Imagination Lab Foundation; **Johan Roos**, Imagination Lab Foundation
Session Details – Wednesday

973: (Paper Session) - (OMT) Institutional Networks: Pressures, Linkages and Choices
8:30-10:20 Adam’s Mark: Gov. Sq. 9
Chair: Tiffany L. Galvin, U. of Texas, Dallas
OMT: Three Theories Explaining the Choice to Franchise | Taco Reus, Florida State U.
OMT: Virtual Organizations: The Preinstitutional Path to Ongoing Goal Accomplishment | Linda Isenhour, U. of Central Florida
OMT: Unexpected Outcomes of Institutional Linkages in Turbulent Industries | Bin Zhao, U. of Western Ontario; David Loree, U. of Western Ontario
OMT: Processes of Partner Choices: Competing for Resources and Legitimacy | Candace Jones, Boston College; Sharon McKechnie, Boston College

974: (Paper Session) - (ONE) Corporate Environmental Information: Sources, Management, and Reporting
8:30-10:20 Convention Center: C108
Chair: Gordon P. Rands, Western Illinois U.
ONE: Proactive Environmental Management of Ecological Information | Andrew Griffiths, U. of Wollongong; Joseph A. Petrick, Wright State U.; Veronica Fung, Queensland U. of Technology
ONE: Regional Innovation Networks for Environmental Management | Gregory Theyel, California State U., Hayward
Discussants: Oana Branzei, U. of British Columbia; Bruce Paton, Silicon Valley Center for Innovation and Sustainability; Jorge Rivera, U. of Colorado, Denver

975: (Paper Session) - (RM) Manufacture of Management Knowledge: Perspectives, Problems, and Controversies
8:30-10:20 Convention Center: C210
Chair: Stewart Clegg, U. of Technology, Sydney
RM: Journals as Producers of Knowledge: Theory and Application to the Field of Management | Abagail McWilliams, U. of Illinois, Chicago; Donald S. Siegel, Rensselaer Polytechnic Institute; David D. Van Fleet, Arizona State U.
RM: Research Integrity: A Survey of Administrative Science Faculties | Pierre Cossette, U. of Quebec, Montreal
RM: Beyond Positivist and Interpretive Studies: The Transformative Approach to Inquiry | Don Antunes, Cambridge U.
Discussants: Mary Fambrough, Alliant International U.; Carolyn Gardner, Radford U.

976: (Paper Session) - (SIM) New Approaches to Social Issues in Management Research
8:30-10:20 Convention Center: A206
Chair: Jeffrey Gale, Loyola Marymount U.
SIM: Testaments as Facilitators of Trust and Self-Regulation | Ron Roman, U. of Pittsburgh
SIM: Radar Screens, Astroturf, and Dirty Work: An Ethnographic Exploration of Corporate Political Behavior | James E. Mattingly, U. of Missouri
Discussants: Diane L. Swanson, Kansas State U.; Craig S. Fleisher, U. of New Brunswick

977: (Paper Session) - (SIT) Decision Making
8:30-10:20 Convention Center: A208
Facilitator: Don Moore, Carnegie Mellon U.
OB: Culture and Competitive Decision Making: The Mediating and Moderating Effects of Individualism | Xiao-Ping Chen, U. of Washington, Seattle; Shu Li, Nanyang Technology U.

978: (Paper Session) - (SIT) Knowledge and Its Sharing
8:30-10:20 Adam’s Mark: Director’s Row F
Facilitator: Fernando Olivera, U. of Western Ontario
IM: Stickiness and Adaptation of Complex Knowledge in Cross-Border Knowledge Transfers | Robert James Jensen, U. of Pennsylvania
RM: An Approach to Measuring Knowledge in Organizational Settings | Stephen P. Borgatti, Boston College

979: (Paper Session) - (SIT) National Culture in Organizational Research
8:30-10:20 Convention Center: C204
Facilitator: Chun Hui, Chinese U. of Hong Kong
OB: Exploring Effects of Cultural Values on the Relationship between Social Beliefs and Managerial influence | Ping Ping Fu, Chinese U. of Hong Kong; Jeffrey C. Kennedy, Lincoln U., New Zealand; Michael Harris Bond, Chinese U. of Hong Kong; Gary A. Yuki, State U. of New York, Albany; E. S. Srinivas, XLRI Jamshedpur, India; Selda Fikret Pasa, Bogazici U.; Adith Cheosakul, Chulalongkorn U.; T.K. Peng, I-Shou U.; Paul L. Koopman, Free U., Amsterdam; Leonel Prieto, New Mexico State U.; Marie-Francois Lacassagne, U. de Bourgogne; Hiro Higashide, Waseda U.; Jasmine Tata, Loyola U., Chicago
OM: The Importance of National Culture in Operations Management Research | Mark Pagell, Oregon State U.; Jeffrey P. Katz, Kansas State U.; Chwen Sheu, Kansas State U.

IM: Survey Response Bias Among Chinese Managers: Overconfidence or Modesty? | Robert Culpepper, Stephen F. Austin State U.; Liming Zhao, Lexmark, Inc.; Clyde Lowery, Lockheed Martin


Wednesday 8:45AM

980: (Paper Session) - (GDO) Is It Sex or Gender? Predicting Reactions to Work
8:45-10:20 Convention Center: A109
Chair: La Verne Hairston Higgins, Le Moyne College
GDO: Can Work Domain Variables Predict Family Interference with Work? A Comparison of Men and Women | T. Alexandra Beauregard, London School of Economics
GDO: What Managers Seek From Their Careers: Expanding the Traditional Model of Career Satisfaction | Kimberly A. Eddleston, Northeastern U.
GDO: Gender as a Predictor of Relational and Independent Approaches to Work | Cynthia Trapani Matthew, Columbia U.; Gina Antonella Buontempo, Columbia U.; Frederic P. Delmhorst, Columbia U.; Caryn J. Block, Columbia U.
Discussants: Marianne Miller, Virginia Commonwealth U.; David A. Kravitz, George Mason U.

Wednesday 9:00AM

981: (Paper Session) - (AA) The Energy of Positive Professional Practice: Examples of a Working Net
9:00-10:20 Convention Center: A201
Organizer: Elena P. Antonacopoulou, U. of Manchester
Positive Support in Tragic Times | Kim S. Cameron, U. of Michigan
Positive Rethinking of Knowledge Production | Steve W. Fuller, Warwick U.
Positive Contributions to Pedagogy and Management Education | Elena P. Antonacopoulou, U. of Manchester
Positive Initiative Supporting Co-Education | Regina Bento, U. of Baltimore

982: (AAC) Placement Registration
9:00-12:00 Hyatt: Pikes Peak
Organizer: Nancy H. Leonard, West Virginia U.

983: (AAC) Registration
9:00-12:00 Convention Center: Ballroom
Organizer: Nancy Urbanowicz, Academy of Management

984: (AAC) Membership
9:00-12:00 Convention Center: Ballroom
Discover the benefits of membership, update member information, find out how to get involved.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

985: (Paper Session) - (HCM) Research on the Interface of Consumers and Healthcare Delivery: Linking Theory and Practice
9:00-10:20 Convention Center: A112
Chair: Juliet A. Davis, U. of Alabama, Tuscaloosa
HCM: Novel Modes of Knowledge Production? Producer/Consumer Interactions in Health Services Research | Ewan Fertlie, Imperial College of Science, Technology and Medicine; Martin Wood, N/A
HCM: Waiting Lists in Dutch Health Care: An Analysis From an Organization Theoretical Perspective | Patrick Kenis, Tilburg U.
Discussant: Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse

986: (Paper Session) - (MOC) Individual Identity and the Concept of Fit
9:00-10:20 Convention Center: C201
Chair: Danna Greenberg, Babson College
MOC: Why does Dissimilarity Matter? Contrasting Self-Categorization with Similarity–Attraction | Prithviraj Chattopadhyay, U. of New South Wales; Elizabeth George, U. of New South Wales; Sandra A. Lawrence, U. of Queensland
MOC: Creating an Individual Work Identity | Kate Walsh, Cornell U.; Judith R. Gordon, Boston College
Discussant: Judith B. White, Dartmouth College

987: (OCIS) Conceptualizing Change in Communicative Genres: Exploring Levels of Analysis and Drivers
9:00-10:20 Convention Center: A204
Chair: Natalia Levina, New York U.
Speakers: Carsten Osterlund, Massachusetts Institute of Technology; Kevin Crowston, Syracuse U.; Jennifer Howard-Grenville, Boston U.
Discussant: JoAnne Yates, Massachusetts Institute of Technology

988: (Paper Session) - (TIM) Technological Determinants of Firm Boundaries
9:00-10:20 Convention Center: C208
Chair: Kyle J. Mayer, U. of Southern California
TIM: Technological Uncertainties as Strategic Concerns in Vertical Integration | Mingchun Sun, Stanford U.
TIM: A Knowledge-Based Perspective on the Internal Boundaries of the Firm | Phanish Puranam, London Business School
TIM: Organizational Integration of Acquired Biotechnology Companies in Pharmaceutical Companies | Lars Schweizer, U. of Bamberg
TIM: Large-Small Firm Partnerships for Innovation: The Choice Between Equity Alliance and Acquisition | Margaret Dalziel, U. of Ottawa

999: (Paper Session) - (TIM) Information Technology and Performance
9:00-10:20 Convention Center: C212
Chair: Jon W. Beard, Southern Illinois U., Edwardsville
TIM: Implementing Computer Technology: A Field Test and an Extension of Klein and Sorra's Model | Patricia J. Holahan, Stevens Institute of Technology; Zvi Harold Aronson, Stevens Institute of Technology; David Schoorman, Purdue U.
TIM: A Longitudinal Study of Software Quality Improvement and Information Technology Infrastructure Costs | Sandra Slaughter, Carnegie Mellon U.; Donald Harter, U. of Michigan

Wednesday 10:40AM

990: (AA) Networks Between Businesses and Regulators: A Win-Win Approach to Environmental Protection?
10:40-12:00 Adam's Mark: Director's Row H
Chair: Raymond Van Wijk, Erasmus U.
BPS: Intangible Capital as Drivers of Value: Resources, Capabilities and Management Systems | Catherine Maritan, State U. of New York, Buffalo; Karen Schnatterly, U. of Minnesota

991: (AA) The Role of Networks on Entrepreneurial Processes and Outcomes
10:40-12:00 Convention Center: A201
Chairs: Ha Hoang, INSEAD; Javier Gimeno, INSEAD
Competition and Corporation: From Entrepreneurial Structure to Corporate Structure | Ryon Lancaster, Northwestern U.
Organizational Growth and Collaborative Capability: Science and Strategy in a Knowledge-Intensive Field | Kenneth W. Koput, U. of Arizona
Emerging Entrepreneurial Teams: The Role of Networks | Howard Aldrich, U. of North Carolina
The Role of Networks on the Nascent Entrepreneurial Process | Ha Hoang, INSEAD
Discussants: David Bruce Audretsch, Indiana U., Bloomington; Arnold C. Cooper, Purdue U.

992: (Paper Session) - (BPS) The Role of Reputation on Competitive Behavior and Performance
10:40-12:00 Adam's Mark: Plaza Court 3
Chair: Manuel Becerra, Instituto De Empresa
BPS: Organizational Competence and Firm-Specific Tobin’s Q: Moderating Role of Corporate Reputation | Moses Acquah, U. of North Carolina, Greensboro
Discussant: David L. Deephouse, U. of Alberta

993: (Paper Session) - (BPS) Building and Valuing Intellectual Capital
10:40-12:00 Adam's Mark: Director's Row E
Chair: Ragnhild Kvalshaugen, Norwegian School of Management
BPS: Intangible Capital as Drivers of Value: Resources, Capabilities and Management Systems | Catherine Maritan, State U. of New York, Buffalo; Karen Schnatterly, U. of Minnesota

994: (Paper Session) - (BPS) The Governance of Innovation: Effect of Top Management Teams and Governance Structures on Innovation
10:40-12:00 Adam's Mark: Director's Row E
Chair: Ragnhild Kvalshaugen, Norwegian School of Management
BPS: Top Management Team Attributes, Corporate Governance and R&D Investment Strategy | Yasemin Y. Kor, U. of Delaware
BPS: The Influence of Outside Directors Incentive Pay on Firms’ R&D | Yuval Deutsch, York U.
**Session Details – Wednesday**

**BPS: The Impacts of Governance Structures on Patenting Behavior in the U.S. Semiconductor Industry | Yoon-Suk Baik**, Purdue U.

*Discussant: Parthiban David*, U. of Notre Dame

**995 → JS: (BPS, IM) Corporate Refocusing: New Perspectives and International Comparisons**
10:40-12:00 Convention Center: A207

*Chair: Mike Wright*, U. of Nottingham


**996 SHCS: (BPS, MOC, OB) How Much Do Managers Need Accurate Perceptions to Strategize?**
10:40-12:00 Adam’s Mark: Gov. Sq. 15


Investigating Perceptual (In)accuracy in Strategizing: Methodological Problems & Tentative Solutions | **Gerard P. Hodgkinson**, Leeds U.


**997 →: (CAR) Experiencing Networks, Exploring Career Issues**
10:40-12:00 Convention Center: A105

This session is an experiential exploration of networks and issues related to conceptualizing objective and subjective perceptions of careers. Attendees will be active participants in an exploration of networks and careers issues.

*Facilitators: Allan W. Bird*, U. of Missouri, St. Louis; Monica L. Forret, St. Ambrose U.; Martin Grelter, U. of Wyoming; Hugh Gunz, U. of Toronto


**998: (Paper Session) - (ENT) Cultural, Governmental, and Social Influences**
10:40-12:00 Convention Center: A210

*Chair: Irene M. Duhaime*, Georgia State U.

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

ENT: Governments, Entrepreneurs, and Positive Externalities: A Real Options Perspective | **Seung-Hyun Lee**, Ohio State U.; **Mike W. Peng**, Ohio State U.


**999: (Paper Session) - (ENT) Family Business**
10:40-12:00 Convention Center: A212

*Chair: Melissa S. Cardon*, Case Western Reserve U.


ENT: An Examination of the Antecedents of Conflict Over Money, Management, Vision, and Control in Family Businesses | **Michael W. Wakefield**, Southern Colorado U.; Terrence C. Sebora, U. of Nebraska


**1000 JS: (GDO, HR, OB) Can the Company Make a Difference? Organizational Practices and the Inclusion of Women in Management**
10:40-12:00 Convention Center: A101/103

*Chair: Katherine Giscombe*, Catalyst

How Much Progress Have Women Made? Announcements of Women’s and Men’s Job Moves in the WSJ | Karen S. Lyness, Baruch College

A Longitudinal Examination of Career Mobility of Women of Color | Katherine Giscombe, Catalyst

Organizational Climate and the Effective Inclusion of Women Managers | **Marian N. Ruderman**, Center for Creative Leadership

Perceived Inclusion and the Experience of Fair Treatment: An Examination of Gender and Justice | Brian Welle, Catalyst / New York U.

*Discussant: Belle Rose Ragins*, U. of Wisconsin, Milwaukee

**1001 JS: (GDO, HR, OB) The Work-Life Interface: Firm Implementation, Individual Preferences, and Behavior**
10:40-12:00 Convention Center: A108/110

*Chair: Jill Perry-Smith*, Emory U.

Walking the Talk: Why Some Organizations are More Successful than Others at Implementing Work-Life | Lynn Perry Wooten, U. of Michigan

The Role of Perceived Implementation Attributes of Work-Life Policies in Individual Decision-Making | Ellen Ernst Kossek, Michigan State U.

The Role of Images in Influencing the Effects of Work-Life Policies on Recruitment and Retention | Ann Marie Ryan, Michigan State U.

It’s Not that I Don’t Like You: Preferences for Segmentation & Engagement in Discretionary Organization | **Nancy Rothbard**, U. of Pennsylvania
1002 JS: (GDO, OB, OMT) The Impact of Gender Context on Individuals and Organizations
10:40-12:00 Convention Center: C101/103
Chair: Alison M. Konrad, Temple U.
The Effects of Gender Context: A Meta-Analysis | Caren Goldberg, George Washington U.
More or Less: Gender Composition of Universities and the Hiring of Women Faculty | Heather Geraci, Cornell U.
Relational Demography: An Investigation of Demographic Dissimilarity and Identity | Christine Marie Riordan, U. of Georgia
Perceived Discrimination and Organizational Support: The Effects of Hospital Unit and Hospital Lead | Kathleen M. Cannings, Upssala U.
Developing a Measure of Sex-Role Spillover | Bambi M. Douma, U. of Arizona
Discussant: Mary E. Graham, Clarkson U.

1003 ☯/xrhombus: (Paper Session) - (HCM) Integrated Health Networks: Perspectives on Strategy
10:40-12:00 Convention Center: A112
Chair: Hanh Q. Trinh, U. of Wisconsin, Milwaukee
HCM: From the Ladder of Intended Vertical Integration Toward the Business of Realized Diversification | David R. Williams, U. of Alabama, Birmingham; Stephen J. O’Connor, U. of Alabama, Birmingham
Discussant: K. Joanne McGlown, Battelle Memorial Institute

1004: (Paper Session) - (IM) IB Research: Let’s Give’em Something to Talk About
10:40-12:00 Convention Center: C102
Chair: Aharon Tziner, Netanya Academic College
IM: Forgotten and Neglected – Language: The Orphan of International Business Research | Alan Feely, U. of Aston; Anne-Wil Harzing, U. of Melbourne
IM: The Role of Language in Cross-National Mail Survey Research | Anne-Wil Harzing, U. of Melbourne
IM: Thirty Years of International Business Environment Research in International Business Studies | Manuel Portugal Ferreira, U. of Utah; Dan Li, U. of Texas, Dallas; Stephen E. Guisinger, U. of Texas, Dallas
Discussant: Lilach Nachum, Cambridge U.

1005: (Paper Session) - (IM) Development in Emerging Economies
10:40-12:00 Convention Center: C104
Chair: Hemant Merchant, Simon Fraser U.
IM: Collaboration Across Borders: Benefits to Firms in an Emerging Economy | Rekha Krishnan, Tilburg U.; Niels G. Noorderhaven, Tilburg U.
IM: How Does the Size of an Informal Economy Affect FDI in Developing Countries? | Anna Lamin, U. of Minnesota
IM: Organizational Coping with Institutional Upheaval: The Case of Transition Economies in CEE | Kendall Roth, U. of South Carolina; Tatiana Kostova, U. of South Carolina
IM: Administration and Development Revisited Twenty Years Later | Taieb Hafsi, Ecole des Hautes Etudes Commerciales; Mehdi Farashahi, Concordia U.
Discussant: Robert C. Moussetis, North Central College

1006 ☯/xrhombus: JS: (IM, OMT, RM) Globalization and Knowledge Activism from Malaysia, India and Mexico: Networking Among Disciplines
10:40-12:00 Convention Center: C207
Chair: Marta B. Calas, U. of Massachusetts, Amherst
Institutional Ethnography for Globalization Inquiry: “Knowledge Transfers” in Malaysia | Vanessa C.M. Chio, U. of Washington, Tacoma
Intra-Organizational Knowledge Transfer: Between Authority and Dialogue | Raza A. Mir, Monmouth U.
Culture, Knowledge and Power: A Cultural Studies Exploration of Maquiladora Management and Research | Carlos B. Gonzalez, U. of Massachusetts, Amherst
Discussant: Linda Smircich, U. of Massachusetts, Amherst

1007 ☯/xrhombus: (MED) Networking Theory and Practice: Meeting Mintzberg’s Challenge
10:40-12:00 Convention Center: A113
Chair: Carol H. Sawyer, U. of La Verne
Speakers: Cindy Alexandra Tuttle, U. of La Verne; Michael Driebe, LeRoy Hayes Center; Brian Morgan Armstrong, U. of La Verne; Kathleen Duncan, Management Consultant; Grace Harper, Deputy Superintendent of Buildings, City of Los Angeles

1008: (Paper Session) - (MH) People in Management History
10:40-12:00 Convention Center: A104
Chair: Terrell G. Manyak, Nova Southeastern U.
MH: Daniel Defoe: The Complete Small Business Manager | Patricia Hamilton, Union U.; R. H. Hamilton, Georgia State U.
MH: Business Cycles, Entrepreneurship and Innovation: Austrian School of Economics to Schumpeter to Drucker to Now | Timothy Scott Kiesling, U. of Oklahoma, Norman
MH: The Anabasis and Lessons in Leadership: Xenophon as a Prototypical Transformational Leader | John Humphreys, Eastern New Mexico U.
Session Details – Wednesday

1009 †: (Paper Session) - (MOC) Social Networks in Organizations
10:40- 12:00 Convention Center: C201
Chair: Scott Bryant, Montana State U.
MOC: Diminishing the Social Network in Organizations - Is there such a Phenomenon as ‘Survivor Syndrome’? | Bernadette Maree Cross, U. of Newcastle, Australia
MOC: The Strength of Weak Ties You Can Trust: The Mediating Role of Trust in Effective Knowledge Transfer | Daniel Z. Levin, Rutgers U.; Robert L. Cross, U. of Virginia; Lisa C. Abrams, IBM Institute for Knowledge-based Organizations
Discussant: Susan K. Lippert, Drexel U.

1010 : (Paper Session) - (MSR) Leadership and Sense Making
10:40- 12:00 Convention Center: A102
Chair: David S. Steingard, St. Joseph’s U.
MSR: Birthing New Worlds Through Exceptional Responses to Challenging Circumstances | Sangeeta Parameshwar, U. of Illinois, Springfield
MSR: Translating Spiritual Intelligence into Leadership-Development Competencies | David A. Cowan, Miami U., Ohio
MSR: Understanding Spirituality At Work: A Sense Making Perspective | Mario Fernando, Victoria U., Wellington
MSR: Spirituality & Archetype in Organizational Life | F. Neil Brady, Brigham Young U.; David W. Hart, Brigham Young U.
Discussant: Robin Duncan Matthews, Kingston U.

1011 : (Paper Session) - (OB) Roles for Cultural Values Within Organizations and Across National Boundaries
10:40- 12:00 Adam’s Mark; Plaza Court B
Chair: James W. Bishop, New Mexico State U.
OB: Study of Chinese Business Executives: A Value-Based Approach | Ping Ping Fu, Chinese U. of Hong Kong; Robert J. House, U. of Pennsylvania; Jun Liu, Tsinghua U.; Ling Zhang, Tsinghua U.; Weiku Wu, Tsinghua U.; Wu Liu, Fudan U.; Huashuo Gong, Fudan U.; An Li Wang, Fudan U.; Rongxian Wu, Suzhou U.; Xiao Li Ji, Chongqing U.; Su Zhong, Chongqing U.; Yong Gang Fu, Dalian U. of Technology; Yong Kang Yang, Fudan U.
OB: Influence of Cultural Values and Work Value/Job Satisfaction Fit on Organizational Commitment | Pei-Chuan Wu, National U. of Singapore
OB: Determinants of Procedural Justice Perceptions: The Roles of Outcome Favorability, Procedural Characteristics and Individualism-Collectivism | Jaepil Choi, Hong Kong U. of Science and Technology
Discussant: Amy C. Edmondson, Harvard U.

1012 JS: (OB, GDO, RM) Examining the Influence of Multiple Forms of Diversity on Team Outcomes Over Time
10:40- 12:00 Convention Center: A209
Chair: John Mathieu, U. of Connecticut
The Effect of TMT Diversity on the Use of International Strategic Alliances | Ho-uk Lee, U. of Connecticut
Linear and Interactive Effects of Multiple Team Diversities on Performance Trajectories | Zeki Simsek, U. of Connecticut
Diversity in Member Ability as a Predictor of Teamwork Processes and Outcomes | Michelle Amy Marks, Florida International U.
Trust as a Mediator of the Impact of Team Diversity on Performance in Project Teams | Lucy L. Gilson, U. of Connecticut
Demographic Diversity, Deep Diversity, and Team Outcomes Over Time | Katherine Klein, U. of Maryland
Discussant: David A. Harrison, Pennsylvania State U.

1013 †: (Paper Session) - (OCIS) Knowledge Sharing & Learning
10:40- 12:00 Convention Center: A204
Chair: Deborah J. Armstrong, U. of Arkansas
OCIS: Evaluation Apprehension and Perceived Benefits in Interpersonal and Database Knowledge Sharing | Erhard Irmer, U. of Queensland; Prashant Bordia, U. of Queensland; David Abusah, U. of Queensland
OCIS: Runner up to Best Paper Award
OCIS: Age, Size, and Contribution Dynamics of Online Learning Communities | Gerardine DeSanctis, Duke U.; Michael Roach, Duke U.
OCIS: The Role of Exchange Processes, Inter-group Context and Identification in Knowledge Sharing | Bernd Erhard Irmer, U. of Queensland
Discussants: Youngjin Yoo, Case Western Reserve U.; Molly Wasko, Florida State U.; Poppy L. Mcleod, Case Western Reserve U.; Ashley Braganza, Cranfield U.

1014 : (Paper Session) - (ODC) Building Knowledge and Organizational Learning
10:40- 12:00 Convention Center: C112
Chair: Peter Sorensen, Benedictine U.
ODC: Organizational Learning & Change: Evidence of Shared Understanding in Two Public Sector Organizations | David P. Spicer, U. of Bradford
1015: (OMT) Powering Networks: The Power of Networks and Networks of Power
10:40-12:00 Adam's Mark: Tower Court B
Discussants: Nelson Phillips, Cambridge U.; Nicole Woolsey Biggart, U. of California, Davis

1016: (Paper Session) - (OMT) Evolution or Ecology?
10:40-12:00 Adam's Mark: Gov. Sq. 9
Chair: James Wade, U. of Wisconsin, Madison
OMT: Network Evolution and Efficient Alliance Strategies
Jonghoon Bae, INSEAD: Martin Gargiulo, INSEAD
OMT: All That Glitters Is Not Gold: The Ecology of Educational Prestige in the SV Corporate Legal Market
OMT: Inter-Firm Mobility as Endogenous Precursor of Industry Dynamics and Organizational Dissolution
Gino Cattani, U. of Pennsylvania; Johannes M. Pennings, U. of Pennsylvania; Filippo Carlo Wezel, U. of Groningen
OMT: Evolutionary Origin of Trust: A Learning Perspective
Christina Fang, U. of Pennsylvania; Steven Kimbrough, U. of Pennsylvania; Stefano Pace, Bocconi U.; Annapurna Valluri, U. of Pennsylvania; Eric Zheng, U. of Pennsylvania

1017: (Paper Session) - (PNP) Performance Management and Accountability in the Public Sector
10:40-12:00 Adam's Mark: Plaza Court 7
Chair: Robyn Thomas, Cardiff U.
PNP: Performance Implications of Strategic Consistency in the Nonprofit Environment
Virginia Baeten, U. of Wisconsin, Milwaukee
PNP: Emergent Accountability through Negotiation in Program Fields
Lenahan O'Connell, U. of Kentucky
PNP: Outcomes Measures as Organizational Sensemaking
Richard Michael Clerkin, Indiana U., Bloomington
Discussant: Owen Hughes, Monash U.

1018: (SIM) The Dark Side of Networks
10:40-12:00 Convention Center: C109
Chair: Nancy C. Roberts, Naval Postgraduate School
Speakers: Eric R. Cheney, U. of Massachusetts; Michael Kenney, U. of Florida; Gordon H. McCormick, Naval Postgraduate School;
John Arquilla, Naval Postgraduate School

1019: (Paper Session) - (SIM) Using Nonmarket Strategies, Political Action and Political Capital to Exert Influence
10:40-12:00 Convention Center: A206
Chair: Brian Shafer, U. of Maryland, College Park
SIM: The Probability of Corporate Political Action: Research Framework for Descriptive Analysis
Juha Lamberg, Tampere U. of Technology
SIM: Nonmarket Strategies in Election Issues: A Theoretical Framework Based on Information and Reputation
Jean-Philipe Bonardi, U. of Western Ontario; Gerald Keim, Arizona State U.
SIM: Exploring a Dimension of Political Capital: Which Firms Gain Access to Key Policymakers?
Kathleen Rehbein, Marquette U.; Douglas A. Schuler, Rice U.
Discussants: Jennifer Griffin, George Washington U.; Kathleen A. Getz, American U.

1020: (Paper Session) - (SIT) The Capabilities of Organizational Culture
10:40-12:00 Convention Center: A208
Facilitator: Boris Kabanoff, Queensland U. of Technology
CM: Why Do Individuals Follow Cultural Norms? Need for Closure, Script-based Expectancies, and Conflict
Ho-ying (Jeanne) Fu, Nanyang Technological U.; Michael Morris, Columbia U.; Sau-lai Lee, U. of Hong Kong; Chi-yue Chiu, U. of Hong Kong
TIM: Corporate Culture and New Product Success: An Empirical Analysis
Holger Ernst, Otto Beisheim Graduate School of Management (WHU)
PNP: Exploring the Effects of Controversy and Culture-Based Practices on Public and Private Sector Strategies
Paul Nutt, Ohio State U.
BPS: Culture as a Dynamic Capability: The Case of 3M in the UK
Cliff Bowman, Cranfield U.; Pauline Gleadle, Cranfield U.

1021: (Paper Session) - (SIT) Psychological Contracts in Alternate Forms
10:40-12:00 Adam's Mark: Director's Row F
Facilitator: Harry J. Van Buren III, Northern Iowa U.
MSR: Expanding the Network: What About Including “the Alt” in the Psychological Contract?
Renu Burr, U. of Western Australia; Patricia Kay Thomson, Curtin U. of Technology
OB: A Cognitive Approach to Breach in the Psychological Contract
Session Details – Wednesday


1022 ☯: (Paper Session) - (SIM) Story-telling and Narrative
10:40- 12:00 Convention Center: C204
Facilitator: Dave M. Boje, New Mexico State U.
SIM: Managing Public Affairs Through Storytelling | Pursey Heugens, Concordia U.
OB: Leading and Learning by Analogy | Leigh Thompson, Northwestern U.; Ashleigh S. Rosette, Northwestern U.
ODC: A Tale of Two Leaders: Exploring the Role of Leader Storytelling and Follower Sensemaking in Transformational Change | Randy Spicacci, N/A; Kristi Lewis Tyran, Western Washington U.
OMT: Time and Narrative History in Organization Theory: Charting Historical Narratives | Peter Anthony Clark, U. of Birmingham; Michael Rowlinson, U. of North London

1023 ☯: (TIM) Networked Communities of Practice: An Integrated Approach to Organizational Learning
10:40- 12:00 Convention Center: C212
Speakers: Tony Burgess, U.S. Military Academy, West Point; Nate Allen Allen, U.S. Military Academy, West Point; Steve Schweitzer, U.S. Military Academy, West Point
Discussant: Joseph LeBoeuf, U.S. Military Academy

1024 : (Paper Session) - (TIM) Effective Strategies for New Product Development
10:40- 12:00 Convention Center: C208
Chair: Jay Nathan, St. John’s U.
(TIM) The Role of Project Target Clarity in the Success of New Product Development | Paul C. Hong, U. of Toledo

Wednesday 12:20PM

12:20- 2:10 Convention Center: A201
Speakers: Judith B. White, Dartmouth College; Claartje J. Vinkenburg, Vrije U.; Marvin Washington, Texas Tech U.; Margaret A. Peteraf, Dartmouth College; Robert E. Wood, Australian Graduate School of Management; Blake E. Ashforth, Arizona State U.

1026 ☯: (AA) Rebuilding Trust: Theory, Empirical Evidence, and an Agenda for Future Research
12:20- 2:10 Convention Center: A205
Chair: Donald L. Ferrin, State U. of New York, Buffalo
Discussant: M. Audrey Korsgaard, U. of South Carolina

1027 SHCS: (ENT, BPS, MH) Pioneers in Entrepreneurship Research
12:20- 2:10 Adam’s Mark: Gov. Sq. 15
Chairs: Hans Landstrom, Lund U.; Morten Huse, Norwegian School of Management; Anders Lundstrom, Swedish Foundation for Small Business Research
Speakers: Zoltan Acs, U. of Baltimore; Howard Aldrich, U. of North Carolina; David Bruce Audretsch, Indiana U., Bloomington; David Birch, Cognetics, Inc.; Arnold C. Cooper, Purdue U.; Ian C. MacMillan, U. of Pennsylvania

1028 : (IM) Member Feedback and Reflection
12:20- 2:10 Convention Center: C104
Please come and give us your ideas on the IM Division program this year, and how the division can better serve you!
Chair: Schoon L. Beechler, Columbia U.

1029 : (Paper Session) - (MH) Organizational Issues in Management History
12:20- 2:10 Convention Center: A104
Chair: Eileen Kelly, Ithaca College
MH: Jardine, Matheson & Company - The Role of the External Organization in Risk Reduction and Learning | Carol Matheson Connell, Glasgow U.
MH: The Theory of the Firm Meets the 17th Century: The Case of the Chartered Trading Companies | Andrew von Nordenflycht, Massachusetts Institute of Technology

Discussants: Lois Landis Kurowski, Indiana U., Kokomo; Tiffany L. Galvin, U. of Texas, Dallas; Arthur Rasher, N/A

1030: (Paper Session) - (OB) Deviance and Counterproductive Behavior at Work
12:20-2:10 Adam’s Mark: Gov. Sq. 11
Chair: David J. Glew, U. of Tulsa

OB: How Individual and Situational Factors Influence the Use of Neutralization Strategies in the Aftermath of Lying in Organizations | Karl Aquino, U. of Delaware; Thomas E. Becker, U. of Delaware

OB: Injustice as Mediator of the Relationship between Dispositional Aggressiveness & Workplace Deviance | Susan M. Burroughs, Roosevelt U.

OB: Does Trust Climate Deter Workplace Deviance? An Organizational Level Analysis | Sabrina Deutsch Salamon, U. of British Columbia; Sandra L. Robinson, U. of British Columbia

OB: Predicting Workplace Deviance from the Interaction between Organizational Justice and Personality | Christine A. Henle, U. of North Carolina, Charlotte

Discussant: Joerg Dietz, U. of Western Ontario

1031: SHCS: (OB, CM, HR) Destructive Leadership: Antecedents, Manifestations, Attributions, and Outcomes
12:20-2:10 Adam’s Mark: Gov. Sq. 14
Chair: Talya N. Bauer, Portland State U.; Pamela Tierney, Portland State U.


Discussant: Terri A. Scandura, U. of Miami

1032: (Paper Session) - (PNP) Expanding the Scope of Public Management
12:20-2:10 Adam’s Mark: Plaza Court 7
Chair: Jane E. Fountain, Harvard U.

PNP: New Labor Market Intermediaries: Network Adaptation and Conflict Among Public and Nonprofit Organiza | Joaquin Herranz, Jr., Massachusetts Institute of Technology

PNP: Strategic Change in Government Based on Organization Hierarchy and Role | William H. Price, U. of Texas, Permian Basin


Discussant: Sonia Ospina, New York U.

Join us next year in Seattle!
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Denver Marriott City Center

Restaurant Level
Meeting Suites & Boardrooms

Meeting & Banquet Facilities
Colorado and Denver Ballrooms

Third Floor Conference Rooms

Third Floor

Lower Level 2
Abbreviations used in the Program Guide

**Divisions, Interest Groups, Committees**

- **AAC** Academy and Affiliate Activities and Committees
- **AA** All Academy Theme Sessions
- **SHCS** Showcase Symposia
- **SIT** Shared Interest Track Paper Sessions
- **IP** Interactive Paper Sessions
- **JS** Joint Symposium
- **AP** Art & Poetry: Building Effective Networks
- **BPS** Business Policy & Strategy Division
- **CAR** Careers Division
- **CM** Conflict Management
- **CMS** Critical Management Studies Interest Group Division
- **ENT** Entrepreneurship Division
- **GDO** Gender & Diversity in Organizations
- **HCM** Health Care Management Division
- **IM** International Management Division
- **MC** Management Consulting Division
- **MED** Management Education & Development Division
- **MH** Management History Division
- **MOC** Managerial & Organizational Cognition Division
- **MSR** Management, Spirituality & Religion Interest Group
- **OB** Organizational Behavior Division
- **OCIS** Organizational Communication & Information Systems Division
- **ODC** Organization Development & Change Division
- **OM** Operations Management Division
- **OMT** Organizations & Management Theory Division
- **ONE** Organizations & the Natural Environment Interest Group
- **PNP** Public and Nonprofit Division
- **RM** Research Methods Division
- **SIM** Social Issues in Management Division
- **TIM** Technology & Innovation Management Division
- **PS** Practitioners Series (Teaching Theme Committee)
- **ITC** International Theme Committee
- **MEN** Mentoring Committee

**Other Abbreviations**

- **OMA** Other Meetings and Activities
- **AAM** Asia Academy of Management
- **CAU** Caucus
- **IAM** Iberoamerican Academy of Management
- **NDSC** New Doctoral Student Consortium
- **SPDW** Shared Professional Development Workshop
- **Ballrm** Ballroom
- **Col** Colorado Ballroom (Marriott City Center Hotel)
- **Sal** Salon
- **Ste** Suite
- **N/A** Affiliation Not Available/ Not specified

**Hotels and Other Locations**

- **AM** Adam’s Mark Hotel
- **CC** Colorado Convention Center
- **MT** Marriott City Center Hotel
- **HY** Hyatt Regency Denver Hotel
- **OFF** Offsite Site

**Symbols**

- Theme-oriented paper or session
- Teaching-oriented paper or session
- Management Practice-oriented session
- International-oriented session
- Selected for Best Paper Proceedings
SPECIAL THANKS
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