Democracy in a Knowledge Economy

ACADEMY OF MANAGEMENT
Seattle 2003

The Academy of Management
Seattle, Washington • August 1 to 6 2003
How to Use the Program Guide

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

Go to Section B, Conference Program Guide starting on page 41. On Monday afternoon, you might look at session #547. This is a session co-sponsored by Careers (CAR) and Gender and Diversity in Organizations (GDO) divisions (see the inside back cover for an explanation of abbreviations and symbols). It is held in the Bainbridge room of the Red Lion Hotel (RL).

NOTE: the Friday through Sunday early afternoon sessions are, for the most part, Professional Development Workshops and Committee Activities and Meetings. The All Academy opening is on Sunday afternoon followed by an evening reception. Monday through Wednesday sessions are the scholarly sessions, i.e., paper sessions and symposia. Monday and Tuesday days are also times for division receptions, business meetings, and social hours.

Looking for a particular division's session?

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

Looking for a full description of a session?

Go to Section D, Session Details starting on page 145. Let’s assume you want to check out the details of session 600, a jointly sponsored symposium by MOC and OB. Because the session are numbered consecutively for all the days, first locate the session number. Here you will find the full title, the participants, the papers or presentations included in the session and any additional instructions for attendees. The symbols located next to the session number indicate the orientations that apply for that given session. For example the □ next to the session number indicates that the session is theme-oriented. For a listing of all abbreviations and symbols used in the program, see the inside back cover.

Looking for someone on the program?

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

Looking for the hotel?

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

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

Democracy in a Knowledge Economy

http://meetings.aomonline.org/2003

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

Westin Hotel
1900 Fifth Avenue
Seattle, WA 98101

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

Renaissance Madison Hotel
515 Madison Street
Seattle, WA 98104

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

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

Front cover
Design by Valentina Febres

Back cover
Courtesy of Carnegie Mellon University
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Welcome to the 2003 AoM Meetings in Seattle

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

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

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

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

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

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

Denise M. Rousseau
2003 Program Chair

Andrea Rivero-Dabos
2003 Program Coordinator

Tom Cummings
2003 PDW Program Chair

Yolanda Jones
2003 PDW Program Coordinator
Academy Program Highlights

All Academy Program Highlights

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

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

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

Fringe Café Objectives:

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

This Year’s Fringe Café Format:

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

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

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

Sherron Watkins - 2003 Academy of Management Distinguished Executive Award

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

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

Ms Watkins is a particularly appropriate executive for the Academy to honor now. First, her courage and integrity are extraordinary. As the Financial Times (February 27, 2003) wrote, “To her champions, the letter was a principled act, one particularly risky for a female middle manager in a male-dominated office. ‘What she did took courage,’ says Philip Hilder, her lawyer, ‘and she did it because it was the right thing to do.’”

Second, she is a middle manager when our awards usually have gone to chief executives. She serves as a reminder to all of us that organizations are not “run” solely by their chief executives, but by the thousands of managers and professionals making millions of decisions every day. They know what is really going on, and often persevere to keep organizations operating in adverse environments brought on by executives’ mergers, buy-outs, spin-offs and re-organizations. Our current “cult of the CEO” leads too many to dismiss and devalue the work the vast majority of our students will be doing. Ms. Watkins’s principled actions serve to remind us that these managers and professionals can make a history-changing difference.


Session 357: (AA) Academy of Management Convocation/ Distinguished Executive Speaker
Sunday, 5:00pm - 7:00pm Washington State Convention & Trade Center: 6AB
**Town Meeting, facilitated by Henry Mintzberg** — For the past two years Henry Mintzberg (McGill U) has been circulating a thought piece on Smith and Marx (that is, Adam and Karl) and the future of capitalism and government. He will present this paper, Getting Past Smith and Marx: Toward a Balanced Society, Tuesday August 5 following the AoM luncheon, from 2:30 to 3:50. A Town Meeting follows where all attendees are invited to discuss the issues raised, including: What does it mean to be a “free people” in the context of free enterprise? How might we implement a third way between unbridled markets and nationalized supports and controls to secure for people the benefits of democratic society?

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

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

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

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

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

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

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

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

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

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

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

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

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

**Conflict Management.** The word democracy typically suggests equality and pluralism. Yet, even in the most egalitarian democratic systems, power and status differences are inevitable. Please join us on Monday afternoon as we examine these dynamics in our
Academy theme session “The Dark Side of Democracy: Hierarchies, Power and Status.” Our panelists include: Ron Burt, U. Chicago, Tom Tyler, New York U. along with Heather Haveman, Columbia U., Deb Gruenfeld, John Jost and Laura Tiedens, Stanford U. Beta Mannix, Cornell U., will be our moderator as these panelists draw from their research to examine the antecedents and consequences of the power inequalities that pervade democratic systems.

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

Division Program Highlights

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

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

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

Marjorie Hillson has worked on diversity issues inside organizations for the last thirteen years. She was an internal consultant for a large health care organization for eight years, and has extensive background in resolving EEO and sexual misconduct complaints. She currently manages a group called Diversity and Consulting Services, which includes diversity, organizational development and learning programs, for the Port of Seattle. She is a participant in the Northwest Diversity Sponsor Network, and was founder of one of the first collegiate diversity networks, Puget Sound Diversity Network, which provided low-cost diversity education for practitioners for six years.

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

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

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

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

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

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

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

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

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

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

**Special Collaborative Paper Sessions**—In an effort to respond to IM Division member feedback for more time and opportunity to discuss and build on new theoretical and empirical work, six of the nineteen paper sessions on this year’s program are designated as “Special Paper Sessions.” These sessions are designed to provide a collaborative dialogue to both share ideas and research findings and to generate new knowledge and wisdom, drawing on ideas provided by the paper presenters, the participants attending the session, and the session facilitator. First, the audience will learn about recent research from top scholars in the field who will present a brief overview of their ideas and/or research results. Then, with the guidance of the session facilitator, session participants will join the session authors in collaboratively building the next generation of knowledge and wisdom. (Come to Room 309 Washington State Convention & Trade Center at times indicated throughout the program.) To ensure that we get your best insights during these highly interactive collaborative sessions, all session attendees are encouraged to read abstracts of the session papers, which will be posted on the IM Division website at http://www.business.umt.edu/imd/aom2003/Default.asp.

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

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

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

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

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

Session 709: (MC) Helping Successful Leaders Get Even Better, Marshall Goldsmith, Distinguished Speaker, MCD
Management Education and Development. Our Distinguished Speaker is Chris Argyris, Harvard U. The work of Chris Argyris has influenced thinking about the relationship of people and organizations, organizational learning and action research. Please join us for "Chris Argyris: Educating the Educators of the Knowledge Economy."

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

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

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

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

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

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

Technology and Innovation Management. This year the Technology and Innovation Management Division is hosting a “New Technologies Exposition” that will expose the members of the Academy to exciting new technologies that have either been recently developed, or are currently in development. Each technology will be represented by a speaker involved with the development of the technology, who will describe the new technology, its potential applications, and its development process. It is hoped that this exposition will draw attention to new contexts for research on innova-
tion, and hopefully foster new collaborative research relationships between Academy scholars and active practitioners. The invitees include: Dean Kamen, founder of DEKA Research and inventor of the Segway Human Transporter, a self-balancing, two-wheeled scooter based on an elaborate combination of motors, gyroscopes, and a motion control algorithm; Makoto Hirose of Honda Motors, where they have developed a humanoid robot named “Asimo,” capable of walking, speaking, and interpreting human commands and gestures; Jeffrey Turner of Nexia Biotechnologies, where they have used spider genes to create transgenic goats capable of lactating spider silk proteins for the creation of BioSteel; Gavriel Meron, of Given Imaging, the company that has developed the M2A, a pill-sized ingestible camera promising the noninvasive diagnosis of pathologies of the small intestine; Steve Grand, of Cyberlife Research, which has created a baby robot orangutan named “Lucy,” based on artificial intelligence; Alan Mulally of Boeing, which is developing the Sonic Cruiser, a new model of commercial aircraft that will travel up to 20% faster than existing Commercial aircraft, and others. TIM would like to thank Melissa Schilling (NYU) for organizing this event for the TIM Division.

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

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

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

SMOOTH HANDS

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

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

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

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

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

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

J. A. Morris, Catawba College.
Special Thanks

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

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

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

"Crossroads" – Elizabeth Cooper, U. of Rhode Island
Meet the Meeting Planners

The Seattle, Washington 2003 Organizing Committee

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

The Local Arrangements Committee

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

AoM Headquarters Staff

Financial Manager and Registration Assistance........ Heather Crowe
Volunteer Coordinator ................................................. Annmarie Koory
Assistant Director ........................................................ Terese Loncar
Membership Administrator ...................................... Linda Panzer
# The Division & Interest Group Program Chairs and Professional Development Workshop Chairs

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

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

**Systems Designers and Programmers**

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

*“Social Construction – Democracy” – Karen Bishop, U. of Louisville*
63rd Annual Meeting of the Academy of Management

August 1-6, 2003 • Seattle, Washington

Democracy in a Knowledge Economy

IMPORTANT DATES

JULY 11, 2003 Deadline to reserve your room with the Housing Bureau
JULY 18, 2003 Deadline to register in advance at the early registration rate
JULY 23, 2003 Deadline to cancel your registration with Academy of Management

(See housing section for hotel cancellation policy)

DON’T MISS THIS YEAR’S MEETING IN SEATTLE, WASHINGTON! Submissions are in and this year’s theme, Democracy in a Knowledge Economy, promises to make this meeting a great mix of papers, presentations and participation. To make sure you are ready to join other members of the Academy of Management, remember to:

- RESERVE YOUR ROOM
- REGISTER TO ATTEND
- MAKE YOUR TRAVEL ARRANGEMENTS

You can reserve your room, register for the meeting and book your travel plans online by visiting the Seattle Meeting website at: http://meetings.aomonline.org/2003/ . You’ll need a credit card for all online reservations and registration, but the online access gives you secure, 24-hour access to make your plans at your convenience. Or please read the following information for instructions on how to make all of your housing, registration and travel plans.

RESERVE YOUR ROOM

by using the online reservation system available at http://meetings.aomonline.org/2003/ , call the AOM Seattle Housing Bureau or by completing the 2003 AOM Annual Meeting Housing Reservation Form (enclosed). The deadline to reserve your room at the conference rates is July 11, 2003. If you choose to complete the form, please mail or fax it to:

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

REGISTER TO ATTEND

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

MAIL: Academy of Management
Attn: Registration
P.O. Box 3020
Briarcliff Manor, NY 10510-8020
PHONE: (914) 293-2615
FAX: (914) 293-2615

MAKE YOUR TRAVEL ARRANGEMENTS

by contacting ATC, Association Travel Concepts, the official travel agency of the 2003 Annual Meeting in Seattle. You can save as much as 15% off published 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 Seattle! Contact ATC at:

ON-LINE: http://meetings.aomonline.org/2003/ or http://www.atcmeetings.com
E-MAIL: reservations@atcmeetings.com
PHONE: 1-800-458-9383
FAX: (858) 362-3153
Reservations must be made with the AOM SEATTLE HOUSING BUREAU by July 11, 2003 to benefit from the reduced room rates. After July 11, 2003, you may continue to make reservations online, faxing completed forms to the AOM Seattle Housing Bureau, until July 18, 2003 however the reduced rates and hotel availability cannot be guaranteed.

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

**Housing Information and Instructions**

**Deadline: July 11, 2003**

**Meeting and Hotel Information**

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

<table>
<thead>
<tr>
<th>HOTEL NAMES AND ADDRESSES</th>
<th>SINGLE</th>
<th>DOUBLE</th>
<th>TRIPLE/QUADRUPLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CROWNE PLAZA SEATTLE, 1113 6th Avenue</td>
<td>$172.00</td>
<td>$172.00</td>
<td>Triple $192.00 Quadruple $192.00</td>
</tr>
<tr>
<td>GRAND HYATT SEATTLE, 721 Pine Street</td>
<td>$195.00</td>
<td>$220.00</td>
<td>Triple $245.00 Quadruple $270.00</td>
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<tr>
<td>MAYFLOWER PARK HOTEL, 405 Olive Way</td>
<td>$140.00 (Classic)</td>
<td>$155.00 (Classic)</td>
<td>Triple $200.00 Quadruple $215.00</td>
</tr>
<tr>
<td></td>
<td>$170.00 (Deluxe)</td>
<td>$185.00 (Deluxe)</td>
<td></td>
</tr>
<tr>
<td>RED LION HOTEL on Fifth Avenue (Formerly the WestCoast Grand on Fifth Avenue)</td>
<td>$159.00</td>
<td>$169.00</td>
<td>Triple $179.00 Quadruple $189.00</td>
</tr>
<tr>
<td>RENAISSANCE MADISON HOTEL, 515 Madison Street</td>
<td>$179.00 (Run of House)</td>
<td>$179.00 (Run of House)</td>
<td>Triple $199.00 Quadruple $219.00</td>
</tr>
<tr>
<td></td>
<td>$199.00 (Corner King)</td>
<td>$199.00 (Corner King)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$199.00 (Club Level)</td>
<td>$199.00 (Club Level)</td>
<td></td>
</tr>
<tr>
<td>THE ROOSEVELT, 1531 7th Avenue</td>
<td>$149.00</td>
<td>$149.00</td>
<td>Triple $159.00 Quadruple $169.00</td>
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<tr>
<td>SEATTLE HILTON, 1301 6th Avenue</td>
<td>$175.00</td>
<td>$175.00</td>
<td>Triple $195.00 Quadruple $215.00</td>
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<tr>
<td>SHERATON SEATTLE HOTEL &amp; TOWERS, 1400 Sixth Avenue</td>
<td>$190.00</td>
<td>$210.00</td>
<td>Triple $230.00 Quadruple $250.00</td>
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<tr>
<td></td>
<td>$230.00 (Club Level)</td>
<td>$255.00 (Club Level)</td>
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<tr>
<td>SIXTH AVENUE INN, 2000 Sixth Avenue</td>
<td>$99.00</td>
<td>$99.00</td>
<td>Triple $109.00 Quadruple $119.00</td>
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<tr>
<td>SUMMERFIELD SUITES, 1011 Pike Street</td>
<td>$169.00</td>
<td>$169.00</td>
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<tr>
<td>VANCE HOTEL, 620 Stewart Street</td>
<td>$112.00</td>
<td>$112.00</td>
<td>Triple $122.00 Quadruple $132.00</td>
</tr>
<tr>
<td>THE WARWICK HOTEL SEATTLE, 401 Lenora Street</td>
<td>$190.00</td>
<td>$190.00</td>
<td>Triple $200.00 Quadruple $210.00</td>
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<tr>
<td>WESTIN HOTEL, 1900 Fifth Avenue</td>
<td>$182.00</td>
<td>$207.00</td>
<td>Triple $237.00 Quadruple $267.00</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 Seattle is 15.6%.
HOUSING INFORMATION AND INSTRUCTIONS

Continued from previous page

HOUSING FORM INSTRUCTIONS:
All reservations must be made with the AOM SEATTLE HOUSING BUREAU. To receive the special AOM meeting rate reserve your room ONLINE at http://meetings.aomonline.org/2003/. Call toll-free at 1-888-877-0255 or complete the 2003 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the AOM SEATTLE HOUSING BUREAU (Address and fax number provided on the form).
DO NOT SUBMIT DUPLICATE FORMS! Doing so may result in duplicate charges and duplicate reservations! DO NOT send this form to the Academy of Management Office.

For best availability and immediate confirmation make your reservations via the internet though the AOM web site. Faxed or mailed housing requests will take longer to process.

DEPOSIT/PAYMENT/ACKNOWLEDGMENTS:
A credit card is required for all reservations as a guarantee only. Credit cards will not be charged a deposit. Reservation requests will not be processed without a credit card. Checks in the amount of $200.00 will only be accepted with the mailed Housing Reservation Forms. Special requests cannot be guaranteed, however hotels will do their best to honor all requests. Hotels will assign specific room types upon check-in, based on availability. Acknowledgements will be sent based on your preference indicated on the housing form. The AOM SEATTLE HOUSING BUREAU will send you an acknowledgement of your reservation. Please review all information for accuracy. E-mail confirmations will be sent within 24 hours of the reservations being processed; fax and mail confirmations in 10-14 days. If you do not receive your acknowledgement within 14 days, please contact the AOM Seattle Housing Bureau directly at: hotelres@seesattle.org at 206-461-5881 or 888-877-0255. The call center is open Monday through Friday 8:30am to 5:00pm Pacific Time.

CHANGES AND CANCELLATIONS
Changes and cancellations must be made through the AOM Seattle Housing Bureau via the internet, phone, fax, or mail. Continue to use the AOM SEATTLE HOUSING BUREAU for all changes and cancellations until July 18, 2003.
Cancellation occurring after the July 11, 2003 will incur a $25.00 processing fee. Take advantage of the special 2003 AOM Meeting rates; please book your reservations by July 11, 2003. After that date the AOM block will be released and hotels may charge higher rates.

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

STUDENT/LOW INCOME HOUSING
Attention students! Seattle University has made a limited number of dormitory style rooms available. These rooms are available on a FIRST-COME, FIRST-SERVED BASIS!
The location is the Seattle University campus about 10 blocks from the Convention Center. The SU campus is about 10 blocks from the Convention Center. Metro buses run between the University and the south entrance to the Convention Center; peak fee is $1.50; off-peak is $1.25. Weekday bus service is every 15 minutes; every 30 minutes on weekends and after 7 pm. This distance can be walked in about 10-15 minutes.
Single rooms are available for $38.50 per day; doubles are $25.25 per person per day. Sheets, towels, pillows are provided. All rooms have sinks; showers and toilets are shared. Please make your student housing reservations, changes or cancellations, directly with Seattle University via e-mail to: AOMhousing@seattleu.edu
63rd Annual Meeting of the Academy of Management
August 1-6, 2003 • Seattle, Washington

2003 AOM ANNUAL MEETING HOUSING RESERVATION FORM

INSTRUCTIONS

The deadline date for new reservations is July 11, 2003.

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

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

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

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

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

ACKNOWLEDGEMENTS

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

ROOM RATES/TAXES

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

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

DEPOSITS

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

CHANGES/CANCELLATIONS

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

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

Arrival Date: __________________________ Departure Date: __________________________

First Name __________________________ M.I. __________ Last Name ________________

E-mail Address: __________________________

Daytime Phone: __________________________ Fax: __________________________

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

Company: __________________________

Address: __________________________

Address 2: __________________________

City/State/Province: __________________________

Zip/Postal Code, Country: __________________________

HOTEL SELECTION

Please list your choices in order of preference.

First: __________________________ Second: __________________________

Third: __________________________ Fourth: __________________________

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

Please, indicate criteria for choices:

☐ Comparable room rate ☐ Proximity to conference site

Number of occupants ________ Number of beds ________

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

List all room occupants: __________________________

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

Special requests: __________________________

DEPOSIT INFORMATION

All reservation requests must be guaranteed. Credit cards will not be charged prior to the arrival date.

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

☐ AMERICAN EXPRESS ☐ DISCOVER ☐ DINERS CLUB

☐ MASTERCARD ☐ VISA

Card #: __________________________ Exp. Date: __________________________

Name on the Credit Card: __________________________

Cardholder Signature:* __________________________

* Necessary to process reservation

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

Visit: http://meetings.aomonline.org/2003/ to register on-line using our secure site with your credit card.
Via mail: Return the completed Early Registration Form by the deadline date to the address shown on the form.
 Via fax: Return the completed Early Registration Form by the deadline to: 914-923-2615
EARLY REGISTRATION FEES ONLY APPLY TO THOSE REGISTRATIONS POSTMARKED BY JULY 18, 2003.
REGISTRATIONS RECEIVED AFTER JULY 18, 2003 WILL NOT BE ACCEPTED
AND YOU MUST REGISTER ON-SITE AND PAY THE HIGHER FEE.

<table>
<thead>
<tr>
<th>MEMBER REGISTRATION FEES</th>
<th>EARLY FEE</th>
<th>ON-SITE FEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member: Academic and Executive</td>
<td>$150.00 USD</td>
<td>$210.00 USD</td>
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<tr>
<td>Member: Student and Emeritus</td>
<td>$55.00 USD</td>
<td>$77.00 USD</td>
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</table>

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.

<table>
<thead>
<tr>
<th>NON MEMBER REGISTRATION FEES</th>
<th>EARLY FEE</th>
<th>ON-SITE FEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Member: Academic and Executive</td>
<td>$265.00 USD</td>
<td>$325.00 USD</td>
</tr>
<tr>
<td>Non-Member: Student</td>
<td>$113.00 USD</td>
<td>$135.00 USD</td>
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</tbody>
</table>

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

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

INTEREST GROUPS
- Critical Management Studies (CMS)
- Management, Spirituality and Religion (MSR)
- Organizations & The Natural Environment (ONE)

PAYMENT METHODS AND INFORMATION
The Academy of Management accepts payments in the forms of checks in U.S. funds drawn on U.S. banks and the following credit cards: VISA, MasterCard and American Express. We DO NOT accept purchase orders of any kind. Forms sent without payment will not be processed.

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

CANCELLATIONS
- To receive a refund of your registration fees, you must request it in writing and postmark or fax it to the Academy by July 23, 2003.
- No refunds will be issued after July 23, 2003.
- Please refer to the Housing Information and Instructions page for specifics on hotel cancellation policies.

SPouse ATTENDANCE
Spouses who are not Academy Members are allowed access to the Exhibit floor and provided a complimentary name badge. Please provide the name of your spouse in the space provided on the Early Registration Form.

THE MEETING PROGRAM
Please bring your copy of the Program with you to the meeting — it is the only copy you will receive. Non-Members who register early are mailed a copy of the Program within 2-3 weeks. However we must suspend the mailing of Programs to Non-Members after July 1, 2003 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and for people who register on-site.

THE PRESIDENTIAL LUNCHEON: Tuesday, August 5, 2003
Seating for the Presidential Luncheon will be somewhat limited. You MUST exchange the luncheon coupon for a numbered ticket as soon as you register. We will seat those with a ticket on a first-come basis. If you arrive late for the luncheon, you may not be able to be seated, even if you have a ticket. Members who fail to exchange for a ticket may not be accommodated this year.
63rd Annual Meeting of the Academy of Management
August 1-6, 2003 • Seattle, Washington
Professional Development Workshops: August 1-3
Refereed Scholarly Program: August 3-6

Contact Information
Name (First/Last):______________________ Member ID # (Optional):______________________
Address:_______________________________________________________________
City:_________________________ State/Province:________________ Zip/Postal Code:_________ Country:_________
Phone:____________________ Fax:___________________ Email:_________________

Name Badge Information (Name as you would like it to appear on badge)
Name Badge:_________________________ Affiliation:_________________________
Spouse Name for Courtesy Badge:_____________________________________

Member Registration Fees
Academic/Executive – includes one ticket for Tuesday August 5 Presidential Lunch .............. $150.00 US
Student – does not include ticket for Tuesday August 5 Presidential Lunch ....................... $55.00 US
Emeritus – includes one ticket for Tuesday August 5 Presidential Lunch ........................ $55.00 US

Non-Member Registration Fees – includes 1 year of membership & 2 divisions/interest groups
Academic/Executive – includes ticket for Tuesday Aug. 5 Presidential Lunch ................. $265.00 US
Student – does not include ticket for Tuesday August 5 Presidential Lunch ................... $113.00 US

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

Selection One:__________________________ Selection Two:________________________

Additional Special Events Tickets and Items
Additional Lunch Ticket for Student/Guest for Presidential Lunch .............. Quantity ( ) x $35.00 US ea.
Annual Meeting T-Shirt (See website for t-shirt design) .......................... Quantity ( ) x $12.00 US ea.

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

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

Total Amount Due (Payment must accompany form) $________

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

Payment by Credit Card
We only accept MasterCard, Visa or American Express

Check One: ☐ MASTERCARD ☐ VISA ☐ AMERICAN EXPRESS

Cardholder:_________________________ Card #:_________________________ Exp. Date:_________________________

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 Seattle August 1-6, 2003. As the official agency, ATC has negotiated discounts with Northwest, United Airlines and Alamo Rental Car to bring you special airfares and car rental rates that are lower than those available to the public. When contacting ATC you will save 10% to 15% off on Northwest and United Airlines tickets purchased more than 60 days prior to the meeting. For tickets purchased less than 60 days prior, the discounts will be 5% to 10% off the lowest available fares. Some restrictions may apply, and service fees apply. ATC will also search for the lowest available fare on ANY airline serving Seattle.

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

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

SEATTLE INTERNATIONAL AIRPORT

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

PUBLIC TRANSPORTATION

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

CABS (STITAX)

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

TAXI CABS

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

LIMOUSINE

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

AIRPORT EXPRESS

Airport Express goes to several hotels in downtown Seattle. The Grey Line buses depart from the north terminal outside baggage claim at Door 24; from the south terminals outside the international baggage claim at Door 8. (206) 626-6088 • (1-800) 426-7505. One Way $6.50. Round Trip $14.00.

SHUTTLE EXPRESS

Shared ride $21.

FREQUENTLY ASKED QUESTIONS

CLIMATE

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

COST

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

FOOD AND BEVERAGE

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

From the Airport to Town

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

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

In Town

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

Taxicabs
Taxicab service is available throughout downtown for a modest price.

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

“Layer Upon Layer” by Lawrence Lad, Butler U.
Welcome to Seattle

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

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

Barbara Parker
Albers School of Business and Economics, Seattle University

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

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

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

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

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

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

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

Seattle weather: The one thing we can’t arrange in advance is the weather. While daytime August weather usually is cloudless and fair, evenings often are cool. It is prudent to bring a light jacket or rain coat for evenings and possible rain.
Academy of Management 2003 Annual Meeting Sponsors

On behalf of our university sponsors, welcome to Seattle, and the 2003 Academy of Management Annual Meeting. Each year several universities act as sponsors for our annual meeting by providing financial support at one of three levels: Gold - $5,000, Silver - $3,000, and Host - $1,500. Our sponsors this year represent a number of U.S. states and three countries, the U.S., Canada, and Australia.

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

Karen S. Whelan-Berry, Director of Sponsorship

Gold Sponsors

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

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

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

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

University of California, Irvine
The UC Irvine Graduate School of Management (GSM) prepares students to innovate, lead, and build value in a technology-driven society. With about 800 full-time and executive degree students, the School is ranked among the top 50, yet is one of the youngest and smallest of the nation's major MBA programs. The average GMAT score for full-time students entering in fall 2002 is 672, placing the School among the nation's top 20 on this measure. Companies recruiting UC Irvine MBAs are Intel, Microsoft, ConAgra, Allergan, Mattel, PricewaterhouseCoopers, Johnson & Johnson, Silicon Graphics, Cap Gemini E&Y Consulting, Visa USA, Deloitte & Touche ERS Consulting, Bristol-Myers Squibb, Ford Motor Co., Disney, and Gateway.

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

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

Entrepreneurship & Innovation. Whether reinventing an established firm or creating a new one, graduates of UC Irvine's MBA program have been leaders in entrepreneurship and innovation. Many are using this knowledge of ITM and basic business fundamentals to create and launch companies even before they graduate. The School helps students turn ideas into action through the annual ThinkTank/GSM business plan competition and the Irvine Innovation Initiative (I²), a 24/7 facility on campus where student teams develop new business concepts with guidance from faculty and business leaders.

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

The university is implementing a strategic plan leveraging its strengths to benefit society in the areas of biotechnology, information and security technology, environmental sciences and prac-
tices, the fine arts and humanities. Realizing that today's graduates must understand international issues, Carnegie Mellon is committed to providing a global education for its students and is striving to expand its international offerings and to increase its presence on a global scale.

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

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

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

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

The Heinz School has fared exceptionally well in the most recent U.S. News and World Report rankings of graduate programs. Heinz was ranked 7th overall among schools of public affairs. In specialty areas it ranked 1st in Information and Technology Management (retaining the top spot it earned four years ago), 3rd in Criminal Justice Policy and Management (up from fifth place), 4th in Public Policy Analysis (maintaining its ranking), 6th in Public Finance and Budgeting (maintaining its ranking), and 10th in Environmental Policy and Management (up from eleventh place).

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

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

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

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

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

Our students learn to be forward-thinking individuals with exposure to business process worldwide and are trained from day one in teamwork and leadership. At the same time, we demand that our students be able to analyze the most difficult of business problems
in terms that address the bottom line. The Marshall experience sets the tone for the success of our students because we know our students will set the tone of the global business environment for the next several decades. As one of the top 25 business schools, Marshall could ride the crest of its accomplishments, but we aren’t focusing on where we are today, we are focusing on where we will be tomorrow.

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

Silver Sponsors

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

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

The School consistently ranks among the top tier across several disciplines. It was recently ranked the best business school in Australia, and sixth-ranked business school in the Asia Pacific region by Asia Inc. Other achievements include:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Central Washington University
Central Washington University (CWU) is one of six state-supported institutions offering baccalaureate and graduate degrees. Established in 1890 as Washington State Normal School, it became Central Washington University in 1977.
Through our commitment to a diversity of ideas and people, we provide students with the opportunity to understand and value different cultures and life circumstances as well as different ways of thinking. Our students participate in undergraduate research and creative activity, in study-abroad opportunities, and in service learning, all of which broaden their world-view and inspire lifelong learning.

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

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

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

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**THREE HAIKU POEMS: VOICES FOR DEMOCRACY**

1. **Democracy’s Leaders**
   Managers plan organize monitor command
   executing domination-leadership—
   workers follow accepting tyranny.

2. **Democracy’s Silence**
   Concerned voices hesitate
   as the rightsizing sword hovers—
   without sanctuary voices are mute.

3. **Democracy’s Voice**
   Independent, toiling 24/7
   workers transform into citizens—
   making space for life’s voice.

*Robert D’Intino, Pennsylvania State U.*

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**Western Washington University**

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

The College of Business and Economics is considered a leadership unit within the university. Accredited by the AACSB International, the College is comprised of five departments and has fifty-one full-time faculty. It offers B.A. degrees in Business Administration, Accounting, and Economics as well as a B.S. in Manufacturing Management. MBA programs are offered in three sequences: daytime, accelerated, and executive. The college’s Department of Decision Sciences offers BABA concentrations in management information systems and operations management. The Department of Management offers BABA concentrations in general business, human resources management, international business, and management. The management curriculum emphasizes teamwork and leadership skill development through experiential learning and reflection. The college has centers that provide focus on Economic Education, International Business, Management Education, and Small Business Development. The Center for Excellence in Management Education, through symposia, seminars and student involvement, focuses on recognizing and promoting effective approaches to teaching critical concepts in business and economics.
Special Thanks to the 2003 Exhibitor Sponsor
Bronze Sponsor of Monday Morning Break in Exhibits Area:

**Beta Gamma Sigma**

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

Special Thanks to the 2002-2003 AOM Exhibitor Relations Committee

**Director**
Geralyn McClure Franklin, The U. of Texas of the Permian Basin

**Associate Director**
George T. Solomon, George Washington U.

**Members**
R. Craig Bullis, United States Army War College
Shawn M. Carraher, Texas A&M U.—Commerce
Sergio D’Onofrio, George Washington U.
Susan Duffy, George Washington U.
Delaney J. Kirk, Drake U.
Janet Nixdorff, George Washington U.
Charlotte D. Sutton, Auburn U.
Ayman Tarabishy, George Washington U.
Erik Winslow, George Washington U.

*“Disdain” by Donald McCormick, U. of*
Placement Services

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

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

Position Statement on Placement Activities

The Academy expects that job candidates will not be treated differently on the basis of race, ethnicity, national origin, sex, religion, age, or disability. Questions related to those issues are inappropriate (i.e., questions on marital status, family commitments, etc.). Interviewers should also be respectful of various theoretical perspectives, teaching philosophies, and substantive domains of interest. We believe the interview areas offered by Placement Services are a very appropriate location for interviews. Additionally, interviews may be conducted in conversation areas available throughout the conference facilities. The conference hotels also offer a number of full and parlor suites that have sitting areas that may be used for interviews. The Academy of Management is concerned about providing appropriate settings for conducting interviews - settings that will accommodate candidates with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms are usually inappropriate settings for conducting recruiting interviews. If interviews must be conducted in hotel guest rooms, we offer the following suggestions: have multiple recruiters meet with each candidate; leave the guest room door ajar; ensure that the room is properly prepared to conduct interviews (i.e., beds are made, personal belongings are put away, etc.); maintain and encourage a professional demeanor by having all parties sit on chairs or sofas, wear shoes, and ask only appropriate questions; and above all, be sensitive to concerns of the other party by avoiding actions or comments that may make others uncomfortable.

Excerpt from the Academy’s Code of Ethical Conduct

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

1. It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic employment, admission, evaluation, or participation in an academic activity; or

2. The conduct has the purpose of interfering with an individual’s academic or work performance, by creating an intimidating, hostile, or otherwise unacceptable educational or work environment.

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

Director
2002-2003 Placement Committee

Mary Jo Vaughan, Mercer U.

**Assistant Director**
Douglas, Scott C., Binghamton U.

**Members**
Rashmi H. Assudani, McGill U.
Linda L. Brennan, Mercer U.
Nailin Bu, Queen’s U.
Lisa Dragni, U. of Maryland
Jim Dulebohn, Michigan State U.
Claudia J. Ferrante, United States Air Force Academy
Christian Kiewitz, U. of Dayton
Bob Kolodinsky, James Madison U.
Pamela Lieb, College of New Jersey
Elizabeth McCrea, Penn State U., Great Valley
Bonnie O’Neill, Marquette U.
Bill Price, U. of Texas, Permian Basin
William Ritchie, Florida State U.
Joanne Scillitoe, Rutgers U.
Cuthbert L. Scott III (Bert), Indiana U. Northwest
Jeffrey M. Stanton, Bowling Green U.
Charlotte Sutton, Auburn U.
Helen Takacs, Rutgers 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.

**Board of Governors Liaison**
Thomas G. Cummings, U. of Southern California

*A Topless Pyramid*, Jacob Elsenberg, Cypress International Institute of Management
# 2003 AOM Exhibitors

## Washington State Convention and Trade Center, Seattle

### Sunday, August 3 – Tuesday, August 5

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<td>Blackwell Publishing</td>
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<td>IP Publishing Ltd.</td>
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<td>Journal of Organizational and Occupational Psychology</td>
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<td>Lawrence Erlbaum Associates</td>
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## A Note to Exhibitors:

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

George T. Solomon, D.B.A.
AOM Director of Exhibitor Relations for 2004-2006
The George Washington University
Department of Management Science
Monroe Hall, Room 403
2115 G Street NW
Washington, DC 20052
Phone: 1-202-994-7375
Fax: 1-202-994-4930
E-Mail: gsolomon@gwu.edu

## AOM 2003 Exhibitor and Break Times

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<tr>
<th>Day</th>
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<tr>
<td>Sunday, August 3</td>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>10:15 a.m. - 10:45 a.m.</td>
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<td>2:45 p.m. - 3:15 p.m.</td>
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<tr>
<td>Monday, August 4</td>
<td>9:00 a.m. - 5:00 p.m.</td>
<td>10:15 a.m. - 10:45 a.m.</td>
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<td>2:45 p.m. - 3:15 p.m.</td>
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<tr>
<td>Tuesday, August 5</td>
<td>9:00 a.m. - 11:45 a.m.</td>
<td>10:15 a.m. - 10:45 a.m.</td>
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<td>3:15 p.m. - 3:45 p.m.</td>
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</table>

Exhibits are not open on Wednesday, August 6.
2003 Exhibitors Map: Washington State Convention and Trade Center, Seattle
William H. Newman Award Nominees

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the past three years. Division Program Chairs may nominate one paper for this award. The Awards Committee, under the direction of the Chair, Karen Golden-Biddle, U. of Alberta, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Mark Easterby-Smith, Lancaster U; Ann Langley, Ecole Des HEC; Karen Locke, College of William and Mary; Alan Meyer, University of Oregon; Kathleen Montgomery, U of California, Riverside; and Michael Pratt, U of Illinois. Here are this year's nominees:

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

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

**BPS**

Industry Life Cycles and their Causes
Kenneth L. Simons, Royal Holloway, U. of London

National Institutional Factors and the Persistence of Firm Performance
Balagopal Vissa, London Business School
Aya Chacar, London Business School

**CAR**

Careers, Identity and Boundaries
Michael Brocklehurst, Imperial, U. of London

**CM**

Demography and Dysfunction in Coalitional Groups: The Case of Joint Venture Management Teams
Jiatao Li, Hong Kong U. of Science and Technology
Donald C. Hambrick, Pennsylvania State U.

**CMS**

The mystery of capital – A case for moving beyond Capitalism
Latha Poonamallee, Case Western Reserve U.

**ENT**

Growth Motivation and Growth: Untangling Causal Relationships
Johan Wiklund, Stockholm School of Economics
Frederic Delmar, Stockholm School of Economics

**GDO**

Discriminatory Practices in Hiring: Institutional and Rational Economic Perspectives
Mark Harcourt, Waikato U.
Helen Lam, Athabasca U.

**HR**

Strategic Human Resource Management and Firm Performance in Taiwan
Pei-Chuan Wu, National U. of Singapore

**IM**

Initial Trust in Cross-cultural Collaborations: Formal and Informal Assurances in Canada and Japan
Oana Branzei, U. of British Columbia
Ilan Vertinsky, U. of British Columbia
Ronald Camp, U. of Regina

**MC**

Exploring Knowledge Issues in the Consulting Relationship
Gergana Todorova, Bocconi U.

**MED**

Teaching as Practice of the Knowledge Creation Process: Evolution of the Business Capstone Course
Parshotam Dass, U. of Manitoba
Michele Bowering, U. of Manitoba
Reza Karim, California State U., Fullerton

**ENT**

Effects of Internationalization on Young Firms’ Prospects for Survival and Growth
Harry J. Sapirman, U. of Minnesota
Erkko Autio, Helsinki U. of Technology
Shaker A. Zahra, Babson College

**GDO**

The Gendering of Entrepreneurial Activity within the Hairdressing Industry
Marce Veronica Boyle, Griffith U.

**HCM**

Discrepancy between Desired and Actual Work Schedule, Shiftwork and Mental Health: Chinese Nurses
Vishwanath V. Baba, McMaster U.
Xiaoyun Wang, U. of Manitoba

**HR**

Psychological Contract Alignment and Repatriation Success
Guorong Zhu, Hay Group

**IM**

Learning by Exporting: New Insights from Examining Firm Innovation
Robert Salomon, U. of Southern California
J. Myles Shaver, U. of Minnesota

**MC**

Exploring Knowledge Issues in the Consulting Relationship
Gergana Todorova, Bocconi U.

**MED**

Teaching as Practice of the Knowledge Creation Process: Evolution of the Business Capstone Course
Parshotam Dass, U. of Manitoba
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Reza Karim, California State U., Fullerton
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<th>Section</th>
<th>Title</th>
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<tbody>
<tr>
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<td></td>
<td>Paul M. Sweeney, George Washington U.</td>
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<td>Harry William Holt, George Washington U.</td>
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<tr>
<td>MH</td>
<td>Felt Fair Pay, Democracy, and Leadership within Cross-cultural Entrepreneurial Organizations</td>
<td>Shawn M. Carraher, Texas A&amp;M U.</td>
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<tr>
<td>MH</td>
<td>European Industrial Democracy Roots in the Postwar Japan Productivity Movement</td>
<td>Charles T. Tackney, Copenhagen Business School</td>
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<tr>
<td>MOC</td>
<td>A Social Exchange Model of Subordinates’ Trust in Supervisors</td>
<td>Wei Hua, U. of California, Los Angeles</td>
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<td>MOC</td>
<td>Controlled by Higher Powers: Fatalism and the Influence of Judeo-Christian and Hindu Cultures</td>
<td>Maia J Young, Stanford U.</td>
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<td>Michael Morris, Columbia U.</td>
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<td>Lilavati Krishnan, Indian Institute of Technology</td>
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<td>Murari Prasad Regmi, Tribhuvan University</td>
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<td>Estelle M Morin, HEC, Montreal</td>
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<td>Denis Cauchon, HEC, Montreal</td>
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<td>Maryse Gagnon, U. of Montreal</td>
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<td>Maw-Der Foo, National U. of Singapore</td>
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<td>Min-Hui Kwek, National U. of Singapore</td>
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<td>OCIS</td>
<td>An Efficiency and Political Perspective to ‘Make or Buy’ Decisions for Information System Functions</td>
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<td>Pamela J. Hinds, Stanford U.</td>
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<td>Exploring Collaborative Capacity in a Global Chaordic Alliance with Virtual Appreciative Inquiry</td>
<td>Stephen P. Fitzgerald, Collaborative Capacity - AI Consulting</td>
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<td>Jill Nemiro, California State Polytechnic U., Pomona</td>
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<td>Silviya Svejenova, Cranfield U.</td>
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<td>OMT</td>
<td>Adoption of Illegitimate Organizational Innovations: The Emergence of Stock Option Pay in Germany</td>
<td>Anja Christine Tuschke, U. of Passau</td>
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<td>Luca Solari, U. of Milano, Statale</td>
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<td>Stanislav D. Dobree, U. of Chicago</td>
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<td>The Role of the Press in the Legitimization of Environmental Standards</td>
<td>Diego Rinallo, Bocconi U.</td>
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<td>William Q. Judge, U. of Tennessee, Knoxville</td>
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<td>Detelin S. Elenkov, U. of Tennessee, Knoxville</td>
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<td>John Benington, Warwick U.</td>
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<td>Content Analysis in Management Research: A Review of the Literature from 1980 to 2001</td>
<td>Vincent Jean Marie Durian, ITAM, Mexico</td>
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<td>Rhonda K. Reger, U. of Maryland, College Park</td>
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<td>Laura Pincus Hartman, DePaul U.</td>
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<td>OCIS</td>
<td>The Effects of External Relationships on Innovative Activities within Firms</td>
<td>James Robins, City U., Hong Kong</td>
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<td>Kwaku Atuahene-Gima, City U., Hong Kong</td>
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<td>TIM</td>
<td>Integrating Virtual Infrastructures: A Sociometry of the Cuban National Healthcare System</td>
<td>Ann Séror, Université Laval</td>
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The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

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

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- 85 Countries Represented
- 24 Divisions and Interest Groups
- 7 Regional Affiliates (Eastern, Midwest, Western, Southern, Southwest, Iberoamerican, Asia)

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OM  Janet L. Hartley, Bowling Green State U.
OMT  Joel Baum, U. of Toronto
ODC  Chris Worley, Pepperdine U.
OB  Allen Bluedorn, U. of Missouri
OCIS  V. Sambamurthy, Michigan State U.
ONE  Sanjay Sharma, Wilfrid Laurier u.
PNP  Laurie N. DiPadova, Northern Kentucky U.
RM  Terri A. Scandura, U. of Miami
SIM  Lawrence J. Lad, Butler U.
TIM  Raghu Garud, New York U.

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

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

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

Section A 38
### Academy of Management Past Presidents

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Institution</th>
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<tbody>
<tr>
<td>2001-2002</td>
<td>Bartunek, Jean M.</td>
<td>Boston College</td>
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<td>2000-2001</td>
<td>Van de Ven, Andrew H.</td>
<td>U. of Minnesota</td>
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<td>1999-2000</td>
<td>Whetten, David A.</td>
<td>Brigham Young U.</td>
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<tr>
<td>1998-1999</td>
<td>Huff, Anne S.</td>
<td>London Business School</td>
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<tr>
<td>1996-1997</td>
<td>Hitt, Michael A.</td>
<td>Arizona St U-Main Campus</td>
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<td>1994-1995</td>
<td>Von Glinow, Mary Ann Y.</td>
<td>Florida Int Univ</td>
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<tr>
<td>1990-1991</td>
<td>Beyer, Janice M. (deceased)</td>
<td>Univ. Of Texas At Austin</td>
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<tr>
<td>1989-1990</td>
<td>Kerr, Steven (deceased)</td>
<td>Goldman Sachs, Inc.</td>
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<tr>
<td>1987-1988</td>
<td>Hellriegel, Don</td>
<td>Texas A&amp;M U.</td>
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<tr>
<td>1985-1986</td>
<td>Luthans, Fred</td>
<td>U. of Nebraska</td>
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<td>1984-1985</td>
<td>Bartol, Kathryn M.</td>
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<tr>
<td>1982-1983</td>
<td>Duncan, Robert B.</td>
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<td>1981-1982</td>
<td>Wortman, Max</td>
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<td>1979-1980</td>
<td>Glueck, William F.</td>
<td>U. of Georgia</td>
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<td>1978-1979</td>
<td>Fledger, Rosemary</td>
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<td>1977-1978</td>
<td>Miner, John B.</td>
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<td>1975-1976</td>
<td>Vance, Stanley C.</td>
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<td>1974-1975</td>
<td>Hicks, Herbert G.</td>
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<td>1973-1974</td>
<td>Porter, Lyman W.</td>
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<td>1971-1972</td>
<td>Steiner, George A.</td>
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<td>1936-1940</td>
<td>Jamison, Charles L. (deceased)</td>
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2003 Academy of Management Meeting Statistics

Table 1: 2003 Submissions by Division/Interest Group
Numbers reflect those submissions that were checked in and sent for review. In many cases, symposia were sent to multiple sponsors.

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Totals: 3153 539

Table 2: 2003 Sessions & Participants
Sessions by Type

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All Sessions 1197

Table 3: Affiliations with 30+ Program Participants
Based on self-identified statistics. Data may be incomplete.

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

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Section A 40
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<td>9:30</td>
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<td>SH: Room 412 &amp; Boardroom</td>
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<tr>
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### Friday Afternoon, August 1, 2003

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<tr>
<th>Time</th>
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<tr>
<td>1:00</td>
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<tr>
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<td>18 MSR: Long Lasting Lean</td>
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<tr>
<td>2:00</td>
<td>26 MSR: Work as Calling</td>
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<td>32 MSR/HR/OB: Change from the Inside Out</td>
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<td>HY: Menzies Suite</td>
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<td>17 MH/MED/PNP: Case Method Teaching</td>
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<td>11 GDO: Hidden Identities Incubator</td>
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<td>7 CAR: Project Management of Careers</td>
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<td>OS: Ocean Kayaking</td>
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<td>IM: IMD Adventure</td>
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<td>9:00</td>
<td>OS: Starbucks</td>
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<td>29 ENT/PTC: Tech Commercial Workshop</td>
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<td>27 ENT/PNP/PTC: Entr Mgt in Not for Profit</td>
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## Conference Program Guide - Friday

### Friday Evening, August 1, 2003

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<tr>
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<td><strong>HY: Washington</strong>&lt;br&gt;CAR: Project Management</td>
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<tr>
<td>5:30</td>
<td><strong>OS: Local Restaurant</strong>&lt;br&gt;49 ENT: Doctoral Consortium Dinner</td>
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<td><strong>SH: Aspen Room</strong>&lt;br&gt;46 OB/OMT: OB/OMT Junior Faculty Workshop</td>
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<td><strong>SH: Cedar Room</strong>&lt;br&gt;45 MED/RM: Teaching Research Methods</td>
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<td><strong>SH: Cirrus Ballroom</strong>&lt;br&gt;40 PS/MED/ODC: Action Research Workshop I</td>
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<td><strong>SH: Douglas Room</strong>&lt;br&gt;37 MED: MED Welcome Reception</td>
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<td><strong>SH: East Room A</strong>&lt;br&gt;36 MC: Process Management</td>
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<td><strong>WE: Fifth Avenue</strong>&lt;br&gt;45 MED/HR/MC/ODC/PNP: Case Method With A Twist or</td>
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<td><strong>WE: Olympic</strong>&lt;br&gt;48 ODC: International Reception</td>
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<td><strong>WE: St. Helens</strong>&lt;br&gt;48 ODC: International Reception</td>
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<td><strong>WE: Vashon</strong>&lt;br&gt;43 IM: Welcome to IM Division</td>
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<td><strong>WE: Vashon II</strong>&lt;br&gt;49 ENT: Entrepreneurship Doctor</td>
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<td><strong>WE: Whitbey</strong>&lt;br&gt;51 IM: Dinner with IMD EC</td>
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<td><strong>HY: Sealth</strong>&lt;br&gt;40 MSR: Introduction to</td>
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Start & End Times Are Approximate. See Section D - Session Details for exact times.
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## Conference Program Guide - Saturday

### Saturday Morning, August 2, 2003 (continued)

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<td>88 BPS/OMT: Coping with Limited Resources</td>
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## Saturday Afternoon, August 2, 2003

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<td>HY: Chinook</td>
<td>167 CAM: Human Relations Meeting</td>
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<td>HY: Seattle</td>
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<td>HY: Sherman</td>
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<td>HY: Stevens</td>
<td>135 PNP: Data Mining as a Service</td>
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<td>HY: Tolmie</td>
<td>155 PNP: Doctoral Consortium I</td>
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<td>HY: Washington</td>
<td>133 PNP: Junior Faculty Consortium</td>
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<td>RL: Emerald 3</td>
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<td>177 OB: Conversations with OB</td>
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<td>SH: Cirrus Ballroom</td>
<td>187 MED: The Leadership</td>
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<td>136 RM: Ask the Qualitative Experts</td>
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<td>SH: Room 418</td>
<td>160 MC: Consulting and Academia</td>
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<td>SH: Room 424</td>
<td>146 MC: Executive Coaching</td>
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*Start & End Times Are Approximate. See Section D - Session Details for exact times.*
## Saturday afternoon, August 2, 2003 (continued)

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<td>CC: South Lobby</td>
<td>128 AAC: Membership</td>
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<td>WE: Adams</td>
<td>147 MOC/ENT: Cognition and Entrepreneurship</td>
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<td>165 OM/MED: Reality of Distance Education</td>
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<td>145 HR/JO: Personal/Career Transitions</td>
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<td>152 OMC/PTC: Changing Organization Design</td>
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<td>WE: Whidbey</td>
<td>142 HCM: Bioterrorism and HCM</td>
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Sections: A, B, C, D, E

### Saturday Evening, August 2, 2003

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<td>HY: Menzies Suite</td>
<td>IAM: IAM Business Meeting</td>
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<td>HY: Seafair</td>
<td>CAR: Project Management of</td>
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<td>5:00</td>
<td>HY: Sherman</td>
<td>IAM: Management in Latin</td>
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<td>5:00</td>
<td>HY: Tolmie</td>
<td>PNP: Doctoral Consortium I</td>
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<td>HY: Washington</td>
<td>PNP: Junior Faculty Consortium</td>
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# Conference Program Guide - Sunday

**Sunday Morning, August 3, 2003**

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**Section B**
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- CC: 618
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- CC: South Lobby - Registration
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- WE: Baker
- WE: Blakely
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- WE: Cascade 1 (C)
- WE: Cascade 2
- WE: Deluxe Suite 4041
- WE: Elliott Bay
- WE: Fifth Avenue
- WE: Grand Crescent
- WE: Olympic
- WE: Orcas
- WE: St. Helens
- WE: Stuart
- WE: Vashon
- WE: Whidbey

**8:00**
- **272** OMT: OMT Dissertation Workshop
- **273** OMT/MOC/TIM/ODC: Constructing Knowledge: AOM
- **234** HR: HR Doctoral Student Consortium
- **MED**: E-Media in Management
- **283** IM/ITC: Expanding the Borders
- **260** AAC: Membership
- **261** AAC: Registration
- **248** BPS: International Strategy
- **257** BPS/OMT: BPS Dissertation Workshop
- **232** HCM: International HCM and Policy
- **288** OM/TIM: Initiating research cross-over
- **294** AAC: Southern AOM Officers
- **295** AAC: Southwest AOM Officers
- **279** AAC: AME Writers Workshop
- **296** AAC: People of Color Committee
- **252** MOC: Cognition in the Rough VI
- **303** HCM: Sustainable Research
- **228** BPS/OMT: Leadership and Governance
- **297** AAC: Western AOM Officers
- **287** OM/ONE: Service, Quality, Environment
- **BPS**: BPS Doctoral Consortium
- **243** OM: Service Research Applications
- **227** BPS: BPS New Faculty Consortium
- **264** BPS/ENT/IM: Emerging Markets
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**Sunday Afternoon, August 3, 2003**

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### Sunday Evening, August 3, 2003

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<td>AA: All Academy Reception</td>
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<td>6:00</td>
<td>AA: Chinese Lion Dance</td>
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<td>AA: The Fringe Cafe</td>
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<td>7:00</td>
<td>GDO: LGBT &amp; Friends Reception</td>
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Start & End Times Are Approximate. See Section D - Session Details for exact times.
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<td>477 GDO/CM/SIM: Gender and</td>
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**Monday Morning, August 4, 2003**

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Section B

52
### Monday Morning, August 4, 2003 (continued)

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**Section B**

Start & End Times Are Approximate. See Section D - Session Details for exact times.
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## Tuesday Morning, August 5, 2003 (continued)

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## Tuesday Afternoon, August 5, 2003 (continued)

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*Start & End Times Are Approximate. See Section D - Session Details for exact times.*
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<td>HY: Cayuse</td>
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<td>SIM: SIM Social &amp; BC Best Paper</td>
<td>OS: Safeco Field</td>
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**Tuesday Evening, August 5, 2003**

**HY:** Blewett Suite  
**HY:** Cayuse  
**HY:** Washington  
**OS:** Safeco Field  
**OS:** The Seattle Aquarium  
**RL:** Bainbridge  
**RL:** San Juan  
**RL:** Whidbey  
**SH:** Aspen Room  
**SH:** Cedar Room  
**SH:** Cirrus Ballroom  
**SH:** Juniper Room  
**SH:** Pre-Function Area  
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**CC:** 611/612  
**CC:** 618  
**WE:** Elliott Bay  
**WE:** Olympic
# Conference Program Guide - Wednesday

## Wednesday Morning, August 6, 2003

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<tr>
<td>8:00</td>
<td>1113 MH: Businesses</td>
<td>1095 OB: Social Networks</td>
<td>1130 IM: The IM Network</td>
<td>1102 OMT/BPS: Resource Dependence Theory</td>
<td>1073 IM/OB/CM: Deviance Across Cultures</td>
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<td>8:30</td>
<td>1115 MSR: Spiritually Based Models</td>
<td>1110 IM: Int’l Joint Venture Research</td>
<td>1109 AAC: Seattle 2003, LAC</td>
<td>1106 SIM: Strategic Aspects</td>
<td>1114 MOC: Knowledge</td>
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<td>9:00</td>
<td>1135 MSR/CMS: Critters and Converts</td>
<td>1111 IM: Expatriate Effectiveness</td>
<td>1108 AAC: Membership</td>
<td>1107 SIM: Strategic Aspects</td>
<td>1114 MOC: Knowledge</td>
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<td>1103 PNP: Trust, Stress, Social Change</td>
<td>1112 IM: Evolution in MNCs</td>
<td>1109 AAC: Registration</td>
<td>1089 GDO/OB/CM: Gender &amp; Org’l Processes</td>
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<td>1108 OCIS/POB: Coordination Distributed Teams</td>
<td>1128 HR/OMT/GDO: Family-Friendly</td>
<td>1108 AAC: Membership</td>
<td>1074 BPS: Relationships</td>
<td>1117 BPS: Multi-National Enterprises</td>
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<td>1148 TIM/ENT/BPS: Corporations and</td>
<td>1130 IM: The IM Network</td>
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<td>1074 BPS: Relationships</td>
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### Section B

- **AAC: Seattle 2003, LAC**
- **IM: Member Program**
- **HY: Stevens**
- **RL: Bainbridge**
- **RL: Orcas**
- **RL: San Juan**
- **SH: Aspen Room**
- **SH: Cedar Room**
- **SH: East Room A**
- **SH: East Room B**
- **SH: Juniper Room**
- **SH: Room 424**
- **SH: Room 428**
- **SH: West Room A**
- **CC: 203**
- **CC: 206**
- **CC: 211**
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- **CC: 213**
- **CC: 304**
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- **CC: 614**
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- **CC: 617**
- **CC: 618**
- **CC: 619/620**
- **CC: South Lobby**
- **CC: South Lobby - Registration**
- **CC: South Lobby**
- **WE: Cascade 1 (A)**
- **WE: Cascade 1 (B)**
- **WE: Cascade 1 (C)**
- **WE: Deluxe Suite 4041**
- **WE: Elliott Bay**
- **WE: Grand Crescent**
- **WE: Olympic**
- **WE: St. Helens**
- **WE: Vashon I**
- **WE: Vashon II**
- **WE: Whidbey**

**Section B**: 62
# Conference Program Guide - Wednesday

**Wednesday Afternoon, August 6, 2003**

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<td>1152 MED: Adding Value in Mgt Education</td>
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</table>
# Conference Activities & Meetings

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

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tr>
<td>Sat</td>
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<td>167</td>
<td>HY:Chinook</td>
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<td>310</td>
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<td>WE:Olympic</td>
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<td>314</td>
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<td>1060</td>
<td>CC:611/612</td>
<td>Human Relations Reception</td>
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</table>
## Academy/Affiliate Activities and Committees

Program Chair: Denise M. Rousseau, Carnegie Mellon U.
Program Coordinator: Andrea Rivero-Dabós, Carnegie Mellon U.
Professional Development Workshop Chair: Thomas G. Cummings, U. of Southern California
Professional Development Workshop Coordinator: Yolanda Jones, U. of Southern California
Local Arrangements Chair: Barbara Parker, Seattle U.

Asia Academy of Management: Eric W. K. Tsang, Wayne State U.
Iberoamerican Academy of Management: Rita Campos Cunha, U. Nova de Lisboa
International Theme Committee: Flemming Poulfelt, Copenhagen Business School
Practitioner Series / Action Research Community: Rupert F. Chisholm Jr., Pennsylvania State U.
Practice Theme Committee: David Jamieson, Pepperdine U.
Mentoring Committee: Joycelyn Finley-Hervey, Florida A&M U.
New Doctoral Student Consortium: Tyrone S. Pitsis, University of Technology, Sydney
Teaching Theme Committee: Joan Weiner, Drexel U.

<table>
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### Caucuses

**Caucuses Chair:** Daniel Z. Levin, Rutgers U.

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# Academy Arts: Democracy in a Knowledge Economy

Program Chair: Mark Pruett, Appalachian State U.

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<td>WE:Grand Crescent</td>
<td>Alliances and Knowledge Flows</td>
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<td>WE:Vashon I</td>
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<td>WE:Vashon II</td>
<td>Who are the &quot;Upper Echelons&quot;?</td>
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<td>526</td>
<td>CC:211</td>
<td>SIT: Top Management &amp; Teams</td>
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12:20pm
537 CC:4A Exhibit Hall/BPS Decisions, Risk, Uncertainty
538 CC:4A Exhibit Hall/BPS1 Knowledge-Based Strategies
539 WE:Cascade 1 (A) Shareholder, Stakeholder Value
540 WE:Cascade 1 (B) Strategic Groups, Clusters
541 WE:Vashon I Real Options
542 WE:Vashon II Linkages in Innovation
543 CC:619/620 SHCS: Geographic Strategies
544 CC:611/612 SHCS: Modular Emergence?
545 WE:Elliott Bay JS: Learning in Alliances
549 CC:201 Table 1 IP: Specificity and Human Capital
571 CC:604 Table 2 IP: Strategic Entrepreneurship
587 CC:602/603 SHCS: Institutional Change

2:30pm
609 CC:4A Exhibit Hall/BPS Strategy at the Top
610 WE:Cascade 1 (A) Ownership Form, Firm Performance
611 WE:Cascade 1 (B) Competitive Dynamics
612 WE:Elliott Bay Dynamic Resource-Based Theory?
613 WE:Vashon I Strategy and Social Concerns
614 WE:Vashon II Diversification
630 CC:201 Table 1 IP: Strategic Formation
631 CC:201 Table 2 IP: Innovation and Networks
632 CC:201 Table 3 IP: Sourcing and Governance
635 CC:204 Table 3 IP: Acquisition Performance

4:10pm
678 CC:4A Exhibit Hall/BPS Strategic Alliances
679 WE:Cascade 1 (A) Alliances and Acquisitions
680 WE:Cascade 1 (B) Capabilities, Transaction Cost
681 WE:Vashon I Venture Capital
682 WE:Vashon II Technology Change/Innovation
683 CC:609/610 SHCS: 10 Year Hambrick Retrospective
684 WE:Elliott Bay JS: Governing Information Commons
702 CC:204 Table 1 IP: Strategic Decision Making
735 CC:210 SIT: Mergers and Acquisitions

5:30pm
738 WE:Elliott Bay Mid Career Network

Tue 8:30am
769 WE:Cascade 1 (A) Competitive Advantage
770 WE:Cascade 1 (B) Knowledge Management
771 WE:Vashon I Alliance Experience
772 WE:Vashon II Market Entry
773 WE:Elliott Bay JS: The Small Worlds of Technology
791 CC:201 Table 1 IP: Competitive Environments
794 CC:204 Table 1 IP: Resource Acquisition
796 CC:204 Table 3 IP: CEO Power and Compensation
815 CC:602/603 SHCS: Marketing and Public Agencies
818 CC:205 SIT: Organizational Networks
820 CC:211 SIT: Compensation and Incentives

10:30am
835 CC:4A Exhibit Hall/BPS Strategy and Firm Performance
836 CC:4A Exhibit Hall/BPS1 Resources and Capabilities
837 WE:Cascade 1 (A) Strategy Turbulent Environment
838 WE:Cascade 1 (B) Strategy in Multi-Business
839 WE:Vashon I Alliance Coalitions, Networks
840 WE:Vashon II Corporate Governance, Agency
842 WE:Elliott Bay JS: Know Trans & Firm Life Cycle
859 CC:201 Table 1 IP: Market Entry Strategies
863 CC:204 Table 1 IP: Strategy and Middle Management
876 CC:602/603 SHCS: Newman/Ansoff Reception
899 CC:211 SIT: Technology Management
841 CC:2B JS: Knowledge Exchange/Org Bounds
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<td>911 CC:4A Exhibit Hall/BPS1</td>
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<td>912 WE: Cascade 1 (A)</td>
<td>Learning, Forgetting, Knowing</td>
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<td>913 WE: Cascade 1 (B)</td>
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<td>914 WE: Vashon I</td>
<td>Dynamics, Structure, Alliance</td>
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<td>915 WE: Vashon II</td>
<td>Innovation, Technology Adoption</td>
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<td>916 CC: 609/610</td>
<td>SHCS: Governance and Performance</td>
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<td>IP: Stakeholders and Governance</td>
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<td>940 CC: 204 Table 2</td>
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<td>943 CC: 303 Table 1</td>
<td>IP: Turnover and Change</td>
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<td>946 CC: 604 Table 1</td>
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<td>971 CC: 205</td>
<td>SIT: Institutional Perspectives</td>
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| 4:10pm| 979 CC: 4A Exhibit Hall/BPS               | Org Decision Processes|
|       | 980 CC: 4A Exhibit Hall/BPS1             | Functional Strategies|
|       | 981 WE: Cascade 1 (A)                    | E-Commerce Strategy|
|       | 982 WE: Cascade 1 (B)                    | Resources, Growth, Survival|
|       | 983 WE: Elliott Bay                      | BPS Outstanding Educator|
|       | 984 WE: Vashon I                         | Vertical Integration Strategy|
|       | 985 WE: Vashon II                        | Compensation and Governance|
|       | 1004 CC: 609/610                         | SHCS: Evolution of New Venture TMTs|
|       | 1040 CC: 205                             | SIT: Global Management|
|       | 1041 CC: 210                             | SIT: Corruption and Fraud|

| 5:30pm| 1047 WE: Elliott Bay                     | BPS Business Meeting|
| 6:30pm| 1059 WE: Elliott Bay                     | BPS Social Hour|

**Wed 8:30am**

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<td>1119 WE: Vashon I</td>
<td>R-B Perspectives, Performance</td>
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<td>Equity-Based Incentives</td>
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<td>1121 WE: Elliott Bay</td>
<td>JS: Corporate Governance Failures</td>
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<td>1132 CC: 609/610</td>
<td>SHCS: Dialogue between RBV and IM</td>
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<td>1148 CC: 602/603</td>
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<td>1150 WE: Cascade 1 (A)</td>
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<td>1151 WE: Cascade 1 (B)</td>
<td>Knowledge Transfer and Change</td>
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<td>1160 CC: 205</td>
<td>SIT: Determining Performance</td>
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Business Policy and Strategy

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Michael H. Lubatkin, U. of Connecticut and EM Lyon
# Careers

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

<table>
<thead>
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<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<td>Fri</td>
<td>1:00pm</td>
<td>7</td>
<td>HY:Washington</td>
<td>Project Management of Careers</td>
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<td>7:00am</td>
<td>53</td>
<td>OS:Outdoors, North Seattle</td>
<td>Fly High - Challenge by Choice</td>
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<td>63</td>
<td>WE:Baker</td>
<td>Project Management of Careers</td>
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<td>112</td>
<td>SH:Room 426</td>
<td>SPDW: Technology &amp; New Ed Experience</td>
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<td>122</td>
<td>CC:620</td>
<td>Careers at Smaller Schools</td>
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<td>175</td>
<td>WE:Orcas</td>
<td>SPDW: Mentoring Tools and Techniques</td>
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<td>Sat</td>
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<td>RL:San Juan</td>
<td>SPDW: Careers in N.A. for Non-N.A.s</td>
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<td>CC:605</td>
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<td>RL:Whidbey</td>
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<td>RL:Bainbridge</td>
<td>Collaboration Across Borders</td>
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<td>382</td>
<td>RL:Bainbridge</td>
<td>JS: Perspectives on Career Success</td>
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<td>CC:303 Table 1</td>
<td>IP: Careers and Boundaries</td>
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<td>IP: Empowerment and Autonomy</td>
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<td>CC:604 Table 3</td>
<td>IP: Gender and Careers</td>
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<td>10:40am</td>
<td>469</td>
<td>RL:San Juan</td>
<td>Career Identities</td>
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<td>477</td>
<td>RL:Bainbridge</td>
<td>JS: Gender and Organization</td>
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<td>485</td>
<td>CC:201 Table 1</td>
<td>IP: Traits and Performance</td>
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<td>CC:204 Table 2</td>
<td>IP: Commitment and Turnover</td>
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### Careers Acknowledgements

The CAR Division Thanks its 122 Reviewers along with Other Special Friends

Susan M. Adams, Bentley College
Ray Aldag, U. of Wisconsin, Madison
Yochanan Altman, London Metropolitan U.
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Allan Bird, U. of Sheffield
James Campbell Quick U. of Texas at Arlington
Lotte Bailyn Massachusetts Inst Tech
Gedaliahu H. Harel - In Memoriam

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

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

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

<table>
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<td>104</td>
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The CM Division Thanks its 73 Reviewers along with Other Special Friends

Wendi Lyn Adair, Cornell U.
Bruce Barry, Vanderbilt U.
Zoe Barsness, U. of Washington
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Sophie Leroy, New York U.
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The CMS Division Thanks its 76 Reviewers along with Other Special Friends

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Hugh Willmott, Cambridge U.
Jill Woodilla, Sacred Heart U.
Esther Wyss, Case Western Reserve U.
## Entrepreneurship

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

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Section C
Entrepreneurship

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       692  CC:602/603  SHCS: Gender and Entrepreneurship
       700  CC:201 Table 3  IP: Internet Transactions
       735  CC:210  SIT: Mergers and Acquisitions

5:30pm  741  CC:615/616  ENT Division Business Meeting

7:00pm  762  CC:615/616  ENT Reception

Tue  8:30am  777  CC:203  Venture Capital
       778  CC:213  International Entrepreneurship
       819  CC:210  SIT: International Management
       820  CC:211  SIT: Compensation and Incentives

10:30am  847  CC:203  VC/Entrepreneur Interaction
         848  CC:213  Emerging Economies
         862  CC:201 Table 4  IP: Entrepreneurship and Behavior
         864  CC:204 Table 2  IP: Entrepreneurial Challenges
         865  CC:204 Table 3  IP: Risk Assessment
         868  CC:303 Table 2  IP: Start-Up Growth

2:30pm  923  CC:203  New Firm Founding
         924  CC:213  Ent Research
         942  CC:204 Table 4  IP: Non-Profit Governance
         944  CC:303 Table 2  IP: Opportunity Recognition
         945  CC:303 Table 3  IP: Governance and IPOs
         947  CC:604 Table 2  IP: Venture Capital and Start-Ups

4:10pm  1002  CC:203  Once the Fools Have Rushed In
         1003  CC:213  Technology Transfer
         1004  CC:609/610  SHCS: Evolution of New Venture TMTs

Wed  8:30am  1086  CC:203  Governance
         1087  CC:213  Industry Factors and Growth

10:40am  1123  CC:203  Corporate Entrepreneurship
         1124  CC:213  Harvest/Exit
         1147  CC:205  SIT: Motivation in the Classroom
         1148  CC:602/603  SHCS: Corporations and New Ventures

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Dingjun Ge, U. of Illinois at Urbana
Gerard George, U. of Wisconsin - Madison

93 Section C
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## Gender and Diversity in Organizations

### The GDO Division Thanks its 120 Reviewers along with Other Special Friends

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- Kelly Dye, St. Mary's U.
- Christina Eggert, Southern Connecticut State U.
- Hillary Anger Elfenbein, Harvard U.
- Ronel Erwee, U. of Southern Queensland
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- Chastity DeGuzman
- Ankur Desai
- Dawn Ferguson
- Andrea Henne
- Art Segura
- John Cox
- Maia S. Ferdman
- Yoel S. Ferdman
- Andrea F. Szulik

---

Section C 96
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<td>89</td>
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Health Care Management Acknowledgements

The HCM Division Thanks its 110 Reviewers along with Other Special Friends

Judith Alexander, U. of South Carolina
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**Human Resources Acknowledgements**

*The HR Division Thanks its 271 Reviewers along with Other Special Friends*

- Michael Abelson, Texas A&M U.
- Cheryl Adkins, Longwood U.
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- Forrest Aven, U.of Houston-Downtown
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- Gayle Baugh, West Florida
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- Stephen Deery, King’s College
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- Sandy Fisher, Clarkson U.
- Marty Fogelman, U. at Albany
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- Dwight Frink, U. of Mississippi
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- Shanan Gibson, East Carolina U.
- Brad Gilbreath, Indiana U./Purdue U. at Fort Wayne
- Antonia Girardi, Murdoch U.
- Kay Glasgow, Southwest Texas State U.
- Caren Goldberg, George Washington U.
- Timothy Golden, Rensselaer Polytechnic Institute
- Laurel Goulet, U.S. Coast Guard Academy
- Mary Gowen, George Washington U.
- David Gray, U. of Texas
- Donna Greenwood, The Executive Planning Group
- Gary Greguras, Louisiana State U.
- Martin Greller, U. of Wyoming
- Melissa Grays, Washington State U.
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**Section C**
International Management Acknowledgements

The IM Division Thanks its 214 Reviewers along with Other Special Friends

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Annette Halpin, Arcadia U.
Sassan Halpin, Arcadia U.
Paul Palugod, Arcadia U.
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Management Consulting Acknowledgements

The MC Division Thanks its 63 Reviewers along with Other Special Friends

Geraldine Kisiel, AK Research & Training
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Jeffrey Kerr, U. of Miami
Michel Peron, U. of Paris
Larry Greiner, U. of Southern California
Brian Peach, U. of West Florida
Leon de Caluwe, Vrije U.
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<td>Adding Value in Mgt Education</td>
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Management Education and Development

Acknowledgements
The MED Division Thanks its 101 Reviewers along with Other Special Friends

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Management History

Program Chair: Michele A. Govekar, Ohio Northern U.
Professional Development Workshop Chair: Franz T. Lohrke, U. of Alabama

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Management History Acknowledgements

The MH Division Thanks its 58 Reviewers along with Other Special Friends

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## Management Spirituality and Religion

**Program Chair:** Marjolein Lips-Wiersma, U. of Canterbury  
**Professional Development Workshop Chair:** David C. Trott, St. Edwards U.

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</tbody>
</table>
Management Spirituality and Religion

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The MSR Division Thanks its 64 Reviewers along with Other Special Friends

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Catharyn Baird, Regis U.
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# Managerial and Organizational Cognition

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

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Managerial and Organizational Cognition

Acknowledgements

The MOC Division Thanks its 124 Reviewers along with Other Special Friends

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Yan Xu, U. ofSouthern California
Linda Dunn-Jensen
Elizabeth Boyle
Andrea Casey
Pam Barr
Theresa Lant
## Operations Management

Program Chair: Morgan Swink, Michigan State U.
Professional Development Workshop Chair: Rebecca Duray, U. of Colorado, Colorado Springs

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### Operation Management Acknowledgements

*The OM Division Thanks its 51 Reviewers along with Other Special Friends*

Anne Banks Pidduck, U. of Waterloo
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Ken Boyer, Michigan State U.
## Organization and Management Theory

**Program Chair:** Tina Dacin, Queen's U.

**Professional Development Workshop Chair:** Pamela R. Haunschild, U. of Texas, Austin

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Organization and Management Theory Acknowledgements

The OMT Division Thanks its 344 Reviewers along with Other Special Friends

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Giuseppe Labianca, Emory U.
Rodney Lacey, U. of Florida
Kevin LaFrance, US Army Graduate Program
Kai Lamertz, Concordia U.
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<td>1160 CC:205</td>
<td>SIT: Determining Performance</td>
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</table>
Organization Development and Change

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Dale Zand, New York U.
Jacoba Lilius
Dianne Haft
Paula Kopka
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Organizational Behavior Acknowledgements

The OB Division Thanks its 364 Reviewers along with Other Special Friends

Michael Abelson, Texas A&M U.
F. Pinar Acar, Dept of Business Admin
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Rich Arvey, U. of Minnesota
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Xiao-Ping Chen, U. of Washington Business School
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Ho Beng Chia, National U. of Singapore
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Connie Fuller, AG Communication Systems
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Connie Fuller, AG Communication Systems
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Sharyn Gardner, U. of Illinois at Chicago
Joanne H. Gavin, Marist College
Sharyn Gardner, U. Maryland
Marylene Gagne, Concordia U.
### Organizational Communication and Information Systems

**Program Chair:** Laurie J. Kirsch, U. of Pittsburgh  
**Professional Development Workshop Chair:** Ann Majchrzak, U. of Southern California

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<td>Impacts of Technology Usage</td>
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</table>
Organizational Communication and Information Systems

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Ilze Zigurs, U. of Nebraska, Omaha
Robert Zmud, U. of Oklahoma

Section C 132
### Organizations and the Natural Environment

**Program Chair:** Michael V. Russo, U. of Oregon  
**Professional Development Workshop Chair:** Mark Cordano, Ithaca College

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</table>
Organizations and the Natural Environment

Acknowledgements

The ONE Division Thanks its 65 Reviewers along with Other Special Friends

Lynne Andersson, Temple U.
Bobby Banerjee, U. of South Australia
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## Public and Nonprofit Conference

**Program Chair:** Ralph S. Brower, Florida State U.

**Professional Development Workshop Chair:** Donijo Robbins, Grand Valley State U.

<table>
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<td>SH:Room 418</td>
<td>SPDW: Social Entrepreneurship</td>
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Public and Nonprofit Acknowledgements

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## Research Methods

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

<table>
<thead>
<tr>
<th>Day</th>
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<th>#</th>
<th>Location</th>
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<td>Moderator/Interaction Analysis</td>
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<td>JS: Changing Nature of Performance</td>
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Research Methods

The RM Division Thanks its 120 Reviewers along with Other Special Friends

Herman Aguinis, U. of Colorado-Denver
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# Social Issues in Management

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

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Social Issues in Management

Social Issues in Management Acknowledgements

The SIM Division Thanks its 138 Reviewers along with Other Special Friends

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Section C 140
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<td>1045</td>
<td>CC: 4A Exhibit Hall/TIM</td>
<td>Communicating Innovations</td>
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<td>1046</td>
<td>CC: 613</td>
<td>Knowledge and Technology Flows</td>
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<tr>
<td>Wed</td>
<td>8:30am</td>
<td>1081</td>
<td>CC: 619/620</td>
<td>SHCS: Unlocking Strategy Creation</td>
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<td>1106</td>
<td>CC: 206</td>
<td>Network Organization Forms</td>
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<td>10:40am</td>
<td>1129</td>
<td>CC: 611/612</td>
<td>SHCS: IT Careers and Org Learning</td>
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<td>1148</td>
<td>CC: 602/603</td>
<td>SHCS: Corporations and New Ventures</td>
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<td>Rodney Walter, Jr., Western Illinois U.</td>
<td>Technology and Innovation Management</td>
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<td>Tom Wamalwa, Capella U.</td>
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<td>Ping Wang, U. of California, Los Angeles</td>
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<td>Nazli Wasti, Middle East Technical U.</td>
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<td>Marc Wegberg, Maastricht U.</td>
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<td>Yinghong Wei, U. of North Carolina, Chapel Hill</td>
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<td>Jerry Wellman, San Jose State U.</td>
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<td>George Westerman, MIT</td>
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<td>Kathleen Wheatley, U. of Tennessee, Chattanooga</td>
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<td>Jaana Woiceshyn, Haskayne School of Business</td>
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<td>Frederick Wolf, ATOFINA Chemicals, INC.</td>
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<td>Yen-Chun Wu, National Kaohsiung First U. of Science &amp; Technology</td>
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<td>Xuanli Xie, U. of North Carolina at Chapel Hill</td>
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<td>Susan Yager, SIU Edwardsville</td>
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<td>Beiqing (Emery) Yao, U. of Pittsburgh</td>
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<td>Sai Yayavaram, U. of Texas at Austin</td>
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<td>Tien Hua Yim-Teo, Nanyang Technological U.</td>
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<td>Billie Zirger, U. of Cincinnati</td>
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<td>Michael Fern, U. of North Carolina</td>
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<td>Asda Chintakananda, U. of North Carolina</td>
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<td>Ted London, U. of North Carolina</td>
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<td>Matthew McMichaels, U. of North Carolina</td>
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<td>Rebecca Walters, U. of North Carolina</td>
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Panelist will argue their position for or against leadership and entrepreneurship.


Moderator: Ayman Tarabishy, George Washington U.

9: (ENT) Interconnections between Entrepreneurship and Family Business: Building a Common Research Agenda
1:00pm - 2:30pm Westin Hotel: St. Helens
Understand the interconnections of current research in both entrepreneurship and family research.
Organizer: Ramona Heck, Baruch College
Presenters: William B. Gartner, U. of Southern California; Joseph H Astrachan, Kennesaw State U; Joseph H Astrachan, Kennesaw State U

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

Chair: Susan Vinnicombe, Cranfield U.
Presenters: Anne Huff, Cranfield U.; Celia Virginia Harquail, U. of Virginia

11: (GDO) Theorizing About Hidden Identities in the Workplace: A Research Incubator
1:00pm - 6:00pm Grand Hyatt Seattle: Stevens
Pre-registration is required. Please contact Susan Kirby at sk10@swt.edu or at 512-245-3309.

Chairs: Susan L. Kirby, Southwest Texas State U.; Joy E. Beatty, Boston College
Presenters: Judith A. Clair, Boston College; Kathleen Duncan, U. of La Verne; Tammy MacLean, Suffolk U.; Donna Chrobot-Mason, U. of Colorado, Denver; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Carolyn M. Wiethoff, Indiana U., Bloomington; Elaine Yakura, Michigan State U.

12: (HR) The Psychological Impact of the Concept of Terrorism on Productivity: The Role of HR Professionals
1:00pm - 5:00pm Grand Hyatt Seattle: Sherman
Pre-registration is not required.
Presenters: Thomas J Rippon, U. of Victoria; Eliot Lowey, Diarkis, Inc.

13: (HR) HR Practice in Action: A Site Visit to Wizards of the Coast
1:00pm - 5:00pm Off Site: Wizards of the Coast
This site visit is limited to the first 20 people to pre-register with Cheryl Adkins (cadkins@longwood.edu).
Organizers: Zoe Barness, U. of Washington, Tacoma; Cheryl L. Adkins, Longwood University

14: SPDW: (IM, RM, MED) Making it Count: Qualitative Research in a Quantitative World
1:00pm - 5:00pm Westin Hotel: Cascade 1 (B)
Workshop based on a forthcoming edited volume. Additional presenters beyond those listed.
Organizer: Rebecca Marschan-Piekari, Swedish School of Economics and Business Administration
Session Details - Friday

15 ☯: (MC) Developing the Practice of Consulting I: Essential Consulting Skills and Tools
1:00pm - 7:30pm Westin Hotel: Adams
Hands-on training of consulting skills and tools (www.hhs.se/mcd). Pre-register with mcd@hhs.se by July 14. Participation fee $30
Presenters: Ken Weidner, Saint Joseph's U.; James Ross Warren, Center for Collaborative Management; Michael O Milholland, The Boeing Company

16 ☯: (MED) Learning Styles and Teaching Strategies in Management Education - The Dunn & Dunn Model.
1:00pm - 3:00pm Sheraton Seattle Hotel & Towers: Room 428
This is an interactive workshop that includes storytelling, illustrative examples of learning/processing styles with practical applications for management.
Coordinator: Steven John Armstrong, U. of Hull
Presenter: Marjorie S Schiering, Malloy College

17 ☯SPDW: (MH, MED, PNP) Teaching and the Case Method Symposium
1:00pm - 2:30pm Grand Hyatt Seattle: Menzies Suite
Open. No restriction on participation.
Facilitator: Michael J. Provitera, Saint Peter's College

18 ☯: (MSR) Holistic Transformation to Lean Enterprise
1:00pm - 2:15pm Grand Hyatt Seattle: Blewett Suite
Open to all conference attendees.
Presenter: Dan G. Prock, Marymount U.

19 ☯SPDW: (ODC, MC, IM) Perspectives On International Organizational Consulting
1:00pm - 4:00pm Sheraton Seattle Hotel & Towers: East Room B
Organizers: Thomas C. Head, Roosevelt U.; Peter Sorensen, Benedictine U.
Presenters: Kenneth Murrell, West Florida U.; Terry R. Armstrong, Armstrong Consulting; Therese F. Yaeger, Benedictine U.; Miguel P. Caldas, EAESP-FGV, Fundação Getúlio Vargas; Alan Krabbenhoft, Courtland M Chaney, Louisiana State U.; Ulf Bengtsson, Benedictine University; Mickey Veich, ProChange

20 ☯SPDW: (ODC, SIM, MED, TTC) Promoting Corporate Social Responsibility (CSR) Through Simulation Based Learning
1:00pm - 6:00pm Westin Hotel: Cascade 2
Please pre-register to help estimate equipment needs to Ann Kemp (akemp@ca.inter.net)
Organizer: Anne Kemp MSc., U. of Toronto
Facilitators: Greg Warman, ExperiencePoint; James Chisholm, ExperiencePoint

21 ☯: (ONE) The Northwest Earth Institute's Approach to Addressing Environmental Sustainability in the Workplace
1:00pm - 4:00pm Westin Hotel: Blakely
Pre-registration requested, but not required.
Coordinator: Gordon P. Rands, Western Illinois U.

22 ☯SPDW: (PS, MED, ODC) Advances in Academic-Practitioner Collaborative Action Learning
1:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Aspen Room
People participating in this workshop series are strongly recommended to bring descriptive project materials and summary information.
Welcome: Daniel F. Twomey, Fairleigh Dickinson U.

23 ☯SPDW: (RM, MOC) Aesthetic Inquiry in Organization Studies: Doing Research from Aesthetically-Informed Frameworks (I)
1:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Cedar Room
Registration fee $15 (for both Aesthetic Inquiry I & II inclusive); Pre-registration recommended; Contact: dboje@nmsu.edu
Chairs: Dave M. Boje, New Mexico State U.; Hans Hansen, Victoria U. of Wellington
Presenters: David Barry, Victoria U.; Laura Christine Brearley, RMIT U.; Dave M. Boje, New Mexico State U.; Timothy Clark, University of Durham; Brigid Carroll, Auckland U.; David A. Cowan, Miami U., Ohio; Mary Finney, Regis U.; Hans Hansen, Victoria U. of Wellington; Stephen Linstead, U. of Essex; Nick Nissley, U. of St. Thomas; Steven S. Taylor, Worcester Polytechnic Institute; Laurene Vaughan, RMIT U.

24 ☯: (BPS) Research Development Workshop on the Resource-Based View, Capabilities, or Strategic Factor Markets
2:00pm - 6:00pm Westin Hotel: Olympic
Applicants should submit their works-in-progress by Monday June 2, 2003 via e-mail to Rich_Makadok@bus.emory.edu.
Organizers: Richard Makadok, Emory U.; Douglas J. Miller, Tulane U.
Presenters: Jay Barney, Ohio State U.; Russell Coff, Emory U.; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Anita McGahan, Boston U.

25 ☯: (RM) Stranger in a Not-So-Strange Land: Cutting Edge Issues in Negotiating Stranger-Member Boundaries
2:00pm - 4:00pm Sheraton Seattle Hotel & Towers: Room 426
Explores the balance between 'strangerness' and familiarity needed in interpretive field research. (Pre-registration recommended)
Chair: Dvora Yanow, California State U., Hayward
Friday 2:15PM

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

Friday 2:30PM

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

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

Friday 3:00PM

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

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

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

Friday 3:30PM

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

Friday 4:00PM

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

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

Friday 5:00PM

35 ☯SPDW: Business Policy and Strategy Doctoral Consortium
5:00pm - 9:00pm Westin Hotel: St. Helens
Pre-registration required. This is separate from conference pre-registration. For more details, please see “Seattle 2003” at http://aom.pace.edu/bps/.
Organizers: Marjorie A. Lyles, Indiana U., Indianapolis; Brian Silverman, U. of Toronto

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

37 ☯SPDW: (MED) Welcome Reception For New And Current Med Members
5:00pm - 6:30pm Sheraton Seattle Hotel & Towers: East Room A
The renewal of MED Division and its commitment in advancing scholarship
Organizer: Elena P. Antonacopoulou, U. of Manchester
38  (MED) Management Development in the Arab World
5:00pm - 7:30pm Sheraton Seattle Hotel & Towers: Room 426
Presenter: David Weir, Ceram Sophia Antipolis
Professional Development Workshop Chair: Steven John Armstrong, U. of Hull

39  (MSR) Ignatian Principles of Spiritual Government for Today's Management
5:00pm - 6:00pm Grand Hyatt Seattle: Blight Suite
Open, no restriction on participation.
Presenter: Erik C. De Jongh, Vrije U. Amsterdam

40  (SPDW) (PS, MED, ODC) Networking Academic-Practitioner Experiences: Wine & Cheese
5:00pm - 7:00pm Sheraton Seattle Hotel & Towers: Circus Ballroom
Please join us for wine, cheese and conversations. Our purpose is to build cross-project/cross-academic/practitioner relationships and networks.
Presiding: Terry Orr, Columbia U.
Welcome: Joel I. Harmon, Fairleigh Dickinson U.

41  (SIM) Social Issues Division Doctoral Consortium
5:00pm - 10:00pm Westin Hotel: Cascade 1 (C)
Chairs: Ann K. Buchholtz, U. of Georgia; Lori Verstegen Ryan, San Diego State U.
Presenters: Douglas R. May, U. of Nebraska, Lincoln; Shaker A. Zahra, Babson College

42  (SPDW) (TIM, OCIS) TIM-OCIS Doctoral Consortium
5:00pm - 8:00pm Westin Hotel: Cascade 1 (B)

Friday 6:00PM

43  (IM) Welcome to the IM Division and Road Map to the IM Division Sessions at the Academy
6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: East Room B
Host: Srilata Zaheer, U. of Minnesota Division Chair: Joseph L.C. Chang, U. of Illinois
Program Chair: Schon L. Beechler, Columbia U.
Division Chair: Joseph L.C. Cheng, U. of Illinois
Hosts: Srilata Zaheer, U. of Minnesota; Anne-Wil Harzing, U. of Melbourne
Professional Development Workshop Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect: Sully Taylor, Portland State U.

44  (SPDW) (MED, HR, MC, OB, ODC, PNP) The Case Method With A Twist Or Two
6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Room 428
Organizer: Cynthia L. Sutton, Metropolitan State College, Denver
Presenter: Katherine A. Karl, Marshall U., Lewis College of Business

45  (SPDW) (MED, RM) Teaching Research Methods to Undergraduate Management Students: Problems, Issues, Prospects
6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Douglas Room
Organizer: Charles Edward Booth, U. of the West of England
Presenter: Jane Harrington, U. of the West of England

46  (SPDW) (OB, OMT) OB/OMT Junior Faculty Workshop
6:00pm - 9:00pm Sheraton Seattle Hotel & Towers: Aspen Room
Pre-registration required.
Organizers: Xiaoping Chen, U. of Washington, Seattle; James D. Westphal, U. of Texas, Austin

47  (SPDW) (OMT, OB, ODC) OB/ODC/OMT Doctoral Consortium
6:00pm - 9:00pm Westin Hotel: Fifth Avenue
Pre-registration required. Contact William Ocasio, Northwestern University, wocasio@nwu.edu.
Organizers: William Ocasio, Northwestern U.; Mary J. Waller, Tulane U.; Peter Sorensen, Benedictine U.

Friday 6:30PM

48  (ODC) Reception to Welcome International Academy Members
6:30pm - 8:30pm Westin Hotel: Vashon
Program Chair: Gretchen Speir, University Of Michigan
Division Chair: Chris Worley, Pepperdine U.
Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology
Friday 7:00PM

49: (ENT) Entrepreneurship Doctoral Consortium Dinner - Offsite
7:00pm - 10:00pm Off Site: Local Restaurant
By invitation only.
Organizers: Shaker A. Zahra, Babson College; Lowell Busenitz, U. of Oklahoma

50: (MSR) Introduction to Meditation
7:00pm - 8:00pm Grand Hyatt Seattle: Blewett Suite
Open to all conference attendees.
Presenter: Jerry Biberman, U. of Scranton

Friday 8:00PM

51: (IM) Dinner on the Town with the IM Division Executive Committee Members
8:00pm - 8:45pm Sheraton Seattle Hotel & Towers: East Room B
Go to dinner with a member of the Executive Committee. Meet at the Welcome and Road Map session at 8:00 pm. Advance registration is not necessary.
Program Chair: Schon L. Beechler, Columbia U.
Division Chair: Joseph L.C. Cheng, U. of Illinois
Host: Srilata Zaheer, U. of Minnesota
Professional Development Workshop Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Division Chair-Elect: Sully Taylor, Portland State U.
Saturday 7:00AM

52: (BPS) Business Policy and Strategy Doctoral Consortium
7:00am - 6:00pm Westin Hotel: Cascade 1 (A)
Pre-registration required. This is separate from conference pre-registration. For more details, please see "Seattle 2003" at http://aom.pace.edu/bps/.
Organizers: Marjorie A. Lyles, Indiana U., Indianapolis; Brian Silverman, U. of Toronto

53: (CAR) Flying Higher Than A Kite to Unleash Your Career Choices
7:00am - 6:00pm Off Site: Outdoors, North Seattle
Cost: $30 incl. lunch & transportation. Registration required: contact Pat Baccili, patbaccili@orgconsulting.com Open, no participation restriction
Organizer: Patricia Ann Baccili, Claremont Graduate U.
Presenters: Ronald J. Burke, York U.; Mike Arthur, Suffolk U.; Paula Danskin Harveston, Berry College

7:00am - 8:30am Sheraton Seattle Hotel & Towers: Room 426
Presenters: Teresa Torres-Coronas, U. Rovira I Virgili; Andrea A Licari, St Johns U.

55: (SPDW: MED, OB, OCIS) Teaching with Technology: Enhancing Democratic Course Participation
7:00am - 10:00am Sheraton Seattle Hotel & Towers: Room 418
Target Audience: Teachers seeking to enhance their skills and resources for teaching Management and Organizational Behavior.
Organizer: Randall G. Sleeth, Virginia Commonwealth U.
Presenters: Randall B. Dunham, U. of Wisconsin, Madison; Robert David Marx, U. of Massachusetts, Amherst; Joan Weiner, Drexel U.; Kenneth Armstrong, U. of Arkansas

56: (SIM) Social Issues Doctoral Consortium
7:00am - 6:00pm Washington State Convention & Trade Center: 613
Pre-registration is required.
Chairs: Ann K. Buchholtz, U. of Georgia; Lori Verstegen Ryan, San Diego State U.

Saturday 7:30AM

57: (ENT) Entrepreneurship Division Doctoral Consortium
7:30am - 5:30pm Washington State Convention & Trade Center: 307
Doctoral Consortium for Entrepreneurship Division. Invited participants only.
Coordinators: Lowell Busenitz, U. of Oklahoma; Shaker A. Zahra, Babson College

Saturday 8:00AM

58: (HCM) Continental Breakfast-Welcome to HCMD
7:30am - 8:30am Westin Hotel: Cascade 1 (B)

59: (AAC) Membership Committee Opening Meeting and Breakfast
8:00am - 10:00am Washington State Convention & Trade Center: 305
Organizer: Jane Whitney Gibson, Nova Southeastern U.

60: (AAC) Seattle 2003, LAC
8:00am - 11:00pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: Barbara Parker, Seattle U.

61: (BPS) Business Policy and Strategy New Faculty Consortium
8:00am - 5:00pm Washington State Convention & Trade Center: 617
Pre-registration required.
Organizers: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Ken G. Smith, U. of Maryland

62: (BPS) Conversations on Business and Competitive Strategy
8:00am - 12:00pm Westin Hotel: Blakely
Because of limited seating, pre-registration is required. To reserve your space in this workshop, contact Rich Makadok at Rich_Makadok@bus.emory.edu
Organizers: Richard Makadok, Emory U.; Walter J. Ferrier, U. of Kentucky
Presenters: Raphael H. Amit, U. of Pennsylvania; Jay Barney, Ohio State U.; Kathleen Eisenhardt, Stanford U.; Javier Gimeno, INSEAD; Anita McGahan, Boston U.; Rita Gunther McGrath, Columbia U.

63: (CAR) Using Project Management to Manage Your Career in the New Millenium
8:00am - 11:00am Westin Hotel: Baker
Open, no restriction on participation Pre-registration required: Jean Walker, Jeanwalker@aol.com Multiple Session: Friday & Saturday

64: (CM) Junior Faculty Research Incubator: Negotiation Process
8:00am - 6:00pm Sheraton Seattle Hotel & Towers: Douglas Room
Presenter: Susan E. Brodt, Duke U.

65: (ENT) Writing for Rejection
8:00am - 9:30am Washington State Convention & Trade Center: 310
Organizer: Kelly G. Shaver, College of William and Mary
Presenters: Candida G. Brush, Boston U.; Per Davidsson, Jönköping International Business School; Anne M. McCarthy, U. of Baltimore; Shaker A. Zahra, Babson College
66 (ENT) Developing Case Studies: Building Skills To Write Cases For Teaching And Research  
8:00am - 12:00pm Washington State Convention & Trade Center: 611  
This workshop presents a multidisciplinary approach to case research and case writing.  
Organizer: Joan Winn, U. of Denver  
Facilitators: David Wylie, Babson College; William Naumes, U. of New Hampshire

67 (GDO) Race and Culture in Consulting and Teaching: Consciously Bringing Culture as an Asset  
8:00am - 2:30pm Red Lion Hotel: Lopez B  
Pre-Registration encouraged. Please contact Kit Tennis at sancheztennis@aol.com or at (303) 449-5921.  
Chair: Christopher (Kit) Tennis, Sanchez Tennis & Associates  
Presenters: Anita L. Sanchez, Sanchez Tennis & Associates; Julie Jensen, Hewlett-Packard; Claire Tse, Sanchez Tennis & Associates; Martin N. Davidson, U. of Virginia

68 (GDO) Doctoral Consortium II  
8:00am - 1:00pm Westin Hotel: Vashon I  
Pre-registration is encouraged. Please contact Susan Vinnicombe at s.m.vinnicombe@cranfield.ac.uk or at 01234-751122 for more information.  
Chair: Susan Vinnicombe, Cranfield U.  
Presenters: Anne Huff, Cranfield U.; Celia Virginia Harquail, U. of Virginia

69 (HR) HR Junior Faculty Consortium  
8:00am - 10:00am Washington State Convention & Trade Center: 304  
To register contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email: pperrewe@cob.fsu.edu  
Organizers: Pamela Perrewe, Florida State U.; Mark V. Roehling, Michigan State U.; Scott A. Snell, Cornell U.  

70 (HR) HR Doctoral Student Consortium  
8:00am - 5:30pm Washington State Convention & Trade Center: 615  
Pre-registration is required. Contact Adrienne Colella, Texas A&M U (AColella@cgsb.tamu.edu) to register.  
Organizers: John E. Delery, U. of Arkansas; Eduardo Salas, U. of Central Florida; Adrienne Colella, Texas A&M U.  

71 (IAM) Multidisciplinary Methods in Management Theory  
8:00am - 9:30am Grand Hyatt Seattle: Washington  
No registration required. Contact person: Joao Amaro Matos, U. Nova de Lisboa, amatos@fe.unl.pt  
Coordinator: Joao Amaro Matos, U. Nova de Lisboa  
Presenters: Joao Amaro Matos, U. Nova de Lisboa; Daniel Ferreira, Fundacao Getulio Vargas; Alberto Sá Vinhas, Emory U.; Antonio Gledson Carvalho, U. Sao Paulo

72 (IM) International Management Junior Faculty Consortium  
8:00am - 5:00pm Washington State Convention & Trade Center: 201  
Open only to invited participants, who must apply and pre-register for this consortium. Contact Professor Henisz at henisz@wharton.upenn.edu  
Organizers: Witold J. Henisz, U. of Pennsylvania; Thomas P. Murtha, U. of Minnesota  

73 (IM) International Management Division Doctoral Consortium  
8:00am - 5:00pm Washington State Convention & Trade Center: 204  
Participants must pre-register and apply (with advisor’s recommendation) to Prof. Tatiana Kostova at kostova@sc.edu or FAX 803-777-3609  
Organizer: Tatiana Kostova, U. of South Carolina  

74 (MC) Developing the Practice of Consulting II: Special Application Skills  
8:00am - 11:00am Washington State Convention & Trade Center: 203  
Personal skills, internal consulting skills and awareness of cognitive types (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14.  
Fee: $10  
Facilitator: Richard Dunford, Macquarie U.  
Presenters: Michael Nippa, Freiberg U. of Mining and Technology; Magoroh Maruyama, Interactive Heterogenetics; Marilyn E Harris, CMU/HSCC
Session Details - Saturday

75 : (MC) Developing the Discipline of Consulting I: Using Consulting for Scholarly Research
8:00am - 12:30pm Washington State Convention & Trade Center: 205
Learn about research in and on consulting. Discuss your research projects with senior faculty (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14
Organizer: Anthony F. Buono, Bentley College
Presenters: Marc Bonnet, ISEOR/U. of Lyon; Rickie Moore, E.M.LYON / ISEOR; Karin Breu, Cranfield U.; Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.; Lars Engwall, Uppsala U.; Matthias Kipping, U. Pompeu Fabra; Larry E. Greiner, U. of Southern California

76 ☯: (MC) Learning "To Be" a Management Consultant
8:00am - 9:00am Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting II" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)
Presenter: Marilyn E Harris, CMU/HSCC

77 ☯: (MED) Learning and Developing through Virtual Group Work
8:00am - 10:00am Sheraton Seattle Hotel & Towers: Madrona Room
Up to 20 participants
Presenter: Barbara Allan, U. of Hull
Professional Development Workshop Chair: Steven John Armstrong, U. of Hull

78 ☯: (MH) Innovative Methods Of Teaching Management History
8:00am - 10:30am Grand Hyatt Seattle: Stevens
Open. No restriction on participation.
Coordinator: Julia Teahan, Baker College

79 ☯: (MSR) Morning Meditation
8:00am - 8:30am Grand Hyatt Seattle: Blewett Suite
Wear comfortable clothing.
Coordinator: Jerry Biberman, U. of Scranton

80 ☯: (NDSC) The Academy of Management's New Doctoral Student Consortium
8:00am - 9:30pm Washington State Convention & Trade Center: 608/609
Organizers: Ethan Burris, Cornell U.; Stephanie Ward, U. of Houston; Linda M. Dunn-Jensen, New York U.; Holly S. Slay, University of Maryland; Liliana M Perez, U. of Memphis
Welcome: Thomas G. Cummings, U. of Southern California
Introduction: Tyrone S. Pitsis, University of Technology, Sydney

78 ☯: (MC) Developing the Discipline of Consulting II: Using Consulting for Scholarly Research
8:00am - 12:30pm Washington State Convention & Trade Center: 205
Learn about research in and on consulting. Discuss your research projects with senior faculty (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14
Organizer: Anthony F. Buono, Bentley College
Presenters: Marc Bonnet, ISEOR/U. of Lyon; Rickie Moore, E.M.LYON / ISEOR; Karin Breu, Cranfield U.; Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.; Lars Engwall, Uppsala U.; Matthias Kipping, U. Pompeu Fabra; Larry E. Greiner, U. of Southern California

81 SPDW: (OB, OMT) OB/OMT Junior Faculty Workshop
8:00am - 5:30pm Washington State Convention & Trade Center: 618/619
Pre-registration required.
Organizers: Xiao-Ping Chen, U. of Washington, Seattle; James D. Westphal, U. of Texas, Austin

82 SPDW: (ODC, MED, OB, TT) Teaching With Action Learning: How To Sustain A True Collaborative Culture And Organization
8:00am - 12:00pm Washington State Convention & Trade Center: 213
Organizer: Katherine Dew, International College
Presenter: Pam Schreiber, International College

83 SPDW: (OM, OB, ODC) OB/ODC/OMT Doctoral Consortium
8:00am - 5:00pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom
Pre-registration required. Contact William Ocasio, Northwestern University, wocasio@nwu.edu.
Organizers: William Ocasio, Northwestern U.; Mary J. Waller, Tulane U.

84 : (RM) Visual Methodologies: Semiotic, Psychoanalytic, and Discursive Perspectives
8:00am - 12:00pm Sheraton Seattle Hotel & Towers: East Room B
A methodological guide for critique of visual materials. (Registration fee: $20; Pre-registration required by June 30; Contact: adowns@ucok.edu)
Organizer: Carolyn Gardner, Radford U.
Chair: Alexis Downs, U. of Central Oklahoma
Presenters: Dave M. Boje, New Mexico State U.; Robert F Denney, ; Carolyn Gardner, Radford U.; Grace Ann Rosile, New Mexico State U.
Discussants: Dave M. Boje, New Mexico State U.; Grace Ann Rosile, New Mexico State U.

85 SPDW: (RM, OB, HR) The Never Ending Story: A Workshop on Survey Scale Development and Validation
8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 428  
This PDW provides a tutorial on developing and validating measures in line with accepted psychometric practice.

Chair: Claudia C. Cogliole, U. of Oklahoma  
Presenters: Claudia C. Cogliole, U. of Oklahoma; Angelo S. DeNisi, Texas A&M U.; K. Michele Kacmar, Florida State U.; Terri A. Scandura, U. of Miami; Chester A. Schriesheim, U. of Miami; Robert J. Vandenberg, U. of Georgia

86 SPDW: (TIM, OCIS) TIM-OCIS Doctoral Consortium  
8:00am - 5:00pm Washington State Convention & Trade Center: 604  
Only open to accepted applicants. Please contact gahuja@umich.edu for details.

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

91 SPDW: (ODC, IM, TIM) Integrating Universities, Corporations and Governmental in Knowledge Generating Systems  
8:30am - 12:00pm Washington State Convention & Trade Center: 303  
Organizer: Morten Levin, Norweign U.  
Presenters: Richard Ennals, Kingston University; David Gibson, University of Texas at Austin; Bjorn Gustavsen, Work Research Institute; Johan Ravn, SINTEF Industrial Management; Ramkrishnan V. Tenkasi, Benedictine U.

92 SPDW: (ONE, ODC) Leadership For Sustainable Development: Engaging In Conversations Of Complex Change  
8:30am - 12:00pm Washington State Convention & Trade Center: 610  
Organizers: Mary A. Ferdig, Benedictine U.; Christopher Juniper, Ecologic Resources  
Participants: John Klosterman, Rejuvenation, Inc.; Steven Nicholas, City of Seattle (Municipality); Thor Hinkley, Portland General Electric; Ben Packhard, Starbucks, Inc.

93 SPDW: (PNP, SIM, MED) Service Learning with Northwest Harvest  
8:30am - 11:30am Off Site: Northwest Harvest  
Organizer: Barbara Parker, Seattle U.

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Saturday 8:30AM

87 SPDW: (BPS, OMT) The Advantage of Prior Ties: Trust, Routines, or...?  
8:30am - 11:00am Westin Hotel: Olympic  
Organizers: Jeffrey J. Reuer, Ohio State U.; Maurizio Zollo, INSEAD

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

88 SPDW: (BPS, OMT) Making Do with Less: Maximizing Productivity in Contexts with Limited Research Resources  
8:30am - 11:00am Westin Hotel: Orcas  
Please preregister for this session by sending an email to matusik@rice.edu.

Organizers: Sharon F. Matusik, Rice U.; Claudia Bird

Schoonhoven, U. of California, Irvine

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

89 : (HCM) Navigating the Interdisciplinary Landscape of Academic Health Care Management  
8:30am - 10:00am Westin Hotel: Adams  
Workshop will benefit those concerned with their own career development or mentoring students or junior faculty in an interdisciplinary environment.

Chair: Richard M Burton, Duke U.


90 SPDW: (OCIS, TIM) OCIS/TIM Junior Faculty Consortium  
8:30am - 5:00pm Washington State Convention & Trade Center: 612  
Registration is required. Contact cbeath@mail.utexas.edu. See also the OCIS and TIM newsletters for more details.

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

94 : (AAC) Board of Governors' Meeting  
9:00am - 5:00pm Sheraton Seattle Hotel & Towers: Room 412 & Boardroom  
Organizer: Jone L. Pearce, U. of California, Irvine

95 : (AAC) Placement Services  
9:00am - 5:00pm Renaissance Madison Hotel: Washington  
Placement Services - Registration & Information  
Organizer: Mary Jo Vaughan, Mercer U.

96 : (MC) Prerequisites for Internal Management Consultants' Success  
9:00am - 10:00am Washington State Convention & Trade Center: 206  
This session is part of the workshop "Developing the Practice of Consulting II" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)  
Presenter: Michael Nippa, Freiberg U. of Mining and Technology

97 : (MOC) Creating and Managing Organizational Image and Identity  
9:00am - 11:00am Westin Hotel: St. Helens  
Organizer: Timothy J. Tobin, Booz Allen Hamilton  
Speakers: Timothy J. Tobin, Booz Allen Hamilton; Janet M. Dukerich, U. of Texas, Austin; Marlena Fiol, U. of Colorado, Denver; Majken Schultz, Copenhagen U.

98 SPDW: (OB, CM, HR) Building and Rebuilding Trust: State of the Science, Research Directions, Managerial Interventions  
9:00am - 4:30pm Sheraton Seattle Hotel & Towers: Aspen Room  
Pre-registration required, including a fee of $25. Contact Kurt Dirks (dirks@olin.wustl.edu).  
Organizers: Kurt T. Dirks, Washington U.; Donald L. Ferrin, State U. of New York, Buffalo

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

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

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

**Organizers:** Candace Jones, Boston College; Laura Empson, Oxford U.; Namrata Malhotra, Queensland U. of Technology

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

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

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

**Chair:** Stephanie Welcomer, U. of Maine

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

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

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

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

**Welcome:** Daniel F. Twomey, Fairleigh Dickinson U.

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

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

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

**Chair:** Pushkala Prasad, Skidmore College

**Presenters:** Pushkala Prasad, Skidmore College; Ralph Stabilein, Massey U.; Maureen Scully, Simmons College

**SPDW:** (RM, ODC, CM) Planning Research on Identity: Issues of Measurement and Design

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

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

**Organizers:** Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign; Kevin G. Corley, U. of Illinois, Urbana-Champaign

**Presenters:** Blake E. Ashforth, Arizona State U.; David A. Whetten, Brigham Young U.; Laurie Milton, U. of Calgary; Celia Virginia Harquail, U. of Virginia

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

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

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

**Organizer:** Kathleen R Allen, U. of Southern California

**Presenters:** Jon D Weisner, -; George Kalidoni, Illinois Institute of Technology

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

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

Organizer: Teresa Isabelle Daza Campbell, -

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

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

All Academy of Management 2003 Meeting attendees are welcome.

**Contact person:** Rita Cunha, rcunha@fe.unl.pt

**Coordinator:** Rita Campos Cunha, U. de Lisboa

**Presenters:** Carlos Obeso Abaide, ESADE; Rita Campos Cunha, U. Nova de Lisboa; Richard Croucher, Cranfield U.; Irene I. Nikandrou, Athens U. of Economics and Business; Helen Apospori, Athens U. of Economics and Business; Chris Brewster, South Bank U.
Saturday 10:00AM

109 ☯: (HR) HR Certification for Faculty and Students
10:00am - 12:00pm Red Lion Hotel: Lopez A
Pre-registration is required: contact Philip.Way@uc.edu by July 20, 2003.
Presenters: Philip K Way, U. of Cincinnati; Michael C. Sturman, Cornell U.

110 ☯: (ITC) Rejuvenating Management Education
10:00am - 4:00pm Sheraton Seattle Hotel & Towers: Cedar Room
Organizer: Henry Mintzberg, McGill U.
Coordinator: C. Gopinath, Suffolk U.
Presenter: Jonathan Gosling, Exeter U.

111 ☯: (MC) Understanding and Using Differences in Cognitive Types
10:00am - 11:00am Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting II" (www.hs.s.mcd). Pre-register by July 14 (mcd@hs.s).
Presenter: Magoroh Maruyama, Interactive Heterogenetics

112 ☯ SPDW: (MED, CAR, GDO) Technology and the New Educational Experience
10:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 426
The Educational Doctoral Colloquium is an opportunity for practitioners undertaking executive doctorates to present, review and discuss.
Organizer: Mark Jenkins, Nottingham U.
Facilitators: John D. Arbaugh, U. of Wisconsin; Oshikosh
Presenters: Madeline M. Crocitto, State U. of New York, Old Westbury; Regina Bento, U. of Baltimore; Charles J. Fornaciari, Florida Gulf Coast U.

113 ☯ SPDW: (MED, ODC) Executive Doctoral Colloquium
10:00am - 4:00pm Sheraton Seattle Hotel & Towers: Room 418
The Executive Doctoral Colloquium is an opportunity for practitioners undertaking executive doctorates to present, review and discuss.
Organizer: Mark Jenkins, Nottingham U.
Facilitators: John D. Arbaugh, Case Western Reserve U.; Kay Davis, - ; Margaret D. Gorman, George Washington U.; Therese Yaeger, Benedictine U.; Sven Kylen, Chalmers U. of Technology; Jo Sanzgiri, Alliant International U.

114 SPDW: (MSR, MED) Learning from Dialogical Inquiry
10:00am - 12:00pm Grand Hyatt Seattle: Menzies Suite
Organizer: Liz Borredon, EDHEC
Facilitator: Joseph A. Raelin, Northeastern U.
Presenter: Anthony G Blake, Centre for Management Creativity

115 ☯: (PTC) Practice Theme Committee Meeting
10:00am - 12:00pm Grand Hyatt Seattle: Tolmie
Organizer: David Jamieson, Pepperdine U.

116: (TIM) Experimental Methodologies in Technology and Strategic Research
10:00am - 12:00pm Washington State Convention & Trade Center: 3B
Organizer: Rajshree Agarwal, U. of Illinois, Urbana-Champaign

Saturday 10:30AM

117: (HCM) Finding Collaborative Academic Research Opportunities In A Publish Or Perish Environment
10:30am - 12:00pm Westin Hotel: Cascade 2
No pre-registration required.
Chair: Camille K. Barsukiewicz, U. of Memphis
Presenters: Kirsten Corazzini-Gomez, Duke U.; Michele Issel, U. Illinois, Chicago; Jill Scott, U Colorado Health Sciences Center; Robert J. Weech-Maldonado, Pennsylvania State U.

118: (HR) HR Junior Faculty/Doctoral Student Consortium Editor Roundtable
10:30am - 12:00pm Washington State Convention & Trade Center: 606
To register contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email: pperrewe@cb.fsu.edu
Organizers: Pamela Perrewe, Florida State U.; Scott A. Snell, Cornell U.; Mark V. Roehling, Michigan State U.

119: (SPDW: (MH, OB) Learning the Lessons of History: The Importance of Management History in the PhD Curriculum
10:30am - 12:00pm Grand Hyatt Seattle: Stevens
Presenters: John B Miner, ;-; David D. Van Fleet, Arizona State U.; Grant T. Savage, U. of Alabama

120: (SPDW: (SIM, OB) Organizational Justice: Building a Bridge Between Organizational Behavior and Social Issues
10:30am - 12:00pm Washington State Convention & Trade Center: 603
Presenters: Maureen L. Ambrose, U. of Central Florida; Russell Cropanzano, Colorado State U.; Paul D Sweeney, ;-; Gary R. Weaver, U. of Delaware

Saturday 11:00AM

121: (SPDW: (BPS, OMT) Teaching Integrative Strategy Courses: Bridging the Formulation-Implementation Divide
11:00am - 1:00pm Westin Hotel: Cascade 1 (C)
Pre-registration encouraged but not required. Pre-registrants are encouraged to submit relevant syllabi by email (direct e-mails to jrivkin@hbs.edu).
Presenters: Anil K. Gupta, U. of Maryland; David B. Jemison, U. of Texas, Austin; Kathleen Eisenhardt, Stanford U.

122: (CAR) Towards More Democratic Careers at Small to Mid-Size Schools
11:00am - 1:00pm Washington State Convention & Trade Center: 620
Open, no restriction on participation
Organizer: Monica L. Forret, St. Ambrose U.
123: (ENT) Roundtable On Family Business: Governance, Strategic Decision-Making And Democratic Processes
11:00am - 12:30pm Washington State Convention & Trade Center: 310
Roundtable with presentations of prepared statements. Panel as well as open discussion.
Organizers: Morten Huse, Norwegian School of Management; Guido Corbetta, Bocconi U.
Chair: Giuseppe Airoldi, Bocconi U.
Presenters: Guido Corbetta, Bocconi U.; Joseph H Astrachan, Kennesaw State U; Leif Melin; Shaker A. Zahra, Babson College; Erkko Autio, Helsinki U. of Technology; Morten Huse, Norwegian School of Management; Shaker A. Zahra, Babson College

124: (MC) Developing the Practice of Consulting III: Tools for Developing People, Groups and Organizations
11:00am - 7:30pm Washington State Convention & Trade Center: 203
Hands-on tools for developing individuals, groups and organizations (www.hhs.se/mcd). Pre-register (mcd@hhs.se) by July 14. Fee: $30 Facilitator: Richard Dunford, Macquarie U.
Organizer: Pamela Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email: pperrew@cob.fsu.edu
Coordinators: William L. Sparks, Queens College; James M. Hunt, Babson College; Joseph R. Weintraub, Babson College; Michael Marquardt, George Washington U.; Tracey Carsten Roll, Experian North America; Teny Poole, Experian Information Systems

125: (MC) Developing Group Emotional Intelligence
11:00am - 12:00pm Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)
Presenter: William L. Sparks, Queens College

126: SPDW: (ONE, IM) National and Cross-National Lenses in Framing and Managing Environmental Issues
11:00am - 1:00pm Washington State Convention & Trade Center: 602
Chair: Oana Branzei, U. of British Columbia
Presenters: Knud Sinding, Southern Denmark U.; Pratima Bansal, U. of Western Ontario; Trevor Davis Hunter, U. of Western Ontario; Catherine A. Ramus, U. of California, Santa Barbara
Discussant: Bruce Paton, San Francisco State U.

127: (IAM) Sustainability Issues in Iberoamerica
11:30am - 1:30pm Grand Hyatt Seattle: Sherman
No registration required. Contact person: Ana Maria Peredo, U. of Victoria, aperedo@business. uvic.ca
Coordinator: Ana Maria Peredo, U. of Victoria
Presenters: Carlos Rico-Lopez, U. de Guadalajara, Cucesa; Alberto Aragon-Correa, U. of Granada (Spain); Erasmus U. (The Netherlands); Nuria E. Hurtado-Torres, U. of Granada; Victor J. Garcia-Morales, U. of Granada; Rita Campos Cunha, U. Nova de Lisboa; Ana Maria Peredo, U. of Victoria; Gloria E Miller, U. of Regina; Allan Cahoon, U. of Regina; Monika Winn, U. of Victoria; Boyd Cohen, U. of Victoria

128: (AAC) Membership
12:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

129: (AAC) Registration
12:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration
Conference Registration, Pre-Registration Badge Pick Up & Exhibitor Registration
Coordinator: Susan Zaid, Academy of Management

130: (ENT) Council of Endowed Chairs’ Annual Luncheon
12:00pm - 1:30pm Washington State Convention & Trade Center: 214
Limited to 30; admission by pre-registration only. Cost of $25.
Register with Mac Banks (macb@wpi.edu)
Organizer: McRae C. Banks, Worcester Polytechnic Institute

131: (HR) HR Junior Faculty Consortium Luncheon
12:00pm - 1:00pm Washington State Convention & Trade Center: 308
To register contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110 - email: pperrew@cob.fsu.edu
Organizers: Pamela Perrewe, Florida State U.; Mark V. Roehling, Michigan State U.; Scott A. Snell, Cornell U.

132: SPDW: (MED, MSR) Buddhist Philosophy into Management.
12:00pm - 2:00pm Sheraton Seattle Hotel & Towers: Madrona Room
Chair: Steven John Armstrong, U. of Hull
Facilitator: Dolores M Gill, Gill & Associates

133: (PNP) Junior Faculty Consortium
12:00pm - 6:00pm Grand Hyatt Seattle: Washington
Organizer: Matthew Liao-Troth, Western Washington U.

134: SPDW: (PNP, SIM, MED) Making Service Work for Corporate and Social Responsibility I: A Conversation Over Lunch
12:00pm - 1:30pm Grand Hyatt Seattle: Sealth
Organizer: Barbara Parker, Seattle U.

Saturday 12:00PM

135: SPDW: (MH, PNP) An Introduction to Data Mining as a Research Tool
12:30pm - 2:00pm Grand Hyatt Seattle: Stevens
Open. No restriction on participation.
Coordinator: Regina A. Greenwood, Kettering U.
Distinguished Speaker: Joseph F. Hair, Jr., Louisiana State U.

136: (RM) Cooking Up Qualitative Research: Ask the Experts
This PDW addresses the methodological, philosophical, and logistical issues involved in qualitative research.

Organizer: Raza A. Mir, William Paterson U.


137 SPDW: (RM, MOC) Aesthetic Inquiry in Organization Studies: Doing Research from Aesthetically-Informed Frameworks (II)
12:30pm - 6:30pm Sheraton Seattle Hotel & Towers: East Room A
Registration fee $15 (for both Aesthetic Inquiry I & II inclusive); Pre-registration recommended; Contact: dboje@nmsu.edu
Chairs: Dave M. Boje, New Mexico State U.; Hans Hansen, Victoria U. of Wellington

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

No pre-registration required.
Chair: John D. Blair, Texas Tech U.

143 SPDW: (HCM, PTC, TTC) Creating Knowledge Across Boundaries: Academic-Practitioner Collaborations
1:00pm - 3:00pm Westin Hotel: Cascade 2
No pre-registration required.
Chair: Victoria Parker, U.S. Dept. of Veterans Affairs
Presenters: Martin P. Charns, U.S. Dept. of Veterans Affairs; Leonard H. Friedman, Oregon State U.; Christy Harris Lemak, U. of Florida; Reuben R. McDaniel, U. of Texas, Austin; Larry A. Mullins, Samaritan Health Services; Robert Petzel, U.S. Dept. of Veterans Affairs

144 SPDW: (HR, OB) Mentoring Doctoral Students: A Discussion Between Faculty and Students on Expectations and Challenges
1:00pm - 3:00pm Red Lion Hotel: Emerald 3
Pre-registration is not required.
Organizers: Maria L Krainer, U. of Illinois, Chicago; Raymond T. Sparrowe, Washington U.

145 SPDW: (HR, OB) Personal and Career Transitions: From Tragedy to Joy
1:00pm - 5:00pm Westin Hotel: St. Helens
Pre-registration is not needed.
Organizers: Debra J. Cohen, Society for Human Resource Management; Judy Tansky, Ohio State U.; Cheryl L. Adkins, Longwood University

Presenters: Karen Roberts, Michigan State U.

146 (MC) The State of the Art in Executive Coaching
1:00pm - 3:00pm Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)

Presenters: Joseph R. Weintraub, Babson College; James M. Hunt, Babson College

147 SPDW: (MOC, ENT) Managerial and Organizational Cognition in an Entrepreneurial Context
1:00pm - 5:00pm Westin Hotel: Adams

148 (MSR) A Community-Wide Wellness Initiative
1:00pm - 3:30pm Grand Hyatt Seattle: Bliewett Suite
Open to all conference attendees.
Presenter: Teresa Isabelle Daza Campbell, -
149 ☯SPDW: (ODC, MED, OB, TTC) Teaching Organizational Change in Various Cultures
1:00pm - 4:00pm Washington State Convention & Trade Center: 306
Participants are asked to e-mail either a copy of their syllabus or a course link to Eric Goodman at egoodman@coloradotech.edu a week before session

150 ☯SPDW: (ODC, MOC, OMT, TIM) Addressing the Challenge of Studying Knowledge: Learning from Different Methodological Approaches
1:00pm - 6:00pm Washington State Convention & Trade Center: 603
Pre-registration is preferred, contact Paul Carlile (carlile@MIT.edu) or David Obstfeld (dobstfel@uci.edu)
Organizers: Paul R. Carlile, Massachusetts Institute of Technology; David Obstfeld, U. of California, Irvine; George Roth, Massachusetts Institute of Technology
Presenters: Laura J. Black, Massachusetts Institute of Technology; Robert L. Cross, U. of Virginia; Sharon F. Matusik, Rice U.
Discussants: Linda Argote, Carnegie Mellon U.; Max Boisot, ESADE; Wanda J. Orlilowski, Massachusetts Institute of Technology; J.C. Spender, Fashion Institute of Technology, State U. of New York

151: (OM) OM Doctoral Student Consortium - Research Incubator
1:00pm - 5:00pm Westin Hotel: Olympic
Interested students should contact the session chairs for submission requirements.
Chairs: G Keong Leong, U. of Nevada, Las Vegas; John R. Olson, DePaul U.

152 ☯SPDW: (OMT, ODC, PTC) Changing Organizational Design: Theory-Practice Gap
1:00pm - 4:00pm Westin Hotel: Vashon
No pre-registration required. Contact person: Richard Burton, Duke U., (919) 660-7847, rmb2@mail.duke.edu
Organizers: Richard M Burton, Duke U.; Borge Obel, Southern Denmark U.
Presenters: Jay R. Galbraith, U. of Southern California; Henrik Winther Bendix, Managers Hotline; Richard M Burton, Duke U.; Pat Keith, PK Advantage, Texas; Kathy Molloy, Change Works International

153: (ONE) Doctoral Student Research Workshop
1:00pm - 4:00pm Washington State Convention & Trade Center: 305
Coordinator: Kimberly M. Ellis, Michigan State U.
Participants: Carolyn Eger, Simon Fraser U.; Michael V. Russo, U. of Oregon; Sanjay Sharma, Willifrid Laurier U.; Gordon P. Rands, Western Illinois U.; Monika Winn, U. of Victoria; Mark Starik, George Washington U.

154 ☯SPDW: (ONE, ODC) Transparent Enterprise and the New Organizational Order
1:00pm - 4:00pm Washington State Convention & Trade Center: 212
Presenters: Verna Alliee, ; Anita Burke, Shell Oil Company

155: (PNP) Doctoral Consortium I
1:00pm - 6:00pm Grand Hyatt Seattle: Tolmie

156 ☯SPDW: (PS, MED, ODC) Accelerated Action Learning through Real-Time Academic-Practitioner Action Research (cont’d)
1:00pm - 3:00pm Washington State Convention & Trade Center: 606
Project participants should come ready to work on their projects, either in making progress or setting the stage for the next round of AR.
Welcome: Daniel F. Twomey, Fairleigh Dickinson U.

157 ☯SPDW: (SIM, CMS) Democratizing Knowledge Creation in Stakeholder Networks
1:00pm - 3:00pm Washington State Convention & Trade Center: 401
Facilitators: Anne T. Lawrence, San Jose State U.; Sandra Waddock, Boston College; Ann Svendsen, Simon Fraser U.
Coordinator: Jerry M. Calton, U. of Hawaii, Hilo
Presenter: Judith K. Thompson, U. of Oregon
Discussants: Robbin Derry, Saint Mary's College; Steven Payne, Georgia College and State U.; Kathleen Rehbein, Marquette U.

158: (TIM) Finding, choosing and exploiting novel research settings: The pros and cons of unique data
1:00pm - 3:00pm Washington State Convention & Trade Center: 614
Organizers: Riitta Katila, Stanford U.; Alva Taylor, Dartmouth College
Presenters: Glen Dowell, U. of Notre Dame; Amy C. Edmondson, Harvard U.; Henrich R. Greve, Norwegian School of Management; Pamela J. Hinds, Stanford U.

159 ☯SPDW: (BPS, ENT, TIM) Conversations on Innovation and Entrepreneurship
1:30pm - 4:30pm Westin Hotel: Blakely
Please indicate your interest in attending this session by e-mailing Rita McGrath (rdm20@columbia.edu) or Per Davidsson (per.davidsson@jibs.hj.se).
Organizers: Rita Gunther McGrath, Columbia U.; Per Davidsson, Jönköping International Business School
Presenters: Zoltan Acs, U. of Baltimore; Sharon A. Alvarez, Ohio State U.; William B. Gartner, U. of Southern California; Shaker A. Zahra, Babson College

160: (MC) Developing the Discipline of Consulting II: Bridging the Consulting – Academia – Management Gap
1:30pm - 7:00pm Washington State Convention & Trade Center: 205
161: (MC) Knowledge Interchange and Collaboration between Management Consulting and Management Research
1:30pm - 3:00pm Washington State Convention & Trade Center: 304
This session is part of the workshop "Developing the Discipline of Consulting I" (www.hhs.se/mcd)
Presenters: Alfred Kieser, Mannheim U.; Michael Nippa, Freiberg U. of Mining and Technology

162: (ENT) Garage Technologies Entrepreneurship Bootcamp
2:00pm - 5:30pm Washington State Convention & Trade Center: 611
Pre-registration required. Presentations and materials on preparing entrepreneurs and students for venture capital funding.
Facilitator: Bill Joos, -

163: (IM, OB) Researching Culture in International Management: From Cultural Differences to Cultural Interactions
2:00pm - 6:00pm Washington State Convention & Trade Center: 602
Pre-registration is strongly encouraged. Contact: gerhard.fink@wu-wien.ac.at. Walk-in participants admitted only if space permits.
Organizer: Gerhard Fink, Wirtschaftsuniversitaet Wien
Presenters: Olivier Irman, INSEAD; Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Yochanan H. Altman, London Metropolitan U.; Lilach Sagiv, Hebrew U.; Stefan Kammhuber, U. of Regensburg

164: (MH) Critical Issues in Publishing
2:00pm - 3:30pm Washington State Convention & Trade Center: 211
Open. No restriction on participation.
Presenters: Dewey E. Johnson, California State U., Fresno; Peter B. Petersen, Johns Hopkins U.; Diana Reed, Drake U.

165: (OM, MED) The Reality of Distance Education: Trial and Tribulations
2:00pm - 4:00pm Westin Hotel: Baker
Presenters: Rebecca Duray, U. of Colorado, Colorado Springs; Barbara Allan, U. of Hull
Moderators: J. B. Arbaugh, U. of Wisconsin, Oshkosh; Christopher McDermott, Rensselaer Polytechnic Institute

166: (PNP, SIM, MED) Making Service Work for Corporate and Social Responsibility II
2:00pm - 4:00pm Washington State Convention & Trade Center: 616
Organizers: Joan Weiner, Drexel U.; Laurie N. DiPadova-Stocks, Northern Kentucky U.; Gordon P. Rands, Western Illinois U.
Saturday 2:30PM

167: (CAM) Human Relations Meeting
2:30pm - 4:00pm Grand Hyatt Seattle: Chinook
Organizer: Tamar Jeffers, Tavistock Institute

168: (ENT, PTC) Six Degrees of Tech Transfer?: Players & Connectors in the Inland Northwest
2:30pm - 4:00pm Washington State Convention & Trade Center: 214
The panelists will present different facets of the growing tech transfer partnerships in the Inland Northwest.
Organizer: Keith F. Ward, Boise State U.
Presenter: Norris F. Krueger Jr., Boise State U.
Discussant: Erik R. Pages, NCEO

169: (IAM) Views of the Changing Organizational Change Landscape
2:30pm - 4:00pm Grand Hyatt Seattle: Sherman
No registration required. Contact person: Miguel Pina e Cunha, U. Nova de Lisboa, mpc@fe.unl.pt
Coordinator: Miguel Pina e Cunha, U. Nova de Lisboa
Presenters: Dusya M. Vera, U. of Houston; Carlos Cabral-Cardoso, U. of Minho; Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo; Manuela Faia Correia, U. Lusiaida; Miguel Pina e Cunha, U. Nova de Lisboa
Saturday 3:00PM

170: (AAC) Academy of Management Journal Editors' Meeting
3:00pm - 4:30pm Sheraton Seattle Hotel & Towers: Juniper Room
Organizer: Thomas W. Lee, U. of Washington, Seattle

3:00pm - 5:00pm Westin Hotel: Cascade 2
No pre-registration required.
Chair: Eric W. Ford, Pennsylvania State U.

172: (MC) Action Learning: A Powerful Tool for Solving Problems and Building Leaders, Teams and Organizations
3:00pm - 4:30pm Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)
Presenter: Michael Marquardt, George Washington U.

173: (MC) A New Model for University and Business Education Partnerships
3:00pm - 5:00pm Washington State Convention & Trade Center: 304
This session is part of the workshop "Developing the Discipline of Consulting II" (www.hhs.se/mcd).
Presenters: Dale Jasinski, Quinnipiac U.; Steve Dunn, U. of Wisconsin, Oshkosh; Matthew O'Connor, Quinnipiac U.; Les Trachtman, Transcendent Corporation

174: (MED) Getting Your Work Published in the Journal of Management Education

Session Details - Saturday

3:00pm - 4:00pm Sheraton Seattle Hotel & Towers: Room 428
Organizer: Charles J. Fornaciari, Florida Gulf Coast U.
Presenter: Gary Coombs, Ohio U.
Participant: Janice J. Jackson, York College of Pennsylvania

175 ☯:SPDW: (MEN, GDO, MED, CAR, ENT, TTC, PTC) How to Build a Developmental Network: Tools and Techniques for Effective Mentoring Relationships
3:00pm- 5:00pm Westin Hotel: Orcas
Contact Person: Joycelyn Finley-Hervey Florida A&M University
School of Business & Industry jfinley10@yahoo.com
Presenters: Kathy E. Kram, Boston U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; David A. Thomas, Harvard U.; Stacy Blake-Beard, Simmons College; Ellen Ensher, Loyola Marymount U.; Gayle Baugh, U. of West Florida; Leonard Bisk, U. of Limerick; William A. Gray, Corporate Mentoring Solutions, Inc.

176 ☯: (MSR) MBA/Business Perspectives on Spirituality & Religion
3:00pm - 3:50pm Grand Hyatt Seattle: Stevens
Open to all conference attendees.
Presenter: David W. Miller, -

177 : (OB) Conversations with the OB Division's Leadership
3:00pm - 4:30pm Sheraton Seattle Hotel & Towers: Madrona Room
Participants: Allen C. Bluedorn, U. of Missouri, Columbia; Bruce J. Avolio, U. of Nebraska, Lincoln; Carolyn M. Wiethoff, Indiana U., Bloomington; Anne M. O'Leary-Kelly, U. of Arkansas; Angelo S. DeNisi, Texas A&M U.

178 ☯: (TIM) The Technology Management Course: Innovations in Delivery and Learning Environment
3:00pm - 5:00pm Washington State Convention & Trade Center: 614
Presenters: John E. Ettlie, Rochester Institute of Technology; Oscar Hauptman, Singapore Management U.; V. K. Narayanan, Drexel U.

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Saturday 3:30PM

179 ☯: (HCM) Skills and Thrills of Successful Dissertation Supervision.
3:30pm - 5:00pm Westin Hotel: Fifth Avenue
No pre-registration required.
Chair: Myron D. Fottler, U. of Central Florida

180 : (HR) Crafting an International HRM Research Agenda for the Asian Context
3:30pm - 5:30pm Red Lion Hotel: Lopez B
No pre-registration required – Free refreshments - Everyone is welcome!
Organizers: Randall S. Schuler, Rutgers U.; Mary R. Watson, New School U.; Robert Konopaske, U. of North Carolina, Wilmington
Presenters: Michael Poole, Cardiff U.; Audrey Tsui, International Institute for Management Development; Vladimir Pucik, IMD

181 : (MH) 25th Anniversary of the West Series in Business Policy: Historical and Contemporary Impacts
3:30pm - 5:30pm Washington State Convention & Trade Center: 303
Welcome: Franz T. Lohrke, U. of Alabama
Discussants: William Joyce, Amos Tuck School of Business at Dartmouth College; David J. Ketchen, Jr., Florida State U.

182 ☯:SPDW: (PS, MED, ODC) Comparative Learning in Collaborative Action Research
3:30pm - 5:00pm Washington State Convention & Trade Center: 606
Chair: Rupert F. Chisholm Jr., Pennsylvania State U.
Facilitators: Rita Kowalski, U.S. Dept. of Veterans Affairs; David Coghlan, U. of Dublin; Daniel R. Kowalski, U.S. Dept. of Veterans Affairs; Terry Orr, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.; Lena Neal, CSC Consulting; Jeana Wirtenberg, Public Service Enterprise Group; Thoralf Ulrik Qvale, Work Research Institute; Lyle Yorks, Columbia U.; Olav Eikeland, Work Research Institute

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Saturday 4:00PM

183 ☯: (CAR) Using Project Management to Manage Your Career in the New Millennium
4:00pm - 6:00pm Grand Hyatt Seattle: Sealth
Open, no restriction on participation Pre-registration required: Jean Walker, Jeanwalker@aol.com Multiple session: Friday & Saturday
Organizers: Jean Erickson Walker, ED.D., OI Partners, Inc.; Cheryl J Walker PMP, George Washington U.

184 ☯: (CMS) Doctoral Consortium: Student Research Interests Roundtable
4:00pm - 6:00pm Washington State Convention & Trade Center: 607
Coordinators: Stephen J. Jaros, Southern U.; Terry B. Porter, U. of Massachusetts, Amherst; Jenny Knowles, New York University
Speakers: Diana Sharpe, Monmouth U.; David Jacobs, Hood College; John Hassard, U. of Manchester Institute of Science & Technology; Erica Gabrielle Foldy, New York U.; Sonia Ospina, New York U.; Raza A. Mir, William Paterson U.; Ann L. Cunliffe, California State U., Hayward; John M. Jermer, U. of South Florida; Dave M. Boje, New Mexico State U.

185 ☯:SPDW: (ENT, PTC) Entrepreneurship for Community Turnarounds
4:00pm - 5:30pm Washington State Convention & Trade Center: 214
Participants are invited to submit short case histories beforehand, for pre-conference distribution, so that discussion can cover a wider base of examples.
Organizer: Thomas A. Bryant, Rutgers U.
Facilitators: Michael Christie, Queensland U. of Technology; Robert Brent Anderson, U of Regina; Raymond Saner, Centre for Socio-Eco-Nomic Development; Norris F. Krueger Jr., Boise State U.; Max Wortman, Iowa State U.; Lichia Saner-Yiu, Center For Socio-Economic Development; dt ogilvie, Rutgers U., Newark; David Pickernell, U. of Glamorgan; Benson Honig, U. of Haifa

186 : (IAM) Management in Latin America: Contemporary Theories in Micro/Macro-level Organization Research
4:00pm - 6:00pm Grand Hyatt Seattle: Sherman
All Academy of Management 2003 Meeting attendees are welcome. This workshop is suitable for researchers and practitioners.

Coordinator: Xin Yao, U. of Washington, Seattle
Discussant: Carmen Leonor Martinez-López, U. of Texas-Pan American

**187 ☯ (MED) The Leadership Game**
4:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Room 418
The Leadership Game. Unleashing Creativity: Improving Leadership
Presenter: Simon Western, Lancaster U.
Professional Development Workshop Chair: Steven John Armstrong, U. of Hull

**188 ☯ SPDW: (MED, GDO) Developing Competencies in the Classroom: Addressing Diversity Flashpoints**
4:00pm - 5:00pm Sheraton Seattle Hotel & Towers: Room 428
This PDW has three independent sessions within it, each with its own panel.
Organizer: Laurie L. Levesque, Suffolk U.
Facilitators: Donald Harter, U. of Michigan; Gary J Katzenstein, Hong Kong U. of Science & Technology; Polly Parker, Auckland U.; James A. F. Stoner, Fordham U.; Timothy Golden, Rensselaer Polytechnic Institute; Stephanie Welcomer, U. of Maine; Suwyn L Ornstein, Suffolk U.; Craig P. Dunn, San Diego State U.; Sandra Morgan, U. of Hartford; Nancy H. Leonard, West Virginia U.; Bill Biggs, Beaver College; James W. Fairfield-Sonn, U. of Hartford; Diana Stork, -

**190 ☯ (ONE) New Perspectives and Horizons on Sustainability Research and Horizons**
4:00pm - 6:00pm Washington State Convention & Trade Center: 310
Organizers: Mark Starik, George Washington U.; Sanjay Sharma, Wilfrid Laurier U.
Discussants: Carolyn Egri, Simon Fraser U.; Rick Bunch, World Resources Institute

**191 ☯ SPDW: (ONE, MED) Is There a Role for Advocacy in Management Teaching and Research?**
4:00pm - 6:00pm Washington State Convention & Trade Center: 213
Pre-registration is preferred but not mandatory for participation.
Chair: Sandra Rothenberg, Rochester Institute of Technology
Presenters: Bruce Barry, Vanderbilt U.; Frances E. Bowen, U. of Calgary; Edwin M. Epstein, St. Mary's College; Susan Key, U. of Alabama, Birmingham; David L. Levy, U. of Massachusetts; Alfred Marcus, U. of Minnesota

**192 ☯ SPDW: (PTC, TTC, MED) The Real World in Management Education--The Intersection of Practice and Teaching**
4:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Room 430
Organizer: Joan Weiner, Drexel U.
Presenters: David Jamieson, Pepperdine U.; Daniel F. Twomey, Fairleigh Dickinson U.; Jeff Lenn, George Washington U.

**193 ☯ (RM) Getting a Grip: Everything You Wanted to Know about Changing Research Paradigms**
4:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Room 424
This PDW will explore the vexing issues related to academics embarking on the rocky road of changing research methods, ideology and overall paradigms.
Chair: Dafna Eylon, U. of Richmond
Presenters: Dafna Eylon, U. of Richmond; Abhijit Gopal, U of Western Ontario; Ralph Stablein, Massey U.; J. Michael Cavanaugh, Fairfield U.

**Saturday 4:30PM**

**194 ☯ (MC) Appreciative Inquiry as Consulting Tool**
4:30pm - 7:00pm Washington State Convention & Trade Center: 206
This session is part of the workshop "Developing the Practice of Consulting III" (www.hhs.se/mcd). Pre-register by July 14 (mcd@hhs.se)
Presenters: Tracey Carsten Roll, Experian North America; Tenny Poole, Experian Information Systems

**195 ☯ (MSR) Spirituality & Self: Complementing the Undergraduate’s Management Core**
4:30pm - 5:30pm Grand Hyatt Seattle: Blewett Suite
All conference attendee are welcome.
Presenter: David C. Trott, St. Edwards U.

**Saturday 5:00PM**

**196 : (AAC) How to Use AoM Placement Services**
5:00pm - 5:30pm Westin Hotel: Cascade 1 (B)
Organizer: Mary Jo Vaughan, Mercer U.

**197 : (AAC) New Orleans 2004 Organizing Committee**
5:00pm - 6:00pm Sheraton Seattle Hotel & Towers: Juniper Room
Organizer: Thomas G. Cummings, U. of Southern California

**198 : (GDO) Community Together: A GDO Social Reception**
5:00pm - 6:30pm Grand Hyatt Seattle: Cayuse
Member and friends of the GDO community come together for our celebratory annual reunion!
Host: Martin N. Davidson, U. of Virginia

**199 ☯ SPDW: (MC, TTC) Practical Client-Based Learning: Classroom Methods for Developing Consulting Skills**
5:00pm - 7:00pm Washington State Convention & Trade Center: 304
This session is part of the workshop "Developing the Discipline of Consulting II" (www.hhs.se/mcd).
Presenter: Ken Weidner, Saint Joseph's U.

**200 : (OMT) Meet OMT Reception**
5:00pm - 6:00pm Westin Hotel: Vashon
Open to all, no registration required. Contact person: Joel Baum, University of Toronto, (416) 978-4914, baum@rotman.utoronto.ca

Program Chair: Tina Dacin, Queen's U.

Division Chair: Joel A. C. Baum, U. of Toronto


Professional Development Workshop Chair: Pamela R. Haunschild, U. of Texas, Austin

Division Chair-Elect: Mary Jo Hatch, U. of Virginia

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**Saturday 5:30PM**

201: (HCM) Reception & Welcome to HCM Division Members.
5:30pm - 7:30pm Westin Hotel: St. Helens
No pre-registration required.

202: (HR) HR Division Pre-Conference Reception
5:30pm - 7:00pm Grand Hyatt Seattle: Menzies Suite

203: (NDSC) All Doctoral Students Reception
5:30pm - 10:30pm Sheraton Seattle Hotel & Towers: Grand Ballroom A
Organizer: Holly S. Slay, University of Maryland

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**Saturday 6:00PM**

204: (AAC) How to Use AoM Placement Services
6:00pm - 7:00pm Westin Hotel: Vashon
Organizer: Mary Jo Vaughan, Mercer U.

205: (CMS) CMS Social
6:00pm - 8:00pm Washington State Convention & Trade Center: 607
Social Activity for CMS Members and Friends

206: (ENT) Entrepreneurship Division Social: Experience Music Project.
6:00pm - 11:00pm Washington State Convention & Trade Center: 204
Pre-registration is required. Contact timothys@csufresno.edu to register. Location: Experience Music Project. 2901 Third Ave. Seattle, WA 98121 206.77

207: (IM) International Management Division Professional Development Workshops Reception
6:00pm - 8:00pm Washington State Convention & Trade Center: 604

208: (MED) How learning and teaching styles influence teaching and course design
6:00pm - 8:00pm Sheraton Seattle Hotel & Towers: Room 428
Prior to beginning, participants will need to complete the learning and teaching style instruments and preferably have knowledge of their Myers Briggs score.
Presenters: Tom Hawn, Frostburg State U.; Carole Gwendolyn Parker, Frostburg State U.

209 SPDW: (OB, OMT) OB/OMT Divisions’ Pre-conference Reception
6:00pm - 7:30pm Sheraton Seattle Hotel & Towers: West AB

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Organizers: Anne M. O'Leary-Kelly, U. of Arkansas; Pamela R. Haunschild, U. of Texas, Austin

210: (OCIS) OCIS Pre-Conference Reception
6:00pm - 6:00pm Washington State Convention & Trade Center: 609

211: (ODC) ODC Reception for Doctoral Students
6:00pm - 6:30pm Washington State Convention & Trade Center: 612
Program Chair: Gretchen Spreitzer, U. of Michigan
Division Chair: Tracy A. Thompson, Pepperdine U.
Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology

212: (ONE) ONE Welcome Reception
6:00pm - 6:00pm Washington State Convention & Trade Center: 201
Organizer: Mark Cordano, Ithaca College

213: (SIM) SIM Keynote Address, Social Issues in an Increasingly Democratic and Global Economy
6:00pm - 6:30pm Washington State Convention & Trade Center: 606
Co-sponsored by the Society for Business Ethics and the Research Committee of the SIM Division
Open registration, no restrictions on participation
Organizer: Kelly Strong, Iowa State U.

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**Saturday 6:30PM**

214: (IAM) Iberoamerican Academy of Management Business Meeting
6:30pm - 8:30pm Grand Hyatt Seattle: Blewett Suite
All members and prospective members are welcome.
Presiding: Luis R. Gomez-Mejia, Arizona State U.
Professional Development Workshop Chair: Rita Campos Cunha, U. Nova de Lisboa

215: (PTC) Argyris Lifetime Learning Achievement: A Management Learning Award
6:30pm - 9:00pm Westin Hotel: Fifth Avenue
Organizer: Elena P. Antonacopoulou, U. of Manchester
Distinguished Speaker: Chris Argyris, Harvard U.
Sunday 7:00AM

**216 : (BPS) Business Policy and Strategy Doctoral Consortium**
7:00am - 12:00pm Westin Hotel: St. Helens
Pre-registration required. This is separate from conference pre-registration. For more details, please see “Seattle 2003” at http://aom.pace.edu/bps/.
Organizers: Marjorie A. Lyles, Indiana U., Indianapolis; Brian Silverman, U. of Toronto

**217 : (HCM) HCM Continental Breakfast.**
7:00am - 8:00am Westin Hotel: Olympic
No pre-registration required.

**218 : (MED) E-Media in Management**
7:00am - 9:00am Washington State Convention & Trade Center: 615
Organizer: Charles Wankel, St. John’s U.
Presenters: Bernard Forgues, U. of Paris 12; Matthew L. Suppa, Academy of Management; Terence C. Krell, Western Illinois U.; Quad Cities; Regina Bento, U. of Baltimore; Diane H. Parente, Pennsylvania State U., Erie; Paul Miesing, State U. of New York, Albany; Alan B. Eisner, Pace U.; Paul L. Govkem, P & M Associates; Jeanie M. Forray, Western New England College; Bill Kaghan, Washington U.; Sarfraz A. Mian, State U. of New York, Oswego; William Daniel Schulte, St. John’s U.; Tracy A. Thompson, U. of Washington, Tacoma; Thierry Rakotobe-Joel, Ramapo College; Fabio Fonti, Boston College; Carolyn M. Wiethoff, Indiana U., Bloomington; E Brian Peach, U. of West Florida; B. J. Zirger, U. of Cincinnati; Laurel Newman, Springfield; Steven John Armstrong, U. of Hull; Elliot Bendoly, Emory U.; Tagi Sagafi-nejad, Loyola College; Charles Wankel, St. John’s U.; Hugh Gunz, U. of Toronto

Sunday 7:30AM

**219 : (AAC) Breakfast Meeting with Current Division/Interest Group Chairs (2002-2003)**
7:30am - 9:00am Sheraton Seattle Hotel & Towers: Room 424
Organizer: Rosalie L. Tung, Simon Fraser U.

**220 : (ENT) Entrepreneurship Division Doctoral Consortium**
7:30am - 12:00pm Washington State Convention & Trade Center: 205
Doctoral Consortium for Entrepreneurship Division. Invited participants only.
Coordinators: Shaker A. Zahra, Babson College; Lowell Busenitz, U. of Oklahoma

**221 : (ENT) Entrepreneurial Cognition: The Next Big Thing?**
7:30am - 9:00am Washington State Convention & Trade Center: 212
Entrepreneurship members can bring a research question and how best to use theory and methods from cognitive science will be discussed.
Organizer: Norris F. Krueger Jr., Boise State U.
Presenters: Ron K. Mitchell, Victoria U.; Robert A. Baron, Rensselaer Polytechnic Institute; Charlene E Zietsma, U. of Western Ontario; Oana Branzei, U. of British Columbia

Sunday 8:00AM

**225 : (AAC) Seattle 2003, LAC**
8:00am - 11:00pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: Barbara Parker, Seattle U.

**226 : (AAC) Breakfast with Academy of Management Affiliates**
8:00am - 9:30am Sheraton Seattle Hotel & Towers: Room 430
AoM Affiliates: WAM, EAM, MWM, SWAM, SAM, AAM, IAM
Chair: Jone L. Pearce, U. of California, Irvine

**227 : (BPS) Business Policy and Strategy New Faculty Consortium**
8:00am - 12:00pm Westin Hotel: Vashon
Pre-registration required.
Organizers: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Ken G. Smith, U. of Maryland
Presenters: Russell Coff, Emory U.; Arnold C. Cooper, Purdue U.; Yves Doz, INSEAD; Sydney Finkelstein, Dartmouth College;
228 SPDW: (BPS, OMT) Conversations on Corporate Leadership and Governance
8:00am - 12:30pm Westin Hotel: Grand Crescent
Organizers: Marta A. Geletkanycz, Boston College; Wm. Gerard Sanders, Brigham Young U.

229 SPDW: (CAR, IM, OB) Academic Careers in North America for Non-North American Trained Academics
8:00am - 10:30am Red Lion Hotel: San Juan
No pre-enrollment needed.
Organizer: Ian Oshri, Erasmus U., Rotterdam
Presenters: Sue Newell, Bentley College; Cynthia Hardy, U. of Melbourne; Hugh Gunz, U. of Toronto; Louise Kelly, Alliant International U.

230 SPDW: (CMS, RM) Critical Perspectives on Communication in Organizations
8:00am - 10:00am Washington State Convention & Trade Center: 608
This workshop is designed to help scholars develop their critical-thinking and critical-communication skills.
Presenter: Stanley Deetz, U. of Colorado, Boulder

231 O. (GDO) Out In The Academy: Managing Gay, Lesbian, Bisexual, and Transgender Identity In Business Schools
8:00am - 12:00pm Red Lion Hotel: Emerald 3
This workshop will serve as the Academy’s first formal venue for discussing issues surrounding the management of GLBT identity in business schools
Chair: Richard B. Kettner-Polley, Colorado Technical U.

232 : (HCM) International Health Management And Policy
8:00am - 10:00am Westin Hotel: Cascade 2
No pre-registration required.
Chair: Blair Gifford, U. of Colorado, Denver

233 ☯ SPDW: (HCM, PTC, TTC) Learning in the 21st Century: Experiential and Action Learning
8:00am - 10:00am Westin Hotel: Fifth Avenue
No pre-registration required.
Chair: Patricia H. Thornton, Duke U.

234 : (HR) HR Doctoral Student Consortium
8:00am - 12:00pm Washington State Convention & Trade Center: 614
Pre-registration is required. Contact Adrienne Colella, Texas A&M U. at acolella@cgsb.tamu.edu to register.
Organizers: Adrienne Colella, Texas A&M U.; John E. Delery, U. of Arkansas

235 : (IM) Teaching International Management through Case Studies: What They Do and Why They Work
8:00am - 12:00pm Washington State Convention & Trade Center: 201
Pre-registration is required. Some advance preparation will be required.
Organizer: Allan Bird, U. of Sheffield
Presenters: Jeanne M. Mcnett, Boise State U.; Martha L. Maznevski, International Institute for Management Development; Joerg Dietz, U. of Western Ontario; Pratima Bansal, U. of Western Ontario; Tatiana Kostova, U. of South Carolina; Allan W. Bird, U. of Missouri, St. Louis

236 ☯ SPDW: (IM, ITC, CAR, RM) U.S. Trained Educators Working Abroad: A Diversity of Experiences, Reflections, and Advice
8:00am - 12:00pm Washington State Convention & Trade Center: 605
Intended to provide information and insights on the process and consequences of applying U.S.-based graduate education outside the U.S.
Organizer: Jacob Eisenberg, Cyprus International Institute of Management

Presenters: Robert J. DeFillippi, Suffolk U.; Efrat Elron, The Open U. IL; Carolyn Buie Erdener, ITEST & AUC; Michael J. Gent, Canisius College; Ellen Greenberg, American U., Bulgaria; Hans Hansen, Victoria U. of Wellington; Benson Honig, U. of Haifa; Robert David Marx, U. of Massachusetts, Amherst; AAhad M Osman-Gani, Nanyang Technological U.; Eleni Stavrou, U. of Cyprus; Herman Aguinis, U. of Colorado, Denver; Ping Ping Fu, Chinese U. of Hong Kong

237 ☯ (MC) Beyond Teams: Building the Collaborative Organization
8:00am - 12:00pm Washington State Convention & Trade Center: 610
Illustrates the 10 fundamental principles for increasing the effectiveness of how individuals and organizations collaborate. Presenters: Craig McGee II, SOLUTIONS Inc; Michael Martin Beyerlein, U of North Texas

238 ☯ SPDW: (MED, BPS, OMT) Discussion Learning: Learning How to Use the Case Method in Your Classroom
8:00am - 10:00am Sheraton Seattle Hotel & Towers: Juniper Room
Organizer: Jay Dial, Ohio State U.
Presidents: Brian Golden, U of Toronto; Amy Hillman, Arizona State U.

239 SPDW: (MH, OM, PNP) 100th Anniversary of Taylor’s “Shop Management”: Forgotten Lessons of Scientific Management
8:00am - 9:00am Washington State Convention & Trade Center: 304
Welcome: Franz T. Lohrke, U of Alabama
Presenter: Ira T. Kaplan, Hofstra U.
Discussants: Robert S. D’Intino, Pennsylvania State U.

240 ☯ (MSR) Morning Meditation
8:00am - 8:30am Grand Hyatt Seattle: Blewett Suite
Wear comfortable clothing.
Coordinator: Jerry Biberman, U. of Scranton

241 SPDW: (OB, OMT, ODC) Editor’s Panel for OB/OMT Junior Faculty Workshop and OB/OMT/ODC Doctoral Consortium
8:00am - 11:00am Sheraton Seattle Hotel & Towers: West Room A
Open to participants in the OB/OMT Junior Faculty Workshop and the OB/OMT/ODC Doctoral Consortium.
Organizers: Xiao-Ping Chen, U. of Washington, Seattle; James D. Westphal, U. of Texas, Austin; Mary J. Waller, Tulane U.; William Ocasio, Northwestern U.

242 ☯ SPDW: (OB, OMT, ODC, HR) We Know What We Need, Now How Do We Do It? Transforming Leadership Research For The Knowledge Era
8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Aspen Room
Open registration, but key participants also will be invited. Organizer: Mary Uhl-Bien, U. of Central Florida


243 : (OM) Innovative Service Management Research Applications
8:00am - 10:00am Westin Hotel: Stuart
Moderator: Rohit Verma, U. of Utah

244 SPDW: (OMT, OB, ODC) OB/ODC/OMT Doctoral Consortium
8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom B
Pre-registration required. Contact William Ocasio, Northwestern University, wocasio@nwu.edu.
Organizers: Peter Sorensen, Benedictine U.; Mary J. Waller, Tulane U.; Richard W. Woodman, Texas A&M U.; William Ocasio, Northwestern U.

245 SPDW: (OMT, RM, OB) The Craft of Reviewing
8:00am - 10:00am Sheraton Seattle Hotel & Towers: Modrana Room
No registration required. Contact person: Hettie Richardson, Louisiana State University, (225) 578-6146, hrich4@lsu.edu
Organizers: Hettie A. Richardson, Louisiana State U.; Lucy R. Ford, Virginia Commonwealth U.
Participants: Allen C. Amason, U. of Georgia; Jose M. Cortina, George Mason U.

246 ☯ (RM) Estimating Interaction Effects Using Multiple Regression
8:00am - 12:00pm Sheraton Seattle Hotel & Towers: Room 418
Pre-registration required. $35 registration fee. Contact Herman.Aguinis@udenver.edu
Presenter: Herman Aguinis, U. of Colorado, Denver

247 : (TIM) Patent Data in Management Research: Uses, Abuses, and Lessons Learned
8:00am - 10:00am Washington State Convention & Trade Center: 307
Organizers: Atul Nerkar, Columbia U.; Rosemarie Ham Ziedonis, U. of Michigan
Participants: Juan Alcacer, New York U.; Lee Fleming, Harvard U.; Michelle Gittelman, NYU/Stern; Arvds A. Ziedonis, U. of Michigan
Discussants: Gautam Ahuja, U. of Michigan; Lori Rosenkopf, U. of Pennsylvania

Sunday 8:30AM
Session Details - Sunday

248: (BPS) Exploring the Frontiers of International Strategy and Management
8:30am - 12:00pm Westin Hotel: Cascade 1 (A)

249 SPDW: (BPS, ENT, OMT) Learning Approaches to Strategy: A Better Theory of the Firm?
8:30am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom A
Pre-registration required. Maximum attendance: 60 persons.
Organizers: Henrich R. Greve, Norwegian School of Management; Martin Schulz, U. of British Columbia

250 ☯: (CM) CMD Community Outreach Training
8:30am - 12:30pm Sheraton Seattle Hotel & Towers: East Room B
Organizers: Judy McLean Parks, Washington U.; Michael Gross, Colorado State U.; faye l. smith, Emporia State U.

251: (CM) Conflict Resolution and On-going Relationships
8:30am - 10:00am Sheraton Seattle Hotel & Towers: Room 416
Organizer: Keith G. Allred, Harvard U.

252: (MOC) Cognition in the Rough VI
8:30am - 12:00pm Westin Hotel: Elliott Bay
Pre-registration by June 1. For details and instructions contact Sucheta Nadkarni at snadkarn@unlnotes.unl.edu.

253: (OCIS) Dynamics and Outcomes of Knowledge Networks and Distributed Intelligence in Work Teams
8:30am - 12:00pm Washington State Convention & Trade Center: 604
Pre-registration preferred but not required. Contact Noshir Contractor (nosh@uiuc.edu) for details. Also see the OCIS newsletter for more details.
Organizer: Noshir Contractor, U. of Illinois
Participants: Jonathon N. Cummings, Massachusetts Institute of Technology; Pamela J. Hinds, Stanford U.; Peter R. Monge, U. of Southern California; Bertram Bruce, U. of Illinois, Urbana-Champaign; Catherine Cranton, George Mason U.; Janet Fulk, U. of Southern California; Andrea Hollingshead, U. of Illinois; Alessandro Lomi, Bologna U.

254 ☯ SPDW: (ODC, MC, OB) Five Approaches of Change
8:30am - 12:00pm Washington State Convention & Trade Center: 401
Please pre-register to Leon de Caluwe (lca@tbg.nl).
Organizer: Leon de Caluwe, Free U., Amsterdam
Presenter: Hans Vermaak, Twynstra Management Consultants

255 ☯ ☯ SPDW: (ODC, MED, SIM) Democratic Principles in the Absence of Practice: Possibilities in Authoritarian Organizations
8:30am - 12:00pm Washington State Convention & Trade Center: 603
Not required. Please notify charwi1@regent.edu and share observations you have on this topic and what you would most like to gain from the workshop.
Organizer: Charles Williams, Regent University

256 SPDW: (SIM, ONE) Junior Faculty Workshop: Getting Editorial Advice from the Experts!
8:30am - 10:00am Washington State Convention & Trade Center: 203
Pre-registration is required. Contact Jeanne Logsdon for additional information, jlogsdon@unm.edu.
Coordinators: JeAnne M. Logsdon, U. of New Mexico; Monika Winn, U. of Victoria
Participants: Sandra Waddock, Boston College; Thomas M. Jones, U. of Washington; Andrew Hoffman, Boston U.; Carolyn Egri, Simon Fraser U.; Sanjay Sharma, Wilfrid Laurier U.; Andrew King, Dartmouth College; Amy Hillman, Arizona State U.; Linda K. Trevino, Pennsylvania State U.

Sunday 8:45AM

257 ☯ SPDW: (BPS, OMT) BPS Managing Your Dissertation Workshop
8:45am - 12:00pm Westin Hotel: Cascade 1 (C)
Organizers: Glenn Hoetker, U. of Illinois, Urbana-Champaign; Clark Gilbert, Harvard U.; Sanjay Jain, U. of Wisconsin, Madison; Jennifer Kuan, Stanford U.; Frank C. Schultz, Michigan State U.
Presenters: Joanne E. Oxley, U. of Michigan; Akbar Zaheer, U. of Minnesota; Ranjay Gulati, Northwestern U.; Philip C. Anderson, INSEAD

Sunday 9:00AM

258: (AAC) Exhibits
9:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

9:00am - 10:00am Sheraton Seattle Hotel & Towers: Room 426
Program Chair: Denise M. Rousseau, Carnegie Mellon U.
Program Coordinator: Andrea Rivero-Dabós, Carnegie Mellon U.

260: (AAC) Membership
9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

261: (AAC) Registration
9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration
Conference Registration, Pre-Registration Badge Pick Up & Exhibitor Registration
Coordinator: Susan Zaid, Academy of Management

262: (AAC) Placement Services
9:00am - 5:00pm Renaissance Madison Hotel: Washington Placement Services - Registration & Information
Organizer: Mary Jo Vaughan, Mercer U.

263: (AAM) Asian Management Roundtable: Researching on the Knowledge Economy
9:00am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A
Organizer: Eric W. K. Tsang, Wayne State U.
Facilitators: Naresh Khatri, U. of Missouri, Columbia; Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology
Presenters: Ping Ping Fu, Chinese U. of Hong Kong; Jun Liu, Chinese University of Hong Kong; Tomoki Sekiguchi, U. of Washington, Seattle; Shaista E Khilji, Carleton University; Xiaoyun Wang, U. of Manitoba; Min-Soo Kim, Ewha Womans U.; Lee W. Lee, Central Connecticut State University; Hirohisa Nagai, University of Tsukuba; Choy Chong Li, University of St Gallen; Yvonne Helleb, University of St Gallen; Aiqing Zhang, Central China Normal University; Peilian Guan, Wuhan University

264 SPDW: (BPS, ENT, IM) Strategy in Emerging Markets: Does a Universal Business Model Apply?
9:00am - 12:00pm Westin Hotel: Whidbey
Interested participants should contact any of the workshop organizers in June of 2003 so that appropriate reading materials can be distributed.
Presenter: Krishna Palepu, Harvard U.

265: (ENT) Systems Thinking and Technology Commercialization
9:00am - 10:30am Washington State Convention & Trade Center: 310
Organizer: George Kalidoniou, Illinois Institute of Technology
Presenters: Steven Mannina, Illinois Institute of Technology; Todd Baldi, Illinois Institute of Technology; Tarik Galijasevic, Illinois Institute of Technology; Kristin Groce, Illinois Institute of Technology; Janet Woener, Illinois Institute of Technology

266 SPDW: (ENT, PTC) How Can We Provide Value To Members Who Are, Or Work With, Nontraditional Academics
9:00am - 10:30am Washington State Convention & Trade Center: 611
Focus group on potential new consortium.
Organizer: Alex Stewart, Marquette U.

267: (HR) Using HR to Study Teaching: Teaching Competencies for Business Schools
9:00am - 12:00pm Grand Hyatt Seattle: Menzies Suite
Pre-registration is required, all Divisions are welcome. Contact person: Judith Tansky, tansky_1@cob.osu.edu
Presenters: Cynthia Kay Stevens, U. of Maryland; Judy Tansky, Ohio State U.; Debra J. Cohen, Society for Human Resource Management

268 SPDW: (ITC, IM, MED, OB, OCIS, PNP) Collaboration Of Management Academicians Through The Democracy Of The Internet
9:00am - 12:00pm Washington State Convention & Trade Center: 607
Chair: Charles Wankel, St. John’s U.
Presenters: Camelia Ehteshami Akbari, Industrial Management Institute, Iran; Suzy Fox, Loyola U., Chicago; Gerhard Fink, Wirtschaftsuniversitaet Wien; David A. Lamond, U. of Western Sydney; Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse; Ping Ping Fu, Chinese U. of Hong Kong; Robert J. DeFillippi, Suffolk U.; Flemming Poulsen, Copenhagen Business School; Ann Gregory, Memorial U.; Alison Riepie, H Barrow Business School, University of Westminster; Peter Van Baalen, Rotterdam School of Management, Dept. of Decision and Information Sciences; Paul Quintas, Open University Business School; Elisabeth Rossen, Florida International University; Tyrone S. Piltsis, University of Technology, Sydney; Gary Oddou, California State U., San Marcos; Kathleen Montgomery, U. of California, Riverside; Alan B. Eisner, Pace U.; Benson Honig, U. of Haifa; Cheryl L. Prachyl, U. of Texas at Tyler; Netra Pal Singh, Management Development Institute; Jo Ann Duffy, Sam Houston State U.; Jane LeMaster, U. of Texas, Pan American; Jan M. Ulijn, Eindhoven U. of Technology; Marc W.D. Tyrrell, Carleton U.; Emeric Solomosy, Western Illinois U.; Quad Cities; William A. Sodeman, Hawaii Pacific U.; Frank M. Shipper, Salisbury U.; Ganesh N. Prabhu, Indian Institute of Management, Bangalore, India; Miguel R. Olivas-Lujan, ITESM; Eleanor O’Higgins, U. College, Dublin; Mindi McKenna, Rockhurst U.; Carmen Leonor Martinez-Lopez, U. of Texas-Pan American; S. Manikutty, Indian Institute of Management, Ahmedabad; Bonnie Garson, Reinhardt College; Robert Blakeney, University of Houston; T. Alexandra Beauregard, London School of Economics; Gonzalez Sanchez-Garay, Universidad De Cadiz; Bernardo Batiz-Lazo, Open University Business School; Luz H. Godina, ITESM-EGADE, Monterrey; Jeaninne Hulsoor, Association Global View; Josep M. Orovais, Escola Superior d’Administracio i Direccio d’Empreses; Robert Sweo, University of Maryland, University College; Nealia Sue Bruning, U. of Manitoba

9:00am - 12:00pm Washington State Convention & Trade Center: 303
Organizer: Mie Augier, Stanford U.
Welcome: Franz T. Lohrke, U. of Alabama
Presenters: Mie Augier, Stanford U.; Michael J. Prietula, Emory U.; Martin Schulz, U. of British Columbia; Nicolai Foss, Copenhagen Business School; Daniel Levinthal, U. of Pennsylvania; Claus Rerup, U. of Pennsylvania; Sarad D. Sarasvathy, U. of Maryland
Discussant: James G March, Stanford U.

270 SPDW: (OB, CAR, MED, HR) Senior Faculty Consortium-Life In A Different Lane: Effectively Managing The Late Stages of A Career

SUNDAY
**Session Details - Sunday**

9:00am - 12:00pm Grand Hyatt Seattle; Washington

Organizer: Arthur G. Bedeian, Louisiana State U.

Chair: Douglas T. Hall, Boston U.

**Presenters:** Lyman W. Porter, U. of California, Irvine; Fred E. Fiedler, U. of Washington; Edwin A. Locke, U. of Maryland; John B. Miner, -; Daniel A. Wren, U. of Oklahoma, Norman; Paul R. Lawrence, Harvard U.

### 271 SPDW: (OB, OMT, HR) Publishing Research On Identity and Identification

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

Pre-registration required in order to aid preparations for break out groups. Contact Kevin Corley (kgc2@uiuc.edu).

Organizers: Kevin G. Corley, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Kevin W. Rock, U. of Illinois, Urbana-Champaign

Presenters: Kimberly D. Elsbach, U. of California, Davis; Dennis A. Gioia, Pennsylvania State U.; Mary Ann Glynn, Emory U.; Cees van Riel, Erasmus U.

### 272: (OMT) OMT Dissertation Proposal Workshop

9:00am - 12:00pm Washington State Convention & Trade Center: 612

Registration required. Contact Joel Baum, University of Toronto, baum@rotnam.utoronto.ca, (416) 978-4914.

Organizer: Joel A. C. Baum, U. of Toronto


### 273 SPDW: (OMT, MOC, TIM, ODC) Constructing Knowledge: The Academy of Management as a Cultural Industry

9:00am - 12:00pm Washington State Convention & Trade Center: 613

No registration required. Contact person: Candace Jones, Boston College, (617)552-0457, jonescq@attbi.com

Organizers: Candace Jones, Boston College; Raghu Garud, New York U.

Presenters: Anand Narasimhan, London Business School; Tina Dacin, Queen’s U.; Theresa K. Lant, New York U.; Raghu Garud, New York U.; Candace Jones, Boston College


### 274: (PNP) Doctoral Consortium II -- Career Choices and Strategies

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

Organizers: Bradley E. Wright, U. of North Carolina at Charlotte; Kimberley Roussin Isett, Texas A&M U.

Presenters: Tanya Heikka, Columbia U.; Kimberley Roussin Isett, Texas A&M U.; Bradley E. Wright, U. of North Carolina at Charlotte; Angela Bies, Texas A&M U.

### 275 : SPDW: (PS, MED, PNP) Action Research for Sustainable Development: Advancing Democracy in Knowledge Economies

9:00am - 10:30am Washington State Convention & Trade Center: 609

Panelists will give brief descriptions of their approach to and thoughts on sustainable development.

Chair: Lyle Yorks, Columbia U.
284 SPDW: (MED, CM, HCM, MOC, OCIS, ONE, PNP, IM, SIM, MSR, CAR) Learning the Art and Craft of Reviewing: Learn from Some of the Best Reviewers
10:00am - 12:00pm Sheraton Seattle Hotel & Towers: West Room B
Organizer: Haze Nicole Schepmyer, U. of Toronto
Participant: Mark Stark, George Washington U.

285 SPDW: (MED, MSR) Learning from Our Teachers: A Dialogic Group Inquiry
10:00am - 12:00pm Sheraton Seattle Hotel & Towers: Cedar Room
Organizer: Liz Borredon, EDHEC
Facilitators: Joseph A. Raelin, Northeastern U.; Anthony G Blake, Centre for Management Creativity

286 SPDW: (MSR) Doctoral Consortium
10:00am - 12:00pm Grand Hyatt Seattle: Blewett Suite
All conference attendees may participate.
Discussants: David C. Trott, St. Edwards U.; Lee Perry Robbins, Golden Gate U.
Division Chair-Elect.: Sandra King Kauanui, California State Polytechnic U., Pomona

10:00am - 12:00pm Westin Hotel: Orcas
Presenters: Scott Young, U. of Utah; Rohit Verma, U. of Utah; Michael V. Russo, U. of Oregon; Tonya Boone, College of William and Mary
Moderator: Linda C. Angell, Industrial Research Ltd.

288 SPDW: (OM, TIM) Initiating Research Cross-overs: One Topic (Modularity), Multiple Research Perspectives
10:00am - 12:00pm Westin Hotel: Cascade 2
Presenter: Manus Rungtusanatham, Arizona State U.
Participants: Melissa A. Schilling, New York U.; Sendil Ethiraj, U. of Michigan
Moderator: Sebastian Fixson, U. of Michigan

289 SPDW: (ONE, CM, SIM) Researching Stakeholder Participation In Environmental Conflicts
10:00am - 12:00pm Washington State Convention & Trade Center: 203
Chair: Barbara Gray, Pennsylvania State U.

290 SPDW: (RM, CMS) Raising Voices: Pursuing Critical and Ethical Agendas in Organizational Research
10:00am - 12:00pm Sheraton Seattle Hotel & Towers: Madrona Room
The panel will explore different avenues for engaging in critical/ethical scholarship, and discuss some dilemmas involved.
Coordinator: Pushkala Prasad, Skidmore College

291 SPDW: (SIM, PNP) Advancing Our Scholarly Networks: Research Roundtables
10:00am - 12:00pm Washington State Convention & Trade Center: 606
Pre-registration with the session organizers is recommended, but walk-ins will be welcome.

292 (TIM) Exploring Strategy Through Simulation
10:00am - 12:00pm Washington State Convention & Trade Center: 307
Presenters: Ron Adner, INSEAD; Giovanni Gavetti, Harvard U.; Jan W. Rivkin, Harvard U.; Anjali Sastry, Massachusetts Institute of Technology

Sunday 10:15AM

293 (AAC) Conference Break
10:15am - 10:45am Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area
Join us for refreshments and a prize raffle!
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Sunday 10:30AM

294 (AAC) Southern Academy of Management Officers
10:30am - 12:00pm Westin Hotel: Adams
Organizer: Kevin W. Mossholder, Louisiana State U.

295 (AAC) Southwest Academy of Management Officers
10:30am - 2:00pm Westin Hotel: Baker
Organizer: Stephanie Newport, -

296 (AAC) People of Color Committee Meeting
10:30am - 12:00pm Westin Hotel: Deluxe Suite 4041
Organizer: Ian O. Williamson, U. of Maryland

297 (AAC) Western Academy of Management Officers
10:30am - 12:00pm Westin Hotel: Olympic
Organizer: Joyce Osland, U. of Portland

298 (AAC) Midwest Academy of Management Officers
10:30am - 12:00pm Sheraton Seattle Hotel & Towers: Room 420
Organizer: Joy VanEck Peluchette, -

299 (AAC) Current and Incoming Heads and Members of Academy Committees
10:30am - 12:00pm Sheraton Seattle Hotel & Towers: Room 426
Organizer: Rosalie L. Tung, Simon Fraser U.

300 (CAR) Collaboration Across Borders and Career Stages
10:30am - 12:00pm Red Lion Hotel: Bainbridge
Pre-registration recommended: Jelena Zikic, zikic@rotman.utoronto.ca
Organizer: Jelena Zikic, U. of Toronto
Presenters: Kerr Inkson, Massey U., New Zealand; Jennifer M. Kidd, Birkebeck, U. of London; Steven A.Y. Poelmans, U. of Navarra

301 SPDW: (ENT, PNP, MED, PTC) A Model for Venture Capital Firms and Universities: Mentoring, Teaching, and Fundraising
10:30am - 12:00pm Washington State Convention & Trade Center: 204
Venture capital for learning, technology commercialization, and University fundraising.
Organizer: Rock L Clapper, -
Distinguished Speaker: Ronald S Cohn, -
Presenter: Anupam Govil, -
Session Details - Sunday

302 SPDW: (ENT, TIM) Technology Commercialization And The Scientist-Entrepreneur: Key Challenges And Rewards
10:30am - 12:00pm Washington State Convention & Trade Center: 211
The session addresses trends in technology commercialization and university entrepreneurship.
Organizer: Gerard George, U. of Wisconsin, Madison
 Presenters: Zahra A Shaker, Babson College; Scott Shane, U. of Maryland, College Park; David Mowery, U. of California, Berkeley; Anne S. Miner, U. of Wisconsin, Madison

303 : (HCM) Cutting-edge" Research: Is it Compatible with Sustainable Research Programs?
10:30am - 12:00pm Westin Hotel: Fifth Avenue
No pre-registration required.
Chair: Reuben R. McDaniel, U. of Texas, Austin
 Presenters: James W Begun, U. of Minnesota; Myron D. Fotller, U. of Central Florida; David J. Ketchen, Jr., Florida State U.; Jacqueline Zinn, Temple U.

304 SPDW: (OCIS, ODC) The Influence of Chinese Culture on Information Systems Management and Organizational Change
10:30am - 12:00pm Washington State Convention & Trade Center: 602
Pre-registration is strongly encouraged but not required. Contact Robert Davison (isrobert@is.cityu.edu.hk) for information and see the OCIS newsletter.
Organizer: Robert M. Davison, City U., Hong Kong
Participant: Maris G. Martinsons, City U., Hong Kong

305 ☯ SPDW: (PS, MED, ODC) Reflection and Learning from the Practitioner Series/Action Research Community Workshop
10:30am - 12:00pm Washington State Convention & Trade Center: 609

Sunday 11:30AM

306 : (AAC) Division Treasurers’ Meeting
11:30am - 12:30pm Sheraton Seattle Hotel & Towers: Room 424
Organizer: Heather Crowe, Academy of Management
Program Chair: Denise M. Rousseau, Carnegie Mellon U.

Sunday 12:00PM

307 : (AAC) Incoming 2003-2004 Program Chairs
12:00pm - 1:30pm Sheraton Seattle Hotel & Towers: Room 416
Organizer: Yolanda Jones, U. of Southern California
Professional Development Workshop Chair: Thomas G. Cummings, U. of Southern California

308 : (AAC) International Theme Committee
12:00pm - 1:30pm Sheraton Seattle Hotel & Towers: Room 430
Organizer: Flemming Poufelt, Copenhagen Business School

309 : (Paper Session) - (ART) AcademyArts: Seattle 2003
12:00pm - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/Academy Arts
Vulnerable – A Performance | Michaela C. Driver, East Tennessee State U.
Smooth Hands | John Andrew Morris, Catawba College
The Freedom to Live Fully | Mark P. Kriger, Norwegian School of Management
I Still Have a Dream | C. Douglas Johnson, Michelin North America
Jewelry as an Art Form: Sharing Knowledge through Cultural Symbols | Olivia H. Neece, Claremont Graduate U.
My Grandfather’s Legacy: A Soldier’s Perspective on Democracy | Courtney Shelton Hunt, Northern Illinois U.
Democracy and the Rule of Law | Alexis Downs, U. of Central Oklahoma; Charles A. Rickman, U. of Central Oklahoma
A View to a Kill | Barbara J. Allison, Troy State U.; Sergei Shillabeer, -
Nahdion’s Short Course on Democracy | Grace Ann Rosile, New Mexico State U.; Alexis Downs, U. of Central Oklahoma; Judith Y. Weisinger, New Mexico State U.
The Creation of Synabs | Maree Veronica Boyle, Griffith U.
Democracy in a Hen Economy: Personal Experiences from the Hen-house | Merel Kats, Goois Lyceum Bussum
A Democracy of Images of Democracy | Christian F. Poulson, II, California State Polytechnic U., Pomona
Disdain | Donald W. McCormick, U. of Redlands
Layer on Layer | Lawrence J. Lad, Butler U.
The Aesthetics of Waste: Reflections on the New Shanghai | Farok J. Contractor, Rutgers U.
Democracy in the Workplace: Voices From the Field | Jacob Eisenberg, Cyprus International Institute of Management
A Topless Pyramid | Jacob Eisenberg, Cyprus International Institute of Management
Low EQ | John Andrew Morris, Catawba College
Summers and Winters | Koty Lapid, Softblock
“The LUV Quilt: Herb Kelleher is the New Saint Christopher”, | Ann Rippin, U. of Bristol
eStrategy | Arkaigud Ramaprasad, U. of Illinois, Chicago; Jun Lin, Southern Illinois U., Carbondale
Social Construction-Democracy | Karen Bishop, U. of Louisville
Poetic Thoughts on Bion’s Experiences with Groups | Harry William Holt, George Washington U.
Turbulence | Dennis A. Gioia, Pennsylvania State U.
Diversity in the Comics: A Humorous View of a Serious Subject | David A. Kravit, George Mason U.
Stoljice: A Photographic Journey | Jamie L. Callahan, Texas A&M U.
Great God! This is an awful place. | Mark Pruett, Appalachian State U.
Voices For Democracy | Robert S. D’Intino, Pennsylvania State U.
The Limits of Freedom | Christian F. Poulson, II, California State Polytechnic U., Pomona
Reflection | Lawrence J. Lad, Butler U.
Crossroads | Elizabeth Cooper, U. of Rhode Island
Session Details - Sunday

**310**: (CAM) Journal of Management Inquiry Editorial Board Meeting  
12:00pm - 2:00pm Westin Hotel: Adams  
Organizer: Kimberly B. Boal, Texas Tech U.

**311**: (CAM) M@nagement Editorial Board Meeting  
12:00pm - 2:00pm Westin Hotel: Olympic  
Organizers: Martin G. Evans, U. of Toronto; Bernard Forgues, U. of Paris 12

**312**: (CAM) Journal of Applied Management and Entrepreneurship Editorial Board Meeting  
12:00pm - 2:00pm Westin Hotel: Stuart  
Organizer: Jane Whitney Gibson, Nova Southeastern U.

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**SUNDAY 12:30PM**

**313**: (AAC) Mentoring Committee Business Meeting  
12:30pm - 2:00pm Sheraton Seattle Hotel & Towers: Room 420  
Presidings: Joycelyn Finley-Hervey, Florida A&M U.; Lisa K. Gundry, DePaul U.

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**SUNDAY 1:00PM**

**314**: (CAM) Organization Science Meeting  
1:00pm - 2:00pm Grand Hyatt Seattle: Seattle  
Organizer: Claudia Bird Schoonhoven, U. of California, Irvine

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**SUNDAY 1:55PM**

**315**: (AA) Welcome to the 2003 Meetings  
1:55pm - 2:00pm Washington State Convention & Trade Center: 6AB  
Welcome: Denise M. Rousseau, Carnegie Mellon U.

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**SUNDAY 2:00PM**

**316**: (AA) Academy of Management Award Winners  
2:00pm - 3:30pm Washington State Convention & Trade Center: 6AB  
The winners of the 2002 Academy of Management Distinguished Educator, Walter Nord, Distinguished Service, Jean J. Boddewyn, and Scholar, Andrew Pettigrew; and 2002 George R. Terry Book Award winner Scott Snook, lead a symposium on their own lessons from experience.  
Chair: Jone L. Pearce, U. of California, Irvine  
Presenters: Jean Boddewyn, Baruch College; Walter Nord, U. of South Florida; Andrew M. Pettigrew, Warwick U.; Scott A Snook, Harvard U.

**317**: (AAC) MC Executive Committee Meeting  
2:00pm - 7:00pm Washington State Convention & Trade Center: 307  
Organizer: Kurt Motamedi, Pepperdine U.

**318**: (AAC) Academy of Management Learning and Education  
2:00pm - 3:30pm Westin Hotel: Baker  
Organizer: Roy J. Lewicki, Ohio State U.

**319**: (AAC) Academy of Management Executive Editorial Board Meeting  
2:00pm - 3:30pm Westin Hotel: Blakely  
Organizer: Robert C. Ford, U. of Central Florida

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**320**: (AAC) New Member Orientation  
2:00pm - 3:30pm Westin Hotel: Fifth Avenue  
Organizer: Jane Whitney Gibson, Nova Southeastern U.

**321**: (CAM) Organization Management Journal Editorial Board Meeting  
2:00pm - 3:00pm Grand Hyatt Seattle: Blewett Suite  
Organizer: Jeanie M. Forray, Western New England College

**322**: (CAM) Leadership Quarterly Meeting  
2:00pm - 3:30pm Sheraton Seattle Hotel & Towers: Room 426  
Organizer: James G. Hunt, Texas Tech U.

**323**: (CAM) Journal of Management Editorial Board Meeting  
2:00pm - 3:30pm Grand Hyatt Seattle: Stevens  
Organizer: Daniel C. Feldman, U. of South Carolina

**324**: (CAM) Organization Science Editorial Board Meeting  
2:00pm - 3:30pm Grand Hyatt Seattle: Tolmie  
Organizer: Claudia Bird Schoonhoven, U. of California, Irvine

**325**: (CAM) Organization Journal: Editorial Board Meeting  
2:00pm - 3:30pm Grand Hyatt Seattle: Washington  
Organizers: Linda Smirich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst

**326**: (CAM) Administrative Science Quarterly Editorial Board Meeting  
2:00pm - 3:30pm Sheraton Seattle Hotel & Towers: West Room A  
Organizer: Linda M. Johanson, Cornell U.

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**SUNDAY 2:30PM**

**327**: (AAC) Doctoral Student Liaison Committee Meeting  
2:30pm - 4:30pm Grand Hyatt Seattle: Sherman  
Organizer: Rhetta L. Standifer, U. of Missouri, Columbia

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**SUNDAY 2:45PM**

**328**: (AAC) Conference Break  
2:45pm - 3:15pm Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area  
Join us for refreshments and a prize raffle!  
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

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**SUNDAY 3:00PM**

**329**: (AAC) Academy of Management Journal Board Meeting  
3:00pm - 4:30pm Sheraton Seattle Hotel & Towers: Room 416  
Organizer: Thomas W. Lee, U. of Washington, Seattle

**330**: (PTC) Practitioners Welcome/Reception  
3:00pm - 5:00pm Grand Hyatt Seattle: Menzies Suite  
Meet other conference attendees whose primary career orientation is in a non-academic role and learn how to get the most from our Annual Meeting.  
Organizer: David Jamieson, Pepperdine U.

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**SUNDAY 3:30PM**
SUNDAY 6:30PM

358 : (AAC) Ethics Committee Dinner
6:30pm - 9:00pm Grand Hyatt Seattle: Washington
Organizer: Elena P. Antonacopoulou, U. of Manchester
Sunday 7:00PM

359 : (AA) All-Academy Reception: Canapes and Conversations
7:00pm - 9:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom and Pre-Function Area
Sponsored by University of California, Irvine, Carnegie Mellon University, and the Academy of Management. The Seattle Local Arrangements Committee welcomes you to the 2003 meeting of the Academy of Management. The reception is one of many AOM opportunities to greet old friends and look beyond nametags for new friends and colleagues. Wishing you success and happiness, we've invited Chinese Lion Dancers to celebrate your participation in the 2003 meetings.
Hosts: Denise M. Rousseau, Carnegie Mellon U.; Andrea Rivero-Dabós, Carnegie Mellon U.; Thomas G. Cummings, U. of Southern California; Yolanda Jones, U. of Southern California
Local Arrangements Chair: Barbara Parker, Seattle U.

360 : (GDO) Academy Family: A Reception for LGBT Persons and Friends at Academy
7:00pm - 9:00pm Sheraton Seattle Hotel & Towers: West AB
Allies, friends, and gay, lesbian, bisexual, & transgendered persons reception sponsored by the David Eccles School of Business, U. of Utah and Carnegie Mellon U.
Hosts: Gerardo A. Okhuysen, University of Utah; Ron Ophir, Carnegie Mellon U.; Bryant A. Hudson, Louisiana State U.

Sunday 7:30PM

361 : (AA) Chinese Lion Dance
7:30pm - 8:30pm Sheraton Seattle Hotel & Towers: Grand Ballroom and Pre-Function Area
The Lion Dance is an important Chinese tradition, but its style and purpose varies widely. Usually part of festivities like Chinese New Year, lion dancers in Seattle also bring luck and happiness to special occasions. Originally an activity for Chinese nobility, the lion dance now is democratic in its appeal. Seattle lion dancers join us tonight as a symbol of that democracy. With them we celebrate Seattle's diverse heritage. Finally, the Local Arrangements Committee hopes the Lion Dancers will bring success and happiness to AOM meetings for members to carry back into their worlds.
Host: Zoe Barsness, U. of Washington, Tacoma
Local Arrangements Chair: Barbara Parker, Seattle U.
Session Details - Monday

Monday 7:00AM

362: (AAC) Seattle 2003, LAC
7:00am - 10:30pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: Barbara Parker, Seattle U.

Monday 7:45AM

363: (GDO) GDO Breakfast: Welcome to the Conference
7:45am - 8:25am Red Lion Hotel: Emerald 3
Hosts: Bernardo M. Ferrand, Alliant International U.; Gayle Baugh, U. of West Florida

Monday 8:00AM

364: (Paper Session) - (MC) Management Consulting
Division Welcome Breakfast
8:00am - 8:30am Washington State Convention & Trade Center: 307
Division Chair: Kurt Motamedi, Pepperdine U.
Presenter: Rickie Moore, E.M.LYON / ISEOR
Division Chair-Elect: Georges Trepo, HEC, France

365: (SIM) Social Issues in Management Welcome
8:00am - 8:30am Washington State Convention & Trade Center: 608
Welcome session for new and returning members of the Social Issues in Management Division.
Program Chair: Bryan W. Husted, ITESM/Instituto de Empresa
Division Chair: Lawrence J. Lad, Butler U.

366: (TIM) TIM Welcome (Continental Breakfast)
8:00am - 8:29am Washington State Convention & Trade Center: 307
Program Chair: Laura B. Cardinal, Tulane U.

Monday 8:20AM

367: (HR, IM, OB) Critical Look at Application of Cultural Dimensions to Country Clusters & Cross-Cultural Research
8:20am - 10:20am Red Lion Hotel: Whidbey
Chairs: Simcha Ronen, Tel Aviv U.; Oded Shenkar, Ohio State U.
Speakers: Paul Hanges, U. of Maryland; Geert Hofstede, IRIC - Tilburg U.; Peter B. Smith, U. of Sussex; Mark F. Peterson, Florida Atlantic U.; Shalom H. Schwartz, Hebrew U.

Monday 8:30AM

368: (AA) Workplace Surveillance and Privacy: Threat or Fact of Democracy in a Knowledge Economy
8:30am - 10:20am Westin Hotel: Fifth Avenue
A series of case studies are presented that look at the implications of employee surveillance within workplaces, industries and nations.
Organizers: Cliff Cheng, U. of Southern California; Diane van den Broek, U. of Sydney
Unfazed by the Gaze: Surveillance, Privacy and Work Intensification within Call Center Operations | Diane van den Broek, U. of Sydney
Neither Good nor Bad but Dangerous: The Ethics of Workplace Surveillance | Graham Sewell, U. of Melbourne
Presenters: Cliff Cheng, U. of Southern California; Diane van den Broek, U. of Sydney; Graham Sewell, U. of Melbourne
Discussants: Marty Levitt, Justice for Labor Foundation; Stewart Clegg, U. of Technology, Sydney

369: (AA) Corporate Power and Democracy: History, Tensions and Alternative Futures
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom A
Explores tensions between corporate power & democracy from perspective of values, American history, and future alternatives.
Organizer: Gordon P. Rands, Western Illinois U.
Presenters: Marjorie Kelly, Business Ethics; David C. Korten, Positive Futures Network/People-Centered Development Forum; Ted Nace, Peachpit Press
Discussant: Henry Mintzberg, McGill U.

370: (AA) Democracy and the Discourse of Management in a Knowledge Economy
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom C
Conversation on what managers and organizations recognize as legitimate data and research questions.
Organizer: Mariann Jelinek, College of William and Mary
Presenters: Joan Ernst Van Aken, Eindhoven U. of Technology; Jean M. Bartunek, Boston College; David R. Tranfield, Cranfield U.; Kenneth Starkey, U. of Nottingham; Mariann Jelinek, College of William and Mary

371: (AA) Government and Governance in the Knowledge Economy
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Metropolitan Ballroom
Governmental innovations (e-voting, virtual town meetings, monitoring of elected officials, etc.) are examined with respect to civil liberties.
Organizer: Jochen Scholl, U. of Washington
Presenters: Jochen Scholl, U. of Washington; Jon P. Gant, Syracuse U.; Sharon Dawes, U. at Albany; Alexander Prosser, U. of Economics and Business Administration, Austria; Robert Krimmer, U. of Economics and Business Administration, Austria; Eric Welch, U. of Illinois at Chicago

372: (AA) Careers in the Middle East: Group Conversation
8:30am - 10:20am Red Lion Hotel: San Juan
If you live in the Middle East or have an interest in it, please join us for a discussion of Careers in the Middle East with the goal of sharing experiences, research, thoughts, resources and ideas for future research and training collaboration.
Organizers: Mustafa Ozbilgin, U. of Surrey; Ayala Malach Pines, Ben-Gurion U.

373: (Paper Session) - (BPS) Business Level Strategy
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P51 to P54
An Information-Based Analysis of Professional Service Firms | Dov Rothman, U. of California, Berkeley
374    (Paper Session) - (BPS)  Strategy and the Vertical Chain
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1
Displayed on Panels P55 to P58
 synopsis 1

Managerial Bias as a Firm Commitment Mechanism: The Effect of Employee Firm-Specific Investment | Heli Wang, Hong Kong U. of Science and Technology
Strategic Heterogeneity and Industry Evolution | H. Donald Hopkins, Temple U.
Delineating the Strategic Control Construct: Toward an Integrative Framework | Scott D. Julian, Saginaw Valley State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.

375    (Paper Session) - (BPS)  Knowledge and Learning Through Alliances
8:30am - 10:20am Westin Hotel: Cascade 1 (A)
Chair: Ping Deng, Maryville U.
A Knowledge-Based View of Strategic Alliances | Yongliang Han, California State U.; Stanley Han, California State U., Sacramento
The Network Dance: The Role of Networks and Network Dynamics in Knowledge Creation | Ann McCafayden, North Carolina State U.; Matthew Semadeni, U. of South Carolina; Albert A. Cannella Jr., Texas A&M U.
Knowledge and Learning in Strategic Alliances: How to Learn with Cooperation | Sergio Janczak, U. of Western Ontario
The Determinants of Inter-Partner Learning in Alliances - An Empirical Study in e-Commerce | Miguel Rivera, Babson College; Pierre Dussauge, HEC, France; Will Mitchell, Duke U.
Learning to Collaborate: The Effects of Experiential and Vicarious Learning on Alliance Performance | Mitabarun Sarkar, U. of Central Florida; Raj Echambadi, U. of Central Florida; Cameron M. Ford, U. of Central Florida
Discusssant: Jeff Dyer, Brigham Young U.

376    (Paper Session) - (BPS)  Routines, Replication and Knowledge Transfer
8:30am - 10:20am Westin Hotel: Cascade 1 (B)
Chair: Alvaro Cuervo-Cazurra, U. of Minnesota
Strategizing Routines in HSBC (UK) | Jonathan Menuhin, Hebrew U.; John McGee, U. of Warwick
Routine Assembly: Institutionalizing Practices in a New Setting | Paulo Jose Prochno, Ibmec - RJ
Adaptation and Replication in Knowledge Transfer Relationships among International Telecom Firms | Charles Williams, U. of Illinois
Templates and the Effectiveness of Knowledge Transfer: An Empirical Investigation | Robert James Jensen, U. of Pennsylvania; Gabriel Szulanski, INSEAD; Michael Casaburi, U. of Pennsylvania

377    (BPS)  Perspectives on Competitive Strategy Dynamics
8:30am - 10:20am Westin Hotel: Elliot Bay
Organizer: Ron Adner, INSEAD
Discussant: Pankaj Ghemawat, Harvard U.

378    (BPS)  Strategy as Iterative Resource Allocation
8:30am - 10:20am Westin Hotel: Grand Crescent

379    (Paper Session) - (BPS)  Strategic Decision Processes
8:30am - 10:20am Westin Hotel: Vashon I
Chair: V. K. Narayanan, Drexel U.
Improvisation and its Impact on Performance: Insights from a City Government | Dusya M. Vera, U. of Houston; Mary M. Crossan, U. of Western Ontario
Strategic Decision Making: The Influence of Intuition on Strategic Decision Success | Bernadette Catherine Walsh, U. of Minnesota; Ingrid Bonn, Griffith U.; Peter J. Jordon, Griffith U.
Collaborative Problem Solving and Decision Justice in New Product Development | Haiyang Li, Texas A&M U.; John B. Bingham, Texas A&M U.
Strategic Decision Processes and Outcomes: Effects of Context | Constantinos Lioukas, INSEAD; Vasillis M. Papadakis, Athens U. of Economics and Business
Discussant: Donde Ashmos Plowman, U. of Texas, San Antonio

380    (Paper Session) - (BPS)  Executive Succession
8:30am - 10:20am Westin Hotel: Vashon II
Chair: Dawn Harris, Loyola U., Chicago
She-E-Os: Gender Effects and Stock Price Reactions to Announcements of Top Executive Appointments | Peggy M. Lee, Emory U.; Erika Hayes James, U. of Virginia
Antecedents of Top Management Successor Origin in China | Qinyuan Yue, Peking U.
Leader Succession: An Examination using Coaches and General Managers in the National Hockey League | W.
381 SHCS: (BPS, OMT, TIM) Network Markets and Bandwagons: Economic and Sociological Approaches to Increasing Returns
8:30am - 10:20am Washington State Convention & Trade Center: 602/603
Organizer: Willow Sheremeta, York U.
Chair: Richard A. Bettis, U. of North Carolina, Chapel Hill
Not Repeating Old Diffusionist History | Eric Abrahamson, Columbia U.
Technological Systems and the Sponsorship of "Open" Standards | Raghu Garud, New York U.
How Radical and Compatible Should Innovation Be in Network Markets? | Willow Sheremeta, York U.
To Protect or to Diffuse? Architectural Control, Appropriability, and the Rise of a Dominant Design | Melissa A. Schilling, New York U.

382 JS: (CAR, HR, OB) What More is There to Career Success?
8:30am - 10:20am Red Lion Hotel: Bainbridge
Chair: Peter A. Heslin, Southern Methodist U.
What more is there to Career Success? | Following Their Hearts? Subjective Career Orientations and Career-Related Outcomes in Young Classic | Shoshana Dobrow, Harvard U.
Living in Another World? Career Success in Not For Profit Organizations | Martin A. Steinbereithner, Vienna U. of Economics and Business Administration
The Faculty Career: Defining Subjective Career Success | Ellen Jackofsky, Southern Methodist U.
CEO Career Success as Perceived Value-Added | Peter A. Heslin, Southern Methodist U.
Presenters: Shoshana Dobrow, Harvard U.; Peter A. Heslin, Southern Methodist U.; Ellen Jackofsky, Southern Methodist U.; Martin A. Steinbereithner, Vienna U. of Economics and Business Administration
Discussant: Monica C. Higgins, Harvard U.

383 SHCS: (CAR, OB, HR) Next Steps in Understanding the Modern Career: Bounding the Boundaryless and Shaping The Protean
8:30am - 10:20am Washington State Convention & Trade Center: 611/612
Chair: Jon P. Briscoe, Northern Illinois U.
The Physical and Psychological Passages and Potential Limitations of Boundaryless Careers | Sherry E. Sullivan, Bowling Green State U.; Michael B. Arthur, Suffolk U.
The Interplay of the Protean and Boundaryless Careers: Combinations and Implications | Jon P. Briscoe, Northern Illinois U.; Douglas T. Hall, Boston U.
Protein and Bounded Careers: An Empirical Exploration | Douglas T. Hall, Boston U.; Jon P. Briscoe, Northern Illinois U.
Proteanism and Boundarylessness as Metaphors: Can they be Integrated? | Kerr Inkson, Massey U., New Zealand
Discussant: Michael B. Arthur, Suffolk U.

384 (Paper Session) - (CM) Trust and Ethics in Negotiations
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Cedar Room
Chair: Kimberly A. Wade-Benzoni, New York U.
Naive Trust, Prudent Trust, Distrust and Social Intelligence | Livia Markóczy, U. of California, Riverside
Trust and the Obligation to Reciprocate: Differing Perspectives of Trustors and Trusted Parties | Deepak Malhotra, Harvard U.
Winner of CM Division Best Student Paper Award
Unethical Behavior Directed Towards Groups versus Individuals: Target Type and Misrepresentation | Ann E. Tenbrunsel, U. of Notre Dame; Kristina Diekmann, U. of Utah; Charles E. Naquin, U. of Notre Dame
The Self-Importance of Moral Identity as a Predictor of Lying in Negotiations | Karl Aquino, U. of Delaware; Scott Ray, U. of Delaware; Americus Reed II, U. of Pennsylvania

385 (CMS) Perspectives on Critical Management Studies in Organizational Consulting: Invitation to a Dialogue
8:30am - 10:20am Washington State Convention & Trade Center: 615/616
Chair: Maxim Voronov, Columbia U.
Facilitator: Tony G. LeTrent-Jones, Consultant
Critical Studies and Change Efforts in Organizations | Stanley Deetz, U. of Colorado, Boulder
A Critical Management Studies Perspective On Intervention | Walter Nord, U. of South Florida
Mindful Leadership and Practice: “Restorying” Critical Management Studies in Consulting | Tony G. LeTrent-Jones, Consultant
Can Critical Management Studies and Organization Development Agree? | Maxim Voronov, Columbia U.
Presenters: Stanley Deetz, U. of Colorado, Boulder; Walter Nord, U. of South Florida

386 (Paper Session) - (ENT) Entrepreneurship Phenomena
8:30am - 10:20am Washington State Convention & Trade Center: 203
Chair: Mary Mattis, Catalyst
The Possibility of Systematic Search | James O. Fiet, U. of Louisville; Alexandre Piskounov, Jonkoping International Business School
Improvisation as a Framework for Investigating Entrepreneurial Action | Keith M. Hmieleski, Rensselaer Polytechnic Institute; Andrew C. Corbett, Rensselaer Polytechnic Institute
Entrepreneurship as Organizing: Emergence Newness and Transformation | William B. Gartner, U. of Southern California; Candida G. Brush, Boston U.
Promotion Focus and Entrepreneurial Sensemaking: The Mount Everest Disaster | Jeffery S. McMullen, Baylor U.; Julio De Castro, Instituto de Empresa/U. Of Colorado

387 : (Paper Session) - (GDO) Work, Life, and Family Interfaces
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/CAR
On Display on Panels P13 to P18

☞ National Gender Equality, Organizational Support & Work-Family Balance: A Study of European Managers | Karen S. Lyness, Baruch College; Marcia Brumit Kropf, Catalyst
☞ How Gender and Perceived Organizational Support Moderate the Work Stressors - WFC Relationship | Sharon Foley, Drexel U.; Hang-yue Ngo, Chinese U. of Hong Kong; Steven S. Lui, City U. of Hong Kong
☞ Variations in Negative Work-Family Spillover among White, Black, and Hispanic-American Men and Women | Patricia Vincent Roehling, Hope College; Lorna Hernandez Jarvis, Hope College; Heather Swope, Hope College
☞ Life Stress of Chinese Employees: Women Being Tired from Housework and Men Being Tired from Work | Jaepil Choi, Hong Kong U. of Science and Technology; Chao C. Chen, Rutgers U.

388 : (Paper Session) - (GDO) Grappling with the Complexity of Identity and Diversity at Work
8:30am - 10:20am Red Lion Hotel: Orcas
Chair: Hetty Van Emmerik, Utrecht U.
Being All That You Can Be: Identity and Interactions in Organizations | Erica Gabrielle Foldy, New York U.
Winner of GDO Division Best Paper Based on a Dissertation Changing Faces: Professional Image Construction in Diverse Organizational Settings | Laura Morgan Roberts, Harvard U.

Missing Pieces in Social Identity Theory: Continuity and Status as Moderators of Similarity | Caren Goldberg, George Washington U.; Christine Marie Riordan, U. of Georgia; Bryan Stuart Schaffer, U. of Georgia
When Identity Groups Collide: Leadership Strategy as a Moderator of Identity-Based Conflict at Work | Patricia J O'hlott, Center for Creative Leadership; Donna Chrobot-Mason, U. of Colorado, Denver; Maxine Dalton, Center for Creative Leadership; Jennifer J. Deal, Center for Creative Leadership; Michael H. Hoppe, Center for Creative Leadership
Discussant: Quinnetta M. Roberson, Cornell U.

389 : (HCM) HCM Division Welcome
8:30am - 8:40am Westin Hotel: Whidbey
Program Chair: Kathryn H. Dansky, Pennsylvania State U.

390 : (Paper Session) - (HR) Strategic HRM: Issues and Controversies
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/HR
On Display on Panels P1 to P12.

☞ Managing People to Manage Knowledge: Determinants of Individual Engagement in Knowledge Sharing | Angel Cabrera, Instituto De Empresa; William Charles Collins, Instituto de Empresas; Jesus F Salgado Velo, U. de Santiago de Compostela
☞ Knowledge Management and Corporate Universities: Insights from the Knowledge-based View of the Firm | Nora I. Misiorek, Syracuse U.
☞ Knowledge Creation and the Employment Relationship | Marc Thompson, Oxford U.; Paul Heron, Oxford U.
☞ High Performance Work Systems and Occupational Safety | Roderick D. Iverson, Simon Fraser U.; Anthea Zacharatos, Hay Group; Julian Barling, Queen's U.
☞ The HPWS-Labor Productivity Relationship: Environmental Dynamism and Capital Intensity | Sean A. Way, Rutgers U.; David P. Lepak, U. of Maryland, College Park; Doug Kruse, Rutgers U.; Carlos Martin-Rios, Rutgers U.
☞ Do Firm Strategy and Culture Predict the Use of High Involvement HRM Practices? | Michael A Dutch, U. of Houston; Steve Werner, U. of Houston
☞ Commonalities And Contradictions In Research On Human Resource Management And Performance | Paul Boselie, Erasmus U.; Graham Dietz, Erasmus U.
☞ Strategic Human Resource Management and Firm Performance in Taiwan | Pei-Chuan Wu, National U. of Singapore

391 : (HR) Human Resource Management and Entrepreneurship: Research at the Nexus of Knowledge and Democracy
8:30am - 10:20am Washington State Convention & Trade Center: 605/606
Organizers: James C Hayton, Utah State U.; Melissa S. Cardon, Case Western Reserve U.
Facilitator: David B. Balkin, U. of Colorado, Boulder
Self-employment and Entrepreneurship | Greg S. Hundley, Purdue U.
Training and Entrepreneurship: A Research Partnership Whose Time Has Come | Karen Bishop, U. of Louisville
Managing Non-Founder Employees in Emerging Organizations: What Do We Know? | Melissa S. Cardon, Case Western Reserve U.
HRM and Corporate Entrepreneurship Research: A Review of Research and a Conceptual Framework | James C Hayton, Utah State U.

Presenters: Greg S. Hundley, Purdue U.; Karen Bishop, U. of Louisville; Melissa S. Cardon, Case Western Reserve U.; James C Hayton, Utah State U.

392 ➔ (Paper Session) - (IM) The Dynamics of International Management
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P37 to P41
Effects of Predisposition, Reciprocity, and National Culture on Affect-Based Trust | Richard C Insga, State U. of New York, Oneonta; Robert D Costigan, St. John Fisher College; Selim S Ilter, St. John Fisher College; Grazyna Kranas, Warsaw University

September 9, 2001: The Influence of Threats on Cultural Values and Cosmopolitanism | Miguel R. Olivas-Luján, ITESM; Anne-Wil Harzing, U. of Melbourne; Scott McCoy, Worcester Polytechnic Institute

A Model of Power, Conflict Management Strategies, and Commitment: A Cross-cultural Study | M. Afzalur Rahim, Western Kentucky U.; Clement Psenicka, Youngstown State U.; Andreas Nikolopoulos, Athens U. of Economics and Business; David Antonioni, U. of Wisconsin, Madison

In Search of ISO: An Institutional Perspective of the Adoption of International Management Standards | Magali Delmas, Stanford U.

Usefulness of Management Information: Perceptions of Managers in Two Countries | Mzamo P. Mangaliso, U. of Massachusetts, Amherst

393 ➔ (Paper Session) - (IM) Cross-cultural Leadership and Life Balance
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P42 to P45
Break the Silence: Do Management Openness and Employee Involvement Raise Employee Voice Worldwide? | Xu Huang, Hong Kong Polytechnic U.

Life Balance: Developing and Validating a Cross-cultural Measure | Janice R. Joplin, U. of Texas, El Paso; Margaret A. Shaffer, Hong Kong Baptist U.; Theresa Lau, Hong Kong Polytech U.; Anne Marie Francesco, Hong Kong Baptist U.

A Model of Emotional Intelligence and Conflict Management Strategies: A Study in Seven Countries | M. Afzalur Rahim, Western Kentucky U.; Clement Psenicka, Youngstown State U.; Chun-Sheng Yu, University of Houston-Victoria; Jing-Hua Zhao, Shandong University; Kwok (Susanna) Wai Yee, Chinese University of Hong Kong; Panagiotis Polychroniou, Athens U. of Economics and Business; Kawai Anita Chan, U. of Macau; Chang-Won Lee, Hansung U.; Maria G. Alves, ISCTE - Instituto Superior de Ciências do Trabalho e da Empresa; Md. Sahidur Rahman, -; Shameema Ferdausy, U. of Chittagong; Rene van Wyk, U. of Pretoria

Leader Reliance on Subordinates Across Nations that Differ in Development and Thermoclimatic | Evert Van de Vliert, U. of Groningen; Peter B. Smith, U. of Sussex

394 ➔ (Paper Session) - (IM) International Human Resource Management
8:30am - 10:20am Washington State Convention & Trade Center: 4A Exhibit Hall/IM
Displayed on Panels P46 to P50

Job Burnout: Absence and Supervisory Support as Coping Strategies among Airline Employees in Japan | Louise Tourigny, U. of Wisconsin, Whitewater; Vishwanath V. Baba, McMaster U.; Terri R. Lituchy, California Polytechnic State U., San Luis Obispo

The Love of Money: Measurement Invariance Across 26 Cultures | Thomas Li-Ping Tang, Middle Tennessee State U.; Toto Sutarso, Middle Tennessee State U.; Adebowale Akande, International Institute of Research; Michael W. Allen, Griffith U.; Abdulgawil Salim Alzubaidi, Sultan Qaboos U.; Mahfooz Alam Ansari, U. Science Malaysia; Fernando Arias-Garcia, National U of Mexico; Mark G. Borg, U. of Malta; Luigina Canova, U. of Padua; Brigitte Charles-Pauvers, U of Nantes; Bor-Shiu Cheng, National Taiwan U.; Randy Kwan Chiu, Hong Kong Baptist U.; Ioana Codoban, Babes-Bolyai U; Linzhi Du, Hohai U; Rosario Correia Higgs, Polytechnic Institute of Lisbon-Portugal; Chin-Kang Jen, National Sun Yat-Sen U.; Kilsun Kim, Sagang U.; Roberto Luna-Arocas, U. of Valencia; Ali Mahdi Kazem, Sultan Qaboos U.; Vivien Lim, National U of Singapore; Eva Malovics, U. of Szeged; Alice S. Moreira, Federal U of Para; Obaijulu Anthony Ugochukwu Nnendum, Nnamdi Azikiwe U; Johnste Osagie, Florida A&M U.; AAhad M Osman-Gani, Nanyang Technological U.; Francisco Costa Pereira, Polytechnic Institute of Lisbon-Portugal; Ruja Pholsward, U. of the Thai Chamber of Commerce; Horia D. Pitaru, Babes-Bolyai U; Marko Polic, U of Ljubljana; Anna Maria Manganelli Rattazzi, U of Padua; Elisaveta Sardzoska, U. St. Cyril and Methodius; Allen Stembridge, Southwestern Adventist U.; Theresa Li-Na Tang, Progeny Marketing Innovations; Thompson S.H. Teo, National U. of Singapore; Marco Tombolani, U of Padua; Martina Trontelj, U of Ljubljana; Caroline Urbain, U of Nantes; Peter Vlerick, Ghent U.

Changes in Employment Relationship after a Layoff: A Longitudinal Study in Korea | Min-So Kim, Ewha Womans U.

Explaining MNC Subsidiary HRM Practices: Evidence from a Three-Country Study | Ingmar Bjorkman, Swedish School of Economics; Carl Fey, Stockholm School of Economics; Hyeon Jeong Park, Cornell U.

395 ➔ (IM) IM Division Welcome
8:30am - 6:59am Washington State Convention & Trade Center: 617
Chair: Joseph L.C. Cheng, U. of Illinois
Welcome: Srilata Zaheer, U. of Minnesota; Sully Taylor, Portland State U.; Schon L. Beechler, Columbia U.; D. Eleanor Westney, Massachusetts Institute of Technology

396 ➔ (Paper Session) - (IPC) Transactions Costs and Trust in Alliances
8:30am - 10:20am Washington State Convention & Trade Center: 201 Table 1
Facilitator: Thomas Brush, Purdue U.
BPS: JIT Alliances as Determined by Production and Transaction Costs: Theory and Empirical Evidence | Luiz Ferraz de Mesquita, Austral U.; Thomas Brush, Purdue U.

BPS: Trust as Informal Safeguards in Inter-firm Cooperation | Steven S. Lui, City U. of Hong Kong; Hang-yue Ng, Chinese U. of Hong Kong


BPS: An Emergent Approach to Alliance Partner Selection:Combining Trust, Strategic Fit and Expediency | Paul E. Bierly, James Madison U.; Scott R. Gallagher, James Madison U.

BPS: In Contracts We Trust: Trust and Control in Strategic Alliances in the Telecommunications Industry | Thomas Mellewigt, U. of Leipzig; Julia F. Spaeth, U. of Mainz

397: (Paper Session) - (IPC) Workplace Democracy and Stakeholder Activism
8:30am - 10:20am Washington State Convention & Trade Center: 201 Table 2
Facilitator: Anja Schaefter, King's College, London

BPS: Shareholder Activism in the 21st Century: Towards a Model of Corporate Democracy | M. Alix Valenti, U. of Texas, Dallas

MOC: Compromise Formations, Ethics and Workplace Democracy | Alexis Downs, U. of Central Oklahoma; Donna M Carlon, U. of Central Oklahoma

CMS: Democracy and Sustainable Enterprise | Daniel F. Twomey, Fairleigh Dickinson U.

CMS: Institutionalizing an Environmental Agenda in Business | Anja Schaefter, King's College, London

398: (Paper Session) - (IPC) Rivalry in Multiple Markets
8:30am - 10:20am Washington State Convention & Trade Center: 201 Table 3
Facilitator: Ranjita Majumder Singh, U. of Toronto

BPS: Responding to Rivalry: Link and Scale Alliance Formation in the Communications Equipment Industry | Joseph P. McGill, Rutgers U.

BPS: Look Before You Leap: Dynamics of Multimarket Competition in the Canadian Daily Newspaper Industry | Ranjita Majumder Singh, U. of Toronto

BPS: Strategic Diversification: Multi-Market Competition, Market Structuration and Performance | Stan X. Li, U. of Alberta; Royston Greenwood, U. of Alberta

BPS: Do Multimarket Rivals "Live and Let Live?": Competitive Engagement in Multimarket Environments | John Stephan, Florida Atlantic U.


399: (Paper Session) - (IPC) Creating Learning Communities
8:30am - 10:20am Washington State Convention & Trade Center: 204 Table 1
Facilitator: Judith A. White, U. of Redlands

400: (Paper Session) - (IPC) Critical Perspectives on Workplace Democracy and Technology
8:30am - 10:20am Washington State Convention & Trade Center: 204 Table 2
Facilitator: Mark Learmonth, U of York

CMS: Organizational Control Strategies: A Comparison of Manufacturing and Knowledge Work | Stephen J. Jaros, Southern U.


CMS: Democracy and Bureaucracy: Critical Perspectives on the Future of Post-Bureaucratic Organizations. | David Paul Courpasson, EM Lyon

CMS: Research Interviews in Management Studies Following Derrida | Mark Learmonth, U of York

MOC: A Constructivist View on Knowledge. | Michael Behnam, European Business School; Dirk Ulrich Gilbert, European Business School; Vera Schueerhoff, European Business School

401: (Paper Session) - (IPC) Predictors of Career Success
8:30am - 10:20am Washington State Convention & Trade Center: 204 Table 3
Facilitator: Monique Valcour, Cornell U.

CAR: Predicting Career Success: A Comparison of Personality Fit and Validity Generalization | Jonathan Michael Canger, HRMC; Mark Alan Smith, U. of South Florida

CAR: An Integrated Process Model of Objective and Subjective Career Success among Call Center Employees | P. Monique Valcour, Boston College

CAR: A Framework for Investigating the Effects of Career Strategies on Career Success | P. Monique Valcour, Boston College

CAR: The Causal Effects of Internal Labor Market on Knowledge Accumulation from Career Attainment | Bih-Shiaw Jaw, National Sun Yat-Sen U.; Christina Yu Ping Wang, National Sun Yat-Sen U.; Wen-Ching Chang, National Sun Yat-Sen U.


402: (Paper Session) - (IPC) Careers and Career Boundaries
8:30am - 10:20am Washington State Convention & Trade Center: 303 Table 1
Session Details - Monday

**Facilitator:** Deborah MacNamara, University of British Columbia

**CAR:** Careers, Chaos, and Complexity | Guido Strunk, Vienna U. of Economics and Business Administration; Michael Schifffinger, Vienna U. of Economics and Business Administration; Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration

**CAR:** Understanding Boundaryless Careers: Independent Contractors in High Tech Sectors | Deborah MacNamara, University of British Columbia

**CAR:** The “Coconut Tree” Model of Careers: The Case of French Academia | Yochanan H. Altman, London Metropolitan U.; Frank Bournois, U. Paris 2; Charles H Besshyre, Groupe HEC Graduate School of Management

**CAR:** Organizational Careers: How Boundaryless Can They Be? | Beatriz Maria Braga Lacombe, EAESP-FGV

**CAR:** Career Definition and Denial: A Discourse Analysis of Graduate Trainees’ Accounts of Career | Christine Coupland, U of Nottingham

### 403: (Paper Session) - (IPC) Empowerment, Autonomy, and Employee Involvement
8:30am - 10:20am Washington State Convention & Trade Center: 303 Table 2

**Facilitator:** Mary Mallon, Massey U., Palmerston North

**HR:** Correlates of Empowerment Behaviour among Frontline Hotel Personnel | Antonis Kildas, Tilburg U.; Peter Van den Berg, Tilburg U.; Celeste P.M. Wilderom, Twente U.

**MED:** Reflection and Autonomy: How Changes in the Labour Process are Influencing Managers’ Learning | Andrew Lloyd Friedman, U. of Bristol; David Charles Hunter Watts, Coventry U.

**OCIS:** Information Technology, Empowerment, and Control: An Integrative Analysis Through Panopticon | Siew Kien Sia, Nanyang Technology U.; Boon Siong Neo, Nanyang Technological U.; Chengxun Tan, Nanyang Technological U.

**CAR:** Structuration Theory in Careers Research | Mary Mallon, Massey U., Palmerston North; Joanne Duberley, U. of Birmingham; Laurie Cohen, Loughborough U.

**OB:** Individual Reactions to High Involvement Work Processes | Robert J. Vandenberg, U. of Georgia; Bryan Stuart Schaffer, U. of Georgia; Marcus Butts, U. of Georgia; David Dejoy, U. of Georgia; Mark Wilson, U. of Georgia

### 404: (Paper Session) - (IPC) Characteristics of Entrepreneurs
8:30am - 10:20am Washington State Convention & Trade Center: 303 Table 3

**Facilitator:** Bostjan Antonic, U. of Ljubljana

**ENT:** Management Education of Entrepreneurs: Non-Linearity in the Satisfaction-Continuation Relationship | Bostjan Antonic, U. of Ljubljana; Barbara Hvalic Erzetic, Etna Ltd. Nova Gorica; Otmar Zorn, Zorn Otmar Ltd.

**MSR:** Institutional Logics and Entrepreneurial Activity in the Black Church | Richard N. Hayes, Northwestern U.; Jeffrey A. Robinson, New York U.

**ENT:** The Fit Entrepreneur: The Relationship between Exercise and Rewards among Small Business Owners | Michael G. Goldsby, Ball State U.; James W. Bishop, New Mexico State U.

**ENT:** What it Takes to Succeed Depends on Small Business Type: A Contingency Typology for Small Businesses | John H. Friar, Northeastern U.; Kimberly A. Edstellon, Northeastern U.; Marc A Meyer, Northeastern U.

**ENT:** Small Business and Supply Chain Management: Is There a Fit? | Richard J. Arend, U. of Nevada, Las Vegas; Joel D. Wisner, U. of Nevada, Las Vegas

### 405: (Paper Session) - (IPC) Effects of Organizational and National Culture
8:30am - 10:20am Washington State Convention & Trade Center: 604 Table 2

**Facilitator:** Lynn Perry Wooten, U. of Michigan

**OMT:** Consequences of Power Distance Orientation in Organizations | Naresh Khatri, U. of Missouri, Columbia; Klaus-Jürgen Templer, Nanyang Technology U.; Pawan S. Budhwar, Cardiff U.

**OMT:** Aesthetic Interfaces: Sustaining Competitive Advantages by Combining CulturalContent &Functionality | Micki Eisenman, Columbia U.

**MOC:** Vanishing Employee: The Influence of Perceived Culture Strength on Attritions for Firm Success | Jack Anthony Goncalo, U. of California, Berkeley

**HCM:** When a Deviant Culture is a Positive Resource: The case of a midwife group | Lynn Perry Wooten, U. of Michigan

**GDO:** Cross-cultural Gender Differences in Behavior: Japan versus Canada | Bram Cadsby, U. of Guelph; Yasuyo Hamaguchi, Kyoto Sangyo University; Toshiji Kawagoe, Future University - Hakodate; Elizabeth Maynes, York University; Fei Song, York U.

### 406: (Paper Session) - (IPC) Social and Structural Dynamics of Organizational Change
8:30am - 10:20am Washington State Convention & Trade Center: 604 Table 2

**Facilitator:** Patrick Lawrence Schultz, U. of North Dakota

**OMT:** The Externally Perceived Organizational Crux: When an Organization Will Change or Resist | Jonathan Dean Arthurs, U. of Oklahoma

**SIM:** Net Acceptance: Social Determinants of Support for New Organizational Policies | Eric Lamm, Boston College


**OMT:** The Emergence of the Broadband Access Industry: The Impact of Legitimacy On Population Entry Rates | Patrick Lawrence Schultz, U. of North Dakota

**OMT:** Improve or Abandon: Organizational Reactions to Initial Failures in a New Initiative | Katsuhiko Shimizu, U. of Texas, San Antonio

### 407: (Paper Session) - (IPC) Gender Roles and Career Development
8:30am - 10:20am Washington State Convention & Trade Center: 604 Table 3

**Facilitator:** Ruth Catherine Simpson, Brunel U.
CAR: The Gendered Nature of Career Development of University Professors: The Case of Turkey | Mustafa Ozbilgin, U. of Surrey; Geraldine Healy, U. of Hertfordshire

CAR: Job Attribute Preferences and Gender Role Attitudes: A Longitudinal Study of Women's Careers | Elizabeth Corrigall, Penn State Worthington Scranton; Alison M. Konrad, U. of Western Ontario

GDO: Men at Work in Female Roles | Ruth Catherine Simpson, Brunel U.

CAR: Women's Careers: The Impact of Sex and Gender Identity on Career Attainment | Olivia O'Neill, Stanford U.; Charles A. O'Reilly, Stanford U.

GDO: Gender Role Expectations: A Cross-National Study | K. Praveen Parboteeah, U. of Wisconsin, Whitewater; Martin Hoegl, Bocconi U.

**408** : (Paper Session) - (MC) Networks of Influence: Stakeholders, Collaborators & Routinized Knowledge Transfer
8:30am - 10:20am Washington State Convention & Trade Center: 307
Chair: Kurt Motamed, Pepperdine U.
MC: Powerful and Interested Stakeholders Matter: Their Identification and Management | Fran Ackermann, U. of Strathclyde; Colin Eden, U. of Strathclyde
Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting
MC: Management Fashion as Collective Action: The Production of Management Best-Selling Books | Timothy Clark, University of Durham
Winner of Graziadio Business School/Pepperdine Award for Outstanding Paper on Management Consulting
MC: Exploring Knowledge Issues in the Consulting Relationship | Gergana Todorova, Bocconi U.
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award
Discussant: Joseph W. Weiss, Bentley College

**409** : (MED) Keynote Address-Distinguished Speaker
Chris Argyris: Educating the Educator of the Knowledge Economy
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Grand Ballroom B
Please join us and learn about educating academics for the knowledge economy. Argyris' speech will begin at 9 am, after the MED welcome at 8:30 am.
Program Chair: Carolyn Wiley, Mercer Human Resource Consulting
Division Chair: Elena P. Antonacopoulou, U. of Manchester
Distinguished Speaker: Chris Argyris, Harvard U.
Professional Development Workshop Chair: Steven John Armstrong, U. of Hull
Division Chair-Elect: Regina Bento, U. of Baltimore

**410** : (MH) Management History Welcome
8:30am - 10:20am Grand Hyatt Seattle, Sealth
Program Chair: Michele A. Govekar, Ohio Northern U.
Division Chair: Charles Edward Booth, U. of the West of England
Professional Development Workshop Chair: Franz T. Lohrke, U. of Alabama
Division Chair-Elect: Shawn M. Carraher, Texas A&M U.

**411** JS: (MOC, OB, OMT) Borders, Barriers, and Beyond: New Directions for Boundary Theory in Organizations
8:30am - 10:20am Washington State Convention & Trade Center: 609/610
Chair: Glen E. Kreiner, U. of Cincinnati
Organizational Identification: A Weak or Strong Case of Social Identity Salience? | David A. Whetten, Brigham Young U.; Hal B. Gregersen, Brigham Young U.
Managing Identity Boundaries: The Case of Episcopal Priests | Glen E. Kreiner, U. of Cincinnati; Elaine Cahalan Hollensbe, U. of Cincinnati; Mathew Sheep, U. of Cincinnati
Boundary Theory and the Incidental Socialization of Physician Spouses | Jeffrey Kaufmann, Iowa State U.
The Person-Role Interface in Service Encounters | Blake E. Ashforth, Arizona State U.; Carol T. Kulik, U. of Melbourne; Marc Tomiuk, École des Hautes Études Commerciales de Montréal
Governing by Managing Boundaries: The Case of Family Businesses | Chamu Sundaramurthy, San Diego State U.
Presenters: Blake E. Ashforth, Arizona State U.; Elaine Cahalan Hollensbe, U. of Cincinnati; Jeffrey Kaufmann, Iowa State U.; Chamu Sundaramurthy, San Diego State U.; David A. Whetten, Brigham Young U.
Participants: Hal B. Gregersen, Brigham Young U.; Carol T. Kulik, U. of Melbourne; Mathew Sheep, U. of Cincinnati; Marc Tomiuk, École des Hautes Études Commerciales de Montréal

**412** : (Paper Session) - (OB) Organizational Culture, Value Congruence and Expectations
8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Denise Potosky, Pennsylvania State U., Great Valley
OB: Investigating the Underlying Structure of OCB: Test of Four Competing Models | Chen-Bo Zhong, Northwestern U.; Jiing-Lih Farh, Hong Kong U. of Science and Technology
OB: Strong Cultures and Subcultures: Examining Subculture Patterns Across Greek Student Organizations | Alicia D. Boisnier, U. of California, Berkeley

**413** : (Paper Session) - (OB) Trust, Social Emotions and Ethics
8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Douglas R. May, U. of Nebraska, Lincoln
OB: Application of the Theory of Planned Behavior to Ethical Dilemmas in Organizations | Nah Nah Chia, National U. of Singapore; Audrey Chia, National U. of Singapore
OB: Exploring the Role of Risk in Employee Creativity | Todd Dewett, Texas A&M U.
### Session Details - Monday

**OB**: Do I Contribute More When I Trust More? A Study on Two Boundary Conditions of Trust | **Kok-Yee Ng**, Nanyang Technological U.; **Roy YJ Chua**, Nanyang Technological U.

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<tr>
<td>414</td>
<td>(Paper Session) - (OB) High Involvement and Work Systems, Support and Empowerment</td>
<td>8:30am - 10:20am</td>
<td>Washington State Convention &amp; Trade Center: 4A Exhibit</td>
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<td>OB</td>
<td>Short Stories at Work: Organizational Storytelling as a Leadership Conduit during Turbulent Times</td>
<td>8:30am - 10:20am</td>
<td>Sheraton Seattle Hotel &amp; Towers: Room 424</td>
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<td>Facilitator:</td>
<td>Karen South Moustafa, U. of Memphis</td>
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<td>OB</td>
<td>Contingency Reversed: The Role of Agency Temps and Contractors in Client-organizations</td>
<td>8:30am - 10:20am</td>
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<td>Karen Modesta Olsen, Institute for Research in Economics and Business Administration</td>
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<td>OB</td>
<td>A Test of Organizational Benevolence and Paternalism in Contemporary Employment Relationships</td>
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<td>Patricia G. Martinez, U. of Texas, San Antonio</td>
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<td>Taking Sides: The Effects of Psychological Contract Breach on Organizational and Union Commitment</td>
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<td>William H. Turnley, Kansas State U.; Mark C. Bolino, U. of Notre Dame; Scott W. Lester, U. of Wisconsin; James M. Bloodgood, Kansas State U.</td>
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<td>Factors Contributing to Knowledge Sharing, Communication and Effectiveness in a Virtual Work Group</td>
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<td>Olivia H. Niece, Claremont Graduate U.</td>
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**SHCS**: (OB, CM, SIM) Justice for All? The Dark, the Gray and the Bright Sides of the Social Workplace

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<td>Chairs:</td>
<td>Sandy Lim, U. of Michigan, Ann Arbor; Lilia M. Cortina, U. of Michigan</td>
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<td>Sex Differences in the Experience and Outcomes of Workplace Bullying: Evidence from a British Nation</td>
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<td>Helge Hoel, UMIST</td>
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<td>Experiencing and Observing Incivility: Perceived Justice, Organizational and Personal Outcomes</td>
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<td>Measure of Sensitivity to Interpersonal Treatment in the Workplace</td>
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<td>Jennifer A. Bunk, U. of Connecticut</td>
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<td>Service with a Scowl: Can Social Accounts Mitigate Customers’ Reactions?</td>
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<td>The Forgiving Condition As A Potential Moderator To Organizational Effectiveness</td>
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<td>David S. Bright, Case Western Reserve U.</td>
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<td>What Good is Compassion at Work?</td>
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**JS**: (OB, OMT) Social Identity in Organization: Missing Components in Organizational Studies

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<td><strong>OCIS</strong>: Launching an Organizing Vision: Community Entrepreneurship in Professional Services Automation</td>
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<td>Ping Wang, U. of California, Los Angeles; E. Burton Swanson, U. of California, Los Angeles</td>
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<td><strong>OCIS</strong>: Analyzing the Revealed Relationships of IT Personnel Transition Concepts</td>
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**OM**: Supplier Development Program: Rational Process Or Image Maintenance? | **Keith Rogers**, Methanex Corp; Lyn Purdy, U. of Western Ontario; Frank Safayeni, Waterloo U. |

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**JS**: (OB, OMT) Social Identity in Organization: Missing Components in Organizational Studies

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**OM**: Supplier Obstructionism: Theoretical Foundation and Empirical Validation | **Barbara B. Flynn**, Wake Forest U.; **E. James Flynn**, Wake Forest U. |
**OMT: Communities of Practice (CoPs): Pure & Corrupted Constructs and Performance Effects | Siri Terjesen, London Business School**

**OMT: Antecedents and Consequences of Business School Reputations with Corporate Recruiters | Violina Rindova, U. of Maryland; Ian O. Williamson, U. of Maryland; Antoneta Petkova Petkova, U. of Maryland, College Park; Joy Sever, Harris Interactive**

**OMT: The Hiring Taboo. | Barnabas Gero, Columbia U.**

**OMT: Between Rhetorics and Practice: The Case of Justifying Foreign Expansion | Juha S. Laurila, -: Eero Vaara, -: Janne Tienari, -**

**OMT: Discovering the Institutional Logic of the Industry Cluster Paradigm | Thomas Greckhamer, U. of Florida**

**OMT: The Role of Legitimacy in Institutional Persistence | Stella Marie Minahan, Monash U.; Julie Wolfram Cox, RMIT University**


**OMT: New Venture Responses to Institutional Pressures | Tomas Karlsson, Jönköping International Business School; Johan Wiklund, Stockholm School of Economics**


**OMT: The Dynamics of Organizational Diversity in Evolving Forms | Long Wal Lam, U. of Houston, Clear Lake; Todd H. Chiles, U. of Missouri**

**423: (OMT) OMT Welcome Breakfast and Distinguished Scholar Award**

8:30am - 10:20am Westin Hotel: Cascade 2

*Program Chair:* Tina Dacin, Queen’s U.

*Introduction:* Pamela R. Haunschild, U. of Texas, Austin

*Distinguished Speaker:* Michael L. Tushman, Harvard U.

**424: (Paper Session) - (OMT) Knowledge in Context: Role of Learning, Information, and Knowledge Creation**

8:30am - 10:20am Westin Hotel: St. Helens

*Chair:* Corrado Gatti, Tor Vergata U.


**OMT: Interlevel Learning Dynamics: Balancing Exploitation and Exploration Within & Between Organizations. | Mikael Holmquist, Uppsala U.; Rikard Larsson, Lund U.**


**OMT: Organisations as Epistemic Communities: An Ethnography of Knowledge Creation Processes In Start-ups | Nicola C. Dragonetti, INSEAD**

*Discussant:* Richard Whittington, Oxford U.

**425: (ONE) ONE Interest Group Welcome**

8:30am - 8:55am Washington State Convention & Trade Center: 214

*Program Chair:* Michael V. Russo, U. of Oregon

**426: (Paper Session) - (PNP) Research and Theory on Philanthropy and Volunteerism**

8:30am - 10:20am Grand Hyatt Seattle; Stevens

*Welcome:* Laurie N. DiPadova-Stocks, Northern Kentucky U.

*Program Chair:* Ralph S. Brower, Florida State U.

**PNP: Tocquevillian Theoretics: Rightly Understanding Trust in Government and the Disaffected Volunteer | Robert K. Christensen, Indiana U.**

**PNP: Reciprocal Learning: A Model for Practices and Relationships of Professional-Volunteer Dyads | Donald Zeilstra, Case Western Reserve U.; Paul F Salipante, Case Western Reserve U.**

**PNP: Contributor Facilitation: The Personal Touch with Donors and Volunteers | Paul L. Govekar, P & M Associates; Michele A. Govekar, Ohio Northern U.**

*Moderator:* Maria L. Nathan, Lynchburg College

*Discussant:* Jenny Knowles, New York University

**427: (RM) Telling Stories with Numbers**

8:30am - 10:20am Sheraton Seattle Hotel & Towers: Douglas Room

*Chairs:* Carolyn Gardner, Radford U.; Robert P. Gephart, Jr., U. of Alberta

*Presenters:* Dave M. Boje, New Mexico State U.; Carolyn Gardner, Radford U.; Alexs Downs, U. of Central Oklahoma; Nancy E. Landrum, Morehead State U.; Robert P. Gephart, Jr., U. of Alberta

*Discussant:* John Teta Luhman, New Mexico Highlands U.

**428: (Paper Session) - (SIM) Corporate Governance: Agency Theory, Trust, and Evaluation**

8:30am - 10:20am Washington State Convention & Trade Center: 608
Session Details - Monday

Chair: Lorri Verstegen Ryan, San Diego State U.


SIM: Corporate Governance and Boards of Directors: A Theoretical Analysis for Board Evaluation Processes | Alessandro Minichilli, Bocconi U.

SIM: Corporate Governance Reform: The Cost Of Ethically Desirable Outcomes | Christopher M. Cassidy, Kansas State U.; Asghar Zardkoohi, Texas A&M U.

Discussants: Robert A Phillips, U. of San Diego; Eleanor O’Higgins, U. College, Dublin

429: (Paper Session) - (SIT) Ethical Perspectives
8:30am - 10:20am Washington State Convention & Trade Center: 205
Facilitator: Daniel G. Bachrach, U. of Alabama, Tuscaloosa


BPS: Mintzbergian "Ploy": Viable Use and Problems With Deceptive Strategies | Christopher M. Cassidy, Kansas State U.; Michael W Pustay, Texas A&M U.

MH: Ethics in Management: Exploring the Contribution of Mary Parker Follett | Domènc Mele, IESE, U. of Navarra

MED: B-Students Moral Development Patterns: Gender, Concentration Area & Exposure to the Obedience Study | Jerry P. Sheppard, Simon Fraser U.; Marnie Elizabeth Young, Laurentian U.

430: (Paper Session) - (SIT) Trust within and across Organizations
8:30am - 10:20am Washington State Convention & Trade Center: 210
Facilitator: Gregory K. Patton, U. of North Dakota


GDO: Empathic Action Across Boundaries: Threat, Trust, and Social Network Diversity in Knowledge Work | Michele Williams, Massachusetts Institute of Technology

SIM: Rebuilding Public Trust in Accountancy | Joseph A. Petrick, Wright State U.; Andrew Griffths, U. of Queensland

OMT: Trust: A Multidisciplinary Approach | Sandro Castaldo, Bocconi U.

431: (Paper Session) - (SIT) Strategic Alliances
8:30am - 10:20am Washington State Convention & Trade Center: 211
Facilitator: Luca Solari, U. of Milano, Statale

IM: Market vs Institutional Criteria of Global Strategic Alliance Membership | Jai B Kim, SungKyunKwan University; Chong Ju Choi, Australian National U.; Brian Hilton, Cranfield University (RMCS)

OMT: On the Dialectics of Strategic Alliances | Mark de Rond, Cambridge U.; Hamid Bouchiki, ESSEC

OMT: The Role of Trust in Interorganizational Learning in Joint Ventures | Martyna Janowicz, Tilburg U.; Niels G. Noorderhaven, Tilburg U.

432: (Paper Session) - (TIM) Interrelating and Project Teams
8:30am - 10:20am Washington State Convention & Trade Center: 206
Chair: Yinghong Wei, U. of North Carolina, Chapel Hill


Discussant: Lynne P. Cooper, Jet Propulsion Laboratory

433: (Paper Session) - (TIM) Network Influences
8:30am - 10:20am Washington State Convention & Trade Center: 613
Chair: Nile W. Hatch, Brigham Young U.

TIM: Through the Hour Glass: Transparency Dynamics in Electronic Networks | Jenny Lesley Gibb, U. of Waikato

TIM: Integrating Virtual Infrastructures: A Sociometry of the Cuban National Healthcare System | Ann Séror, Université Laval

TIM: A Theory of User Acceptance Within a Social Network Context | Glen Desson Murphy, Queensland U. of Technology; Artemis Chang, Queensland U. of Technology; Kerrie Unsworth, Queensland U. of Technology

TIM: Virtual Teams: Process Matters | James M. Schmidtke, California State U., Fresno; Paula L. Rechner, California State University, Fresno; Julie B. Olson-Buchanan, California State U., Fresno; Rudolph J. Sanchez, California State U., Fresno

Discussant: Eytan Lasry, U. of Toronto

Monday 8:40AM

434: (Paper Session) - (HCM) Occupational Roles and Boundaries in the Health Professions
8:40am - 10:20am Westin Hotel: Whidbey
Chair: Jacqueline Zinn, Temple U.

HCM: Creating a Male Occupation: The Early Years of Hospital Administration | Margarete Arndt, Clark U.; Barbara Bigelow, Clark U.

HCM: How Nurse Practitioners and Middle Managers are Acting to Create Work Role Changes | Trish Reay, U. of Alberta; Karen Golden-Biddle, U. of Alberta; Kathy GermAnn, U. of Alberta
HCM: Creating Entities through the Networking Dynamics of Boundary Construction | Kathleen Montgomery, U. of California, Riverside; Amalya L. Oliver, Hebrew U.
Winner of HCM Division Best Paper Award
Discussant: Robert C. Myrtle, U. of Southern California

435 (ODC) Whose Voices are Heard and Who Decides: Democracy and Governance
8:40am - 10:20am Washington State Convention & Trade Center: 304
Organizer: Laura M Crary, Bentley College
Presenters: Carolyn Lukensmeyer, AmericaSpeaks; R. Stephen Jenks, Portsmouth Consulting Group; Diane C. Altman Dautoff, AmericaSpeaks; Lenny Lind, Covision

Monday 9:00AM

436: (AAC) Exhibits
9:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

437: (AAC) Membership
9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

438: (AAC) Registration
9:00am - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration
Conference Registration & Pre-Registration Badge Pick Up
Coordinator: Susan Zaid, Academy of Management

439: (AAC) Placement Services
9:00am - 5:00pm Renaissance Madison Hotel: Washington Placement Services - Registration & Information
Organizer: Mary Jo Vaughan, Mercer U.

440: (IM) Korean Chaebols: Past and Present
9:00am - 10:20am Washington State Convention & Trade Center: 401
This symposium is sponsored by the Asian Academy of Management (AAMKS).
Chairs: Yongsun Paik, Loyola Marymount U.; Bongjin Kim, California State U., Northridge
What Determines the Scope of the Firm over Time?
   Institutional Relatedness of Korean Chaebols | Mike W. Peng, Ohio State U.; Seung-Hyun Lee, U. of Texas, Dallas; Denis Wang, Chinese U. of Hong Kong
   Innovation Strategies and Technology Commercialization in the Korean Chaebol: A Comparative Context | Hun-Joon Park, Yonsei U.; Shigemi Yoneyama, Musashi U.; Ingyu Oh, Ritsumeikan Asia Pacific U.
   The Durability of Chaebol System | Sea-Jin Chang, Korea U.
   The Impact of Deregulation on Corporate Governance: The Case of Korean Chaebols | Bongjin Kim, California State U., Northridge; Yongsun Paik, Loyola Marymount U.
   Governance and Environmental Factors: How Teamwork is Shaped in the Korean Chaebol | Chung Won Tae, Ritsumeikan Asia Pacific U.; Ingyu Oh, Ritsumeikan Asia Pacific U.
Presenters: Mike W. Peng, Ohio State U.; Seung-Hyun Lee, U. of Texas, Dallas; Denis Wang, Chinese U. of Hong Kong; Hun-Joon Park, Yonsei U.; Shigemi Yoneyama, Musashi U.; Ingyu Oh, Ritsumeikan Asia Pacific U.; Chung Won Tae, Ritsumeikan Asia Pacific U.; Sea-Jin Chang, Korea U.
Discussant: Soo Hee Lee, U. of London

441: (Paper Session) - (IM) Why Culture Matters
9:00am - 10:20am Washington State Convention & Trade Center: 617
Chair: Detelin S. Elenkov, U. of Tennessee, Knoxville
IM: The Cultures of International Management | Carlos B Gonzalez, California State Polytechnic U., Pomona
IM: National Culture, Group Composition, and the Sharing of Unique Information | Danielle Cooper, U. of Illinois, Urbana-Champaign
IM: Goal Interdependence for Working Across Cultural Boundaries | Dean Tjosvold, Lingnan U.; Sophia Fang Su, Shanghai U. of Finance and Economy; Nancy Yifeng Chen, Lingnan U.
Discussant: Mike Geppert, U. of Wales, Swansea

442: (Paper Session) - (IM) Special Paper Session: Building Collaborative Knowledge and Wisdom: Building MNC Network Advantage
9:00am - 10:20am Washington State Convention & Trade Center: 618
In this special paper session learn about recent research on Building MNC Network Advantage from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: http://www.business.umd.edu/imd/AoM2003/
Facilitator: Nicholas Athanassiou, Northeastern U.
IM: Knowledge Spillovers and the Assignment of R&D Responsibilities to Foreign Subsidiaries | Susan Feinberg, U. of Maryland; Anil K. Gupta, U. of Maryland
IM: From Knowledge Spillovers to Best Practices: A conceptual examination of the underlying factors | Dorothy Mary Kirkman, Rutgers State U. of New Jersey
IM: Impact of Intersubsidiary Competition & Cooperation on International Technology Transfer within MNEs | Dan Li, Texas A&M U.; Manuel Portugal Ferreira, U. of Utah

443: (JS) (IM, HR) HRM and IJV Effectiveness: Empirical Evidence and Theoretical Perspectives
9:00am - 10:20am Washington State Convention & Trade Center: 2B
Organizers: William Newbury, Rutgers U.; Ibraiz Tarique, Rutgers U.
Chair: William Newbury, Rutgers U.
Strategic Human Resource Management in International Joint Ventures | Ibraiz Tarique, Rutgers U.
Putting More on the People Side: Does Cultural Heterogeneity Matter in IJV Performance? | Yaping Gong, Hong Kong U. of Science & Technology

The Interaction of Parent-Company Differentiation with IJV Autonomy in Predicting IJV Effectiveness | Orly Yeheskel, Tel Aviv U.

The Role of Self-Management Training in Transforming International Joint Ventures | Colette A. Frayne, Seattle U.; Michael Geringer, California Polytechnic State U.; San Luis Obispo

Author: Michael Geringer, California Polytechnic State U., San Luis Obispo

Presenters: Colette A. Frayne, Seattle U.; Yaping Gong, Hong Kong U. of Science & Technology; William Newbury, Rutgers U.; Ibraiz Tarique, Rutgers U.; Orly Yeheskel, Tel Aviv U.

Participants: Oded Shenkar, Ohio State U.; Yoram Zeira, - Discussant: Farok J. Contractor, Rutgers U.

444 : (Paper Session) - (MH) Management History: Key People Make an Impact
9:00am - 10:20am Washington State Convention & Trade Center: 214
Chair: Jane Whitney Gibson, Nova Southeastern U.

MH: Writing Mary P. Follett’s Life: How the Impossible Biography Became Possible | Joan C Tonn, U. of Massachusetts, Boston

MH: Communities of Creative Practice: Follett’s Seminal Conceptualization | Milorad Novicevic, U. of Wisconsin, La Crosse; Michael G. Harvey, U. of Mississippi; M. Ronald Buckley, U. of Oklahoma, Norman; Daniel A. Wren, U. of Oklahoma, Norman; Letitia Pena, U. of Wisconsin, La Crosse

MH: Lillian Gilbreth: Woman and Myth | Samuel Lane, Florida Atlantic U.

MH: “Fayol versus Mintzberg” or “Fayol and Mintzberg”? Reconciling Henri and Henry | David A. Lamond, U. of Western Sydney

Discussants: Julia Teahen, Baker College; Eileen Kelly, Ithaca College; Jonathon R. B. Halbesleben, U. of Oklahoma; Mohammed R. Ahmed, Ameer Institute of Technology

445 : (Paper Session) - (MOC) Organizational Identity: A Dynamic Link to Action in Organizations
9:00am - 10:20am Westin Hotel: Olympic
MOC: Breaking Away: An Empirical Examination of How Organizational Identity Changes During a Spin-off | Kevin G. Corley, U. of Illinois, Urbana-Champaign

MOC: Linking Being to Doing | Johan Van Rekom, Erasmus U.

MOC: Organizational Identity Orientation: Linking Organizational Identity and Organizational Behavior | Shelley Laureen Brickson, London Business School

Discussant: Luis L. Martins, Georgia Institute of Technology

446 : (MOC) Cognitive Perspectives on Strategic Decision Making in the Small Firm
9:00am - 10:20am Westin Hotel: Orcas
Chair: Daniel P. Forbes, U. of Minnesota

Entrepreneurs’ Evaluations of Financing Alternatives: The Roles of Autonomy and Opportunity | M. Audrey Korsgaard, U. of South Carolina; Daniel P. Forbes, U. of Minnesota

Shared Cognition, Strategic Agenda and Governance in Entrepreneurial Startup Companies | Shaker A. Zahra, Babson College

Corporate Governance and Dynamic Learning Processes: Evidence from an Entrepreneurial Setting | Morten Huse, Norwegian School of Management

The Effects of Extrinsic Motivation on the Exit Decisions of Underperforming Small Firms. | Dawn DeTienne, Utah State U.; Dean Shepherd, U. of Colorado, Boulder

Presenters: M. Audrey Korsgaard, U. of South Carolina; Morten Huse, Norwegian School of Management; Shaker A. Zahra, Babson College; Dawn DeTienne, Utah State U.; Dean Shepherd, U. of Colorado, Boulder; Daniel P. Forbes, U. of Minnesota

447 : (Paper Session) - (MSR) Spirituality Based Practices
9:00am - 10:20am Grand Hyatt Seattle: Menzies Suite
Facilitator: Rita Weathersby, U. of New Hampshire


MSR: Questioning Processes That Can Transform Individuals and Organizations | Mark P. Kriger, Norwegian School of Management

✓MSR: Developing Student Moral Behavior: Cognitive, Affective and Transcendent Strategies | Charles S. Matthews, Florida Gulf Coast U.; Jane Schmidt-Wilk, Maharishi U.

448 : (Paper Session) - (OCIS) The Dynamics of Diverse Groups
9:00am - 10:20am Washington State Convention & Trade Center: 614
Chair: Gerardine DeSanctis, Duke U.

✓ OCIS: Intercultural Communication and the Implementation of Cross-border Acquisitions | Olivier Irmann, INSEAD

Winner of OCIS Division Top Student Paper Award

✓OCIS: Subgroup Dynamics in Internationally Distributed Teams: Ethnocentrism or Cross-National Learning? | Catherine Cramton, George Mason U.; Pamela J. Hinds, Stanford U.


Discussants: Michael Boyer O'Leary, Boston College; Suzanne Weisband, U. of Arizona; Matt Germonprez, Case Western Reserve U.

449 ✓ JS: (OCIS, ODC) Senior Executive Involvement in Focused Change: Help or Hindrance?
9:00am - 10:20am Washington State Convention & Trade Center: 607
Chair: Magnus M. Mähring, Stockholm School of Economics
Speakers: Richard E. Boyatzis, Case Western Reserve U.; Vanessa Urch Druskat, U. of New Hampshire; Mark Keil, Georgia State U.; Betty Vandenbosch, Case Western Reserve U.

450 : (Paper Session) - (ONE) Securing Commitment and Motivating Change
9:00am - 10:20am Washington State Convention & Trade Center: 214
Chair: Marc O. Orlitzky, Sydney U./ New South Wales
Monday, 10:00AM

451 ☯: (TIM, IM) New Technologies Exposition by TIM & IM
9:00am - 12:00pm Washington State Convention & Trade Center: 2A
The actual new technologies will be exhibited during this session along with representatives from the firm to answer questions.
Chair: Melissa A. Schilling, New York U.

452 : (AA) The Fringe Cafe
10:00am - 11:30pm Sheraton Seattle Hotel & Towers: Pre-Function Area
An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.
Organizers: David Barry, Victoria U.; Wellington; Michael Dawids, The Creative Alliance, Denmark; Gail Whiteman, Erasmus U.

453 : (ART) AcademyArts: Seattle 2003
10:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/Academy Arts

Monday, 10:15AM

454 : (AAC) Conference Break
10:15am - 10:45am Washington State Convention & Trade Center: 4A Exhibit Hall-Break Area
Morning break sponsored by Beta Gamma Sigma. Join us for refreshments and a prize raffle!
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Monday, 10:40AM

455 ☯: (AA) Changing Values, Changing Organizations: The Implications and Potential of Empowerment and Democracy
10:40am - 12:00pm Westin Hotel: Fifth Avenue
Examines the role of values (e.g., participation) in the development of organizational democracy.
Organizers: Arran Caza, U. of Michigan, Ann Arbor; Leslie E. Sekerka, Naval Postgraduate School
Organizational and Political Democracy: The Workplace
Impact of Deep Values | Arran Caza, U. of Michigan, Ann Arbor; Wayne E. Baker, U. of Michigan
Liberation through Valuing: Insights into the Birth of Chaordic Self-organizing Forms | David L. Cooperrider, Case Western Reserve U.; Leslie E. Sekerka, Naval Postgraduate School
Introducing Participative Democracy and Empowerment in a Machine Bureaucracy: The Case of the U.S. Navy | Frank J. Barrett, Naval Postgraduate School; David S. Bright, Case Western Reserve U.
On their Own: Customized Management of Nonstandard Knowledge Workers | Susan J Ashford, ;-; Ruth Blatt, U. of Michigan, Ann Arbor
Presenters: Susan J Ashford, ;-; Wayne E. Baker, U. of Michigan; Frank J. Barrett, Naval Postgraduate School; Ruth Blatt, U. of Michigan, Ann Arbor; David S. Bright, Case Western Reserve U.; Arran Caza, U. of Michigan, Ann Arbor; David L. Cooperrider, Case Western Reserve U.; Robert E. Quinn, U. of Michigan; Leslie E. Sekerka, Naval Postgraduate School

456 ☯: (AA) The Pros and Cons of Shareholder Activism and Shareholder Proposals
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom B
Address whether shareholder dominance serves the organization and other constituencies well.
Organizer: Leonard Bierman, Texas A&M U.

457 ☯: (AA) Democracy at Work: A Debate
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Grand Ballroom C
Organizers: Denis Collins, Edgewood College; Paul S. Adler, U. of Southern California
Democracy is Inevitable | Denis Collins, Edgewood College
Democracy is Unsustainable | Paul Thompson, U. of Strathclyde
Democracy is Wrong | Edwin A. Locke, U. of Maryland
Democracy is a Contradiction in Movement | Paul S. Adler, U. of Southern California
Presenters: Denis Collins, Edgewood College; Paul S. Adler, U. of Southern California; Paul Thompson, U. of Strathclyde; Edwin A. Locke, U. of Maryland
Moderator: Donna Wood, U. of Northern Iowa

458 ☯: (AA) Why Smart Executives Fail
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Metropolitan Ballroom B
Brings together two CEOs who led companies through significant turnarounds using broad information flows in place of close-mindedness.
Organizer: Sydney Finkelstein, Dartmouth College
Presenters: Kevin Roberts, CEO; Saatchi & Saatchi; Norman C. Payson, CEO; Oxford Health Plans

459 : (AAC) Meet the Editors
10:40am - 12:00pm Washington State Convention & Trade Center: 305
Organizer: Robert C. Ford, U. of Central Florida

460 ☯: (Paper Session) - (BPS) Industry Structure Analysis
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P32 to P35
nty: Strategic Focus and Performance: An Empirical Evaluation of Porter’s Generic Strategies | Stewart Thornhill, U. of Western Ontario; Roderick E. White, U. of Western Ontario
Session Details - Monday

461: (Paper Session) - (BPS) Managing Interorganizational Relations
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1
Displayed on Panels P36 to P39

- BPS: Managing Interdependence: An Agent-Based Model of Adaptation by Central and Decentralized Systems | Charles Williams, U. of Illinois
- BPS: Role of Internal Markets in Emerging Market Business Groups: Evidence from Korea and India | Chinmay Pattnaik, Seoul National U.; Dong-Sung Cho, Seoul National U.
- BPS: Contract Adjustments in Dyads | Havard Ness, Buskerud U. College
- BPS: Underperformance and Profit Redistribution in Business Groups | Sytse Douma, Tilburg U.; Reje George, Tilburg U.; Rezaul Kabir, Tilburg U.

462: (Paper Session) - (BPS) Absorptive Capacity and Organizational Slack
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS2
Displayed on Panels P40 to P43

- BPS: Organizational Slack And Firm Performance in Turbulent Environment: Is it a Blessing or a Curse? | Justin Tan, Creighton U.; David Tan, Creighton U.
- BPS: The Timing of Innovation Adoption | Terry L. Amburgey, U. of Toronto; Kimberly A. Bates, U. of Toronto; E. James Flynn, Wake Forest U.
- BPS: Absorptive Capacity as Real Options | Turanay Caner, U. of Pittsburgh

463: (Paper Session) - (BPS) Firm-Level Effects of Managerial Cognition
10:40am - 12:00pm Westin Hotel: Cascade 1 (A)
Chair: Matthew Semadeni, U. of South Carolina

- BPS: Meso-Logic: Reconciling a Firm’s Macro and Micro Mental Models to Improve Performance | Peter J. Lane, U. of New Hampshire; David G. Siman, Arizona State U.
- BPS: A Peek into the Black Box: The Relationship Between CEO Tenure and Attitude Toward Change | Martina Musteen, U. of Kansas; Vincent L. Barker, U. of Kansas; Virginia Baeten, U. of Wisconsin, Milwaukee
- BPS: Executive Perceptions and Environmental Scanning Among Managers and Entrepreneurs in Two Countries | Wayne Stewart, Clemson U.; Ruth C. May, U. of Dallas; Arvind Kalia, U. of Rajasthan

BPS: The Influence Of Proactive Top Managerial Cognitions On Strategic Change: A Theoretical Framework | Jerayr Halebian, U. of California, Riverside; Nandini Rajagopalan, U. of Southern California
Discussant: Daniel P. Forbes, U. of Minnesota

464: (Paper Session) - (BPS) M&A Integration
10:40am - 12:00pm Westin Hotel: Cascade 1 (B)
Chair: Margaret A. White, Oklahoma State U.

- BPS: Executive Turnover in Acquired Firms: A Longitudinal Analysis of Long-Term Integration Effects | Jeffrey A. Krug, Appalachian St. U.
- BPS: Integration Strategies in High-Technology Acquisitions | Saikat Chaudhuri, Harvard U.
Discussant: Rita Kosnik, Trinity U.

465: (BPS) How Do Firms Differ and How Much Does It Matter
10:40am - 12:00pm Westin Hotel: Elliott Bay
Chair: David Hoopes, Southern Methodist U.

- BPS: Do Competitors Perform Better When They Pursue Different Strategies? | Anita McGahan, Boston U.
- BPS: The Evolution of Corporate Scope | Constance E. Helfat, Dartmouth College

Presenters: Constance E. Helfat, Dartmouth College; Anne Marie Knott, U. of Pennsylvania; Richard P. Rumelt, U. of California, Los Angeles; Sidney G. Winter, U. of Pennsylvania

466: (BPS) The Influence of Institutions on Alliance Formation and Knowledge Transfer in High-Tech Sectors
10:40am - 12:00pm Westin Hotel: Grand Crescent
Policy Changes, University Patenting, and Technological Advance | Knowledge Spillovers in Strategic Alliances: The Case of Biotechnology | Learning and Exercise Choice in Real Options Contracts | Contract Evolution and Knowledge Flows in Biotechnology Alliances


467: (Paper Session) - (BPS) Entrepreneurship and IPOs
10:40am - 12:00pm Westin Hotel: Vashon I
Chair: Abdulwahab Said AlKahtany, King Fahd U. of Petroleum and Minerals

BPS: Business Models and Strategy of Entrepreneurial Firms | Christoph Zott, INSEAD, Raphael H. Amit, U. of Pennsylvania

BPS: Prestigious Executives, Directors and Backers of IPOs: Enduring Advantage or Fading Gloss? | Eric M. Jackson, Columbia U.; Donald C. Hambrick, Pennsylvania State U.

BPS: "Going Public with Good Governance": Board Selection and Share Ownership in IPOs | Igor Filatotchev, U. of Bradford

BPS: Grandstanding, Certification and the Underpricing of Venture Capital Backed IPOs | Peggy M. Lee, Emory U.; Sunil Wahal, Emory U.

Discussant: Ilgaz Arikani, Ohio State U.

468: (Paper Session) - (BPS) Who are the "Upper Echelons"?
10:40am - 12:00pm Westin Hotel: Vashon II

Chair: Sally A. Baack, San Francisco State U.


BPS: Contra:tion and Coherency: Managerial Contributions to Strategic Activity | Paula Jarzabkowski, Aston U.

BPS: Will the "Real" Top Management Team Please Stand Up: A New Look at an Old Topic | Allen C. Amason, U. of Georgia; Ken Park, U. of Georgia; Peter T. Gianiodis, U. of Georgia

BPS: The Nature of the Beast: Selecting Managers that are Similar | Anna Stafsudd, Lund U.

Discussant: Sylvia Sloan Black, North Carolina A&T State U.

469: (Paper Session) - (CAR) Career Identities
10:40am - 12:00pm Red Lion Hotel: San Juan

Chair: Patricia Hind, Ashridge Management College

CAR: Careers, Identity and Boundaries | Michael Brocklehurst, Imperial, U of London

CAR: Employability in the Knowledge Economy: Living the Fulfilled Life or Policy Chimera? | Anthony J Hesketh, Lancaster U.

CAR: One Career, Two Identities: An Assessment of Gay Men's Career Trajectory | Raymond N.C. Trau, Monash U.

470: (Paper Session) - (CM) Incentives, Trust, Fairness and Social Context
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/CM

On display on Panels P15 to P19


CM: The Effects of Employment Arbitration and Employee Rights on Organizational Attraction | Douglas M. Mahony, U. of South Carolina; Brian S. Klaas, U. of South Carolina; John A. McClendon, Temple U.

Chair: Robert S. D'Intino, Pennsylvania State U.
Session Details - Monday

475 ☯: (Paper Session) - (GDO) Addressing Diversity: Organizational Choices and Strategies
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/GDO
Displayed on Panels P11 to P14

GDO: Diversity Initiatives: Lip Service or Reality? | Roshni Misra, U Texas Arlington; Meghna Virick, U of Texas, Arlington
GDO: Outcome Measures of Diversity Education for Blacks and Whites | J. Gooby Smith, Pepperdine U.

GDO: Managerial Discretion, Environmental Uncertainty, and Adoption of Domestic Partnership Benefits | Mark X. James, U. of Wisconsin, Milwaukee

476 ☯: (Paper Session) - (GDO) Diversity in Groups
10:40am - 12:00pm Red Lion Hotel: Orcas

Chair: Roya Ayman, Illinois Institute of Technology
GDO: Linking Sexual Harassment, Team Processes and Team Performance | Jana L. Raver, U. of Maryland; Michele J. Gelfand, U. of Maryland
Winner of Dorothy Harlow Distinguished Paper Award
GDO: When Teams Devalue Diversity | Debra Panipucci, Monash U.
GDO: Clever Tricks or Crucial Interventions? Diversity, Communication Technology, and Group Effectiveness | Robert C. Giambatista, Texas Tech U.
Discussant: Elaine Yakura, Michigan State U.

477 ☯: (GDO, CMS, CAR) Feminist Approaches to Organization Studies: Liberal, Radical, Marginal?
10:40am - 12:00pm Red Lion Hotel: Bainbridge

Chairs: Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Martin Kornberger, U. of Technology, Sydney
Masculinity, Rationality and Organization | Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Martin Kornberger, U. of Technology, Sydney
Women in Management: The Liberal Promise of Career Progression | Kerry Brown, Queensland U. of Technology;
Stacy Richard Ridge, Queensland U. of Technology; Lisa Bradley, Queensland U. of Technology
Women Senior Managers: Success of the Liberal Agenda? | Judith Pringle, U. of Auckland

478 ☯: (Paper Session) - (HCM) Stressful Work Environments: Evidence from Four Countries
10:40am - 12:00pm Westin Hotel: Whidbey

Chair: Linda Searle Leach, California State U., Fullerton
HCM: Influences of Stressors and Coping Resources on Job Burnout among Nurses | Jenny S.Y. Lee, City U., Hong Kong; Syed Akhtar, City U., Hong Kong
HCM: Discrepancy between Work Schedule, Shiftwork and Mental Health: A Study of Chinese Nurses | Vishwanath V. Baba, McMaster U.; Xiaoyun Wang, U. of Manitoba
HCM: Workplace Empowerment As A Predictor Of Nurse Burnout In Restructured Health Care Settings | Heather K. Spence Laschinger, U. of Western Ontario; Joan Finegan, U. of Western Ontario; Piotr Wilk, U. of Western Ontario; Judith Shamian, Health Canada
Discussant: Elisabeth Wilson-Evered, Monash U., Australia

479 ☯: (Paper Session) - (HR) Selection Methods: Measurement Issues
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR
Displayed on Panels P1 to P10

HR: Psychological Consequences of the Structured Employment Interview: An Interviewer Perspective | Ghee Soon Lim, National U. of Singapore
HR: Exploring Boundaries of the Effects of Applicant Impression Management Tactics in Job Interviews | Wei-Chi Tsai, National Chiao Tung U.; Chien-Cheng Chen, National Taiwan U. of Science and Technology; Su-Fen Chiu, National Taiwan U. of Science and Technology
HR: Job Interview Anxiety: Conceptualization of a New Realm. | Julie M McCarthy, U of Toronto; Richard D Goffin, U of Western Ontario
HR: Internet Interviews: An Assessment of Validity and Applicant Reactions | Stephen B. Mueller, U of Houston; Sylvia J. Hysong, U. of Houston
HR: Individual Differences in Ability to Fake on Personality Measures | Tracey L. Shilobod, Clemson U.; Patrick H. Raymark, Clemson U.

Winner of HR Division’s Best Student Paper Award

HR: The Difficult Employee: A Profile and Perspective | Bruce H. Kemelgor, U. of Louisville; Lyle Sussman, U. of Louisville; Jozef Zurada, U. of Louisville; Joseph Kline, Northkey Community Care

HR: What Should Managerial Developmental Assessment Centers Be Assessing? | Deborah E. Rupp, U. of Illinois at Urbana-Champaign; Alyssa A Mitchell, U. of Illinois at Urbana-Champaign; Tonya Runnels, U. of Illinois at Urbana-Champaign; Lori Anderson, Colorado State U.; George C Thornton, Colorado State U.

HR: Cognitive Processes in Evaluating Reference Letters: Confirmatory or Comprehensive Search? | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; James Werbel, Iowa State U.

HR: Who Knows Better? The Persistence and Knowledge of Inappropriate Personnel Application Blank Items | J. Craig Wallace, Georgia Institute of Technology; Stephen J Vodanovich, U. of West Florida

480 ☯: (HR) HR’s Contextual Effect on Performance: Financial Return, Customer Satisfaction, and The Grim Reaper
10:40am - 12:00pm Washington State Convention & Trade Center: 605/606
Chair: Giles Hirst, Aston U.
Employee Involvement Factors as Predictors of Call Center Performance | Gary Fisher, Aston U.; Giles Hirst, Aston U.; Jeremy Dawson, Aston U.; Michael A. West, U. of Aston
The Link between Training and Appraisal Practices and Patient Mortality: The Role of HR Director | Matthew Carter, Aston U.; Jeremy Dawson, Aston U.; Carol Borrill, Aston U.; Michael A. West, U. of Aston; Justin Waring, University of Nottingham; Judy Scully, Aston University
Presenters: Neal Knight-Turvey, Queensland U. of Technology; Gary Fisher, Aston U.; Matthew Carter, Aston U.

481 ☯: (Paper Session) - (IM) Foreign Direct Investment: Conventional Wisdom and New Empirical Evidence
10:40am - 12:00pm Washington State Convention & Trade Center: 401
Chair: Jonathan Brookfield, Texas A&M U.
IM: Leaders, Laggards and the Pursuit of Foreign Knowledge | Heathery Berry, U. of Pennsylvania
IM: Institutional Perspective of Foreign Direct Investment Strategy | Christine M. Chan, Hong Kong U.
IM: International Trade, Investment and Technological Spillovers | Murali Patibandla, Copenhagen Business School
Discussant: Christina L. Ahmadjian, Columbia U.

482 ☯: (Paper Session) - (IM) Special Paper Session: Building Collaborative Knowledge and Wisdom: International Leadership
10:40am - 12:00pm Washington State Convention & Trade Center: 617
In this special paper session learn about recent research on International Leadership Effectiveness from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: http://www.business.umt.edu/imd/AoM2003/
Facilitator: Nancy J. Adler, McGill U.
IM: A Cross-Cultural Test of the “Five-Factor Model of Personality and Transformational Leadership” | Lian Shao, C & S Financial; Sheila Simsarian Webber, Concordia U.
IM: A Test of Upper Echelons Theory in Chinese Shareholding Enterprises | Liqun Wei, Chinese U. of Hong Kong; Zhihui Wang, U. of International Business and Economics; Michael Young, Chinese U. of Hong Kong
IM: A Cross-Cultural Study of Linkage between Emotional Intelligence and Managerial Effectiveness | Frank M. Shipper, Salisbury U.; Denise M. Rotondo, Salisbury State U.; Richard C. Hoffman IV, Salisbury State U.

483 ☯: (Paper Session) - (IM) MNC Strategy and Performance: What Matters Most?
10:40am - 12:00pm Washington State Convention & Trade Center: 618
Chair: Ruth Clarke, Nova Southeastern U.
IM: Multinationality and Performance: Empirical test of the Three-Stage Theory in an Emerging Market | Sumit Kumar Kundu, Saint Louis U.; Vikas Kumar, Saint Louis U.
IM: Firm Ownership, Competition and Manufacturing Performance in a Sub-Saharan African Emerging Economy | Moses Acquaah, U. of North Carolina, Greensboro
IM: Liability of Internationalization: Technical Efficiency Based Evidence | Lei Li, U. of Texas, Dallas
IM: Performance of Cross-Border Mergers and Acquisitions | Jian Gu, Temple U.
Discussant: Laurence Anthony Marsh, University of Utah

484 ☯: SHCS: (IM, TIM) Knowledge Metrics: Measuring Knowledge and Its International Transfer Between Firms
10:40am - 12:00pm Washington State Convention & Trade Center: 609/610
Using Patent Citations to Understand Knowledge Flows in Multinational Firms: Advantages, Limitations | Tony Frost, U. of Western Ontario
The Use of Corporate Patent Statistics to Measure Knowledge Creation in MNCs: What We Have Achieved | John Cantwell, Rutgers U./J.U. of Reading
Measuring Knowledge: Impact and Duration Effects | Ram Mudambi, Temple U.
Measuring Corporate Knowledge: The Use of Patent-based Indicators in the Research of Int'l. Mgmt. | Mariko Sakakibara, U. of California, Los Angeles

Metrics For Knowledge Transfers and Valuation in International Alliances | Farok J. Contractor, Rutgers U.
Presenters: Tony Frost, U. of Western Ontario; John Cantwell, Rutgers U./U. of Reading; Ram Mudambi, Temple U.; Mariko Sakakibara, U. of California, Los Angeles; Farok J. Contractor, Rutgers U.

485 : (Paper Session) - (IPC) Trait Effects on Performance, Motivation, and Career Success
10:40am - 12:00pm Washington State Convention & Trade Center: 201 Table 1
Facilitator: Alexander D. Stajkovic, U. of Wisconsin, Madison
CAR: The Relationship between Disposition and Career Success: a Study in the United Kingdom | Nikos Bozionelos, U. of Strathclyde
OB: The Role Of Customer Personality Traits On The Display Of Positive Emotions | Hwee-Hoon Tan, National U. of Singapore; Maw-Der Foo, National U. of Singapore; Min-Hui Kwak, National U. of Singapore
OB: Impact of State-Like Core Confidence and Self-Evaluation Traits on Chinese SOE Workers' Performance | Weixing Li, Bangkok U.; Fred Luthans, U. of Nebraska, Lincoln

486 : (Paper Session) - (IPC) Trust and Commitment in Organizational Relationships
10:40am - 12:00pm Washington State Convention & Trade Center: 201 Table 2
Facilitator: Steven W. Floyd, U. of Connecticut
BPS: The Role of Learning, Politics and Trust Building in Overcoming Core Rigidities | Christoph Lechner, U. of St. Gallen; Steven W. Floyd, U. of Connecticut
BPS: Commitment, Trust, And Mutual Adaptation: An Examination Of Suppliers And Buyers Relationships | Ananda Mukherji, Texas A&M International U.; John D. Francis, Iona College
BPS: Two Faces of Trust: Effects of Calculus-Based and Identification-Based Trust in Knowledge Transfer | Michael D. Santoro, Lehigh U.; Patrick Sarapito, U. of New Hampshire

487 : (Paper Session) - (IPC) Providing Quality Services Through Management and Technology
10:40am - 12:00pm Washington State Convention & Trade Center: 201 Table 3
Facilitator: Janet H. Marler, State U. of New York, Albany
MC: Democracy Is at the Core of Management Consulting Efficiency | Olivier Voyant, ISEOR, U. of Lyon

OM: Cost-Effective Service Recovery: Knowing Which Customers to Keep | Kristen Bell DeTienne, Brigham Young U.; Kristie K. Seawright.

OCIS: Guanxi: Production of Trust in Electronic Marketplace | Ruey-Iin Hsiao, National U. of Singapore
Winner of OCIS Division Best Interactive Paper Award

488 : (Paper Session) - (IPC) Political Skills and Influence Tactics: Antecedents and Consequences
10:40am - 12:00pm Washington State Convention & Trade Center: 204 Table 1
Facilitator: Jennifer R. Overbeck, Stanford U.
OB: The Role of Political Skill in Intraorganizational Outcomes: An Initial Empirical Examination | Robert W. Kolodinsky, James Madison U.
OB: Perceptions of Positive Politics and their Impact on Organizational Outcomes | Donald B. Fedor, Georgia Institute of Technology; John M. Maslyn, Wichita State U.; Steven M. Farmer, Wichita State U.; Kenneth Bettenhausen, U. of Colorado, Denver

489 : (Paper Session) - (IPC) Commitment and Turnover as a Function of Leadership and Individual Characteristics
10:40am - 12:00pm Washington State Convention & Trade Center: 204 Table 2
Facilitator: Hetty Van Emmerik, Utrecht U.
OCIS: Qualitative Review and Meta-Analytic Structural Equation Modeling of Turnover in the IT Profession | Damien Joseph, Nanyang Technology U.; Soon Ang, Nanyang Technology U.
CAR: For Better and for Worse: Adverse Working Conditions and the Beneficial Effects of Mentoring | Hetty Van Emmerik, Utrecht U.
OB: Expectations, Perceived Congruence, and Occupational Experience Effects on Voluntary Turnover | Jon C. Carr, U. of Southern Mississippi; Allison W. Pearson, Mississippi State U.; Michael J Vest, U. of Southern Mississippi; Scott Boyar, U. of South Alabama
OB: Leadership, Climate, Work Attitudes and Commitment: Is Generation X Really That Different? | Peter Michael Hart, U. of Melbourne; Charlene Schembri, Latrobe U.; Christopher Bell, Leadership Consortium; Kathy Armstrong, Insight SRC Pty Ltd

490 : (Paper Session) - (IPC) Leading Organizations Through Change
10:40am - 12:00pm Washington State Convention & Trade Center: 204 Table 3
Facilitator: John R. Austin, Pennsylvania State U.
ODC: Leading Change and Transforming Leaders | John R. Austin, Pennsylvania State U.
MC: Transition Coaching for Leaders in New Positions | Robert Witherspoon, -; Mark D. Cannon, Vanderbilt U.
Session Details - Monday

**491**: (Paper Session) - (IPC) The Benefits and Costs of Organizational Networks
10:40am - 12:00pm Washington State Convention & Trade Center: 303 Table 1
Facilitator: Eric Lifschitz, Columbia U.

**OMT**: Network Structure and knowledge Transfer: The Transfer Problem Revisited | Ray Reagans, Columbia U.; Bill McEvily, Carnegie Mellon U.

**OM**: The Dark Side of Networks: Age, Stability, and Effectiveness in Cliques of Organizations | Eric Lifschitz, Columbia U.

**IM**: Interpersonal Affect and the Formation of Joint Production Networks | Tiziana Casciaro, Harvard U.

**OMT**: Testing network governance effects on performance: Structural embeddedness during privatization | Theodora Welch, U. of Massachusetts, Boston; Rick Molz, Concordia U.

**IM**: Cronyism: The Downside of Social Networking | Naresh Khatri, U. of Missouri, Columbia; Eric W. K. Tsang, Wayne State U.; Thomas M Begley, Northeastern U.

**492**: (Paper Session) - (IPC) Managing Organizational Risk
10:40am - 12:00pm Washington State Convention & Trade Center: 303 Table 2
Facilitator: David Hsu, U. of Pennsylvania

**OM**: An Analytical Model of Project Risk Handling | Chwen Sheu, Kansas State U.; Miao Fan, National Defense U.

**MED**: Problem-Based Learning: Teaching Project Management While Solving Real Organizational Problems | Timothy J. Kloppenborg, Xavier U.; Melissa S. Baucus, Xavier U.

**OMT**: Organizational Risk and Variation in Capital Investments: Performance Effects and Moderating Contexts | Mousumi Bhattacharya, Fairfield U.; Ravi Dhawadkar, Syracuse U.; Kathleen Wheatley, U. of Tennessee, Chattanooga

**ENT**: Venture Capitalists and Portfolio Firm Liquidity Patterns | David Hsu, U. of Pennsylvania

**493**: (Paper Session) - (IPC) Property Rights in a Global Digital World
10:40am - 12:00pm Washington State Convention & Trade Center: 303 Table 3
Facilitator: Gautam Ahuja, U. of Michigan

**ONE**: Property Rights as a Predictor for the Eco-Efficiency of Product-Servce Systems | Kai N. Hockerts, INSEAD, Centre for the Management of Environmental Resources (CMER)

**TIM**: Confronting the Information Age: Digital Intellectual Goods, Copyright and Firm Strategy | Brent D. Beal, Louisiana State U.; Daniel B Marin, Louisiana State U.

**TIM**: When Atlas Shrugged: Preemption, Complexity, and Division of Labor in a Theory of Appropriability | Gautam Ahuja, U. of Michigan

**IM**: A Global Assessment of Software Piracy Trends | Chris Robertson, Northeastern U.; William F. Crittenden, Northeastern U.; Gadi Shavit, -

**494**: (Paper Session) - (IPC) Political, Cognitive, and Cultural Perspectives on Organizational Identity
10:40am - 12:00pm Washington State Convention & Trade Center: 604 Table 1
Facilitator: Susanne G Scott, U. of Massachusetts, Dartmouth


**MOC**: A Unified Theory of Organization Identity and Stakeholder Identification | Vicki R. Lane, U. of Colorado at Denver; Susanne G Scott, U. of Massachusetts, Dartmouth

**IM**: Separate But Equal: Organizational Identity and Culture in International Mergers of Equals | Srilata Zaheer, U. of Minnesota; Margaret Spring Schomaker, U. of Minnesota; Mehmet Erdem Genc, U. of Minnesota


**495**: (Paper Session) - (IPC) Organizational Citizenship Behavior
10:40am - 12:00pm Washington State Convention & Trade Center: 604 Table 2
Facilitator: David L. Turnipseed, Indiana U./Purdue U., Fort Wayne

**IM**: The virtues of omission in Organizational Citizenship Behavior | Livia Markoczy, U. of California, Riverside; Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology

**IM**: Exploring Country Differences in the Organizational Justice-OCB Relationship: The PRC and the U.S. | Bradley L. Kirkman, Georgia Institute of Technology; Zhen Xiong Chen, Hong Kong Baptist U.; Kevin B. Lowe, U. of North Carolina, Greensboro

**OB**: Justice and Organizational Citizenship: Interactive Effects of Impression Management Motives | Kelly L. Zellars, U. of North Carolina, Charlotte; Bennett J. Tepper, U. of North Carolina, Charlotte; Robert A. Giacalone, U. of North Carolina, Charlotte; Daniel E. Lockhart, U. of Kentucky; Carol L. Jurkiewicz, Louisiana State U.

**496**: (Paper Session) - (IPC) Dealing with Work-Family Conflict
10:40am - 12:00pm Washington State Convention & Trade Center: 604 Table 3
Facilitator: Timothy Golden, Rensselaer Polytechnic Institute


**HR**: Do Long Work Hours Decrease General Well Being and Increase Work-Family Conflict? | Daniel C. Ganster, U. of Arkansas; Collette Arens Bates, U. of Arkansas

**HR**: Managing Work-Family Conflict: Examining Individual Responses and Use of Organizational Practices | Jarrod McKenzie Haar, U. of New Zealand; Chester Spell, Rutgers U.; Michael O'Driscoll, U. of Waikato; Suzette Dyer, U. of Waikato
Session Details - Monday

HR: A Field Study of the Relationship Between Family Friendly Policies and Work-Family Conflict | Sonya F. Premeaux, Arkansas State U.; Cheryl L. Adkins, Longwood University

497 ☺: (Paper Session) - (MC) Consulting to Government & Public Service Organizations: Challenges & Realities 10:40am - 12:00pm Washington State Convention & Trade Center: 307 Chair: Larry E. Greiner, U. of Southern California
MC: Why Change Fails: Understanding the Importance of Knowledge in Implementing Change | Marvin Washington, Texas Tech U.; Marla E Hacker, -
MC: Quality of Management Consultancy at Central Government in the Netherlands | Leon de Caluwe, Free U., Amsterdam; Annemieke Stoppelenburg, -
MC: Realities of Public Sector Consultation | Alan Glassman, California State U., Northridge; Morley Winograd, U. of Southern California
Discussant: James M. Hunt, Babson College

498 ☺: (Paper Session) - (MC) New Insights to Management and Consulting: Democracy, Innovation and Futurogenicity 10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/MC
Displayed on Panels P43 to P46
MC: The Socio-Economic Equation Bolsters Human Potential Development to Increase Innovation | Marilyn E Harris, CMU/HSCC; Gualan Wang, Central Michigan U.; Sandra L Sell-lee, Boeing Commercial Aircraft; Denise Lucy, Dominican U of C
MC: Futurogenic Management | Moragor Maruyama, Interactive Heterogenetics
MC: Contribution of SEAM to Management Consulting | Marc Bonnet, ISEOR/U. of Lyon

499 ☺: (Paper Session) - (MC) Organizational Change and Survival: Contributions of Strategy, KM & Business Process Reengineering 10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/MC1
Displayed on Panels P47 to P50
MC: Reengineering the Corporation, Again... Until We Get It Right | H. William Vroman, Morgan State U./ Strategic Planning Inc.
MC: Survival of Upstream Invested Foreign Subsidiaries: A Dual Environment Leverage Perspective | Lei Li, U. of Texas, Dallas; Weiel Shi, U. of Texas at Dallas
MC: The Organizational Change Complexity of the Succession: A Case Study | slim haddadji, -; dominique besson, USTL Lille1 U.
MC: Ten Years of KM : Lessons Learned for Consultants ? | Alice Mathilde Guilhon, Groupe CERAM Business School; Georges Trepo, HEC, France; Nicolas ROLLAND, -

500 ☺: (MED) Turning the Silver Screen into Classroom Gold! Using Full-length Films for Competency Development 10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Aspen Room
Chair: C. Douglas Johnson, Michelin North America
Using "Pleasantville" to Teach Organizational Change | Carole Gwendolyn Parker, Frostburg State U.
Take the High Road: Using "The Climb" for Competency Development of (Aspiring) Managers | C. Douglas Johnson, Michelin North America
An Exemplar of Servant-Leadership: Dorothy Day | Charles A Beitz, Mt. St. Mary’s College
Discussant: Joseph E. Champoux, U. of New Mexico

501 ☻: (Paper Session) - (MED) Views of Management and Learning for the 21st Century 10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Juniper Room
Chair: Alvin Hwang, Pace U.
MED: Simplifying Complexity or Complexifying Simplicity?: Two Views of Management Learning and Education | Marc H. Anderson, U. of Minnesota
MED: Testing the Applicability of Learning Theories to Web-based MBA Courses | J. B. Arbaugh, U. of Wisconsin, Oshkosh; Raquel Benbunan-Fich, Baruch College
MED: The Effect of Learning, Distal, and Proximal Goals on MBA Self-Efficacy and Satisfaction | Gary P. Latham, U. of Toronto; Travor C. Brown, Memorial U.
MED: Virtual vs. Normal Feedback: Competitiveness and Grades | Alvin Hwang, Pace U.
Discussants: David S. Shaw, A47 Consulting; Millicent F. Nelson, Oklahoma State U.

502 SHCS: (MED, MH) Americanization of European Management Education in a Historical Perspective 10:40am - 12:00pm Washington State Convention & Trade Center: 611/612
Chair: Behlul Usliden, Sabanci U.
The Americanization of Academic Management Education in Germany | Alfred Kieser, Mannheim U.
The Americanization of Scandinavian Management Education | Lars Engwall, Uppsala U.
Imitation, Tension and Hybridization: Multiple ‘Americanizations’ of Management Education | Matthias Kipping, U. Pompeu Fabra; Behlul Usliden, Sabanci U.; Nuria Puig, U. Complutense, Madrid
The Americanization of Management Education in Britain | Nick Tiratsoo, London School of Economics

503 : (Paper Session) - (MH) Management History: A Strategic Approach 10:40am - 12:00pm Grand Hyatt Seattle: Blewett Suite
Chair: Shawn M. Carraher, Texas A&M U.
MH: European Industrial Democracy Roots in the Postwar Japan Productivity Movement | Charles T. Tackney, Copenhagen Business School
Session Details - Monday

**504**: (Paper Session) - (MOC) Leadership: Social Exchange, Cognition, and Attribution
10:40am - 12:00pm Westin Hotel: Olympic
MOC: Social Exchange in the Leader-Subordinate Dyad from both Parties’ Perspective | Dana - Yagil, Haifa U.
>MOC: A Qualitative Study of Cognitive Asymmetry in Employee Affective Reactions to Leadership Behaviors | Marie T. Dasborough, U. of Queensland; Neal M. Ashkanasy, U. of Queensland
MOC: The Effects of Attribution Styles on Leader-Member Relations | Mark J. Martinko, Florida State U.; Sherry E Moss, Florida International U.; Scott C. Douglas, Binghamton U.
Discussant: Kathleen M. Sutcliffe, U. of Michigan

**505**: (MOC) Field-Configuring Events: How Conferences and Conferences Construct Technologies and Industries
10:40am - 12:00pm Westin Hotel: Orcas
Chair: Alan D. Meyer, U. of Oregon
Enacting Technology | Raghu Garud, New York U.
Innovation as Spectacle | Joseph Lampel, City U., London
Corporate Venturing Diffuses | Vibha Gaba, INSEAD
Send in the Clowns | Marlena Fiol, U. of Colorado, Denver

**506**: JS (MSR, MED) Awakened Spiritual Thirst Among Organizational Leaders: How Then Shall We Serve Them?
10:40am - 12:00pm Grand Hyatt Seattle: Menzies Suite
"Advanced" Courses: Deepening the Learning | Margaret Benefiel, Andover Newton Theological School; Andre L. Delbecq, Santa Clara U.
A Leadership Discernment Group: An Experimental Model for Continued Spiritual Development | Presenters: Margaret Benefiel, Andover Newton Theological School; Andre L. Delbecq, Santa Clara U.

**507**: (Paper Session) - (OB) Leadership, Trust, Group Effects and Emotion
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Dong I. Jung, San Diego State U.
OB: Tale of 2 Theories: Turnover Research at the Intersection of the Unfolding Model & Job Embeddedness | Brooks C. Holtom, Georgetown U.; Edward J Inderrieden, Marquette U.
OB: Leading for Creativity: Development of the Creativity Leadership Index | Pamela Tierney, Portland State U.; Steven M. Farmer, Wichita State U.
OB: Effect of Transformational Leadership on Team Performance: A Moderating Role of Perceptual Agreement | Dong I. Jung, San Diego State U.; Bruce J. Avolio, U. of Nebraska, Lincoln; Yair Berson, Polytechnic U.

**508**: (Paper Session) - (OB) Work-family Support and Adjustment
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Audrey Chia, National U. of Singapore
OB: Abuse, Undermining, and Restorative Justice: When Workers Kick the Dog | Jenny M. Hobbler, Northern Illinois U.
>OB: A Cognitive Dissonance Perspective on the Expatriate Adjustment Process | Carl P. Maertz, Jr., Mississippi State U.; Don C. Mosley, Jr., U. of South Alabama; Jon C. Carr, U. of Southern Mississippi; Shawn M. Keough, Mississippi State U.
OB: Social Support and Work-family Interaction: Is it Conflicting or Enhancing? | Lori L. Wadsworth, Brigham Young U.
OB: Work-family Conflict: The Impact of Moderators on the Demand-Conflict Relationship | Scott Boyar, U. of South Alabama; Carl P. Maertz, Jr., Mississippi State U.; Don C. Mosley, Jr., U. of South Alabama; Jon C. Carr, U. of Southern Mississippi; Shawn M. Keough, Mississippi State U.

**509**: (Paper Session) - (OB) Organizational Citizenship, Extra Role and Prosocial Behavior
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Gilad Chen, Georgia Institute of Technology
OB: Prediction of Performance and Citizenship Behaviors Among Foreign Knowledge Workers | Christine SK Koh, Nanyang Technological U.; Soon Ang, Nanyang Technology U.; Linn Van Dyne, Michigan State U.
OB: Redefining Organizational Citizenship Behavior: The Soldiers’ Tale | Marie Wilson, U. of Auckland
OB: Why Should I Be Generous When I Have Valued and Accessible Alternatives? Explaining OCB Withdrawal | Stefan Thau, U. of Mannheim; Rebecca J. Bennett, U. of Toledo
OB: Prosocial Behavior and Performance at Three Levels of Analysis: An Integrative Model | Tjai M. Nielsen, RHR International Company; Terry Ray Halfhill, North Texas U.; Sarah Kay Soulen, U. of Tennessee, Knoxville

**510**: JS (OB, CAR) Job Loss, Employee Well-Being, and Reemployment Research: Critical New Directions
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: West Room A
Chair: Frances M McKee-Ryan, Oregon State U.
Psychological and Physical Well-Being During Unemployment: A Meta-Analytic Study | Zhaoli Song, U. of Minnesota; Frances M McKee-Ryan, Oregon State U.; Connie Wanberg, U. of Minnesota; Angelo J. Kinicki, Arizona State U.
Sensemaking: A Longitudinal Retrospective Look at the Job Loss Experience | Mary A. Gowan, The George Washington U.
Examining the Life Facet Impact of Involuntary Job Loss | Frances M McKee-Ryan, Oregon State U.
Self-Efficacy Changes in Groups: Effects of Diversity, Leadership, and Group Climate | Jin Nam Choi, McGill U.; Richard H Price, U. of Michigan; Amiram Vinokur, -
Presenters: Zhaoi Song, U. of Minnesota; Frances M McKee-Ryan, Oregon State U.; Mary A. Gowen, The George Washington U.; Jin Nam Choi, McGill U.

511: (Paper Session) - (OCIS) IT Strategy and Firm Value
10:40am - 12:00pm Washington State Convention & Trade Center: 614
Chair: V. Sambamurthy, Michigan State U.

Runner up to OCIS Division Best Paper Award

OCIS: An Efficiency and Political Perspective to ‘Make or Buy’ Decisions for Information System Functions | Emilio Alvarez, U. Complutense, Madrid

OCIS: Information Technology Investments and Firm Value | Bruce Dehning, Chapman U.; Theophanis Stratopoulos, U. of New Hampshire
Discussants: Alexandre Barsi Lopes, U. of Cincinnati; Natalia Levina, New York U.; Alina M. Chircu, U. of Texas, Austin

512: (Paper Session) - (ODC) A Change of Heart: The Emotions of Making Organizational ChangeWork
10:40am - 12:00pm Washington State Convention & Trade Center: 304
Chair: Jacoba M. Lilius, U. of Michigan

ODC: Emotions in Mergers: A Phenomenographical Approach | Marie T. Dasborough, U. of Queensland; German Frick, U. of Queensland; Peter Lamb, U. of Queensland; Yuliani Suseo, U. of Queensland

ODC: The Structure and Functioning of Attitudes Towards Organizational Change | Rune Lines, Norwegian School of Economics and Business Administration

Discussant: Janet K Kiehl, Case Western Reserve U.

513: (SHCS; (ODC, ONE) Building an Inter-Organizational Learning Collaborative for Sustainable Development
10:40am - 12:00pm Washington State Convention & Trade Center: 602/603
Chair: Hilary Bradbury, Case Western Reserve U.
Inter-Organizational Learning for Sustainable Development | Speakers: Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning; Edward H. Powley, Case Western Reserve U.; John S. Carroll, Massachusetts Institute of Technology; Hilary Bradbury, Case Western Reserve U.; Sarah Le Roy, Massachusetts Institute of Technology
Discussants: Jem Bendell, UNRISD Geneva; Darcy Winslow, Nike Corporation

514 JS: (ODC, RM) Through The Looking Glass: Using Art and Aesthetics to Reinterpret Organization and Management

10:40am - 12:00pm Washington State Convention & Trade Center: 607
Chair: Pedro David Perez, Cornell U.
Action Aesthetics | Steven S. Taylor, Worcester Polytechnic Institute; Nick Nissley, U. of St. Thomas
The Aesthetic Aspects of Everyday Resistance and Provocation in Organizations | Michael B. Elmes, Worcester Polytechnic Institute; Nick Nissley, U. of St. Thomas
On Aesthetics and Organization Theorizing | David Barry, Victoria U., Wellington; Dave M. Boje, New Mexico State U.; Mary Jo Hatch, U. of Virginia
Social Change And Scholar-Activism: Reflective Multimedia Story-Searching And Aesthetic Inquiry | Pedro David Perez, Cornell U.

515: (SHCS; (ODC, RM) Large-Scale Change in the Knowledge Economy: Learning from International Action Research Projects
10:40am - 12:00pm Washington State Convention & Trade Center: 619/620
Chairs: Abraham B. Rami Shani, California Polytechnic State U., San Luis Obispo; David Coghlan, U. of Dublin
Lessons from a Practitioner Driven Action Inquiry Project in the U.S. Department of Veterans Affairs | Lyle Yorks, Columbus U.; Joel I. Harmon, Fairleigh Dickinson U.

Spinning the Helix: Interactive Processes in the Construction of a Development Coalition | Henrik Dons Finsrud, Work Research Institute
Action Research Across Borders and Boundaries: Reflections on the CO-IMPROVE Project | David Coghlan, U. of Dublin; Paul Coughlan, U. of Dublin
The Formation of Collaborative Research at Novo Nordisk | Niclas Adler, Chalmers U. of Technology; Susan A. Mohrman, U. of Southern California; Flemming Norrgren, Chalmers U. of Technology; Blanche Segrestin, Ecoles des Mines de Paris
Going Back-Stage-Organizational Learning and Competence Development in A Norwegian Municipality | Olav Eikeland, Work Research Institute
Discussant: Frans M. van Eijnatten, Eindhoven U. of Technology

516: (Paper Session) - (OM) Technology Transfer and Integration
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT
Chair: Elliot Bendoly, Emory U.
OM: Social Exchanges for Effective Learning and Knowledge Transfer in Strategic Buyer-Supplier Alliances | Senthil K. Muthusamy, Bowling Green State U.; Daesik Hur, Bowling Green State U.

517: (Paper Session) - (OMT) Networks, Relationships & Exchange
10:40am - 12:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT
519: (Paper Session) - (OMT) What's Going On? Asserting and Managing Legitimacy and Quality
10:40am - 12:00pm Westin Hotel: St. Helens
Chair: Christine Beckman, U. of California, Irvine
OMT: They're Doing What in There? The Prevention of Social Stigma and Illegitimacy in the Bathhouse | Bryant A. Hudson, Louisiana State U.; Gerardo A. Okhuysen, University of Utah
Winner of West Publishing Best Paper Award
OMT: Trickle-Up and Trickle-Down - Institutionalized Norms and the Spread of New Ideas | Stefan Jonsson, Stockholm School of Economics
Winner of the Sage-Louis R. Pondy Best Dissertation-Based Paper Award
OMT: Adoption of Illegitimate Organizational Innovations: The Emergence of Stock Option Pay in Germany | Anja Christine Tuschke, U. of Passau; Wm. Gerard Sanders, Brigham Young U.
Discussant: Matthew Kraatz, U. of Illinois, Urbana-Champaign

520 - JS: (OMT, ODC) Making Sense of Organizational Change
10:40am - 12:00pm Westin Hotel: Cascade 2
Four empirical studies, making sense of organizational change from different organizational settings.
Chair: Ian Colville, U. of Bath
Who and What Makes More Sense of Change? | Jean M. Bartunek, Boston College
Leadership and Large Organizations: A case of sensemaking in action | Annie Pye, U. of Bath
Developing Organizations From The Front End: Sensemaking and Change Making Processes | Paul Bate, U College, London
Cultures of Safety and Sensemaking: The View from the Bottom | Lise Langaker, Stord/Haugesund U College
Discussant: Karl E. Weick, U. of Michigan

521 - JS: (PNP, SIM) Integrity in the Context of Institutional Failure: Democracy, Silence, Trust, and Accountability
10:40am - 12:00pm Grand Hyatt Seattle: Stevens
Organizer: Sandra Waddock, Boston College
Speakers: John F. Mahon, U. of Maine; James E. Post, Boston U.; Mary Ellen Boyle, Clark U.
Discussant: Laurie N. DiPadova-Stocks, Northern Kentucky U.

522: (RM) Becoming Involved and International Networking Through the Research Methods Division
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Douglas Room
Hosts: Herman Aguinis, U. of Colorado, Denver; Larry J. Williams, Organizational Research Methods; Jodi S. Goodman, U. of Connecticut; Lee Grubb, Virginia Commonwealth U.
**Session Details - Monday**

523 : (Paper Session) - (SIM) Ethical Decision Making: The Role of Moral Intensity and National Context  
10:40am - 12:00pm Washington State Convention & Trade Center: 608  
Chair: James Weber, Duquesne U.  
SIM: Enhancing Moral Intensity: Personal and Consequential Information in Ethical Decision Making | Loy Watley, Nebraska Wesleyan U.; Douglas R. May, U. of Nebraska, Lincoln  
SIM: Ethical Judgment: The Role of Scope of Justice and Moral Intensity | Yongqing Fang, Nanyang Technology U.; Joshua Chia, Nanyang Technological U.; Thomas M Begley, Northeastern U.  

524 : (Paper Session) - (SIT) Organizational Culture  
10:40am - 12:00pm Washington State Convention & Trade Center: 205  
Facilitator: Daniel Tzabbar, U. of Toronto  
IM: Coordination and Time Zone Economies in International Distributed Software Development Teams | Jane E. Salk, U. of Texas; Isil A Hezar, U of Texas at Dallas  
OMT: Organizational Culture, Alliance Capabilities and Relationship Performance | Sjoerd Beugelsdijk, Tilburg U.; Carla Koen, Tilburg U.; Niels G. Noorderhaven, Tilburg U.  
MOC: Things are not what they seem: How reputations, culture, and incentives impact knowledge transfer | Leyland M. Lucas, Morgan State U.  
ODC: Creating an Adaptive Organizational Culture | Rosemarie Livigni, IBM  

525 : (Paper Session) - (SIT) How Leaders Shape Organizations  
10:40am - 12:00pm Washington State Convention & Trade Center: 210  
Facilitator: Laura M. Graves, Clark U.  
ENT: Empowerment as a Success Factor in Start-up Companies | Julia Katrin Lampe, U. of Regensburg; Michael Dowling, U. of Regensburg; Sumita Raghuram, Fordham U.  
GDO: Gender and Leadership in the Israel Defense Forces | Dana Alice Gavrieli, Stanford U.  

526 : (Paper Session) - (SIT) Top Management & Teams  
10:40am - 12:00pm Washington State Convention & Trade Center: 211  
Facilitator: Carlos J. Ruiz-Gonzalez, IPADE, Mexico  
BPS: Top Management Team Communication, Environmental Uncertainty, and Organizational Performance | Xin Liang, U. of Wisconsin, Milwaukee; Herrmann Achidi Ndofer, U. of Wisconsin, Milwaukee; Joseph C. Picken, U of Texas at Dallas  
IM: Continuity and renewal at the top: the effects of team turnover on performance in European companies | Rene Olle, Erasmus U.; Ursula Glunk, Maastricht U.; Marielle Heijltjes, Maastricht U.  
GDO: A Few Good Women ---- In Top Management Teams | Hema A. Krishnan, Xavier U.; Daewoo Park, Xavier U.  
OMT: Intraorganizational Power and the Dynamics of Corporate Strategy | Hitoshi Mitsuhashi, U. of Tsukuba; Henrich R. Greve, Norwegian School of Management  

527 : (Paper Session) - (TIM) Organizing for Innovation  
10:40am - 12:00pm Washington State Convention & Trade Center: 206  
TIM: The Organization of Innovation and Market Dynamics. Managing Increasing Returns in Software Firms | Jan Van Den Ende, Rotterdam School of Management; Nachoem M. Wijnberg, U. of Groningen  
TIM: Constrained Optimization of Intellectual Assets: Strategies for Location of Knowledge Assets | Preeta Mona Roy, U of Penn-Wharton  

528 : (Paper Session) - (TIM) Industries and Technological Change  
10:40am - 12:00pm Washington State Convention & Trade Center: 613  
Chair: Raja Roy, Tulane U.  
TIM: Is Architectural Change Always Disruptive To Incumbent Firms? Some Counterfactual Evidence | Hart E. Posen, U. of Pennsylvania; Sendil Ethiraj, U. of Michigan  
TIM: Thinking About Technology: Understanding the Role of Cognition in Technical Change | Sarah Kaplan, Massachusetts Institute of Technology; Mary Tripsas, Harvard U.  
TIM: Making Due with Less: When New Firms Are More Innovative than Established Firms | Scott Shane, U. of Maryland, College Park; Riitta Katila, Stanford U.  
Discussant: Susan McEvily, U. of Pittsburgh  

**Monday 12:00PM**

529 : (CAM) Journal of Organizational Behavior Luncheon  
12:00pm - 1:45pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom  
Organizer: Denise M. Rousseau, Carnegie Mellon U.  

530 : (CAM) Journal of Management Studies: Editorial Working Lunch  
12:00pm - 1:30pm Grand Hyatt Seattle: Washington  
Organizer: Jo Brudene, Journal of Management Studies
531: (MED) MED Division's Past Presidents' Luncheon: Concepts in Developing Top Management Ability
12:00pm - 2:00pm Sheraton Seattle Hotel & Towers: Room 428
Can we develop another Jack Welch of GE or Carlos Ghosn of Nissan? Which part of their actions is important to building management ability and acumen?
Organizers: Carolyn Wiley, Mercer Human Resource Consulting; Elena P. Antonacopoulou, U. of Manchester
Facilitator: Yuji Yoshida, Chiba U. of Commerce
Hosts: Regina Bento, U. of Baltimore; Bob DeFillippi, Suffolk U.
Keynote Speaker: Hirokazu Tsujimura, Chubu U.

Monday 12:10PM

532: (AA) Achieving Democracy in a Knowledge Economy: Minority Voice in Organizational Groups
12:10pm - 2:10pm Westin Hotel: Fifth Avenue

Monday 12:20PM

533: (AA) Democracy, Diversity and Dialogue: Contextualizing Difference
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Grand Ballroom A
Chairs: Maddy Janssens, Catholic U., Leuven; Chris Steyaert, U. St. Gallen
The Practice of Diversity in US Organizations: One Step Forward and Two Steps Back | Evangelina Holvino, Simmons College
Challenging Boundaries: Customers Entering Organizational Diversity | Maddy Janssens, Catholic U., Leuven; Patrizia Zanoni, Catholic U. of Leuven
Democracy, Globalization and Diverse Identities in a Transitionary South Africa | Stella M. Nkomo, U. of South Africa
Reframing "Democracy, Diversity & Multiculturalism" Towards a Transnational Organizational Discourse | Marta B. Calas, U. of Massachusetts, Amherst
Presenters: Evangelina Holvino, Simmons College; Patrizia Zanoni, Catholic U. of Leuven; Stella M. Nkomo, U. of South Africa; Pascal Dey, U. St. Gallen; Marta B. Calas, U. of Massachusetts, Amherst

534: (AA) Balancing Security Issues with Democratic Freedom and the Need for Knowledge Sharing
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Grand Ballroom B
Chair: Olivia H. Neece, Claremont Graduate U.
Facilitator: Joseph Bradley, -
Presenters: Paul Rosenzweig, The Heritage Foundation; Jeanne Holm, Jet Propulsion Laboratory - NASA; Paul Lawrence, Preston Gates Ellis LLP

535: (AA) Promoting Transparency of Firms' Environmental Conduct in the Global Economy
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Grand Ballroom C
Speakers: Elena Petkova, World Resources Institute; Jorge Rivera, U. of Colorado, Denver; Petra Christmann, U. of Virginia; Robert Hogner, -

536: (AA) The Limits of and Alternatives to Democracy
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Metropolitan Ballroom
Explores democracy's role in knowledge economy, impact on economic institutions, and global implications.
Organizer: Nicholas Capaldi, Loyola U.
Democracy Vs. Autonomy | Nicholas Capaldi, Loyola U.
Democracy Versus Liberty | Tibor Machan, Chapman U.
Minds Vs. Money in a Knowledge Economy | Alan Kahan, Florida International U.
Capitalism and Democracy | Linnea B. McCord, Pepperdine U.

537: (Paper Session) - (BPS) Decisions Under Risk and Uncertainty
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P38 to P43
BPS: Interaction of Industry and Firm Level Risk: Conflict Between Financial Theory and Behavioral Theory | Todd Alessandri, Syracuse U.; Raihan Hamed Khan, Syracuse U. & SUNYIT Utica
BPS: Extensions on a Behavioral Approach to Strategic Management | Mie Augier, Stanford U.; Saras D. Sarasvathy, U. of Maryland
BPS: Organizational Survival in Uncertain Times | Witold J. Henisz, U. of Pennsylvania; Andrew Delios, National U. of Singapore
BPS: Competitive Uncertainty and Environmental Scanning: The Role of Strategic – Innocent Equivocality | Munehiko Matsuyama, Baruch College
BPS: Transformation of Organizational Environment and Strategies: A Longitudinal Study of Chinese SOEs | Justin Tan, Creighton U.; David Tan, Creighton U.

538: (Paper Session) - (BPS) Knowledge-Based Strategies
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1
Displayed on Panels P44 to P49
BPS: Enabling Processes for Bridging Knowledge Diversity in Distributed Multidisciplinary Teams | Violina Ratcheva, U. of Nottingham
BPS: The Form of Departure: Consequences of Adaptation of Franchising Knowledge for Local Network Growth | Gabriel Szulanski, INSEAD; Robert James Jensen, U. of Pennsylvania; Tanya Lee, U. of Pennsylvania
**Session Details - Monday**

**539 : (Paper Session) - (BPS) Shareholder and Stakeholder Value**
12:20pm - 2:10pm Westin Hotel: Cascade 1 (A)

*Chair: Frances H. Fabian, Tulane U.*

**BPS: Managing Knowledge Eagerness: Linking Knowledge-Based and Information Processing Views of the Firm | Taco Reus, Florida State U.; Annette L. Ranft, Wake Forest U.; Bruce T. Lamont, Florida State U.; Garry L. Adams, Florida State U.*

**BPS: Organizational Mode Switching in Strategy Process: Transforming Knowledge into Strategic Action | Yasuo Sugiyama, Kyoto U.**

**BPS: Social Capital, Knowledge Transfer, and Competitive Advantage | Weiwei Shi, U. of Texas at Dallas; Davina E. Vora, U. of Texas at Dallas**

**BPS: Outcomes of Strategic Learning | Jan Hansen, U. of Nebraska, Lincoln; Terrence C. Sebora, U. of Nebraska**

**540 : (Paper Session) - (BPS) Strategic Groups, Configuring Clusters and Performance**
12:20pm - 2:10pm Westin Hotel: Cascade 1 (B)

*Chair: Boris Durisin, SDA Bocconi U.*

**BPS: When Does Strategic Group Membership Impact Firm Performance? The Role of Alliance Networks | Zied Guedied, Concordia U.; Jean McGuire, Concordia U.*

**BPS: Resource Based and Strategic Group Influences on Performance: A Comparison of Empirical Approaches | Jeremy Collin Short, Portland State U.; Timothy B. Palmer, Western Michigan U.; David J. Ketchen, Jr., Florida State U.*

**BPS: Resource Configurations, Generic Strategies, and Performance | Olivier Furrer, U. of Nijmegen; D. Sudharshan, U. of Illinois at Urbana-Champaign; Howard Thomas, U. of Warwick; Maria Tereza Alexandre, U. of Illinois at Urbana-Champaign**

**BPS: The Effect Of Geographic Location On Firm Performance: The Case of Semiconductor Industry Cluster | Sal M. Kukalis, California State U., Long Beach; Roger R. Stanton, California State U., Long Beach**


**Discussant: William C. Bogner, Georgia State U.**

**541 : (Paper Session) - (BPS) Real Options for Competition and Growth**
12:20pm - 2:10pm Westin Hotel: Vashon I

*Chair: Asli Arikian, Ohio State U.*

**BPS: Corporate Investment Decisions and the Value of Growth Options | Tony W. Tong, Ohio State U.; Jeffrey J. Reuer, Ohio State U.**

**BPS: Growth Options: The Good, the Bad, and the Contingency | Jonathan P. O’Brien, Purdue U.; Timothy B. Folta, Purdue U.**

**BPS: The Real Options Value of International Investments by Korean Firms | Seung-Hyun Lee, U. of Texas, Dallas; Mona V. Makraka, Ohio State U.**


**BPS: Announcements as Real Options: A Framework for Understanding Strategic Signalling | Anna Medova Dempster, Cambridge U.**

**Discussant: Rita Gunther McGrath, Columbia U.**

**542 : (Paper Session) - (BPS) Internal and External Linkages in Innovation**
12:20pm - 2:10pm Westin Hotel: Vashon II

*Chair: Raffaele Orlandi, U. of Bologna*  

**BPS: Measuring Exploration Orientation and its Impact on Innovation | Ramesh Chidambaran, Erasmus University Rotterdam; Harry R Commandeur, Erasmus University Rotterdam**

**BPS: Effects of External Linkages on Innovation, a Multi-Dimensional Study | Zixia Sheng, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore; Chi-Nien Chung, National U. of Singapore**

**BPS: The Licensing Dilemma | Andrea Fosfuri, U. Carlos III de Madrid**

**BPS: Antecedents of New Product Program Creativity: The Moderating Role of Environmental Turbulence | Erwin Danneels, Worcester Polytechnic Institute; Rajesh Sethi, Clarkson U.**

**BPS: Firm Heterogeneity, Market Heterogeneity and Agglomeration | Arturs T. Kalnins, U. of Southern California; Wilbur Chung, U. of Pennsylvania**

**Discussant: Ranjita Majumder Singh, U. of Toronto**

**543 SHCS: (BPS, IM, TIM) Geographic Strategies in Knowledge Intensive Industries**
12:20pm - 2:10pm Washington State Convention & Trade Center: 619/620

*Chair: Wilbur Chung, U. of Pennsylvania*

**Location and Organizing Strategy in International Drug Discovery Laboratories | Jeffrey L. Furman, Boston U.**

**Motives for Foreign Direct Investment in Knowledge-Intensive Settings | Walter Kuemmerle, Harvard U.**

**Knowledge Sources and Foreign Investment Location in the US | Juan Alcacer, New York U.; Wilbur Chung, U. of Pennsylvania**

**Learning-by-Hiring: When is Mobility More Likely to Facilitate Inter-firm Knowledge Transfer? | Paul C. Almeida,**
CAR: Role Models: Reinvigorating a Developmental Construct in Career Theory | Donald E. Gibson, Fairfield U.

Winner of Careers Division Best Paper Award

547 JS: (CAR, GDO) Diversity and Mentorships: The Mentoring Relationships & Experiences of Racial Minorities and Women
12:20pm - 2:10pm Red Lion Hotel: Bainbridge
Organizers: Rowena Ortiz-Walters, U. of Connecticut; Lucy L. Gilson, U. of Connecticut
Chair: Terri A. Scandura, U. of Miami
Effects of Informal and Formal Mentoring on Racial Minorities’ Professional and Creative Performance | Rowena Ortiz-Walters, U. of Connecticut; Lucy L. Gilson, U. of Connecticut
Does Race Trump Gender? An Examination of the Mentoring Experiences of African-American Women | Katherine Giscombe, Catalyst; Stacy Blake-Beard, Simmons College
Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination | Donna Maria Biancero, Arizona State U.; Robert Gregory Delcampo, Arizona State U.
Examination of the Effects of Mentoring on Intentions and Behavior in a University Setting | Rudolph J. Sanchez, California State U., Fresno; Talya N. Bauer, Portland State U.; Matthew E. Paronto, Portland State U.
Race, Sex, and Dysfunction: Empirical Analysis of Unexpected Mentoring Outcomes | Betti A. Hamilton, U. of Miami; Ekin K. Pellegrini, U. of Miami; Ethlyn Anne Williams, U. of South Florida

Presenters: Lucy L. Gilson, U. of Connecticut; Katherine Giscombe, Catalyst; Stacy Blake-Beard, Simmons College; Donna Maria Biancero, Arizona State U.; Robert Gregory Delcampo, Arizona State U.; Rudolph J. Sanchez, California State U., Fresno; Talya N. Bauer, Portland State U.; Ekin K. Pellegrini, U. of Miami; Betti A. Hamilton, U. of Miami; Matthew E. Paronto, Portland State U.; Ethlyn Anne Williams, U. of South Florida
Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee

548 : (Paper Session) - (CM) Negotiation Perceptions, Tactics and Strategies
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Cedar Room
Chair: Kristina Diekmann, U. of Utah
CM: Social Motives in Integrative Negotiation: The Mediating Influence of Procedural Fairness | Bianca Beersma, U. of Amsterdam; Carsten DeDreu, U. of Amsterdam
CM: How Negotiation-Related Self-Efficacy Affects Tactics and Outcomes | Brandon A. Sullivan, U. of Minnesota; Kathleen O’Connor, Cornell U.; Ethan Burris, Cornell U.
CM: It's A Bet! Instrumental and Relational Influences in the Construction of Contingent Agreements | Laura Kray, U. of California, Berkeley; E. Allan Lind, Duke U.
CM: Power and Exploitation in Groups: Effects of Self-construal and Group Size | Elizabeth A. Seeley, Northwestern U.
Session Details - Monday

U.: Leigh Thompson, Northwestern U.; Wendi L. Gardner, Northwestern U.

549 ☯: (Paper Session) - (CMS) Critical Frames
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/CMS
On display on Panels P14 to P25

CMS: Management Goes to The Movies and Discovers The Human Being | Metaphor | Stephen B. Sloane, Saint Mary's College of California
CMS: Rational-Collective as Legitimate Authority | John Teta Luhman, New Mexico Highlands U.
CMS: Deconstruction Revisited: Implications of Philosophy over Methodology | David Wetzner, York U.
CMS: From Subversion to Normalization: from the Swatchmobile to the smart | Emmanuel Metais, EDHEC; Richard PIN, EDHEC
CMS: And the Plot Thickens... Narrating Justice in Organizational Life | Jill Woodilla, Sacred Heart U.; Jeanie M. Forray, Western New England College
CMS: Organizing as Discursive Practice: Beyond Rational and Processual Analyses of Strategic Management | Mahmoud Ezzamel, Cardiff U.; Hugh Willmott, Cambridge U.
CMS: What is Money? Four Perspectives from Management and Beyond | Sarah Brand Stookey, U. of Massachusetts, Amherst
CMS: A Dramaturgical Model of Personnel Selection | Joel Rudin, Rowan U.
CMS: Flexibility on Who’s Terms? | Linda Jean Twiname, U. of Waikato; Maria Humphries, U. of Waikato; Kathryn Noreen Kearins, U. of Waikato
CMS: Corporate University Initiatives and Management Education | Scott Taylor, U. of Birmingham
Presenter: Jill Woodilla, Sacred Heart U.

550 ☯: (Paper Session) - (ENT) Entrepreneurial Choices
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/ENT
On Display on Panels P26 to P37

ENT: Effects of Attractiveness on Perceptions of Entrepreneurs, Their Behavior, and Their Success | Robert A. Baron, Rensselaer Polytechnic Institute
ENT: Entrepreneurial Behavior: Developing and Validating a Measure of Corporate Entrepreneurship | Theresa Lau, Hong Kong Polytech U; Thomas W. Y. Man, Hong Kong Institute of Education
ENT: Cognitive Processes and Knowledge Structures: A Typology of Novice and Habitual Entrepreneurs | Deniz Ucbasaran, U. of Nottingham; Paul Westhead, U. of Nottingham

551 ☯: (Paper Session) - (GDO) Gender Differences: Ethics, Justice Perceptions, and Expatriate Competencies
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/GDO
Displayed on Panels P1 to P3

GDO: Are Women More Ethical than Men? Findings from Three Independent Studies | Robert Loo, U. of Lethbridge
GDO: The Interaction Effect of Organizational Status & Gender on Perceptions of Procedural Justice | Renu Burr, U. of Western Australia; Antonia Girardi, Murdoch U.
GDO: Perceived Gender Differences in Expatriate Competencies and Readiness Rated by Self and Supervisors | Mary L. Connerley, Virginia Polytechnic Institute and State U.; Ross L. Mecham III, Virginia Polytechnic Institute and State U.; Judy Perkins Strauss, California State U., Long Beach

552 SHCS: (HCM, OMT, ODC) The Influence of Healthcare Management Research on Organization Theorizing
12:20pm - 2:10pm Washington State Convention & Trade Center: 609/610
Chair: Michael John Powell, U of Auckland
Health Care Organization Research and Organization Theorizing | Andrew H. Van de Ven, U. of Minnesota; Rhonda M. Engleman, U. of Minnesota; Jisun Yu, U. of Minnesota
Healthcare Management Research: The Intersection of Professionals and Organizations | C.R. Hinings, U. of Alberta
Organizational Learning in Health Care: Opportunities, Barriers, and Lessons for Organization Theory | Amy C. Edmondson, Harvard U.

Leadership, Change and Performance in the National Health Service | Andrew M. Pettigrew, Warwick U.

Studying Change in the Health Sector: Implications for Organizational Theory | Jisun Yu, U. of Minnesota; Stephen M. Shortell, U. of California, Berkeley

553 ☹️: (HR) Second Annual HR Town Hall Meeting: Crafting a Statement for HR Scholars and Educators

12:20pm - 2:10pm Washington State Convention & Trade Center: 605/606

This session explores HRM values & branding. Discussions will be led by members of key groups such as Deans, Journal Editors, and Practitioners.

Chairs: Dianna L. Stone, U. of Central Florida; Richard J. Klimoski, George Mason U.; Mary R. Watson, New School U.


Keynote Speakers: Jone L. Pearce, U. of California, Irvine; Yash Gupta, U. of Washington, Seattle

Distinguished Speakers: Debra J. Cohen, Society for Human Resource Management; Susan Meisinger, SHRM; Libby Sartain, Yahoo Corporation

Moderator: Richard J. Klimoski, George Mason U.

554 ☐: (HR, IM) Global Leadership: Multi-Company and Multi-Cultural Perspectives

12:20pm - 2:10pm Red Lion Hotel: Whidbey

Chair: William M Hobley, China Europe International Business School

Using Experience to Drive the Development of Global Executives | Morgan W McCall, U. of Southern California; George P Hollenbeck, Hollenbeck Associates

Let a Thousand Flowers Bloom: Variations of Leadership Styles in China | Anne S. Tsui, Hong Kong U. of Science and Technology; Hui Wang, HKUST/Peking U.


Leadership and Transformation at LG | Michael Byungnam Lee, LG

Presenters: Morgan W McCall, U. of Southern California; George P Hollenbeck, Hollenbeck Associates; Anne S. Tsui, Hong Kong U. of Science and Technology; Hui Wang, HKUST/Peking U.; Daniel R. Denison, International Institute for Management Development; William S Neale, Denison Consulting; Michael Byungnam Lee, LG

555 : (IM) The IM Network

12:20pm - 2:10pm Washington State Convention & Trade Center: 309

Host: Schon L. Beecher, Columbia U.

556 : (Paper Session) - (IM) Managing Multinational Corporations (MNCs): Bringing out the Best in Everyone

12:20pm - 2:10pm Washington State Convention & Trade Center: 617

Chair: Joseph O. T. Oduyanya, HELP Institute

IM: Headquarters as Global Orchestral of MNE Networks | Charles Dhanaraj, Indiana U.; Arvind Parkhe, Indiana U., Bloomington

IM: Control Mechanisms in MNCs | Carolina Gomez, Florida International U.; Juan I. Sanchez, Florida International U.

IM: Unit-Level Links Between Demographic Diversity and Innovativeness Depend on National Power Distance | Gerben Van der Vegt, U. of Groningen

IM: Including the Voice of the Host Country Workforce: Key Imperatives for MNC Knowledge Management | Charles M. Vance, Loyola Marymount U.; Jeffrey Gale, Loyola Marymount U.; Cathleen McGrath, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.

Discussant: Riki Takeuchi, U. of Maryland, College Park

557 : (Paper Session) - (IM) Special Paper Session: Building Collaborative Knowledge and Wisdom: Int’l Alliance and IJV Performance

12:20pm - 2:10pm Washington State Convention & Trade Center: 618

In this special paper session learn about recent research on International Alliances and Joint Ventures from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers. To post on the IM Division website at: http://www.business.umt.edu/im/AoM2003/

Facilitator: James M. Hagena, Cornell U.

IM: The Evolving Value of Foreign Partnerships in Transition Economies ␣ | Kevin Steensma, U. of Washington; Laszlo Tihanyi, U. of Oklahoma; Marjorie A. Lyles, Indiana U., Indianapolis; Charles Dhanaraj, Indiana U.

IM: Effects of Structural Conditions and Process Characteristics on Alliance Outcomes ␣ | Rekha Krishnan, Tilburg U.

IM: Determining International Strategic Alliance Performance | Bo Nielsen, Copenhagen Business School


558 : (IM, ENT) Cross-Cultural Issues of Entrepreneurship

12:20pm - 2:10pm Washington State Convention & Trade Center: 2B

Chair: Michael Frese, Giessen U.

Participants: Paul D. Reynolds, Babson College/London Business School; Rosalie L. Tung, Simon Fraser U.; Zhong-Ming Wang, Zhejiang U.
**559**: (Paper Session) - (IPC) Firm-Specificity of Human Capital

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 1
Facilitator: Heli Wang, Hong Kong U. of Science and Technology
**BPS**: The Portability of Stardom | Boris Groysberg, Harvard U.
**BPS**: Employee Incentives to Specialize and Firm Rents: The Role of Risk to Core Resource Value | Heli Wang, Hong Kong U. of Science and Technology
**BPS**: Probing into the Nature of Resources: Assessing Appropriability in the U.S. Motion Picture Industry | Jamal Shamsie, Michigan State U.

**560**: (Paper Session) - (IPC) Resistance and Social Mobility in Organizations

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 2
Facilitator: Michael B. Elmes, Worcester Polytechnic Institute
**CMS**: Resisting in High Places: A Study of First Nation Mohawk Ironworkers | Michael B. Elmes, Worcester Polytechnic Institute; Pushkala Prasad, Skidmore College
**CAR**: Dichotomy of Spirit: African American Women Managers, Informal Socialization and Career Advancement | Gwendolyn M. Combs, U. of Nebraska, Lincoln
**MOC**: Controlled by higher powers: Fatalism and the influence of Judeo Christian and Hindu Cultures | Maia J Young, Stanford U.; Michael Morris, Columbia U.; Lilavati Krishnan, Indian Institute of Technology; Murari Prasad Regmi, Tribhuvan University
**CMS**: Diversity Management and Ideology: Reflections from Brazil | Mario Aquino Alves, U. PRESBITERIANA MACKENZIE; Luís Guilherme Galeão-Silva, EAESP-FGV

**561**: (Paper Session) - (IPC) Determinants of Enduring Leadership

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 3
Facilitator: David A. Waldman, Arizona State U.
**OMT**: The Reality of Virtual Impacts: Exploration of Virtuality as a Moderator in an LMX Framework | Monica Godsey, U. of Nebraska; Milan Larsson, U. of Nebraska
**ENT**: Family Members’ Commitment to Family Firms: Motivating Factors and Expected Outcomes | Pramodita Sharma, Wilfrid Laurier U.; Gregory Irving, Wilfrid Laurier U.
**OOC**: Developing Resilient Organizations and Leaders | Carolyn Magdy Youssef, U. of Nebraska, Lincoln; Fred Luthans, U. of Nebraska, Lincoln
**OB**: Charismatic Leadership at the Upper Echelons of Firms | David A. Waldman, Arizona State U.; Mansour Javidan, U. of Calgary; Paul Varella, U. of Calgary

**562**: (Paper Session) - (IPC) Dynamics of Organizational Decline and Ascension

12:20pm - 2:10pm Washington State Convention & Trade Center: 201 Table 1
Facilitator: Suzana B. Rodrigues, U. of Birmingham
**ODC**: Morphology of Organizational Decline and Turnaround | Juhu Lamberg, Helsinki U. of Technology; Kalie Pajunen, Tampere U. of Technology
**MH**: Cycles of Confidence: Crisis and Reform in Corporate Governance 1900-2002 | Thomas Clarke, U. of Technology, Sydney
**MOC**: The Political and Institutional Dynamics of Culture Change in Organizations | Suzana B. Rodrigues, U. of Birmingham
**MC**: Managing Growth Stages in Consulting Firms | Larry E. Greiner, U. of Southern California

**563**: (Paper Session) - (IPC) Managing the Multinational Firm

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 2
Facilitator: Mohammad Niamat Elahee, Quinnipiac U.
**IM**: The Management of Socio-Political Stakeholders in Multinational Corporations | Martin K. Welge, U. of Dortmund; Nicola Berg, U. of Dortmund
**IM**: A Network Based Theory of Foreign Market Entry Mode and Post-Entry Performance | Jing’an Tang, U. of Western Ontario; David Loree, U. of Western Ontario
**IM**: Governing knowledge-teams in the MNC - a decision right approach | Volker Mahnke, Copenhagen Business School; Markus Venzin, Bocconi U.
**IM**: Openness to Organizational Change in Multinationals: A quantitative survey in Hungary | Bertrand Venard, AUDENCIA Nantes
**SIM**: A Comparison of Firm Political Behavior in the US and the European Union: A Proposition Paper | Mohammad Niamat Elahee, Quinnipiac U.; Farid Sadrigh, Quinnipiac U.

**564**: (Paper Session) - (IPC) Reactions to Negative Experiences in Organizations

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 3
Facilitator: Paul Nutt, Ohio State U.
**IM**: Intuitive Logics for Blaming Managers for Organizational Harms: How Japanese Differ from Americans | Yuriko Zembra, Tokyo U.; Maia J Young, Stanford U.; Michael Morris, Columbia U.
**ODC**: Moral Purpose and Organizational Resilience: Sandler O’Neill & Partners in the Aftermath of 9/11/2001 | Steven F. Freeman, U. of Pennsylvania; Larry Hirschhorn, CFAR; Marc Maltz, TRIAD Consulting Group LLC
**Winner of ODC Division Best Practice-Related Paper**
**MOC**: Emotions and Complaining Behavior Following Service Failure | Rebekah Bennett, U. of Queensland; Charmine E.J. Hartel, Monash U.; Janet McColl-Kennedy, U. of Queensland; Claire Elizabeth James, U. of Queensland
**PNP**: Downsizing in the Public Arena: A 12 Year Study of Radical Change in a State Mental Health System | Paul Nutt, Ohio State U.
**OB**: Crossover of Marital Dissatisfaction During Downsizing | Mina Westman, Tel Aviv U.

**565**: (Paper Session) - (IPC) Knowledge Transfer and Sharing

12:20pm - 2:10pm Washington State Convention & Trade Center: 204 Table 4
Facilitator: Suzana B. Rodrigues, U. of Birmingham
**Session Details - Monday**

**Facilitator**: Peter Ping Li, Cali State U., Stanislaus

**OMT**: Diffusion of Corporate Venture Investing Programs: Networks, Cultures, and Economic Cycles | Vibha Gaba, INSEAD; Alan D. Meyer, U. of Oregon


**IM**: Subsidiary Innovation in Multinational Corporations: An Organizational Justice Perspective | Qing Cao, U. of Maryland, College Park

**IM**: The Paradox of China’s TVEs: The Nature, Institutional Roots and General Implications | Peter Ping Li, Cali State U., Stanislaus

**IM**: Coordination Mechanisms and Knowledge Sharing in Multinational Corporations | Carl Fey, Stockholm School of Economics; Patrick Furu, Swedish School of Economics; Gang Ji, Swedish School of Economics

**565**: (Paper Session) - (IPC) Organizational Misconduct and Integrity

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 1

**Facilitator**: Tammy MacLean, Suffolk U.

**SIM**: The Emergence of Social Enterprises and their Place in the New Organizational Landscape | Johanna Mair, IESE; Ernesto Noboa, IESE

**SIM**: Assessing the Impact of Social Standards on Compliance and Integrity-Management in Organizations | Andreas Rasche, European Business School; Dirk Ulrich Gilbert, European Business School; Michael Behnam, European Business School

**SIM**: How Structural Decoupling Facilitates Organizational Misconduct | Tammy MacLean, Suffolk U.

**SIM**: An Ethical Foundation for Organization Science: Contributions of Anthony Giddens and Jurgen Habermas | Michael K. Moch, Michigan State U.

**566**: (Paper Session) - (IPC) Gender Effects in Influential Organizational Roles

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 2

**Facilitator**: Margaret M. Hopkins, Case Western Reserve U.

**HR**: Gender, Family & Work Contexts: Effects on Manager Rated Performance among Scientists & Engineers | Corinne A. Post, Pace U.; Nancy DiTomaso, Rutgers Business School--Newark and New Brunswick; George F Farris, Rutgers Faculty of Management; Rene Cordero, New Jersey Institute of Technology

**GDO**: Much Ado About Nothing? The Impact of Gender Similarity on Employee Attitudes at Work | Riccardo Peccei, King's College, London; Hyun-jung Lee, KAIST Graduate School of Management

**GDO**: Effective Influence Strategies for Women and Men: A Conceptual Model | Margaret M. Hopkins, Case Western Reserve U.

**GDO**: Glass Ceiling in SMEs: When Women are in Command | Lucrezia Songini, Bocconi U.; Paola Dubini, Bocconi U.

**GDO**: "We've Come a Long Way Baby!"...or Have We?: Sexual Harassment Turns 25 | Marilyn Macik-Frey, U. of Texas, Arlington

**568**: (Paper Session) - (IPC) Justice and Psychological Contract Violations

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 3

**Facilitator**: Ron Roman, U. of Pittsburgh

**OB**: Reactions to Injustice: The Moderating Effects of Justice Sensitivity and Big Five Variables | Jason A. Colquitt, U. of Florida; Brent Scott, U. of Florida

**SIM**: A Dual-Process Theory of Trust in Dyadic Relationships | Ron Roman, U. of Pittsburgh

**HR**: Understanding Psychological Contract Breach: A Study of Non-Professional Employees | Stephen J. Deery, King's College, U. of London; Roderick D. Iverson, Simon Fraser U.; Janet T. Walsh, Royal Holloway, U. of London


**OB**: Integrating Promises and Desires to Explain Outcomes of the Psychological Contract | Lisa Schurer Lambert, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill

**569**: (Paper Session) - (IPC) Trust in Leaders and Supervisors

12:20pm - 2:10pm Washington State Convention & Trade Center: 303 Table 4

**Facilitator**: Charles M Carson, U. of Mississippi

**MH**: The Contextual Genesis of Modern Management

Thought: Maslow, McGregor and the Cold War | Elizabeth Stephanie Kelley, Saint Mary's U.; Albert J. Mills, Saint Mary's U.; Bill Cooke, U. of Manchester Institute of Science & Technology

**ENT**: The Influence of Leader and Follower Behaviors on a Firm's Entrepreneurial Orientation | Zelimir William Todorovic, U. of Waterloo; Francine Katherine Schlosser, U. of Waterloo

**MH**: A Historical View of Douglas McGregor's Theory Y | Charles M. Carson, U. of Mississippi

**MOC**: A Social Exchange Model of Subordinates' Trust in Supervisors | Wei Hua, UCLA

**MH**: Xenophon as Leadership Theorist: An Early Model of Leader Behavior and Follower Work Motivation | John Humphreys, Eastern New Mexico U.

Paul Hersey Award for Best Paper on Leadership

**570**: (Paper Session) - (IPC) Critical Perspectives on Organizational Change and Dominance

12:20pm - 2:10pm Washington State Convention & Trade Center: 604 Table 1

**Facilitator**: Hans Hansen, Victoria U. of Wellington

**OMT**: Abduction: A (re)introduction | Hans Hansen, Victoria U. of Wellington

**OMT**: Likelihood and Successfulness of Second-order Changes: An Integrated Framework | Feirong Yuan, Texas A&M U.
OMT: A Tale of Three Discourses: The Dominant, the Strategic and the Marginalized. | Loizos Th. Heracleous, National U. of Singapore

OMT: Imagining the "Iron Cage": A Symbolic Interactionist Approach to Rhetoric in Critical Ethnography | Paul D. Nugent, Rensselaer Polytechnic Institute; Mitchel Abolafia, State U. of New York, Albany

OMT: Two Lenses on a Process: Categorization and Conformity During Institutionalization | Peter Cebon, U. of Melbourne; Geoffrey Love, U. of Illinois at Urbana-Champaign

571: (Paper Session) - (IPC) Strategic Alliances and Entrepreneurship
12:20pm - 2:10pm Washington State Convention & Trade Center: 604 Table 2 Facilitator: Margaret Dalziel, U. of Ottawa

BPS: Looking at Alliance Performance through the Lenses of Social Capital and Resource-Based Theories | Michael D. Santoro, Lehigh U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Joanna L. Scillitoe, Rutgers U.


TIM: Large Firm Partnerships with Small Firms: Options or Commitments? | Margaret Dalziel, U. of Ottawa

ENT: Market Response to Entrepreneurial Strategic Alliances: A Test of Competing Perspectives | Reiko Kishida, Case Western Reserve U.; David L. Deeds, Case Western Reserve U.

OMT: Extent of Deregulation, Speed of Governance Adaptation and Firm performance | Bongjin Kim, California State U., Northridge; John E. Prescott, U. of Pittsburgh

OCIS: Collaboration in a Pollution Control Research Network Influenced by Repeated Government Actions | Margaret Taylor, U. of California, Berkeley

PNP: What has been Learned? Recommended Policy Regarding U.S. Public Pension Plans | R. | Marguerite Schneider, New Jersey Institute of Technology


OMT: Too Much of a Good Thing?: Regulatory Protectionism and Learning in the U.S. Banking Industry | Michael L. DeVaughn, U. of Minnesota

574: (Paper Session) - (MED) Merging Knowledge Management and Experiential Learning
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Juniper Room Chair: Parshotam Dass, U. of Manitoba


MED: Teaching as Practice of the Knowledge Creation Process: Evolution of the Business Capstone Course | Parshotam Dass, U. of Manitoba; Michele Bowring, U. of Manitoba; Reza Karim, California State University, Fullerton


575: (MSR) Spirituality and Democracy: Friends or Foes?
12:20pm - 2:10pm Grand Hyatt Seattle: Menzies Suite Chair: Judi Neal, Association for Spirit at Work Discussants: Keiko Krakhne, U. of Northern Colorado; Donald W. McCormick, U. of Redlands

576: (Paper Session) - (OB) Personality, Trust and Performance
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/OB Displayed on Panels P4 to P7 Chair: Judi Neal, Association for Spirit at Work Discussants: Keiko Krakhne, U. of Northern Colorado; Donald W. McCormick, U. of Redlands

OB: The Role of Personality in Pay Raise Reactions: A Longitudinal Study | Thomas M Begley, Northeastern U.; Cynthia Lee, Northeastern U.

OB: The Role of Trust in the Effectiveness of Customer Service Teams | Sandra A. Kiffin-Petersen, U. of Western Australia

Session Details - Monday

577: (Paper Session) - (OB) Group, Team, Technology
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall
| Marwan Sinaceur, Stanford U.; Melissa C. Thomas-Hunt, Cornell U.; Olivia O'Neil, Stanford U.; Margaret A. Neale, Stanford U.

OB: Telling Tales: Conflicting Narratives of Identity in a Further Education College
| Michael Humphreys, U. of Nottingham; Andrew D. Brown, U. of Nottingham

OB: Organizational Vision and Systems, and Employee Inspiration in Information Technology Companies
| Keith James, Colorado State U.; Ken Lahti, Colorado State U.

OB: Understanding Individuals?Error Reporting at Work
| Bin Zhao, U. of Western Ontario; Fernando Olivera, U. of Western Ontario

OB: Self-Monitoring and Social Networks in Academia: The Social Capital of Minority Group Members
| Ajay Mehra, U. of Cincinnati; Ana Sierra Leonard, Miami U., Ohio; Ralph Katerberg, U. of Cincinnati

578: (OB) Why Mergers Don't Work: Insights from Social Categorization and Self-Verification Theories
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room A
Chairs: Margaret Ornston, U. of California, Berkeley; Elaine M. Wong, U. of California, Berkeley
On Finding Value in Diversity: Two Steps, Two Theories
| William B. Swann, Jr., U. of Texas, Austin
Verifying Collective Self-Views
| Serena Chen, U. of California, Berkeley; Karen Y. Chen, U. of Michigan, Ann Arbor

Being a Knowable Merger Partner: Applying Social Categorization and Self-Verification Theories
| Jennifer Anna Chatman, U. of California, Berkeley; Elaine M. Wong, U. of California, Berkeley; Margaret Ornston, U. of California, Berkeley

Redrawing Organizational Boundaries After a Merger: A Self-Categorization Perspective
Discussant: Jeffrey T. Polzer, Harvard U.

579: (Paper Session) - (OB) Innovation, Creativity, Risks and Leadership
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Rajandini Pillai, California State U., San Marcos
OB: Rewarding Creativity: When Does It Really Matter?
| Markus Baer, U. of Illinois, Urbana-Champaign; Greg R. Oldham, U. of Illinois at Urbana, Champaign; Anne Cummings, U. of Pennsylvania

OB: Engagement in Employee Innovation: A Grounded Theory Investigation
| Kerrie Unsworth, Queensland U. of Technology

OB: Boxing in Creativity: The Interactive Effects of Cubicles, Background Music, and a Process Focus
| Jill E. Perry-Smith, Emory U.; Christina E. Shalley, Georgia Institute of Technology

OB: Time Pressure and Creativity in Organizations

580 JS: (OB, OCIS, OMT) Leaders and their Social Networks: An Alternative Approach to Leadership Research
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room B
Organizer: Prasad Balkundi, Pennsylvania State U.
Program Chair: Martin J. Kilduff, Pennsylvania State U.
LMX, Social Network Structure, and Outcomes: A Structural Model
Sociometry: The Forgotten Approach to Leadership Research
| Prasad Balkundi, Pennsylvania State U.
The Social Networks Of Unit-Leaders: Implications For Performance And Legitimacy In Multiunit Organ
| Ajay Mehra, U. of Cincinnati; Andrea Dixon, U. of Cincinnati; Daniel J. Brass, U. of Kentucky; Bruce Robertson, San Francisco State U.
Discussant: Scott Seibert, U. of Illinois, Chicago

581 JS: (OB, ODC) Improving Collective Efficacy and Team Performance
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: West Room A
Chairs: Wendy S. Becker, U. at Albany; Katrina A Zalatan, U. at Albany & Hartwick College
Discussant: Susan G. Cohen, U. of Southern California

582 JS: (OB, SIM) Deviance on Trial: The Viability of a Positive Deviance Construct
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Aspen Room
Chairs: Scott Sonenshein, U. of Michigan; Gretchen Spreitzer, U. of Michigan
Deviant Compared to What? | Danielle Warren, Rutgers U.
Rule Breaking as a Form of Positive Deviance
| Elizabeth W. Morrison, New York U.
Towards an Understanding of Positive Deviance
| Gretchen Spreitzer, U. of Michigan; Scott Sonenshein, U. of Michigan
Defense Counsel Argument: Stop Deviating from the Definition of Deviance!
| Sandra L. Robinson, U. of British Columbia
Session Details - Monday

583: (Paper Session) - (ODC) Why is Organizational Change so Hard? Hearing The Voice of the Employees
12:20pm - 2:10pm Washington State Convention & Trade Center: 304
Chair: Peter J. Robertson, U. of Southern California
ODC: Postscript to Change: Exploring Employees’ Retrospective Views of a Decade of Organizational Change
| Samia Chreim, U. of Lethbridge
ODC: Work Unit Identification, Communication, and Employee Outcomes During Organizational Change | Neil Paulsen, U. of Queensland; Victor J. Callan, U. of Queensland; Cynthia Gallois, U. of Queensland
ODC: Valuation Theory and Multi-Level Organizational Change | Terrance Weatherbee, Saint Mary’s U.; Kelly Dye, Saint Mary’s U.; Angela Bissone, Saint Mary’s U.; Albert J. Mills, Saint Mary’s U.
Discussant: Glenn H. Varney, Bowling Green State U.

12:20pm - 2:10pm Washington State Convention & Trade Center: 607
Organizer: James D. Ludema, Benedictine U.
The Elevation of Inquiry into the Appreciable World: Toward a Non-Deficit Theory of Positive Change | David L. Cooperreller, Case Western Reserve U.
Images and Voices of Hope: Using AI to Elevate Public Dialogue on the Role of Media in Society | Judy S. Rodgers, Communication Architecture Group
The Appreciative Inquiry Summit: Engaging the Whole System in Positive Organization Change | James D. Ludema, Benedictine U.; Diana Whitney, Corporation for Positive Change
Developing Grounded Theories of Change Through AI Interventions in Large Systems | Ronald Fry, Case Western Reserve U.

585: (Paper Session) - (OMT) Networks at the Edge
12:20pm - 2:10pm Westin Hotel: Cascade 1 (C)
Chair: Arent Greve, NHH
OMT: Boundary Spanners: A Relational, Social Constructionist Perspective | Keith P. Bahde, Benedictine U.; Jody Hoffer Gittel, Brandeis U.
OMT: Legal Charges: Embeddedness and Price Formation in Corporate Law Markets | Brian Uzzi, Northwestern U.; Ryan Lancaster, Northwestern U.
OMT: The Governability of Inter-organizational Networks in Turbulent Environments | Serheii Fioricel, U. of Quebec, Montreal; Roger E. Miller, École Polytechnique, Montreal
Discussant: Fabio Fonti, Boston College

586: (Paper Session) - (OMT) Life at the Top: Compensation, Directors, and Leadership
12:20pm - 2:10pm Westin Hotel: St. Helens
Chair: Elspeth Murray, Queen's U.
OMT: Industry Discretion as a Determinant of Executive Compensation: A Multilevel Analysis | James J. Cordeiro, State U. of New York, Brockport; Nandini Rajagopalan, U. of Southern California
OMT: Social Distancing of Directors | James D. Westphal, U. of Texas, Austin; Poonam Khanna, U. of Texas, Austin
OMT: Board Capability: An Integrated Perspective on Board Composition, Structure and Interaction Processes | Mark Macus, U. of St. Gallen
OMT: Momentum and Serendipity: How Acquired Leaders Create Value in the Integration of Technology Firms | Melissa Graebner, U. of Texas, Austin
Discussant: Tim G. Pollock, U. of Maryland, College Park

587 SHCS: (OMT, BPS) Organizational Agency and Institutional Change
12:20pm - 2:10pm Washington State Convention & Trade Center: 602/603
Chair: Michael Yaziji, INSEAD
Presenters: Thomas D’Aunno, INSEAD; Julie Battiliana, INSEAD; Paul Ingram, Columbia U.; Hayagreeva Rao, Northwestern U.; Witold J. Henisz, U. of Pennsylvania; Bennet A. Zeiner, Georgetown U.; Michael Yaziji, INSEAD
Discussant: Walter W. Powell, Stanford U.

588 JS: (OMT, CAR, OB) Becoming: Identity, Social Networks and the Dynamics of Transition
12:20pm - 2:10pm Westin Hotel: Cascade 2
Chairs: Herminia Ibarra, INSEAD; Ha Hoang, INSEAD
Working Identity: Becoming and the Dynamics of Role Transition | Herminia Ibarra, INSEAD
Entrepreneurial Identity: Theory and Measurement | Ha Hoang, INSEAD; Javier Gimeno, INSEAD
Academic Entrepreneur | Toby E. Stuart, U. of Chicago; Waverly W. Ding, U. of Chicago
Presenters: Toby E. Stuart, U. of Chicago; Brian Uzzi, Northwestern U.

589: (Paper Session) - (PNP) PNP Organizational Challenges
12:20pm - 2:10pm Washington State Convention & Trade Center: 4A Exhibit Hall/PNP
On Display on Panels P50 to P53
PNP: Beyond Stereotypes: Examining Determinants of Managerial Perceptions of Red Tape | Sanjay K. Pandey, Rutgers U.; Eric Welch, U. of Illinois at Chicago
PNP: Commitment on the Board: A Model of Individual Director Performance in Chambers of Commerce | Robert David Stephens, West Virginia U.; David Dawley, West Virginia U.; David B. Stephens, Utah State U.
**Session Details - Monday**

590 (Paper Session) - (PNP) PNP Challenges
12:20pm - 2:10pm Washington State Convention & Trade Center: Hall/PNP1
On Display on Panels P54 to P57

- **PNP:** Performance and Equality in Public Sector Wages | Zachary Sheaffer, Open U., Israel
- **PNP:** Global Governance, Public Management and Strategy-Structure Agendas for 'Super' INGOs | Gaby George Ramia, Monash U.
- **PNP:** The Influence of Institutional Mobilizers on Privatization Plans: The Case of Turk Telecom | Kathleen E. Voges, U. of Texas, Arlington
- **PNP:** Government Intervention, Agency Problems, and Development: Taiwan's Semiconductor Miracle | Hongwu Ouyang, Cornell U and Yale U

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

- Organizers: Ralph S. Brower, Florida State U.
- Participants: John Morse, Global Partnerships; Shauna Woods Mueller, Center for Women and Democracy; Bill Center, Washington Council on International Trade; Elaine Chang, U. of Washington

Moderator: Nancy C. Roberts, Naval Postgraduate School

592 (SIM, IM) International Comparative Perspectives on Corporate Social Responsibility (CSR)
12:20pm - 2:10pm Washington State Convention & Trade Center: 608

Organizers: Dirk Matten, U. of Nottingham; Jeremy Moon, U. of Nottingham

An American Perspective on International CSR | Duane Windsor, Rice U.
CSR in Europe - State-of-the-Art and Future Perspectives in a Globalizing Economy | Dirk Matten, U. of Nottingham; Jeremy Moon, U. of Nottingham
CSR in Asia and Globalisation | Wendy Chapple, U. of Nottingham; Jeremy Moon, U. of Nottingham
CSR from a '3rd World' Perspective: The Issue of Biodiversity, Biotech., and Intellectual Property | Bobby Banerjee, U. of South Australia
CSR in a Global Perspective: Western Imperialism or Cosmopolitan Democracy? | Jem Bendell, UNRISD Geneva

Presenters: Duane Windsor, Rice U.; Dirk Matten, U. of Nottingham; Jeremy Moon, U. of Nottingham; Wendy Chapple, U. of Nottingham; Bobby Banerjee, U. of South Australia; Jem Bendell, UNRISD Geneva

593 (Paper Session) - (SIT) Organizational Innovation
12:20pm - 2:10pm Washington State Convention & Trade Center: 205

Facilitator: Patricia G. Greene, U. of Missouri, Kansas City

TIM: From Riches To Rags: Municifence And New Venture Performance | Hart E. Posen, U. of Pennsylvania

594 (Paper Session) - (SIT) Leadership: Networks, Skills and Spirituality
12:20pm - 2:10pm Washington State Convention & Trade Center: 210

Facilitator: Ute-Christine Klehe, U. of Amsterdam

HR: A Leadership Skills Strataplex: Leadership Skill Requirements Across Organizational Levels | Troy Victor Mumford, Utah State U.


OMT: Spiritual Leadership as Intrinsic Motivation through Vision, Hope/Faith, and Altruistic Love | Louis W. Fry, Tarleton State U. Central Texas

IM: Social Network Position and Employee Leadership Potential: An Empirical Study | Konstantin Korotov, INSEAD; Vincent ONYEMAH, INSEAD

595 (Paper Session) - (SIT) Gender Matters
12:20pm - 2:10pm Washington State Convention & Trade Center: 211

Facilitator: Dharm Prakash Sharma Bhawuk, U. of Hawaii

CMS: Organizational Citizenship Behavior: What’s Gender Got To Do With It? | Ronit Kark, Bar ilan U.; Ronit Waismel-Manor, Cornell U.

MED: Learning Style, Personality, and Gender | Thomas Hawk, Frostburg State U.; Amit Shah, Frostburg State U.

GDO: Negotiating Gender Role Expectations: Rhetorical Leadership and Women in the U.S. Senate | Michelle C. Bligh, Claremont Graduate U.; Jeffrey C. Kohles, California State U., San Marcos


596 (TIM) The Transfer and Use of Knowledge: Patents, Publications, Network Connectedness, and Labor Mobility
12:20pm - 2:10pm Washington State Convention & Trade Center: 206

Knowledge Transfer from Universities: Patents and Publications | Kira Rachel Markiewicz, U. of California, Berkeley

Knowledge Spillovers and Labour Mobility | Ajay K. Agrawal, Queen’s U., Canada

The Expanding Role of University Patenting in the Life Sciences | Jason Owen-Smith, Stanford U.
Session Details - Monday

Presenters: Jason Owen-Smith, Stanford U.; Ajay K. Agrawal, Queen's U., Canada; Kira Rachel Markiewicz, U. of California, Berkeley
Discussant: Robert A. Lowe, Carnegie Mellon U.

Monday 12:40PM

597: (OCIS) Organizational Discourse & New Media: Unexplored Dimensions, Neglected Phenomena, and Untold Stories
12:40-2:10pm Washington State Convention & Trade Center: 614
Chairs: Wanda J. Orlikowski, Massachusetts Institute of Technology; Pablo J. Boczkowski, Massachusetts Institute of Technology
Use of Multiple Media in a Geographically Distributed Firm | JoAnne Yates, Massachusetts Institute of Technology; Wanda J. Orlikowski, Massachusetts Institute of Technology
Discourse and IT-Enabled Organizational Transformation | Michael Barrett, U. of Cambridge
Technical Attribute, Communication Alternative, or Both? The Discourse and Practice of Interactivity | Pablo J. Boczkowski, Massachusetts Institute of Technology
Presenters: JoAnne Yates, Massachusetts Institute of Technology; Michael Barrett, U. of Cambridge
Discussants: Linda L. Putnam, Texas A&M U.; David Grant, U. of Sydney

Monday 12:50PM

598: (Paper Session) - (GDO) Perceptions of Diversity and Diversity Initiatives in Organizations
12:50-2:10pm Red Lion Hotel: Orcas
Chair: Christopher (Kit) Tennis, Sanchez Tennis & Associates
GDO: A Gap Analysis of Diverse Perceptions of Diversity in Organizational Culture | E. Holly Buttner, U. of North Carolina, Greensboro; Gerald Hershey, U. of North Carolina, Greensboro
GDO: Demographics and Diversity Climate: Influences on Determinants for Effective Diversity Initiatives | Yunhyung Chung, Rutgers U.
GDO: Incorporating Curvilinearity and Temporality into the Diversity and Similarity Curves Model | Joseph Ofori-Dankwa, Saginaw Valley State U.; Scott D. Julian, Saginaw Valley State U.
Discussant: Deborah R. Litvin, Merrimack College

599: (Paper Session) - (MOC) Cognition In Networks: Teams, Boards, and Firms
12:50-2:10pm Westin Hotel: Olympic
MOC: The Investigation of Collective Cognition in Teams through a Social Network Approach | Sze-Sze Wong, Nanyang Technological U.
MOC: Cognitive Structures of the Board of Directors: Managerial Cognitions as Bayesian Networks. | William B. Stevenson, Boston College; Robert Radin, Boston College
MOC: The Cognitive Architecture of Trust | Miłehna Calin Moldoveanu, U. of Toronto
Discussant: Martin L. Martens, Concordia U.

Monday 1:00PM

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

601: (Paper Session) - (TIM) External Sources of Knowledge
12:50pm - 2:10pm Washington State Convention & Trade Center: 613
Chair: Quintus R. Jett, Rice U.
TIM: The Effects of External Relationships on Innovative Activities within Firms | Kwaku Atuahene-Gima, City U., Hong Kong; James Robins, City U., Hong Kong
TIM: Distinguishing Between Regional Clusters: Knowledge-Based and Industry-Focused Interpretations | Caron H. St John, Clemson U.; Richard Pouder, Appalachian State U.
TIM: Managing the Tension Between Accessing External Knowledge and Internal Coordination | Donald E. Hatfield, Virginia Polytechnic Institute and State U.
TIM: Spatial Pattern of Innovation Networks and Its Impact on Firm Innovation Performance | Zi-Lin He, National U. of Singapore; Poh-Kam Wong, National U. of Singapore
Discussant: Martin Hemmert, U. of Essen

602: (Paper Session) - (MOC) Cutting Edge Cognition: Selection of Best Student Papers
1:00pm - 2:10pm Westin Hotel: Orcas
MOC: The Unanticipated Consequences of Clear Work Procedures for Task Performing Teams | Anita Williams Woolley, Harvard U.
MOC: Knowledge Ossification in Teams | Fabrizio Montanari, Bocconi U.; Anna Ponti, Bocconi U.
MOC: To Be Smart or To Be Social? The Effect of Assertive Communication Styles on Status Conferral | Alison Fragale, Stanford U.
Discussant: C. Marlena Fiol, U. of Colorado, Denver

603: (OM) Operations Management, Past and Future: Three Perspectives
1:00pm - 2:10pm Westin Hotel: Adams
Presenters: Christopher A Voss, London Business School; Kathryn Lee Blackmon, U. of Bath; Linda G Sprague, China Europe International Business School
Monday 2:30PM

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

Founders and active members of ASHOKA, a social/entrepreneurial firm, will discuss creative forms of organizing with academic colleagues.

Organizer: Norris F. Krueger Jr., Boise State U.; Harriet Stephenson, Ami Doshi, Ewing Marion Kauffman Foundation; Erik R. Pages, NCOE; Anil Chitrakar, Ashoka; William Drayton, Ashoka

605 : (AA) Models for Corporate Democracy: Pluralism and Dynamism in Governance Structures in an Innovative Economy 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Grand Ballroom A

Organizers: Anna Grandori, Bocconi U.; Morten Huse, Norwegian School of Management

Agency Theory, Corporate Law and the Accumulation of Organizational Assets: Lessons from the 19th Century | Margaret M. Blair, Georgetown U.

Governance with Shifting Participants in a Knowledge Economy | Anna Grandori, Bocconi U.; Morten Huse, Norwegian School of Management

Governance beyond Firm Boundaries: Corporate Governance in International Joint Ventures | John Child, U. of Birmingham; Suzana B. Rodrigues, U. of Birmingham

Corporate Governance for Corporate Virtue | Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich

Presenters: Margaret M. Blair, Georgetown U.; Morten Huse, Norwegian School of Management; Anna Grandori, Bocconi U.; John Child, U. of Birmingham; Suzana B. Rodrigues, U. of Birmingham; Margit Osterloh, U. of Zurich; Bruno S. Frey, U. of Zurich

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

Open source communities examined from OB, economics, sociology, and software development perspectives.

Organizer: Ashish Arora, Carnegie Mellon U.

Why do Individuals Contribute to Community Managed Software Projects? Comparing the Motivations of Open Source, Gated Source, and Contract Java Software Developers | Sonali Shah, Massachusetts Institute of Technology

Why Motives Matter: A Comparison of Open and Closed Source Quality | Jennifer Kuan, Stanford U.

An Examination of the Effects of Conflict in Community Managed Software Projects | Guillermo E. Dabos, Carnegie Mellon U.

Undertaking Contributions in the Apache Web-Server Project | Jai Asundi, U. of Texas, Dallas

Presenters: Jai Asundi, U. of Texas, Dallas; Jennifer Kuan, Stanford U.; Guillermo E. Dabos, Carnegie Mellon U.; Sonali Shah, Massachusetts Institute of Technology

Discussant: James Herbsleb, Carnegie Mellon U.

607 : (AA) Crossing the Unknown Sea 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Grand Ballroom C

Poet David Whyte will remind us of our roles in making our own societies and work places meaningful settings.

Facilitator: Nancy J. Adler, McGill U.

Program Chair: Schon L. Beecher, Columbia U.

Keynote Speaker: David Whyte, Poet, Author, Lecturer

608 : (AA) A Memorial Session for Elliott Jaques 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Madrona Room

Introductions: Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.

Speakers: Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning; Edgar H Schein, Massachusetts Institute of Technology; Shawn M. Garraher, Texas A&M U.; Kathryn Cason, Requisite Organization Int'l.; Charles Hampden-Turner, Cambridge U.

609 : (Paper Session) - (BPS) Strategy at the Top 2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS Displayed on Panels P32 to P41


BPS: The Impact of CEO Duality and Prestige on a Bankrupt Organization | Erich Brockmann, U. of New Orleans; James J. Hoffman, Texas Tech U.; Charles J. Fornacari, Florida Gulf Coast U.


BPS: The Role of Compensation Committees in CEO and Committee Compensation Decisions | Lerong He, U. of Pennsylvania; Martin J. Conyon, U. of Pennsylvania


BPS: The Resource Dependence Role of the Board of Directors in High Growth Firms: A Mediation Model | Rebecca Luce, Texas Christian U.


BPS: Organizational Homogeneity and Heterogeneity: Incorporating the Strategic Decision-Maker | Kong Hee Kim, U. of Texas, Arlington; Tyge Payne, U. of Texas, Arlington


BPS: Settling Up with Directors Following Major Failures: A Socio-Economic Analysis | Kurt Wurthmann, Columbia U.

610 : (Paper Session) - (BPS) Ownership Form and Firm Performance 2:30pm - 3:50pm Westin Hotel: Cascade 1 (A)

Chair: Scott G. Johnson, U. of Minnesota

Keynote Speaker: Schon L. Beecher, Columbia U.

Organizational Performance: Why Failures of Upper Management Following Major Failures: A Socio-Economic Analysis | Kurt Wurthmann, Columbia U.

BPS: Ownership Form and Firm Performance 2:30pm - 3:50pm Westin Hotel: Cascade 1 (A)

Chair: Scott G. Johnson, U. of Minnesota

Keynote Speaker: Schon L. Beecher, Columbia U.

Organizational Performance: Why Failures of Upper Management Following Major Failures: A Socio-Economic Analysis | Kurt Wurthmann, Columbia U.
MONDAY

Session Details - Monday

**611** : (Paper Session) - (BPS) Strategic Actions and Competitive Dynamics
2:30pm - 3:50pm Westin Hotel: Cascade 1 (B)
Chair: Jamie D. Collins, Texas A&M U.
BPS: The Impact of Market Actions on Firm Reputation | Dax Basdeo, U. of Maryland; Ken G. Smith, U. of Maryland; Curt Grimm, U. of Maryland; Pamela Jean Derfus, U. of Maryland, College Park
BPS: The Role of Conduct in the Structure, Conduct, Performance Relationship | Patrick Maggitti, U. of Maryland, College Park; Ken G. Smith, U. of Maryland; Curt Grimm, U. of Maryland; Pamela Jean Derfus, U. of Maryland, College Park
Discussant: Javier Gimeno, INSEAD

**612** : (BPS) Dynamic Resource-Based Theory? Relating Resource-Based Theory and Dynamic Capabilities Theory
2:30pm - 3:50pm Westin Hotel: Elliott Bay
Chair: Hugh Gunz, U. of Toronto
BPS: The Dynamic Resource-based Theory | Constance E. Helfat, Dartmouth College; Margaret A. Peteraf, Dartmouth College
BPS: Diversification and Performance: A Dynamic Perspective | Shyam Kumar, City U. of New York, Baruch College; Anju Seth, U. of Illinois, Urbana-Champaign; Tailan Chi, U. of Illinois, Urbana-Champaign
BPS: From Diversification Premium to Diversification Discount During Institutional Transitions | Mike W. Peng, Ohio State U.; Keonbeom Lee, Korea Institute of Finance; Keun Lee, Seoul National U.
BPS: Diversification as Learning | Xavier Castañer, HEC (Paris)
Discussant: Andrew Delios, National U. of Singapore

**613** : (Paper Session) - (BPS) Strategy and Social Concerns
2:30pm - 3:50pm Westin Hotel: Vashon I
Chair: Irene M. Duhaime, Georgia State U.
BPS: Does it Pay to be Different? The Relationship Between Corporate Social and Financial Performance | Stephen Brammer, U. of Bath; Andrew Millington, U. of Bath
BPS: The Formation of Green Strategies in Chinese Firms | Oana Branzei, U. of British Columbia; Ilan Vertinsky, U. of British Columbia
Discussant: Michael Yaziji, INSEAD

**614** : (Paper Session) - (BPS) Diversification
2:30pm - 3:50pm Westin Hotel: Vashon II
Chair: Vasudevan Ramanujam, Case Western Reserve U.
BPS: Diversification & Asian Crisis: A Longitudinal Study of Diversification of Singaporean Firms | Shobha S. Das, Nanyang Technological U.; Elizabeth Ngah-Kiing Lim, Nanyang Technological U.
BPS: Diversification and Performance: A Dynamic Perspective | Shyam Kumar, City U. of New York, Baruch College; Anju Seth, U. of Illinois, Urbana-Champaign; Tailan Chi, U. of Illinois, Urbana-Champaign
BPS: Does it Pay to be Different? The Relationship Between Corporate Social and Financial Performance | Stephen Brammer, U. of Bath; Andrew Millington, U. of Bath
BPS: The Formation of Green Strategies in Chinese Firms | Oana Branzei, U. of British Columbia; Ilan Vertinsky, U. of British Columbia
Discussant: Michael Yaziji, INSEAD

**615** : (Paper Session) - (CAR) Career Strategies
2:30pm - 3:50pm Red Lion Hotel: San Juan
Chair: Hugh Gunz, U. of Toronto
CAR: Career Advancement of Women Managers in Hong Kong | Vivienne W.M. Luk-Ho, Hong Kong Baptist U.
CAR: The Paradox of Managerial Downsizing | Craig Littler, London U.

**616** SHCS: (CAR, ENT, GDO) Leveling the Playing Field: Women's Entrepreneurship as an Egalitarian Choice
2:30pm - 3:50pm Washington State Convention & Trade Center: 602/603
Chair: Jeannette Oppedisano, Southern Connecticut State U.
Presenters: Sandra Fielden, U. of Manchester Institute of Science & Technology; Joan Winn, U. of Denver; Mary Mattis, Catalyst; Andrea E. Smith-Hunter, Siena College; Karyn Loscocco, State U. of New York, Albany

**617** JS: (CAR, MC) Developing Executive Leaders in Contemporary Corporations: The Status Quo and New Directions
2:30pm - 3:50pm Red Lion Hotel: Bainbridge
618 ☯ (CM) The Dark Side of Democracy: Hierarchies, Power, and Status
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Cedar Room
Examining the Inevitable - Power and Status Differences in Democratic Organizations
Moderator: Elizabeth A. Mannix, Cornell U.

619 : (CMS) Rethinking Corporate Social Responsibility
2:30pm - 3:50pm Washington State Convention & Trade Center: 212
Participants: Claire Moore Dickerson, Rutgers U., Newark; Kellye Y. Testy, Seattle U.; Cheryl L. Wade, St. Johns U.; Marleen O'Connor, Stetson U. College of Law
Moderator: Celia R. Taylor, U. of Denver

620 JS: (CMS, ODC, OMT) Paradox and Dialectics
2:30pm - 3:50pm Washington State Convention & Trade Center: 2B
Chairs: Chahrazed Abdallah, HEC Montréal; Jean-Louis Denis, U. of Montreal; Ann Langley, HEC, Montreal
Paradox: From Cursory Label to Conceptual Framework | Marianne W. Lewis, U. of Cincinnati
Resistance is Futile? Notes toward Using Paradox to Build Better Theory | Joao Vieira Cunha, Massachusetts Institute of Technology
Disappear to Survive and Prosper: Managing Paradox in a Hospital Merger | Jean-Louis Denis, U. of Montreal; Serge Gagnon, McGill U
The Dialectics of Art and Management | Chahrazed Abdallah, HEC Montréal
Presenters: Joao Vieira Cunha, Massachusetts Institute of Technology; Serge Gagnon, McGill U; Lise Lamothe, Université Laval; Ann Langley, HEC, Montreal; Marianne W. Lewis, U. of Cincinnati
Discussant: Kenneth Benson, U. of Missouri

621 : (Paper Session) - (ENT) Networks
2:30pm - 3:50pm Washington State Convention & Trade Center: 203
Chair: Bruce H. Kemelgor, U. of Louisville

622 : (Paper Session) - (ENT) Intentions
2:30pm - 3:50pm Washington State Convention & Trade Center: 213
Chair: George S. Vozikis, U. of Tulsa
ENT: Entrepreneurial Career Intention: A Self-efficacy Based Model | Hao Zhao, U. of Illinois, Chicago; Scott Seibert, U. of Illinois, Chicago; Gerald E. Hills, U. of Illinois, Chicago
ENT: “It’s a Hard Knock Life:” The Effects of the Entrepreneur’s Psychological Hardiness on Performance | Lena Rodriguez, San Diego State U.; Steven M. Sommer, U. of California, Irvine
ENT: Social Entrepreneurship: How Intentions to Create a Social Enterprise Get Formed | Johanna Mair, IESE; Ernesto Noboa, IESE

623 ☯ (Paper Session) - (ENT) Entrepreneurial Orientations
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/ENT On Display on Panels P22 to P31
ENT: The Institutional Context of Business Planning for Nascent Organizations in Two Countries | Benson Honig, U. of Haifa; Tomas Karlsson, Jönköping International Business School
ENT: Examining the Internet and Market Orientation on the Environment-Performance Among Small Businesses | Peter Davis, U. of Memphis; Emin Babakus, U. of Memphis; Timothy Pett, Wichita State U.
ENT: The Effects of Entrepreneurs’ Social Capital on Knowledge Transfer in Chinese High-Tech Firms | Chunyan Jiang, Chinese U. of Hong Kong
ENT: A Tale of Two Universities: Entrepreneurship in Electrical Engineering at UCB and Stanford | Martin F. Kenney, U. of California, Davis
ENT: New Venture Resource Strategies: Learning and Conceptualisation from IT Start-ups | Kavil Ramachandran
624 ☺: (GDO) The Future of Diversity and Inclusion in Organizations
2:30pm - 3:50pm Red Lion Hotel: Orcas
Please join us for this special and exciting theme session to explore together the issues that will impact our field in the future.
Chair: Bernardo M. Femand, Alliant International U.
Discussant: Evangelina Holvino, Simmons College

625 ☺: SHCS: (HCM, PNP) Empowerment through Collaboration among Safety Net Providers
2:30pm - 3:50pm Washington State Convention & Trade Center: 611/612
Organizer: Rebecca S. Wells, Pennsylvania State U.
Chair: Gary J. Young, U.S. Dept. of Veterans Affairs
Predicting Interorganizational Relationships Among Outpatient Drug Treatment Organizations 1990 - 20 | Thomas D’Aunno, INSEAD; Christy Harris Lemak, U. of Florida; Rebecca S. Wells, Pennsylvania State U.
Collaboration to Improve Services for the Uninsured: Exploring the Concept of Health Navigators | Christy Harris Lemak, U. of Florida; Christopher E Johnson, U. of Florida
Providing Health Services to the Uninsured: The Evolution of Interorganizational Cooperation | Keith G. Provan, U. of Arizona; Gerri Lamb, U. of Arizona; Mary Doyle, U. of Arizona
Outcomes of Community Health Center Integration: A Balanced Scorecard Assessment | Rebecca S. Wells, Pennsylvania State U.; Bryan J. Weiner, North Carolina U.; Chapel Hill

626 : (HR) HR Division Ice Cream Social
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Citrus Ballroom
It’s a tradition! Come meet the HR Division officers, members, and Award winners.
Coordinator: Ronald D. Johnson, U. of Scranton

627 ➔: (Paper Session) - (IM) International Management: Capitalizing on Intangible Assets
2:30pm - 3:50pm Washington State Convention & Trade Center: 617
Chair: William D Biggs, -
IM: Location as a Strategic Variable: Economic Geography and the MNE Internal and External networks | Lilach Nachum, City U. of New York, Baruch College
IM: International Franchising Expansion: Market Saturation, Intangible Assets and Agency Problems | Manuel Gonzalez-Diaz, U. de Oviedo, Spain
IM: Repatriate Assets and Their Impact on the Firm | Gary Oddou, California State U., San Marcos
Discussant: Manfred Fuchs, Karl Franzens U.

628 ➔: (Paper Session) - (IM) Getting In: Foreign Investments and the Liability of Foreignness
2:30pm - 3:50pm Washington State Convention & Trade Center: 618
Chair: Yair Aharoni, Tel Aviv U.
IM: Multinational Enterprise Investment: Investor Response to Entry Mode and Foreign Country Risks | Anthony Goerzen, Babson College; Stephen Sapp, U of Western Ontario
IM: Does Technological Change Impact Liability of Foreignness for Multinational Retail Brokerage Firms? | Thomas Roehl, Western Washington U.; Stephen S Standifird, Western Washington U.; Steven Globerman, Western Washington U.
IM: The Emergence of A New Organizational Form: The Case of Wholly Owned Foreign Subsidiaries in China | Jiatao Li, Hong Kong U. of Science and Technology; Jing Yu YANG, Hkust-Dept of Management

629 JS: (IM, HR, CAR) Global Careers: Considerations for a Boundaryless World
2:30pm - 3:50pm Washington State Convention & Trade Center: 401
Organizer: Mila Borislavova Lazarova, Simon Fraser U.
Chair: Mila Borislavova Lazarova, Simon Fraser U.
Facilitator: Paula M. Caligiuri, Rutgers U.
Rites, Right? Coping with Transitions during Global Career Moves – Some Conceptual Considerations | Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration
Knowledge Management and Boundaryless Careers: The Role of Adaptive Expertise and Time Horizons | Ibraiz Tarique, Rutgers U.; Mila Borislavova Lazarova, Simon Fraser U.
International Careers: North-American, European and Asian Perspectives | Günter K. Stahl, INSEAD; Paula M. Caligiuri, Rutgers U.; Jean-Luc Cerdin, ESSEC; Chie Hwee Chua, INSEAD; Edwin L. Miller, U. of Michigan; Rosalie L. Tung, Simon Fraser U.
Race and Gender: Silent but Salient Criteria in International Assignments to Asia-Pacific? | Rosalie L. Tung, Simon Fraser U.
Global Careers: The Impact of International Working on Work-Life Balance for Women | Hilary Harris, Cranfield U.
Presenters: Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Ibraiz Tarique, Rutgers U.; Günter K. Stahl, INSEAD; Rosalie L. Tung, Simon Fraser U.; Hilary Harris, Cranfield U.
Participants: Jean-Luc Cerdin, ESSEC; Chie Hwee Chua, INSEAD; Edwin L. Miller, U. of Michigan; Paula M. Caligiuri, Rutgers U.
630: (Paper Session) - (IPC) The Strategy Making Process  
2:30pm - 3:50pm Washington State Convention & Trade Center; 201 Table 1  
Facilitator: Juan Ignacio Canales, IESE, U. of Navarra  
BPS: Strategy Formation Effects on Managerial Action | Juan Ignacio Canales, IESE, U. of Navarra; Joaquim Vila, IESE, U. of Navarra  
BPS: Moving Strategy through the Organization | Joyce S. Falkenberg, Agder University College  
BPS: The Role of Middle Management in Strategic Process and Creation of Competitive Advantage | Weilei Shi, U. of Texas at Dallas; Isil A Hezar, U of Texas at Dallas; Gregory G. Dess, U of Texas at Dallas

631: (Paper Session) - (IPC) Increasing Returns from Innovation  
2:30pm - 3:50pm Washington State Convention & Trade Center; 201 Table 2  
Facilitator: Christoph Lechner, U. of St. Gallen  
BPS: The Emergence, Evolution, and Dissolution of a Network System: A Complexity Theory Perspective | Christoph Lechner, U. of St. Gallen; Frank T. Rothaermel, Georgia Institute of Technology  

632: (Paper Session) - (IPC) Governance Form and Sourcing Decisions  
2:30pm - 3:50pm Washington State Convention & Trade Center; 201 Table 3  
Facilitator: Matthew Bidwell, Massachusetts Institute of Technology  
BPS: Opportunism in Supply Chain Partnerships in China | Dean Tjosvold, Lingnan U.; Zi You Yu, Lingnan U.; Alfred Shiu Ho Wong, Lingnan U.; Nancy Yifeng Chen, Lingnan U.  
BPS: The "How" of Firm Boundaries: Comparing Governance for Internal and External IT Projects | Matthew Bidwell, Massachusetts Institute of Technology  

633: (Paper Session) - (IPC) Coping with Workplace Challenges  
2:30pm - 3:50pm Washington State Convention & Trade Center; 201 Table 1  
Facilitator: Nancy DiTomaso, Rutgers Business School--Newark and New Brunswick  
HR: Antecedents and Consequences of Stress in the Knowledge Economy | Josephine Chinying Lang, Nanyang Technological U.; Chay Hoon Lee, Nanyang Technological U.  
GDO: The Moderating Effects of Social and Financial Capital on Hardships | Rochelle Parks-Yancy, Rutgers U.; Nancy DiTomaso, Rutgers Business School--Newark and New Brunswick; Corinne A. Post, Pace U.  
CAR: The Impact of Job Counseling and Retraining During Periods of Downsizing | Gedaliahu Harel, Technion-Israel Institute of Technology; Daphna Rom-Nagy, Technion; Shay Tzafir, University of Haifa  
OB: Organizational Socialization in the Lens of Stress and Coping: An Integration | Wei Zhang, University of Illinois

634: (Paper Session) - (IPC) Leading with Spiritual Purpose  
2:30pm - 3:50pm Washington State Convention & Trade Center; 202 Table 2  
Facilitator: Jae Uk Chun, State U. of New York at Binghamton  
MSR: Enacting Spirituality at Work: An Empirical Study | Mario Fernando, Victoria U., Wellington  
MSR: The Jezebel Spirit: A Case Study in Subversive Leadership | Joanne H. Gavin, Marist College  

635: (Paper Session) - (IPC) Determinants of Acquisition Performance  
2:30pm - 3:50pm Washington State Convention & Trade Center; 204 Table 3  
Facilitator: Patricia Doyle Corner, U. of Waikato  
BPS: Exploring Competing Motivations Behind the Acquisition of High-technology Targets | David R. King, United States Air Force  
BPS: Effects of Mode and Strength of the Firm’s Ties to Investment Banks on its Acquisition Performance | Alexander M. Sleptsov, U. of Michigan, Ann Arbor  
BPS: A Cognitive Explanation of Value Creation and Destruction in Acquisitions | Patricia Doyle Corner, U. of Waikato

636: (Paper Session) - (IPC) Promoting Employee Well-Being  
2:30pm - 3:50pm Washington State Convention & Trade Center; 204 Table 4  
Facilitator: Brent Chartier, Central Michigan U.  
MC: Addressing Addiction Defines a Democratic Workplace | Brent Chartier, Central Michigan U.  
MC: Building Democracy and Corporate Citizenship through Socio-economic Management Consulting | Vincent Cristallini, ISEOR, U. of Lyon
Session Details - Monday

MH: The Relationship Between Discourse in Print Media and Adoption of Workplace Substance Abuse Programs | Chester Spell, Rutgers U.

CMS: Open Book Management as a Democratic Alternative for Workplace Coordination | Bernard Goitein, Bradley U.

637 : (Paper Session) - (IPC) Organizational Learning and Innovation in an Asian Context
2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 1
Facilitator: Paul Gertler, University of California, Berkeley
TIM: Measuring Marketing and R&D Integration: Implications for Innovation Management | Michael T. Cheung, Hong Kong U.; Ziqi Liao, Hong Kong Baptist U.; Wing Keung Wong, NUS
OM: Learning from Exporting: Evidence from Indonesia | Garrick Blalock, Cornell U.; Paul Gertler, University of California, Berkeley
OMT: Reversal of Fortunes in the Japanese Banking Industry | William P. Wan, Thunderbird, The American Graduate School of International Management; Robert E. Hoskisson, U. of Oklahoma; Daphne Yu, Chinese U. of Hong Kong

638 : (Paper Session) - (IPC) Technology Sourcing and Innovation
2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 2
Facilitator: Dawn DeTienne, Utah State U.
TIM: Process Technology Sourcing Strategy and Positional Advantage across Product Technology Contexts | Brent B. Allred, College of William and Mary; K. Scott Swan, College of William and Mary

639 : (Paper Session) - (IPC) Creating Conditions for Innovation
2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 3
Facilitator: Quintus R. Jett, Rice U.
OM: Building process improvement capacity | Steven J. Spear, Harvard U.
TIM: The Effects Of Diversity On Innovation | Srikanth Paruchuri, Columbia U.; Micki Eisenman, Columbia U.
TIM: Evaluating the Effects of Creativity Training on Employee Innovation | Kamal Birdi, Sheffield U.

640 : (Paper Session) - (IPC) Dynamics of Innovation Networks
2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 1
Facilitator: Aard J. Groen, U. of Twente
IM: Dynamics of Entrepreneurs’ Networks in a Transition Economy: the Case of Russia | Bat Batjargal, Stanford U./Peking U.
ENT: The Impact of Initial Conditions on the Formation of Innovation Network | Hung-Bin Ding, Loyola College
ENT: Knowledge Intensive Entrepreneurship in Networks: A Social System Perspective | Aard J. Groen, U. of Twente
ENT: Is Profitability Linked to Social Networks in New Hollywood Film Ventures? | Jason C. Senjem, Syracuse U.; Kira Kristal Rilington, Syracuse U.; Maria Lubomirowa Goranova, Syracuse U.

641 : (Paper Session) - (IPC) Beliefs and Mental Models in HR Systems
2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 2
Facilitator: Amy E. Colbert, U. of Iowa
HR: Accounting for HR: Employee Involvement and Bias in Analysts’ Earnings Reports | George Benson, U. of Texas, Arlington; Susan Young, Emory U.
HR: Determinants of the Mental Models of HR Strategists | Chester S. Labedz, Boston College
HR: Towards a New Taxonomy of Managerial Competence: An Open Systems Perspective | Samir Shrivastava, Bond U.; James (Ben) Shaw, Bond U.
HR: Who Believes Us? Understanding the Consistency of Managers’ Beliefs with HR Research Findings | Amy E. Colbert, U. of Iowa; Sara L. Rynes, U. of Iowa; Kenneth G. Brown, U. of Iowa

642 : (Paper Session) - (IPC) Perceived Organizational Support
2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 3
Facilitator: Frederick Morgeson, Michigan State U.
HR: Perceived Organizational Support and Performance: Evidence for Differential Prediction | Lori A. Muse, Western Michigan U.; Christina L. Stamper, Western Michigan U.
OB: Perceived Available Support: Description and Validation of a Multidimensional Measure | Sandra A. Lawrence, U. of Queensland; John Gardner, U. of Queensland; Victor J. Callan, U. of Queensland

643 : (Paper Session) - (IPC) Capitalizing on Team Member Skills and Expertise
2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 4
Facilitator: Derek R. Avery, Saint Joseph’s U.

GDO: The Effects of Conflict and Communication on Innovation in Diverse Groups: An Australian Experience | Anna Moore, U. of Queensland; Oluremi B. Ayoko, U. of Queensland

GDO: Blending Diversity Content and Contact to Foster Diversity Management Competency | Derek R. Avery, Saint Joseph's U.; Kecia M. Thomas, U. of Georgia


644  (Paper Session) - (MC) Facilitating Knowledge Management through Consulting
2:30pm - 3:50pm Washington State Convention & Trade Center: 307
Chair: Jeffrey L. Kerr, U. of Miami


MC: Reflections about the Role of Expert Knowledge and Consultants in an Emerging Knowledge Economy | Hans-Dieter Evers, Center for Development Research; Thomas Menkhoff, Singapore Management University

MC: Collective Competencies Management in the JavaCard Forum: a Tool to Develop Technological Innovation | Francoise Dupuich-Rabasse, ESC Rouen; Georges Trepo, HEC, France

Discussant: Robert F. Jenefsky, Ecole Hoteliere de Lausanne

645  (Paper Session) - (MED) Building Blocks for Management Educators: Efficacy, Trust and Productivity
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Juniper Room
Chair: Dale E. Rude, U. of Houston

MED: Teaching and Research Performance Among Faculty: The Influence of Person and Situational Variables | Lisa A. Burke, Louisiana State U.; Shreveport; Karen E James, Louisiana State U.; Shreveport


MED: Learning and Teaching Strategic Management Through Experiential Methods | Ravi Kathuria, Chapman U.; Elizabeth B Davis, George Washington U.


Discussants: Kristena Payne Gaylor, Jackson State U.; Courtney Shelton Hunt, Northern Illinois U.
Hayagreeva Rao, Northwestern U.; Karl E. Weick, U. of Michigan; Katherine A. Lawrence, U. of Michigan
Authors: Corey Phelps, U. of Washington; Joe Porac, Emory U.; Hayagreeva Rao, Northwestern U.; Melissa A. Schilling, New York U.
Participants: Chip Heath, Stanford U.; Scott A Snook, Harvard U.
Discussant: Karl E. Weick, U. of Michigan

650 : (Paper Session) - (MSR) Spiritually Informed Leadership
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Tyrone S. Pitsis, University of Technology, Sydney
MSR: Defining Spirituality in Context of the Workplace: An Ethnomethodological Study | Deborah M. Wharff, U. of Maryland, University College
MSR: Integrating Christian Spirituality into transactional, transformational and transcending leadership | Domenech Melé, IESE, U. of Navarra
→ MSR: The Transformation of Transformational Leaders: Inventing Higher Purpose | Sangeeta Parameshwar, U. of Illinois, Springfield

651 ☞: (Paper Session) - (OB) OCB (Organizational Citizenship Behavior), Organizational Performance
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/3B
Displayed on Panels P7 to P11
△OB: A 'Balanced Scorecard' Assessment of the Linkage Between OCB and Organization Performance | David L. Turnipseed, Indiana U./Purdue U., Fort Wayne
△OB: The LMX-OCB Relationship Revisited: A Quantitative and Qualitative Review | Rick D Hackett, McMaster U.; Jiing-Lih Farh, Hong Kong U. of Science and Technology; Lynda J. Song, Hong Kong U. of Science and Technology
△OB: More or Less Team Time: Deadline Changes and Team Transitions, Performance, and Satisfaction | John Ullman, U. of California, Los Angeles

652 : (Paper Session) - (OB) Transformational Leadership, Multi-Level and Charisma
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room A
Facilitator: William D Spangler, State U. of New York, Binghamton
OB: Towards Supportive Teams: The Role of Team's Design, Culture, and Leadership | Anat Drach-Zahavy, U. of Haifa; Anit Somech, U. of Haifa
OB: Transformational Leadership, Psychological Contract Breach and Organizational Identification | Olga Epitropaki, ALBA Business School
→ ☞OB: Levels of Leadership, Psychological Empowerment, Leadership, and Organizational Commitment | Weichun Zhu, U. of Nebraska, Lincoln; Bruce J. Avolio, U. of Nebraska, Lincoln; William Koh, National U. of Singapore; Bhatu Puja, -

654 : (OB) Through a Multilevel Perspective: Understanding Individual and Team Performance
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room B
Chairs: Hui Liao, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign
A Multilevel Model of Self- and Team Regulation During Complex Skill Acquisition | Steve W. J. Kozlowski, Michigan State U.; Richard DeShon, Michigan State U.; Aaron Schmidt, Michigan State U.
A Multilevel-multifoci Framework of Justice | Hui Liao, U. of Illinois, Urbana-Champaign; Deborah E. Rupp, U. of Illinois at Urbana-Champaign
Antecedents of Individual Centrality in Team Networks: How Do They Get There? | Katherine J. Klein, U. of Maryland; Beng Chong Lim, U. of Maryland/Ministry of Defense, Singapore; Jessica Saltz, U. of Maryland
A Cross-level Investigation of the Impact of Diversity on Employee Counterproductive Behavior | Hui Liao, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign; Aichia Chuang, National Taiwan U. of Science and Technology
Authors: Kevin Tasa, McMaster U.; Steve W. J. Kozlowski, Michigan State U.; Katherine J. Klein, U. of Maryland; Hui Liao, U. of Illinois, Urbana-Champaign; Deborah E. Rupp, U. of Illinois at Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign; Simon Taggar, York U.; Richard DeShon, Michigan State U.; Beng Chong Lim, U. of Maryland/Ministry of Defense, Singapore; Gerard H. Seijts, U. of Western Ontario; Aaron Schmidt, Michigan State U.; Jessica Saltz, U. of Maryland; Aichia Chuang, National Taiwan U. of Science and Technology
Discussant: David A. Hofmann, U. of North Carolina at Chapel Hill

654 : (OB) Exploring the Nomological Network of Collective Efficacy: Recent Findings, New Directions
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Room 424
Chair: Stanley M. Gully, Rutgers U.
A Contextual Multilevel Framework of Collective Efficacy | Stanley M. Gully, Rutgers U.
Personality, Transformational Leadership, Team Member Efficacy, and Collective Efficacy | Narda R. Quigley, U. of Maryland, College Park; Paul E. Tesluk, U. of Maryland
A Multilevel Examination of Efficacy Beliefs, Mediating Regulatory Processes, and Performance | Gilad Chen, Georgia Institute of Technology; B. Anthony Thomas, Georgia Institute of Technology; J. Craig Wallace, Georgia Institute of Technology; Erin E. Page, Georgia Institute of Technology
Big Five Personality Factors, Collective Outcome and Process Efficacy: A Longitudinal Study | Catherine G. Collins, Australian Graduate School of Management; Sharon Parker, Australian Graduate School of Management
Discussant | John Mathieu, U. of Connecticut
655 (JS): (OB, CAR) Definitions and Consequences of Occupational Status
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Aspen Room
Chair: Nick Turner, Queen’s U., Canada
Not waiting for an Accident to Happen: A Study of Near Miss Accidents | Garry C Gray, U. of Toronto
"As Far as is Reasonably Practicable": Safety Discourse Among Three Enmeshed Organizations | Sarah Jane Tennant, U. of Sheffield; Nick Turner, Queen’s U., Canada
How Processing of Accident Cases Reproduces Institutions | Rodney Lacey, U. of Florida
Discussant’s Remarks | Davide Nicolini, U. of Trento
Presenters: Garry C Gray, U. of Toronto; E. Andrew Kapp, U. of Wisconsin, Whitewater; Sarah Jane Tennant, U. of Sheffield; Rodney Lacey, U. of Florida
Discussant: Davide Nicolini, U. of Trento

656 (JS): (OB, OMT, MOC) Socially Constructing Safety: Do Accidents Speak Louder than Words?
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Aspen Room
Chair: Cynthia M. Beath, U. of Texas, Austin
OCIS: Mobilizing Software Expertise in Personal Knowledge Exchanges | Sanjay Gosain, U. of Maryland
Discussants: Ann Majchrzak, U. of Southern California; Mark Keil, Georgia State U.; Peter H. Gray, U. of Pittsburgh
Discussant: Marco Tortoriello, Carnegie Mellon U.

657 (Paper Session) - (OCIS) Software Development and Learning
2:30pm - 3:50pm Washington State Convention & Trade Center: 614
Chair: Cynthia M. Beath, U. of Texas, Austin
OCIS: Mobilizing Software Expertise in Personal Knowledge Exchanges | Sanjay Gosain, U. of Maryland
Discussants: Ann Majchrzak, U. of Southern California; Mark Keil, Georgia State U.; Peter H. Gray, U. of Pittsburgh

658 (ODC) Complex Collaboration: Building the Capabilities for Working Across Boundaries
2:30pm - 3:50pm Washington State Convention & Trade Center: 304
Chair: Michael Martin Beyerlein, U of North Texas
Speakers: Susan G. Cohen, U. of Southern California; Jude Olson, Lockheed Martin; Mary Witort, WorldCom; Lori Bradley, U of North Texas; Frank J. Barrett, Naval Postgraduate School; Don Mankin, Alliant International U.

659: (OM) Journal of Operations Management Best Papers Award Finalists
2:30pm - 3:50pm Westin Hotel: Adams
In this session the JOM best paper finalists will briefly present their papers, and the winner of the best paper award will be announced. Moderator: Robert Handfield.

660: (Paper Session) - (OMT) Identity Dynamics and Metamorphic Change
2:30pm - 3:50pm Westin Hotel: Cascade 1 (C)
Chair: Davide Ravasi, Bocconi U.
OMT: On the Cutting Edge: Identity Transformation and Institutional Change Among Surgical Residents | Katherine C. Kellogg, Massachusetts Institute of Technology
OMT: Organizational Identity Dynamics: Identity Adaptation in a Multinational Alliance | Lin Lerpold, Stockholm School of Economics
OMT: Mind the Gap: Organizational Identity Processes During an Alliance | Timothy J. Tobin, Booz Allen Hamilton
OMT: The Metamorphosis Motive for Major US Mergers, 1993-2000 | Kathleen Park, Massachusetts Institute of Technology
Discussant: Andrew Hoffman, Boston U.

661: (Paper Session) - (OMT) Contexts, Capabilities, and Strategies for Innovation
2:30pm - 3:50pm Westin Hotel: St. Helens
Chair: Rosario F. Faraci, U. of Catania
OMT: Absorptive Capacity Revisited: Organizational Integration and Firm’s Innovative Capabilities | Marco Tortoriello, Carnegie Mellon U.
OMT: The Structure of Alliance Networks in New Organizational Fields: The Case of Nanotechnology | Kenneth Colwell, U. of Oregon
OMT: Entry Mode and Incumbency Status in Firm Product Innovation in the Optical Disk Drive Industry | Olga M. Khessina, U. of California, Berkeley
Discussant: Andrew Hargadon, U. of California, Davis
High Quality Relations and the Communal Resource | Georg Von Krogh, U. of St. Gallen


Discussant: Stacy Blake-Beard, Simmons College

Winner of OMT Division Best Symposium Proposal Award

663 JS: (ONE, CMS) Problematizing Sustainability
2:30pm - 3:50pm Washington State Convention & Trade Center: 607
Chair: Terry B. Porter, U. of Massachusetts, Amherst
A Critical Analysis of Sustainability Discourse | Naomi R. Olson, Boston College
The Business Journey to Sustainability: Destination Not Defined! | Kate Kearins, U. of Waikato
Self and Sustainability: The Environment as Other in Identity-Making Processes | Terry B. Porter, U. of Massachusetts, Amherst

Sustainable Water, Inc.: Water as Commodity | Sharon Livesey, Fordham U.
Beyond Sustainability: The Subsumption of Nature by Capital under Empire | Lynne Andersson, Temple U.

Presenters: Naomi R. Olson, Boston College; Kate Kearins, U. of Waikato; Terry B. Porter, U. of Massachusetts, Amherst; Sharon Livesey, Fordham U.; Lynne Andersson, Temple U.

664 : (Paper Session) - (PNP) Public and Nonprofit
Division Distinguished Speaker
2:30pm - 3:50pm Grand Hyatt Seattle: Stevens
"Global Civil Society as an Emerging Social Organism"
Facilitator: Sue R. Faerman, State U. of New York, Albany
Distinguished Speaker: David C. Korten, Positive Futures
Network/People-Centered Development Forum

665 : (Paper Session) - (RM) Incomplete Data, Networks, and Other Quantitative Issues
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/RM Displayed on Panels P12 to P21

RM: How to Deal with Missing Categorical Data: Test of a Simple Bayesian Method | Thomas Astebro, U. of Waterloo; Gongyue Chen, U. of Waterloo
RM: Do We Have Enough? The Accuracy of Incomplete Data from Small Groups. | Jeremy Dawson, Aston U.
RM: Identifying Sets of Key Players in a Network | Steve Borgatti, Boston College
RM: Using Triadic Analysis to Determine the Origins of Errors in Actor Assessments of Advice Networks | William L. Dougan, U. of Wisconsin, Whitewater
RM: Development of a Measure of Employability | Mel Fugate, Southern Methodist U.
RM: Controlling Instability and Method Variance when Estimating Predictor Importance | John Kammeyer-Mueller, U. of Florida; Piers Steel, U. of Calgary
RM: Crossover Linear Modeling: Combining Company and Applicant Heterogeneity in Recruitment Studies | Jian Han, Cornell U.

666 : (Paper Session) - (SIM) Social Responsibility, Reputation, Stakeholders, and Performance: Macro and Micro Approaches
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/SIM Displayed on Panels P1 to P6

SIM: Interrelatedness and Value Creation in Firm-Stakeholder Networks. | Sybille Sachs, U. of Zurich; Natasha Vijay Munshi, U. of Pittsburgh
SIM: Corporate Social Responsibility, the New Social Contract: A Democratic Solution for the Common Good | Robin Taylor-Byerly, Appalachian State U.
SIM: Reputation Management Capabilities as Decision Rules | Pursey Heugens, Concordia U.
SIM: Does a Firm’s Stakeholder Orientation Affect Its Political Abilities? | Kathleen Rehbein, Marquette U.; Douglas A. Schuler, Rice U.
SIM: An Attribution Model of Stakeholder Perceptions of the Firm | Thomas J. Zagenczyk, U. of Pittsburgh; Audrey J. Murrell, U. of Pittsburgh

667 : (Paper Session) - (SIM) Corruption and the Multinational Enterprise
2:30pm - 3:50pm Washington State Convention & Trade Center: 608
Chair: Sandra L Christensen, Eastern Washington U.
SIM: The Invisible Hand, Corruption, and Political Risk | Chris Robertson, Northeastern U.
SIM: MNEs and Corrupt Practices: The Search for Effective Global Policies | Paul Steidlmeyer, Binghamton U.
Discussants: Craig V. VanSandt, Augustana College; Mark P. Sharfman, U. of Oklahoma

668 : (Paper Session) - (SIT) Organizational Justice and Remedies
2:30pm - 3:50pm Washington State Convention & Trade Center: 205
Facilitator: Lynn K. Harland, U. of Nebraska, Omaha
OB: Retaliating Against Supervisors & Organizations: Theory of Planned Behavior and Justice Predictions | David Allen Jones, U. of Calgary
CAR: Career Development for Going Beyond The Call of Duty: Is it Perceived as Fair? | Adelle J. Bish, Queensland U. of Technology; Lisa Bradley, Queensland U. of Technology; Leisa D. Sargent, U. of Melbourne
**MH:** Examing Organizational Justice Through the Eyes of the Past: Contributions of Mary Parker Follett | Laurie J. Barclay, U. of British Columbia

**RBI:** Best Graduate Student Paper Award

**CM:** A Different View to “Get Even:” Organizational Remedies to Procedural and Interactional Injustice | Jochen Reb, U. of Arizona; Barry M. Goldman, U. of Arizona; Laura Kray, U. of California, Berkeley; Jeff Hale, U. of Arizona

### Session Details - Monday

**2:30pm - 3:50pm Washington State Convention & Trade Center: 206**

**Chair: Melissa M. Appleyard,** U. of Virginia

**TIT:** The Effect of Organizational Context on Individual Performance: Evidence From Cardiac Surgery | Robert S. Huckman, Harvard U.; Gary P. Pisano, Harvard U.

**TIT:** From Corporate Strategy to Performance: The Effect of Interunit Knowledge Transfer on Innovativeness | Michael J. Fern, U. of North Carolina, Chapel Hill; Laura B. Cardinal, Tulane U.

**Discussant: Diane E. Bailey,** Stanford U.

**669:** (Paper Session) - (SIT) Managing Organizational Change

Facilitator: Beverly Little, Western Carolina U.

- **ODC:** Managing Improvisation within the Management of Change: Some Lessons from UK Financial Services | Stephen Ashley Leybourne, U. of Plymouth

- **CMS:** Beneath and Beyond Change: Exploring the Discourses of Organizational Change Management | Andrew Jonathan Sturdy, Imperial College, U. of London; Christopher Grey, -

- **HCM:** Organizational Reaction to Severe Environmental Jolts | Leonard H. Friedman, Oregon State U.; Pietro Marghella, United States Navy

**OMT:** Cognitive Shifts and Internally-Focused Change: A Field Study of Process Improvement | Anjali Sastry, Massachusetts Institute of Technology; Nelson P. Repenning, Massachusetts Institute of Technology

**670:** (Paper Session) - (SIT) Virtual Teams

Facilitator: Robert C. Schwab, Andrews U.

- **OCIS:** A Longitudinal Study of Virtual Team Effectiveness | Stacie Furst, U. of North Carolina, Chapel Hill; Martha Reeves, Duke U.; Benson Rosen, North Carolina U., Chapel Hill; Richard S. Blackburn, U. of North Carolina

- **IM:** Influence And Political Processes In Cyberspace: The Case Of Global Virtual Teams | Efrat Elron, The Open U. IL; Eran Vigoda, Haifa U.

**MED:** The Effects of Dispositional Trust and Team-member Exchange in the Virtual Environment | Rudolph J. Sanchez, California State U., Fresno; Julie B. Olson-Buchanan, California State U., Fresno; Paula L. Rechner, California State University, Fresno; James M. Schmidtke, California State U., Fresno

**IM:** A Review of the Literature on Global Virtual Teams | Vincent Jean Marie Duriau, ITAM, Mexico; Anil K. Gupta, U. of Maryland

**671:** (Paper Session) - (TIM) Knowledge and Technology Transfer

Facilitator: Melinda S. Appleyard, U. of Virginia

- **TIT:** Know-How Transfer: The Role of Social and Economic Factors | Ariff Kachra, Pepperdine U.; Roderick E. White, U. of Western Ontario


**672:** (Paper Session) - (TIM) Competition and Incentives

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/TIM

- **TIT:** Determinants of E-Communication Adoption: The Internal Push versus External Pull Factors | Yikuan Lee,

- **TIT:** Boards as Agents of Innovation: How Board Characteristics Affect R&D in Research Intensive Firms | Xuanli Xie, U. of North Carolina, Chapel Hill; Hugh O'Neill, U. of North Carolina, Chapel Hill; Laura B. Cardinal, Tulane U.

- **TIT:** Entrepreneurial Organizational Culture | Steve McGuire, George Washington U.

- **TIT:** Liberating HR through Automation | Samir Shrivastava, Bond U.; James (Ben) Shaw, Bond U.

- **TIT:** New Product Development Team Performance: The Role of Team Member Personality | Richard R. Reilly, Stevens Institute of Technology; Gary S. Lynn, Stevens Institute of Technology; Zvi H. Aronson, Stevens Institute of Technology

- **TIT:** The Human Side of Radical Innovation | Gina O’Connor, Rensselaer Polytechnic Institute; Christopher McDermott, Rensselaer Polytechnic Institute

**673:** (Paper Session) - (TIM) The Adoption of New Technology

2:30pm - 3:50pm Washington State Convention & Trade Center: 613

**Chair: Isabelle Dostaler,** Concordia U.

**TIT:** Risk and the Adoption of New Technologies: A Field Study | Stefano Perlusz, Singapore Management U.; Urs E. Gattiker, Aalborg U.; Nilmimi Wickramasinghe, Cleveland State U.

**TIT:** Innovation As A Managerial Competition: Catabolic Learning In The New Product Development Process | Alva Taylor, Dartmouth College

**TIT:** Determinants of EDI Adoption and Integration in the US and Japanese Automobile Suppliers | Seiji Manabe, Kobe U.

**TIT:** How Does Technology Destiny Affect Organizational Innovation? | Robert G. Fichman, Boston College

**Discussant: Ping Wang,** U. of California, Los Angeles

**Monday 2:45PM**

**674:** (AAC) Conference Break

2:45pm - 3:15pm Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area

Join us for refreshments and a prize raffle!

**Organizer: Geralyn McClure Franklin,** U. of Texas, Permian Basin

**Monday 4:10PM**
Session Details - Monday

675 ☯ (AA) Democracy in the Academy: Promoting Positive Professional Practice
4:10pm - 5:20pm Westin Hotel: Fifth Avenue
Academy Presidents and Ethics committee discuss implications of democracy for AOM and positive professional practice.
Organizer: Elena P. Antonacopoulou, U. of Manchester
Dilemmas about Democracy in the Academy: Reflections by Academy Presidents, Past and Present | Jone L. Pearce, U. of California, Irvine; Jean M. Bartunek, Boston College
Promoting Positive Professional Practice: The Work of the Ethics Committee | Judith A. White, U. of Redlands; Carol D. Watson, Rider U.; Kimberly B. Boal, Texas Tech U.; John E Fleming, -.; Regina Bento, U. of Baltimore
Developing a Democratic Academy through Positive Professional Practice | Morten Huse, Norwegian School of Management; Stefanie Ann Lenway, U. of Minnesota
Presenters: Elena P. Antonacopoulou, U. of Manchester; Jean M. Bartunek, Boston College; Regina Bento, U. of Baltimore; Kimberly B. Boal, Texas Tech U.; John E Fleming; -.; Morten Huse, Norwegian School of Management; Stefanie Ann Lenway, U. of Minnesota; Jone L. Pearce, U. of California, Irvine; Carol D. Watson, Rider U.; Judith A. White, U. of Redlands

676 ☯ (AA) Workplace Democracy: Exploring Issues of Free Speech at Work
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Grand Ballroom A
Free speech is a protected societal right, severely constrained in workplaces. Addresses workplace free speech, in research/practice.
Organizer: Deborah Kidder, Towson U.
Free Speech, Democracy, and Voice (or Lack thereof) in the Workplace | Bruce Barry, Vanderbilt U.
Satisfying the Customer at the Expense of Management: How Competing Psychological Contracts Can Encourage Low Workplace Democracy and High Employee Deviance | Barrie E. Litzky, Pennsylvania State U., Great Valley; Kimberly A. Eddleston, Northeastern U.; Deborah Kidder, Towson U.
Rogue Organizations: Employee Responses to Deviant Requests | Judi McLean Parks, Washington U.; Sammy Showail, Washington U.; Li Mah, Washington U.
Moderator: Donald E. Conlon, Michigan State U.

677 ☯ (AA) Democratization of Education: e-Learning in a Knowledge Economy
4:10pm - 5:40pm Sheraton Seattle Hotel & Towers: Grand Ballroom B
Speakers from five U.S./European business schools identify best practices and applications of e-learning in MBA programs.
Organizer: Vinod K Jain, U. of Maryland U. College
Presenters: Anne M Ferrante, U. Texas at Dallas; James C. Hall, Pace U.; Richard J. Magjuka, Indiana U.; John McGee, U. of Warwick; Salvatore Monaco, U. of Maryland, University College; Vinod K Jain, U. of Maryland U. College
Discussant: Howard Thomas, U. of Warwick

678 ☯ (Paper Session) - (BPS) Strategic Alliances
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS Displayed on Panels P43 to P48
BPS: Knowledge Alliances And Firm Performance: A New Look At The Knowledge Based View Of The Firm | Rajiv Nag, Pennsylvania State U.
BPS: Organizational Factors as Determinant of International Strategic Alliances Performance | Angeles Montoro, U. Complutense, Madrid
BPS: Strategies for Managing a Portfolio of Alliances | Werner Helmut Hoffmann, Vienna U. of Economics and Business Administration
BPS: Political Connectedness and the Formation of Cross-Border Alliances | Jordan Siegel, Massachusetts Institute of Technology

679 : (Paper Session) - (BPS) Alliances and Acquisitions
4:10pm - 5:20pm Westin Hotel: Cascade 1 (A)
Chair: Anne S. York, U. of North Carolina, Chapel Hill
BPS: Living Together Before Marriage: Alliance Between Acquirer and a Target and Acquisition Performance | Patrizia Porrini, Long Island U.
BPS: Acquisition or Alliance? Governance of Interfirm Resource Combination | Lihua Olivia Wang, Northwestern U.; Edward Zajac, Northwestern U.
BPS: Who Acquires Whom? The Effects of Alliance Networks and Technological Similarity on Acquisitions | Henri Schidt, Helsinki U. of Technology; Tomi Laamanen, Helsinki U. of Technology
BPS: Industry Determinants of the “Merger versus Alliance” Decision | Xiaoli Yin, Purdue U.; Mark T. Shanley, Purdue U.
Discussant: Lori Rosenkopf, U. of Pennsylvania

680 : (Paper Session) - (BPS) Capabilities, Transaction Costs and Evolution
4:10pm - 5:20pm Westin Hotel: Cascade 1 (B)
Chair: Govert Vroom, INSEAD


BPS: Governance, Inducements-Contributions and Organizational Capabilities | Michael Carney, Concordia U.; Eric Gedajlovic, U. of Connecticut
Discussant: Catherine Maritan, State U. of New York, Buffalo

681: (Paper Session) - (BPS) Corporate Venturing and Venture Capital
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CAR
Chair: Andrea Lanza, Bocconi U./Calabria U.
BPS: Corporate Venture Capital and Recognition of Technological Discontinuities | Markku Maula, Helsinki U. of Technology; Thomas Keil, York U.; Shaker A. Zahra, Babson College
BPS: Toward a Knowledge-Based View of Entrepreneurial Initiatives and Performance | Zeki Simsek, U. of Connecticut
Discussant: Raphael H. Amit, U. of Pennsylvania

682: (Paper Session) - (BPS) Technological Change and Innovation
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CAR
Chair: Quintus R. Jett, Rice U.
BPS: Sequential Options, Capabilities, and the Timing of Technology Investments | Gita Sud de Surie, U. of Pennsylvania; Rita Gunther McGrath, Columbia U.; Ian C. MacMillan, U. of Pennsylvania
BPS: Determinants of Technological Search Behavior of the Firm | Weiur Chen, Purdue U.
Discussant: George Westerman, Massachusetts Institute of Technology

683 SHCS: (BPS, OB, OMT) What If the Academy Actually Mattered?: A 10 Yr Retrospective on Hambrick’s Presidential Address
4:10pm - 5:20pm Washington State Convention & Trade Center: 609/610
What If the Academy Actually Mattered?: A Ten Year Retrospective on Don Hambrick’s 1993 Presidential Address
Discussant: Donald C. Hambrick, Pennsylvania State U.

684: (JS, (BPS, TIM, OMT) Governing the Information Commons: Standards and Self-Regulation
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CAR
Chairs: Tim Simcoe, U. of California, Berkley; Michael W. Toffel, U. of California, Berkeley
Climbing Atop the Shoulders of Giants: The Impact of Institutions on Cumulative Research | Jeffrey L. Furman, Boston U.; Scott Stern, Northwestern U.
Conflict and Common Interest in the Development of Industry Standards: The Case of the Internet Engi | Tim Simcoe, U. of California, Berkley
The Effect of Network Mediated Spillovers on the Changing Value of Adoption | Ann Terlaak, U. of Wisconsin, Madison; Andrew King, Dartmouth College
Assessing the Effectiveness of Self-Regulation | Michael W. Toffel, U. of California, Berkeley
Presenters: Jeffrey L. Furman, Boston U.; Scott Stern, Northwestern U.; Ann Terlaak, U. of Wisconsin, Madison; Andrew King, Dartmouth College
Discussants: Paul Ingram, Columbia U.; Anita McGahan, Boston U.

685: (Paper Session) - (CAR) Contemporary Careers
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CAR
Display on Panels P9 to P18
CAR: Using Intelligent Networks to Advance Careers in a Knowledge Economy | Suzanne C. de Janasz, James Madison U.; Sherry E. Sullivan, Bowling Green State U.; Vicki Whiting, Westminster College
CAR: Family-Friendly Policies | Kathleen Frye, U. of Missouri, St. Louis; James A. Breauh, U. of Missouri, St. Louis
CAR: Reframing Organizational Commitment within a Contemporary Careers Framework | Kate Walsh, Cornell U.; Masako Shibata Taylor, Cornell U.
CAR: The Effect of Multiple Roles on Employed Caregiver Stress: Competing Perspectives from Role Theory | Hugh T Bainbridge, U. of Melbourne; Christina Cregan, U. of Melbourne; Carol T. Kulik, U. of Melbourne
CAR: Managerial Employment Gaps: Different Effects on Paychecks and Satisfaction | Joy Schneer, Rider U.; Frieda Reitman, Pace U.
CAR: Mentoring in Modern Organizations: A Look at the Antecedents and Outcomes of Developmental Networks | Lisa Dragoni, U. of Maryland; Paul E. Tesluk, U. of Maryland; Joyce E.A. Russell, U. of Maryland
CAR: Simultaneous Socialization: Becoming Bicultural | David M. Sluss, Arizona State U.
CAR: Common Pathways of Health and Performance: Self-efficacy and Affective Well-being Among Young Workers |
Session Details - Monday

**Catherine Loughlin**, U. Toronto; **David Zweig**, U. of Toronto; **Ralph W. Lubbers**, U of Toronto

**686**: (Paper Session) - (CAR) Supportive Career 4:10pm - 5:20pm Red Lion Hotel: San Juan
Chair: **Rene Schalk**, Tilburg U.

**687** ☯ ☯ CMS: (CAR, HR, IM) Change and Continuity of Traditional Japanese Career Models 4:10pm - 5:20pm Washington State Convention & Trade Center: 611/612
Chairs: **Mami Taniguchi**, Waseda U.; **Toshihiro Kanai**, Kobe U.
Discussants: **John van Maanen**, Massachusetts Institute of Technology

**688**: (Paper Session) - (CM) Negotiation Processes and Communication 4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Cedar Room
Chair: **Terri R. Kurtzberg**, Rutgers U.
CM: "Beating Around the Bush" and Persuasive Arguments in Negotiations | **Fieke Harinck**, Leiden U.

**689**: (CMS) CMS Business Meeting 4:10pm - 5:20pm Washington State Convention & Trade Center: 212

**690**: (Paper Session) - (CMS) Critical Research 4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/CMS On display on Panels P31 to P42
CMS: Mechanization of Work Design in Call Centers: An Empirical Examination of the "Sweatshop" Argument | **Marcia Carvalho de Azevedo**, PUC/Campinas - Pontificia Universidad Católica de Campinas; **Miguel P. Caldas**, EAESP-FGV, Fundação Getúlio Vargas
CMS: Intervening in the Inevitable: Contesting Globalization in the Public Sector | **Andre Spicer**, U. of Warwick; **Peter Fleming**, U of Melbourne

**691**: (ENT) Worker Response to Constraints 4:10pm - 5:20pm Washington State Convention & Trade Center: 203
Chair: **Lotte Bailyn**, Massachusetts Institute of Technology
Presenters: Maria Julia Prats, Harvard U.; Sonali Shah, Massachusetts Institute of Technology; Anita L. Tucker, Harvard U.
Discussants: Jennifer M. George, Rice U.; Jing Zhou, Texas A&M U.

**692** ☯ SHCS: (ENT, GDO) Gender and Entrepreneurship: Opportunity Generation, Access, Awareness, Evaluation & Exploitation 4:10pm - 5:20pm Washington State Convention & Trade Center: 602/603
Women Entrepreneurs: A Consideration of Entrepreneurial Opportunities | **Candida G. Brush**, Boston U.; **Patricia G. Greene**, U. of Missouri, Kansas City
Boundaryless Transitions for Women Entrepreneurs -- A Reality Check? | **Dorothy Perrin Moore**, The Citadel
Women's Entrepreneurship -- FEM Research Program | **Carin Holmquist**, Stockholm School of Economics; **Monica Lindgren**, Stockholm School of Economics
Dorothy Perrin Moore, The Citadel; Joanne Martin, Stanford U.; Carin Holmqvist, Stockholm School of Economics; Monica Lindgren, Stockholm School of Economics; Olivia O'Neill, Stanford U.; Ramon J. Aldag, U. of Wisconsin, Madison; Ted Baker, U. of Connecticut

693: (GDO) On Our 20th Year: GDO and WIM -- Past, Present, and Future
4:10pm - 5:20pm Red Lion Hotel: Orcas
Come celebrate our 20th year as an Academy division, as we reflect on key points in our history and discuss our future.
Chair: Laura M. Graves, Clark U.
Presenters: Kathryn M. Bartol, U. of Maryland, College Park; Gary N. Powell, U. of Connecticut; Stella M. Nkomo, U. of South Africa; Alison M. Konrad, U. of Western Ontario; Martin N. Davidson, U. of Virginia

694: (HCM) HCM Distinguished Speaker: Cheryl M. Scott, President and CEO, Group Health Cooperative.
4:10pm - 5:20pm Westin Hotel: Whidbey
The title of Ms. Scott's speech is: "Can we bridge the gap between current health services research and the realities of every day practice?"
Introduction: Leonard H. Friedman, Oregon State U.

695: (Paper Session) - (HR) HR Division's "Best Paper" Honorees
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR Displayed on Panels P1 to P8.
- HR: Faking in the Employment Interview | Julia Leavashina, Purdue U.; Michael A. Campion, Purdue U.
- HR: The Effects of Organizational Brand Equity on Employment Brand Equity and Recruitment Outcomes | Jakub Sovina, Cornell U.; Christopher Collins, Cornell U.
- HR: Predictive Validity and Adverse Impact: A Comparison of Three Managerial Selection Methods | Catherine L. Tyler, Oakland U.; John Bernardin, Florida Atlantic U.
- HR: An Integrated Perspective of Antecedents to Ingratiatory Behaviors | K. Michele Kacmar, Florida State U.; Dawn S. Carlson, Baylor U.; Virginia Bratton, Florida State U.; Martha C. Andrews, West Virginia U.
Winner of HR Division Best Paper Award
- HR: Professional Employees and Union Voting: Revisiting the Role of General and Specific Union Beliefs | Patrick McHugh, George Washington U.; Heejoon Park, U. of Manitoba; Matthew M. Bodah, U. of Rhode Island
- HR: On The Validity of Reported Company Financial Performance | Maura Sheehan, U. of Dallas; Toby Wall, U. of Sheffield; Jonathan Michie, Birkbeck College; Malcolm Patterson, U. of Sheffield; Stephen J. Wood, U. of Sheffield; Chris Clegg, U. of Sheffield

696: (IM) AIM-IM Division Distinguished Scholar Forum: The Evolving Theory of the Multinational Firm
4:10pm - 5:40pm Washington State Convention & Trade Center: 401
Chair: Michael A. Hitt, Arizona State U.
The Evolving Theory of the Multinational Firm | Distinguished Speaker: Yves Doz, INSEAD
Speakers: Stephen B. Tallman, U. of Utah; Andrew Inkpen, Thunderbird, The American Graduate School of International Management; Julian M. Birkinshaw, London Business School

697: (IM, CAR, HR) International Career Self-Management: Theory and Empirical Evidence
4:10pm - 6:00pm Washington State Convention & Trade Center: 2B
The international travelers described in these papers are expatriates from Finland, Great Britain, New Zealand, and the USA.
Chair: Kerr Inkson, Massey U., New Zealand; David C. Thomas, Simon Fraser U.
Autonomous Travel Strategies and the Development of Career Capital | Barbara Myers, Auckland U of Technology; Kerr Inkson, Massey U., New Zealand
Proactive Career Behavior in an International Context: A Study of Expatriate Academics | Julia Richardson, Centre for Innovation & Entrepreneurship; Mary Mallon, Massey U., Palmerston North
Global Careers: New Evidence Among Global Managers with Aspatial Careers | Vesa Suutari, U. of Vaasa
Accentuate the Negative: An Important Heuristic for Self-Directed International Adjustment | Ellen Ensher, Loyola Marymount U.; Mark Mendenhall, U. of Tennessee, Chattanooga
Analysis of Self-Initiating Career Path Strategies: Similarities and Differences Across Genders | Charles M. Vance, Loyola Marymount U.

698: (Paper Session) - (IPC) Website Complexity and Communication Technology Adoption
4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 1
Facilitator: Alain Pinsonneault, McGill U.
OCIS: Effects of the Nature and Direction of Hypertext Links on Trust Transfer | Katherine J. Stewart, U. of Maryland, College Park; Yali Zhang, U. of Maryland, College Park
OCIS: Perceived Web Site Complexity: Conceptualization, Measurement and Validation | Sucheta Nadkarni, U. of Nebraska, Lincoln; Reetika Gupta, City U. of New York, Baruch College
OCIS: Understanding the Implementation of Configurable Information Technology | Marleli Pozzebon, HEC, Montreal; Alain Pinsonneault, McGill U.
OCIS: Communication Technologies Adoption among Heterogeneous Network Users: The Case of Instant Messaging | Alina M. Chircu, U. of Texas, Austin; Sirkka Jarvenpaa, U. of Texas, Austin
699: (Paper Session) - (IPC) The Effects of Democracy and Training Protocols On Student Groups
Facilitator: Susan M. Adams, Bentley College
MC: A Democratic Approach to Conducting Field-based Student Consulting Projects | Susan M. Adams, Bentley College; Alberto Zanzi, Suffolk U.
MED: A Preliminary Taxonomy of Positive and Negative Characteristics in Student Project Groups | Jim Paul, U. of Kansas Medical Center

MED: Engaging Students in Business Policy and Strategy: A Case Competition. | Patricia Doyle Corner, U. of Waikato; Stephen Bowden, U. of Waikato; Eva Collins, Waikato U.; New Zealand; Jenny Lesley Gibb, U. of Waikato; Kate Kearns, U. of Waikato; Kathryn Mary Pavlovich, U. of Waikato


700: (Paper Session) - (IPC) The Internet as a Transaction Facilitator: Ben Oviatt, Georgia State U.

ENT: Internet & Internationalizing | Jifeng Yu, Georgia State U.; Alice de Koning, Georgia State U.; Ben Oviatt, Georgia State U.

TIM: The Grand Coalition versus Competing Coalitions: Trade-offs in How to Standardize | Marc van Wegberg, Maastricht U.

701: (Paper Session) - (IPC) The Role of Technology in Fostering Product Innovation Facilitator: Filiz Tabak, Towson U.
TIM: E-Recruiting Through a Marketing Lens: An Interdisciplinary Approach to a Job Marketing Innovation | Yuting Liu, Old Dominion U.; Steven D. Maurer, Old Dominion U.

TIM: Sustaining Innovation through Market Knowledge: Evidence from the Fashion Industry | Paola Cillo, Bocconi U.; Gabriele Troilo, Bocconi U.


702: (Paper Session) - (IPC) Strategic Decisions in Turbulent Environments Facilitator: John W. Selsky, U. of Melbourne

BPS: Creating Resource Heterogeneity: Preemption in Strategic Factor Markets | Olivier Chatain, INSEAD; Laurence Capron, INSEAD

BPS: Concurrent Sourcing: When Do Firms Both Make and Buy? | Anne Parmigiani, U. of Michigan

OMT: Strategic Boundary Management | Joseph E. McCann, The University of Tampa; John W. Selsky, U. of Melbourne

OMT: A CEO-Advisor Model of Strategic Decision Making | Lucy A. Arendt, U. of Wisconsin, Milwaukee; Richard L. Priem, U. of Wisconsin, Milwaukee

703: (Paper Session) - (IPC) Effective HRM Practices Facilitator: Xiaowei Luo, U. of Illinois, Urbana-Champaign
HR: Downside of Guanxi Practices in Human Resources Management in China: A Procedural Justice Perspective | Chao C. Chen, Rutgers U.; Ya-Ru Chen, New York U.; Katherine Xin, China Europe International Business School; Hong Kong U. of Science and Technology

HR: HRM Innovation – Practitioner Perspectives on Adoption Antecedents | Glen Desson Murphy, Queensland U. of Technology; Greg Southey, Queensland University of Technology

HR: Institutional Culture and Human Resource Development: A Comparative Study of Training Attitudes | Xiaowei Luo, U. of Illinois, Urbana-Champaign

OB: The Perceived Profile of Goal Orientation Within Firms | Nico W. Van Yperen, U. of Groningen

704: (Paper Session) - (IPC) Technological Competition and Innovation Facilitator: Gwendolyn Kuo-fang Lee, U. of California, Berkeley
TIM: A Two-Wave Panel Study of the Reciprocity between Technology Intensity and Competitive Intensity | Siah Hwee Ang, City U., London; Kulwant Singh, National U. of Singapore

TIM: The Significance of Industry Origin in the Race to Enter a Converging Product Market | Gwendolyn Kuo-fang Lee, U. of California, Berkeley

TIM: Innovative IT Climates | Stephanie Watts, Boston U.; John C. Henderson, Boston U.

TIM: ERP Systems and the Dialectics of Visibility and Control | Michael B. Elmes, Worcester Polytechnic Institute; Diane Strong, Worcester Polytechnic Institute; Olga Volkoff, Worcester Polytechnic Institute

705: (Paper Session) - (IPC) Effects of Ecological and Spatial Context on Organizational Outcomes Facilitator: Matthew S. Bothner, U. of Chicago
OMT: Competitive Crowding and the Propensity to Crash in Professional Stock Car Auto Racing | Matthew S. Bothner, U. of Chicago


ONE: The Colonisation of the Local: The Power Relations of Landcare | Suzanne Harriette Benn, U. of Technology, Sydney; Jenny Onyx, U. of Technology

706: (Paper Session) - (IPC) Global Diversification and Entrepreneurship
4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 1
Facilitator: Dennis M. Ray, U. of St. Thomas
IM: Organisational Determinants of Identifying the Needs of International Accounts | Patrick Verghote, Leuven U.
IM: Culture’s Role in Global Diversification Decisions: An Exploratory Study | Mona White, Monash U.; Joel Haire, Swinburne U. of Technology

707: (Paper Session) - (IPC) Studies Involving Measurement and Assessment of Organizationally Relevant Outcomes
4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 2
Facilitator: Douglas N. Ross, Towson U.
MED: The Validity of the GMAT for Non-US Students | Daniel J. Koyos, DePaul U.
MED: Using a Student Survey to Improve the Assessment Value of a Nationally-Normed Test | Douglas M. Sanford, Towson U.; Douglas N. Ross, Towson U.
MED: Assessment Center Performance and Learning Outcomes | David A. Waldman, Arizona State U.; Theresa Cullen, Virginia Polytechnic Institute and State U.

708: (Paper Session) - (IPC) Getting the Most Out of Diverse Teams
4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 3
Facilitator: Carolyn M. Wietthoff, Indiana U., Bloomington
ODC: Team Building and the Problem of Regression: The 29-Year Impact of Management Interviews | R. Wayne Boss, U. of Colorado, Boulder
GDO: Outsiders’ Reactions to Gay and Lesbian Employees: Effects of “Diversity-Friendly” Perceptions | Carolyn M. Wietthoff, Indiana U., Bloomington
OB: Shared Mental Model Development in Diverse Project Teams: Distributed and Common Knowledge Over Time | Jennifer Ann Marrone, U. of Maryland

709: (MC) Helping Successful Leaders Get Even Better, Marhall Goldsmith, Distinguished Speaker, MCD
4:10pm - 5:20pm Washington State Convention & Trade Center: 307
Chair: Kurt Motamedi, Pepperdine U.
Helping Successful Leaders Get Even Better | Marshall Goldsmith, Alliance For Strategic Leadership
Distinguished Speaker: Marshall Goldsmith, Alliance For Strategic Leadership

710: (JS, (MED, CMS) Discourse, Knowledge & Democracy: Examining the Democratizing Effects of Discursive Approaches
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Room 428
Chair: Ann L. Cunliiffe, California State U., Hayward
Abandoning ‘Mindguards’: Democratizing Knowledge through Experimental Action | Robert Chia, U. of Exeter
Democracy, Organizing and Academe: A Discursive Perspective | Cliff Oswoick, U. of Leicester; Tom Keenoy, King’s College, London
Discussant: Sharon Livesey, Fordham U.

711: (JS): (MED, SIM) Merging Democratic Action and Management Education: Perspectives from AoM Service Learning Fellows
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Room 428
Chair: Clive Muir, Stetson U.
Minding Democracy: Reflections on the Value of Service-Learning Experiences | Tim O. Peterson, Oklahoma State U.
Management Education’s ‘Death Of Distance’ via the Service Learning Experience | Maria L. Nathan, Lynchburg College Information, Participation, and Empowerment: The Workplace Literacy Project | Clive Muir, Stetson U.
Public Participation and Social Capital: Promoting Civic Engagement in a Graduate Level Course | David Tees, U. of Texas Arlington; James Kunde, U. of Texas Arlington
Discussants: Anne M. McCarthy, U. of Baltimore; James Reinholdt, Axess Asia Pte Ltd

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

713: (Paper Session) - (MOC) Knowledge and Learning
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MOC Displayed on Panels P49 to P53
MOC: Structural Analysis of Communities of Practice: Investigation of Emergence, Job title, and Location | Joan T Allatta, U. of Pennsylvania
MOC: Explicating the Paradox of Trust: Misattributions of Ability in Transfers of Complex Knowledge | Robert James Jensen, U. of Pennsylvania
MOC: A Field Study on the Impact of Peer Mentoring on Organizational Knowledge Creation and Sharing | Scott Bryant, Montana State U.; James R. Terborg, U. of Oregon
574  ☼: (Paper Session) - (MOC) Performance and Identity
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MOC
Displayed on Panels P54 to P57
MOC: Do Strategic Managers Play Chess or Nintendo? A Model of Strategic Problem Selection | Miheoa Calin Moldoveanu, U. of Toronto
MOC: Does Task Complexity Matter in Transactive Memory? If Yes, How? -- Evidence from An Experiment | Yan Xu, U. of Southern California
MOC: A Longitudinal Study of the Link between Image and Identity | Rosa Chun, U. of Manchester; Gary Davies, U. of Manchester

575 : (Paper Session) - (MOC) Organizational Memory and Learning: Three Perspectives
4:10pm - 5:20pm Westin Hotel: Olympic
MOC: Who Says You Can’t Take it with You? Transferring Transactive Memory Systems Across Tasks | Kyle Lewis, U. of Texas, Austin; Lynette Rylander Gillis, U. of Texas, Austin; Donald A. Lange, U. of Texas, Austin
MOC: Organizational Memory Remembered: A Look Back and Future Directions | Andrea Casey, The George Washington U.; Fernando Olivera, U. of Western Ontario
MOC: Learning from Experience with Delayed Feedback | hazhir rahmandad, Massachusetts Institute of Technology; Nelson P. Repenning, Massachusetts Institute of Technology; John Sterman, Massachusetts Institute of Technology
Discussant: Adelaide Wilcox King, U. of Virginia

4:10pm - 5:20pm Grand Hyatt Seattle: Menzies Suite
Just Pricing and the Brotherhood of Trade: Spiritual Debates from Charlemagne to the Reformation | Craig S. Galbraith, U. of North Carolina, Wilmington
Are You at peace With God and Your Neighbor: An Examination of Amish/Mennonite Economic Theology | Joel Ryman, East Tennessee State U.
The Knights Templar and Early Forms of Banking and Management | Curt H. Stiles, Seton Hall U.
Constructs of Religiosity and Perceptions of Market Behavior | Alex F. De Noble, San Diego State U.; Gangaram Singh, San Diego State U.
Participants: Curt H. Stiles, Seton Hall U.; Joel Ryman, East Tennessee State U.; Craig S. Galbraith, U. of North Carolina, Wilmington; Gangaram Singh, San Diego State U.; Alex F. De Noble, San Diego State U.

577 : (Paper Session) - (OB) Information Seeking, Idea Generation and Socialization
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Rabi S. Bhagat, U. of Memphis
OB: Toward an Empirical Understanding of the Trait-Information Seeking Relationship | Michael Tidwell, Whitworth College; Patricia Sias, Washington State U.
OB: Generating and Sharing Creative Ideas at Work: Contributions of Personal and Contextual Conditions | Greg R. Oldham, U. of Illinois at Urbana, Champaign; Markus Baer, U. of Illinois, Urbana-Champaign
OB: Values that Shape Hierarchies: Group Culture and Individuals’ Status in Organizations | Sandra Spataro, Yale U.; Cameron Anderson, Northwestern U.

578 : (OB) Understanding the Impact of Newcomers on Groups
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Room 424
Organizer: Katherine W. Phillips, Northwestern U.
Benefits of Membership Change in Groups: An Oxymoron? | Hoon-Seok Choi, Northwestern U.; Leigh Thompson, Northwestern U.
Staying on Task: The Impact of Newcomer Identity on Group Process and Performance | Katherine W. Phillips, Northwestern U.; Margaret A. Neale, Stanford U.; Katie Liljenquist, Northwestern U.
The Role of Sponsorship in Attempts by Newcomers to Influence Small Work Groups | Richard Moreland, U. of Pittsburgh

579 JS: (OB, CM) Organizational Justice: Views from the Cutting Edge
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: West Room A
Chairs: Jerald Greenberg, Ohio State U.; Jason A. Colquitt, U. of Florida
Organizational Justice: What Happens When We Take Emotions Seriously? | Russell Cropanzano, Colorado State U.
Organizational Justice and Moral Emotions | Robert Folger, Tulane U.
The Question of Injustice: Why Do Good People Do Bad Things? | Robert Bies, Georgetown U.
Casting the Outcome x Process Interaction Under a Wider Nomological Net | Joel Brockner, Columbia U.
Fair Treatment and Successful Minority Engagement in Work Organizations | Tom Tyler, New York U.; Angelina Davis, New York U.

Discussant: Jerald Greenberg, Ohio State U.

720 JS: (OB, OC(S) Leadership in a Virtual Environment
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room A
Emergent Leaders in Virtual Groups | Jeanne M. Wilson, College of William and Mary; Anthony T. Pescosolido, U. of New Hampshire; Thomas D. Fletcher, Old Dominion U.; Debra A Major, Old Dominion U.
Personal Relationships in Geographically Dispersed Work Teams: Leading Through Everyday Communicatio | Rama Kaye Hart, Ithaca College; Poppy L. McLeod, Case Western Reserve U.
Challenges of Leading Global Teams | Suzanne Weisband, U. of Arizona
An Exploratory Study of Managerial Leadership in Virtual Environments | Maryam Alavi, Emory U.; Dorothy Leidner, Baylor U.

Presenters: Jeanne M. Wilson, College of William and Mary; Anthony T. Pescosolido, U. of New Hampshire; Thomas D. Fletcher, Old Dominion U.; Debra A Major, Old Dominion U.; Rama Kaye Hart, Ithaca College; Poppy L. McLeod, Case Western Reserve U.; Suzanne Weisband, U. of Arizona; Maryam Alavi, Emory U.; Dorothy Leidner, Baylor U.

721 : (OC(S) OCIS Keynote Address
4:10pm - 5:20pm Washington State Convention & Trade Center: 614
Chair: Laurie J. Kirsch, U. of Pittsburgh
Information Systems and the Organizational Sciences: Mining an Underexplored Body of Research | Robert W. Zmud, U. of Oklahoma
Distinguished Speaker: Robert W. Zmud, U. of Oklahoma

722 : (Paper Session) - (ODC) Sweet and Sour: A Process View of Successful & Failed Change Initiatives
4:10pm - 5:20pm Washington State Convention & Trade Center: 304
Chair: Laura J. Taplin, Benedictine U.

ODC: Assessing Success in Change Processes: Why Planned Change Initiatives Fail | Inger G. Stensaker, Norwegian School of Economics and Business Administration
ODC: Process Frameworks in Investigating Processes of Organizational Change | David C. Marker, ESC Clermont Graduate School of Management
ODC: Change sans Tears: Understanding Change Processes for Frontline Employees in Organizations | Jun Ye, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.; Detelina Marinova, Case Western Reserve U.
Discussant: Richard W. Woodman, Texas A&M U.

723 : SHCS: (ODC, MC, MSR) Behind The Scenes: Theatrics and Soul-Searching in Transforming a Unilever Business
4:10pm - 5:20pm Washington State Convention & Trade Center: 619/620
Organizer: Philip H Mirvis, Private Practice
Participants: Karen Ayas, Erasmus U.; George Roth, Massachusetts Institute of Technology; Peter Senge, Massachusetts Institute of Technology/Society for Organizational Learning; William Torbert, Boston College

724 : (Paper Session) - (OM) Managing Research and Development
4:10pm - 5:20pm Westin Hotel: Adams
Chair: Christopher McDermott, Rensselaer Polytechnic Institute
OM: Formality and Discretion in Successful R&D Projects | Eitan Naveh, Technion-Israel Institute of Technology
OM: Complexity and project management: Influences on the probability of delay | David L. McLain, SUNY IT Utica

725 : (Paper Session) - (OMT) Knowledge and Innovation
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT
On display on Panels P19 to P24
OMT: Beyond Bouncing Back: The Concept of Organizational Resilience | Cynthia A Lengnick-Hall, U. of Texas, San Antonio; Tammy E. Beck, U. of Texas, San Antonio
OMT: Qualitative Investigations: Evoking Change and Egalitarianism in a Knowledge Based World | Christopher Anne Easley, Governors State U.; Fabienne Pompilious, U. of Antilles-Guyane
OMT: Innovation as an Ongoing Process of Structuration | Shih-Chang Hung, National Tsing Hua U.
OMT: Cubism and Organizational Analysis: Revisiting Representation in the Age of the Knowledge Economy | Jan Schapper, Monash U.; Julie Wolfram Cox, RMIT University; Helen DeCieri, Monash U.
OMT: The impact of trust and reputation on knowledge transfer | Leyland M. Lucas, Morgan State U.
OMT: Knowledge, Integration, and Innovation in Business Services | Aija Elina Leiponen, Cornell U.

726 : (Paper Session) - (OMT) Ecology and Evolution
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/OMT
On Display on Panels P25 to P30
OMT: Exploration in Organizational Evolution: The Role of Environmental Turbulence | Jerker C. Denrell, Stockholm School of Economics
OMT: Organizational Strategy and Job Title Structure in the U.S. Wine Industry | Jong Hyang Oh, Columbia U.
OMT: Orchestrating Restructuring Initiatives: Drivers of Value Creation in Corporate Change | Seungwha (Andy) Chung, Yonsei U.; Gyeong Mook (Gymi) Kim, Duksung Women’s U.
OMT: The Dynamic Potential of Firms | Baba Prasad, U of North Carolina, Charlotte
OMT: Organizational Routines at Work | Jennifer Howard-Grenville, Boston U.
Session Details - Monday

727 : (Paper Session) - (OMT) Reach Out: The Role of Social Capital
4:10pm - 5:20pm Westin Hotel: Cascade 1 (C)
Chair: Joe P. Broschak, U. of Illinois, Urbana-Champaign
OMT: Job Mobility of Technical Professionals and Firm Centrality in Wireless Standards Committees | Gina Dokko, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania
OMT: The Multilevel Nature of Group Social Capital | Hongseok Oh, Hong Kong U. of Science and Technology; Giuseppe Labianca, Emory U.; Myung-Ho Chung, Hansung U.
OMT: Stacking the Deck: The Effects of Upper Echelon Affiliations for Entrepreneurial Firms | Monica C. Higgins, Harvard U.; Ranjay Gulati, Northwestern U.
OMT: Intermediated Careers: The Role of Staffing Agencies' Client Ties in Creative IT Contractors' Wages | Isabel Fernandez-Mateo, Massachusetts Institute of Technology
Discussant: Tatiana Kostova, U. of South Carolina

728 : (Paper Session) - (OMT) Evolution, Co-evolution and Learning
4:10pm - 5:20pm Westin Hotel: St. Helens
Chair: Karen Schnatterly, U. of Minnesota
OMT: Intentionality and Organizational Evolution | Maurizio Zollo, INSEAD; Michael Yaziji, INSEAD
OMT: Explaining the Start and Fizzle of Organizational Change: Co-evolving Process and Content | J. Bradley Morrison, Massachusetts Institute of Technology
OMT: Crossing an Apparent Chasm: Mindful and Less Mindful Organizational Learning | Claus Rerup, U. of Pennsylvania; Daniel Levinthal, U. of Pennsylvania
OMT: The Interplay between Institutional Change and Organizational Learning: The Baseball Industry | Ayse Saka, U. of Groningen; Filippo Carlo Wezel, Tilburg U.
Discussant: William L. Dougan, U. of Wisconsin, Whitewater

729 : (MED) Conversations about "The Nature of Managerial Work"
4:10pm - 5:20pm Westin Hotel: Cascade 2
Chair: Pablo Martin de Holan, U. of Alberta
The Success of a Great Book: Mintzberg's "Nature of Managerial Work" | Pablo Martin de Holan, U. of Alberta
Revisiting "The Nature of Managerial Work" | Henry Mintzberg, McGill U.
On "Becoming a Manager" | Linda A. Hill, Harvard U.

730 : (Paper Session) - (ONE) ISO 14001, the Press, and the Search for Legitimacy
4:10pm - 5:30pm Washington State Convention & Trade Center: 214
Chair: Frances E. Bowen, U. of Calgary
ONE: Why Firms Certify to ISO 14001: An Institutional and Resource-based View | Nicole Darnall, North Carolina State U.

731 : (Paper Session) - (PNP) Public and Nonprofit Division Business Meeting
4:10pm - 5:20pm Grand Hyatt Seattle: Stevens
One: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | Christine Coupland, U of Nottingham
Discussant: Andrew Hoffman, Boston U.

4:10pm - 5:30pm Washington State Convention & Trade Center: 608
Addressing the magnitude of the HIV/AIDS pandemic: a strategic business response (Gold Fields) South Africa and an academic response (Stellenbosch U)
Speakers: Henry D Vos, Stellenbosch U.; Jan B Du Toit, Stellenbosch U.; Johan CD Augustyn, Stellenbosch U.

733 : (SIM, ONE) Corporate Social Responsibility in the Knowledge Economy: Methodology and Theory Building Symposium
4:10pm - 5:30pm Washington State Convention & Trade Center: 607
The symposium emphasizes identification of different perspectives and key issues in the methodology and theory building dimensions of CSR.
Quantifying Corporate Social Responsibility: Questioning the Assumptions | Andrew Crane, Nottingham U.; Dirk Matten, U. of Nottingham
Corporate Social Responsibility and Cost-Benefit Analysis: An Ecological Economics Perspective | John Gowdy, Rensselaer Polytechnic Institute
Quantitative Analysis of Corporate Social Responsibility | Abagail McWilliams, U. of Illinois, Chicago; Donald S. Siegel, Rensselaer Polytechnic Institute
The Ethical Dimension in Corporate Social Responsibility | Archie B. Carroll, U. of Georgia
Comment | Duane Windsor, Rice U.
Presenters: Abagail McWilliams, U. of Illinois, Chicago; Donald S. Siegel, Rensselaer Polytechnic Institute; Archie B. Carroll, U. of Georgia; Andrew Crane, Nottingham U.; Dirk Matten, U. of Nottingham; John Gowdy, Rensselaer Polytechnic Institute; Duane Windsor, Rice U.

734 : (Paper Session) - (SIT) Knowledge Management
4:10pm - 5:20pm Washington State Convention & Trade Center: 205
Facilitator: Kristena Payne Gaylor, Jackson State U.
ONE: The Role of the Press in the Legitimization of Environmental Standards | Diego Rinallo, Bocconi U.; Giangiaco Corana, Bocconi U.
ONE: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | Christine Coupland, U of Nottingham
Discussant: Andrew Hoffman, Boston U.

ONE: The Role of the Press in the Legitimization of Environmental Standards | Diego Rinallo, Bocconi U.; Giangiaco Corana, Bocconi U.
ONE: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | Christine Coupland, U of Nottingham
Discussant: Andrew Hoffman, Boston U.

ONE: The Role of the Press in the Legitimization of Environmental Standards | Diego Rinallo, Bocconi U.; Giangiaco Corana, Bocconi U.
ONE: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | Christine Coupland, U of Nottingham
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ONE: The Role of the Press in the Legitimization of Environmental Standards | Diego Rinallo, Bocconi U.; Giangiaco Corana, Bocconi U.
ONE: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | Christine Coupland, U of Nottingham
Discussant: Andrew Hoffman, Boston U.

ONE: The Role of the Press in the Legitimization of Environmental Standards | Diego Rinallo, Bocconi U.; Giangiaco Corana, Bocconi U.
ONE: Corporate Identities on the Web: An Exercise in the Construction and Deployment of 'Morality' | Christine Coupland, U of Nottingham
Discussant: Andrew Hoffman, Boston U.

ONE: The Role of the Press in the Legitimization of Environmental Standards | Diego Rinallo, Bocconi U.; Giangiaco Corana, Bocconi U.
Session Details - Monday

U.; Francis Spital, Northeastern U.; Edward F. McDonough, Ill., Northeastern U.
MH: Rethinking Knowledge Work: Computers and Management Thought | Amit Das, Nanyang Technological U.

735: (Paper Session) - (SIT) Mergers and Acquisitions
4:10pm - 5:20pm Washington State Convention & Trade Center: 210
Facilitator: Mark Kennedy, Northwestern U.
BPS: The Embeddedness of the Acquisition Process | Xavier Castañer, HEC (Paris); Mehmet Erdem Genc, U. of Minnesota; Akbar Zaheer, U. of Minnesota
ENT: When IPOs Meet the Market for Corporate Control: Acquisitions of Public and Private Small Businesses | Jung-Chin Shen, INSEAD

1. ODC: Constructing Synergies in Mergers and Acquisitions: Toward a Comprehensive Integration Process | Keith P. Bahde, Benedictine U.

736: (Paper Session) - (SIT) Emotions in Organizations
4:10pm - 5:20pm Washington State Convention & Trade Center: 211
Facilitator: Deborah R. Litvin, Merrimack College
Winner of CM Division Best Paper Award - Empirical

1. ODC: Emotional Sequencing in Strategic Change | Quy Nguyen Huy, INSEAD
2. OMT: Emotion and Change in Organizational Identity | Quy Nguyen Huy, INSEAD

737: (TIM) TIM Distinguished Speaker: James M. Utterback
4:10pm - 5:20pm Washington State Convention & Trade Center: 613
Chair: James Wade, U. of Wisconsin, Madison
Distinguished Speaker: James M Utterback, -

Monday 5:30PM

738: (BPS) Mid Career Network
5:30pm - 7:00pm Westin Hotel: Elliott Bay
Organizers: Dawn Harris, Loyola U., Chicago; Laurence Capron, INSEAD; Jack A. Nickerson, Washington U.

739: (CAM) International Association for Chinese Management Research Business Meeting
5:30pm - 7:30pm Sheraton Seattle Hotel & Towers: Aspen Room
Organizer: Anne S. Tsui, Hong Kong U. of Science and Technology

740: (CMS) CMS Social Hour
5:30pm - 10:30pm Washington State Convention & Trade Center: 212

741: (ENT) Entrepreneurship Division Business Meeting
5:30pm - 6:45pm Washington State Convention & Trade Center: 615/616
Division Chair: Alex Stewart, Marquette U.

742: (GDO) GDO Business Meeting
5:30pm - 6:30pm Red Lion Hotel: Orcas
All current and future members and friends of GDO are welcome!

Program Chair: Bernardo M. Ferdman, Alliant International U.
Division Chair: Gayle Baugh, U. of West Florida
Professional Development Workshop Chair: Martin N. Davidson, U. of Virginia
Division Chair-Elect.: Elizabeth Cooper, U. of Rhode Island

743: (HCM) HCM Business Meeting
5:30pm - 6:30pm Westin Hotel: Whidbey
Program Chair: Kathryn H. Dansky, Pennsylvania State U.
Division Chair: Kathleen Montgomery, U. of California, Riverside
Professional Development Workshop Chair: Ruth A. Anderson, Duke U.
Division Chair-Elect.: Leonard H. Friedman, Oregon State U.

744: (MC) Business Meeting
5:30pm - 6:10pm Washington State Convention & Trade Center: 307
Organizer: Rickie Moore, E.M.LYON / ISEOR

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

746: (OCIS) OCIS Division Meeting
5:30pm - 6:30pm Washington State Convention & Trade Center: 614
Open to members of the OCIS division, as well as to anyone interested in learning about the OCIS division. Awards will be presented.
Chair: V. Sambamurthy, Michigan State U.

747: (OM) OM Division Business Meeting
5:30pm - 6:00pm Westin Hotel: Adams

748: (OMT) OMT Business Meeting andArtifact
5:30pm - 6:15pm Westin Hotel: Cascade 1 (C)
Program Chair: Tina Dacin, Queen’s U.
Division Chair: Joel A. C. Baum, U. of Toronto
Professional Development Workshop Chair: Pamela R. Haunschild, U. of Texas, Austin
Division Chair-Elect.: Mary Jo Hatch, U. of Virginia

749: (Paper Session) - (PNP) Public and Nonprofit Division Reception
5:30pm - 7:30pm Grand Hyatt Seattle: Stevens

750: (RM) Research Methods Business Meeting
5:30pm - 6:30pm Sheraton Seattle Hotel & Towers: Douglas Room

751: (TIM) TIM Business Meeting
5:30pm - 6:30pm Washington State Convention & Trade Center: 613

Monday 5:50PM

752: (IM) Globalizing the Multinational: An Executive Panel
5:50pm - 7:10pm Washington State Convention & Trade Center: 617
Senior executives from Boeing, Microsoft, and Weyhauser will discuss globalization from the trenches.
Chair: Allen Morrison, The University of Western Ontario

Monday 6:00PM

753: (OM) OM Division Social
Monday 6:15PM

754: (OMT) OMT Social Hour
6:15pm - 7:30pm Westin Hotel: Cascade 2
Division Chair: Joel A. C. Baum, U. of Toronto

Monday 6:20PM

755: (MC) Social Hour
6:20pm - 8:00pm Washington State Convention & Trade Center: 307
Organizer: Rickie Moore, E.M.LYON / ISEOR

Monday 6:30PM

756: (GDO) GDO Social Hour: A Celebration of GDO's 20th Year
6:30pm - 8:00pm Red Lion Hotel: Bainbridge
All are welcome and encouraged to come celebrate (immediately following our division meeting). Please join us!
Hosts: Bernardo M. Ferdman, Alliant International U.; Gayle Baugh, U. of West Florida

757: (OCIS) OCIS Social Hour
6:30pm - 7:30pm Washington State Convention & Trade Center: 613
The OCIS social hour, immediately following the OCIS division meeting, is an opportunity to meet other OCIS members. Please join us!

758: (RM) Research Methods Social Hour
6:30pm - 8:30pm Sheraton Seattle Hotel & Towers: Douglas Room

759: (TIM) TIM: The Best Social Event in Town
6:30pm - 8:30pm Washington State Convention & Trade Center: 2A

Monday 7:00PM

760: (CAM) Management Faculty of Color Association Reception
7:00pm - 9:00pm Washington State Convention & Trade Center: 201
Organizer: Ian O. Williamson, U. of Maryland

761: (CAM) British Academy of Management Reception
7:00pm - 9:00pm Westin Hotel: Grand Crescent
Organizer: Liam Irwin, U. of Leeds

762: (ENT) ENT Division Reception
7:00pm - 8:30pm Washington State Convention & Trade Center: 615/616
Division Chair: Alex Stewart, Marquette U.

763: (HCM) HCM Reception
7:00pm - 9:00pm Westin Hotel: Whidbey
Program Chair: Kathryn H. Dansky, Pennsylvania State U.
Division Chair: Kathleen Montgomery, U. of California, Riverside
Professional Development Workshop Chair: Ruth A. Anderson, Duke U.
Division Chair-Elect: Leonard H. Friedman, Oregon State U.

Monday 9:00PM

764: (AA) President's Dessert Reception for New and International Members
9:00pm - 10:30pm Sheraton Seattle Hotel & Towers: Metropolitan Ballroom
Sponsored by University of British Columbia.
Organizer: Jone L. Pearce, U. of California, Irvine
Tuesday 7:00AM

765: (AAC) Seattle 2003, LAC
7:00am - 10:30pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: Barbara Parker, Seattle U.

Tuesday 8:00AM

766: (OM) Enterprise Resource Planning Redux
8:00am - 10:10am Westin Hotel: Adams
Presenters: Thomas Davenport, Babson College; Mark Cotteleer, Harvard U.; Francis X Frei, Harvard Business School; Jeanne G. Harris, Institute For Strategic Change; Andrew McAfee, Harvard U.; Victor J. Perotti, Rochester Institute of Technology; Susan Cantrell, Accenture Institute for Strategic Change
Moderator: John E. Ettlie, Rochester Institute of Technology

Tuesday 8:10AM

767: (AA) Theoretical Foundations of Democracy and the Knowledge Economy
8:10am - 10:10am Washington State Convention & Trade Center: 615/616
Marks the 40th anniversary of the 1963 publication of Richard Cyert and James G. March's A Behavioral Theory of the Firm.
Organizers: Mie Augier, Stanford U.; Stuart J.H. Graham, Georgia Institute of Technology
The Role of Targets in Firms' Decision Making | Zur Shapira, New York U.
Dynamic Strategies and A Behavioral Theory of the Firm | Anne S. Miner, U. of Wisconsin, Madison
From March and Simon to Cyert and March: Historical Perspectives on A Behavioral Theory of the Firm | Mie Augier, Stanford U.
Markets in Hierarchies: Applying Market Incentives Inside the Firm | David J. Teece, U. of California, Berkeley; Stuart J.H. Graham, Georgia Institute of Technology
Discussant: James G March, Stanford U.

8:10am - 10:10am Westin Hotel: Cascade 2
Lessons and implications for building sustainable democratic-stakeholder relationships between workers and modern corporations.
Organizer: Thomas Kochan, Massachusetts Institute of Technology
Presenters: Thomas Kochan, Massachusetts Institute of Technology; Stephen Barley, Stanford U.; Marshall Ganz, Harvard U.; Susan C. Eaton, Harvard U.; Ruth Milkmann, U. of California, Los Angeles; Eileen Appelbaum, Rutgers U.; Carola Frege, Rutgers U.; Richard Locke, Massachusetts Institute of Technology; Dana O'Rouke, U. of California, Berkeley; Saul A Rubinstein, Rutgers U.; Simon Deakin, Cambridge U.; Suzanne Konzelmann, Cambridge U., CBR

Tuesday 8:30AM

769: (Paper Session) - (BPS) Achieving and Maintaining a Competitive Advantage
8:30am - 10:10am Westin Hotel: Cascade 1 (A)
Chair: Ranjan Karri, Bryant College
BPS: Adjustment Costs, the Theory of Investment, and Sustained Competitive Advantage | Rb | L.G. Thomas, III, Emory U.
BPS: Interest Alignment Rents and Competitive Advantage | Oliver Frank Gottschalg, INSEAD
BPS: Bridging Tie Decay: The Sustainability of Network-based Competitive Advantage | Timothy J. Rowley, U. of Toronto; Stan X. Li, U. of Alberta
BPS: Managing the Firm's Resources in order to Achieve and Maintain a Competitive Advantage | David G. Sirmon, Arizona State U.; Michael A. Hitt, Arizona State U.; Duane Ireland, U. of Richmond
Discussant: Steven E. Phelan, U. of Nevada, Las Vegas

770: (Paper Session) - (BPS) Knowledge Management
8:30am - 10:10am Westin Hotel: Cascade 1 (B)
Chair: Nicola C. Dragonetti, INSEAD
BPS: Knowledge Management as the Basis of Sustained High Performance | William C. Bogner, Georgia State U.; Pratima Bansal, U. of Western Ontario
BPS: Knowledge Creation When New Knowledge Requires Different Sources of Existing Knowledge | C. Anique Un, Cornell U.; Alvaro Cuervo-Cazurra, U. of Minnesota
BPS: Managing Concurrently the Strategic Processes of Competence Building and Competence Leveraging | Tom JM Mom, Erasmus U. Rotterdam
Discussant: Bruce T. Lamont, Florida State U.

771: (Paper Session) - (BPS) Alliance Experience and Performance
8:30am - 10:10am Westin Hotel: Vashon I
Chair: Julian Miranda Torres, U. of Guerrero
BPS: Alliance Experience in High-Tech and Basic-Tech Acquisitions | Patrizia Porrini, Long Island U.
BPS: The Impact of General and Partner-Specific Alliance Experience on Collaborative R&D Performance | Ha Hoang, INSEAD; Frank T. Rothaermel, Georgia Institute of Technology; Sreten Simac, INSEAD
BPS: The Role of Experience and Network Effects in Alliance Termination | Nitin Pangarkar, National U. of Singapore; Kavita Kumar, National U. of Singapore
Discussant: Ravindranath Madhavan, U. of Pittsburgh

TUESDAY
**772**: (Paper Session) - (BPS) Market Entry
8:30am - 10:10am Westin Hotel: Vashon II
Chair: Thomas Roehm, The Boston Consulting Group
BPS: Spinoffs as Entry Deterrents: A Strategic Benefit of Radical Innovation | David C. Croson, U. of Pennsylvania; Christina Fang, U. of Pennsylvania
BPS: Product Proliferation and the Dynamics of New Product Entry | Avinash V. Mainkar, James Madison U.
BPS: The Significance of Capability Distribution in the Race to Enter Emerging Product Markets | Gwendolyn Kuo-fang Lee, U. of California, Berkeley
Discussant: Marvin B. Lieberman, U. of California, Los Angeles

**773 JS**: (BPS, OMT, TIM) The Small Worlds of Technology: Inventors, Scientists, and Social Networks
8:30am - 10:10am Westin Hotel: Elliott Bay
Chair: Lee Fleming, Harvard U.
The Small and Shrinking World of Inventors: Investigation of Inventor Collaboration Networks | Adam I. Juda, Harvard U.
Structural Position and Creative Impact over Inventive Careers | Jerry W. Kim, Harvard U.
Professional Training as a Source of Organizational Imprinting | Waverly W. Ding, U. of Chicago; Toby E. Stuart, U. of Chicago
Power, Status, Representation, or Merit? The Emergence of Leaders in a Technological Community | David M. Waguespack, State U. of New York, Buffalo
Discussant: Walter W. Powell, Stanford U.

**774**: (CAR) Teaching Careers
8:30am - 10:10am Red Lion Hotel: San Juan
Media: Online vs. books * Improving teaching of self career management * Organizational perspective * The use of Cases * Creating Careers Fusion
Chair: Sherry E. Sullivan, Bowling Green State U.
Presenters: Veronica M. Godshalk, Pennsylvania State U.; Great Valley; Mitchell Rothstein, U. of Western Ontario; Yehuda Baruch, U. of East Anglia; Susan M. Adams, Bentley College
Discussant: Barbara A. Ribbens, Western Illinois U.

**775 JS**: (CM, OB) Denials, Deception, Apologies, and Actions: The Mechanics of Restoring Trust
8:30am - 10:10am Sheraton Seattle Hotel & Towers: Aspen Room
Facilitator: Maurice Schweitzer, U. of Pennsylvania
Trust Therapy: The Effects of Apologies and Restitution in Rebuilding Trust | Edward C. Tomlinson, Ohio State U.; Roy J. Lewicki, Ohio State U.
The Use of Explanations and Trustworthy Behavior to Repair Trust in the Aftermath of a Perceived V | Donald L. Ferrin, State U. of New York, Buffalo; Peter H. Kim, U. of Southern California; Cecily Cooper, Southern Methodist U.; Kurt T. Dirks, Washington U.
The Role of Trustworthy Behavior in Rebuilding Trust: The Hidden Costs of Open Communication | Susan E. Brodt, Duke U.; Ellen M. Whittner, U. of Virginia; M. Audrey Korsgaard, U. of South Carolina
The Effects of Peace Workshops on Attitudes and Behaviors: The Case of Sri Lanka | Deepak Malhotra, Harvard U.; Sumanasiri Liyanage, U. Peradeniya

**776**: (CMS) Keynote Address
8:30am - 10:10am Washington State Convention & Trade Center: 3B
Economic Logic and Language in Organization Studies: Undermining Critical Thinking | Jeffrey Pfeffer, Stanford U.
Speaker: Jeffrey Pfeffer, Stanford U.

**777**: (Paper Session) - (ENT) Venture Capital
8:30am - 10:10am Washington State Convention & Trade Center: 203
Chair: Hans Bruining, Erasmus U.
ENT: Corporate Venture Capital: A Real Options Perspective on Who Does It and Why | Sandip Basu, U. of Washington; Corey Phelps, U. of Washington; Suresh Kotha, U. of Washington
ENT: What You Are is What You Like: Similarity Biases in Venture Capitalists Evaluation of Start-up Teams | Nikolaus Franke, Vienna U. of Economics and Business Administration; Marc Gruber, U. of Munich; Dietmar Harhoff, U. of Munich; Joachim Henkel, U. of Munich
ENT: Attracting Foreign Venture Capital: The Role of a Local Investor | Markus Mäkelä, Helsinki U. of Technology; Markku Maula, Helsinki U. of Technology

**778**: (Paper Session) - (ENT) International Entrepreneurship
8:30am - 10:10am Washington State Convention & Trade Center: 213
Chair: Mark Michael Lennon, U. of Rhode Island
ENT: The Psychic Distance Postulate Revised: From Market Selection to Speed of Market Expansion | Pia Arenius, Helsinki U. of Technology
ENT: Defining International Entrepreneurship | Dennis M. Ray, U. of St. Thomas

**779**: (Paper Session) - (GDO) Diversity in Teams and at the Top: Influence, Decisions, and Organization-Level Outcomes
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/GDO
780: (Paper Session) - (GDO) Gendered Processes in Organizations
8:30am - 10:10am Red Lion Hotel: Orcas
Chair: Marian N. Ruderman, Center for Creative Leadership
GDO: Organizational Openness and Gendered Outcomes
   Elisabeth Mary Wilson, U. of Manchester
GDO: The Gendering of Entrepreneurial Activity within the Hairdressing Industry
   Maree Veronica Boyle, Griffith U.
GDO: Mentoring, Gender, and Job Performance: A Longitudinal Study
   Rowena Ortiz-Walters, U. of Connecticut; Gary N. Powell, U. of Connecticut
GDO: Why Don't Men Get It? A Comparison of Male and Female Judgments of Aggressive and Sexual Behaviors
   Karen L. Middleton, Texas A&M U.; Corpus Christi; Margaret A. Lucero, Texas A&M U., Corpus Christi
Discussant: Lynn Bowes-Sperry, Western New England College

781 (JS) (GDO, CAR) In and Out of the Closet: Hidden Identities and Democratic Practices in Organizations
8:30am - 10:10am Red Lion Hotel: Bainbridge
Chairs: Susan L. Kirby, Southwest Texas State U.; Joy E. Beatty, Boston College
Presenters: Joy E. Beatty, Boston College; Wendy J. Casper, U. of Tulsa; Susan L. Kirby, Southwest Texas State U.; Carolyn M. Wiethoff, Indiana U., Bloomington

782 SHCS: (GDO, CAR, OB) The Ladder Meets the Rainbow: Career Progression and Diversity
8:30am - 10:10am Washington State Convention & Trade Center: 619/620
Chair: Jenny Ungbha Korn, Northwestern U.
The Rainbow Ceiling: Social Identity as a Hidden Variable in Career Advancement
   Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven
Luck in the Meritocracy: Attributions that Soften Critiques of Inequality
   Maureen Scully, Simmons College
We've Come A Long Way?: Benefits and Costs of Having a Female Mentor
   Stacy Blake-Beard, Simmons College; Jenny Ungbha Korn, Northwestern U.

Discussants: Joyceelyn Finley-Hervey, Florida A&M U.; Alison M. Konrad, U. of Western Ontario; Eileen McGowan, Harvard U.

783 (Paper Session) - (HCM) Innovative HR Practices in Health Care Organizations
8:30am - 10:10am Westin Hotel: Whitby
Chair: Camille K. Barsukiewicz, U. of Memphis
HCM: High-Involvement Work Practices, Employee Satisfaction and Service Costs in Veterans Healthcare
Winner of HCM Division Best Theory-to-Practice Paper
HCM: The Mediation and Moderation Effects of Safety Climate and Structure on Safety Performance
   Eitan Naveh, Technion-Israel Institute of Technology; Tal Katz-Navon, The Interdisciplinary Center; Zvi Stern, Hadassah Hebrew U. Medical Center
Discussant: Bruce Fried, North Carolina U., Chapel Hill

784: (HR) Knowledge Sharing through Relation-Based Management
8:30am - 10:10am Washington State Convention & Trade Center: 605/606
Chair: Scott A. Snell, Cornell U.
The Difference a Manager Can Make: The Psychological Contract, Managerial Support and Knowledge Crea
   Marc Thompson, Oxford U.; Paul Heron, Oxford U.
Organizational Communication as a Knowledge Management Tool
   Edward Rogers, -
Making Virtual Teams Work: Boundary Spanners, Relational Coordination, and Performance
   Jody Hoffer Gittell, Brandeis U.; Dana Weinberg, Brandeis U.; Will Lusenhop, Brandeis U.
Knowledge-Sharing Work Systems
   Elizabeth Fraser Cabrera, U.Carlos III de Madrid; Angel Cabrera, Instituto De Empresa
Managing Social Relationships for Knowledge-Based Competition
   Scott A. Snell, Cornell U.; Sung-Choon Kang, Cornell U.; Shad Steven Morris, Cornell U.
Discussant: Daniel J. Brass, U. of Kentucky

785 JS: (HR, IM, OB) Dimensions of International Compensation and Benefits: Predicting Satisfaction and Outcomes
8:30am - 10:10am Red Lion Hotel: Whidbey
Program Chairs: Richard A. Posthuma, U. of Texas, El Paso; Michael Harris, U. of Missouri, St. Louis
Benefits Policy and Managers Accepting Global Assignments
   Robert Konopaske, U. of North Carolina, Wilmington; Steve Werner, U. of Houston
What Makes it Fair? Examining the Criteria Used to Determine Expatriate Compensation Fairness
   Claudia J. Ferrante, United States Air Force Academy
The Structure and Determinants of Pay Satisfaction: A Cross-Cultural Comparison | Michael Harris, U. of Missouri, St. Louis; Filip Lievens, Ghent U.

Legally Required and Optional Employee Compensation: Recruiting Host Country Nationals in Mexico | Richard A. Posthuma, U. of Texas, El Paso; Santiago Ibarreche,

786 → (Paper Session) - (IM) International Alliances and Acquisitions
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/IM Displayed on Panels P35 to P38

IM: When Does a Firm Learn More Effectively From Alliance Partners? | Jaeyong Song, Yonsei U.; Hyungchan Kim, Yonsei U.

IM: How Internationalizing Firms Develop Their Absorptive Capacity Over Time: The Case of Acquisitions | Harry G. Barkema, Tilburg U.; Anna Nadolska, Tilburg U

IM: Previous Experience, Uncertainty and the Stock Market Reaction to Alliances and Acquisitions. | Pablo Sanchez-Lordá, U. of Oviedo; Esteban Garcia-Canal, U. of Oviedo

IM: Market Valuation of International R&D Alliances in High Technology Industries | Byung (Brian) Hee Lee, California State U., Fullerton; Arvind Parke, Indiana U.; Bloomington; Marjorie A. Lyles, Indiana U., Indianapolis

787 → (Paper Session) - (IM) Research on the Performance of International Operations
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/IM Displayed on Panels P39 to P42

IM: Nationality, Industry Choice and Economic Performance of International Joint Ventures | Lyubov A. Bogun, Odessa Institute of Entrepreneurship and Law

IM: Sources of Foreign Affiliate Performance | Shige Makino, Chinese U. of Hong Kong; Takehiko Isobe, U. of Marketing and Distribution Sciences


788 → (Paper Session) - (IM) Effective Mechanisms of Control in International Joint Ventures
8:30am - 10:10am Washington State Convention & Trade Center: 617

Chair: S. Benjamin Prasad, Ohio U. & CMU


IM: Types of Control and Performance in International Joint Ventures | Dong Chen, Rutgers U.; Seung Ho Park, CEIBS/Rutgers


IM: The Role of Trust in Interorganizational Knowledge Transfer in Joint Ventures | Martyna Janowicz, Tilburg U.; Niels G. Noorderhaven, Tilburg U.

Discussant: Carlos Garcia-Pont, IESE, U. of Navarra

789 → (Paper Session) - (IM) Special Paper Session: Building Knowledge and Insights: The Evolution of Firms
8:30am - 10:10am Washington State Convention & Trade Center: 618
In this special paper session learn about recent research on The Evolution of Firms from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: http://www.business.umt.edu/imd/AoM2003/Facilitator: John M. Mezias, U. of Miami

IM: Change and Continuity in Family Enterprise: Chinese and Indian Businesses in Singapore | Lai Si Tsui-Auch, Nanyang Technology U.


IM: Regional Strategies for Service Sector Multinationals | Alan M. Rugman, Indiana U.

IM: The Cultural Dimensions of Societal Capabilities | Gita Sud de Surie, U. of Pennsylvania; Vipin Gupta, Grand Valley State U.

790 → JS: (IM, HR, MSR) The Love of Money, Workplace Deviance, Commitment, and Satisfaction Across Cultures
8:30am - 10:10am Washington State Convention & Trade Center: 2B
Presenters: Thomas Li-Ping Tang, Middle Tennessee State U.; Theresa Li-Na Tang, Progeny Marketing Innovations; Vivien Lim, National U. of Singapore; Thompson S.H. Teo, National U. of Singapore; Fernando Arias-Galicia, National U. of Mexico; Brigitte Charles-Pauvers, U. of Nantes; Caroline Urbain, U. of Nantes; Randy Ki-Kwan Chiu, Hong Kong Baptist U.; Obiasjulu Anthony Ugochukwu Nnedum, Nnamdi Azikiwe U

791 : (Paper Session) - (IPC) Competing in High Velocity Environments
8:30am - 10:10am Washington State Convention & Trade Center: 201 Table 1 Facilitator: Duncan Andrew Robertson, Oxford U.


BPS: Time-Based Strategies and Firm Performance | Clay Dibrell, Oregon State U.; Peter Davis, U. of Memphis

BPS: Two Learning Mechanisms behind the Learning Curve | Kyung Min Park, INSEAD

BPS: A Temporal Perspective on Firm Heterogeneity | Kun Liu, U. of Utah

OMT: Caught in the Niche of Time: The Impact of Consumer Cohorts on Incumbent Retail. | Andrew J. Gaude, U. of Manitoba

792 : (Paper Session) - (IPC) Conflict in Organizational Systems
8:30am - 10:10am Washington State Convention & Trade Center: 201 Table 2 Facilitator: Corinne Bendersky, U. of California Los Angeles
PNP: The Self-Interest Paradox | Peter J. Robertson, U. of Southern California; Supamas Trivisavet, U. of Southern California; Feng Wang.


CM: Demography and Dysfunction in Coalitional Groups: The Case of Joint Venture Management Teams | Jiatao Li, Hong Kong U. of Science and Technology; Donald C. Hambrick, Pennsylvania State U.

CM: Dispute Resolution System Effectiveness: Complementarities and Mediators | Corinne Bendersky, U. of California Los Angeles

Winner of CM Division Best Paper Award - Conflict in Context

MOC: The Influence of Employment Externalization on Work Content and Employees’ Justice Perceptions | Elizabeth George, Australian Graduate School of Management; Prithviraj Chattopadhyay, Australian Graduate School of Management; Sandra A. Lawrence, U. of Queensland; Arthur D. Shulman, U. of Queensland

795: (Paper Session) - (IPC) Internationalization and Regional Integration Strategies
8:30am - 10:10am Washington State Convention & Trade Center: 204 Table 2
Facilitator: Lorraine Eden, Texas A&M U.


IM: Transfer Pricing: Thinking like a Manager | Lorraine Eden, Texas A&M U.; Bernard Yeung, New York U.

IM: The Dynamics of Regional Integration: A two-tier strategic approach to the NAFTA | Alan Muller, Erasmus U, Rotterdam; Rob van Tulder, Erasmus U.

IM: Prior Conditions and Degree of Initial Internationalization: The Mediating Role of Strategy Frames | Sucheta Nadkarni, U. of Nebraska, Lincoln; Pedro David Perez, Cornell U.

TIM: The Networked Knowledge Economy in a Diversity Context: a European Framework | Rosario Ramos, U. Las Palmas de Gran Canaria; Sergio Ramos, -; Lidia Hernandez,

796: (Paper Session) - (IPC) Compensation, Power, and Public Perceptions of CEOs
8:30am - 10:10am Washington State Convention & Trade Center: 204 Table 3
Facilitator: Vikas Anand, U. of Arkansas


BPS: Diversification and CEO Compensation: Direct effects and the Moderating Effects of CEO Power | Bradley J. Olson, Oklahoma State U.


CMS: Open Season: Critical Perspectives on the Celebrity CEO Backlash | Eric Guthay, Copenhagen Business School; Brad Jackson, Victoria U. of Wellington

797: (Paper Session) - (MC) OD in Perspective: Boards of Directors, Organizational Infrastructure & Transformation
8:30am - 10:10am Washington State Convention & Trade Center: 307
Chair: Alberto Zanzi, Suffolk U.

MC: Strategic Organizational Development, Infrastructure, and the Bottom Line: An Empirical Test | Eric G Flamholtz, UCLA; Wei Hua, UCLA

MC: The Trasformatrve Approach | Don Antunes, U. of Warwick
Winner of the Bentley College/Copenhagen Business School Best Student Paper Award
Discussant: Michael Nippa, Freiberg U. of Mining and Technology

798 ☯: (MED) Management Education: A Path to Democracy?
8:30am - 10:10am Sheraton Seattle Hotel & Towers: Room 428
Chair: Yvon Pesqueux, Conservatoire National des Arts et Métiers
Management Practice as integral to Management Education | Elena P. Antonacopoulou, U. of Manchester
Does Managerial Knowledge Increase Freedom? A Contribution from History and Epistemology | Jerome Meric, CERMAT-IAE de Tour

From practices to management science: Do managerial knowledge and literature lead to more freedom? | Yvon Pesqueux, Conservatoire National des Arts et Métiers
Discussants: Mitchell Koza, Cranfield U.; Eleanor O'Higgins, U. College, Dublin

799 ☯: (Paper Session) - (MH) Learning from History
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/MH Displayed on Panels P15 to P20

MH: The Evolution of Corporate Governance | Gerry H. Grant, U. of Mississippi
MH: Overcoming Scandal: Lessons Learned from the United Way Example | Paul L. Govekar, P & M Associates
MH: The Assyrians and Babylonians Preview the Multinational: The Middle Bronze Age: 2000-1500 BC | Karl Moore, McGill U.
MH: Participation, Strategic HRM, and High Involvement: Their Commonalities and Future Research Needs | Hettie A. Richardson, Louisiana State U.; Robert J. Vandenberg, U. of Georgia
MH: Finding Stability in Revolution: The Introduction of Sound into Motion Pictures | David Ahlstrom, Chinese U. of Hong Kong

800: (Paper Session) - (OB) Turnover, Labor and Job Satisfaction
8:30am - 10:10am Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Dora C. Lau, Chinese U. of Hong Kong
OB: A Relational Perspective on Turnover: Examining Structural, Attitudinal, and Behavioral Predictors | Kevin W. Mossholder, Louisiana State U.; Randall Patrick Setton, Southeastern Louisiana U.; Stephanie Esther Case, Louisiana State U.

OB: The Relationship Between Employee Job Change and Job Satisfaction: The Honeymoon-Hangover Effect | Wendy R. Boswell, Texas A&M U.; John W. Boudreau, Cornell U.; Jan Tichy, -
OB: Resistance to Change: Antecedents and Consequences of Employee Attitudes Towards Structural Change | Shaul Oreg, Cornell U.

801: (Paper Session) - (OB) Influence Tactics, Politics and Leadership
8:30am - 10:10am Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Ho-Beng Chia, National U. of Singapore
OB: A Tale of Two Tactics and Serendipity | Gary A. Yukl, State U. of New York, Albany; Carolyn I Chavez, New Mexico State U.; Charles F. Seifert, Siena College
OB: Humor and Laughter in Negotiations | Allan Filipowicz, INSEAD
OB: On Escalating Commitment: The Role of Neuroticism | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Michelle S. M. Yik, Hong Kong U of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong
OB: Social Capital and Organizational Performance in Urban Public Schools | Carrie R. Leana, U. of Pittsburgh; Frits Pfl, U. of Pittsburgh

802: (Paper Session) - (OB) Person-Job/Organization Fit and Contingent Workers
8:30am - 10:10am Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Mark J. Martinko, Florida State U.
OB: Complementary and Supplementary Fit | Daniel M. Cable, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill
OB: The Bright and Dark Sides of Structured versus Flexible Innovation Implementation Approaches | Anat Drach-Zahavy, U. of Haifa; Anit Somech, U. of Haifa
OB: Person-Job Fit on the Dimension of Polychronicity: Examining Links with Well-Being and Performance. | Tracy D. Hecht, U of Manitoba; Natalie Allen, U. of Western Ontario
OB: The Impact of Contingent Workers on Knowledge Flow within the Firm | Laura Werber Castaneda, RAND

803 JS: (OB, HR) Toward an Understanding of Voice Behavior in Organizations
8:30am - 10:10am Sheraton Seattle Hotel & Towers: West Room A
Chairs: Linn Van Dyne, Michigan State U.; Jeffrey LePine, U. of Florida
Speaking Up When Encouraged: Predicting Voice Behavior in a Naturally-Occurring Setting | J Michael Crant, U. of Notre Dame

Differential Relationships between Leadership Behaviors and Task Performance, Initiative and Voice | Johannes Rank, U. of South Florida; Jeanne Carsten, U. of South Florida; Paul E. Spector, U. of South Florida


Discussant: Michael Frese, Giessen U.

807 (Paper Session) - (OCIS) Operational Innovations
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

On Display on Panels P43 to P48

OCIS: Theory and Tool of Linking Business Strategy and Manufacturing Strategy | Hong CUI, City U. of Hong Kong

OCIS: Improving Client Service through Manufacturing System Flexibility | Josefa Ruiz-Mercader, U. of Murcia; Juan J Peláez-Ibarra, U. of Murcia

OCIS: Understanding New Value Drivers for Hospitality Services | Rohit Verma, U. of Utah; Gerhard Plaschka, DePaul U.; Chekitan Dev, Cornell U.; Anita Verma, The Alliance Group Management Consultants

OCIS: Understanding the Factors that Influence the Integration of Operations, Purchasing and Logistics | Mark Pagell, Oregon State U.

OCIS: The Decision to Fail: Perspective Bias and Uncertainty in Terminated Technology Deployment Projects | David Dilts, Vanderbilt U.; Ken R Pence, Vanderbilt U.

OCIS: Leadership Style and Quality Climate Perceptions: Contrasting Project Versus Process Environments | Yair Berson, Polytechnic U.; Jonathan D Linton, Rensselaer Polytechnic Institute

808 (Paper Session) - (OMT) International Themes
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

On Display on Panels P21 to P27

OMT: Organizational and Network Collectivism | Steven White, INSEAD; Aki Nakamura, Waseda U.

OMT: Cultural Institutions, Overseas Chinese Firms and High Technology Entrepreneurship | David Ahlstrom, Chinese U. of Hong Kong; Garry D. Bruton, Texas Christian U.

OMT: Institutional Condition for Guanxi: The Inner Circle and Business Group Performance in Taiwan | Xiaowei Luo, U. of Illinois, Urbana-Champaign

OMT: Opportunistic Behavior in Strategic Alliances: The Role of Relational Risk and Opportunism Horizon | T.K. Das, City U. of New York, Baruch College; Noushi Rahman, City U. of New York, Baruch College

OMT: “State of the Union: Social Capital and Academic Research.” | Jose A. Santos, Rutgers State U. of New Jersey

OMT: Intersubjectivity and Intangible Forms of Control: The Emperor’s New Clothes Revisited | Nobuyuki Chikudate, Hiroshima U

OMT: Resolving Hybrid Organizational Identities: Orienting the Mirror From Below | Michel J. Anteby, New York U.; Amy Wrzesniewski, New York U.

809 (Paper Session) - (OMT) Performance and Design
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT

On Display on Panels P28 to P34
Session Details - Tuesday

**OMT:** Property of the Mind: An Empirical Test of RBV’s Inimitable and Non-Substitutable Resources | Gideon D. Markman, U. of Georgia; Maritza I. Espina, Niagara U.; Phillip H. Phan, Rensselaer Polytechnic Institute

**OMT:** Organizational Dynamics in a Project-based Environment: New Insights from the USA Movie Industry | Simone Ferriani, U. of Pennsylvania; Raffaele Corrado, Bologna U.; carlo boschetti boschetti, Bologna U.

**OMT:** The Resource-based Theory: Dissemination and Main Trends | Francisco José Acevedo, U. de Sevilla, Spain; Carmen Barroso, U. de Sevilla, Spain; Jose Luis Galan, U. de Sevilla, Spain

**OMT:** Emplacing Organizations: Putting Organization Theory Back in Place | Elden Wiebe, U. of Alberta

**OMT:** Building Participative Organizations: Organization as Design Science. | Georges Romme, Tilburg U.

**OMT:** Does Type of Ownership Matter for Organizational Performance? | Royston Greenwood, U. of Alberta; David L. Deephouse, U. of Alberta; Stan X. Li, U. of Alberta

**OMT:** Power Imbalance and Interdependence: An Analysis of Merger Patterns in the U.S. Economy | Tiziana Casciaro, Harvard U.; Mikolaj Jan Piskorski, Stanford U.

**OMT:** Structure of Academic Careers in Organization Science | Chet Miller, Wake Forest U.; William H. Glick, Arizona State U.

**Discussant:** Edward Zajac, Northwestern U.

**812** ****SHCS: (OMT, ODC, CMS) Toxic Emotions at Work: Exploring the Range and Resolution of Emotional Pain in Organizations
8:30am - 10:10am Washington State Convention & Trade Center: 609/610

**Chair:** Peter J. Frost, U. of British Columbia

Toxic Stakeholders: The Reach of Workplace Incivility | Christine M. Pearson, U. of Western Ontario

Damage Control: Dealing with Corrosive Connections at Work | Jane E. Dutton, U. of Michigan

Assessing Toxin Handler Behavior in the Workplace: An Emerging Research Agenda | Martin L. Martens, Concordia U.; Marylene Gagne, Concordia U.

The Crying Game: The Unexpected Consequences of Emotional Pain at Work | Sally Maitlis, U. of British Columbia

**Discussant:** Philip H Mirvis, Private Practice

**813** ****SHCS: (ONE, TIM) Can We Innovate Our Way to a Sustainable Future?: Integrating Theory and Practice in TIM and ONE
8:30am - 10:10am Washington State Convention & Trade Center: 611/612

Here, “sustainable” and “sustainability” refer to consideration of the natural environment in our ability to meet present and future resource needs.

**Organizers:** Cathy A. Rusinko, Philadelphia U.; Trudy Heller, Executive Education for the Environment

**Speakers:** Deborah J. Dougherty, Rutgers U.; Ari Ginsberg, New York U.; Stuart Hart, U. of North Carolina, Chapel Hill; Sanjay Sharma, Wilfrid Laurier U.

**Discussants:** James W Dean, Jr., U. of North Carolina, Chapel Hill; James B Thomas, Pennsylvania State U.

**814** ****PNP: Rational, Institutional, and Myopic Explanations for Accountability and Effectiveness
8:30am - 10:10am Grand Hyatt Seattle: Stevens

**Chair:** Yongqing Fang, Nanyang Technology U.

**PNP:** Accountability Myopia: Losing Sight of Organizational Learning | Alnoor Ebrahim, George Washington U./Virginia Tech.

**PNP:** Resisting Reliability: Using Institutional Theory to Explain Regulatory Outcomes in Aviation | William L. Dougan, U. of Wisconsin, Whitewater

**PNP:** HR Involvement, Strategic Integration and Performance of Public Sector HR Departments in Australia | Stephen T. T. Teo, Chinese U. of Hong Kong; John J. Rodwell, Macquarie U.

**Discussants:** W. Andrew Taylor, U. of Bradford; Amy E. Smith, State U. of New York, Albany
815 ➔ SHCS: (PNP, CMS, BPS) Marketing and the Strategic Behaviour of Public and Nonprofit Organizations
8:30am - 10:10am Washington State Convention & Trade Center: 602/603
Chair: H. Brinton Milward, U. of Arizona
Presenters: Linda McGuire, Monash U.; Bill Leavitt, Old Dominion U.; Tony Boivard, U. of the West of England; Kate McLaughlin, U. of Birmingham; Stephen P. Osborne, Aston U.; Adrian Sargeant, Henley Management College; Mary Tschrhart, Syracuse U.

816 ➔ (Paper Session) - (SIM) International Social Issues in Management Research
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/SIM Displayed on Panels P5 to P8
❖ SIM: Asian Managers’ Schema about Unethical Bargaining Tactics | Jegoo Lee, Business College
❖ SIM: The Fate of Chinese Urban Laid-off Females Faced with the Challenge of Knowledge Economy | Jian Nian Yu, Wuhan U.
❖ SIM: MNC, Foreign Investment and Host Country Corruption | Mohsin Habib, U. of Massachusetts, Boston; Leon Zurawicki, U. of Massachusetts, Boston

817 ➔ (Paper Session) - (SIM) Psychological Processes of Ethical Behavior and Traumatic Events
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/SIM Displayed on Panels P9 to P14
❖ SIM: The Ethics of the High Self-Monitor | Judy Wahn, U. of the Cariboo
❖ SIM: The Ethical Professor and the Undergraduate: Perceptions of Moral Behavior Among Business Faculty | Chet Robbie, Wilfrid Laurier U.; Roland E. Kidwell, Jr., Niagara U.
❖ SIM: Exploring the Potential For Consilience between Sources of Motivation and Ethical Bents | John E. Barbuto Jr., U. of Nebraska, Lincoln; Gerald M. Parsons, U. of Nebraska, Lincoln
❖ SIM: Ethics and Time: An Exploratory Study of Ethical Valences and Temporal Orientations of Executives | T.K. Das, City U. of New York, Baruch College
❖ SIM: Consequences of Voluntary Public Service: Firefighters’ Psychological & Physical Adjustment to 9/11 | Laura Rioli, California State U., Sacramento; Victor Savicki, Western Oregon U.

818: (Paper Session) - (SIT) Networks within and between Organizations
8:30am - 10:10am Washington State Convention & Trade Center: 205
Facilitator: Yuri Mishina, Michigan State University

OMT: Organizational Culture and Network Embeddedness | Sjoerd Beugelsdijk, Tilburg U.; Carla Koen, Tilburg U.

819: (Paper Session) - (SIT) International Management
8:30am - 10:10am Washington State Convention & Trade Center: 210
Facilitator: Lynn Wilson, Saint Leo College
❖ ENT: Effects of Internationalization on Young Firms’ Prospects for Survival and Growth | Harry J. Sapienza, U. of Minnesota; Erkko Autio, Helsinki U. of Technology; Shaker A. Zahra, Babson College
❖ CMS: Effect of Internationalization on Customer and Employee Orientation: Evidence from Germany | Wolfgang Amann, U. of St. Gallen
❖ ODC: Culture and Organizational Change | Paul Hempel, City U., Hong Kong; Maris G. Martinsons, City U., Hong Kong

820: (Paper Session) - (SIM) Compensation and Incentives
8:30am - 10:10am Washington State Convention & Trade Center: 211
Facilitator: Angela K. Miles, Old Dominion U.
❖ MH: Felt Fair Pay, Democracy, and Leadership within Cross-cultural Entrepreneurial Organizations | Shawn M. Carraher, Texas A&M U.
❖ IM: Corporate Governance And Executive Compensation In Germany | Simon Peck, U. of St. Gallen; Winfried Ruigrok, U. of St. Gallen
❖ BPS: The Effects of Executive Turnover on TMT Compensation Following an Environmental Shift | Theresa S. Cho, Rutgers U.; Wei Shen, U. of Florida

821: (Paper Session) - (TIM) The Role of University Research in Technology Commercialization
8:30am - 10:10am Washington State Convention & Trade Center: 206
Chair: William Neil Kaghian, U. of Washington
TIM: The Anchor Tenant Hypothesis: Large, Local, R&D-Intensive Firms and Regional Innovation Systems | Ajay K. Agrawal, Queen’s U., Canada
Session Details - Tuesday

TIM: "University-level" and 'Local-Context' Mechanisms Supporting the Creation of Academic Start-ups | Rosa Grimaldi, U. of Bologna; Maurizio Sobrero, U. of Bologna; Nicola Baldini, U. of Bologna
TIM: Does Geography Matter for Science-based Innovation? Invisible Colleges Knowledge Creation & Exploit | Michelle Gittelman, NYU/Stern
Discussant: Ben Dankbaar, U. of Nijmegen

822: (Paper Session) - (TIM) Innovations
8:30am - 10:10am Washington State Convention & Trade Center: 4A Exhibit Hall/TIM Displayed on Panels P49 to P56
TIM: Implementing Knowledge Management? Learn from Failure | Ashley Braganza, Cranfield U.; Gerald John Mollenkramer, -
TIM: Tracing the Cognitive Sources of Idiosyncrasy: Knowledge and Firms Specialisation in Biotechnology | Ludovic Dibiaggio, Cermag Sophia Antipolis; Lionel Nesta, SPRU/U. of Sussex
TIM: Factors Influencing Knowledge Sourcing Decision | Chung-Jen Chen, National Cheng Kung U.; Bou-Wen Lin, National Tsung Hua University
TIM: From Ape to Human: Explicating the Processes Involved in Compatibility Standards Evolution | Sanjay Jain, U. of Wisconsin, Madison
TIM: Firm Resources and Industry Evolution: Insights from a Game-Theoretic Model | Jovan Grahovac, Tulane U.; Lieven Lode Demeester, INSEAD
TIM: Technology Assisted Supplemental Work: Predictors, Outcomes and Moderators | Grant H. Fenner, U. of Memphis; Robert W. Renn, U. of Memphis
TIM: An Investigation of the Conditions Leading to Distinct Games of Innovation | Serghei Floricel, U. of Quebec, Montreal; Roger E. Miller, École Polytechnique, Montreal

823: (Paper Session) - (TIM) The Research and Development Context
8:30am - 10:10am Washington State Convention & Trade Center: 613
Chair: Cynthia Jane Bean, U. of South Florida
TIM: Key Success Factors for R&D Project Commercialisation | Thomas Astebro, U. of Waterloo; Fred Pries, U. of Waterloo
TIM: Quantity Yields Quality: Assessing the Impact of Team Size on R&D Performance | Atul Nerkar, Columbia U.; Ariel Y. Fishman, Columbia U.
TIM: Reputation and Intrafirm Technological Knowledge Sharing among R&D Scientists | Prescott C. Ensign, San Jose State U.; Louis Hebert, HEC, Montreal
Discussant: Sarah Kaplan, Massachusetts Institute of Technology

824: (AAC) Organizing Contested Terrains: The Dynamics of Organizational Settlements
8:40am - 10:10am Westin Hotel: Grand Crescent
Turkey 101: Traditions of Domesticity in Martha Stewart Living Magazine | Mary Ann Glynn, Emory U.
Organizational Form Creation as an Elite Settlement | Michael Lounsbury, Cornell U.
Discussant: Joseph Porac, Emory U.

Tuesday 8:50AM

825: (Paper Session) - (SIM) New Approaches to Corporate Social Performance-Financial Performance Research
8:50am - 10:10am Washington State Convention & Trade Center: 608
Chair: Philip L. Cochran, Indiana U.
SIM: CSR & Performance: Managing Sustainability and Need of a New Evaluation System for Knowledge Economy | Francesco Perrini, Bocconi U.
SIM: Stakeholder Knowledge of Corporate Citizenship: Integrating Reputation into the CSP/CFP Debate | David L. Deephouse, U. of Alberta
Discussants: Shawn Berman, Santa Clara U.; Lee E. Preston, U. of Maryland

Tuesday 9:00AM

826: (AAC) Exhibits
9:00am - 11:45am Washington State Convention & Trade Center: 4A Exhibit Hall
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

827: (AAC) Membership
9:00am - 12:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

828: (AAC) Registration
9:00am - 12:00pm Washington State Convention & Trade Center: South Lobby - Registration
Coordinator: Susan Zaid, Academy of Management

829: (AAC) Placement Services
9:00am - 12:00pm Renaissance Madison Hotel: Washington Placement Services - Registration & Information
Organizer: Mary Jo Vaughan, Mercer U.
830: (Paper Session) - (MOC) Knowledge and Learning
9:00am - 10:10am Westin Hotel: Olympic
MOC: The Dynamics of Architectural Knowledge | Mark Jenkins, Nottingham U.
MOC: Organizing Practices in Services to Capture Practice-Based Knowledge | Deborah J. Dougherty, Rutgers U.
MOC: Relational and Structural Network Correlates of Performance in Knowledge Intensive Work | Robert L. Cross, U. of Virginia; Jonathon N. Cummings, Massachusetts Institute of Technology
Discussant: Kevin D. Carlson, Virginia Polytechnic Institute and State U.

831: (Paper Session) - (MSR) Individual and Organizational Spirituality Based Approaches to Development
9:00am - 10:00am Grand Hyatt Seattle: Monzies Suite
MSR: Values, Spirituality, and Self-Discovery: Journey to Selfhood and Purpose in Business Vocation | Linda K Gibson, Pacific Lutheran U.; Bruce Finnie, Pacific Lutheran U.
MSR: Sacred Vocation: Developing Meaningful Work through a Participatory Change Process | Lynda Shirley Villanueva, U. of Houston; Lacey L. Schmidt, U. of Houston; Benjamin Amick III, Samuel Karff, Anika Gakovic, University of Houston; Leah Toney-Podratz
MSR: The Fertile Soil of Change: A Model for Spirituality and Organizational Growth | Lin Chai, U. of Southern California

Tuesday 10:00AM

832: (AA) The Fringe Cafe
10:00am - 11:30pm Sheraton Seattle Hotel & Towers: Pre-Function Area
An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.
Organizers: David Barry, Victoria U.; Welllington; Michael Dawids, The Creative Alliance, Denmark; Gail Whiteman, Erasmus U.

833: (ART) AcademyArts: Seattle 2003
10:00am - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall/Academy Arts

Tuesday 10:15AM

834: (AAC) Conference Break
10:15am - 10:45am Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area
Join us for refreshments and a prize raffle!
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 10:30AM

835: (Paper Session) - (BPS) Strategy and Firm Performance
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P41 to P45

836: (Paper Session) - (BPS) Resources and Capabilities
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1
Displayed on Panels P46 to P52
BPS: Coupling Combinative and Relational Capabilities in Interorganizational Best Practice Transfer | Giovanni Battista Dagnino, U. of Catania
BPS: The Use of Feints as a Resource Diversion Tactic in Strategy | Susan F. Barnes, Washington State U.
BPS: A Multi-Level Framework of Studying Competitive Responses: Information Processing and Resources | Jinyu He, U. of Illinois, Urbana-Champaign
BPS: The Theoretical and Practical Utility of the RBV: Narrowing the Gap with a Bayesian Approach | Mark H. Hansen, Brigham Young U.; Lee Tom Perry, Brigham Young U.; C. Shane Reese, Brigham Young U.

837: (Paper Session) - (BPS) Strategy in Turbulent Environments
10:30am - 11:50am Westin Hotel: Cascade 1 (A)
Chair: Jaideep Anand, U. of Michigan
BPS: Co-evolutionary Effects: Incumbents’ Exploration and Exploitation Alliances and Industry Change | Simona Spedale, Erasmus U.; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
BPS: Creating Corporate Advantage in Turbulent Environments | Adrián Caldart, IESE, U. of Navarra; Joan E. Ricart, U. of Navarra
Session Details - Tuesday


**Discussant:** Philip C. Anderson, INSEAD

838 : (Paper Session) - (BPS) Strategy in Multi-Business Firms
10:30am - 11:50am Westin Hotel: Cascade 1 (B)

**Chair:** William S. Hesterly, University of Utah

**BPS:** Firm Diversification and R&D across Institutional and Policy Environments in East Asia | Abhirup Chakrabarti, Duke U.; Kulwant Singh, National U. of Singapore

**BPS:** Resource Sharing and Control in Diversified Firms | Eric Dooms, Tilburg U.; Aswin Van Oijen, Tilburg U.

**BPS:** Cross-business Synergy: Recombination, Modularity and the Multi-business Team \[r\] | Jeffrey A. Martin, U. of Texas, Austin; Kathleen Eisenhardt, Stanford U.

**BPS:** Help or Hindrance? The Effect of Corporate Parentage on Business Mortality | Donald A. Lange, U. of Texas, Austin; Steven R. Boivie, U. of Texas, Austin; Andrew D. Henderson, U. of Texas, Austin

**Discussant:** Mikelle A. Calhoun, Valparaiso U.

839 : (Paper Session) - (BPS) Alliance Coalitions and Networks
10:30am - 11:50am Westin Hotel: Vashon I

**Chair:** Hugh O’Neill, U. of North Carolina, Chapel Hill

**BPS:** Third-Party Effects and the Emergence of Structure in Alliance Networks | Javier Gimeno, INSEAD

**BPS:** The Performance Implications of Membership in Competing Firm Constellations \[r\] | Sergio Giovanetti Lazzarini, Ibmec Business School

**BPS:** Why Do Firms Participate in Multiple-partner Alliances? \[r\] | Xiaoli Yin, Purdue U.; Jianfeng Wu, Purdue U.

**BPS:** Factors Affecting Australian SMEs’ Decision to Access Government Programs Promoting Collaboration | Yvonne Olga Brunetto, Griffith U.; Rodney Stewart Farr-Wharton, Queensland Manufacturing Institute

**Discussant:** Jean-Luc Arregle, Edhec Business School

840 : (Paper Session) - (BPS) Corporate Governance and Agency Problems
10:30am - 11:50am Westin Hotel: Vashon II

**Chair:** Carmen Leonor Martinez-López, U. of Texas-Pan American

**BPS:** Restructuring in Japanese Companies: Foreign Ownership, Strategic Investments, and Firm Performance | Parthiban David, U. of Notre Dame; Toru Yoshikawa, Singapore Management U.; Abdul A. Rasheed, U. of Texas at Arlington

**BPS:** Agency Problems in the Mergers and Acquisitions Process: An Incentive Asymmetry Perspective | Petri Mika Tapani Parvinen, Helsinki U. of Technology; Henriikki Tikkanen, Helsinki U. of Technology

**BPS:** Understanding the Role of Information Asymmetry in Corporate Governance | Matthew A. Rutherford, James Madison U.

**BPS:** Foreign Investors’ Equity Ownership, Agency Costs and Firm Value: Evidence of Korean Firms | Hun-Joon Park, Yonsei U.; Hyun-Han Shin, Yonsei U.; Wan-Soo Choi, Yonsei U.

**Discussant:** David C. Croson, U. of Pennsylvania

841 JS: (BPS, TIM) Knowledge Exchange and Organizational Boundaries: Regional, Industry, and Firm Perspectives
10:30am - 11:50am Washington State Convention & Trade Center: 2B

**Speakers:** Robert A. Lowe, Carnegie Mellon U.; Susan McEvily, U. of Pittsburgh; Paul C. Almeida, Georgetown U.

**Discussant:** Julia Liebeskind, U. of Southern California

842 JS: (BPS, TIM) Knowledge Transfer over the Organizational Life Cycle
10:30am - 11:50am Westin Hotel: Elliott Bay

Knowledge Transfer over the Organizational Life Cycle | Presenters: Glenn Hoetker, U. of Illinois, Urbana-Champaign; Tony Frost, U. of Western Ontario; Steven Klepper, Carnegie Mellon U.; David Bruce Audretsch, Indiana U., Bloomington; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Erik Lehmann, U. of Konstanz; Susan Warning, U. of Konstanz

843 : (Paper Session) - (CAR) Organizational Career Systems
10:30am - 11:50am Red Lion Hotel: San Juan

**Chair:** Sally J Power, U. of St. Thomas

**CAR:** Reorganizing Career Management | Daniel Tzabbar, U. of Toronto

**Winner of Careers Division Best Student Paper Award**

**CAR:** A New Level of Career Stage Research: Exploring Organizational Characteristics as Predictors | Haze Nicole Schepmyer, U. of Toronto

**CAR:** The Flexibility of Bureaucratic Careers? Evidence from the Medical Profession | Forrest Briscoe, Massachusetts Institute of Technology

844 : (Paper Session) - (CM) Emotion, Arousal, and Affect in Conflict
10:30am - 11:50am Sheraton Seattle Hotel & Towers: Cedar Room

**Chair:** Jeffrey Sanchez-Burks, U. of Michigan

**CM:** Face Threat Sensitivity in Negotiation: Roadblock to Agreement and Joint Gain | Judith B. White, Dartmouth College; Renee Oatway Tynan, U. of Notre Dame; Adam Galinsky, Northwestern U.

**CM:** The Influence of Organizational Contexts and Outcomes of Anger Expression in the Workplace | Ronda Callister, Utah State U.; Barbara Gray, Pennsylvania State U.; Maurice Schweitzer, U. of Pennsylvania; Joo-Seng Tan, Nanyang Technology U.

**CM:** Emotions and Rationality in Mediation: Evidence from Electronically-Mediated Disputes | Raymond A. Friedman, Vanderbilt U.; Cameron Anderson, Northwestern U.; Jeanne M. Brett, Northwestern U.; Mara Oelekans, U of Melbourne; Nathan Goates, Vanderbilt U.; Cara Cherry Lisco, SquareTrade

**CM:** Animal Madness: Competitive Arousal and Emotions in Live and Internet Auctions \[r\] | Gillian Ku, Northwestern U.; Deepak Malhotra, Harvard U.; J. Keith Murnighan, Northwestern U.
845 - (CMS) Theorizing Contemporary Control
10:30am - 11:50am Washington State Convention & Trade Center: 212
Chairs: Rick Delbridge, Cardiff U.; Mike Reed, Cardiff U.
Theorizing Contemporary Control | Mike Reed, Cardiff U.
A Rhetoric of Control | James R. Barker, U.S. Air Force Academy
The Discourse and Practice of Control in Contemporary Organizations | Mahmoud Ezzamel, Cardiff U.
Post-structuralism and the Discourse of Control | Hugh Willmott, Cambridge U.
Meet the New World of Work | Graham Sewell, U. of Melbourne

846 - (Paper Session) - (CMS) Critical Int’l Frames
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/CMS
On display on Panels P29 to P40
en CMS: The Mystery of Capital – A Case for Moving beyond Capitalism | Lattha Poonamalée, Case Western Reserve U.
en CMS: Who is Responsible for Information Infrastructure - Some critical considerations | Bernd Carsten Stahl, U. College Dublin
en CMS: Bureaucratic Culture: A New Critical Perspective on Power and Control | Randal Clinton Ford, U. of Colorado, Boulder
en CMS: Leadership Power and Democracy | Raymond Daniel Gordon, U. of Technology, Sydney
en CMS: Pop-management: Tales of Passion, Power and Profit | Ana Paula Paes de Paula, Campinas U.; Thomaz Wood Jr., FGV-EAESP
en CMS: In Search of Modernisation: Membership Work in Accounts of Organisational Reform | Nick Llewellyn, Brunel U.
en CMS: Victims or Villains? A debate on CEOs in times of globalization | Maria Jose Tonelli, EAESP-FGV, Fundação Getúlio Vargas
en CMS: The "Managed Me:" A Critical Look at Organizational Identity in Transition | Patricia B. Sikora, Sikora Associates, LLC
en CMS: Re-Colonizing Brazil: The Americanization of Brazilian culture and management in the 20th Century | Miguel P. Caldas, EAESP-FGV, Fundação Getúlio Vargas; Rafael Alcadipani, EAESP-FGV
Presenter: Glenn Morgan, Warwick U.

847 - (Paper Session) - (ENT) Venture Capital/Entrepreneur Interaction
10:30am - 11:50am Washington State Convention & Trade Center: 203
Chair: Timothy B. Folta, Purdue U.
ENT: Picking Winners or Building Them? Selection Criteria in New Venture Financing and Performance | Rb | Joel A. C. Baum, U. of Toronto; Brian Silverman, U. of Toronto
ENT: How to Predict a Good Partnership Between Venture Capital Firm and Portfolio Company? | Isabell Welpe, U. of Regensburg
ENT: Do Relational Capital and VC Commitment Matter to Portfolio Company Performance? | Dirk DeClercq, Vlerick Leuven Gent Management School

848 - (Paper Session) - (ENT) Entrepreneurship in Emerging Economies
10:30am - 11:50am Washington State Convention & Trade Center: 213
Chair: Maria-Teresa Lepeley, U. of Connecticut
ENT: A Comparison of the Venture Capital Industries in Latin America and East Asia | Garry D. Bruton, Texas Christian U.; David Ahlstrom, Chinese U. of Hong Kong; Tomas Pukey, VA Tech Hydro Corporation, USA
ENT: Spillover Effects of Foreign Direct Investment on Indigenous Entrepreneurship in Emerging Countries | Michelle Leah Washington, Temple U.
ENT: The Contingency Value of Entrepreneurial Posture in Technology-Based New Ventures in China | Haiyang Li, Texas A&M U.; Yan Anthea Zhang, Rice U.; Tsang-Sing Chan, Lingnan U. of Hong Kong
ENT: Who Needs Guanxi Network Most? Evidence from Taiwanese Manufacturing Firms | Lan-Ying Huang, The Overseas Chinese Institute of Technology

849 - (Paper Session) - (GDO) Gender and Leadership
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/GDO
Displayed on Panels P11 to P13
GDO: Leader Emotional Expression, Leader Gender and Leader-Member Exchange | Kathryn Sherony, Purdue U.
GDO: Gender Differences in Social and Emotional Skills and Charismatic Leadership | Kevin Groves, Claremont McKenna College
GDO: Sources of Interpersonal Power and Barriers to Female Candidacy for Political Office | Sara Beth Kimmel, Belhaven College

850 - (Paper Session) - (GDO) Disabilities at Work: Discrimination and Accommodation
10:30am - 11:50am Red Lion Hotel: Orcas
Chair: Elizabeth Cooper, U. of Rhode Island
GDO: Predictors of Helping Behavior Elicited Toward Disabled Coworkers | Brian Keith Miller, James Madison U.
GDO: Anticipated Consequences and Decisions to Request Accommodation: The Requester’s Perspective | Rb | David C. Baldridge, Rochester Institute of Technology; John F. Veiga, U. of Connecticut
Discussant: Marianne Miller, Virginia Commonwealth U.

TUESDAY
Session Details - Tuesday

851 JS: (GDO, CAR) Sexual Orientation, Disability, Obesity, and Subordinate Status: New Dimensions of Diversity
10:30am - 11:50am Red Lion Hotel: Bainbridge
Chair: Pushkala Prasad, Skidmore College

Understanding Heterosexism at Work: The Straight Problem
| Belle Rose Ragins, U. of Wisconsin, Milwaukee; Carolyn M. Wiethoff, Indiana U., Bloomington
Obesity, Appearance, and Organizational Outcomes: Health, Performance, or Discrimination? | Myrtle P. Bell, U. of Texas, Arlington; Mary E. McLaughlin, Pennsylvania State U.
The Color of Privilege: Multiple Identities That Cross the Boundaries of Privilege and Oppression | Martin N. Davidson, U. of Virginia

Presenters: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Carolyn M. Wiethoff, Indiana U., Bloomington; Myrtle P. Bell, U. of Texas, Arlington; Mary E. McLaughlin, Pennsylvania State U.; Martin N. Davidson, U. of Virginia

852 ☯: (Paper Session) - (HCM) The Impact of Organizational Context on Good and Bad Patient Outcomes
10:30am - 11:50am Westin Hotel: Whitney
Chair: Nir Menachemi, Florida State U.

HCM: The Relationship between Staffing and Quality in Nursing Homes | Louise Meret-Hanke, Pennsylvania State U.; Robert J. Weech-Maldonado, Pennsylvania State U.; Maria C. Neff, Centers for Medicare and Medicaid Services; Vincent Mor, Brown U.
HCM: Organizational Learning & Transfer & Retention of Best Practices for Reducing Error in Hospitals | Whitney B. Berta, U. of Toronto; Ross Baker, U. of Toronto
HCM: Understanding the Interaction of Physician and Ambulatory Practice in Medical Mistakes | Eric S. Williams, U. of Alabama, Tuscaloosa; Stewart Babbott, Baystate Medical Center; Joseph S. Rabatin, New York U.

Discussant: Diane Brannon, Pennsylvania State U.

853 ☯: (Paper Session) - (HR) Staffing Decisions: Macro & Micro Issues
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/HR

Displayed on Panels P1 to P10
HR: In the Trenches at the Talent Wars: Competitive Interaction for Human Resources | Timothy M. Gardner, Brigham Young U.
HR: Choosing How to Choose: Institutional Pressures on the Adoption of Personnel Selection Procedures | Ute Christine Klehe, U. of Amsterdam
HR: A Contingency Perspective on the Importance of P-J Fit and P-O fit in Employee Selection | Tomoki Sekiguchi, U. of Washington, Seattle

HR: The Effects of Customizing P-E Fit Information to Job Seekers in a Web-Based Recruitment Context | Brian R. Dineen, Ohio State U.
HR: The Influence of Chinese Guanxi and Australian Mateship on Employee Selection Decision-Making | Christina Sue-Chan, City U. of Hong Kong; Marie T. Dasborough, U. of Queensland
HR: The Effects of Job Delays and Job Rescissions on Organizational Attraction and Justice Judgments | Christopher J. Meyer, Michigan State U.; Donald E. Conlon, Michigan State U.
HR: Understanding and Avoiding Legal-Centric Employment Decision Making | Mark V. Roehling, Michigan State U.; Patrick Wright, Cornell U.
HR: Understanding the Organizational Attachments of Diverse Part-Time Retail Workers | James E. Martin, Wayne State U.; Robert R. Sinclair, Portland State U.
HR: Winning the Game With HR | Janice S. Miller, U. of Wisconsin, Milwaukee; Scott A. Johnson, Alliant International U.

854 ☯: (HR) Career Continuation after HIV Infection: A Managerial Challenge
10:30am - 11:50am Washington State Convention & Trade Center: 605/606
Addressing managerial responsibility in respect of managing the career of HIV infected employees.
Speakers: Johan CD Augustyn, Stellenbosch U.; Jan B Du Toit, Stellenbosch U.; Henry D Vos, Stellenbosch U.

855 ☯: JS: (HR, OB) Examining the Effects of Stock Options on Employee Outcomes: Economic Democracy at Work
10:30am - 11:50am Red Lion Hotel: Emerald 3
Chairs: Katherine J. Klein, U. of Maryland; James C. Sesil, Rutgers U.

Motivational Theories, Cultural Differences, and Employee Stock Options | Maya Kroumova, New York Institute of Technology; James C. Sesil, Rutgers U.
Beyond Black-Scholes: Understanding Executives' Reaction to Underwater Options | Benjamin B. Dunford, Cornell U.; John W. Boudreau, Cornell U.


Discussant: Denise M. Rousseau, Carnegie Mellon U.
856: (Paper Session) - (IM) Special Paper Session: Building Collaborative Knowledge and Wisdom: Building International Competitive Advantage Through HRM Strategies
10:30am - 11:50am Washington State Convention & Trade Center: 309
In this special paper session learn about recent research on Building International Competitive Advantage Through HRM Strategies from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: http://www.business.umt.edu/imd/AoM2003/
Facilitator: Sully Taylor, Portland State U.

857: (Paper Session) - (IM) The Complex Influences of Culture on International Management
10:30am - 11:50am Washington State Convention & Trade Center: 617
Chair: Susan M. Burroughs, Roosevelt U.
IM: Cultural Influences on the Attractiveness of Nations for Foreign Direct Investment | Arjun Bhardwaj, U of Western Ontario; Joerg Dietz, U. of Western Ontario; Paul Beamish, U. of Western Ontario
IM: Effects of Cultural and Geographical Distance on Venture Capitalists’ Investment Decisions | Markus Mäkelä, Helsinki U. of Technology
IM: An Exploratory Meta-Analysis of the Effects of Cultural Distance | Laszlo Tihanyi, U. of Oklahoma; David A. Griffith, U. of Hawaii; Craig J. Russell, U. of Oklahoma
Discussant: Martha L. Maznevski, International Institute for Management Development

858: (Paper Session) - (IM) Learning Globally
10:30am - 11:50am Washington State Convention & Trade Center: 618
Chair: Michael Camarata, Marywood U.

859: (Paper Session) - (IPC) Foreign Market Entry Strategies
10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 1
Facilitator: Ted London, U. of North Carolina, Chapel Hill
BPS: Effects of Psychological Biases on Resource Commitment and Performance of Collaborative Market Entry | Arturs T. Kalnins, U. of Southern California
BPS: Market Value Impact of Foreign Direct Investment by Multinational Firms | Mehmet N Tag, U of Illinois at Urbana-Champaign

860: (Paper Session) - (IPC) Managing Intercultural Relationships
10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 2
Facilitator: Olivier Irrman, INSEAD
IM: Organizational Culture and Identity Strategy in International Management:An Interdisciplinary Review | Olivier Irrman, INSEAD
IM: A Comparative Analysis of Indian and Chinese Negotiating Behavior | Rajesh Kumar, Aarhus School of Business; Verner Ditlev Worm, Copenhagen Business School
IM: What to Shed and What to Keep: the Divestiture and Consolidation Decisions of Korean Chaebol | Sooinkyoo Choe, Yonsei U.; Thomas Roehl, Western Washington U.
IM: Good Relationships: A Comparison of Chinese and Western Conceptions of Project Management Work | Ping Chen, Cranfield U.; David Partington, Cranfield U.

861: (Paper Session) - (IPC) Media Effects on Communication
10:30am - 11:50am Washington State Convention & Trade Center: 201 Table 3
Facilitator: Christopher D. Zatzick, Simon Fraser U.
OCIS: The Effect of Threat Sensitivity and Face Giving on Psychological Safety and Upward Communication | Renee Oatway Tynan, U. of Notre Dame
OCIS: Communicating Change: The Effects of Media Richness on Employee Perceptions in a Merger Setting | Christopher D. Zatzick, Simon Fraser U.
OCIS: A Model of R&D Leadership and Team Communication: The Relationship with Project Performance | Giles Hirst, Aston U.; Leon Mann, U. of Melbourne
OMT: Structuring Hierarchical Deference and Solidarity in the Context of Changing Communications Media | Celeste M. Brotheridge, U. of Regina
### Session Details - Tuesday

**862 : (Paper Session) - (IPC) Theoretical Perspectives on Entrepreneurship and Small Business**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 4

**Facilitator:** Vishal K. Gupta, U of Missouri at Columbia

**ENT:** Understanding the Elephant in Entrepreneurship: A Comparison of the Dominant Theories | Vishal K. Gupta, U of Missouri at Columbia

**ENT:** Beyond Pioneers & Followers: A Typology of Entrepreneurial Behavior for Hostile Environments | Andrea Lanza, Bocconi U./Calabria U.

**ENT:** Understanding and Implementing Business Concept: A Small Business Perspective | Wei Diane Shao, Griffith U.; Carolyn J. Fausnau, Griffith U.; Ashley Lye, Griffith U.

**ENT:** Corporate Governance in Small Businesses: An Integrated View on Value-creating Board Tasks | Jonas Gabrielson, SIRE/Halmstad U. and Lund U.; Diamanto Politis, SIRE/Halmstad U.

**863 : (Paper Session) - (IPC) Strategic Processes and Middle Management**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 1

**Facilitators:** Xavier Castañer, HEC (Paris); Mikko Ketokivi, Helsinki U. of Technology

**BPS:** Why Do Middle Managers Perceive Organizational Priorities Differently? | Mikko Ketokivi, Helsinki U. of Technology; Xavier Castañer, HEC (Paris)

**BPS:** Making the Most of Global Reach: Toward a Model of the Impact of National Culture on Issue Selling | Yan Ling, U. of Connecticut; Steven W. Floyd, U. of Connecticut; David C. Baldridge, Rochester Institute of Technology

**BPS:** Strategic Inertia Determinants: Analyzing the Size, Middle Manager, Competitive Intensity Mix | Willie Edward Hopkins, Colorado State U.; Ajay Menon, Colorado State U.; Christian Homburg, University of Mannheim; Shirley Ann Hopkins, U. of Denver

**BPS:** Strategic Planning Flexibility and Firm Performance under Distinct Competitive Strategy Choices | Clay Dibrell, Oregon State U.; Jonathan T. Down, Oregon State U.

**864 : (Paper Session) - (IPC) Entrepreneurial Activity in Challenging Environments**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 2

**Facilitator:** Stephen L. Mueller, Texas Christian U.

**ENT:** Institutional Obstacles to Entrepreneurial Development in Post-Communist Countries | Nada Kobeissi, Long Island U - C.W.Post; Jeffery S. McMullen, Baylor U.

**ENT:** Entrepreneurial Firm Legitimacy in Confucian Societies | Kong Hee Kim, U. of Texas, Arlington; Stephen L. Mueller, Texas Christian U.; Jeffrey E. McGee, U. of Texas, Arlington

**ENT:** Innovation in High-Tech SMEs: Insights From a Two-phase Study of Singaporean Firms | Shobha S. Das, Nanyang Technological U.; Haoying Zheng, Nanyang Technological U.

**ENT:** The Role of Corporate Entrepreneurship in Companies in a Transitional Economy | Yinhong Wei, U. of North Carolina, Chapel Hill; Hugh O'Neill, U. of North Carolina, Chapel Hill; Nan Zhou, City U. of Hong Kong

**865 : (Paper Session) - (IPC) Risk Assessment: Motivational and Cognitive Approaches**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 3

**Facilitator:** Deborah J. Armstrong, U. of Arkansas

**MOC:** A Model of Intuitive and Analytical Decision-Making in the Share Market | Peter John Noordink, U of Queensland; Neal M. Ashkanasy, U. of Queensland

**MOC:** Juxtaposing Causal Mapping and Survey Techniques to Characterize Object-Oriented Expertise | Deborah J. Armstrong, U. of Arkansas; V. K. Narayanan, Drexel U.

**ENT:** Entrepreneurs’ Assessment of Opportunity Exploitation: A Resource-Based Explanation | Young Rok Choi, Singapore Management U.; Dean Shepherd, U. of Colorado, Boulder

**ENT:** The Myth of the Risk-Seeking Entrepreneur | Hongwei Xu, Stanford U.; Martin Ruef, Stanford U.

**866 : (Paper Session) - (IPC) Gender and Culture Influences on Career Success**

10:30am - 11:50am Washington State Convention & Trade Center: 204 Table 4

**Facilitator:** Ian Plowman, U. of Queensland

**CAR:** Task Focus: A Meta-Competence for Career Success? | Sanjay T. Menon, Louisiana State U., Shreveport

**CAR:** Career Progression: Gender Differences in Extrinsic and Intrinsic Career Success | Lisa Bradley, Queensland U. of Technology; Kerry Brown, Queensland U. of Technology; Jo Dower, U. of Queensland

**MOC:** Sibling Differentiation as an Antecedent to Social Motives and Adult Occupational Role Choices | Ian Plowman, U. of Queensland; John Gardner, U. of Queensland

**CAR:** Women’s Ways of Instituting Careers: A Typology of Women’s Career Development | Deborah A. O’Neil, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.; Argun Saatcioglu, Case Western Reserve U.

**867 : (Paper Session) - (IPC) Organizational and Individual Transformation**

10:30am - 11:50am Washington State Convention & Trade Center: 303 Table 1

**Facilitator:** Laura Christine Brearley, RMIT U.

**MC:** Comparing Psychotherapists’and Change Agents’ Approaches to Change | Hans Vermaak, Twynstra Management Consultants; Leon de Caluwe, Free U., Amsterdam; Frans Que, -

**MOC:** Learning as a Process of Socialization and Storytelling | Frederic Leroy, Audencia Nantes.Ecole de Management

**MSR:** Restoring Broken Organisations: A Creative Exploration of Disintegration and Recovery | Laura Christine Brearley, RMIT U.

**OB:** The Implications of the Triangle Model of Responsibility for Organizational Punishment | Zhike Lei, U. of North Carolina at Chapel Hill; David A. Hofmann, U. of North Carolina at Chapel Hill

**868 : (Paper Session) - (IPC) Determinants of Start-Up Growth**

10:30am - 11:50am Washington State Convention & Trade Center: 303 Table 2

**Facilitator:** Lois Shelton, Chapman U.
ENT: Industry Determinants of High Growth Startups | Jonathan Thomas Eckhardt, U. of Wisconsin, Madison; Scott Shane, U. of Maryland, College Park

ENT: The Role of Human Capital in the Growth of Newly Founded Firms | Frederic Delmar, Stockholm School of Economics

ENT: Expansion Barriers and Growth Opportunities: A Resource-Based Model of New Venture Expansion | Lois Shelton, Chapman U.


869: (Paper Session) - (IPC) Competitive Assessment and Selective Perception
10:30am - 11:50am Washington State Convention & Trade Center: 303 Table 3
Facilitator: Jeremy Marcel, Georgia State U.
MOC: Socio-Cognitive basis of Competitive Assessment: Cognitive Dissonance In & Around a Product/Market | Desmond Ng, U. of Alberta; Randall E. Westgren, U. of Illinois, Urbana-Champaign; Steve T. Sonka, U. of Illinois, Urbana-Champaign
MOC: Top Managers' Selective Perception of the Technological Environments | Rune Lines, Norwegian School of Economics and Business Administration
MOC: Reconceptualizing Managerial Selective Perception: The Role of Generalist Belief Structures | Jeremy Marcel, Georgia State U.; Irene M. Duhaime, Georgia State U.

870: (Paper Session) - (IPC) Social Capital in Organizations
10:30am - 11:50am Washington State Convention & Trade Center: 604 Table 2
Facilitator: Tony Francolini, U. of Western Ontario
OMT: The Effects of Technology Niche and Social Niche on Social Capital Exploration/exploitation | Beiqing(Emery) Yao, U. of Pittsburgh; Wen-Pin Tsai, Pennsylvania State U.

871: (Paper Session) - (IPC) Organizational Roles and Spiritual Leadership
10:30am - 11:50am Washington State Convention & Trade Center: 604 Table 2
Facilitator: Catharyn Baird, Regis U.
MSR: Towards Whole Work: The Interplay of Spirituality, Cultural Values and Ethics | Aimee Wheaton, Regis U.; Catharyn Baird, Regis U.
MSR: Organizational Roles in Spirituality and Religion at Work | Kathy Lund Dean, Idaho State U.; Scott R. Safranski, Saint Louis U.

MC: The Power of Storytelling in Leadership: The Case of Tim Bilodeau and Medicines for Humanity | John Sadowsky, Grenoble Graduate School of Business; Loick Roche, Grenoble Graduate School of Business

872: (Paper Session) - (IPC) Individual Integrity and Trustworthiness
10:30am - 11:50am Washington State Convention & Trade Center: 604 Table 3
Facilitator: Tony L. Simons, Cornell U.
CM: Racial Differences in Sensitivity to Behavioral Integrity | Raymond A. Friedman, Vanderbilt U.; Tony L. Simons, Cornell U.; Leigh Anne Liu, Vanderbilt U.
MED: Academic Integrity in Group Projects and Cohort-Based Programs | Ken Weidner, Saint Joseph's U.

873: (Paper Session) - (MC) Leading & Managing Organizations: Values, Contracts & Challenges
10:30am - 11:50am Washington State Convention & Trade Center: 307
Chair: E Brian Peach, U. of West Florida
MC: Leading a Team of Change Agents in a Global Corporation: Leadership Challenges in a Virtual World | Kenneth W. Kerber, Independent Consultant; Anthony F. Buono, Bentley College
MC: Effects of Company and Manager Psychological Contract Violation on Justice, Affect and Commitment | Patricia Ann Baccili, Claremont Graduate U.
Discussant: Alice Mathilde Guilhon, Groupe CERAM Business School

874: (Paper Session) - (MED) Developing Managers, Teams and Leaders for Greater Organisational Performance
10:30am - 11:50am Sheraton Seattle Hotel & Towers: Juniper Room
Chair: Anthony T. Pescosolido, U. of New Hampshire
MED: Theoretical and Empirical Foundations of a Fresh Approach to Self-Management Training (SMT) | Hugo Martin Kehr, Munich U.
MED: The Dynamics of Team Learning: A Model of Team Learning Over Time | D. Christopher Kayes, George Washington U.; Anthony T. Pescosolido, U. of New Hampshire
MED: Evaluating Leadership Training: Content and Applicability in Managerial Learning and Development | Tony Lingham, Case Western Reserve U.
MED: Evolving Approaches to Western Management Training in Eastern Europe | Sneljina Michailova, Copenhagen
Business School; Graham Hollinshead, U. of the West of England
Discussants: Clarence Anderson, Walla Walla College; James C. Spee, U. of Redlands

875 US: (MED, OB, SIM) You Can Lead Students To Class, But Can You Make Them Lead Ethically?: Teaching Leadership Ethics
10:30am - 11:50am Sheraton Seattle Hotel & Towers: Aspen Room
Chairs: Jeffrey Miles, U. of the Pacific; Peg Thoms, Pennsylvania State U., Erie
An Empirical Investigation of Developing Leadership Ethics in the Classroom | Michael E. Brown, Pennsylvania State U., Erie
Ethics Don’t Come from Taking Courses | Peg Thoms, Pennsylvania State U., Erie
The Corporate Perspective on Leadership Ethics | Sheila Lau, Verizon
A Review of Current Methods for Teaching Leadership Ethics: Successes and Failures | Jeffrey Miles, U. of the Pacific

876 SHCS: (MH, BPS) A Reception Honoring Two BPS Pioneers: William Newman and Igor Ansoff
10:30am - 11:50am Washington State Convention & Trade Center: 602/603
Organizer: Franz T. Lohrke, U. of Alabama
Speakers: Ming-Jer Chen, U. of Virginia; Donald C. Hambrick, Pennsylvania State U.; Henry Mintzberg, McGill U.

877: (Paper Session) - (MOC) Attribution: The Fragile Art of Making Sense
10:30am - 11:50am Westin Hotel: Olympic
MOC: Evolving Informational Credentials: The (Mis)Attribution of Believable Facts to Credible Sources | Alison Fragale, Stanford U.; Chip Heath, Stanford U.
MOC: Hypocrisy Attribution in Organizations | Sandra Cha, Harvard U.
Discussant: Peter J. Jordan, Griffith U.

878: (MSR) Bringing Life and Livelihood Together: Work as a Calling
10:30am - 11:50am Grand Hyatt Seattle: Menzies Suite
Entrepreneurial Calling: How Entrepreneurs Experience Spirit within their Work | Sandra King Kauanui, California State Polytechnic U., Pomona
Teaching and Writing as a Calling | Jerry Riberman, U. of Scranton
Combining Self-discrepancy Theory and Appreciative Inquiry to Create Self-awareness | Graeme Howard Coetzter, Central Washington University
Vocation in Boundaryless Career Times | Marjolein Lips-Wiersma, U. of Canterbury
Normative Criteria for Widening Business Purpose | Lee Perry Robbins, Golden Gate U.
Presenters: Sandra King Kauanui, California State Polytechnic U., Pomona; Graeme Howard Coetzter, Central Washington University; Marjolein Lips-Wiersma, U. of Canterbury; Lee Perry Robbins, Golden Gate U.

879: (Paper Session) - (OB) Self-Evaluation, Self-Concept and Performance
10:30am - 11:50am Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Amy E. Colbert, U. of Iowa
OB: Expertise and Friendship: Help Seeking Efficacy in Groups | John R. Austin, Pennsylvania State U.
OB: The Effects of Job Characteristics on Cohesiveness in Collectivist and Individualistic Work Groups | Derek C. Man, U. of Hong Kong; Simon S. K. Lam, U. of Hong Kong
OB: Finding the Self in the System: A Cognitive Model of the Self-Concept as a Driver of Role Behavior | Matthew Neale, Queensland U. of Technology; Mark A. Griffin, Queensland U. of Technology
OB: It’s the Thought that Counts: On Perceiving How Helpers Decide to Lend a Hand | Daniel R Ames, Columbia U.; Francis C. Flynn, Columbia U.; Elke U Weber, Columbia U.

880: (Paper Session) - (OB) Employability, Organizational Identity and Adaptability
10:30am - 11:50am Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Stacy E. McManus, Harvard U.
OB: Employee Turnover, Organizational Memory, and Organizational Performance | Simon J Bell, U. of Cambridge; Roderick D. Iverson, Simon Fraser U.
OB: The Integrative Reason Model and Employee Turnover: New Links in Behavioral Intention Modeling | James D. Westaby, Columbia U.

881: (Paper Session) - (OB) Leader Member Exchange; Justice and Organizational Citizenship
10:30am - 11:50am Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Weichun Zhu, U. of Nebraska, Lincoln
OB: Leader-Member Exchange and Contextual Performance: Organization-Based Self-Esteem as a Mediator | Samuel Aryee, Hong Kong Baptist U.; Pawan S. Budhwar, Cardiff U.; Hwee-Hoon Tan, National U. of Singapore
OB: The Relationship Between Team Context and the Team Leader’s Linking Pin Quality | Sara Mccomb, U. of Massachusetts, Amherst; Stephen G Green, Purdue U.; W. Dale Compton, Purdue U.
OB: Leader Behavior and Leader-Member Exchange: Relationships, Interactions, and Outcomes | Johann Wilhelm Franke, London School of Economics and Political Science; Melissa Larmoyeux, London School of Economics and Political Science
882 JS: (OB, HR) New Directions and Investigations of Team Empowerment
10:30am - 11:50am Sheraton Seattle Hotel & Towers: West Room A
Chair: John Mathieu, U. of Connecticut
Rethinking the Team Empowerment Nomological Network | M. Travis Maynard, U. of Connecticut; Scott Taylor, U. of Connecticut
A Contextual Model of the Influence of Team Empowerment | Lucy L. Gilson, U. of Connecticut; John Mathieu, U. of Connecticut; Thomas Ruddy, Siemens
Cultural Influences on Team Empowerment Processes | Wendy Marsh, -; John Mathieu, U. of Connecticut; Thomas Ruddy, Siemens
Exploring the Role of Team Empowerment in the Performance of Virtual Teams | Bradley L. Kirkman, Georgia Institute of Technology; Benson Rosen, North Carolina U., Chapel Hill; Cristina B. Gibson, U. of Southern California
Presenters: M. Travis Maynard, U. of Connecticut; Scott Taylor, U. of Connecticut; Lucy L. Gilson, U. of Connecticut; Wendy Marsh, - ; Bradley L. Kirkman, Georgia Institute of Technology
Discussant: John R. Hollenbeck, Michigan State U.

883 : (OCIS) Revisioning Organization Design Theory: Alternative Perspectives
10:30am - 11:50am Washington State Convention & Trade Center: 614
Coordination through Connection: A New Role for Organization Design | Jody Hoffer Gittell, Brandeis U.
Coordination in Fast-Paced Environments: Implications for Organization Design | Samer Faraj, U. of Maryland
Collective Mind to Support Coordination in Software Engineering | Kevin Crowston, Syracuse U.
New Ways of Understanding Organizational Routines: Bringing Back the Bodies | Martha S. Feldman, U. of Michigan
Presenters: Jody Hoffer Gittell, Brandeis U.; Samer Faraj, U. of Maryland; Kevin Crowston, Syracuse U.; Martha S. Feldman, U. of Michigan
Discussant: Michael L. Tushman, Harvard U.

884 : (ODC) The Discipline of Positive Organizational Scholarship:Implications for ODC Research and Practice
10:30am - 11:50am Washington State Convention & Trade Center: 304
Please join us for our theme session to learn more about Positive Organizational Scholarship and how it can shed light on our research and practice
Presenters: Kim S. Cameron, U. of Michigan; Robert E. Quinn, U. of Michigan; Gretchen Spreitzer, U. of Michigan

885 : (Paper Session) - (OM) Complexity and Operational Flexibility in Operations
10:30am - 11:50am Westin Hotel: Adams
Chair: Diane H. Parente, Pennsylvania State U., Erie
OM: Re-examining the Relationship between Operational Flexibility and Environmental Uncertainty | Mark Pagell, Oregon State U.; Daniel R Krause, -
Winner of Chan Hahn Best Paper Award Sponsored by McGraw-Hill/Irwin
OM: Effect of Product Variety, Complexity and Technology on Manufacturing Performance | Murat Krisal, University of North Carolina; Aleda V. Roth, U. of North Carolina, Chapel Hill; Jayashankar M. Swaminathan, U. of North Carolina, Chapel Hill
Winner of OM Division Best Student Paper Award Sponsored by Bowling Green University

OM: Operations Management for Professional Services:
| Developing Flexibility in the Knowledge Economy | Linda L. Brennan, Mercer U.
OM: Merging Behavioral and Operational Views of Constraints, Variability and Performance | Elliot Bendoly, Emory U.

886 (Paper Session) - (OMT) OMT Tapestry
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/OMT
On Display on Panels P21 to P28
OMT: Rearticulating the Classical Agency Theory | Dmitry Mikhail Khanin, U. of Maryland
OMT: On Organizational Harmony | Ralph James Bathurst, Massey U., Albany; David Barry, Victoria U., Wellington
OMT: Multiple Logics in the Decision-making Process | Sergio Janczak, U. Western Ontario
OMT: Decision Making in High Velocity Environments: The Importance of Guiding Principles | David Oliver, Imagination Lab Foundation; Johan Roos, Imagination Lab Foundation
OMT: Organizational Culture and Ethical Ambivalence as Determinants of Escalation of Commitment | Jude A. Rathburn, U. of Wisconsin, Milwaukee; Janice S. Miller, U. of Wisconsin, Milwaukee; Kasia Aniolek, U. of Wisconsin, Milwaukee
OMT: Bivariate Models of Fit in Contingency Theory: Critique and a Polynomial Regression Alternative | Ofer Melilich, California State U., San Marcos
OMT: Social Order in Organizations. The Contribution of Organizational Politics and Political Economics | Andreas Georg Scherer, U. of Zurich; Boris Alexander Ricken, U. of Zurich
OMT: Political Liberalism, Management, and Organization Theory | Thomas Armbruster, U. of Mannheim

887 : (Paper Session) - (OMT) Ecological and Evolutionary Dynamics
10:30am - 11:50am Westin Hotel: Cascade 1 (C)
Chair: Jane Banaszak-Holl, U. of Michigan
OMT: The Ecology of Strategic Positioning: Mutualism, Competition, and Inertia | Stanislav D. Dobrev, U. of Chicago; Tai-Young Kim, Hong Kong U. of Science and Technology; Glenn R. Carroll, Stanford U.
OMT: Organizational Diversity Environmental Dynamics and Performance The UK Motorcycle Industry 1895-1993 | Filippo Carlo Wezel, Tilburg U.; Arjen van Witteloostuijn, U. of Durham
OMT: Competitive Strategies, Network Strategies and Performance of Canadian Investment Banks | Andrew V. Shipilov, U. of Toronto

Discussant: David Loree, U. of Western Ontario

888: (OMT) OMT: Past, Present and Future
10:30am - 11:50am Westin Hotel; Cascade 2
Chair: William Ocasio, Northwestern U.

888: (PNP) PNP: Complex Problem-Solving: A Case of the National Park Service
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/RM
Chair: Richard P. Nielsen, Boston College
Organizer: Jennifer Leigh, Boston College
Participants: Jennifer Leigh, Boston College; Brian O'Neill, National Park Service; Raymond Murray, National Park Service; Richard P. Nielsen, Boston College

890: (Paper Session) - (PNP) Enacting Change and Meaning in Public and Nonprofit Organizations
10:30am - 11:50am Grand Hyatt Seattle: Stevens
Chair: Mitchell J. Neubert, Baylor U.
Facilitator: Janet Foley Orosz, -

PNP: A Culture of Commitment and Service: The Enduring Logic of Action for Nonprofit Boards | Judith L. Miller, Ohio U.

891: (Paper Session) - (RM) Structural Equations, Measurement, Surveys, and Quantitative Issues
10:30am - 11:50am Washington State Convention & Trade Center: 4A Exhibit Hall/RM
Displayed on Panels P15 to P21

RM: Method Variance and Marker Variables: An Integrative Approach Using Structural Equation Methods | Larry J. Williams, Organizational Research Methods; Nathan S. Hartman, Virginia Commonwealth U.; Flavia Cavazotte, IBMEC
RM: Measurement Dilemmas in Studying Organizational Misbehavior | Yoav Vardi, Tel Aviv U.; Ely Weitz, Tel Aviv U. / CUNY - Baruch College; Keren Youdus, Tel Aviv U.
RM: The Question of Seeking: Assessing Multiple Feedback Seeking Strategies | Mary F. Sulgy de Luque, Thunderbird, The American Graduate School of International Management; Steven M. Sommer, U. of California, Irvine; Melody L. Wollan, Touro U. International
RM: Democratizing Organizations and Organizational Research: Empirical Assessment of Web Surveys | Raymond N.C. Trau, Monash U.; Gunter F Hartel, CSL Pharmaceuticals

RM: The Iterative Homogeneity of Variance Index: Finding the Positive in the Negative | Piers Steel, U. of Calgary; John Kammeyer-Mueller, U. of Florida

892: (RM) New Research Avenues for Studying Top Management Teams (TMTs)
10:30am - 11:50am Sheraton Seattle Hotel & Towers: Douglas Room
Chairs: Ann Langley, HEC, Montreal; Patricia Cherie Pitcher, HEC, Montreal
TMT Research: Towards a Turning Point | Céline Jeanne Legrand, HEC Montréal
To Be [All Equal] or Not to Be: Top Management Team Power Structure and Team Processes and Outcomes | Anne D. Smith, U. of Tennessee, Knoxville
Emotions as Heuristics in Strategic Decision-Making | Veronika Kisfalvi, HEC Montreal
Presenters: Céline Jeanne Legrand, HEC Montréal; Anne D. Smith, U. of Tennessee, Knoxville; Veronika Kisfalvi, HEC Montreal; Michael A. Roberto, Harvard U.
Discussant: Andrew M. Pettigrew, Warwick U.

893: (Paper Session) - (SIM) Advances in Stakeholder Theory
10:30am - 11:50am Washington State Convention & Trade Center: 2A
Chair: Virginia Woods Gerde, U. of New Mexico
SIM: Determinants of Community Stakeholder Performance: A Study of Large U.S. Commercial Banks | Nada Kobeissi, Long Island U - C.W.Post; Fariborz Damanpour, Rutgers U.
SIM: Stakeholder Influence Strategies in the Canadian Forest Products Industry | Sanjay Sharma, Wilfrid Laurier U.; Irene Henriques, York U.
Discussants: Michael E. Johnson-Cramer, Boston U.; Marc O. Orlitzky, Sydney U./ New South Wales

894: (Paper Session) - (SIM) Ethical Issues in Human Resources Management
10:30am - 11:50am Washington State Convention & Trade Center: 608
Chair: Douglas R. May, U. of Nebraska, Lincoln
SIM: Mediating Ethical Disputes involving Abuse of Supervisory Authority in Organizations | Karen P. Harlos, McGill U; Jacques Despatris, -
SIM: The Employment At-Will Doctrine: Second Level Ethical Issues and Analysis | Mark V. Roehling, Michigan State U.
SIM: The Case Against Integrity Tests | Ronald Karren, U. of Massachusetts; Larry Zacharias, U. of Massachusetts
Discussants: Denis Collins, Edgewood College; Elizabeth D. Scott, Pennsylvania State U.

895: (SHCS) SHCS: (SIM, MH, ODC, CMS) Stakeholder Management: Pied Piper or Pipe Dream? Examining the Impact of an Idea
10:30am - 11:50am Washington State Convention & Trade Center: 609/610
Session Details - Tuesday


Presenters: Richard Marens, California State U., Sacramento; Sandra Waddock, Boston College; David Jacobs, Hood College; Harry J. Van Buren III, Northern Iowa U.
Moderator: Shawn Berman, Santa Clara U.
Discussants: Thomas J. Donaldson, U. of Pennsylvania; James E. Post, Boston U.; R. Edward Freeman, U. of Virginia

896 SHCS: (SIM, OB) Leadership and Organizational Ethics: Perspectives From Multiple Levels 10:30am - 11:50am Washington State Convention & Trade Center: 619/620
Chair: Christian J. Resick, Wayne State U.
Moral Reasoning and "Ethical" Leadership: What Every Researcher Must Know | Peter E. Mudrack, Kansas State U.
Character Development and Ethical Behavior at the United States Military | Joseph LeBoeuf, U.S. Military Academy
Linking Leaders, Values, and Organizational Climates
Regarding Ethics | Michael W. Grojean, U.S. Army; Christian J. Resick, Wayne State U.; Marcus W. Dickson, Wayne State U.; D. Brent Smith, Cornell U.
Discussant: Linda K. Trevino, Pennsylvania State U.

897: (Paper Session) - (SIT) Network Analysis in Organizational Sciences 10:30am - 11:50am Washington State Convention & Trade Center: 205
Facilitator: Quy Nguyen Huy, INSEAD
TIM: Network Structure and Performance of Knowledge Teams--A Case Study in the Chinese Cultural Settings | Jar-Der Luo, Yuan-Ze U.
OMT: The Strength of Performative Ties: Networks and Knowledge Transfer in a Professional Service Firm | Sheen S. Levine, U. of Pennsylvania

898: (Paper Session) - (SIT) Learning within and across Organizations 10:30am - 11:50am Washington State Convention & Trade Center: 210
Facilitator: Jeri-Elyean Goosby, Case Western Reserve U.
IM: Situated Learning and Internationalization in Cross-Border Transfers of Knowledge | Gita Sud de Surie, U. of Pennsylvania

IM: The Influence of Social Capital on Cross-border Learning: An Empirical Test of IJVs | Yong Sukh Pak, Ewha womans U.; Young-Ryeol Park, Yonsei U.; Dae Ryun Chang, Yonsei U.
OMT: Learning Dynamics in Strategic Alliances: A Coevolutionary Framework | T.K. Das, City U. of New York, Baruch College; Rajesh Kumar, Aarhus School of Business

899: (Paper Session) - (SIT) Technology Management 10:30am - 11:50am Washington State Convention & Trade Center: 211
Facilitator: Philip H Birnbaum-more, U. of Southern California
OMT: A Critical Examination of the Meaning of Technology over time | Theodore L.F. Liberti, Pennsylvania State U.
IM: Technology Sourcing by MNEs – A Complex Process of Local Interaction | John Cantwell, Rutgers U./U. of Reading; Camilla Ann Noonan, U. College Dublin
TIM: Converging Perspectives on Institutional Change in the Technology and Social Movements Literatures | Andrew H. Van de Ven, U. of Minnesota; Timothy J. Hargrave, U. of Minnesota
BPS: The Role of Innovative, Organizational, and Competitive Dynamics on IT Implementation Success | Juan Florin, Bryant College; Marianne Bradford, Bryant College

900: (Paper Session) - (TIM) Innovation Performance 10:30am - 11:50am Washington State Convention & Trade Center: 206
Chair: David R Hannah, Simon Fraser U.
TIM: Firm Performance: A Longitudinal Study of R&D, Patents, and Product Innovation | Kendall Arzt, Baylor U.; Patricia M Norman, Baylor U.; Donald E. Hatfield, Virginia Polytechnic Institute and State U.
TIM: Measuring Innovative Performance: Is There an Advantage in Using Multiple Indicators? | Myriam Maria Anna Helena Cloodt, Maastricht U.
TIM: The Private Returns to Technological Capability | Michael B. Heeley, Rice U.; Robert Jacobson, U. of Washington
TIM: Measuring Enterprise's Technology Performance | Hans-Helmut Jung, ETH Zurich
Discussant: Michael Roach, Duke U.

901: (Paper Session) - (TIM) Incremental and Generational Innovation 10:30am - 11:50am Washington State Convention & Trade Center: 613
Chair: Asli Arikian, Ohio State U.
TIM: Why is Incremental Product Innovation Illegitimate in Incumbent Financial Services Firms? | Patrick A.M. Vermeulen, Erasmus U, Rotterdam; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
TIM: Incremental Technological Change, Complexity, and Performance: | Neil Jones, INSEAD
Tuesday 12:00PM

903: (AA) Presidential Luncheon

12:00pm - 2:15pm Washington State Convention & Trade Center: 6ABC
President Jone L. Pearce will address the Academy. Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service and Educator Awards, the George R. Terry Book Award, and the AoM Executive, Journal and Review 2002 Best Paper Awards will be announced by President-Elect Rosalie L. Tung.

Chair: Rosalie L. Tung, Simon Fraser U.
Distinguished Speaker: Jone L. Pearce, U. of California, Irvine

Tuesday 2:00PM

904: (AAC) Membership

2:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Jane Whitney Gibson, Nova Southeastern U.

905: (AAC) Registration

2:00pm - 5:00pm Washington State Convention & Trade Center: South Lobby - Registration
Conference Registration & Pre-Registration Badge Pick Up
Coordinator: Susan Zaid, Academy of Management

906: (AAC) Placement Services

2:00pm - 5:00pm Renaissance Madison Hotel: Washington
Placement Services - Registration & Information
Organizer: Mary Jo Vaughan, Mercer U.

Tuesday 2:15PM

907: (AAC) Exhibits
2:15pm - 5:00pm Washington State Convention & Trade Center: 4A Exhibit Hall
Organizer: Geralyn McClure Franklin, U. of Texas, Permian Basin

Tuesday 2:30PM

908: (AA) Getting Past Smith and Marx: Toward a Balanced Society
2:30pm - 3:50pm Washington State Convention & Trade Center: 615/616
A new view of democracy that balances social, political, and economic forces. A town meeting follows to discuss the presentation.
Presenter: Henry Mintzberg, McGill U.

909: (AAC) Membership Debriefing Meeting
2:30pm - 3:50pm Washington State Convention & Trade Center: 305
Organizer: Jane Whitney Gibson, Nova Southeastern U.

910: (Paper Session) - (BPS) Corporate Strategy
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
On display on Poster Boards PB27 to PB31
BPS: Good Times, Bad Times: Symmetric or Asymmetric Adjustment to Cycle Movements | Peter Berends, Maastricht U.; Arjen Van Witteloostuijn, U. of Growingen
BPS: Strategy Combinations and Strategic Reorientation in Newly Competitive Industries | Howard Patrick Viney, Middlesex U.; Abby Ghobadian, Middlesex U.
BPS: The Future Shape of Strategy | Stephen Cummings, Victoria U. of Wellington; Duncan Angwin, U. of Warwick
BPS: Control in Diversified Firms: A Jump-Start to the Stalled Research | Aswin Van Oijen, Tilburg U.; Eric Dooms, Tilburg U.
BPS: The Relationship between a Magazine’s Digital and Print Content: Complements or Substitutes? | Daniel H. Simon, Cornell U.

911: (Paper Session) - (BPS) Technology Strategy
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
On Display on Panels P32 to P35
BPS: Organizational Boundaries in Biotechnology: Bargaining Power and the Allocation of Property Rights | Jongwook Kim, U. of Illinois, Urbana-Champaign
BPS: The Roles of Absorptive Capacity and Network Connections in Technology Innovation | Beiping(Emery) Yao, U. of Pittsburgh
BPS: Industry-Academy R&D Cooperation and Innovation Performance: Lessons from the Biotechnology Field | Daniele Mascia, Catholic U., Rome; Americo Cicchetti, Catholic U., Rome

912: (Paper Session) - (BPS) Learning, Forgetting and Knowing
2:30pm - 3:50pm Westin Hotel: Cascade 1 (A)
Chair: Pratima Bansal, U. of Western Ontario
BPS: Can Ideas be Capital? Factors of Production in the Post-Industrial Economy: A Review and Critique | Alison Dean, U. of Kent; Martin Kretschmer, Bournemouth U.

BPS: Strategic Knowing: So What? | Jan Hansen, U. of Nebraska, Lincoln; Terrence C. Sebora, U. of Nebraska

BPS: Forces and Forms of Organizational Forgetting | Pablo Martin de Holan, U. of Alberta


Discussant: Rhonda K. Reger, U. of Maryland, College Park

Session Details - Tuesday

913 : (Paper Session) - (BPS) Value Creation and Sustainable Advantage
2:30pm - 3:50pm Westin Hotel: Cascade 1 (B)
Chair: James L. Ritchie-Dunham, U. of Texas at Austin
BPS: How Valuable is a Piece of the Spectrum? Re-examining the Notion of Value in Resource-based View | Shahzad Mumtaz Ansari, U. of Cambridge
Discussant: Ruth S. Raultschesek, U.S. Department of Justice

914 : (Paper Session) - (BPS) Dynamics and Structure of Alliances
2:30pm - 3:50pm Westin Hotel: Vashon I
Chair: Andrew Inkpen, Thunderbird, The American Graduate School of International Management
BPS: A Resource-based Examination of Alliance Structural Integration | Bing-Sheng Teng, George Washington U.
BPS: Configurations of Inter- and Intra-Firm Networks and their Impact on Alliance Success | Jorge Walter, U. of St. Gallen; Christoph Lechner, U. of St. Gallen
Discussant: Mariko Sakakibara, U. of California, Los Angeles

915 : (Paper Session) - (BPS) Innovation and Technology Adoption
2:30pm - 3:50pm Westin Hotel: Vashon II
Chair: Daniel Rodriguez, Emory U.

916 SHCS: (BPS, OMT) Governance and Competitive Advantage
2:30pm - 3:50pm Washington State Convention & Trade Center: 609/610
When Boards of Directors Can Be a Source of Competitive Advantage | Amy Hillman, Arizona State U.
High Level Versus Operating Level Governance: Differential Impacts on Firm Value | Karen Schnatterly, U. of Minnesota; Catherine Maritan, State U. of New York, Buffalo
An Integrative Model Of International Corp Gov Systems: Issues & Implications for Developing Nations | Anju Seth, U. of Illinois, Urbana-Champaign
Boards Of Directors In High-Tech Firms: Individuals Matter | Scott G. Johnson, U. of Minnesota; Karen Schnatterly, U. of Minnesota

Presenters: Karen Schnatterly, U. of Minnesota; Amy Hillman, Arizona State U.; Catherine Maritan, State U. of New York, Buffalo; Anju Seth, U. of Illinois, Urbana-Champaign; Scott G. Johnson, U. of Minnesota

917 : (Paper Session) - (CAR) Human Capital Based Careers
2:30pm - 3:50pm Red Lion Hotel: San Juan
Chair: Ronald H Humphrey, Virginia Commonwealth U.
CAR: Factors Related to Updating among Technical Professionals | Asya Pazy, Tel Aviv U.
CAR: Examining Employability: Effects of Employee Development on Commitment and Intention to Turnover | George Benson, U. of Texas, Arlington
Winner of Careers Division Applied Paper Award
CAR: Constructing Factors Affecting Workers’ Retention Length | Hao-Chieh Lin, National Sun Yat-Sen U.

918 JS: (CAR, OB, GDO) Leadership: The Many Faces of Military Leaders
2:30pm - 3:50pm Red Lion Hotel: Bainbridge
Chair: Kathleen M. Campbell, U.S. Military Academy
The “Be, Know, Do” Model of Leader Development | Donald J. Campbell, U.S. Military Academy; Gregory J. Dardis, U.S. Military Academy
Self-monitoring, Values, and Gender in Leader Development | Jerry Baird, U.S. Military Academy
TAC Officers and Professors as Role Models for Cadets | Kathleen M. Campbell, U.S. Military Academy; Eric Woolf, U.S. Military Academy
Support for “Road Warriors” in the U.S. Army | Kathleen M. Campbell, U.S. Military Academy

919 : (CM) Status, Identity, and Respect in Negotiation
Session Details - Tuesday

2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Cedar Room
Organizer: Ya-Ru Chen, New York U.
As Powers Collide: The Interactive Effects of Status and Structural Power on Resource Allocations | Melissa C. Thomas-Hunt, Cornell U.; Chad Proell, Cornell U.
Competitive versus Cooperative Status Construals in Different Social Systems | Ya-Ru Chen, New York U.; Jan H. Lo, New York U.
Social Identity, Organizational Status, and Employee Responses to an Organizational Merger | Deborah J. Terry, U. of Queensland
Strategies for Enhancing Informal Status | Sandra Spataro, Yale U.

920 (Paper Session) - (CMS) Critical Perspectives on Software and Information
2:30pm - 3:50pm Washington State Convention & Trade Center: 212
Chair: Joan Greenbaum, City U. of New York Graduate Center
CMS: Practice and Process: The Socialization of Software Development | Paul S. Adler, U. of Southern California
CMS: Developing Inclusion and Critical Reflection in Information Systems Planning | José Rodriguez Córdoba, U. of Hull
Presenters: Paul S. Adler, U. of Southern California; José Rodriguez Córdoba, U. of Hull

921 (CMS, OCIS, TIM) In the Age of the Smart Network: New Perspectives on Informed Organizations
2:30pm - 3:50pm Washington State Convention & Trade Center: 3B
Organizer: Greg Bamber, Griffith U.
Presenters: Eric Abrahamson, Columbia U.; Sue Bruning, U. of Manitoba; Alfred Kieser, Mannheim U.; Jacky Swan, Warwick U.

922 (CMS, OCIS, TIM) Management Ideas: Fads, Fashion and Fantasies – International Perspectives
2:30pm - 3:50pm Washington State Convention & Trade Center: 3B
Getting a Grip on the Future of Information Technology at Work | Rob Kling, Indiana U., Bloomington
Cognitive and Motivational Factors Inhibiting the Flow of Knowledge | When Leaders Lead, Managers Manage, and Workers Work, Digitally | Jonathan Grudin, Microsoft Research
Work Organization in the Context of Time and Space: Implications for Designing Information Systems | Joan Greenbaum, City U. of New York Graduate Center
Presenters: Rob Kling, Indiana U., Bloomington; Pamela J. Hinds, Stanford U.; Jonathan Grudin, Microsoft Research; Joan Greenbaum, City U. of New York Graduate Center
Discussions: Suzanne Iacono, National Science Foundation

923 (Paper Session) - (ENT) New Firm Founding
2:30pm - 3:50pm Washington State Convention & Trade Center: 203
Chair: Joan Winn, U. of Denver
ENT: Reputation Within Audiences: How Audience Characteristics Matter to Firms Building New Reputations | Eileen Fischer, York U.; Rebecca Reuber, U. of Toronto
ENT: The Impact of Debt Versus Equity on the Decision to Be Self-employed: An Economics Perspective | Evan John Douglas, Queensland U. of Technology; Dean Shepherd, U. of Colorado, Boulder

924 (Paper Session) - (ENT) Entrepreneurship Research
2:30pm - 3:50pm Washington State Convention & Trade Center: 213
Chair: Brian B. McKenzie, California State U., Hayward
ENT: If a Tree Falls in the Woods...: Ontology and Research Objective in Entrepreneurship Research | Jeffery S. McMullen, Baylor U.; Andrew C. Corbett, Rensselaer Polytechnic Institute
ENT: Toward a More Thorough Model of Entrepreneurial Motivation | Jason Brasier, U. of Alabama, Tuscaloosa
ENT: Compensation Strategy in High Growth Entrepreneurial Firms: Toward a Critical Test | Michael Ensley, U. of North Carolina, Charlotte; Craig L. Pearce, Claremont Graduate U.

925 (Paper Session) - (GDO) Careers, Gender, and Diversity: IT, Expatriates, and Retirees
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/GDO
On Display on Poster Boards PB11 to PB14
GDO: Technology Attitudes, Anxiety, and Involvement: Are There Gender Differences? | Kellye Jones, Our Lady of the Lake U.; Raydel Tullous, U. of Texas, San Antonio
GDO: Barriers to Women in Info-Tech | Susan G. Michie, Oklahoma State U.; Debra L. Nelson, Oklahoma State U.
GDO: Tracking Bias Against the Selection of Female Expatriates: Implications for Business Education | Charles M. Vance, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.; Judith A. White, U. of Redlands
GDO: Post-retirement Work: Factors Related to the Return to Paid or Unpaid Work | Elaine M. Wong, U. of California, Berkeley; Sheldon Zedek, U. of California, Berkeley

926 (Paper Session) - (GDO) Work/Family Interface: Gender, Race, and Other Factors
2:30pm - 3:50pm Red Lion Hotel: Orcas
Chair: Diana Bilimoria, Case Western Reserve U.
GDO: Winning Couples: Predicting Conjoint Perceptions of Work, Family, and Balancing Success | Ronit Waismel-Manor, Cornell U.; Phyllis Moen, Cornell U.; Stephen Sweet, Ithaca College
GDO: The Relation of Gender and Racial Similarity to Family-Supportive Supervision | Sharon Foley, Drexel U.; Frank Linehan, Drexel U.; Jeffrey Greenhaus, Drexel U.; Christy H. Weer, Drexel U.

Discussant: Jennifer L. Berdahl, U. of Toronto

927 ☯: (HCM) Studying "Hard to See" Things: Using Organization Theory to Examine Medical Errors

2:30pm - 3:50pm Westin Hotel: Whitdey

Chair: Timothy Hoff, State U. of New York, Albany

Creating Learning Cultures Around Mistakes for Surgical Residents | Timothy Hoff, State U. of New York, Albany

Understanding the Mechanisms of Medical Mistakes | Kathleen M. Sutcliffe, U. of Michigan

Gathering Information About and Learning From Medical Errors | Michal Tamuz, Texas U., Houston

Presenters: Timothy Hoff, State U. of New York, Albany; Kathleen M. Sutcliffe, U. of Michigan; Michal Tamuz, Texas U., Houston

Discussant: Stephen M. Shortell, U. of California, Berkeley

928 ☯: (Paper Session) - (HR) Performance Management Issues: Evaluation, Turnover, Expatriates

2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/HR Displayed on Panels P1 to P10

HR: Ethnic Group Differences in Measures of Job Performance: A New Meta-Analysis | Philip L. Roth, Clemson U.; Allen I. Huffcutt, Bradley U.; Philip Bobko, Gettysburg College


David A. Harrison, Pennsylvania State U.; Philip L. Roth, Clemson U.


HR: Effect of Other-Oriented Values on Leniency and Supervisor-Subordinate Performance Rating Agreement | Bruce M. Meglino, U. of South Carolina; M. Audrey Korsgaard, U. of South Carolina; Scott W. Lester, U. of Wisconsin

HR: Rater Acquisition and Integration of Indirect Performance Information: A Theoretical Model | Patrick H. Raymark, Clemson U.; Krista L. Uggerslev, U. of Calgary


HR: Turnover Intentions and Turnover: The Moderating Role of Personality | David G. Allen, U. of Memphis; Kelly Pledger Weeks, Centenary College of Louisiana; Karen R Moffitt, U. of Memphis

HR: Psychological Contract Alignment and Repatriation Success | Guorong Zhu, Hay Group

HR: Working Abroad: How Does Initial Receptivity to Relocating Abroad for Work Develop? | Phyllis Tharenou, Monash U.

929 : (HR) Connecting Individual Processes and Organization Outcomes: Unpacking the Relational Dimension

2:30pm - 3:50pm Washington State Convention & Trade Center: 605/606

Chair: Carrie R. Leana, U. of Pittsburgh

Examining How Individual Behaviors Build and Sustain Organizational Social Capital | Melvin L. Smith, Case Western Reserve U.

The Influence of Production Systems: Individual, Team, and Organizational Processes and Outcomes | Frits Pill, U. of Pittsburgh; Brenda Ghitulescu, U. of Pittsburgh; Carrie R. Leana, U. of Pittsburgh


930 JS: (HR, GDO, CAR) Diversity and the Leaky Pipeline: Interaction Patterns, Job Search Choices, and Retention

2:30pm - 3:50pm Red Lion Hotel: Emerald 3

Chairs: Barbara A. Gutek, U. of Michigan; Kathryn M. Bartol, U. of Maryland, College Park

Advertising for Diversity: The Influence of Diversity Strategy on Applicant Job Pursuit Intentions | Holly S. Slay, University of Maryland; Debra L. Shapiro, U. of Maryland

Individual Differences as Predictors in Job Preferences and Job Search Behavior | Ian O. Williamson, U. of Maryland; Meredith Flowers Burnett, U. of Maryland; Kathryn M. Bartol, U. of Maryland, College Park

Personal Characteristics as Predictors of Same- and Different-Gender Network Ties | Elizabeth Layne Paddock, U. of Arizona, Tucson; Kenneth W. Koput, U. of Arizona; Barbara A. Gutek, U. of Michigan; Bambi M. Douma, U. of Arizona


Retention & Turnover in the IT Workforce: Gender, Minority Status, & Job & Organization Factors | Pascale Carayon, U. of Wisconsin, Madison; Ramon J. Aldag, U. of Wisconsin, Madison; Peter Hoonakker, U. of Wisconsin, Madison; Jen Schwarz, U. of Wisconsin, Madison

Participants: Ian O. Williamson, U. of Maryland; Meredith Flowers Burnett, U. of Maryland; Ramon J. Aldag, U. of Wisconsin, Madison; Holly S. Slay, University of Maryland; Bambi M. Douma, U. of Arizona; Elizabeth Layne Paddock, U. of Arizona, Tucson; Debra L. Shapiro, U. of North Carolina, Chapel Hill

931 : (IM) The IM Network

2:30pm - 3:50pm Washington State Convention & Trade Center: 309

Host: Schon L. Beechler, Columbia U.
Session Details - Tuesday

932: (Paper Session) - (IM) International Strategic Behavior
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM
On Display on Panels P36 to P40

- IM: Firm Resources and Institutions: Explaining Diversification of Business Groups in Taiwan | Chi-Nien Chung, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore
- IM: Strategic Management in Highly Constrained Environments: The Case of Textile Firms in Iran | Mehdi Farashahi, Concordia U.; Taieb Hafsi, HEC Montreal

933: (IM) Real Time Research in International Management: Challenges and Opportunities
2:30pm - 3:50pm Washington State Convention & Trade Center: 617
Chair: Bala Chakravarthy, IMD
Speakers: Philip Rosenzweig, IMD; Bettina Buchel, IMD; D. Eleanor Westney, Massachusetts Institute of Technology; Vladimir Pucik, IMD

934: (Paper Session) - (IM) Special Paper Session: Building Collaborative Knowledge and Wisdom: International Strategy
2:30pm - 3:50pm Washington State Convention & Trade Center: 618
In this special paper session learn about recent research on International Strategies from top scholars in the field. Then join the session authors and audience members in collaboratively building the next generation of knowledge and wisdom. To ensure that we get your best insights during this interactive session, we encourage you to read abstracts of the session papers, posted on the IM Division website at: http://www.business.umt.edu/imd/AoM2003/
Facilitator: Srilata Zaheer, U. of Minnesota
IM: Operating Flexibility in Multinational Corporations: Prospects and Obstacles | Tony W. Tong, Ohio State U.
IM: Who Drives Unrelated Diversification? A Study Of Indian Manufacturing Firms | Kannan Ramaswamy, Thunderbird, The American Graduate School of International Management; Mingfang Li, California State U.; Northridge; Barbara Pecherot Petit, Thunderbird, The American Graduate School of International Management
IM: Neglecting International Business: The Incomplete IO Literature on Domestic Airline Mergers | Joseph Clougherty, Tilburg U.

935: (Paper Session) - (IPC) Managing Stakeholders and Aligning Interests
2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 1
Facilitator: Bradley R. Agle, U. of Pittsburgh
SIM: Transforming Organization Vulnerability to Strength: Aligning Stakeholder Interests and Expectations | Deborah Balser, U. of Missouri, St. Louis
SIM: Exploring the Social Construction of Stakeholder Management in the UK | Samantha Violet Miles, Oxford Brookes U.; Andrew Lloyd Friedman, U. of Bristol
SIM: Long-Term Cooperative Firm-Stakeholder Relationships: Toward a Convergent Theory | Kalle Pajunen, Tampere U. of Technology

936: (Paper Session) - (IPC) Building Organizational Identity
2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 2
Facilitator: Beth Bechky, U. of California, Davis
MH: Variation in Mission Statement Content Across Three Industries: An Empirical Examination | Forest R David, Miss. State U.; Joseph Peyrefitte, U. of Southern Mississippi
OMT: Coordination as the Practice of Organizational Accountability and Common Ground | Beth Bechky, U. of California, Davis
OMT: Identity Jumpshepping in French Elite Restaurants: The Role of Nested and Crosscutting Identities | Philippe Michel Monin, EM Lyon; Rodolphe Durand, EM Lyon
MOC: Creating an Identity in Community-Based Organizations | Marc-David L. Seidel, U. of British Columbia; Janet M. Dukerich, U. of Texas, Austin; Fabiola Bertolotti, U. of Modena and Reggio Emilia

937: (Paper Session) - (IPC) Corporate Philanthropy and Social Responsiveness
2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 3
Facilitator: Lance Moir, Cranfield U.
SIM: Role Definition of Organizations: Corporate Philanthropy and the Influence of Structural Slack | David H. Saila, Northern Iowa U.
SIM: Communicating Philanthropy, Multiple Representations to Multiple Stakeholders? | Lance Moir, Cranfield U.
SIM: Strategic Groups and Corporate Citizenship: Evidence from the Canadian Brewing Industry | Pursey Heugens, Concordia U.; Kai Lamertz, Concordia U.

938: (Paper Session) - (IPC) Cross-Cultural Perspectives on Leadership
2:30pm - 3:50pm Washington State Convention & Trade Center: 201 Table 4
Facilitator: Jun Yan, Cali State U., Long Beach
OMT: Organizational Culture: Does Leadership Matter? | Anne S. Tsui, Hong Kong U. of Science and Technology; Zhi-Xue Zhang, Peking U.; Hui Wang, HKUST/Peking U.; Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology
IM: A Cross-cultural Model of Transformational Leadership | Jun Yan, Cali State U., Long Beach; Dongjian Shi, Tongji University

OB: The Role of Collective and Self-efficacy: Transformational Leadership and Work-related Outcomes | Fred Ochieng Walumbwa, U. of Nebraska, Lincoln; Peng Wang, U. of Illinois, Urbana-Champaign; John Lawler, U. of Illinois, Urbana-Champaign; Kan Shi, Chinese Academy of Sciences, Beijing

CAR: Correlates of Family-Work Spillover, and Career & Family Success: A Study among the Indian Managers | Swarna Rallabandi, R.K. Premarajan, XLRJ Jamshedpur, India

939 : (Paper Session) - (IPC) Stakeholder Influences on Corporate Governance
2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 1
Facilitator: Esther Solomon, Fordham U.
BPS: Governance Processes and Stakeholder Dynamics: A Framework for Board Assessment and Learning | Esther Solomon, Fordham U.
BPS: Disciplining and Enabling Action: Corporate Governance Influencing Corporate Entrepreneurship | Sven-Olof Y. Collin, Kristianstad U.; Elin M Smith, Kristianstad U.
BPS: Beyond Board Structure & Regulation: On Becoming a Corporate Governor | Phyl Johnson, U. of Strathclyde

940 : (Paper Session) - (IPC) Strategic Change and Environmental Influences
2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 2
Facilitator: Taieb Hafsi, HEC Montreal
BPS: Strategic Change and High Dependency Environment: The Case of Philanthropic Organizations | Taieb Hafsi, HEC Montreal
BPS: Decentralized Strategy Making, Computer-Mediated Communication, and Organizational Performance | Torben Juul Andersen, George Mason U.

941 : (Paper Session) - (IPC) Risk and Uncertainty in Strategic Investment
2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 3
Facilitator: Joachim Henkel, U. of Munich
BPS: Resource Accumulation Lags and Strategic Investment Decisions: an Empirical Appraisal | Goncalo Pacheco-de-Almeida, NYU Stern School; James Edward Henderson, Babson College; Karel Cool, INSEAD
BPS: Impact of Risk and Uncertainty on Rationality: Evidence from Capital Investment Decision Processes | Todd Alessandri, Syracuse U.
BPS: The Risk-Return Paradox for Strategic Management: Disentangling True and Spurious Effects | Joachim Henkel, U. of Munich

942 : (Paper Session) - (IPC) Governance Mechanisms in Non-Profits
2:30pm - 3:50pm Washington State Convention & Trade Center: 204 Table 4
Facilitator: Timothy S. Reed, Air Force Institute of Technology
PNP: The Economic Mechanisms of Governance in Nonprofit Organizations | Gerhard Speckbacher, Vienna U. of Economics and Business Administration
PNP: Adaptive Strategy Among Hybrid Public/Nonprofit Network Organizations | Joaquin Herranz, Jr., Massachusetts Institute of Technology
IM: Scientists and Industrial Policy: Science Entrepreneurship in German and Japanese Biotechnology | Mark Lehrer, U. of Rhode Island; Kazuhiro Asakawa, Keio U.
ENT: Making Government More Entrepreneurial: Is It Possible? | Timothy S. Reed, Air Force Institute of Technology; Rochelle Smith, Air Force Institute of Technology; Daniel T. Holt, Air Force Institute of Technology

943 : (Paper Session) - (IPC) Executive Turnover, Strategic Change, and Organizational Performance
2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 1
Facilitator: Daniel Tzabbar, U. of Toronto
BPS: Strategic Change Across CEO Tenure -- The Impact on Organization Performance and CEO Turnover | Yan Anthea Zhang, Rice U.; Nandini Rajagopalan, U. of Southern California
BPS: When Executive Change Lead to Organizational Change: An Appraisal of Empirical Evidence | Daniel Tzabbar, U. of Toronto
BPS: Top Management Teams and Strategic Change: Empirical Evidence from the German Brewery Industry | Thomas Mellewigt, U. of Leipzig; Sven Kloninger, U. of Leipzig
BPS: Executive Succession and Organizational Performance: Temporal Pacing and the Experience Contingency | Joachim Henkel, Joachim Henkel, U. of Munich; Jude A. Rathburn, U. of Wisconsin, Milwaukee

944 : (Paper Session) - (IPC) Recognizing New Venture Opportunities
2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 2
Facilitator: Moren Levesque, Case Western Reserve U.
ENT: Intuitive Optimizing: Experimental Findings on Time Allocation Decisions with Newly Formed Ventures | Moren Levesque, Case Western Reserve U.; Christian Schade, Humboldt U.
ENT: Organizational Learning in the Opportunity Recognition Process: Implications for Corporate Venturing | G. T. Lumpkin, U. of Illinois, Chicago; Benyamin Bergmann
Session Details - Tuesday

**Lichtenstein, U. of Hartford; Rodney C. Shrader, U. of Illinois, Chicago**

**ENT:** Second-Order Opportunity Recognition: An Experiential Theory of Venture Capital Investment Screening | Dimo Dimov, London Business School

**ENT:** Building a Model for Assessing Risks of Internal Ventures (A.R.I.V.) | Olivier François Basso, ESCP-EAP

**945** : (Paper Session) - (IPC) Learning and Governance Structures in Entrepreneurial IPOs and Small Firms
2:30pm - 3:50pm Washington State Convention & Trade Center: 303 Table 3
Facilitator: Igor Filatotchev, U. of Bradford

**ENT:** The Role of the Board of Directors in a Firm's Entrepreneurial Orientation | Thomas DaZiel, Arizona State U.; Amy Hillman, Arizona State U.

**ENT:** Learning Through Corporate Boards: A Knowledge-Based Model of Governance in Entrepreneurial IPOs | Igor Filatotchev, U. of Bradford

**ENT:** Skills, Motives & Political Structure Changes: Framework for Understanding Post-IPO Executive Turnover | Jun Li, Texas A&M U.; Albert A. Cannella Jr., Texas A&M U.

**ENT:** Organizational Learning in Smaller Manufacturing Firms | David P. Spicer, U. of Bradford; Eugene Sadler-Smith, U. of Plymouth

**946** : (Paper Session) - (IPC) Corporate Governance and Firm Performance
2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 1
Facilitator: Daniel Rodriguez, Emory U.

**BPS:** Human and Social Capital as Market Signals: Implications for CEO Selection | Thomas P. Molitoro, U. of California, Irvine; Margarethe F. Wiesner,

**BPS:** Board Network Density, Board External Social Capital, and Firm Performance in Korea | Yangmin Kim, Marquette U.

**BPS:** Can Directors Impact Performance? A Case Based Test of Three Theories of Corporate Governance | Gavin Nicholson, U. of Queensland; Geoffrey Kiel, U. of Queensland

**BPS:** Substitutability and Complementarity of Governance Mechanisms Under Conditions of Poor Performance | Daniel Rodriguez, Emory U.; Andrew Ward, Emory U.

**OMT:** Reconstituted Ties Revisited | M. Alix Valenti, U. of Texas, Dallas

**947** : (Paper Session) - (IPC) Investing in Start-Ups
2:30pm - 3:50pm Washington State Convention & Trade Center: 604 Table 2
Facilitator: Gary Dushnitsky, New York U.

**ENT:** The Local Embeddedness of Investment Decisions in the Venture Capital Industry | Christian H. Czernich, Stockholm School of Economics

**ENT:** Freeriding the Coattails? Effects of Effort and Reputation on Venture Capital Firm Value Added | Dirk DeClercq, Vlerick Leuven Gent Management School; Harry J. Sapienza, U. of Minnesota; Akbar Zaheer, U. of Minnesota

**ENT:** Established Incumbents vs. Venture Capitalist/Start-up Firm-Architectures: A Comparison | Dodo zu Knyphausen-Aufsess, U. of Bamberg; Michael Dowling, U. of Regensburg

**TIM:** When Do Firms Undertake R&D by Investing in New Ventures? | Gary Dushnitsky, New York U.; Michael Lenox, Duke U.

**948** : (MC) Consulting and Democracy in a Knowledge Economy
2:30pm - 3:50pm Washington State Convention & Trade Center: 307
Chair: Rickie Moore, E.M.LYON / ISEOR

**949** : (MED) Executive PhDs and DBA Programs - Dilemmas and Innovative Linkages
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Aspen Room
Join the audience of fellow academics, Directors of Executive PhD or DBA programs, Executive PhD or DBA candidates and industry participants.
Chair: Ronel Erwee, U. of Southern Queensland
Professional Doctorates and DBAs in Australia: Dilemmas and Opportunities to Innovate | Ronel Erwee, U. of Southern Queensland

**MED:** Partnerships between University and Industry | Sharon Kemp, U of Western Sydney

**MED:** Executive PhDs as a Solution to the Perceived Relevance Gap Between Theory and Practice | George W. Hay, McDonald's Corp./Beneficent U.

**MED:** Executive PhD Program-in-Action: Learning from a six-year Experience with the FENIX Program - Sweden | Niclas Adler, Chalmers U. of Technology; Rami Shani, California Polytechnic State U.; San Luis Obispo

**Discussant:** Mark Jenkins, Nottingham U.

**950** : (Paper Session) - (MED) Cross-national, global and international Management Education
2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Juniper Room
Chair: Yasmin S. Purohit, St. Joseph's U.

**MED:** Creating Critical Mass in Russian Management: Managers' Perceptions of What Remains to Be Done | Joanne Hill, U. of Central Lancashire; Paul Frimston, U of Central Lancashire; Agnieszka Sitko-Lutek, Marie Curie-Skodowska U.

**MED:** Creating Critical Mass in Russian Management: Managers' Perceptions of What Remains to Be Done | Joanne Hill, U. of Central Lancashire; Paul Frimston, U of Central Lancashire; Agnieszka Sitko-Lutek, Marie Curie-Skodowska U.

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MH: Magnus Alexander, The Economists, and Labor Turnover
   | Kyle Bruce, U. of the West of England
Winner of John F. M.EE Management History Contribution Award
MH: The Effect of Economic Conditions on Union Membership: A Quantitative and Historical Analysis | Jonathon R. B. Halbesleben, U. of Oklahoma; M. Ronald Buckley, U. of Oklahoma, Norman
Discussants: Chester Spell, Rutgers U.; Regina A. Greenwood, Kettering U.; Paul L. Govekar, P & M Associates; James A. F. Stoner, Fordham U.

952: (Paper Session) - (MOC) Cognition in Groups 2:30pm - 3:50pm Westin Hotel: Olympic
MOC: Managing Emotions During Group Problem Solving: Emotional Intelligence and Conflict Resolution | Peter J. Jordan, Griffith U.; Ashlea C. Troth, Griffith U.
MOC: Using Discrepancy Theory to examine the relationship between Shared Cognition and Group Outcomes | Graeme Howard Coetzer, Central Washington University; Gervase Bushe, Simon Fraser U.
Discussant: Michael K. Moch, Michigan State U.

953: (MSR) Exploring Critical Issues to Aid Recognition of MSR as Legitimate Domain for Social Science Inquiry 2:30pm - 3:50pm Grand Hyatt Seattle: Menzies Suite
Chairs: Louis W. Fry, Tarleton State U. Central Texas; Robert A. Giacalone, U. of North Carolina, Charlotte

954: (Paper Session) - (OB) Identity, Social Exchange, Teams and Influences 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Anne S. Tsui, Hong Kong U. of Science and Technology
OB: Social Exchange and Identity Orientation in Organizations | Francis J. Flynn, Columbia U.
OB: Learning from Mistakes: The Role of Team Problem Solving and Cooperative Goals | Dean Tjosvold, Lingnan U.; Zi You Yu, Lingnan U.; Nancy Yifeng Chen, Lingnan U.; Chun Hui, Chinese U. of Hong Kong
OB: Exploring Participative Leadership from a Multi-level Perspective | Anit Somech, U. of Haifa; Anat Drach-Zahavy, U. of Haifa

955: (Paper Session) - (OB) Trust, Reciprocity, Social Networks and Teams 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Talya N. Bauer, Portland State U.
OB: Mutual Coordination: The Social Matrix of Job Crafting | Federico Aime, Michigan State U.
OB: Trust in Management: The Effect of Managerial Trustworthy Behavior and Reciprocity | Pablo Cardona, IESE, U. of Navarra; Aitziber Etoa, IESE, U. of Navarra
OB: The Effects of Trust on Transactive Memory in Groups | Ron Ophir, Carnegie Mellon U.

956: (Paper Session) - (OB) Discipline, Forgiveness and Attributions 2:30pm - 3:50pm Sheraton Seattle Hotel & Towers: Room 424
Facilitator: M. Colleen Jones, -
OB: Employees’ Responses to Upward and Downward Social Comparisons | Nico W. Van Yperen, U. of Groningen
OB: Test of a Model of Antecedents, Mediators and Outcomes of Perceived Organizational Support in China | Zhen Xiong Chen, Hong Kong Baptist U.; Samuel Aryee, Hong Kong Baptist U.; Cynthia Lee, Northeastern U.
OB: The Contingent Effects of Transactive Memory: Is it always helpful to know what other people know? | Yuqing Ren, Carnegie Mellon U.; Kathleen Carley, Carnegie Mellon U.

957: (OCIS, MH) Historical Research: A Method for Today 2:30pm - 3:50pm Washington State Convention & Trade Center: 607
Chair: Betty Vandenbosch, Case Western Reserve U.
Speakers: Richard O Mason, Southern Methodist U.; JoAnne Yates, Massachusetts Institute of Technology; Kevin P. Gallagher, Florida State U.

958: (OCIS, TIM) Distributed Knowledge Integration in Technology Management 2:30pm - 3:50pm Washington State Convention & Trade Center: 619/620
Chair: V. Sambamurthy, Michigan State U.
Determinants of Inter-Firm Knowledge Transfer in Enterprise System Implementations | Dong-Gil Ko, Indiana U., Bloomington; Laurie J. Kirsch, U. of Pittsburgh; William R. King, U. of Pittsburgh
Knowledge Management Strategies for Distributed Innovation in High Technology Industries | Satish Nambisan, Rensselaer Polytechnic Institute
An Integrative Model of IS Development Capability | Anandhi Bharadwaj, Emory U.; Amrit Tiwana, Emory U.; V. Sambamurthy, Michigan State U.
Presenters: Dong-Gil Ko, Indiana U., Bloomington; Satish Nambisan, Rensselaer Polytechnic Institute; Anandhi Bharadwaj, Emory U.
Participant: Ritu Agarwal, U. of Maryland

959: (Paper Session) - (ODC) Telling Tales: Narrations of Organization Change 2:30pm - 3:50pm Washington State Convention & Trade Center: 304
Session Details - Tuesday

Chair: Debra Orr, Lewis U.

ODC: Epic and Tragic Tales of Change: A Case Study of a Further Education College | Andrew D. Brown, U. of Nottingham; Michael Humphreys, U. of Nottingham
ODC: Change, Sensemaking & Nomadic Work: Emergent Meaning in a Change Implementation | Cynthia Jane Bean, U of South Florida
ODC: Future Perfect? Conversion Stories and the Narration of Organizational Change | Melanie Bryant, Monash U.; Julie Wolfram Cox, RMIT University
Discussant: Thomas G. Cummings, U. of Southern California

960 ☯: (Paper Session) - (ODC) Transformations
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/ODC On Display on Panels P22 to P26

◆ OD C: Listening to Jack: GE’s Change Conversations with Shareholders | Ian Palmer, U. of Technology, Sydney; Adelaide Wilcox King, U. of Virginia


Winner of ODC Best Visual Paper

◆ ODC: The Logic of Sanctioned Inertia During Information Technology Change | Gavin M. Schwarz, U. of New South Wales

◆ ODC: Transforming a Monopolist: Coevolution of Managerial Discretion, Regulation and Competition | Silviya Svejenova, Cranfield U.; Luis Vives, IESE, U. of Navarra

ODC: Toward a Brechtian Model of Role-Related Learning in Organizations | Michaela C. Driver, East Tennessee State U.

961 ◇ JS: (ODC, MH) Past, Present and Future of Appreciative Inquiry: A Review and Critique of 20 Years of Knowledge
2:30pm - 3:50pm Washington State Convention & Trade Center: 2A
Chair: Therese F. Yaeger, Benedictine U.
Participants: Robert T. Golembiewski, U. of Georgia; Terry R. Armstrong, Armstrong Consulting; Shawn M. Carraher, Texas A&M U.; Thomas C. Head, Roosevelt U.; Kenneth Murrell, West Florida U.; Peter Sorensen, Benedictine U.

962 ☯: (Paper Session) - (OM) TQM and Other Modes of Operations Improvement
2:30pm - 3:50pm Westin Hotel: Adams
Chair: Mohamed A. Youssef, Norfolk State U.


OM: Evaluating the Deming Management Model of Total Quality in Services | Thomas J. Douglas, Clemson U.; Lawrence D Fredendall, Clemson U.

963 ☯: (Paper Session) - (OMT) What is Hip? Fads, Fashion and Celebrity
2:30pm - 3:50pm Westin Hotel: Cascade 1 (C)
Chair: Willow Sheremata, York U.
◆ OMT: Not by Conformity Alone: Management Consultants’ Influence on Adoption Behavior and Performance | Geoffrey Love, U. of Illinois at Urbana-Champaign; Peter Cebon, U. of Melbourne

OMT: Popular Management Concepts as Interpretive Resources. | Charles-Clemens Ruling, Grenoble Ecole de Management

OMT: In and Out of Fashion: Resource Shifts & Organizational Change in the Management Consulting Industry | Robert J. David, McGill U.; David Strang, Cornell U.

OMT: Celebrity Firms: The Social Construction of Market Popularity | Violina Rindova, U. of Maryland; Tim G. Pollock, U. of Maryland, College Park
Discussant: Charlene E Zietsma, U. Western Ontario

964 ☯: (Paper Session) - (OMT) The Politics of Knowledge, Learning, and Change
2:30pm - 3:50pm Westin Hotel: St. Helens
Chair: Katherine A. Lawrence, U. of Michigan

OMT: The Politics of Organizational Learning: Integrating Power into the 4-I Framework | Thomas B Lawrence, Simon Fraser U.; Michael K Mauws, -; Bruno Dyck, U. of Manitoba; Robert F. Kleyens, U. of Manitoba

OMT: Creating Knowledge: The Power and Logic of Articulation | Lars Håkanson, Copenhagen Business School

OMT: Practice, Ordering and Disruption: A Darker Story of Communities of Practice | Emmanuelle Vaast, Ecole Polytechnique

OMT: Organizational Learning in Converging and Diverging Technological Environments | Monica Yang, U. of Illinois; Huseyn Leblebici, U. of Illinois
Discussant: Vikas Anand, U. of Arkansas

965 ◇ JS: (OMT, MOC) Reporting on Organizations: New Perspectives on the Media and Organizing
2:30pm - 3:50pm Westin Hotel: Cascade 2
An Empirical Cross-examination of the Media’s Anti-business Bias | David L. Deephouse, U. of Alberta; Craig E Carroll, U. of Texas, Austin; Maxwell McCombs, U. of Texas, Austin

Enactment Cycles and Media Influence in the Management of Image Discrepancies | Kevin G. Corley, U. of Illinois, Urbana-Champaign; Dennis A. Gioia, Pennsylvania State U.

Corporate Social Performance, the Media, and Organizational Scholarship | James P. Walsh, U. of Michigan; Joshua D. Margolis, Harvard U.

The Evolving Diversity of Magazines in America, 1741-1861 | Heather Haveman, Columbia U.


Coordinators: Mary Ann Glynn, Emory U.; Kevin G. Corley, U. of Illinois, Urbana-Champaign
Session Details - Tuesday

**966**: (Paper Session) - (ONE) Linking Strategic Management and the Natural Environment
2:30pm - 3:50pm Washington State Convention & Trade Center: 214
Chair: Virginia Woods Gerde, U. of New Mexico
ONE: Small and Medium-Sized Firms and Advanced Approaches to the Natural Environment: A Proposed Model
Alberto Aragon-Correa, U. of Granada (Spain); Erasmus U. (The Netherlands); Nuria E. Hurtado-Torres, U. of Granada; Victor J. Garcia-Morales, U. of Granada
Discussant: Niran Harrison, U. of Oregon

**967**: (Paper Session) - (PNP) Strategic Management and Functions in Nonprofit Organizations
2:30pm - 3:50pm Grand Hyatt Seattle: Stevens
Chair: Norman B. Bryan, Georgia State U.
Facilitator: Sita C. Amba-Rao, Indiana U., Kokomo
PNP: Current/Future Practice in Strategic Planning of Museums, Human Services, and Religious Nonprofits
Marios I Katsioloudes, Saint Joseph's U.; Walter G. Tymon, Jr., Villanova U.
PNP: Managing Janus Organizations: Functions and Processes in Support-Level Nongovernmental Organizations
John Bruton, U. of Massachusetts, Amherst
PNP: Mission, Strategy and the Cost of Quality in Nonprofit Cultural and Arts Organizations
Nigel Holman, -; Bonnie F. Daily, New Mexico State U.; Judith Y. Weisinger, New Mexico State U.

**968**: (Paper Session) - (RM) Action Research, Textual Analysis, and Qualitative Issues
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/RM On Display on Panels P21 to P23
RM: A System's View of Action Research: The Case of the Automotive Company
Alexander Styhre, Chalmers U. of Technology; Fredrik Dahilsten, Chalmers U. of Technology; Mats Willander, Chalmers U. of Technology
RM: Principles for Action Research
Maris G. Martinsons, City U., Hong Kong; Robert M. Davison, City U., Hong Kong
RM: The Brave New World of Business School Faculty: Publishing, Perishing and the Democracy of Knowledge
Mark de Rond, Cambridge U.; Alan N. Miller, U. of Nevada, Las Vegas

**969**: (SHCS): (RM, ODC) Inquiry into the Good: Relationships, Meaning, and Methods for Positive Organizational Scholarship
2:30pm - 3:50pm Washington State Convention & Trade Center: 611/612
Chairs: David S. Bright, Case Western Reserve U.; Edward H. Powley, Case Western Reserve U.
An Introduction to Positive Organizational Scholarship
Kim S. Cameron, U. of Michigan
Issues to Consider when Studying the "Good" in Organizations
Edward H. Powley, Case Western Reserve U.; David S. Bright, Case Western Reserve U.; David L. Cooperider, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.
Appreciating the Political: Connecting Positive and Political Perspectives in Organizational Scholar
Sally Maitlis, U. of British Columbia
Small Moments and Minute Gestures: Everyday Event Immersion as a Positive Org. Research Method
Monica C. Worline, U. of Michigan
Inquiry into the Good: An Exploration of the Spiritual Heart of Generative Inquiry
David L. Cooperider, Case Western Reserve U.
Discussant: David S. Bright, Case Western Reserve U.
Session Details - Tuesday

| SIM: Institutional Antecedents of Stakeholder Conflict Escalation | Michael E. Johnson-Cramer, Boston U. |
| SIM: Transforming Business and Society with Cooperation: Effects of Transformative Cooperation | Loren R. Dyck, Case Western Reserve U. |
| Discussants: Kathryn S. Rogers, Pitzer College; Jerry M. Calton, U. of Hawaii, Hilo |

**971** (Paper Session) - (SIT) Institutional Perspectives
2:30pm - 3:50pm Washington State Convention & Trade Center: 205 |
**Facilitator:** Chihmao Hsieh, Washington U. |
**BPS:** National Institutional Factors and the Persistence of Firm Performance | Balagopal Vissu, London Business School; Aya Chacar, London Business School |
**HR:** The Tensions Between Best Practices and Different-From-Competitor Practices in Strategic HRM | Peter D. Sherer, U. of Oregon |
**OMT:** Giants and Windmills: Rethinking Institutional Strategy | Warren O. Nilsson, McGill U. |
**OMT:** Institutional Entrepreneur in Context: Deciphering Organizational Field | Bernard Louis Leca, ESSEC/U. of Lille 1; thibaut kleiner, - |

**972** (Paper Session) - (SIT) Learning from Near and Afar
2:30pm - 3:50pm Washington State Convention & Trade Center: 210 |
**Facilitator:** Millicent F. Nelson, Oklahoma State U. |
**ODC:** Conversational Learning in Teams: A Dynamic Model for Individual and Group Development | Esther D. Wyss-Flamm, Case Western Reserve U. |
**MED:** Instructor Effectiveness in Distance Education: The Case of Technology and Transactional Distance | David J. Lemak, Washington State U.; Joseph Montgomery, Washington State U.; Richard Reed, Washington State U. |
**MED:** The More the Merrier? An Examination of Feedback in Online Learning | Lin Chai, U. of Southern California |
**TIM:** Knowledge Communities and Knowledge Collectivities. Different Notions of Group Level Epistemology | Lars Lindkvist, Linkoping U. |
**973** (Paper Session) - (SIT) Managing Enterprises in China
2:30pm - 3:50pm Washington State Convention & Trade Center: 211 |
**Facilitator:** John A Volkmar, Gettysburg U. |
**OMT:** Organizational Geography, Experiential Learning, and Survival: Japanese Firms in the PRC | Tai-Young Kim, Hong Kong U. of Science and Technology; Andrew Delios, National U. of Singapore |
**ODC:** A Multilevel Analysis of Network Effects: Chinese Private Enterprises during Market Transition | Wubiao Zhou, Cornell U. |

**CAR:** Corporate Restructuring and Career Advancement: Learning from Job Experiences in Hong Kong | Alicia S. M. Leung, Hong Kong Baptist U. |

**974** (Paper Session) - (TIM) Technology and Industry Evolution
2:30pm - 3:50pm Washington State Convention & Trade Center: 206 |
**Chair:** Scott F. Turner, U. of North Carolina, Chapel Hill |
**TIM:** Capability Reconfiguration: An Analysis of Incumbent Responses to Technological Change | Dovev Lavie, U. of Pennsylvania |
**TIM:** Managing Transition in Japan’s Biotechnology Sector: The Institutional-Organizational Coevolution | Kazuhiro Asakawa, Keio U. |
**TIM:** Technology and Market Demand as Drivers of Industry Evolution: Evidence from the Swiss Watch Industry | Federico Munari, Bologna U.; Raffaele Oriani, U. of Bologna; Filippo Carlo Welse, Tilburg U. |
**TIM:** Firm Capabilities, Strategies and Survival: Technological Challenge in Machine Tool Industry, 1975-95 | Raja Roy, Tulane U.; Susan McEvily, U. of Pittsburgh |
**Discussant:** Riitta Katila, Stanford U. |

**975** (Paper Session) - (TIM) Contexts for Innovation
2:30pm - 3:50pm Washington State Convention & Trade Center: 4A Exhibit Hall/TIM On display on Panels P41 to P47 |
**TIM:** Marshalling Embedded Routines in Support of Firm Creation: How Institutional Contexts Matter | Poul Houman Andersen, Aarhus School of Business; Jesper Norus, Copenhagen Business School |
**TIM:** Empowerment in New Product Development Teams: More is Not Always Better | Richard Reilly, Stevens Institute of Technology; Alfred Y. Bentley III, Stevens Institute of Technology/IBM; Gary S. Lynn, Stevens Institute of Technology |
**TIM:** Control of Intellectual Assets in Client Relationships: Implications for Innovation | Alja Elina Leiponen, Cornell U. |
**TIM:** Leveraged Learning: A Source of Profitability in High Technology Industries | Charles Maria Weber, MIT Sloan School of Mgmt |
**TIM:** The Emergence of Mediated Innovation: An Exploratory Study in Virtual Customer Environments | Gianmario Verona, Bocconi U.; Emanuela Prandelli, Bocconi U.; Mohan Sawhney, Northwestern U. |
**TIM:** Controlling Diagnostically and Interactively Technology-Related Strategies - An Integrated System | Hans-Helmuth Jung, ETH Zurich |
**TIM:** Intellectual Capital & Interfirm Collaboration: Effects on Performance of New Venture High Tech Firms | Norma Achieng Juma, UTA; G. Tyge Payne, U. of Texas, Arlington |

**976** (Paper Session) - (TIM) Knowledge Strategies and Exchange
2:30pm - 3:50pm Washington State Convention & Trade Center: 613 |
**Chair:** Mark R Nelson, - |
**TIM:** The Impact of Firm Size on Knowledge Strategies During Product Development | Shanthi Gopalakrishnan, New Jersey Institute of Technology; Paul E. Bierly, James Madison U. |
**TIM:** Creating a Community of Communities of Practice for Knowledge Exchange | Ashley Braganza, Cranfield U. |
**TIM:** Innovation as Knowledge Creation and Social Movement | David Obstfeld, U. of California, Irvine |
**TIM:** The Knowledge Leveraging Paradox: Deploying Technology while Retaining an Inimitable Advantage |
Tuesday 3:15PM

977 : (AAC) Conference Break
3:15pm - 3:45pm Washington State Convention & Trade Center: 4A Exhibit Hall - Break Area
Join us for refreshments and a prize raffle!
Organizer: Geralyn McClure Franklin, U. of Texas, Permian
Basin

Tuesday 4:10PM

978 : (AA) Getting Past Smith and Marx: Toward a Balanced Society. Town Meeting
4:10pm - 5:20pm Washington State Convention & Trade Center: 615/616
Presenter: Henry Mintzberg, McGill U.

979 : (Paper Session) - (BPS) Organizational Decision
Processes
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS
Displayed on Panels P22 to P25
-ie BPS: The Influence of Business Unit Managers on the Formulation of Corporate Strategy: An Empirical Test | Andrew Watson, Northeastern U.; Bill Wooldridge, U. of Massachusetts, Amherst
-ie BPS: The Impact of Organizational Slack on Strategic Decision Making | Frank C. Schultz, Michigan State U.
-ie BPS: Strategic Involvement, Organizational Commitment, and Knowledge of Strategy | Ruth A. Cruikshank, Wilfrid Laurier U.; Thomas F. Cawsey, Wilfrid Laurier U.; Gregory Irving, Wilfrid Laurier U.
-ie BPS: Decision-Making Model Based on Regulatory Focus Principle | Liviu Florea, U. of Missouri, Columbia

980 : (Paper Session) - (BPS) Functional Strategies
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/BPS1
Displayed on Panels P26 to P29
-ie BPS: P&L Teams and Supplier-Buyer Relationships | Barry A. Macy, Texas Tech U.; Dennis B. Arnett, Texas Tech U.; James Wilcox, Texas Tech U.; Gerard F. Farias, Fairleigh Dickinson U.

981 : (Paper Session) - (BPS) E-Commerce Strategy
4:10pm - 5:20pm Westin Hotel: Cascade 1 (A)
Chair: Rhonda M. Engleman, U. of Minnesota
BPS: Racing: Performance Consequences for Internet Companies | Thomas R. Eisenmann, Harvard U.
BPS: Internet Entrepreneurship in an Emerging Market: Networks and Performance of Internet Startups | Bat Batjargal, Stanford U./Peking U.
BPS: The Tortoise and the Hare: Implications of Separated and Integrated Approaches to Innovation | George Westerman, Massachusetts Institute of Technology; Marco Iansiti, Harvard Business School; F. Warren McFarlan, Harvard Business School
Discussant: Christoph Zott, INSEAD

982 : (Paper Session) - (BPS) Resources, Growth and Survival
4:10pm - 5:20pm Westin Hotel: Cascade 1 (B)
Chair: Rodolphe Durand, EM Lyon
Discussant: Ron Adner, INSEAD

983 : (BPS) BPS Outstanding Educator Award
4:10pm - 5:20pm Westin Hotel: Elliott Bay
Program Chair: James D. Westphal, U. of Texas, Austin
Division Chair: Margaret A. Peteraf, Dartmouth College

984 : (Paper Session) - (BPS) Vertical Integration Strategies
4:10pm - 5:20pm Westin Hotel: Vashon I
Chair: Erick Paulo Cesar Chang, U. del Istmo Guatemala
BPS: Deregulation, Efficiency and Governance Structures: The U.S. Electric Utility Sector | Magali Delmas, Stanford U.; Yesim Tokat, U. of California, Santa Barbara
BPS: Managing Positive and Negative Spillovers: Evidence from Information Technology | Kyle J. Mayer, U. of Southern California; Minna Elina Sarkar, U. of Southern California
BPS: Explaining Vertical Integration Strategies: Market Power, Transactional Attributes and Resources | Isabel Diez-Vial, U. Complutense, Madrid
Discussant: Xiaolin Sun, Southeast U.
Session Details - Tuesday

985 (Paper Session) - (BPS) Testing Theories of Compensation and Governance
4:10pm - 5:20pm Westin Hotel: Vashon II
Chair: Sven-Olof Y. Collin, Kristianstad U.

BPS: CEO Compensation and the Influence of Comparable Firms | K. Matthew Gilley, Oklahoma State U.; Joseph E. Coombs, U. of Richmond; Satyanarayana Parayitam, Oklahoma State U.; Edward L. Summers, U. of Texas, Austin

BPS: Corporate Governance & Path Dependence: Business History and Executive Pay in Modern Germany | Trevor Buck, De Montfort U.

BPS: The CEO as Sandbagger in the Compensation Tournament | Wei Shen, U. of Florida; H. L. Tosi, Jr., U. of Florida; Richard J. Gentry, U. of Florida

BPS: The Role of CEO Characteristics and Incentives in Corporate Disclosures: An Empirical Examination | Ram Natrajan, U of Texas at Dallas; Abdul A. Rasheed, U of Texas at Arlington

Discussant: Brian Golden, U of Toronto

986 (Paper Session) - (CAR) Career Directions
4:10pm - 5:20pm Red Lion Hotel: San Juan
Chair: Jeffrey Greenhaus, Drexel U.

CAR: Organizational Identification of Boundary-Spanning Employees | Konstantin Korotov, INSEAD

CAR: Executives at Risk: Multiple Roles and Career Derailment | Patricia J. Ollott, Center for Creative Leadership; Marian N. Ruderman, Center for Creative Leadership

CAR: The Impact of Formal Education on Managerial Career Attainment | Amy E. Hurley-Hanson, Chapman U.; Stefan Wally, Chapman U.; Jeffrey Sonnenfeld, Yale U.; Sharon Segrest, California State U., Fullerton

987 ☯ CAUCUS Virtuous Choices in a Knowledge Economy: From Individual Freedom to Meeting Global Challenges
4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 1

Multi-level issues concerning virtuous choices in a global and knowledge-based world will be discussed.

Chairs: Karen P. Manz, author; Charles C. Manz, University of Massachusetts, Amherst; Robert David Marx, U. of Massachusetts, Amherst; Kim S. Cameron, U. of Michigan

988 ☯ CAUCUS Generating Pathways to Transformative Cooperation
4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 2

This caucus invites co-discovery and exploration of cooperation’s transcendence beyond traditional boundaries to create positive reverberations.

Chair: Loren R. Dyck, Case Western Reserve U.

989 ☯ CAUCUS Business as an Agent of World Benefit
4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 3

We will have a global inquiry and dialogue of practitioners, researchers and teachers considering the positive intersection of business and society.

Chair: Mary Grace Neville, Case Western Reserve U.

990 ☯ CAUCUS Sharing Resources to Support Initiatives in Work Redesign for Flexibility
4:10pm - 5:20pm Washington State Convention & Trade Center: 201 Table 4

Teachers, scholars, and individual activists will share resources and discuss new possibilities for integrating work and life for all employees.

Chair: Sandy Kristin Piderit, Case Western Reserve U.

991 ☯ CAUCUS Law & Management
4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 1

We will discuss how to integrate law and management in such content areas as strategic management, entrepreneurship and human resource management.


992 ☯ CAUCUS Issues for Consideration When Developing Comprehensive Faculty Evaluation Systems
4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 2

This caucus will address important components of faculty evaluation systems, discuss fairness issues, and exchange best practices.

Chair: Susan M. Burroughs, Roosevelt U.

993 CAUCUS What Are the Implications of Tacit Knowledge in the Operation of High-Performing Health Care Teams?
4:10pm - 5:20pm Washington State Convention & Trade Center: 204 Table 3

We will discuss tacit knowledge, for both individuals and teams, in particular for the operation of high-performing surgical health care teams.


994 CAUCUS The Implications of the Changing Employment Contract on Leadership Development
4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 1

We will examine the implications of the changing employment contract on leadership development.


995 CAUCUS There’s No Guarantee: “Certification” of Corporate Coaching
4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 2

We will explore the need for and value of “certification” of corporate coaches and standardization of the coaching industry.

Chairs: Martin B. Kormanik, O.D. Systems, Inc.; Tina M. Chindgren, Virginia Polytechnic Institute and State U.

996 CAUCUS Violence and Terrorism: Developing a Research Agenda on the Workplace Impact of Critical Incidents
4:10pm - 5:20pm Washington State Convention & Trade Center: 303 Table 3

We will examine the impact of external violence and terrorism incidents on organizations and their employees.

Chair: Robin Church, U. of Toronto

997 CAUCUS Emonet: The Network for the Study of Emotion in Organizations
4:10pm - 5:20pm Washington State Convention & Trade Center: 310
We will discuss topics in the field of emotions in organizational settings and make preliminary plans for the 2004 Emonet Conference.

Chair: Neal M. Ashkanasy, U. of Queensland

998 CAUCUS Contingent Work: International Comparisons and Research Concerns
4:10pm - 5:20pm Washington State Convention & Trade Center: 604 Table 1
We will discuss key aspects of contingent work, including its use in knowledge work, cross-national comparisons, and research concerns.

Chair: Kay M. Glasgow, Southwest Texas State U.

999 CAUCUS Studying “Post-Heroic” Leadership: Conceptualization, Operationalization and Measurement Challenges
4:10pm - 5:20pm Washington State Convention & Trade Center: 604 Table 2
We will discuss how to study empirically the emerging notion of leadership as a relational or collective (as opposed to individual-based) concept.

Chair: Sonia Ospina, New York U.

1000 CAUCUS Managing Alliances to Create Value: From Intent and Partner Selection to Dissolution
4:10pm - 5:20pm Washington State Convention & Trade Center: 604 Table 3
This discussion will focus on the management of alliances with special emphasis on alliance processes and the phases of the alliance life cycle.

Chair: Deepa Vaidyanath, Arizona State U.

1001 (CM) Cross-Cultural Negotiation
4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: Cedar Room
Organizer: Wendi Lyn Adair, Cornell U.
Culture and Metaphor in Negotiation | Michele J. Gelfand, U. of Maryland; Lisa H. Nishii, U. of Maryland; Ellen G. Godfrey, U. of Maryland; Jana L. Raver, U. of Maryland; Shu-cheng Chi, National Taiwan U.; Tetsushi Okumura, Shiga U.
Does Culture Affect the Meaning of a Win? The Impact of Culture on Preferred Negotiation Outcomes | Jan Hack Katz, Cornell U.; Vicki Jones, Fundacao Getulio Vargas; Kenneth Gray, Florida A&M U.
Successful Adaptation in Cross-Cultural Negotiation: What Does It Mean and How Do We Get There? | Wendi Lyn Adair, Cornell U.; Sujin Lee, Cornell U.

1002 (ENT) Once the Fools Have Rusted In: Understanding High-Tech Startups in Emerging Environments
4:10pm - 5:20pm Washington State Convention & Trade Center: 203
Chair: Shalini Manrakhan, U. of Minnesota
Are Firms Governed Differently in Good Times vs. Bad?
  Governance Characteristics of IPOs | Yuri Mishina, Michigan State University
  Strategic Responses to the Crash of the Internet Sector: Executive Turnover in Recent IPOs | Daniel P. Forbes, U. of Minnesota; Shalini Manrakhan, U. of Minnesota
  Institutional Entrepreneurship in the Emergence of New Technologies: A Case of Local Area Networks | Sanjay Jain, U. of Wisconsin, Madison

1003 (Paper Session) - (ENT) Technology Transfer
4:10pm - 5:20pm Washington State Convention & Trade Center: 213
Chair: Larry Plummer, U. of Colorado, Boulder

ENT: Critical Junctures in the Growth in University High-Tech Spinout Companies
  Ajay Vohora, U. of Nottingham; Andy Lockett, U. of Nottingham

ENT: Transferring by Founding: The Case of Biotech Start-ups in France | Vincent N. Mangematin, INRA/UPMF; David Catherine, INRA/UPMF; Frederic Corolleur, INRA/UPMF
ENT: Ventures Emerging from Science | Alice de Koning, Georgia State U.; David L. Deeds, Case Western Reserve U.

1004 SHCS: (ENT, BPS) Evolution of the Top Management Team in New Ventures: Who Comes, Who Goes, and to What Affect?
4:10pm - 5:20pm Washington State Convention & Trade Center: 609/610
Chairs: Harry J. Sapienza, U. of Minnesota; Patricia S. Borchert, U. of Minnesota
Network Characteristics of Entrepreneurial Teams | Natalia Weisz, Purdue U.; Arnold C. Cooper, Purdue U.
Effects of Increasing New Venture Team Heterogeneity... | Patricia S. Borchert, U. of Minnesota
The Evolution of Teams in University High-Tech Spinout Companies: Team Member Entry and Exit | Ajay Vohora, U. of Nottingham; Mike Wright, U. of Nottingham; Andy Lockett, U. of Nottingham; Nicos Nicolaou, Imperial College, U. of London
New Venture Evolution and Managerial Capabilities | Warren Boeker, U. of Washington; Robert Wiltbank, U. of Washington

1005 (Paper Session) - (GDO) Gender and Occupational Equity: Expectation and Reality
4:10pm - 5:30pm Red Lion Hotel: Orcas
Chair: D. Anthony Butterfield, U. of Massachusetts, Amherst
GDO: The Effect of Gender and Social Comparison Referents on Expected Achievement in Organizations | Donald E. Gibson, Fairfield U.; Barbara S. Lawrence, U. of California, Los Angeles
GDO: Contract Making and Breaking: University Sex Discrimination Cases | Sonia M. Goltz, Michigan Technological U.
GDO: Breaking and Entering: State-Level Recognition of Women as Lawyers | Heather Geraci, Cornell U.
Discussant: Cherlyn S. Granrose, Berry College
Session Details - Tuesday

1006 ☒: (GDO, CAR) An Academic in Practitioner Clothing: Diversity Practitioners at Work
4:10pm - 5:20pm Red Lion Hotel: Bainbridge
Facilitator: Marcus M. Stewart, U. of Georgia

1007 ☒: (Paper Session) - (HR) Compensation & Benefits: Macro & Micro Issues
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM on display on Poster Boards PB1 to PB9
☒ HR: Do Non-Executive Stock Options Really Produce Positive Work Outcomes?: An Empirical Investigation | Pamela Brandes, Syracuse U.; Michael Hadani, Syracuse U.; Jason C. Senjem, Syracuse U.
☒ HR: Intellectual Capital, Monitoring, and Risk: What Predicts the Adoption of Employee Stock Options? | Maya Kroumovova, New York Institute of Technology; James C. Sesil
☒ HR: Employee Benefits Satisfaction | Brian Murray, U. of Dallas; James Hamilton Dulebohn, Michigan State U.
☒ HR: Leading Edge or Bleeding Edge-Market Reactions to Firms Offering Same-Sex Domestic Partner Benefits. | Susan Housel, U. of Dayton; Jay J. Janney, U. of Dayton; Wesley C King, U. of Dayton; Terence Lau, U. of Dayton
☒ HR: Loss Aversion Applied to Variable Pay: The Entitlement Effect | Kimberly K. Merriman, Wichita State U.
☒ HR: Creating Salary Inequity: Negative Impact of Pay Compression Due to External Labor Market Pressures | Amy B. Henley, U. of Texas, Arlington
☒ HR: Pay Secrecy Revisited: An Integrative Model | Adrienne Colella, Texas A&M U.; Asghar Zardkoohi, Texas A&M U.; Ramona L. Paetzold, Texas A&M U.; Michael J Wesson, Texas A&M U.

1008 ☒: (HR) Innovations in Teaching in Human Resource Management: The Question of Professional Competence
4:10pm - 5:20pm Washington State Convention & Trade Center: 605/606
Chair: Glenn McEvoy, Utah State U.
Facilitator: James C Hayton, Utah State U.
Participants: Debra J. Cohen, Society for Human Resource Management; Greg Southey, Queensland University of Technology; David E. Guest, King’s College, London

1009 JS: (HR, OCIS) Changing Employment Relationships and Work Systems in IT
4:10pm - 5:20pm Red Lion Hotel: Whidbey
Chair: Alison Davis-Blake, U. of Texas, Austin
"Intermediate" IT Work: The Role of Staffing Agencies’ Ties on Professional Contractors’ Careers | Isabel Fernandez-Mateo, Massachusetts Institute of Technology
Employment Relationship Advantage of Vendors in IT Outsourcing | Natalia Levina, New York U.
Do Peripheral Workers do Peripheral Work? Comparing the Use of IT Employees and Consultants | Matthew Bidwell, Massachusetts Institute of Technology

1010 ☒: (Paper Session) - (IM) International Research on Job Satisfaction and Pay
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM Displayed on Panels P30 to P35
☒ IM: Gender and Salary: A Study of Accountants in Japan | Yvonne Stedham, U. of Nevada, Reno
☒ IM: Job Satisfaction and Technology in a Developing Country Setting | Steven R Lovett, Texas U. of Brownsville; Tom Coyle, -; Russell Adams, -

1011 ☒: (Paper Session) - (IM) International Learning and Social Exchange
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM Displayed on Panels P36 to P39
☒ IM: Foreign Direct Investments as Knowledge Sourcing Strategies? | Andreas Al-Laham, SIMT; Terry L. Amburgey, U. of Toronto
☒ IM: R&D Intensity in International U.S. Firms: Corporate Governance and Organizational Learning | Pol Herrmann, Iowa State U.

1012 ☒: (Paper Session) - (IM) New Research on Globalization
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/IM2 Displayed on Panels P40 to P43
**1013 → (IM)** Barry M. Richman Dissertation Award Finalists Presentations
4:10pm - 5:20pm Washington State Convention & Trade Center: 617
Presentation by the four finalists for the Barry M. Richman Dissertation Awards for dissertation completed in the previous year in international management
Chair: Srilata Zaker, U. of Minnesota

**1014 ☞ (Paper Session) - (MC)** Developing & Marketing Consulting Services: Intangibles, Status, Legitimacy and Evaluation
4:10pm - 6:00pm Washington State Convention & Trade Center: 307
Chair: David Jamieson, Pepperdine U.
MC: Why Neither Managers Nor Consultants Need Nor Want Systematic Evaluations of Consulting Engagements | Alfred Kieser, Mannheim U.; Berit Ernst, Mannheim U.
MC: The discursive construction of the manager as a legitimate client of consulting services | Jonas Backlund, Uppsala U.; Andreas Werr, Stockholm School of Economics
MC: The Impact of Status on the Performance of Management Consulting Firms | Michael Nippa, Freiberg U. of Mining and Technology; Andreas Ehrhardt, Freiberg U. of Mining and Technology
MC: Managing Intangibles in SME Consultancies | Sally Woodward, City U., London
Discussant: Ken Weidner, Saint Joseph’s U.

**1015 ☞ (Paper Session) - (MED)** Using Film in Teaching
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MED
Displayed on Panels P11 to P13

**1016 ☞ (Paper Session) - (MED)** Global Issues in Management Education
4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/MED1
Displayed on Panels P14 to P16
Session Details - Tuesday

**Chair:** Charles Wankel, St. John’s U.

A Different Set of Efforts: China and Internet Collaboration | **Ping Ping Fu,** Chinese U. of Hong Kong

The Emergence of the Internet in Iranian Management Education | Camelia Ehteshami Akbari, Industrial Management Institute, Iran

Views of International Internet Collaboration in Central and Eastern Europe | Gerhard Fink, Wirtschaftsuniversitaet Wien International Consulting Practicum | Cheryl L. Prachyl, U. of Texas at Tyler

A Canadian Perspective on International Internet Collaboration | Nealia Sue Bruning, U. of Manitoba

Virtual Teams of Students from Around the Globe | Jane LeMaster, U. of Texas, Pan American

A LDC Perspective on International Collaboration in Teaching and Research over the Internet | S. Manikutty, Indian Institute of Management, Ahmedabad

Managing Telework and Internet Research Collaboration | David A. Lamond, U. of Western Sydney

International Online Collaboration in the Academy | Regina Bento, U. of Baltimore

Using IT to Support Teaching, Research & Management Development In a World of Global Business | Roger Blakeney, U. of Houston

Practical Issues in International Internet Research Collaboration | Sanjay T. Menon, Louisiana State U., Shreveport

Challenges of Virtual Teamwork in the Successful Women Worldwide Research Project | Suzy Fox, Loyola U., Chicago; Terri R. Lituchy, California Polytechnic State U., San Luis Obispo; Miguel R. Olivas-Lujan, ITESM; Betty Jane Punnett, U. of the West Indies; Ann Gregory, Memorial U.

The Virtual Communities of Scholarly Management | Ann Gregory, Memorial U.; Charles Wankel, St. John’s U.

The Impact of International Internet Collaboration on Professional Cultures | Jan M. Ulijn, Eindhoven U. of Technology

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**1021: (MH) Business Meeting & Awards**

4:10pm - 5:20pm Grand Hyatt Seattle: Seath

*Program Chair:* Michele A. Govekar, Ohio Northern U.

*Division Chair:* Charles Edward Booth, U. of the West of England Professional Development Workshop Chair: Franz T. Lohrze, U. of Alabama

*Division Chair-Elect:* Shawn M. Carraher, Texas A&M U.

**1022: (Paper Session) - (MOC) Cognition and Information:**

Processing Three Perspectives | **Walter Davis,** U. of Mississippi

MOC: Strategic Decisions in Emerging Markets: Managerial Views of and Reactions to Risk | Sally W. Fowler, American U.; Michael D. Lord, Wake Forest U.

*MOC: Paying $1 to lose $2: Misperceptions of the value of information in predicting others | Robert B. Weber, Carnegie Mellon U.

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**1023 SHCS: (MOC, TIM, OCIS) The Role of Technology in Creating and Managing Identity in Organizations**

4:10pm - 5:20pm Washington State Convention & Trade Center: 602/603

**Chair:** Kevin W. Rock, U. of Illinois, Urbana-Champaign

The Role of Technology in Creating and Maintaining Identity in Organizations | **Ping Ping Fu,** Chinese U. of Hong Kong; **Miguel R. Olivas-Lujan,** U. of Texas, Pan American; **Terri R. Lituchy,** U. of the West Indies; **Betty Jane Punnett,** U. of the West Indies; **Ann Gregory,** Memorial U.

**Discussant:** Elizabeth Eve Umphress, Texas A&M U.

**1024: (MSR) MSR Business Meeting**

4:10pm - 5:20pm Grand Hyatt Seattle: Menzies Suite

**1025: (Paper Session) - (OB) Justice, Attribution Theory, and Self-Serving Bias**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room A

*Facilitator:* Louise Tourigny, U. of Wisconsin, Whitewater

**OB: Predicting Reactions to Self-Ratings: The Effects of Context and Individual Differences | Lisa Keeping,** Wilfrid Laurier U.

**OB: Antecedents of Justice Perceptions: The Role of Attribution Theory | Juliana Durr Lilly,** Sam Houston State U.; Meghna Virick, U. of Texas, Arlington


**OB: Exploring the Role of Emotions in Layoff Victims’ Fairness Perceptions and Retaliation | Laurie J. Barclay,** U. British Columbia; **S. Douglas Pugh,** U. of North Carolina, Charlotte

**1026: (OB) The Importance of Leadership in a Democratic Organization: Impacts of Leader Political Skill**

4:10pm - 5:20pm Sheraton Seattle Hotel & Towers: East Room B

Facilitators: Anthony (Tony) P. Ammeter, University of Mississippi; James (Jerry) G. Hunt, Texas Tech University

**Chair:** Anthony P. Ammeter, U. of Mississippi

**Facilitator:** James G. Hunt, Texas Tech U.

**OB: Perceptions of Politics and Organizational Cynicism: Attributional and LMX Perspective | Walter Davis,** U. of Mississippi; **William L Gardner,** -

**Leader Reputation and Accountability in Organizations | Angela Tania Hall,** Florida State U.; **Fred Blass,** Florida State U.; **Gerald R. Ferris,** Florida State U.

This Is War: How the Politically Astute Achieve Crimes of Obedience | **Danielle Beu,** -

**Leader Political Skill and Employee Reactions | Darren Treadway,** Florida State U.; **Wayne A. Hochwarter,** Florida...
**1027**: (OB) Innovation in Organizations: Individual, Team, Organizational, and National Factors

4:10 pm - 5:20 pm Sheraton Seattle Hotel & Towers: Room 424

*Program Chairs:* Cynthia Lee, Northeastern U.; Miriam Erez, Technion-Israel Institute of Technology

Innovation in Organizations: Individual, Team, Organizational, and National Factors


**1028** : (JS) (OB, HR) The Use of Monetary and Non-monetary Incentives: When, Who, and How?

4:10 pm - 5:20 pm Sheraton Seattle Hotel & Towers: Aspen Room

*Organizers:* Amy Elizabeth Mickel, California State U., Sacramento; Scott Jeffrey, U. of Chicago

*Facilitators:* Amy Elizabeth Mickel, California State U., Sacramento; Scott Jeffrey, U. of Chicago

*Speakers:* Bruno S. Frey, U. of Zurich; Barry Gerhart, U. of Wisconsin, Madison; Edward Lawler III, U. of Southern California; Terence R. Mitchell, U. of Washington, Seattle; Margit Osterloh, U. of Zurich; Thomas Li-Ping Tang, Middle Tennessee State U.

**1029** : (JS) (OB, HR) Job Embeddedness and Social Capital: New Directions in Turnover Research

4:10 pm - 5:20 pm Sheraton Seattle Hotel & Towers: West Room A

*Chairs:* Kathryn M. Bartol, U. of Maryland, College Park; Thomas W. W. Lee, U. of Washington


Job Embeddedness: Unique Contribution Beyond Social Exchange Relationships in Predicting Outcomes | Wei Liu, U. of Maryland; Kathryn M. Bartol, U. of Maryland, College Park; Ian O. Williamson, U. of Maryland

How Job Embeddedness Deters Mexican Workers from Quitting | Mindy West, Peter Hom, Arizona State U.


**1030** : (Paper Session) - (OCIS) Virtual Teams and Virtual Work

4:10 pm - 5:20 pm Washington State Convention & Trade Center: 614

*Chair:* Vicki McKinney, U. of Arkansas

**OCIS:** The Ethical Implications of Virtual Team Membership | M. Travis Maynard, U. of Connecticut

**OCIS:** Productivity and Satisfaction of Home-Based Telecommuter | Xiulai Zhu, U. of Arizona, Tucson; Sherry M. Thatcher, U. of Arizona

**OCIS:** Identity Formation among Virtual Workers | Manju K. Ahuja, Indiana U.; Lionel Robert, Indiana U., Bloomington; Katherine M. Chudoba, Florida State U.; Harrison McKnight, Michigan State U.

**Discussants:** Jason Thatcher, Clemson U.; Mary Beth Watson-Manheim, U. of Illinois, Chicago; Terri L. Griffith, Santa Clara U.

**1031** : (ODC) ODC Distinguished Speaker: Jean Bartunek

4:10 pm - 5:20 pm Washington State Convention & Trade Center: 2A

How Planned Change Eventually Changes Itself | Jean M. Bartunek, Boston College

*Introduction:* Gretchen Spritzer, U. of Michigan

*Distinguished Speaker:* Jean M. Bartunek, Boston College

**1032** : (Paper Session) - (OM) Operations Strategy Formulation

4:10 pm - 5:20 pm Westin Hotel: Adams

*Chair:* Peter T. Ward, Ohio State U.

**OM:** The Role of Operations in Strategy Making: a Contingency Theory | Lieven Lode Demeester, INSEAD; Jovan Grahovac, Tulane U.


**1033** : (OMT) The New Dynamism: Organization Theory, System Dynamics, and Novel Approaches to Theorizing

4:10 pm - 5:20 pm Westin Hotel: Cascade 1 (C)

*Chair:* Nelson P. Repenning, Massachusetts Institute of Technology

**Participants:** Anjali Sastry, Massachusetts Institute of Technology; Stephen Barley, Stanford U.; Karl E. Weick, U. of Michigan; Paul R. Carlin, Massachusetts Institute of Technology; Michael L. Tushman, Harvard U.; Jenny W. Rudolph, Boston College

**1034** : (Paper Session) - (OMT) Structuring Change

4:10 pm - 5:20 pm Westin Hotel: St. Helens

*Chair:* Jeffrey Kaufmann, Iowa State U.

**OMT:** A Four-Layer Model for Studying Organizational Structure | Maximilian von-Zedtwitz, International Institute for Management Development

**OMT:** Conceptualizing Organizational Flexibility: Proactivity, Adaptability, and Resilience | Renae A. Jones, Queensland U. of Technology; Mark A. Griffin, Queensland U. of Technology

**OMT:** Interdependencies in Organization Design: Searching for the “Edge of Chaos” | Tim Carroll, Georgia Tech

**OMT:** Accounting for the Limited Distribution of Technology-Enabled Structural Change | Gavin M. Schwarz, U. of New South Wales; Arthur D. Shulman, U. of Queensland

*Discussant:* Julie M. Hite, Brigham Young U.
Session Details - Tuesday

1035 😊 JS: (OMT, CMS, MH) Organizing Democracy: 19th Century isms for the 21st Century World  
4:10pm - 5:20pm Washington State Convention & Trade Center: 619/620  
Organizers: Christopher Marquis, U. of Michigan; Gerald F. Davis, U. of Michigan  
Location, Location, Location: The Geography of Bank Interlocking in the 1960s | Donald Palmer, U. of California, Davis; Mathew Zafonte, U. of California, Davis  
Bowling Alone or Conspiring Alone? Local Elite Cohesion and Community Social Capital | Christopher Marquis, U. of Michigan; Gerald F. Davis, U. of Michigan  
The Transfer of Private Sector Practices to the Nonprofit Sector | Walter W. Powell, Stanford U.; Denise Gammal, Stanford U.; Caroline Simard, Stanford U.; Hokyu Hwang, Stanford U.  
Urban Legacy: The Impact of Olympic Sponsorship on Community | Mary Ann Glynn, Emory U.  
Authors: Donald Palmer, U. of California, Davis; Mathew Zafonte, U. of California, Davis; Denise Gammal, Stanford U.; Caroline Simard, Stanford U.; Hokyu Hwang, Stanford U.; Mary Ann Glynn, Emory U.; Walter W. Powell, Stanford U.  
Discussant: Mark S. Mizruchi, U. of Michigan

1036 SHCS: (OMT, PNP) Corporation and Community Connections: When are Business Elites Good for Civic Health?  
4:10pm - 5:20pm Washington State Convention & Trade Center: 205  
Facilitator: Jorge A. Wise, ITESM - Campus Monterrey  
BPS: The Changing Product and International Scope of Firms: A Dynamic Perspective | Shyam Kumar, City U. of New York, Baruch College; Anju Seth, U. of Illinois, Urbana-Champaign  
BPS: Glitches in Global Strategy? Some Lessons from the Food and Drink Industry | Richard Lynch, Middlesex U.  
IM: The Positioning of Global 500 Firms’ Ethical Character: Japan, US, and UK | Rosa Chiu, U. of Manchester

1037: (Paper Session) - (ONE) New Perspectives on the Natural Environment and Stakeholder Management  
4:10pm - 5:20pm Washington State Convention & Trade Center: 214  
Chair: Tom Thomas, San Francisco State U.  
ONE: Stakeholder Influences on Sustainability Practices in the Canadian Forest Products Industry | Sanjay Sharma, Wilfrid Laurier U.; Irene Henriques, York U.  
ONE: The Rise and Regression of a Sustainable Company | Frank Wijen, Tilburg U.  
ONE: Democracy and Knowledge in a Multistakeholder Initiative | Marie-France Turcotte, U. of Quebec, Montreal; Christine Dancause, Concordia U.; Eric Gedajlovic, U. of Connecticut  
Discussant: Alfred Marcus, U. of Minnesota

1038 😊 😊 (Paper Session) - (PNP) Civil Society in International Perspectives and Settings  
4:10pm - 5:20pm Grand Hyatt Seattle: Stevens  
Chair: Theodora Welch, U. of Massachusetts, Boston  
PNP: Responding to a Retreating State? Social Capital Formation and the Russian Environmental Movement | Jo Crotty, Aston U.  
PNP: Global Cities and Democracy: Upper Middle Class Influence in Developmental Policymaking | Herman L. Boschken, San Jose State U.  
PNP: Transition to a Civil Society: Local Government in Latvia | Gundar King, Pacific Lutheran U.; David E. McNabb, Evergreen State College  
PNP: Economic And Political Freedoms And National Competitiveness | Edmund R Thompson, Ritsumeikan Asia Pacific U.  
Discussants: David Francois ALIS, Rennes 1 U. CREREG CNRS France; Janet Dilling, Florida State U.

1039: (SIM) SIM Division Chairperson’s Address and Business Meeting  
4:10pm - 6:00pm Washington State Convention & Trade Center: 608  
The division chair will deliver his address from 4:10-5:00 p.m. The business meeting will immediately follow from 5:00-6:00 p.m.  
Division Chair: Lawrence J. Lad, Butler U.

1040: (Paper Session) - (SIT) Managing Across Global Borders  
4:10pm - 5:20pm Washington State Convention & Trade Center: 205  
Facilitator: Jorge A. Wise, ITESM - Campus Monterrey  
BPS: The Changing Product and International Scope of Firms: A Dynamic Perspective | Shyam Kumar, City U. of New York, Baruch College; Anju Seth, U. of Illinois, Urbana-Champaign  
BPS: Glitches in Global Strategy? Some Lessons from the Food and Drink Industry | Richard Lynch, Middlesex U.  
IM: The Positioning of Global 500 Firms’ Ethical Character: Japan, US, and UK | Rosa Chiu, U. of Manchester

1041: (Paper Session) - (SIT) Corruption and Fraud  
4:10pm - 5:20pm Washington State Convention & Trade Center: 210  
Facilitator: Charlotte D. Sutton, Auburn U.  
BPS: Strategy and Accounting Fraud | Carmelita J. Troy, Naval Postgraduate School; Ken G. Smith, U. of Maryland; Lawrence A. Gordon, U. of Maryland, College Park  

1042: (Paper Session) - (SIT) Corporate Governance  
4:10pm - 5:20pm Washington State Convention & Trade Center: 211

4:10pm - 5:20pm Washington State Convention & Trade Center: 206

Chairs: Rosemarie Ham Ziedonis, U. of Michigan; Markus Georg Reitzig, Copenhagen Business School

Complementarity and Substitution between Types of Legal IP in Software | Deepak Somaya, U. of Maryland; Stuart J.H. Graham, Georgia Institute of Technology


Stemming the Flow of Counterfeit Pharmaceuticals | Kristina Lybecker, Drexel U.; Eric Noehrenberg, Intl Federation of Pharmaceutical Manufacturers Associations

The Enforcement of Patents in Semiconductors | Rosemarie Ham Ziedonis, U. of Michigan

Presenters: Deepak Somaya, U. of Maryland; Stuart J.H. Graham, Georgia Institute of Technology; Markus Georg Reitzig, Copenhagen Business School; Kristina Lybecker, Drexel U.; Rosemarie Ham Ziedonis, U. of Michigan

Participants: Joachim Henkel, U. of Munich; Christopher Heath, Max Planck Institute for Intellectual Property, Competition, and Tax Law; Eric Noehrenberg, Intl Federation of Pharmaceutical Manufacturers Associations

Discussant: Mary Snapp, Microsoft Corporation

Knowledge Creation and Alliances

4:10pm - 5:20pm Washington State Convention & Trade Center: 2B

Chair: Stefano Perluzzi, Singapore Management U.

TIM: In Search of Technological Complementors. | Jeffrey L. Cummings, Loyola College; Hung-Bin Ding, Loyola College

TIM: Networking With The Right Partners:How Do Partners’ Knowledge Attributes Affect Innovation? | Beiqing(Emery) Yao, U. of Pittsburgh; Susan McEvily, U. of Pittsburgh

TIM: Factors influencing knowledge and value creation from research in a corporate-university alliance | Xudong Gao, Massachusetts Institute of Technology; George Roth, Massachusetts Institute of Technology

Exploration and Exploitation Alliances: A System of New Product Development | Frank T. Rothaermel, Georgia Institute of Technology; David L. Deeds, Case Western Reserve U.

Discussant: Patricia M Norman, Baylor U.

Communicating Innovations

4:10pm - 5:20pm Washington State Convention & Trade Center: 4A Exhibit Hall/TIM Displayed on Panels P44 to P48

TIM: Competing in Industrial Markets: Rethinking the Service Advantage | K. Thomas Chandy, State U. of New York, Binghamton; Nagaraj Sivasubramaniam, Duquesne U.; Saligrama Agnihotri, State U. of New York, Binghamton

TIM: Should We Consider Alternative R&D Incentives?- Prizes as a Supplement to Patents | Lee N. Davis, Copenhagen Business School

TIM: Unpacking Innovation: Bridging Strategies and Influence on Impact, Durability and Breadth | Anupama Phene, U. of Utah; William S. Hesterly, University of Utah; Teppo Felin, U. of Utah

TIM: A Model of the Impact of Manufacturer-User Interactions on New Product Development | Paul Steffens, U. of Queensland; Xeuli Huang, Edith Cowan U.

Knowledge and Technology Flows

4:10pm - 5:20pm Washington State Convention & Trade Center: 613

Chair: Erik Simans, U. of North Carolina, Chapel Hill

TIM: University Patenting and the Pace of Technological Advance | Kira Rachel Markiewicz, U. of California, Berkeley


TIM: Facilitators of Knowledge Transfer in University-Industry Collaborations | Michael D. Santoro, Lehigh U.; Paul E. Bierly, James Madison U.


Discussants: John W. Clarry, The College of New Jersey; Kelly E. See, Duke U.

Tuesday 5:30PM

BPS Business Meeting

5:30pm - 6:30pm Westin Hotel: Elliott Bay

Program Chair: Margaret A. Peteraf, Dartmouth College

Division Chairs: Albert A. Cannella Jr., Texas A&M U.; Ranjay Gulati, Northwestern U.

Professional Development Workshop Chair: James D. Westphal, U. of Texas, Austin

Division Chair-Elect.: Javier Gimeno, INSEAD

CAR Business Meeting
Tuesday 5:45PM

1054: (MOC) MOC Business Event
5:00pm - 6:30pm Westin Hotel:Wikle
Program Chair: Stephen Mezias, New York U.
Division Chair-Elect: Mary J. Waller, Tulane U.
Division Chair: Carol I. Wright, Pepperdine U.
Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology

Tuesday 6:00PM

1058: (MOC) MOC Business Event
5:00pm - 6:30pm Westin Hotel:Wikle
Program Chair: Stephen Mezias, New York U.
Division Chair: Carol I. Wright, Pepperdine U.
Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology

Tuesday 6:30PM

1059: (BPS) BPS Social Hour
5:30pm - 7:30pm Westin Hotel:Emery 2
Program Chair: Margaret A. Peteraf, Dartmouth College
Professional Development Workshop Chair: James D. Westphal, U. of Texas, Austin

1060: (CRS) CRS Social Hour
5:30pm - 6:00pm Red Lion Hotel:Waltz
Hosts: Allan W. Bird, U. of Missouri, St. Louis; Susan M. Adams, Bentley College; Yehuda Baruch, U. of East Anglia

1061: (CRS) CRS Social Hour
5:30pm - 6:00pm Red Lion Hotel:Waltz
Hosts: Allan W. Bird, U. of Missouri, St. Louis; Susan M. Adams, Bentley College; Yehuda Baruch, U. of East Anglia

1062: (HR) HR Division Social Hour
5:30pm - 6:00pm Red Lion Hotel:Emerald 3
The social is almost over -- come see old friends and make some new ones!
Program Chair: Diana L. Deadrick, Old Dominion U.
Division Chair: Timothy A. Judge, U. of Florida
Professional Development Workshop Chair: K. Michele Kacmar, Florida State U.
Division Chair-Elect: Patrick Wright, Cornell U.

1063: (MOC) MOC Social Event
5:30pm - 7:30pm Westin Hotel:Wikle
Program Chair: Stephen Mezias, New York U.
Professional Development Workshop Chair: Pamela S. Barr, Georgia State U.
Division Chair-Elect: Mary J. Waller, Tulane U.

1064: (SIM) SIM Division Wine & Cheese Party and the Center for Corporate Citizenship's Best MBA Paper Award
6:30pm - 8:00pm Red Lion Hotel:Emerald 3
The SIM Social will be held at Safeco Field. Go to the main entrance and escorts will guide SIM members and friends to the Third Base Terrace Club.

Division Chair: Karen A. Jehn, -
Division Chair-Elect: Bruce Barry, Vanderbilt U.
Tuesday 6:45PM

1065: (CM) Conflict Management Division Social Hour
6:45pm - 8:00pm Sheraton Seattle Hotel & Towers: Aspen Room
Program Chair: Sally Blount-Lyon, New York U.
Professional Development Workshop Chair: Catherine H Tinsley, Georgetown U.

Tuesday 7:00PM

1066: (IM) IM Division Reception and Social
7:00pm - 10:30pm Washington State Convention & Trade Center: 2AB
Host: Schon L. Beechler, Columbia U.

1067: (MED) MED Division Social
7:00pm - 9:30pm Sheraton Seattle Hotel & Towers: Cirrus Ballroom
Join us for an enjoyable evening and networking with members, friends and guests.
Hosts: Elena P. Antonacopoulou, U. of Manchester; Carolyn Wiley, Mercer Human Resource Consulting

Tuesday 8:30PM

1068: (ODC) Organization Development and Change (ODC) Social Hour (joint with ONE) at the Seattle Aquarium
8:30pm - 10:30pm Off Site: The Seattle Aquarium
Please join us at 1483 Alaskan Way, Pier 59 --less than one mile away. Come early as admissions are limited! We thank Microsoft for its support!
Program Chair: Gretchen Spreitzer, U. of Michigan
Division Chair: Chris Worley, Pepperdine U.
Professional Development Workshop Chair: George Roth, Massachusetts Institute of Technology

1069: (ONE) Organizations and the Natural Environment Social Hour at the Seattle Aquarium (Joint with ODC)
8:30pm - 10:30pm Off Site: Seattle Aquarium
ONE members and friends please join us at 1483 Alaskan Way, Pier 59 -- less than a one mile walk. Come early as admissions are limited!
Program Chair: Michael V. Russo, U. of Oregon
Division Chair: Sanjay Sharma, Wilfrid Laurier U.
Wednesday 7:00AM

1070: (AAC) Seattle 2003, LAC
7:00am - 5:00pm Washington State Convention & Trade Center: 601
Local Arrangements Chair: Barbara Parker, Seattle U.

1071: (MED) MED Division Breakfast Meeting
7:00am - 9:00am Sheraton Seattle Hotel & Towers: Room 428
MED Officers, Executive Committee members, country liaisons and all guests - join us for a review of the programme and future planning.
Presiding: Regina Bento, U. of Baltimore
Division Chair: Carolyn Wiley, Mercer Human Resource Consulting

Wednesday 7:45AM

1072: (IM) IM Member Program Feedback and Reflection
7:45am - 8:59am Washington State Convention & Trade Center: 309
Please come and give us your feedback on the IM Division program this year and how the division can better serve you in the future.
Presiding: D. Eleanor Westney, Massachusetts Institute of Technology
Host: Schon L. Beechler, Columbia U.

Wednesday 8:20AM

1073 JS: (IM, OB, CM) Breaking the Rules: Understanding Workplace Deviance Across Cultures
8:20am - 10:20am Washington State Convention & Trade Center: 615/616
Organizer: Bella L. Galperin, Rollins College
Examining Workplace Deviance in Mexico | Bella L. Galperin, Rollins College
Predicting Workplace Delinquency Using Personality Traits: Findings from Three Countries | Kibom Lee, U. of Calgary; Michael Ashton, Brock U.; Reinout E De Vries, U. of Amsterdam
Internet Deviance at the Workplace: Cyberloafing, Neutralizing and Organizational Justice | Vivien Lim, National U. of Singapore
Emotional and Behavioral Responses to Perceived and Objective Supervisory Insensitivity | Tae-Yeol Kim, U. of North Carolina, Chapel Hill
Multi-level Framework to Explain Employee Deviance Across Cultures | Stefan Thau, U of Mannheim; Rebecca J. Bennett, U. of Toledo
Discussant: Simcha Ronen, Tel Aviv U.

Wednesday 8:30AM

1074: (Paper Session) - (BPS) Interorganizational and Social Relationships
8:30am - 10:20am Westin Hotel: Cascade 1 (A)
Chair: John E. Prescott, U. of Pittsburgh
BPS: Clarifying the Relation between Formalization and Performance in Interorganizational Relationships | Paul Vlaar, Erasmus U. Rotterdam
BPS: Embeddedness and the Success of Strategic Initiatives | Karolin Marx, U. St. Gallen; Steven W. Floyd, U. of Connecticut
BPS: Beyond Mutual Forbearance: Multimarket Competition From a Network Perspective | Wen-Pin Tsai, Pennsylvania State U.; Kuo-hsien Su, National Taipei U.; Ming-Jer Chen, U. of Virginia
Discussant: Peter J. Lane, U. of New Hampshire

1075: (Paper Session) - (BPS) Governance of Transactions and Organizational Form
8:30am - 10:20am Westin Hotel: Cascade 1 (B)
Chair: Wei-Ping Wu, Lingnan U. of Hong Kong
BPS: Strategic Alliances as Contractual Forms | Jeffrey J. Reuer, Ohio State U.; Africa Arino, U. of Navarra
BPS: Organizational Evolution and Institutional Structure: Lessons From the Emergence of Markets | Michael G. Jacobides, London Business School
Discussant: Gianluca Vagnani, Scienze della Gestione dimpresa

1076: (Paper Session) - (BPS) Using Resources in M&As
8:30am - 10:20am Westin Hotel: Vashon I
Chair: faye l. smith, Emporia State U.
BPS: Complementary Resources and the Prediction of Post-acquisition Performance | David R. King, United States Air Force; Rebecca J. Slotegraaf, Indiana U., Bloomington; Idalene F. Kesner, Indiana U., Bloomington; Tom Lenz, Indiana U., Bloomington
BPS: Acquiring Knowledge Resources: Competitive Advantage or Coping? | Anne S. York, U. of North Carolina, Chapel Hill; Linda McDaniel, U. of Kentucky
BPS: Information-Exchange and Information-Processing Capabilities and the Firm's Acquisition Performance | Alexander M. Sleptsov, U. of Michigan, Ann Arbor
Discussant: Timothy B. Folta, Purdue U.

1077: (Paper Session) - (BPS) Capability Sourcing
8:30am - 10:20am Westin Hotel: Vashon II
Chair: Abhijit Mandal, The University of Warwick, Warwick Business School
BPS: The Effect of Market and Internal Failures on Capability Sourcing Choices | Laurence Capron, INSEAD; Will Mitchell, Duke U.
BPS: Capability Sourcing for Technological Innovation: Implications for Lower Capability Firms | Carmen Weigelt, Duke U.
BPS: Managers in the Context of Strategic Content: SCP and RBV Predictions for the Selection of Managers | Anna Stafsudd, Lund U.
1078: (BPS, IM) New Strategic Challenges for Management Buyouts and their Financiers: International Perspectives
8:30am - 10:20am Westin Hotel: Grand Crescent
Chairs: Mike Wright, U. of Nottingham; Oliver Frank Gottschalg, INSEAD
Going Private, Transactions and Corporate Governance in the UK | Charles Moncur Weir, Robert Gordon U.
Assessing the Impact of Management Buyouts on Economic Efficiency | Donald S. Siegel, Rensselaer Polytechnic Institute
Management Control Systems and Strategy Change in Buyouts | Hans Bruining, Erasmus U.
Management Buyouts and Restructuring Japanese Corporations | Mike Wright, U. of Nottingham
Differences in Competitive Strategies of Local and Foreign LBO Firms | Oliver Frank Gottschalg, INSEAD
What is Strategy for Buyout Associations? | Achim Berg, McKinsey & Company

1079: (BPS, OMT) Experience (Not Just Learning): The Heterogeneous Effects of Experience on Organizations
8:30am - 10:20am Washington State Convention & Trade Center: 611/612
Chair: Tammy L. Madsen, Santa Clara U.
Establishing the Innovation-Performance Link: An Empirical Study on the Biotechnology Industry | Gino Cattani, U. of Pennsylvania; Christina Fang, U. of Pennsylvania
Change Experience, Retention Experience and Organizational Evolution | Tammy L. Madsen, Santa Clara U.; Elaine Mosakowski, U. of Colorado, Boulder; Srilata Zaheer, U. of Minnesota
On the Potential of Gentle Rule Enforcement | Ido Erev, Technion; Paul Ingram, Columbia U.; Ornit Raz, Technion; Dror Shany, Technion
Complex Capabilities & Goal Congruence: Organizational Experience and Problem Solving | David Hoopes, Southern Methodist U.; Steven Postrel, Southern Methodist U.
Presenters: Gino Cattani, U. of Pennsylvania; Christina Fang, U. of Pennsylvania; Tammy L. Madsen, Santa Clara U.; Elaine Mosakowski, U. of Colorado, Boulder; Srilata Zaheer, U. of Minnesota; Ido Erev, Technion; Paul Ingram, Columbia U.; Ornit Raz, Technion; Dror Shany, Technion; David Hoopes, Southern Methodist U.; Steven Postrel, Southern Methodist U.
Discussant: Linda Argote, Carnegie Mellon U.

1080: (BPS, OMT) Communities of Practice: Extensions and Limits
8:30am - 10:20am Westin Hotel: Elliott Bay
Community in Business: Can Managers be a Community of Practice? | Nicola C. Dragonetti, INSEAD
The Open Source Software Community as a Meritocracy | Anca Metiu, INSEAD
The Creation and Sustainability of Communities of Practice: Two Contrasting Examples | Guillaume Soenen, Groupe HEC Graduate School of Management
Communities of Practice: Negotiating New Rules for Joint Enterprise | Siobhan O'Mahony, Stanford U.
Presenters: Nicola C. Dragonetti, INSEAD; Anca Metiu, INSEAD; Siobhan O'Mahony, Stanford U.; Guillaume Soenen, Groupe HEC Graduate School of Management
Discussant: Gabriel Szulanski, INSEAD

1081: (SHCS, BPS, TIM, OMT) Unlocking the Black Box of Strategy Creation
8:30am - 10:20am Washington State Convention & Trade Center: 619/620
Chair: Jeff Dyer, Brigham Young U.
Routine Innovation and Strategy Creation | Rita Gunther McGrath, Columbia U.
Generating Strategic Insight Through Catalytic Questions | Hal B. Gregersen, Brigham Young U.; Jeff Dyer, Brigham Young U.
Discussant: Jay Barney, Ohio State U.

1082: (Paper Session) - (CAR) Career & Commitment
8:30am - 10:20am Red Lion Hotel: San Juan
Chair: Ronald J. Burke, York U.
CAR: Effects of Different Stressors on Job Satisfaction and Career Commitment among Singapore Teachers | David Tai Wai Wan, National University of Singapore; Chin Huat ONG, Tak Kee HUI, -
CAR: The Impact of ‘Career Climate’ and Personal Career Commitment on Organizational Commitment | Susan Arend, Robin Martin, U. of Queensland
CAR: Differential Effects of Company and Manager Psychological Contract Violation on Commitment and Trust | Patricia Ann Baccili, Claremont Graduate U.

1083: (CAR, HR, OB) Rediscovering Career Exploration as a Life-Long Process
8:30am - 10:20am Red Lion Hotel: Bainbridge
Chair: Hugh Gunz, U. of Toronto
Job Loss as Career Growth: Role of Career Exploration During Involuntary Career Transitions | Jelena Zikic, U. of Toronto
The Role of Career Exploration in the Pursuit of a Boundaryless Career | Jeffrey Greenhaus, Drexel U.; Sidika Nihal Colakoglu, Drexel U.
Employability and its Implications for Career Exploration | Mel Fugate, Southern Methodist U.; Angelo J. Kinicki, Arizona State U.
Career Exploration: Cross Cultural Comparisons Between the US and China | James Werbel, Iowa State U.; Lynda J. Song,
Session Details - Wednesday

Hong Kong U. of Science and Technology; Shifu Yan, Shanghai JiaoTong U.
Discussants: Douglas T. Hall, Boston U.; Janina Latack, Career Consultant

1084: (Paper Session) - (CM) Social Context and Relationships in Conflict
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Cedar Room
Chair: Steven Blader, New York U.
CM: Conflicts Avoiding in Chinese Culture: An Exploration of Five Alternative Models | Raymond A. Friedman, Vanderbilt U.; Shu-cheng Chi, National Taiwan U.; Leigh Anne Liu, Vanderbilt U.
CM: Procedural Fairness: A Key Moderator of the Relationship Between Work-Life Conflict and Commitment | Phyllis Anne Siegel, Rutgers U.; Joel Brockner, Columbia U.
CM: Justice, Social Identity, and Union Certification Elections | Steven Blader, New York U.
CM: Comparing the Effects of Group Heterogeneity and Faultlines on Conflict and Performance | Kate Bezrukova, U. of Pennsylvania; Sherry M. Thatcher, U. of Arizona; Karen A. Jehn, -

1085: (Paper Session) - (CMS) Critical Perspectives on Work
8:30am - 10:20am Washington State Convention & Trade Center: 212
Chair: John A. Logan, London School of Economics
CMS: The Crises of Industrial Democracy: Cooperatives and Works Councils | Alan Frank Hense, U. of Alberta; Robert P. Gephart, Jr., U. of Alberta
CMS: An Anatomy of Dissensus-inspired Work in HRM | Casper Hoedemaekers, Erasmus U, Rotterdam; Anne E Keegan, Erasmus U.
CMS: Control at Work: a Case Study | Tom Keenoy, King's College, London
Presenters: Alan Frank Hense, U. of Alberta; Casper Hoedemaekers, Erasmus U, Rotterdam; Tom Keenoy, King's College, London

1086: (Paper Session) - (ENT) Governance
8:30am - 10:20am Washington State Convention & Trade Center: 203
Chair: John Gamble, U. of South Alabama
ENT: Determinants of Board Composition and Structure in SMEs | Jonas Gabrielson, SIRE/Halmstad U. and Lund U.

1087: (Paper Session) - (ENT) Industry Factors and Growth
8:30am - 10:20am Washington State Convention & Trade Center: 213
Chair: Albert I. Goldberg, Israel Institute of Technology, Israel
ENT: Pioneers in an Emerging Industry: Organizational Determinants of Growth of Internet Service Firms | Wesley Sine, U. of Maryland; Hitoshi Mitsuhashi, U. of Tsukuba; David A. Kirsch, U. of Maryland
ENT: Here Today But Gone Tomorrow: The Dissipating Advantage of Pre-Entry Experience | Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Barry L Bayus, U. of North Carolina, Chapel Hill
ENT: Founding Conditions and the Survival of New Firms | Jose Mata, U. Nova de Lisboa

1088: (Paper Session) - (GDO) Discrimination and Intergroup Relationships in Organizations
8:30am - 10:20am Red Lion Hotel: Orcas
Chair: Jean Louise Kahwayj, International Institute for Management Development
GDO: Organizational-Level Antecedents to Discrimination: A Systems Perspective | Jana L. Raver, U. of Maryland; Lisa H. Nishii, U. of Maryland; Michele J. Gelfand, U. of Maryland; Benjamin Schneider, U. of Maryland, College Park
GDO: Reciprocal Obligations in Resource Exchanges Among Social Groups and the Effects on Life Outcomes | Rochelle Parks-Yancy, Rutgers U.; Nancy DiTomasso, Rutgers Business School--Newark and New Brunswick; Corinne A. Post, Pace U.
GDO: Relational Demography & Perceptions of Fairness: Can Fair Procedures Mitigate Perceptions of Bias? | Frank Linnehan, Drexel U.; Claudia Harris, North Carolina Central U.; Gerald Ross, Temple U.
Discussant: Parshatom Dass, U. of Manitoba

1089 SHCS: (GDO, OB, CM) Gender and Organizational Processes: Collective Representations as a Barrier to Gender Equity
8:30am - 10:20am Washington State Convention & Trade Center: 609/610
Chair: Jennifer R. Overbeck, Stanford U.
Gender and Social Influence | Linda Carli, Wellesley College
Exposure to Benevolent Sexism and Complementary Gender Stereotypes | John T. Jost, Stanford U.
For Love or Money (or Respect): Gender Differences in Relational and Economic Aspirations | Jennifer R. Overbeck, Stanford U.
Making a “Good Impression” in Negotiation: Gender Differences in Impression Goals | Jared R. Curhan, Massachusetts Institute of Technology
1090: (Paper Session) - (HCM) Strategy-Performance Relationships in Health Care Organizations
8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room A
Chair: James D. Bramble, Creighton U.
HCM: The Proposed Relationship Between CEO Perceptions and System-Based Physician Practice Acquisitions | David R. Williams, U. of Alabama, Birmingham; Carlton Chenault Young, U. of Alabama at Birmingham
HCM: Relation of Managerial Opportunism, Agency Issues & Failure of Physician Practice Management | David R. Williams, U. of Alabama, Birmingham; Samuel Robert Hernandez, U. of Alabama, Birmingham
HCM: Opening the Black Box: Measuring Hospital Information Technology Competency | Darrell Burke, Florida State U.
Winner of HCM Division Best Paper Based on a Dissertation Award
Discussant: Leonard H. Friedman, Oregon State U.

1091: (Paper Session) - (MC) Initiating and Supporting Change in Times of Change
8:30am - 10:20am Washington State Convention & Trade Center: 307
Chair: Sonja Sackmann, U. Bundeswehr, Munich
Change at Raiffeisen Zentralbank in Times of Change | Kar Stoss, Raiffeisen Zentralbank Vienna
Corporate Branding as Change Management | Majken Schultz, Copenhagen U.
The Role of 360° Feedback in Culture Change of Knowledge-based Firms | Sonja Sackmann, U. Bundeswehr, Munich
The Role of Executive Coaching in Initiating and Supporting Change | Katrinn Burrus, MKB Conseil
Change Sustainability at Swiss Re: An Airplane with four Engines | Cristina Bettencourt, Project Management Consultant
Discussant: Larry E. Greiner, U. of Southern California

1092: (Paper Session) - (MED) Institutions of Management Education and Learning: perspectives for the future
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Juniper Room
Chair: Mary Catherine Meisenhelter, York College of Pennsylvania
MED: Corporate Universities: An Institutional Analysis | Scott Taylor, U. of Birmingham; Rob Paton, Open U., U.K.
MED: Designing Management Education: Practice What You Teach | Georges Romme, Tilburg U.; Roger Putzel, Saint Michael's College
MED: The Business School in Ruins? | Kenneth Starkey, U. of Nottingham; Sue Tempest, U. of Nottingham
Discussants: Flora Sfez, ESCEM; Alexandra L. Anna, Colorado College; Joanna Krauss Williams, Jacksonville State U.

1093: (Paper Session) - (OB) Organizational Citizenship Behavior, Psychological Contracts and Justice
8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Richard Arvey, -
OB: Customers as Good Soldiers: Examining Citizenship Behaviors in Service Deliveries | Markus Groth, Australian Graduate School of Management; Daniel P. Mertens, St. Vincent College; Ryan Murphy, U. of Arizona
OB: Instrumental and Value-Expressive Motives: A Functionalist Perspective of Citizenship Behavior | James J. Lavelle, U. of Texas, Arlington; Mary A. Konovsky, Tulane U.
OB: Theoretical and Conceptual Distinctions Between In-role Versus Organizational Citizenship Behaviors | David L. Turnipseed, Indiana U./Purdue U., Fort Wayne; George Wilson, Indiana-Purdue U

1094: (Paper Session) - (OB) Teams, Collective Cognition and Group Process Effectiveness
8:30am - 10:20am Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Cynthia Fukami, U. of Denver
OB: Collective Cognition in Teams: The Role of Interactive Learning and Impact on Team Performance | Sze-Sze Wong, Nanyang Technological U.
OB: Group Appraised Structured Use of Time: A New Way To Look at Group Effectiveness | Artemis Chang, Queensland U. of Technology; Julie Duck, U. of Queensland; Prashant Bordia, U. of Queensland
OB: Exploring Variations in Team Development Patterns Across High and Low Performing Project Teams | Jeff Ericksen, Cornell U.
OB: Emotionally Competent Group Norms and Work Group Effectiveness | Vanessa Urch Druskat, U. of New Hampshire; Steven B. Wolff, Marist College; Tracey Eira Messer, Case Western Reserve U.; Elizabeth Stubbs, Case Western Reserve U.

1095: (Paper Session) - (OB) Psychological Contract, Social Networks and Novelty
8:30am - 10:20am Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Janice R. Joplin, U. of Texas, El Paso
OB: Evaluations of Psychological Contract Fulfillment: A Social Networks Perspective | Violet Ho, Nanyang Technological U.
OB: Burnout and Job Performance: The Mediating Role of Motivation | Jonathon R. B. Halbesleben, U. of Oklahoma
OB: Relational Determinants of Interpersonal Citizenship Behavior | Matthew Bowler, U. of North Texas; Daniel J. Brass, U. of Kentucky
OB: Social Yet Creative: The Role of Weak Ties and Social Network Position in Facilitating Creativity | Jill E. Perry-Smith, Emory U.

**Chair:** Elizabeth A. Douthitt, City U. of New York, Baruch College

Performance Monitoring Using New Workplace Technologies | John R. Aiello, Rutgers U.

Are All Virtual Presence Technologies Alike? Uncovering Different Patterns of Privacy and Fairness | David Zweig, U. of Toronto; Ann Frances Cameron, Queen's U.; Jane Webster, Queen's U.

**Presenters:** David Zweig, U. of Toronto; Jane Webster, Queen's U.; Ann Frances Cameron, Queen's U.; John R. Aiello, Rutgers U.

### 1097: (Paper Session) - (OCIS) E-Communication among Individuals, Teams, and Virtual Communities

**Chair:** Bradley J. Alge, Purdue U.


Runner up to OCIS Division Best Paper Award


OCIS: Theorizing the Unintended Consequences of Instant Messaging (IM) Use for Worker Performance | Julie A. Rennecker, Case Western Reserve U.; Lindsey Godwin, Case Western Reserve U.

**Discusants:** Brian Butler, U. of Pittsburgh; Surinder Kahai, Binghamton U.; Joan T Allatta, U. of Pennsylvania

### 1098: (JS: OCIS, OB) Coordination and Control in Dispersed Teams

**Chair:** Kevin Crowston, Syracuse U.

Control and Coordination in Distributed Teams | Robert M. Davison, City U., Hong Kong

Coordination and collaboration in Open Source development teams | Kevin Crowston, Syracuse U.

The Virtual Stage: Adjusting behaviors to achieve in a video-mediated environment | Anne-Laure Fayard, INSEAD

Coordination and Innovation in Dispersed Scientific Collaboration | Jonathon N. Cummings, Massachusetts Institute of Technology

Procedural Orientation in Task Performing Teams | Anita Williams Woolley, Harvard U.

**Presenters:** Robert M. Davison, City U., Hong Kong; Anne-Laure Fayard, INSEAD; Jonathon N. Cummings, Massachusetts Institute of Technology; Anita Williams Woolley, Harvard U.

**Discussant:** Catherine Cramton, George Mason U.

### 1099: (Paper Session) - (ODC) Making the Connection: When Does Organization Change Enhance Performance?

**Chair:** Lynda M. Kilbourne, Xavier U.

ODC: Innovation and Organizational Performance: A Quasi-Experimental Five-Year Panel Study | Kerrie Unsworth, Queensland U. of Technology

ODC: Financialization and the Management of Change | Glenn Morgan, Warwick U.; Andrew Jonathan Sturdy, Imperial College, U. of London

ODC: Culture Building in a Start-up Firm: A Conceptual Framework and Developmental Stages | Bharatendu N. Srivastava, Indian Institute of Management, Calcutta, India; Bindu Khosla,

**Discussant:** Donald W. McCormick, U. of Redlands

### 1100: (OMT) New Questions and Cases in Institutional Accounts of Institutional Dynamics

**Chair:** Philippe Michel Monin, EM Lyon

OMT: Practicing Identity: A Process Model of Identity Change Management in Organizations | Davide Ravasi, Bocconi U.; Majken Schultz, Copenhagen U.

OMT: Identities on the Web: A Case Study of Royal Dutch/Shell | Christine Coupland, U. of Nottingham; Andrew D. Brown, U. of Nottingham

OMT: Hermeneutics and Organizational Identity: The Case of Corporate Branding | Mary Jo Hatch, U. of Virginia; James Rubin, U. of Virginia

OMT: The Configuration of Public Organizational Identities in the Canadian Beer Brewing Industry | Kai Lamertz, Concordia U.; Pursey Heugens, Concordia U.

**Discussant:** Wendy L Guild, U. of Colorado, Denver

### 1101: (Paper Session) - (OMT) Managing Identity

**Chair:** Philippe Michel Monin, EM Lyon

OMT: Practicing Identity: A Process Model of Identity Change Management in Organizations | Davide Ravasi, Bocconi U.; Majken Schultz, Copenhagen U.

OMT: Identities on the Web: A Case Study of Royal Dutch/Shell | Christine Coupland, U. of Nottingham; Andrew D. Brown, U. of Nottingham

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OMT: The Configuration of Public Organizational Identities in the Canadian Beer Brewing Industry | Kai Lamertz, Concordia U.; Pursey Heugens, Concordia U.

**Discussant:** Wendy L Guild, U. of Colorado, Denver

### 1102: SHCS: (OMT, BPS) Resource Dependence Theory: A Retrospective and Prospective

**Chair:** Jeffrey Pfeffer, Stanford U.

A retrospective and prospective on the External Control of Organizations

Organizers: Peter D. Sherer, U. of Oregon; Huseyin Leblebici, U. of Illinois

Speakers: Gerald F. Davis, U. of Michigan; W. Richard Scott, Stanford U.

**Participant:** Jeffrey Pfeffer, Stanford U.

### 1103: (Paper Session) - (PNP) Individual Trust and Civic Involvement Under Conditions of Social Stress and Change

**Chair:** H. Michael Drumm, DePaul U.

8:30am - 10:20am Grand Hyatt Seattle: Stevens

Organizers: Peter D. Sherer, U. of Oregon; Huseyin Leblebici, U. of Illinois

Speakers: Gerald F. Davis, U. of Michigan; W. Richard Scott, Stanford U.

**Participant:** Jeffrey Pfeffer, Stanford U.
Session Details - Wednesday

**Session D**

**8:30am - 10:20am**

**Washington State Convention & Trade Center: 206**

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<th>Chairman</th>
<th>Location</th>
<th>Details</th>
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<td>Peter E. Walsh</td>
<td>Queensland U of Technology</td>
<td>Governance with Government: Seven Principles for Governance of Urban Renewal Initiatives</td>
</tr>
<tr>
<td>Kusum Lata Sahdev</td>
<td>Aston U.</td>
<td>PNP: Managerial Quality, Administrative Performance, and Trust in Governance: Can we Show Causality?</td>
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**PNP: Governance with Government: Seven Principles for Governance of Urban Renewal Initiatives** | **Peter E. Walsh** | Queensland U of Technology |

**PNP: Impact of Implementation Strategies on Survivors of Downsizing: Experiences of a UK Local Authority** | **Kusum Lata Sahdev** | Aston U. |

**PNP: Public Sector Disaster Response: Impacts on Perceived Public Trust and Organizational Legitimacy** | **Nail Oztas** | U. of Southern California; Robert C. Myrtle, U. of Southern California |

**Discussants:** Charles B. Finn, The College of Saint Rose; Sally Selden, Lynchburg College

**1104 : (Paper Session) - (SIT) Power Dynamics in Organizations**

**Chair:** Timothy J. Keaveny | **Facilitator:** Marquette U. | **Location:** Washington State Convention & Trade Center: 205 |

**IM:** Social Power as a Competitive Advantage in Domestic Business Environments | **Douglas M. Sanford** | Towson U. |

**CMS:** The Power in Knowledge Management in Late Modern Times | **Hamid R. Ekbia** | Indiana U.; Rob Kling, Indiana U., Bloomington |

**OMT:** Power and Political Capital in Organizations: An Integrative Perspective | **William Ocasio** | Northwestern U.; Jocelyn Pozner, Northwestern U.; James B. Oldroyd, Northwestern U. |

**OCIS:** The Interface between Organizational Culture and Work Practices | **Randal Clinton Ford** | U. of Colorado, Boulder |

**1105 : (Paper Session) - (SIT) Democracy at the Workplace**

**Chair:** Joel Rudin | **Facilitator:** Rowan U. | **Location:** Washington State Convention & Trade Center: 211 |

**MH:** From Estrangement to Flow: An Integration of Classical and Modern Approaches to Work Fulfillment | **Lin Chai** | U. of Southern California |

**SIM:** Workplace Democracy: A Health Perspective | **Michael Polanyi** | U. of Regina; Janice R. Foley, U. of Regina |

**CMS:** The Dilemmep, Strangers and Democracy: Theorizing Polyphonic Organizations | **Stewart Clegg** | U. of Technology, Sydney; Martin Kornberger, U. of Technology, Sydney; Chris Carter, - |

**OMT:** Organization Democracy in Theory and Practice: The Social Structures of Labor-Managed Firms | **John Teta Luhman** | New Mexico Highlands U. |

**1106 : (Paper Session) - (TIM) Network Forms of Organization**

**Chair:** Zhike Lei | **Location:** Washington State Convention & Trade Center: 206 |

**IM:** Selecting, Integrating and Effectively Utilizing Expatriates | **Sabine B. Reddy** | California State U., Long Beach |

**TIM:** Authority in the Age of Modularity | **Stefano Brusoni** | SPRU/ U. of Sussex |

**TIM:** Towards a Dynamic Model of Networks and Innovation | **Stine Grodal** | Stanford U. |

**Discussant:** Michael J. Fern | **Location:** U. of North Carolina, Chapel Hill |

**Wednesday 8:50AM**

**1107 : (Paper Session) - (SIM) Strategic Aspects of Stakeholder Management**

**Chair:** Rosa Chun | **Location:** Washington State Convention & Trade Center: 608 |

**SIM:** The Value of a Values-Proposition: How Values-Based Identification Conveys Strategic Advantage | **J. Mark Weber** | Northwestern U.; Paul M. Hirsch, Northwestern U. |

**SIM:** All Things to All People: A Resource-Based Perspective of Stakeholder Management & Its Implications | **Michelle Leah Washington** | Temple U.; Craig A. Atwater, Temple U. |

**SIM:** Direct and Indirect Influences of Corporate Social Involvement on the Stakeholder Consumer | **André Carlos Menck** | U. Federal de Uberlandia |

**Discussants:** Jennifer Leigh, Boston College; Marilyn L. Taylor | **Location:** U. of Missouri, Kansas City |

**Wednesday 9:00AM**

**1108 : (AAC) Membership**

**Chair:** Mansour Javidan | **Location:** Washington State Convention & Trade Center: South Lobby |

**Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.** |

**1109 : (AAC) Registration**

**Chair:** Mansour Javidan | **Location:** Washington State Convention & Trade Center: South Lobby, Registration |

**Conference Registration & Pre-Registration Badge Pick Up** | **Coordinator:** Susan Zaid, Academy of Management |

**1110 : (Paper Session) - (IM) New Research Directions in International Joint Ventures**

**Chair:** Mansour Javidan | **Location:** Washington State Convention & Trade Center: 309 |

**IM:** The Establishment of International R&D Joint Ventures in China | **Malika Richards** | Drexel U.; Yi Yang, Drexel U. |

**IM:** Recapitulating the Research on Success Factors of International Joint Ventures | **Andreas Klossek** | Freiberg U. of Mining and Technology; Michael Nippa, Freiberg U. of Mining and Technology |

**IM:** The Road to Success: A Resource-Base View of Joint Venture Evolution in China’s Auto Industry | **Qingjiu Tao** | U. of Pittsburgh |

**IM:** Scanning the IJV Landscape: What’s on the Research Agenda? | **Taco Reus** | Florida State U.; William J. Ritchie, Florida Gulf Coast U. |

**Discussant:** Sabine B. Reddy, California State U., Long Beach |

**1111 : (Paper Session) - (IM) Selecting, Integrating and Effectively Utilizing Expatriates**

**Chair:** Mansour Javidan | **Location:** Washington State Convention & Trade Center: 617 |

**IM:** Effectively Utilizing Expatriates | **Stefano Brusoni** | SPRU/ U. of Sussex |

**TIM:** Towards a Dynamic Model of Networks and Innovation | **Stine Grodal** | Stanford U. |

**Discussant:** Michael J. Fern | **Location:** U. of North Carolina, Chapel Hill |
Session Details - Wednesday

Chair: Nakiyé Boyçigiller, San Jose State U.


IM: An Integrative Framework of International Experiences: Typology and Model Developments | Riki Takeuchi, U. of Maryland, College Park


IM: A Resource-Based, Agency and Transaction Cost Approach of Expatriate Utilization: An Empirical Study | Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Danchi Tan, National Chengchi University

Discussant: Allan W. Bird, U. of Missouri, St. Louis

1112  
(Paper Session) - (IM) Evolutionary Change in MNCs
9:00am - 10:20am Washington State Convention & Trade Center: 618
Chair: John W. Clary, The College of New Jersey

IM: Evolution of Managerial Practices of French Food Retailers in Poland: A Drive towards Convergence. | Marcus James Hurt, EDHEC; Stephanie Hurt, EDHEC - IAE

IM: Understanding MNC Performance: Strategies of Positioning, Fit, Knowledge and Evolution | Christopher Bruce Bingham, Stanford U.

IM: Convergence/Divergence in Strategic and Organizational Practices across Competitors | Vasudevan Ramanujam, Case Western Reserve U.; Murali Patibandla, Copenhagen Business School

IM: Chinese Family Enterprise: A Theoretical Analysis with Implications for MNE Theory & Research | Daniel Shapiro, Simon Fraser U.; Carolyn Buie Erdener, ITESM & AUC

Discussant: Dilip Mirchandani, Rowan U.

1113  
(Paper Session) - (MH) Management History: The Impact of Businesses
9:00am - 10:20am Grand Hyatt Seattle: Blewett Suite
Chair: Charles A Beitz, Mt. St. Mary’s College


MH: Magnificent CROSSing: Managing the Deluxe Steamship in the Transatlantic Trade | Ray W. Coye, DePaul U.


Discussants: Anabella Davila, TEC DE MONTERREY; Elizabeth Stephanie Kelley, Saint Mary’s U.; Terry L. Maris, Ohio Northern U.; Jorge M. Herrera, CultureSense International, Inc.

1114  
(Paper Session) - (MOC) Knowledge: Representations and Learning

9:00am - 10:20am Westin Hotel: Olympic

MOC: Assessing Knowledge Management Tools for Learning Capacity Development in Organizations | Isabel Maria Prieto, Valladolid U.; Elena Revilla, Instituto de Empresa

MOC: Learning from a Rare Event: Firms’ Lessons from the Niszqually Earthquake in Washington State | Mark Fiegner, U. of Washington, Tacoma; Jacqueline R Meszaros, University of Washington, Bothell

Discussant: Jeff Tschetter, U. of Sioux Falls

1115  
(Paper Session) - (MSR) MSR, Review of the Founding Years and Models for the Future
9:00am - 10:20am Grand Hyatt Seattle: Menzies Suite
Facilitator: Kathy Lund Dean, Idaho State U.

MSR: Organizational Spiritualism: Toward a Critical Analysis | Ken N. Kamoche, City U., Hong Kong


MSR: Nurturing the Whole Person: A Model of Spirituality-at-Work and Performance | Mathew Sheep, U. of Cincinnati

MSR: Spirituality in Organizations: Passing Attraction or Deepening Friendship? | Margaret Benefiel, Andover Newton Theological School

1116  
(ONE) Organizations, Learning, and Environmental Stewardship
9:00am - 10:20am Washington State Convention & Trade Center: 214
Chair: Kate Kearins, U. of Waikato

Organizational Capacity for Change and Environmental Performance: An Empirical Assessment | William Q. Judge, U. of Tennessee, Knoxville; Detelin S. Elenkov, U. of Tennessee, Knoxville

Organizational Change and Environmental Sustainability: The Fairmont Chateau Whistler Case | Esther Speck, Simon Fraser U.

Human and Ecological Factors: A Systematic Approach to Corporate Sustainability | Suzanne Harriette Benn, U. of Technology, Sydney; Dexter Dunphy, U. of Technology, Sydney

Discussant: Carolyn Egri, Simon Fraser U.

Wednesday 10:40AM

1117  
(Paper Session) - (BPS) A Strategic Perspective on Multi-National Enterprises
10:40am - 12:00pm Westin Hotel: Cascade 1 (A)
Chair: Oleg Chvyrykov, Tilburg U.

BPS: Government Trade Policy and Multinational Rivalry | Tieying Yu, Texas A&M U.; Lorraine Eden, Texas A&M U.

BPS: Balancing External and Internal Isomorphic Pressures: Deinstitutionalization in MNEs | Soon Lee Eugene Kang, Texas A&M U.
283 Section D

1118 : (Paper Session) - (BPS) Dynamic Capabilities
10:40am - 12:00pm Westin Hotel: Cascade 1 (B)
Chair: Rosario F. Faraci, U. of Catania
BPS: Organizing for Renewal: Antecedents of Second-Order Competences | Erwin Danneels, Worcester Polytechnic Institute
BPS: Managing Antagonistic Assets - Deliberate Resource Misfit as a Dynamic Capability | Kai N. Hockerts, INSEAD
BPS: The Evolutionary Process of New Capability Building | Kyung Min Park, INSEAD
Discussant: Karen Schnatterly, U. of Minnesota

1119 : (Paper Session) - (BPS) Resource-Based Perspectives on Performance
10:40am - 12:00pm Westin Hotel: Vashon I
Chair: Michael Young, Chinese U. of Hong Kong
BPS: Rent Distribution in Mergers & Acquisitions: A Resource-Based Perspective | Erik Eschen, BDO Deutsche Warentreuhand AG
BPS: Unlocking the 'Black Box' in the Resource-Based View: Resources, Strategic Actions, and Performance | Vera L. Hoover, Florida State U.; James G. Combs, Florida State U.; David J. Ketchen, Jr., Florida State U.
BPS: Strategic Flexibility & Information Technology Properties: Competitive Advantage & Asset Specificity | Sabine B. Reddy, California State U., Long Beach
BPS: Organizational Slack, Absorptive Capacity, and Performance: An Architectural Innovation Perspective | Chunyaian Jiang, Chinese U. of Hong Kong
Discussant: Jerker C. Denrell, Stockholm School of Economics

1120 : (Paper Session) - (BPS) Do Equity-Based Incentives Work?
10:40am - 12:00pm Westin Hotel: Vashon II
Chair: Wayne Grossman, Hofstra U.
BPS: In the Money: The Determinants of CEO Stock Options Exercise | Jean McGuire, Concordia U.; Elie Matta, U. of Western Ontario
BPS: Do CEO Stock Options Prevent or Promote Corporate Accounting Irregularities? | Joseph Paul O'Connor Jr., U. of Wisconsin, Milwaukee; Richard L. Priem, U. of Wisconsin, Milwaukee

Discussant: Wm. Gerard Sanders, Brigham Young U.

1121 : (JS, IM) The Failure in Corporate Governance Theory and Practice: Rethinking How We Formulate the Problem
10:40am - 12:00pm Westin Hotel: Elliott Bay
How to figure out the recent corporate governance failures? We start with extant theories and test their boundaries with your help!
Introduction: The Failure in Corporate Governance Theory and Practice | Phillip H. Phan, Rensselaer Polytechnic Institute
Corporate Governance in the US: The Failure of the Board of Directors | Anne Huff, Cranfield U.
Corporate Governance in Europe: Failures of Stakeholder Orientated Governance Systems | Anja Christine Tuschke, U. of Passau
Corporate Governance Failure in Asia: The Role of Social and Corporate Networks | Phillip H. Phan, Rensselaer Polytechnic Institute
The Failure of Corporate Governance Theory: Endogenizing Institutions to Build Better Theory | James Robins, City U., Hong Kong

Presenters: Anne Huff, Cranfield U.; Anja Christine Tuschke, U. of Passau; Phillip H. Phan, Rensselaer Polytechnic Institute; James Robins, City U., Hong Kong

1122 : (CAR) CarFest- From Past to Future
10:40am - 12:00pm Red Lion Hotel: San Juan
Past CAR Chairs meet students and junior faculty for perspective exchange
Chairs: Allan W. Bird, U. of Missouri, St. Louis; Yehuda Baruch, U. of East Anglia
Speakers: Douglas T. Hall, Boston U.; Jeffrey Sonnenfeld, Yale U.; James Portwood; Samuel Rabinowitz, Rutgers U., Camden; James Werbel, Iowa State U.; Suzyn L. Ornstein, Suffolk U.; Lynn A. Isabella, U. of Virginia; Hugh Guz, U. of Toronto; Maury Peiperl, London Business School; Susan M. Adams, Bentley College; Martin Greller, U. of Wyoming; Jelena Zikic, U. of Toronto; Forrest Briscoe, Massachusetts Institute of Technology; Monique Valcour, Cornell U.; Daniel Tzabbar, U. of Toronto; Scott Seibert, U. of Illinois, Chicago

1123 : (Paper Session) - (ENT) Corporate Entrepreneurship
10:40am - 12:00pm Washington State Convention & Trade Center: 203
Chair: Wei Zhang, Tsinghua U.
ENT: Clarifying the Notion of Entrepreneurial Resource Recombinations and Linking it to Firm Performance | Christian Eliasson, Jonkoping International Business School
ENT: Antecedents, Elements, and Consequences of Corporate Entrepreneurship Strategy | Duane Ireland, U. of Richmond; Donald F. Kuratko, Ball State U.; Jeffrey G. Covin, Indiana U., Bloomberg
ENT: Corporate Entrepreneurship through Strategic Alliances: A Resource-based Framework | Bing-Sheng Teng, George Washington U.
ENT: The Exploration and Exploitation Functions of Corporate Venturing | Jeffrey G. Covin, Indiana U., Bloomberg; Duane Ireland, U. of Richmond; Donald F. Kuratko, Ball State U.

1124 : (Paper Session) - (ENT) Harvest/Exit

WEDNESDAY
**Session Details - Wednesday**

10:40am - 12:00pm Washington State Convention & Trade Center: 213

**Chair:** Boyd Cohen, U. of Victoria

**ENT:** Ethnicity and New Ventures: Prospect Strategy and Performance of Internet-based IPOs | Raj Chaganti, Temple U.; Allison D. Watts, Temple U.; Radha Chaganti, Rider U.; Monica A. Zimmerman, Temple U.

**ENT:** Exit Decisions of Entrepreneurial Firms: IPOs versus M&As | Ilgaz Arikan, Ohio State U.

**ENT:** Underpricing Reconsidered: A Causal (SEM) Test of Agency and Behavioral Explanations of IPO Pricing | William S. Schulze, Case Western Reserve U.; Juan Florin, Bryant College


**1125 ☯ (GDO) Creativity and Democracy in Diverse Work Groups**

10:40am - 12:00pm Red Lion Hotel: Orcas

**Chair:** Keith James, Colorado State U.

Surface- and Deep-level Diversity Effects on Project Teams’ Social Integration and Creativity | Jacob Eisenberg, Cyprus International Institute of Management

Gender, Nominal Group Technique and Individual Contributions to Group Creative Project Quality | Keith James, Colorado State U.; Cheryl Asmus, Colorado State U.

We Believe We Can: Collective Creativity Efficacy and Its Antecedents and Group Creativity in Korea | Shung Jae Shin, Texas A&M U.; Jing Zhou, Texas A&M U.

**Presenters:** Jacob Eisenberg, Cyprus International Institute of Management; Keith James, Colorado State U.; Shung Jae Shin, Texas A&M U.; Jing Zhou, Texas A&M U.

**1126 JS:** (GDO, HR, SIM) Gender Harassment: Most Common, Least Understood

10:40am - 12:00pm Red Lion Hotel: Bainbridge

**Chairs:** Deborah MacKenzie, U. of Toronto; Robin Church, U. of Toronto

**Presenters:** Margaret S. Stockdale, Southern Illinois U.; Jennifer L. Berdahl, U. of Toronto; Deborah Erdos Knapp, Kent State U.; Robert Sardy, Progressive Research and Training for Action; Jane Goodman-Delahunty, U. New South Wales

**1127 ☯ (Paper Session) - (HCM) New Approaches to Understanding the Effects of Networks**

10:40am - 12:00pm Westin Hotel: Whidbey

**Chair:** Juliet A. Davis, U. of Alabama, Tuscaloosa

**HCM:** Integrated Health Care Delivery in the United States and Germany Based on Transaction Cost Economics | Katharina Janus, U. of the Federal Armed Forces, Hamburg

**HCM:** Can You Have Your Cake and Eat it Too? Value Capture and Value Creation in an Amalgamated System | Amy L. Pablo, U. of Calgary; James R. Dewald, U. of Calgary; Trish Reay, U. of Alberta; Ann Casebeer, U. of Calgary

**HCM:** Service Collaboration and Hospital Cost Performance: Direct and Moderating Effects | Jose Proenca, Widener U.; Michael D. Rosko, Widener U.

**HCM:** Effect of Local Hospital Networks on Hospital Prices | Gary J. Young, U.S. Dept. of Veterans Affairs; James Burgess, U.S. Dept. of Veterans Affairs; Kathleen Carey, U.S. Department of Veterans Affairs; Danielle Valley, U.S. Dept. of Veterans Affairs

**Discussant:** Nancy L. Seifert, Quality Care Associates

**1128 SHCS:** (HR, OB, GDO) The Effects of Formal and Informal Family-Friendly Organizational Supports

10:40am - 12:00pm Washington State Convention & Trade Center: 619/620

**Chairs:** Leslie B. Hammer, Portland State U.; Cynthia A. Thompson, Baruch College

Work-Life Practices: A Multi-Level Search for the Optimal Bundle | Richard E. Kopelman, Baruch College; David Prottas, Baruch College; Cynthia A. Thompson, Baruch College; Eileen Jahn, College of St. Joseph

Effects of Work-Family Role Combination and Work-Family Culture | Khatera Sahibzada, Portland State U.; Leslie B. Hammer, Portland State U.; Margaret B. Neal, Portland State U.; Daniel Kuang, Portland State U.

Portable Work: Organizational Support Makes All the Difference in Whether It Works | Susan C. Eaton, Harvard U.; Brenda A. Lautsch, Simon Fraser U.; Ellen Ernst Kossek, Michigan State U.

Impact of Organizational Support on Travel Stress | Mina Westman, Tel Aviv U.

Contrasting HR Managers’ and Employees’ Perception of Family-Supportive Culture | Steven A.Y. Poelmans, U. of Navarra

**Discussant:** Lois E. Tetrick, U. of Houston

**1129 ☯SHCS:** (HR, TIM, CAR) IT Professionals, Careers and Organizational Learning

10:40am - 12:00pm Washington State Convention & Trade Center: 611/612

**Chairs:** Michael B. Arthur, Suffolk U.; Zella King, U. of Reading

**Linking Careers with Organizational Outcomes: A Model of the Path Dependence of Exploratory Behavioral | Zella King, U. of Reading**

**What Works at Work for IT Professionals? Discretionary Behavior and the Psychological Contract | Marc Thompson, Oxford U.; Paul Hermann, Oxford U.**

**Web-Based Career Support Systems: Two Longitudinal Field Experiments | Svetlana Khapova, Twente U.; Celeste P.M. Wilderom, Twente U.**

Managing Competing Identities and the Careers of IT Professionals | Juani Swart, U. of Bath; Nick Kinnie, U. of Bath; John Purcell, U. of Bath

**Presenters:** Zella King, U. of Reading; Marc Thompson, Oxford U.; Svetlana Khapova, Twente U.; Juani Swart, U. of Bath

**Discussant:** Scott A. Snell, Cornell U.

**1130 ☯ (IM) The IM Network**

10:40am - 12:00pm Washington State Convention & Trade Center: 309

**Host:** Schon L. Beechler, Columbia U.

**1131 ☯ (Paper Session) - (IM) Antecedents and Outcomes of Trust in International Business**

10:40am - 12:00pm Washington State Convention & Trade Center: 618

**Chair:** Kathleen Dechant, -
Connections of Emotion Display: Conceptual and Cultural

Why Refine Our View of Emotional Labor: The Effects of Emotion Regulation in a Simulated Call Center: A Test of the Emotion Shape-Shifting: A Study of Emotion Transitions at I'm Not Smiling Because I Like You: Cultural Differences in

Program Chair: 10:40am - 12:00pm Westin Hotel: Grand Crescent

IM: Gifts, Favours, Trust and Transaction Costs in Greek Business | Malcolm Chapman, University of Leeds; Christos Antoniou, -


1132 → SHCS: (IM, BPS) A Dialogue between the Resource-based View and International Management

10:40am - 12:00pm Washington State Convention & Trade Center: 609/610
Organizers: Alvaro Cuervo-Cazurra, U. of Minnesota; Xavier Martin, New York U.

1133 ↓ JS: (MED, CMS) Art, Aesthetics and the Critical Management Imagination

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Aspen Room
Chair: Steven S. Taylor, Worcester Polytechnic Institute
Overview of Arts-Based Learning in Management Education | Nick Kissley, U. of St. Thomas
Fibre Arts and Fancy Thoughts: An Aesthetic Approach to Organizational Inquiry | Ann Rippin, U. of Bristol
R. G. Collingwood on Art, History and Philosophy: Implications for Management Education | Charles Edward Booth, U. of the West of England

1134 JS: (MOC, OB) Toward a More Precise Understanding of Emotion Display: Conceptual and Cultural Connections

10:40am - 12:00pm Westin Hotel: Grand Crescent
Program Chair: Elaine Cahalan Hollensbe, U. of Cincinnati
I'm Not Smiling Because I Like You: Cultural Differences in Emotion Displays at Work | Danielle Cooper, U. of Illinois, Urbana-Champaign; Lorna Doucet, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign
Emotion Shape-Shifting: A Study of Emotion Transitions at Work | Elaine Cahalan Hollensbe, U. of Cincinnati; Glen E. Kreiner, U. of Cincinnati; Mathew Sheep, U. of Cincinnati
Emotion Regulation in a Simulated Call Center: A Test of the Ego Depletion Model | Lori Ann Sideman, Pennsylvania State U.; Alicia A. Grandey, Pennsylvania State U.


1135 △ JS: (MSR, CMS) Critters and Converts in Dialogue: Integrating Critical and Spiritual Paradigms in Management

10:40am - 12:00pm Grand Hyatt Seattle: Menzies Suite
Organizer: David S. Steingard, St. Joseph's U.
Critters and Converts: Introduction | David S. Steingard, St. Joseph's U.
Responding to/Responsiveness in/Response-ability to/Responsibility | Maria Humphries, U. of Waikato Towards Festivalism: or, Can I Be Spiritual and Still Walk on the Dark Side? | Dave M. Boje, New Mexico State U.; Grace Ann Rosile, New Mexico State U.
MSR and CMS in Concert for Responsible Business | Dennis P. Heaton, Maharishi U.; Jane Schmidt-Wilk, Maharishi U.
Presenters: Maria Humphries, U. of Waikato; Dave M. Boje, New Mexico State U.; Grace Ann Rosile, New Mexico State U.; Jane Schmidt-Wilk, Maharishi U.; Dennis P. Heaton, Maharishi U.
Discussant: Dale E. Fitzgibbon, Illinois State U.

1136 : (Paper Session) - (OB) Work Motivation, Positive Psychology and Incentives

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Neal M. Ashkanasy, U. of Queensland
OB: Revisiting Intrinsic and Extrinsic Motivation | Thomas S Bateman, U. of Virginia; J Michael Crant, U. of Notre Dame
OB: When the Going Gets Tough: Goals and Goal Orientation on Returns, Risk-Taking, and Persistence | Ho-Beng Chia, National U. of Singapore
Discussant: OB: Motivation, Culture and Reward: Examining Country Differences in Reward Preference | Ho-Beng Chia, Chinese University of Hong Kong

1137 : (OB) Longitudinal Examinations of Team Processes and Trust

10:40am - 12:00pm Sheraton Seattle Hotel & Towers: East Room B
An Investigation of Relations Among Team Conflict, Conflict Management, and Team Effectiveness | Michelle Amy Marks, George Mason U.; Leslie A. DeChurch, Florida International U.
A Longitudinal Study of Team Conflict, Cohesion, Satisfaction, and Viability | Amanuel G. Tekleab, U. of Maryland; Narda R. Quigley, U. of Maryland, College Park
Predicting Trust in Teams Over Time | Stephanie C. Payne, Texas A&M U.; James A. Wright, Texas A&M U.
Development of Cognitive and Affective Trust in Work Teams | Sheila Simsarian Webber, Concordia U.; Kristin Price, Concordia U.
1138 : (Paper Session) - (OB) Survey Methodology, Interviews and Scale Development
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: Room 424
Facilitator: John Schaubroeck, Drexel U.
OB: A New Measure of Trust in Leader-Member and Peer Relationships: The Behavioral Trust Inventory | Nicole Gillespie, U. of Melbourne
OB: Compositional Dynamics and Interviewer Judgments In The Panel Employment Interview | Ghee Soon Lim, National U. of Singapore

1139 JS: (OB, OMT, MOC) Discovering Play in Work, in Identity, and in Social Life.
10:40am - 12:00pm Sheraton Seattle Hotel & Towers: West Room A
Chair: Charalampos Mainemelis, London Business School
Playtime is Over: The Influence of Positive Affect on Subsequent Interaction Tasks. | Allan Filipowicz, INSEAD
Come In and Play: Reconceptualizing the Role of Play as Internal to Core Work Tasks. | Sarah Ronson, London Business School
Creating Collective Virtuosity Through Serious Play. | Mark V. Marotto, Imagination Lab Foundation; Matt Statler, Imagination Lab Foundation; Bart Irwin Victor, Vanderbilt U.; Johan Roos, Imagination Lab Foundation
Play is the 2nd Moment of Social Life. | Lloyd Sandelands, U. of Michigan, Ann Arbor
Presenters: Allan Filipowicz, INSEAD; Sarah Ronson, London Business School; Herminia Ibarra, INSEAD; Mark V. Marotto, Imagination Lab Foundation; Matt Statler, Imagination Lab Foundation; Bart Irwin Victor, Vanderbilt U.; Johan Roos, Imagination Lab Foundation; Lloyd Sandelands, U. of Michigan, Ann Arbor; Charalampos Mainemelis, London Business School
Discussant: Teresa M. Amabile, Harvard U.

1140 : (Paper Session) - (OCIS) Benefits and Costs of Technology Usage
10:40am - 12:00pm Washington State Convention & Trade Center: 614
Chair: Karin Breu, Cranfield U.
OCIS: The Influence of User Differences on Usage and Perceived Usefulness of Knowledge Management Systems | William Andrew Taylor, U. of Bradford
OCIS: Privacy Concerns and Internet Use – A Model of Trade-off Factors | Tamara Dinev, Florida Atlantic U.; Paul Hart, Florida Atlantic U.
Winner of OCIS Division Top Paper Award

1141 : (ODC) New millennium, New Workplace: Implications of Changing Workplace Relationships
10:40am - 12:00pm Washington State Convention & Trade Center: 304
Chair: Arran Caza, U. of Michigan, Ann Arbor
Shifting Social Identities and Organizational Performance | Amy Trahan, U. of Michigan, Ann Arbor
One-Night Stands or Traditional Marriages? Identification and Performance in Nonstandard Work Arrang | Ruth Blatt, U. of Michigan, Ann Arbor
Delay and Trust in Distributed Collaboration | Matthew J. Bietz, U. of Michigan, Ann Arbor
Taking One for the Team: Performance, Rewards, and Team Dynamics | Arran Caza, U. of Michigan, Ann Arbor; Eric Neuman, U. of Michigan, Ann Arbor
Perceptions of Conflict: Cultural and Gender Comparisons | Eric Neuman, U. of Michigan, Ann Arbor; Jeffrey Sanchez-Burks, U. of Michigan; Karen Goh, U. of Southern California

1142 : (Paper Session) - (OMT) The Politics and Strategies of Knowledge Creation
10:40am - 12:00pm Westin Hotel: Cascade 1 (C)
Chair: Dara Szylvowicz, Texas Tech U.
OMT: Linking Rationality, Politics and Routines in Organizational Decision Making | Ann Langley, HEC, Montreal; Isabelle Royer, Paris Dauphine U.
OMT: An Extended Knowledge-Based View of Turnover | Yvonne Wicki, University of St Gallen
OMT: Influence of Organizational Attention on Exploiting Strategic Knowledge: Toward a Theoretical Basis | Eyal Yaniv, Bar Ilan U.; David M. Brock, Ben-Gurion U. of the Negev
Discussant: Robert Wiseman, Michigan State U.

1143 : (Paper Session) - (OMT) Evolving Culture: Artifacts, Metaphors, and Memes
10:40am - 12:00pm Westin Hotel: St. Helens
Chair: Deborah Shearer, Benedictine U.

OMT: A Theory of the Cultural Evolution of the Firm: The Intraorganizational Ecology of Memes | John Weeks, INSEAD; Charles Galunic, INSEAD

OMT: Eclecticism, Metaphors and Paradigms: New Knowledge Products Stripped of Rhetorical Wrapping Paper. | Eva Boxenbaum, Copenhagen Business School; Linda Rouleau, HEC Montréal

OMT: Quasi-objects, Spaces, and Time: A Case of an Organizational Artifact | Aydin Orsan Orge, U. of Kansas

Discussant: Joseph Gregory Gerard, U. of New York, Institute of Technology

1144 (ONE) Can Democracy Handle Sustainability? Implications for Knowledge Economies

Organizers: Andrew Griffiths, U. of Queensland; Dexter Dunphy, U. of Technology, Sydney; Suzanne Harriette Benn, U. of Technology, Sydney

Toward a Multi-Level, Multi-Systems Approach to Sustainability Governance and Outcomes | Mark Starik, George Washington U.

Pathways to Sustainability | George Molenkamp, KPMG; Andrew Griffiths, U. of Queensland

Sustainability, Democracy, and Global Integrity Capacity | Joseph A. Petrick, Wright State U.

Can Democracy Handle Sustainability: The Path Forward | Dexter Dunphy, U. of Technology, Sydney; Suzanne Harriette Benn, U. of Technology, Sydney

1145 (Paper Session) - (PNP) Spirituality, Leaders, and Followers: Joined at the Hip and the Heart

Chair: David R. Connelly, Western Illinois U.

PNP: Transforming Schools Through Spiritual Leadership: A Field Experiment | Louis W. Fry, Tarleton State U, Central Texas; Peggy N. Malone, Tarleton State U. Central Texas

PNP: The Entrepreneurial Role of Clergy in Church Growth | Phyllis R. Okrepkie, U. of Mary; Eric Goodman, Colorado Technical U.; Charles Zech, Villanova U.

PNP: The Role Of Congregations In Delivering Human Services | Richard M. Clerkin, Indiana U., Bloomington; Kirsten Gronbjerg, Indiana U., Bloomington

Discussant: Roberta Snow, West Chester University

1146: (Paper Session) - (SIM) Social Enterprise: Networks, Governance, and Social Capital

Chair: Melissa S. Baucus, Xavier U.


SIM: Inclusion of Stakeholders in Governance Restructurings: Heifer Project International’s Experience | Michael J. Rubach, U. of Central Arkansas; Marisia Geraci, Heifer Project International

Discussants: Laquita C. Blockson, U. of Northern Iowa; Gordon P. Rands, Western Illinois U.

1147: (Paper Session) - (SIT) Motivation at Work and in the Classroom

Facilitator: Dianne P. Young, -

OMT: Social Networks and Motivation: Exploring the Effect of the Social Context on Work Motivation | Mousumi Bhattacharya, Fairfield U.; Lisa A. Mainiero, Fairfield U.

ENT: Homosexuality as a Factor in Entrepreneurship: Experiences of Gays and Lesbians as Venture Owners | Minet Schindehute, Miami U., Ohio; Michael H. Morris, Syracuse U.

MED: To Learn or Not to Learn: Validation of a Stage-Based Measure of Learning Motivation | Michael Cole, Auburn U.; Hubert S. Feild, Auburn U.; Stanley G. Harris, Auburn U.; Jeremy Stafford, -

OB: Outcome-Based Theory of Work Motivation | Pablo Cardona, IESE, U. of Navarra; Barbara S. Lawrence, U. of California, Los Angeles; Alvaro Espejo, IESE, U. of Navarra

1148 SHCS: (TIM, ENT, BPS) Strategic and Financial Performance Implications of Corporate Investment in New Ventures

Corporate Venture Capital in the Context of Corporate Innovation | Henry Chesbrough, Harvard U.; Christopher L. Tucci, New York U.


Wednesday 11:00AM

1149: (AAC) MOC Executive Committee Meeting

Organizer: Andrea Casey, The George Washington U.

Wednesday 12:20PM

1150: (Paper Session) - (BPS) Strategic Change

Chair: Iiris Aaltio, Lappeenranta University of Technology
1151: (Paper Session) - (BPS) The Effects of Knowledge Transfer and Change
12:20pm - 2:10pm Westin Hotel: Cascade 1 (B)
Chair: Soo Hee Lee, U. of London
BPS: R&D Outsourcing and Innovation: Knowledge Exchange as a Moderator | Yiran Zhou, U. of Pittsburgh
BPS: Internal and External Knowledge Sourcing and Firm Performance: A Latent Class Estimation | Torben Pedersen, Copenhagen Business School
BPS: Coevolution, Knowledge and Competitive Advantage: Towards a Coevolutionary of the Multinational Firm | Kun Liu, U. of Utah; Aneop Madhok, U. of Utah
BPS: Knowledge Translation as a Source of Competitive Advantage | Michael Rouse, Leeds U.; Wayne F. St. Amour, Lancaster U.
Discussant: Aija Elina Leiponen, Cornell U.

1152: (Paper Session) - (MED) Adding value in Management Education and Learning
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Juniper Room
Chair: David P. Spicer, U. of Bradford
MED: Managing the Unmanageable? From Teaching to Learning in Management Education. | Lars-Erik Norbäck, Gothenburg U.; Torbjorn Stjernberg, Gothenburg U.; Axel Targama, Gothenburg U.
MED: Graduate Degrees in Business: Tangible and Intangible Added Value of Management Education | Yehuda Baruch, U. of East Anglia; Myrtle P. Bell, U. of Texas, Arlington
MED: Fostering Entrepreneurial Drive in Business Education: Construct and Measurement Development | Juan Florin, Bryant College; Ranjan Karri, Bryant College; Nancy Rossiter, Bryant College
Discussants: Sandra King Kauanui, California State Polytechnic U.; Pomonca; Michael J. Provitera, Saint Peter's College

1153: (Paper Session) - (OB) Group Diversity, Intragroup Influence and Satisfaction
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room A
Facilitator: Scott A Snook, Harvard U.
OB: The Effect of Team Diversity on Information Use | Kristina Dahlin, U. of Toronto; Laurie R. Weingart, Carnegie Mellon U.; Pamela J. Hinds, Stanford U.
OB: Investigating the Relationships Between Group and Individual Task Satisfaction and Group Performance | Claire M. Mason, Queensland U. of Technology; Deborah J. Terry, U. of Queensland; Mark A. Griffin, Queensland U. of Technology
OB: Group Attributional Style: A Predictor of Individual Turnover Behavior in a Manufacturing Setting | Laura Riolli, California State U., Sacramento; Steven M. Sommer, U. of California, Irvine
OB: Group Motivational Gains and Cognitive Tasks: An Extension of the Kohler Effect | Gregory A. Janicik, New York U.

1154: (Paper Session) - (OB) Health, Stress and Emotions
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: East Room B
Facilitator: Joan Brett, Arizona State U., West
OB: Predicting Observers' Reactions to Workplace Aggression | James Michael Wilkerson, Southern Illinois U., Edwardsville
OB: Cinderella and Salieri in the Workforce: Explorations in Employee Envy | Robert P. Vecchio, U. of Notre Dame

1155: (Paper Session) - (OB) Goal Orientation, Self-regulation, Motivation and Performance
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: Room 424
Facilitator: Jenny M. Hooiber, Northern Illinois U.
OB: "Remember I'm the Bloody Architect!": Architects’ Discourses of Profession and Organization | Laurie Cohen, Loughborough U.; Rachael Finn, Institute of Work Psychology, University of Sheffield; Adrian Wilkinson, Loughborough U.; John Arnold, Loughborough U.
OB: The Dynamic Effects of Goal Direction on Performance | Carmelo Joseph Turillo, Instituto de Empresa, Madrid

1156 JS: (OB, HR, RM) The Changing Nature of Performance Revisited: New Extensions, Levels, and Directions
12:20pm - 2:10pm Sheraton Seattle Hotel & Towers: West Room A
Chair: Gilad Chen, Georgia Institute of Technology
Personality Traits and Job Performance across Time in Maintenance and Transitional Job Stages
A Multiphase, Repeated Measures Model of Team Development
Longitudinal Analysis of Newcomer-in-Team Performance: Evidence for Bi-Directional Influences
Examining Team Processes – Performance Relationships
Authors: Jill C. Bradley, Tulane U.; Joseph D. Thoresen, Cornerstone Human Resources Systems, Inc.; Steve W. J. Kozlowski, Michigan State U.; Aaron Schmidt, Michigan State U.; William S. Schulze, Case Western Reserve U.

1157: (OMT) Meeting
12:20pm - 2:10pm Westin Hotel: Cascade 1 (C)

1158: (OMT) Meeting
12:20pm - 2:10pm Westin Hotel: St. Helens

1159: (JS) Teaching Business Ethics and Responsibility: The Relationship to Democracy in a Knowledge Economy
12:20pm - 2:10pm Washington State Convention & Trade Center: 607
The symposium will include discussion of "An Open Letter on Business School Responsibility" distributed by Professor Duane Windsor.

1160: (Paper Session) - (SIT) Determinants of Firm Performance
12:20pm - 2:10pm Washington State Convention & Trade Center: 205
Facilitator: David Lewin, U. of California, Los Angeles
BPS: The Contribution of Leadership and Human Resources to Performance in Major League Baseball | Richard A. Wolfe, U. of Michigan; Dennis L. Smart, Texas A&M U.
OMT: Organizational Restructuring and its Consequences During a Major External Shock | jinyan zhu, the National U. of Singapore; Kulwant Singh, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore

ODC: Change & Financial Performance | Zachary Sheaffer, Open U., Israel; Orly Yeheskel, Tel Aviv U.; Yoav Ganzach, Tel Aviv U.

GDO: Diversity, Entrepreneurial Orientation, and Firm Performance: A Test of Curvilinear Relationships | Orlando C. Richard, -; Tim Barnett, Mississippi State U.; Ken Chadwick, -

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Westin Hotel
6. Banquet (B-8) capacities are based on maximum seating in rooms. Provisions for head tables, dance floor or audio/visual will reduce capacity. All B-8 sets use 60” diameter round tables on 11’ centers. Standard sets are straight rows though some sets are staggered when necessary to maximize capacity.

5. Banquet (B-10) capacities are based on maximum seating in rooms. Provisions for head tables, dance floor or audio/visual will reduce capacity. All B-10 sets use 72” diameter round tables on 11’ centers. Standard sets are straight rows though some sets are staggered when necessary to maximize capacity.

4. Ballroom, Theater and Schoolroom sets include an average of 22’ at the front.

8. Rooms 615-620 Theater and Schoolroom sets include front of room space (average 9’ to 10’ deep) adequate for a riser at the front.

7. Rooms 601-614 Theatre and Schoolroom sets include front of room space (12’ deep) adequate for a riser at the front.

10. Rooms 208, 209, 210 and 301 are executive conference rooms with higher quality finishes, fixed furnishings and equipment. Contact WSCTC Sales for more details.

9. Rooms 201-206, 208-214, 2A, 2B, 301-310, 3A, 3B, 400, 401, 4C-1, 4C-2, 4C-3, 4C-4 Theater and Schoolroom sets include front of room space (averaging 9’ to 10’ deep) adequate for a riser at the front.

2. All published capacities will vary according to peripheral room set requirements. Large head tables, audio/visual equipment, and risers and/or materials and catering also use this area for passenger drop-off.

Avenue. Buses, taxi cabs and shuttles dropped off at the covered Convention and Pike Streets. Passengers may also be accessed on 8th Avenue between Seneca facility. Operated by the Center it can be convenience of tourists, delegates and beauty salon and health club...all for the house and tourist information center, Galleria of shops located on the first level. Printer and sign maker; coffee outlets in the city’s core or the unique whether visitors choose the large retail country’s best shopping experiences of visitors annually. The center is the Washington State Convention &
Renaissance Madison Hotel

Ballroom Level

Second Floor

Third Floor

Fourth Floor Conference Rooms

Twenty-Eighth Floor
If it’s only the coffee breaks that foster true conversation... why not have a 3-day coffee break...?

_the idea:_
A fun, innovative, intimate, and open space that helps facilitate authentic dialogue

daily activities:
Café Conversation, Open-Space Workshops, Art & Performance, DISCO(urse)-Night and Coffee!

_the space:_
Drop-INN, Reflection Room, Learning Wall, Coffee Bar, Conversation Space

corner conversation starters:
Chris Argyris, Stephen R. Barley, Tom Cummings, James March, Joanne Martin, Phil Mirvis, Walter W. Powell, Denise M. Rousseau, Michael Schrage and many more...

time & place:
August 3 to 5, Sheraton, The Prefunction Area

...an open space for coffee and conversation

Organizing Committee: David Barry, Victoria Management School (david.barry@vuw.ac.nz), Gail Whiteman, Rotterdam School of Management (gwhiteman@fbk.eur.nl), Hans Hansen, Victoria Management School (hans.hansen@vuw.ac.nz), Michael Dawids, Learning Lab Denmark (dawids@lld.dk), Steve Taylor, Worcester Polytechnic Institute (sst@wpi.edu).
Abbreviations used in the Program Guide

Divisions, Interest Groups & Sponsors
AAC  Academy and Affiliate Activities and Committees
AA  All Academy Theme Sessions
SHCS  Showcase Symposia
SIT  Shared Interest Track Paper Sessions
IP  Interactive Paper Sessions
JS  Joint Symposium
ART  AcademyArts: Democracy in a Knowledge Economy
BPS  Business Policy & Strategy
CAR  Careers
CM  Conflict Management
CMS  Critical Management Studies
ENT  Entrepreneurship
GDO  Gender & Diversity in Organizations
HCM  Health Care Management
IM  International Management
MC  Management Consulting
MED  Management Education & Development
MH  Management History
MOC  Managerial & Organizational Cognition
MSR  Management, Spirituality & Religion
OB  Organizational Behavior
OCIS  Organizational Communication & Information Systems
ODC  Organization Development & Change
OM  Operations Management
OMT  Organizations & Management Theory
ONE  Organizations & the Natural Environment
PNP  Public and Nonprofit
RM  Research Methods
SiM  Social Issues in Management
TIM  Technology & Innovation Management

Other Abbreviations
CAM  Conference Activities and Meetings
AAM  Asia Academy of Management
CAU  Caucus
IAM  Iberoamerican Academy of Management
ITC  International Theme Committee
PS  Practitioners Series / Action Research Community
PTC  Practice Theme Committee
MEN  Mentoring Committee
NDSC  New Doctoral Student Consortium
SPDW  Shared Professional Development Workshop
TTC  Teaching Theme Committee
-

Affiliation Not Available / Not Specified

Hotels and Other Locations
CC  Washington State Convention & Trade Center
HY  Grand Hyatt Seattle
OS  Off-Site Location
RE  Renaissance Madison Hotel
RL  Red Lion Hotel
SH  Sheraton Seattle Hotel & Towers
WE  Westin Hotel

Symbols
_theme-oriented paper or session
_visual Presentation
_teaching-oriented paper or session
_management Practice-oriented session
_international-oriented session
_selected for Best Paper Proceedings
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GSIA

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Marshall School of Business

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Seattle 2003

Supplement to the Academy of Management Executive