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Welcome to the 2005 AOM Annual Meeting in Honolulu

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

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

2005 Theme: A New Vision of Management in the 21st Century
Modern professional management emerged in the early years of the 20th century as a critical social event. It was readily accepted, elaborated, and endorsed throughout the century. However, the age of consensus and belief is now over, along with the convergent social, economic, and technical conditions within which modern management evolved.

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

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

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

Ken G. Smith
2005 Program Chair

Jimmy Le
2005 Program Coordinator

Qing Cao
2005 Program Coordinator

Thomas W. Lee
2005 PDW Chair

Janet A. Thompson
2005 PDW Coordinator
All Academy Program Highlights

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

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

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

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

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

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

Future Theorizing: Lessons from the Past. The field of management largely advances by the development of new theory. We have a good idea of what theory is (or is not) but we know less about the process by how it is developed. We need to better understand how the theory development process begins, how the search process proceeds, how alternatives are developed and solutions emerge, how the ideas are
integrated into theory, and how theory is refined or changed over time. From whom can we better learn this process than outstanding scholars who have developed important management theories? Chaired by Mike Hitt, this symposium includes “master” scholars (Barney, Locke, Mintzberg, Mitchell, Scott) who are pioneers in the development of new theory or have made significant contributions to the development of an important theoretical paradigm in management.

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

**Division Program Highlights**

**The AoM Fringe Café – AcademyArts:**

*AcademyArts Chair: Chris Poulson.*  
*Fringe Café Organizers: David Cowan, Hans Hansen, Pedro David Pérez, Chris Poulson, Matt Statler and Gail Whiteman.*  
*Sponsors: AoM Organizing Committee, Miami University.*

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

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

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

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

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

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

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

Check your registration packet for the complete schedule.

**Time:** Sunday, 2:00 – 10:00 pm / Monday, 8:30 am – 10:00 pm / Tuesday, 8:30 am – 10:00 pm  
**Location:** Kaua`i Room 311, Hawai`i Convention Center

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

Remembering Michael Driver: Friends, Colleagues and Students Pay Tribute to a Scholar and Pioneer.
Tuesday, August 9, 4:10 pm - 5:30 pm
Hawai`i Convention Center, Room 319A

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

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

Trust and Trust Repair
Monday, August 8, 10:40 am - 12:00 pm
Hawai`i Convention Center, Room 318B

Conflict Division Business Meeting
Tuesday, August 9, 5:30 pm - 6:30 pm
Hawai`i Convention Center, Room 319B

Conflict Division Social Hour
Tuesday, August 9, 6:30 pm - 8:30 pm
Hawai`i Convention Center, Room 318B

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

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

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

CMS Plenary: John Bellamy Foster
Monday, August 8, 8:30 am - 10:10 am
Sheraton Waikiki, Honolulu Room

CMS Keynote Address: Henry Mintzberg
Tuesday, August 9, 8:30 am - 10:10 am
Sheraton Waikiki, Honolulu Room

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

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

On Tuesday, the paper session titled “Stigmas and Invisible Identities” will be held in the Sea Pearl Suite from 10:30 - 11:50, and “Organization Theory Meets Diversity: Advancing the Field” includes outstanding papers will be in the South Pacific 1, Hilton Hawaiian Village, from 4:10 - 5:20, just before the theme session.
“Mobilizing for the Future” will focus on “mobilizing” GDO members, research, and actions for the future. Please come from 5:20 to 6:30 to the South Pacific 1 and get involved.

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

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

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

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

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

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

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

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

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

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

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

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

**The MCD Distinguished Speaker, Steve Kerr Consulting and Academia**
*Monday, August 8, 4:10 pm – 5:20 pm*
*Sheraton Hawaiian Village, Coral Ballroom 1*

**Management History:** The Management History division would like to highlight our session and reception honoring Daniel Wren and his new book, “The History of Management Thought” (5th ed).
The session reflects on the Hawthorne Studies, a year after the 80th anniversary of the beginning of these studies, the most well known and most discussed research project in the field of management. In the first part of the session, a recorded interview (DVD) of Dr. Alfred A. Bolton by Dan Wren will be shown. Following the interview, Dr. Bolton will respond to questions and reflect on what the Hawthorne Studies mean today. The second part of the session will be a presentation by Dan Wren on current views of the outcomes of the Hawthorne studies. Time permitting, Dr. Wren will reflect on earlier studies and assess how well we are doing in teaching and writing about the Hawthorne studies 80 years after they began. The third segment of the session will focus on photographs related to the Hawthorne Studies and the Hawthorne Relay Assembly Room participants. The photographic collection, many of which are largely unknown, has been assembled over a number of years and brings to life, after more than 80 years, the time, the place, and the people of the Hawthorne Studies.

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

Reflections on Hawthorne Past and Present
Monday, August 8, 4:10 – 5:20 p.m.
Sheraton Waikiki, Kohala/Kona Room
Management History Business Meeting
Monday, August 8, 5:30 – 6:15 p.m.
Sheraton Waikiki, Kohala/Kona Room
Management History Social Hour
Monday, August 8, 6:30 – 8:00 p.m.
Sheraton Waikiki, Kabuku Room

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

Having All of Your Voices Heard: The OB Division’s 5 Year Review
Monday, August 8, 10:40 am – 12:00 pm
Hawai’i Convention Center, Room 325A
OB Division Awards and Celebration
Monday, August 8, 6:30 pm – 8:00 pm
Hawai’i Convention Center, Room 323 A, B, &C
OB Division Lifetime Achievement Award Invited Address
Tuesday, August 9, 9:00 am – 10:10 am
Hawai’i Convention Center, Room 324

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

Revolution in Supply Chain Management
Monday, August 8, 8:30 am – 10:20 am
Hilton Hawaiian Village, South Pacific 3

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

Journal of Operations Management Best Paper Award
Monday, August 8, 2:30 pm – 3:50 pm
Hilton Hawaiian Village, South Pacific 3

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

OMT Welcome Breakfast and Distinguished Scholar Award
Monday, August 8, 8:30 am - 10:20 am
Hawai’i Convention Center, Room 301A
**Public & Nonprofit:** This year, the Public and Nonprofit Division presents 69 papers and seven symposia. The symposia, four of which are sponsored jointly with another division, include one All Academy Symposium on “Beyond Sarbane-Oxley: Transparency and Accountability in the Business, Government and Nonprofit Sectors” with four outstanding panelists: Brian Gallagher, President and CEO of the United Way of America; Jonathan Breul, Associate Partner, IBM Center for the Business of Government (formerly Senior Advisor to the Deputy Director for Management at the Office of Management and Budget (OMB); Robert Doktor, Professor of Management and Industrial Relations at the University of Hawai‘i; and Randall Roth, Professor of Law at the University of Hawai‘i. We will also have one Showcase Symposium on “Institutional Perspectives on Accountability” featuring Walter W. Powell and Gili Drori of Stanford University and David Reingold of Indiana University. Both of these symposia are sponsored jointly with SIM. Other symposia focus on volunteer management, privatization, boards of directors/trustees, quality performance, and managerial/leadership qualities.

Our seven regular paper sessions include several that focus on how public and nonprofit organizations relate to their external environment: Interorganizational relationships: Networking, contracting and procurement, Politics and goal ambiguity in public and nonprofit organizations, Nonprofit organizations and their environments: Strategies and choices, and Innovation, reform and resistance to change in public and nonprofit organizations. We also have two sessions that focus more explicitly on internal organizational dynamics: “Employee preferences and concerns in public and other sector organizations” and “The role of values and organizational image in public sector organizations” and one that focus on conceptual issues: “Applying economic models to nonprofit organizations.” Finally, we have 18 interactive presentations and we are exploring the use of “roving discussants” for the two sessions into which we have organized all 20 papers in close proximity for easy access by SIM attendees. The Academy of Management 2005 Annual Meeting

**Social Issues in Management:** This year, SIM is hosting 13 paper sessions (with 52 papers), 6 interactive sessions (with 26 papers), 2 co-located sessions of visual presentations (totaling 20 papers), 6 All Academy symposia, 4 Showcase symposia, 9 joint division symposia, and 5 SIM symposia - and a very active program of outstanding professional development workshops (PDW). The SIM Division is proud of all the papers, symposia, and workshops we are sponsoring, and all Academy members are cordially invited to partake of as much of the SIM program as possible. The SIM scheduled program will take place in the Sheraton Waikiki hotel, with the visual presentations in the Hawai‘i Convention Center and the All Academy symposia, Showcase symposia, some joint symposia, and interactive sessions in various locations as set by the Academy. We encourage all members of the SIM Division to take particular note, in a rich program of offerings, of the following important division-wide events planned for the Honolulu conference.

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

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

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

Monday 4:10 pm - 5:20 pm: Visual Presentations (Hawai‘i Convention Center) - The SIM Division has grouped its visual presentations into two large visual villages of 10 papers each, titled “SIM Visual Village - New Visions”. Both sessions have been scheduled Monday from 4:10 pm to 5:20 pm in Exhibit Hall III of the Convention Center with all 20 papers in close proximity for easy access by SIM attendees. The SIM scheduled program has been cleared of any other sessions. Please
planning if at all possible to go to the Convention Center and visit with our colleagues doing visual presentations. Your interest and support will be much appreciated by the presenters.

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

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

For all of the above sessions, please recheck the program for daytime and location of all events and sessions.
Special Thanks

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

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**Caucuses Chair**
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David Turnipseed
Jill Kickul
Lisa Gundry

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

(Thank you)
Meet the Meeting Planners

The Honolulu, Hawai‘i 2005 Organizing Committee

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

The Local Arrangements Committee

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

AOM Headquarters Staff

Alpha Staff Roster

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elena Bunin</td>
<td>Internet &amp; Web Development Manager</td>
</tr>
<tr>
<td>Ruth Chan</td>
<td>Financial Assistant</td>
</tr>
<tr>
<td>Heather Crowe</td>
<td>Financial Manager</td>
</tr>
<tr>
<td>Isabel Dichiara</td>
<td>Registration, Member Services Specialist</td>
</tr>
<tr>
<td>Taryn Fiore</td>
<td>Meeting Specialist</td>
</tr>
<tr>
<td>Jel Hampson</td>
<td>Registrar, Member Services Assistant</td>
</tr>
<tr>
<td>Bret Hilton</td>
<td>Technical Specialist</td>
</tr>
<tr>
<td>Jimmy Le</td>
<td>Program Coordinator</td>
</tr>
<tr>
<td>Terese M. Loncar</td>
<td>Assistant Coordinator, Information Systems and Communications</td>
</tr>
<tr>
<td>Alina Matei</td>
<td>Database Developer/Programmer</td>
</tr>
<tr>
<td>Matthew Suppa</td>
<td>Assistant Director</td>
</tr>
<tr>
<td>Nancy Urbanowicz</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Lise Yager</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td>Susan Zaid</td>
<td>Communications Specialist</td>
</tr>
</tbody>
</table>
The Division & Interest Group Program Chairs and Professional Development Workshop Chairs

Program Chairs of the Professional Divisions and Interest Groups

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

PDW Chairs of the Professional Divisions and Interest Groups

BPS .................................................Russell Coff, Emory U.
CAR .............................................Mary Mallon, Massey U.
CM ...........................................Susan E. Brodt, Queen's U.
CMS ............................................Bill Michael Cooke, U. of Manchester
ENT .........................................Connie Marie Gaglio, San Francisco State U.
GDO .........................................Lynn Bowes-Sperry, Western New England College
HCM ............................................Timothy Hoff, SUNY, Albany
HR .............................................John R. Hollenbeck, Michigan State U.
IM ..............................................Timothy Michael Devinney, UNSW, Australian Graduate School of Mgt
MC .............................................Susan Adams, Bentley College
MED .............................................Laurie Milton, U. of Western Ontario
MH ..........................................Margaret Benefiel, Milltown Institute
MSR ............................................Alfred Marcus, U. of Minnesota
OM .........................................Hale Kaynak, U. of Texas, Pan American
OMT .............................................Kimberly D. Elsbach, U. of California, Davis
ODC .............................................Michael R. Manning, New Mexico State U.
OB ............................................Francis J. Yammarino, SUNY, Binghamton
OCIS ............................................Ulrike Schultze, Southern Methodist U.
ONE ............................................Alfred Marcus, U. of Minnesota
PNP ..........................................Dean Eitel, DePaul U.
RM ...............................................Mark Gavin, Oklahoma State U.
SIM ............................................Thomas J. Donaldson, Wharton School
TIM .............................................Lori Rosenkopf, U. of Pennsylvania

Additional PDW Chairs

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

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

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

JULY 22, 2005 - Deadline to cancel your registration for the Annual Meeting and Receive a Refund

(See housing section for hotel cancellation policy)

DON’T MISS THIS YEAR’S MEETING IN HONOLULU, HAWAII! Submissions are in and this year’s theme, A New Vision of Management in the 21st Century, promises to make this meeting a great mix of papers, presentations and participation. To make sure you are ready to join other members of the Academy of Management, remember to:

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

You can reserve your room, register for the meeting and book your travel plans on-line by visiting the Honolulu Meeting website at: http://meetings.aomonline.org/2005/. Use your credit card for all on-line reservations and registration, and benefit from secure 24-hour access to make your plans at your convenience. Please read the following information for instructions on how to make all of your housing, registration and travel plans.

RESERVE YOUR ROOM

by using the on-line reservation system available at http://meetings.aomonline.org/2005/, by calling the AOM HAWAII HOUSING BUREAU or by completing the 2005 AOM ANNUAL MEETING HOUSING RESERVATION FORM (enclosed). The deadline to reserve your room at the conference rates is June 29, 2005. If you choose to complete the form, please mail or fax it to:

MAIL: AOM HAWAII HOUSING BUREAU
P.O. BOX 825
108 Wilmot Road, Suite 400
Deerfield, IL 60015-0825
PHONE: 800-974-9833; 847-282-2529
FAX: 800-521-6017; 847-940-2386

REGISTER TO ATTEND

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

MAIL: Academy of Management
Attn: Registration
P.O. Box 3020
Briarcliff Manor, NY 10510-8020
FAX: 914-923-2615
Hours of operation: 9:00 am - 5:00 pm EST Monday - Friday

MAKE YOUR TRAVEL ARRANGEMENTS

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

WEB: www.atcmeetings.com/aom
E-MAIL: reservations@atcmeetings.com
FAX: 858-362-3153
Hours of operation: 9:00 am - 7:30 pm EST Monday-Friday


Housing Form Instructions
All reservations must be made with the AOM HAWAII HOUSING BUREAU to receive the special AOM meeting rates. Reserve your room ON-LINE at http://meetings.aomonline.org/2005/, or by calling toll free at 800-974-9833 or 847-282-2529. You may also complete the 2005 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the AOM HAWAII HOUSING BUREAU (Address and fax number provided on the form).

DO NOT SUBMIT DUPLICATE FORMS! Doing so may result in duplicate charges and duplicate reservations! DO NOT send this form to the Academy of Management office. For best availability and immediate confirmation, make your reservations via the internet through the meeting website. Faxed or mailed housing requests will take longer to process.

Continued on the next page

All rates listed are in US Dollars. A valid credit card is required to guarantee your room reservation. Current room tax in Waikiki is 11.41% and occupancy tax also applies.
RESERVATION PROCEDURES:
All reservations are being coordinated by the AOM HAWAII HOUSING BUREAU. Arrangements for housing must be made through the AOM HAWAII HOUSING BUREAU and NOT with the hotel directly. All housing reservation forms must be received by June 29, 2005. A valid credit card with an expiration date of August 2005 or later is required to guarantee your reservation. Upon receipt of your reservation, your confirmed hotel will charge a deposit equal to one nights room and tax.

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

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

STUDENT-ONLY HOUSING:
Attention students! Please reserve your room at The Ohana Maile Sky Court, 2058 Kuhio Avenue. This is a STUDENT-ONLY HOTEL, you must be a current student member to reserve a room. Your AOM Membership ID is required to make a reservation. The Ohana Maile Sky Court is offering a special student rate of $89.00 per night for a single room. Reserve your room early! These rooms are available on a first-come, first-served basis. Go to http://meetings.aomonline.org/2005/ to make your reservations.
Arrival Date | Departure Date
---|---

Last Name | First Name | MI

Company

Street Address

City State/Country Zip/Postal Code

Daytime Phone | Fax

E-mail (confirmation will be sent via e-mail if address is provided)

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

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

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

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

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>HOTEL CHOICES</th>
<th>TYPE OF ACCOMMODATIONS (circle one)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>* Bed type request is based on availability</td>
</tr>
<tr>
<td>2.</td>
<td>1 person/1 bed</td>
</tr>
<tr>
<td>3.</td>
<td>2 people/1 bed</td>
</tr>
<tr>
<td>4.</td>
<td>2 people/2 beds</td>
</tr>
<tr>
<td>5.</td>
<td>3 people/2 beds</td>
</tr>
<tr>
<td>6.</td>
<td>4 people/2 beds</td>
</tr>
<tr>
<td>7.</td>
<td>One-bedroom suite</td>
</tr>
<tr>
<td>8.</td>
<td>Two-bedroom suite</td>
</tr>
</tbody>
</table>

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

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

- **CREDIT CARD:**
  
  - **AMERICAN EXPRESS**
  - **DISCOVER**
  - **MASTERCARD**
  - **VISA**

  Account Number

  Expiration Date

  Card Holder Name (print)

  Card Holder’s Signature

  Please read all hotel information prior to completing and submitting this form to the Housing Bureau. Keep a copy of this form. Use one form per room required. Make additional copies if needed.
To register on-line visit [http://meetings.aomonline.org/2005/](http://meetings.aomonline.org/2005/) and use your credit card on our secure site. 
Via mail: Return the completed Early Registration Form by the deadline date to the address shown on the form. 
Via fax: Return the completed Early Registration Form by the deadline to: 914-923-2615

Early registration fees only apply to those registrations postmarked by July 15, 2005. 
Registrations postmarked after July 15, 2005 will not be accepted and you must register on-site and pay the higher fee.

### Member Registration Fees

<table>
<thead>
<tr>
<th>Division</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>
</tr>
<tr>
<td>Member: Student and Emeritus</td>
<td>$55.00 USD</td>
<td>$77.00 USD</td>
</tr>
</tbody>
</table>

### Non-Member Registration Fees

<table>
<thead>
<tr>
<th>Division</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>
</tr>
</tbody>
</table>

The Non-Member Registration fee includes one year membership and two complimentary divisions/interest groups. PLEASE select your two groups from the list below and include them in the appropriate section of the Early Registration Form.

### Division List

- Business Policy & Strategy (BPS)
- Careers (CAR)
- Conflict Management (CM)
- Entrepreneurship (ENT)
- Gender & Diversity in Organizations (GDO)
- Health Care Management (HCM)
- Human Resources (HR)
- International Management (IM)
- Management Education & Development (MED)
- Management History (MH)
- Management Consulting (MC)
- Managerial & Organizational Cognition (MOC)
- Operations Management (OM)
- Organization & Management Theory (OMT)
- Organization, Development & Change (ODC)
- Organizational Behavior (OB)
- Organizational Communications & Information Systems (OCIS)

### Payment Methods and Information

The Academy of Management accepts payment in the forms of checks in U.S. funds drawn on U.S. banks and the following credit cards: VISA, MasterCard and American Express. We DO NOT accept purchase orders of any kind. Forms sent without complete payment will not be processed. No wire transfers are accepted. As an added measure of security we require that you provide your credit card verification number when filling out your registration form. It is an additional safeguard that helps us validate your payment and protects against fraud. This number will not be stored in our records. Registrations received without a credit card verification number will not be processed. To find your credit card verification number on your MasterCard or Visa please look at the back of your credit card. You will see that your full credit card number is printed in the signature box and at the end of that number you will find your three-digit verification number. For American Express cardholders please locate your verification number on the front of your credit card at either the right or left side above your credit card number. For further information go to [http://meetings.aomonline.org/2005/](http://meetings.aomonline.org/2005/).

### Attendance and Restricted Access

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

### Cancellations

- To receive a refund of your registration fees, you must request it in writing and postmark or fax it to the AOM by July 22, 2005.
- No refunds will be issued after July 22, 2005.
- Please refer to the Housing Information and Instructions page for specifics on hotel cancellation policies.

### Guest Attendance

Guests who are not Academy Members are allowed access to the Exhibits floor and are provided with a complimentary name badge. Please provide the name of your guest in the space provided on the Early Registration Form.

### The Meeting Program

Please bring your copy of the Program with you to the meeting — it is the only copy you will receive. Non-Members who register early are mailed a copy of the Program within 2-3 weeks, however, we must suspend the mailing of Programs to Non-Members after July 1, 2005 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and for people who register on-site.

### The Presidential Luncheon

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

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

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

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

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

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

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

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

### EARLY REGISTRATION FORM

**DEADLINE:** July 15, 2005

#### ATTENTION AOM ANNUAL MEETING ATTENDEES!

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

- **COUPONS ARE NO LONGER INCLUDED WITH YOUR REGISTRATION FEE.**
- The ticket fee is a subsidized cost of $15.00 USD per person (the actual ticket value is $35.00 USD).
- Luncheon Tickets are sold on a first-come, first-served basis. Seating is limited.
- There will be no Luncheon Ticket refunds after July 22, 2005.

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

### CONTACT INFORMATION (required)

- **Name (First/Last):**
- **Member ID # (Optional):**
- **Address:**
  - Home Office
- **City:**
- **State/Province:**
- **Zip/Postal Code:**
- **Country:**
- **Phone:**
- **Fax:**
- **Email:**

### NAME BADGE INFORMATION (required)

- **Name Badge:**
- **Affiliation:**
- **Guest Name for Courtesy Badge:**
  - (Please provide first and last names)

### MEMBER REGISTRATION FEES

<table>
<thead>
<tr>
<th>Category</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic/Executive</td>
<td>$150.00 USD</td>
</tr>
<tr>
<td>Student</td>
<td>$55.00 USD</td>
</tr>
<tr>
<td>Emeritus</td>
<td>$55.00 USD</td>
</tr>
</tbody>
</table>

### NON-MEMBER REGISTRATION FEES

includes 1 year of membership & 2 divisions/interest groups

<table>
<thead>
<tr>
<th>Category</th>
<th>Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>$265.00 USD</td>
</tr>
<tr>
<td>Executive</td>
<td>$265.00 USD</td>
</tr>
<tr>
<td>Student</td>
<td>$113.00 USD</td>
</tr>
</tbody>
</table>

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

**SELECTION ONE:**

**SELECTION TWO:**

### PRESIDENTIAL LUNCHEON TICKETS

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

### T-SHIRTS

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

### TOTAL AMOUNT DUE

Full payment must accompany form $ __________

### PAYMENT BY CHECK

- Make Check Payable to: Academy of Management • Payment must accompany form • Payable and drawn only in US funds on US banks.
- Incorrect checks will be returned • Please sign your check • No purchase orders or wire transfers

### PAYMENT BY CREDIT CARD

We accept MasterCard, Visa or American Express

**Check One:**

- [ ] MASTERCARD
- [ ] VISA
- [ ] AMERICAN EXPRESS

**Cardholder:**

- (Print name exactly as it appears on card)

**Card #:**

- [ ] 4-digit Card Verification Number
- [ ] 4-digit Card Verification Number

**Exp. Date:**

- [ ] 4-digit Card Verification Number

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

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

**C.C. Verification #**

### CARDHOLDER SIGNATURE:

For Office use Only:

**Today's Date:**

- [ ] Check/CC:

**Amount Paid:**

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

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

<table>
<thead>
<tr>
<th>Airline</th>
<th>ID#</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>United</td>
<td>#510CK</td>
<td>800-521-4041</td>
</tr>
<tr>
<td>Continental</td>
<td>VXBVVF</td>
<td>800-468-7022</td>
</tr>
<tr>
<td>Enterprise</td>
<td>#32H7476</td>
<td>800-593-0505</td>
</tr>
<tr>
<td>Avis</td>
<td>#952801</td>
<td>800-331-1600</td>
</tr>
</tbody>
</table>

Honolulu International Airport

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

Transportation from Honolulu International Airport:

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

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

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

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

**TAXI CABS**
AMPCO Express (808) 861-8294
AMPCO Express is the managing contractor of the Airport's Open Taxi System at Honolulu International Airport. Taxi Service is available on the center median fronting the terminal baggage claim areas. See the taxi dispatchers (white shirts & blue vests with a yellow stripe, and the word "TAXI" in black & white lettering on the front) for service. The fare from the airport to Waikiki during non-rush hour periods is approximately $25.00-$28.00.
On behalf of the Local Arrangements Committee, we would like to welcome you to the 2005 Honolulu meeting. Aloha to all members, families, and friends that will be visiting. Honolulu is on the island of O`ahu, the most populous island of the eight major Hawaiian islands. The convention hotels are in Waikiki, along the beautiful white sand beaches.

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

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

Hawai`i was admitted to the Union of states in 1959. Despite its newness as a state, Hawai`i has a long and rich history. First settled by Polynesians sailing from other Pacific islands between A.D. 300 and 600, Hawai`i was visited in 1778 by British captain James Cook, who called the group the Sandwich Islands, after the Earl of Sandwich. Hawai`i was a native kingdom throughout most of the 19th century, with five kings, Kamehameha the I through the V, and final rule of Queen Lili`uokalani. In 1893, Queen Lili`uokalani was deposed, and a year later the Republic of Hawai`i was established with Sanford B. Dole as president. Following annexation (1898), Hawai`i became a U.S. territory in 1900.

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

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

Meeting Locations and Access for people with disabilities:

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

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

Overheads, Copies and other business services:

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

Transportation:

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

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

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

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

**T-Shirts**

2005 Academy of Management Annual Meeting T-Shirts are available for purchase while registering for the meeting. To view the t-shirt design, please visit [http://meetings.aomonline.org/2005](http://meetings.aomonline.org/2005). The cost is $15.00 and the 2005 t-shirt sales will benefit tsunami relief. Shirts will be available for pick up at the registration area when the meeting starts.

**Weather and Dress**

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

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

**Sun and Ocean safety**

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

**Food**

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

**Hawaiian Language**

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

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

Consonants (h, k, l, m, n, p, w, `) are generally pronounced much as in English. Take note, however, of the final two consonants: w and the `okina (´).
Visitors and residents alike are often confused about how to pronounce the Hawaiian “w.” Generally it is pronounced like the English “w,” but a soft “v” sound is commonly used in certain words such as the island name “Kahoʻolawe” (KahoʻolaVeh).

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

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

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

**Sightseeing**

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

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

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

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

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

Mary J. Mallott  
University of Hawai‘i-West Oʻahu  
and  
Jerry Calton  
University of Hawaiʻi-Hilo
Pronunciation Guide

Vowels (a, e, i, o, u) are pronounced as follows:
- a sounds like [ah] as in above [ah buhv ].
- e sounds like [eh] as in bet [beht]
- i sounds like [ee] as in be [bee].
- o sounds like [oh] as in obey [oh bei ]
- u sounds like [oo] as in rule [root].

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

<table>
<thead>
<tr>
<th>Word</th>
<th>Pronunciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>`Akaka</td>
<td>ah-kah-kah</td>
</tr>
<tr>
<td>Ala Wai</td>
<td>ah-lah wai</td>
</tr>
<tr>
<td>Ali‘i</td>
<td>ah-lee ee</td>
</tr>
<tr>
<td>`Emalani</td>
<td>eh-mah-lah-nee</td>
</tr>
<tr>
<td>Ewa</td>
<td>eh-vah</td>
</tr>
<tr>
<td>`Iao</td>
<td>ee-ow</td>
</tr>
<tr>
<td>Ilima</td>
<td>ee-lee-mah</td>
</tr>
<tr>
<td>`Iolani</td>
<td>ee-oh-lah-nee</td>
</tr>
<tr>
<td>Helumoa</td>
<td>heh-loo-moh-ah</td>
</tr>
<tr>
<td>Hilo</td>
<td>hee-loh</td>
</tr>
<tr>
<td>Honolulu</td>
<td>hoh-noo-loo-loo</td>
</tr>
<tr>
<td>Kaho`olawe</td>
<td>kah-hoh oh-lah-veh</td>
</tr>
<tr>
<td>Kahuku</td>
<td>kah-hoo-koo</td>
</tr>
<tr>
<td>Kahuna</td>
<td>kah-hoo-nah</td>
</tr>
<tr>
<td>Kalakaua</td>
<td>kah-lah-kau-(w)ah</td>
</tr>
<tr>
<td>Kalia</td>
<td>kah-lee-ah</td>
</tr>
<tr>
<td>Kamehameha</td>
<td>kah-meh-hah-meh-hah</td>
</tr>
<tr>
<td>Kane`o</td>
<td>kah-neh oh-heh</td>
</tr>
<tr>
<td>Kapi`olani</td>
<td>kah-pee oh-lah-nee</td>
</tr>
<tr>
<td>Kau<code>a</code>i</td>
<td>kau-(w)ah ee</td>
</tr>
<tr>
<td>Kohala</td>
<td>koh-hah-lah</td>
</tr>
<tr>
<td>Koko</td>
<td>koh-koh</td>
</tr>
<tr>
<td>Lana`i</td>
<td>lah-nah ee</td>
</tr>
<tr>
<td>Likelike</td>
<td>lee-keh-lee-keh</td>
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<tr>
<td>Mahealani</td>
<td>mah-heh-ah-lah-nee</td>
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<tr>
<td>Makai</td>
<td>mah-kai</td>
</tr>
<tr>
<td>Makiki</td>
<td>mah-kee-nee</td>
</tr>
<tr>
<td>Maui</td>
<td>mau-(w)ee</td>
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<tr>
<td>Moloka`i</td>
<td>moh-loh-kah ee</td>
</tr>
<tr>
<td>N<code>i</code>hau</td>
<td>nee ee-how</td>
</tr>
<tr>
<td>O`ahu</td>
<td>oh ah-hoo</td>
</tr>
<tr>
<td>Palolo</td>
<td>pah-loh-loh</td>
</tr>
<tr>
<td>Puna</td>
<td>poo-nah</td>
</tr>
<tr>
<td>Tapa</td>
<td>tah-pah</td>
</tr>
<tr>
<td>Ti (as in Ti Leaf)</td>
<td>tee</td>
</tr>
<tr>
<td>Tiare</td>
<td>tee-ah-reh</td>
</tr>
<tr>
<td>Waialua</td>
<td>wai-ah-loo-(w)ah</td>
</tr>
<tr>
<td>Waianae</td>
<td>wai ah-neye</td>
</tr>
<tr>
<td>Waikiki</td>
<td>wai-kee-kee</td>
</tr>
<tr>
<td>Waimea</td>
<td>wai-meh-ah</td>
</tr>
</tbody>
</table>

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

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

We say:

mauka = toward the mountains
makai = toward the sea

And on O‘ahu, we say Diamond Head when we mean the eastern direction of the island, and Ewa when we mean the western direction.
Academy of Management 2005 Annual Meeting Sponsors

Aloha! On behalf of our university sponsors, welcome to Honolulu, and the Academy of Management 2005 Annual Meeting. Each year several universities act as sponsors for our annual meeting by providing financial support at one of three levels: Gold - $5,000, Silver - $3,000, and Host - $1,500. Our sponsors this year represent a number of U.S. states and three countries, the U.S., Canada, and Germany.

This year we have 12 sponsors whose institutions have combined to contribute $41,000. The Academy is very grateful to the sponsors for their support of the 2005 meeting. Please thank faculty and other representatives of these Schools during our meeting. I am grateful for our sponsors, and for their support of the Academy of Management and our Annual Meeting.

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

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

Karen S. Whelan-Berry, Director of Sponsorship

Gold Sponsors

University of British Columbia

The University of British Columbia is recognized as a leading research institution, both within Canada and internationally. Located in Vancouver, close to one of Canada’s largest business centers, the Sauder School of Business plays an important role in the creation and application of new business knowledge. It is very highly-regarded for its well-published faculty, innovative research, and demanding business programs.

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

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

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

The Sauder School of Business represents the future of management thinking. We create ideas and methods that change the way business is done, train tomorrow’s business leaders, and empower individuals and organizations to realize their full potential.

Carnegie Mellon University

The only top 25 university founded in the 20th century, Carnegie Mellon has rapidly evolved into an internationally recognized institution with a distinctive mix of world-class programs, ranging from computer science, robotics and engineering to business, public policy, the fine arts and humanities. Students receive an education focused on problem-solving, interdisciplinary collaboration and innovation.

The university is implementing a strategic plan leveraging its strengths to benefit society in the areas of biotechnology, information and security technology, environmental sciences and practices, the fine arts and humanities. Broadening undergraduate education, increasing diversity, and fostering the development of southwestern Pennsylvania are also priorities.

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

European School of Management and Technology

European School of Management and Technology (ESMT) was officially founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founding fathers’ goal was to endow Germany, at last, with a truly international business school — a school with global reach and a European soul, located in the very heart of Europe, Berlin, the gateway between East and West.
ESMT’s headquarters and main city campus are conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. As a pioneering graduate school of business, ESMT offers executive education (since 2005) and international MBA degree programs (from January 2006) in English language. We are rapidly building up a highly international core faculty who has been exposed to the world’s leading business schools. In addition to the city campus, the School operates a technology campus in Munich and a castle campus in Cologne.

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

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

University of Hawai‘i at Manoa

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

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

The College is home to approximately 1,200 students, one-third graduate students and two-thirds undergraduate students. The multi-ethnic makeup of Hawai‘i students, a significant foreign student population and students from the U.S. mainland make for a culturally diverse environment in which to study. The College faculty is a diverse group of internationally accomplished researchers, teachers and consultants. They play an active role in local, national and international business communities, serving as board members, editors, speakers and administrators to top educational and business organizations.

Hawai‘i Pacific University

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

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

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

University of Maryland

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

Like businesses, business schools in the new millennium must transform their knowledge and research base, their curricula, and modes of delivery. The Smith School is in the midst of this transformation, with a vision of becoming a model for business education and knowledge advancement for the 21st century. Smith School faculty members create new management knowledge and identify leading business practices for today’s networked world while Smith students learn how to apply information technology to create innovation and drive business growth. The school’s leading-edge curriculum integrates the foundational business disciplines with cross-functional e-business concentrations such as e-commerce, supply chain management, telecommunications, financial engineering, global business, and entrepreneurship.
The Smith School’s Netcentricity Laboratory — developed in partnership with Sun Microsystems, Oracle, and other leading companies — provides Smith students with an unprecedented, hands-on learning environment to simulate the interdependent business operations of the networked enterprise and economy. Smith students also benefit from hands-on learning through professional consulting programs, as well as the New Markets Growth Fund, a $20 million venture capital fund, which enables MBA students to gain valuable VC experience in a two-semester class.

More information about the Robert H. Smith School of Business can be found at www.rhsmith.umd.edu.

University of Maryland University College

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

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

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

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

University of Southern Mississippi

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

As a Carnegie doctoral/research-extensive university, Southern Miss serves constituents through its strong, varied undergraduate programs undergirded by a sound, general education curriculum; through its master’s and doctoral programs in the sciences, education, psychology, economic development, the humanities, business, health services and the arts; and through its faculty’s innovative research achievements. Southern Miss’s academic initiatives are reinforced by its commitment to knowledge-based service activities that enhance quality of life and economic development.

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

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

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

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

Host Sponsors

Benedictine University

Benedictine University in Lisle, Illinois dedicates itself to the education of students from diverse ethnic, racial and religious backgrounds. As an academic community committed to liberal arts and professional education, distinguished and guided by its Roman Catholic tradition and Benedictine heritage, the University prepares its students for a lifetime as active, informed and responsible citizens and leaders in the world community.

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

The Benedictine University Ph.D. in organization development (OD) prepares management professionals with state-of-the-art education in the field. Built on a more than 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of organization development, management or a closely allied field such as human resource management. It is intended as a program that makes a difference in both the scholarly and the practitioner world. In the first few years of the program, Benedictine University
Ph.D. students and faculty published and presented more than 300 articles, papers, presentations and seminars in academic and professional journals and at associations, including conferences in Australia, India, Denmark, Mexico, Norway, Ireland, France, Thailand and Italy.

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

**Brigham Young University – Hawai‘i**

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

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

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

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

**Chaminade University**

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

Chaminade University is named for Father William Chaminade (1761 – 1850), a French Catholic priest who lived and worked through the French Revolution and founded the Society of Mary with the purpose of educating for the development of civic leadership and the promotion of human rights and social justice. Today, our multicultural student body, which ranks among the most diverse in the nation, lives this mission by coming together to pursue an education that links learning and scholarship with leadership and service.

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

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

**Utah Valley State College**

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

At Utah Valley State College, our School of Business provides quality undergraduate business education with a REAL applied focus for over 4,000 associate and baccalaureate degree students. We pride ourselves in being student oriented and having outstanding teachers who deliver up-to-date curricula while incorporating global and ethical perspectives. When they leave UVSC, our graduates have an excellent baseline education in business and effective communication skills, as well as a comprehensive understanding of advanced applications software. In addition to their commitment to excellent teaching, our 45 full-time faculty are also actively engaged in scholarship, and the School of Business recently began editing and publishing the Journal of Business Inquiry: Research, Education, & Application. The School of Business is currently seeking AACSB accreditation, and aspires to be the premier undergraduate business school in the intermountain states recognized for its up-to-date curriculum, quality faculty, and graduates who continue to learn and achieve in the world of business.
2005 Academy of Management Annual Meeting - Leadership University Sponsors

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

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

Carnegie Mellon University

The only top 25 university founded in the 20th century, Carnegie Mellon has rapidly evolved into an internationally recognized institution with a distinctive mix of world-class programs, ranging from computer science, robotics and engineering to business, public policy, the fine arts and humanities. Students receive an education focused on problem-solving, interdisciplinary collaboration and innovation.

The university is implementing a strategic plan leveraging its strengths to benefit society in the areas of biotechnology, information and security technology, environmental sciences and practices, the fine arts and humanities. Broadening undergraduate education, increasing diversity, and fostering the development of southwestern Pennsylvania are also priorities.

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

University of Washington

Founded in 1917, the University of Washington Business School is the second oldest institution of management education on the West Coast. About 2,500 students are enrolled in the School’s undergraduate and graduate programs each year, and over 1,000 participate in our executive education seminars and lifelong learning programs for working professionals. U.S. News & World Reports ranks our MBA program 18th in the nation, and our Executive MBA program 21. The undergraduate program serves over 1,600 students every year and is ranked 16 by U.S. News & World Reports among public undergraduate programs. UW Business School offers a rich array of graduate and executive programs: a full-time and evening MBA program, Executive MBA, Technology Management MBA, Global EMBA, and research-based Doctoral Program to train scholars who will contribute to the future advancement of business education and practice. About five years ago, we engaged the faculty, staff, alumni, and business partners in developing an exciting new mission and direction for the school—one that will provide students with a superior learning experience and prepare them for success in a global, knowledge-based economy. As part of that new mission and direction, UW Business School has launched a
campaign to build a $105 million new facility, and increase faculty endowments and funds available for scholarships by about $60 million. Our vision is to transform what has always been a very good business school, with an exceptional reputation for scholarship, into one of the nation’s premier institutions for business education.

**University of Hawai‘i - Hilo**

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

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

**University of Hawai‘i – West O‘ahu**

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

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

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

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

**Pace University**

The Academy of Management is grateful to Pace University for hosting its offices at its Briarcliff Manor campus in New York. Celebrating its centennial in 2006, Pace is a private university in the New York Metropolitan area with a growing national recognition for offering talented and ambitious students the learning experience that is respectful of traditional academic values, entrepreneurial in spirit and responsive to the demands of today’s diverse learners for relevance, convenience and flexibility. Pace University was founded as a School of Accounting and it has been successfully building its reputation for excellence in business education over the last 100 years. Pace’s Lubin School of Business has a strong emphasis on the practical application of theory and offers its students innovative and dynamic programs, a world-class faculty and a student-centered culture. Lubin’s multi-campus locations in New York City and adjacent Westchester County offer unique access to the New York business community. The Downtown New York City campus is in the heart of Wall Street and the financial district and there is also a convenient Midtown campus. For a more suburban experience, there are the Pleasantville and Briarcliff Manor campuses. The White Plains Graduate Center offers a full-scale facility for professionals in the Westchester Financial District. These diverse locations provide Lubin students with opportunities for jobs and internships at some of the world’s leading companies. The practice-oriented academic focus and proximity to leading businesses extends to the faculty, many of whom are experienced business professionals as well as respected scholars. Their commitment to excellence in teaching and the professional growth of students in conjunction with the School’s policy of small classes provides a highly supportive learning environment for students. The Lubin School has over 60,000 alumni, many of whom are among the most successful executives in Corporate America.
2005 Academy of Management
Exhibitor Relations Committee

George Solomon, Director of Exhibit Relations, George Washington University
Erik Winslow, George Washington University
Sergio D’Onofrio, George Washington University
Ayman Tarabishy, George Washington University
Tatyana Kuzina, George Washington University
Geralyn Franklin, University of Texas at the Permian Basin

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Exhibit Hall Layout & Schedule

**AOM 2005 Exhibitor and Break Times**

**Sunday, August 7**
- **Hours:** 9:00 a.m. - 5:00 p.m.
- **Breaks:**
  - 10:15 a.m. - 10:45 a.m.
  - 2:45 p.m. - 3:15 p.m.
  (Sponsored by The Society for Human Resource Management)

**Monday, August 8**
- **Hours:** 9:00 a.m. - 5:00 p.m.
- **Breaks:**
  - 10:15 a.m. - 10:45 a.m.
  - 2:45 p.m. - 3:15 p.m.
  (Sponsored by The Society for Human Resource Management)
  (Sponsored by Sage Publications)

**Tuesday, August 9**
- **Hours:** 9:00 a.m. - 11:45 a.m.  
  2:15 p.m. - 5:00 p.m.
- **Breaks:**
  - 10:15 a.m. - 10:45 a.m.
  - 3:15 p.m. - 3:45 p.m.

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**Special Thanks to the 2005 Exhibitor Sponsor**

HR: Leading People, Leading Organizations

Gold Sponsor of Sunday Afternoon and Monday Morning Refreshment Breaks
Placement Services

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

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

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

**Ins and Outs of Faculty Recruiting Workshop**

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

*Hilton Hawaiian Village, Sea Pearl 4*

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

**Placement for Applicants Workshop**

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

*Hilton Hawaiian Village, South Pacific Ballroom 2*

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

**Online Placement Services**

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

**Onsite Placement Services**

**Registration**

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

**Hours:**

- Saturday, August 6, 2005: 9:00 am – 4:00 pm
- Sunday, August 7, 2005: 9:00 am – 4:00 pm
- Monday, August 8, 2005: 9:00 am – 4:00 pm
- Tuesday, August 9, 2005: 9:00 am – 4:00 pm

**Interview Tables**

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

**Hours:**

- Saturday, August 6, 2005: 8:00 am – 8:00 pm
- Sunday, August 7, 2005: 8:00 am – 8:00 pm
- Monday, August 8, 2005: 8:00 am – 8:00 pm
- Tuesday, August 9, 2005: 8:00 am – 8:00 pm

**Cost (both online and onsite)**

- $50.00 USD Applicant Listing
- $200.00 USD Position Listing
- $100.00 USD Interview Table
Placement Services

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

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

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

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

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

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

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the last three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of the Chair, Karl Aquino, University of Delaware, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include: Rebecca J. Bennett, Louisiana Tech University; Jennifer L. Berdahl, University of Toronto; Kristin Byron, Rochester Institute of Technology; Todd H. Chiles, University of Missouri; Bella Galperin, University of Tampa; Steven Grover, University of Otago; Susan Houghton, Georgia State University; Matthew Kraatz, University of Illinois; Kai Lamertz, Concordia University; Vivien Lim, National University of Singapore; Maurice Schweitzer, University of Pennsylvania; Jason D. Shaw, University of Kentucky; Marcus Stewart, Bentley College; Thomas M. Tripp, Washington State University.

Here are the 2005 William H. Newman Award Nominees:

**BPS**
Conglomerates Without Assets? Financial Intermediation and the Evolution of the Advertising Industry
Andrew Von Nordenflycht, Simon Fraser U.

**CAR**
Making Sense & Making Choices: Constructing Institutional and Individualized Careers
Elizabeth Craig, Boston U.

**CM**
Cultural Diversity, Intragroup Conflict, and Group Outcomes: Evidence for a Mediated Relationship
Markus Vodosek, U. of Utah

**CMS**
Challenging Distinctions: Illusions of Precision Assessing Risks of Doing Business in Host Countries
Mikelle A. Calhoun, Valparaiso U.

**GDO**
Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals
Robert Gregory DelCampo, U. of New Mexico

**HCM**
The Moderating Effect of Procedural Fairness in Standardizing Professional Work
Seok Woo Kwon, U. of Kentucky

**HR**
HRM Climate: Antecedents and Moderating Effects of Climate Level and Climate Strength
Neal Knight-Turvey, Queensland U.

**IM**
Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams
Martine Haas, Cornell U.

**MC**
Reuse of Intellectual Capital from Repositories: A Mixed Methods Study
Wai Fong Boh, Nanyang Technological U.

**MH**
Withholding Effort in the Workplace: From Soldering to Socially Motivated Underachievement
Stephanie Case Henagan, Northern Illinois U.

**MOC**
Knowledge Sharing and Team Effectiveness in Challenging Organizational Environments
Martine Haas, Cornell U.

**OB**
Organizational Citizenship Behavior: A Negative Relationship to Career Outcomes?
Diane Bergeron, Teachers College, Columbia U.

**OCIS**
Enhancing Perceived Value of Cross-departmental Knowledge on Innovation Via KM Technology Features
Ixchel M. Faniel, U. of Michigan, Ann Arbor

**OMT**
Change in Institutions: The Decline of the No-Lateral-Hiring Norm among Large Law Firms, 974-990
Nina Shah, U of Illinois, Urbana-Champaign

**ONE**
Middle Managers and the Environment: The Perspective of the Purchasing and Supply Function
Lutz Preuss, Royal Holloway College, U. of London

**PNP**
Managing by and through Networks: Network Management, Policy Networks, and the Internet
R. Karl Rethemeyer, U. at Albany, SUNY

**SIM**
Ethics, Discourse and Power
Raymond Daniel Gordon, U. of Technology, Sydney

**TIM**
The Double Helix of Formal and Informal Structures: Project Design for R&D Success
Polly S. Rizova, Boston U.
The Carolyn Dexter Award

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for the Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Each Division Program Chair nominates up to two papers to the chair of this year's Dexter Award Committee, Jacob Eisenberg at University College Dublin. The other Committee members are: David Lamond at Sydney Graduate School of Management, Eleanor O'Higgins at University College Dublin, Anat Rafaeli at the Technion - Israel Institute of Technology, and Jia Lin at University of Toronto.

Here are the 2005 Carolyn Dexter Award nominees:

**BPS**
The Antecedents of Competitive Aggressiveness among Multinational Enterprises
Tieying Yu, Boston College
Albert Cannella, Jr, Arizona State U.

**BPS**
How National Systems Influence Executive Discretion: A Study of CEO Effects in Three Countries
Craig Crossland, Pennsylvania State U.

**CAR**
Antecedents and Consequences of Career Self-Management Behaviors
Babette Raabe, Siemens AG - US Filter
Terry A Beehr, Central Michigan U.

**CAR**
Family-friendly Employment Practices: Importance and Effects in China, India, Kenya and Thailand
Peng Wang, Jackson State U.
Fred Ochieng Walumbwa, U. of Nebraska
John Lawler, U. of Illinois
Kan Shi, Chinese Academy of Sciences, Beijing
Ming Piao, Northwestern U.

**CM**
U.S. and Japanese Intercultural Negotiation Schemas: A Tale of Overadjustment?
Wendi L. Adair, Cornell U.
Masako S. Taylor, Cornell U.
Catherine Tinsley, Georgetown U.

**CM**
Assessing Shared Mental Models in Negotiation: Evidence from Same and Cross-Cultural Negotiators
Leigh Anne Liu, U. of South Carolina
Ray Friedman, Vanderbilt U.
Bruce Barry, Vanderbilt U.

**CMS**
The Political Role of Business in Society: CSR Seen From a Habermasian Perspective
Andreas Georg Scherer, U. of Zurich
Guido Palazzo, U. of Lausanne

**CMS**
Fighting over Knowledge Management, a Foucauldian perspective
Irene Lammers, Vrije U.

**CMS**
The Internationalization of US Venture Capital Firms: An Empirical Examination
Isin Guler, Boston U.
Mauro F Guillen, U. of Penn-Wharton

**GDO**
Gender Factors and Female Entrepreneurship: International Evidence and Policy Implications
Nada Kobeissi, Long Island U., C.W.Post

**GDO**
Cultural Context and Family: Influences on Job Attribute Preferences and Work Outcomes
Elizabeth A Corrigall, Penn State Worthington Scranton

**HCM**
Hospitals on the Road to Competitive Advantage? The Case of Implementing DRGs in German Hospitals
Hans-Gerd Ridder, Hannover U.
Susanne Martini, Hannover U.
Vanessa Doege, Hannover U.

**HCM**
Organizing Vision for IT Healthcare: Analysis of the Discourse Surrounding Electronic Health Records
John Lee Reardon, U. of Hawai‘i, Manoa
Elizabeth Davidson, U. of Hawai‘i, Manoa

**HR**
IT Professionals: The Effect of HR Practices on Organizational Commitment and Turnover Intentions
Shobha Nair, Tata Consultancy Services Limited
Stephen Deery, Kings College
Roderick D Iverson, Simon Fraser U.

**HR**
Knowledge Team Design and Conflict: Evidence from Chinese High Technology Companies
Paul Hempel, City U. of Hong Kong
Zhixue Zhang, Peking University
The Carolyn Dexter Award

IM
Janus Face of Intra-Firm Ties: Group-Wide and Affiliate-Level Innovation in Taiwan
Ishtiaq Pasha Mahmood, National U. of Singapore
William G Mitchell, Duke U.
Chi-Nien Chung, National U. of Singapore

IM
Institutional Environments, Staffing Strategies & Subsidiary Performance: Lessons from Japanese MNCs
Ajai Singh Gaur, National U of Singapore
Andrew Delios, National U. of Singapore
Kulwant Singh, National U of Singapore

MC
Management Consulting Courses and Students' Self-Efficacy: An Empirical Investigation
Ansgar Richter, European Business School
Sascha Leonard Schmidt, EBS/U. St. Gallen

MED
Political Culture and Business School Teaching.
Simon Ulrik Kragh, Copenhagen Business School
Sven Bislev, Copenhagen Business School

MED
Erroneous Learning From the West: An Empirical Study of Chinese Cases published in 992 and 999
Neng Liang, China Europe International Business School
Shu Lin, Peking University

MH
Early Stages of São Paulo – Brazil Industrialization Process in the First Half of the 20th Century
Isabela Baleeiro Curado, FGV-EAESP

MH
A Historical Analysis of Ancient Chinese Negotiators Strategies
Hun-Joon Park, Yonsei U.
Changdao Jin, Not Specified
Si Ahn Mehng, Yonsei U.

MOC
Understanding the role of locus of control in consultative decision making
Marcus Selart, Norwegian School of Economics and Business Administration
Svein Tvedt Johansen, Norwegian School of Economics and Business Administration

MOC
The Crafting of Organizational Façades: An Empirical Investigation
Philippe Baumard, UC Berkeley Haas (Visiting)

OB
Why Would a Duck Walk into a Bar? A Theoretical Examination of Humor and Culture in Organizations
Christopher Robert, U. of Missouri, Columbia
Wan Yan, U. of Missouri, Columbia

OB
Development and Validation of a Measure of Organizational Energy
Michael S. Cole, U. of St Gallen
Heike Bruch, U. of St Gallen
Bernd Vogel, U. of St. Gallen

OCIS
Privacy Trade-Off Factors in E-Commerce – A Study of Italy and the United States
Tamara Dinev, Florida Atlantic U.
Massimo Bellotto, U. of Verona
Paul Hart, Florida Atlantic U.
Christian Colautti, IULM U.
Vincenzo Russo, IULM U.
Ilaria Serra, Florida Atlantic U.

ODC
Societal Culture and Organization Design, A Tale of Two Oriental Cities
Ji Li, Hong Kong Baptist University

ODC
Cultural Influences on Support for Organizational Change
Eric Lamm, Boston College

OMT
Balancing Autonomy and Cooperation: Organizational Structures in the 21st Century
Sebastian Raisch, U. of St. Gallen
Gilbert Probst, HEC, U. of Geneva

OMT
Institutional Influences in Multinational Competitiveness: An Empirical Exploration
Subramanian Rangan, INSEAD
Metin Sengul, INSEAD

ONE
An International Comparison of the Factors Affecting Environmental Strategy and Performance
Nicole Darnall, North Carolina State U.
Irene Henriques, York University
Perry Sadorsky, York University

ONE
Jonatan Pinkse, U. of Amsterdam

PNP
Intertwining Offline and Online Channels in Multi-Channel Public Service Delivery: A Case Study
Calvin M. L. Chan, National U. of Singapore
The Carolyn Dexter Award

**PNP**
Shirish C. Srivastava, National U. of Singapore
Thompson SH Teo, National U. of Singapore

**SIM**
International Differences in Information Ethics
Maris G. Martinsons, City U. of Hong Kong
Simon K.K. So, City U. of Hong Kong

**TIM**
Do Firms Produce Better Quality Research with Greater Academic Collaboration?
Kartik Kumaramangalam, London School of Economics

**SIM**
Community-Level Application of ISCT When Norms Collide: Access to HIV Medicines in South Africa
Linda M. Sama, Pace U.
William D. Reisel, St. John’s U.

**TIM**
The Impact of Acquisitions on the Innovation Performance of Inventors at Semiconductor Companies
Rahul Kapoor, INSEAD
Kwanghui Lim, National U. of Singapore

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

_Affiliations reflect those at the time of presidency._

<table>
<thead>
<tr>
<th>Year</th>
<th>President Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>1950-1951</td>
<td>William H. (Bill) Starbuck</td>
<td>New York University</td>
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<tr>
<td>1952-1953</td>
<td>Max D. Richards</td>
<td>Pennsylvania State University</td>
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<td>1953-1954</td>
<td>Preston P. (Pres) Le Breton</td>
<td>University of Washington</td>
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<tr>
<td>1955-1956</td>
<td>Keith Davis</td>
<td>Arizona State University</td>
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<td>1956-1957</td>
<td>Billy E. Goetz</td>
<td>Massachusetts Institute of Technology</td>
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<td>1957-1958</td>
<td>Alvin M. Brown</td>
<td>Johns-Manville Corp.</td>
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<td>1958-1959</td>
<td>Merten J. (Mandy) Mandeville</td>
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<tr>
<td>1960-1961</td>
<td>George R. Terry</td>
<td>Northwestern University</td>
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<td>1961-1962</td>
<td>Harold F. Smiddy</td>
<td>General Electric Company</td>
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<td>1962-1963</td>
<td>Ramon J. (Ray) Aldag</td>
<td>University of California</td>
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<td>1963-1964</td>
<td>Donald C. (Don) Hambrick</td>
<td>Columbia University</td>
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<td>1964-1965</td>
<td>Greg R. Oldham</td>
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<td>1965-1966</td>
<td>Mary Ann Y. Von Glinow</td>
<td>Florida International University</td>
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<td>1966-1967</td>
<td>Michael A. (Mike) Hitt</td>
<td>Texas A&amp;M University</td>
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<td>1967-1968</td>
<td>William H. (Bill) Porter</td>
<td>University of California, Irvine</td>
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<td>1970-1971</td>
<td>George A. Steiner</td>
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_Affiliations reflect those at the time of presidency._
Table 1: Submissions by Sponsors
Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

Table 2: Sessions & Participants
Table 3: Affiliations with 30+ Participants
Table 4: Participant Country Representation

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

Section A
### Friday Morning, August 5, 2005

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- **CC: Room 326B**
  - AAA: Honolulu 2005, LAC
- **HH: South Pacific 2**
  - 3 IM: Outdoor Adventure
- **OS: Hawaii Naval Docks**
  - 5 MH: Pearl Harbor
- **OS: Hilton Tour**
  - 2 HR/OB: Company Tour: Hilton
- **OS: USS Chaffee-Pearl Harbor**
  - 4 HR/OB/ODC: USS Chaffee
- **SH: Hilo Room**
  - 6 PS +: Practitioner Series

### Friday Afternoon, August 5, 2005

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

**Friday Evening, August 5, 2005**

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

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
<table>
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<tr>
<th>Time</th>
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<tr>
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<td><strong>SH: Kahuku Room</strong></td>
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<tr>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Morning, August 6, 2005 (cont.)

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<td>137 IAM: Org Practices in Iberoamerica</td>
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<td>141 CMS: New French Theory</td>
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<td>133 GDO/PTC: Women on Boards: The Future</td>
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</table>

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### On Culture

**by Mandy Sukman Lee, Trinity College Dublin**

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

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

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

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

Actually they say you’re nothing at all  
A fudged concept that no academic can use.  
Yet when the lay people think of you  
They reckon you’re either popular or (unbearably) dull.
### Saturday Afternoon, August 6, 2005

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Session Details</th>
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<tr>
<td>12:00</td>
<td>CC: Center Rooftop</td>
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<td>148 AAA: Registration</td>
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<td>189 BPS: New Faculty Consortium</td>
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<td>CC: Room 302A</td>
<td>OCIS: Doctoral Consortium</td>
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<td>CC: Room 302B</td>
<td>OCIS: Junior Faculty Consortium</td>
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<td>166 ENT: ENT Doctoral Consortium</td>
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<td>ENT: ENT Junior Faculty</td>
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<td>4:00</td>
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<td>152 HR: HR Junior Faculty</td>
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<td>5:00</td>
<td>CC: Room 305A</td>
<td>MOC/BPS: Designing Strategic Innovation</td>
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<td>5:30</td>
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<td>191 ENT: The Next ENT Theory</td>
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<td>6:00</td>
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<td>ENT: Opportunity Identification</td>
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<td>ENT: Ent. Chairs Luncheon</td>
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<td>ENT/TIM: Entrepreneurship</td>
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<td>181 ODC/MC/OMT: Appreciat. Inquiry Summit</td>
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<td>188 RM &amp; Co-Sponsors: Process Research II</td>
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<td>220 OMT/PTC: The Language of Business</td>
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<td>201 TIM/BPS/IM: First Mover Advantage</td>
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<td>153 HR: HR Doctoral Student Consortium</td>
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<td>157 ODC/MC: JABS Writing Workshop</td>
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<td>HR/TIM: Technological</td>
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<td>2:00</td>
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<td>CM/GDO/SIM: Research Incubator on Power</td>
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<td>150 CAR/MED/MSR: The Career Development Cafe</td>
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<td>162 BPS/OB: Conversations on Str Process</td>
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<td>183 OMT &amp; Co-Sponsors: Becoming a Journal Editor</td>
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<td>209 CAR/MED/HR: Peer Coaching</td>
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<td>160 RM/CMS: Research Philosophy</td>
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<td>173 IM: IM Jr Faculty Consortium</td>
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<td>OB/HR/MED: Leadership</td>
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<td>OB/BPS: Network</td>
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<td>161 RM/HR/ONE: SEM with LISREL</td>
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<td>195 TIM: Junior Faculty Camp</td>
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<td>HH: Ioani Suite 1</td>
<td>AAA: Placement Services</td>
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<td>222 AAC: TTC Meeting</td>
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<td>149 AAA: AMJ Editors’ Mtg</td>
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<td>207 MED/TIM/ODC: Using Online</td>
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<td>MED &amp; Co-Sponsors: Moving Images</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Saturday Afternoon, August 6, 2005 (cont.)

<table>
<thead>
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<th>Time</th>
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<td>197 GDO: GDO Trip to Cultural Center</td>
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<td>12:30</td>
<td>OS: The Willows</td>
<td>151 GDO: GDO Lunch</td>
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<td>1:00</td>
<td>SH: Akaka Falls Room</td>
<td>169 HCM: Feedback on Predoc</td>
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<td>SH: Ewa Room</td>
<td>GDO: GDO Doctoral Consortium</td>
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<td>SH: Hilo Room</td>
<td>PS &amp; Co-Sponsors: Practitioner Series/A-R</td>
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<td>SH: Honolulu Room</td>
<td>205 MC: Are Consultants Independent?</td>
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<td>SH: Iao Needle Room</td>
<td>214 IAM/HR/IM: HRM in Latin America</td>
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<td>TTC/SIM: Learning</td>
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<td>210 CMS &amp; Co-Sponsors: Critical Encounters</td>
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<td>SH: Molokai Ballroom</td>
<td>216 MH: Situational Leadership</td>
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<td>186 PNP: Personal Strategic Planning</td>
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<td>184 ONE &amp; Co-Sponsors: MNCs/Sustainable Dev.</td>
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<td>187 PNP: Jr Faculty Consortium - PNP</td>
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<td>198 MSR: Theology and Management Theory</td>
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<td>177 MH: Getting Published</td>
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<td>215 MH: New History</td>
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**Tribal to Transpersonal**  
David A. Cowan, Miami U.

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
### Saturday Evening, August 6, 2005

<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>5:00</td>
<td>CC: Center Rooftop CAR/PTC: Talk Story</td>
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<td>6:30</td>
<td>CC: Room 305A MOC/BPS: Designing Strategic Innovation</td>
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<td>7:00</td>
<td>CC: Room 305B CM/ONE: Multi-Case Meta-</td>
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<td>CC: Room 306A BPS/OB/TIM: Conversation</td>
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<td>CC: Room 307A RM/IM/ITC: International</td>
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<td>CC: Room 307B HR+: Publishing in U.S.</td>
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<td>CC: Room 309 ODC/M/O: Appreciatv.</td>
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<td>CC: Room 310 RM/OB: Meeting Multilevel</td>
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<td>10:00</td>
<td>CC: Room 301A 230 OMT: Meet OMT Social</td>
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<td>CC: Room 303A 231 OMT: OMT Junior Faculty</td>
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<td>CC: Room 304 CMT: The Language of Business</td>
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<td>CC: Room 314 232 NDSC: NDSC Reception</td>
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<td>CC: Room 316B BPS &amp; Co-Sponsors: Methods</td>
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<td>CC: Room 316C 240 OB: OB Reviewers' Reception</td>
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<td>CC: Room 318B ODC/CMS: Critical Lenses on ODC</td>
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<td>CC: Room 319 CAR/MED/HR: Peer Coaching</td>
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<td>CC: Room 320 RM &amp; Co-Sponsors: Survival</td>
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<td>CC: Room 321A IM: Meet the Editors</td>
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<td>CC: Room 323A RM/IM/OMT: Robust</td>
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<td>HH: Sea Pearl Suite 2 229 AAA: Atlanta 2006</td>
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<td>HH: Sea Pearl Suite 3 234 AAA: Placement for Applicants</td>
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<td>HH: South Pacific 2 235 HCM: HCM PDW Reception</td>
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<td>HH: Hilo Room PS &amp; Co-Sponsors: Practitioner</td>
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<td>HH: Honolulu Room IAM/HR/M: HRM in Latin</td>
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<td>HH: Kahuku Room PNP/OM/BPS:</td>
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<td>8:00</td>
<td>HH: Kauai Ballroom 236 CMS &amp; Co-Sponsors: Showing of &quot;The Corporation&quot;</td>
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<td>8:30</td>
<td>HH: Kona Ballroom 243 IAM: IAM Business Meeting</td>
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<td>9:00</td>
<td>HH: Lanai Ballroom 237 ENT: ENT Luau</td>
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<td>9:30</td>
<td>HH: Sea Pearl Suite 2 246 MC: MC &amp; Friends Dinner Cruise</td>
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<td>HH: Sim: SIM: Reception: SIM</td>
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<td>HH: Sim: SIM: SIM Division Keynote with SBE</td>
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<td>11:00</td>
<td>HH: Polynesian Cultural Ctr. GDO: GDO Trip to Cultural Center</td>
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<td>11:30</td>
<td>HH: Sergio's Italian Restaurant 245 OM: Doctoral Consortium Dinner</td>
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<tr>
<td>12:00</td>
<td>HH: Kona Ballroom 244 ODC: Doctoral Student Reception</td>
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<tr>
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<td>HH: Molokai Ballroom 253 IAM: IAM Business Meeting</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
# Conference Program Guide – Sunday, August 7, 2005

## Sunday Morning, August 7, 2005

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>7:30</td>
<td>CC: Exhibit Hall III - Exhibits 290 AAA: Exhibits</td>
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<td>CC: HCC Lobby - Membership 291 AAA: Membership</td>
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<td>CC: HCC Lobby - Registration 292 AAA: Registration</td>
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<tr>
<td>7:30</td>
<td>CC: Room 301 (A&amp;B) 278 BPS: New Faculty Consortium</td>
</tr>
<tr>
<td>7:30</td>
<td>CC: Room 302A 286 MOC: Cognition in the Rough</td>
</tr>
<tr>
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<td>CC: Room 302B</td>
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<tr>
<td>7:30</td>
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<td>7:30</td>
<td>CC: Room 303B</td>
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<tr>
<td>7:30</td>
<td>CC: Room 304A 260 HR: HR Junior Faculty Consortium</td>
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<td>CC: Room 304B</td>
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<tr>
<td>7:30</td>
<td>CC: Room 305A 262 IM: Interpretative Methods</td>
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<td>7:30</td>
<td>CC: Room 305B</td>
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<tr>
<td>7:30</td>
<td>CC: Room 306A 312 BPS &amp; Co-Sponsors: Organization Science</td>
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<td>7:30</td>
<td>CC: Room 306B 314 MOC: Managing Insight &amp; Foresight</td>
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<td>7:30</td>
<td>CC: Room 307A 300 ENT: Meta-analysis &amp; Entrepreneurship</td>
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<td>CC: Room 307B 258 ENT/BPS/TIM: Entrepreneurship &amp; Geography</td>
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<td>7:30</td>
<td>CC: Room 308 (A&amp;B) 279 BPS: Doctoral Consortium</td>
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<td>7:30</td>
<td>CC: Room 309 280 CM/OCIS/OB: Teaching about Teams</td>
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<td>CC: Room 310</td>
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<tr>
<td>7:30</td>
<td>CC: Room 311 316 MC/BPS/ODC: Global Consulting</td>
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<td>7:30</td>
<td>CC: Room 312 255 BPS/MEN: Managing Your Dissertation</td>
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<tr>
<td>7:30</td>
<td>CC: Room 313A 270 OMT &amp; Co-Sponsors: Ask the Editors Panel</td>
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<td>7:30</td>
<td>CC: Room 313B 297 BPS/OMT/TIM: Strategy Across Disciplines</td>
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<td>CC: Room 313C</td>
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<tr>
<td>7:30</td>
<td>CC: Room 314 275 RM/NDSC/CMS: Ask the Qualitative Experts</td>
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<td>7:30</td>
<td>CC: Room 315 277 AAM: Asia Management Roundtable</td>
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<td>7:30</td>
<td>CC: Room 316A 261 HR: HR Doctoral Student Consortium</td>
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<tr>
<td>7:30</td>
<td>CC: Room 316B 299 CM &amp; Co-Sponsors: Negotiating Your First Job</td>
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<tr>
<td>7:30</td>
<td>CC: Room 316C 301 IM/BPS/MEN: Research Opportunities in IM</td>
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<tr>
<td>7:30</td>
<td>CC: Room 317A 311 BPS &amp; Co-Sponsors: Coordination Among Firms</td>
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<tr>
<td>7:30</td>
<td>CC: Room 317B 289 OMT &amp; Co-Sponsors: Positive Org. Scholarship</td>
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<td>7:30</td>
<td>CC: Room 318A 287 OCIS/MED/TTC: Management E-Learning</td>
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<tr>
<td>7:30</td>
<td>CC: Room 318B 306 OMT: Dissertation Proposal Workshop</td>
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<td>CC: Room 319A</td>
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<tr>
<td>7:30</td>
<td>CC: Room 319B 268 ODC/MED: ODC as an Academic Discipline</td>
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<tr>
<td>7:30</td>
<td>CC: Room 321B 302 IM &amp; Co-Sponsors: International Governance</td>
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<td>7:30</td>
<td>CC: Room 322A</td>
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<tr>
<td>7:30</td>
<td>CC: Room 322B 256 CAR/GDO/MED: Women’s Careers in Academe</td>
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<td>CC: Room 322C</td>
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<tr>
<td>7:30</td>
<td>CC: Room 323A 254 BPS &amp; Co-Sponsors: Using Linked Firm Data</td>
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<td>7:30</td>
<td>CC: Room 323B 266 OB &amp; Co-Sponsors: Strategic Leadership</td>
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<td>7:30</td>
<td>CC: Room 323C 315 OB/HR: Emerging Executive Issues</td>
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<tr>
<td>7:30</td>
<td>CC: Room 324 305 OB &amp; Co-Sponsors: Culture and Leadership</td>
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<td>CC: Room 325</td>
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<tr>
<td>7:30</td>
<td>CC: Room 326B 252 AAA: Honolulu 2005, LAC</td>
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<td>7:30</td>
<td>CC: Room 327 274 RM: Partial Least Squares</td>
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<tr>
<td>7:30</td>
<td>CC: Room 328 276 TIM &amp; Co-Sponsors: Techno-Entrepreneurship Today</td>
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<td>HH: Iolani Suite 1</td>
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<tr>
<td>7:30</td>
<td>HH: Sea Pearl Suite 1 250 AAA: Breakfast with Division Chairs</td>
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<tr>
<td>7:30</td>
<td>HH: Sea Pearl Suite 2 296 AAC: Southwest AOM Meeting</td>
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<tr>
<td>7:30</td>
<td>HH: Sea Pearl Suite 3 294 AAA: Current Program Chairs</td>
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<tr>
<td>7:30</td>
<td>HH: Sea Pearl Suite 3 295 AAA: Current/Incoming Committees</td>
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<tr>
<td>7:30</td>
<td>HH: South Pacific 1 284 MED &amp; Co-Sponsors: Management</td>
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<tr>
<td>7:30</td>
<td>HH: South Pacific 2 284 MED &amp; Co-Sponsors: Management</td>
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<tr>
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<td>HH: South Pacific 3 253 AAA: Breakfast with AOM Affiliates</td>
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<tr>
<td>7:30</td>
<td>HH: South Pacific 4 263 MOC/MSR: Practicing Dissemination</td>
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<tr>
<td>7:30</td>
<td>HH: Tapa Ballroom 1 269 OM/PTC: Research with Healthcare Orgs</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Sunday Morning, August 7, 2005 (cont.)

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<tbody>
<tr>
<td>HH: Tapa Ballroom 2</td>
<td><strong>288</strong> OM: OM in Core Business Curriculum</td>
<td><strong>328</strong> MED/CMS: Issues of Globalization</td>
<td><strong>323</strong> HR: Company Tour: Dole</td>
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<td>OS: Dole Factory Tour</td>
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<tr>
<td>SH: Akaka Falls Room</td>
<td><strong>259</strong> HCM: Breakfast</td>
<td><strong>337</strong> SIM: Ethics And Management Practice</td>
<td><strong>345</strong> GDO: Diversity in Business Schools</td>
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<td>SH: Ewa Room</td>
<td><strong>265</strong> MH/MOC: Using the Past</td>
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<td>SH: Hilo Room</td>
<td><strong>272</strong> PS &amp; Co-Sponsors: Practitioner Series/A-R</td>
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<td>SH: Honolulu Room</td>
<td><strong>282</strong> HCM: Qualitative Methods Workshop</td>
<td><strong>339</strong> TTC/OB/MED: Scientist and Educator</td>
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<td>SH: Iao Needle Room</td>
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<td><strong>308</strong> PNP: Multi Hospital Networks</td>
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<td>SH: Kona Room</td>
<td><strong>310</strong> SIM: Learn from experts</td>
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<td>SH: Lanai Ballroom</td>
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<td><strong>321</strong> CMS/CAR: Critter Careers</td>
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<td>SH: Maui Ballroom</td>
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<td><strong>326</strong> IM: Paper Development Workshop</td>
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<td><strong>309</strong> PNP: Doctoral Consortium II</td>
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<td>SH: Oahu Room</td>
<td><strong>264</strong> MEN/ITC: Mentoring &amp; The Organization</td>
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<td>SH: Puna Room</td>
<td><strong>273</strong> PTC: Giraffe and Elephant</td>
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<td><strong>303</strong> MED/MSR: Principle-Centered Learning</td>
<td><strong>350</strong> MSR: Publishing on Spir.</td>
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<td>SH: Waimea Canyon Room</td>
<td><strong>285</strong> MH: Professional Development</td>
<td><strong>331</strong> MH: Managing Your Dissertation</td>
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**Hawaii: Paradise Found... and Lost**

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

---

**Hawaii: Paradise Found... and Lost – A Photo Essay**

Randall B. Dunham, U. of Wisconsin, Madison
## Sunday Afternoon, August 7, 2005

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
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<td>CC: Ballroom AB</td>
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<td>CC: Exhibit Hall III - Exhibits</td>
<td>AAA: Exhibits</td>
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<tr>
<td>1:00</td>
<td>CC: Exhibit Hall III - Break Area</td>
<td>382 AAA: Conference Break</td>
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<tr>
<td>1:30</td>
<td>CC: HCC Lobby - Membership</td>
<td>AAA: Membership</td>
</tr>
<tr>
<td>2:00</td>
<td>CC: HCC Lobby - Registration</td>
<td>AAA: Registration</td>
</tr>
<tr>
<td>2:30</td>
<td>CC: Room 301A</td>
<td>388 AAA: ENT Executive Committee</td>
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<td>3:00</td>
<td>CC: Room 302A</td>
<td>389 AAA: RM Executive Committee</td>
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<td>390 AAA: OMT Executive Committee</td>
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<td>4:00</td>
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<td>391 AAA: ODC Executive Committee</td>
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<td>CC: Room 306B</td>
<td>392 AAA: CM Executive Committee</td>
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<td>CC: Room 306B</td>
<td>393 AAA: BPS Executive Committee</td>
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<td>394 AAA: OB Executive Committee</td>
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<td>CC: Room 308B</td>
<td>395 AAA: CAR Executive Committee</td>
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<td>396 AAA: MCC Executive Committee</td>
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<td>CC: Room 311 - Fringe Cafe</td>
<td>378 ART: Fringe Cafe</td>
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<td>CC: Room 315</td>
<td>363 AAS: New Visions for Teaching Mgmt</td>
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<td>364 ICW: OS Senior Editor Mtg</td>
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<td>370 ICW: Positive Org. Scholarship Mtg</td>
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<td>CC: Room 323A</td>
<td>373 AAA: AOM Fellow</td>
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<td>CC: Room 324A</td>
<td>374 AAA: MC Executive Committee</td>
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<td>375 AAA: AMR Outgoing Ed. Board Mtg</td>
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<td>376 AAA: New Member Orientation</td>
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<td>377 AAA: Program Chair</td>
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<td>378 AAA: AOM Review</td>
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<td>362 AAC: ITC Reception</td>
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<td>363 AAS: New Visions for Teaching Mgmt</td>
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<td>364 ICW: OS Senior Editor Mtg</td>
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<td>370 ICW: Positive Org. Scholarship Mtg</td>
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<td>372 ICW: LR/M Ed. Board Meeting</td>
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<td>373 AAA: AOM Fellow</td>
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<td>374 AAA: MC Executive Committee</td>
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<td>375 AAA: AMR Outgoing Ed. Board Mtg</td>
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<td>376 AAA: New Member Orientation</td>
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<td>378 AAA: AOM Review</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<tr>
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<tbody>
<tr>
<td>5:00</td>
<td>413 AAA: AOM Convocation</td>
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<td>CC: Center Rooftop</td>
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<td>CC: Room 301 (A&amp;B)</td>
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<td>415 ART: AcademyArts Opening</td>
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<tr>
<td>7:00</td>
<td>CC: Room 311 - Fringe Cafe</td>
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<tr>
<td>7:30</td>
<td>428 GDO: GLBT and Friends</td>
</tr>
<tr>
<td>8:00</td>
<td>421 OB &amp; Co-Sponsors: Leadership Reception</td>
</tr>
<tr>
<td>8:30</td>
<td>422 AAA: All Academy Reception</td>
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Sunday Evening, August 7, 2005

Visions of 21st Century Management: Downsizing
Chris Poulson, California Polytechnic U. Pomona
### Conference Program Guide – Monday, August 8, 2005

|------|--------------------------|-------------------------------|-----------------------------|-----------------------------|--------------------------------|-----------------------------|-----------------------------|----------------------------|----------------------------|-----------------------------|-----------------------------|----------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
### Monday Morning, August 8, 2005 (cont.)

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<td>7:00</td>
<td>CC: Room 318A: 489 OCIS: Relationships in Virtual</td>
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<td>HH: Tapa 1 - Table A1: 468 IP: Acquisition Integration</td>
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<td>HH: Tapa 1 - Table A2: 469 IP: Transaction Cost Econ.</td>
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<td>HH: Tapa 1 - Table A3: 470 IP: Teaching &amp; Action Knowledge</td>
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<td>HH: Tapa 1 - Table A4: 471 IP: Exploiting Sources of Value</td>
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<td>HH: Tapa 2 - Table B1: 472 IP: Identity and Identification</td>
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<td>HH: Tapa 2 - Table B2: 473 IP: Incentives and Rewards</td>
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<td>HH: Tapa 2 - Table B3: 474 IP: Developing Competencies</td>
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<td>HH: Tapa 2 - Table B4: 475 IP: New Views on Leadership</td>
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<td>HH: Tapa 3 - Table C1: 476 IP: Research on Groups</td>
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<td>HH: Tapa 3 - Table C2: 477 IP: Knowledge Models &amp; Concepts</td>
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<td>HH: Tapa 3 - Table C3: 478 IP: Signals and Status</td>
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<td>SH: Hilo Room: 453 CMS: Corporate Responsibility</td>
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<td>SH: Honolulu Room: 454 CMS: Ecological Revolution</td>
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<td>SH: Nihau Room: 500 SIM: Ethics: Emotions and Ancest</td>
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<td>SH: Oahu Room: 437 SIM: Welcome Session-Award Nominees</td>
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<td>SH: Puna Room: 484 MSR: Perspectives on Spirituality</td>
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<td>SH: Waialua Room: 498 PNP: Empl. Pref. &amp; Concerns; Pub &amp; O</td>
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<td>SH: Wai'anae Room: 462 HCM: HCM Business Meeting</td>
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<td>SH: Waimea Canyon: A1: 429 CAU: Leveraging Older Workers</td>
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<td>SH: Waimea Canyon: A2: 430 CAU: Mentoring of Older Employees</td>
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<td>SH: Waimea Canyon Room: 528 AAA: Meet the Editors</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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**Monday Afternoon, August 8, 2005**

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

Section B 58

[Conference Program Guide – Monday, August 8, 2005]
### Monday Afternoon, August 8, 2005 (cont.)

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**CC: Room 316B**  613 AAS: Management in a Warming World  698 AAS: New Vision of  
**CC: Room 316C**  668 OB/OMT/OCIS: Teams, Networks and  755 OB/CM/HR: Debating  804 IM/BPS: Penrose & MNE  
**CC: Room 317A**  659 MOC: Network Effects and Learning  747 MOC/OMT/OB: Attribution  822 MOC: Identity Dynamics in  
**CC: Room 317B**  660 MOC: New Vistas in Dyads & Teams  746 MOC: Org Identity & Culture  823 MOC: Lead & Follow  
**CC: Room 318A**  669 OCIS/OMC: Team Knowledge Structure  757 OCIS: Knowledge Sharing  829 OCIS: Keynote: Organizing  
**CC: Room 318B**  624 CM/OB: Healing, Forgiving, Justice  709 CM: Competition  790 CM: Culture & Conflict  
**CC: Room 319B**  637 HR/CAR: Taking Triads Seriously  722 HR/OB: Social Capital and  799 HR: HRM & Individual  
**CC: Room 321B**  672 ODC: Debating Organization Science  758 ODC: Resistance as Adaptive  830 ODC: Planning for change  
**CC: Room 322A**  635 HR: Work & Contextual Performance  721 HR/ENT: HRM &  800 HR: Group Differences &  
**CC: Room 322B**  680 OMT: Cognition and Strategy  765 OMT: Innovation Over Time  838 OMT: Learning & Memory  
**CC: Room 323A**  685 RM: RM: International Networking  750 OB: Health, Safety and Well-  824 OB: Impression  
**CC: Room 323C**  665 OB/HR: Context and Creativity  751 OB: Leadership and Teams  825 OB: Leadership & OBs  
**CC: Room 324**  663 OB/CM/MOC: Feelings and Fairness  769 RM: Qualitative Methods &  
**CC: Room 325A**  666 OB/HHR: Transformational Leadership  752 OB: Cultural Perspectives in OB  826 OB: Insights in Identity  
**CC: Room 326B**  + AAA: Honolulu 2005, LAC  
**CC: Room 327**  667 OB/OMC: Error Management and Learning  753 OB: Creative Outcomes  827 OB: Decision Making  
**CC: Room 328**  664 OB/CM/MOC: Constructing Deviants  754 OB: Humor at Work  828 OB: Stress & Coping at  
**HH: Coral Ballroom 2**  687 SIM/BPS: Sustainable Strategy & Policy  
**HH: Coral Ballroom 4**  636 HR: Fourth HR Town Hall Meeting  720 HR: Ice Cream Social & Networking  
**HH: Iolani Suite 1**  + AAA: Placement Services  
**HH: Sea Pearl Suite 1-2**  630 GDO: Groups and Diversity  777 MED: MED Global Forum  
**HH: Sea Pearl Suite 3-4**  655 MED: MED Division Chairs’ Luncheon  741 MED: Learning Styles and  819 MED: Ethics & Mgmt Ed  
**HH: South Pacific 1**  631 GDO/Car: Managing Work-Family Balance  717 GDO/ODD/HR: Context Effects  797 GDO: Structures & Diversity  
**HH: South Pacific 2**  656 MED: Program Internationalization  742 MED/HR: Advances in E-  820 MED: Women Leaving The  
**HH: South Pacific 3**  673 OM: E-Commerce ...  760 OM: JOM Best Paper Award  831 OM: Division Business Mtg.  
**HH: South Pacific 4**  851 ICW: Northeastern  
**HH: Tapa 1 - Table A1**  642 IP: Strategic Knowledge & Capability  726 IP: Perspectives on Diversity  805 IP: Research on Ethical  
**HH: Tapa 1 - Table A2**  643 IP: Creating and Sharing Knowledge  727 IP: Diversity and the Workplace  806 IP: Exploiting Innovation  
**HH: Tapa 1 - Table A3**  644 IP: Critiques of Practice  728 IP: Inst. Pressure & Org.  807 IP: Learn & Exploit  
**HH: Tapa 1 - Table A4**  645 IP: Organization Design  729 IP: Eco. & Evol. Perspectives  808 IP: Culture & Knowledge  
**HH: Tapa 2 - Table B1**  646 IP: Work Design  730 IP: Eco. and Evol. Perspectives  809 IP: New Perspectives on  
**HH: Tapa 2 - Table B2**  647 IP: Decision-Making  731 IP: Cognition and Emotions  810 IP: Fin. Issues in Strategic  
**HH: Tapa 2 - Table B3**  648 IP: Strategic Decision Making  732 IP: Org. Culture and Emotion  811 IP: Gender and Diversity  
**HH: Tapa 2 - Table B4**  649 IP: Networks as Source of Value  733 IP: Transformational Leadership  812 IP: Globalization & Diversification  
**HH: Tapa 2 - Table B5**  734 IP: Work and Family  813 IP: Competition  
**HH: Tapa 3 - Table C1**  650 IP: Capabilities at Social Capital  735 IP: Entrepreneurship and  814 IP: Group Outcome  
**HH: Tapa 3 - Table C2**  651 IP: Developing New Capabilities  736 IP: Entrepreneurship Processes  815 IP: History & Social  
**HH: Tapa 3 - Table C4**  653 IP: Developing Social Capital  738 IP: Envr. Influences on Org.  817 IP: Incentives & Rewards in  
**SH: Akaka Falls/Isao Needle Room**  + ICW: JOB Luncheon  
**SH: Hilo Room**  625 CMS: Studying Identity  710 CMS: Work Intensification  
**SH: Honolulu Room**  626 CMS: Globalization, MNCs & Work  711 CMS/OMT/OIC: Discourses of  791 CMS/IM/TIM: Call Centers  
**SH: Kahuku Room**  767 ONE: Environment Sustainable  841 ONE: Aligning Strategies  
**SH: Kohala/Kona Room**  658 MH: Reflections on "Chapter Two"  743 MH: Scientific Mgt: Changing  821 MH: Hawthorne Studies  
**SH: Nihau Room**  686 SIM: Governance in CSR  770 SIM: Ethics: Empirical Studies  
**SH: Oahu Room**  688 SIM/OMT/OCIS: Ethics and the Environment  771 SIM/OB/HR: CSR and Attraction  
**SH: Puja Room**  661 MSR: Science and Spirituality  748 MSR: Visions of Work  
**SH: Waimea Canyon Room**  694 ICW: IACMR Exec Committee Mtg  778 ICW: MOR Advisory/Editorial
### Monday Evening, August 8, 2005

<table>
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<tr>
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<td>MH: Social Hour – Dan Wren</td>
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<td>SIM &amp; PNP Joint Social</td>
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<td>PNP: Awards &amp; Business</td>
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<td>Social Hour: Reception</td>
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**Section B**

Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Tuesday Morning, August 9, 2005

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<td>CC: Room 317B</td>
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<td>975 AAA: Conference Break</td>
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<td>991 CMS: Foucault, Cultural Studies</td>
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<td>993 ENT: Global Entrepreneurship</td>
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<td>994 ENT: New Entrepreneurship</td>
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<td>CC: Exhibit Hall III - ENT 3</td>
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<td>995 ENT: Funding New Firms</td>
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<td>CC: Room 312A</td>
<td>999 GDO: Demographic Variables at Work</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
**Tuesday Morning, August 9, 2005 (cont.)**

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*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
## Tuesday Afternoon, August 9, 2005

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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<td>1099 IP: Corp. Social Responsibility</td>
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<td>HH: Tapa 2 - Table B2</td>
<td>1100 IP: Social Responsibility Res.</td>
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<td>HH: Tapa 2 - Table B3</td>
<td>1101 IP: Perspectives on Quality</td>
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<td>HH: Tapa 2 - Table B4</td>
<td>1102 IP: Ideas on Social Identity</td>
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<td>HH: Tapa 2 - Table B5</td>
<td>1103 IP: Real Options</td>
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<td>HH: Tapa 3 - Table C1</td>
<td>1104 IP: Research on Social Identity</td>
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<td>HH: Tapa 3 - Table C2</td>
<td>1105 IP: Recruiting the Right People</td>
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<td>HH: Tapa 3 - Table C3</td>
<td>1106 IP: Reg. and Political</td>
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<td>HH: Tapa 3 - Table C4</td>
<td>1107 IP: Research on Ethics</td>
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<td>SH: Akaka Falls/Iao Needle Room</td>
<td>1113 MSR: Spirituality &amp; Entrep.</td>
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<td>1089 PNP/SIM: Critical Management</td>
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<td>1174 IP: Stakeholder on Gov.</td>
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<td>SH: Kahuku Room</td>
<td>1115 IP: Intangible Assets</td>
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<td>SH: Kauai Ballroom</td>
<td>1175 IP: Signals and Status</td>
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<td>1176 IP: Managing Stakeholders</td>
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<td>1180 IP: Greening University</td>
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<td>1181 MED/MSR: Research &amp; Development</td>
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<td>1182 MED/MSR: Research &amp; Development</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
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<tr>
<th>Time</th>
<th>Event Description</th>
<th>Location</th>
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<tbody>
<tr>
<td>5:00</td>
<td>TIM: Knowledge Mgmt</td>
<td>CC: Room 306A</td>
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<tr>
<td>5:30</td>
<td>ART: AcademyArts/Fringe Café</td>
<td>CC: Room 311</td>
</tr>
<tr>
<td>6:00</td>
<td>BPS: Business Mtg</td>
<td>CC: Room 313B</td>
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<tr>
<td>6:30</td>
<td>1224 BPS: BPS Social</td>
<td>CC: Room 313C</td>
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<tr>
<td>7:00</td>
<td>HR: HR Social</td>
<td>CC: Room 315</td>
</tr>
<tr>
<td>7:30</td>
<td>1210 BPS: Business Mtg</td>
<td>CC: Room 316B</td>
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<tr>
<td>8:00</td>
<td>HR: HR Social</td>
<td>CC: Room 316C</td>
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<tr>
<td>8:30</td>
<td>MOC: Social Hour</td>
<td>CC: Room 317A</td>
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<tr>
<td>9:00</td>
<td>OCIS: Org. Comm.</td>
<td>CC: Room 317B</td>
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<tr>
<td>9:30</td>
<td>OCIS Informal Social Event</td>
<td>CC: Room 318B</td>
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<tr>
<td>10:00</td>
<td>CM: Justice &amp; Negotiation</td>
<td>CC: Room 319A</td>
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<td>CM Social</td>
<td>CC: Room 319B</td>
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<td>CM Social</td>
<td>CC: Room 321A</td>
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<td>ODC Social</td>
<td>CC: Room 322A</td>
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<td>ODC Social</td>
<td>CC: Room 322B</td>
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<td>HR: Business Mtg</td>
<td>CC: Room 323B</td>
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<td>AAA: Honolulu 2005, LAC</td>
<td>CC: Room 326B</td>
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<td>AAA: LAC Thank You Party</td>
<td>HH: Sea Pearl Suite 1-2</td>
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<td>MED and ONE Social</td>
<td>HH: Sea Pearl Suite 3-4</td>
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<td>MED: Business Mtg</td>
<td>HH: South Pacific 1</td>
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<td>GDO: Mobilizing</td>
<td>HH: South Pacific 2</td>
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<td>ICW: NSU Closing Meeting</td>
<td>SH: Honolulu Room</td>
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<td>ICW: TTU Reception</td>
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<td>ICW: Management Decision</td>
<td>SH: Puna Room</td>
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<td>MSR: MSR Administrative</td>
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<td>MSR Social</td>
<td>SH: Waimea Canyon Room</td>
</tr>
</tbody>
</table>

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

**Falling Water**

Petra Kugler, U. of St. Gallen
28x28“ Painting, 200, Acrylic on cardboard
## Wednesday Morning, August 10, 2005

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Room/Location</th>
<th>Speakers/Topics</th>
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<tbody>
<tr>
<td>7:00</td>
<td>1311 AAA: Registration</td>
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<tr>
<td>7:30</td>
<td>1288 MOC/OMT/OB: Bringing Organizations to Life</td>
<td>Room 305A</td>
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<tr>
<td>8:00</td>
<td>1289 ENT: New Vision Of Entrepreneurship</td>
<td>Room 305B</td>
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<tr>
<td>8:30</td>
<td>1290 OMT: Interorganizational Governance</td>
<td>Room 302A</td>
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<tr>
<td>9:00</td>
<td>1291 OMT: Leadership</td>
<td>Room 303A</td>
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<tr>
<td>9:30</td>
<td>1292 ENT: New Venture Creation</td>
<td>Room 303B</td>
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<tr>
<td>10:00</td>
<td>1293 IM: Implementing Strategy in MNCs</td>
<td>Room 304A</td>
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<tr>
<td>10:30</td>
<td>1303 TIM: Qualitative Studies</td>
<td>Room 304B</td>
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<tr>
<td>11:00</td>
<td>1245 IM: IMD Members</td>
<td>Room 305A</td>
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<td>11:30</td>
<td>1269 IM: Performance of IJVs</td>
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<td>1304 TIM: Modular Product Design</td>
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<td>1249 BPS: Hypercompetition</td>
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<td>1305 TIM: Strategy &amp; Innovation</td>
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<td>1250 BPS: Research Methods</td>
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<td>1251 BPS: Evolution of Alliances</td>
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<td>1252 BPS: CEO Compensation</td>
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<td>1253 BPS/TIM: Strategy/Organ. Transformation</td>
<td>Room 309</td>
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<td>1254 OBT/HR: Job Characteristics</td>
<td>Room 312</td>
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<td>1298 OB: Transformational Leadership</td>
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<td>1297 OMT: Organizations &amp; Local Contexts</td>
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<td>1306 TIM: Entrepreneurial Universities</td>
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<td>1283 MOC: Consulting Relationships</td>
<td>Room 314</td>
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<td>1265 HR: New Empirical SHRM Studies</td>
<td>Room 315</td>
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<td>1256 CM/GDO/OB: Women and Work</td>
<td>Room 316A</td>
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<td>1270 IM/HHR: International HR Transfer</td>
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<td>1286 MOC: New Frontiers Trust Research</td>
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<td>1287 MOC: Language &amp; Metaphor</td>
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<td>1312 OCIS: Knowledge Networks</td>
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<td>1310 OCIS/CMS: ERP Systems: Critical</td>
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<td>1257 CM/OMT: Trust in the 21st Century</td>
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<td>1254 CAR/HR/MED: New Visions of Mentoring</td>
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<td>1266 HR: Organizational Politics</td>
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<td>1292 ODC: Mergers &amp; Exits as Change</td>
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<td>1255 CAR/IM: Careers across Cultures</td>
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<td>1293 ODC: Strategy and Change</td>
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<td>1296 TIM: Interorg. HR Transfer</td>
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<td>1267 HR/MED: Optimizing Training</td>
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<td>1247 OB/CAR: Job Loss, Coping, and Careers</td>
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<td>1248 OB/OCIS/CMS: Theories of Small Groups</td>
<td>Room 325A</td>
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<td>1290 OB: Leader-Member Exchange</td>
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<td>1244 AAA: Honolulu 2005, LAC</td>
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Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.
## Wednesday Morning, August 10, 2005 (cont.)

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<tr>
<td>7:00</td>
<td>HH: Tapa 2 - Table B1 1275 IP: Strategy &amp; Performance</td>
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<td>HH: Tapa 2 - Table B2 1276 IP: Acquisition Strategy &amp; Perf.</td>
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<td>8:00</td>
<td>HH: Tapa 2 - Table B3 1277 IP: Org. Ethics &amp; Trust</td>
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<td>8:30</td>
<td>HH: Tapa 2 - Table B4 1278 IP: Collaboration &amp; Sustainability</td>
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<td>9:00</td>
<td>HH: Tapa 3 - Table C1 1279 IP: Technology Alliances</td>
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<td>9:30</td>
<td>HH: Tapa 3 - Table C2 1280 IP: Technology &amp; Communication</td>
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<tr>
<td>10:00</td>
<td>HH: Tapa 3 - Table C3 1281 IP: Technology &amp; Human Capital</td>
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<tr>
<td>10:30</td>
<td>HH: Tapa 3 - Table C4 1282 IP: Tech. &amp; Inter-Org. Sys.</td>
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<tr>
<td>11:00</td>
<td>SH: Akaka Falls/Iao Needle Room 1300 SIM: MNEs &amp; Cross-Cultural Issues</td>
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<td>11:30</td>
<td>SH: Hilo - Table C1 1234 CAU: Expatriate Success &amp; Mobility</td>
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<td>SH: Hilo - Table C2 1235 CAU: Ethics in Organizations</td>
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<td>SH: Honolulu Room 1258 CMS/GDO/ODC: Writing in Those &quot;Others&quot;</td>
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<td>SH: Kuhuku Room 1299 PNP/SIM: Governance Structures: Boards</td>
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<td>SH: Kohala/Kona Room 1301 SIM: CSR: Theory Building &amp; Testing</td>
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<td>SH: Niihau - Table B1 1236 CAU: Career Choice in Management</td>
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<td>SH: Niihau - Table B2 1237 CAU: Teams, Diversity and Fairness</td>
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<td>SH: Niihau - Table B3 1238 CAU: It's Just a Dog ... Or, is it?</td>
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<td>SH: Niihau - Table B4 1239 CAU: Future of Creativity Research</td>
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<td>SH: Niihau Room 1302 SIM: CSP: Empirical Studies</td>
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<td>SH: Oahu Room 1308 CAU: Teaching Diversity Courses</td>
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<td>SH: Puna - Table D2 1241 CAU: Changing Management</td>
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<td>SH: Waialua Room 1298 PNP: Challenges in Volunteer Mgmt</td>
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<td>SH: Waianae Room 1264 HCM: Change in Health Care Org.</td>
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<td>SH: Waimea Canyon: A1 1242 CAU: Leadership &amp; HR in</td>
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<td>SH: Waimea Canyon: A2 1243 CAU: Business Ethics: An</td>
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<tr>
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<td>SH: Waimea Canyon Room 1309 CAU: The Emonet Network</td>
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</table>

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

*Start and End Times Are Approximate. See Session Details (Section D) for Exact Times.*
Friday 8:00AM

1. (AAA) Honolulu 2005, LAC

8:00am - 11:50pm Hawaii Convention Center: Room 326B
Local Arrangements Chairs: Mary J. Mallott, U. of Hawai‘i, West Oahu; Jerry M Calton, U. of Hawai‘i, Hilo

2. SPDW: (HR, OB) Company Tour: Hilton Hawaiian Village
8:00am - 5:00pm Off Site: Hilton Tour
Organizer: H W Hennessey, U. of Hawai‘i, Hilo

Friday 8:30AM

3. (IM) International Management Division Outdoor Adventures
8:30am - 2:00pm Hilton Hawaiian Village: South Pacific 2
A series of outdoor adventures to take in Hawai‘i’s beauty. Offsite.
8:30 to approximately 2:00 pm. Limited to IM Division members.
Pre-registration and a fee to cover transport, the activity, and lunch are required. To register, please contact T.Devinney@agsm.edu.au.
Organizers: Timothy Michael Devinney, Australian Graduate School of Management; Schon Beechler, Columbia U.

Friday 12:00PM

4. SPDW: (HR, OB, ODC) Company Tour: USS Chaffee - Pearl Harbor
12:00pm - 5:00pm Off Site: USS Chaffee-Pearl Harbor
Pre-registration required. Contact: lgamer@tarleton.edu. Limited to 30 participants. Citizenship documentation necessary for security screening.
Organizer: Larry Garner, Tarleton State U.
Presenter: David Purkiss, U.S. Navy

5. (MH) Visit to the Hawaii Naval Docks
12:00pm - 2:00pm Off Site: Hawaii Naval Docks
Speaker: Michele A Govekar, Ohio Northern U.
Presenter: Paul L Govekar, Ohio Northern U.

6. SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community
12:00pm - 5:00pm Sheraton Waikiki Beach: Hilton Room
Practitioners and academics come together for "hands-on" learning about action research.
Organizer: Neil M. Boyd, Pennsylvania State U.
Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D., LLC; Carol Gorlick, Pace U.

Friday 1:00PM

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

1:00pm - 5:00pm Hawaii Convention Center: Room 321B
Pre-registration required by emailing afeyerhe@pepperdine.edu with “AoM” in the subject line by Friday July 15, 2005. Saturday session no. is 104
Organizers: Terri Egan, Pepperdine U.; Suzanne Lahl, Private Consultant
Coordinator: Ann E. Feyerherm, Pepperdine U.

1:00pm - 3:00pm Hawaii Convention Center: Room 301A
Organizer: Barbara Jean Bird, American U.
Presenters: Benson Honig, Wilfrid Laurier U.; James Fiet, U. of Louisville; Michael Frese, Giessen U.; Keith Hmieleski, Texas Christian U.

1:00pm - 6:00pm Hawaii Convention Center: Room 303A
This session continues on Saturday, 8am - 5pm and Sunday, 8am - 12pm.
Organizers: Dean Shepherd, Indiana U.; Thomas Lumpkin, U. of Illinois, Chicago
Presenters: Michael A. Hitt, Texas A&M U.; Michael Lubatkin, U. of Connecticut; Dawn DeTienne, Utah State U.; Sharon Alvarez, Ohio State U.; Per Davidsson, Queensland U. of Technology; Oana Branzei, Schulich School of Business; Benson Honig, Wilfrid Laurier U.; Andrew Zacharakis, Babson College; Richard T. Harrison, Edinburgh U.; Joseph E Coombs, U. of Richmond; Benyamin Bergman Lichtenstein, U. of Massachusetts, Boston; Rita Gunther McGrath, Columbia U.; Saras Sarasvathy, U. of Virginia; Phillip Phan, Rensselaer Polytechnic Institute; Robert E. Hoskisson, Arizona State U.; William B. Gartner, Clemson U.; Jay B Barney, Ohio State U.; Jeff Covin, Indiana U.; Stewart Thornhill, U. of Western Ontario; Jeffery S. McMullen, Baylor U.; Johan Wiklund, Jonkoping International Business School; Donald F Kuratko, Indiana U.; Heidi M. Neck, Babson College; Mike Wright, Nottingham U.; Jerome Katz, St. Louis U.; Patricia G Greene, Babson College; Gideon D Markman, U. of Georgia; Patricia Phillips McDougall, Indiana U.; Denis A Greger, U. of Colorado, Boulder

11. (ENT) Junior Faculty Consortium.
1:00pm - 6:00pm Hawaii Convention Center: Room 303B
This session continues on Saturday from 8am - 5pm.
Organizers: Ronald K Mitchell, Texas Tech U.; Karl Vesper, U. of Washington; Andrew C. Corbett, Rensselaer Polytechnic Institute; Alex Frank DeNoble, SDSU
Session Details – Friday

12 SPDW: (ENT, TIM, BPS) Corporate Venturing: State of Research and Theoretical Angles.
1:00pm - 3:00pm Hawaii Convention Center: Room 305B
Organizer: Thomas Keil, York U.
Presenters: Shaker A Zahra, Babson College; Jeff Covin, Indiana U.; Ari Ginsberg, New York U.; Markku V. J. Maula, Helsinki U. of Technology

13 ➔: (IM) Site Visit to the Honolulu Advertiser
1:00pm - 4:00pm Off Site: Honolulu Advertiser
Limited to the first 25 people who sign up. There is a charge for transport. Please register with David Thomas by email at dcthomas@sfu.ca.
Organizer: David C. Thomas, Simon Fraser U.

14 ☯☯☯SPDW: (IM, BPS, HR, MED, OB, RM) That Certain Global Something…: Conceptualizing and Measuring "Global Competencies"
1:00pm - 4:00pm Hawaii Convention Center: Room 313B
Registration is not required but is suggested. Please contact Mila Lazarova, mbl@sfu.ca
Organizers: Mila B. Lazarova, Simon Fraser U.; Aparna Joshi, U. of Illinois, Urbana-Champaign
Presenters: Schon Beechler, Columbia U.; Allan W Bird, U. of Missouri, St. Louis; Paula M Caligiuri, Rutgers U.; Chay Hoon Lee, Nanyang Business School; David C. Thomas, Simon Fraser U.; Jean Leslie, Center for Creative Leadership

15 ☯: (MC) Integrating Organizational Change Management & Project Management: Why It Works
1:00pm - 4:00pm Sheraton Waikiki Beach: Akaka Falls Room
Fee to attend - See http://uwf.edu/mcd/
Presenters: Sandra M Martinez, Widener U.; John Warren, IP Solutions; Mike Grabarek, Naviguent LLC; William Malek, Stanford Advanced PM Program

16 ☯: (MC) Creating and Developing Your Consulting Practice
1:00pm - 4:00pm Sheraton Waikiki Beach: Iao Needle Room
Fee to attend - See http://uwf.edu/mcd/
Presenters: David Jamieson, Pepperdine U.; Terry R Armstrong, Georgetown U.

17 ☯SPDW: (MED, GDO, ODC, IM, PTC) Flexible, Fluid And Responsive Management: A Model For Working Across Current Cultural Differences
1:00pm - 4:00pm Hilton Hawaiian Village: South Pacific 1
Register with Ilene Wasserman at iwasserman@icwconsulting.com or 610.667.5305
Organizer: Ilene C Wasserman, Fielding Graduate Institute

18 ☯SPDW: (MED, OB) Creating Actionable Knowledge in the Classroom Using Discussion Learning
1:00pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Discussion Learning: Creating Cases that Engage Students.
Coordinator: Michael J Provitera, Barry U.

19 ☯SPDW: (ODC, MED) Using 'Design Rules' to Construct Future Organizational Architectures and Interventions
1:00pm - 4:00pm Hawaii Convention Center: Room 308A
Chair: Jean M. Bartunek, Boston College
Presenters: Paul Bate, U. College London; Helen Bevan, National Health Service; Paul Plsek, Paul E. Plsek & Associates Inc.; Glenn Robert, U. College London

20 ☯SPDW: (ODC, ONE, MC) Organizational Development for Sustainability: Integrating Appreciative Inquiry and the Natural Step
1:00pm - 6:00pm Hawaii Convention Center: Room 302B
Organizer: Hilary Bradbury, Case Western Reserve U.
Presenters: Sissel Waage, The Natural Step; Keith Cox, Benedictine U.

21 ☯SPDW: (ONE, BPS) Strategic Competencies And Environmental Management
1:00pm - 2:30pm Sheraton Waikiki Beach: Maui Ballroom
Organizer: Sumit Majumdar, U. of Texas, Dallas
Discussant: Joseph Mahoney, U. of Illinois, Urbana-Champaign
Presenters: Margaret Peteraf, Dartmouth College; Stuart Hart, Cornell U.; Sanjay Sharma, Wilfrid Laurier U.

22 SPDW: (RM, HR, ODC) Latent Growth Modeling: Statistical Procedure for Operationalizing Change Over Time
1:00pm - 4:00pm Hawaii Convention Center: Room 322B
Pre-registration required at https://spears.okstate.edu/rmdpdwregister. There is a $7.50 fee for non members of the Research Methods Division.
Presenter: Robert J Vandenberg, U. of Georgia

23 SPDW: (RM, OB, ITC) Social Networks Research: Concepts, Research Design, and Analysis
1:00pm - 5:00pm Hawaii Convention Center: Room 322A
Pre-registration required at https://spears.okstate.edu/rmdpdwregister. There is a $10 fee for non members of the Research Methods Division.
Presenters: Nicholas Athanassiou, Northeastern U.; Stephen P Borgatti, Boston College; Daniel J Brass, U. of Kentucky; David Krakhardt, Carnegie Mellon U.

Friday 2:00PM

24 ☯☯☯SPDW: (GDO, MED, PTC, ODC) On Juggling Multiple Skills and Roles in Developing Organizational Diversity Consultants
2:00pm - 6:00pm Sheraton Waikiki Beach: Ewa Room
The workshop is particularly targeted at those with experience in teaching and/or consulting but all with interest in diversity are welcome.
Chairs: Lize A. Booyens, U. of South Africa; Bernardo M. Ferdman, Alliant International U.
inc. /Fielding Graduate Institute; Norma Wong, Daihonzan Chozen-ji / International Zen Dojo

25 SPDW: (HR, RM) Publishing Qualitative Research: Framing, Rigor & Editorial Comment
2:00pm - 4:00pm Hawaii Convention Center: Room 304B
Organizer: Stephen Leybourne, U. of Plymouth
Presenters: Julia Richardson, York U.; Robert P Gephart, U. of Alberta; Yehuda Baruch, U. of East Anglia; Helen DeCieri, Monash U.

26 SPDW: (MED, IM, BPS, ODC) Creating The Next Generation Of Leaders - The Australian Leadership Consortium’s Experience
2:00pm - 4:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
An interactive session on The Australian Leadership Consortium’s innovative leadership programs.
Chair: Christopher Alexander Bell, Leadership Consortium
Presenters: Sue Cobden, IBM; Alan Bedford, Telstra Corporation Limited

27 SPDW: (ODC, MC, IM) International Management Consulting For The 21st Century
2:00pm - 4:00pm Hawaii Convention Center: Room 308B
Organizers: Therese F Yaeger, Benedictine U.; Thomas C Head, Roosevelt U.; Chicago-Schaumburg; Peter Sorensen, Benedictine U.

28 SPDW: (TTIC, TIM) Teaching Theories of IT-Enabled Transformation to Diverse Audiences
2:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Pre-registration required. Send e-mail to t.salazar@mmu.ac.uk
Organizer: Angel J. Salazar, Manchester Metropolitan U.
Presenters: Lawrence C. Green, U. of Manchester; Angel J. Salazar, Manchester Metropolitan U.; Joseph P McGill, Kean U.; Michael D Santoro, Lehigh U.; J. C. Spender, Open U.

Friday 2:30PM

29 SPDW: (ONE, MED) Environmental Education: What Should We Teach, And How Should We Assess Learning?
2:30pm - 4:00pm Sheraton Waikiki Beach: Puna Room
Presenters: Mark Cordano, Ithaca College; Cathy Rusinko, Philadelphia U.; Gordon P. Rands, Western Illinois U.; Carolyn Egri, Simon Fraser U.; Linda M Sama, Pace U.

Friday 3:00PM

30 SPDW: (BPS, OMT) Research Development Workshop: Different Types of Capabilities & Their Effects on Market Position
3:00pm - 6:00pm Hawaii Convention Center: Room 317A

Participants must submit a paper by 5/31/05 (kmayer@marshall.usc.edu). Organizers will review them & notify authors of accepted papers by June 30.
Organizers: Kyle J Mayer, U. of Southern California; Michael J Leiblein, Ohio State U.; Jeff Macher, Georgetown U.
Discussants: Joseph Mahoney, U. of Illinois, Urbana-Champaign; Anita McGahan, Boston U.; Jack A Nickerson, Washington U.; Margaret Peteraf, Dartmouth College; Harbir Singh, U. of Pennsylvania

31 : (ENT) Establishing Collaborations with International Associations and the Entrepreneurship Division.
3:00pm - 5:00pm Hawaii Convention Center: Room 307A
Organizers: Natalia Weisz, IAE Business School - U. Austral; Pramodita Sharma, Wilfrid Laurier U.; Guido Corbetta, Boconi U.; Isabell Melanie Welpe, Ludwig-Maximilians U., Munich
Presenters: Joan E. Ricart, IESE, U. of Navarra; Peter McKiernan, U. of St. Andrews; Luis R. Gomez-Mejia, Arizona State U.; Julio O. De Castro, Instituto de Empresa; Andrew Zacharakis, Babson College; Torsten Michael Piiper, European Business School; Anders Paarup Nielsen, Copenhagen Business School; Sabine B. Klein, EBS International U.; Anne S. Huff, Technische U., München

Friday 3:30PM

3:30pm - 5:30pm Hawaii Convention Center: Room 305B
Organizer: Thomas Dalziel, Arizona State U.
Presenters: Shaker A Zahra, Babson College; Ben Oviatt, Georgia State U.; Johan Wiklund, Jönköping International Business School; Sharon Alvarez, Ohio State U.

Friday 4:00PM

34 : (MC) Management Consulting Research and Writing Roundtables
4:00pm - 6:00pm Sheraton Waikiki Beach: Iao Needle Room
Presenters: Anthony F Buono, Bentley College; Larry E Greiner, U. of Southern California; Andreas Werr, Stockholm School of Economics

35 SPDW: (MED, HR, CAR, GDO) Minority Faculty Making An Impact At Majority Institutions
4:00pm - 5:00pm Hilton Hawaiian Village: South Pacific 1
A highlight of our experiences in academia to showcase how diversity truly pays off, especially teaching students on predominantly white campuses.
Session Details – Friday

FRIDAY

FRIDAY

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

36: SPDW: (MED, ODC, PTC) Strategic Faculty Development
4:00pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
This workshop (designed for dean’s, department chairs and faculty) focuses on how to design and implement strategic planning in business schools.
Facilitators: Scott Carlson Hammond, Utah Valley State College; Susan R. Madsen, Utah Valley State College
Coordinator: Scott Carlson Hammond, Utah Valley State College

37: (OMT) OMT Junior Faculty Consortium
4:00pm - 9:00pm Hawaii Convention Center: Room 313B
Pre-registration required. Consortium continues on Saturday.
Organizers: Majken Schultz, Copenhagen Business School; Christine Beckman, U. of California, Irvine

Friday 5:00PM

38: (MSR) Meditation
5:00pm - 6:00pm Sheraton Waikiki Beach: Akaka Falls Room
Workshop designed to introduce participants to meditation.
Coordinator: Gerald Biberman, U. of Scranton

39: (OB) Organizational Behavior Division Doctoral Student Consortium Reception
5:00pm - 7:00pm Sheraton Waikiki Beach: Honolulu Room
Attendees must be nominated by their faculty. Visit www.obweb.org or contact Peter Hom at peter.hom@asu.edu for more information.
Contact: Peter Hom, Arizona State U.

40: (ONE) Ph.D. Student/New Faculty Consortium
5:00pm - 7:00pm Sheraton Waikiki Beach: Puna Room
Organizer: Tim Hargrave, U. of Minnesota
Participants: Mark Cordano, Ithaca College; Sandra Rothenberg, Rochester Institute of Technology; Sanjay Sharma, Wilfrid Laurier U.

Friday 5:30PM

41: (GDO) GDO Doctoral Consortium Reception with GDO Officers and Executive Committee
5:30pm - 7:30pm Off Site: Tiki Grill & Bar
Pre-registration is required. Contact Jeanie Forray at jforray@wnc.edu by June 30th to R.S.V.P.
Host: Jeanie M. Forray, Western New England College

42: (ICW) Nova Southeastern University Reception
5:30pm - 6:15pm Hilton Hawaiian Village: South Pacific 2

Organizer: Jane Whitney Gibson, Nova Southeastern U.

Friday 6:00PM

43: (ENT) Junior Faculty Dinner.
6:00pm - 8:30pm Off Site: Local Restaurant
by invitation only, contact Ron Mitchell mitchell@ba.ttu.edu
Organizer: Ronald K Mitchell, Texas Tech U.

44: (ENT) Doctoral Students Dinner.
6:00pm - 8:30pm Off Site: Local Restaurant TBD
Organizers: Dean Shepherd, Indiana U.; Thomas Lumpkin, U. of Illinois, Chicago

45: (IM) Welcome to the IM Division and Road Map to the IM Division Sessions at the Academy
6:00pm - 8:00pm Hawaii Convention Center: Room 304A
Host: Sully Taylor, Portland State U.
Division Chair: Schon Beechler, Columbia U.
Division Chair-Elect: Eleanor Westney, Massachusetts Institute of Technology
Program Chair: Ravi Ramamurti, Northeastern U.
Professional Development Workshop Chair: Timothy Michael Devinney, Australian Graduate School of Management

46: (IM) Dinner on the Town with IM Division Executive Committee Members
6:00pm - 8:00pm Off Site: Location To Be Determined
Each IM Division Officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.
Host: Sully Taylor, Portland State U.
Division Chair: Schon Beechler, Columbia U.
Division Chair-Elect: Eleanor Westney, Massachusetts Institute of Technology
Program Chair: Ravi Ramamurti, Northeastern U.
Professional Development Workshop Chair: Timothy Michael Devinney, Australian Graduate School of Management

47: (MED) Welcome Reception for Aspiring, New and Current MED Members
6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 1
Come greet old friends and meet new ones at the MED welcome reception!
Organizer: Laurie Milton, U. of Calgary, U. of Western Ontario

48: (NDSC) New Doctoral Student Happy Hour
6:00pm - 8:00pm Off Site: Location To Be Determined
Restaurant TBA, please contact Pamela K. Stevenson at ndsc_05@yahoo.com for reservations.
Organizers: Laura Erskine, U. of Southern California; Allison Gundersen, Case Western Reserve U.; Alton Al Stanley Lovvorn, U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Stevenson, U. of Memphis; Kyra Sutton, Ohio State U.
Program Chair: Karen Moffitt, U. of Memphis

49: (OB) Organizational Behavior Division Junior Faculty Consortium Reception and Introductions
6:00pm - 9:00pm Sheraton Waikiki Beach: Koko Crater Room
Participation is by invitation only. Those interested should send applications to muhl-bien@bus.ucf.edu. Space is limited!
Contact: Mary Uhl-Bien, U. of Central Florida

50: (OCIS) Doctoral Consortium
6:00pm - 8:00pm Hawaii Convention Center: Room 302A
By application only
Organizer: Ulrike Schultze, Southern Methodist U.
Presenters: JoAnne Yates, Massachusetts Institute of Technology; Robert Davison, City U. of Hong Kong; Michael Barrett, U. of Cambridge; Michael G Morris, U. of Virginia

51 (SPDW: (ODC, MED, PTC) Leadership Development Wkshp: Reflective Learning And Action Inquiry In Teach, Res., And Pract.
6:00pm - 9:00pm Hawaii Convention Center: Room 304B
Registration required -- Inga Carboni (inga.carboni@bc.edu). Limited to 15 participants. Pre-work required. Voluntary dinner in evening.
Organizer: Inga Carboni, Boston College
Facilitators: William Torbert, Boston College; Pacey Foster, Boston College

52 (SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium
6:00pm - 8:00pm Hawaii Convention Center: Room 306B
Pre-registration required. Session continues on Saturday and Sunday
Organizers: Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology

53: (SIM) Social Issues In Management (SIM) Doctoral Consortium
6:00pm - 9:30pm Sheraton Waikiki Beach: Kona Room
Apply at the SIM web site:
(http://www.pitt.edu/~rorst6/sim/doccon.htm)
Organizers: Douglas R May, U. of Kansas; Andrew Crane, Nottingham U.
Presenters: James Weber, Duquesne U.; Jeffrey Lenn, George Washington U.; Jeanne M Logsdon, U. of New Mexico; Domenec Mele, U. of Navarra; Mary J. Mallott, U. of Hawai’i, West Oahu

Friday 6:15PM

54: (ICW) Nova Southeastern University Opening Meeting
6:15pm - 7:00pm Hilton Hawaiian Village: South Pacific 2
Organizer: Jane Whitney Gibson, Nova Southeastern U.

Friday 6:30PM
### Session Details – Saturday

#### Saturday 7:00AM

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<td><strong>(CMS)</strong> CMS Saturday Brown Bag Breakfast</td>
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<td><strong>(MSR)</strong> Meditation</td>
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<td>61</td>
<td><strong>(SIM)</strong> Social Issues In Management (SIM) Doctoral Consortium</td>
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<td>62</td>
<td><strong>(AAA)</strong> Honolulu 2005, LAC</td>
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<td>63</td>
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<td>64</td>
<td><strong>(AAA)</strong> The Ins and Outs of Faculty Recruiting</td>
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<td><strong>(CMS)</strong> CMS Doctoral Workshop</td>
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#### Saturday 8:00AM

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<td><strong>(ENT)</strong> Doctoral Consortium</td>
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<td><strong>(ENT)</strong> Junior Faculty Consortium</td>
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<td>68</td>
<td><strong>(ENT)</strong> Entrepreneurial Networks: International Aspects of SME Networking in Slovenia</td>
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<td>69</td>
<td><strong>(ENT)</strong> Superstar Entrepreneurship Teachers: Their Secrets Revealed</td>
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<td>70</td>
<td><strong>(GDO)</strong> GDO Doctoral Consortium</td>
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<td>71+</td>
<td><strong>SPDW:</strong> (GDO, OB, CM) Recovering a National Identity: Reasserting Native Values &amp; Presence in the University and Hawaii</td>
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Participants: David M Boje, New Mexico State U.; Pushkala Prasad, Skidmore College; Hugh Willmott, Cambridge U.; David A. Levy, U.S. Air Force Academy; Jean Helms Mills, St. Mary’s U.

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

Organizers: Ronald K Mitchell, Texas Tech U.; Karl Vesper, U. of Washington; Andrew C. Corbett, Rensselaer Polytechnic Institute

Organizers: Bostjan Antoncic, U. of Primorska; Mitja Ruzzier, Arc-Kranj; Branko Bucar, U. of Ljubljana

Organizers: J Robert Baum, U. of Maryland

Presenters: Connie Marie Gaglio, San Francisco State U.; Kelly G Shaver, College of Charleston; Gaylen N Chandler, Utah State U.; Dawn DeTienne, Utah State U.; Kevin George Hindle, Swinburne U. of Technology; Donald F Kuratko, Indiana U.; Stanley W Mandel, Wake Forest U.; Jerome Katz, St. Louis U.

Organizer: Jean Helms Mills, St. Mary’s U.

Presenters: Jonathan K. Osorio, Kamakakūokalani, Gladys Aiona Brandt Ctr For Hawaiian Studies; Manu Ka’iama, U. of Hawai’i, Manoa

Organizers: Dharm Prakash Sharma Bhawuk, U. of Hawai’i, Manoa; Vijayan P. Munusamy, U. of Hawai’i, Manoa

Presenters: Jonathan K. Osorio, Kamakakūokalani, Gladys Aiona Brandt Ctr For Hawaiian Studies; Manu Ka’iama, U. of Hawai’i, Manoa

Organizers: Timothy Hoff, State U. of New York, Albany

73: (HR) HR Junior Faculty Consortium
8:00am - 10:30am Hawaii Convention Center: Room 304A
Pre-registration required. Contact Jeffrey L. LePine, U. of Florida (jeffery.lepine@cba.ufl.edu) to register.

74: (HR) HR Doctoral Student Consortium
8:00am - 10:30am Hawaii Convention Center: Room 316A
Pre-registration required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.
Organizer: John E Delery, U. of Arkansas
Presenters: Paul Boselie, Tilburg U.; Timothy M. Gardner, Brigham Young U.; Caren Goldberg, George Washington U.; David P Lepak, Rutgers U.; Christine Marie Riordan, U. of Georgia; Maria Rotundo, U. of Toronto; Jason D. Shaw, U. of Kentucky; Sean Alexander Way, Chinese U. of Hong Kong; Michael Wessson, Texas A&M U.

75: (IAM) 21st Century Iberoamerican Culture: An Understanding of Values and Their Effects
8:00am - 10:00am Sheraton Waikiki Beach: Kohala Room
Facilitator: Carlos Jesus Alsua, U. of Alaska, Anchorage
Presenters: Carlos B. Gonzalez, California Polytechnic State U., Pomona; Carlos Jesus Alsua, U. of Alaska, Anchorage; Patricia G Martinez, U. of Texas, San Antonio; Raul Ramirez, U. of California, Irvine; Juan I Sanchez, Florida International U.; Guillermo Wated, Florida International U.; Carolina Gomez, Florida International U.

76: (IM) Comparative Approaches to Teaching International Management: Internationalizing the Curriculum
8:00am - 11:00am Hawaii Convention Center: Room 307A
Pre-registration required: To pre-register contact Julia Gluesing by email at j.gluesing@wayne.edu
Organizers: Julia Gluesing, Wayne State U.; Gerhard Apfelthaler, FH Joanneum
Moderator: Mary Yoko Brannen, San Jose State U.
Presenters: Joseph E Champoux, U. of New Mexico; Michael Lacktorin, Akitia International U.; Romie Frederick LePine, Aucklund U. of Technology; Tatiana Kostova, U. of South Carolina; Sankaran Manikutty, Indian Institute of Management; Joyce Osland, San Jose State U.; T.K. Peng, I-Shou U., Taiwan; Susan C Schneider, HEC U. of Geneva; J Michael Geringer, California Polytechnic U.

77: (IM) International Management Division, Doctoral Student Consortium I
8:00am - 12:00pm Hawaii Convention Center: Room 322B
Open only to invited participants, who must apply and pre-register for this consortium.
Chair: Andrew Delios, National U. of Singapore

Presenters: Tai-Young Kim, Sungkyunkwan U.; Madan M Pillutla, London Business School; Rachelle Sampson, U. of Maryland; Lance Brouthers, U. of Texas, El Paso; Olav Sorensen, London Business School; Yan Anthea Zhang, Rice U.; Haiyang Li, Texas A&M U.; Mike W. Peng, Ohio State U.; Ram Mudambi, Temple U.; Kwaku Aduahene-Gima, City U. of Hong Kong

78: (IM) International Management Division Junior Faculty Consortium I
8:00am - 12:00pm Hawaii Convention Center: Room 323A
Open only to invited participants, who must apply and pre-register for this consortium.
Chair: Lorraine Eden, Texas A&M U.

79: (SPDW) (MED, CMS) Resuscitating Management Education: Reintroducing Management To Students
8:00am - 10:00am Hilton Hawaiian Village: South Pacific 1
A thought provoking discussion on critical approaches to management education and development.
Chair: Stewart Clegg, U. of Technology, Sydney

80: (SPDW) (MED, OB, BPS, ODC, HR, MOC, OMT) Moving Images: Cinema in the Classroom
8:00am - 5:00pm Hilton Hawaiian Village: Tapa Ballroom 2
This series of workshops will inform, guide and excite you about using cinema in your teaching.
Organizers: Jon Billsberry, Open U.; Joseph E Champoux, U. of New Mexico
Presenters: Joseph E Champoux, U. of New Mexico; Jon Billsberry, Open U.
Participants: Veronique Ambrosini, Cranfield U.; Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo; Randall B Dunham, U. of Wisconsin, Madison

81: (SPDW) (MOC, ODC, SIM) Examining Organizational "Buy-In": Weaving the Nomological Net
8:00am - 10:00am Hawaii Convention Center: Room 328
Organizer: Susan L Kirby, Texas State U.
Facilitators: Eric G Kirby, Texas State U.; Susan L Kirby, Texas State U.; John K. Ross III, Texas State U., San Marcos

82: (NDSC) New Doctoral Student Consortium
8:00am - 4:30pm Hawaii Convention Center: Room 314
Hosted by European School of Management and Technology. Pre-Reg is available on the NDSC webpage or contact Pamela K. Steverson at ndsc_05@yahoo.com
Organizers: Laura Erskine, U. of Southern California; Allison Gunderson, Case Western Reserve U.; Alton Al Stanley Lovvorn, U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Steverson, U. of Memphis; Kyra Sutton, Ohio State U.
Program Chair: Karen Moffitt, U. of Memphis
Keynote Speaker: Thomas W. Lee, U. of Washington
Presenters: Herman Aguinis, U. of Colorado, Denver; Richard A Bettis, SMJ Editor; U. of North Carolina; Stewart Clegg, U. of Technology, Sydney; Jennifer M George, JAP Editor; John R Hollenbeck, Michigan State U.; Jerome Katz, St. Louis U.; Glen E. Kreiner, U. of Cincinnati; Lisa Schurer Lambert, Georgia State U.; Philip L Roth, Clemson U.; Sara L Rynes, U. of Iowa; Ian O. Williamson, U. of Maryland, College Park

83 08:00am - 9:30am Hawaii Convention Center: Room 323C
Program: (OB) Organizational Behavior Division Doctoral Student Consortium
Time: 8:00am - 7:00pm Hawaii Convention Center: Room 324A
Contact: Peter Hom at peter.hom@asu.edu for more information.
Facilitator: Richard N Osborn, Brigham Young U.

84 08:00am - 5:00pm Hawaii Convention Center: Room 325A
Program: (OB) Organizational Behavior Division Junior Faculty Consortium
Time: 8:00am - 7:00pm Hawaii Convention Center: Room 324A
Participants are by invitation only. Those interested should send applications to muhl-bien@bus.ucf.edu. Space is limited!
Contact: Mary Uhl-Bien, U. of Central Florida

85 08:00am - 9:30am Hawaii Convention Center: Room 323B
Program: (OB, OMT) Leadership: Senior Scholars’ Perspectives
Time: 8:00am - 9:30am Hawaii Convention Center: Room 323B
Facilitator: Jerry Hunt, Texas Tech U.
Presenters: Craig C Lundberg, Cornell U.; Richard T. Mowday, U. of Oregon; Lyman W. Porter, U. of California, Irvine; Richard Miner, Independent Consultant

86 08:00am - 9:30am Hawaii Convention Center: Room 323C
Program: (OB, OMT, BPS) Leadership Across the Divisions: Institutional Perspectives
Time: 8:00am - 9:30am Hawaii Convention Center: Room 323C
Facilitator: Richard N Osborn, Wayne State U.
Presenters: Ronald H Humphrey, Virginia Commonwealth U.; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Eleanor Westney, Massachusetts Institute of Technology

87 08:00am - 9:30am Hawaii Convention Center: Room 318B
Program: (ODC) Integrating OD and Enhancing Economic Performance through Socio-Economic Approach to Management
Time: 8:00am - 9:30am Hawaii Convention Center: Room 318B

Program Chair: Marc Bonnet, ISEOR, U. of Lyon
Presenters: Henri Savall, ISEOR, U. of Lyon; Vincent Cristallini, ISEOR, U. of Lyon; Emmanuel Beck, ISEOR, U. of Lyon; Michel Peron, ISEOR / U. of Paris Sorbonne

88 08:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1
Time: 8:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1
Organizers: Diane H. Parente, Pennsylvania State U.; Peggie D. Lee, Pennsylvania State U.; Great Valley

90 08:00am - 5:30pm Hawaii Convention Center: Room 313B
Program: (OMT) OMT Junior Faculty Consortium
Time: 8:00am - 5:30pm Hawaii Convention Center: Room 313B
Pre-registration required. Consortium begins on Friday.
Organizers: Majken Schultz, Copenhagen Business School; Christine Beckman, U. of California, Irvine

91 08:00am - 12:00pm Hawaii Convention Center: Room 325A
Program: (OMT, BPS, MOC) Language in Organizations and Strategy: Theoretical and Methodological Advances
Time: 8:00am - 12:00pm Hawaii Convention Center: Room 319A
Pre-registration required. Contact organizers.
Organizers: Klaus Weber, Northwestern U.; William Ocasio, Northwestern U.; Peer C. Fiss, Queen’s U., Canada
Discussant: Joe Porac, New York U.
Speakers: C. Marlena Fiol, U. of Colorado, Denver; Jeffrey Loewenstein, U. of Texas, Austin; Mark Kennedy, U. of Southern California; Violina Rindova, U. of Maryland, College Park

92 08:00am - 5:00pm Hawaii Convention Center: Room 313A
Program: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium
Time: 8:00am - 5:00pm Hawaii Convention Center: Room 313A
Pre-registration required. Session begins Friday, continues Sunday.
Organizers: Mathew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology
93 SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community
8:00am - 6:00pm Sheraton Waikiki Beach: Hilo Room
Practitioners and academics come together for "hands-on" learning about action research.
Organizer: Neil M. Boyd, Pennsylvania State U.
Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.

94 SPDW: (RM, OB, BPS, GDO) Estimating Interaction Effects Using Multiple Regression
8:00am - 12:00pm Hawaii Convention Center: Room 322A
Pre-registration required at https://spears.okstate.edu/rmdpdwregister. There is a $10 fee for non members of the Research Methods Division.
Presenter: Herman Aguinis, U. of Colorado, Denver

95 SPDW: (RM, OB, GDO) The Neverending Story: A Workshop on Survey Scale Development and Validation
8:00am - 12:00pm Hawaii Convention Center: Room 327
Pre-registration required at https://spears.okstate.edu/rmdpdwregister. There is a $10 fee for non members of the Research Methods Division.
Presenters: Gilad Chen, Texas A&M U.; Claudia C. Cogilser, Texas Tech U.; Robert J Vandenberg, U. of Georgia

96: (TIM) Joint Session: Doctoral Consortium and Junior Faculty Camp
8:00am - 10:00am Hawaii Convention Center: Room 321B
Organizers: Fernando Suarez, Boston U.; Paul Bierly, James Madison U.; Gautam Ahuja, U. of Michigan; Atul Nerkar, Columbia U.
Speakers: Linda Argote, Carnegie Mellon U.; Donald D Bergh, Purdue U.; George F Farris, Rutgers U.; Martin J Kilduff, Pennsylvania State U.; Walter Powell, Stanford U.; Mark Gavin, Oklahoma State U.

97 SPDW: (TTC, MED, OB, OCIS) Teaching with Technology: Hands-On Seismic Examples and Human Insights for the 21st Century
8:00am - 11:00am Sheraton Waikiki Beach: Koko Crater Room
Organizer: Randall G Sleeth, Virginia Commonwealth U.
Presenters: Deborah J Armstrong, U. of Arkansas; Joseph E Champoux, U. of New Mexico; Randall B Dunham, U. of Wisconsin, Madison; Robert Marx, U. of Massachusetts, Amherst; Randall G Sleeth, Virginia Commonwealth U.; Joan Weiner, Drexel U.

Saturday 8:30AM

98: (BPS) New Faculty Consortium
8:30am - 12:00pm Hawaii Convention Center: Room 301 (A&B)
Apply by 5/15/05 to amy.hillman@asu.edu. Send: vita, teaching/research interests (1p), nomination letter from Dean/Dept Head. BPS Phd by 9/30/04.
Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison

99: (BPS) Doctoral Consortium
8:30am - 12:00pm Hawaii Convention Center: Room 308 (A&B)
By invitation only. Contact Tim Folta for additional information (foltat@mgmt.purdue.edu).
Organizers: Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U.

100: (HCM) Evidenced-Based Teaching and Core Competencies: A Why and How to Primer
8:30am - 10:00am Sheraton Waikiki Beach: Akaka Falls Room
Organizers: Diana W Hilberman, U. of California, Los Angeles; Dawn Oetjen, U. of Central Florida
Facilitators: Diana W Hilberman, U. of California, Los Angeles; Dawn Oetjen, U. of Central Florida
Participant: Grant T. Savage, U. of Alabama

101: (HCM, CAR) New Roles and Careers for Senior Faculty: Moving into Academic Administration
8:30am - 10:00am Sheraton Waikiki Beach: Kauai Ballroom
Organizer: Jeffrey Alexander, U. of Michigan, Ann Arbor
Speakers: Jeffrey Alexander, U. of Michigan, Ann Arbor; Diane Brannon, Pennsylvania State U.; John D Blair, Texas Tech U.

102 SPDW: (RM, BPS, OB, OMT, TIM) Process Research Workshop I: A Spectrum of Methods
8:30am - 11:30am Hawaii Convention Center: Room 311
Pre-registration required at https://spears.okstate.edu/rmdpdwregister. There is a $15 fee for non members of the Research Methods Division.
Organizers: Andrew H. Van de Ven, U. of Minnesota; Marshall S. Poole, Texas A&M U.
Presenters: Ann Langley, HEC Montreal; Kevin Dooley, Arizona State U.; Marshall S. Poole, Texas A&M U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 9:00AM

103: (AAA) Placement Services
9:00am - 4:00pm Hilton Hawaiian Village: Iolani Suite 1
Placement Services - Registration and Information
Organizer: Scott C. Douglas, Binghamton U.

9:00am - 11:30am Off Site: Kapiolani Park
Pre-registration by emailing afeyerhe@pepperdine.edu with "AoM" in the subject line by Friday July 15, 2005. Friday session no. is 8.
Organizers: Terri Egan, Pepperdine U.; Suzanne Lahl, Private Consultant
Session Details – Saturday

105 SPDW: (CM, GDO, SIM) Junior Faculty Research Incubator on Power
9:00am - 5:00pm Hawaii Convention Center: Room 317A
Pre-registration is required. Register online by July 15
(http://research.business.queensu.ca/CMSPDW) or email Susan Brodt (sbrodt@business.queensu.ca)
Organizer: Susan E. Brodt, Queen’s U.
Presenters: Bruce Barry, Vanderbilt U.; Ramona Bobocel, U. of Waterloo; Susan E. Brodt, Queen’s U.; Robert Folger, U. of Central Florida; Deborah Gruenfeld, Stanford U.; Alison M. Konrad, U. of Western Ontario; M Audrey Korsgaard, U. of South Carolina; Fiona Lee, U. of Michigan; Robin L. Pinkley, Southern Methodist U.; Jeffrey T. Polzer, Harvard U.; Linda L. Putnam, Texas A&M U.

106 SPDW: (MED, PTC, ODC) Executive Doctoral Colloquium
9:00am - 5:00pm Hilton Hawaiian Village: South Pacific 3
Building bridges between the academic and business world has been a key driver and consideration for the Academy of Management since its inception.
Organizers: John D Aram, Case Western Reserve U.; Kay Davis, Pepperdine U.; Margaret D Gorman, George Washington U.; Kim James, Cranfield School of Management; Jo Sanzgiri, Alliant International U.; Alexander Styhre, U. of Stockholm; Schalon Harrison Newton, Case Western Reserve U.; Therese F Yaeger, Benedictine U.
Contact: Bruce Hanson, Colorado Technical U.
Facilitator: Daphne Defforges, U. of Monterey

107 (MH) New Member Workshop: Introduction to the Academy and the Management History Division
9:00am - 10:30am Sheraton Waikiki Beach: Waimea Canyon Room
Presenters: Regina Greenwood, Kettering U.; Jane Whitney Gibson, Nova Southeastern U.; Laquita C Blockson, U. of Northern Iowa

108 SPDW: (MOC, BPS) Designing Strategic Innovation: Business Models and the Enhancement of Creative Cognitive Processes
9:00am - 11:30am Hawaii Convention Center: Room 305A
Organizers: Olaf Rughase, Schindl Rughase Partners; Michael Schindl, Schindl Rughase Partners

109 MSR Qualitative Research Issues in MSR: One Stop Shopping
9:00am - 12:00pm Sheraton Waikiki Beach: Waiaanae Room
Coordinator: Kathy Lund Dean, Idaho State U.

110 (OCIS) Doctoral Consortium
9:00am - 5:30pm Hawaii Convention Center: Room 302A
By application only
Organizer: Ulrike Schultz, Southern Methodist U.

111 (OCIS) Junior Faculty Consortium
9:00am - 3:30pm Hawaii Convention Center: Room 302B
By application only
Organizers: Ann Majchrzak, U. of Southern California; Ronald E Rice, U. of California, Santa Barbara
Presenters: Ritu Agarwal, U. of Maryland; Chris F. Kemerer, U. of Pittsburgh; Gordon B Davis, U. of Minnesota; Jon W Beard, Purdue U.

112 (ODC) Designing Trans-Organizational Systems: An Overview of the ISIS Project for Tobacco Control
9:00am - 10:00am Hawaii Convention Center: Room 316B
Organizer: Timothy Huerta, U. of British Columbia
Presenter: Ram Tenkasi, Benedictine U.

113 SPDW: (OMT, MH) New Archivalism And New Archivalists: Exploring The Sources And Applications Of Archival Data
9:00am - 11:30am Hawaii Convention Center: Room 309
open participation
Organizer: David A. Kirsch, U. of Maryland
Participants: Marc Ventresca, U. of Oxford; John Mohr, U. of California, Santa Barbara; Christopher McKenna, Oxford U.; Daniel P Forbes, U. of Minnesota; Menzi L. Behrnd-Klodt, Klodt & Associates

114 SPDW: (OMT, TIM, MOC, OCIS) Tapping the Community in Qualitative Research: A Collective Approach to Research and Writing
9:00am - 12:00pm Hawaii Convention Center: Room 313C
open participation
Organizers: Andrew B. Hargadon, U. of California, Davis; Beth Beckey, U. of California, Davis
Presenters: Nicole Woolsey Biggart, U. of California, Davis; Stephen Barley, Stanford U.; Charles D. Galunic, INSEAD

Saturday 9:30AM

115 SPDW: (BPS, OMT, OB) Learning, Knowledge, Capabilities, & the Individual-Organization Relationship
9:30am - 12:00pm Hawaii Convention Center: Room 315
To pre-register, contact Teppo (teppo_felin@bus.emory.edu). We look forward to seeing you!
Organizer: Teppo Felin, Emory U.
Presenters: David Obstfeld, U. of California, Irvine; Margaret Peteraf, Dartmouth College; Steven Postrel, Southern Methodist U.; Jamal Shamsie, Michigan State U.; J C Spender, Open U.

116 SPDW: (HR, TTC, OB) Building Competencies: Help Achieve Business School Goals and Become a More Effective Teacher
9:30am - 11:30am Hawaii Convention Center: Room 306A
Organizer: Judy Tansky, Ohio State U.
Presenter: Cynthia Kay Stevens, U. of Maryland

117 (MC) Flight Capital: David Heenan Discusses Loss of America’s Best and Brightest
9:30am - 10:30am Sheraton Waikiki Beach: Maul Ballroom
Introduction: Larry E Greiner, U. of Southern California
Distinguished Speaker: David Heenan, Trustee, Campbell Estate

118  SPDW: (OB, IM, PNP, ART) Leadership: International Perspectives
9:30am - 11:30am Hawaii Convention Center: Room 323C
Open discussions
Facilitators: Deanne N. Den Hartog, Erasmus U.; Marianna Fotaki, Manchester Business School; Juergen Weibler, U. of Hagen
Presenters: Arja M. Ropo, U. of Tampere; Brad Jackson, Victoria U. of Wellington; Marcus W Dickson, Wayne State U.; Beverly Almo-Metcalfe, U. of Leeds; Hugo Martin Kehr, Macquarie U., Sydney; Jonathan Gosling, U. of Exeter; Boas Shamir, Hebrew U. of Jerusalem; Ken Parry, Griffith U.; David Barry, Copenhagen Business School; Erika Sauer, U. of Tampere

119  SPDW: (OB, OMT, RM) Leadership: Emerging Research Issues
9:30am - 11:30am Hawaii Convention Center: Room 323B
Open discussions
Facilitator: Jerry Hunt, Texas Tech U.

120  SPDW: (ODC, RM) Technology Made Easy For Researchers: Tools, Tips & Techniques
9:30am - 11:30am Hawaii Convention Center: Room 306B
Organizer: Anne Kohneke Meda, Benedictine U.
Presenters: Marie E. Di Virgilio, Benedictine U.; Cynthia L. Heidorn, Benedictine U.

Saturday 10:00AM

121  SPDW: (CAR, ONE, PNP) Environmental Careers: Passion and Productivity for the 21st Century
10:00am - 12:00pm Hawaii Convention Center: Room 321B
Discussion of core challenges faced by those whose jobs involve addressing environmental issues.
Presenters: Gordon P. Rands, Western Illinois U.; Barbara A. Ribbens, Western Illinois U.; Eric Guinther, AECOS Consulting; Bruce Miller, U. of Hawaii; Linda Paul, Hawaii Audubon Society; Peter Young, Hawaii Dept of Land & Natural Resources

122  SPDW: (CM, PTC) The Conflict Dynamics Profile and Its Effectiveness in Workplace Interventions
10:00am - 12:00pm Hawaii Convention Center: Room 305B
For additional information, contact Miriam Rothman (rothman@sandiego.edu).
Organizer: Miriam Rothman, U. of San Diego
Presenters: Deborah Pettry, ACL, Inc.; Russ Pierce, Consulting and Clinical Psychologist; Miriam Rothman, U. of San Diego

10:00am - 11:30am Hawaii Convention Center: Room 307B
Organizer: Harish C Jain, McMaster U.

124  SPDW: (HR, TIM) Technological Innovation In The HR Curriculum: A New Vision Of HR Information Systems
10:00am - 12:30pm Hawaii Convention Center: Room 316C
Organizers: Janet H Marler, State U. of New York, Albany; Sandra Fisher, Clarkson U.
Presenters: Michael David Bedell, California State U, Bakersfield; James Dulebohn, Michigan State U.; John W Webster, Dakota State U.; Kathleen Utecht, Central Michigan U.; Kevin Carlson, Virginia Polytechnic Institute; Raymond Boykin, California State U., Chico

125  SPDW: (MED, BPS) Exercises That Frame Student Thinking About Strategy
10:00am - 11:30am Hilton Hawaiian Village: South Pacific 1
Pre-registration required. E-mail organizer cgopinat@suffolk.edu
Organizer: C Gopinath, Suffolk U.
Facilitator: Norm R Althouse, U. of Calgary
Presenter: Julie Siciliano, Florida Institute of Technology

126  SPDW: (MED, MSR, MOC) The Art Of Structured Reflection: Ways Of Knowing
10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 2
Workshop demonstrates strategies for initiating reflection as a means of enhancing learning.
Facilitators: Jan Schapper, Monash U.; Anne Bardoe, Monash U.; Carol H Sawyer, U. of La Verne; Barbara Walling, U. of La Verne; Judith A. Neil, U. of New Haven
Coordinator: Nita Currey, St. Edwards U.

127  SPDW: (OM, BPS) Operations Strategy: Past, Present and Future
10:00am - 12:00pm Hilton Hawaiian Village: Tapa Ballroom 1
Speakers: Steven C. Wheelwright, Harvard U.; Paul M. Swamidass, Auburn U.

128  SPDW: (PNP) The Service-learning Effect: Utilizing Service-learning in Undergrad Nonprofit Management Curriculum
10:00am - 12:00pm Sheraton Waikiki Beach: Waialua Room
Organizer: Regan Harwell Schaffer, Pepperdine U.
Presenters: Roger Weis, Murray State U.; Alice E. Kaiser-Drobnay, Slippery Rock U.; Regan Harwell Schaffer, Pepperdine U.

129  SPDW: (RM, OB, HR) Multilevel Theory and Research in Organizations
10:00am - 12:30pm Hawaii Convention Center: Room 312
Pre-registration required at https://spears.okstate.edu/mdpdpregister. There is a $5 fee for non members of the Research Methods Division.
Presenter: Katherine Klein, U. of Pennsylvania

130  (TIM) TIM Division Doctoral Consortium
10:00am - 12:30pm Hawaii Convention Center: Room 319B
Apply by sending application to Paul Bierly -- bierlype@jmu.edu
Organizer: Paul Bierly, James Madison U.
Speakers: George F Farris, Rutgers U.; Anne S Miner, U. of Wisconsin, Madison; Violina Rindova, U. of Maryland, College Park; Fariborz Damanpour, Rutgers U.; Johannes M Pennings, U. of Pennsylvania
Presenter: Fernando Suarez, Boston U.
131: (TIM) Junior Faculty Camp
10:00am - 12:00pm Hawaii Convention Center: Room 328
Pre-registration required
Organizers: Gautam Ahuja, U. of Michigan; Atul Nerka, Columbia U.

Saturday 10:30AM

132 SPDW: (CMS, MED) Writing And Teaching Critical Management Theory Through Cases: Dark Side Case Competition IV
10:30am - 12:30pm Sheraton Waikiki Beach: Lanai Ballroom
Writing and Teaching with "Dark Side" cases; learn from this year's competition winners - all welcome
Chair: Rosemary A McGowan, Wilfrid Laurier U.
Coordinators: Albert J. Mills, St. Mary's U.; Laurie Milton, U. of Calgary, U. of Western Ontario
Participants: Matt Bledowski, York U.; Rosemary A McGowan, Wilfrid Laurier U.; Sherry Finney, Cape Breton U.; Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South Carolina; Gene Deszca, Wilfrid Laurier U.

133 SPDW: (GDO, PTC) Women on Boards of Directors: From Management to Governance - A Vision for the 21st Century
10:30am - 12:00pm Hawaii Convention Center: Room 318B
Open, no restriction on participation.
Organizer: Rosanne Hawarden, Massey U., New Zealand
Chair: Ralph Stabein, Massey U., New Zealand
Participants: Rosanne Hawarden, Massey U., New Zealand; Ronald J. Burke, York U.; Su C Olsson, Massey U., New Zealand; Susan Vinnicombe, Cranfield School of Management; Mary C. Mattis, National Academy of Engineering; Judy McGregor, Human Rights Commission, New Zealand

134 SPDW: (HCM) Teaching with Technology: A How to and Why Primer
10:30am - 12:00pm Sheraton Waikiki Beach: Akaka Falls Room
Organizer: Darrell E. Burke, Florida State U.
Presenters: Donna J Slovonsky, U. of Alabama, Birmingham; Donna Malvey, U. of Central Florida; Pamela E. Paustian, U. of Alabama, Birmingham; Eileen F. Hamby, U. of Central Florida

135: (HCM) Publishing Health Care Research: Journal Options, Challenges, and Strategies
10:30am - 12:00pm Sheraton Waikiki Beach: Kauai Ballroom
Organizer: Stephen O'Connor, U. of Alabama, Birmingham

136: (HR) HR Doctoral Student and Junior Faculty: Editor's Roundtable
10:30am - 12:00pm Hawaii Convention Center: Room 316A
Organizers: John E Delery, U. of Arkansas; Jeffrey LePine, U. of Florida

10:30am - 12:30pm Sheraton Waikiki Beach: Kaholal Room
Facilitator: Patricia G Martinez, U. of Texas, San Antonio
Presenters: Angel Martinez Sanchez, U. of Zaragoza; Manuela Perez Perez, U. of Zaragoza; Pilar de Luis Cunicer, U. of Zaragoza; Maria Jose Vela Jimenez, U. of Zaragoza; Flavio Jose Chermonth Vieira, Pontificial Catholic U. of Rio de Janeiro; Helene Bertrand, Pontificial Catholic U. of Rio de Janeiro; Nuria Lopez Mielgo, U. de Oviedo, Spain; Jose Manuel Montes Peon, U. de Oviedo, Spain; Camilo Vazquez Ordas, U. de Oviedo, Spain; Juan Prieto Rodriguez, U. de Oviedo, Spain; Maria Jose Pinillos-Costa, Rey Juan Carlos U.; Luisa-Eugenia Reyes-Reco, Rey Juan Carlos U.

138 SPDW: (OMT, MED, TTC) Teaching an Integrated OB/Mgmt Course Using Frame Analysis And Systems Thinking
10:30am - 12:00pm Sheraton Waikiki Beach: Kahuku Room
Pre-registration required. Contact workshop chair to register.
Chair: Kevin Wooten, U. of Houston, Clear Lake
Presenters: J. White, U. of Houston, Clear Lake; Alix Valenti, U. of Houston, Clear Lake

139 SPDW: (TTC, SIM) An Interactive Workshop on Learning Outcomes Assessment: Course Level Objectives, Methods, and Tools
10:30am - 12:30pm Sheraton Waikiki Beach: Kaholal Room
Pre-registration required.
Organizer: James Weber, Duquesne U.

Saturday 10:45AM

140: (MC) Communities of Interest, Research, Practice & Learning
10:45am - 11:45am Sheraton Waikiki Beach: Maui Ballroom
Introduction: Rickie Moore, ISEOR, U. of Lyon
Facilitators: Larry E Greiner, U. of Southern California; Aaron J Nurick, Bentley College; Mary Wayne Bush, Pepperdine U.; Thomas H. Olson, U. of Southern California; Paul N. Friga, Indiana U.; Marc Bonnet, ISEOR, U. of Lyon; Henri Savall, ISEOR, U. of Lyon; Michel Peron, ISEOR / U. of Paris Sorbonne; François Ecoto, ISEOR, U. of Lyon; Florence Noguera, ISEOR and Gesem, U. Of Montpellier1; Nathalie Krief, ISEOR, U. of Lyon; Justin Menkes, SpencerStuart Inc.

Saturday 11:00AM

141: (CMS) From Games to Violence: French Theory and the Reconsideration of Established Social Order
11:00am - 1:00pm Sheraton Waikiki Beach: Koko Crater Room
Introducing new French Theory - René Girard, Roger Callais, and MAUSS (Mouvement Anti Utilitariste en Sciences Sociales) to CMS
Saturday 11:30AM

143: (ENT) Opportunity Identification.
11:30am - 1:30pm Hawaii Convention Center: Room 306A
Organizer: Dawn DeTienne, Utah State U.

144: (ENT) Council of Entrepreneurship Endowed Chairs Luncheon
11:30am - 1:00pm Hawaii Convention Center: Room 306B
Admission by pre-registration only. Register with George Vozikis [george-vozikis@utulsa.edu]
Presenter: George S Vozikis, U. of Tulsa

145 SPDW: (OB, BPS) Leadership Across the Divisions: Network Leadership
11:30am - 1:00pm Hawaii Convention Center: Room 323C
Open discussions
Facilitators: Richard N Osborn, Wayne State U.; Jerry Hunt, Texas Tech U.
Participants: Daniel J Brass, U. of Kentucky; Barbara Gray, Pennsylvania State U.; Henrich Greve, Norwegian School of Management; Keith G Provan, U. of Arizona

146 SPDW: (OB, HR, MED) Leadership Development
11:30am - 1:00pm Hawaii Convention Center: Room 323B
Open discussions.
Facilitator: Cynthia D. McCauley, Center for Creative Leadership

Saturday 12:00PM

147: (AAA) Membership
12:00pm - 5:00pm Hawaii Convention Center: HCC Lobby - Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Regina Greenwood, Kettering U.

148: (AAA) Conference Registration
12:00pm - 5:00pm Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

149: (AAA) Academy of Management Journal Editors’ Meeting
12:00pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Sara L Rynes, U. of Iowa

150 SPDW: (CAR, MED, MSR) The Career Development Cafe: A Smorgasboard of Innovative Classroom Activities
12:00pm - 3:00pm Hawaii Convention Center: Room 317B
Registration preferred but not required. Please register by sending an email to s.tams@bath.ac.uk.
Organizer: Svenja Tams, U. of Bath
Facilitator: Steven H. Cady, Bowling Green State U.
Discussant: Judith Pringle, U. of Auckland

151: (GDO) GDO Lunch at the Willows
12:00pm - 2:00pm Off Site: The Willows
Contact Vijayan P. Munusamy at vijayan@hawaii.edu for information on lunch and Lynn Bowes-Sperry at pdwgo@wnec.edu to register by June 30th.
Organizer: Vijayan P. Munusamy, U. of Hawai’i, Manoa
Contact: Lynn Bowes-Sperry, Western New England College

152: (HR) HR Junior Faculty Consortium Luncheon
12:00pm - 1:00pm Hawaii Convention Center: Room 304A

153: (HR) HR Doctoral Student Consortium
12:00pm - 5:00pm Hawaii Convention Center: Room 316A
Pre-registration required. Contact John Delery, U. of Arkansas [jdelery@walton.uark.edu] to register.
Organizer: John E Delery, U. of Arkansas

154: (IM) IM Division Doctoral Student and Junior Faculty Consortia Luncheon
12:00pm - 1:00pm Hawaii Convention Center: Room 323A
Open only to faculty and attendees of the Doctoral Student and Junior Faculty Consortia. A boxed lunch will be provided.
Hosts: Andrew Delios, National U. of Singapore; Lorraine Eden, Texas A&M U.

155 SPDW: (IM, BPS, OB, GDO, OM, MED) Case Writing Workshop
12:00pm - 3:00pm Hawaii Convention Center: Room 307B
Pre-registration is required. Please contact Paul Beamish [pbeamish@ivey.uwo.ca for registration.
Chair: Paul Beamish, U. of Western Ontario
Facilitators: Charles Dhanaraj, Indiana U., Bloomington; Anthony Goerzen, U. of Victoria

156: (OCIS) Luncheon for OCIS Jr. Fac and Doctoral Students

Section D
12:00pm - 1:00pm Hawaii Convention Center: Center Rooftop
Organizer: Ulrike Schultze, Southern Methodist U.

12:00pm - 3:00pm Hawaii Convention Center: Room 316B
Organizer: Richard W Woodman, Texas A&M U.
Presenters: Jean M. Bartunek, Boston College; W Warner Burke, Teachers College, Columbia U.; Robert J Marshak, American U.; William A Pasmoro, Mercer Delta Consulting

158: (OM) Doctoral Consortium Faculty Orientation Lunch
12:00pm - 1:00pm Hilton Hawaiian Village: Tapa Ballroom 1
By invitation only; Sponsored by the College of Business Administration, The U. of Texas - Pan American
Organizer: Hale Kaynak, U. of Texas, Pan American

159: (MC) Junior Faculty & Doctoral Consortium Luncheon
12:00pm - 1:00pm Sheraton Waikiki Beach: Waialua Room
Organizers: Angela L. Bies, Texas A&M U.; Judith L. Millesen, Ohio U.

160 SPDW: (RM, CMS) Philosophies of Organizational Research: Marxist Theory and Organizational Analysis
12:00pm - 2:00pm Hawaii Convention Center: Room 322A
Pre-registration required at https://spears.okstate.edu/rdmdpdwregister. There is a $5 fee for non members of the Research Methods Division.
Organizer: Raza A Mir, William Paterson U.

161 SPDW: (RM, HR, ONE) Structural Equation Modeling with LISREL
12:00pm - 2:00pm Hawaii Convention Center: Room 327
Pre-registration required at https://spears.okstate.edu/rdmdpdwregister. There is a $5 fee for non members of the Research Methods Division.
Presenter: Gordon W Cheung, Chinese U. of Hong Kong

Saturday 12:30PM

162 SPDW: (BPS, OB) Conversations on Strategy Process
12:30pm - 3:00pm Hawaii Convention Center: Room 318A
Organizer: James W Fredrickson, U. of Texas, Austin
Presenters: Harry G Barkema, Tilburg U.; Robert A Burgelman, Stanford U.; Pamela R Haunschild, U. of Texas, Austin; Richard L Priem, U. of Wisconsin, Milwaukee; Violina Rindova, U. of Maryland, College Park; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

163: (MC) Doing Research through Management Consulting Interventions Using Qualimetrics Research Methods
12:30pm - 2:00pm Sheraton Waikiki Beach: Iao Needle Room
Fee to attend - See http://uwf.edu/mcd/

Presenters: Henri Savall, ISEOR, U. of Lyon; Marc Bonnet, ISEOR, U. of Lyon; Rickie Moore, ISEOR, U. of Lyon; Olivier Voyant, ISEOR, U. of Lyon

164 (H) "Teaching Situational Leadership Then and Now".
12:30pm - 2:00pm Sheraton Waikiki Beach: Lanai Ballroom
Moderator: Jane Whitney Gibson, Nova Southeastern U.
Presenters: Paul Hersey, Center for Leadership Studies; Ronald Campbell, Center for Leadership Studies

Saturday 1:00PM

165 → SPDW: (CMS, AAM) Do Worker’s Rights Matter? China, Asia and Free Trade Agreements.
1:00pm - 2:30pm Sheraton Waikiki Beach: Koko Crater Room
Lessons for labor on China/New Zealand/Australia trade negotiations
Coordinator: Chris Nyland, Monash U.
Participants: Nigel Haworth, Auckland U.; Bill Taylor, City U. of Hong Kong

166: (ENT) Doctoral Consortium.
1:00pm - 5:00pm Hawaii Convention Center: Room 303A
This session is a continuation from Friday and will continue onto Sunday, 8am - 12pm.
Organizers: Dean Shepherd, Indiana U.; Thomas Lumpkin, U. of Illinois, Chicago

167: (ENT) Junior Faculty Consortium.
1:00pm - 5:00pm Hawaii Convention Center: Room 303B
This session is a continuation from Friday
Organizers: Ronald K Mitchell, Texas Tech U.; Karl Vesper, U. of Washington; Andrew C. Corbett, Rensselaer Polytechnic Institute

168: (ENT) Researching Entrepreneurial Cognitive Processes
1:00pm - 3:00pm Hawaii Convention Center: Room 307A
Chair: Norris F Krueger, Boise State U.
Discussant: Maija Renko, Florida International U.

169: (HCM) Managing the Dissertation Successfully: Feedback from the Experts
1:00pm - 2:30pm Sheraton Waikiki Beach: Akaka Falls Room
Prior registration required. Contact person: Trish Reay, U. of Alberta, 780-492-4246, trish.reay@ualberta.ca
Organizer: Trish Reay, U. of Alberta
Moderator: Trish Reay, U. of Alberta
Participants: Robert C. Myrtle, U. of Southern California; Myron D Fottler, U. of Central Florida; John D Blair, Texas Tech U.; Donna J Slovinsky, U. of Alabama, Birmingham; Velma Roberts, Florida A&M U.

170: (HCM) Bringing Your Research Ideas to Fruition: Feedback from the Experts
1:00pm - 2:30pm Sheraton Waikiki Beach: Molokai Ballroom
Preregistration required. Contact person: Tim Hoff, University at Albany, SUNY, 518-402-6512, thoff@albany.edu
Organizer: Timothy Hoff, State U. of New York, Albany

171: (IAM) The Effects of the Iberoamerican Macro Environment in the 21st Century
1:00pm - 3:00pm Sheraton Waikiki Beach: Kohala Room
Facilitator: Claudia Ramos-Garza, ITESM
Presenters: Jaime Rivera Camino, U. of Carlos III de Madrid; Luis R. Gomez-Mejia, Arizona State U.; Jorge A Gonzalez, U. of Wisconsin, Milwaukee; Lorenza R. Perez Floriano, Instituto Tecnologico Autonomo de Mexico; Guillermo Cardoza, Instituto de Empresa; Julian Diaz-Saavedra, U. of Carlos III de Madrid; Adriana Angel, Instituto de Empresa; Claudia Ramos-Garza, ITESM

172: (IM) International Management Division Doctoral Student Consortium II
1:00pm - 4:00pm Hawaii Convention Center: Room 322B
Open only to invited participants, who must apply and pre-register for this consortium.
Chair: Andrew Delios, National U. of Singapore
Presenters: Tai-Young Kim, Sungkyunkwan U.; Madan M Pillutla, London Business School; Kwaku Atuahene-Gima, City U. of Hong Kong; Rachelle Sampson, U. of Maryland; Lance Brouthers, U. of Texas, El Paso; Olav Sorensen, London Business School; Yan Anthea Zhang, Rice U.; Haiyang Li, Texas A&M U.; Mike W. Peng, Ohio State U.; Ram Mudambi, Temple U.; Kwaku Atuahene-Gima, City U. of Hong Kong

173: (IM) International Management Division Junior Faculty Consortium II
1:00pm - 4:00pm Hawaii Convention Center: Room 323A
Open only to invited participants, who must apply and pre-register for this consortium.
Chair: Lorraine Eden, Texas A&M U.

174: SPDW: (IM, BSP, TIM, PTC) Doing International Research with Patent Data: From the Basics to the State of the Art
1:00pm - 3:00pm Hawaii Convention Center: Room 304B
Chairs: Markus Reitzig, Copenhagen Business School; Stuart Graham, Georgia Tech
Discussant: Rosemarie Ziedonis, U. of Michigan, Ann Arbor
Presenters: Olav Sorensen, London Business School; Brian Silverman, U. of Toronto; Holger Ernst, Otto Beishis Graduate School of Management (WHU); Michelle Gittelton, New York U.
Author: Juan Alcacer, New York U.

175: SPDW: (MED, OB, BSP) A Rose by Any Other Name: Bringing Classic Drama Theory & Performing Arts Skills to Presentations
1:00pm - 2:30pm Hilton Hawaiian Village: South Pacific 2
Hands-on workshop in using drama and performing arts skills to structure presentations.
Chair: Drew Harris, Longwood U.
Discussants: Esther R Thomas, Texas Southern U.; Maria Mendez-Rodriguez, New Mexico State U.
Presenter: Gene T Muto, Longwood U.

176: SPDW: (MED, ONE, CMS) Sustainable Aquaculture Leadership: New Vision Of Management And Critical Challenges
1:00pm - 2:30pm Hilton Hawaiian Village: South Pacific 4
Coordinator: Joseph A. Petrick, Wright State U.
Presenters: Reza Kamarei, Oceanic Institute; Monika Winn, U. of Victoria; Andrew Griffiths, U. of Queensland

177: (MH) Professional Development in Academia: Getting Published
1:00pm - 2:30pm Sheraton Waikiki Beach: Waimea Canyon Room
Presenters: Donald F Kuratko, Indiana U.; Dewey E Johnson, California State U., Fresno; Diana Reed, Drake U.; Karl Moore, McGill U.

178: (MOC) Studying the Social and Cognitive Context of Industry Emergence
1:00pm - 3:00pm Hawaii Convention Center: Room 319A
Open -- no restriction on participation.
Organizers: Stephen Mezias, New York U.; Wesley Sine, Cornell U.
Participants: Daniel P Forbes, U. of Minnesota; David A. Kirsch, U. of Maryland; Marc Ventresca, U. of Oxford; Elizabeth Boyle, National U. of Singapore

179: (OB) Leadership: Mentoring
1:00pm - 2:30pm Hawaii Convention Center: Room 323C
Open discussions
Facilitator: Laura Erskine, U. of Southern California
Presenters: Jerry Hunt, Texas Tech U.; Mary Uhl-Bien, U. of Central Florida; Michael D. Mumford, U. of Oklahoma

180: SPDW: (OB, PNP) Leadership: Funding
1:00pm - 2:30pm Hawaii Convention Center: Room 323B
Open discussions
Facilitator: Mary Uhl-Bien, U. of Central Florida

181: SPDW: (ODC, MC, OMT) The Appreciative Inquiry Summit Methodology: New Visions For Leading Large-Scale Change
1:00pm - 6:00pm Hawaii Convention Center: Room 309
Organizer: James D Ludema, Benedictine U.
Presenters: Larissa Marczak, Benedictine U.; Frank J Barrett, Naval Postgraduate School; Ned Powley, Case Western Reserve U.; Ronald Fry, Case Western Reserve U.; David Bright, Case Western Reserve U.; David L Cooperider, Case Western Reserve U.

182: (OM) Operations Management Doctoral Consortium -- Research Incubator
1:00pm - 5:00pm Hilton Hawaiian Village: Tapa Ballroom 1
Pre-registration is required. Registration is by invitation only. Interested students should contact Mohan V. Tatikonda at tatikond@iu.edu.

Chair: Mohan V. Tatikonda, Indiana U.

183 SPDW: (OMT, OB, BPS, CAR, HR, CM) Building the Collective Scholarly Vision: Becoming a Journal Editor
1:00pm - 3:00pm Hawaii Convention Center: Room 318B
Open participation
Chairs: Yahuda Baruch, U. of East Anglia; Alison M. Konrad, U. of Western Ontario

184 SPDW: (ONE, IM, CM, ITC) Multinational Corporations and Sustainable Development: Toward a New Vision of Management
1:00pm - 3:00pm Sheraton Waikiki Beach: Punam Room
Facilitator: Detelin S. Elenkov, U. of Tennessee, Knoxville

185 SPDW: (PNP) Doctoral Consortium I
1:00pm - 4:00pm Sheraton Waikiki Beach: Nihau Room
Please register with Eric Martin, MartinE@easternct.edu, jword@citities.fsu.edu or eduncan9@email.uophx.edu before June 15.
Organizer: Eric C. Martin, Eastern Connecticut State U.
Facilitators: Jessica Word, Florida State U.; Ernest L. Duncan, U. of Phoenix

186 SPDW: (PNP) Re-energize Your Life: Developing Your Own Personal Strategic Plan & Vision for the 21st Century
1:00pm - 3:00pm Sheraton Waikiki Beach: Oahu Room
This session is open to anyone interested in work-life balance.
Facilitator: Dean F. Eitel, DePaul U.

187 SPDW: (PNP) Junior Faculty Consortium—“A New Vision of Management in the 21st Century” for Public and Nonprofit
1:00pm - 6:00pm Sheraton Waikiki Beach: Wailaua Room
In order to participate please contact Dr. Bies at [abies@bushschool.tamu.edu] by June 15th.
Organizers: Angela L. Bies, Texas A&M U.; Judith L. Millesen, Ohio U.

188 SPDW: (RM, BPS, OB, OMT, TIM) Process Research Workshop II: A Spectrum of Methods
1:00pm - 4:00pm Hawaii Convention Center: Room 311
Pre-register for Process Research Workshop I: A Spectrum of Methods, which also covers registration for this session.
Organizers: Andrew H. Van de Ven, U. of Minnesota; Marshall S. Poole, Texas A&M U.
Presenters: Ann Langley, HEC Montreal; Kevin Dooley, Arizona State U.; Marshall S. Poole, Texas A&M U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 1:30PM

189: (BPS) New Faculty Consortium
1:30pm - 5:00pm Hawaii Convention Center: Room 301 (A&B)
Apply by 5/15/05 to amy.hillman@asu.edu. Send vita, teaching/research interests (1p), nominations letter from Dean/Dept head. BPS PhD by 9/30/04.
Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison
Presenters: Giana L. Day, Rutgers U.; Jenifer Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.

190: (BPS) Doctoral Consortium
1:30pm - 5:00pm Hawaii Convention Center: Room 308 (A&B)
By invitation only. Contact Tim Foltz for additional information (foltz@mgmt.purdue.edu).
Organizers: Tim Foltz, Purdue U.; Jan W. Rivkin, Harvard U.

191: (ENT) The Next Generation of Entrepreneurship
1:30pm - 5:00pm Hawaii Convention Center: Room 305B
Organizer: Doug Bosse, Ohio State U.

192 SPDW: (HR, ITC) 21st Century Australian International HRM: How is Our Vision Framed by our Paradigms?
1:30pm - 3:30pm Hawaii Convention Center: Room 306A
Organizers: Marilyn Fenwick, Monash U.; Mary R. Watson, New School U.
Presenters: Peter J Dowling, U. of Canberra; Cathy Sheehan, Monash U.

193 SPDW: (RM) Aesthetic Methods: New Approaches in Qualitative Research
1:30pm - 3:30pm Hawaii Convention Center: Room 316C
200 SPDW: (RM, TIM, BPS, OMT, MH) Survival Analysis
2:00pm - 6:00pm Hawaii Convention Center: Room 322A
Pre-registration required at https://spears.okstate.edu/mdpdwregister. There is a $10 fee for non members of the Research Methods Division.
Presenters: Hans Wade, U. of Wisconsin; Madison; Anand Swaminathan, U. of California, Davis

201 SPDW: (TIM, BPS, IM) First Mover Advantages Revisited: Building Blocks For A Better Theory
2:00pm - 3:30pm Hawaii Convention Center: Room 315
Chair: Fernando Suarez, Boston U.
Presenters: Marvin B Lieberman, U. of California, Los Angeles;
David B. Montgomery, Singapore Management U.;
Fernando Suarez, Boston U.; Jonathan Bohlmann, Michigan State U.;
Jaime Gomez, U. of Zaragoza; Rajshree Agarwal, U. of Illinois, Urbana-
Champaign

202 (TTC): Course-Embedded Assessment in Management Education: Best Practices for Teaching and Learning
2:00pm - 3:30pm Sheraton Waikiki Beach: Kahuku Room
Organizer: Michael J. Jedel, DePaul U.
Presenters: Michael J. Jedel, DePaul U.; Nancy T. Hill, DePaul U.

Saturday 2:00PM

196 SPDW: (BPS, OMT) Theoretical And Empirical Applications Of Social Network Analysis
2:00pm - 5:00pm Hawaii Convention Center: Room 304A
Pre-registration Required. Contact Jonathan Johnson (johjohn@walton.uark.edu) for details. A website will be created for additional info.
Organizers: Daniel J Brass, U. of Kentucky; Jonathan Lewis Johnson, U. of Arkansas; Giuseppe Labianca, Emory U.
Discussants: Stephen P Borgatti, Boston College; David Krakhardt, Carnegie Mellon U.

197 SPDW: (GOD) GDO Trip to the Polyneisan Cultural Center
2:00pm - 9:00 pm Off Site: Polynesian Cultural Ctr.
Please contact Lynn Bowes-Sperry at pdwgdo@wnec.edu to register and arrange for payment by June 30, 2005.
Organizer: Dharm Prakash Sharma Bhawuk, U. of Hawaii`i, Manoa
Contact: Lynn Bowes-Sperry, Western New England College

198 (MSR) Integrating Theology into Management Theory and Practice
2:00pm - 5:15 pm Sheraton Waikiki Beach: Waianae Room
Coordinator: Mitchell J Neubert, Baylor U.
Presenters: Denise Daniels, Seattle Pacific U.; Margaret Diddams, Seattle Pacific U.; Bruno Dyck, U. of Manitoba; Randal S Franz, Seattle Pacific U.; Kenman L Wong, Seattle Pacific U.

199 SPDW: (RM, IM, ITC) Measurement Equivalence/Invariance in Cross-Cultural Research
2:00pm - 4:00pm Hawaii Convention Center: Room 327
Pre-registration required at https://spears.okstate.edu/mdpdwregister. There is a $5 fee for non members of the Research Methods Division.
Presenter: Gordon W Cheung, Chinese U. of Hong Kong

Saturday 2:30PM

203 SPDW: (HCM, OB) Town Hall Meeting: The Current and Future State of Health Care Research
2:30pm - 4:00pm Sheraton Waikiki Beach: Kauai Ballroom
Organizer: Thomas H Stone, Oklahoma State U.
Presenters: Donald L McCabe, Rutgers U.; Jennifer Kisamore, U. of Oklahoma

205 SPDW: (MC) Master or Slave? On Independence in the Client-Consultant Relationship
2:30pm - 4:30pm Sheraton Waikiki Beach: Akaka Falls Room
Fee to attend - See http://uwf.edu/mcd/
Presenters: Michael C. Nippa, Freiberg U.; Judith Gebhardt, U. of Southern California

206 SPDW: (MC) Successful Intervention Planning
2:30pm - 4:30 pm Sheraton Waikiki Beach: Iao Needle Room
Fee to attend - See http://uwf.edu/mcd/
Presenters: Leon De Caluwe, Free U., Twynstra; Hans Vermaak, Twynstra Management Consultants

207 SPDW: (MED, TIM, ODC) A Taste Of Merlot: Using Digital Online Teaching Modules In The Classroom
2:30pm - 4:00pm Hilton Hawaiian Village: South Pacific 1
MERLOT, a teaching and learning cooperative, is an acronym for Multimedia Educational Resource for Learning and Online Teaching.
Session Details – Saturday

Coordinator: Ronald E Purser, San Francisco State U.
Presenters: Cathy Owens Swift, Georgia Southern U.; Gary Coombs, Ohio State U.

Saturday 3:00PM

3:00pm - 6:00pm Hawaii Convention Center: Room 316B
Pre-registration requested (not required). To register, e-mail Kwanghui Lim (k@kwanghui.com) with subject heading: AOM
Organizer: Kwanghui Lim, National U. of Singapore
Chair: Lee Fleming, Harvard U.
Discussants: Juan Alcacer, New York U.; Michelle Gittelman, New York U.
Presenters: Jeffrey Furman, Boston U.; Jasjit Singh, INSEAD; Arvids A Ziedonis, U. of Michigan, Ann Arbor; Rosemarie Ziedonis, U. of Michigan, Ann Arbor

209  SPDW: (CAR, MED, HR) Peer Coaching
3:00pm - 6:00pm Hawaii Convention Center: Room 321B
Open registration.
Presenters: Polly Parker, Griffith U.; Douglas T. Hall, Boston U.

3:00pm - 5:00pm Sheraton Waikiki Beach: Lanai Ballroom
Dialoguing latest on LPT (Hugh Willmott), Structuration/Praxeology (Pushkala Prasad) Postcolonial Theory (Anshuman Prasad)
Chair: Anshuman Prasad, U. of New Haven
Presenters: Pushkala Prasad, Skidmore College; Hugh Willmott, Cambridge U.; Anshuman Prasad, U. of New Haven

211  (ENT) Entrepreneurship Research Workshop.
3:00pm - 5:00pm Hawaii Convention Center: Room 304B
Organizer: Connie Marie Gaglio, San Francisco State U.
Facilitators: Kelly G Shaver, College of Charleston; Per Davidsson, Queensland U. of Technology/Jonkoping U.; Gerard George, U. of Wisconsin, Madison

212  (ENT) Application of Lessons Learned as a Board Member for an Entrepreneurial Venture.
3:00pm - 5:00pm Hawaii Convention Center: Room 307A
Coordinator: Deborah S. Butler, Georgia State U.
Presenters: Howard Aldrich, U. of North Carolina; Shaker A Zahra, Babson College; Morten Huse, Norwegian School of Management

213  SPDW: (GDO, MSR, IM) Exploring the Forces Operating When Hidden Identities Intersect in the U.S. and Global Workplace
3:00pm - 6:00pm Sheraton Waikiki Beach: Koko Crater Room
Open, no restriction on participation.
Organizer: Susan L Kirby, Texas State U.
Facilitator: Susan L Kirby, Texas State U.
Participants: Flavia Cavazotte, IBMEC, Rio de Janeiro; Robin Church, U. of Toronto; Gilda Garcia, Texas State U., San Marcos; Joanne H. Gavis, Marist College; Beate Klingenberg, Marist College; Donald W McCormick, U. of Redlands; AfSaneh

214  SPDW: (IAM, HR, IM) Best HRM Practices in Latin America
3:00pm - 6:00pm Sheraton Waikiki Beach: Honolulu Room
Organizers: Anabella Davilla, TEC DE MONTERREY; Marta M Elvira, Lexington College
Presenters: Lourdes Cassanova, INSEAD; Fernando Arias-Galicia, UNAM; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management; Lydia Aurora Arbaiza, ESAN; Betania Tanure, Fundação Dom Cabral/PUC Minas; Joyce Osland, San Jose State U.; Asbjorn Osland, San Jose State U.; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey; Laura Zapata-Cantu, ITESM; Jacobo Ramirez, ITESM; Lorena R. Perez Floriano, Instituto Tecnologico Autonomo de Mexico; Veneta Andonova, Instituto Tecnologico Autonomo de Mexico

3:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Presenter: Charles Booth, U. of the West of England

216  (OMT) Teaching OMT: From Undergraduate to Executive MBA Levels
3:00pm - 5:00pm Hawaii Convention Center: Room 318A
Open, no restriction on participation
Organizers: Terry W. Conry, Ohio U.; Kelly Thomson, York U.

Saturday 3:30PM

217  SPDW: (BPS, OB, TIM) Why Markets Don't Stand Still and What Firms Can Do About It? Conversations on Dynamic Capabilities
3:00pm - 5:30pm Hawaii Convention Center: Room 306A
An interactive discussion session with a panel that introduces diverse theoretical perspectives. Pre-registration required.
Organizer: Violina Rindova, U. of Maryland, College Park
Presenters: Hugh Courtney, U. of Maryland; Richard Anthony D’Aveni, Dartmouth College; Raghu Garud, New York U.; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Anand Swaminathan, U. of California, Davis

218  SPDW: (CM, ONE) Multi-Case Meta-Theory Workshop: Stakeholder Conflicts and the Framing Process
3:00pm - 5:30pm Hawaii Convention Center: Room 305B
Pre-registration is required. Email Ralph Hanke (ralphh@psu.edu) for information.
Organizer: Ralph Hanke, Bowling Green State U.
Participants: Barbara Gray, Pennsylvania State U.; Charlene E. Zietsma, U. of Western Ontario; Frank Den Hond, Maastricht U.; Alfred Allen Marcus, U. of Minnesota; Monika Winn, U. of Victoria; Roy J. Lewicki, Ohio State U.
219 → SPDW: (HR, CAR, IAM, RM, IM) Playing the U.S. Publishing Game: Tacit Rules for Publishing from Outside North America
3:30pm - 5:30pm Hawaii Convention Center: Room 307B
Organizers: Wolfgang Mayrhofer, Wirtschafts U. Wien; Mary R. Watson, New School U.
Presenters: Sara L Rynes, U. of Iowa; Hugh P. Gunz, U. of Toronto; Mila B. Lazarova, Simon Fraser U.; Mark F Peterson, Florida Atlantic U.; Theresa M. Welbourne, U. of Michigan; Helen Mayerhofer, Vienna U. of Economics and Business Administration

220 ➔ SPDW: (OMT, PTC) The Language of Business: New Strategies in Organizational Communication and Learning
3:30pm - 5:30pm Hawaii Convention Center: Room 313C
pre-registration required. Contact session organizer.
Organizer: Terrence Gargiulo, MAKINGSTORIES.net

221 SPDW: (PNP, OM, BPS) Developing and Using Cases in Teaching and Research: An Experiential Workshop
3:30pm - 5:30pm Sheraton Waikiki Beach: Kahuku Room
Chair: William F. Crittenden, Northeastern U.
Speakers: Ralph Brower, Florida State U.; Robert C. Myrtle, U. of Southern California; Chris Robertson, Northeastern U.
Presenter: Vicky Crittenden, Boston College

Saturday 4:00PM

222 (AAC) Teaching Theme Committee Meeting
4:00pm - 5:30pm Hilton Hawaiian Village: Sea Pearl Suite 2
Organizers: Lisa K Gundry, DePaul U.; Jill R Kickul, Simmons College

223 SPDW: (CAR, PTC) Incorporating Ancient Hawaiian Talk Story Elements in Modern Management Dialogue
4:00pm - 6:00pm Hawaii Convention Center: Center Rooftop
Presenters: Linda Mueller, LM Solutions; Bettie C. Hall, U. of Cincinnati/Hall Associates Consulting

224 (IM) Meet the Editors
4:00pm - 5:30pm Hawaii Convention Center: Room 323A
Open only to registered attendees of the doctoral student and junior faculty consortia.
Organizers: Lorraine Eden, Texas A&M U.; Andrew Delios, National U. of Singapore
Chair: Timothy Michael Devinne, Australian Graduate School of Management

225 (MSR) Spirituality Cafe: Fostering Collective Wisdom
4:00pm - 5:00pm Sheraton Waikiki Beach: Nihau Room
Presenter: Keiko Krahne, U. of Northern Colorado

226 ➔ SPDW: (ODC, CMS) Critical Lenses on Organization Development and Change: Re-Visiting ODC
4:00pm - 6:00pm Hawaii Convention Center: Room 318B
Organizers: Julie Wolfram Cox, RMIT U.; Bill Michael Cooke, U. of Manchester

Presenters: Stephen A. Linstead, U. of York; Alison Linstead, U. of York; Carl Rhodes, U. of Technology, Sydney; Emma Bell, Queen Mary U. of London; Scott Taylor, U. of Birmingham

227 SPDW: (RM, BPS, OMT) Robust Regression
4:00pm - 6:00pm Hawaii Convention Center: Room 327
Pre-registration required at https://spears.okstate.edu/mdpdwregister. There is a $5 fee for non members of the Research Methods Division.
Presenter: William H. Starbuck, New York U.

Saturday 4:30PM

228 SPDW: (RM, OB) Meeting Multilevel Researchers
4:30pm - 6:00pm Hawaii Convention Center: Room 312

Saturday 5:00PM

229 (AAA) Atlanta 2006 Organizing Committee
5:00pm - 6:00pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Thomas W. Lee, U. of Washington

230 (OMT) Meet OMT Social Hour
5:00pm - 6:00pm Hawaii Convention Center: Room 313A
Organizer: Kimberly D Elsbach, U. of California, Davis

231 SPDW: (ONE, BPS, TIM, IM, SIM) Bottom Of The Pyramid Research Workshop
5:00pm - 7:00pm Sheraton Waikiki Beach: Puna Room
Organizer: Mark B. Milstein, Cornell U.

232 ➔ SPDW: (RM, IM, ITC) Five Major Tips for Conducting International Research
5:00pm - 6:00pm Hawaii Convention Center: Room 307A
Pre-registration required at https://spears.okstate.edu/mdpdwregister.
Presenters: Sherry E. Sullivan, Bowling Green State U.; Howard Tu, U. of Memphis; Monica L Forret, St. Ambrose U.

233 (SIM) Reception for SIM Keynote Address in conjunction with the Society for Business Ethics
5:00pm - 6:00pm Off Site: Ilikai Waikiki Hotel
Organizers: Edwin Hartman, Rutgers U.; Dennis Moberg, Santa Clara U.

Saturday 5:30PM

234 (AAA) Placement for Applicants
5:30pm - 7:00pm Hilton Hawaiian Village: South Pacific 2
Organizer: Scott C. Douglas, Binghamton U.

235 (HCM) HCM Pre-Conference PDW Reception
5:30pm - 7:30pm Sheraton Waikiki Beach: Kawai Ballroom
Welcome: Ruth A Anderson, Duke U.
Saturday 6:00PM

236 : (SPDW: (CMS, IM, GDO, ODC, OMT, RM, MED) Using The Film, "The Corporation" To Re(Vision) Management In The 21st. Century
Saturday 6:00PM - 9:00PM Sheraton Waikiki Beach: Lanai Ballroom
Movie: "The Corporation"; Open to all; come early to guarantee a seat.
Presenter: Jane Banaszak-Holl, U. of Michigan, Ann Arbor
Coordinator: Dale E Fitzgibbons, Illinois State U.
Presenters: Linda Jean Twiname, U. of Waikato; Maria Humphries, U. of Waikato

237 : (ENT) Entrepreneurship Division Social
Saturday 6:00PM - 9:30PM Off Site: Aquarium
Lu’au at the Honolulu Aquarium. Contact Anne McCarthy amccarthy@UBalmail.ubalt.edu for further information.
Organizer: Anne McCarthy, U. of Baltimore

238 : (IM) International Management Division PDW Reception
Saturday 6:00PM - 8:00PM Sheraton Waikiki Beach: Niihau Room
Join your colleagues at this reception for attendees of the various IM Division PDWs. This reception is supported in part by IMD, Lausanne.

239 : (NDSC) New Doctoral Student Reception
Saturday 6:00PM - 8:00PM Hawaii Convention Center: Room 314
Organizers: Laura Erskine, U. of Southern California; Allison Gunderson, Case Western Reserve U.; Alton Al Stanley Lovorn, U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Steverson, U. of Memphis; Kyra Sutton, Ohio State U.
Program Chair: Karen Moffitt, U. of Memphis

240 : (OB) OB Division Reviewers' Reception
Saturday 6:00PM - 8:00PM Hawaii Convention Center: Room 316C
Presenter: Francis J Yammarino, State U. of New York, Binghamton

241 : (SIM) SIM Keynote with SBE: Richard Rorty, Stanford U., "Is Philosophy Relevant to Business Ethics?"
Saturday 6:00PM - 8:15PM Off Site: Ilikai Waikiki Hotel
Organizers: Dennis Moberg, Santa Clara U.; Edwin Hartman, Rutgers U.

Saturday 6:15PM

242 : (OCIS) OCIS Welcome Reception
Saturday 6:15PM - 8:30PM Hawaii Convention Center: Center Rooftop

Saturday 6:30PM

243 : (IAM) Iberoamerican Academy of Management Business Meeting
Saturday 6:30PM - 8:30PM Sheraton Waikiki Beach: Kohala Room
Coordinator: Luis R. Gomez-Mejia, Arizona State U.

244 : (ODC) Doctoral Student Reception
Saturday 6:30PM - 8:30PM Sheraton Waikiki Beach: Molokai Ballroom
Organizer: Michael R Manning, New Mexico State U.

245 : (OM) Doctoral Consortium Dinner
Saturday 6:30PM - 10:00PM Off Site: Sergio’s Italian Restaurant
By Invitation Only; Sponsored by the Operations Management Group, Kelley School of Business, Indiana University
Organizer: Mohan V. Tatikonda, Indiana U.

Saturday 7:00PM

246 : (MC) Management Consulting Members and Friends Dinner Cruise
Saturday 7:00PM - 10:00PM Off Site: Dinner Cruise
Online registration available at http://uwf.edu/mcd Checks sent to Rickie Moore, EM Lyon, 23 avenue Guy de Collongue, BP 174, ECULLY, FRANCE.
Organizer: Susan M. Adams, Bentley College
Contact: Rickie Moore, ISEOR, U. of Lyon
Sunday 7:00AM

247: (CMS) CMS Sunday Brown Bag Breakfast
7:00am - 8:00am Sheraton Waikiki Beach: Lanai Ballroom
Breakfast with critters - bring your own.
Host: Paul Adler, U. of Southern California

248 SPDW: (MED, BPS, CAR, CMS, GDO, HR, IM, ITC, MH, OB, OM, OMT, RM, TIM, ENT) Management E-Media Visions
7:00am - 9:00am Hilton Hawaiian Village: South Pacific 1
Presentations of critical incidents and cases in management e-media will be critically considered in this roundtable structured session.
Organizer: Charles B Wankel, St. John's U.

249 ☯☯ (MSR) Meditation
7:00am - 8:00am Sheraton Waikiki Beach: Waianae Room
Workshop designed to introduce participants to meditation.
Coordinator: Gerald Biberman, U. of Scranton

Sunday 7:30AM

250: (AAA) Breakfast with Current Division/Interest Group Chairs (2004-2005)
7:30am - 9:00am Hilton Hawaiian Village: Sea Pearl Suite 1
Organizer: Thomas G. Cummings, U. of Southern California

251 SPDW: (OMT, OB, ODC, MOC) Ask the Editors Breakfast
7:30am - 8:00am Hawaii Convention Center: Room 313A
Pre-registration required. Part of OMT, ODC, MOC doctoral consortium, OMT jr. faculty consortium, and OB doctoral and jr. faculty consortiums.
Organizer: Kimberly D Elsbach, U. of California, Davis

Sunday 8:00AM

252: (AAA) Honolulu 2005, LAC
8:00am - 11:50pm Hawaii Convention Center: Room 326B
Local Arrangements Chairs: Mary J. Mallot, U. of Hawai`i, West Oahu; Jerry M Calton, U. of Hawai`i, Hilo

253: (AAA) Breakfast with Academy of Management Affiliates
8:00am - 9:30am Hilton Hawaiian Village: South Pacific 3
AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM
Organizer: Denise M. Rousseau, Carnegie Mellon U.

254 ☯ SPDW: (BPS, HR, ONE, TIM, IM, RM) Linked Macro and Micro Firm Data: New Opportunities for Research in Management
8:00am - 10:00am Hawaii Convention Center: Room 332A
Pre-Registration required. Email Rajshree Agarwal (agarwalr@uiuc.edu).
Organizer: Randhiri Agarwal, U. of Illinois, Urbana-Champaign
Facilitators: Benjamin A. Campbell, U. of Pennsylvania; Catherine Morrison Paul, U. of California, Davis; Donald Siegel, Rensselaer Polytechnic Institute; Mike Wright, Nottingham U.

255 ☯ SPDW: (BPS, MEN) Managing Your Dissertation Workshop
8:00am - 12:00pm Hawaii Convention Center: Room 312
Pre-registration is requested by e-mail to Randini Lahiri at nandini_lahiri@isb.edu
Organizer: Randini Lahiri, Indian School of Business
Presenters: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Gautam Ahuja, U. of Michigan; Weiru Chen, INSEAD; Raghu Garud, New York U.; Isin Guler, Boston U.; David Hoopes, Southern Methodist U.; Anne Marie Knott, U. of Maryland; Susan McEvilly, U. of Pittsburgh; Kent Miller, Purdue U.; Corey Phelps, U. of Washington; Raja Roy, Tulane U.; Chamu Sundaramurthy, San Diego State U.

256 SPDW: (CAR, GDO, MED) Women's Careers in Academe: Setting out to Sea, Seeking Safe Harbors, Sailing into the Wind
8:00am - 10:30am Hawaii Convention Center: Room 322A
Organizer: Lynda St Clair, Bryant U
Presenters: Madeline M. Crocitto, State U. of New York, Old Westbury; Terri Haselser, Bryant U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Joy Schnee, Rider U.

257: (ENT) Doctoral Consortium
8:00am - 12:00pm Hawaii Convention Center: Room 303A
This session is a continuation from Friday and Saturday.
Organizers: Dean Shepherd, Indiana U.; Thomas Lumpkin, U. of Illinois, Chicago

258 SPDW: (ENT, BPS, TIM) Economic Geography and Regional Science in Entrepreneurship, Strategy and Innovation
8:00am - 12:00pm Hawaii Convention Center: Room 307B
Distinguished Speaker: David Audretsch, Indiana U., Bloomington
Chairs: Michael Camp, Ohio State U.; Rita Gunther McGrath, Columbia U.; Lawrence A. Plummer, U. of Colorado, Boulder
Participant: Elaine Mosakowski, U. of Colorado, Boulder

259: (HCM) HCM PDW Continental Breakfast
8:00am - 8:30am Sheraton Waikiki Beach: Akaka Falls Room
Session Details – Sunday

Organizer: Timothy Hoff, State U. of New York, Albany

260 (HR) SR 178: HR Junior Faculty Consortium
8:00am - 12:00pm Hawaii Convention Center: Room 304A
Pre-registration required.
Presenters: Adrienne Coella, Texas A&M U.; Steve Werner, U. of Houston; Sabine Sonnentag, U. of Konstanz; M. Susan Taylor, U. of Maryland; Eduardo Salas, U. of Central Florida; John Schaubroeck, Drexel U.

261 (HR) SR 261: HR Doctoral Student Consortium
8:00am - 12:00pm Hawaii Convention Center: Room 316A
Pre-registration required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.
Organizer: John E Delery, U. of Arkansas
Presenters: Paul Boselie, Tilburg U.; Timothy M. Gardner, Brigham Young U.; Caren Goldberg, George Washington U.; David P Lepak, Rutgers U.; Christine Marie Riodan, U. of Georgia; Maria Rotundo, U. of Toronto; Jason D. Shaw, U. of Kentucky; Sean Alexander Way, Chinese U. of Hong Kong; Michael Wesson, Texas A&M U.

8:00am - 10:00am Hawaii Convention Center: Room 305A
Pre-Registration requested (Not Required). Email Giana Eckhardt (gianae@agsm.edu.au). This session is an adjunct to “The Power Of Richness”.
Chair: Giana M Eckhardt, Australian Graduate School of Management
Presenter: Russell W Belk, U. of Utah

263 (MED, MOC, MSR) SR 263: Practicing Discernment In Decision Making
8:00am - 12:00pm Hilton Hawaiian Village: South Pacific 4
Personal experience of an alternative decision-making approach. Email laurent.falque@edhec.edu to briefly explain your expectations.
Max 20 people.
Coordinator: Laurent G Falque, EDHEC Business School
Presenter: Andre L Delbecq, Santa Clara U.

264 (MEN, ITC) SR 264: Mentoring and the Learning Organization
8:00am - 12:00pm Sheraton Waikiki Beach: Oahu Room
Organizer: Bahaudin Mujtaba, Nova Southeastern U.

265 (MH, MOC) SR 265: Using the Past in Organizations: Memory, History and Commemoration
8:00am - 10:00am Sheraton Waikiki Beach: Ewa Room
Organizer: Andrea Casey, George Washington U.
Facilitators: Charles Booth, U. of the West of England; Olivera Fernado, U. of Western Ontario; Pablo Martin De Holan, Instituto de Empresa

266 (OB, BPS, OMT, PNP) SR 266: Leadership Across the Divisions - Strategic Leadership
8:00am - 9:30am Hawaii Convention Center: Room 323B
Open discussions
Facilitators: Richard N Osborn, Wayne State U.; Jerry Hunt, Texas Tech U.

267 (ODC, MC, MED) SR 267: “That Was Great!”: High Impact Exercises For Teaching Or Consulting On Organizational Change
8:00am - 10:00am Hawaii Convention Center: Room 304B
Organizer: Ian Palmer, U. of Technology, Sydney
Presenters: Anthony F Buono, Bentley College; Chris Worley, Pepperdine U.; Richard Dunford, Macquarie U., Sydney; Suzanne L Geigle, IBM Business Consulting Services; Gavin M. Schwarz, U. of New South Wales

268 (ODC, MED) SR 268: Building ODC as an Academic Discipline
8:00am - 12:00pm Hawaii Convention Center: Room 319B
Organizer: Glenn Varney, Bowling Green State U.
Presenters: Arthur M. Freedman, American U.; Raymond Saner, Center For Socio-Economic Development; Peter Sorensen, Benedictine U.; Larry M. Starr, U. of Pennsylvania; James M McFillen, Bowling Green State U.

269 (OM, PTC) SR 269: Conducting Process Improvement Research with Health Care Organizations
8:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1
Pre-registration is required. It enables grouping of similar interests.
Send email of research interests to Anita Tucker at tuckera@wharton.upenn.edu.
Organizer: Anita L. Tucker, U. of Pennsylvania
Presenters: Linda S. Leach, Children’s Hospital Los Angeles; Robert C. Myrtle, U. of Southern California; Anita L. Tucker, U. of Pennsylvania

270 (OM, OB, ODC, MOC) SR 270: Ask the Editors Panel
8:00am - 10:00am Hawaii Convention Center: Room 313A
Pre-registration required -- part of OMT, MOC, ODC doctoral consortium, OMT jr. faculty consortium, and OB doctoral and jr. faculty consortium.
Organizer: Mary Tripas, Harvard Business School
Contacts: Mary Uhl-Bien, U. of Central Florida; Peter Hom, Arizona State U.
Presenters: Donald A Palmer, U. of California, Davis; Linda Argote, Carnegie Mellon U.; Edward Zajac, Northwestern U.; Arthur P Brief, Tulane U.; Sana L Rynes, U. of Iowa; Arie Y. Lewin, Duke U.; Christine Beckman, U. of California, Irvine

271 (ONE, SIM) SR 271: Risk and Self-Regulation
8:00am - 9:30am Sheraton Waikiki Beach: Kahuku Room
Organizer: Magali Delmas, U. of California, Santa Barbara
Presenters: David Vogel, U. of California, Berkeley; Michael Lenox, Duke U.; Sergio Andres Molina-Murillo, U. of Minnesota

272 (PS, PNP, ODC, HR, MED) SR 272: Practitioner Series/Action-Research Community
8:00am - 12:00pm Sheraton Waikiki Beach: Hilo Room
Practitioners and academics come together for "hands-on" learning about action research.
Organizer: Neil M. Boyd, Pennsylvania State U.
Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.

273 ☯ ☯ ☯ ☯: (PTC) Using the "Giraffe and Elephant" Diversity Fable to Address Parity of Esteem
8:00am - 9:00am Sheraton Waikiki Beach: Puna Room
Organizer: C Douglas Johnson, Georgia Southern U.
Presenters: C Douglas Johnson, Georgia Southern U.; Vanessa Hill, U. of Louisiana at Lafayette; Chandra Y. Guinn, U. of North Carolina, Chapel Hill

274 : (RM) Structural Equation Modeling with Partial Least Squares
8:00am - 10:00am Hawaii Convention Center: Room 327
Pre-registration required at https://spews.okstate.edu/mdpdwregister. There is a $5 fee for non members of the Research Methods Division.
Presenters: Degenhard Meier, RWTH Aachen; Malte Brettel, RWTH Aachen

275 SPDW: (RM, NDSC, CMS) Ask the Experts: Qualitative Methods
8:00am - 10:00am Hawaii Convention Center: Room 314
Organizer: Raza A Mir, William Paterson U.
Presenters: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College; Diana Sharpe, Monmouth U.; Raza A Mir, William Paterson U.

276 ☯ ☯ ☯ ☯SPDW: (TIM, BPS, MC, ENT) Should Techno-Entrepreneurship Be A Separate Field Of Training/Research/Consulting?
8:00am - 10:00am Hawaii Convention Center: Room 328
Organizer: Francois Therin, Grenoble Ecole de Management
Speaker: Sylvie Blanco, Grenoble Ecole de Management
Presenters: Shaker A Zahra, Babson College; J Michael Geringer, California Polytechnic U.; Vishal K. Gupta, U. of Missouri, Columbia; Gita Surie, Adelphi U.

Session Details – Sunday

Sunday 8:30AM

277 ☯ ☯ ☯ ☯: (AAM) Asia Management Roundtable: Strategic Research Directions in the 21st Century
8:30am - 12:00pm Hawaii Convention Center: Room 315
Registration NOT required.
Professional Development Workshop Chairs: Ping Kwong Yeung, Open U., Hong Kong; Steven S. Lui, City U. of Hong Kong
Moderators: Irene K-H Chew, Nanyang Technological U.; Eric WK Tsang, Wayne State U.; Dean Tjosvold, Lingnan U.; Nitin Pangarkar, National U. of Singapore
Speakers: Paul Beamish, U. of Western Ontario; Kwok Leung, City U. of Hong Kong
Presenters: Jose L.C. Costa Alves, U. of Massachusetts; Madan Annavarjula, Northern Illinois U.; Stewart Arnold, U. of Queensland; Shigeru Asaba, Gakushuin U.; Sam Beldona, Wichita State U.; D Anthony Butterfield, U. of Massachusetts; Yifeng Nancy Chen, Lingnan U.; Asli M. Colpan, Kyoto U.; Andrew Delios, National U. of Singapore; Shih-Chieh Fang, National Kaohsiung First U.; Hiroshi Fujii, Meisei U.; Shuzo Fujimura, Tokyo Institute of Technology; Anjula Gurtoo, Indian Institute of Science; Takashi Hinoko, Kyoto U.; Chi-Yu Huang, I-Shou U., Taiwan; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.; Shingo Igarashi, Kyushu U.; Tzu-Tang Blue Lan, National Sun Yat-Sen U.; Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Thomas Mannarelli, INSEAD; Charles C Manz, U. of Massachusetts, Amherst; Gyewon Moon, Kyungpook National U.; Santanu Sarkar, Tata Institute of Social Sciences; Chunlin Si, Fudan U.; Noriko Taji, Meisei U.; Dean Tjosvold, Lingnan U.; Stephen Tsai, National Sun Yat-Sen U.; Ryo Tsukioka, Recruiting Works Laboratory Inc.; Anyu Wang, Fudan U.; Liyan Wang, Lingnan U.; Zhong-Ming Wang, Zhejiang U.; Jisun Yu, U. of Minnesota; Wei-Ping Yu, Sichuan U.; Nan Zhou, National U. of Singapore; Ying Zhu, Atomi U.

278 : (BPS) New Faculty Consortium
8:30am - 12:00pm Hawaii Convention Center: Room 301 (A&B)
Apply by 5/15/05 to amy.hillman@asu.edu. Send vita, teaching/research interests (1P), nomination letter from Dean/Dept Head. BPS PhD by 9/30/04.
Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison
Presenters: Diana L. Day, Rutgers U., Camden; Javier Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.

279 : (BPS) Doctoral Consortium
8:30am - 12:00pm Hawaii Convention Center: Room 308 (A&B)
By invitation only. Contact Tim Folta for additional information (folta@mgmt.purdue.edu).
Organizers: Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U.

280 ☯ ☯ ☯ ☯SPDW: (CM, OCIS, OB) Teaching About Groups and Teams
8:30am - 10:00am Hawaii Convention Center: Room 309
This workshop is open to all members of the Academy and does not require pre-registration.
Organizer: Susan E. Brodt, Queen's U.
Presenter: Joann Keyton, U. of Kansas

281 ☯ ☯ ☯ ☯: (CMS) The Corporation Follow Up
8:30am - 9:30am Sheraton Waikiki Beach: Koko Crater Room
Follow up to last night's showing of "The Corporation"
Organizers: Maria Humphries, U. of Waikato; Dale E Fitzgibbons, Illinois State U.; Linda Jean TWINAME, U. of Waikato

282 : (HCM) Qualitative Methods Workshop
8:30am - 10:00am Sheraton Waikiki Beach: Honolulu Room
Organizer: Grant T. Savage, U. of Alabama
Presenters: Grant T. Savage, U. of Alabama; Timothy Hoff, State U. of New York, Albany; Ann Scheck McAlarney, Ohio State U.; Myron D. Fottler, U. of Central Florida

**283**: (HCM) Quantitative Methods Workshop
8:30am - 10:00am Sheraton Waikiki Beach: Kauai Ballroom
Organizer: Eric W. Ford, Tulane U.

**284**: (MOC) Cognition in the Rough
8:30am - 10:00am Sheraton Waikiki Beach: Wai'anae Canyon Room
Presenters: Jane Whitney Gibson, Nova Southeastern U.; Dewey E Johnson, California State U., Fresno; Jonathon R. Halbesleben, U. of Oklahoma; Karl Moore, McGill U.

**285**: (MH) Getting Involved in Professional Development Continental Breakfast
8:30am - 10:00am Sheraton Waikiki Beach: Waimea Canyon Room
Presenters: Jane Whitney Gibson, Nova Southeastern U.; Dewey E Johnson, California State U., Fresno; Jonathon R. Halbesleben, U. of Oklahoma; Karl Moore, McGill U.

**286**: (MOC) Cognition in the Rough
8:30am - 10:00am Sheraton Waikiki Beach: Room 302A
Please send all inquiries to cir@unl.edu.
Organizers: Sucheta Nadkarni, U. of Nebraska; Marie Dasborough, U. of Queensland/Oklahoma State U.; Nils Plambeck, HEC Paris
Presenter: Elena P Antonacopoulou, U. of Liverpool

**287**: SPDW: (OCIS, MED, TTC) Management E-Learning: When Knowledge Is Not Enough
8:30am - 10:00am Hawaii Convention Center: Room 318A
Organizer: Deborah Waddill, George Washington U.
Presenters: Deborah Waddill, George Washington U.; Robert J. DeFilippi, Suffolk U.; Richard G. Miller, Ohio U.

**288**: (OM) Mid-Life Crisis: Revisiting the Role of Operations in the Core Business Curriculum
8:30am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 2
Organizer: Janet L. Hartley, Bowling Green State U.
Presenters: Elliot Bendoly, Emory U.; Amelia Carr, Bowling Green State U.; Thomas Y. Choi, Arizona State U.; Suzanne Devreux, U. de Lausanne; Daesik Hur, Bowling Green State U.; Mark Pagell, Oregon State U.

**289**: SPDW: (OMT, OB, ODC, MOC) Uncovering New Variables, Methods, & Mechanisms from Positive Organizational Scholarship (POS)
8:30am - 12:00pm Hawaii Convention Center: Room 317B
Pre-registration required.
Chairs: Kim Cameron, U. of Michigan; Jody Hoffer Gittell, Brandeis U.
Facilitators: Fiona Lee, U. of Michigan; Gretchen M. Speiritz, U. of Michigan, Ann Arbor; Robert E Quin, U. of Michigan; Amy Wrzesniewski, New York U.; Michele Williams, Massachusetts Institute of Technology; Ryan Quinn, U. of Virginia; Wayne E Baker, U. of Michigan; Ned Powley, Case Western Reserve U.

**290**: (AAA) Conference Exhibits
9:00am - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits
Organizer: George T. Solomon, George Washington U.

**291**: (AAA) Membership
9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Membership
Stop by to meet presenting members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Regina Greenwood, Kettering U.

**292**: (AAA) Conference Registration
9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

**293**: (AAA) Placement Services
9:00am - 4:00pm Hilton Hawaiian Village: Island Suite 1
Placement Services - Registration and Information
Organizer: Scott C. Douglas, Binghamton U.

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 2
Organizers: Ken G. Smith, U. of Maryland; Qing Cao, U. of Maryland; Jimmy Le, Academy of Management

**295**: (AAA) Current and Incoming Heads and Members of Academy Committees
9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Thomas G. Cummings, U. of Southern California

**296**: (AAC) Southwest Academy of Management Officers Meeting
9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 1
Organizer: Jon W Beard, Purdue U.

**297**: SPDW: (BPS, OMT, TIM) Strategy Across Disciplines: The Dogfight Over Innovation
9:00am - 11:30am Hawaii Convention Center: Room 317B
Look for info about web-based discussion before the session.
Registration required: Contact Brian Silverman at silverman@rotman.utoronto.ca
Organizer: Brian Silverman, U. of Toronto
Participants: Ronald S. Burt, U. of Chicago; Anita McGahan, Boston U.; Michael Ryall, Melbourne Business School; Olav Sorensen, London Business School

298 SPDW: (BPS, TIM, ITC, ENT) Studying Emerging Industries in the 21st Century: From Biotech to Nanotech and Beyond
9:00am - 12:00pm Hawaii Convention Center: Room 322B
Pre-registration required. Contact Michelle Gittelman (mgittelm@stern.nyu.edu).
Organizers: Michelle Gittelman, New York U.; Vincent Mangematin, INRA/UPMF
Presenters: Maryanne P. Feldman, U. of Toronto; Bernard Kahane, ISTMLATTS; Alan D. Meyer, U. of Oregon; Natasha Munshi, Cass Business School; Walter Powell, Stanford U.

299 SPDW: (CM, BPS, MOC, GDO, CAR, HR, TIM, OMT, OCIS, MED, MH, ITC) Starting Out on the Right Foot: Negotiating Your First Academic Job
9:00am - 12:00pm Hawaii Convention Center: Room 316B
Pre-registration is required. Register online by July 15 (http://research.business.queensu.ca/CMPDW) or email Wendi Adair (wla5@comell.edu)
Organizer: Wendi L. Adair, Cornell U.

300: (ENT) Meta-analysis & Evidence-based Entrepreneurship: Towards an Accumulated Knowledge in Entrepreneurship
9:00am - 12:00pm Hawaii Convention Center: Room 307A
Chair: Michael Frese, Giessen U.
Presenters: Per Davidsson, Queensland U. of Technology (Jonkoping U.); Andreas Rauch, Giessen U.; Michael Frese, Giessen U.; Denise M. Rousseau, Carnegie Mellon U.

301 SPDW: (IM, BPS, MEN) Research Opportunities and Career Development in International Management and Business Strategy
9:00am - 12:00pm Hawaii Convention Center: Room 316C
Organizer: Mariko Sakakibara, U. of California, Los Angeles

302 SPDW: (IM, BPS, OMT, ONE, SIM) Conducting Research on International and Comparative Corporate Governance
9:00am - 12:00pm Hawaii Convention Center: Room 321B
Chair: Ruth V Aquilera, U. of Illinois, Urbana-Champaign
Presenters: Brian Boyd, Arizona State U.; Igor Filatotchev, King's College, U. of London; Joshua D Margolis, Harvard Business School; Donald A Palmer, U. of California, Davis; Steen Thomsen, Copenhagen Business School; Parnibin David, U. of Notre Dame

303 SPDW: (MED, MSR) Principle-Centered Learning: Bringing Learning To A Higher Level
9:00am - 10:30am Sheraton Waikiki Beach: Waianae Room
Coordinator: Len Tischler, U. of Scranton
Presenter: Len Tischler, U. of Scranton

304: (OB) Organizational Behavior Joint Session Junior Faculty & Doctoral Student Consortium: Editors' Panel
9:00am - 10:30am Hawaii Convention Center: Room 324
Participation is by invitation only. Those interested should send applications to muhl-bien@bus.ucfl.edu. Space is limited!
Contacts: Mary Uhl-Bien, U. of Central Florida; Peter Hom, Arizona State U.
Presenters: Herman Aguinis, U. of Colorado, Denver; Sheldon Zedeck, U. of California, Berkeley; Rodger W Griffith, U. of New Orleans; David A Harrison, Pennsylvania State U.; Murray R. Barrick, U. of Iowa; Michael D. Mumford, U. of Oklahoma; Carol T Kulik, Melbourne U.; Daniel Skarlicki, U. of British Columbia; Bradley L. Kirkman, Texas A&M U.; Loriann Roberson, Arizona State U.

305 SPDW: (OB, OMT, MED, IM, HR) How to Measure Culture and Leadership Across Cultures
9:00am - 12:00pm Hawaii Convention Center: Room 323C
Pre-registration required via email. Contact organizers.
Organizers: Tina Dacin, Queen's U., Canada; Pamela R Haunschild, U. of Texas, Austin
Presenters: Andrew H. Van de Ven, U. of Minnesota; William Ocasio, Northwestern U.; Anna Grandori, Bocconi U.; Bob Hinings, U. of Alberta; David A. Whetten, Brigham Young U.

306: (OMT) OMT Dissertation Proposal Workshop
9:00am - 12:00pm Hawaii Convention Center: Room 318B
Pre-registration required. Contact organizers.
Organizers: Tina Dacin, Queen's U., Canada; Pamela R Haunschild, U. of Texas, Austin
Presenters: Andrew H. Van de Ven, U. of Minnesota; William Ocasio, Northwestern U.; Anna Grandori, Bocconi U.; Bob Hinings, U. of Alberta; David A. Whetten, Brigham Young U.

307 SPDW: (OMT, BPS) Paradigmatic Issues In Institutional Theory and Research
9:00am - 12:00pm Hawaii Convention Center: Room 319A
Pre-registration required
Organizers: Tammar B. Zilber, Hebrew U. of Jerusalem; Kelly Thomson, York U.
Facilitators: Roy R Suddaby, U. of Iowa; Matthew Kraatz, U. of Illinois; Cynthia Hardy, Melbourne U.; Nelson Phillips, Imperial College London; P Devereaux Jennings, U. of Alberta

308 SPDW: (PNP) Multi Hospital Networks: Governance and Strategic Tools
9:00am - 12:00pm Sheraton Waikiki Beach: Iao Needle Room
Pre-registration required through Emanuele Vendramini at [emanuele.vendramini@unibocconi.it]
Organizers: Emanuele Vendramini, Bocconi U.; Emanuele Vendramini, Bocconi U.
Presenters: Elio Borgonovi, Bocconi U.; Raffaella Molteni, John Hopkins Medicine International; Mario Del Vecchio, SDA Bocconi U.; Emanuele Vendramini, Bocconi U.; Sophie Monnier, Teaching Hospital of Nice; Stephane Jarlegand, Teaching Hospital of Nice

309 SPDW: (PNP) Doctoral Consortium II
9:00am - 12:00pm Sheraton Waikiki Beach: Niihau Room
Session Details – Sunday

Organizer: Eric C. Martin, Eastern Connecticut State U.
Facilitators: Jessica Word, Florida State U.; Ernest L. Duncan, U. of Phoenix

310 (SIM) Learn From The Experts About Publishing
9:00am - 12:00pm Sheraton Waikiki Beach; Kona Room
Organizers: Marshall Schminke, U. of Central Florida; Dirk Matten, Royal Holloway College, U. of London

Sunday 9:30AM

311 SPDW: (BPS, OMT, TIM, OM) New Directions In the Study of Coordination Within and Between Firms
9:30am - 12:00pm Hawaii Convention Center: Room 317A
Pre-registration required. We will set up a website for participants to register and submit discussion questions in advance of the session.

312 SPDW: (BPS, TIM, OMT, MOC, IM) The Next Discipline in Organization Science
9:30am - 12:00pm Hawaii Convention Center: Room 306A
Pre-registration is requested at rkatila@stanford.edu
Organizer: Riitta Katila, Stanford U.

313 SPDW: (CM, BPS, MOC, GDO, CAR, HR, TIM, OMT, OCIS, MED, MH, ITC) Starting Out on the Right Foot: Negotiating Your First Academic Job - Discussion Groups
9:30am - 11:00am Hawaii Convention Center: Room 313C
This session is the discussion group component of the doctoral student workshop on negotiating your first academic job. (See session 299)
Organizer: Wendi L. Adair, Cornell U.
Contact: Susan E. Brodt, Queen’s U.

314 (MOC) Using the Knowledgeability Monitor to Shape an Integrated & Balanced Approach to Managing Knowledge
9:30am - 12:00pm Hawaii Convention Center: Room 306B
Improve the way your organization handles some unavoidable knowledge based dilemmas by monitoring key metrics.
Organizer: Christine M. van Winkelen, Henley Management College
Facilitators: Jane E McKenzie, Henley Management College; Christine M. van Winkelen, Henley Management College

315 (SPDW: (OB, HR) Leadership: Emerging Executive Issues
9:30am - 11:30am Hawaii Convention Center: Room 323B
Open discussions
Facilitator: Bruce Avolio, U. of Nebraska
Presenters: Leanne Atwater, Arizona State U.; Ken Parry, Griffith U.; Ronald E. Riggio, Claremont McKenna College; Boas Shamir, Hebrew U. of Jerusalem

Sunday 9:45AM

316 (SPDW: (MC, BPS, ODC) Global Consulting Trends and Practices: Insights from the Field
9:45am - 10:45am Hawaii Convention Center: Room 311
Moderator: Miguel Caldas, Loyola U., New Orleans

Sunday 10:00AM

317 (AAA) Academy of Management Associates
10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 3
AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC, ACACIA, BAM, IFSAM
Organizer: Denise M. Rousseau, Carnegie Mellon U.

318 SPDW: (BPS, MOC, OMT, OB) Injecting Creativity Into Business: Models for the 21st Century from Cultural Industries
10:00am - 12:00pm Hawaii Convention Center: Room 303B
Open, no restriction on participation
Participants: Mary Ann Glynn, Emory U.; Candace Jones, Boston College; Joann Keeton, U. of Kansas; Helaine J Korn, Baruch College, CUNY; Anand Narasimhan, London Business School; W Richard Scott, Stanford U.

319 SPDW: (CAR, MED, HR, IM) Dialogues on a New Vision of Career Management
10:00am - 12:00pm Hawaii Convention Center: Room 323A
Organizers: Holly Slay, U. of Maryland; Laurie Milton, U. of Calgary, U. of Western Ontario
Participants: Michael B. Arthur, Suffolk U.; Robert J. DeFilippis, Suffolk U.; Sherry E. Sullivan, Bowling Green State U.; Riki Takeuchi, Hong Kong U. of Science and Technology; P. Monique Valcour, Boston College

320 SPDW: (CM, RM, OB) Stepping into the Shadow: Researching Negative Emotions in Organizations
10:00am - 12:00pm Hawaii Convention Center: Room 309
Pre-registration is required. Contact Michael Gross (michael.gross@business.colostate.edu) by July 15th.
Organizer: Michael A. Gross, Colorado State U.
Presenters: Blake E. Ashforth, Arizona State U.; Robert Bies, Georgetown U.; Tricia Jones, Temple U.
321  

SPDW: (CMS, CAR) Critters and Their Careers (Alternatives to the “Post-Doc”)
10:00am - 12:00pm Sheraton Waikiki Beach: Lanai Ballroom
Join our provocateurs to discuss the "(atypical) critter career. Are we impractical?
Organizer: Jeanie M. Forray, Western New England College
Participants: Michael Chumer, New Jersey Institute of Technology; Charlice Hurst, U. of Florida; Roy Stager Jacques, Auckland U. of Technology; Alison Linstead, U. of York; Craig Prichard, Massey U.; Nina Gregg, Communication Resources

322  

SPDW: (GDO, MED) Affective Education: An Experiential Workshop
10:00am - 11:30am Sheraton Waikiki Beach: Koko Crater Room
It is recommended to come in loose, comfortable clothes that do not restrict the body. This workshop is open, no restriction on participation.
Organizer: Diego Rinallo, Bocconi U.
Facilitator: Diego Rinallo, Bocconi U.

323  

Company Tour: Meet the HR Managers, Dole Factory Tour & Sunset Beach Visitaton
10:00am - 7:00pm Off Site: Dole Factory Tour
Pre-registration required. Contact Michael Valdez, University of Hawai'i at Manoa (valdez@hawaii.edu).
Organizers: Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa; Elaine Bailey, U. of Hawai'i, Manoa; Michael Valdez, U. of Hawai'i

324  

SPDW: (HR, BPS, OB, OMT, RM) The Craft of Reviewing
10:00am - 12:00pm Hawaii Convention Center: Room 305B
Organizer: Joy Humphries Kerriker, Virginia Commonwealth U.
Presenters: Lucy R. Ford, Rutgers U., Camden; David A Harrison, Pennsylvania State U.; Lucy L Gilson, U. of Connecticut; Mark Gavin, Oklahoma State U.

325  

SPDW: (HR, OB) A Research Incubator on the Perceived Organizational Membership Framework
10:00am - 12:00pm Hawaii Convention Center: Room 304B
Pre-registration required. Contact Christina Stamper at christina.stamper@wmich.edu
Organizers: Christina L Stamper, Western Michigan U.; Suzanne S Masterson, U. of Cincinnati

326  

(Paper Session) - (IM) IMD Paper Development Workshop
10:00am - 12:00pm Sheraton Waikiki Beach: Maui Ballroom
By invitation only. An innovative session in which authors work in sub-groups to critique each other's work, facilitated by leading IM scholars.
Organizers: Tatiana Kostova, U. of South Carolina; Ravi Ramamurti, Northeastern U.
Facilitators: Paul Beamish, U. of Western Ontario; Sully Taylor, Portland State U.; Eleanor Westney, Massachusetts Institute of Technology

327  

SPDW: (IM, SIM, ONE) Collaboration or Conflict? A Dialogue on International Corporate-NGO Relations
10:00am - 12:00pm Hawaii Convention Center: Room 305A
Organizer: Jonathan P Doh, Villanova U.
Participants: James E. Mattingly, U. of Northern Iowa; Rafael Lucea, Massachusetts Institute of Technology; Ann Olsen, Vanderbilt U.; Raul Pacheco-Vega, Center for Innovation in Competitive Technology; Patricia C Kelley, U. of Washington, Bothell; Jason McNichol, Social Science Research Council; Anne Starks Acosta, Consultative Group on International Agricultural...
Research; Helene S Fine, Bridgewater State U.; Jabril Bensedrine, ELM Research & Strategy

328 SPDW: (MED, CMS) Re(Visi)oning Issues Of Globalization In The Management Classroom: The Case For Critical Theory
10:00am - 11:00am Hilton Hawaiian Village: Tapa Ballroom 2
We use Anita Roddick's book, "Globalize This!" to help students identify global ethical issues.
Organizer: Maria Humphries, U. of Waikato
Contact: Dale E Fitzgibbons, Illinois State U.
Presenters: Dale E Fitzgibbons, Illinois State U.; Maria Humphries, U. of Waikato

329 SPDW: (MED, NDSC, MENT, ONE, GDO) Learning The Art And Craft Of Reviewing: From Today's Best Reviewers To The Best Of Tomorrow's
10:00am - 12:00pm Hilton Hawaiian Village: Room 328
An opportunity to meet with and learn from the best reviewers in the association.
Coordinator: Haze Nicole Schepmyer, Madison U.

330 SPDW: (MED, ODC) Film Scenes as Bases for Experiential Exercises
10:00am - 11:30am Hilton Hawaiian Village: South Pacific 2
Demonstrations of experiential exercises designed to increase student interaction in Web courses.
Presenter: Joseph E Champoux, U. of New Mexico

331 (MH) Doctoral Student Workshop: Managing Your Dissertation
10:00am - 11:30am Sheraton Waikiki Beach: Waimea Canyon Room
Presenters: Karl Moore, McGill U.; Jane Whitney Gibson, Nova Southeastern U.; Richard T. Mowday, U. of Oregon

332 SPDW: (OM, TIM) Got Questions? Ask the Editors and Associate Editors of Operations Management Journals
10:00am - 12:00pm Hilton Hawaiian Village: Tapa Ballroom 1
Moderator: Janet L. Hartley, Bowling Green State U.

333 (SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium
10:00am - 12:00pm Hawaii Convention Center: Room 313A
Pre-registration required. Session starts on Friday, and continues on Saturday.
Organizers: Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology

334 SPDW: (PTC, ITC) Developing Management Scholars' Ability In Shaping The Vision of the 21st Century
10:00am - 12:00pm Sheraton Waikiki Beach: Kahuku Room
Organizer: Eric H Kessler, Pace U.
Professional Development Workshop Chair: C Douglas Johnson, Georgia Southern U.
Facilitator: Eric H Kessler, Pace U.

335 SPDW: (RM, NDSC) Ask the Experts: Quantitative Methods
10:00am - 12:00pm Hawaii Convention Center: Room 314
Organizer: Mark Gavin, Oklahoma State U.

336 SPDW: (RM, ONE) Doing Computer-aided Textual Analysis
10:00am - 12:00pm Hawaii Convention Center: Room 327
Pre-registration required at https://spears.okstate.edu/rmdpdwregister. There is a $5 fee for non members of the Research Methods Division.
Organizer: Robert P Gephart, U. of Alberta

337 (SIM) Research Roundtable: Linking Ethics With A New Vision Of Management Practice In The 21st Century
10:00am - 12:00pm Sheraton Waikiki Beach: Akaka Falls Room
Organizer: Jerry M Calton, U. of Hawai’i, Hilo
Presenter: Jeffrey S Frooman, U. of New Brunswick, Saint John

338 SPDW: (TIM, OCIS, OM) IT Investment and Organizational Performance
10:00am - 11:30am Hawaii Convention Center: Room 328
Chair: Fernando Suarez, Boston U.

339 SPDW: (TTC, OB, MED) Scientist and Educator: Integrating Our Divided Roles
10:00am - 12:00pm Sheraton Waikiki Beach: Honolulu Room
Pre-registration required. Register by e-mail to gbdeen@andrew.cmu.edu
Discussants: Allen Bluedorn, U. of Missouri, Columbia; Jone L. Pearce, U. of California, Irvine; Sara L Rynes, U. of Iowa

Sunday 10:15AM

340 (AAA) Conference Break
10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area
Organizer: George T Solomon, George Washington U.
Sunday 10:30AM

341: (AAA) Incoming Program Chairs (2005-2006) Meeting
10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1

342: (AAA) Meeting with Incoming Division/Interest Group Chairs (2005-2006)
10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Ken G. Smith, U. of Maryland

343: (AAC) Midwest Academy of Management Officers Meeting
10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 2
Organizers: Jeffrey P Katz, Kansas State U.; Jill R Kickul, Simmons College

344: (SPDW: (CAR, IM, ITC) Personal Transformation Through International Careers: Butterfly or Moth?
10:30am - 12:30pm Hawaii Convention Center: Room 322A
Organizer: Julia Richardson, York U.
Coordinators: Sabrina Deutsch Salamon, York U.; Kerr Inkson, U. of Otago; Barbara Myers, Auckland U. of Technology; Judith Pringle, U. of Auckland

345: (GDO) GDO Town Hall Meeting: Increasing Diversity in Business School Faculty
10:30am - 12:00pm Sheraton Waikiki Beach: Ewa Room
Attendance open. For updated information about this PDW and getting involved, visit http://divisions.aomonline.org/GDO/census.htm.
Organizers: Robyn A. Berkley, Rensselaer Polytechnic Institute; Ron Ophir, York U.
Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Susan L Kirby, Texas State U.
Participants: Lotte Bailyn, Massachusetts Institute of Technology; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Elizabeth A. Cooper, U. of Rhode Island; David L Ford, Jr., U. of Texas, Dallas; Keith James, Colorado State U.; David A Kravitz, George Mason U.; Joana L. Young, Baylor U.; Robert Sard, Alliant International U.; Eleanor H Butner, U. of North Carolina, Greensboro

346: (SPDW: (HCM, OMT, ODC, TIM) Finding the Appropriate Funding Source
10:30am - 12:00pm Sheraton Waikiki Beach: Kauai Ballroom
Organizer: Timothy Hoff, State U. of New York, Albany
Presenters: Michael I Harrison, Agency for Healthcare Research and Quality; Thomas F Hilton, National Institute on Drug Abuse; David Chambers, National Institute of Mental Health

347: (OB) Organizational Behavior Division Doctoral Student Consortium
10:30am - 11:30am Hawaii Convention Center: Room 324
Attendees must be nominated by their faculty. Visit www.obweb.org or contact Peter Hom at peter.hom@asu.edu for more information.
Contact: Peter Hom, Arizona State U.

10:30am - 12:00pm Hawaii Convention Center: Room 302B
Organizer: Robert Davison, City U. of Hong Kong
Presenters: Robert Davison, City U. of Hong Kong; Maris G. Martinsons, City U. of Hong Kong; Aelita Brivins Martinsons, Cross-Cultural Coach; Xiaoying Dong, Peking U.

Sunday 11:00AM

11:00am - 12:00pm Hawaii Convention Center: Room 311
Host: Rickie Moore, ISEOR, U. of Lyon
Distinguished Speaker: Qiwei Chen, Asia Business Consulting

350: (MSR) Where and How to Publish on Spirituality in Organizations
11:00am - 12:00pm Sheraton Waikiki Beach: Waianae Room
Facilitators: Yochanan Altman, London Metropolitan U.; Frank Bournois, U. of Pantheon Assas Paris II
Coordinator: Gerald Biberman, U. of Scranton

Sunday 12:00PM

351: (AAA) Incoming PDW Chairs (2005-2006) Meeting
12:00pm - 1:30pm Hilton Hawaiian Village: Sea Pearl Suite 2
Organizers: Angelo DeNisi, Texas A&M U.; Jimmy Le, Academy of Management

352: (AAA) Division Treasurers' Meeting
12:00pm - 1:00pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Heather Crowe, Academy of Management
Program Chair: Ken G. Smith, U. of Maryland

353: (AAA) AOM Fellows Group Committee on Membership Meeting
12:00pm - 1:00pm Hilton Hawaiian Village: Sea Pearl Suite 4
Organizer: Kathryn M. Bartol, U. of Maryland

354: (AAC) International Theme Committee Meeting
12:00pm - 1:00pm Sheraton Waikiki Beach: Waialua Room
Organizer: Claire A. Simmers, St. Joseph's U.

355: (ICW) Journal of Applied Management and Entrepreneurship Editorial Board Meeting
12:00pm - 2:00pm Hilton Hawaiian Village: South Pacific 2
Organizer: Jane Whitney Gibson, Nova Southeastern U.

356: (ICW) Management Learning Editorial Board Meeting
12:00pm - 2:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Organizer: Bente Elkjaer, Danish U. of Education

357: (SPDW) Starting Out on the Right Foot: Negotiating Your First Academic Job - Break out III
12:00pm - 2:00pm Sheraton Waikiki Beach: Waimea Canyon Room
This small group (20-25) discussion will be HELD jointly with Breakout I.
Organizer: Wendi L. Adair, Cornell U.
Contact: Susan E. Brodt, Queen's U.

**Session Details – Sunday**

**Sunday 12:30PM**

**358** *(AAA)* Eastern Academy of Management International Advisory Board
12:30pm - 2:00pm Sheraton Waikiki Beach: Iao Needle Room
Organizer: Theodoros Peridis, York U.

**359** *(AAC)* Western Academy of Management Officers Meeting
12:30pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 1
Organizer: James C Spee, U. of Redlands

**Sunday 1:00PM**

**360** *(AAC)* Mentoring Committee Meeting
1:00pm - 2:30pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizers: Liz Borredon, EDHEC Business School; Kenneth R. Gray, Florida A&M U.

**361** *(AAC)* Eastern Academy of Management Officers Meeting
1:00pm - 3:00pm Sheraton Waikiki Beach: Kohala Room
Organizer: Eric H Kessler, Pace U.

**362** *(AAC)* International Theme Committee Reception
1:00pm - 2:00pm Sheraton Waikiki Beach: Waiiula Room
Carolyn Dexter Award reviewers, nominees, and past winners.
Organizer: Claire A. Simmers, St. Joseph’s U.

**363** *(AAS)* New Visions for Teaching Management in the 21st Century
1:00pm - 2:50pm Hawaii Convention Center: Room 315
Chair: Joyce E.A. Russell, U. of Maryland
Participants: Scott Koerwer, U. of Maryland; Roy J. Lewicki, Ohio State U.; Henry Mintzberg, McGill U.; Mike Morrison, U. of Toyota; Ellen Van Velsor, Center for Creative Leadership; David A. Whetten, Brigham Young U.

**364** *(ICW)* Organization Science Senior Editor Meeting
1:00pm - 3:30pm Hawaii Convention Center: Room 322A
Organizer: Jennifer Kukawa, Carnegie Mellon U.

**365** *(ICW)* Group and Organization Management Editorial Board
1:00pm - 3:00pm Hilton Hawaiian Village: Sea Pearl Suite 4
Organizer: Alison M. Konrad, U. of Western Ontario

**366** *(ICW)* Management Faculty of Color Association Business Meeting
1:00pm - 2:30pm Sheraton Waikiki Beach: Nihiwatu Room
Organizer: Darlene Gambill Motley, Robert Morris U.

**Sunday 1:30PM**

**367** *(AAA)* Academy of Management Learning and Education Editorial Board Meeting
1:30pm - 3:00pm Hawaii Convention Center: Room 318A
Organizer: James R Bailey, George Washington U.

**368** *(AAA)* Program Developer Training Session for PDW Chairs
1:30pm - 2:00pm Hilton Hawaiian Village: South Pacific 1
Organizer: Jimmy Le, Academy of Management
Presenter: Matt Suppa, Academy of Management

**369** *(AAC)* Practice Theme Committee Meeting
1:30pm - 3:00pm Sheraton Waikiki Beach: Kahuku Room
Organizer: David L. Turnipseed, Indiana U./Purdue U.

**370** *(ICW)* Positive Organizational Scholarship Community Meeting
1:30pm - 3:00pm Hawaii Convention Center: Room 323A
Organizer: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

**371** *(ICW)* Journal of Management Editorial Board Meeting
1:30pm - 3:00pm Hilton Hawaiian Village: Sea Pearl Suite 2
Organizer: Russell Cropanzano, U. of Arizona

**Sunday 1:55PM**

**372** *(AAA)* Welcome to the 2005 Meeting
1:55pm - 2:00pm Hawaii Convention Center: Ballroom Section AB
Welcome: Ken G. Smith, U. of Maryland

**Sunday 2:00PM**

**373** *(AAA)* Academy of Management Award Winners
2:00pm - 3:30pm Hawaii Convention Center: Ballroom Section AB
Chair: Denise M. Rousseau, Carnegie Mellon U.

**374** *(AAA)* MC Executive Committee Meeting
2:00pm - 6:00pm Hawaii Convention Center: Room 317B
Division Chair: Rick Cropanzano, ISEOR, U. of Lyon

**375** *(AAA)* Academy of Management Review Outgoing Editorial Board Meeting
2:00pm - 3:30pm Hawaii Convention Center: Room 319B
Organizer: Arthur P Brief, Tulane U.

**376** *(AAA)* New Member Orientation
2:00pm - 3:30pm Hilton Hawaiian Village: Coral Ballroom 4-5
Organizer: Regina Greenwood, Kettering U.

**377** *(AAA)* Program Developer Training Session for Program Chairs
2:00pm - 3:30pm Hilton Hawaiian Village: South Pacific 1
Organizers: Jimmy Le, Academy of Management; Janet Thompson, U. of Washington
Presenter: Matt Suppa, Academy of Management

**378** *(ART)* Fringe Cafe
2:00pm - 10:00pm Hawaii Convention Center: Room 311 - Fringe Cafe
Organizers: Hans Hansen, Victoria U. of Wellington; Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whitman, Erasmus U.; Matt Statler, Imagination Lab Foundation
Program Chair: Chris Poulson, California Polytechnic State U., Pomona

**379** *(ICW)* Organization Journal: Editorial Board Meeting
2:00pm - 3:30pm Hilton Hawaiian Village: Sea Pearl Suite 1
Organizer: Matt Suppa, Academy of Management

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Organizers: Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst; Glenn Morgan, U. of Warwick

380 : (ICW) Organization Management Journal Editorial Board Meeting
2:00pm - 3:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Organizer: Jeannie M. Forray, Western New England College

Sunday 2:30PM

381 : (AAA) Academy of Management Executive Editorial Board Meeting
2:30pm - 4:00pm Hawaii Convention Center: Room 318B
Organizer: Peter Cappelli, U. of Pennsylvania

382 : (AAA) Conference Break
2:45pm - 3:15pm Hawaii Convention Center: Exhibit Hall III - Break Area
Organizer: George T Solomon, George Washington U.

Sunday 3:00PM

383 : (AAA) IM Executive Committee Meeting
3:00pm - 5:00pm Hawaii Convention Center: Room 317A
Division Chair: Schon Beecher, Columbia U.

384 : (AAA) Academy of Management Journal Editorial Board Meeting
3:00pm - 4:30pm Hawaii Convention Center: Room 319A
Organizer: Sara L Rynes, U. of Iowa

385 : (AAA) AOM Centralized Review System
3:00pm - 3:30pm Hilton Hawaiian Village: South Pacific 1
Organizers: Matt Suppa, Academy of Management; Bret Hilton, Academy of Management

386 : (AAS) The Future of Business Schools: How Must They Change?
3:00pm - 4:30pm Hilton Hawaiian Convention Center: Room 315
Moderator: Judy Olian, Pennsylvania State U.
Participants: Paul Danos, Dartmouth College; Stuart Feldman, IBM Internet Research; Henry Mintzberg, McGill U.

387 : (ICW) Long Range Planning Editorial Board Meeting
3:00pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 4
Organizer: Charles Baden-Fuller, City U.

Sunday 3:30PM

388 : (AAA) ENT Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 301A
Division Chair: Andrew Zacharakis, Babson College

389 : (AAA) RM Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 302A
Division Chair: Philip L Roth, Clemson U.

390 : (AAA) OMT Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 304A
Division Chair: Tina Dacin, Queen’s U., Canada

391 : (AAA) ODC Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 304B
Division Chair: George Roth, Massachusetts Institute of Technology

392 : (AAA) CM Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 305B
Division Chair: Sally Blount, New York U.

393 : (AAA) BPS Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 306A
Division Chair: Margaret Peteraf, Dartmouth College

394 : (AAA) OB Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 309
Division Chair: Stephen Mezias, New York U.

395 : (AAA) CAR Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 308B
Division Chair: Yehuda Baruch, U. of East Anglia

396 : (AAA) MOC Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 309
Division Chair: Stephen Mezias, New York U.

397 : (AAA) Academy of Management Review Incoming Editorial Board Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 319B
Organizer: Martin J Kilduff, Pennsylvania State U.

398 : (AAA) TIM Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 323C
Division Chair: Laura B. Cardinal, Tulane U.

399 : (AAA) HR Executive Committee Meeting
3:30pm - 5:00pm Hawaii Convention Center: Room 325A
Division Chair: Diana L Deadrick, Old Dominion U.

400 : (AAA) GDO Executive Committee Meeting
3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 2
Division Chair: Bernardo M. Ferdman, Alliant International U.

401 : (AAA) MED Executive Committee Meeting
3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 3
Division Chair: Carolyn Wiley, Mercer Human Resource Consulting

402 : (AAA) OM Executive Committee Meeting
3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 4
Division Chair: Morgan Swink, Michigan State U.

403 : (AAA) HCM Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Akaka Falls Room
Division Chair: Kathryn H Dansky, Pennsylvania State U.

404 : (AAA) SIM Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Honolulu Room
Division Chair: Bryan W Husted, Instituto de Empresa

405 : (AAA) CMS Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Iao Needle Room
Division Chair: David Jacobs, Hood College

406 : (AAA) MSR Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Kohala Room
Division Chair: Marjolein Lips-Wiersma, U. of Canterbury
Session Details – Sunday

407: (AAA) MH Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Kona Room
Division Chair: Michele A Govekar, Ohio Northern U.

408: (AAA) ONE Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Puna Room
Division Chair: Michael V. Russo, U. of Oregon

409: (AAA) PNP Executive Committee Meeting
3:30pm - 5:00pm Sheraton Waikiki Beach: Waimaani Canyon Room
Division Chair: Ralph Brower, Florida State U.
Division Chair-Elect: Matthew Liao-Troth, Western Washington U.
Program Chair: Kirsten Gronbjerg, Indiana U.
Professional Development Workshop Chair: Dean F. Eitel, DePaul U.

410: (AAC) Southern Management Association Executive Board Meeting
3:30pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Christine Marie Riordan, U. of Georgia

411: (AAC) Practice Theme Committee Welcome/Reception
3:30pm - 4:30pm Sheraton Waikiki Beach: Kahuku Room
Organizer: David L. Turnipseed, Indiana U./Purdue U.

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Sunday 4:00PM

412: (ICW) Organization Science Editorial Review Board Reception
4:00pm - 6:00pm Hawaii Convention Center: Room 324
Organizer: Jennifer Kukawa, Carnegie Mellon U.

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Sunday 5:00PM

413: (AAA) Academy of Management Convocation and Distinguished Executive Speaker
5:00pm - 7:00pm Hawaii Convention Center: Ballroom Section AB
President: Denise M. Rousseau, Carnegie Mellon U.
Welcome: Ken G. Smith, U. of Maryland
Distinguished Speaker: To Be Announced.
The State of the Academy of Management | Denise M. Rousseau, Carnegie Mellon U.
All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | Karl Aquino, U. of Delaware; Jacob Eisenberg, U. of College Dublin; Joycelyn Finley-Hervey, Florida A&M U.
Distinguished Speaker | To Be Announced.

414: (AAC) Asia Academy of Management Committee Meeting
5:00pm - 6:00pm Hawaii Convention Center: Room 323B
Organizer: Chung-Ming Lau, Chinese U. of Hong Kong

415: (Paper Session) - (ART) AcademyArts Opening and Reception
5:00pm - 7:00pm Hawaii Convention Center: Room 311
Organizers: Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Hans Hansen, Victoria U. of Wellington; Matt Statler, Imagination Lab Foundation
Program Chair: Chris Poulson, California Polytechnic State U., Pomona

- Boxes with messages | Leisa Ann Millar, Independent; Serena Jimmieson, U. of Queensland
- New Visions of the Self at Work and at Home: A Photographic Exploration | Henry Symonds, Whitecliffe College of Arts and Design; Ralph James Bathurst, Massey U., Albany; Janet Grace Sayers, Massey U.

"Shared Experience" - Inspired Leadership of a Creative Process | Erika Sauer, U. of Tampere; Arja M Ropo, U. of Tampere

Erstwhile Ears | Samuel Phineas Upham, U. of Pennsylvania
Hawaii: Paradise Found... and Lost--A Photo Essay | Randall B Dunham, U. of Wisconsin, Madison
Falling Water. | Petra Kugler, U. of St. Gallen
Aesthetic and Creative Link between Chess Games and Management | Fernando Miguel Pereira Alves, U. Técnica de Lisboa (UTL); Maria Virginia Goes Pereira Alves, Sociedade Nacional das Belas-Artes
Subterranean Shifts: Drawings of the Dissertation Research Process | Terry B. Porter, U. of Massachusetts, Amherst

- Culturally tuned Emotional Intelligence: Quechua Indians from the Amazon Rainforest | Linda MacGrain Herkenhoff, St. Mary's College

- On Culture (A Poem) | Mandy Sukman Lee, Trinity College Dublin
- Flax, Fortune and Fire: Riding the Textile Wave | Maree Veronica Boyle, Griffith U.
- Paralysed | Wayne Visser, U. of Nottingham
- Behind the Veil | Wayne Visser, U. of Nottingham
- Face the Future: The Globalized Individual | Leisa Ann Millar, Independent; Serena Jimmieson, U. of Queensland
- Visions of Management in the 21st Century | Chris Poulson, California Polytechnic State U., Pomona

- NIGHT | Chee-Kong Ho, National U. of Singapore; Chay Hoon Lee, Nanyang Business School
- Pencil Drawings of American-Chinese Daughters | Teri C Tompkins, Pepperdine U.
- Poem: My Walking Companions | Teri C Tompkins, Pepperdine U.
- A New Vision of Management: Nurturing Creativity in a Business Classroom | Ellen L West, Portland State U.
- Micro/Meso/Macro/Meta | Dennis A Gioia, Pennsylvania State U.
- New Visions of Management From the Outer Markers | Fernando Miguel Pereira Alves, U. Técnica de Lisboa (UTL)
- Tribal to Transpersonal | David A Cowan, Miami U.
Session Details – Sunday

**Section D**

### Sunday 5:30PM

**416** : (ICW) Warwick Business School Cocktail Party  
5:00pm - 7:30pm Hilton Hawaiian Village: Coral Ballroom 1  
Organizer: Ann Jackson, U. of Warwick

### Sunday 6:00PM

**418** : (AAC) Asia Academy of Management Reception  
6:00pm - 8:00pm Hawaii Convention Center: Room 323B  
Organizer: Chung-Ming Lau, Chinese U. of Hong Kong

**419** SPDW: (CAR, GDO) CAR/GDO Social Gathering  
6:00pm - 8:00pm Off Site: Tiki Grill & Bar  
Tiki Grill & Bar, Aston Waikiki Beach Hotel, Level 2, 2570 Kalakaua Ave.  
(No parking allowed near hotel)  
(Hosts: Mary Mallon, Massey U.; Lynn Bowes-Sperry, Western New England College

**420** : (ICW) Association of Korean Management Scholars Meeting  
6:00pm - 7:00pm Sheraton Waikiki Beach: Waialua Room  
Organizer: Daesik Hur, Bowling Green State U.  
Host: Yongsun Paik, Loyola Marymount U.

**421** SPDW: (OB, OMT, BPS, HR) Leadership Reception  
6:00pm - 7:30pm Hawaii Convention Center: Room 301 (A&B)  
Organizer: Michael D. Mumford, U. of Oklahoma

### Sunday 7:00PM

**422** : (AAA) All Academy Reception  
7:00pm - 9:00pm Hawaii Convention Center: Center Rooftop  
Sponsored by: U. of Hawai`i at Manoa, Hawai`i Pacific U., and The Academy of Management.  
Leis provided by U. of Maryland.  
E komo mai, (Welcome) Aloha kakou. (Greetings everyone) Ho`olu komo la kaua. (Please join us.)  
The expression “Aloha kakou” conveys more than just greetings. It also means “let there be friendship between us” and conveys the hospitality of Hawai`i.  
Come greet old friends, make new acquaintances, and enjoy the warm tropical evening together. We are hosting a special Hawaiian welcome for all of you.  
Mahalo, (Thank you) from the Honolulu Local Arrangements Committee.  
Hosts: Ken G. Smith, U. of Maryland; Qing Cao, U. of Maryland;  
Thomas W. Lee, U. of Washington; Janet Thompson, U. of Washington  
Local Arrangements Chairs: Mary J. Mallott, U. of Hawai`i, West Oahu; Jerry M Calton, U. of Hawai`i, Hilo

**423** : (ICW) Nova Southeastern University DBA Students’ Meeting  
7:00pm - 8:30pm Hilton Hawaiian Village: South Pacific 2  
Organizer: Jane Whitney Gibson, Nova Southeastern U.

**424** : (ICW) Organizational Behavior Teaching Society and Journal of Management Education Reception  
7:00pm - 9:00pm Sheraton Waikiki Beach: Honolulu Room  
Organizer: Jeanie M. Forray, Western New England College  
Hosts: Robert Marx, U. of Massachusetts, Amherst; Regina F Bento, U. of Baltimore

**425** : (ICW) Association of Korean Management Scholars Reception  
7:00pm - 9:00pm Sheraton Waikiki Beach: Waianae Room  
Organizer: Daesik Hur, Bowling Green State U.  
Host: Yongsun Paik, Loyola Marymount U.

**426** : (ICW) Wharton School Reception  
7:00pm - 9:00pm Off Site: Waikiki Beach Marriott Resort  
Organizer: Roxanne Gilmer, U. of Pennsylvania

### Sunday 7:30PM

**427** : (ICW) Hong Kong University of Science and Technology Reception  
7:30pm - 10:00pm Hilton Hawaiian Village: South Pacific 1  
Organizer: Xueguang Zhou, Hong Kong U. Dept of Management

### Sunday 8:00PM

**428** : (GDO) GLBT and Friends Reception  
8:00pm - 10:00pm Hawaii Convention Center: Room 314  
Allies, friends, gay, lesbian, bisexual & transgendered persons invited.  
Sponsors: U of Utah, Rensselaer Polytechnic Institute, OD Systems (divisions.aomonline.org/GDO/glbt/)  
Hosts: Ron Ophir, York U.; Gerardo Okhuysen, U. of Utah; Bryant A Hudson, U. of Utah

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The Downsizer | Chris Poulson, California Polytechnic State U., Pomona
Session Details – Monday

Monday 7:00AM

429 CAU: (CAU) Maximizing the Talents and Strengths of Older Workers for Positive Contributory Organizational Value
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1
Organizers: Suzanne J. Peterson, Miami U., Ohio; Barry K. Spiker, Miami U., Ohio; Rick Nida, - -; Richard Hunter, - -; Ted Coonfield, -

430 CAU: (CAU) Mentoring and Coaching of Older Employees: Changing Roles and Shifting Identities
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2
Organizers: Hetty Van Emmerik, Utrecht U.; Yehuda Baruch, U. of East Anglia; Sherry E. Sullivan, Bowling Green State U.

Monday 7:30AM

431: (MC) Welcome Breakfast for MC
7:30am - 8:30am Hawaii Convention Center: Room 314
Division Chair: Rickie Moore, ISEOR, U. of Lyon
Division Chair-Elect.: Andreas Herr, Stockholm School of Economics
Program Chair: James M. Hunt, Babson College

432: (TIM) TIM Welcome Breakfast
7:30am - 8:30am Hawaii Convention Center: Room 306A
Organizer: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

Monday 8:00AM

433: (AAA) Honolulu 2005, LAC
8:00am - 11:50pm Hawaii Convention Center: Room 326B
Local Arrangements Chair: Mary J. Malott, U. of Hawai’i, West Oahu; Jerry M Calton, U. of Hawai’i, Hilo

434: (HR) Welcome and Awards Ceremony
8:00am - 9:50am Hilton Hawaiian Village: Coral Ballroom 4
Division Chair: Diana L Deadrick, Old Dominion U.
Division Chair-Elect.: K. Michele Kacmar, U. of Alabama
Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign
Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.
Distinguished Speakers: Jerald Greenberg, Ohio State U.; John Hofmeister, Shell Oil Company
Coordinator: Scott A Snell, Cornell U.
Address for the Herbert Heneman Jr. Career Achievement Award: My Quest for Organizational Justice | Jerald Greenberg, Ohio State U.
Address for the Distinguished Executive Award: HR in a Global Economy | John Hofmeister, Shell Oil Company

435: (IM) IM Division Welcome
8:00am - 9:30am Hawaii Convention Center: Room 304A
Division Chair: Schon Beechler, Columbia U.
Division Chair-Elect.: D Eleanor Westney, Massachusetts Institute of Technology
Program Chair: Ravi Ramamurti, Northeastern U.

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

436: (ODC) ODC Welcome and Breakfast
8:00am - 8:30am Hawaii Convention Center: Room 321B
Division Chair: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
Division Chair-Elect.: George Roth, Massachusetts Institute of Technology
Program Chair: Ram Tenkasi, Benedictine U.
Professional Development Workshop Chair: Michael R Manning, New Mexico State U.

437: (SIM) Welcome Session for Existing and New SIM Members; SIM Division 2005 Award Nominees
8:00am - 10:20am Sheraton Waikiki Beach: Oahu Room
Welcome session 8 - 8:30 am. Paper session: SIM nominees for Dexter international award, Newman dissertation award, highest ranked SIM student paper.
Division Chair: Bryan W Husted, Instituto de Empresa
Division Chair-Elect.: Kathleen Rehbein, Marquette U.
Program Chair: Duane Windsor, Rice U.
Professional Development Workshop Chair: Thomas J Donaldson, U. of Pennsylvania
Chair: Dawn R Elm, U. of St. Thomas
Discussants: Jennifer J Griffin, George Washington U.; Kathleen Rehbein, Marquette U.
Stakeholder Salience Revisited: Reassessing Legitimacy | Benjamin A. Neville, U. of Melbourne; Simon J. Bell, U. of Cambridge; Gregory Whitwell, U. of Melbourne
Ethics, Discourse and Power | Raymond Daniel Gordon, U. of Technology, Sydney
International Differences in Information Ethics | Maris G. Martinsons, City U. of Hong Kong; Simon K.K. So, City U. of Hong Kong
Community-Level Application of ISCT When Norms Collide: Access to HIV Medicines in South Africa | Linda M Sama, Pace U.; William D. Reisel, St. John’s U.

Monday 8:20AM

439: (JS) (OB, HR) New Paradigms for the Study and Practice of Leadership in the 21st Century
8:20am - 10:20am Hawaii Convention Center: Room 327
Chair: Angelo J. Kinicki, Arizona State U.
Lost in Paradise: Still Developing Leadership Absent Theory or Evidence of Impact | Bruce Avolio, U. of Nebraska
Complexity Leadership: A New Vision of Leadership for the 21st Century | Mary Uhl-Bien, U. of Central Florida; Russ Marion, Clemson U.
Monday 8:30AM

439  (AAS) A New Vision of Management for the 21st Century: Moneyball as a Reframing Phenomenon
8:30am - 10:20am Hawaii Convention Center: Room 312
Chair: Richard A Wolfe, U. of Michigan
Discussant: Robert E Quinn, U. of Michigan
Moneyball as Strategic Human Resource Management: Managing People and Data for Competitive Advantage
Patrick Wright, Cornell U.
Lies, Damn Lies, and Sabermetrics: An Issue of Organizational Context
James R Terborg, U. of Oregon
Moneyball and Entrepreneurial Opportunity in Professional Baseball: A Case Study of Organizational L
Moneyball: A Strategic Management Lens
Dennis L Smart, Texas A&M U.; Richard A Wolfe, U. of Michigan
Moneyball and Positive Organizational Scholarship
Kim Cameron, U. of Michigan
Inside the Lines: Reactions to Moneyball/Sabermetrics by MLB Executives
| Richard A Wolfe, U. of Michigan

440  (AAS) Making Public Schools Work: Management Reform as the Key
8:30am - 10:20am Hawaii Convention Center: Room 315
Chair: Lyman W. Porter, U. of California, Irvine
How Management Scholars Can Contribute to School Reform
| Lyman W. Porter, U. of California, Irvine
A Management Scholar's Report from the Front Lines of the Education Wars
William G Ouchi, U. of California, Los Angeles
Contrary to Everything You've Heard, Unions Are Not the Problem
Adam Urbanski, Rochester Teachers Association, American Federation of Teachers
A Cabinet Officer's Perspective on Making Schools Work
| Richard Riordan, Office of the Governor, State of California
A Governor's Perspective on Making Schools Work
| Linda Lingle, Governor, State of Hawaii

441  (AAS) Where is Culture in Management Research? A Review, Synthesis and Future Directions
8:30am - 10:20am Hawaii Convention Center: Room 316B
Chair: Dharm Prakash Sharma Bhawuk, U. of Hawai‘i, Manoa
Where is Culture in Management Research? A Review, Synthesis and Future Directions
| Dharm Prakash Sharma Bhawuk, U. of Hawai‘i, Manoa; Michael Valdez, U. of Hawai‘i; Vijayan P. Munusamy, U. of Hawai‘i, Manoa; Amanda Budde, U. of Hawai‘i; Kevin Lo, U. of Hawai‘i, Manoa
Models of Cultures, Management Processes, and Organizational Behavior
| Miriam Erez, Technion
Role of Cultural Differences in Int’l Studies on Organizational Stress and Knowledge Management
| Rabi S Bhagat, U. of Memphis
Cultural Influences on Leadership Processes: Implications for the 21st Century
| Peter W Dorfman, New Mexico State U.
| Mary Ann Von Glinow, Florida International U.

442  ➔: (Paper Session) - (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)
8:30am - 10:00pm Hawaii Convention Center: Room 311
Organizers: Hans Hansen, Victoria U. of Wellington; Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Matt Statler, Imagination Lab Foundation
Program Chair: Chris Poulsen, California Polytechnic State U., Pomona

443  ➔: (ART) Visions of Diversity and Uniqueness: The Promise of Aesthetics Research in Management
8:30am - 10:20am Hawaii Convention Center: Room 311 - Arts
Chair: Pedro David Perez, Cornell U.
Be Careful How You Interpret the World: It Is Like That
| David A Cowan, Miami U.
Of Metaphor, Art and Aesthetic Knowledge
| Mary Jo Hatch, U. of Virginia
Our Bodies, Our(ganizational)selves
| Hans Hansen, Victoria U. of Wellington
Philosophies of Artistic Truth and Organizational Reality
| Stephen A. Linstead, U. of York
Aesthetic Research and Practical Wisdom
| Matt Statler, Imagination Lab Foundation
Participants: David A Cowan, Miami U.; Hans Hansen, Victoria U. of Wellington; Mary Jo Hatch, U. of Virginia; Stephen A. Linstead, U. of York; Matt Statler, Imagination Lab Foundation

444  ➔: (Paper Session) - (BPS) Executing Alliances Effectively
8:30am - 10:20am Hawaii Convention Center: Room 306B
Chair: Anuja Gupta, Wharton School
Discussant: Asli Musaoglu Arikan, Georgia State U.
Alliance Organization and Technological Performance: Integrating KBV and TCE Explanations
| Michael J Leiblein, Ohio State U.; Jeff Macher, Georgetown U.
Safeguards or Coordination Mechanisms: the Role of Relational Contracts in Buyer-supplier Alliances
| Luiz F. Mesquita, Arizona State U.; Thomas Brush, Purdue U., West Lafayette
The Relational Structure of an Alliance and Alliance Managers’ Attribution of Poor Performance
| Zhi Huang, Boston College; Candace Jones, Boston College; Anita D Bhappu, Southern Methodist U.
Together or Apart? An Empirical Investigation of Decision Making Within & Between Alliance Partners
| Jorge Walter, New York U.; Christoph F. Lechner, U. of St. Gallen

445  ➔: (Paper Session) - (BPS) Value Creation in Diversification and Divestitures
8:30am - 10:20am Hawaii Convention Center: Room 307B
Session Details – Monday

**Chair:** Pek-hooi Soh, National U. of Singapore  
**Discussant:** Harbir Singh, U. of Pennsylvania

- **Acquisition Experience and Value Creation | Kannan Srikanth**, London Business School
- **The Effect of Diversification on Performance Revisited: Diversification Discount, Premium, or Both? | Juan Santaló**, Instituto de Empresa; **Manuel Becerra**, Instituto de Empresa
- **Rent Appropriation and Behavioral Antecedents of Strategic Resource Divestment | Thomas P. Moliterno**, U. of South Carolina; **Margarethe F Wiersema**, U. of California, Irvine

**446:** (Paper Session) - (BPS) Components of Performance  
8:30am - 10:20am Hawaii Convention Center: Room 308A  
**Chair:** Jill R. Hough, U. of Tulsa  
**Discussant:** Jill R. Hough, U. of Tulsa

- **Variability of Firm Growth Rates: A Variance Components Analysis | Luiz Artur Ledur Brito**, FGV-EAESP; **Flavio Vasconcelos**, FGV-EAESP
- **Organizational Culture as a Mediator of CEO Values and Organizational Performance | Yair Berson**, U. of Haifa; **Shaoul Oreg**, U. of Haifa; **Taly Dvir**, Tel Aviv U.

**447:** (Paper Session) - (BPS) Implications of Shifting Industry Structure for Firm Performance  
8:30am - 10:20am Hawaii Convention Center: Room 308B  
**Chair:** Lyda S. Bigelow, Washington U. in St. Louis  
**Discussant:** Michelle Gittelman, New York U.

- **Competition, Learning, or Legitimacy: Understanding the Adoption of Websites by Consumer Magazines | Daniel Simon**, Cornell U.

**448:** (Paper Session) - (BPS) The Nature of Capabilities  
8:30am - 10:20am Hawaii Convention Center: Room 309  
**Chair:** Dovey Lave, U. of Texas, Austin  
**Discussant:** Russell Coff, Emory U.

- **How Do Firms Differ: What Do We Know About Capabilities? | David Hoopes**, Southern Methodist U.; **Tammy L. Madsen**, Santa Clara U.
- **Corporate Secrecy, Patents and Insider Trading: Loose Lips Makes the Ship Come In... For Some | Scott D. Hayward**, Emory U.; **Russell Coff**, Emory U.; **Peggy M. Lee**, Arizona State U.

**449:** JS - (BPS, MOC) The Role of Managerial Cognition in Strategy: Framing and Strategy Making  
8:30am - 10:20am Hawaii Convention Center: Room 313B  
**Organizers:** Sarah Kaplan, U. of Pennsylvania; Gabriel Szulanski, INSEAD

- **Chair:** Anne S. Huff, Technische U., München  
- **Discussants:** J. C. Spender, Open U.; **Yves Doz**, INSEAD
- **Framing Contests: Micromechanisms of Strategy-making in the Face of Technical Change | Sarah Kaplan**, U. of Pennsylvania
- **Incumbents Framing: Three Established Companies Respond to the Internet | Gabriel Szulanski**, INSEAD; **Yves Doz**, INSEAD

**450:** SHCS - (BPS, OMT, RM) Set-theoretic Methods in Management and Strategy Research  
8:30am - 10:20am Hawaii Convention Center: Room 313C  
**Organizer:** Peer C. Fiss, Queen’s U., Canada

- **Strategic Theorizing with Set-theoretic Methods and Large-N Datasets | Rodney Lacey**, U. of California, Irvine; **Thomas Greckhamer**, Louisiana State U.
- **Configurational Theories, Causal Mechanisms, and Comparative Case Analysis | Axel Marx**, Hogeschool Antwerp; **Geert van Hootegem**, Catholic U. of Leuven

- **Set-theoretic Methods: Current Issues and Prospects | Peer C. Fiss**, Queen’s U., Canada


**451 JS:** (CAR, OB) The Protean Career in the 21st Century: New Insights from Advances in Research  
8:30am - 10:20am Hawaii Convention Center: Room 319A  
**Chair:** Jon P. Briscoe, Northern Illinois U.

- **Has the New Career Arrived in the Public Sector? A Qualitative Study of Male and Female Managers | Lisa Bradley**, Queensland U. of Technology; **Paula McDonald**, Queensland U. of Technology; **Kerry Brown**, Queensland U. of Technology
Are Pro Patria Employees Less Committed to Their
What Does the Younger Generation Want? Evidence of the
Protest Career Orientation in Germany | Rosina M. Gasteiger, Ludwig-Maximilians U., Munich
Career Transitions: Conventional and Proteste Careers of
Former US Navy Admirals | Yehuda Baruch, U. of East Anglia; James Campbell Quick, U. of Texas, Arlington
The "Protest" Approach to Unemployment: Results From a
Qualitative Study | Jon P. Briscoe, Northern Illinois U.; Lea Waters, U. of Melbourne
Participants: Yehuda Baruch, U. of East Anglia; Lea Waters, U. of Melbourne; Lisa M. Finkelstein, Northern Illinois U.; Rosina M. Gasteiger, Ludwig-Maximilians U., Munich; Lisa Bradley, Queensland U. of Technology; Paula McDonald, Queensland U. of Technology; James Campbell Quick, U. of Texas, Arlington; Jurgen Kaschube, Ludwig-Maximilians U., Munich; Kerry Brown, Queensland U. of Technology

452  JS: (CM, OB, HR) Obstacles to Fairness: The Trials and Tribulations of Getting Managers to Enact Justice
8:30am - 10:20am Hawaii Convention Center: Room 318B
Chairs: David L. Patient, U. of British Columbia; Chris Long, Washington U.
Discussant: M Audrey Korsgaard, U. of South Carolina
The Delicate Art of Bearing Bad News: The Role of Dispositional Factors in Managerial Distancing | Ramona Bobocel, U. of Waterloo; Katrina L Goreham, U. of Waterloo
Moral Maturity, Emotional Intelligence, and Interpersonal Justice: Delivering Bad News | David L. Patient, U. of British Columbia; Daniel Skarlicki, U. of British Columbia
The Compassionate Side of Unfairness: Empathy and Unjust Managerial Decisions | Steven Blader, New York U.

453 : (Paper Session) - (CMS) Corporate Social Responsibility, Governance, and Stakeholder Theory
8:30am - 10:20am Sheraton Waikiki Beach: Hilo Room
Chair: Terrance G. Weatherbee, Acadia U.
Discussant: Janice Trafelt, Bucknell U.
A Critical Analysis of Stakeholder Theory and Corporate Governance | Harry J Van Buren III, U. of New Mexico
Governance versus Governing: Philosophical Issues Underpinning Corporate Governance | Steve Letza, Leeds Metropolitan U.; Clive Smallman, Lincoln U., New Zealand; Xiuping Sun, Leeds Metropolitan U.
The Political Role of Business in Society: CSR Seen From a Habermasian Perspective | Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne

454  CMS Organizing Ecological Revolution
8:30am - 10:20am Sheraton Waikiki Beach: Honolulu Room
Organizing Ecological Revolution | John Bellamy Foster, U. of Oregon

455 SHCS: (CMS, SIM) Competing Claims: Critical Perspectives on ‘Sustainability’ and Biotechnology
8:30am - 10:20am Hilton Hawaiian Village: Coral Ballroom 2
Organizers: Michael B Elmes, Worcester Polytechnic Institute; Sally Jane Davenport, Victoria U. of Wellington
‘Nature’ in the Discourse of Sustainable Development and Biotechnology in NZ: A North American View | Michael B Elmes, Worcester Polytechnic Institute
The Role of Communication in Sustainable Biotechnology in NZ: Media, Indigenous and Public Voices | Kay Weaver, U. of Waikato; Fiona Te Momo, Massey U.
Participation and Partnerships: Sustaining A Nascent, Controversial Industry | Judy Motion, U. of Waikato; Bill Doolin, Auckland U. of Technology
Sustaining Ambiguity: Enabling Stakeholder Interaction Through Multiple Sustainability Discourses | Sally Jane Davenport, Victoria U. of Wellington; Shirley R. Leitch, U. of Waikato

456  : (Paper Session) - (ENT) The Internationalization of New Ventures: Strategies and Performance Effects
8:30am - 10:20am Hawaii Convention Center: Room 301B
Chair: Joy Godesiaibois, U. of Colorado, Boulder
The Differential Effects of Social Capital Types on Internationalization | Shameen Prashantham, Strathclyde U.
International Entrepreneurial Action and SME Internationalization | Hanna Berg, Stockholm School of Economics; Carin Holmquist, Stockholm School of Economics
Network Analysis in an International Entrepreneurial Environment | Joy Godesiaibois, U. of Colorado, Boulder
The Internationalization of US Venture Capital Firms: An Empirical Examination | Isin Guler, Boston U.; Mauro F Guillen, U. of Pennsylvania

457 : (Paper Session) - (ENT) New Venture Evolution & Performance
8:30am - 10:20am Hawaii Convention Center: Room 303A
Chair: Brett Anita Gilbert, Georgia State U.
Resource Development Phases in New Ventures | Page West, Wake Forest U.; Charles E. Bamford, Queen’s U.
Real Options Reasoning and the Formation of Entrepreneurial Conclave | Jay J Janney, U. of Dayton
An Analysis of New Venture Performance: Linking Product Innovation and Legitimation | Reiko Kishida, Case Western Reserve U.; William S Schulze, Case Western Reserve U.; David Deeds, Case Western Reserve U.
458 SHCS: (ENT, BPS, IM) Internationalization of Entrepreneurial Firms: Antecedents, Processes, and Outcomes
8:30am - 10:20am Hawaii Convention Center: Room 316A
Chairs: Harry J Sapienza, U. of Minnesota; Helena Yli-Renko, U. of Southern California
Export Intensity of Venture Capital Backed Companies | Mike Wright, Nottingham U.; Andrew Burrows, Nottingham U.; Louise Scholes, Nottingham U.; Dave Paton, Nottingham U.
The Entrepreneur's Path to Global Expansion | Walter Kuenmerle, Harvard U.
Why Does Heterogeneity in Capabilities Arise? | Christopher B. Bingham, Stanford U.
By Leaps and Rebounds: Learning and Development of International Market Entry Capabilities | Erkko Autio, HEC, U. of Lausanne
Exporting, Social Capital, and the Survival of Young, Technology-Based Firms | Helena Yli-Renko, U. of Southern California; Daliah Mani, U. of Minnesota; Harry J Sapienza, U. of Minnesota
Participants: Erkko Autio, HEC, U. of Lausanne; Christopher B. Bingham, Stanford U.; Bart Clarysse, Vlerick-Leuven-Gent Management School; Walter Kuenmerle, Harvard U.; Mike Wright, Nottingham U.

459 (Paper Session) - (GDO) Pay and Promotion Inequities Worldwide
8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chair: Christine Brown Mahoney, U. of Minnesota
Discussant: Regine Bendi, Vienna U. of Economics and Business Administration
Gender, Race, and Meritocracy in Organizational Careers | Emilio J. Castilla, U. of Pennsylvania
Harlow Award Nominee
Gender and Racial Differentials in Promotions: Is There a Sticky Floor or a Glass Ceiling? | Margaret Yap, Ryerson U.
Gender Inequalities in Earnings among Israeli Lawyers: Does Discrimination Still Exist? | Daliah Rachman-Moore, College of Management, Israel; Tamar Almor-Ellemers, College of Management, Israel
Pay Dispersion and Earnings for Women and Men: A Study of Swedish Doctors | Yang Yang, U. of Western Ontario; Alison M. Konrad, U. of Western Ontario; Kathy Cannings, Uppsala U.

460 (Paper Session) - (GDO) Work and Family: Balance, Conflict, Interference, and Facilitation
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 1
Chair: Laura M Graves, Clark U.
Discussant: Patti Lynn Collet, U. of North Texas
Connecting Work-Family Policies to Supportive Work Environments | Alison Cook, Utah State U.
We’re Busy Too: Understanding the Work-Life Conflict of Never-Married Women Without Children | Elizabeth A. Hamilton, Boston College; Judith R Gordon, Boston College; Karen S Wheelan-Berry, Utah Valley State College
The Impact of Social Support on the Work-Family Balance and Work Outcomes of Midlife Women | Wendy Carol Marcinkus, Boston College; Judith R Gordon, Boston College
Gender Differences in Coping with Work-Home Interference | T. Alexandra Beauregard, U. of Surrey

461 SHCS: (GDO, CAR) Applying Theory to University Transformation: Advancing Women Faculty in Science and Engineering
8:30am - 10:20am Hawaii Convention Center: Room 316C
Chair: Diana Bilimoria, Case Western Reserve U.
Facilitator: Ronda Roberts Callister, Utah State U.
Theory Driven Change Efforts | Ronda Roberts Callister, Utah State U.
Transforming the Faculty Mindset | Diana Bilimoria, Case Western Reserve U.; Susan Perry, Case Western Reserve U.
Transforming Gendered Organizations: A Mentoring Program Based on Feminist Organization Theory | Lisa Frehill, New Mexico State U.; Cecily Jeser-Cannavale, New Mexico State U.
An Integrated Institutional Approach to the Advancement of Faculty | Mary Frank Fox, Georgia Institute of Technology Strategies for Change: The Gender Equity Project | Annemarie Nicolas-Grieken, Hunter College, CUNY
Participants: Cecily Jeser-Cannavale, New Mexico State U.; Lisa Frehill, New Mexico State U.; Mary Frank Fox, Georgia Institute of Technology; Annemarie Nicolas-Grieken, Hunter College, CUNY; Susan Perry, Case Western Reserve U.

462 (HCM) Health Care Management Division Business Meeting
8:30am - 10:20am Sheraton Waikiki Beach: Waianae Room
Become involved in the HCM division, hear what’s coming up and learn about award winners from this year.
Division Chair: Kathryn H Dansky, Pennsylvania State U.
Division Chair-Elect: Ruth A Anderson, Duke U.
Program Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor Professional Development Workshop Coordinator: Timothy Hoff, State U. of New York, Albany

463 JS: (HR, OB) Job Search, Evaluation, and Outcomes: New Insights
8:30am - 10:20am Hawaii Convention Center: Room 322A
Chair: Meredith F. Burnett, U. of Maryland
Discussant: Ramon J. Aldag, U. of Wisconsin, Madison
The Role of Ethnicity on Job Search: An Exploration of Processes and Outcomes | Meredith F. Burnett, U. of Maryland
An Investigation of the Effects of Personality, Emotional and Cultural Intelligence on Job Search | Lisa M. Moynihan, London Business School; Mark V Roehling, Michigan State U.; Wendy R Boswell, Texas A&M U.
Self-Verification in the Interview: Job Seekers’ Battle of the Wills | Daniel M Cable, U. of North Carolina
Influence of Information, Source Content & Valence on Job Seekers’ Beliefs of Potential Employers | Adam M. Kanar, Cornell U.; Christopher Collins, Cornell U.; Bradford S. Bell, Cornell U.

How Does Familiarity Influence Job Seekers’ Evaluations & Decisions to Apply? | Cynthia Kay Stevens, U. of Maryland; Lisa Dragoni, U. of Maryland; Meredith F. Burnett, U. of Maryland
Participants: Mark V Roehling, Michigan State U.; Wendy R Boswell, Texas A&M U.; Christopher Collins, Cornell U.; Bradford S. Bell, Cornell U.; Lisa Dragoni, U. of Maryland; Meredith F. Burnett, U. of Maryland

464 JS: (HR, ODC) New Directions in Organizational Citizenship Behavior Research
8:30am - 10:20am Hawaii Convention Center: Room 319B
Chair: Christiane Spitzmuller, U. of Houston
Encouraging OCB at Work: An Examination of Personality and Situational Cues | Dana Glenn, U. of Houston; Eric M. Dunleavy, U. of Houston; Meagan Tunstall, U. of Houston; Christiane Spitzmuller, U. of Houston
Role Definition as a Moderator of the Relationship Between Personality and OCB | Olga Clark, Bowling Green State U.; Michael J. Zickar, Bowling Green State U.; Steve Jex, Bowling Green State U.
Supervisor and Recipient Ratings of Altruism: Is Coworker Help Always Helpful? | Kristina Renee Miller, U. of Houston; Christiane Spitzmuller, U. of Houston
Is Organizational Survey Participation an Organizational Citizenship Behavior? | Christiane Spitzmuller, U. of Houston; Dana Glenn, U. of Houston; Christopher Barr, U. of Houston; Steven Rogelberg, U. of North Carolina, Charlotte; Patrick Daniel, U. of Houston
Presenters: Kristina Renee Miller, U. of Houston; Olga Clark, Bowling Green State U.; Christiane Spitzmuller, U. of Houston; Dana Glenn, U. of Houston

465 : (Paper Session) - (IM) What Makes for Successful Alliances?
8:30am - 10:20am Hawaii Convention Center: Room 304A
Chair: Preet S Aulakh, York U.
Discussant: Andrew Delios, National U. of Singapore

Do Japanese Firms Outperform U.S. Partners in Technology Alliances?: A Test of Market Valuations | Byung Hee Lee, Hanyang U.
Do You Climb the Corporate Ladder? The Ethical Preferences for Influencing Superiors | David A Ralston, U. of Oklahoma; Carolyn Egri, Simon Fraser U.; Irla Naoumova, U. of Tennessee; Florian Wangenheim, U. of Dortmund; Ping Ping Fu, Chinese U. of Hong Kong; Maria Teresa de la Garza Carranza, Instituto Tecnologico de Celaya; Laurie Milton, U. of Calgary, U. of Western Ontario; Tania Casado, U. of Sao Paolo; Prem Ramburuth, U. of New South Wales; Mahfooz Alam Ansari, U. of Science Malaysia; Liesl Riddle, George Washington U.; Ho-Beng Chia, National U. of Singapore; Ilya Girov, U. of Westminster; Malika Richards, Pennsylvania State U.; Ian Palmer, U. of Technology, Sydney; David M Brock, Ben-Gurion

Finalist--IMD Best Paper from an Under-represented Country
Managing Social Mechanisms of Control in Safeguarding International Alliances | Cheng-Min Chuang, National Taiwan U.

466 : (Paper Session) - (IM) Knowledge Flows in MNC Subsidiaries
8:30am - 10:20am Hawaii Convention Center: Room 305A
Chair: Laszlo Tihanyi, Texas A&M U.
Exploration and Exploitation: The Effects of Subsidiary Learning Strategy on Knowledge Outcomes | Shaohua "Carolyn" Mu, Baylor U.; Devi R Gnyawali, Virginia Tech
Does Knowledge Sharing Pay? A MNC Subsidiary Perspective on Knowledge Outflows | Torben Pedersen, Copenhagen Business School; Volker Mahnke, CBS; Markus Venzin, Boconi U.
Capabilities, Cultural Distance and the Effectiveness of Knowledge Flows Within the MNC | Tina Claudia Chini, London Business School; Bjorn Ambos, U. of Edinburgh
Moderating Effects of Culture in Transfer Of Knowledge | Verner Worm, Copenhagen Business School; Xiaojun Xu, Fudan U.; Jia Sinha, Asser Institute of Management Studies

467 : (Paper Session) - (IM) National Culture and Managerial Behavior
8:30am - 10:20am Hawaii Convention Center: Room 305B
Chair: David C. Thomas, Simon Fraser U.
Discussant: Mansour Javidan, Thunderbird, The Garvin School of International Management
A Vision for Overcoming Challenges in Cross-Cultural Management Research and Practice | Richard DeJordy, Boston College

Finalist--Doug Nigh Award
Effects of Organizational Socialization on Work Enthusiasm in Two Chinese Cultures | Robert J Taormina, U. of Macau; Jennifer H. Gao, Macau U. of Science and Technology
Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology | David C. Thomas, Simon Fraser U.; Elizabeth C Ravlin, U. of South Carolina; Kevin Au, Chinese U. of Hong Kong
Managers Perceptions of Organization in Africa: Evidence from South Africa and Zimbabwe | Terence Jackson, ESCP-EAP European School of Management
How do You Climb the Corporate Ladder? The Ethical Preferences for Influencing Superiors | David A Ralston, U. of Oklahoma; Carolyn Egri, Simon Fraser U.; Irla Naoumova, U. of Tennessee; Florian Wangenheim, U. of Dortmund; Ping Ping Fu, Chinese U. of Hong Kong; Maria Teresa de la Garza Carranza, Instituto Tecnologico de Celaya; Laurie Milton, U. of Calgary, U. of Western Ontario; Tania Casado, U. of Sao Paolo; Prem Ramburuth, U. of New South Wales; Mahfooz Alam Ansari, U. of Science Malaysia; Liesl Riddle, George Washington U.; Ho-Beng Chia, National U. of Singapore; Ilya Girov, U. of Westminster; Malika Richards, Pennsylvania State U.; Ian Palmer, U. of Technology, Sydney; David M Brock, Ben-Gurion
**Session Details – Monday**

### BPS:
- **8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A2**

- **8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1**

### OMT:
- **Christine MinHsun Kuo**, Radboud U. Nijmegen; U., Milan; Tang U.; Stress E Biofeedback; Lenartowicz of Dallas; U. of Toronto; Alan Wallace, Retired; Wade Danis, Georgia State U.

### Finalist–IMD Best Paper

#### **468** (Paper Session) - (IP) Acquisition Integration
8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1

**Facilitator:** Paulo Jose Prochno, Fundação Dom Cabral

**BPS:** Sequential vs. Outright Acquisitions: Effects of the Target's Ownership on Takeover Process in China | 
Changhui Zhou, Peking U.; Jianfeng Wu, Peking U.; Yiyi Su, Peking U.

**BPS:** The Geographic Diffusion of Business Acquisitions | 
Abhirup Chakraborti, Duke U.

**BPS:** Explaining Hostile Takeover Outcomes via Takeover Defenses' Underlying Cost and Profit Logics | 
John Perry, Wichita State U.; Donald D Bergh, Purdue U.; Gerald I Susman, Pennsylvania State U.

**BPS:** Learning in Acquisitions: The Roles of Exploration and Exploitation | 
Louise Anne Nemanich, U. of Houston; Dusya M. Vera, U. of Houston

**BPS:** Prior Alliance with Target and Acquisition Performance: The Context of Knowledge-intensive Industries | 
Sanjay Banerjee, U. of Minnesota; Akbar Zaheer, U. of Minnesota

#### **469** (Paper Session) - (IP) Transaction Cost Economics
8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A2

**Facilitator:** Valerie Claude-Gaudillat, CERAM

**OMT:** Antecedents of Intentionally Incomplete Contracts – Evidence from Grounded Theory | 
Marina Fiedler, Munich U.; Caroline Wolff, U. of Munich; Arnold Picot, Munich U.

**BPS:** Make, Buy, or Ally? The Social and Economic Basis of Governance Structure in Supplier Relationships | 
Bret Ryan Fund, Pennsylvania State U.

**BPS:** The Influence of Online Provision on the Outsourcing and Centralization of HR Compensation Services | 
Derek Ruth, Purdue U.; West Lafayette; Thomas Brush, Purdue U.; West Lafayette; William A Tulsie, -

**BPS:** Do Chinese Businesses Endorse an Economic Order that is Distinct from Western Practice? | 
Kevin Zheng Zhou, Hong Kong U. of Science and Technology; Laura Poppo, Virginia Tech; Zhihui Yang, City U. of Hong Kong

**BPS:** Trust, Transaction Cost Economics, and Mechanisms | 
Philip Bromley, U. of Minnesota; Jared D. Harris, U. of Minnesota

### MED:

#### **470** (Paper Session) - (IP) Teaching and Actionable Knowledge
8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A3

**Facilitator:** Nell Tabor Hartley, Robert Morris U.

**MED:** Writing Case Studies as a Student Learning Tool | 
Peter Galvin, Curtin U. of Technology; Jennifer Davies, U. of Melbourne

**MED:** Knowledge Markets and Management Education: How Will We Meet the Challenges of Competition? | 
Anson Seers, Virginia Commonwealth U.

Winner of MED Division Best Paper in Management Education

**MED:** The Role of Metacognition in Problem-Based Learning: The Blog of a Determined Management Professor | 
Linda L Brennan, Mercer U.

**MED:** Connecting Coursework to Real Work: University Alumni & Friends as Virtual Mentors to Students | 
Kristi Lewis Tyran, Western Washington U.; Joseph E Garcia, Western Washington U.

#### **471** (Paper Session) - (IP) Exploring Sources of Value
8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A4

**Facilitator:** Michael K Moch, Michigan State U.

**TIM:** Proximal and Distal Search Behavior and New Product Performance in Chinese New Technology Ventures | 
Kwaku Atuahene-Gima, City U. of Hong Kong; Yin Hong (Susan) Wei, Oklahoma State U.

**TIM:** The Role of Organizational Systems on Knowledge and Performance | 
Dinesh Venkiteshwaran, Purdue U., West Lafayette

**MC:** Study on Identifying Competency Sets for Management Consultants in China Mainland | 
Wang Yihua, Tsinghua U.; Lv Ping, Tsinghua U.; Lu Lei, Tsinghua U.; Liao Yimin, Tsinghua U.; Zhao Ping, Tsinghua U.; Li Gregg, -; Ho Alfred Ho, -; Foley Charles, -

**OB:** Temporal Orientation and Its Relationship to Organizationally Valued Outcomes | 
Tejinder K Billing, U. of Memphis; Pamela K. Steverson, U. of Memphis; Robert R Taylor, U. of Memphis

**MOC:** Managerial Cognitions on Performance: The Case of the French Tour Operating Industry | 
Raphael Dornier, Izmir U. of Economics

#### **472** (Paper Session) - (IP) Identity and Identification
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B1

**Facilitator:** Linda Jean Twiname, U. of Waikato

**CMS:** Manufacturing the "Little Man": Analysis From Participant Observation | 
Roy Stager Jacques, Auckland U. of Technology

**MSR:** Bringing Who We Are to Work: A Theoretical Model | 
S. Bruce Thomson, Monash U.

**OB:** Relations at Work and Sense of Self: Exploring LMX and Employee Identity | 
Pamela Tierney, Portland State U.

#### **473** (Paper Session) - (IP) Incentives, Rewards and Competences
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B2

**Facilitator:** John E Delery, U. of Arkansas
OMT: Entrepreneurial Autonomy, Incentives, and Relational Governance in Franchise Chains | Olivier Cochet, U. of Muenster; Julian Dormann, U. of Muenster

HR: The Dispersion of Employees’ Wage Increases and Firm Performance | Christian Grund, U. of Bonn; Niels Westergaard-Nielsen, Aarhus Business School

HR: Different Relationships Between Performance Appraisal Satisfaction and Work Performance | Bard Kuvaas, Norwegian School of Management

HR: The Positive Illusion of Applicants | Maria Fernanda Garcia, U. of Texas, El Paso

PNP: Mission-Market Tension in Managing Nonprofit Organizations | Dennis R Young, Case Western Reserve U.

474: (Paper Session) - (IP) Perspectives on Developing Competencies
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Dail Fields, Regent U.


OMT: The Socialization of Novice and Experienced Newcomers In An Ideographic Organization | Susanne G Scott, U. of Massachusetts, Dartmouth; Vicki R. Lane, U. of Colorado, Denver; Kellyann Berube Kowalski, U. of Massachusetts, Dartmouth

475: (Paper Session) - (IP) New Views on Leadership
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Titus Oshagbemi, Queen’s U., Belfast

OB: Loyal Squires: How Their Psychological and Operational Effects Make Charismatic Leadership Possible | Mark Weber, U. of Toronto; Celia Moore, U. of Toronto; Roger L. Martin, U. of Toronto


OB: Desire to Lead vs. Desire To Develop Leadership Capability: Relevance of ‘Born vs. Made’ Beliefs | Todd J. Maurer, Georgia State U.; Michael Lippstreu, Georgia Institute of Technology

476: (Paper Session) - (IP) Research on Groups

477: (Paper Session) - (IP) Modeling and Conceptualizing Knowledge
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Steve Scullen, Drake U.


OMT: Narratives in Knowledge Management: Bridging the Gap between Narrative and Discursive Knowledge | Georg Schreyogg, Freie U. Berlin; Daniel Geiger, Freie U. Berlin

RM: Spectral Analysis of Socio-economic Diagnoses: Qualimetrical Treatment of Qualitative Data | Henri Savall, ISEOR, U. of Lyon; Veronique Zardet, ISEOR, U. of Lyon; Nouria Harbi, ISEOR, U. of Lyon

OOCIS: Language Use as a Mediator of Leader Attitudes and Behavior | Lisa Keith, ISEOR, U. of Lyon; Veronique Zardet, ISEOR, U. of Lyon

478: (Paper Session) - (IP) Signals and Status
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Amy-Nicole Salvaggio, U. of Tulsa

MOC: A Proposed Framework for Examining Denial in Organizations | C Ken Weidner, St. Joseph’s U.; Yasmin S. Purohit, St. Joseph’s U.

479: (Paper Session) - (IP) Cognition and Strategic Action
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Daria Panina, Texas A&M U.

TIM: Reconstructive Remembering in Project Environments | Eugenia Cacciatori, Bocconi U.
**480**: (Paper Session) - (MC) Consulting to Organizations: Cases and Applications  
8:30am - 10:20am Hawaii Convention Center: Room 314  
*Chair: Aaron J Nuriick, Bentley College*  
*Discussant: David Jamieson, Pepperdine U.*  
*Discussants: TIM: Northern U., Tworoger Bailey; MOD: State U., Timothy P Blumentritt*  
*Consulting Strategies for Employee Retention: The Role of*  
*Educating Customers: Its Impact on Consumer Trust and Implications for Management Consulting | Andreas B. Eisingerich, U. of Cambridge; Simon J. Bell, U. of Cambridge*  
*Consulting to Organizations: Cases and Applications*  

**481**: (MOC) Perils and Possibilities for Publishing the Scholarship of Teaching, Learning, and Education  
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 2  
*MED Division Welcome Session*  
*Distinguished Speakers: William M Moore, Salisbury U.; Dennis A Gioia, Pennsylvania State U.; Cynthia Fukami, U. of Denver; Kevin G. Corley, Arizona State U.; Christina Fong, U. of Washington; Christine Quinn Tranx, Texas Tech U.; Daniel LeClair, Association to Advance Collegiate Schools of Business*  
*Moderators: J. B. Arbaugh, U. of Wisconsin, Oshkosh; James R Bailey, George Washington U.*  
*Consulting to Organizations: Cases and Applications*  

**482**: (Paper Session) - (MH) Entrepreneurship and Organizational Evolution  
8:30am - 10:20am Sheraton Waikiki Beach: Kohala/Kona Room  
*Chair: Alfred A. Bolton, Avrett U.*  
*Theory from the Evolution of an Organization | Sharon Topping, U. of Southern Mississippi; David L. Duhon, U. of Southern Mississippi; Stephen Christian Bushardt, U. of Southern Mississippi*  
*A Historical Investigation of the Strategic Process Within Family Firms: A Cross-Cultural Analysis | Patrick Kreiser, Ohio U.; Jari Ojala, U. of Jyvaskyla; Juha-Antti Lamborg, Helsinki U. of Technology*  
*Annual 1900 Competencies against the 21st Century Criteria: An Analysis in Strategic Leadership | Kalle Pajunen, Tampere U. of Technology*  
*Winner of John F. Mee Management History Contribution Award*  

**483**: (MOC) Welcome and Theme Session: Keeping Culture in Mind  
8:30am - 10:20am Hawaii Convention Center: Room 317A  
*Our panel discusses an integrated cultural-cognitive perspective on organizations with an objective of advancing research in this area.*  
*Discussants: Theresa K Lant, New York U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Lloyd Selandels, U. of Michigan, Ann Arbor; Majken Schultz, Copenhagen Business School; Anne S. Tsui, Arizona State U.; Candace Jones, Boston College; Frances J Milliken, New York U.*  
*Coordinators: Mary Ann Glynn, Emory U.; Klaus Weber, Northwestern U.*  
*Annual 1900 Competencies against the 21st Century Criteria: An Analysis in Strategic Leadership | Kalle Pajunen, Tampere U. of Technology*  
*Winner of John F. Mee Management History Contribution Award*  

**484**: (Paper Session) - (MSR) Perspectives on Workplace Spirituality  
8:30am - 10:20am Sheraton Waikiki Beach: Puna Room  
*Chair: Lee Robbins, Golden Gate U.*  
*Discussant: Michael J Provitera, Barry U.*  
*Mindfulness, Consciousness, and Spirituality in Executives and Organizations | John E Young, U. of New Mexico; Jeanne M Logsdon, U. of New Mexico*  
*Spirituality in the Workplace: Theory, Practice, Sustainability | Sheriffe Khan, NICOMS LTD*  

8:30am - 10:20am Hawaii Convention Center: Room 325A  
*Chair: Susan Cartwright, U. of Manchester*  
*What are the Workplace Factors that Most Impact on Employee Health: A Meta-Analysis | Brian Faragher, U. of Manchester*  
*An Integrative Model of the Role of Perceived Available Support in Coping w/ Org. Role Conflict | Sandra A. Lawrence, U. of Queensland/Griffith U.; Victor J. Callan, U. of Queensland; Anne Pisarski, U. of Queensland*  
*The Impact of Workplace Bullying on Employee Psychological Contracts | Sabir Issa Giga, U. of Manchester*  
*Organizational Merger: A Stressful Challenge? Some Evidence from the Higher Education Sector | Michelle Tytherleigh, U. of Plymouth*  
*Tipping the 'Mental Health Scales' in Contact Centre Work | Carole Page, Massey U.*
Participants: Brian Faragher, U. of Manchester; Sabir Issa Giga, U. of Manchester; Michelle Tytherleigh, U. of Plymouth; Carole Page, Massey U.; Sandra A. Lawrence, U. of Queensland/Griffith U.; Victor J. Callan, U. of Queensland; Anne Pisarski, U. of Queensland

486 JS: (OB, HR) Advancements in Social Exchange Theory: Mediators, Moderators, and Unit-Level Effects
8:30am - 10:20am Hawaii Convention Center: Room 324
Chairs: Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Christine Lynn Jackson, Purdue U., West Lafayette
Discussants: Lynn Shore, San Diego State U.; Jacqueline Coyle-Shapiro, London School of Economics
Effects of Link-Pin Quality on Perceived Organizational Support | Subrahmaniam Tangirala, Purdue U., West Lafayette; Stephen Green, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafayette
Social Exchange and Politics: The Positive Effects on Creativity | Shalini Khazanchi, U. of Cincinnati; Suzanne S Masterson, U. of Cincinnati
A Model of Perceived Organizational Support and Person-Organizational Fit | Todd C. Darnold, U. of Iowa; Lynn Shore, San Diego State U.; Amy L. Kristof-Brown, U. of Iowa
Social Exchange Relationships: Intervening Mechanism of the POS & LMX-Performance Relationship | Christine Lynn Jackson, Purdue U., West Lafayette; Bruce Louis Rich, U. of Florida
Speakers: Subrahmaniam Tangirala, Purdue U., West Lafayette; Shalini Khazanchi, U. of Cincinnati; Todd C. Darnold, U. of Iowa; Christine Lynn Jackson, Purdue U., West Lafayette; Daniel A. Newman, U. of Maryland
Participants: Stephen Green, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafayette; Suzanne S Masterson, U. of Cincinnati; Amy L. Kristof-Brown, U. of Iowa; Lynn Shore, San Diego State U.; Bruce Louis Rich, U. of Florida; David Mayer, U. of Maryland

487 JS: (OB, ODC) Emotional Intelligence in Groups: Benefits and Costs for the Management in the 21st Century
8:30am - 10:20am Hawaii Convention Center: Room 323C
Chairs: Vanessa Urch Druskat, U. of New Hampshire; Fabio Sala, - ; Gerald J Mount, Grand Valley State U.
Discussants: Sigal Barsade, U. of Pennsylvania; Richard E. Boyatzis, Case Western Reserve U.
Team Emotional Intelligence: What It Can Mean and How It Can Impact Performance | Hillary Anger Elenbein, U. of California, Berkeley
Does Training Increase Emotional Intelligence in Groups and Group Performance? | Peter J. Jordan, Griffith U.; Jane P Murray, Griffith U.
Group Emotional Competence and Its Link to Group Performance | Steven B Wolff, Hay Group; Vanessa Urch Druskat, U. of New Hampshire
About the "I" in the EI Construct: A More Social Approach to Intelligence & Its Perf. Implications | Alexandra Michel, U. of Southern California; Karen Jehn, Leiden U.
Participants: Hillary Anger Elenbein, U. of California, Berkeley; Karen Jehn, Leiden U.; Peter J. Jordan, Griffith U.; Alexandra Michel, U. of Southern California; Jane P Murray, Griffith U.; Steven B Wolff, Hay Group

488 JS: (OB, RM, HR) Precision in Psychological Contract Research: The Next Generation
8:30am - 10:20am Hawaii Convention Center: Room 328

489 : (OCIS) OCIS Welcome
8:30am - 8:59am Hawaii Convention Center: Room 318A

490 : (ODC) Division Theme Session: Organizing for the Future: Designing the 21st Century Organization and Beyond
8:30am - 10:20am Hawaii Convention Center: Room 321B
Program Chair: Ram Tenkasi, Benedictine U.
Distinguished Speakers: Edward E. Lawler, U. of Southern California; Thomas W. Malone, Massachusetts Institute of Technology; Jay Galbraith, U. of Southern California
Discussant: William A Pasmore, Mercer Delta Consulting
Taking Change Seriously | Edward E. Lawler, U. of Southern California
Inventing Organizations | Thomas W. Malone, Massachusetts Institute of Technology
Strategy and Structure: The Process Will Continue | Jay Galbraith, U. of Southern California
Discussion - Thinking Outside of the Boxes | William A Pasmore, Mercer Delta Consulting

491 : (OM) Revolution in Supply Chain Management
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3
Organizer: Diane H. Parente, Pennsylvania State U., Erie
Presenter: Kurt Cavano, TradeCard Inc.

492 : (OMT) OMT Welcome Breakfast and Distinguished Scholar
8:30am - 10:20am Hawaii Convention Center: Room 301A
Introduction: Kimberly D Elsbach, U. of California, Davis
Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor
Distinguished Speaker: Joanne Martin, Stanford U.
The Myth of Organizational Unity: Oligarchical and Democratic Approaches to Organizational Theory | Joanne Martin, Stanford U.

493 : (Paper Session) - (OMT) Serf Boards? Power and Influence in Corporate Governance
8:30am - 10:20am Hawaii Convention Center: Room 302A
Chair: Nancy R. Kucinski, Hardin Simmons U.
Discussant: Yuri Mishina, Michigan State U.
The Other Pathway to the Boardroom: Interpersonal Influence Behavior and Board Appointments | James Westphal, U. of Texas, Austin; Itzhai Stern, Northwestern U.
Session Details – Monday

Organizational Fields

Participants:

Practices: Rethinking Strategy and Organization

Discussant:

Permanent Outsiders or Temporary Insiders? Experiencing

Chair:

8:30am - 10:20am Hawaii Convention Center: Room 302B

496

The Challenges of Learning in Practice: Strategy and

Competition in the Evolution of Capabilities: A Case of the

Inter-Organizational Temporal Coordination: The Concept of

Intragovernmental Temporal Coordination: The Concept of

Value of Affiliation: Composition and Redundancy of

Financial Networks

Organizational Theory Revisited | Amir Sasson, Norwegian School of Management

Organizational Mobility | Zhi Huang, Boston College

Participations: Elena P Antanacopoulou, U. of Liverpool; Martha S. Feldman, U. of California, Irvine; Maurizio Zollo, INSEAD

How Practice Theories and Actor-Network Theory Help Us

Organizational Learning and the Need for a Micro Level of

Analysis | Gerry Johnson, U. of Strathclyde

Learning, Cognition and Organizational Evolution | Maurizio Zollo, INSEAD

The Challenges of Learning in Practice: Strategy and

Organisational Theory Revisited | Elena P Antonacopoulou, U. of Liverpool; Nicola C. Dragonetti, U. of Liverpool

Participants: Elena P Antanacopoulou, U. of Liverpool; Martha S. Feldman, U. of California, Irvine; Gerry Johnson, U. of Strathclyde; Maurizio Zollo, INSEAD

497

Order and Autonomy in Organizational Fields

8:30am - 10:20am Hawaii Convention Center: Room 302B

Chair: Patrick Reinmoeller, Erasmus U.

Discussant: Henri Greve, Norwegian School of Management

Inter-Organizational Temporal Coordination: The Concept of

Temporal Institution | Bernard Louis Leca, Essec & U. Lille 1; Philippe Naccache, Paris X Nanterre, CEROS

Competition in the Evolution of Capabilities: A Case of the

Communications Equipment Industry | Jonghoon Bae, Tilburg U.

Dynamics of the Multi-level Status Structure and

Organizational Mobility | Zhi Huang, Boston College

Value of Affiliation: Composition and Redundancy of

Financial Networks | Oystein Fjeldstad, Norwegian School of Management; Amir Sasson, Norwegian School of Management

498

Learning and Micro-Practices: Rethinking Strategy and Organization

8:30am - 10:20am Hilton Hawaiian Village: Coral Ballroom 1

Join us to discuss the implications of a shift towards looking at the micro-foundations in organizational learning theory and practice.

Chair: Nicola C. Dragonetti, U. of Liverpool

Discussant: Linda Argote, Carnegie Mellon U.

Organizational Learning and the Need for a Micro Level of

Analysis | Gerry Johnson, U. of Strathclyde

Learning, Cognition and Organizational Evolution | Maurizio Zollo, INSEAD

How Practice Theories and Actor-Network Theory Help Us

Understand Evolving Organizational Routines | Martha S. Feldman, U. of California, Irvine

The Challenges of Learning in Practice: Strategy and

Organisational Theory Revisited | Elena P Antonacopoulou, U. of Liverpool; Nicola C. Dragonetti, U. of Liverpool

Participants: Elena P Antanacopoulou, U. of Liverpool; Martha S. Feldman, U. of California, Irvine; Gerry Johnson, U. of Strathclyde; Maurizio Zollo, INSEAD

499

Positive Communities in Transient Work Settings

8:30am - 10:20am Hawaii Convention Center: Room 302B

Chair: Ruth Blatt, U. of Michigan

Discussant: Jane E Dutton, U. of Michigan, Ann Arbor

Permanent Outsiders or Temporary Insiders? Experiencing

Community as a Temporary Employee | Ruth Blatt, U. of Michigan

Bracketing Practices Among Nashville Producers | Elizabeth Long Lingo, Harvard U.

Managing Multiplexity: The Positive Organizational Ties of

Nightclub Talent Buyers | Pacey Foster, Boston College

The Language of Positive Community among Longshoremen | Kathleen L. McGinn, Harvard U.


497: (Paper Session) - (ONE) Environmental Performance: Does it Pay?

8:30am - 10:20am Sheraton Waikiki Beach: Kahuku Room

Chair: Frances E Bowen, U. of Calgary

Economic Incentives, Green Performance & Financial

Performance: New Visions in the 21st Century | Bruce Clemens, James Madison U.

An International Comparison of the Factors Affecting

Environmental Strategy and Performance | Nicole Darnall, North Carolina State U.; Irene Henriques, York U.; Perry Sadorsky, York U.

Environmental Risk Management and the Cost of Capital

| Mark P Sharfman, U. of Oklahoma, Norman; Chitru Fernando, U. of Oklahoma, Norman

Using a Structural Equation Approach to Link Environmental Performance and Economic Performance | Ken Chung, Syracuse U.; Michael V. Russo, U. of Oregon

498: (Paper Session) - (PNP) Employee Preferences & Concerns in Public & Other Sector Organizations

8:30am - 10:20am Sheraton Waikiki Beach: Waialua Room

Welcome: Ralph Brower, Florida State U.

Chair: Shirley Avrami, Knesset

Discussant: Varden Hadfield, Brigham Young U.

Is the Grass Greener? Sector Shifting by MPA

Graduates | Mary Tschirhart, Syracuse U.; Alison Anker, Syracuse U.

Why Do Public Employees Desire Intrinsic Workplace Opportunities? Testing Three Hypotheses | Leonard Bright, U. of Louisville

Individual and Organizational Determinants: Attitudes toward More Relevant Performance Measurement | Kaifeng Yang, Florida State U.

Psychological Contract Fulfilment and the Form of Reciprocity - Examining the Sense of Indebtedness | Marjo-Riitta Parzefall, London School of Economics

Comparing Reasonable Accommodations for Employees with Mobility-Related Disabilities Across Sectors | Deborah Balser, U. of Missouri, St. Louis

499: (RM) Formative Measurement Models in Organizational Behavior and Strategy Research

8:30am - 10:20am Hawaii Convention Center: Room 323A

Chair: Philip M Podsakoff, Indiana U.

Monday 9:00AM

502: (AAA) Conference Exhibits
9:00am - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits
Organizer: George T Solomon, George Washington U.

503: (AAA) Membership
9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Membership

504: (AAA) Conference Registration
9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration
Organizer: Regina Greenwood, Kettering U.

505: (AAA) Placement Services
9:00am - 4:00pm Hilton Hawaiian Village: Iolani Suite 1
Placement Services - Registration and Information
Organizer: Scott C. Douglas, Binghamton U.

506: (Paper Session) - (BPS) Interorganizational Networks
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - BPS 1
Presented on panels 1-5
- Embeddedness, Tie Dissolution and the Stability of Interorganizational Networks | Francisco Polidoro, U. of Michigan; Gautam Ahuja, U. of Michigan
- Scale-free Networks in the Presence of Constraints: an Investigation of the Airline Route Network | Jeho Lee, KAIST Graduate School of Management; Namgyoo Kenny Park, KAIST Graduate School of Management; Sungho Kim, KAIST Graduate School of Management
- The Dynamics of Innovation Alliances | Lionel J Nesta, SPRU/ U. of Sussex; Vincent Mangematin, INRA/UPMF
- Intermediation as a Strategy: a Theoretical and Empirical Perspective | Corentin Curchod, U. of Paris I Sorbonne

507: (Paper Session) - (BPS) Top Management Teams and the Strategy Process
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - BPS 2
Presented on panels 6-10
- Board of Directors as Decision-Making Groups: An Empirical Study on Board Processes and Performance. | Fabio Zona, Bocconi U.; Alessandro Zattoni, SDA Bocconi - Parthenope U.
- Organizational Resources: Further exploration of Top Management as a Source of Competitive Advantage | Toluope Bewaji, Temple U.
- Turning Knowledge into Action: The Role of Incentives in Organizational Capabilities | Henry Sauermmann, Duke U.

508: (Paper Session) - (ENT) New Venture Performance: Insights from Emerging Research
Session Details – Monday

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - ENT 1
Presented on panels 31-35

- Critical Factors Affecting the Competitive Success of E-commerce Entrepreneurs | Nittana Sukasame, Bangkok U./U. of Nebraska
- Alliance Formation Motives in SMEs: A Conjoint Analysis Study | Anita Van Gils, Maastricht U.; Peter Zwart, Groningen U.
- Alliance Strategy and the Performance of High-technology Entrepreneurial Firms | Nitin Pangarkar, National U. of Singapore
- Determinants of New Venture Survival: Multi-Level Analyses of Internal Conditions at Startup Stages | Jay Hyuk Rhee, Korea U.
- Matching New Venture Strategy to Industry Characteristics | Victor Franklin, Texas A&M U.

509: (Paper Session) - (GDO) Leaders, Diversity, and Organizational Practices
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - GDO 1
Presented on panels 36-40

- Board Gender Diversity and CEO Pay: Main Effects and Interactions with Organizational Performance | Donald H. Kluemper, Oklahoma State U.; K Matthew Gilley, Oklahoma State U.; Joseph E Coombs, U. of Richmond
- Upper Echelons Gender Diversity and Organizational Effectiveness: An Empirical Examination | Melissa Wooten, U. of Michigan
- An Anachronistic Approach to Leadership Theory: The Case for Inclusiveness | Catherine Loughlin, U. of Toronto; Kara Anne Arnold, Memorial U. of Newfoundland
- Wiping the Theological Slate Clean? Sensemaking in the Careers of Gay and Lesbian Ministers | W. E. Douglas Creed, U. of Rhode Island

510: (Paper Session) - (HR) P-O Fit/Work Attitudes
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - HR
Presented on panels 21-29

- The Impact of HR Involvement and Commitment HR Systems on HR Effectiveness and Firm Performance | Jaewon Kim, U. of Pennsylvania; Seongsu Kim, Seoul National U.; Seongmin Ryu, Seoul National U.
- Linking Mentoring to Employee Loyalty: Empowerment and P-O Fit as Explanatory Mechanisms | Maria Kraimer, U. of Melbourne; Scott Seibert, Melbourne Business School; Ling Yuan, U. of Illinois, Chicago
- Latent Growth Models of Person-Organization Fit and Person-Job Fit: Implications for HRM | Aichia Chuang, National Taiwan U.; Changya Hu, National Taiwan U.
- Commitment In Call Centers: Does It Matter? | Ed Rose, Liverpool John Moores U.; Gillian Wright, Manchester Metro Business School; Andrew Taylor, Bradford U.
- Employees' Reported Reasons for Turnover and Retention: Factors that Motivate Top Performers to Stay | John P. Hausknecht, DePaul U.; Michael Howard, Harrah's Entertainment Inc.; Julianne M. Rodda, DePaul U.
- High-commitment Human Resource Management and Organizational Behaviors: A Multi-level Approach | Tzu-Shian Han, National Chengchi U., Taiwan; Yu-Chen Wei, National Chengchi U., Taiwan
- The impacting role of Self-Efficacy in the relationship of Demand-Control-Support Model and Burnout | Yu-Hwa Huang, National Sun Yat-Sen U.; Chin-Hui Chen, National Sun Yat-Sen U.; Ing-Chung Huang, National Sun Yat-Sen U.
- Measures of Person-Work Environment Fit Constructs: Conceptual Ambiguity and Empirical Reality | Kevin Carlson, Virginia Polytechnic Institute; Andrew O. Herdman, Virginia Tech
- Individual Differences in Applicant Attraction: The Role of Person-Organization Fit | Kelly A. Piasentin, U. of Calgary; Derek S. Chapman, U. of Calgary

511: (Paper Session) - (IM) National Culture and Enterprise Management
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - IM 1
Presented on panels 51-55

- A Cross-Culture Study of Managerial Skills, Employees Attitudes and Managerial Performance | Frank M Shipper, Salisbury U.; Jeanette A Davy, Wright State U.; Richard C Hoffman, Salisbury U.; Denise M. Rotondo, Salisbury State U.
- The Influence of National Culture on Firm Growth Option Values | Asda Chintakananda, U. of North Carolina, Chapel Hill; Tony W. Tong, State U. of New York, Buffalo
- Ethique, Ética, Ethics: Cultural Influences on Individual Emotions and Ethical Sensitivity | Virginia K. Bratton, U. of Melbourne; Taco Reus, Florida Atlantic U.; Catherine Maguire, U. of Melbourne
- Exploring 'Confucian Family-ism' as a Dimension of Justice in the Chinese Workplace | Mike Lane, Regent U.; Dail Fields, Regent U.
- Thriving Through Networks of Guanxi: Social Capital in Chinese Organizations | Zhixing Xiao, China Europe International Business School

512: (Paper Session) - (IM) Management Tensions in MNCs
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - IM 2
Presented on panels 56-60

- When is the Transnational Strategy Optimal? | Formulating the Integration-Responsiveness Framework | Christian Geisler Asmussen, Copenhagen Business School
- Fostering Self-Initiated Technological Innovation in the Subsidiary of the MNC | John W Medcof, McMaster U.; William H. A. Johnson, Bentley College
- Subsidiary Control and the Diminishing Impact of Cultural Distance | Lance Brouthers, U. of Texas, El Paso; Timothy Jon Wilkinson, U. of Akron; Scott Widmier, U. of Akron
**MONDAY**

**Session Details – Monday**

- **513**: *(Paper Session) - *(MC)* Management Consulting and Organizational Life
  
  **9:00am - 10:20am** Hawaii Convention Center: Exhibit Hall III - MC
  
  Presented on panels 71-75
  
  
  - Disciplining Clients: The Use of Organizational Health Metaphors in a Consultancy Service Prospectus | **Annika Schilling**, Stockholm School of Economics
  
  - Winner of the Bentley College/HEC Outstanding Student Paper Award
  
  - From Positive Affect to Creativity: The Surprising Role of Surprise | **Allan Filipowicz**, INSEAD
  
  
  - Examining Anger as a Mediator of Cognitive Influences on Whistle-Blowing, Knowledge Transfer, and Decision-Making | **Michael J. Gundlach**, Bond U.
  

- **514**: *(Paper Session) - *(MOC)* Breaking New Ground in Managerial Cognition
  
  **9:00am - 10:20am** Hawaii Convention Center: Exhibit Hall III - MOC 1
  
  This session focuses on new developments in managerial cognition. Presented on panels 11-15
  
  
  - Method as Theory in the Study of Managerial Cognition | **Mihnea Calin Moldoveanu**, U. of Toronto
  
  - Cognitive Dynamics of Capability Development Paths | **Tomi MM Laamanen**, Helsinki U. of Technology; **Johan Wallin**, Synoco Oy
  
  - Organizational Identity as a Strategic Practice | **David Oliver**, Imagination Lab Foundation; **Peter T. Burgi**, Imagination Lab Foundation
  

- **515**: *(Paper Session) - *(MOC)* Emotion and Management: On Learning, Decision-Making, and Trust
  
  **9:00am - 10:20am** Hawaii Convention Center: Exhibit Hall III - MOC 2
  
  This session explores the role of emotion in learning, decision-making, and trust. Presented on panels 16-20
  
  - Negative Emotions and Learning from Errors | **Bin Zhao**, U. of Western Ontario; **Fernando Olivera**, U. of Western Ontario
  
  
  
  - Emotional Intelligence and Communication Perceptions During Conflict and Decision Making | **Ashlea C Troth**, Griffith U.; **Peter J. Jordan**, Griffith U.; **Sally V Hall-Thompson**, U. of Queensland/Griffith U.; **Sandra A. Lawrence**, U. of Queensland/Griffith U.

- **516**: *(Paper Session) - *(MOC)* Emotions in Organizational Life: Management Lessons for the 21st Century
  
  **9:00am - 10:20am** Hawaii Convention Center: Room 317B
  
  This session examines how emotions influence creativity, whistle-blowing, knowledge transfer, and decision-making.
  
  - Chair: **Lorna Doucet**, U. of Illinois
  
  - From Positive Affect to Creativity: The Surprising Role of Surprise | **Allan Filipowicz**, INSEAD
  
  
  - Examining Anger as a Mediator of Cognitive Influences on Whistle-Blowing Decisions | **Michael J. Gundlach**, Bond U.
  

- **517**: *(Paper Session) - *(OCIS)* Relationships in Virtual Teams Paper Session
  
  **9:00am - 10:20am** Hawaii Convention Center: Room 318A
  
  Chair: **Julia Gluesing**, Wayne State U.
  
  Discussant: **Jeanne M Wilson**, William & Mary
  
  Understanding Impression Formation and Impression Accuracy Among Distributed Coworkers | **Aditya Johri**, Stanford U.
  
  
  - Synchronicity Matters! Development of Task and Social Cohesion in FTF and Text Based CMC Groups | **Artemis Chang**, QUT
  

- **518**: *(Paper Session) - *(OCIS)* Technology Adoption: The Firm Level
  
  **9:00am - 10:20am** Hawaii Convention Center: Room 322B
  
  Chair: **Sandra Slaughter**, Carnegie Mellon U.
  
  Discussant: **Cynthia M Beath**, U. of Texas, Austin
Session Details – Monday

Explaining Firms’ Propensities to Engage in Information Technology Strategic Signaling | Robert W Zmud, U. of Oklahoma; Teresa Marie Shaft, U. of Oklahoma, Norman; Henry JP Croes, U. of Oklahoma; Weijun Zheng, U. of Wisconsin, Parkside

Information System Adoption as an Occasion of Knowledge Transfer | Ruey-Lin Hsiao, National U. of Singapore; Yijie Lei, National U. of Singapore

A Process Theory View of Stakeholder Management During Enterprise Systems Implementations | Sathish Srinharan, National U. of Singapore; Shan-Ling Pan, National U. of Singapore

Presented on panels 521

Websites in the 21st Century: Contrasting the Rationality and Institutional Theory Perspectives | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore; M S Annapoornima, National U. of Singapore

Presented on panels 483

519 ☐: (Paper Session) - (ODC) Transformational change: Strategy, Structure and Process
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - ODC 1
Presented on panels 76-80

Strategically Repositioning and Transforming Public Organizations | Paul Charles Nutt, Ohio State U.

The Experience of Organizational Change: The significance of conversations across levels | Tony Lingham, ESADE; Bonnie Richley, Case Western Reserve U.

Changing Organizations: Reducing Complexity, Not Denying It | Renate Werkman, Vrije U. Amsterdam; Jaap Boonstra, Sioo; Willem Van der Kloot, Leiden U.

Managing the Past vs. Future Paradox: a Transformational Perspective of Change Management | André Ofenheim Mascarenhas, Escola de Administracao de Empresas de Sao Paulo; Isabella Freitas Vasconcelos, U. Presbiteriana Mackenzie

When do managers engage in downsizing? A contingency perspective on organizational mimicry. | Peter Berends, Maastricht U.

520 ☐: (Paper Session) - (OMT) Institutional Change
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - OMT 1
Presented on panels 41-45

How a Post-Bureaucratic Organization Unintentionally Re-Invented Bureaucracy | Achim Oberg, Aachen U.; Simone Schiller, U. of Cologne; Peter Walgenbach, Erfurt U.


Transaction Costs, Social Institutions, and Interfirm Relationships: Explaining Contract Duration | Xueguang Zhou, Hong Kong U. Dept of Management

Turnoil at the Bauhaus: Problems of Internal and External Legitimacy—An historical case study | Stella Marie Minahan, Deakin U.

521 ☐: (Paper Session) - (OMT) Identity, Cognition, and Culture
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - OMT 2

Presented on panels 46-50

The Disruption of Accounts: Sensebreaking in Organizations | Thomas B Lawrence, Simon Fraser U.; Sally Maitlis, U. of British Columbia

(Dis)Playing Yourself: A Role-Theoretical Perspective on Organizational Image and Media Reputation | Kai Lamertz, Concordia U.; Pursey Heugens, Utrecht U.


Can Internal Hybrids Rule over the Hierarchy? A Study on the Boundaries of Internal Hybrids | Sali Li, U. of Utah

Who You Ask Matters: Hierarchical Subculture Effects on Quantitative Organizational Culture Research | Ray Zammuto, U. of Melbourne

522 ☐: (Paper Session) - (TIM) Managing the Product Development Process
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - TIM 1
Presented on panels 61-65

The Pattern of Utilizing Competitors’ Knowledge as a Source of Competitive Advantage | Naoko Kishi, Tokyo U.

Web-based Product Innovation: To What Extent Do Companies Actually Import Customer Knowledge? | Emanuela Prandelli, Bocconi U.; Gianmario Verona, Bocconi U.; Deborah Raccagni, Bocconi U.


The Influence of Environmental Ambition on Radical Product Development Projects: the Mitka Case. | Luca Berchicci, TU Delft; Han Brezet, TU Delft

523 ☐: (Paper Session) - (TIM) Intellectual Assets & their Appropriation
9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - TIM 2
Presented on panels 66-70

Technology Suppression Strategies as Illusion | John Howells, Aarhus Business School


The Role of Patents in the Innovation Process: Experiences of Small High-tech Danish Firms | Lee N. Davis, Copenhagen Business School
Value Creation and Transformation in the Internet-Age: Central Issues and Controversies | Angel J. Salazar, Manchester Metropolitan U.

524: (Paper Session) - (TIM) Strategy, Technology, & Innovation: Boundaries of the Firm
9:00am - 10:20am Hawaii Convention Center: Room 306A
Chair: Minyuan Zhao, U. of Minnesota
Discussant: Allan A Afuah, U. of Michigan
How Buyers Shape Supplier Performance; Can Governance Skills Substitute for Expertise? | Anne Parmigiani, U. of Oregon; William G Mitchell, Duke U.
Distributed R&D, Cross-Regional Ties and Quality of Innovative Output | Jasjit Singh, INSEAD

Why Firm-established User Communities Work for Innovation: The Characteristics of Innovative Users | Lars Bo Jeppesen, Copenhagen Business School; Lars Frederiksen, Copenhagen Business School
Open Beyond Software | Sonali Shah, U. of Illinois, Urbana-Champaign

525: (Paper Session) - (TIM) Diffusion & Adoption
9:00am - 10:20am Hawaii Convention Center: Room 307A
Chair: Bettina Lynda Bastian, Ecole Polytechnique Fédérale de Lausanne
Discussant: Nikolaos Panagopoulos, Athens U. of Economics and Business
Death Hurts, But It Isn’t Fatal: The Postexit Diffusion Of Knowledge Created By Innovative Companies | Glenn Hoetker, U. of Illinois, Urbana-Champaign; Rajshree Agarwal, U. of Illinois, Urbana-Champaign
Stephan Schrader Best Paper Award Finalist
Path Dependence and Path-Constrained Melioration in Technology Development and Adoption | Andrew Nelson, Stanford U.
Examining Klein and Sorra’s Innovation Implementation Model | Linying Dong, Ryerson U.; Derrick Neufeld, U. of Western Ontario; Chris Higgins, U. of Western Ontario

Monday 10:15AM

526: (AAA) Coffee Break
10:15am - 10:45am Hawaii Convention Center: Ala Halawai Concourse
Sponsored by: University of Maryland University College

527: (AAA) Conference Break
10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area
Organizer: George T Solomon, George Washington U.

Monday 10:40AM

528: (AAA) Meet the Academy’s Editors
10:40am - 12:00pm Sheraton Waikiki Beach: Wai'anae Canyon Room

10:40am - 12:00pm Hawaii Convention Center: Room 312
Organizer: Patricia G Martinez, U. of Texas, San Antonio
Chair: Sanford M Jacoby, U. of California, Los Angeles
A Test of Organizational Benevolence and Paternalism in Contemporary Employment Relationships | Patricia G Martinez, U. of Texas, San Antonio
Paternalism and Radical Organizational Change | Jone L. Pearce, U. of California, Irvine
Measuring Paternalism: Opening the Door to Research | Adrienne Colella, Texas A&M U.; Fernanda Garcia, U. of Texas El Paso; Mary Triana, Texas A&M U.; Laura Riedel, Texas A&M U.
Paternalism as a Form of Leadership: Differentiating Paternalism from Leader-Member Exchange | Mary UhlenBien, U. of Central Florida; John M Maslyn, Belmont U.

530: (AAS) The International Outsourcing of Services: Research and Managerial Issues
10:40am - 12:00pm Hawaii Convention Center: Room 313A
Presenters: Farok Contractor, Rutgers Business School–Newark and New Brunswick; Susan Mudambi, Temple U.; Masaaki Kotabe, Temple U.; Janet Y. Murray, St. Louis U.; Mary Ann Von Glinow, Florida International U.; Michael J. Mol, London Business School & U. of Reading

531: (AAS) The New Field of Services Sciences: Calling for Management Research
10:40am - 12:00pm Hawaii Convention Center: Room 315
Introduction: Scott Koerwer, U. of Maryland
Keynote Speaker: Stuart Feldman, IBM Internet Research

532: (AAS) The Future of Management Consulting Worldwide
10:40am - 12:00pm Hawaii Convention Center: Room 316B
Moderator: Larry E Greiner, U. of Southern California
Participants: John Gaulding, Monster.com; Flemming Poufelt, Copenhagen Business School; Qiwei Chen, Asia Business Consulting

533: (AAS) Aohe pau ka ike i kau halau: What we can Learn from Hawaiian Hula
10:40am - 12:00pm Hilton Hawaiian Village: Coral Ballroom 2
Organizer: Martin L. Martens, Concordia U.
Participants: Nelson Phillips, Imperial College London; Dawn R Elm, U. of St. Thomas; Mary J Waller, Tulane U.; Jason Kanov, Seattle U.

534: (Paper Session) - (BPS) Trust, Framing and the Strategy Process
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - BPS 1
Presented on panels 13-20
Relationship Between Control, Trust and Performance Within Inter-firms Partnership. | Franck Brulhart, U. d’Aix-Marseille II; Christophe Favoreu, Groupe ESC Toulouse Business School
Monday

Session Details – Monday

Chair: 10:40am - 12:00pm Hawaii Convention Center: Room 308A

- Dynamic Gap Bridging and Gap Set Development: the firm role in capability and opportunity spaces | Giovanni Battista Dagnino, U. of Catania; Marcello M Mariani, U. of Bologna


535 : (Paper Session) - (BPS) Contextual Influences on Management Choices
10:40am - 12:00pm Hawaii Convention Center: Room 306B
Chair: Corey Phelps, U. of Washington
Discussant: Todd Zenger, Washington U.

- The Lesser of Two Evils: Actionable Intelligence and 9/11 | Jeffery S. McMullen, Baylor U.
- Managerial Choice, Internal Fit, and Adaptation, under Regulatory Constraints and Change | Margaret Peteraf, Dartmouth College; Randal Reed, Morgan State U.


536 : (Paper Session) - (BPS) Organizational Design, Contractual Mechanisms and Industry Structure
10:40am - 12:00pm Hawaii Convention Center: Room 307B
Chair: Moses Acquaah, U. of North Carolina, Greensboro
Discussant: Kyle J Mayer, U. of Southern California

Desperately Seeking Spillovers? | Barak S. Aharonson, U. of Toronto; Joel A.C. Baum, U. of Toronto; Maryanne P Feldman, U. of Toronto

537 : (Paper Session) - (BPS) Managing Diversified Firms
10:40am - 12:00pm Hawaii Convention Center: Room 308A
Chair: Douglas J. Miller, Tulane U.

Discussant: Anne Marie Knott, U. of Maryland

- Parent-Subsidiary Conflict within MNCs: An Examination of Antecedents and Consequences | Ani K Gupta, U. of Maryland, College Park; Qing Cao, U. of Maryland
- What Does It Take to Be Good Parent? A Look Into the Black-box of Non-synergistic Value Creation | Oliver Gottschalg, HEC Paris; Degenhard Meier, RWTH Aachen
- Performance Effects of Diversification Within the Software Industry | Huseyin Tanriverdi, U. of Texas, Austin; Chi-Hyon Lee, Boston U.

538 : (Paper Session) - (BPS) Knowledge Flows
10:40am - 12:00pm Hawaii Convention Center: Room 308B
Chair: Mitibrarun Sarkar, U. of Central Florida
Discussant: Arvids A Ziedonis, U. of Michigan, Ann Arbor

Disentangling Knowledge Flow, Knowledge Transfer & Knowledge Sharing: Steps Toward Construct Clarity | Cynthia A Lengnick-Hall, U. of Texas, San Antonio; Robert J Griffith, U. of Texas, San Antonio

Effects of Potential and Realized Absorptive Capacity: Reconceptualization with System Dynamic Panel | Gwendolyn Kuo-fang Lee, U. of Florida

539 : (Paper Session) - (BPS) Stakeholder Representation on the Board of Directors
10:40am - 12:00pm Hawaii Convention Center: Room 309
Chair: Daniel P Forbes, U. of Minnesota
Discussant: Morten Huse, Norwegian School of Management
CEO Power Dimensions: Their Interrelationships, Outcomes, and Contingencies | Brad Olson, U. of Lethbridge; Yongjian Bao, U. of Lethbridge


Stakeholder Governance in Organizational Transition | Kalle Pajunen, Tampere U. of Technology; Petri Parvinen, Helsinki U. of Technology; Grant T. Savage, U. of Alabama

A Road to Directorship: How Corporate Executives Secure Positions on Other Firm’s Boards | Richard H. Lester, Louisiana Tech U.; Albert Cannella, Jr, Arizona State U.

540 JS : (BPS, TIM) Alliances as Vehicles for Innovation, Technology and Competitive Advantage
10:40am - 12:00pm Hawaii Convention Center: Room 313B
The Determinants of Success in Research & Development Alliances | Jeffrey H. Dyer, Brigham Young U.; Benjamin C. Powell, U. of Alabama

Managerial Decision-Making Regarding Governance

Prashant Kale, U. of Michigan, Ann Arbor; Phanish Puranam, London Business School

Rosencrantz and Guildenstern are Devalued? | Joanne Elizabeth Oxley, U. of Toronto

Participants: Mariko Sakakibara, U. of California, Los Angeles; Brian Silverman, U. of Toronto; Prashant Kale, U. of Michigan, Ann Arbor; Phanish Puranam, London Business School; Jeffrey H. Dyer, Brigham Young U.

541: (Paper Session) - (CAR) Career Success: Is it Up, Up, Up?
10:40am - 12:00pm Hawaii Convention Center: Room 319A
Chair: Nikos Bozionelos, Sheffield U.
Discussant: Kathleen Park, Massachusetts Institute of Technology
Individual Traits, Human Capital, or Family Situation: Which Predicts Males/Females Career Success? | Christine Marie Riordan, U. of Georgia; Robert Donn Gatewood, U. of Georgia; Marcus M. Butts, U. of Georgia; Garnett Stokes, U. of Georgia
Influence of Career-Plateaued on Attitudes and Behaviors and the Moderating Role of Self-Plateauing | Michel Tremblay, HEC Montreal

542: (Paper Session) - (CM) Trust and Trust Repair
10:40am - 12:00pm Hawaii Convention Center: Room 318B
Chair: Roy J. Lewicki, Ohio State U.
The Effect of Real Options on Trust and Trustworthiness: The Relevance of Irrelevant Alternatives | Deepak Malhotra, Harvard U.
Expectations Across People and Time: Trustworthiness, Time Horizon and Non-cooperation | Peter Hwang, National U. of Singapore
Building Trust through Interpersonal Emotion Management: A Threat Regulation Model of Collaboration | Michele Williams, Massachusetts Institute of Technology
Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations | Donald L Ferrin, Singapore Management U.; Peter H Kim, U. of Southern California; Cecily D Cooper, U. of Miami; Kurt T Dirks, Washington U.
Winner of CM Division Best Paper Award - Empirical

543: (Paper Session) - (CMS) Alternative Perspectives on Globalization and MNCs
10:40am - 12:00pm Sheraton Waikiki Beach: Hilo Room
Chair: Jean Helms Mills, St. Mary's U.
Hegeqony in the Global Factory: Power, Ideology, and Value in Global Production Networks | David Levy, U. of Massachusetts, Boston
On Doing Ethnography in International Business Research: Relevance, Practice and Future Directions. | Diana Sharpe, Monmouth U.

Firing me Softly: The Meanings of Dismissal | Ana Luisa Vieira Ploparas, EAESP, Fundação Getulio Vargas; Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil
Talk of National Culture in Connection with the Unsettling of Organizational Culture | Agneta Moulettes, Lund U.

544: (Paper Session) - (CMS, ODC, OMT) One Hundred Years of Servitude? Institutional Constructions of Oppression and Difference
10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room
Chairs: Michael James Zyphur, Tulane U.; David M Boje, New Mexico State U.
Servicing Global Power: Toward Understanding Ideology and Representation in International Business | Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven; Michael Cavanaugh, Fairfield U.
Simulating Opposition in Organization Science: A Baudrillardian Analysis | Michael James Zyphur, Tulane U.
Service not Servitude? Re-Searching Ethics for a Responsible Critical Management Scholarship | Joanna Brewis, U. of Leicester; Edward Wray-Bliss, Nottingham U.
Self-Serving Servants: Ethical Tension in Organization Studies and an "Ethics of Difference" | Gazi Islam, Tulane U.

545: (Paper Session) - (ENT) Research on Opportunity Recognition
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ENT 1
Presented on panels 21-24
Episodic Knowledge and Entrepreneurial Discovery | Patrick J. Murphy, DePaul U.
The Co-existence of "Schumpeterian" and "Kirznerian" Venture Opportunities. | Mikael J Samuelsson, Borås U.
A Sensemaking-Sensegiving Perspective on the Evolution of Growth Intentions in Entrepreneurial Firms | Dev K. Dutta, U. of Western Ontario; Stewart Thornhill, U. of Western Ontario
Representation and Realization: A Theoretical Perspective on Entrepreneurship | Benson Honig, Wilfrid Laurier U.; Tomas Karlsson, Jonkoping International Business School

546: (Paper Session) - (ENT) Governance Systems in Entrepreneurial Firms
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ENT 2
Presented on panels 77-80
Beyond The Developmental Model for Family Business: An Empirical Examination | Matthew W. Rutherford, Gonzaga U.; Lori A. Muse, Western Michigan U.; Sharon Oswald, Auburn U.
Boards Attending to Opportunity in Established Enterprises:An Attention-Based Model | Chris Tuggle, Texas A&M U.; Don Hellriegel, Texas A&M U.
Do Boards of Directors Value Entrepreneurial Performance? An Empirical Study | William John Lekse, Babson College; Mengxin Zhao, Bentley College
547  (Paper Session) - (ENT) Family Business: Unique Sources of Competitive Advantage
10:40am - 12:00pm Hawaii Convention Center: Room 303A
Chair: M. B. Neace, Mercer U.
No Family is an Island: A Social Network Approach to Governance in Family Firms | Mattias Nordqvist, Jonkoping International Business School
Governing by Managing Identity Boundaries: The Case of Family Businesses | Chamu Sundaramurthy, San Diego State U.; Glen E. Kreiner, U. of Cincinnati
Antecedents of Family Commitment and the Moderating Effects of CEO Family Ties | Raj V Mahto, U. of Memphis; Jiu Shiu Chen, U. of Memphis; Edith C. Busija, U. of Memphis
All in the Family: Advisory Networks of New Ventures | Phillip H. Kim, U. of North Carolina, Chapel Hill

548  (Paper Session) - (JS: (ENT, SIM, MED) Entrepreneurship Knowledge as a Basis for Community Action
10:40am - 12:00pm Hawaii Convention Center: Room 301B
Chair: Thomas A. Bryant, Nicholls State U.
Discussants: Max Wortman, Iowa State U.; Frank Hoy, U. of Texas, El Paso
Presenters: Raymond Saner, Center For Socio-Economic Development; Lichia Yiu, CSEND; Robert Brent Anderson, U. of Regina; Michelle Christie, Queensland U. of Technology; Ana Maria Peredo, U. of Victoria; Thomas A. Bryant, Nicholls State U.; Norris F Krueger, Boise State U.

549  (Paper Session) - (GDO) Diversity and Human Resources: Selection, Referral, and Under-representation
10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chair: Beverley J Demarr, Ferris State U.
Discussant: Waheeda Lillevik, U. of Michigan, Flint
Missed Mechanisms: Referral Processes and Job Segregation | Brian Rubineau, Massachusetts Institute of Technology; Roberto Fernandez, Massachusetts Institute of Technology
Religion and Job Type Effects on Discrimination in Employment Settings | Kazhal Yousefvand Mansouri, U. of Lethbridge; Richard Perlow, U. of Lethbridge

550  (Paper Session) - (HCM) Strategies For The Adoption And Implementation Of New Health Care Technology
10:40am - 12:00pm Sheraton Waikiki Beach: Waianae Room
Chair: Larry R. Hearld, U. of Michigan
Discussant: Larry R. Hearld, U. of Michigan
Meso- and Macro-Level Barriers and Facilitators to Clinical Practice Guideline Implementation | Erin Gilbart, U. of Toronto
Localization of Health IT: How Users “Repair” Electronic Medical Record Systems | Shirley Bar Lev, Bar Ilan U.; Michael L Harrison, Agency for Healthcare Research and Quality
It Takes two to Tango: Trust and Institutional Logics as Organizing Principles During Change | Karan Sonpar, U. of Alberta; Jay Handelman, Queen’s U.; Ali Dastmalchian, U. of Victoria

551  (Paper Session) - (HR) Careers, Recruiting, Development & Performance Appraisal
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - HR
Presented on panels 53-56
Walking the Talk: Developing and Testing a Model of Values-Based Performance | Melissa Gruys, Washington State U., Vancouver; Susan M. Burroughs, U. of Puget Sound; Jerry Goodstein, Washington State U., Vancouver; Andrew C Wicks, U. of Virginia
Beyond Performance: The Impact of Intelligence on Job Tenure | Mark Maltarich, U. of Wisconsin, Madison; Anthony Justin Nyberg, U. of Wisconsin, Madison
Time for Accountability: Looking at the Treatment of Multisource Feedback Assessment | Scott Taylor, Case Western Reserve U.
Mutual Expectations between Recruiters and Applicants in Large Cities of China | Hao Zhao, U. of Illinois, Chicago
Identifying Training Needs for Virtual Team Leaders and Members | Benson Rosen, U. of North Carolina; Stacie Furst, Louisiana State U.; Richard S Blackburn, U. of North Carolina, Chapel Hill
An Analysis of Online Recruiting: Building a Conceptual Model for Effective Web Based Recruitment | Jake Messersmith, U. of Kansas

552  (Paper Session) - (HR) Maximizing Organizational Effectiveness Through HR
10:40am - 12:00pm Hawaii Convention Center: Room 319B
Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign
Chair: Chee Chow, San Diego State U.; Anne Wu, National Chengchi U.

Do the Best Companies to Work for Provide Better Customer Satisfaction? | Daniel Simon, Cornell U.


The Transformation of Authority at Continental Airlines | Andrew Von Nordenflycht, Simon Fraser U.

553: (Paper Session) - (HR) New Directions in Performance Management Research
10:40am - 12:00pm Hawaii Convention Center: Room 322A
Chair: Yehuda Baruch, U. of East Anglia

A Meta-analysis of Work Sample Test Validity: Updating and Integrating Some Classic Literature | Philip L Roth, Clemson U.; Phil Bobko, Gettysburg College; Lynn A. McFarland, Clemson U.
Winner of HR Division Best Paper Award

Evaluating Dynamic Performance: Effects of Trend, Mean, and Variation of Performance on Evaluations | Jochen Reb, Singapore Management U.

A Performance Motivator in One Country, a Non Motivator in Another? An Empirical Study | Marjaana Rehu, U. of Magdeburg; Edward J. Lusk, U. of Magdeburg; Birgitta Wolff, U. of Magdeburg


Cognitive, Affective, and Social Network Influences in Performance Appraisal | Anuradha Ramesh, U. of Maryland, College Park; Daniel A. Newman, U. of Maryland
Winner of HR Division's Best Student Paper Award

554: (Paper Session) - (IM) Expatriates in Action
10:40am - 12:00pm Hawaii Convention Center: Room 304A
Chair: Mikael Sondergaard, U. of Arhus

A Quasi-Experimental Field Study on the Impact of Host Worker Perceptions on Expatriate Adjustment | Arup Varma, Loyola U. Chicago; Soo Min Toh, U. of Toronto; Pawan S. Budhwar, Aston Business School; Soumendu Biswas, Indian Institute of Technology

Does Cultural Similarity/Dissimilarity Matter? U.S. Business Expatriates in Canada and Germany | Jan Selmer, Hong Kong Baptist U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.

Trust and Distrust of Expatriate Managers in a Foreign-Owned Enterprise: A Grounded Theory | Lai Si Tsui-Auch, Nanyang Technological U.; Eden Ling, - ; Joyce Low, - ; Stephen Wan, -


555: (Paper Session) - (IM) Business Groups, Ownership, and Performance

556: (Paper Session) - (OB, OMT) New Horizons on Cross-National and Cross-Cultural Research: Implications for the 21st Century
10:40am - 12:00pm Hawaii Convention Center: Room 305B
Organizer: Rabi S Bhagat, U. of Memphis
Discussant: Dharm Prakash Sharma Bhawuk, U. of Hawai‘i, Manoa

Structure of Social Axioms Around the Globe: Towards a New Perspective | Kwok Leung, City U. of Hong Kong

Protestant Relational Ideology: Its Cognitive Underpinnings and Organizational Implications | Jeffrey Sanchez-Burks, U. of Michigan

Going Beyond the Existing Paradigms in International Management: Using Feeling and Thinking | Rosalie L. Tung, Simon Fraser U.

Culture Clashes Around the Globe and the Future of Globalization | Rabi S Bhagat, U. of Memphis; B. Ram Baliga, Wake Forest U.; Shin Mannsso, Korea U.; Ben L Kedia, U. of Memphis

557: (Paper Session) - (IP) Cognition, Identity, and Strategic Action
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Mathew Laurence Sheep, U. of Cincinnati

OB: Toward an Understanding of Shared Vision and Organizational Learning | David A Waldman, Arizona State U.; Yair Berson, U. of Haifa; Craig L Pearce, Claremont Graduate U.

OB: Psychological Collectivism: A Measurement Validation and Linkage to Group Member Performance | Christine Lynn Jackson, Purdue U., West Lafayette; Jason Colquitt, U. of Florida; Michael Wesson, Texas A&M U.; Cindy Zapata, U. of Florida

OMT: The Role of Perceived Organizational Prestige in Organizational Identification and Work Outcomes | Abraham Carmeli, Bar Ilan U.; Gershon Gilat, Bar Ilan U.

HCM: Cross-Cultural Differences in the Use of Time: A Three Nation Study | Diane Ferry, U. of Delaware; Sharon Watson, U. of Delaware; Corinne Boyles, Kinki U., Higashi-Osaka

BPS: (Paper Session) - (IP) New Research on Sources of Value
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Dean Bartlett, London Metropolitan U.

ONE: A Study of Expectancy Theory as a Motivational Model for Environmental Activities and Performance | Robert Sroufe, Boston College; Karen Chinander, Florida Atlantic U.; Frank Montabon, Iowa State U.; Vaidy Jayaraman, U. of Miami; Steven Melnyk, Michigan State U.


BPS: Paths of Divestiture toward Public Independence: D-RLBO as an Alternative to Spin-off | Michael Reo Braun, U. of Massachusetts, Amherst

OM: Cross-Cultural Differences in the Use of Time: A Three Nation Study | Diane Ferry, U. of Delaware; Sharon Watson, U. of Delaware; Corinne Boyles, Kinki U., Higashi-Osaka

BPS: Small and Medium-Sized Firm Behavior and Performance: The Role of Ownership | Nicholas O'Regan, Middlesex U.; Abby Ghobadian, Middlesex U.

HCM: A Resource Based View Of Partnership Strategies In Health Care Organizations | Amy K. Yarbrough, U. of Alabama, Birmingham; Thomas L Powers, U. of Alabama, Birmingham

OMT: Contractual Self-Enforcement and Delegation of Decision Rights: Empirical Evidence from Franchising | Olivier Cochet, U. of Muenster; Thomas Ehrmann, U. of Muenster


OB: Exploring the Functions of Play Behaviors in Organizational Life | Sarah Ronson, London Business School; Babis Mainemelis, London Business School

BPS: Paths of Divestiture toward Public Independence: D-RLBO as an Alternative to Spin-off | Michael Reo Braun, U. of Massachusetts, Amherst

OM: Cross-Cultural Differences in the Use of Time: A Three Nation Study | Diane Ferry, U. of Delaware; Sharon Watson, U. of Delaware; Corinne Boyles, Kinki U., Higashi-Osaka

BPS: Free Cash Flow and Principal-Principal Agency Relationship: An Empirical Test on R&D Investments | Young Rok Choi, Singapore Management U.; Toru Yoshikawa, Singapore Management U.; Bong Hee Han, Ajou U.
BPS: Corporate Governance and Firm Competitive Behavior: Disentangling Motivation and Capability Effects | Jinyu He, U. of Illinois, Urbana-Champaign

ENT: The Governance of Corporate Entrepreneurs: The Applicability of Agency Theory | Donna Kelley, Babson College; Heidi M. Neck, Babson College; Lois S. Peters, Rensselaer Polytechnic Institute; Gina O’Connor, Rensselaer Polytechnic Institute

563 : (Paper Session) - (IP) Governance, Control, and Incentives
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Paul Laurence Robertson, Griffith U.

BPS: The Effect of Outside Director Stock-Based Compensation on Corporate Social Performance | Yuval Deutsch, York U.; Michael S. Valente, York U.

BPS: Blockholder Ownership, Dividends and Firm Value in Continental Europe | Steen Thomsen, Copenhagen Business School


BPS: IPO Lockups, Relative Bargaining Power, and Executive Compensation | Lerong He, U. of Pennsylvania


564 : (Paper Session) - (IP) Corporate Governance and Ethical Conduct
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Sandra L Christensen, Eastern Washington U.

IM: Corporate Governance Reforms around the World | Pursey Heugens, Utrecht U.; Jordan Otten, Utrecht U.


SIM: The Effects of Corporate Governance on Corporate Social Responsibility | Wendy Chapple, U. of Nottingham / ICSR; Deniz Ucbasar, Nottingham U.; Georgios Makris, -

IM: Globalisation and National Varieties of Corporate Governance System | Soo Hee Lee, Birbeck College, U. of London; Bongjin Kim, U. of Texas, San Antonio

OMT: The Impact of Institutional Factors on Patterns of Intercorporate Ties | Ilya Okhmatovskiy, U. of Southern California

565 : (Paper Session) - (IP) Corporate Governance
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Lori Verstegen Ryan, San Diego State U.

BPS: Formalization as a Means to Give and Make Sense | Paul W.L. Vlaar, Erasmus U.; Frans A.J. van den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.


BPS: Strategic Control in Universities as Pluralistic Contexts | Paula Jarzabkowski, Aston Business School

TIM: Examining the Effects of Board Competence on Operational Innovation | Hseuh Liang Wu, National Cheng Kung U.; Cheng Yu Lee, National Cheng Kung U.

OMT: CEO Duality, Board Composition, and the Speed and Breadth of Strategic Behavior | Bongjin Kim, U. of Texas, San Antonio; John E Prescott, U. of Pittsburgh

566 : (Paper Session) - (IP) Creating and Exploiting Value
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Francois Therin, Grenoble Ecole de Management

TIM: Innovation and Complementarity: Economic Incentives and Market Outcomes | Daniel Levinthal, U. of Pennsylvania; Brian Wu, U. of Pennsylvania

TIM: My Precious: The Role of Appropriability Strategies in Shaping Innovative Performance | Keld Laursen, Copenhagen Business School; Ammon Salter, Imperial College London

TIM: The Dynamic Interaction between Institutional and Cultural Mechanisms in KMS Effectiveness | Hind Benbya, Lecce U.

OMT: Economic Exchange or Social Obligation Reciprocity? Exchange Modalities of Interorg. Relations | Christiana Weber, Social Science Research Center, Berlin; Markus Goebel, U. der Bundeswehr; Michael Gaitanides, Helmut Schmidt U.

ENT: The Nature of Good Deals for Entrepreneurs | James Fiet, U. of Louisville; Pankaj C Patel, U. of Louisville

567 : (Paper Session) - (IP) Creating and Sharing Knowledge
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: M. Lourdes Sosa, Massachusetts Institute of Technology

TIM: When Do Acquisitions Facilitate Knowledge Transfer from Targets to Acquirers? | Jaeyong Song, Seoul National U.; Woojin Yoon, Seoul National U.

TIM: Coordination of Innovation: The Impact of Justification on Common Knowledge as Baseline for Coordination | Philipp Tuertscher, U. of St. Gallen; Simon Grand, U. of St. Gallen; Georg Von Krogh, U. of St. Gallen

OMT: Improvisational Action as Tacit Knowledge | Ken N. Kamoche, City U.; Miguel Pina Cunha, U. Nova de Lisboa


OCIS: Phenomenology of Interrelated Embodied Implicit and Narrative Knowing in Organizations | Wendelin Kueppers, Open U.

568 : (Paper Session) - (IP) Creating Knowledge and Capabilities
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Lars Schweizer, U. of Bamberg

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - MED

Problems of Aligning IT with Business Professionals & Looking for Personal Preferences in Change, does Causes and Consequences of Incongruence in Values and Actions | Chair: Peter A. Heslin, Southern Methodist U.; Don Vandewalle, Southern Methodist U.

BPS: Executive Job Change in Biotech Startups: Knowledge Integration in An Inherently Political Setting | Daniela Baglieri, U. of Catania; Jun Li, U. of New Hampshire

OB: Keen to Help? A Field Study of Managers’ IPTs and their Subsequent Employee Coaching | Chair: Pek-Hooi Soh, National U. of Singapore; Brett Luthans, U. of Nebraska, Kearney; Brett Luthans, Missouri Western St. College

569 ○: (MC) Values and Actions of Management Consultants
10:40am - 12:00pm Hawaii Convention Center: Room 314
Chair: Leon De Caluwe, Free U., Twynstra

How Ethical Leaders Build Ethical Organizations | Anne Kohnke Meda, Benedictine U.

Looking for Personal Preferences in Change, does Personality Matter? | Leon De Caluwe, Free U., Twynstra; Antonie Van Nistelrooij, Free U., Amsterdam; Nanja Schouten, Vrije U.

Problems of Aligning IT with Business Professionals & Projects: A Framework Combining Mental Models | Joseph W. Weiss, Bentley College

Participants: Claartje J Vinkenburg, Vrije U.; Antonie Van Nistelrooij, Free U., Amsterdam; Leon De Caluwe, Free U., Twynstra; Anne Kohnke Meda, Benedictine U.; Joseph W. Weiss, Bentley College

570 □: (Paper Session) - (MED) Tools and Tactics for Management Education - Courses and Programs
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - MED
Presented on panels 25-30

□ □ □ A Personal and Experimental Reflection on Teaching and Learning with the Consultant Learning Method | James Paul Burton, U. of Washington, Bothell

□ □ □ Collateral Learning through Service-Learning: Developing Competent Business Professionals | Janice Gygi, Utah Valley State College; Susan R. Madsen, Utah Valley State College


□ □ □ Kiasu Tendency and Tactics: A Study of their Impact on Academic Performance | Eric G Kirby, Texas State U.

□ □ □ Designing an Adult Learner Graduate Degree Program for Practicing Managers | Robert E. Scully, Barry U.; Michael J Provitera, Barry U.


571 □: (Paper Session) - (MED) Quantitative and "Qualitative" Issues in Management Education
10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Chair: Linda L Brennan, Mercer U.

□ □ The Difficulty in Implementing TQM in Higher Education Instruction. | Gabriela Meirovich, Sapir Academic College; Edward Romar, U. of Massachusetts, Boston

□ □ Experiential Learning in a Quality Course: A Hands-on Approach to Teaching Baldrige Award Concepts | Michael Richard Godfrey, U. of Wisconsin, Oshkosh; Marilyn Hart, U. of Wisconsin, Oshkosh

□ □ Reliability Techniques Applied to College Drop-Out Rates | Marilyn Hart, U. of Wisconsin, Oshkosh

□ □ Responses to Stress and Test Anxiety Among Management Science Students | Ulysses J. Brown, Savannah State U.; Ronald C Carter, Florida A&M U.

572 □: (Paper Session) - (MED) Cultural Issues In Management Learning
10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 2
Chair: Susan Miller, U. of Hull

□ □ Business Students’ Cultural Values as Antecedents to Student and Teacher-Driven Learning Styles | Ann Mitsis, Victoria U. of Technology; Patrick Wayne Foley, Melbourne U.

□ □ Guanxi and Wasta and the impact of internationalisation on networking in China and the Arab World | Kate Hutchings, Queensland U. of Technology; David Thomas Weir, Ceram Sophia Antipolis

□ □ Political Culture and Business School Teaching. | Simon Ulrik Kragh, Copenhagen Business School; Sven Bislev, Copenhagen Business School


573 : (MH) The Evolution of the Impact of Positivity on Performance
10:40am - 12:00pm Sheraton Waikiki Beach: Kohalina/Kona Room
Chair: Fred Luthans, U. of Nebraska, Lincoln

Presenters: Suzanne J. Peterson, Miami U., Ohio; Kyle Luthans, U. of Nebraska, Kearney; Brett Luthans, Missouri Western St. College

574 : (Paper Session) - (MOC) Biased Decisions: The Good, the Bad, and the Ugly
10:40am - 12:00pm Hawaii Convention Center: Room 317B
Multiple studies identify biases in our decision-making, and the outcomes of such biases.
Chair: Erik Ian Dane, U. of Illinois, Urbana-Champaign

When Good = Better Than Average | Don Moore, Carnegie Mellon U.

Whew, that was close! How near miss events bias subsequent decision making under risk | Catherine Tinsley, Georgetown U.; Robin Dillon-Merrill, Georgetown U.

When it's Right to be "Wrong": The Effects of Inherent Overconfidence on Product Performance | Mark Simon,


579 : (Paper Session) - (OB) Deviance, Aggression and Antisocial Behavior: Examining Antecedents and Consequences 10:40am - 12:00pm Hawaii Convention Center: Room 324  Chair: Marie S. Mitchell, U. of Central Florida  Discussant: Theresa Domagalski, Florida Institute of Technology  Identity Expression as a Predictor of Antisocial Work Behavior | Stefan Thau, U. of Groningen; Karl Aquino, U. of Delaware; Rafael Wittke, U. of Groningen  How Teammates Respond to Bad Apples | Will Felps, U. of Washington  Effects of Organizational Tolerance on the Incidence and Consequences of Workplace Aggression | Aaron CH Schat, McMaster U.; Serge Desmarais, U. of Guelph; E Kevin Kelloway, St. Mary’s U.
Session Details – Monday

580 \( (OB) \) Having All of Your Voices Heard: An After Action Review of the OB Division 5 Year Review
10:40am - 12:00pm Hawaii Convention Center: Room 325A
This session provides members an opportunity to meet and discuss the OB Division 5-year report and consider the Division's goals for the future.
Participants: OB Executive Committee, -; Maureen L. Ambrose, U. of Central Florida; Bruce Avolio, U. of Nebraska; Russell Cropanzano, U. of Arizona; Angelo DeNisi, Texas A&M U.; Dafna Eylom, U. of Richmond; Peter Horn, Arizona State U.; Carol T Kulik, Melbourne U.; Anne M. O'Leary-Kelly, U. of Arkansas; Daniel Skarlicki, U. of British Columbia; Francis J Yammarino, State U. of New York, Binghamton

581 \( (OB) \) Psychological Contract Breach: Examining Antecedents and Consequences
10:40am - 12:00pm Hawaii Convention Center: Room 327
Chair: David L. Turnpiseed, Indiana U./Purdue U.
Discussant: Edward E. Kass, St. Joseph's U.
One Big Happy Family: Workplace Familiarity and Psychological Contract Breach in a Collectivist Culture | Simon Lloyd D. Restubog, U. of Queensland; Prashant Bordia, U. of South Australia; Robert L. Tang, De La Salle - College of Saint Benilde

582 \( (OB) \) Considering Customers: A Customer-Centric Perspective on Organizational Behavior
10:40am - 12:00pm Hawaii Convention Center: Room 328
Chair: Jacqueline N. Hood, U. of New Mexico
Discussant: Suzanne S Masterson, U. of Cincinnati
The Role of Leader Behaviors and Leader-Member Exchange in Customer Service | Hui Liao, Rutgers U.; Aichia Chuang, National Taiwan U.

583 \( (OB, CM, HR) \) Organizational Justice Around the World: A Status Report
10:40am - 12:00pm Hawaii Convention Center: Room 313C
Chair: Jerald Greenberg, Ohio State U.
Discussant: Jerald Greenberg, Ohio State U.
Organizational Justice: Research Findings from the United Kingdom | Jacqueline Coyle-Shapiro, London School of Economics
“Fair Go”: Organizational Justice Research in Australia | Carol T Kulik, Melbourne U.; Michelle Brown, U. of Melbourne; Victoria S Lim, U. of Melbourne
Organizational Justice Research in Chinese Societies: A Review and Update | Kwok Leung, City U. of Hong Kong
Participants: Kees Van den Bos, Utrecht U.; Carol T Kulik, Melbourne U.; Jacqueline Coyle-Shapiro, London School of Economics; Michelle Brown, U. of Melbourne; Victoria S Lim, U. of Melbourne; Kwok Leung, City U. of Hong Kong

584 \( (OB, GDO, SIM) \) Doing the Taboo: Studying Sexuality in the Workplace
10:40am - 12:00pm Hawaii Convention Center: Room 316A
Moderator: Robin Ely, Harvard U.
Sex as a Tool: Does Utilizing Sexuality at Work Work? | Jill Christine Bradley, Tulane U.; Suzanne Chan-Serain, Tulane U.; Arthur P Brief, Tulane U.; Marla Baskerville Watkins, Tulane U.
Sex through the Ages: Considering the Intersection of Gender Identity, Sexuality, and Age | Debra Meyerson, Stanford U.; Nicole Kangas, Stanford U.
The Sanitized Workplace | Vicki Schultz, Yale U.

585 JS \( (OB, HR) \) Advances in Aggregate-Level Research: Toward Establishing Causal Priority
10:40am - 12:00pm Hawaii Convention Center: Room 323C
Chairs: Joerg Dietz, U. of Western Ontario; S Douglas Pugh, U. of North Carolina, Charlotte
Discussant: Katherine Klein, U. of North Carolina
Does Human Capital Relate to Unit Level Effectiveness over Time? | Robert E Ployhart, U. of South Carolina; Jeff Weekley, Kenexa; Jase Ramsey, U. of South Carolina
Organization-Level Linkages Among Work Overload, Aggression, and Performance | Jeremy F. Dawson, Aston U.;
Michael W. Grojean, Aston U.; D Brent Smith, Rice U.; Jana L. Raver, Queen’s U.
Which Comes First and Why? Linkages Between Employee Attitudes and Organizational Outcomes | S Douglas Pugh, U. of North Carolina, Charlotte; Joerg Dietz, U. of Western Ontario


586: (Paper Session) - (OCIS) The Consequences of Being Virtual
10:40am - 12:00pm Hawaii Convention Center: Room 318A
Chair: Katherine Chudoba, Florida State U.
Discussant: Jae Yun Moon, Hong Kong U. of Science and Technology
Subgroups with Attitude: Imbalance and Isolation in Geographically Dispersed Teams | Michael Boyer O’Leary, Boston College; Mark Mortensen, Massachusetts Institute of Technology
The Importance of Teamwork for Dispersed Project Teams | Martin Hoegl, WHU; Holger Ernst, Otto Beisheim Graduate School of Management (WHU); Luigi Proserpio, Bocconi U.
Working in Virtual Teams: Awareness and Teamwork | Chyng-Yang Jang, U. of Texas, Arlington

587: (Paper Session) - (OCIS) Technology Adoption: The Individual Level
10:40am - 12:00pm Hawaii Convention Center: Room 322B
Chair: Mark Keil, Georgia State U.
Discussant: Bernd Erhard Irmer, InfoHRM
Users’ Beliefs Toward Technology: A Social Capital Perspective | Massimo Magni, Bocconi U.; Luigi Proserpio, Bocconi U.
Technology Sensemaking: Local Knowledge and Patterns of Technology Adoption | Ruey-Lin Hsiao, National U. of Singapore; Se-Hwa Wu, National Chengchi U., Taiwan; Sheng-Tsong Hou, National Chengchi U., Taiwan
Counterintentional Habit as an Inhibitor of Technology Acceptance | Greta Leigh Polites, U. of Georgia
Antecedents of Specific Computer Self-Efficacy: Exploring Use in Complex Information Systems | Clay K. Williams, U. of Georgia

588: (Paper Session) - (ODC) Accounting for Emotions in change
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ODC 1
Presented on panels 71-76
Can Emotional Intelligence be Improved Through Training?: An Experimental Study | Jane P Murray, Griffith U.; Peter J. Jordan, Griffith U.; Sally V Hall-Thompson, U. of Queensland/Giffith U.
Accounting for Organizational Accountability in Revolutionary Change Processes | Rodolphe Durand, HEC Paris; Quy Nguyen Huy, INSEAD
Getting Ready for Organizational Change: Toward a Procedural Model | Jennifer Walinga, U VIC; Tanis Farish, U VIC

589: (Paper Session) - (ODC) The Role of Metaphors, Maps, and Vision in Organizational Change
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ODC 1
Presented on panels 40-43
Chair: Ian Palmer, U. of Technology, Sydney
Discussant: Neil M. Boyd, Pennsylvania State U.
Constructing Shared Understanding: The Role of Embodied Metaphors in Organization Development | Claus D Jacobs, Imagination Lab Foundation; Loizos Th. Heracleous, Templeton College, Oxford U.
Winner of ODC Division Best Paper
Change Visions and the Organizational Change Process: A Cross-Case Multi-Level Analysis | Karen S Whelan-Berry, Utah Valley State College
Organizational Learning as an Organization Development Intervention in Taiwan | Bella Ya-Hui Lien, National Chung Cheng U.; Richard Yu-Yuan Hung, Tokyo U.

590: (Paper Session) - (OM) Strategy, Technology & Project Management
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OM
Presented on panels 71-76
Project Success as a Topic in Project Management Literature | Lavagnon A. Ika, U. du Québec à Montréal; Amadou Diallo, U. du Québec à Montréal; Denis Thuillier, U. du Québec à Montréal
New Product Development and Industry Clockspeed: An Isomorphism Perspective | Jeffrey Norris Street, U. of Georgia
Criteria for Effective Leadership in Complex Project Environments | Hans J Thamhain, Bentley College
Linking Business & Manufacturing Strategies: The Moderating Role of Communication | Hong Cui, City U. of Hong Kong
The Determinants of Alternative Strategies for Novel Technology Introduction | Masanori Yasumoto, Shinshu U./U. of Tokyo; Takahiro Fujimoto, U. of Tokyo

591: (Paper Session) - (OM) Supplier Management & SCM Research
10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 3
Chair: Amelia Carr, Bowling Green State U.
Performance Effects of Relationalism with Dominant and Non-Dominant Suppliers: A Case Study | Charnchai Tangpong, U. of Pennsylvania; Michael D Michalisin, Southern
Session Details – Monday

10:40am - 12:00pm Hawaii Convention Center: Room 301A

592: (Paper Session) - (OMT) The Sources of Institutions

593: (Paper Session) - (OMT) Take it to the (Structural) Hole: Network Structures and Dynamics
10:40am - 12:00pm Hawaii Convention Center: Room 302A
Chair: Alex Valente, U. of Houston, Clear Lake
Discussant: Mikolaj Jan Piskorski, Harvard U.

Interorganizational Embeddedness and The Reach, Richness, and Receptivity of Network Resources | Ranjay Gulati, Northwestern U.; Donev Lavie, U. of Texas, Austin; Ravindranath Madhavan, U. of Pittsburgh
Promoting Public Goods in Transactional Structural Holes | Dingkun Ge, San Francisco State U.


594: (OMT) Theory Matters: The Future of OMT
10:40am - 12:00pm Hawaii Convention Center: Room 301A


Section D
Cascading Arenas and Genetic Modification: The U.S. Case | Stephanie Welcomer, U. of Maine; John F Mahon, U. of Maine
Cascading Arenas of Resolution: Managerial Implications | Jennifer J Griffin, George Washington U.; Richard McGowan, Boston College

604 : (Paper Session) - (TIM) Information Technology Management & Strategy
10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - TIM 1
Presented on panels 61-64
- Impact of Internet Strategy Announcements: An Event Study Analysis | Anna M. Dempster, Birkbeck College, U. of London
- A New Vision of Innovation Management: Towards an Integrated Paradigm | Ping Lan, U. of Alaska, Fairbanks
- Virtual Health Care Infrastructures: Telecommunications, the Internet and Grid Computing | Ann Séror, U. Laval

605 : (Paper Session) - (TIM) Intellectual Property
10:40am - 12:00pm Hawaii Convention Center: Room 304B
Chair: Gina Dokko, New York U.
Discussant: Joel West, San Jose State U.
- Motivations and Incentives for Patenting within Universities: A Survey of Italian Inventors | Nicola Baldini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Maurizio Sberb, U. of Bologna
- Do Firms Produce Better Quality Research with Greater Academic Collaboration? | Kartik Kumaramangalam, London School of Economics

606 : (Paper Session) - (TIM) Joint Knowledge Creation & Sharing
10:40am - 12:00pm Hawaii Convention Center: Room 306A
Chair: Anne W. Fuller, Georgia Institute of Technology
Discussant: David Hsu, Wharton School
- Collaborative Networks as Determinants of Knowledge Diffusion Patterns | Jasjit Singh, INSEAD
- Collaborate for Knowledge Creation: An Empirical Investigation | Zi-Lin He, U. of U. of Otago; Deng Chen, U. of Otago; Min Deng, National U. of Singapore

607 : (Paper Session) - (TIM) Time to Market
10:40am - 12:00pm Hawaii Convention Center: Room 307A
Chair: Christian Loepfe, U. of St. Gallen

Discussant: Brent Goldfarb, U. of Maryland
- Uncertainty: Opportunity and Threat in New Product Development | Jiyao Chen, Stevens Institute of Technology; Gary S. Lynn, Stevens Institute of Technology
- Firm Boundaries, Technological Relevance, and the Rate of Project Development | Jerry W. Kim, Harvard U.
- How Do Firms Obtain and Retain Their Dominant Position? | John M de Figueiredo, Princeton U.; Margaret K Kyle, Duke U.

Monday 11:00AM
608 : (ICW) Journal of Organizational Behavior Editorial Board Meeting
11:00am - 12:00pm Sheraton Waikiki Beach: Akaka Falls/Iao Needle Room
Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 12:00PM
609 : (ICW) Journal of Organizational Behavior Luncheon
12:00pm - 2:00pm Sheraton Waikiki Beach: Akaka Falls/Iao Needle Room
Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 12:20PM
610 : (AAS) A Role for Organizations in Sustainable Peace? A New Vision for Management in the 21st Century
12:20pm - 2:10pm Hawaii Convention Center: Room 312
Organizers: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Frances J Milliken, New York U.
Discussant: Andre L Delbecq, Santa Clara U.
The Role of Business in Fostering Peace: A Plan for Action | Timothy L. Fort, U. of Michigan; Cindy A. Schipani, U. of Michigan, Ann Arbor
The Influence of Organizational Leadership and Employee Voice on Peace | Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

611 : (AAS) New Perspectives on Cross-Cultural Approaches to Management
12:20pm - 2:10pm Hawaii Convention Center: Room 313A
Facilitator: Detelin S Elenkov, U. of Tennessee, Knoxville
Taking Positivity Across Cultures: Investing in Psychological Capital | Fred Luthans, U. of Nebraska, Lincoln
The Quest for a New Paradigm of International Leadership | Fons Trompenaars, Trompenaars Hampden-Turner; Radboud U.; Free U., Brussels; Peter Woolliams, Anglia U.
Beyond Cultural Distance: Cross-Cultural Research in a Global Economy | Oded Shenkar, Ohio State U.
Managing the Cultural Kaleidoscope | Lena Zander, Stockholm School of Economics

Cascading Arenas and Genetic Modification: The U.S. Case | Stephanie Welcker, U. of Maine; John F Mahon, U. of Maine
Cascading Arenas of Resolution: Managerial Implications | Jennifer J Griffin, George Washington U.; Richard McGowan, Boston College

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☞Motivations and Incentives for Patenting within Universities: A Survey of Italian Inventors | Nicola Baldini, U. of Bologna; Rosa Grimaldi, U. of Bologna; Maurizio Sobrero, U. of Bologna
☞Do Firms Produce Better Quality Research with Greater Academic Collaboration? | Kartik
Kumaramangalam, London School of Economics
TIM Division Best Student Paper Award Finalist

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☞Firm Boundaries, Technological Relevance, and the Rate of Project Development | Jerry W. Kim, Harvard U.
Speeding Products to Markets: The Role of Technical and Commercial Knowledge | Christina Elisabeth Wyss, U. of St. Gallen
☞How Do Firms Obtain and Retain Their Dominant Position? | John M de Figueiredo, Princeton U.; Margaret K Kyle, Duke U.

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Taking Positivity Across Cultures: Investing in Psychological Capital | Fred Luthans, U. of Nebraska, Lincoln
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Beyond Cultural Distance: Cross-Cultural Research in a Global Economy | Oded Shenkar, Ohio State U.
Managing the Cultural Kaleidoscope | Lena Zander, Stockholm School of Economics
Environmental Scanning, Cultural Intelligence, and Effective Strategic Decision-making in the 21st C | Detelin S Elenkov, U. of Tennessee, Knoxville


12:20pm - 2:10pm Hawaii Convention Center: Room 315
Organizers: Susan L Kirby, Texas State U.; Judith A Clair, Boston College
Chair: Joy E. Beatty, U. of Michigan, Dearborn
Discussant: Judith A Clair, Boston College

613 ☺: (AAS) Visions of Management in a Warming World: A Critical Challenge for the 21st Century
12:20pm - 2:10pm Hawaii Convention Center: Room 316B
Chair: Barbara A. Ribbens, Western Illinois U.
Managing Climate Risks in the 21st Century: Challenges and Opportunities | Eileen Shea, East West Center
The Ethical Challenges of Climate Change | Gordon P. Rands, Western Illinois U.; Barbara A. Ribbens, Western Illinois U.; William J. Maakestad, Western Illinois U.
Strategic Management Implications of Global Warming: Market Strategies for Climate Change | Jonatan Pinkse, U. of Amsterdam; Ans Kolk, U. of Amsterdam

614 ☺: (Paper Session) - (BPS) Knowledge Strategy
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 1
Presented on panels 21-25
The Role of Firms’ Knowledge Strategies in Developing Deep and Broad Knowledge | Justin J.P. Jansen, Erasmus U.; Raymond Van Wijk, Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
Exploration through Exploitation in International Product Development: A Case of Japanese Automakers | Yasuo Sugiyama, Kyoto U.
Learning, Sense Making, Action and Performance: A Test of Choo’s Theory of the Knowing Organization | Terrence C. Sebora, U. of Nebraska, Lincoln; Jan Hansen, Benedictine College

615 ☺: (Paper Session) - (BPS) Vertical and Horizontal Integration
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 2
Presented on panels 26-30
Understanding Complex Industries as Systems | Margaret Dalziel, U. of Ottawa
A longitudinal analysis of the service-profit chain | J Bruce Tracey, Cornell U.; David A. Dittman, Cornell U.; Gordon S. Potter, Cornell U.
Rethinking Traditional Value Chain Logic | Angelina Zubac, U. of Adelaide; Graham Hubbard, U. of Adelaide; Lester Johnson, U. of Melbourne
Vertical Strategies for Information Systems: Economic, Strategic and Political Determinants | Emilio Alvarez, U. of Complutense De Madrid

616 ☺: (Paper Session) - (BPS) Equity Stakeholders and Value Creation
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 3
Presented on panels 64-70
Strategies and Tactics for Overvalued and Undervalued Stock in Bull and Bear Markets | Susan F. Storrud-Barnes, Cleveland State U.; Richard Reed, Washington State U.
The Dynamics of Invisible-stakeholders’ Legitimacy and New Firms Mortality in a Developing | Tariq H. Malik, Birkbeck College, U. of London
Disentangling the Roles of Equity Market and Alliances in MA: The Valuation and Search Problems | Jung-Chin Shen, York U./INSEAD
An Industry Approach in Explaining the Sources of Long-run Profitability of Mergers and Divestments | Costas T Constantinou, U. of Strathclyde; Charalambos T Constantinou, Edinburgh U.
Are Shareholders Environmental “Laggards”? Corporate Governance and Environmental Firm Performance | Carl J. Kock, Instituto de Empresa; Juan Santaló, Instituto de Empresa
Unpacking the Insiders: Family Firms in Crises | Yue Maggie Zhou, U. of Michigan; Michael Jensen, U. of Michigan

617 : (Paper Session) - (BPS) Perverse Effects of Incentive Compensation
12:20pm - 2:10pm Hawaii Convention Center: Room 306B
Chair: Josep A. Tribó, U. of Carlos III Madrid
Discussant: Edward Zajac, Northwestern U.
Financial Misrepresentation, Executive Compensation, and Firm Performance: An Empirical Study | Jared D. Harris, U. of Minnesota; Philip Bromiley, U. of Minnesota
The Effect of Managerial Escalation Bias on Employee Incentives | Tariq H. Malik, U. of Western Pennsylvania
Do Institutions Notice Good Governance? | Karen Schnatterly, U. of Minnesota; Scott G. Johnson, Oklahoma State U.

618 : (Paper Session) - (BPS) Learning in Alliances
12:20pm - 2:10pm Hawaii Convention Center: Room 307B
Chair: Zachary Sheaffer, Open U., Israel
Discussant: Olav Sorensen, London Business School

Session Details – Monday
Opportunism and Alliance Termination: To Err is Human, to Forgive Divine | Steven E Phelan, U. of Nevada, Las Vegas; Darryl A. Seale, U. of Nevada, Las Vegas
Joint Contribution of Network Structure and Partner Knowledge Attributes on Innovation Performance | Emery Yao, U. of Kentucky; Susan McEvily, U. of Pittsburgh
Technological Core Transformation through Collaboration: Exploration and Exploitation Alliances | Frank T. Rotheaemel, Georgia Institute of Technology; J Hagedoorn, Maastricht U.; Nadine Roijakkers, Eindhoven U. of Technology

Balancing Exploration and Exploitation in Alliance Formation: A Multidimensional Perspective | Dovev Lavie, U. of Texas, Austin; Lori Rosenkopf, U. of Pennsylvania

619 : (Paper Session) - (BPS) Building Capabilities in Emerging and Transitioning Markets
12:20pm - 2:10pm Hawaii Convention Center: Room 308A
Chair: Michael Provance, U. of Maryland
Discussant: Sumit Majumdar, U. of Texas, Dallas

- Institutional Changes and Corporate Governance Mechanisms in Transition Economies | Son Anh Le, Louisiana Tech U.; Mark Kroll, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.
- An Integrated Learning View of Services Firm Internationalization Trends in Emerging Markets | Mason A Carpenter, U. of Wisconsin, Madison; Stewart R Miller, U. of Texas, Austin

620 : (Paper Session) - (BPS) Technology Diffusion and Innovation
12:20pm - 2:10pm Hawaii Convention Center: Room 308B
Chair: Jeffrey Furman, Boston U.
Discussant: Jeffrey Furman, Boston U.
Knowledge Transfer in Vertical Alliances and the Consequences for Competitive Advantage | Luiz F. Mesquita, Arizona State U.; Jaideep Anand, Ohio State U.
Unbundling Competitive Heterogeneity: Incentive Structures & Capability Influences on Innovation | Michael J Leiblein, Ohio State U.; Tammy L. Madsen, Santa Clara U.
Resource-Based and Network-Based Motives for Technology Licensing: An Exploratory Study | Jorge Walter, New York U.; Melissa Schilling, New York U.

621 : (Paper Session) - (BPS) Creating Options: Learning from Prior Deals
12:20pm - 2:10pm Hawaii Convention Center: Room 309
Chair: Qing Cao, U. of Maryland
Discussant: Laurence Capron, INSEAD
Adverse Selection in Acquisitions of New Ventures: The Roles of Alliances and IPOs in M&A Design | Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Roberto Ragozzino, U. of Central Florida

Where Do Alliances Come From? The Effects of Upper Echelons on Alliance Formation | Jerry W. Kim, Harvard U.; Monica Higgins, Harvard U.
An Empirical Study of Industry Predictors of the “Merger versus Alliance” Decision | Xiaoli Yin, Purdue U.; Mark Shanley, Purdue U.; Mina Lee, Purdue U.

622 (BPS) Rent Appropriation vs. Rent Creation: A Dialogue within the Resource-Based View
12:20pm - 2:10pm Hawaii Convention Center: Room 313B
What is Competitive Advantage in a Multi-Stakeholder, Inter-temporal World? | Russell Coff, Emory U.
Measuring the Distribution of Value Among Stakeholders of the Firm | Marvin B Lieberman, U. of California, Los Angeles
Re-Conceptualizing Competitive Advantage: Value By Whom and For Whom? | Teppo Felin, Emory U.
Institutional Settings and Rent Appropriation by Knowledge-Based Employees: The Case of Major League | William S Hesterly, U. of Utah; Aya S. Chacar, Florida International U.
Value Creation and Appropriation and the Role of Social Embeddedness | Peter Moran, London Business School

623 (CAR, GDO, HR) Work & Family: An International and Interdisciplinary Perspective
12:20pm - 2:10pm Hawaii Convention Center: Room 319A
Major Findings from the Study of Working Couples Caring for Children and Aging | Leslie B. Hammer, Portland State U.; Margaret Neal, Portland State U.
Love and Work: Unconscious Choices & Relationship to Burnout | Ayala Malach Pines, Ben-Gurion U., Negev
Speakers: Margarita Shafiro, Portland State U.; Eileen Kwsesiga, U. of Texas, Arlington
Participants: Margaret Neal, Portland State U.; Wendy J. Casper, U. of Texas, Arlington; Amy Taylor-Bianco, Ohio U.; Lilian Kandikan, Ohio U.; Nisreen Pedhiwala, Portland State U.

624 (CM, OB) Healing, Forgiving, and Resolving Conflicts in the 21st Century
12:20pm - 2:10pm Hawaii Convention Center: Room 318B
Chairs: Laurie J Barclay, U. of British Columbia; Daniel Skarlicki, U. of British Columbia
Discussant: Rebecca J Bennett, Louisiana Tech U.
The Role of Morality in Mediated Disputes at Work: A Justice Perspective | Barry M Goldman, U. of Arizona; Debra L.
Shapiro, U. of Maryland; Russell Cropanzano, U. of Arizona; Jaewon Ko, U. of Arizona; Sherry M Thatcher, U. of Arizona

Personality and Status Variables as Predictors of Revenge/Forgiveness in Organizations | Karl Aquino, U. of Delaware; Kristin Byron, Rochester Institute of Technology; Rebecca J Bennett, Louisiana Tech U.; Scott C. Douglas, Binghamton U.

Healing the Wounds of Injustice: The Effectiveness of Writing Interventions | Laurie J Barclay, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

Sensemaking as Healing | Sally Maitlis, U. of British Columbia

Participants: Daniel Skarlicki, U. of British Columbia; Laurie J Barclay, U. of British Columbia; Karl Aquino, U. of Delaware; Kristin Byron, Rochester Institute of Technology; Rebecca J Bennett, Louisiana Tech U.; Scott C. Douglas, Binghamton U.; Barry M Goldman, U. of Arizona; Russell Cropanzano, U. of Arizona; Debra L. Shapiro, U. of Maryland; Jaewon Ko, U. of Arizona; Sherry M Thatcher, U. of Arizona; Sally Maitlis, U. of British Columbia

625 | (CMS) Studying Identity in the 21st Century: Learning from Different Approaches

12:20pm - 2:10pmSheraton Waikiki Beach: Hilo Room

Organizers: Robyn Thomas, Cardiff U.; Cynthia Hardy, Melbourne U.

Chair: Linda L. Putnam, Texas A&M U.

Changes in Aged Care: The Contributions of Identity Theory | Leisa D. Sargent, U. of Melbourne; Belinda C. Allen, U. of Melbourne

Using Discourse Analysis to Study Identity | Susan Ainsworth, Sydney U.; Cynthia Hardy, Melbourne U.

Exploring Identity Work in Practice | Mats G Alvessson, Lund U.; Dan Karreman, Lund U.; Stefan Sveningsson, Lund U.

Cross-cultural Issues in the Reflexive Study of Identities | Robyn Thomas, Cardiff U.; Janne Tienari, Lappeenranta U. of Technology; Susan Merilainen, Helsinki School of Economics; Annette Davies, Cardiff U.

Participants: Cynthia Hardy, Melbourne U.; Dan Karreman, Lund U.; Annette Davies, Cardiff U.; Belinda C. Allen, U. of Melbourne; Stefan Sveningsson, Lund U.; Susan Ainsworth, Sydney U.; Susan Merilainen, Helsinki School of Economics; Janne Tienari, Lappeenranta U. of Technology; Leisa D. Sargent, U. of Melbourne; Mats G Alvessson, Lund U.; Robyn Thomas, Cardiff U.

626 | (CMS) Globalization, Multinationals and Work

12:20pm - 2:10pmSheraton Waikiki Beach: Honolulu Room

Organizer: Steve Frenkel, Australian Graduate School of Management

Chair: Steve Frenkel, Australian Graduate School of Management

Globalization of Business Services: Outsourcing of Processes, Functions and Labor | Mari Sako, Oxford U.

Globalization at Work: Business Process Outsourcing, Software Services Exports and Labor Market Dev | Sarosh Kuruvilla, Cornell U.; Christopher Erickson, U. of California, Los Angeles

New Business Models for the 21st Century: Identifying Sources of Variation in Business Strategies of | David Finegold, KGI; Gurinder Shahi, USC; Divya Shahi, KGI

Towards a Political Economy of the Multinational Company | Jacques Belanger, U. Laval; Paul Edwards, U. of Warwick

Towards A Theory of Dominant Interests, Globalization and Work | Steve Frenkel, Australian Graduate School of Management

627 | (Paper Session) - (ENT) Interorganizational Linkages & Entrepreneurial Learning

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ENT 1

Presented on panels 51-54

Entrepreneurial Learning in Academic Spin-Offs: A Business Model Perspective | Stefan A. Sanz-Velasco, Chalmers U. of Technology; Rögnvaldur J Saemundsson, Reykjavik U.

A Praxeological and Theoretical-Fit Approach to Understanding the University Tech Transfer Process | Robert Leslie Phillips, Texas Tech U.; Keith Brigham, Texas Tech U.

The Entrepreneurial Firm’s Knowledge Acquisition from a University Linked Business Incubator | Nareatha L. Studdard, Arkansas State U.

Knowledge Acquisition and Leakage in Interfirm Relationships involving New Technology Based Firms | Hamieda Parker, U. of Cape Town

628 | (ENT) "If the 'Smart Money' Was So Smart...": Making Decisions in Contemporary Venture Capital

12:20pm - 2:10pm Hawaii Convention Center: Room 301B

Venture capitalists’ decision policies across three countries: An institutional theory perspective | Andrew Zacharakis, Babson College; Jeffery S. McMullen, Baylor U.; Dean Shepherd, Indiana U.

Effects of board processes on decision quality in venture capital-backed firms | M Audrey Korsgaard, U. of South Carolina; Daniel P Forbes, U. of Minnesota; Harry J Sapienza, U. of Minnesota

When do venture capitalists make a difference? The export intensity of VC-backed companies | Andy Lockett, U. of Nottingham

Management team expertise & VC investments in uncertain markets: The roles of reputation & status | Dimo P. Dimov, Instituto de Empresa; Dean Shepherd, Indiana U.

Participants: Harry J Sapienza, U. of Minnesota; M Audrey Korsgaard, U. of South Carolina; Daniel P Forbes, U. of Minnesota; Harry J Sapienza, U. of Minnesota

629 | (Paper Session) - (ENT) Entrepreneurial Opportunity Recognition

12:20pm - 2:10pm Hawaii Convention Center: Room 303A

Chair: Natalia Weisz, IAE Business School - U. Austral

Prior Knowledge, Bisociative Mode of Thinking and Entrepreneurial Opportunity Identification | Stephen Ko, Hong Kong Polytechnic U.; John E Butler, Hong Kong Polytechnic U.

An Integrative Model of Opportunity Recognition | Diane McMeekin Sullivan, U. of Central Florida
The role of gender and prior knowledge in opportunity identification | Dawn DeTienne, Utah State U.; Gaylen N Chandler, Utah State U.

Business Systems, Cultural Values and Entrepreneurial Cognitions: A Partial Least Squares Model | Sun Kyu (Dominic) Lim, U. of Western Ontario; Eric A. Morse, U. of Western Ontario

630: (Paper Session) - (GDO) Similarity and Diversity: Real or Imagined Implications for Group Performance?
Chair: Lori Homer, U. of Washington
The Effects of Racial Diversity on Group Performance: Freeing Reality from Perception | Brian Joseph O'Leary, U. of Tennessee, Chattanooga
Affective Climate and Reactions to Conflict in Culturally Heterogeneous Workgroups | Oluwemiyi B. Ayoko, U. of Queensland; Charmine Hartel, Deakin U.; Victor J. Callan, U. of Queensland

Workgroup Demography and Group Performance: The Moderating Effect of Leader-Member Exchange | Marcus Stewart, Bentley College; Olena E Johnson, North Carolina A&T State U.

Harlow Award Nominee
When a Demanding Boss Meets a Demanding Subordinate: The Effect of Growth-need Strength Similarity | Xu Huang, Hong Kong Polytechnic U.; Joyce Iun, PolyU

631: (GDO, CAR) Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees
Chair: Kyra Sutton, Ohio State U.; Linda M. Dunn-Jensen, New York U.
Discussant: Linda K. Stroh, Loyola U. Chicago
Beyond Work-Life Policies: Work Practices As Barriers And Potential Support To Work Life Integration | Susan Lewis, Manchester Metropolitan U.; Cary L. Cooper, Lancaster U.
What? You're Leaving at 9:00PM? The Role of Managerial Beliefs on Work-Family Conflict | Linda M. Dunn-Jensen, New York U.

Are Working Parents using Organizational Networks to Mobilize Their Careers or for Social Support? | Kyra Sutton, Ohio State U.

Understanding the Work-Family Interface: The Role of Dispositional vs. Situational Sources of Control | Jeanine K. Andreassi, Baruch College; Cynthia A. Thompson, Baruch College, CUNY

Participants: Jeanine K. Andreassi, Baruch College; Marguerite E. Barratt, National Science Foundation; Cary L. Cooper, Lancaster U.; Ellen E. Kossek, Michigan State U.; Susan Lewis, Manchester Metropolitan U.; Darrell Mece, Michigan State U.; Shaun Pichler, Michigan State U.; Cynthia A. Thompson, Baruch College, CUNY

632: (Paper Session) - (HCM) Understanding and Improving Clinical Interactions
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - HCM 1
Papers presented on panels 71-73
Understanding Mental Health Treatment in Primary Care with Patient-Physician Interaction Data | Ming Tai-Seale, Texas A&M U.
Women's Health Issues: A Case Study in Setting Priorities | Peter M Ginter, U. of Alabama, Birmingham; W Jack Duncan, U. of Alabama, Birmingham; Martha Slay Wingate, U. of Alabama, Birmingham

633: (Paper Session) - (HCM) A View from Above: Understanding Organizations and their Environment
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - HCM 2
Papers presented on panels 74-77
Benefiting from Networks by Occupying Central Positions: The Case of Taiwan Healthcare Industry | Tzu-Ju Ann Peng, Providence U.; Fang-Yi Lo, National Chench U.; Chin-Shien Lin, National Chung Hsing U.; Chow-Ming Joseph Yu, National Chench U.
Boundary of Agency Predictions of Physicians & Hospital's Outcomes: One of Medical Centers in Taiwan | Hsiu-Ling Wang, Kaohsiung Medical U, Chung-Ho Memorial Hospital, I-Shou U.
An Exploratory Study of Healthcare Strategic Planning in Two Metropolitan Areas | James W Begun, U. of Minnesota; Amer Kassir, Trinity U.
The Benefits of Organizational Alignment: An Exploratory Investigation in Healthcare | Duncan Dickson, U. of Central Florida; Robert C Ford, U. of Central Florida; Myron D Fottler, U. of Central Florida; Kenneth Bradley, Winter Park Memorial Hospital; Lee Johnson, Florida Hospital

634: (Paper Session) - (HCM) Positive Work Practices to Improve Commitment Among Health Care Employees
12:20pm - 2:10pm Sheraton Waikiki Beach, Waiaena Room
Presiding: Trish Reay, U. of Alberta
Chair: Myron D Fottler, U. of Central Florida
Preventing Burnout: The Effects of LMX and Mentoring on Socialization, Role Stress, and Burnout | Christopher H. Thomas, U. of Georgia
Job Demands, Burnout, and Turnover Intent Among Nursing Assistants: Mediating and Moderating Effects | Jose Proenca, Widener U.; Caryl Carpenter, Widener U.; Beryl Goldman, Kendal Corp.
The Moderating Effect of Procedural Fairness in Standardizing Professional Work | Seok Woo Kwon, U. of Kentucky
Winner of HCM Division Best Paper Based on a Dissertation Award
635: (Paper Session) - (HR) Antecedents of Work and Contextual Performance  
12:20pm - 2:10pm Hawaii Convention Center: Room 322A  
Chair: Gary C. McMahan, U. of Texas, Arlington  
Interactive Effects of Perceived Organizational Support and General Mental Ability on Performance | L. A. Witt, U. of New Orleans  
The “Dark Side” of Self-Monitoring: Engaging in Counterproductive Behaviors at Work | Laura Parks, U. of Iowa; Michael K. Mount, U. of Iowa  
Emotional Intelligence Abilities, Personality and Workplace Performance | R. D. Shaffer, Hong Kong Polytechnic U.; Margaret A. Shaffer, Hong Kong Baptist U.  
Differentiating the Antecedents of OCBO and OCBI: A Multiple Commitments and Justice Framework | James J. Lavelle, U. of Texas, Arlington; Mary Konovsky, Tulane U.; Joel Brockner, Columbia U.  
Effective Leadership Enables Conscientious Workers To Perform Effectively | L. A. Witt, U. of New Orleans

636: (HR) Fourth HR Division Town Hall Meeting: Is the Field of HRM Advancing as a Science?  
12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 4  
Keynote Speakers: Sara L. Rynes, U. of Iowa; Robert L. Dipboye, U. of Central Florida  
Chairs: Dianna L. Stone, U. of Central Florida; Richard J. Klomski, George Mason U.  

637: (JS) (HR, CAR) Taking Triads Seriously: New Perspectives on Labor Market Intermediaries  
12:20pm - 2:10pm Hawaii Convention Center: Room 319B  
Chair: Emilio J. Castilla, U. of Pennsylvania  
Market Mediating Organizations: The Case of Technical Staffing Firms | Stephen Barley, Stanford U.; Gideon Kunda, Tel Aviv U.  
The Consequences of Market Tie Dissolution for the Mobility of Professional Service Firm Managers | Joseph P. Broschak, U. of Illinois, Urbana-Champaign  
Network Ownership and Business Development in Established Firms | Bjorn Lovas, London Business School; Michelle A. Rogan, London Business School  

638: (Paper Session) - (IM) International JVs, Alliances, and Acquisitions  
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - IM 1  
Presented on panels 1-12  
Repertition of Foreign Market Entry Forms: Managerial and Organizational Drivers | Elie Matta, HEC Paris; Paul Beamish, U. of Western Ontario  
Duality in Theoretical and Methodological Approaches to the Model of Foreign Entry Modes | Lyubov A. Bogun, Odessa Institute of Entrepreneurship and Law  
International Agent Performance: HQ-Agent Relations, Inter-Agent Relations and Global Capabilities | William Newbury, Rutgers U.; Huiping Li, Rutgers U.  
A Danish Company Goes to Brazil | Robson Rocha, Copenhagen Business School  
Number of Partners and JV Performance: The Role of Social Capital: A TCE and RBV Perspective | Nikhil Celly, U. of Western Ontario  
An Integrative Model about Control and Cooperation in International Strategic Alliances | James Woodley, U. of North Carolina, Greensboro  
An Assessment of Process Theory and Alliance Research: Towards A Framework For Discourse | Theodore Andrew Khoury, U. of Texas, Dallas  
Trust and Control Paradox and Alliance Stability in International Business Alliances | Refik Culpan, Pennsylvania State U., Harrisburg  
International Acquisitions and the Internal Boundaries of the Firm: Enabling Rapid Foreign Expansion | Mario Schijven, Tilburg U.  
Spanning the Global Network: Cross-Border Acquisitions, the MNE and Market Knowledge Spillovers | J. Muir Macpherson, U. of Texas, Austin  
IM&A Performance, HR Practices and Acquirer Nationality: An Exploratory Study of Forgotten Factors | Yaakov Weber, College of Management, Israel; Dalia Rachman-Moore, College of Management, Israel  
Cultural Distance Revisited: The GLOBE Index of Cultural Distance and Cross-Cultural Adjustment | Klaus J. Thiede, Aarhus U.; David A. Ralston, U. of Oklahoma
Partner Selection For International Strategic Alliances In Performance of International Joint Venture: An Emphasis on Capabilities

Discussant: Charles Dhanaraj, Indiana U., Bloomington

The Impact of Repeated Partnerships on Multinational Corporation Performance | Anthony Goerzen, U. of Victoria

Performance of International Joint Venture: An Emphasis on Local Sales | Yu-Ching Chiao, National Changhua U. of Education; Chwo-Ming Yu, National Chengchi U., Taiwan

Partner Selection For Strategic International Alliances In Emerging Economies | Manuel Anibal Portugal Ferreira, U. of Utah

Resources and Equity Owned Joint Ventures: An Empirical Analysis Of Resources And Control | Mehmet Demirbag, Sheffield U.

Partner Resource Asymmetry and IJV Survival | Jane Lu, Singapore Management U.; Xufei Ma, National U. of Singapore

Finalist—Doug Nigh Award

641 : (Paper Session) - (IM) Partner Selection and JV Performance
12:20pm - 2:10pm Hawaii Convention Center: Room 305B
Chair: Ilgaz T Arikian, Georgia State U.
Discussant: Charles Dhanaraj, Indiana U., Bloomington

The Impact of Repeated Partnerships on Multinational Corporation Performance | Anthony Goerzen, U. of Victoria

Performance of International Joint Venture: An Emphasis on Local Sales | Yu-Ching Chiao, National Changhua U. of Education; Chwo-Ming Yu, National Chengchi U., Taiwan

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Resources and Equity Owned Joint Ventures: An Empirical Analysis Of Resources And Control | Mehmet Demirbag, Sheffield U.

Partner Resource Asymmetry and IJV Survival | Jane Lu, Singapore Management U.; Xufei Ma, National U. of Singapore

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Vishal K. Gupta, U. of Missouri, Columbia


BPS: Achieving Successful Organizational Change through Knowledge Acquisition and Transfer | Aidas Kriauciunas, Purdue U.

BPS: The Management Of Projects And Products In The New Economy: Lessons From Entertainment Industries | Mark Lorenzen, Copenhagen Business School; Lars Frederiksen, Copenhagen Business School

BPS: Innovative Combinations: The Role of Endogeneity in the Analysis of Mergers and Innovation | Ariel Y. Fishman, Columbia U.

BPS: Chronicity and Innovation as Responses to Environmental Disruptions | Clay Dibrell, Oregon State U.; Peter Davis, U. of Memphis; Timothy N. Carroll, Georgia Institute of Technology

643 : (Paper Session) - (IP) Perspectives on Creating and Sharing Knowledge
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Michael J. Mol, London Business School & U. of Reading

TIM: Innovative University for the Knowledge Economy: Frederick Terman’s Model | Stephen B. Adams, Salisbury U.

MOC: Dual Organizational Identities in Outsourcing Organizations’ KM Efforts: Benign? or Malign? | Ravi Shankar Mayasandra Nagaraja, National U. of Singapore

OB: Are “Good Soldiers” also “Good Knowledge Sharers”?: An Empirical Test of the Consequences of OCB | Chi-Wei Liu, I-Shou U./HungKuang Technology U.; Fu-Sheng Tsai, I-Shou U., Taiwan; Pei-Wen Huang, I-Shou U./Cheng Shiu U.; T.K. Peng, I-Shou U., Taiwan

ENT: Clusters, Knowledge Spillovers and New Venture Performance: An Empirical Examination | Brett Anitra Gilbert, Georgia State U.; Patricia Phillips McDougall, Indiana U.; David Audretsch, Indiana U., Bloomington

IM: Working with the Enemy: An Ethnographic Account of Local Conflicts in a Global Organization | Galit Ailon, Bar Ilan U.; Gideon Kunda, Tel Aviv U.

644 : (Paper Session) - (IP) Critiques of Practice
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Akiko Kaminura, U. of Michigan, Ann Arbor

HCM: Coordination in a System of Care: The Initial Stage of a School-Based Implementation | Sharon Topping, U. of Southern Mississippi; Loria Crowder-Brown, Jackson State U.; Brenda Scafidi, Mississippi Department of Mental Health

HCM: High Involvement Work Practices in Nursing Homes: Do they facilitate workplace change? | Kent Rondeau, U. of Alberta

OMT: Coders’ Relationships with Coded Organizations as Determinants of SIC Coding | Jongtae Shin, Columbia U.

645: (Paper Session) - (IP) Current Issues in Organization Design
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A4
Facilitator: Laura Dabbish, Carnegie Mellon U.
OCIS: Managing Flexibility in Outsourcing | Chengxun Tan, Nanyang Technological U.; Siew Kien Sia, Nanyang Technological U.
OMT: The Quest for Interorganizational Reliability: Organizational Culture and Collaborative Capacity | Stephanie Bertels, U. of Calgary; Frances E Bowen, U. of Calgary; Harrie Vredenburg, U. of Calgary
PNP: Content Domain, Measurement, and Validity of the Red Tape Concept | David H Coursey, Florida State U.; Sanjay K Pandey, Rutgers U., Camden

646: (Paper Session) - (IP) Current Issues in Work Design
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B1
Facilitator: Therese F Yaeger, Benedictine U.
PNP: Intertwining Offline and Online Channels in Multi-Channel Public Service Delivery: A Case Study | Calvin M. L. Chan, National U. of Singapore
OCIS: To See and Not To See: Communicating and Representing Work in Multi-Level Authority Relationships | Joao Cunha, Massachusetts Institute of Technology

647: (Paper Session) - (IP) Decision-Making
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B2
Facilitator: Turanyan Caner, U. of Pittsburgh
BPS: Are CEOs Myopic? A Dynamic Model of the Ongoing Debate | Maya Waisman, Rensselaer Polytechnic Institute; Moren Levesque, Case Western Reserve U.; Phillip Phan, Rensselaer Polytechnic Institute
ENT: Towards Strategic Ambidexterity: The Nexus Of Profit And Pro-Growth For Corporate Venturing | Mary Han, Ryerson U.
ENT: The Impact of Agency Costs, Reputation and Experience on the Decision to Syndicate | Miguel LJC Meuleman, Ghent U.; Sophie Manigart, Ghent U.; Andy Lockett, U. of Nottingham

648: (Paper Session) - (IP) Strategic Decision Making
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Al Douglas McCready, George Washington U.
BPS: Strategic Decision Making Effectiveness in Crisis Response: The Importance of Process and Choice | Paul L. Drnevič, Purdue U.; West Lafayette; Shailendra R Mehta, Purdue U., West Lafayette; Alok R Chaturvedi, Purdue U., West Lafayette

649: (Paper Session) - (IP) Developing Networks as a Source of Value
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Thomas P. Moliterno, U. of South Carolina
BPS: Do Alliances Create Value Or Are They A Zero Sum Game? A Look at Weighted Returns and Betas | Patrizia Porrini, Long Island U.
BPS: Structural Holes, Third-Party Intermediaries and The Alliance Creation Process | Cliff Wymbs, Baruch College, CUNY
BPS: Diversification and Diffusion: A Social Networks Perspective | Nan Zhou, National U. of Singapore; Andrew Delios, National U. of Singapore
OMT: Islands in the Net Analyzing Structural Evolution of R&D Networks in Biotechnology | Terri Amburgey, J.L. Rotman School of Management; Andreas Al-Laham, Cass Business School

650: (Paper Session) - (IP) Developing New Capabilities with Social Capital
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Ricardo B. Boucken, Ernst-Moritz-Arndt U. Greifswald
BPS: Tacit Knowledge Integration Capabilities in the Auto Industry: A Dynamic Capabilities Perspective | Janet Y. Murray, St. Louis U.; Ronaldo C. Parente, Rutgers U.; Masaaki Kotabe, Temple U.
OMT: Organizational Identification: A Relational Approach | Elizabeth A. Hamilton, Boston College; Candace Jones, Boston College
BPS: The Role of Leadership Values in Dynamic Capabilities: The Role of Signature Processes | Sumantra Ghoshal, London Business School; Lynda Gratton, London Business School
Winner of ODC Best Interactive Paper Award

651: (Paper Session) - (IP) Developing New Capabilities
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Liliana Perez Nordvedt, U. of Texas, Arlington

Session Details – Monday

652: (Paper Session) - (IP) Intellectual Property and New Sources of Value
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Mickey Bruce Howard, U. of Bath


653: (Paper Session) - (IP) Developing Social Capital
12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Gerard George, U. of Wisconsin, Madison

OCIS: Achieve Economies of Scale and Minimize Opportunism in IT Outsourcing Deals: The Role of Reputation | Siah-Hwee Ang, U. of Auckland; Xiaoxia (Erin) Zeng, U. of Auckland

OMT: Where Brokers Do Not Work: Social Capital in High-Commitment Organizations | Zhixing Xiao, China Europe International Business School; Anne S. Tsui, Arizona State U.

OMT: The External Social Network of Innovation Project Managers and Project Performance | Mats Lingblad, Singapore Management U.

OMT: CEO External Ties and Compensation Structure | James J Cordeiro, State U. of New York, Brockport

654: (MC) Future Consulting - Diversifying into New Niches
12:20pm - 2:10pm Hawaii Convention Center: Room 314
Moderator: Larry E Greiner, U. of Southern California
Presenters: William Crookston, USC; Alan Glassman, California State U.; Northridge; Marcy Guddemi, Director, Early Childhood Products, Harcourt Assessment; James K. Malernee, Cornerstone Research

655: (MED) MED Past Division Chairs' Luncheon
12:20pm - 2:10pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Organizers: J. B. Arbaugh, U. of Wisconsin, Oshkosh; Carolyn Wiley, Mercer Human Resource Consulting
Hosts: Regina F Bento, U. of Baltimore; Steven Armstrong, U. of Hull
Facilitator: Yuji Yoshida, Chiba U. of Commerce

Transcultural Management Training: The Case Study of Japanese Companies | Emiko Magoshi, Obirin U.

656: (MED) Curriculum and Program Internationalization: Looking Backward - Looking Forward
12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 2
Chair: Vinod K Jain, U. of Maryland, University College
Presenters: Gordon W Cheung, Chinese U. of Hong Kong; Robert J. DeFillippi, Suffolk U.; Ben L Kedia, U. of Memphis; Salvatore J. Monaco, U. of Maryland, University College; Victor Tabbush, U. of California, Los Angeles
Winner of MED Division Best Symposium in Management Education and Development

657: (SHC): (MED, ODC, MH) A New Vision of Business Education in the Twenty-First Century
12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 1
The Evolution of the Traditional Business Educational Paradigm | James Grinnell, Merrimack College; Deborah R. Litvin, Merrimack College
Curricular Transformation at a Large Public University | William P Curington, U. of Arkansas; Molly Inhofe Rapert, U. of Arkansas
Curricular Transformation at a Small Private College | Edward Popper, Merrimack College; James E Stewart, Merrimack College
Participants: Molly Inhofe Rapert, U. of Arkansas; Deborah R. Litvin, Merrimack College; William P Curington, U. of Arkansas; James E Stewart, Merrimack College; Edward Popper, Merrimack College; James Grinnell, Merrimack College

658: (MH) Authors Reflect on Chapter 2: Is Management History Still Important?
12:20pm - 2:10pm Sheraton Waikiki Beach: Kohala/Kona Room
Chair: Jane Whitney Gibson, Nova Southeastern U.
Discussant: Regina Greenwood, Kettering U.
Personal Reflections on Writing "Chapter Two." | David D Van Fleet, Arizona State U., West
The Trends in Chapter 2 Coverage | Jane Whitney Gibson, Nova Southeastern U.
Participants: Daniel A Wren, U. of Oklahoma; Ricky W Griffin, Texas A&M U.; David D Van Fleet, Arizona State U., West; Jane Whitney Gibson, Nova Southeastern U.; Robert C Ford, U. of Central Florida

659: (Paper Session) - (MOC) Network Effects and Learning: On Perceptions, Knowledge Management, and Communities of Practice
12:20pm - 2:10pm Hawaii Convention Center: Room 317A
This session explores how social networks influence how we perceive and understand various facets of organizational life.

**Chair:** Ebony N. Bridwell-Mitchell, New York U.


Social Capital and Transactional Memory Systems in Work Groups: A Multilevel Approach | Yu Connie Yuan, Cornell U.; Peter R Monge, U. of Southern California; Janet Fulk, U. of Southern California

**660** (Paper Session) - (MOC) New Vistas in Dyadic and Team Research

12:20pm - 2:10pm Hawaii Convention Center: Room 317B

Explores varied topics in dyadic & team research. Emphasis on perception, diversity, and knowledge structures.

**Chair:** Teresa Cardador, U. of Illinois, Urbana-Champaign

Complementary (but not always Complimentary)

Construal of Work Partners | Miguel M. Unzueta, Stanford U.; Larissa Tiedens, Stanford U.; Maia Young, U. of California, Los Angeles

The Influence of Sex Dissimilarity in Distributive Versus Colocated Groups | Prithviraj Chattopadhyay, Australian Graduate School of Management; Elizabeth George, Australian Graduate School of Management; Arthur Shulman, Griffith U.

Affective Diversity, Flight Crew Dynamics and Performance | Lorna Doucet, U. of Illinois; Mary J Waller, Tulane U.; Lu Wang, U. of Illinois, Urbana-Champaign; Sybil Phillips, U. of Illinois, Urbana-Champaign

Social Identity, Social Relations, and the Individualism-Collectivism -- Teamwork Relationship | Michael J. Gundlach, Bond U.; Suzanne Zivnuska, Bond U.


**661** (Paper Session) - (MSR) The Science of Workplace Spirituality

12:20pm - 2:10pm Sheraton Waikiki Beach: Puna Room

**Chair:** Donald W McCormick, U. of Redlands

Discussant: Jeff Tschetter, U. of Sioux Falls

Self-actualising Workplace Spirituality: An Empirical Study | Mario Fernando, U. of Wollongong


What Should a Science of Workplace Spirituality Study? | Don Grant, U. of Arizona

**662** (Paper Session) - (OB) Personality, Individual Differences, and Diversity Issues

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 31-37

Controlling for Commensurability in a Meta-Analysis of Personality and Subjective Well-Being | Jonas Schultz, U. of Calgary; Piers Steel, U. of Calgary; Joseph Schmidt, U. of Calgary

Self-Efficacy and Task Performance: An Investigation from Two Levels of Analysis and Specificity | Gillian Yeo, U. of Queensland; Andrew Neal, U. of Queensland

Strike Propensity Among Union Workers: A Qualitative and Meta-Analytic Review | Matthew J. Monnot, Central Michigan U.

To Perceive or Not to Perceive: Personality as a Moderator Between Context and Leadership | Sheryl L Shivers, Florida A&M U.

Why People Believe (or Don’t Believe) Our Research: The Role of Self Affirmation Processes | Dan V. Caprar, U. of Iowa

The Impact of Core Self-Evaluations on Perceptions of Support, Commitment, and Role-Conflict | Karl Pajo, Massey U.; Nigel Guenole, U. of Canterbury; Mary Mallon, Massey U.; Robyn Ward, Massey U.

**663** (OB, CM, MOC) Feelings and Fairness in Organizations

12:20pm - 2:10pm Hawaii Convention Center: Room 324

Organizers: Tom Tyler, New York U.; Celia M. Gonzalez, New York U.

The Interplay Between Cognitive and Affective Factors on the Justice Judgments Process | Kees Van den Bos, Utrecht U.; Susanne de Wit, Utrecht U.

The Influence of Moral Conviction on Perceptions of Fairness | Elizabeth Mullen, Northwestern U.; Linda Skitka, U. of Illinois, Chicago

Feelings of Similarity, Belongingness and Justice | Steven Blader, New York U.; David De Cremer, Tilburg U.

The Interactive Effects of Identification and Felt Relational Value Shape Sensitivity to Procedures | Celia M. Gonzalez, New York U.; Tom Tyler, New York U.

The Effects of Unfavorable Outcomes and Procedural Justice on Cognitive Appraisals and Emotions | Jeremy Offenstein, City U. of New York Graduate Center; Yochi Cohen-Charash, City U. of New York, Baruch College; Charles Scherbaum, City U. of New York, Baruch College

Participants: Kees Van den Bos, Utrecht U.; Susanne de Wit, Utrecht U.; Elizabeth Mullen, Northwestern U.; Linda Skitka, U. of Illinois, Chicago; Steven Blader, New York U.; David De Cremer, Tilburg U.; Yochi Cohen-Charash, City U. of New York, Baruch College; Jeremy Offenstein, City U. of New York Graduate Center; Charles Scherbaum, City U. of New York, Baruch College

**664** (OB, CM, MOC) Constructing Deviants Across Levels
665 JS: (OB, HR) The Importance of Context for Employee Creativity: A New Vision for Management in the 21st Century
12:20pm - 2:10pm Hawaii Convention Center: Room 323C
Chair: Lucy L Gilson, U. of Connecticut
Employees’ Creative Performance: Effects of Personal and Contextual Factors by Job Category | Christina Shalley, Georgia Tech; Lucy L Gilson, U. of Connecticut
Psychological Safety and Creativity at Work | Greg R. Oldham, U. of Illinois, Urbana-Champaign; Diana I. Jimeno-Ingrum, U. of Illinois, Urbana-Champaign
The Impact of Customer Relations and Trust on Employee Creativity | Nora Y. Madjar, U. of Connecticut; Dana Dudzinska-Przesmitzki, U. of Connecticut; Rowena Ortiz-Walters, Quinipiac U.
Exploration into the Impact of Context and Role Identity in Relation to Creative Self-Efficacy | Steven M Farmer, Wichita State U.; Pamela Tierney, Portland State U.
Participants: Lucy L Gilson, U. of Connecticut; Christina Shalley, Georgia Tech; Nora Y. Madjar, U. of Connecticut; Dana Dudzinska-Przesmitzki, U. of Connecticut; Rowena Ortiz-Walters, Quinipiac U.; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Diana I. Jimeno-Ingrum, U. of Illinois, Urbana-Champaign; Steven M Farmer, Wichita State U.; Pamela Tierney, Portland State U.; Neta A Moye, Vanderbilt U.; Claus W Langfred, Washington U.

666 JS: (OB, HR) Transformational Leadership: From Leader Interventions to Team Outcomes
12:20pm - 2:10pm Hawaii Convention Center: Room 325A
Chairs: Claire Mason, Queensland U. of Technology; Sharon Parker, U. of New South Wales; Mark Griffin, Queensland U. of Technology
Transforming Leaders: Identifying the Associated Values, Beliefs, and Emotions | Claire Mason, Queensland U. of Technology; Sharon Parker, U. of New South Wales; Mark Griffin, Queensland U. of Technology
Exploring the Impact of Executive Coaching on Leaders | Fran Finn, Queensland U. of Technology; Claire Mason, Queensland U. of Technology; Mark Griffin, Queensland U. of Technology
Video-Observed Behaviors of Highly Effective Dutch Middle Managers | Joost Van der Weide, U. of Twente; Celeste P.M. Wilderom, U. of Twente
Followers’ Rating of Leadership in Predicting Organizational Commitment and Perceived Capabilities | Fred Ochieng Walumbwa, U. of Nebraska; Bruce Avolio, U. of Nebraska; Weichun Zhu, U. of Nebraska
Leading Others to Well-Being: Direct and Indirect Effects of Transformational Leadership | Julian Barling, Queen’s U.; E Kevin Kelloway, St. Mary’s U.; Niro Sivanathan, Northwestern U.; Nick Turner, Queen’s U.; Catherine Loughlin, U. of Toronto
Speakers: Fran Finn, Queensland U. of Technology; Joost Van der Weide, U. of Twente; Fred Ochieng Walumbwa, U. of Nebraska; Niro Sivanathan, Northwestern U.
Participants: Celeste P.M. Wilderom, U. of Twente; Bruce Avolio, U. of Nebraska; Weichun Zhu, U. of Nebraska; Julian Barling, Queen’s U.; E Kevin Kelloway, St. Mary’s U.; Nick Turner, Queen’s U.; Catherine Loughlin, U. of Toronto

667 JS: (OB, MOC) Managing and Learning from Errors in Organizations
12:20pm - 2:10pm Hawaii Convention Center: Room 327
Discussant: Sim B. Sitkin, Duke U.
Error Management in Teams: Identifying, Communicating, and Correcting Errors Prior to the their Pro | David A Hofmann, U. of North Carolina; Zhike Lei, U. of North Carolina, Chapel Hill
Harnessing the Power of Mindfulness: The Role of Organizational Climate | Andrew P. Knight, U. of Pennsylvania; Jonathan C. Ziegert, Drexel U.
He Role of Time in Error Management | Paul S Goodman, Carnegie Mellon U.; Rangaraj Ramanujam, Purdue U., West Lafayette

668 SHCS: (OB, OMT, OCIS) Team-Level Network Structures and Team-Level Outcomes
12:20pm - 2:10pm Hawaii Convention Center: Room 316C
Organizer: Prasad Balkundi, State U. of New York, Buffalo
Chair: Martin J Kilduff, Pennsylvania State U.
Discussant: Ray Reagans, Columbia U.
Shared Leadership as Team Network Centralization: A Research Agenda | Juan-Carlos Pastor, Instituto de Empresa; Margarita Mayo, Instituto de Empresa
Distributed Leadership in Teams: The Network of Leadership Perceptions and Team Performance | Ajay Mehra, U. of Cincinnati; Andrea Dixon, U. of Cincinnati; Brett R. Smith, U. of Cincinnati; Bruce Robertson, San Francisco State U.
Revisiting the Bavelas and Leavitt Experimental Communication Network Structures | Prasad Balkundi, State U. of New York, Buffalo; Thomas E. Holubik, Texas Tech U.
Intra-Team Network Ties and Team Justice Climate | Ian O. Williamson, U. of Maryland, College Park; Quinetta M Roberson, Cornell U.
Participants: Juan-Carlos Pastor, Instituto de Empresa; Margarita Mayo, Instituto de Empresa; Ajay Mehra, U. of Cincinnati; Andrea Dixon, U. of Cincinnati; Brett R. Smith, U. of Cincinnati; Bruce Robertson, San Francisco State U.; Prasad Balkundi, State U. of New York, Buffalo; Thomas E. Holubik, Texas Tech U.; Ian O. Williamson, U. of Maryland, College Park; Quinetta M Roberson, Cornell U.

669 JS: (OCIS, OB, MOC) Structuring Team Knowledge: Dimensions, Beliefs, Distribution, and Coordination

12:20pm - 2:10pm Hawaii Convention Center: Room 318A
Organizers: Mark A. Clark, American U.; J. Alberto Espinosa, American U.
Discussant: Eduardo Salas, U. of Central Florida
Network Structure and Expertise Coordination in Knowledge Teams | Samer Faraj, U. of Maryland
Knowledge, Ignorance, and Distortion: An Expanded Representation of Belief Structures in Groups | Vikas Anand, U. of Arkansas; Nina Gupta, U. of Arkansas; Kevin E. Henderson, U. of Arkansas, Fayetteville
Transactive Memory Perspective on Team Knowledge Measures: A Review and Agenda | Andrea Hollingshead, U. of Illinois, Urbana-Champaign; Andrea Hollingshead, U. of Illinois, Urbana-Champaign
Structural Dimensions of Team Knowledge | Mark A. Clark, American U.; J. Alberto Espinosa, American U.
Participants: Samer Faraj, U. of Maryland; Vikas Anand, U. of Arkansas; Nina Gupta, U. of Arkansas; Kevin E. Henderson, U. of Arkansas, Fayetteville; Nina Gupta, U. of Illinois, Urbana-Champaign; Andrea Hollingshead, U. of Illinois, Urbana-Champaign

670 : (Paper Session) - (ODC) Change Interventions
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ODC 1
Presented on panels 38-40
Creating An Excellent Service Culture: A Scholar and Practitioner Explore A Successful Change Case | Karen S Whelan-Berry, Utah Valley State College; Patricia L Alexander, Texas Wesleyan U.
Architecture as an Organization Development Intervention: Two Hospital Case Studies | Kirk Hamilton, Texas A&M U., College Station; Walter Scott Sherman, Texas A&M U., Corpus Christi
Change Management Matters: A political perspective on change processes and outcomes | Inger G. Stensaker, Norwegian School of Economics and Business Administration; Ann Langley, HEC Montreal
Executive Resistance to Change: The Role of Exemplarity | Tessa Melkonian, EM Lyon
Explaining Factors Affecting the Speed of Change Adoption: a Case Study Approach | Alain Vas, Catholic U. of Louvain; Régis Coeurderoy, Catholic U. of Louvain

672 : (ODC) We See Dead People? Reflective Debate on John Miner’s Vision for Organization Science
12:20pm - 2:10pm Hawaii Convention Center: Room 321B
Facilitator: Gavin M. Schwarz, U. of New South Wales
Presenters: Stewart Clegg, U. of Technology, Sydney; Thomas G. Cummings, U. of Southern California; Lex Donaldson, Australian Graduate School of Management; Robert E Quinn, U. of Michigan; John B. Miner, Self-employed

673 : (OM) E-Commerce
12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 3
Chair: Suzanne deTreville, U. de Lausanne
E-Retailing in a Demand Chain Management Context: Relating Physical Distribution Service & Margins | Elliot Rabinovitch, Arizona State U.; Manus Rungtusanatham, Arizona State U.

674 : (Paper Session) - (OMT) Networks as Structure
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OMT 1
Presented on panels 41-44
Is the Doctor In? Impact of Physician Job Design on Relational Coordination and Patient Outcomes | Jody Hoffer Gittell, Brandeis U.; Dana Beth Weinberg, Queens College; Adrienne Bennett, Newton-Wellesley Hospital; Joseph A. Miller, Independent Consultant
Nework Organizations: Archetypes and Performance | Jonathan Pinto, U. of Pittsburgh
Networks of Order and Chance: Archetypes, Emergence, and Randomness in Organizational Structures | Jonathan Lewis Johnson, U. of Arkansas; Sven Kepes, U. of Arkansas
Matrix Structures in MNCs – Areas of Application and Success Factors | Mihael Adzic, U. of Kiel

675 : (Paper Session) - (OMT) Theorizing Organizational Effectiveness
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OMT 2
Presented on panels 45-50
Behavioral Assumptions and Theory Development: The Case of Transaction Cost Economics | Eric WK Tsang, Wayne State U.
Factors that Impact Sales Persons’ Performance in Virtual Environments | Tammy McClanahan Johnson, Standard Register
Competing Views of Firm Success: Towards an Integrated Theory of Effectiveness and Survival | Tim R. Holcomb, Texas A&M U.
Simple Models of Hierarchical Organizations | Ali Yassine, U. of Illinois, Urbana-Champaign; David Goldberg, U. of Illinois, Urbana-Champaign; Tian-Li Yu, U. of Illinois, Urbana-Champaign
676 : (Paper Session) - (OMT) Institutional Conditions for Economic Development and Growth
12:20pm - 2:10pm Hawaii Convention Center: Room 301A
Chair: Nina Shah, U. of Illinois, Urbana-Champaign
Discussant: Ruth V Aguilera, U. of Illinois, Urbana-Champaign
Why the Rich Get Richer: The Role of Organizations in the Wealth of Nations | Jone L. Pearce, U. of California, Irvine; Katherine Xin, CEIBS; Alaka N. Rao, U. of California, Irvine; Quimee Jane Xu, U. of California, Irvine
Internal Market Failure in Emerging Economies | Michael N. Young, Chinese U. of Hong Kong
Changing logics in emerging markets: the Chinese automobile industry | Wei Chen, Texas Tech U.; Marvin Washington, Texas Tech U.
Can Progress Be Resistant to Bad Institutions? The Case of ICT | Veneta Andonova, Instituto Tecnologico Autonomo de Mexico

677 : (Paper Session) - (OMT) Networks and Community Within Organizations
12:20pm - 2:10pm Hawaii Convention Center: Room 302A
Chair: Marc-David L Seidel, U. of British Columbia
Discussant: Gina Dokko, New York U.
Exchange-Level Building Blocks of Informal Organization: The Case of Networks and Communities | Paul D Nugent, Rensselaer Polytechnic Institute
Aligning CoPs and Formal Organizations: Constructing the Situation of Work | Emmanuelle Vaast, Long Island U.
Designing the Interconnected Organization | Emmanuel Josserand, Paris Dauphine U.
Acquiring Information through Interpersonal Relations | Kai-Yu Hsieh, London Business School

678 : (Paper Session) - (OMT) Boundary Conditions: Categories and Valuation
12:20pm - 2:10pm Hawaii Convention Center: Room 302B
Chair: Jonathan Matheny, Auckland U. of Technology
Discussant: John Weeks, INSEAD
The Structuring of Categories and Institutional Theory | Peter Cebon, U. of Melbourne; E. Geoffrey Love, U. of Illinois, Urbana-Champaign
Evaluative Schemas and the Attention of Critics in the U.S. Film Industry | Greta Hsu, U. of California, Davis
Categorization, Concentration & Constraint: Industrial Boundary Location and Industry Performance | Christopher Wheat, Harvard U.
Conspicuous Production | Linda-Eling Lee, Harvard U.

679 : (Paper Session) - (OMT) Trauma and Recovery: Sources and Consequences of Organizational Crisis
12:20pm - 2:10pm Hawaii Convention Center: Room 303B
Chair: Marc S Mentzer, U. of Saskatchewan
Discussant: W. L. Dougan, U. of Wisconsin, Whitewater
A Passion for Imperfections: Revisiting Crisis Management | Christophe Roux-Dufort, Ecole de Management de Lyon
Grab the Rifle: Managerial Resilience within an Adaptive Social-Ecological System | Gail Whiteman, Erasmus U.; William H Cooper, Queen's U.
How Aspiration Levels Affect Response to a Punctuating Technological Change: an Empirical Test | Michael G Hendron, U. of Texas, Austin; Michael Bednar, U. of Texas, Austin; Andrew D Henderson, U. of Texas, Austin
How Much Is Recovery Experience Worth? | June-Young Kim, U. of Wisconsin, Madison; Jay Kim, U. of Southern California; Anne S Minor, U. of Wisconsin, Madison

680 : (Paper Session) - (OMT) Cognition and Strategy-Making
12:20pm - 2:10pm Hawaii Convention Center: Room 322B
Chair: Federico Aime, Michigan State U.
Discussant: Wendy K. Smith, Harvard Business School
Evaluative Schemas and the Attention of Critics in the U.S. Film Industry | Jeffrey A Martin, U. of Texas, Austin
How Much Is Recovery Experience Worth? | June-Young Kim, U. of Wisconsin, Madison; Jay Kim, U. of Southern California; Anne S Minor, U. of Wisconsin, Madison

681 : (Paper Session) - (OMT, BPS, ENT) A Theory of Nascent Organizations? Contributions of Research in Entrepreneurial Contexts
12:20pm - 2:10pm Hawaii Convention Center: Room 313C
Chairs: Pamela R Haunschild, U. of Texas, Austin; Jeffrey A Martin, U. of Texas, Austin
Discussant: Kathleen M. Eisenhardt, Stanford U.
Learning (and Not Learning) from New Ventures: The Case of Serial Entrepreneurs | Jeffrey A Martin, U. of Texas, Austin; Pamela R Haunschild, U. of Texas, Austin
Change in the Presence of Residual Fit: Mapping Modular Architectures to Discontinuous Change | Clark Gilbert, Harvard Business School
The Downsides of Embeddedness: Social Relationships in Acquisition Negotiations | Melissa Graebner, U. of Texas, Austin
Beyond Make or Buy: Boundary Decisions in Nascent Markets | Filipe Manuel Simoes Dos Santos, INSEAD
Participants: Clark Gilbert, Harvard Business School; Melissa Graebner, U. of Texas, Austin; Filipe Manuel Simoes Dos Santos, INSEAD; Wesley Sine, Cornell U.; David A. Kirsch, U. of Maryland; Hitoshi Mitsushashi, U. of Tsukuba

682 : (Paper Session) - (OMT, MOC) Code-Breaking and Code-Making as the Dynamic of Institutional Change

Section D
683 (PNP) Innovation, Reform & Resistance to Change in Public & Nonprofit Organizations
12:20pm - 2:10pm Sheraton Waikiki Beach: Waialua Room
Chair: David H Coursey, Florida State U.
Discussant: David H Coursey, Florida State U.
Innovation and Organizational Performance: A Critical Review of the Evidence and a Research Agenda | Richard Mark Walker, Hong Kong U. of Science and Technology
Managing for Results within the Dutch Central Government: An Analysis Based on Change Agents Views | Michel Ehrenhard, U. of Twente; Dennis Muntslag, U. of Twente; Celeste P.M. Wilderom, U. of Twente
Resistance to Change in Nonprofit Organisations: A Social Identity Perspective | Felix Dresewski, UPJ

684 (RM) RMD Visual Presentation
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - RM
Presented on panels 55-60
Organizational Inquiry as a Rhetorical Process: The Role of Tropes in Organizational Theory/Methods | Sandy E. Green, U. of Southern California; C. Murat Alpaslan, California State U., Northridge; Ian Mitroff, U. of Southern California
Not All Differences are the Same: Measuring Diversity Using Distances Between Categories | Jeremy F. Dawson, Aston U.; Felix Brodbeck, Aston U.
On the Problem of Testing Mediators Using Cross-sectional Correlational Data | Kenneth S Law, Hong Kong U. of Science and Technology; Chi-Sum Wong, Chinese U. of Hong Kong

685 (RM) Research Methods Division: International Networking
12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 2
Chair: Lee Burke, George Washington U.; Mark Starik, George Washington U.
Introduction to the Symposium Topic and Process | Mark Starik, George Washington U.
Voluntary Programs as Alternative Environmental Policy Instruments? U.S. Sustainable Slopes Program | Jorge Rivera, George Washington U.; Charles Koerber, George Washington U.
Integrating Strategic Management & Public Policy: The Case of Privatization in Developing Countries | Kalpana Seethepalli, George Washington U.
Sustaining Competition in an Era of Concentration and Consolidation | Lee Burke, George Washington U.
The Concept of Sustainability and Politics in Strategy and Policy | Wm. Scott Brickner, Brickner Research
Social Sustainability as a Bridge Connecting Strategy and Public Policy | Michelle Westermann-Behaylo, George Washington U.

688 (SIM, OB, OMT) Ethics and the Corporate Environment
12:20pm - 2:10pm Sheraton Waikiki Beach: Oahu Room
Chair: Kristin Smith-Crowe, U. of Utah; Suzanne Chan-Serafin, Tulane U.
Session Details – Monday

**Section D**

**MONDAY**

**689 (Paper Session) - (TIM) Alliances for Technology & Innovation**
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - TIM 1
Presented on panels 13-16
- In search of Innovation? Love Thy Neighbor! | Manish K. Srivastava, Virginia Polytechnic Institute; Donald Hatfield, Virginia Tech
- Collaborative agreements and R&D intensity in the IT industry | Bruno J. M. T van Pottelsbergh, U. Libre de Bruxelles; Olivier Mortehean, U. Libre de Bruxelles
- Friend or Foe? Partner Selection Criteria in Strategic Alliances | Mikkel Lucas Overby, Copenhagen Business School
- Technological Exploration: The Role of Recombinatory Search and Social Capital in Alliance Networks | Corey Phelps, U. of Washington

**690 (Paper Session) - (TIM) Technological Evolution & Firm Reaction**
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - TIM 2
Presented on panels 17-20
- The Effects of Strength of Ties, Structural Holes, and the Non-redundancy of Ties on Team Innovation | Justin T H Chua, U. of Queensland; Yuliani Suseno, U. of Queensland
- Learning from What Others Have Learned from You: A Relevance Theory Perspective | Hongyan Yang, U. of Washington
- Integrating Technological Acquisitions: A complexity-based framework to recombining knowledge | Dorothy Kirkman, Rutgers U.
- Disruptive Innovations and the Time-to-entry of Incumbent Firms: a Theoretical Model | Marco Sonmino, Bologna U.; Raffaele Oriani, U. of Bologna

**691 (Paper Session) - (TIM) Evolutionary Theory**
12:20pm - 2:10pm Hawaii Convention Center: Room 304B
Chair: Michael J. Fern, U. of North Carolina
Discussant: David F Robinson, Texas Tech U.
What Determines the Search Behavior of an Incumbent? | Hongquan Zhu, U. of Michigan

Soloists and Team Players: An Evolutionary Study of Product Development | Riitta Katila, Stanford U.
- Positive and Negative Feedback Effects in Competition for Dominance of Network Business Systems | Antti Sillanpää, Helsinki U. of Technology; Tomi MM Laamanen, Helsinki U. of Technology

**692 (Paper Session) - (TIM) Capabilities & Resources**
12:20pm - 2:10pm Hawaii Convention Center: Room 306A
Chair: Giovanni Valentini, Iese
Discussant: Thomas Keil, York U.
Absorptive Capacity, Organization Structure, and Information Provision | Michael Lenox, Duke U.
HRM Practices, R&D Capabilities, and Firm Performance: The Mediating Role of R&D Capabilities | Erika E. Harden, Rutgers U.
- A Lens Model of Organizational Scanning in IT Investment | George Kuk, Nottingham U.

**693 (Paper Session) - (TIM) Firm Response to Innovation**
12:20pm - 2:10pm Hawaii Convention Center: Room 307A
Chair: Tunji Adegbesan, U. of Navarra
Discussant: Francisco Veloso, Carnegie Mellon U.
- Impact of Market and Technological Capabilities in Introducing Radical and Disruptive Innovation | Vijay Govindarajan, Dartmouth College; Praveen Kopalle, Dartmouth College
- Poised Organizational Strategy in Dealing with Disruptive Innovation | Sven Constantin Voelpel, Harvard U.; Marius Leibold, Stellenbosch U.; Solomon Russom Habtab, U. of Stellenbosch
Incumbency, Experience and Firm-Level Competence at Radical Innovation: The Anti-Cancer Drugs Market | M. Lourdes Sosa, Massachusetts Institute of Technology
- Seeing the Light: Cognitive Frames and Firm Response to the Fiber-Optic Revolution | Sarah Kaplan, U. of Pennsylvania

Monday 2:00PM

**694 (ICW) International Association for Chinese Management Research, Executive Committee Meeting**
2:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Organizer: Anne S. Tsui, Arizona State U.

Monday 2:30PM

**695 (AAS) Beyond Managers Not MBAs**
2:30pm - 3:50pm Hawaii Convention Center: Room 312
Chair: Karl Moore, McGill U.
Participants: Henry Mintzberg, McGill U.; Quy Nguyen Huy, INSEAD
696: (AAS) Entrepreneurial Vision and Visions of Entrepreneurship
2:30pm - 3:50pm Hawaii Convention Center: Room 313A
Organizers: David Obstfeld, U. of California, Irvine; Rodney Lacey, U. of California, Irvine
Discussant: Howard Aldrich, U. of North Carolina
Entrepreneurial Action and the Role of Uncertainty in the Theory of the Entrepreneur | Dean Shepherd, Indiana U.; Jeffery S. McMullen, Baylor U.
Getting New Things Done: The Essential Nature of Entrepreneurial Action | David Obstfeld, U. of California, Irvine; Rodney Lacey, U. of California, Irvine
Bricolage vs. Breakthrough: Distributed and Embedded Agency in Technology Entrepreneurship | Raghu Garud, New York U.; Peter Karmoe, Copenhagen Business School
Entrepreneurship at the Intersection of Organizational Economics and Organizational Sociology | Philip Anderson, INSEAD

697: (AAS) Astute Foresight or Wishful Thinking? A Forum on Management and Organizational Prophecy
2:30pm - 3:50pm Hawaii Convention Center: Room 315
Facilitator: Gavin M. Schwarz, U. of New South Wales

698: (AAS) Shaping the New Vision of Management in the Global Environment
2:30pm - 3:50pm Hawaii Convention Center: Room 316B
Chair: Therese F. Yaeger, Benedictine U.
Participants: Philip Terry Anderson, Abbott Laboratories; Deloras Jones, Dana Corporation; Robert Kjar, Takeda Pharmaceuticals; Linda Sharkey, GE Capital; David Coghlan, U. of Dublin; Thomas G. Cummings, U. of Southern California; Flemming Poufelt, Copenhagen Business School; A.B. Rami Shani, California Polytechnic State U., San Luis Obispo; Peter Sorensen, Benedictine U.

699: (Paper Session) - (BPS) Knowledge Transfer and Learning through Alliances, Partnerships and Acquisitions
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - BPS 1
Presented on panels 25-30
R&D and Patenting Activity and the Propensity to Acquire in High Technology Industries | Panayotis Dessylas, Oxford U.; Alan Hughes, Cambridge U.
Outsourcing IT-Enabled Knowledge Capabilities: Strategy, Process, and Performance Implications | Paul L. Drnevich, Purdue U., West Lafayette; Thomas Brush, Purdue U., West Lafayette
Inter-Partner Relationship and the Impact of Knowledge Transfer Mechanisms on Process Learning | Jan Erik Feller, Helsinki U. of Technology; Annaeleena Parhankangas, Helsinki U. of Technology; Riitta Smids, Helsinki U. of Technology
Environmental Voluntary Approaches: The Irish Experience | James A. Cunningham, NUIG

700: (Paper Session) - (BPS) Risk, Uncertainty and Dynamics
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - BPS 2
Presented on panels 65-70
Absorptive Multinational Organizations in Turbulent Environments | David W. Loree, U. of Western Ontario; Eui Jeong, Bowling Green State U.
How Dynamic can Organizational Competencies be? | Georg Schreyogg, Freie U. Berlin;

701: (Paper Session) - (BPS) Alliance Capabilities and Alliance Formation
2:30pm - 3:50pm Hawaii Convention Center: Room 306B
Chair: Olivier Chatain, INSEAD
Discussant: Melissa M Appleyard, Portland State U.
Multiple Information Sources and Their Effects on Alliance Formation Rates in the Cellular Industry | Lori Rosenkopf, U. of Pennsylvania; Anuja Gupta, Wharton School
Developing Alliance Capabilities: An Empirical Study | Koen Heimeriks, Copenhagen Business School; Geert Duysters, Eindhoven U. of Technology; Wim Vanhaverbeke, Eindhoven U. of Technology
Friends, Acquaintances, or Strangers? Partner Selection in R&D Alliances | Dan Li, Indiana U.; Lorraine Eden, Texas A&M U.; R. Duane Ireland, Texas A&M U.

702: (Paper Session) - (BPS) Director Diversity and the Functioning of Boards
2:30pm - 3:50pm Hawaii Convention Center: Room 307B
Chair: Esther Solomon, Fordham U.
Discussant: Karen Schnatterly, U. of Minnesota
Organizational Predictors of Women in Top Management Teams and Corporate Boardrooms | Amy Hillman, Arizona State U.; Christine Shropshire, Arizona State U. | Section D | MONDAY
Corporate Governance Reforms, Outside Directors, and Firm Performance: Evidence from Korea | Yangmin Kim, Sogang U.
The Value of Non-Executive Directors on the Board: A Natural Experiment | Rocío Bonet, U. of Pennsylvania
TMT Diversity and Firm Performance: Examining the Roles of External and Internal Contexts | Jong-Hun Park, Ewha Women’s U.; Ho-uk Lee, Yon Sei U.

703 : (Paper Session) - (BPS) M&A Relatedness and the Characteristics of Valuable Targets
2:30pm - 3:50pm Hawaii Convention Center: Room 308A
Chair: Nandini Lahiri, Indian School of Business
Discussant: Ariel Y. Fishman, Columbia U.
The Moderating Effect of Integration on Dimensions of M&A Relatedness | Aks Zaheer, U. of Minnesota; Xavier Castaner, HEC Paris; David Souder, U. of Minnesota
The Characteristics of acquirers and targets and Total Value Creation of Mergers and Acquisitions | Lihua Olivia Wang, Columbia U.; Edward Zajac, Northwestern U.
Measuring Inter-Industry Relatedness: SIC-Distances vs. the Survivor Principle | Lasse B. Lien, Norwegian School of Economics and Business Administration; Peter G Klein, U. of Missouri

704 : (Paper Session) - (BPS) Learning and Organizational Structure
2:30pm - 3:50pm Hawaii Convention Center: Room 308B
Chair: Teppo Felin, Emory U.
Discussant: Giovanni Gavetti, Harvard Business School
Learning from Samples of Millions or More: Overcoming Organizational Barriers to Inferential Learning | James Oldroyd, Northwestern U.; Ranjay Gulati, Northwestern U.
Exploration and Exploitation in Changing Routines: Influence of Industry and Organizational Traits | Andrea Masini, London Business School; Maurizio Zollo, INSEAD; Luk N Van Wassenhove, INSEAD
Learning By Hiring or Hiring to Avoid Learning? | Daniel Tzabbar, U. of Central Florida; Brian Silverman, U. of Toronto; Barak S. Aharonson, U. of Toronto
Learning Strategy and Innovation Value. A Longitudinal Study | Pingping Song, Georgia State U.; William C Bogner, Georgia State U.

705 : (Paper Session) - (BPS) New Perspectives on First-Mover Advantage
2:30pm - 3:50pm Hawaii Convention Center: Room 309
Chair: Juan Alcácer, New York U.
Discussant: Marvin B Lieberman, U. of California, Los Angeles
Making It Pay to Be First: Determining the Choice of Entry Timing and First-Mover Advantages | Nile W. Hatch, Brigham Young U.; Douglas Johnson, Purdue U.
The Race to Product Launch: Antecedents of Speed to Market Strategies in High-Technology Industries | Christina Elisabeth Wyss, U. of St. Gallen

Effects of Organizational Capacity & Environmental Dynamism on the 1st Move-Performance Relationship | Vera L. Street, Florida State U.; Marc D. Street, U. of South Florida, St. Petersburg; Bruce T. Lamont, Florida State U.
The Antecedents of Competitive Aggressiveness among Multinational Enterprises | Tieying Yu, Boston College; Albert Cannella, Jr, Arizona State U.

706 : (Paper Session) - (BPS, OMT, TIM) Designing Organizational Interfaces & Vertical Architectures: Organizational & Strategic Implications
2:30pm - 3:50pm Hawaii Convention Center: Room 313B
Organizer: Michael G Jacobides, London Business School
Discussants: Nicolaj Siggelkow, Wharton School; Michael L. Tushman, Harvard U.
Interdependency in Organizations: Towards a Theory of Organizational Modularity | Ron Sanchez, Copenhagen Business School
Innovation, Imitation and the Design of Organizational Interfaces | Sendil Ethiraj, U. of Michigan, Ann Arbor; Rishi Raj Roy, U. of Michigan
Presenters: Phanish Puranam, London Business School; Ron Sanchez, Copenhagen Business School; Stephan Billinger, U. of St. Gallen; Sendil Ethiraj, U. of Michigan, Ann Arbor

707 SHCS: (BPS, TIM) Contractual Design of Technology Alliances
2:30pm - 3:50pm Hawaii Convention Center: Room 313C
Discussant: Arvids A Ziedonis, U. of Michigan, Ann Arbor
Repeated Interactions and Contract Structure: Evidence from Technology Development Contracts | Rachelle Sampson, U. of Maryland
Strategic Alliances as Governance Structures and Contractual Forms | Jeffrey J. Reuer, U. of North Carolina, Chapel Hill
R&D Firm IP Portfolios and Contract Structure: Evidence from Biotechnology Alliances | Simon D. Wakeman, U. of California, Berkeley
Speakers: Rachelle Sampson, U. of Maryland; Kyle J Mayer, U. of Southern California; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Simon D. Wakeman, U. of California, Berkeley

708 : (Paper Session) - (CAR) New Concepts of Time in Families and Careers: Over-time, Part-time, the Right Time, the Wrong Time
2:30pm - 3:50pm Hawaii Convention Center: Room 319A
Chair: Lotte Bailyn, Massachusetts Institute of Technology
Discussant: Yoav Vardi, Tel Aviv U.
Work Hard and/or Play Hard: Propensity to Work Long Hours and the Influence of Role Polychronicity | Marcus M. Butts, U. of Georgia

Beyond a Dichotomy: Expanding Our Ability to Understand Part-Time and Full-Time Work Arrangements | Melissa W. Barringer, U. of Massachusetts, Amherst; Sara McComb, U. of Massachusetts; Kristina A. Bourne, U. of Massachusetts, Amherst

Never a Good Time? Exploring Relationships between Timing Childbirth and Perceived Career Success | Jamie J. Lodge, Boston College

Winner of The Arnon Reichers Best Student Paper Award Managing Incidents of Time-Based Work-Family Conflict: A Three-Stage Process | Gary N. Powell, U. of Connecticut; Jeffrey H. Greenhaus, Drexel U.

Comparisons Work Intensification, and Worker Outcomes Practice

2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room

- Chair: 711 Work Intensity And Work-Family Balance In Europe |
- Workshop: 711 (Paper Session) - (CM) Competition and Social Comparisons
  2:30pm - 3:50pm Hawaii Convention Center: Room 318B
  Chair: Don Moore, Carnegie Mellon U.
  Discussant: Max H Bazerman, Harvard U.

- The Causes and Consequences of Behavioral Forecasting Errors: Examples from Two Conflict Situations | Kristina Diekmann, U. of Utah; Adam Galinsky, Northwestern U.; Shelil Sillito, U. of Utah; Ann Tenbrunsel, U. of Notre Dame
- Ranks and Rivals: Implications for Maximizing Joint Gains | Stephen M Garcia, U. of Michigan; Avishalom Tor, Haifa U.

- Do We Prefer Coworkers Who Are Better or Worse Than Us? Evidence from the ‘Weakest Link’ Game | Madan Pillutla, London Business School; Sarah Ronson, London Business School

Winner of CM Division Best Paper Award - Conflict in Context

2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room
Chair: Armel Brice Adanhoume, HEC Montreal

- 'Feeding the Beast': A Perspective on Working in the First Tier Automotive Industry of the US and UK | Andrew Harry Barton, Cardiff U.; Rick Delbridge, Cardiff U.
- The Impact of Process Formalization on Production Relations in Systems Engineering | Paul D Nugent, Rensselaer Polytechnic Institute
- Confessing for Quality | Johan Quist, Karlstad U.; Per Skålén, Karlstad U.


Discussions: David Knights, U. of Exeter

Introduction: Discourses of Identity in Practice | Alison Linstead, U. of York

- Identity and Discourse | David Stephen Grant, U. of Sydney
- Identity Work in the US Medical Profession | Marlena Fiol, U. of Colorado, Denver; Edward O’Connor, U. of Colorado, Denver
- Conflated & Frustrated Identity Changes During Strategic Change | Phyllis Johnson, Strathclyde U.; Nic Beech, Strathclyde U.

- Identity as Event | Stephen A. Linstead, U. of York; Alison Linstead, U. of York
- Speakers: Marlena Fiol, U. of Colorado, Denver; Stephen A. Linstead, U. of York; David Stephen Grant, U. of Sydney

712 (Paper Session) - (ENT) Process & Behavioral Dimensions of Entrepreneurial Performance
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - ENT 1
Presented on panels 21-24
- Participation and Commitment: The Mediating Effects of Value Congruence and Perceived Influence | Peter Davis, U. of Memphis; Raj V Mahto, U. of Memphis; David G Allen, U. of Memphis
- Job Characteristics: Their Effect on Entrepreneurial Job Satisfaction | Leon Schoedt, Illinois State U.
- Interpreneurship: Examining the Effects of Social Structure on the EO—Performance Relationship | Curt Moore, TCU; Barry A Macy, Texas Tech U.
- The Role of Innovative Search in Initial Public Offerings of U.S. Semiconductor Ventures | Geraldine Wu, Columbia U.

713 (Paper Session) - (ENT) New Venture Strategy & Performance
2:30pm - 3:50pm Hawaii Convention Center: Room 301B
Chair: JiFeng Yu, Georgia State U.

An Empirical Analysis of the Relationship among Founding Resources, Strategies, and Performance | Scott L. Newbert, Villanova U.; Bruce A Kirchhoff, New Jersey Institute of Technology; Steven T. Walsh, U. of New Mexico

Locating Close to Dominant Firms: An Entry Strategy in an Emerging Industry | Linda Tegarden, Virginia Tech; William Lamb, Ohio U.; Donald Hatfield, Virginia Tech

Determinants of Strategy and Performance in Small Technology-based Private Firms in Japan | Kozo Yamada, Sophia U.; Yoshihiro Eshima, Osaka U. of Economics


714 (Paper Session) - (ENT) The Value-added of Entrepreneurship Education
2:30pm - 3:50pm Hawaii Convention Center: Room 303A
Chair: Max Wortman, Iowa State U.

Entrepreneurship Education: Do they practice what we teach? | Linda F. Edelman, Bentley College; Tatiana S. Manolova, Suffolk U.; Candida G Brush, Boston U.; Patricia G Greene, Babson College
Session Details – Monday

715: (Paper Session) - (ENT) Funding the Entrepreneurial Venture
2:30pm - 3:50pm Hawaii Convention Center: Room 303B
Chair: Andrew Zacharakis, Babson College
Corporate Venture Capital and Firm Growth Value | Yong Li, U. of Illinois, Urbana-Champaign; David Zou, U. of Illinois, Urbana-Champaign
Social Ties and Human Capital: Resource Contribution by Team Members to the Nascent Venture | Reddi Kotha, London Business School
Corporate Deals of Newly IPOed Firms: Building Corp. Capabilities for Conducting Alliances & M&As? | Asli Musaoglu Arikan, Georgia State U.; Anita McGahan, Boston U.

716: (Paper Session) - (GDO) Gender, Careers, and Families
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - GDO 1
Presented on panels 77-80
Profiles of academic activities and careers: does gender matter? | Vincent Mangematin, INRA/UPMF; Mareva Sabatier, IRP; Myriam Carrere, INRA/UPMF
Work and Family Research: New Considerations for Modern Circumstances | Stacy Saturday, U. of Colorado, Boulder

717: (GDO, OB, HR) Diversity and Organizational Outcomes: The Moderating Effect of Context
2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 1
Chair: Loriann Roberson, Arizona State U.
Moving Toward the Learning-and-Effectiveness Paradigm: An Integration of the Diversity Orientation a | Angela Paladinino, U. of Melbourne; Carol T Kulik, Melbourne U.
Diversity Training Gone Bad: A Model Examining Subgroup Identity Threat as a Moderator of Receptiveness | Donna Chrobot-Mason, U. of Cincinnati
Organizational Climate and Attrubutions to Discrimination | Lisa Michelle Leslie, U. of Maryland; Michele J. Gelfand, U. of Maryland
Participants: Donna Chrobot-Mason, U. of Cincinnati; Michele J. Gelfand, U. of Maryland; Steven Kaplan, Arizona State U.; Carol T Kulik, Melbourne U.; Lisa Michelle Leslie, U. of Maryland; Angela Paladinino, U. of Melbourne; David Sluss, Arizona State U.; Loriann Roberson, Arizona State U.

718: (JS: (HCM, OMT, OB) Disasters, Processes, and Solutions: Innovations in Patient Safety Research
2:30pm - 3:50pm Sheraton Waikiki Beach: Waianae Room
Organizer: Grant T. Savage, U. of Alabama
Modeling Adverse Organizational Consequences | Paul S Goodman, Carnegie Mellon U.
Keeping Baby and Bath Water: The Case for "Traditional" Approaches to Studying Patient Safety | Timothy J. Vogus, Vanderbilt U.
Creating High Reliability Organizations | Karlene H. Roberts, U. of California, Berkeley
Applying Normal Accident Theory to Improving Patient Safety in Hospitals | Michal Tamuz, U. of Tennessee Health Sciences Center
Reducing Prescribing Errors with Health Information Technology | James D. Bramble, Creighton U.
Relying on Information Technologies to Reduce Medical Errors: Are We Expecting Too Much? | Ann Scheck McAlearney, Ohio State U.

719: (Paper Session) - (HR) Potpourri (IR, Validity and Testing, etc.)
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - HR
Presented on panels 41-50
Union Joining and Leaving: An Event History Analysis | Donna Buttigieg, Monash U.; Stephen Deery, King’s College, U. of London; Roderick D Iverson, Simon Fraser U.
Dual Commitment to the Organization and the Union: A Multidimensional Approach | Aaron Cohen, U. of Haifa
Competing Models of Cognitive Appraisal in Psychological Contract Research | Lisa Schurer Lambert, Georgia State U.
The Fakability of Bar-On’s Emotional Quotient Inventory Short Form: Catch Me if You Can | Lee Grubb, East Carolina U.; Michael A. McDaniel, Virginia Commonwealth U.
Do Employment Test Publisher Manuals Provide Accurate Information On Test Validity? | Michael A. McDaniel, Virginia Commonwealth U.; Hannah Rothstein, Baruch College; Deborah Whetzel, Work Skills First, Inc.
720: (HR) Ice Cream Social and Member Networking Event
2:30pm - 3:50pm Hilton Hawaiian Village: Coral Ballroom 4
Join your friends and colleagues in the HR Division for an afternoon treat!
Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign

721 : JS: (HR, ENT) Small & Entrepreneurial Firms in the 21st Century: At the Intersection of HRM & Entrepreneurship
2:30pm - 3:50pm Hawaii Convention Center: Room 322A
Invited presenter symposium bringing together current research at the intersection of HRM and entrepreneurship.
Organizer: Rowena Barrett, Monash U.
Chair: Susan E. Mayson, Monash U.
Facilitator: Judy Tansky, Ohio State U.
Human Resource Management in Smaller Firms: A Contradiction in Terms? | Sue Marlow, De Montfort U.
Understanding HRM in Emerging Entrepreneurial Firms: What Happens When We Keep It in the Family? | James C Hayton, Utah State U.; Christopher Clark, Utah State U.
Growing Small Firms in Australia: How Do They Do What They Do with Human Resource Management? | Rowena Barrett, Monash U.; Susan E. Mayson, Monash U.
HR in the Small Business Enterprise: Assessing the Impact of PEO Utilization | Brian S Klaas, U. of South Carolina
Performance Management in Small and High Growth Companies | Robert L Cardy, Arizona State U.; Janice S Miller, U. of Wisconsin, Milwaukee
Surviving for Growth: Change or Stasis in a Low-tech Entrepreneurial Small Firm | Sarah Jack, Aberdeen U.; Jeff Hyman, Aberdeen U.; Fraser Osborne, Aberdeen U.

722 : JS: (HR, OB) Exploring the Relationship Between Social Capital and Voluntary Turnover in the 21st Century
2:30pm - 3:50pm Hawaii Convention Center: Room 319B
Chair: Thomas W. Lee, U. of Washington
Facilitator: Malvina Klag, McGill U.
Predictors of Teacher Turnover in Urban Public Schools: Social Capital and Human Capital Effects | Carrie R Leana, U. of Pittsburgh; Brenda E Ghithelescu, U. of Pittsburgh; Frits Pil, U. of Pittsburgh
Creating Connections Between Job Embeddedness and Social Capital | Brooks C Holtom, Georgetown U.; Thomas W. Lee, U. of Washington
Internal Market Orientation as a Tool for Fostering Organizational Social Capital and Retention | David G Allen, U. of Memphis; Ashley J. Kilburn, U. of Memphis
Avoidance, Isolation and Accommodation Strategies of MNCs Discussant: W Pustay, U. of Missouri, St. Louis; Anil Bhardwaj, Michigan State U.

723 : (Paper Session) - (IM) The Expatriate’s Career
2:30pm - 3:50pm Hawaii Convention Center: Room 305A
Chair: Schon Beechler, Columbia U.
Discussant: Mila B. Lazarova, Simon Fraser U.
Factors Affecting Repatriate Job Satisfaction and Job Attachment for Japanese Managers | Michael J. Stevens, U. of Missouri, St. Louis; Gary Oddou, California State U., San Marcos; Norihito Furuya, IGB Network Co., Ltd.; Allan W Bird, U. of Missouri, St. Louis; Mark Mendenhall, U. of Tennessee, Chattanooga
Successful Adaptation to Regulatory Punctuations: A Case Study of the Mexican Banking Industry | Luis Antonio Perez-Batres, Texas A&M U.

724 : (Paper Session) - (IM) Political Strategies in MNCs
2:30pm - 3:50pm Hawaii Convention Center: Room 305B
Chair: Sankaran Manikutty, Indian Institute of Management
Discussant: Jean J Boddeyvn, Baruch College
Avoidance, Isolation and Accommodation Strategies of MNCs in Response to Legitimacy Attacks | Anna Lamin, U. of Minnesota; Srilata Zaheer, U. of Minnesota
Successful Adaptation to Regulatory Punctuations: A Case Study of the Mexican Banking Industry | Luis Antonio Perez-Batres, Texas A&M U.
Session Details – Monday

- Links between Business Strategies and Foreign Market Entry Mode Choices: An Empirical Examination | Xin Liang, U. of Kansas; Martina Musteen, U. of Kansas; Deepak K Datta, U. of Texas, Arlington

- Entry Mode Contract Negotiations and Formation: Effects of National Culture on Style and Substance | George O. White III, U. of Texas, El Paso

- Entry Strategies and Subsequent Foreign Expansion Path | Ruihua Joy Jiang

- Portfolios of Real Options in Foreign Markets: The Impact of Uncertainty on Subsidiary Group Size | Marc-Oliver Thurner, U. of St. Gallen; Li Choy Chong, U. of St. Galen

726: (Paper Session) - (IP) Perspectives on Diversity
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Christopher Wheat, Harvard U.


- GDO: Different colored glasses: Minority & majority perceptions of an organization's diversity policies | Kim Jaussi, State U. of New York, Binghamton; Amy Randal, San Diego State U.; Elizabeth Carroll, Binghamton U.; Douglas Klein, Sirota Consulting

BPS: The Impact of Human Capital Diversity, Experience and Compensation on Firm Performance | Keld Laursen, Copenhagen Business School; Volker Mahnke, CBS; Per Vejrup-Hansen, Copenhagen Business School

MED: The Role of Subcultural Diversity in Organizational Knowledge Management (KM) | Ravi Shankar Mayasandra Nagaraja, National U. of Singapore; Shan-Ling Pan, National U. of Singapore

727: (Paper Session) - (IP) Diversity and the Workplace
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Michelle T Violanti, U. of Tennessee, Knoxville

- GDO: The Relationship between Unit Diversity and Organizational Outcomes in the Military | Ulysses J. Brown, Savannah State U.; Stephen B Knouse, U. of Louisiana at Lafayette; James B Stewart, Pennsylvania State U., Mckeesport

- GDO: Effectiveness and Efficiency through Diversity – Can you have it both ways? | William Ross O'Brien, U. of Texas, Arlington

OB: A Meta-Analysis of Stress and Performance at Work: Moderating Effects of Gender, Age, and Tenure | Simona Gilboa, Tel Aviv U.; Arie Shirim, Tel Aviv U.; Yitzhak Fried, Wayne State U.

OB: Beating the Competition...Literally!: Personal, Situational, and Target Influences on Aggression | Tom Alan Timmerman, Tennessee Technological U.

HR: Diversity, Values, and Congruence: Does Ethnicity Influence Satisfaction with Workplace Outcomes? | Deirdre

728: (Paper Session) - (IP) Institutional Pressures and Organizational Practices
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Sanjay Sharma, Wilfrid Laurier U.

- ONE: Natural Environment and Institutional Environment, Relationship and Interactions | Ji Li, Hong Kong Baptist U.; Jane WH Moy, -; Gongming Qian, -


OMT: Lessons from the International Diffusion of Early Railroad Signaling Technologies | Andrew Nelson, Stanford U.


729: (Paper Session) - (IP) Research on Ecological and Evolutionary Perspectives
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A4
Facilitator: Pierangela Morlacchi, U. of Sussex


OMT: The Re-Emergence of Organizational Populations after a Period of Dormancy | Jeroen Kuilman, Erasmus U.

OMT: Misery Loves Company: The Spread of Negative Impacts Resulting from a Firm-Specific Shock | Tieying Yu, Boston College; Metin Sengul, INSEAD; Richard H. Lester, Louisiana Tech U.

OCIS: Organizational Implications for the Social Construction of Technology Development | Paul Leonard, Stanford U.


730: (Paper Session) - (IP) Ecological and Evolutionary Perspectives
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B1
Facilitator: David Bright, Case Western Reserve U.

ENT: New Ventures and Ambidextrous Firms from the Lens of Capabilities, Economics and Evolutionary Theory | Arvin Sahaym, U. of Washington, Seattle


OB: Darwinism, Behavioral Genetics, and Organizational Behavior: A Review and Agenda for Future Research |
Remus Ilies, Michigan State U.; Richard Arvey, U. of Minnesota; Thomas Bouchard, U. of Minnesota

731: (Paper Session) - (IP) Cognition and Emotions in Organizations
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B2
Facilitator: John D. Watt, U. of Central Arkansas
OB: Consequences of Positive and Negative Feedback: The Impact on Emotions and Extra-Role Behaviors | Frank D. Belschak, Erasmus U.; Deanne N. Den Hartog, Erasmus U.
OB: The Nature and Construct of Emotional Stability and Its Convergent and Discriminant Validity | Yan Li, Chinese U. of Hong Kong
GDO: Two Sides of the Coin: People with Disabilities and Caregivers at Work | Hugh Bainbridge, U. of Melbourne; Christina Cregan, Melbourne U.
ENT: When Does Humor Generate a Laugh or a Lawsuit, and Why Should Management Scholars Care | Allan Filipowicz, INSEAD

732: (Paper Session) - (IP) Organizational Culture and Emotion
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Ranbir Kumar Bhata, -
OB: How ‘Bad Apples’ Spoil the Bunch: Faultlines, Emotional Levers and Exclusion in the Workplace | Debra Panipucci, Deakin U.
OB: Effects of Climate Level and Climate Strength on Unit Morale in Intensive Care Units (ICUs) | Gary Shteynberg, U. of Maryland; Julie Lyon, U. of Maryland; Bryan Sexton, Johns Hopkins U.
SIM: The Role of Values and Emotions in Newcomers’ Socialization into Organizational Corruption | Charles C. Manz, U. of Massachusetts, Amherst; Mahendra Joshi, U. of Arkansas; Vikas Anand, U. of Arkansas

733: (Paper Session) - (IP) Transformational Leadership
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Joseph Weintraub, Babson College
PNP: The Changing Nature of Public Entrepreneurship | Taieb Hafsi, HEC Montreal
OB: Authentic Transformational Leadership and Followers’ Sustained Identification | Weichun Zhu, U. of Nebraska; Rebecca Reichard, U. of Nebraska, Lincoln; Steve M. Norman, U. of Nebraska

734: (Paper Session) - (IP) Work and Family
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B5
Facilitator: Amy B Henley, U. of Texas, Arlington
GDO: Factors Affecting Early Career Women’s Choices: Implications for Organizations | Deborah A. O’Neil, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.
HR: Family Ties and International Mobility | Marie-Josée Dupuis, U. of Montreal; Victor Y. Haines, U. of Montreal; Tania Saba, U. of Montreal

735: (Paper Session) - (IP) Entrepreneurship and Learning
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Carlo Salvato, Bocconi U.
ENT: A Theory of Entrepreneurial Learning | Pankaj C Patel, U. of Louisville
ENT: Opportunity Finding by Nascent Entrepreneurs: Satisficing or Optimizing Search? | Sibin Wu, U. of Texas, Pan American; Richard L Priem, U. of Wisconsin, Milwaukee; Paul C Nystrom, U. of Wisconsin, Milwaukee
OMT: Bad Apple: Experiential and Vicarious Learning of Opportunistic Behavior in a Franchise Network | Sungmoon Kim, Cornell U.; Hyeon Jeong Park, Georgia State U.; Dong-Il Jung, Cornell U.

736: (Paper Session) - (IP) Entrepreneurship Processes
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Patrick G. Maggitti, St. Joseph’s U.
ENT: An Investigation about the Entrepreneurial Intentions of Hispanics in the United States | Erick Paulo Cesar Chang, Mississippi State U.
ENT: Knowledge Valorization via Boundary Extensions: Do Entrepreneurial Experiments Create Markets? | Gita Surie, Adelphi U.
OMT: Understanding The Entrepreneurship Of Social Networks And Market Dynamics | Desmond W. Ng, Texas A&M U., College Station
GDO: Senior Women Managers Leaving Corporate to Become Entrepreneurs:Human & Social Capital Contributions | Siri Ann Terjesen, Cranfield School of Management
HR: Change and Stability in Employment Models in Entrepreneurial Firms | Aegean Oi Kam Leung, National U. of Singapore; Ronald Rodgers, National U. of Singapore

737: (Paper Session) - (IP) Entrepreneurship Processes and New Ventures
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Rory P. O’Shea, Massachusetts Institute of Technology
738 : (Paper Session) - (IP) Environmental Influences on Organizations
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Kubilay Gok, U. of Wisconsin, Madison
ENT: Corporate Venturing as Strategy Enhancement or an Engine of Strategic Renewal | Henri Burgers, Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
TIM: An N-Person Repeated Prisoners’ Dilemma Approach to the Ad-hoc/Sustained Product Innovation Tradeoff | Robert A.W. Kok, Radboud U. Nijmegen; Adrian M.A. Van Deemen, Radboud U. Nijmegen

739 ☯ (Paper Session) - (MC) The Tools of Management Consulting
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MC
Presented on panels 61-64
☯ Keep it Simple! The Role of Simplification in Management Tools | Fabien De Geuser, HEC, U. of Lausanne; Michel Fiol, HEC Paris
☯ IT-Based Visualization Tools to Enhance Strategic Decision Making: A Case Study | Steve Sonka, U. of Illinois, Urbana-Champaign; Randall E Westgren, U. of Illinois; Donna Fisher, Georgia Southern U.
☯ Development of a Global Employee Survey. | Bjorn Z Ekelund, Copenhagen Business School; Kirsten Berg, Norwegian School of Management; Øyvind Martinsen, Norwegian School of Management

740 ☯ (Paper Session) - (MC) Knowledge Management and Consultation: Integration Across Boundaries
2:30pm - 3:50pm Hawaii Convention Center: Room 314
Chair: E Brian Peach, U. of West Florida
Discussant: Annika Schilling, Stockholm School of Economics
☯ Integrating Knowledge Systems: A Study of Knowledge Management in a Consulting Merger | Markus Ejenás, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics
☯ Conducting Geographically Dispersed Knowledge Work – Implications for Knowledge Intensive Firms | Rashmi H. Assudani, Xavier U.
Winner of the Bentley College/HEC Outstanding Student Paper Award ☯ M&As and Behavioral Due Diligence: Pearls of Wisdom from Leaders for Consultants | Judith Gebhardt, U. of Southern California

741 ☯ (Paper Session) - (MED) Learning Styles and Processes
2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Chair: Frank Gaskill, U. of St. Francis (IL)
☯ What it Means to Supervise: A Phenomenographic Study of Doctoral Student Supervision | April Wright, U. of Queensland; Jane P Murray, Griffith U.; Patricia Geale, U. of Queensland
☯ T-Groups Revisited: The Significance of Sensitivity Training to Managerial Learning and Development | Tony Lingham, ESADE; Bonnie Richley, Case Western Reserve U.; Carlos Royo, U. of Barcelona
☯ Learning Style Models: Assessment, Comparison, and Teaching Activities | Thomas F. Hawk, Frostburg State U.; Amit J. Shah, Frostburg State U.
☯ Student Orientation: Effects of Individual Differences on Management Education | Karen Moustafa, Indiana U./Purdue U.; Zelimir William Todorovic, Indiana U./Purdue U.; Egor Murzin, Indiana U./Purdue U.

742 JS: (MED, HR) E-Learning: Advances in Training Design and Evaluation
2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 2
Chairs: Kurt Kraiger, U. of Tulsa; Annette Towler, Illinois Institute of Technology
Discussant: Timothy Baldwin, Indiana U., Bloomington
The Effectiveness of Web-Based Instruction: A Meta-Analysis of Online Instruction | Traci Sitzmann, U. of Tulsa; Robert Wisher, Advanced Distributed Learning
Effects of Seductive Details and On-Screen Text on Training Outcomes | David Stewart, U. of Tulsa; Traci Sitzmann, U. of Tulsa; Jaime Kuo, Illinois Institute of Technology; Eyal Ronen, Illinois Institute of Technology; Courtney Van Overbergh, Illinois Institute of Technology; Annette Towler, Illinois Institute of Technology
Relationship Between Actual and Perceived Learner Control: Technology and Individual Differences | Seyeong Park, U. of Tulsa; Kurt Kraiger, U. of Tulsa
Trainee Satisfaction: Further Exploration of Structure and Nomological Network | Kenneth G Brown, U. of Iowa
Session Details – Monday

Participants: Traci Sitzmann, U. of Tulsa; Robert Wisher, Advanced Distributed Learning; David Stewart, U. of Tulsa; Jaime Kuo, Illinois Institute of Technology; Eyal Ronen, Illinois Institute of Technology; Courtney Van Overbergh, Illinois Institute of Technology; Seyoung Park, U. of Tulsa; Kenneth G Brown, U. of Iowa

743 : (Paper Session) - (MH) Scientific Management: Changing with the Times
2:30pm - 3:50pm Sheraton Waikiki Beach: Kohala/Kona Room
Chair: David A Lamond, U. of Western Sydney
Discussants: Patrick Fitzgerald, Oklahoma City U.; Paul L Govekar, Ohio Northern U.; F Barry Barnes, Nova Southeastern U.; Alfred A. Bolton, Aveter U.
Albert Thomas and Scientific Management in War and Peace, 1914-1932 | Emil Walter-Busch, U. of St. Gallen
Withholding Effort in the Workplace: From Soldiering to Socially Motivated Underachievement | Stephanie Case Henagan, Northern Illinois U.
Ronald B. Shuman Best Graduate Student Paper Award
The Cold War and the Scientific Management of Consumer Interests | Chris Nyland, Monash U.; Amanda McLeod, Monash U.

744 : (Paper Session) - (MOC) Who Am I? Who Are We?: Emerging Issues in Identity Research in Organizations
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MOC 1
This session spans levels of analysis and explores several emerging issues relating to identity in organizations. Presented on panels 13-16
Fight or Flight: Territorial Infringement in Organizations | Graham Brown, Singapore Management U.; Michael Read, U. of British Columbia
It's Not About the Money: Exploring Types of Meaning Employees Find in Their Jobs and Organizations | Heather C. Vough, U. of Illinois, Urbana-Champaign; Kevin G. Corley, Arizona State U.
Why They can never be as good as Us: how other organizations must be worse off on essential features | Johan Van Rekom, Erasmus U.; Mirdita N. Elstak, Erasmus U.

745 : (Paper Session) - (MOC) Learning, Knowing, and Sensemaking in Organizations
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MOC 2
Explores various topics about how collectives learn, store knowledge, and engage in sensemaking. Presented on panels 51-55
Social Networks and Creativity: Combining Expertise in Complex Innovations | Arent Greve, Norwegian School of Economics and Business Administration
Sharing Expertise in Management: A Study on Team Learning and its Effect on Shared Mental Models | Piet Van den Bossche, Maastricht U.; Wim Gijselaers, Maastricht U.; Mien Segers, Maastricht U.; Geert Woltjer, Maastricht U.
Absorptive Capacity: Tales from the Field | Mark Easterby-Smith, Lancaster U.; Manuel Graca, Lancaster U.; Elena P Antonicopoulou, U. of Liverpool; Jason Ferdinand, Liverpool U.
Organizational Resistance to Institutional Environments: Evidence from the Front Line | Gail P. Clarkson, U. of Leeds; Gerard P. Hodgkinson, U. of Leeds
Mechanisms of Tacit Knowing: A Model towards Creating Actionable Knowledge | William H. A. Johnson, Bentley College

746 : (MOC) Organizational Identity and Organizational Culture: What's the Difference?
2:30pm - 3:30pm Hawaii Convention Center: Room 317B
Chair: Susan C Schneider, HEC U. of Geneva
Discussant: Majken Schultz, Copenhagen Business School
Participants: Peter T. Burgi, Imagination Lab Foundation; Anna Lupina-Wegener, HEC U. of Geneva; Christine Vallaster, Giessen U.
Leader and Member Reports of LMX: Trust as a Mediator of "Romance of Leadership" Effect | Marie Dasborough, U. of Queensland/Oklahoma State U.; Neal M. Ashkanasy, U. of Queensland
Discussant: Stephen Green, Purdue U.
The Role of Attributions in the Self-Concept | Kevin Milulfe, U. of Florida; Timothy A Judge, U. of Florida; John Kammereyer-Mueller, U. of Florida
Participants: Al Au, U. of Hong Kong; Cynthia D Fisher, Bond U.; William L Gardner, Texas Tech U.; Rick D Hackett, McMaster U.; Al Au, U. of Hong Kong
Follower Attributions for Negative Leader Behavior and the "Romance of Leadership" Effect | Marie Dasborough, U. of Queensland/Oklahoma State U.; Neal M. Ashkanasy, U. of Queensland; Cynthia D Fisher, Bond U.

747 : (JS) (MOC, OMT, OB) Attribution Theory in Management: A Quarter Century of Research
2:30pm - 3:30pm Hawaii Convention Center: Room 317A
Chairs: Marie Dasborough, U. of Queensland/Oklahoma State U.; Neal M. Ashkanasy, U. of Queensland
Discussant: Stephen Green, Purdue U.

748 : (MSR) Workplace Spirituality as a New Vision of Management
2:30pm - 3:30pm Sheraton Waikiki Beach: Puna Room
Chair: Judith A. Neal, U. of New Haven
Discussant: Jeanne M McNett, Assumption College
Spiritual Capital in Modern Organizations and the Case of Amish Enterprises | Richard J. Martinez, Cedarville U.; Rob Rogers, Baylor U.; Gaynor Yancey, Baylor U.; Jon Singletary, Baylor U.
Why is Spirituality Integral to Management Education? | Ramnath Narayanswamy, Indian Institute of Management, Bangalore


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749: (Paper Session) - (OB) Leadership
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OB
Presented on panels 1-12

Abusive Supervision: Antecedents and Outcomes in a Chinese Context | Samuel Arvey, Hong Kong Baptist U.; Zhen-Xiong Chen, U. of Canberra; Li-yn Sun, Macau U. of Science and Technology; Yaw Aboagye Debrah, Brunel U.
Goal Agreement in Top Management Teams: The Role of CEO Transformational Leadership | Amy E. Colbert, U. of Notre Dame; Bret H. Bradley, U. of Iowa
Employee Positive Moods as a Mediator Linking Transformational Leadership and Employee Work Outcomes | Wei-Chi Tsai, National Chengchi U., Taiwan; Hsien-Wen Chen, National Taiwan U./Chienkung Technology U.; Jen-Wei Cheng, National Taiwan U.
A Theoretical and Empirical Examination of Bass’ Transactional Leadership Dimensions | Timothy Hinkin, Cornell U.; Chester A. Schriesheim, U. of Miami
Leader Integrity: A Process Oriented Framework for the Attribution of Leader Integrity | Kevin B. Lowe, U. of North Carolina, Greensboro; John Corderly, U. of Western Australia; David Morrison, U. of Western Australia
Dispositional and Situational Moderators of the Leader-Member Exchange—Work Tension Relationship | Robyn L. Brouer, Florida State U.; Ken Harris, Bradley U.
Balancing Global and Local Context in Multinational Organizations: Transnational Leadership | Narda Quigley Villanova U.; Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management
Validation of the Extended Version of the Influence Behavior Questionnaire | Gary Yuki, U. of Albany, SUNY; Charles F. Seifert, Siena College; Carolyn I Chavez, New Mexico State U.
Development and Validation of a Measure of Leader Rapport Management Behavior | Charles D. White, U. of Alabama
Promotion-Oriented & Prevention-Oriented Leadership: Two Ways of Influencing Follower Motivation | Heike Bruch, U. of St. Gallen; Boas Shamir, Hebrew U. of Jerusalem; Michael S. Cole, U. of St. Gallen

750: (Paper Session) - (OB) Health, Safety and Well-Being in the Workplace
2:30pm - 3:50pm Hawaii Convention Center: Room 323A
Chair: John Corderly, U. of Western Australia
Discussant: Ronald J. Burke, York U.
Means of Averting Work-Family Conflict and of Protecting Employees’ Health: An Integrative Study | Laurent M. Lapiere, U. of Ottawa; Tammy D Allen, U. of South Florida
Satisfaction Configurations, Absenteeism, and Injuries in Teams | Brian R. Dineen, U. of Kentucky; Raymond A. Noe, Ohio State U.; Carolyn Wiethoff, Indiana U., Bloomington
Effects of Transformational Leadership Training on Employee Safety Performance: A Quasi-Experiment | Niro Sivanathan, Northwestern U.; Nick Turner, Queen’s U.
Tradeoffs in Well-Being at Work: Toward an Integrated Understanding | Adam Michael Grant, U. of Michigan, Ann Arbor; Marlys K. Christianson, U. of Michigan, Ann Arbor; Richard H. Price, U. of Michigan
Presenters: Brian R. Dineen, U. of Kentucky; Niro Sivanathan, Northwestern U.; Laurent M. Lapiere, U. of Ottawa; Adam Michael Grant, U. of Michigan, Ann Arbor

751: (Paper Session) - (OB) Advances in the Study of Leadership and Teams
2:30pm - 3:50pm Hawaii Convention Center: Room 323C
Chair: Tyrone S. Pitts, U. of Technology, Sydney
Discussant: Ethlyn Anne Williams, Florida Atlantic U.
Empowering Leadership and Performance: The Linking Roles of Team Efficacy and Knowledge Sharing | Abhishek Srivastava, West Virginia U.; Kathryn M. Bartol, U. of Maryland; Edwin A. Locke, U. of Maryland, College Park
A Multilevel Quasi-Experimental Study of Leadership, Empowerment, and Performance in Teams. | Gilad Chen, Texas A&M U.; Bradley L. Kirkman, Texas A&M U.; Ruth Kanfer, Georgia Institute of Technology; Don Allen, The Home Depot
Shared Leadership in Autonomy Work Teams: An Investigation of Antecedents and Outcomes | Jay B. Carson, U. of Maryland, College Park; Paul E. Tesluk, U. of Maryland
Presenters: Abhishek Srivastava, West Virginia U.; Gilad Chen, Texas A&M U.; Prasad Balkundi, State U. of New York, Buffalo; Jay B. Carson, U. of Maryland, College Park

752: (Paper Session) - (OB) Expanding Horizons in OB: International and Cultural Perspectives
2:30pm - 3:50pm Hawaii Convention Center: Room 325A
Chair: B. Kay Snavely, Miami U., Ohio
Discussant: Lorna Doucet, U. of Illinois
A Cross-National Test of Work Centrality as a Moderator of the Job-Life Satisfaction Relationship | Marne Lynn Arthaud-Day, Indiana U., Bloomington
The Effects of Culture and Network Density on Trust in Chinese vs American Managerial Networks | Roy Yong Joo Chua, Columbia U.; Michael W. Morris, Columbia U.; Paul Ingram, Columbia U.
Managers’ Response to Malpractices: Evidence from Emerging Economies | Kamel Mellahi, Loughborough U.; Baiping Li, Loughborough U.
Change in the Context of Power and Cultural Differential: A Case Study of Polish Managers | Krystyna Joanna Zaleska, City U.
Presenters: Kamel Mellahi, Loughborough U.; Krystyna Joanna Zaleska, City U.; Marne Lynn Arthaud-Day, Indiana U., Bloomington; Roy Yong Joo Chua, Columbia U.

753: (Paper Session) - (OB) Individual and Group Effects on Creative Outcomes
2:30pm - 3:50pm Hawaii Convention Center: Room 327
Chair: Diane McMeekin Sullivan, U. of Central Florida
Discussant: Charlotte D. Shelton, Rockhurst U.
Group Composition and Creative Behavior: Effects of Relational Demography and Group Diversity | Jin Nam Choi, McGill U.

754: (Paper Session) - (OB) Lighten up! Understanding the Influence of Humor and Positive Mood in Work Settings
2:30pm - 3:50pm Hawaii Convention Center: Room 328
Chair: Jon Billsberry, Open U.
Discussant: Robert C Ford, U. of Central Florida
Why Would a Duck Walk into a Bar? A Theoretical Examination of Humor and Culture in Organizations | Christopher Robert, U. of Missouri, Columbia; Wan Yan, U. of Missouri, Columbia

755: (Paper Session) - (OB, CM, HR) Debating Constructive and Destructive Workplace Deviance: Deliberations for the 21st Century
2:30pm - 3:50pm Hawaii Convention Center: Room 316C
Chairs: Marie S. Mitchell, U. of Central Florida; Rebecca J Bennett, Louisiana Tech U.
Participants: Janet M Dukerich, U. of Texas, Austin; Suzy Fox, Loyola U. Chicago; Elizabeth Wolfe Morrison, New York U.; Anne M. O'Leary-Kelly, U. of Arkansas; Christine Pearson, Thunderbird, American Graduate School of International Mgmt.; Sandra L. Robinson, U. of British Columbia; Bennett J. Tepper, U. of North Carolina, Charlotte; Danielle E. Warren, Rutgers U.

2:30pm - 3:50pm Hilton Hawaiian Village: Coral Ballroom 1
Chair: Steven A.Y. Poelmans, IESE, U. of Navarra
Discussant: Steven A.Y. Poelmans, IESE, U. of Navarra
Globalization and the Harmonization of Work with Personal Life | Susan Lewis, Manchester Metropolitan U.; Rhona Rapoport, Institute of Family & Environmental Research; Richenda Gambles, Manchester Metropolitan U.
Managing Acculturative Stress and Work-Family Resources: Insights from U.S. Latino Mid-Western Migra | Ellen E. Kossek, Michigan State U.; Darrell Meece, Michigan State U.; Marguerite E. Barratt, National Science Foundation; Beth Prince, Michigan State U.

757: (Paper Session) - (OCIS) Knowledge Sharing Across Boundaries
2:30pm - 3:50pm Hawaii Convention Center: Room 318A
Chair: Samer Faraj, U. of Maryland
Discussant: Jonathon N. Cummings, Massachusetts Institute of Technology
Mechanisms for Integrating Distributed Knowledge in Project-Based Organizations | Wai Fong Boh, Nanyang Technological U.
Enhancing Perceived Value of Cross-departmental Knowledge on Innovation Via KM Technology Features | Ixchel M. Faniel, U. of Michigan, Ann Arbor
Winner of OCIS Division Top Paper Award
The Influence of Cultural Diversity and Virtualness on Knowledge Exchange in Teams | N. Sharon Hill, U. of Maryland

758: (Paper Session) - (ODC) The Adaptive Functions of Resistance, Cynicism, and Problem Solving in Organizational Change
2:30pm - 3:50pm Hawaii Convention Center: Room 321B
Chair: Richard W Woodman, Texas A&M U.
Discussant: Erik Monsen, U. of Colorado, Boulder
Transformational Leadership,Organizational Justice,and Employee Cynicism about Organizational Change | Ju-Chien Cindy Wu, Baylor U.; Mitchell J Neubert, Baylor U.; Xiang Yi, Western Illinois U.
The Role of Cynicism and Other Defense Strategies in the Contemporary Changing Workplace | Gareth Simpson, U. of Queensland
The Positive Role of Resistance in the Conduct of Change | Jeffrey D Ford, Ohio State U.; Laurie Ford, Critical Path Consultants; Angelo D’Amelio, Landmark Education

Using Attachment Theory to Compare Traditional Action Research and Appreciative Inquiry | Eric H Neilsen, Case Western Reserve U.

Winner of ODC Best Action Research Paper

759 (Paper Session) - (OM) Supply Chain & Quality Management
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OM
Presented on panels 71-76

Hoshin Kanri Planning: The System of Five Alignments Behind the Toyota Production System | Michael L Moore, Michigan State U.; William M Mothersell, Grand Valley State U.; Mike Reimerth, General Motors Corp.

An Empirical Investigation of the Customer Profile Dependency of Website Quality Dimensions | Rui Sousa, U. Catolica Portuguesa

Green Supply Chain Management in Practice: The Case of ABC Corporation in Taiwan | Cheng-Kai Hu, I-Shou U., Taiwan; Su-Li Lin, I-Shou U., Taiwan


Supply Chain Best Practice: Identifying the Initiatives that Lead to Outstanding Performance | Gregory M. Magnan, Seattle U.; Stanley E. Fawcett, Brigham Young U.

A Study of the Relationships Between Buyer’s Power, Training and Buyer-Supplier Relationship | Amelia Carr, Bowling Green State U.

760 (OM) Journal of Operations Management Best Paper Award
2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 3

Plant Roles and Decision Autonomy in Multinational Plant Networks | Catherine Maritan, Syracuse U.; Aneel Karnani, U. of Michigan, Ann Arbor; Thomas Brush, Purdue U., West Lafayette

Relationships Between Operational Practices & Performance Among Early Adopters of Green Supply Chain | Qinghua Zhu, Dalian U. of Technology; Joseph Sarkis, Clark U.

Strategic Purchasing, Supply Management, and Firm Performance | Injazz Chen, Cleveland State U.; Antony Paulraj, Cleveland State U.; Augustine A Lado, Clarkson U.

761 (OM) On the W(h)ithering of Institutional Theory
2:30pm - 3:50pm Hawaii Convention Center: Room 301A
Organizer: Royston Greenwood, U. of Alberta

Distinguished Speakers: W Richard Scott, Stanford U.; Hayagreeva Rao, Northwestern U.; Andrew Spicer, U. of South Carolina

Discussant: Donald A Palmer, U. of California, Davis

On the W(h)ithering of Institutional Theory | W Richard Scott, Stanford U.; Hayagreeva Rao, Northwestern U.; Andrew Spicer, U. of South Carolina

762 (Paper Session) - (OM) It Can’t Happen Here: Networks, Regions, and Industrial Districts
2:30pm - 3:50pm Hawaii Convention Center: Room 302A

Chair: Theodora Welch, U. of Massachusetts, Boston
Discussant: Dana Szyliowicz, Texas Tech U.

Institutional Embeddedness of High-Tech Regions: Relational Foundations of the Boston Biotech Region | Kelley Porter, Queen’s U.; Kjersten Bunker Whittington, Stanford U.

Making It Up As We Go Along: Public Occupational Categories and the Intra-firm Division of Labor | Gregory E. Robbins, Emory U.

763 (Paper Session) - (OMT) A League of Their Own: Dynamics of Status
2:30pm - 3:50pm Hawaii Convention Center: Room 302B
Chair: Elle Matta, HEC Paris

Discussant: Michael Jensen, U. of Michigan

Great Oaks from Little Acorns Grow: Strategies for New Venture Growth | Mukti V Khaire, Columbia U.

What’s in it for them? Advantages of Higher Status Partners in Exchange Relationships | Fabrizio Castellucci, INSEAD; Gokhan Ertug, INSEAD

Status Structure and Competition in the Domain of Institutions | Zhi Huang, Boston College

Fall From Grace: Stigma Dynamics from Institutional Linkage Loss | Bin Zhao, U. of Western Ontario; David W Loree, U. of Western Ontario

764 (Paper Session) - (OMT) Managing the Multinational Corporation, Inside and Out
2:30pm - 3:50pm Hawaii Convention Center: Room 307A
Chair: Richard S Blackburn, U. of North Carolina, Chapel Hill

Discussant: Sheen S. Levine, Singapore Management U.

Group Faultlines at the Management Level of Multinational Enterprises | Ragnhild Kvalshaugen, SINTEF Industrial Management; Randi Lunnan, Norwegian School of Management; Jon Erlend Lervik, Norwegian School of Management

Knowledge Transformation: The Role of Multidimensional Environmental Uncertainty in Strategy | Mary Krome Hamilton, U. of Rhode Island

Transnational Management and Symbolic Production | John Matthew Amis, U. of Memphis; Michael Leslie Silk, U. of Maryland

Institutional Influences in Multinational Competitiveness: An Empirical Exploration | Subramanian Rangan, INSEAD; Metin Sengul, INSEAD

765 (Paper Session) - (OMT) The Shock of the New: Innovation Over Time
2:30pm - 3:50pm Hawaii Convention Center: Room 332B
Chair: Eric J. Neuman, U. of Michigan, Ann Arbor

Discussant: Wesley Sine, Cornell U.

Who Will Seize the Promise of the New? Antecedents of Exploration in a Population of Organizations | Dino P.
Dimov, Instituto de Empresa; Pablo Martin De Holan, Instituto de Empresa
More of a Journey: Antecedents of Explorative Product Innovation | Henrik Greve, Norwegian School of Management
Innovation and Reputation: The Effect of Spin-outs on the Performance of Progenitors | Jonathan Jaffee, U. of Southern California; David McKendrick, U. of Durham
The Politics of Networked Innovation | Jacky Swan, U. of Warwick; Harry Scarbrough, U. of Warwick

766 SHCS: (OMT, BPS, TIM) High-tech and High-touch: Exploring the Role of Fashion and Aesthetics in Technology Markets
2:30pm - 3:50pm Hawaii Convention Center: Room 316A
Organizers: Violina Rindova, U. of Maryland, College Park; Davide Ravasi, Bocconi U.
Discussants: David A. Kirsch, U. of Maryland; Mary Tripsas, Harvard Business School; Virginia Postrel, Dynamist.com
Introduction: Understanding Symbolic Value Creation | Davide Ravasi, Bocconi U.; Violina Rindova, U. of Maryland, College Park
Technological Change, Product Design, and Consumer Perceptions of Value | Violina Rindova, U. of Maryland, College Park; Anoeta Petkova, U. of Maryland
Aesthetic Innovation and Commoditized Industries | Micki Eisenman, Columbia U. / Baruch College, CUNY
Constructing Symbolic Value in Fashion: An Ethnographic Study of Milan Fashion Shows | Diego Rinallo, Bocconi U.

767 (Paper Session) - (ONE) Envisioning Sustainable Organizations: Reaching for a New Horizon
2:30pm - 3:50pm Sheraton Waikiki Beach: Kahuku Room
Chair: Mark B. Miletstein, Cornell U.
Selling Small and Smart: A New Vision of the Sustainable Enterprise in the 21st Century | Sandra Rothenberg, Rochester Institute of Technology
Expanding the Conceptual Framework of Environmentalism in Organizations | Terry B. Porter, U. of Massachusetts, Amherst

768 PNP Keynote Address: Public & Nonprofit Organizations - New Vision of Management for 21st Century
2:30pm - 3:50pm Sheraton Waikiki Beach: Wailaua Room
Welcome: Ralph Brower, Florida State U.
Introduction: Kirsten Gronbjerg, Indiana U.
Keynote Address: New Vision of Management - The View from Hawaii | Speaker: Susan Au Doyle, Aloha United Way

769 (Paper Session) - (RM) Theory Development & Qualitative Research
2:30pm - 3:50pm Hawaii Convention Center: Room 324
Chair: Cynthia S. Cychota, U.S. Air Force Academy
Discussants: Carolyn Gardner, Radford U.; Janice R Joplin, U. of Texas, El Paso
Playing the scales: Learning to be a Qualitative Researcher | Michael Humphreys, U. of Nottingham
Examining the Discovery Process within a Research Team | Anne D Smith, U. of Tennessee, Knoxville; Joan Rentsch, U. of Tennessee, Knoxville
Qualimetrics methodology for assessing hidden costs | Henri Savall, ISEOR, U. of Lyon; Veronique Zardet, ISEOR, U. of Lyon; Marc Bonnet, ISEOR, U. of Lyon
Role of Content Analysis in Developing Adolescent Theories | Karan Sonpar, U. of Alberta; Karen Golden-Biddle, U. of Alberta

770 (Paper Session) - (SIM) Ethics: Empirical Studies
2:30pm - 3:50pm Sheraton Waikiki Beach: Niihau Room
Chair: Antonio Tencati, Bocconi U.
Discussants: Mikelle A. Calhoun, Valparaiso U.; John W Dienhart, Seattle U.
Ethical Work Climate: Fresh Breeze in Sight | Anke Arnaud, U. of Central Florida; Marshall Schminke, U. of Central Florida
Lying, Cheating, Stealing: Groups and the Ring of Gyges | Amir Erez, U. of Florida; Heather Elms, Central European U; Eric Fong, U. of Alabama, Huntsville
The Effects of Age and Tenure on Reporting of Observed Ethical Misconduct | Jason Stansbury, Vanderbilt U.; Bart Irwin Victor, Vanderbilt U.

771 JS: (SIM, OB, HR) Corporate Social Performance: Implications for Individual Behavior and Firm Financial Performance
2:30pm - 3:50pm Sheraton Waikiki Beach: Oahu Room
Chairs: Jennifer K Lee, George Mason U.; Louis C. Buffardi, George Mason U.
What Types of Employees Can Socially Responsible Organizations Attract? | Marc O Oritzky, U. of Auckland; Diane L Swanson, Kansas State U.
Corporate Social Performance and Organizational Attractiveness: The Explanatory Role of Work Values | Felissa Lee, Marquette U.; James E. Mattingly, U. of Northern Iowa
Corporate Social Performance and Organization Attractiveness: Moderation by Social Value Orientation | Jennifer K Lee, George Mason U.; Louis C. Buffardi, George Mason U.
Corporate Social Performance and Competitive Advantage: A Person-Organization “Fit” Perspective | Daniel Greening, U. of Missouri, Columbia
Organizational Identity and Corporate Charity: The Effect of Charity on Employee Performance | Phineas Upham, Wharton School

Session Details – Monday


772: (Paper Session) - (TIM) Management of Technology & Innovation
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - TIM 1
Presented on panels 31-36

Decision Making and Innovation in High Reliability Organizations: A Study Submarine Development | Paul Bierly, James Madison U.; Scott R Gallagher, James Madison U.; J C Spender, Open U.


E-Business, Knowledge Management, and Organizational Support for Enhancing Firm’s Innovativeness | Chung-Jen Chen, National Cheng Kung U.

The Study of Gatekeeping Mechanisms of Creative and Innovative Products | Wei-Hsin Hsiang, National Chengchi U., Taiwan

The Role of Consultants in Innovation Activities: Towards a Typology. | Anna Canato, Bocconi U.

773: (Paper Session) - (TIM) Entrepreneurial Activity
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - TIM 2
Presented on panels 37-40

Users as Innovation Networkers: Beyond the Customer Active Paradigm | Christopher Ulrich Lettl, Berlin Technical U.

Technological Innovation and Organization Survival: The Moderator Role of TMT Characteristics | Jaeyoung Kang, State U. of New York, Albany

The Supply and Demand of Venture Capital in IT and Biotechnology | Miguel Angel Campo-Rebado, New York U.

Specialized Knowledge and the Role of Confidence in Innovative Activity | Marc Todd Junkunc, U. of Miami

774: (Paper Session) - (TIM) Entrepreneurship & New Venturing
2:30pm - 3:50pm Hawaii Convention Center: Room 304B
Chair: Michael Dowling, U. of Regensburg
Discussant: Andreas Schwab, Louisiana State U.

R&D, Insider Ownership, Analyst Coverage, and Underpricing of Technology IPOs | Iftekhar Hasan, Rensselaer Polytechnic Institute; Bill Francis, Rensselaer Polytechnic Institute; Mingming Zhou, Rensselaer Polytechnic Institute

Exit strategies for new ventures in the incubation process | Barbara Becker, EBS/U.St. Gallen

A Meta-Ranking of TIM and Entrepreneurship Journals: Aggregation and Calibration to a Common Metric | Martin Schreier, Wirtschafts U. Wien; Nikolaus Franke, Wirtschafts U. Wien

Social Construction of Technological Districts: Public Discourse and Venture Capital Funding | Shaila Miranda, U. of Oklahoma; Kunal Banerji, Florida Atlantic U.

775: (Paper Session) - (TIM) Management of the New Product Development Process
2:30pm - 3:50pm Hawaii Convention Center: Room 306A
Chair: Rongrong(Charlotte) Ren, U. of California, Los Angeles

Impact of internal and external knowledge and trust networks of NPD teams on team performance | Heidi Armbruster, HEC U. of Geneva; Bettina Buechel, IMD

Involving Users in Ripping off the Blinkers Induced by Dominant Designs | Pascal Le Masson, Ecole des Mines; Peter R. Magnusson, Karlstad U.

Small Artifacts - Big Technologies: The Power of Imperfect Principles | Kristian Kreiner, Copenhagen Business School

Complementarities Or Complexities? Performance Effects Of The Focused And Integrative Approaches | Gautam Ahuja, U. of Michigan; PuayKhoon Toh, U. of Michigan, Ann Arbor

Monday 2:45PM

776: (AAA) Conference Break
2:45pm - 3:15pm Hawaii Convention Center: Exhibit Hall III - Break Area
Sponsored by: Sage Publications. Booth numbers 400, 402 and 404
Organizer: George T Solomon, George Washington U.

Monday 3:00PM

777: (MED) MED Global Forum
3:00pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Invited Only. The MED Global Forum facilitates knowledge and information sharing on teaching and research in management education and development in countries around the globe.

By Invitation Only. Interested parties will be able to access this information along with opportunities for exchange and learning on the MED Division’s website.

Presenter: Carolyn Wiley, Mercer Human Resource Consulting

Monday 4:00PM

778: (ICW) Management and Organization Review, Advisory and Editorial Boards Meeting
4:00pm - 5:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Organizer: Anne S. Tsui, Arizona State U.

Monday 4:10PM

779: (AAS) Integrating Biopsychological Measures and Outcomes into a New Vision of Management
4:10pm - 5:20pm Hawaii Convention Center: Room 312
Organizer: Emily Dunham Heaphy, U. of Michigan, Ann Arbor
Discussant: Denise M. Rousseau, Carnegie Mellon U.


Section D
Benude Akinola, Harvard U.; Wendy Mendes, Harvard U.; Teresa M Amabile, Harvard Business School

Enriching the Construct of Engagement: Physiological Correlates and Sensory Awareness of the Body | Emily Dunham Heaphy, U. of Michigan, Ann Arbor

Effortful Performance: Arousal, Health, and Energetic Resources | Caneel K. Joyce, U. of California, Berkeley

The Benefits of Emotional Expression in an Online Support Group | Kimberly S Ling, Carnegie Mellon U.

780 : (AAS) Behavioral Approaches to Ethics
4:10pm - 5:20pm Hawaii Convention Center: Room 313A
Organizer: Tom Tyler, New York U.

Bad Apples and Bounded Ethicality | Dolly Chugh, Harvard U.; Max H Bazerman, Harvard U.; Mahzarin Banaji, Harvard U.

Ethical Fading, Self-Deception, and Business Ethics | David Messick, Northwestern U.

How Ethical Credentials License Unethical Behavior | Dale Miller, Stanford U.


Promoting Employee Policy Adherence and Rule Following in Work Settings | Tom Tyler, New York U.

781 : (AAS) Opportunities and Challenges in Developing New Management Theory: Processes Used by Top Scholars
4:10pm - 5:20pm Hawaii Convention Center: Room 315
Chair: Michael A. Hitt, Texas A&M U.

782 : (Paper Session) - (BPS) Ownership, Incentives and Diversification
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - BPS 1
Presented on panels 21-26

Ownership Structure and Corporate Diversification | Yi Zhang, Peking U.; Xi Li, Peking U.


Governance in Dual Class Share Firms: Looking Beyond the Usual Suspect | Sujit Sur, Concordia U.

Equity Ownership by Financial Institutions and Firm Productivity: Evidence from Japan | Zhonghua Wu, National U. of Singapore


Justifications for Golden Parachutes Without Empirical Evidence of Profitability Correlation | Crystal D Gifford, Argosy U., Sarasota

783 : (Paper Session) - (BPS) Institutions, Leadership and Competitive Advantage
Session Details – Monday

786: (Paper Session) - (BPS) Institutional Context and Knowledge Development
4:10pm - 5:20pm Hawaii Convention Center: Room 308B
Chair: Sonali Shah, U. of Illinois, Urbana-Champaign
Discussant: Minyuan Zhao, U. of Minnesota
Early Academic Science and the Birth of Industrial Research Labs in the US Pharmaceutical Industry | Jeffrey Furman, Boston U.
When Do Firms Change Their Technological Position By Hiring Experience Scientists? | Daniel Tzabbar, U. of Central Florida

787: (Paper Session) - (BPS) The Competitive Mindset and Competitive Interdependence
4:10pm - 5:20pm Hawaii Convention Center: Room 309
Chair: Hong Cui, City U. of Hong Kong
Discussant: Javier Gimeno, INSEAD
Competitive Intensity: The Awareness-Motivation-Capability Perspective | Ming-Jer Chen, U. of Virginia; Kuo-Hsien Su, National Taiwan U.

788: (Paper Session) - (BPS) Alliance and Acquisition Performance
4:10pm - 5:20pm Hawaii Convention Center: Room 313B
Chair: Melissa M Appleyard, Portland State U.
Discussant: Susan McEvily, U. of Pittsburgh
Sitting the Pie: Rent Distributin in Alliances and Networks | Jeffrey H. Dyer, Brigham Young U.; Harbir Singh, U. of Pennsylvania; Prashant Kale, U. of Michigan, Ann Arbor
The Relationship between Environmental Turbulence and Alliance Failure: A Contingency Approach | Nitin Pangarkar, National U. of Singapore
Are Investment Bankers Good For Acquisition Premiums? | Patrizia Porriini, Long Island U.

789: (Paper Session) - (CAR) Support at Work and Support at Home: Reducing Work-Family Conflict
4:10pm - 5:20pm Hawaii Convention Center: Room 319A
Chair: Sherry E. Sullivan, Bowling Green State U.
Discussant: Ronald J. Burke, York U.
Work-Family Conflict: The Importance of Family-Friendly Practices and Supportive Supervisors | James A. Breaugh, U. of Missouri, St. Louis; Kathleen Frye, U. of Missouri, St. Louis
Winner of Careers Division Applied Paper Award
Individual and Crossover Effects of Work and Boundary Stressors on Dual-Earner Couples | Stephan Desrochers, U. of Maine; Leida S. Sargent, U. of Melbourne
Dual-Earner Couples? Beliefs about Asymmetrical Careers and the Support-Well Being Relationship | Yasmn S. Purohit, St. Joseph's U.; Claire A. Simmers, St. Joseph's U.

790: (Paper Session) - (CM) Culture and Conflict/Negotiation
4:10pm - 5:30pm Hawaii Convention Center: Room 318B
Chair: Jeffrey Sanchez-Burks, U. of Michigan
Discussant: Lynn Imai, U. of Maryland
Assessing Shared Mental Models in Negotiation: Evidence from Same and Cross-Cultural Negotiators | Leigh Anne Liu, U. of South Carolina; Ray Friedman, Vanderbilt U.; Bruce Barry, Vanderbilt U.
How Culture and Non-conscious Mimicry Create Disadvantage in Workplace Interviews | Jeffrey Sanchez-Burks, U. of Michigan
The “Ripple Effect”: Cultural Differences in Subjective Perceptions of Responsibility | William W. Maddux, Northwestern U.

791: (JS): (CMS, IM, TIM) Good Jobs or Bad Jobs in the Global Information Economy? Evidence from the Call Center Industry
4:10pm - 5:20pmpm Sheraton Waikiki Beach: Honolulu Room
Organizers: Virginia Lee Doellgast, Cornell U.; Hyunji Kwon, Cornell U.
Chair: Thomas A Kochan, Massachusetts Institute of Technology
Discussant: Steve Frenkel, Australian Graduate School of Management
Influences on the Experience of Work in Outsourced Call Centers | Nick Kinnie, U. of Bath; John Purcell, U. of Bath
Call Center Outsourcing in India and the US: Good Jobs or Global Sweatshops? | Hyunji Kwon, Cornell U.; Virginia Lee Doellgast, Cornell U.
Labor Market Institutions and Flexible Employment in Call Centers: The Netherlands and the US | Danielle Van Jaarsveld, U. of British Columbia; Andries de Grip, Maastricht U.; Inge Sieben, Maastricht U.
Systemic Tendencies Shaping Job Quality in Call Centers | Maeve Houlihan, U. of College Dublin
Participants: Maeve Houlihan, U. of College Dublin; Nick Kinnie, U. of Bath; Danielle Van Jaarsveld, U. of British Columbia
792 (Paper Session) - (ENT) Entrepreneurs and Their Ventures
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ENT 1
Presented on panels 41-44
- What Happens to Nascent Entrepreneurs? An Econometric Analysis of the PSED | Simon C Parker, U. of Durham
- Practical Intelligence in High Potential Entrepreneurs | Barbara Jean Bird, American U.; J Robert Baum, U. of Maryland
- To Join, To Lead, or To Create? Network Effects and Small Firm Product Offerings | Jacqueline N Hood, U. of New Mexico; Anne D Smith, U. of Tennessee, Knoxville; Susan Houghton, Georgia State U.
- Alliance and Venture Capital Networks: An Analysis of Start-up Firms in the Biotechnology Industry | Lindy Archambeau, U. of Utah; Anupama Phene, U. of Utah; Tiffany L Galvin, U. of Utah

793 (Paper Session) - (ENT) Entrepreneurial Processes: Conflicting Images in Emerging Research
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ENT 2
Presented on panels 71-74
- The Entrepreneurial Process as a Matching Problem | Per Davidsson, Queensland U. of Technology/ Jonkoping U.
- Gender, Size and New Venture Development in the Services Industries | Lois Shelton, Chapman U.; Thomas Turk, Chapman U.

794 (Paper Session) - (ENT) Capabilities & The Creation of Entrepreneurial Rents
4:10pm - 5:20pm Hawaii Convention Center: Room 301B
Chair: Frederic Delmar, Stockholm School of Economics
- Dynamism in Capabilities and Networks: Implications for Wealth Creation in Technology Start-Ups | Yanfeng Zheng, U. of Wisconsin, Madison; Jing Liu, Cornell U.; Gerard George, U. of Wisconsin, Madison
- Creative Destruction-Creative Accumulation? Conditions Favoring Growth of New and Established Firms | Jonathan Thomas Eckhardt, U. of Wisconsin, Madison; Scott Shane, Case Western Reserve U.

795 (Paper Session) - (ENT) The Nature of Entrepreneurial Act
4:10pm - 5:20pm Hawaii Convention Center: Room 303A
Chair: Daniel P Forbes, U. of Minnesota
- Entrepreneurial Orientation: an Empirical Assessment of SMES in Hypercompetition | Salvatore Sciascia, LIUC, Cattaneo U.; Lucia Naldi, Jonkoping U.; Fernando G. Alberti, Jonkoping U.
- Self-Regulation in Decision-Making by Entrepreneurs: An Exploratory Study | Peter Bryant, U. of Sydney
- Entrepreneurial Risk and Market Entry | Brian Wu, U. of Pennsylvania; Anne Marie Knott, U. of Maryland

796 (Paper Session) - (ENT) New Venture Performance: Effects of Financing, Governance & Alliances
4:10pm - 5:20pm Hawaii Convention Center: Room 303B
Chair: Scott L. Newbert, Villanova U.
- Venture Capital in China: Investent Process and Decision-making Factors | Paul Vega, U. of St. Gallen; Wei Zhang, Tsinghua U.; Li Choy Chong, U. of St. Gallen; Steven White, INSEAD
- Strategic Alliance Portfolio Performance in SMES: A multi-country study | Mert Tokman, U. of Alabama; Louis Marino, U. of Alabama; R Glenn Richey, U. of Alabama; Pat H Dickson, Georgia Institute of Technology; Mark Weaver, Rowan U.
- Configurations of Small and Micro Businesses and Success: Strategies, Firm, and Environment | Jens M. Unger, U. of Giessen; Michael Frese, Giessen U.

797 (Paper Session) - (GDO) Structural Determinants of Diversity: How Institutions Positively or Negatively Affect Diversity
4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 1
Chair: Laura Lynn Beauvais, U. of Rhode Island
Discussant: Marjorie L McInerney, Marshall U.
- Institutional Determinant of Faculty Diversity | Baniyelme David Zoogah, Ohio State U.; Susan Josephs, Ohio State U.
- Developing Cultural Diversity Advantage: The Impact of Diversity Management Structures | Yang Yang, U. of Western Ontario

Harlow Award Nominee
Impact of Leaders’ Racial Attitudes on Ratings of Causes & Solutions to a Minority Employee Shortage | Eleanor H Buttner, U. of North Carolina, Greensboro; Kevin B Lowe, U. of North Carolina, Greensboro; Lena Billings-Harris, U. of North Carolina, Greensboro
- CEO Commitment, Perceptions of CEO Commitment, and Actual Diversity Outcomes | Eddy S. Ng, Trent U.; Willi H Wiesner, McMaster U.; Harish C Jain, McMaster U.

798 (HCM) HCM Division Distinguished Speaker: Van de Ven on the Changing Designs of Work in Healthcare
4:10pm - 5:20pm Sheraton Waikiki Beach: Waianae Room
Distinguished Speaker: Andrew H. Van de Ven, U. of Minnesota

799 (Paper Session) - (HR) HR Practices, Employee Commitment, and Employee Turnover
4:10pm - 5:20pm Hawaii Convention Center: Room 319B
Chair: Ingrid Fulmer, Michigan State U.

Discussant: IT Professionals: The Effect of HR Practices on Organizational Commitment and Turnover Intentions | Shoba Nair, Tata Consultancy Services Limited; Stephen Deery, King’s College, U. of London; Roderick D Iverson, Simon Fraser U.

HRM Climate: Antecedents and Moderating Effects of Climate Level and Climate Strength | Neal Knight-Turvey, Queensland U. of Technology

Decision-Making about Workplace Disputes: A Policy-Capturing Study | Brian S Klaas, U. of South Carolina; Douglas Mahony, U. of South Carolina; Hoyt Noland Wheeler, U. of South Carolina

800 : (Paper Session) - (HR) Group Differences, Inequity, and Stigmas in the Workplace
4:10pm - 5:20pm Hawaii Convention Center: Room 322A
Chair: Elizabeth Douthitt, Stanford U.

Perceptions of Inequity: Individual Differences in Response to Affirmative Action Programs | Harvell Jackson Walker, Auburn U; Hubert Feild, Auburn U; William F Giles, Auburn U; Jeremy Bernerth, Auburn U; Allison Jones-Farmer, Auburn U
An Examination of Prestigious Stigma: The Case of the Technology Geek | Mary Sue Love, Southern Illinois U., Edwardsville; Jo Ellen Moore, Southern Illinois U., Edwardsville

Group Differences in Assessment Center Ratings: Larger Than Expected? | Michelle A. Dean, San Diego State U.; Philip L Roth, Clemson U.

801 : (Paper Session) - (IM) Managerial Tensions in MNCs
4:10pm - 5:20pm Hawaii Convention Center: Room 304A
Chair: Aahad Osman-Gani, Nanyang Technological U.
Discussant: Ruth V Aguilera, U. of Illinois, Urbana-Champaign

Antecedents of Dual Organizational Identification among MNC Subsidiary Managers: An Empirical Test | Davina E. Vora, U. of Texas, Dallas; Tatiana Kostova, U. of South Carolina; Kendall Roth, U. of South Carolina
Transaction Flow Patterns in MNCs Network and Antecedent Factors of Subsidiaries Relational Behavior | Qin Yang, Temple U.; Xiangwen Jiang, Temple U.

Differences between Multinational & Nationally Homogeneous Groups: The Influence of Status Cues | Christina Lea Butler, Kingston U.

802 : (Paper Session) - (IM) Exploration Across Borders
4:10pm - 5:20pm Hawaii Convention Center: Room 305A
Chair: Vanessa Ratten, Queensland U. of Technology
Discussant: Lilach Nachum, Baruch College, CUNY


803 : (Paper Session) - (IM) Forgotten Managers: Host Country Nationals in MNCs
4:10pm - 5:20pm Hawaii Convention Center: Room 305B
Chair: Kevin B Lowe, U. of North Carolina, Greensboro
Discussant: Kwok Leung, City U. of Hong Kong

Pay Referent Selection in an International Context: The Role of National Culture | Jiu Chang, Temple U.

Perceived Reward, Organizational Commitment, and Job Satisfaction of Host Country Workforce | Yongsun Paik, Loyola Marymount U.; K. Praveen Parboteah, U. of Wisconsin, Whitewater; Wonshul Shim, Hanyang U.

Proactive Socialization, Adjustment and Turnover: A Study of Self-initiated Foreign Employees | Carmen K. Fu, Hong Kong Polytechnic U.; Margaret A Shaffer, Hong Kong Baptist U.; David A Harrison, Pennsylvania State U.

804 : SHCS: (IM, BPS) Edith Penrose’s Contribution to the Theory of MNE
4:10pm - 5:20pm Hawaii Convention Center: Room 316C
Chair: Christos N. Pitelis, U. of Cambridge

Introduction and Conclusion (on Penrosian Thinking and the Future of the MNE) | Christos N. Pitelis, U. of Cambridge
Penrose and MNE Strategic Management | Alain C. Verbeke, U. of Calgary

The Effect of (Penrosian) Expatriate Slack on MNE Subsidiary Performance | Anthony Goerzen, U. of Victoria

The Dynamics of Japanese Firm Growth in U.S.Industries: The Penrose Effect | Danchi Tan, National Chengchi U., Taiwan; Joseph Mahoney, U. of Illinois, Urbana-Champaign
Strategic Implications and Limitations of Penrose’s Work | Mie Augier, Stanford U.; David Teeece, U. of California, Berkeley

Penrosian Thinking and the Future of the MNE | Christos N. Pitelis, U. of Cambridge

805 : (Paper Session) - (IP) Research on Ethical Behaviors
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Elizabeth D Scott, Eastern Connecticut State U.

SIM: The Substance and Symbolism of Corruption and Anticorruption | Vilmos F. Misangyi, U. of Delaware; Gary R Weaver, U. of Delaware; Heather Elms, Central European U

MC: Ethical Duties of Managerial Consulting: Revisiting the Question of Professionalism | Elliot A. Fishman, Stevens Institute of Technology

SIM: Rotten to the Core: An Synthesis of Multiple Perspectives of Unethical Organizational Behavior | Karen L. Page, U. of Wyoming; James Page, Stirling Advisors, Inc.
**Session Details – Monday**

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<tr>
<th>Time</th>
<th>Location</th>
<th>Event</th>
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<tbody>
<tr>
<td>4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A2</td>
<td><strong>SIM</strong>: Assessing Corruption in the Organizational Gray Sector: A Tale of Hybrids and Quangos</td>
<td>Rae Andre, Northeastern U.</td>
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<td>808: (Paper Session) - (IP) Organizational Culture and Knowledge Resources</td>
<td><strong>Facilitator</strong>: Sylvia Sloan Black, North Carolina A&amp;T State U.</td>
<td><strong>IM</strong>: The Effect of Culture on the Choice between Formal Control and Relational Governance</td>
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<tr>
<td>809: (Paper Session) - (IP) New Perspectives on Sources of Value</td>
<td><strong>Facilitator</strong>: Romie Frederick Littrell, Auckland U. of Technology</td>
<td><strong>OB</strong>: Tacit Knowledge: A Refinement and Empirical Test of the Academic Tacit Knowledge Scale</td>
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<td>811: (Paper Session) - (IP) Gender and Diversity in the Workplace</td>
<td><strong>Facilitator</strong>: Maree Veronica Boyle, Griffith U.</td>
<td><strong>GDO</strong>: Organizational Sex Composition and Employee Commitment: Sex Asymmetric Effects and Unit Size Effects</td>
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812 : (Paper Session) - (IP) Globalization and Diversification
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Detelin S. Elenkov, U. of Tennessee, Knoxville
ENT: How International is Entrepreneurship? | Ernesto Carlos Gamboa, U. of Texas El Paso; Lance Brouthers, U. of Texas, El Paso
IM: Product Diversity, International Scope, and Economic Performance: Japan’s Textile Firms in the 1990s | Asli M. Colpan, Kyoto U.; Takashi Hikino, Kyoto U.

813 : (Paper Session) - (IP) Competition
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B5
Facilitator: S. Noorein Inamdar, Harvard U.
BPS: The Mediating Effects of International Marketing Strategy on Consumer Purchase Behavior | Tsai-Lung Liu, I-Shou U./ Tajen Institute of Technology; Chia-Chen Kuo, I-Shou U., Taiwan
BPS: Studying Structures within Industries: The Relevance of Institutions | Stephane A. Tywoniak, Queensland U. of Technology; Peter Galvin, Curtin U. of Technology; Jennifer Davies, U. of Melbourne

814 : (Paper Session) - (IP) Group Outcome Research
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Maria Vakola, Athens U. of Economics and Business
CM: Thin Slices of Negotiation: Predicting Outcomes from Conversational Dynamics in the First 5 Minutes | Jared R. Curhan, Massachusetts Institute of Technology; Alex Pentland, Massachusetts Institute of Technology; Ron Caneel, Massachusetts Institute of Technology; Nathan Eagle, Massachusetts Institute of Technology; Sonja Wiley Patton, Louisiana State U.
OB: A Multi-Level Investigation of the Influences of Employees’ Resistance to Teams and Empowerment | M. Travis Maynard, U. of Connecticut; John Mathieu, U. of Connecticut; Wendy M. Marsh, GAP, Inc.; Thomas Ruddy, -

815 : (Paper Session) - (IP) History and Social Movements
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Edward F Murphy Jr, Embry Riddle Aeronautical U.
MH: A Tale Of Two Fires: Igniting Social Expectations For Managers’ Responsibility | Paul L Govekar, Ohio Northern U.; Michele A Govekar, Ohio Northern U.
SIM: Amul – India’s Cooperative Success Story | Abhijit B Ghosh, McGill U.; Frances Westley, McGill U.
PNP: Building Civil Society in Post-Conflict Bosnia as Experienced by those Engaged in its Formation | Judith L. Millesen, Ohio U.; Eric C. Martin, Eastern Connecticut State U.

816 : (Paper Session) - (IP) Implementing Technologies
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Jan N. Chong, Stanford U.
OCIS: Enterprise Systems Adoption: A Proposed Contingency Perspective | Eric Tze Kuan Lim, National U. of Singapore; Shan-Ling Pan, National U. of Singapore; Choo-Wee Tan, U. of British Columbia
TIM: The More You Have the More You Buy: Lock-In-Effects in the Adoption of E-Business Technologies | Philipp Koellingere, DIW Berlin; Christian Schade, Humboldt U.
Winner of OCIS Division Top Student Paper Award Winner of OCIS Division Best Interactive Paper Award
OMT: Studying Organizational Memory: a Qualitative study and a System Dynamics model | Davi Noboru Nakano, U. of Sao Paulo; Afonso Carlos Fleury, U. of Sao Paulo

817 : (Paper Session) - (IP) Incentives and Rewards in Organizations
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Emmeline de Pillis, U. of Hawaii, Hilo
OMT: It’s Not Just How Much You Own: The Effect of Institutional Portfolios on Executive Compensation | Raihan Hamed Khan, State U. of New York, Institute of Technology; Maria Goranova, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.
MC: Consulting Success and Contingent Fees as Elements on the Way to a Theory of Management Consulting | Lars Schweizer, U. of Bamberg; Martin Rajes, U. of Bamberg; Dodo Zu Knyphausen-Aufsess, U. of Bamberg
TIM: Spillover or Bypassing? Appropriating Rents From Discoveries Made in U.S. Universities | Gideon D Markman, U. of Georgia; Peter T. Gianiodis, U. of Georgia; Phillip Phan, Rensselaer Polytechnic Institute

HR: Broad-Based Stock Options: Before And After The Market Downturn | Jim Sesil, Rutgers U.; Maya Kroumova, New York Institute of Technology

818 : (MC) The MCD Distinguished Speaker, Steve Kerr.
Consulting and Academia
4:10pm - 5:20pm Hilton Hawaiian Village: Coral Ballroom 1
Distinguished Speaker: Steven Kerr, Goldman, Sachs & Co.

819 : (Paper Session) - (MED) Ethics and Management Education
4:10pm - 5:20pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Chair: Eric G Kirby, Texas State U.

820 : (MED) A New Vision of Women and Corporate Leadership: Why Are Women Leaving the Workplace?
4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 2
Ethics, Leadership, and Gender: Are Women Leaving The Corporate World Because They Are More Ethical? | Michael E. Brown, Pennsylvania State U., Erie
What Happened To The Women?: A Model Examining Why Successful Women Are Leaving The Workplace | Jeffrey Miles, U. of the Pacific
Exercising Their Options: Why Female Managers Are Opting Out Of Corporations | Kimberly S Scott, Wrigley Company
Implications & Possibilities For Reversing The Trend: Integration, Audience Participation, Discussi | Peg Thoms, Pennsylvania State U., Behrend
Participants: Peg Thoms, Pennsylvania State U., Behrend; Michael E. Brown, Pennsylvania State U., Erie; Kimberly S Scott, Wrigley Company; Jeffrey Miles, U. of the Pacific

821 : (MH) Reflections on Hawthorne Past and Present
4:10pm - 5:20pm Sheraton Waikiki Beach; Kohala/Kona Room
Chair: Daniel A Wren, U. of Oklahoma
Presenters: Alfred A. Bolton, Averett U.; Regina Greenwood, Kettering U.; Daniel A Wren, U. of Oklahoma

822 : (Paper Session) - (MOC) Identity Dynamics in Organizations: On Narratives, Facades, and Learning
4:10pm - 5:20pm Hawaii Convention Center: Room 317A
This session covers several identity-related issues: identity narratives, organizational facades, and identity and learning.
Chair: Kevin W. Rockmann, George Mason U.
Narratives of Organizational Identity and Acquisition Integration | Samia Chreim, U. of Lethbridge

823 : (Paper Session) - (MOC) Follow the Leader: New Views on Leadership
4:10pm - 5:20pm Hawaii Convention Center: Room 317B
This session discusses various aspects of leadership, with an emphasis on leaders & followers.
Chair: Paul Harvey, Florida State U.

Leadership Transference: The Impact of Previous Leaders on Follower Performance | Barbara A. Ritter, Coastal Carolina U.


Social Distance and Follower Attitudes toward Leaders: A Cognitive Elaboration Perspective | Jae-Uk Chun, State U. of New York, Binghamton; Scott C. Douglas, Binghamton U.

824 : (Paper Session) - (OB) Examining Impression Management in Organizations
4:10pm - 5:20pm Hawaii Convention Center: Room 323A
Chair: Ceasar Douglas, Florida State U.
Discussant: Catherine Connelly, McMaster U.

What Breaks a Leader: The Curvilinear Relationship Between Assertiveness and Leadership | Daniel Ames, Columbia U.; Frank Flynn, Columbia U.

Pseudo Citizenship in Office and Professional Settings | Robin Stanley Snell, Lingnan U.; Yuk Lan Wong, Lingnan U.


Good Soldier or Good Actor? Examining the Instrumentality of OCBS and the Role of Cognitions | Seokhwa Yun, Montclair State U.; Riki Takeuchi, Hong Kong U. of Science and Technology; Wei Liu, Cheung Kong Graduate School of Business

Presenters: Daniel Ames, Columbia U.; Robin Stanley Snell, Lingnan U.; Yuk Lan Wong, Lingnan U.; Seokhwa Yun, Montclair State U.; Morgan Milner, Eastern Michigan U.

825 : (Paper Session) - (OB) Leadership and Citizenship Behaviors: New Examinations and Understandings
4:10pm - 5:20pm Hawaii Convention Center: Room 323C
Session Details – Monday

Chair: John B Stark, California State U, Bakersfield
Discussant: Robert Moorman, Creighton U.
Do Leaders’ Influence Tactics Relate to Members’ Cooperative Behaviors? | Raymond T Sparrowe, Washington U.; Budi Soetjipto, U. of Indonesia; Maria Kraimer, U. of Melbourne
An Integrative Model Linking Supervisor Support and Organizational Citizenship Behaviors | Chien-Cheng Chen, Chung Kuo Institute of Technology; Su-Fen Chiu, National Taiwan U.
The Dispositional Antecedents of Leader-Member Exchange and OCB: A Process Perspective | Greg J Sears, McMaster U.; Rick D Hackett, McMaster U.
Transformational Leadership and Extra-Role Behaviors: The Mediating Effects of Identifications | Wu Liu, Vanderbilt U.; Renhong Zhu, Sun Yat-Sen U.; Yongkang Yang, Fudan U.
Presidents: Chien-Cheng Chen, Chung Kuo Institute of Technology; Greg J Sears, McMaster U.; Raymond T Sparrowe, Washington U.; Wu Liu, Vanderbilt U.

826: (Paper Session) - (OB) New Insights in Identity Research
4:10pm - 5:20pm Hawaii Convention Center: Room 325A
Chair: Yekaterina Bezruzkova, Rutgers U.
Discussant: Jonathan Matheny, Auckland U. of Technology
Cognitive and Affective Identification in Organizational Settings | Michael David Johnson, Michigan State U.; Frederick Morgeson, Michigan State U.
Winner of OB Division Best Paper Award
Doing Only What They Like to Do? Role Identities, Fit, and Verification Predictors of Role Behaviors | Steven M Farmer, Wichita State U.; Linnea Van Dyne, Michigan State U.
Examining the Impact of Organizational Value Dissimilarity in Top Management Teams | Melanie J. Lankau, U. of Georgia; Andrew Ward, U. of Georgia; Allen Amason, U. of Georgia; Thomas Ng, U. of Georgia; Jeffrey Sonnenfeld, Yale U.; Bradley R Agle, U. of Pittsburgh
Presidents: David R. Hekman, U. of Washington; Steven M Farmer, Wichita State U.; Michael David Johnson, Michigan State U.; Melanie J. Lankau, U. of Georgia

827: (Paper Session) - (OB) Understanding the Role of Intuition, Emotion and Justification Beliefs in Decision Making
4:10pm - 5:20pm Hawaii Convention Center: Room 327
Chair: Nancy Borkowski, St. Thomas U.
Discussant: Kevin S. Groves, California State U., Los Angeles
Should I Trust My Gut? The Role of Task Characteristics in Intuitive and Analytical Decision-Making | Erik Ian Dane, U. of Illinois, Urbana-Champaign; Kevin W. Rockmann, George Mason U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign
Being Emotional During Decision Making, Good or Bad? An Empirical Investigation | Myeong-Gu Seo, U. of Maryland
The Role of Justification Motives and Efficacy Beliefs on Decisions in Escalation Situations | Neil Fassina, U. of Manitoba; Glen Whyte, U. of Toronto
Presidents: Erik Ian Dane, U. of Illinois, Urbana-Champaign; Myeong-Gu Seo, U. of Maryland; Neil Fassina, U. of Manitoba; Hans-Georg Wolff, U. of Erlangen, Nuremberg

828: (Paper Session) - (OB) Stress and Coping at Work
4:10pm - 5:20pm Hawaii Convention Center: Room 328
Chair: Gergana T. Markova, U. of Central Florida
Discussant: Rita Campos Cunha, U. Nova de Lisboa
An Alternative Models Test of Lazarus' Process Theory of Coping | Mel Fugate, Southern Methodist U.; Angelo J. Kinicki, Arizona State U.; Gregory Prussia, Seattle U.
Job Stress and Well-Being: An Examination from the View of Person-Environment Fit | Liqin Yang, U. of South Florida; Hongsheng Che, Beijing Normal U.; Paul E Spector, U. of South Florida
Strain Reactions to Politics Perceptions as a Workplace Stressor: Political Skill as a Neutralizer | Robyn L. Broer, Florida State U.; Gerald R Ferris, Florida State U.; Wayne A. Hochwarter, Florida State U.; Mary Dana Laird, Florida State U.; David C. Gilmore, U. of North Carolina, Charlotte
Presidents: Laurent M. Lapierre, U. of Ottawa; Mel Fugate, Southern Methodist U.; Liqin Yang, U. of South Florida; Robyn L. Broer, Florida State U.

829: (OCIS) Keynote Address: Organizing Work in the 21st Century
4:10pm - 5:20pm Hawaii Convention Center: Room 318A
Introduction: Pamela Hinds, Stanford U.
Keynote Speaker: Thomas W. Malone, Massachusetts Institute of Technology
Organizing Work in the 21st Century | Thomas W. Malone, Massachusetts Institute of Technology

830: (Paper Session) - (ODC) Planning for change: developing change capacity and unlocking change potential
4:10pm - 5:20pm Hawaii Convention Center: Room 321B
Chair: Peter Sorensen, Benedictine U.
Discussant: Bruce Hanson, Colorado Technical U.
Change Climate: Unlocking Change Potential | Troy A. Voelker, North Texas U.; William Cordell McDowell, U. of North Texas

Session Details – Monday

831: (OM) Operations Management Division Business Meeting
4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 3

832: (Paper Session) - (OMT) Understanding Design, Present and Future
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - OMT 1
Presented on panels 33-38

833: (Paper Session) - (OMT) Alliances and Networks
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - OMT 2
Presented on panels 44-50

834: (Paper Session) - (OMT) Agency and Institutional Diffusion
4:10pm - 5:20pm Hawaii Convention Center: Room 301A
Chair: Melissa Wooten, U. of Michigan
Discussant: Rodney Lacey, U. of California, Irvine
Mapping the Institutional Terrain of Societal Logics and Organizational Forms in Western China | Bradley James Koch, Nanyang Technological U.
Microdynamic Mechanisms of Institutional Translation: a Double Case Study | Eva Boxenbaum, Copenhagen Business School
The Diffusion of Western Acquisitions in Transition Economies: An Integrative View | Jun Xia, Texas Tech U.

835: (OMT) Economic Sociology of Corporate Governance: Ownership and Board Networks in Comparative Perspective
4:10pm - 5:20pm Hawaii Convention Center: Room 302A
Organizer: Bruce Kogut, INSEAD
Denmark | Steen Thomsen, Copenhagen Business School
Sweden | Anna Stafudd, Lund U.
Spain | Fabrizio Ferraro, IESE Business School
Mexico and Chile | Jordan Siegel, HBS
Taiwan | Jonathan Brookfield, Texas A&M U.
China | Xiao Zhixing, CEIBS

836: (Paper Session) - (OMT) Status Orders and the Dynamics of Legitimacy
4:10pm - 5:20pm Hawaii Convention Center: Room 302B
Chair: Sylvia Flatt, U. of San Francisco
Discussant: Marvin Washington, Texas Tech U.
Mind the Gap: A Multi-level Model of Cultural Embeddedness and Legitimacy | Sandy Hershcovich, Queen’s U.; Irene M. Herremans, U. of Calgary
How do Firm’s Actions Influence Corporate Reputation? The Case of Downsizing at Large U.S. Firms. | E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Matthew Kraatz, U. of Illinois
Legitimizing Illegitimacy: Middle-Status Deviance in the Danish Film Industry | Michael Jensen, U. of Michigan

837: (Paper Session) - (OMT) Design for Living: Origins, Changes, and Consequences of Structure
4:10pm - 5:20pm Hawaii Convention Center: Room 307A
Chair: Charles B Finn, College of Saint Rose
Discussant: Ray Zammuto, U. of Melbourne
The Socialization of Organizations: Sources of Competitive Homogeneity Among IPO Firms | Kai Lamertz, Concordia U.; Martin L. Martens, Concordia U.


255 Section D

838 : (Paper Session) - (OMT) Sponge Bob, CEO: Absorptive Capacity, Learning, and Organizational Memory
4:10pm - 5:20pm Hawaii Convention Center: Room 322B
Chair: Daniela Blettner, U. of St. Gallen
Discussant: Theresa K Lant, New York U.
Organizational Culture, Learning Orientation, and Effectiveness | Brian Gregory, U. of Southern Mississippi; Stanley G Harris, Auburn U; Achilles A Armenakis, Auburn U; Christopher Shook, Auburn U
The Interplay between Learning and Strategy in Four Chemical Plant Accident Investigations | Peter Cebron, U. of Melbourne
Towards a Theory of Organizational Knowledge: Determinants of Absorptive Capacity | Gregory S Richards, U. of Ottawa; Linda Duxbury, Carleton U.
Organizational Memory: Conceptual Framework and Empirical Application | Kim-Chi Wakefield Trinh, Duke U.

839 : SHCS: (OMT, CMS) Collaborative Community in Business and Society
4:10pm - 5:20pm Hawaii Convention Center: Room 313C
Chairs: Paul Adler, U. of Southern California; Charles Heckscher, Rutgers U., New Brunswick
Discussants: Lynda M. Applegate, Harvard U.; Nathaniel Foote, Ctr. Organizational Fitness
Towards Collaborative Community | Paul Adler, U. of Southern California; Charles Heckscher, Rutgers U., New Brunswick
Collaborative Community and Employee Representation | Saul Avery Rubinstein, Rutgers U.
Accountability in Collaborative Knowledge-Work | Carlos Martin-Rios, Rutgers U., New Brunswick
Speakers: John Paul MacDuffie, U. of Pennsylvania; Saul Avery Rubinstein, Rutgers U.; Carlos Martin-Rios, Rutgers U., New Brunswick

840 : (Paper Session) - (ONE) Organizations and the Natural Environment: Issues and Challenges
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ONE
Presented on panels 56-60
Organization and the Natural Environment: Journal Ratings and Footprints | Boyd Cohen, U. of Victoria
From Diamond Rush to Sustainable Development: Environmental Awareness Creating Business Opportunities | Simone Bacellar Leal Ferreira, IBMEC, Rio de Janeiro; Marie Agnes Chauvel, PUC Rio

841 : (ONE) Aligning Sustainability Strategies and Hiring Practices: Red Herring or Low Hanging Fruit?
4:10pm - 5:20pm Sheraton Waikiki Beach: Kahuku Room
Moderator: Mark B. Milstein, Cornell U.
Participant: Meghan Chapple, World Resources Institute

842 : (PnP) PNP Awards and Business Session
4:10pm - 6:00pm Sheraton Waikiki Beach: Waialua Room
All members of the Public and Nonprofit Division are requested to attend this session for the greater benefit of the division.
Division Chair: Ralph Brower, Florida State U.
Division Chair-Elect: Matthew Liao-Troth, Western Washington U.
Program Chair: Kirsten Gronbjerg, Indiana U.
Professional Development Workshop Chair: Dean F. Eitel, DePaul U.
Presenters: James L Perry, Indiana U./Purdue U.; Joseph J Galaskiewicz, U. of Arizona; Anthony Cresswell, U. of Albany, SUNY

843 : (Paper Session) - (SIM) SIM Visual Village - New Visions for the 21st Century
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - SIM
Presented on panels 11-20
DDE as a Justification for Voluntary Societal Activities that Attenuate Shareholder Value | Darrell G. Coleman, U. of Utah
Against the Ropes: Institutional Bias versus the Competing Force of Affirmative Action | Gwendolyn M. Combs, U. of Nebraska, Lincoln
Taking Social Ventures Public? | Charli Du Plessis, U. of Virginia
Ethics in the MBA Curriculum: An Investigation of Determinants | Joel M. Evans, U. of Arizona; Gary R Weaver, U. of Delaware
Ethical Concerns in Organizational Socialization: The Use of Propaganda | Marshall Wilson Pattie, U. of Texas, Arlington; Gary C McMahan, U. of Texas, Arlington
Relational Intelligence for Leading Responsibly in a Connected World | Nicola M. Piess, INSEAD; Thomas Maak, U. of St. Gallen
Social Accounting by Means of SA 8000 - Towards a Discourse Theoretical Extension | Dirk Ulrich Gilbert, U. of New South Wales; Andreas Rasche, European Business School
The Modeling of Sexual Harassment within Organizations: The Military as Data | John Sibley Butler, U. of Texas, Austin; James M. Schmidtke, California State U., Fresno
The Moral Agency Problem: Ethics Programs and the Paradox of Control | Jason Stansbury, Vanderbilt U.; Bruce Barry, Vanderbilt U.
Identifying Patterns of Stakeholder Heterogeneity | Tyler Earl Wry, U. of Alberta


Section D
844 (Paper Session) - (SIM) SIM Visual Village - New Visions for the 21st Century
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - SIM 2
Presented on panels 1-10
- Falling Out of Favor: Illegitimacy, Social Control, and the Process of Organizational Stigmatization | Cynthia E. Devers, Texas A&M U., College Station; Todd Dewett, Wright State U.; Carrie A. Belsito, Texas A&M U.
- Board Member Diversity as One Outcome: An Examination of Discrimination Lawsuits | Bryan Dennis, Idaho State U.; Jill Ann Brown, U. of Georgia; Marcus Stewart, Bentley College; Ann K. Buchholtz, U. of Georgia
- Children’s Work, Gender and Welfare: A Case Study in Brazil | Lawrence French, Virginia Polytechnic Institute
- Legitimising a Corporate Citizen: An Analysis of the Rhetoric of Social Reporting | Colin Patrick Higgins, Massey U.; Su Olsson, Massey U., New Zealand; Robyn J Walker, Massey U.
- Solution or Problem? ANeo-Institutional Perspective on Integrating Ethics into MBA Curricula | Tammy MacLean, Suffolk U.; Barrie E. Litzky, Pennsylvania State U., Great Valley
- Managerial Endorsement of CSR and Corruption: Personal Values or Situational Strength? | Sushil Nifadkar, Arizona State U.; Anne S. Tsui, Arizona State U.
- Corporate Social Responsibility and Organizational Relationships: Cooperation through CSR | Richard C. Peters, Florida Atlantic U.
- Management Challenges at the Intersection of Space Class and Human Resources | Jeffrey A. Robinson, New York U.; Gregory Fairchild, U. of Virginia

845 (Paper Session) - (TIM) High-Technology Industry Studies
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 1
Presented on panels 27-31
- The Impact of Complexity and Uncertainty on the Performance of Innovation-Motivated Acquisitions | Saikat Chaudhuri, U. of Pennsylvania
- Exploring Industry Implications of Organizational Learning | David R. King, U.S. Air Force; Rebecca J. Slotegraaf, Indiana U.
- Inter-Cluster Performance Differentials: Innovation and Growth in the Medical Device Industry | Frank T. Rotheam, Georgia Institute of Technology; David N Ku, Georgia Institute of Technology
- Knowledge Sourcing Strategies And Firm Performance: An Empirical Study Of US Biopharmaceutical Firms | Bou Wen Lin, National Tsing Hua U.
- Building a customer based learning curve for corporate R&D | Frances Fortuin, Wageningen U.; Onno Omta, Wageningen U.

846 (Paper Session) - (TIM) Strategy, Technology, & Innovation
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 2
Presented on panels 61-65
- What Really Drives Gazelle Firms? | Nicholas O’Regan, Middlesex U.; Abby Ghobadian, Middlesex U.; David Gallear, Middlesex U.
- Does Complexity Dampen Incentives for Innovation? | Sendil Ethiraj, U. of Michigan, Ann Arbor; Mayuram Krishnan, U. of Michigan, Ann Arbor; Narayan Ramasubbu, U. of Michigan, Ann Arbor
- Importance of Senior Management Involvement and Climate to Predevelopment Innovation Outcome | Peter A. Koen, Stevens Institute of Technology; Elko Kleinschmidt, McMaster U.; Ken Lauer, Creative Problem Solving Group

847 (Paper Session) - (TIM) Managing Interorganizational Networks
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 3
Presented on panels 66-70
- Global R&D Activities of Japanese MNCs in the US: A Triangulation Approach | Sam Kurokawa, Drexel U.
- Management Characteristics, Collaboration and Innovation Performance in the UK | Andy Cosh, Cambridge U.; Xiaolan Fu, Cambridge U.; Alan Hughes, Cambridge U.
- The Small World of Internet Alliances | Stephen Chen, Australian National U.; Maciek Waldemar, Adam Ronowski, Australian National U.
- Emergence of Innovation in Social Structure | Xing Zhong, U. of Chicago; Salih Zeki Ozdemir, U. of Chicago

848 (Paper Session) - (TIM) Economics of Entrepreneurship & Innovation
4:10pm - 5:20pm Hawaii Convention Center: Room 304B
Chair: Kira Markiewicz, U. of California, Berkeley
Discussant: Jasjit Singh, INSEAD
- Mergers and Acquisitions and Technological Performance | Giovanni Valentini, IESE
- TIM Division Best Student Paper Award Finalist
- The Complementary Role of Patents in Appropriating the Returns from Innovation | Henrique M. Barros, Ibmec, Sao Paulo

849 (TIM) TIM Distinguished Speaker Session
4:10pm - 5:20pm Hawaii Convention Center: Room 306A
MONDAY

Session Details – Monday

Chair: Christopher L. Tucci, Ecole Polytechnique Fédérative de
Lausanne
Democraticizing Innovation | Eric von Hippel, Massachusetts
Institute of Technology

Monday 5:00PM

850: (BPS) Business Policy and Strategy Mid-Career
Consortium: Managing Your Evolving Career
5:00pm - 6:45pm Hawaii Convention Center: Room 308B
This interactive workshop is for experienced BPS faculty to network
& share. Pre-registration required (contact Cathy Maritan,
cmaritan@buffalo.edu).
Organizers: Catherine Maritan, Syracuse U.; Annette L Ranft,
Wake Forest U.; Melissa Schilling, New York U.
Participants: Albert Cannella, Jr, Arizona State U.; Irene M
Duhaime, Georgia State U.; Margaret Peteraf, Dartmouth College;
Anju Seth, U. of Illinois, Urbana-Champaign; Edward Zajac,
Northwestern U.

851: (CW) Northeastern University Reception
5:00pm - 7:00pm Hilton Hawaiian Village: South Pacific 4
Organizer: Cynthia Lee, Northeastern U.

Monday 5:20PM

852: (GDO) Business Meeting and Awards Presentation
5:20pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Business meeting and presentation of awards. GDO social follows.
Presiding: Bernardo M. Ferdman, Alliant International U.

Monday 5:30PM

853: (CMS) CMS Business Meeting
5:30pm - 6:30pm Sheraton Waikiki Beach: Honolulu Room

854: (Paper Session) - (ENT) Entrepreneurship Division
Business Meeting
5:30pm - 10:30pm Hawaii Convention Center: Room 301B
Division Chair: Andrew (Zach) Zacharakis

855: (HCM) HCM Social Hours
5:30pm - 7:30pm Sheraton Waikiki Beach: Diamond Head Lawn
Division Chair: Kathryn H Dansky, Pennsylvania State U.
Division Chair-Elect: Ruth A Anderson, Duke U.
Program Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor
Professional Development Workshop Coordinator: Timothy Hoff,
State U. of New York, Albany

856: (CW) Oxford University Press Reception:
Celebration of New Release of “Great Minds in
Management”
5:30pm - 7:00pm Hawaii Convention Center: Room 314

857: (CW) International Association for Chinese
Management Research Business Meeting
5:30pm - 8:00pm Hawaii Convention Center: Room 319B
Organizer: Xiao-Ping Chen, U. of Washington

858: (Paper Session) - (IM) Booz Allen Hamilton
Strategy+Business Eminent Scholar in International
Management Forum
5:30pm - 7:00pm Hawaii Convention Center: Room 315
Welcome: Randall Rothenberg, Booz Allen Hamilton
Distinguished Speaker: Bruce Kogut, INSEAD
Presenters: D Eleanor Westney, Massachusetts Institute of
Technology; Gabriel Szulanski, INSEAD

859: (MC) Management Consulting Division Business
Meeting
5:30pm - 6:10pm Hilton Hawaiian Village: Coral Ballroom 1
Division Chair: Rickie Moore, ISEOR, U. of Lyon
Division Chair-Elect: Andreas Werr, Stockholm School of
Economics
Program Chair: James M. Hunt, Babson College
Professional Development Workshop Chair: Susan M. Adams,
Bentley College

860: (MH) Business Meeting
5:30pm - 6:15pm Sheraton Waikiki Beach: Kohala/Kona Room
Division Chair: Michele A Govekar, Ohio Northern U.

861: (OCIS) OCIS Business Meeting
5:30pm - 6:45pm Hawaii Convention Center: Room 318A

862: (OMT) OMT Business Meeting and Artifact
5:30pm - 6:15pm Hilton Hawaiian Village: Room 301A
Division Chair: Tina Dacin, Queen’s U., Canada
Division Chair-Elect: Pamela R Haunschild, U. of Texas, Austin
Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor
Professional Development Workshop Chair: Kimberly D Elsbach,
U. of California, Davis

863: (RM) Research Methods Division Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 324

864: (SIM) SIM Division Business Meeting
5:30pm - 7:00pm Sheraton Waikiki Beach: Oahu Room
Division Chair: Bryan W Husted, Instituto de Empresa
Division Chair-Elect: Kathleen Rehbein, Marquette U.
Program Chair: Duane Windsor, Rice U.
Professional Development Workshop Chair: Thomas J Donaldson,
U. of Pennsylvania

865: (TIM) TIM Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 304B
Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de
Lausanne

Monday 6:00PM

866: (MED) MED Global Forum Dinner
6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 2
By Invitation Only.
Organizers: Carolyn Wiley, Mercer Human Resource Consulting;
Steven Armstrong, U. of Hull; J B Arbaugh, U. of Wisconsin,
Oshkosh; Laurie Milton, U. of Calgary, U. of Western Ontario

867: (OM) Operations Management Division Social
6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 3
Monday 6:15PM

868: (OMT) OMT Social Hour
6:15pm - 7:30pm Hawaii Convention Center: Room 316A
Division Chair: Tina Dacin, Queen's U., Canada
Division Chair-Elect.: Pamela R Haunschild, U. of Texas, Austin
Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor
Professional Development Workshop Coordinator: Kimberly D Elsbach, U. of California, Davis

Monday 6:20PM

869: (MC) MC Division Social Hour
6:20pm - 8:00pm Hilton Hawaiian Village: Coral Ballroom 4
Organizer: Rickie Moore, ISEOR, U. of Lyon

Monday 6:30PM

870: (MH) Management History Social Hour
6:30pm - 8:00pm Sheraton Waikiki Beach: Kahuku Room

871: (OB) OB Division Awards and Celebration / Social Hour
6:30pm - 8:00pm Hawaii Convention Center: Room 323 A, B & C
Presentation of OB Division Awards followed by Division celebration/social.

872: (OCIS) OCIS Social Hour
6:30pm - 8:30pm Hawaii Convention Center: Center Rooftop

873: (PNP) PNP Reception
6:30pm - 9:00pm Sheraton Waikiki Beach: Waialua Room
Joint with SIM. Check final program for location. Ticket required; tickets will be distributed at PNP Awards & Business meeting, Monday 4:10 pm.
Division Chair: Ralph Brower, Florida State U.
Division Chair-Elect.: Matthew Liao-Troth, Western Washington U.
Program Chair: Kirsten Gronbjerg, Indiana U.
Professional Development Workshop Chair: Dean F. Eitel, DePaul U.

874: (RM) Research Methods Division - Social Hours
6:30pm - 9:00pm Hawaii Convention Center: Room 324

875: (SIM) SIM & PNP Joint Social
6:30pm - 10:30pm Sheraton Waikiki Beach: Nihau Room
Tickets (required for admission) will be distributed at both the SIM Division Business Meeting (Monday 5:30 - 6:30 in the Oahu Room, Sheraton Waikiki Beach Hotel) and the PNP Awards and Business Session (Monday 4:10 – 6:00 in the Waialua Room, Sheraton Waikiki Beach).

876: (TIM) TIM Social: The Best Social in Town!
6:30pm - 8:30pm Hawaii Convention Center: Room 306A
Organizers: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Bettina Lynda Bastian, Ecole Polytechnique Fédérale de Lausanne

Monday 6:45PM

877: (BPS) Outstanding Educator Award in Honor of Jay B. Barney
6:45pm - 7:30pm Hawaii Convention Center: Room 313B
This award is given every two years to acknowledge an outstanding teacher and mentor in the field of strategic management and business policy.
Division Chair: Margaret Peteraf, Dartmouth College
Division Chair-Elect.: James Westphal, U. of Texas, Austin
Program Chair: Anita McGahan, Boston U.
Professional Development Workshop Chair: Russell Coff, Emory U.
Presenters: Allan N Afuah, U. of Michigan; Nile W. Hatch, Brigham Young U.; Thomas Lawton, Dartmouth College; Karen Schnatterly, U. of Minnesota

878: (GDO) GDO Social Hour
6:45pm - 9:00pm Hilton Hawaiian Village: Rooftop Garden
Fellowship while watching the sunset and spectacular view. Come and go or stay the entire time. Rain location is South Pacific Ballroom 1.
Division Chair: Bernardo M. Ferdman, Alliant International U.
Division Chair-Elect.: Martin N Davidson, U. of Virginia
Program Chair: Myrtle P. Bell, U. of Texas, Arlington
Professional Development Workshop Chair: Lynn Bowes-Sperry, Western New England College

Monday 7:00PM

879: (ICW) British Academy of Management Reception
7:00pm - 9:00pm Sheraton Waikiki Beach: Honolulu/Kahuku Room
Organizer: Liam Irwin, U. of Leeds

880: (ICW) Management Faculty of Color Association Reception
7:00pm - 9:00pm Sheraton Waikiki Beach: Waianae Room
Organizer: Darlene Gambill Motley, Robert Morris U.

Monday 8:00PM

881: (ICW) Brigham Young U. Social
8:00pm - 10:00pm Hilton Hawaiian Village: Coral Ballroom 2
This is an AOM event for all attendees who are affiliated with BYU or The Church of Jesus Christ of Latter-day Saints.
Organizer: Michael Thompson, Brigham Young U.

Monday 9:00PM

882: (AAA) President's Dessert Reception for New and International Members
9:00pm - 10:30pm Sheraton Waikiki Beach: Maui/Molokai Ballroom
Sponsored by: U. of British Columbia
Organizer: Denise M. Rousseau, Carnegie Mellon U.
Session Details – Tuesday

Tuesday 7:00AM

883 → CAU: (CAU) GLBTRESEARCHNET: Global Research and Practitioner Network Investigating GLBT’s Workplace Experiences
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C1
Organizers: Douglas Creed, U. of Rhode Island; Charmine Hartel, Deakin U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Raymond N.C. Trau, Deakin U.

884 CAU: (CAU) Rethinking the Organization-Nature Nexus from the Perspective of Land and Place
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C2
Organizers: Michael B Elmes, Worcester Polytechnic Institute; Christa L Walck, Michigan Technological U.

885 CAU: (CAU) Using Images to Transform Management and Organizational Life
7:00am - 8:30am Sheraton Waikiki Beach: Ni’ihau - Table B1
Organizers: Sam Farry, Pepperdine U.; Nancy Wallis, Pepperdine U.

886 CAU: (CAU) Academic Match Making for Creative Collegial Collaboration
7:00am - 8:30am Sheraton Waikiki Beach: Ni’ihau - Table B2
Organizers: Karen Manz, Hartford Seminary; Charles C Manz, U. of Massachusetts, Amherst; Robert Marx, U. of Massachusetts, Amherst; Judith A. Neal, U. of New Haven

887 CAU: (CAU) Focusing on Followership: Issues and Direction
7:00am - 8:30am Sheraton Waikiki Beach: Ni’ihau - Table B3
Organizers: Kim T. Hinrichs, Minnesota State U., Mankato; Jon P Howell, New Mexico State U.

888 → CAU: (CAU) International Entrepreneurship: Developing the Field of Entrepreneurship and International Business
7:00am - 8:30am Sheraton Waikiki Beach: Ni’ihau - Table B4
Organizers: Shaker A Zahra, Babson College; Leo Paul Dana, U. of Canterbury; Isabella Melanie Welpe, Ludwig-Maximilians U., Munich; Dietmar Grichnik, Heinrich Heine U.; Vanessa Ratten, Queensland U. of Technology; Mary Han, Ryerson U.

889 CAU: (CAU) We Know Who We Are, But Where Are We Going? The Future of Identity and Research
7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D1
Organizer: Kristin N. Price, Pennsylvania State U.

890 CAU: (CAU) Interlocking Directorates – Future Research Directions
7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D2
Organizer: Daniel E Lockhart, U. of Kentucky

891 CAU: (CAU) Mentoring, Diversity, and Difference: The Others’ Perspectives
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1
Organizer: Shawnta S. Friday-Stroud, Florida A&M U.

892 CAU: (CAU) Challenges In Evaluating And Measuring HRM
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2
Organizers: Beatriz Lacombe, Escola de Administração Publica e de Empresas, Fundacao Getulio Vargas; Stephanie Ward, -

Tuesday 7:15AM

893 : (AAA) Past Presidents of the AOM Breakfast
7:15am - 8:30am Hilton Hawaiian Village: South Pacific 4
Organizer: Kathryn M. Bartol, U. of Maryland

Tuesday 8:00AM

894 : (AAA) Honolulu 2005, LAC
8:00am - 11:50pm Hawaii Convention Center: Room 326B
Local Arrangements Chairs: Mary J. Mallott, U. of Hawai’i, West Oahu; Jerry M Calton, U. of Hawai’i, Hilo

Tuesday 8:10AM

895 : (OB) Transactive Memory Systems Research: Diverse Approaches and Stimulating Linkages
8:10am - 10:10am Hawaii Convention Center: Room 323C
Chair: Ralph Hanke, Bowling Green State U.
Team Creativity: A Process Model | Ralph Hanke, Bowling Green State U.
Errors of Transactive Memory | Andrea Hollingshead, U. of Illinois, Urbana-Champaign
Membership Contexts and Transactive Memory System Transfer | Kyle Lewis, U. of Texas, Austin; Benjamin Herndon, U. of Texas, Austin; Josh Keller, U. of Texas, Austin
The Emerging Story of Transactive Memory in Teams: A Review and Synthesis of TMS Research | John R Austin, Pennsylvania State U.; Ralph Hanke, Bowling Green State U.
Discussant | Linda Argote, Carnegie Mellon U.
Participants: John R Austin, Pennsylvania State U.; Kyle Lewis, U. of Texas, Austin; Linda Argote, Carnegie Mellon U.; Andrea Hollingshead, U. of Illinois, Urbana-Champaign; Benjamin Herndon, U. of Texas, Austin; Josh Keller, U. of Texas, Austin

896 ≤ JS: (OB, HR, CM) Aloha! Procedural Justice in Organizations: Twenty Years After Folger and Greenberg (1985)
8:10am - 10:10am Hawaii Convention Center: Room 327
Chair: Russell Cropanzano, U. of Arizona
Discussants: Jerald Greenberg, Ohio State U.; Robert Folger, U. of Central Florida
Taking Interactional Justice Even More Seriously: Justice as Encounter Versus Justice as Exchange | Robert Bies, Georgetown U.
Three Things I Have Learned About Organizational Behavior from Studying Procedural Justice | Russell Cropanzano, U. of Arizona
First Discussant | Jerald Greenberg, Ohio State U.
Second Discussant | Robert Folger, U. of Central Florida
Tuesday 8:30AM

897: (OB, OMT, MOC) Exploring the Coexistence of Trust and Control – Sparring Partners or Winning Team?
8:10am - 10:10am Hawaii Convention Center: Room 325A
Chairs: Antoinette Weibel, Zurich U.; Katinka Monica Bijlsma-Frankema, Free U., Amsterdam
Control and Trustworthiness – Towards an Understanding of Vicious and Virtuous Cycles in Firms | Antoinette Weibel, Zurich U.
Trust and Control: The Role of Leader and Follower Perceptions | Sim B. Sitkin, Duke U.; Allan Lind Jr., Duke U.; Morela Hernandez, Duke U.
Control as a Facilitator of Trust - Small-Business Cooperation in Uncertain Circumstances | Malin Tillmar, Institute of Working Life
Heed in Need of a Winning Team: Trust and Monitoring in Temporary Research Teams | Katinka Monica Bijlsma-Frankema, Free U., Amsterdam; Ana-Christina Costa, TU Delft; Bart de Jong, Free U., Amsterdam
The Trust/Control Duality: You Can’t Have One Without the Other | Guido Möllering, Free U., Berlin

898: (AAS) Corporations for a Better World?
8:30am - 10:10am Hawaii Convention Center: Room 312
Organizer: William H. Starbuck, New York U.
We Need the Power of Corporations | William H. Starbuck, New York U.
The Unfettered Corporation: Corporate Social Responsibility and the Coming Crisis of Corporate Contr | James P Walsh, U. of Michigan
Corporations Exist to Serve Us, Not Serve Them | Henry Mintzberg, McGill U.
Rethinking and Reclaiming the Corporation | Alan D. Meyer, U. of Oregon

899 ➔ ➔: (AAS) Beyond Sarbanes-Oxley: Transparency and Accountability - Business, Government, and Nonprofit Sectors
8:30am - 10:10am Hawaii Convention Center: Room 313A
Coordinators: Kirsten Gronbjerg, Indiana U.; Duane Windsor, Rice U.
Participants: Robert Doktor, U. of Hawai‘i; Jonathan D. Breul, IBM Center for the Business of Government; Randall W. Roth, U. of Hawai‘i; Brian Gallagher, United Way of America

900: (AAS) A New Vision of Management for the 21st Century: Is There a Role for the Academy in Its Creation?
8:30am - 10:10am Hawaii Convention Center: Room 315
Participants: Edward E. Lawler, U. of Southern California; Jay Lorsch, Harvard U.; Raymond E Miles, U. of California, Berkeley

901: (ART) AcademyArts Exhibition and The Fringe Café
(See Fringe Café program in registration packet)
8:30am - 11:30am Hawaii Convention Center: Room 311
Organizers: Hans Hansen, Victoria U. of Wellington; Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Matt Statler, Imagination Lab Foundation
Program Chair: Chris Poulson, California Polytechnic State U., Pomona

902: (Paper Session) - (BPS) Performance: Concepts, Measurement and Data
8:30am - 10:10am Hawaii Convention Center: Room 307B
Chair: Gurneeta Vasudeva, George Washington U.
Discussant: Gerry McNamara, Michigan State U.
Archetypes of Organizational Success and Failure | Denise Lima Fleck, Federal U., Rio de Janeiro
Survival | Ankush Chopra, Duke U.

903: (Paper Session) - (BPS) New Markets and Underlying Capability Development
8:30am - 10:10am Hawaii Convention Center: Room 308A
Chair: Gary S Insch, West Virginia U.
Discussant: Michael J Leiblein, Ohio State U.
Going Steady: Interacting Antecedents & Consequences of Rhythm of Change in Product Diversity | Parshotam Dass, U. of Manitoba; Na Ni, U. of Manitoba
Beneficial versus Harmful Nonlocal Experience | Jung Won Min, U. of Tsukuba; Hitoshi Mitsuhashi, U. of Tsukuba
Path Dependencies and New Product Introduction Modes | Louis Mulotte, HEC Paris

904: (Paper Session) - (BPS) Outsourcing and the Organization of Knowledge Firms
8:30am - 10:10am Hawaii Convention Center: Room 308B
Chair: Paolo Boccadelli, Libera U. Internazionale
Discussant: Kira Fabrizio, U. of California, Berkeley
Telework: Challenge to Knowledge Creation and Transfer in a Knowledge- and Technology-based Century | Flore Bridoux, U. Catholique de Louvain; Laurent Taskin, U. Catholique de Louvain
What Determines Knowledge Sourcing From Host Locations of Overseas R&D Operations? | Jaeyong Song, Seoul National U.; Kazuhiro Asakawa, Keio U.; Younjeun Chu, LG-Caltex Oil Corporation
Business Models for Knowledge Intensive Firms: Positioning of Diagnosis, Search and Design Shops | Charles B. Stabell, Norwegian School of Management; Norman T. Sheehan, U. of Saskatchewan
905: (Paper Session) - (BPS) Executives and Boards of Directors: Continuity and Turnover
8:30am - 10:10am Hawaii Convention Center: Room 309
Chair: Jill Ann Brown, U. of Georgia
Discussant: Wm Gerard Sanders, Brigham Young U.
A Model of Chief Financial Officer Exit | Christopher Ray Reutzel, Texas A&M U.; Albert Cannella, Jr, Arizona State U.
Do Top Leaders Matter? The Leadership Effect Revisited | Tim R. Holcomb, Texas A&M U.

906: (BPS, OMT) Strategic Capabilities and Knowledge Transfer Within and Between Organizations
8:30am - 10:10am Hawaii Convention Center: Room 313B
Chair: Jay B. Barney, Ohio State U.
Introduction | Arturo L. Capasso, U. degli Studi del Sannio
Managing Heterogeneity, Allocative Balance, and Behavioral and Technology Concerns | Andrea Lanza, SDA Bocconi U.
Digital Economy and Sustained Competitive Advantage in the Tourism Industry | Jay B. Barney, Ohio State U.
Coupling Combinative and Relational Capabilities in Interorganizational Best Practice Transfer | Giovanni Battista Dagnino, U. of Catania
The Determinants of Inter-Partner Learning in Alliances: An Empirical Study in e-Commerce | William G Mitchell, Duke U.
Termination Outcomes of High Technology Alliances | Maurizio Zollo, INSEAD
Concluding Remarks | Joan E. Ricart, IESE, U. of Navarra

907: (BPS, OMT, TIM) Dynamic Capabilities: The Causes, Consequences and Challenges of Change
8:30am - 10:10am Hawaii Convention Center: Room 316C
Speakers: David Teece, U. of California, Berkeley; Kathleen M. Eisenhardt, Stanford U.; Margaret Peteraf, Dartmouth College; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Tammy L. Madsen, Santa Clara U.

908: (JS: (BPS, TIM, OMT) A New Vision of Managing R&D Consortia in the 21st Century
8:30am - 10:10am Hawaii Convention Center: Room 306B
Chair: Alan B. Eisner, Pace U.; Noushi Rahman, Pace U.
Discussant: Akbar Zaheer, U. of Minnesota
Predictors and Consequences of Emergent and Engineered R&D Consortia Formation Processes | Paul M Olk, U. of Denver; James C Hayton, Utah State U.; Peter S Ring, Loyola Marymount U.; Yves Doz, INSEAD
Formation Conditions, Innovation, and Learning in R&D Consortia | Alan B. Eisner, Pace U.; Noushi Rahman, Pace U.; Helaine J Korn, Baruch College, CUNY
Collaborative Institutions and the Diffusion of Technological Knowledge: The Differential Diffusion | Arvids A Ziedonis, U. of Michigan, Ann Arbor; Rosemarie Ziedonis, U. of Michigan, Ann Arbor; Brian Silverman, U. of Toronto
Human Resource Management in International R&D Consortia: A Conceptual Framework | Ibraiz Tariqe, Pace U.; Randall S Schuler, Rutgers U.

909: (CAR) Careers in the 21st Century: Overlap of Individual Values and Professional Norms
8:30am - 10:10am Hawaii Convention Center: Room 319A
Chair: Jennifer Tosti, New York U.; Linda M. Dunn-Jensen, New York U.
Discussant: Hugh P. Gunz, U. of Toronto
Occupation-Embedded Values: The Case of the Personal Value Priorities of Economists | Neil Gandal, Tel Aviv U.; Sonia Roccas, Open U., Israel; Lilach Sagiv, Hebrew U. of Jerusalem; Amy Wrzesniewski, New York U.
Having a Calling across Professions: An Examination of Music and MBA Students | Shoshana Dobrow, Harvard U.
Boundary Management: Enhancing or Restricting Overlap between Professional and Personal Identities | Tracy Dumas, George Washington U.
Authors: Michel Anteby, New York U./Harvard U.; Neil Gandal, Tel Aviv U.; Sonia Roccas, Open U., Israel; Lilach Sagiv, Hebrew U. of Jerusalem

910: (CM) Workplace Bullying: International Perspectives on Moving from Research to Practice
8:30am - 10:10am Hawaii Convention Center: Room 318B
Chair: Jana L. Raver, Queen’s U.
Discussant: Stele Einarsen, U. of Bergen
Workplace Bullying: The Consequences, Precursors, and Best Practices | Charlotte Rayner, Portsmouth U.
Workplace Bullying: Measuring the Effectiveness of Interventions | Helge Hoel, U. of Manchester; Sabir Issa Giga, U. of Manchester; Brian Faragher, U. of Manchester
Reducing Aggression and Bullying: An Intervention Project in the U.S. Department of Veterans Affairs | Joel H Neuman, State U. of New York, New Paltz; Loraleigh Keashly, Wayne State U.
Bullying Down Under: Organisational Strategies to Address Workplace Bullying | Michelle Barker, Griffith U.; Christine Murphy, RMIT U.; Sara Branch, Griffith U.; Heather A Cameron, Griffith U.; Michael Sheehan, U. of Glamorgan
Creating Actionable Knowledge on Workplace Bullying:
Reflections on Practice | Michael Sheehan, U. of Glammorgan; Michelle Barker, Griffith U.; David Manning, Griffith U.

911 JS: (CM, OB) Navigating the Paradox of Power: Implications of Power on Individuals and Groups in Organizations
8:30am - 10:10am Hawaii Convention Center: Room 316A
Chairs: Chad A. Proell, Cornell U.; Elizabeth Mannix, Cornell U.
Discussants: Keith Murthughan, Northwestern U.; Niro Sivanathan, Northwestern U.; Madan M Pillutla, London Business School
Honey or Vinegar? How Power Affects the Impact of Anger
Power, Envy, and Deception in Negotiations | Chad A. Proell, Cornell U.; Elizabeth Mannix, Cornell U.; Susan F. Cabrera, Cornell U.

Speakers: Jennifer R. Overbeck, U. of Southern California; Maurice Schweitzer, U. of Pennsylvania; Chad A. Proell, Cornell U.
Participants: Elizabeth Mannix, Cornell U.; Margaret A. Neale, Stanford U.; Simone Moran, Ben-Gurion U., Negev; Maurice Schweitzer, U. of Pennsylvania; Chad A. Proell, Cornell U.

912 CMS Keynote Address
8:30am - 10:10am Sheraton Waikiki Beach: Honolulu Room
Chair: Stephen J Jaros, Southern U.
Developing Constructively Critical Managers | Henry Mintzberg, McGill U.

913 Determinant of Entrepreneurial Firms’ Performance and Growth
8:30am - 10:10am Hawaii Convention Center: Room 303A
Chair: Premodita Sharma, Wilfrid Laurier U.
Resource Combinations and the Effectiveness of External Growth Mechanisms for Small Businesses | Johan Wiklund, Jonkoping International Business School; Dean Shepherd, Indiana U.
Growing Profitable or Growing from Profits: Putting the Horse in Front of the Cart? | Per Davidsson, Queensland U. of Technology/ Jonkoping U.; Paul Richard Steffens, Queensland U. of Technology; Jason Robert Fitzsimmons, Queensland U. of Technology
Decomposing Founder Effects: Executive Compensation, Governance Structure and Firm Performance | Lerong He, U. of Pennsylvania

914 (Paper Session) - (ENT) New Venture Learning: Implications for Opportunity Identification
8:30am - 10:10am Hawaii Convention Center: Room 303B
Chair: Neri Karra, U. of Cambridge
An Upper-Echelons Theory Approach to the Emergence of Organizational Learning in Nascent Firms | Keith Hmieleski, TCU; Michael Ensley, Rensselaer Polytechnic Institute
Deciding on an Entrepreneurial Career: A Test of the Push and Pull Hypotheses using the PSED Data | Leon Schjoedt, Illinois State U.; Kelly G Shaver, College of Charleston

915 JS: (ENT, TIM) Regional Perspectives on Entrepreneurship & Innovation: Identities, Networks & Chinese TechZones
8:30am - 10:10am Hawaii Convention Center: Room 301B
Chairs: Claudia Bird Schoonhoven, U. of California, Irvine; Jennifer Woolley, U. of California, Irvine
Facilitator: Michael L. Tushman, Harvard U.
Regional Perspectives on Entrepreneurship: Regional Identities and Agglomeration, Network Effects | Jennifer Woolley, U. of California, Irvine
Spillovers Versus Embeddedness: the Contingent Effects of Propinquity and Social Structure | Kjersten Bunker Whittington, Stanford U.; Jason Owen-Smith, U. of Michigan, Ann Arbor
Speakers: Elaine Romanelli, Georgetown U.; Olga Khessina, Georgetown U.; Kjersten Bunker Whittington, Stanford U.; Haiyang Li, Texas A&M U.; Claudia Bird Schoonhoven, U. of California, Irvine; Yan Anthea Zhang, Rice U.; Jason Owen-Smith, U. of Michigan, Ann Arbor

916 (GDO) The Landscape of Civil Rights: The Effect of Legislation on 21st Century GLBT Workplace Rights
8:30am - 10:10am Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chairs: Robyn A. Berkley, Rensselaer Polytechnic Institute; Elizabeth A. Cooper, U. of Rhode Island
Civil Rights Legislation and the GLBT Community | Elizabeth A. Cooper, U. of Rhode Island
The Proliferation of Same-Sex Harassment: Implications for GLBT Protection Under Title VII | Robyn A. Berkley, Rensselaer Polytechnic Institute; Alisa H. Watt, Rensselaer Polytechnic Institute
The Diversity Teeter-Totter: Balancing the Legal Rights of LGBT and Religious Employees | David Kaplan, St. Louis U.

Eclipsing a Community: Intersection of LGBT Issues and the Legal Environment | Robert Sardy, Alliant International U.

Between Law and Practice: The Effects of State Legislation Adoption of Domestic Partner Benefits | Ron Ophir, York U.;

You-Ta Chuang, York U.; Robin Church, U. of Toronto

Participants: Alisa H. Watt, Rensselaer Polytechnic Institute; David Kaplan, St. Louis U.; Robert Sardy, Alliant International U.; Ron Ophir, York U.; You-Ta Chuang, York U.; Robin Church, U. of Toronto

917 ☯ JS: (GDO, OB) A New Vision of Work and Family: Management Practices Embracing a Dual Agenda
8:30am - 10:10am Hilton Hawaiian Village: South Pacific 1
Chair: Ellen E. Kossek, Michigan State U.
Facilitator: Lotte BAILYN, Massachusetts Institute of Technology Supervising Telecommuting and the Work-Family Dual Agenda | Brenda A. Lautsch, Simon Fraser U.; Ellen E. Kossek, Michigan State U.; Susan C. Eaton, Harvard U.

Balancing Exploration and Exploitation in Alternative Work Arrangements: A Multiple Case-Study | Jean-Baptiste Litrico, McGill U.; Mary Dean Lee, McGill U.

The Dual Agenda and Medical Practice Organizations | Forrest Briscoe, Pennsylvania State U.


Speakers: Brenda A. Lautsch, Simon Fraser U.; Jean-Baptiste Litrico, McGill U.; Forrest Briscoe, Pennsylvania State U.; Fahri Karakas, McGill U.

Participants: Ellen E. Kossek, Michigan State U.; Mary Dean Lee, McGill U.; Susan C. Eaton, Harvard U.

918 : (Paper Session) - (HCM) Health Care Strategy: Current Challenges and Future Opportunities
8:30am - 10:10am Sheraton Waikiki Beach: Waianae Room
Chair: Stephen O’Connor, U. of Alabama, Birmingham
Discussant: Alison Evans Cuellar, Columbia U.


Health Care Strategic Planning for Twenty-First Century Realities: Strategic Preparedness Planning | Peter M Ginter, U. of Alabama, Birmingham; W Jack Duncan, U. of Alabama, Birmingham; Mazzar Abdolrasulnia, U. of Alabama, Birmingham; Rachel Vasconez, U. of Alabama, Birmingham

Hospitals on the Road to Competitive Advantage? The Case of Implementing DRGs in German Hospitals | Hans-Gerd Ridder, Hannover U.; Susanne Martini, Hannover U.; Vanessa Doeg, Hannover U.


919 : (Paper Session) - (HR) Investments in Intellectual Capital and High Performance Work Systems (HPWS)
8:30am - 10:10am Hawaii Convention Center: Room 319B
Chair: Joyce E Bono, U. of Minnesota, Twin Cities

Intellectual Capital as Mediators of HR System and Outcomes: Different Mediating Mechanisms | Riki Takeuchi, Hong Kong U. of Science and Technology


Investment of Intellectual Capital in Predicting Firm Performance: An Exploration of Service Firms | Kate Walsh, Cornell U.; Linda Canina, Cornell U.; Cathy A Enz, Cornell U.

920 : (Paper Session) - (HR) Developing Effective Performance Appraisals: Critical Considerations
8:30am - 10:10am Hawaii Convention Center: Room 323B
Chair: Bradford S. Bell, Cornell U.

“Rank and (No) Yank”: Managerial Reactions to Forced Distribution Ranking Systems | Rebecca A Bull, Purdue U., West Lafayette; Deidra J Schleicher, Purdue U., West Lafayette; Stephen Green, Purdue U.

The Effects of Ownership Structure on the Use of Criteria in “Rank and (No) Yank”: Managerial Reactions to Forced Distribution Ranking Systems | Paula Silva, California State U.; Northridge; Henry L Tosi, U. of Florida

Implications of Idiosyncrasy and Theory Agreement for Accuracy in Frame-of-Reference Training | Krista Uggerslev, U. of Manitoba; Lorne M Sulsky, Wilfrid Laurier U.

Conceptualizing Competency as a Value Creating Fractal | Samir Shrivastava, Swinburne U. of Technology; Robert Jones, Swinburne U. of Technology; Soma Pillay, Swinburne U. of Technology

921 : (Paper Session) - (IM) International Sourcing of Money and Talent
8:30am - 10:10am Hawaii Convention Center: Room 304A
Chair: Briance Mascarenhas, Rutgers U.
Discussant: Gita Surie, Adelphi U.

Understanding Global Venture Capital Flows: Transnational Technical Communities as Economic Actors | Ravindranath Madhavan, U. of Pittsburgh; Akie Iriyama, U. of Pittsburgh


When Outsourcing is not an Option: International Relocation of Investment Bank Research | Michael H. Grote, Goethe U.; Florian A. Täube, U. of Frankfurt; Nils Hermann Troeger, Deutsche Bank AG

Home Country Governance Quality and the Bonding Hypothesis | Paul M Vaaler, Tufts U.; Burkhard N. Schrage, Singapore Management U.
| 922 | (Paper Session) - (IM) Internationalization as Exploration and Exploitation |
| 8:30am - 10:10am Hawaii Convention Center: Room 305A |
| Chair: Michel Berry, Ecole de Paris du Management |
| Discussant: Alain C. Verbeke, U. of Calgary |
| The Role of Strategic Ambidexterity in International Expansion and Performance | Preet S Aulakh, York U.; Mitrabarun Sarkar, U. of Central Florida |
| Closing the Knowledge Gap in Foreign Markets - An Organizational Learning Perspective | Marjorie A Lyles, Indiana U.; Torben Pedersen, Copenhagen Business School; Bent Petersen, Copenhagen Business School |
| In Search of Simplicity: Bringing Complexity Theory in International Business | Tevfik Daligic, UTD; Kira Minza Ismail, U. of Texas, Dallas; Mine Ozer, U. of Texas, Dallas; Xia Zhao, U. of Texas, Dallas |
| Foreign Expansion Under Uncertainty: A Strategic Real Options Perspective | Marc-Olivier Thurner, U. of St. Gallen |
| The Internationalization of Chinese Firms | John Child, Birmingham U.; Suzana Braga Rodrigues, Birmingham U. |

| 923 | (Paper Session) - (IM) Leading and Managing People Across Cultures |
| 8:30am - 10:10am Hawaii Convention Center: Room 305B |
| Chair: James H. Biteman, Tulane U. |
| Discussant: Martha L Maznevski, IMD |
| International Differences in Leadership Effects on Creativity and Innovation: Values as Moderators | Johannes Rank, U. of South Florida/U. of Giessen; Babette Raabe, Siemens AG - US Filter; Rudolf Kerschreiter, Ludwig-Maximilians U., Munich |
| Emotional Intelligence and Transformational Leadership: A Group-Level Analysis in Five Countries | M. Afzalur Rahim, Western Kentucky U.; Clement Psenicka, Youngstown State U.; Sae-Yoon Oh, Honam U.; Panagiotis Polychroniou, U. of Ioannina; Shameema Ferdausy, U. of Chittagong; Joao Dias, ISCTE |
| Sense-Making in a Multinational Corporation: Cross-Cultural Equivalence of a Molar Climate Model | Kevin Fox, U. of Tulsa; Chris Wright, CorporateSurvey.Com; David Stewart, U. of Tulsa |

| 924 | (Paper Session) - (IM) Operating Successfully in Transition Economies |
| 8:30am - 10:10am Hawaii Convention Center: Room 316B |
| Chair: Wade Danis, Georgia State U. |
| Discussant: Mike W. Peng, Ohio State U. |
| Corporate Governance, Exporting and Performance of Firms in Transition Economies | Igor Filatotchev, King's College, U. of London; Natalia Isachenkova, U. of Kingston; Tomasz Mickiewicz, U. of London |
| Operative Characteristics of Foreign Subsidiaries of Small Transnationals | Wenyi Chu, National Taiwan U.; Cheng-Min Chuang, National Taiwan U. |
| Banks in National Corporate Networks: How Western Theories Work in Eastern Europe | Ilya Okhmatovskiy, U. of Southern California |
| Population Exploitation, Organizational Exploration: Effects on FDI Location Decisions in China | Jiatao Li, Hong Kong U. of Science and Technology; Kun Yao, Hong Kong U. of Science and Technology |

| 925 | (Paper Session) - (IP) Research on Incentives and Rewards in Organizations |
| 8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A1 |
| Facilitator: John Schaubroeck, Drexel U. |
| ENT: Incentive Design for Corporate Employee-Entrepreneurs | Erik Monsen, Max-Planck Institute |
| HR: Compensation and Benefit Valuations by New Workforce Entrants | Neil Tocher, Auburn U; Hubert Feild, Auburn U |
| HR: Internal Employment Opportunity and External Employment Opportunity as Competing Alternatives | Robert P Steel, U. of Michigan, Dearborn; Timothy E Landon, U. of Michigan, Dearborn |

| 926 | (Paper Session) - (IP) New Perspectives on Incentives and Rewards in Organizations |
| 8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A2 |
| Facilitator: Elizabeth C Ravlin, U. of South Carolina |
| PNP: Accountability in the Shadows? The Use of Performance Management in Special Purpose Governments | Kimberly Roussin Isett, Columbia U.; Tanya Heikkila, Columbia U. |
| CAR: Occupational Skills, Job Changes and Wages | Alec Levenson, U. of Southern California; George Benson, U. of Texas, Arlington |

| 927 | (Paper Session) - (IP) Identifying Individual Competencies |
| 8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A3 |
| Facilitator: Charles K Parsons, Georgia Institute of Technology |
OB: Person-Situation Predictors of Adaptive Performance | L A Witt, U. of New Orleans

PnP: Embracing Change: Examining a "Capabilities and Benevolence" Beliefs Model in a Sample of Cadets | Donald J Campbell, United States Military Academy

HR: Personality Factors and Job Performance of Call Center Employees | Shanthy Srinivas, California Polytechnic State U., Pomona; Olukemi O Sawyerr, California Polytechnic State U., Pomona

TIM: Probing the Future: Mobilizing Foresight in Multiple-Product Innovation Firms | Konstantinos Andriopoulos, Aberdeen U.; Manto Gotsi, Aberdeen U.


TIM: The Role of Strategy Development Processes in the Government as a Customer-Regulator Relationship | Norris Gunby, Elon U.

ENT: International Entrepreneurship, Institutions, and First-Mover Advantages | Krishna Udayasankar, National U. of Singapore; Shobha S Das, Nanyang Technological U.

BPS: The Role of Strategy Development Processes in the Government as a Customer-Regulator Relationship | Norris Gunby, Elon U.


PnP: Financial Feedback, Shareholder Wealth, and the Exploration-Exploitation Dilemma | Peter McNamara, U. of College Dublin; Charles Baden-Fuller, City U.


MOC: Introducing Radical Product Innovations: The Role of Interpretation of the Triggers of Innovation | Nils Plambeck, HEC Paris

TIM: Probing the Future: Mobilizing Foresight in Multiple-Product Innovation Firms | Konstantinos Andriopoulos, Aberdeen U.; Manto Gotsi, Aberdeen U.

ENT: Cultural Impact on Risk-Taking Behavior of Entrepreneurs | Dietmar Grichnik, Heinrich Heine U.


CM: Inter-team Conflict in a Multiple Round Negotiation and its Impact on Outcomes | Kristin Jackson Behfar, Northwestern U.; Mary Kern, Baruch College, CUNY; Geoffrey Leonardelli, U. of Toronto; Leigh Thompson, Northwestern U.

IM: Transferring Value-Infused Organizational Practices in MNCs: A Conflict Perspective | Susanne Blazejewski, European U. Viadra

Finalist – IMD Best Paper from an Under-represented Country
935 : (Paper Session) - (IP) Issues in Negotiation and Conflict
8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Muberra Yuksel, Kadir Has U.

BPS: Conflict Management for Justice, Innovation and Strategic Advantage in Organizational Partnerships | Dean Tjosvold, Lingnan U.; Alfred Wong, Lingnan U.; Yifeng Nancy Chen, Lingnan U.

CM: Implicit Theories of Negotiating Ability and Performance: Longitudinal and Experimental Evidence | Laura Kray, U. of California, Berkeley; Michael Haselhuhn, U. of California, Berkeley

BPS: Exploring Characteristics of the Strategic Consensus Construct | Gregory P Reilly, U. of Wisconsin, Madison; Scott D. Graffin, U. of Wisconsin, Madison

936 : (Paper Session) - (IP) Issues in Virtual Teams
8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Padmal Vitharana, Syracuse U.


OCIS: What You Think Others Think: Influence of Presumed Influence in e-Collaborations | Eric Tze Kuan Lim, National U. of Singapore; Chee-Wee Tan, U. of British Columbia

937 : (Paper Session) - (MC) New Directions in Management Consulting Research
8:30am - 10:10am Hawaii Convention Center: Room 314
Chair: Flemming Poulsen, Copenhagen Business School
Discussant: Judith Gebhardt, U. of Southern California

A New Vision of Management in Action Research | Guilian Wang, Central Michigan U.

Champions' Characteristics and Organizational Innovation: Tomorrow's Success in a Globalized World | Georges Trepo, HEC Paris; Francois Grima, U. of Paris XII


Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting

Clients' Opposition to External Management Consultants Matters: Towards a Research Framework | Michael C. Nippa, Freiberg U.

938 : (MED) New Visions of Management Education and Development for the 21st Century
8:30am - 10:10am Hilton Hawaiian Village: Sea Pearl Suite 3-4

MEDI Division Theme Session
Restraining Golem and Harnessing Pygmalion in the Classroom - MED Best Paper in Management Education | Dennis Reynolds, Washington State U.

In Search of a Liberal Business Education | Diane F Baker, Millsaps College

Toward a Research-Based View of Management Education | Paul L. Drnevich, Purdue U., West Lafayette; John B. Norris, Purdue U., West Lafayette

Managing Teaching and Learning Environments to Facilitate Curriculum Change | Marie Kavanagh, U. of Queensland; Allison Brown, QUT

939 : (Paper Session) - (MED) Cultural Issues in Technology-Mediated Learning
8:30am - 10:10am Hilton Hawaiian Village: South Pacific 2
Chair: Terrell G Manyak, Nova Southeastern U.

Individualism-Collectivism: Feedback-Seeking and Learning Performance in a Hybrid Environment | Alvin Hwang, Pace U.

Sneaking a Peek: Examining the Impact of Online Gradebooks on Student Performance | Deanna Geddes, Temple U.; Jiu Chang, Temple U.

Cultural Filtering of Online Educational Content | Sylvia Van de Bunt-Kokhuis, Vrije U. Amsterdam, Haagse Hogeschool/TH Rijswijk

Technology Mediated Learning with a Chinese Face: A Case Study on Ladder Digital College | Ruey-Lin Hsiao, National U. of Singapore

940 : (MH) Reflecting on Leadership and Behavioral Research: Conversations with Fred Fiedler and John B. Miner
8:30am - 10:10am Sheraton Waikiki Beach: Kohala/Kona Room
Moderator: Arthur G. Bedeian, Louisiana State U.
Participants: Daniel A Wren, U. of Oklahoma; Lyman W. Porter, U. of California, Irvine; James G Hunt, Texas Tech U.; John G Joos, Nova Southeastern U.

941 : (JS) (MOC, OB, OMT) Perceiving Emotion and Emotion-Evoking acts in Organizations: Studies of Attributions and Behavior
8:30am - 10:10am Hawaii Convention Center: Room 317A
Chairs: Neal A Wren, U. of Queensland; Jean C. P. Althoff, U. of Queensland

The Utility of Understanding Emotional Expressions in Strategic Interpersonal Encounters | Claire E Ashton-James, U. of New South Wales


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The Benefit of Understanding Others’ Emotions for Effectiveness in Negotiation | Hillary Anger Elfenbein, U. of California, Berkeley; Maw-Der Foo, National U. of Singapore; Hwee-hoon Tan, National U. of Singapore; Voon Chuan Aik, National U. of Singapore
Cynicism or Benevolence? The Role of Positive and Negative Acts on Our Work Place Attritions | Sigal Barsade, U. of Pennsylvania; Lakshmi Ramarajan, U. of Pennsylvania; Keith Allred, Harvard U.
Participants: Voon Chuan Aik, National U. of Singapore; Keith Allred, Harvard U.; Claire E Ashton-James, U. of New South Wales; Sigal Barsade, U. of Pennsylvania; Hillary Anger Elfenbein, U. of California, Berkeley; Maw-Der Foo, National U. of Singapore; Caneel K. Joyce, U. of California, Berkeley; Lakshmi Ramarajan, U. of Pennsylvania; Hwee-hoon Tan, National U. of Singapore
942: (Paper Session) - (OB) Antecedents and Consequences of Ethical (and Unethical) Behavior
8:30am - 10:10am Hawaii Convention Center: Room 328
Chair: Anke Arnaud, U. of Central Florida
Discussant: Jeff Thompson, Brigham Young U.
Why Would Ex-Employees Divulge Former Employers’ Trade Secrets? | David R Hannah, Simon Fraser U.
Why Do They Do It? The Role of Cohesion, Moral Disengagement & Leadership in Fraudulent Behavior | Christine L. Porath, U. of Southern California; Michelle K Duffy, U. of Kentucky; Michael D. Guttentag, RAND Corporation; Samuel Fraidin, Columbia Law School
Determinants of Bribery in Organizations: An Integrative Model | Miguel Alzola, Rutgers U.; Chao Chen, Rutgers U.
Presenters: Christopher J. Meyer, Michigan State U.; David R Hannah, Simon Fraser U.; Christine L. Porath, U. of Southern California; Miguel Alzola, Rutgers U.
943: (JS: (OCIS, OMT) Virtual Connections: Relational Implications of Computer-Mediated Communication at Work
8:30am - 10:10am Hawaii Convention Center: Room 322A
Organizer: Kristin Byron, Rochester Institute of Technology
Polychronic Communication: Consequences of Juggling Concurrent Conversations Using Multiple Media | Ann Frances Cameron, Queen's U.
Relationship between Systems Design and Virtual Team Trust Development | Herbert Remides, U. of Arkansas, Little Rock; Antonie Stam, U. of Missouri; James M. Laffey, U. of Missouri
The Moderating Role of Communication Media Use on the Relationship Between Identity Comprehension | Sherry M Thatcher, U. of Arizona
Trusting What You Cannot See: A Longitudinal Study of Trust Development in Virtual Teams | Andre Araujo, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma
Channel Selection and Performance Feedback in Teams | Christopher D. Zatzick, Simon Fraser U.; David L. Patient, U. of British Columbia; Zinta S. Byrne, Colorado State U.; Suzanne S Masterson, U. of Cincinnati
944: (Paper Session) - (ODC) Relational and Emotional Bases of Organizational Change
8:30am - 10:10am Hawaii Convention Center: Room 322B
Chair: Anat Lechner, New York U.
Discussant: Christine Benedichete Meyer, Norwegian School of Economics and Business Administration
Relational Bases for Organizing | Hilary Bradbury, Case Western Reserve U.; Darren Jason Good, Case Western Reserve U.; Linda Robson, Case Western Reserve U.
Tie Strength and Tie Dynamic: Alternative Relationships and Realities | Philipp Kaser, U. of Zurich
Coevolution of Alliances and Organizational Knowledge Gaps: A Retrospective Processual Analysis | Sajjad Haider, Napier U.
The Labors of Organizational Change: Emotional and Aesthetic Labor Beyond the Service Encounter | Melanie Bryant, Monash U.; Julie Wolfram Cox, RMIT U.
Linking Emotional Intelligence Dimensions to Individual as well as Organizational Performance | Constantine Kontoghiorghes, Cyprus International Institute of Management; Io Papadopoulo, Cyprus International Institute of Management
945: (JS: (ODC, OMT) Managing Dualities and Tensions in Planned Organizational Change: Downsizing, M&A, and BPR
8:30am - 10:10am Hawaii Convention Center: Room 321B
Chair: Jean M. Bartunek, Boston College
Discussant: Jean M. Bartunek, Boston College
Contradictions and Oppositional Tensions in Planned Organizational Change | Linda L. Putnam, Texas A&M U.
Managing Effective Downsizing: Lessons from Research | Kim Cameron, U. of Michigan
Avoiding Problems during Acquisition Integration | Jeffrey Harrison, U. of Richmond; Zhaoping Liu, Cornell U.
Managing the Human side of Business Process Reengineering (BPR): Affect and Leadership | Myeong-Gu Seo, U. of Maryland; M. Susan Taylor, U. of Maryland
946: (OM) A New Vision for OM in the 21st Century: Marginalized, Realized, Rationalized, or Canonized?
8:30am - 10:10am Hilton Hawaiian Village: South Pacific 3
A panel discussion on the future of operations management by the Operations Management Group at the Said Business School of the University of Oxford.
Organizer: Kathryn Lee Blackmon, Oxford U.
947: (Paper Session) - (OMT) In the Beginning: Origins of Industries, Organizational Forms, and Industrial Districts
8:30am - 10:10am Hawaii Convention Center: Room 302A
Chair: Lyda S. Bigelow, Washington U. in St. Louis
Discussant: Mina Yoo, U. of Washington, Seattle
On Air: Organizational Origins and Density Dependence in the U.S. Broadcasting Industry, 1940-1980 | Alessandro Lomi, Bologna U.; Giacomo Negro, Bocconi University / SDA Bocconi; Fabrizio Perretti, Bocconi University / SDA Bocconi
The Effects of Density and Crowding on Market Entry Behavior in Geographical Space | Hitoshi Mitsuhashi, U. of Tsukuba; Wesley Sine, Cornell U.; Hisaki Yamaga, U. of Tsukuba

948: (Paper Session) - (OMT) My Brilliant Career: Professions and Careers Within and Beyond Organizations
8:30am - 10:10am Hawaii Convention Center: Room 307A
Chair: Craig Prichard, Massey U.
Discussant: Tracy A Thompson, U. of Washington, Tacoma
Exploring Professional Space | Rajshree Prakash, Alberta U.
Managing the Progression Paradox | Siobhan O'Mahony, Harvard U.; Beth Bechky, U. of California, Davis
Playing Along and Away: Nested Careers and the Co-evolution of Jazz Musicians from 1930 to 1969 | Charles Kirschbaum, EAESP, Fundação Getúlio Vargas; Flavio Vasconcelos, FGV-EAESP
On the Strategic Manipulation and Redefinition of Legitimacy | Joel M. Evans, U. of Arizona

949 JS: (OMT, BPS, OB) Building Capabilities: Reconceptualizing Organizational Resources
8:30am - 10:10am Hawaii Convention Center: Room 302B
Organizers: Marlys K. Christianson, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
Discussant: Paul Adler, U. of Southern California
Can Organizational Processes Create Resources for Solving Public Problems? | Martha S. Feldman, U. of California, Irvine
Creating Conditions for Coordination: Roles in Temporary Organizations | Beth Bechky, U. of California, Davis
Organizing to Increase Mindful Interaction: Lessons from Healthcare | Marlys K. Christianson, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor
The Tertius Iungens Mechanism, Projects, and Dynamic Capability | David Obstfeld, U. of California, Irvine
Participants: Martha S. Feldman, U. of California, Irvine; Beth Bechky, U. of California, Davis; David Obstfeld, U. of California, Irvine

950 JS: (OMT, MOC, OB) Organization at the Limit: NASA and the Columbia Disaster
8:30am - 10:10am Hawaii Convention Center: Room 301A
Organizer: Moshe Farjoun, New York U.
Coping with Time Pressures: When Rigid, Ambitious Deadlines Don't Make Sense | Sally Blount, New York U.; Sophie Leroy, New York U.
The Opacity of Risk: Language and the Culture of Safety in NASA’s Space Shuttle Program | William Ocasio, Northwestern U.

951 SHCS: (OMT, MOC, OB) Scandals, Crises, and Stigmas: Exploring Organizational and Individual Responses to Identity Threats
8:30am - 10:10am Hawaii Convention Center: Room 313C
Chair: Glen E. Kreiner, U. of Cincinnati
The Perceived Legitimacy of Organizational Identity Threat: Implications for Members’ Responses | Caroline A Bartel, New York U.
Being Martha Stewart: Risk and Resilience in Organizational Identity | Mary Ann Glynn, Emory U.; Krysia A. Wrobel, Emory U.
Tearing the Communion Fabric? A Case Study of Threatened Identity in the Episcopal Church | Elaine C. Hollensbe, U. of Cincinnati; Glen E. Kreiner, U. of Cincinnati; Mathew Laurence Sheep, U. of Cincinnati; Brett R. Smith, U. of Cincinnati
Participants: Glen E. Kreiner, U. of Cincinnati; Caroline A Bartel, New York U.; Mary Ann Glynn, Emory U.; Elaine C. Hollensbe, U. of Cincinnati; Mathew Laurence Sheep, U. of Cincinnati; Brett R. Smith, U. of Cincinnati; Krysia A. Wrobel, Emory U.

952 ☉: (Paper Session) - (ONE) Sustainability and Community: Emerging Forms of Organizing
8:30am - 10:10am Sheraton Waikiki Beach: Kahuiku Room
Chair: M. B. Neace, Mercer U.
Emotionality of Organising for Sustainability: “Feeling” the Stakeholders’ Pulse | Aarti Sharma, Auckland U. of Technology
Social Norms and Coercive Rules in Overlapping Communities: Evolution on God’s Waters. | Thomas Andrew Bryer, U. of Southern California
New Forms of Governance:Changing Relationships between Corporates, Government and Community | Suzanne Benn, U. of Technology, Sydney; Dexter Dunphy, U. of Technology, Sydney
Eco-Partnering—a Politics of Sustainable Development:The Case of the Ricelands Habitat Partnership | Sharon M. Livesey, Fortham U.; Molly Shearer, Independent Researcher; Cathy Hartman, Utah State U.; Edwin R. Stafford, Utah State U.

953 ☉: (Paper Session) - (PNP) Applying Economic Models to Nonprofit Organizations
Session Details – Tuesday

8:30am - 10:10am Sheraton Waikiki Beach: Waialua Room
Chair: Charles B Finn, College of Saint Rose
Discussant: Dennis R Young, Case Western Reserve U.
Organizational Slack In Nonprofits | Woods Bowman, DePaul U.; Elizabeth Keating, Harvard U.; Mark A. Hager, The Urban Institute

A Property Right Theory of the Non-Profit Form: The Non-Distribution Constraint Reconsidered | Gabriel E. Kaplan, U. of Colorado, Denver
The Spanish NGDO and the Challenges of Organizational Architecture Design: An Agency Perspective | Victor Martin Perez, U. de Valladolid; Juan Hernangomez Barahona, U. de Valladolid; Natalia Martin Cruz, U. de Valladolid
The Influence of Sector and Strategic HRM on Firm Performance in Health Service Firms | John J. Rodwell, Macquarie U.; Sydney; Stephen T.T. Teo, U. of Technology, Sydney

Tuesday 8:40AM

954 JS: (RM, OB) Measuring Group Constructs: Alternative Methods to Provide Novel Insights into Group-Level Effects
8:30am - 10:10am Hawaii Convention Center: Room 323A
Chairs: Catherine G. Collins, U. of NSW/U. of Sydney; Claire Mason, Queensland U. of Technology
The Emergence of Multilevel Organizational Phenomena | Steve W J Kozlowski, Michigan State U.
Social Network Analysis and Multilevel Theory and Research: Bridging the Divide | Katherine Klein, U. of Pennsylvania; Andrew P. Knight, U. of Pennsylvania
Exploring the Differential Effects of Group Processes on Aggregate and Consensus Measures | Catherine G. Collins, U. of NSW/U. of Sydney; Claire Mason, Queensland U. of Technology
When Does the Method of Assessing a Team-Level Variable Really Matter? | Narda Quigley, Villanova U.; Amanuel G. Tekleab, Clarkson U.; Paul E Tesluk, U. of Maryland
A Multilevel Examination of Team Leadership | Jonathan C. Ziegert, Drexel U.
Participants: Steve W J Kozlowski, Michigan State U.; Narda Quigley, Villanova U.; Amanuel G. Tekleab, Clarkson U.; Paul E Tesluk, U. of Maryland; Katherine Klein, U. of Pennsylvania; Andrew P. Knight, U. of Pennsylvania; Jonathan C. Ziegert, Drexel U.

955 ☯: (Paper Session) - (SIM) Stakeholders in the 21st Century: Cutting Edge Research
8:30am - 10:10am Sheraton Waikiki Beach: Akaka Falls/Iao Needle Room
Chair: Sandra A Waddock, Boston College
Discussants: Michael E Johnson-Cramer, Bucknell U.; Kathryn S Rogers, Pitzer College
Firms, Destructive Activists, and Stakeholder Theory | Jean-Philippe Bonardi, U. of Western Ontario
Resource Dependence, Managerial Discretion and Stakeholder Performance | Shawn Berman, Santa Clara U.; Robert Phillips, U. of Richmond; Andrew C Wicks, U. of Virginia

956 ☯: (SIM) Can the Management of Humans as Resources be Ethical?
8:30am - 10:10am Sheraton Waikiki Beach: Oahu Room
Chairs: Michelle Greenwood, Monash U.; Helen DeCieri, Monash U.
The Potential for Ethical Human Resource Management: Making a Difference through Activism | David Dawson, U. of Gloucestershire; Diana Winstanley, Kingston U.
Ethics and the Management of Executives | Patrick Wright, Cornell U.
Can Employee Partnership Contribute to a More Ethical HRM? | David E Guest, King's College, U. of London
Lessons from History for Ethical HRM in the 21st Century | Gill Palmer, Monash U.
Employees as Moral Stakeholders: Implications for Ethical HRM | Michelle Greenwood, Monash U.; Helen DeCieri, Monash U.
Pay Systems and Materialism: An Employee Rights Perspective | John R Deckop, Temple U.; Tim Kasser, Knox College
Managing Neutrality in Workplace Conflict Resolution: The Dilemma of the HR Manager | Bernadine VanGramberg, Victoria U. of Technology; Julian Teicher, Monash U.

Tuesday 8:40AM

957 ☯: (IM, OB, OCIS) Leveraging Diversity in Virtual Settings: Promises, Challenges and Directions for Future Research
8:30am - 10:10am Sheraton Waikiki Beach: Akaka Falls/Iao Needle Room
Chairs: Aparna Joshi, U. of Illinois, Urbana-Champaign; Luis L Martins, Georgia Institute of Technology
Discussant: Bradley L. Kirkman, Texas A&M U.
Waking up or Re-setting the Clock: An Exploration of the Effects of Membership Volatility in Teams | Mary E Zelmer-Bruhn, U. of Minnesota; Cristina Gibson, U. of California, Irvine
Demographic Differences and Creativity in Virtual Work | Luis L Martins, Georgia Institute of Technology; Christina Shalley, Georgia Tech
The Effects of Culture on Information Sharing and Protection in Collaborative Knowledge Teams | Ann Majchrzak, U. of Southern California; Sirkka Jarvenpaa, U. of Texas, Austin
Leading Multinational Teams: Inspiring Commitment Across Distance and Time Zones | Aparna Joshi, U. of Illinois,

Selecting for Best Paper Proceedings

Tuesday 8:50AM

958: (Paper Session) - (OCIS) Getting Emotional About IT
8:50am - 10:10am Hawaii Convention Center: Room 316A
Chair: Susan Winter, U. of North Carolina, Charlotte
Discussant: Zeynep Akşemir, Dartmouth College
Can Emotions Transcend Contextual Barriers? Investigating Emotions in Computer-Mediated Groups | Jennifer Lindsay, U. of Maryland, College Park
Toward a Model of Nonverbal Cues and Emotion in Email | Kristin Byron, Rochester Institute of Technology; David C. Baldridge, Oregon State U.
2nd Runner-up Best Paper 2005
The Role of Affect in the Acceptance of Information Technology | Stefano Perlusz, Singapore Management U.; Urs E Gattiker, U. of Luebeck, ISNM; Moon-ho Ho, McGill U.
Humor as a Management Tool and Organizational Asset | Eric J. Romero, U. of Texas, Pan American; Kevin William Cruthirds, U. of Texas, Pan American

959: (Paper Session) - (TIM) Understanding High Technology
8:50am - 10:10am Hawaii Convention Center: Room 304B
Chair: Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne
Discussant: David R. King, U.S. Air Force
Diffusion Pattern of Linux: An Assessment on Major Technology Dimensions | Nir B Kshetri, U. of North Carolina, Greensboro

960: (Paper Session) - (TIM) Network Theory & Social Capital
8:50am - 10:10am Hawaii Convention Center: Room 306A
Chair: Raja Roy, Tulane U.
Discussant: Satish Nambisan, Rensselaer Polytechnic Institute Inventing the Future Core: Social Capital Determinants of Invention Novelty and Impact | Henri Schildt, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology; Jukka-Pekka Salmenkaita, Nokia
The Double Helix of Formal and Informal Structures: Project Design for R&D Success | Polly S. Rizova, Boston U.
Stephan Schrader Best Paper Award Finalist Deploying Intellectual Capital for Architectural Innovative Capabilities | Mohan Subramaniam, Boston College; Mark Youdt, Skidmore College
Alliance Networks and Knowledge Creation: The Impact of Small World Connectivity on Firm Innovation | Melissa Schilling, New York U.; Corey Phelps, U. of Washington

Tuesday 9:00AM

961: (AAA) Conference Exhibits
9:00am - 11:45am Hilton Hawaiian Village: Iolani Suite 1
Organizer: George T Solomon, George Washington U.

962: (AAA) Membership
9:00am - 11:30am Hawaii Convention Center: HCC Lobby - Membership Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Regina Greenwood, Kettering U.

963: (AAA) Conference Registration
9:00am - 11:30am Hilton Hawaiian Village: Iolani Suite 1 On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

964: (AAA) Placement Services
9:00am - 11:30am Hilton Hawaiian Village: Iolani Suite 1 Placement Services - Registration and Information
Organizer: Scott C. Douglas, Binghamton U.

965: (Paper Session) - (BPS) Mediators of Alliance and Acquisition Performance
9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 31-36
Where Do Firms Acquire? Understanding the Influence of Geographic Location on Acquisition Activity | Miguel Ramos, U. of Minnesota
Technology Profile and Sector Opportunity as Determinants of Exploration and Exploitation Alliances | Jing Zhang, City U.; Charles Baden-Fuller, City U.; Vincent Magemtag, INRA/UPMF; Lionel J Nesta, SPRU/ U. of Sussex
The Effect of Rivalry on Intra-industry Partner Selection: The Case of Major League Baseball | William Schnepfer, U. of Pennsylvania

966: (Paper Session) - (HCM) Innovation and Knowledge Management in Healthcare
9:00am - 11:30am Hawaii Convention Center: Exhibit Hall III - HCM 1 Presented on panels 41-43
The Emergence of Radically New Health Care Technologies: Inventive Users as Innovation Networkers | Christopher Ulrich Lettl, Berlin Technical U.
Gaining Legitimacy, Knowledge Creation and Hospital Survival | Shih-Chieh Fang, National Kaohsiung First U.; Chen-
Session Details – Tuesday

967 (Paper Session) - (HCM) Contextual and Perceptual Influences on Organizational Change
9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HCM 2
Presented on panels 44-46

Contextual influences of learning in a hospital environment.
| Eileen McCaffrey, U. of Western Australia
| Perceptions of Change Regarding Nursing Applications: A Longitudinal Study | Gulem Atabay, Izmir U. of Economics; Gonca Gunay, Izmir U. of Economics; Basak Halil, Ege U.
| Healthcare Work life in Canada | Claudia Steinke, U. of Victoria

968 (Paper Session) - (HR) HR Strategy & Firm Performance
9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HR
Presented on panels 51-62

Contingent Application: The Key for Best Practice Success
| Michael Dutch, Greensboro College; Steve Werner, U. of Houston
| A Meta-Analytical Examination of the Link Between Corporate Social and Financial Performance | Jose Allouche, U. of Paris 1; Patrice Laroche, U. of Nancy 2
| Human Resource Practices, Organizational Turnover, and Firm Performance in Taiwan | Shyh-jeer Chen, National Sun Yat-Sen U.
| Human Resource Strategy and Unionization: Evidence from Taiwan | Shyh-jeer Chen, National Sun Yat-Sen U.

Intellectual Capital Investments in Learning: Capabilities: Managing HR Practices in the MNC | Shad S. Morris, Cornell U.; Scott A Snell, Cornell U.

Human Resource Practices and Isomorphism | Riccardo Peccci, King’s College, U. of London; Paul Boselle, Tilburg U.; Jaap Paauwe, Erasmus U.

From ‘Iron-Rice-Bowl’ to ‘xia-gang’: Employment Modes Transitions of Chinese Manufacturing Firms | Shuming Zhao, Nanjing U.; Dejun Cheng, Nanjing U.

Executive and Broad-based Stock Options: Evidence from U.S. Longitudinal Data | Jim Sesil, Rutgers U.

Sharing Control and Return Rights with Employees in the Knowledge Economy | Jim Sesil, Rutgers U.


TQM-Aligned Organizational Culture and its Relationship with Organizational Performance | Troy Victor Mumford, Utah State U.; James C Hayton, Utah State U.; Gregory Franson, Purdue U.

969 (Paper Session) - (IM) Managing People Across Borders
9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - IM 1
Presented on panels 13-21

Is Standardization of Performance Appraisal Perceived as Fair Across Cultures? | Laura E. Mercer Traavik, Norwegian School of Management; Randi Lunnan, Norwegian School of Management

Examination of Measurement Equivalence of Importance Ratings of Intrinsic & Extrinsic Work Rewards | Jennifer Ferreter, Baruch College, CUNY; Charles Scherbaum, City U. of New York, Baruch College


Effective Human Resource Management Models For Virtual Organizations in Russia | Carl Fey, Stockholm School of Economics; Sergey Morgoulis-Jakouchev, Stockholm School of Economics Russia; Marina Libo, Stockholm School of Economics Russia; Thea Mills, Stockholm School of Economics Russia

970 (OB) OB Division Lifetime Achievement Award
Invited Address: Theory Building by Induction
9:00am - 10:10am Hawaii Convention Center: Room 324

Dr. Edwin Locke is the recipient of the OB Division Lifetime Achievement Award. A question and answer period with Dr. Locke follows the presentation.
Introduction: Terence R Mitchell, U. of Washington
Distinguished Speaker: Edwin A Locke, U. of Maryland, College Park

971 (Paper Session) - (OCIS) Knowledge Networks
9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - OCIS
Presented on panels 22-29

Beyond Satisfaction: Support as a Learning Event | Nicole Haggerty, U. of Western Ontario; Deborah Compeau, U. of Western Ontario

An Empirical Analysis of Strategies and Efficiencies in Social Networks | Nathaniel Bulkley, U. of Michigan; Marshall Van Alstyne, Boston U.

The Emergence of Shared Meanings and Common Languages in Communication Networks | Giuseppe Soda, SDA Bocconi U.; Santi Furnari, SDA Bocconi U.

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|972|Paper|Frontiers of Network Research|9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - OMT 1
Presented on panels 63-69
Niches in Networks of Competition: A Network Identification of Niche Structures and Firm Mortality | Dongyoub Shin, Yeon Sei U.; Joon Han, Yeon Sei U.; Nokyoung Ki, Yeon Sei U.
|973|Paper|Organizations and the Natural Environment: Illustrations and Explanations|9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - ONE
Presented on panels 37-40
Faulty Learning and Learning from Faults: Experience and Capability in the Natural Gas Industry | Vinit Desai, U. of California, Berkeley
|974|Paper|Organizational Perspectives on the Public and Nonprofit Sectors|9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - PNP
Presented on panels 1-12
Paradox And Collaboration In Coalition Work | Sonia Ospina, New York U.; Angel Saz-Carranza, New York U.
Leadership for the Common Good: Building Cross-Sector Regimes of Mutual Gain | John M Bryson, U. of Minnesota; Barbara C. Crosby, U. of Minnesota
A Typology Of Expatriatism: The Unique Experience of Public, Nonprofit, and Entrepreneurial Expats | Brian Connelly, Texas A&M U.
Does Organizational Form Matter: A Comparison of For-Profits and Nonprofits in Nursing Home Services | Jongho Roh, Florida State U.
Public-Private Partnerships: A Multidimensional Model for Contracting | Hugo Zarco-Jasso, IESE, U. of Navarra
An Integration of Public Organization and Organizational Economic Theories of Governance Structures | Domenico Salvatore, Bocconi U./Parthenope U.
Social Network Analysis of Partnerships in Disaster Management: A Study of Women Leaders from NGOs | Triparna Vasavada, State U. of New York, Rockefeller College of Public Affairs & Policy
Will Public Service Providers be Publicly Traded in the 21st Century? Correctional Privatization | Maureen Casile, Bowling Green State U.; Alison Davis-Blake, U. of Texas, Austin
Managing Effective Collaborations in a Nonprofit Environment | Kim T. Hinrichs, Minnesota State U., Mankato; Janice A. Black, New Mexico State U.
Agents or Stewards: How Government Manages its Contracting Relationships with Nonprofit Providers | David Van Slyke, Syracuse U.

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**Tuesday 10:15AM**

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|975|Conference Break|Break Area|Organizer: George T Solomon, George Washington U.

Tuesday 10:30AM

976: (AAS) Human Resources in the 21st Century: Discerning between Enduring Trends and Temporary Fads
10:30am - 11:50am Hawaii Convention Center: Room 312
Organizer: Alaka N. Rao, U. of California, Irvine
Chair: Jone L. Pearce, U. of California, Irvine
Creating a Strategic HR Organization | Edward E. Lawler, U. of Southern California
HR and Knowledge Work | David P Lepak, Rutgers U.; Niclas Leif Erhardt, Rutgers U.
Coping with Paradox in Global Businesses: The Global/Local Pendulum | Katherine Xin, CEIBS; Vladimir Pucik, IMD
Externalizing Human Resources | Alaka N. Rao, U. of California, Irvine

977: (AAS) Talkin' Bout a Revolution: Activism and Management in the 21st Century
10:30am - 11:50am Hawaii Convention Center: Room 313A
Chair: Sandra Rothenberg, Rochester Institute of Technology
Strategic Activism: Strategy, Power, and Influence in the Corporate World | David Levy, U. of Massachusetts, Boston
Activism as Free Speech In and Around the Workplace | Bruce Barry, Vanderbilt U.
Negotiation of the Activist Identity in the Workplace | Sandra Rothenberg, Rochester Institute of Technology; Holly Slay, U. of Maryland
Stigma Avoidance: An Empirical Examination of How Inaction Fosters Workplace Discrimination | Ashleigh Shelby Rossette, U. of Houston; Patricia Faison Hewlin, Georgetown U.

978: (AAS) Positive Organizational Change: Obstacles, Enablers, and Mechanisms
10:30am - 11:50am Hawaii Convention Center: Room 315
Organizer: Scott Sonenshein, U. of Michigan, Ann Arbor
Enabling Positive Change with Language Strategies | Scott Sonenshein, U. of Michigan, Ann Arbor
The Power to Take Courage: Empowerment and Change on United Airlines Flight 93 | Ryan Quinn, U. of Virginia; Monica C. Worline, Emory U.
Designing Energized Learning | Jean M. Bartunek, Boston College

979: (Paper Session) - (BPS) The Resource-Based View
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - BPS 1
Presented on panels 41-47
Can the Resource-Based View Really Explain Firm Performance? Rethinking How We Think about the RBV | Scott L. Newbert, Villanova U.
Isolating Potential Sources of Competitive Advantage: An Empirical Test | Glenn Rowe, U. of Western Ontario; Michael J Rouse, U. of Western Ontario; Suhai Riaz, U. of Western Ontario
The Value of Search and Change Capabilities: A Multi-Agent Simulation Model of Competition | Duncan Robertson, Warwick Business School
Embeddedness of Dynamic Capabilities | Satyendra Singh, Queen's U.; Tina Dacin, Queen's U., Canada
Resource Value and New Markets: The case of mobile telephony | Shahzad Ansari, Erasmus U.
The Economic Value of Corporate Eco-Efficiency | Nadja Guenster, Erasmus U.; Jeroen Derwall, Erasmus U.; Rob Bauer, Maastricht U.; Kees Koedijk, Erasmus U.

980: (Paper Session) - (BPS) Managerial Reasoning, Cognition and Confidence
10:30am - 11:50am Hawaii Convention Center: Room 306B
Chair: Mark H Hansen, Brigham Young U.
Discussant: Shayne Gary, Australian Graduate School of Management
Real Options Reasoning and the Management of Uncertain Ventures: An Empirical Analysis | Thomas Keil, York U.; Rita Gunther McGrath, Columbia U.; Taina Tukiainen, Helsinki U. of Technology
Cognition And Competitive Dynamics: The Influence of Subjective Managerial Beliefs | Jeremy John Marcel, U. of Virginia; Pamela S Barr, Georgia State U.; Irene M Duhaime, Georgia State U.
What To Do Next? The Case For Non-Predictive Strategy | Robert Wiltbank, Willamette U.; Nicholas Dew, Naval Postgraduate School; Saras Sarasvathy, U. of Virginia; Stuart Read, IMD, Lausanne

981: (Paper Session) - (BPS) Returns on Investment in Capabilities
10:30am - 11:50am Hawaii Convention Center: Room 307B
Chair: Annette Fortune, Drexel U.
Discussant: Deepak Somaya, U. of Maryland
Managing Returns to Investments in Capabilities: A Conceptual Framework | Todd Alessandri, Syracuse U.; Catherine Maritan, Syracuse U.
The Role of Resource Allocation and Transformation in Technology Leveraging | Erwin Danneels, Worcester Polytechnic Institute

982: (Paper Session) - (BPS) Principal Agency Relationships in Context
10:30am - 11:50am Hawaii Convention Center: Room 308A
Chair: Thomas Clarke, U. of Technology, Sydney
Discussant: Thomas Clarke, U. of Technology, Sydney
Reexamination of Triadic Principal-Agent Relationship | Edward Zajac, Northwestern U.; Ming Piao, Northwestern U.

→ Rewards and Firm Performance - A Look into the Motivation Black-Box | Oliver Gottschalg, HEC Paris


Content and Thoroughness of Performance Reasonings in German Letters to Shareholders | Axel v. Werder, Technical U. of Berlin; Till Talaulicar, Technical U. of Berlin

983: (Paper Session) - (BPS) Commercialization and the Value of Innovation
10:30am - 11:50am Hawaii Convention Center: Room 308B
Chair: Carmen Weigelt, Rice U.
Discussant: Raja Roy, Tulane U.

Re-examining the Metaphor of the Firm: An Exploration in the Knowledge-Based Examination in Drug Development | Laurence Capron, INSEAD; Tobias Macher, Georgetown U.

An Examination of Strategic Planning and Flexibility to Firm Innovation: A Three Study Approach | Clay Dibrell, Oregon State U.; Justin BL Craig, Oregon State U.

Creating Value from Knowledge and Knowing: Absorptive Capacity or Potential Exploitation Capability? | Lance Richard Newey, U. of Queensland

984: (Paper Session) - (BPS) Competition and Performance
10:30am - 11:50am Hawaii Convention Center: Room 313B
Chair: Walter J Ferrier, U. of Kentucky
Discussant: Walter J Ferrier, U. of Kentucky
Acting upon Competitors’ Resources through Strategic Actions in Factor and Political Markets | Olivier Chatain, INSEAD; Laurence Capron, INSEAD

The Roads to Success—Sustained Inter-firm Performance Differences In China’s Auto Market | Qingju Tao, Lehigh U.; John E Prescott, U. of Pittsburgh

When Should (Not) a Firm Retrench? Moderating Role of the Firm’s Dominant Rent Creation Logic | Sun Kyu (Dominic) Lim, U. of Western Ontario

Capital Structure and Competitive Behavior: The Effect of Equity Financing and Earnings Pressure | Yu Zhang, INSEAD

985: (JS: (BPS, IM, OMT) Strategy in Chinese Firms: Institutional Antecedents, Processes and Outcomes
10:30am - 11:50am Hawaii Convention Center: Room 309
Chairs: Heli Wang, Hong Kong U. of Science and Technology; Michael N. Young, Chinese U. of Hong Kong
Rethinking Property Rights as a Relational Concept: Explorations in China’s Transitional Economy | Xueguang Zhou, Hong Kong U. Dept of Management

Strategic Planning Among Chinese Firms | Brian Boyd, Arizona State U.; Heli Wang, Hong Kong U. of Science and Technology; Michael N. Young, Chinese U. of Hong Kong

Private Ownership in Infrastructure Projects in China | Yi Jiang, Ohio State U.; Mike W. Peng, Ohio State U.

Strategy in Chinese Firms: Business Groups in China | Robert E. Hoskisson, Arizona State U.; Garry D Bruton, TCU; Daphne Yiu, Chinese U. of Hong Kong

Management Localization in MNC Overseas Subsidiaries | Yan Anthea Zhang, Rice U.

Survival and Failure of China’s Technology Ventures: Evidence from Zhongguanchung High Technology Sc | Haiyang Li, Texas A&M U.; Li-An Zhou, Peking U.

Participants: Brian Boyd, Arizona State U.; Xueguang Zhou, Hong Kong U. Dept of Management; Mike W. Peng, Ohio State U.; Yi Jiang, Ohio State U.; Robert E. Hoskisson, Arizona State U.; Daphne Yiu, Chinese U. of Hong Kong; Garry D Bruton, TCU; Yan Anthea Zhang, Rice U.; Haiyang Li, Texas A&M U.; Li-An Zhou, Peking U.

986 SHCS: (BPS, OMT, ENT) Luck Vs Skill
10:30am - 11:50am Hawaii Convention Center: Room 316C
Discussant: Joe Porac, New York U.

Strategic Insight in Emerging Industries | Patrick Regner, Stockholm School of Economics

Technological Specialization and Genesis of New Technologies: How Corning Invented and Developed Fib | Gino Cattani, New York U.

Fooling by Randomness – the Role of Luck in Accurate Forecasting | Christina Fang, New York U.

987: (SHCS: (BPS, TIM, OMT) Brokering Innovations
10:30am - 11:50am Hawaii Convention Center: Room 313C
Chair: Lee Fleming, Harvard U.
Discussant: Toby E. Stuart, Columbia U.
Second-Hand Brokerage | Ronald S. Burt, U. of Chicago


Building a Knowledge Broker: A Qualitative and Longitudinal Study | Robert I. Sutton, Stanford U.; Elizabeth M. Gerber, Stanford U.

Brokering, Innovation, and the Role of Expertise in Dynamics Environments | Andrew B. Hargadon, U. of California, Davis; Jennifer K. Whyte, Imperial College London


988: (Paper Session) - (CAR) Extra-Organizational Careers: Careers Outside the Boundaries of Organizations
10:30am - 11:50am Hawaii Convention Center: Room 319A
Chair: Patricia Ann Baccili, Unlimited Possibilities Now, Inc
Discusssant: Rochelle Parks-Yancy, Texas Southern U.
Temps & Careers: Freedom on the Career Highway or Trapped at a Roadblock | Belinda C. Allen, U. of Melbourne
• Predicting Temporary Workers’ Impression Management Behaviors towards Temporary Firms and Clients | Catherine Connelly, McMaster U.
Reworking Contingent Employment | Matthew J. Bidwell, INSEAD

Beyond Organizational Careers: Information, Learning and Trust in Mediated Employment Arrangements | Isabel Fernandez-Mateo, London Business School
Winner of Careers Division Best Overall Paper Award

989: (Paper Session) - (CAR) Are Networks the Route to New Job Opportunities?
10:30am - 11:50am Hawaii Convention Center: Room 322A
Chair: Brian P. Niehoff, Kansas State U.
Discusssant: Barbara A. Ribbens, Western Illinois U.

Social Networks, Self-perceptions, and Job Search Success for Entry-level Job Seekers | Yu Ha Cheung, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia
Social Networks and Job Search after Non-Network-Based Migration: High-Skilled Chinese in Boston | Fei Qin, Massachusetts Institute of Technology
Playing by the Rules: A Social Network Perspective on Preparing for Radical Career Change | Roxana Barbulescu, INSEAD
The Differential Effects of Social Support and Social Embeddedness on Employee Outcomes | Isabel K. Graf, CSX Transportation; Sandy J. Wayne, U. of Illinois, Chicago; Ling Yuan, U. of Illinois, Chicago

990: (Paper Session) - (CM) Diversity and Conflict
10:30am - 11:50am Hawaii Convention Center: Room 318B
Chair: Markus Vodosek, U. of Utah
Discusssant: Yekaterina Bezrukova, Rutgers U.

Cultural Diversity, Intragroup Conflict, and Group Outcomes: Evidence for a Mediated Relationship | Markus Vodosek, U. of Utah
When a Rose is not a Rose: A 21st Century Vision of Institutional Conflict | Debra Louis Connelly, Touro U. International; Elizabeth Goodrick, Florida Atlantic U.
The Down Side of Social Capital: Gender Differences in Homophilous Work Relations | Renée C. vanderHulst, U. of Twente

991: (Paper Session) - (CMS) Foucault, Cultural Studies
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - CMS 1
Presented on panels 15-20
New Visions of the Self at Work and at Home: Critical Perspectives on a Photographic Exploration | Janet Grace Sayers, Massey U.; Ralph James Bathurst, Massey U., Albany; Henry Symonds, Whitecliffe College of Arts and Design
The Symbolic Pharmacy: Myth in Pharmaceutical Advertising | James Timothy Scott, U. of St. Andrews; Neil Stanford, U. of York, UK; David R Thompson, Chinese U. of Hong Kong
The Role of Symbolic Capital in Stakeholder Disputes | Suzanne Benn, U. of Technology, Sydney; Richard Jones, Copenhagen Business School
Foucault, Bakhtin and Agency in Organization Studies: Towards a Non-Essentialist Theory | Wendy R Carroll, St. Mary's U.; Albert J. Mills, St. Mary's U.
A Critical Review of a University Career Workshop Assessed Against Minnich's Four Errors | Hisako Inaba, Kyoto U.
Mirror, Mirror on the Wall: "Culture's Consequences" in a Value Test of its Own Design | Galit Ailon, Bar Ilan U.

992: (CMS) Analyzing the Big Picture: Capitalism and Management in the 21st Century
10:30am - 11:50am Sheraton Waikiki Beach: Honolulu Room
Speakers are: Craig Littler, Paul Thompson, Bill Lazonick, Josh Whitford
Coordinator: Craig R. Littler, St. Andrews U.
Disconnected Capitalism: A Tale of Increased Unmanageability | Paul Thompson, Strathclyde U.
Evolution of the New Economy Business Model | William Lazonick, Euro-Asia Centre, INSEAD
The New Old Economy: The Organizational Transformation of American Manufacturing | Josh Whitford, Columbia U.
A Signalling Theory of Corporate Restructuring | Craig R. Littler, St. Andrews U.
Speakers: Paul Thompson, Strathclyde U.; William Lazonick, INSEAD; Josh Whitford, Columbia U.; Craig R. Littler, St. Andrews U.

993: (Paper Session) - (ENT) Entrepreneurship on a Worldwide Stage
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 1
Presented on panels 11-14
New Venture Internationalization: A Note on the Role of Mimetic Isomorphism | Stephanie A. Fenhamber, Indiana U., Bloomington
Entrepreneurial Activity and Entrepreneurial Environment? A Reexamination of the Gem's Approach | Julio O. De Castro, Instituto de Empresa; Alberto Maydeu, Instituto de Empresa; Rachida Justo, Instituto de Empresa
Explore or Exploit: the Role of Corporate Entrepreneurship and Social Network in Chinese New Venture | Chunyan Jiang, Chinese U. of Hong Kong
The Role of Trust for Entrepreneurial Exchange in a Transitional Economy | Tatiana S. Manolova, Suffolk U.; Bojidar S Gyoshev, International Business School; Ivan Manev, U. of Maine

994: (Paper Session) - (ENT) Emerging Research Issues in Entrepreneurship
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 2


Presented on panels 57-60


- Resource Network Development: Entrepreneurial Ventures and Negative Consequences of Social Capital | Julie Feickert, U. of Utah

- A Revised Conceptual Model of the Firm-level Entrepreneurial Process | Patrick Kreiser, Ohio U.

- Learning to Live With Dependence Traps: Retention of Critical High-skill Employees in IT Start-ups | Jia (Carol) Xu, North Carolina U., Chapel Hill

995: (Paper Session) - (ENT) Research on Funding of Entrepreneurial Firms

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 3
Presented on panels 53-56

- How a Small Business can increase its chances to receive Bank Loan | Volker Bruns, Jonkoping International Business School


- Blockholder Conflicts in VC backed Entrepreneurial Firms: Do the Costs Outweigh the Benefits? | K Thomas Chandy, Binghamton U.; Nagaraj Sivasubramaniam, Duquesne U.

- Gender and Business Finance: Investigating the Relationship between Banks and Entrepreneurs | Sara Carter, Strathclyde U.; Eleanor Shaw, Strathclyde U.; Fiona Wilson, Glasgow U.; Wing Lam, Glasgow U.

996: (Paper Session) - (ENT) Role of Top Management Team & Human Capital in New Venture Performance

10:30am - 11:50am Hawaii Convention Center: Room 301B
Chair: Todd Saxton, Indiana U.

- Is the Team as Strong as its Strongest Link? Venture Teams’ Advice Networks and Strategic Debate | Balagopal Vissa, INSEAD

A Social Cognitive Model of Founding Team Dynamics | Michael Ensenlie, Rensselaer Polytechnic Institute; Jon C. Carr, U. of Southern Mississippi; Pasi Sajasalo, Tampere U. of Technology


- Multiple “fit” considerations in human resource acquisition for entrepreneurial firms | Aegean Oi Kam Leung, National U. of Singapore; Jing Zhang, City U.; Poh-Kam Wong, National U. of Singapore; Maw-Der Foo, National U. of Singapore

997: (Paper Session) - (ENT) Contextual Influences on New Firm Creation & Performance

10:30am - 11:50am Hawaii Convention Center: Room 303A

Chair: Jonathan Thomas Eckhardt, U. of Wisconsin, Madison

- Do Business Incubators Work? Perspectives on Incubator Success | Christopher E. Stevens, Case Western Reserve U.; William S Schulze, Case Western Reserve U.; Cameron M Ford, U. of Central Florida; Thomas O’Neal, U. of Central Florida

- Technological Innovation Activities in Firms and Propensity of Individuals Starting New Businesses | Poh-Kam Wong, National U. of Singapore; Lena Lee, National U. of Singapore

- Forms of Entrepreneurs’ Capital, Venture Strategy and Performance | Hermann Achidi Ndofo, U. of North Carolina, Charlotte; Richard L Priem, U. of Wisconsin, Milwaukee

- Environmental determinants and proximity effects on entrepreneurship in the French ICT sector | Frank Lasch, CEROM Montpellier Business School; Frédéric Le Roy, ERFI/CEROM U. of Montpellier 1; Said Yami, ERFI/CEROM U. of Montpellier 1

998: (Paper Session) - (ENT) Exploitation of Entrepreneurial Opportunities

10:30am - 11:50am Hawaii Convention Center: Room 303B
Chair: Shameen Prashantham, Strathclyde U.

- An experimental test of entrepreneurial exploitation | Steven E Phelan, U. of Nevada, Las Vegas; G. Stoney Alder, U. of Nevada, Las Vegas

- Antecedents and Exploitation Outcomes of Opportunity Identification Processes | Gaylen N Chandler, Utah State U.; Douglas W Lyon, Fort Lewis College; Dawn DeTienne, Utah State U.

- No Exit: Explaining the Persistence of “Living Dead” Firms | Carla Petra Pavone, U. of Minnesota; Sanjay Banerjee, U. of Minnesota

- Strategic Process Effects on the Entrepreneurial Orientation - Sales Growth Rate Relationship | Jeff Covin, Indiana U.; Kimberly M Green, Indiana U.; Bloomington; Dennis P Slevin, U. of Pittsburgh

999: (Paper Session) - (GDO) Demographic Variables at Work

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - GDO 1
Presented on panels 21-26

- Who’s on the Job: The Importance of Explicit Gender Identifiers in Job Titles | Marnie Young, Algoma U.; Jerry P Sheppard, Simon Fraser U.

- Ain’t You Too Young to Be the Boss? When Age Discrimination Targets Employees under 40 | Eileen Kwesiga, U. of Texas, Arlington

- Being Trusted: The Influence of Team Demographic Dissimilarity on Dyadic Trust Across Boundaries | Michele Williams, Massachusetts Institute of Technology

- Differences in the Use of Upward Influence Strategies between Sexes | Anna B. Kayes, George Washington U.

- When Ideas are not Enough: The Relationship between Social Identity and Championing | Shalei Simms, Rutgers U.

- The Time Bomb in Japanese Corporations: Gender Differences in Refining Tacit Knowledge | Denise Luethge, U. of Michigan, Flint; Philippe Byosiere, Doshisha U.
1000 (Paper Session) - (GDO) Addressing Disadvantage and Inequity
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - GDO 2
Presented on panels 27-30
- Effects of Race and Anticipated Consequences on Attitudes toward Affirmative Action Plans | David A Kravitz, George Mason U.; Tiffany M. Bludau, George Mason U.
- Selection, Obedience, & Social Dominance Orientation: Complexities Of Pursuing a Diverse Workforce | Aneika L Simmons, Texas A&M U., College Station; Mary Triana, Texas A&M U.; Wendy R Boswell, Texas A&M U.
- Undeserved Disadvantage: A Systemic Impediment for Organization Members without Privilege | Ashleigh Shelby Rosette, U. of Houston
- Framing Inequity Safely: The Motivated Denial of White Privilege | Brian Lowery, Stanford U.; Eric David Knowles, Stanford U.; Miguel M. Unzueta, Stanford U.

1001 (Paper Session) - (GDO) Stigmas and Invisible Identities
10:30am - 11:50am Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chair: Gary C McMahan, U. of Texas, Arlington
Discussant: Vikki Natasha Wilkins, Jackson State U.
Disclosure Disconnects: Disclosing Invisible Stigmas Across Life Domains | Belle Rose Ragins, U. of Wisconsin, Milwaukee
Stigmatization Within Organizations: Why It Occurs, How It Develops, and What Results | Christine Marie Riordan, U. of Georgia; Robert Donn Gatewood, U. of Georgia
Factors Affecting the Hiring of Homosexuals: The Applicant and the Job Characteristics | Maw-Der Foo, National U. of Singapore; Angeline Lim, National U. of Singapore; Young Rok Choi, Singapore Management U.
Sexual Orientation and the Workplace: The Antecedents and Consequences of Coming Out at Work | Martin M Kamen, London School of Economics

1002 (IS) - (GDO, CMS) Feminist Theorising: New Vision of Gender For the 21st Century or Passing Fad of the 20th?
10:30am - 11:50am Hilton Hawaiian Village: South Pacific 1
Organizer: Roy Stager Jacques, Auckland U. of Technology
Chair: Albert J. Mills, St. Mary's U.
Presenters: Karen Lee Ashcraft, U. of Utah; Emma Bell, Queen Mary U. of London; Kristina A. Bourne, U. of Massachusetts, Amherst; Jeanie M. Forray, Western New England College; Deborah Jones, Victoria U. of Wellington; Ronit Kark, Bar Ilan U.; Deborah M Kolb, Simmons School of Management; Martin Kornberger, U. of Technology, Sydney; Linda L. Putnam, Texas A&M U.; Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Robert Sandy, Alliant International U.; Scott Taylor, U. of Birmingham

1003 (HCM) Human Capital Development in Technically Complex Activities: Evidence from Health Care
10:30am - 11:50am Sheraton Waikiki Beach: Hilo Room
Organizer: Robert S. Huckman, Harvard U.
Presenter: Dov Rothman, Columbia U.

1004 (Paper Session) - (HCM) Is Information Technology A Cure For Our Health Care Problems? Challenges and Opportunities
10:30am - 11:50am Sheraton Waikiki Beach: Waianae Room
Chair: Naresh Khatri, U. of Missouri, Columbia
Information Technology Strategy-Environmental Fit and Financial Performance | Darrell E. Burke, Florida State U.
HR and IT Capabilities and Complementarities in Health Care Organizations | Naresh Khatri, U. of Missouri, Columbia; Lanis L Hicks, U. of Missouri, Columbia; Gordon D Brown, U. of Missouri, Columbia
Virtual Teams: Thinking about How Distance & Digital Mediation Affect Patient Care Teamwork | Nance L Goldstein, Brandeis U.
Organizing Vision for IT Healthcare: Analysis of the Discourse Surrounding Electronic Health Records | Elizabeth Davidson, U. of Hawai`i, Manoa; John Lee Reardon, U. of Hawai`i, Manoa

1005 (Paper Session) - (HR) Workforce Restructuring to Leverage Firm Performance
10:30am - 11:50am Hawaii Convention Center: Room 319B
Chair: John C Dencker, U. of Illinois, Urbana-Champaign
Action and Interest Alignment: Linking Employees and Organizational Strategies | Alexander Colvin, Pennsylvania State U.; Wendy R Boswell, Texas A&M U.
Integration and Assignment in HRM: The Effects of Geography and Time | Henrik Holt Larsen, Copenhagen Business School; Anna Patrizia Rogaczewska, Aalborg U.; Chris Brewster, Henley Management College

1006 (Paper Session) - (HR) Employee Career Development and Training
10:30am - 11:50am Hawaii Convention Center: Room 323B
Chair: Niti Pandey, U. of Illinois, Urbana-Champaign
Mentors' Motivations at Work as Predictors of Proteges' Experiences in a Formal Mentoring Program | Melanie J. Lankau, U. of Georgia; Robert R Hirschfeld, U. of Georgia; Christopher H. Thomas, U. of Georgia
A Model of the Consequences of Training: Considering Unintended Outcomes | Steven Whiting, Indiana U., Bloomington
Winner of HR Division’s Best Student Paper Award
On the Receiving End: An Exploratory Study of Managerial Selection in the United Kingdom | Jon Billsberry, Open U.
Employee Involvement in Skill Development: Exploration of Additional Antecedents and Outcomes | Todd J. Maurer, Georgia State U.; Michael Lippstreu, Georgia Institute of Technology

1007: (Paper Session) - (IM) How National Institutions Affect MNCs
10:30am - 11:50am Hawaii Convention Center: Room 304A
Chair: Nicholas Athanassiou, Northeastern U.
Discussant: Lorraine Eden, Texas A&M U.
- Institution Support and Foreign Entry Strategy: US Firms Entering the Eurasian Transition Economies | Jun Xia, Texas Tech U.; Kimberly B. Boal, Texas Tech U.
- Institutional Environment and Survival of Overseas Subsidiaries | Charles Dhanaraj, Indiana U.; Bloomington; Paul Beamish, U. of Western Ontario

1008: (Paper Session) - (IM) Internationalization of the Firm & Performance
10:30am - 11:50am Hawaii Convention Center: Room 305A
Chair: Paul M Vaaler, Tufts U.
Discussant: Bernard M. Wolf, York U., Toronto
- Multinationality and Cost Efficiency: The Case of U.S. Manufacturing Firms | Lei Li, U. of Portland
- Internationalization and Performance: Exploring the Role of Organizational Structure | Fabienne Fontanier, U. of Amsterdam; Alan Muller, Erasmus U.
- Internationalization and Performance: The S-curve Hypothesis and Product Diversity Effect | Chin-Chun Hsu, U. of Nevada, Las Vegas
- Investor Response to FDI Risk: The Effects of Direct and Indirect Experience of MNCs | Anthony Goerzen, U. of Victoria; Stephen Sapp, U. of Western Ontario

1009: (Paper Session) - (IM) Expatriates and Knowledge Flows in MNCs
10:30am - 11:50am Hawaii Convention Center: Room 305B
Chair: Naomi A Gardberg, Baruch College, CUNY
Discussant: Tatiana Kostova, U. of South Carolina
- MNE Tacit Knowledge and IJV Performance: When Do Expatriates Make a Difference? | Dev K. Dutta, U. of Western Ontario; Paul Beamish, U. of Western Ontario
- Expatriate Managers and Corporate-Level International Strategy | Brian Connelly, Texas A&M U.; Angelo DeNisi, Texas A&M U.
- Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams | Martine Haas, Cornell U.
Expatriate Capabilities, Knowledge Transfer, and Foreign Direct Investment Performance | Hyondong Kim, Ohio State U.

1010: (Paper Session) - (IM) Global and Regional Strategy
10:30am - 11:50am Hawaii Convention Center: Room 316B
Chair: Arvind Blamhri, U. of Southern California
Discussant: Srilata Zaeher, U. of Minnesota
- The Firm-Specific Advantages, Performance, and Intra-Regional Sales of Multinational Enterprises | Alan M Rugman, Indiana U.
- Rivalry Deterrence in Global Markets: Contingencies Governing the Mutual Forbearance Hypothesis | Tieying Yu, Boston College; Mohan Subramaniam, Boston College
- Embedding the Multinational Enterprise | Raymond Loveridge, Oxford U.

1011: (Paper Session) - (IP) Management of Sociocultural Integration in Mergers and Acquisitions: Learning from Experience
10:30am - 11:50am Hawaii Convention Center: Room 316A
Chairs: Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South Carolina
Creating a New Identity and High-Performance Culture at Novartis: The Role of Leadership and HRM | Chei Hwee Chua, U. of South Carolina; Guenter Stahl, INSEAD
DaimlerChrysler: A Case Study of a Cross-Border Merger | Torsten M. Kuehlmann, U. of Bayreuth; Peter J Dowling, U. of Canberra
The CNH Global Case: Building Social Capabilities to Win in Cross-Border Acquisitions, JV's and Alli | Piero Morosini, ESMT
Managing Human Resources to Capture Capabilities in High-Technology Acquisitions: The Case of Cisco | Saikat Chaudhuri, U. of Pennsylvania
Participants: Chei Hwee Chua, U. of South Carolina; Guenter Stahl, INSEAD; Torsten M. Kuehlmann, U. of Bayreuth; Peter J Dowling, U. of Canberra; Harry Korine, London Business School; Kazuhiro Asakawa, Keio U.; Pierre-Yves Gomez, EM Lyon; Piero Morosini, ESMT; Saikat Chaudhuri, U. of Pennsylvania

1012: (Paper Session) - (IP) Learning in Alternative Settings
10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: David A Lamond, U. of Western Sydney

OB: An Empirical Examination of Thriving at Work | Marlys K. Christianson, U. of Michigan, Ann Arbor; Gretchen M. Spritzer, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Adam Michael Grant, U. of Michigan, Ann Arbor

IM: A Longitudinal Examination of Goal Setting and Learning Orientation in Cross-Cultural Adjustment | Yaping Gong, Hong Kong U. of Science and Technology; Song Chang, Hong Kong U. of Science and Technology

1013: (Paper Session) - (IP) Longitudinal Perspectives on Organization Change
10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Timothy Huerta, U. of British Columbia


OMT: Rationality and Institutionalized Expectations: The Development of an Organizational Set of Rules | Nikolaus Beck, Erfurt U.

OMT: Performance Sampling and Bimodal Duration Dependence | Jerker C. Denrell, Stanford U.; Zur Shapira, New York U.


1014: (Paper Session) - (IP) Managerial Perspectives on China
10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Ayesha Malhotra, St. Louis U.

OMT: Imitation or Distinction? Strategic Responses to Social Reference Groups | Frek Vermeulen, London Business School; Tiemin Wang, London Business School

OMT: Governance Mechanisms, Managerial Characteristics and Performance: Evidence from China | Yuan Li, Xian Jiaotong U.

TIM: Latecomer Strategies: Leveraging and Learning by China's Handset Makers | Wei Xie, Tsinghua U.; Steven White, INSEAD


1015: (Paper Session) - (IP) Managing Networks and Alliances
10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A4
Facilitator: Barbara Carlin, U. of Houston

ENT: Entrepreneurial Firms in Search of Established Partners: Review and Recommendations | T.K. Das, City U. of New York, Baruch College; Irene Y. He, City U. of New York, Baruch College

BPS: Dynamics of Inter-Firm Networks. | Maurits de Klepper, Free U.; Peter Groenewegen, Free U.; Gerhard Van de Bunt, Free U.


1016: (Paper Session) - (IP) Managing Alliances
10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B1
Facilitator: Jan Schapper, Monash U.

IM: Control and Trust as Organizing Principles of International Joint Ventures | Jonas Puck, U. of Erlangen, Nuremberg; Alexander Toni Mohr, Bradford U.

IM: The Compatriot Syndication Effect: Exercising Call Options in International Joint Ventures | Akiy Inyama, U. of Pittsburgh; Ravindranath Madhavan, U. of Pittsburgh; John E Prescott, U. of Pittsburgh

OMT: Firms' Reactions to Evaluation of Inter-firm Relationships: The Impact of Efficiency and Fairness | Melanie Schreiner, U. of St. Gallen

OMT: Ambidexterity in Strategic Alliance Formations: Empirical Investigation and Computer Simulation | Zhiang "John" Lin, U. of Texas, Dallas; Haibin Yang, U. of Texas, Dallas

1017: (Paper Session) - (IP) Organizational and Employee Reactions to Change
10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B2
Facilitator: Anat Lechner, New York U.

ODC: Empowerment - Catalyst for or Impediment to Managing Transformational Change? An Explorative Study | Dieter Gebert, Berlin Technical U.

ODC: Toward a Predictive Model of Individual Readiness to Organizational Change | Maria Vakola, Athens U. of Economics and Business

MOC: Organizational Identification in Times of Radical Organizational Change: A Theoretical Framework | Valter Moreno, IBMEC, Rio de Janeiro; Flavia Cavazotte, IBMEC, Rio de Janeiro

1018: (Paper Session) - (IP) Managing Organization Change
10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Mary Lou Kotecki, Deere & Company

HCM: The Effect of Exploration, Exploitation, and Process on Healthcare Organizational Change | Stephen L Walston, U. of Oklahoma Health Sciences Center; Ann F. Chou, NCQA

ODC: Using Conceptual Frameworks to Inform Organisational Change Practice | Faye Charlotte Lambert, St. Michael's

ODC: Models of Organizational Change and the Adoption of Web Technologies: Encapsulating Participation | Jørn Flohr Nielsen, U. of Aarhus

**1019**: (Paper Session) - (IP) Managing the Value Chain
10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Murat Kristal, York U.

**OEC**: Selecting Global Suppliers: Supplier Selection Decision Models and Strategic Intent | Daewoo Park, Xavier U.; Hema A Krishnan, Xavier U.

**IM**: Playing Football in a Soccer Field: Value Chain Structures, Modularity and Foreign Expansion | Michael G Jacobides, London Business School

**ONE**: Middle Managers and the Environment: The Perspective of the Purchasing and Supply Function | Lutz Preuss, Royal Holloway College, U. of London

**OMT**: Professional Distance: Managing Client Relations in Knowledge-Based Service Organizations | Peter Mills, U. of Oregon; Michele L Swift, U. of Colorado, Boulder

**OM**: The Impact of Supply Chain Integration on Supply Chain Performance in China | Xiande Zhao, Chinese U. of Hong Kong; Winter Nie, Thunderbird, The Garvin School of International Management; Baofeng Huo, Chinese U. of Hong Kong; Jeff Hoi Yan Yeung, Chinese U. of Hong Kong

**1020**: (Paper Session) - (IP) Networks and Knowledge Sharing
10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Melissa S Cardon, Case Western Reserve U./ Pace U.

**MOC**: How Networks of Practice and Organizational Identification Affect Inter-Group Knowledge Transfer | Fabiola Bertolotti, U. of Modena and Reggio Emilia; Elisa Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, Bologna U.

**HCM**: The Challenge of Knowledge Transfer in a Public Hospital | Peter Carswell, U. of Auckland, New Zealand


**OMT**: How Misfits Between Climate And Leadership Style Affect Performance | Dortha Dobjak Haakonson, U. of Southern Denmark; Jorgen Lauridsen, U. of Southern Denmark; Richard M Burton, Duke U.; Borge Obel, Aarhus Business School

**CM**: Leaders as Internal Liaisons: Managing Groups that Include a Prima Donna | John M Oesch, U. of Toronto; Keith Murnighan, Northwestern U.; Rosemary Hannam, J.L. Rotman School of Management

**1022**: (Paper Session) - (IP) New Ventures
10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Benson Honig, Wilfrid Laurier U.

**ENT**: The Role of Relatedness: A Dynamic Model for Venturing | Steven Walter Bradley, Indiana U., Bloomington; Kimberly M Green, Indiana U., Bloomington

**ENT**: Key Customers as Strategic Partners - A Source of Competitive Advantage for Software New Ventures? | Philipp Tuertscher, U. of St. Gallen

**ENT**: The Effects of Entrepreneurial Human and Social Capital on the Survival of New Ventures | Ronit Yitshaki-Hagai, Bar Ilan U.; Susanna Khavul, London Business School

**ENT**: Exploring Entrepreneurs’ Attributions to Intuition as a Basis for the Venture Founding Decision | Brian D. Blume, Indiana U., Bloomington; Jeff Covin, Indiana U.

**1023**: (Paper Session) - (IP) New Ideas about Leadership
10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Jacqueline N Hood, U. of New Mexico

**HR**: Upwards Bullying: A theoretical analysis and findings from an interview study. | Sara Branch, Griffith U.; Sheryl Ramsay, Griffith U.; Michelle Barker, Griffith U.; Michael Sheehan, U. of Glamorgan

**OB**: Doing Nothing as a Managerial Behavior: Development of Leader Omission and Extinction Scales | Timothy Hinkin, Cornell U.

**OMT**: How Misfits Between Climate And Leadership Style Affect Performance | Dortha Dobjak Haakonson, U. of Southern Denmark; Jorgen Lauridsen, U. of Southern Denmark; Richard M Burton, Duke U.; Borge Obel, Aarhus Business School

**CM**: Leaders as Internal Liaisons: Managing Groups that Include a Prima Donna | John M Oesch, U. of Toronto; Keith Murnighan, Northwestern U.; Rosemary Hannam, J.L. Rotman School of Management

**MC**: Being Human: The Real Challenge for the 21st Century | Amanda Jane Martin, Leading Innovation Pty. Ltd.; Denise Ann Hagan, Queensland Public Service; Bernadette Anne Rutyna, Organisational Development Options; Raelie Stewart, -

**1024**: (Paper Session) - (MC) Management Consulting and New Ways of Thinking About Change
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MC Presented on panels 37-40
Facilitator: Peter A. Heslin, Southern Methodist U.

**OCIS**: Did I Make All the Right Choices?: The Long Road to being an IS Professional | Michael T.K. Tan, National U. of Singapore; Hung-Pheng Tan, National U. of Singapore

**CAR**: The Pleasure and Pain of Social Comparisons: The Effects of Social Comparisons on Managerial Careers | Kimberly Eddleston, Northeastern U.

**CAR**: Customized Careers | P. Monique Valcour, Boston College; Lotte Bailyn, Massachusetts Institute of Technology; Maria Alejandra Quijada, Massachusetts Institute of Technology

**CAR**: The Career Capital of Managers with Global Careers | Vesa Suutari, U. of Vaasa; Kristiina Makela, Helsinki School of Economics

**1025**: (Paper Session) - (MC) Management Consulting and New Ways of Thinking About Change
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MC Presented on panels 37-40
Facilitator: Kenneth G. Haggerty, Eastern Michigan U.

**MC**: Being Human: The Real Challenge for the 21st Century | Amanda Jane Martin, Leading Innovation Pty. Ltd.; Denise Ann Hagan, Queensland Public Service; Bernadette Anne Rutyna, Organisational Development Options; Raelie Stewart, -

**MC**: Management Consulting Interventions as Integrated Training Action for Intermediate Staff | Marc Bonnet, ISEOR, U. of Lyon

**MC**: In The Subjugation of Instrumentality - Forms and Flows of Knowledge | Anne Bang, Copenhagen U.

**MC**: The Pleasure and Pain of Social Comparisons: The Effects of Social Comparisons on Managerial Careers | Kimberly Eddleston, Northeastern U.

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**MC**: The Career Capital of Managers with Global Careers | Vesa Suutari, U. of Vaasa; Kristiina Makela, Helsinki School of Economics

**MC**: Management Consulting Interventions as Integrated Training Action for Intermediate Staff | Marc Bonnet, ISEOR, U. of Lyon

**MC**: In The Subjugation of Instrumentality - Forms and Flows of Knowledge | Anne Bang, Copenhagen U.
Session Details – Tuesday

10:30am - 11:50am Hawaii Convention Center: Room 314
Organizer: Jeffery J. VanderWilen, ZGroup, Inc.
Appreciative Inquiry & Teams |
Enter Title for this Symposium Presentation. |
Participants: Tracey Carsten Roll, Ph.D., TNT Consulting Group; Diana Whitney, Corporation for Positive Change

1026: ☀ (Paper Session) - (MED) Multiple Modes of Managerial Learning
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MED
Presented on panels 4-10
☞ Organizational Commitment Among Business School Faculty | JR Smith, Jackson State U.; Kristena Payne Gaylor, Belhaven College; Alisa Mosley, Jackson State U.
☞ Learning Styles and the Acquisition of Managerial Tacit Knowledge | Steven Armstrong, U. of Hull; Anis Mahmud, U. of Hull
☞ Shared Leadership in a Learning Community | Sonya Brewster, Oklahoma State U.; Tim O Peterson, Oklahoma State University; Martha L. Lourder, Texas A&M U.
☞ Measuring the Progress of Leaders as They Transition into New Roles | Steven M Rumery, Lehigh University Research Institute; Cathleen Swody, U. of Connecticut
☞ Service and Lifelong Learning in Organizations: A Conceptual overview of methods and application | Mark Okechukwu Ajougu, Fed U. of Tech Owerri (FUTO); Gladys Chinyere Ajougu, Federal Girls College, Owerri, Nigeria; Hezekiah Orji, U. of Phoenix Online
☞ Rethinking Organizational Learning: New Insights from Managerial Learning Practices | Elena P Antonacopoulou, U. of Liverpool

1027: ☀ (Paper Session) - (MED) Research in the Teaching of Organizational Behavior
10:30am - 11:50am Hilton Hawaiian Village: Sea Pearl Suite 3-4
Chair: Matthew Donald Lynall, U. of Western Ontario
☞ The Economics and Challenges of Quality Undergraduate Organizational Behavior Education | Paige Wolf, George Mason U.; Alison S O'Brien, George Mason U.; Zachary Horn, George Mason U.; Laura Wheeler Poms, George Mason U.; Tiffany M. Bludau, George Mason University; Michael Camburn, George Mason U.
☞ Guess Who You Are?: An Exercise for Teaching Personality | Marc H Anderson, U. of Waikato
☞ Teaching Work Motivation Theories: An Illustration of Why So Many Theories Are Needed | Marc H Anderson, U. of Waikato
☞ Enhancing Oral Communication Confidence, Skills, and Performance: An Experiment of Service-Learning | Brian McNatt, Old Dominion U.; Thomas Ng, U. of Georgia

1028: ☀ (Paper Session) - (MED) Online Management Education

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 2
Chair: J Goosby Smith, Pepperdine U.
☞ The Effect of Instructional Delivery Method on Student Achievement | Terrell G Manyak, Nova Southeastern U.; Bahauadin Mujtaba, Nova Southeastern University.
☞ A Confirmatory Study of “Teaching Presence” in Online MBA Courses | J. B. Arbaugh, U. of Wisconsin, Oshkosh; Alvin Hwang, Pace U.
Professor And Student Roles In The Discussion-Based Online Classroom: Literature and Experience | Gregory R. Berry, Utah Valley State College
☞ Learning in e-Groups: The Shift from Groupware to Training Management Portals | L. Roger Yin, U. of Wisconsin, Whitewater; H. Nancy Lien, National Hualien Teachers College; Jon M Werner, U. of Wisconsin, Whitewater

1029: ☀ (Paper Session) - (MH) History of Management Practice
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MH
Presented on panels 1-3
☞ Viewing Work Historically through Art: Incorporating the Visual Arts into Organizational Studies | Elizabeth M Doherty, St. Joseph's U.
☞ Charisma Revisited | Ron Kerr, Lancaster U.; Sarah Katrina Robinson, Lancaster U.

1030: ☀ (Paper Session) - (MH) International Dimensions of Management History
10:30am - 11:50am Sheraton Waikiki Beach: Kohala/Kona Room
Chair: Franz T Lohrke, U. of Alabama
Discussants: Chester S Spell, Rutgers U., Camden; Edward F Murphy Jr, Embry Riddle Aeronautical U.; Beverly J. Jones, Kettering U.; Sharon Topping, U. of Southern Mississippi
Early Stages of São Paulo – Brazil Industrialization Process in the First Half of the 20th Century | Isabela Baleeiro Curado, FGV-EAESP
☞ Managing Knowledge Work Medieval-Style: The Monks of the Early Medieval Irish Celtic Church. | Paul McGrath, U. College Dublin
☞ A Historical Analysis of Ancient Chinese Negotiators Strategies | Hun-Joon Park, Yon Sei U.; Changdao Jin, -; Si Ahn Mehng, Yon Sei U.

1031: ☀ (MOC) MOC Best Student Papers
10:30am - 11:50am Hawaii Convention Center: Room 317A
This session brings together the highest ranked student-authored papers in MOC. George Huber, this year’s MOC Scholar, will serve as discussant.
Discussant: George P Huber, U. of Texas, Austin

1032 (Paper Session) - (MSR) Religious Aspects of Workplace Spirituality 10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MSR


1033 (MSR) Social and Cultural Aspects of Workplace Spirituality 10:30am - 11:50am Sheraton Waikiki Beach: Puna Room

Chair: Elizabeth Douthitt, Stanford U.

1034 (Paper Session) - (OB) Entrepreneurs, Boards, Stakeholders, and Firm Performance 10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 48-52

1035 (Paper Session) - (OB) Emotion in the Workplace 10:30am - 11:50am Hawaii Convention Center: Room 325A


Presenters: Herman Tse, U. of Queensland; Frank Heiko Walter, U. of St. Gallen; Ginka Toegel, London School of Economics; Hakan Ozcelik, California State U., Sacramento

1036 (Paper Session) - (OB) Work Stress: The Influence of Justice, Abusive Supervision and Cyberloafing 10:30am - 11:50am Hawaii Convention Center: Room 327

Personality Research
New Directions in Aggression Research: Assessing the Personal and Situational Predictors of Aggression: A Within-The Workplace Aggression Questionnaire: Construct Chair:
10:30am - 11:50am Hawaii Convention Center: Room 323C

1037 : (Paper Session) - (OB) New Developments in Personality Research
10:30am - 11:50am Hawaii Convention Center: Room 328
Chair: Jennifer A Martin, York College of Pennsylvania
Discussant: Taji M. Nielsen, George Washington U.
Direct andModerated Effects of Emotional Intelligence on GPA and Assessment Center Task Performance | Joseph Charles Rode, Miami U., Ohio; Christine H Mooney, Indiana U.; Marne Lynn Arthaud-Day, Indiana U., Bloomingston; Janet P Near, Indiana U.; Timothy Baldwin, Indiana U., Bloomingston; William H Bommer, Cleveland State U.
Leveraging Managers' Dispositions: Proactive Personality, Employee Outcomes and Access to Resources | Jeanne K.J. Enders, Portland State U.
The Effects of Employee Proactivity on Adjustment to Work and Interpersonal Relationship | Tae-Yeol Kim, City U. of Hong Kong; Sang-Pyo Kim, Jinju National U.

1038 : (OB, HR) New Directions in Workplace Aggression Research
10:30am - 11:50am Hawaii Convention Center: Room 323C
Chair: Kathryn Dupre, Memorial U. of Newfoundland
The WorkplaceAggression Questionnaire: Construct Validation of a Measure of Exposure to Aggression | Aaron CH Schat, McMaster U.; Serge Desmarais, U. of Guelph; Kevin Kelloway, St. Mary's U.
The Specificity of Predictors of Types II and III Workplace Aggression | Michelle Inness, Queen's U.; Manon Mireille LeBlanc, Queen's U.
Personal and Situational Predictors of Aggression: A Within-Person Analysis | Kathryn Dupre, Memorial U. of Newfoundland; Julian Barling, Queen's U.; Nick Turner, Queen's U.
Adding Insult to Injury: A Meta-Analysis on the Outcomes of Workplace Aggression | Sandy Hershcovis, Queen's U.
New Directions in Aggression Research: Assessing the Business Costs of Intimate Partner Violence | Carol Reeves, U. of Arkansas; Collette M. Arens Bates, U. of Arkansas; Emily Lean, U. of Arkansas
Presenters: Aaron CH Schat, McMaster U.; Carol Reeves, U. of Arkansas; Michelle Inness, Queen's U.; Sandy Hershcovis, Queen's U.; Kathryn Dupre, Memorial U. of Newfoundland

1039 : JS: (OB, IM, TIM) Team Innovation: Effects of Leadership, Team Composition, Structure, and Processes
10:30am - 11:50am Hawaii Convention Center: Room 324
Organizers: Miriam Erez, Technion; Cynthia Lee, Northeastern U.
Discussant: Gerben S. Van Der Vegt, Groningen U.
Same Leadership & Team Characteristics, Yet Different Effects on Innovation in R&D vs. Manufacturing | Vered Segal, Technion-Israel Institute of Technology; Miriam Erez, Technion; Eitan Naveh, Technion-Israel Institute of Technology; Ella Miron, Technion; Michael Boazon, RAFAEL - Armament Development Authority; Uzi Melamed, RAFAEL - Armament Development Authority; Nissim Mamane, RAFAEL - Armament Development Authority
The Impact of Transformational Leadership and Employee WorkEngagement on Team Innovation | Yair Berson, U. of Haifa; Amy Wrzesniewski, New York U.
Effects of Team Composition and Team Processes on the ConceptualDesign of New Products | Iris Arbel, Technion-Israel Institute of Technology; Miriam Erez, Technion; Menachem WEiss, Technion-Israel Institute of Technology; Ehud Kroll, ORT Braude College
Project Team Innovation: Effects of Team Composition and Processes | Patty C.P. Farh, U. of South Australia; Gerben S. Van Der Vegt, Groningen U.

1040 : (Paper Session) - (OCIS) Virtual Communities and Virtual Work
10:30am - 11:50am Hawaii Convention Center: Room 317B
Chair: Suzanne P Weisband, U. of Arizona
Discussant: Anita D Dhappu, Southern Methodist U.
Face-to-Face Interactions in Self-Organizing Distributed Teams | Kevin Crowston, Syracuse U.; James Howison, Syracuse U.; Chentagai Masango, Syracuse U.; Yeliz Eseryel, Syracuse U.
Hacking Alone? The Effects of Online and Offline Participation on Open Source Community Leadership | Siobhan O'Mahony, Harvard U.; Fabrizio Ferraro, IESE Business School
Time Discipline in Virtual Organisations: from Rigid to Virtual Disciplines | Heejin Lee, U. of Melbourne; Sangjo Oh, U. of Melbourne
Unpacking the Social Environment and Consequences of Dispersed Work | Kevin W. Rockmann, George Mason U.

**1041** : (Paper Session) - (OCIS) Finding The Balance: Trust & Control
10:30am - 11:50am Hawaii Convention Center: Room 318A
Chair: Siew Kien Sia, Nanyang Technological U.
Discussant: Katherine J. Stewart, U. of Maryland, College Park
An Extended Model of IS Project Control | Cecil Eng Huang Chua, Nanyang Technological U.; Christina Soh, Nanyang Technological U.; Harminder Singh, Nanyang Technological U.
Understanding and Mitigating Uncertainty in Online Environments: A Longitudinal Analysis of Trust | Paul A. Pavlou, U. of California, Riverside; Huigang Liang, Florida Atlantic U.; Yajiong Xue, U. of Rhode Island
Runner up to OCIS Division Best Paper Award
Privacy Trade-Off Factors in E-Commerce – A Study of Italy and the United States | Tamara Dinev, Florida Atlantic U.; Massimo Belotetto, U. of Verona; Paul Hart, Florida Atlantic U.; Christian Colautti, IULM U.; Vincenzo Russo, IULM U.; Ilaria Serra, Florida Atlantic U.
Privacy, Psychological Contract Breach and Attitudes Toward Knowledge-Based Marketing | David Zweig, U. of Toronto; Pankaj Aggarwal, U. of Toronto

**1042** : (ODC) Positively M.A.D.: The Role of Appreciative Intelligence and High Quality Connections
10:30am - 11:50am Hawaii Convention Center: Room 321B
Chair: Tojo Thatchenerky, George Mason U.
Presenters: Steve Piersanti, Barret-Koehler; Philip H Mirvis, Independent Consultant; Carol Metzker, Independent Consultant; Emily Dunham Heaphy, U. of Michigan, Ann Arbor; Robert P Gephart, U. of Alberta; David L Cooperrider, Case Western Reserve U.; Frank J Barrett, Naval Postgraduate School
Managing Change: Time for Change | Gerard F Farias, Fairleigh Dickinson U.
Improvising within Management: Oxymoron, Paradox, or Legitimate Way of Achieving? | Stephen Leybourne, U. of Plymouth
Change Now Because I Say So! Specialized Management Identity and Coercive Rapid Transformation | Leslie E. Sekerka, Naval Postgraduate School; Roxanne Zolin, Naval Postgraduate School; Cary Simon, Naval Postgraduate School

**1043** : (Paper Session) - (ODC) The Role of Time, Improvisation and Identity in Organizational Change
10:30am - 11:50am Hawaii Convention Center: Room 322B
Chair: Ronald E Purser, San Francisco State U.
Discussant: Maria Vakola, Athens U. of Economics and Business
Managing Change: Time for Change | Gerard F Farias, Fairleigh Dickinson U.
Improvising within Management: Oxymoron, Paradox, or Legitimate Way of Achieving? | Stephen Leybourne, U. of Plymouth
Change Now Because I Say So! Specialized Management Identity and Coercive Rapid Transformation | Leslie E. Sekerka, Naval Postgraduate School; Roxanne Zolin, Naval Postgraduate School; Cary Simon, Naval Postgraduate School

**1044** : (Paper Session) - (OM) Strategic Issues in Operations
10:30am - 11:50am Hilton Hawaiian Village: South Pacific 3
Chair: Marta Sinclair, Griffith U.
The Effect of Manufacturing Proactivity on Environmental Proactivity: An Exploratory Analysis | Javier González-Benítez, Salamanca U.; Oscar González-Benítez, Salamanca U.
Competitive Priorities as Trade-Offs or Mutually Supportive: Can We Call the Question Yet? | Ravi Kathuria, Chapman U.

**1045** : (Paper Session) - (OMT) Power Corrupts: Authority and Resistance in Organizations
10:30am - 11:50am Hawaii Convention Center: Room 301A
Chair: Kathleen Park, Massachusetts Institute of Technology
Discussant: Kenneth Benetzen, U. of Colorado, Denver
A Multidimensional Conceptualization of Organizational Corruption Control | Donald A. Lange, U. of Texas, Austin
Too Good to Be True? Social Evaluations and the Sociopolitics of Corporate Illegality | Yuri Mishina, Michigan State U.; Bernadine D. Johnson, Michigan State U.; Emily S. Block, U. of Illinois, Urbana-Champaign
Representational Predicaments in Hong Kong: Origins, Manifestations and Prognosis | Robin Stanley Snell, Lingnan U.; May M L Wong, Lingnan U.
From Chaos to Tempered Radicalism: The Form and Content of Organizational Resistance | Michael B Elmes, Worcester Polytechnic Institute; Steven S Taylor, Worcester Polytechnic Institute
Winner of OMT Division Best Paper Award

**1046** : (Paper Session) - (OMT) Who's in Charge Here?
Accountability and Control in Organizations
10:30am - 11:50am Hawaii Convention Center: Room 302B
Chair: Robert W. Nes, Golden Gate U.
Discussant: Peer C. Fiss, Queen's U., Canada
Accountability of Agents: Beyond Incentives and Monitoring | Neal P Mero, U. of Central Florida; Rebecca Monette Guidice, U. of Nevada, Las Vegas
Coming Forward: Institutional Influences on Voluntary Disclosure | Michael D. Pfarrer, U. of Maryland, College Park; Ken G. Smith, U. of Maryland; Dmitry Mikhail Khanin, U. of Maryland; Xiaomeng Zhang, U. of Maryland
The Impact of the Enron Accounting Scandal on Impressions of Managerial Control | Eric J. Neuman, U. of Michigan, Ann Arbor
Managing the Control/Autonomy Dilemma: From Impossible Balance to Rhythmic Oscillation Dynamics | Catherine Thomas, -; Renata Kaminska-Labbe, -; Bill McKelvey, U. of California, Los Angeles

**1047** : (US: (OMT, BPS, TIM) Interdependence in Organizations, Circa 2005
10:30am - 11:50am Hilton Hawaiian Village: South Pacific 3
Discussant: Andrew H. Van de Ven, U. of Minnesota
Managing Coordination Networks in a Distributed R&D Unit | Jonathan N. Cummings, Massachusetts Institute of Technology
Network Structure and Individual Effectiveness in a Global Securities Firm | Martin Gargiulo, INSEAD; Gokhan Ertug, INSEAD; Charles D. Galunic, INSEAD
Session Details – Tuesday

Participants: Jonathon N. Cummings, Massachusetts Institute of Technology; Gokhan Erug, INSEAD; Adam M. Kleinbaum, Harvard U.; Charles Williams, U. of Illinois, Urbana-Champaign

1048: (Paper Session) - (ONE) Business and Stakeholder Engagement: Conceptualization and Investigation
10:30am - 11:50am Sheraton Waikiki Beach: Kahu'iku Room
Chair: Dexter Dunphy, U. of Technology, Sydney
Discussants:
- Sustainable Organizational Innovation via Stakeholder Engagement | Sanjay Sharma, Wilfrid Laurier U.
- Coke in Kerala: A Social Network Analysis | Sridevi Shivarajan, Temple U.; Terry Halbert, Temple U.
- Business Networks and the Uptake of Sustainability Practices in Small and Medium-Sized Enterprises | Eva Marie Collins, U. of Waikato; Stewart Lawrence, U. of Waikato; Kathryn Pavlovich, U. of Waikato

1049: (Paper Session) - (PNP) Human Resources and Leadership in Public and Nonprofit Organizations
10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - PNP Presented on panels 61-68
Discussants: Robert C. Myrtle, U. of Southern California; Terrell G Manyak, Nova Southeastern U.; Emanuelle Vendramini, Bocconi U.
- Individual and Organizational Factors Affecting Volunteers' Identification and Satisfaction | Robin Church, U. of Toronto; Kate Rowbotham, U. of Toronto; Janelle Enns, U. of Toronto
- Managing the Commons of Long-term Care: Measuring Successful Aging in Supportive Housing | R. Robertson Hilton, Case Western Reserve U.; Michel Avital, Case Western Reserve U.
- Do Nonprofits Need Business Executives to Survive? Toward a Clearer View of Executive Leadership | Jane A. Van Buren, Case Western Reserve U.
- Conflict & Change in Nonprofit Organizational Identity & Culture Through Business Modes of Thought | Amy Klemm Verbos, U. of Wisconsin, Milwaukee
- The Influence of Top Executive Functional Experience on Nonprofit Organization Financial Performance | William J. Ritchie, Florida Gulf Coast U.; Karen Eastwood, Florida Gulf Coast U.
- Sage Publications Best Conference Paper by a Public and Nonprofit Division Doctoral Student
- Why are age differences present in the work preferences of public employees? | Leonard Bright, U. of Louisville
- Understanding Political, Administrative, and Organizational Culture in Public Administration | Thomas Andrew Bryer, U. of Southern California

1050: (Paper Session) - (PNP) The Role of Values & Organizational Image in Public Sector Organizations
10:30am - 11:50am Sheraton Waikiki Beach: Wai'alu Room
Chair: Christina Koennecke, Center on Philanthropy
Discussant: John M. Bryson, U. of Minnesota
- An Analysis of the Effectiveness of Public Service Award Schemes | Jean Hartley, Warwick U.; James Downe, Cardiff U.; Lyndsay Rashman, Warwick U.
- Organizational Image & Employee Identification: An Empirical Study Conducted in the Public Sector | Julian Seymour Gould-Williams, Cardiff U.

1051: (Paper Session) - (RM) Multi-level Research
10:30am - 11:50am Hawaii Convention Center: Room 323A
Chair: Mark Griffin, Queensland U. of Technology
Discussants: Anthony P. Ammeter, U. of Mississippi; Mark Gavin, Oklahoma State U.
- Conceptual Framework and Statistical Procedures for Testing Multilevel Theories of Homology | Gilad Chen, Texas A&M U.; Paul Bliese, Walter Reed Army Institute of Research Winner of Sage Publications/RM Division Best Paper Award
- Group Size and Measure of Group-Level Properties: A Different Perspective | Kyungsu Kim, Chonnam National U.; In Sook Kim, Yong Hyun Cho, Chonnam National U.

1052: (Paper Session) - (SIM) Corporate Political Strategy in the 21st Century
10:30am - 11:50am Sheraton Waikiki Beach: Niihau Room
Chair: Virginia Gerde, Duquesne U.
Discussants: Victor Heller, U. of Texas, San Antonio; Gurneeta Vasudeva, George Washington U.
- Virtues of Politically Active Firms | Saku Mantere, Helsinki U. of Technology; Kalie Pajunen, Tampere U. of Technology; Juha-Anssi Lamberg, Helsinki U. of Technology
- Constructing Corporate Social Responsibility: The Role of Industry Associations | Anja Schaefer, Open U., United Kingdom; Finola Kerrigan, King's College, U. of London

Integrating Corporate Social Performance and Political Strategy | Kathleen Rehbein, Marquette U.; Douglas A Schuler, Rice U.

1053 JS: (SIM, OMT) Law & Management: Towards an Understanding of the Intersection Between the Law and Management
10:30am - 11:50am Sheraton Waikiki Beach: Oahu Room
Chair: Jeffrey B Kaufmann, Iowa State U.
Overview: What is Law and Management? | Jeffrey B Kaufmann, Iowa State U.
The Value of Managing the Legal Dimensions of Business: Legal Astuteness as a Competitive Advantage | Constance E Bagley, Harvard Business School
Pay Secrecy/Confidentiality and the Law | Leonard Bierman, Texas A&M U.
Blunt Machetes in the Patent Thicket: 100 Years of Patent Pools and Antitrust Enforcement | Gavin Clarkson, U. of Michigan, Ann Arbor

1054: (Paper Session) - (TIM) Radical Innovation
10:30am - 11:50am Hawaii Convention Center: Room 304B
Chair: Brian Wu, U. of Pennsylvania
Discussant: Willow Sheremata, York U.
Screening vs Pyramiding: Efficient Identification of Leading-Edge Expertise | Reinhard Prügl, Vienna U. of Economics and Business Administration
The Impact of Leader Personality on New Product Teamwork and Performance: The Role of Uncertainty | Zvi H. Aronson, Stevens Institute of Technology; Richard R Reilly, Stevens Institute of Technology; Gary S. Lynn, Stevens Institute of Technology

1055: (Paper Session) - (TIM) Creativity
10:30am - 11:50am Hawaii Convention Center: Room 307A
Chair: Jim Fairbank, Pennsylvania State U., Erie
Discussant: Jennifer K. Whyte, Imperial College London
The Structure of Serendipity | Mark de Rond, Cambridge U.; Raymond-Alain Thietart, Paris-Dauphine U.-Essec
A Proper Lack of UnderstandingTowards a Theory of Creativity in Multidisciplinary Teams | Ben Dankbaar, Radboud U. Nijmegen; Geert Vissers, Radboud U. Nijmegen
Value Creation by Toolkits for User Innovation and Design: An Empirical Test | Martin Schreier, Wirtschafts U. Wien; Nikolaus Franke, Wirtschafts U. Wien
Generative Redundancy: Organizational Resilience as Innovation | Daniel Beunza Ibanez, Pompeu Fabra U.

1056 JS: (TIM, BPS, OM) Managing Distributed Innovation: Multiple Perspectives
10:30am - 11:50am Hawaii Convention Center: Room 306A
Chair: Satish Nambisan, Rensselaer Polytechnic Institute
Participants: Vish Krishnan, U. of Texas, Austin; Mohanbir Sawhney, Northwestern U.; Ralph Welborn, Unisys Corporation

Tuesday 12:00PM

1057: (AAA) Presidential Luncheon
12:00pm - 2:15pm Hilton Hawaiian Village: Coral Ballroom
President Denise M. Rousseau will address the Academy. Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service, Educator and Scholar Practitioner Awards, the George R. Terry Book Award, and the AOM Executive Journal, Review, and Learning & Education 2005 Best Paper Awards will be announced by President-Elect Thomas G. Cummings.
Distinguished Speaker: Denise M. Rousseau, Carnegie Mellon U.
Chair: Thomas G. Cummings, U. of Southern California

Tuesday 2:15PM

1058: (AAA) Conference Exhibits
2:15pm - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits
Organizer: George T Solomon, George Washington U.

1059: (AAA) Membership
2:15pm - 5:00pm Hawaii Convention Center: HCC Lobby - Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.
Organizer: Regina Greenwood, Kettering U.

1060: (AAA) Conference Registration
2:15pm - 5:00pm Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

1061: (AAA) Placement Services
2:15pm - 4:00pm Hilton Hawaiian Village: Iolani Suite 1 Placement Services - Registration and Information
Organizer: Scott C. Douglas, Binghamton U.

Tuesday 2:30PM

1062: (AAA) Membership Debriefing Meeting
2:30pm - 3:30pm Sheraton Waikiki Beach: Puna Room
Organizer: Regina Greenwood, Kettering U.

2:30pm - 3:30pm Hawaii Convention Center: Room 312
Chair: Justin Tan, Creighton U.
TUESDAY

Session Details – Tuesday

The Role of FDI (both inward and outward) in the Reform of China’s Economy and Society | Rosalie L. Tung, Simon Fraser U.

Lessons for Russian Management from the Chinese Experience | Sheila M. Puffer, Northeastern U.

Chinese Transitional Economy as a Complex Adaptive System: Comparison and Contrast to the Russian Re | Justin Tan, Creighton U.

1064 (AAS) Open Innovation: Empirical Research on Locating and Incorporating External Innovations
2:30pm - 3:50pm Hawaii Convention Center: Room 313A
For more information see http://www.cob.sjsu.edu/west_j/OpenInnovation/
Chair: Joel West, San Jose State U.
Discussant: Henry Chesbrough, U. of California, Berkeley

The Industrial Dynamics of Open Innovation – Evidence from the Transformation of Consumer Electron | Jens Frøslev Christensen, Copenhagen Business School; Michael Holm Olesen, Copenhagen Business School; Jonas Sorth Kjær, Copenhagen Business School
Exploitation of Public Science by Pharmaceutical and Biotechnology Firms | Kira Fabrizio, U. of California, Berkeley

Why Are Some Firms More “Open” Than Others? The Sources of Openness Among UK Manufacturing Firms | Keld Laursen, Copenhagen Business School; Ammon Salter, Imperial College London

1065 (AAS) A New Vision of Management Scholarship for the 21st Century
2:30pm - 3:50pm Hawaii Convention Center: Room 315
Chair: R. Duane Ireland, Texas A&M U.
Participants: Sara L. Ryens, U. of Iowa; Jean M. Bartunek, Boston College; Stephen Barley, Stanford U.; Jane E Dutton, U. of Michigan, Ann Arbor

1066 (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)
2:30pm - 10:00pm Hawaii Convention Center: Room 311
Organizers: Hans Hansen, Victoria U. of Wellington; Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Matt Statler, Imaginabion Lab Foundation
Program Chair: Chris Poulsen, California Polytechnic State U., Pomona

1067 (Paper Session) - (BPS) Alternative Modes of Expansion: DeNovo Entry vs. Alliances vs. Acquisitions
2:30pm - 3:50pm Hawaii Convention Center: Room 306B
Chair: Thomas Hutzschenreuter, Otto Beisheim Graduate School of Management (WHU)
Placing Process in the Contingency Framework of Merger and Acquisition Performance | Taco Reus, Florida Atlantic U.; Kimberly M Ellis, Michigan State U.; Bruce T. Lamont, Florida State U.
Do Pre-Acquisition Alliances Help in Post-Acquisition Coordination: An Experimental Approach | Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Rachel Croson, U. of Pennsylvania; Jaideep Anand, Ohio State U.
Alliances Entry into a New Line of Business: Evidence from the Global Aerospace Industry | Louis Mulotte, HEC Paris
When are Acquisitions and Alliances Effective Mechanisms for Acquiring New Resources? | Laurence Capron, INSEAD
Interfirm Distances as Channels for External Resources: The Choice between Alliances and M & A | Haibin Yang, U. of Texas, Dallas; Zhiang “John” Lin, U. of Texas, Dallas

1068 (Paper Session) - (BPS) Resource Reconfiguration
2:30pm - 3:50pm Hawaii Convention Center: Room 307B
Chair: Nicola C. Dragonetti, U. of Liverpool
Discussant: Catherine Maritan, Syracuse U.
Research on Corporate Unbundling: A Synthesis | Caterina Moschieri, IESE, U. of Navarra; Johanna Mair, IESE, U. of Navarra
Curing Indigestion: Organizational Restructuring and the Dynamics of Acquisition Performance | Mario Schijven, Tilburg U.
Retention of Resources and Units: Evidence of the Embedded Nature of Resources within Structure | Samina Karim, Boston U.
Deregulation and Resource Reconfiguration in the Electric Utility Industry | Magali Delmas, U. of California, Santa Barbara; Michael V. Russo, U. of Oregon; Maria J. Montes-Sancho, U. of California, Santa Barbara

1069 (Paper Session) - (BPS) Institutional Context and the Firm’s Relationships
2:30pm - 3:50pm Hawaii Convention Center: Room 308A
Chair: Constance R James, Pepperdine U.
Discussant: Michael A. Witt, INSEAD
Integrating Multiple Theories of Corporate Governance: A Multi-Country Empirical Study | Krishna Udayasankar, National U. of Singapore; Shobha S Das, Nanyang Technological U.; Chandrasekhar Krishnamurti, Nanyang Technological U.
The Deinstitutionalization of Coerced Reforms: The Case of Private Infrastructure Investments | Witold Jerzy Henisz, Wharton School; Bennet Zelner, Georgetown U.
Towards a Complexity based View of the Firm | Sai Krishna Yayavaram, National U. of Singapore
Unpacking the Impact of Supplier Capabilities on Buyer Performance | Carmen Weigel, Rice U.

1070 (Paper Session) - (BPS) Conceptual Questions About Drivers of Performance
2:30pm - 3:50pm Hawaii Convention Center: Room 308B
Chair: Tim Folta, Purdue U.
Discussant: Jan W. Rivkin, Harvard U.
Integrating Resource- and Knowledge-based Views: Analysis of Unit Performance in Multimarket Firms | Mason A Carpenter, U. of Wisconsin, Madison; Stewart R Miller, U. of Texas, Austin; Anthony Ross, Michigan State U.
Three Journeys into the Complexity and Dynamics underlying Firm Performance | Sebastian Raisch, U. of St. Gallen
1071: (Paper Session) - (BPS) Information Capabilities in Alliances and Networks
2:30pm - 3:50pm Hawaii Convention Center: Room 309
Chair: Karen L. Ekstein, York U.
Discussant: Michael G Jacobides, London Business School
Information Age Organization and Relational Governance | SungMin Kim, Cleveland State U.
Enhancing Strategic Outcomes of IT Adoption: The Role of Network Effects and Absorptive Capacity | Jay Hyuk Rhee, Korea U.
A Process View of Instability in Cooperative Ventures: The Role of Reciprocity | Ariff Kachra, Pepperdine U.; Roderick E White, Ivey School of Business
Information Technology and Organizational Performance: The Role of IT Adaptation | SungMin Kim, Cleveland State U.

1072: (Paper Session) - (CAR) Career Assistance and Career Self Management in Different National Contexts
2:30pm - 3:50pm Hawaii Convention Center: Room 319A
Chair: Wolfgang Mayrhofer, Wirtschafts U. Wien
Discussant: Christy Harris Weer, Drexel U.
Making Sense & Making Choices: Constructing Institutional and Individualized Careers | Elizabeth Craig, Boston U.

1073: (Paper Session) - (CAR) The Under-Representation of Women in Information Technology: Four Theoretical Perspectives
2:30pm - 3:50pm Hawaii Convention Center: Room 322A
Chair: Debra A. Major, Old Dominion U.
Discussant: Bernardo M. Ferdman, Alliant International U.
Men and Women's Experiences in IT: Differences in Perceptions of Climate and Workplace Relationships | Debra A. Major, Old Dominion U.; Donald D. Davis, Old Dominion U.; Lisa M. Germano, Old Dominion U.
Social Capital at Work: Gender, Social Exchange and Job Embeddedness | Kathryn M. Bartol, U. of Maryland; Ian O. Williamson, U. of Maryland, College Park; Gosia A. Langa, U. of Maryland
The Influence of Professional Identification on the Retention of Women and Minorities in IT | Anne M. O'Leary-Kelly, U. of Arkansas; Bill Hardgrave, U. of Arkansas; Vicki McKinney, U. of Arkansas; Darryl D. Wilson, U. of Arkansas; Nita Brooks, U. of Arkansas
Speakers: Debra A. Major, Old Dominion U.; Kathryn M. Bartol, U. of Maryland; Anne M. O'Leary-Kelly, U. of Arkansas; Mark Wardell, Pennsylvania State U.
Participants: Donald D. Davis, Old Dominion U.; Lisa M. Germano, Old Dominion U.; Ian O. Williamson, U. of Maryland, College Park; Gosia A. Langa, U. of Maryland; Bill Hardgrave, U. of Arkansas; Vicki McKinney, U. of Arkansas; Darryl D. Wilson, U. of Arkansas; Nita Brooks, U. of Arkansas; Steven Sawyer, Pennsylvania State U.

1074: (Paper Session) - (CM) Power and Conflict/Negotiation
2:30pm - 3:50pm Hawaii Convention Center: Room 318B
Chair: Margaret A. Neale, Stanford U.
Powerful Perceivers, Powerless Objects: Flexibility of Powerholders' Social Attention | Jennifer R. Overbeck, U. of Southern California; Bernadette Park, U. of Colorado, Boulder
Knowing Your Place: Self-Perceptions of Status in Social Groups | Cameron Anderson, New York U.; Sandra Spataro, Yale U.; Jennifer Chatman, U. of California, Berkeley; Sanjay Srivastava, U. of Oregon

1075: SHCS: (CM, OB, HR) Justice and Conflict: The Transformation of Injustice in the Workplace
2:30pm - 3:50pm Hawaii Convention Center: Room 313C
Chairs: Barry M Goldman, U. of Arizona; Russell Crotapzan, U. of Arizona; Jaewon Ko, U. of Arizona
Discussant: Robert Bies, Georgetown U.
Darwin Domination and Deonance: An Evolutionary Perspective of Third Parties' Reactions to Injustice | Robert Folger, U. of Central Florida; Daniel Skarlicki, U. of British Columbia
The Fairness of a Need | Peter Carnevale, New York U.
Culture and Organizational Justice: A Meta-Analysis | Andrew Li, U. of Arizona; Russell Crotapzan, U. of Arizona
Process Fairness and Judgments of Accountability | Ariel Y. Fishman, Columbia U.; Joel Brockner, Columbia U.; Scott Spiegel, Columbia U.; Jochen Reb, Singapore Management U.; Barry M Goldman, U. of Arizona; Charlee Garden, Garden Consulting
Exposing Organizations 'Dirty Laundry': Revisiting How, and Why, Employees Blow the Whistle | Debra L. Shapiro, U. of Maryland; Katherine A DeCelles, U. of Maryland
Participants: Daniel Skarlicki, U. of British Columbia; Robert Folger, U. of Central Florida; Peter Carnevale, New York U.; Andrew Li, U. of Arizona; Ariel Y. Fishman, Columbia U.; Joel Brockner, Columbia U.; Scott Spiegel, Columbia U.; Jochen Reb, Singapore Management U.; Charlee Garden, Garden Consulting;
Debra L. Shapiro, U. of Maryland; Katherine A DeCelles, U. of Maryland

1076 ☞ (Paper Session) - (CMS) Gender, Discourse
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - CMS 1
Presented on panels 11-16
☞☞ Management Development as a Gendered Order of Discourse | Tim P Finch-Lees, Birkbeck College, U. of London; Chris Mabey, Birkbeck College, U. of London; Andreas D Liefoooge, Birkbeck College, U. of London
☞☞ Different Forms of Gender Subtext in Organization Theory - a Literature Review | Regine Bendl, Vienna U. of Economics and Business Administration
☞☞ What's a Body to Do? Big and Little Boxes at Wal-Mart Honolulu | Hans Hansen, Victoria U. of Wellington
☞☞ Making Sense of Feminist Strategies of Organizational Change | Kelly Elizabeth Dye, Acadia U.; Jean Helms Mills, St. Mary's U.
☞☞ Stress in Organizations: Between Efficiency and the Institutionalization of Fear | Isabella Freitas Vasconcelos, U. Presbiteriana Mackenzie; Flavio Vasconcelos, FGV-EAESP; João Marcelo Crubellate, Maringá State U.

1077 ☞ (Paper Session) - (CMS) Management Strategy, Power
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - CMS 2
Presented on panels 31-36
☞ Uncoupling Professional Service Organizations from Individualistic & Economic Roots | Amy Klemm Verbos, U. of Wisconsin, Milwaukee
☞ The Ethical Implications of Power in Organizations | Sharon Green, California State U., Hayward; Judith White, U. of Redlands
☞ Economic Discourse & the Governance of Organisations: A Comparative Analysis of Research Strategies | Jakob Vestergaard Jorgensen, Copenhagen Business School
☞ Critique and Relevance of Marketing Strategy: A Perspective from a Developing Country | Alex Faria, EBAPE-FGV
☞ Challenging Distinctions: Illusions of Precision Assessing Risks of Doing Business in Host Countries | Mikelle A. Calhoun, Valparaiso U.

1078 JS: (CMS, MH) A Roundtable on Sanford Jacoby's "The Embedded Corporation"
2:30pm - 3:50pm Sheraton Waikiki Beach: Honolulu Room
Presenters: Thomas A Kochan, Massachusetts Institute of Technology; Paul Adler, U. of Southern California; Ronald Applegate, Cornell U.; Sanford Jacoby, U. of California, Los Angeles
Latent Class Analysis of Entrepreneurial Ventures Based on Economic Growth Theory | Charles K. Watson, U. of Nebraska, Lincoln; Terrence C. Sebora, U. of Nebraska, Lincoln

Who Enters, Where, and Why? Strategic Location Choices of New Enterprises | Aviad Pe'er, UBC; Ilan Virtsinsky, UBC

1082 : (Paper Session) - (ENT) Valuation of Entrepreneurial Ventures
2:30pm - 3:50pm Hawaii Convention Center: Room 303B
Chair: Reddi Kotha, London Business School

"Signaling The Firm’s Value": Information Disclosure, Corporate Governance and Performance of IPOs | Igor Filatotchev, King’s College, U. of London; Salim Chahine, American U. of Beirut

VC decision-making: Good judgment and organizational checks on cognitive bias and error. | Christopher I. Rider, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley

The Management of Risk through Information and Governance Capabilities in IPO Ventures | Lowell Busenitz, U. of Oklahoma; Jonathan D. Arthurs, Washington State U.

Management Team Restructuring in Pre-IPO Startups: The Influence of VC and Executive Characteristics | Jun Li, U. of New Hampshire

1083 SHCS: (ENT, BPS) Why Do Entrepreneurial Firms Exist?
2:30pm - 3:50pm Hawaii Convention Center: Room 316C
Chair: Doug Bosse, Ohio State U.

Discussant: Elaine Mosakowski, U. of Colorado, Boulder

Resources, Capabilities, and Entrepreneurial Perceptions | Yasemin Y Kor, U. of Delaware; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Steven C. Michael, U. of Illinois, Urbana-Champaign

How Do Entrepreneurs Organize Firms under Conditions of Uncertainty? | Sharon Alvarez, Ohio State U.

Testing the Knowledge Spillover Theory of Entrepreneurship | David Audretsch, Indiana U., Bloomington; Max Keilbach, Max-Planck Institute

A Problem-solving Perspective on the Entrepreneurial Firm | Jack A Nickerson, Washington U.; Chih-mao Hsieh, Washington U.

1084 : (Paper Session) - (GDO) Affirmative Action and Stereotype Threat: Truths, Lies, and Consequences
2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chair: Mary E Graham, Clarkson U.

Further Development of a Test of Knowledge of Workplace Affirmative Action Law and Regulations | David A Kravitz, George Mason U.; Gunna (Janet) Yun, George Mason U.


Asian Americans, Stereotypes and Success Expectancy: Implications of Affirmative Action Programs | Faye K Cocchiara, U. of Texas, Arlington


1085 JS: (GDO, OB, HR) Demography and Performance: New Perspectives on the “Black Box” and “Business Case”
2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 1
Chair: Quinetta M Roberson, Cornell U.

Thanks for Nothing: The Effects of Sex and Agreeableness on the Evaluation of Helping Behavior | Frank Flynn, Columbia U.

A Multi-Level Study of Demographic Diversity, Group Heterogeneity and Performance | Rosemary Batt, Cornell U.; Sunghoon Kim, Cornell U.; Quinetta M Roberson, Cornell U.

Multi-Level Effects of Demographic Faultlines on Team Performance and Rewards | Yunhyung Chung, Rutgers U.; Susan E Jackson, Rutgers U.; James Shaw, Bond U.

Cultural Diversity in Human Capital, Performance and the Contingent Role of Formalized HR Structures | Amy Capehart, East Carolina U.; Orlando C Richard, U. of Texas, Dallas

Effects of Racial Composition and Manager Background on Managerial Team Assessments and Performance | Melissa C Thomas-Hunt, Cornell U.; Patrick Morris, The May Group; Stephen Sauers, Cornell U.

Presenters: Rosemary Batt, Cornell U.; Sunghoon Kim, Cornell U.; Frank Flynn, Columbia U.; Yunhyung Chung, Rutgers U.; Orlando C Richard, U. of Texas, Dallas; Melissa C Thomas-Hunt, Cornell U.; Stephen Sauers, Cornell U.

1086 : (Paper Session) - (HCM) Improving the Work Environment for Health Care Employees & the Effects on Organizational Performance
2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room
Chair: Ann F. Chou, NCQA

Discussant: Valerie L. Myers, U. of Michigan

Having fun while getting health care work done: Does personality make a difference? | Katherine A Karl, Marshall U.; Joy VanEck Peluchette, U. of Southern Indiana


Empowering Nurses for Work Engagement and Health in Hospital Settings. | Heath K. Spence Laschinger, U. of Western Ontario; Joan Finegan, U. of Western Ontario

Patient Turnover and Nursing Staff Adequacy | Lynn Unruh, U. of Central Florida; Myron D Fottler, U. of Central Florida

1087 JS: (HCM, OMT) The Space Between: A Relational Approach to Understanding Quality of Care
2:30pm - 3:50pm Sheraton Waikiki Beach: Waianae Room
Session Details – Tuesday

Organizers: Jacoba Marja Lilium, U. of Michigan, Ann Arbor; Karen Golden-Biddle, U. of Alberta
Discussants: Stacy Blake-Beard, Simmons College; Daria Crawley, Robert Morris U.

How Organizational Practices Shape Relationships of Care | Jody Hoffer Gittell, Brandeis U.; Almas Dossa, Brandeis U.; Susan Pfefferle, Brandeis U.; Dana Beth Weinberg, Queens College; Rebekah Zincavage, Brandeis U.

The Relational Fabric of High Quality Patient Care | Timothy J. Vogus, Vanderbilt U.

Creating A "Good Place to Work“ That is a "Good Place to Live": Relational Landscapes and the Naviga | Kathy GernAnn, U. of Alberta; Karen Golden-Biddle, U. of Alberta

How Co-Worker Support Builds High-Quality Care in Alzheimer’s SCUs: An Alternative Model | Jacoba Marja Lilium, U. of Michigan, Ann Arbor

Speakers: Jody Hoffer Gittell, Brandeis U.; Timothy J. Vogus, Vanderbilt U.; Kathy GernAnn, U. of Alberta
Participants: Almas Dossa, Brandeis U.; Susan Pfefferle, Brandeis U.; Dana Beth Weinberg, Queens College; Rebekah Zincavage, Brandeis U.

1088 : (Paper Session) - (HR) New Ideas on Employee Recruitment and Retention
2:30pm - 3:50pm Hawaii Convention Center: Room 319B
Chair: Aparna Joshi, U. of Illinois, Urbana-Champaign

Applying Goal Setting and Expectancy Theories to Explain the Effects of RJPs on Performance | Stephanie Pane, Rensselaer Polytechnic Institute

Role of Diversity Programs and Gender Discrimination in Organizational Attractiveness | Charles K Parsons, Georgia Institute of Technology; Luis L Martins, Georgia Institute of Technology

Predicting Voluntary Turnover with Broad and Narrow Personality Traits | Tom Alan Timmerman, Tennessee Technological U.

The Impact of Employee Voice and Control Mechanisms on Voluntary Turnover and Workplace Behaviors | Alexander Colvin, Pennsylvania State U.; Rosemary Batt, Cornell U.

1089 : (Paper Session) - (HR) Perspectives on Employee Rewards and Pay Systems
2:30pm - 3:50pm Hawaii Convention Center: Room 323B
Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign

Function-Based Pay: Proposal and Initial Test | Jeffrey S. Kane, Alliant International U.; Joy D. S. Papini, Alliant International U.

Riding the Roller Coaster:How Do Employee Attitudes and Behavior Track with Stock Options’ Value? | Pamela Brandes, Syracuse U.; Michael Hadani, Syracuse U.

The Antecedents of Reward: Theoretical and Empirical Modeling of Reward Satisfaction | Flora F T Cheung, Chinese U. of Hong Kong; Thomas A Birch, Cambridge U.


1090 : (Paper Session) - (IM) Operating in Emerging Economies
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - IM 1
Presented on panels 41-46


The Impact of Trade Liberalization Policies on National Patterns of Corruption and Software Piracy | Chris Robertson, Northeastern U.; K Matthew Gilley, Oklahoma State U.; William F. Crittenden, Northeastern U.

Does Foreign Direct Investment Harm Host Country Environment? Evidence from China | Feng Liang, U. of California, Berkeley

Managing Effectively in China: Strategic Convergence as a Management Model for the New Era | Usha C. V. Haley, U. of New Haven

International R&D Strategies in Companies from Developing Countries the Case of China | Maximilian von-Zedtwitz, Tsinghua U.

Directorship Interlock Networks in China: A Tale of Two Cities | Bing Ren, Chinese U. of Hong Kong; Kevin Au, Chinese U. of Hong Kong

1091 : (Paper Session) - (IM) Internationalization and Performance
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - IM 2
Presented on panels 47-52

International Diversification and Performance: Universal or Context-Dependent Relationship? | Luis Vives De Prada, Massachusetts Institute of Technology

How Global are Internet Firms? | Stephen Chen, Australian National U.

Global Expansion of Retailers using an Organizational Ecological Approach:Amazon.com vs. Wal-Mart | Rajshekhar G. Javalgi, Cleveland State U.; Robert F Scherer, Cleveland State U.; Patricia R. Todd, Lubrizol Corporation

Managing Supply Network Internationalization: A Study of Italian Apparel Firms in Romania | Arnaldo Camuffo, U. of Padova; Andrea Furlan, U. of Padova; Pietro Romano, U. of Udine; Andrea Vinelli, U. of Padova; Fabrizio Gerli, U. of Venice

New Venture Firm’s Internationalization and Interorganizational Embeddedness. | Andreas Al-Laham, Cass Business School

The Influence of Foreign Ownership on the Performance of Japanese Firms (and vice versa) | KC O’Shaughnessy, Western Michigan U.; Patrick Reimmoeller, Erasmus U.; Maarten Wensveen, Erasmus U.

1092 : (Paper Session) - (IM) Knowledge Management in MNCs
2:30pm - 3:50pm Hawaii Convention Center: Room 304A
Chair: Robert Doktor, U. of Hawai‘i
Discussant: Robert Salomon, U. of Southern California
Designing Knowledge Management Systems in Multinational Corporations: A Managerial Framework | Bo B. Nielsen, Western Washington U.; Snejina Michailova, Copenhagen Business School
Building and leveraging knowledge capabilities through cross-border acquisitions | Manuel Anibal Portugal Ferreira, U. of Utah; Stephen B Tallman, U. of Richmond
Knowledge Stock Development in MNC Subsidiaries: Knowledge Sources & Headquarters Control Mechanisms | Riikka Sarala, Swedish School of Economics and Business Administration; Jennie Sumelius, Swedish School of Economics and Business Administration

1093: (Paper Session) - (IM) Institutional and Cultural Embeddedness of Firms
2:30pm - 3:50pm Hawaii Convention Center: Room 305A
Chair: Rae Andre, Northeastern U.
Discussant: Susan C Schneider, HEC U. of Geneva

→ Corporate Governance & Embeddedness: The Persistence of Country Specific Traits | Sandra Dow, U. du Québec à Montréal; Jean McGuire, Concordia U.


1094: (Paper Session) - (IM) International HR Policies
2:30pm - 3:50pm Hawaii Convention Center: Room 305B
Chair: Sally Taylor, Portland State U.
Discussant: Jian Han, Peking U.

→ Cultural Differences Influencing German and Asian HR | Wolfgang Stehle, Siemens; Ronel Erwee, U. of Southern Queensland


→ Foreign Subsidiary Managerial Staffing Strategy: Agency Theory and Institutional Theory Perspectives | Chei Hwee Chua, U. of South Carolina

→ Institutional Environments, Staffing Strategies & Subsidiary Performance: Lessons from Japanese MNCs | Ajai Singh Gaur, National U. of Singapore; Andrew Delios, National U. of Singapore; Kulwant Singh, National U. of Singapore

Finalist--IMD Best Paper

1095: (Paper Session) - (IP) Research on Leadership
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Janice R Joplin, U. of Texas, El Paso


MSR: Strange Bedfellows: What Academic Theories of Leadership Imply for the Organized Church | Alice C Stewart, North Carolina A&T State U.

MED: Leadership Development in Health Care: Results of Two Nationwide Studies | Ann Scheck McAlearney, Ohio State U.

Winner of MED Division Best Paper in Management Development


1096: (Paper Session) - (IP) Organizational Change
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Linda Sharkey, GE Capital

OB: The Impact of Group Norms on Implementing Strategic Organizational Change | David F Caldwell, Santa Clara U.; Jennifer Chatman, U. of California, Berkeley; Charles A O'Reilly, Stanford U.; Margaret Ormiston, U. of California, Berkeley

PDP: The Dynamics of Accounting Change: Comparing the Cases of Two Local Governments | Laura Maria Caccia, Bocconi U. and U. of Valle d'Aosta

OC: Relational Perspectives on the Construction of Meaning: A Network Model of Change Interpretation | Olympia Kyriakidou, Aegean U.

ODC: Inertia or Change? Empirical exploration of a firm | Srikanth Paruchuri, U. of Florida

1097: (Paper Session) - (IP) Organizational Justice and Trust
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Michael Wesson, Texas A&M U.

HR: A Gift Exchange Perspective on Organizational Training | David B Balkin, U. of Colorado, Boulder; Nathalie Richebe, Audencia Nantes

HR: Different Models of the Relationship Between Perceptions of HRM Practices and Employee Outcomes | Bard Kuvaas, Norwegian School of Management

CAR: The Moderating Effect of POS on the Relationship Between Psychological Contract Breach and Outcomes | Thomas J. Zagenczyk, U. of Pittsburgh

OMT: Trust, Institutions and Agency: Towards a Neoinstitutional Theory of Trust | Guido Möllering, Free U., Berlin


Session Details – Tuesday

**CM:** Managerial Action to Build Control, Trust, and Fairness in Organizations: The Effect of Conflict | Chris Long, Washington U.; Laura B. Cardinal, Tulane U.

**1098:** *(Paper Session) - (IP)* Research on Strategy and Performance

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A4

**Facilitator:** Elaine S Potoker, -


**BPS:** Ordinary Resources to Extraordinary Performance: Environmental Moderators of Competitive Advantage | Oana Branzei, Schullich School of Business; Stewart Thornhill, U. of Western Ontario

**OM:** Armed Hospital's Balanced Scorecard With AHP For Environment Challenges in Taiwan | Feng Chuan Pan, Tajen Institute of Technology; ISU; Tsaubin Chen, Shih Chien U., Kaohsiung

**BPS:** Research Capability, Productivity, and Firm Performance: A Look at the Chemical Products Industry | Annetta Fortune, Drexel U.; Lois Shelton, Chapman U.

**ENT:** Growth Orientation As Liability: Growth Strategy And Performance During Industry Slowdown | Erkko Autio, HEC, U. of Lausanne; Jussi Autere, Helsinki U. of Technology

**1099** *(Paper Session) - (IP)* Perspectives on Corporate Social Responsibility

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B1

**Facilitator:** Mary Ellen Boyle, Clark U.

**ONE:** Carrots, Sticks and Values as Motivators for Environmental Initiatives: Evidence from the Vineyard | Tom E Thomas, San Francisco State U.; Murray Silverman, San Francisco State U.

**ENT:** A Foray into the Realm of Entrepreneurs as Philanthropists: Identifying Characteristics and Stages | Marilyn L Taylor, U. of Missouri; Theresa Taylor-Coates, Marist College; Robert J. Strom, Kauffman Foundation; David O. Renz, U. of Missouri, Kansas City; Rhonda Holman, U. of Missouri, Kansas City

**CMS:** World Social Forum: Leveraging Spiritual Capital to Combat Global Domination by Financial Capital | Param Srikantia, Baldwin Wallace College; Sangeeta Parameshwar, U. of Illinois, Springfield; Peter J. Rea, Baldwin Wallace College

**SIM:** A Multi-Dimensional Approach for Understanding how Corporate Social Performance Affects Employees | Tyler Earl Wry, U. of Alberta

**SIM:** Global CSR: An Empirical Analysis of Transnational Management of Stakeholder Relations in MNCs | Anupama Mohan, U. of Warwick

**1100** *(Paper Session) - (IP)* Research on Corporate Social Responsibility

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B2

**Facilitators:** Alketa Peci, EBAPE-FGV; Alketa Peci, EBAPE-FGV

**SIM:** Institutional and Knowledge Factors: Drivers of the Tipping Point for Voluntary Societal Activities | Darrell G. Coleman, U. of Utah

**SIM:** Influences on the Incidence of Employee Involvement in Corporate Social Responsibility: UK Evidence | Stephen Brammer, U. of Bath; Andrew I. Millington, U. of Bath

**CMS:** Unholy Affinity? Free Trade Theory, Postmodernism, and the Multinational Enterprise | Andreas Georg Scherer, U. of Zurich; William McKinley, Southern Illinois U., Carbondale

**1101** *(Paper Session) - (IP)* Perspectives on Quality

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B3

**Facilitator:** Winter Nie, Thunderbird, The Garvin School of International Management

**OM:** Co-evolution in Management Fashion; One Pro and Many Cons. | Jos Benders, Radboud U. Nijmegen; Stefan Heusinkveld, Radboud U. Nijmegen; Jurriaan Nijholt, Radboud U. Nijmegen

**HCM:** Human Resource Management Practices and Service Quality: The Mediation Role of Trust | Shay Tzafrir, U. of Haifa; Amit Gur, Technion

**OM:** Service Quality in Multi-Channel Services Employing Virtual Channels | Rui Sousa, U. Catoica Portuguesa; Christopher A. Voss, London Business School

**OM:** An Error Management System for Improved Patient Safety | Gregory N Stock, Northern Illinois U.; Kathleen McFadden, Northern Illinois U.; Charles R Gowen, Northern Illinois U.

**1102** *(Paper Session) - (IP)* New Ideas About Social Identity

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B4

**Facilitator:** Xin Yao, Wichita State U.

**HCM:** Bounded knowledge and social identities in multidisciplinary work teams. | Eivor Oborn-Barrett, Cambridge U.; Sandra Dawson, Cambridge U.

**OB:** “Can I Do It?” Feedback at Work as an Opportunity for Socially Embedded Identity Construction | Svenja Tams, U. of Bath

**MSR:** Can We Agree on the Force?: Multi-disciplinary Evidence and Organizational Implications | Eric B. Dent, U. of North Carolina, Pembroke

**OB:** Working Harder with the Out-Group: The Impact of Coworker Similarity on Motivation Gains | Robert B. Lount, Northwestern U.; Katherine W. Phillips, Northwestern U.

**1103** *(Paper Session) - (IP)* Real Options

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B5

**Facilitator:** Alvaro Cuervo-Cazurra, U. of Minnesota

**BPS:** Inter-team Coordination Routines as a Source of Competitive Advantage | Sarah Burton-Taylor, -; Veronique Ambrosini, Cranfield U.; Cliff Bowman, Cranfield U.

**BPS:** Announcement Options: The Case of Prudential and Egg | Anna M. Dempster, Birkbeck College, U. of London

**BPS:** Industry and Firm Influences on Valuable Growth Options | Tony W. Tong, State U. of New York, Buffalo; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill
TIM: Entrepreneurial Asymmetrical Alliances: Large Firm Options and Small Firm Liabilities | Margaret Dalziel, U. of Ottawa

1104: (Paper Session) - (IP) Research on Social Identity
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Lynne Andersson, Temple U.


ODC: Cultural Influences on Support for Organizational Change | Eric Lamm, Boston College

ONE: Organizational Identity and Organizational Image: A Sustainability Perspective | Rumina Dhallia, York U.; David Wheeler, York U.

1105: (Paper Session) - (IP) Recruiting and Attracting the Right People
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Timothy M. Gardner, Brigham Young U.

HR: Justice Perceptions and Organizational Attractiveness as a Potential Employer | Ho-Beng Chia, National U. of Singapore; Wah Yue Chay, Nanyang Technological U.; Adrian Chuin Li Ng, Citibank N.A. Singapore

HR: Effects of Ethnicity, Name and Immigration Status on Employment Short-listing | Marie Wilson, U. of Auckland; Suchi Mouly, U. of Auckland; Priyanka Gahlot, U. of Auckland; Lucia Liu, U. of Auckland

HR: Exploring the Dimensionality of Corporate Image and Its Linkage to Organizational Attractiveness | Wei-Chi Tsai, National Chengchi U., Taiwan; Irene W. F. Yang, National Chiao Tung U.; Hung-Yue Suen, Shanghai Commercial and Savings Bank

HR: Effects of Multiple Recruitment Activities on Applicant Attraction | Alan Saks, U. of Toronto; Krista Uggerslev, U. of Manitoba


1106: (Paper Session) - (IP) Regulatory and Political Perspectives
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Amy E. Smith, U. of Albany, SUNY

CMS: A Case of Therapeutic Government: Self-esteem and the Older Unemployed | Susan Ainsworth, Sydney U.

CMS: If You Can't Lick Em . . .: Financial Hypertrophy and American Labor's New Shareholder Offensive | Richard Marenas, California State U., Sacramento

ONE: Active & Passive Strategies Addressing Emerging Environmental Regulations: 21st Century Visions | Bruce Clemens, James Madison U.; Charles E. Bamford, Queen's U.

OMT: Furthering Interests: Industry Associations And The State | David Eduardo Cavazos, Texas Tech U.; Dara Szyliowicz, Texas Tech U.

1107: (Paper Session) - (IP) Research on Ethics
2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Paul G Wilhelm, Virginia State U.

MOC: Linking Linear/Nonlinear Thinking Style Balance and Managerial Ethical Decision-Making | Kevin S. Groves, California State U., Los Angeles; Charles M Vance, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.; Herb Kindler, Kindler & Associates

SIM: The Impact of Individual Values on Ethical Decision-Making and the Effect of an Ethical Culture | Daniel Rottig, Florida Atlantic U.

SIM: Exploring Recent Business Scandals and Entrepreneurial Antecedents: Ethical Leadership Implications | John Todd, U. of Arkansas


1108: (Paper Session) - (MC) Consulting to Leaders: High Impact Consultation
2:30pm - 3:50pm Hawaii Convention Center: Room 314
Chair: Mary Wayne Bush, Pepperdine U.
Discussant: Joseph Weintraub, Babson College

Enhancing Learning and Development Through Actionable Feedback | Mark D Cannon, Vanderbilt U.; Robert Witherspoon, Performance and Leadership, Ltd.

Winner of the Graziadio Business School/Pepperdine Award for Outstanding Practice Based Paper on Management Consulting

Leadership, Organizational Culture and Performance: Exploring One Leader's Impact | Bryan Adkins, U. of San Francisco

Leadership Pathology As A Nexus of Dysfunctional Organizations | Alan Goldman, Arizona State U.

1109: (Paper Session) - (MED) Knowledge Accumulation and Transfer
2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Chair: Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey

Facilitating the Transfer of Learning: Participant Perspectives | Sarah Isabella Leberman, Massey U.

A Technology Classification Process: Teaching Technology Managers Successful Technology Adoption | Andres Fortino, Marist College

The Relationship of Affect and Cognition Based Trust With Sharing and Use of Tacit Knowledge | J. Scott Holste, International Mission Board, SBC; Dail Fields, Regent U.

"B to U": A New Model for Development | Dale Jasinski, Quinnipiac U.; Steve C Dunn, U. of Wisconsin, Oshkosh
Session Details – Tuesday

1110 | (MED, CAR, GDO) A New Vision of Faculty: Using Mentor Networks to Enhance Knowledge, Social Capital and Career
2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 2
The Faculty Mentoring Imperative | Suzanne C. De Janasz, U. of Maryland Washington; Sherry E. Sullivan, Bowling Green State U.
The Role of Learning in Mentoring Relationships | Veronica M. Godshalk, Pennsylvania State U.; Great Valley; Melanie J. Lankau, U. of Georgia
Developmental Networks in Action | Monica Higgins, Harvard U.
Mechanisms and Strategies for Identifying and Connecting With Mentors | Vicki R. Whiting, Westminster College; Suzanne C. De Janasz, U. of Maryland Washington; Carol A. Dickson, U. of Hawai‘i, Manoa
Speaker: Carol A. Dickson, U. of Hawai‘i, Manoa
Participants: Suzanne C. De Janasz, U. of Mary Washington; Sherry E. Sullivan, Bowling Green State U.; Veronica M. Godshalk, Pennsylvania State U.; Great Valley; Melanie J. Lankau, U. of Georgia; Monica Higgins, Harvard U.; Vicki R. Whiting, Westminster College

1111 | (Paper Session) - (MH) Historical Roots of Management Theory
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MH
Presented on panels 17-20
Exploring the Roots of Porter’s Activity-Based View: Where Did the Value Chain Originate? | Norman T. Sheehan, U. of Saskatchewan
Tracing the Historical Roots of Career Theory | Celia Moore, U. of Toronto; Hugh P. Ganz, U. of Toronto
Barnard and Customer-Involving HRM | Milorad Novicevic, U. of Mississippi; Allison Burgess Duke, U. of Mississippi; Erin R. Holmes, U. of Mississippi; Jacob W. Brelan, U. of Mississippi

1112 | (Paper Session) - (MOC) Knowledge Sharing & Management: On Expertise, Team Effectiveness, Learning, and Innovation
2:30pm - 3:50pm Hawaii Convention Center: Room 317A
This session discusses how knowledge is retained, shared, and used in organizations.
Chair: Jeffrey B Kaufmann, Iowa State U.
Differences Between Expert and Non-expert Product Developers’ Use of Information During NPD | Devaki Rau, Northern Illinois U.; Elisa Fredericks, Northern Illinois U.; Thorvald Haerem, Norwegian School of Management
Knowledge Sharing and Team Effectiveness in Challenging Organizational Environments | Martine Haas, Cornell U.
Connecting Theories of Dynamic Capabilities and Knowledge Management: Learning as a Focal Concept | Isabel M. Prieto, Valladolid U.; Mark Easterby-Smith, Lancaster U.; Manuel Graca, Lancaster U.

Innovation Amplified: The Staged Dynamics of Inter-Firm Collaboration in Satellite Radio | Chad Navis, Emory U.; Mary Ann Glynn, Emory U.

1113 | (MSR) The Role of Spirituality for Entrepreneurs and Managers: Empirical and Conceptual Results
2:30pm - 3:50pm Sheraton Waikiki Beach: Akaka Falls/Ilae Needle Room
Chair: Sandra King Kauanui, California Polytechnic State U., Pomona
The Role of Spirituality for Entrepreneurs and Managers: empirical and conceptual results | Sandra King Kauanui, California Polytechnic State U., Pomona; Lee Robbins, Golden Gate U.; Gerald Biberman, U. of Scranton
Entrepreneurship and Spirituality: Is there a relationship? | Sandra King Kauanui, California Polytechnic State U., Pomona
Spirituality in Recovery Organizations | Lee Robbins, Golden Gate U.
The Dark Side of Spirituality and Entrepreneurship | Gerald Biberman, U. of Scranton
Participants: Sandra King Kauanui, California Polytechnic State U., Pomona; Lee Robbins, Golden Gate U.; Gerald Biberman, U. of Scranton

1114 | (Paper Session) - (OB) Teams and Social Networks
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OB
Presented on panels 21-29
Individual Level Antecedents of Network Centrality: An Integration of Individualism & Structuralism | Arjun Bharadwaj, U. of Western Ontario
From Self to Collective Efficacy: Effects of Cohesiveness and Trust Under a Conjunctive Task | Derek C. Man, U. of Hong Kong
Antecedents and Consequences of Transactive Memory Systems in Work Teams from High-Technology Firms | Zhixue Zhang, Peking U.; Paul Hempel, City U. of Hong Kong; Yulan Han, Peking U.
Team Innovation in China: Goal Interdependence for Potency and Initiation | Alfred Wong, Lingnan U.; Chun Hong Liu, Dong Hua U.; Dean Tjosvold, Lingnan U.; Yifeng Nancy Chen, Lingnan U.
Person-Group Fit: A Dynamic Model | Tomoki Sekiguchi, Osaka U. of Economics; Chad Higgins, U. of Washington
A Role-Based Model of Team Leader Selection and Development | Jay B. Carson, U. of Maryland, College Park
The Influence of Team Goal Orientation and Self-Regulation on Team Effectiveness | Anju Mehta, Auburn U
Where does a Team’s Networks Come From?: Towards an Integrative Framework | Aparna Joshi, U. of Illinois, Urbana-Champaign; Niti Pandey, U. of Illinois, Urbana-Champaign; Huichao Han, U. of Illinois, Urbana-Champaign
Learning from Errors in Groups: A Relational Perspective | Vijaya Venkataramani, Purdue U.; West Lafayette

1115 | (Paper Session) - (OB) Organizational Justice: A Consideration of Social Comparisons, Affect and Teams
2:30pm - 3:50pm Hawaii Convention Center: Room 325A
Chair: J. Craig Wallace, Tulane U.
Discussant: Gary A. Ballinger, Purdue U.
Moderating Effect of Organizational Justice Climate on Individual Justice Perceptions and Outcomes | Maribeth Kuenzi, U. of Central Florida; Maureen L Ambrose, U. of Central Florida

If You Feel Bad, It’s Unfair: A Meta-Analysis of Affect and Organizational Justice Perceptions | Adam Barisky, U. of Melbourne; Seth A. Kaplan, Tulane U.

The Dynamics of Anger and Negative Work Events | Karen Harlos, McGill U.

When Must There Be Justice for All? A Multilevel Examination of Justice in Teams | David Mayer, U. of Maryland; Kirsten Keller, U. of Maryland; Paul Hanges, U. of Maryland; Lisa Michelle Leslie, U. of Maryland

Presenters: Maribeth Kuenzi, U. of Central Florida; Adam Barisky, U. of Melbourne; Karen Harlos, McGill U.; David Mayer, U. of Maryland

1116 : (Paper Session) - (OB) Assumptions and Perceptions of Psychological Contract and Psychological Contract Breach
2:30pm - 3:50pm Hawaii Convention Center: Room 327

Chair: Matthew Liao-Troth, Western Washington U.
Discussant: Elizabeth George, Australian Graduate School of Management

Exploring the Role of Ideology in the Multidimensional Contract | John B. Bingham, Brigham Young U.

Making Right the Wrong: Restoring Relationships After An Injustice Has Occurred | Meena Andiappan, Pennsylvania State U.


Presenters: John B. Bingham, Brigham Young U.; Meena Andiappan, Pennsylvania State U.; Samantha D. Montes, Wilfrid Laurier U.; Hao Zhao, U. of Illinois, Chicago

1117 : (OB) Formal and Shared Leadership in Virtual Teams
2:30pm - 3:50pm Hawaii Convention Center: Room 328

Chair: David A Waldman, Arizona State U.

Leadership, Anonymity, and Opinion Change in Electronic Groups | Surinder Kahai, State U. of New York, Binghamton; Bruce Avolio, U. of Nebraska; John J. Sosik, Pennsylvania State U., Great Valley

The Effects of Leadership Style and Communication Medium on Team Interaction Styles and Outcomes | Laura Hambley, U. of Calgary; Theresa J B Kline, U. of Calgary; Thomas A. O’Neill, U. of Calgary

Is Shared Leadership the Panacea for E-leadership in Virtual Teams? | Craig L Pearce, Claremont Graduate U.; Youngjin Yoo, Case Western Reserve U.


Speakers: Surinder Kahai, State U. of New York, Binghamton; Thomas A. O’Neill, U. of Calgary; Craig L Pearce, Claremont Graduate U.; Pierre Balthazard, Arizona State U.

1118 JS: (OB, CM) When Trust is an Uphill Climb: Studying Trust in Contexts that Do Not Encourage It
2:30pm - 3:50pm Hawaii Convention Center: Room 323C

Chairs: Jason Colquitt, U. of Florida; Cindy Zapata, U. of Florida
Discussant: Roy J. Lewicki, Ohio State U.

Trust Under Repair: Regulation and Punishment as Methods for Rebuilding Trust | Kurt T Dirks, Washington U.; Peter H Kim, U. of Southern California; Cecily D Cooper, U. of Miami; Donald L Ferrin, Singapore Management U.


Trust When Commitment is in Doubt: Unraveling the Cycle of Reciprocity in Buyer-Supplier Relations | Tony Simons, Cornell U.; James M Hagen, Cornell U.

Trust from Near and Far: Commitment and Turnover in Franchise-Based Organizations | Aneil K Mishra, Wake Forest U.; Karen Mishra, U. of North Carolina, Chapel Hill

Presenters: Kurt T Dirks, Washington U.; Cindy Zapata, U. of Florida; Tony Simons, Cornell U.; Aneil K Mishra, Wake Forest U.

1119 JS: (OB, RM) Assessing CEOs from a Distance: An Examination and Comparison of Research Assessment Methods
2:30pm - 3:50pm Hawaii Convention Center: Room 324

Chair: Randall S Peterson, London Business School

Assessing CEOs from a Distance: The Group Dynamics Q-Sort and the California Adult Q-Set | Randall S Peterson, London Business School; Sarah Ronson, London Business School

Assessing CEOs from a Distance: CEO Charisma and Executive Attributes | Cynthia G Emrich, College of William and Mary; Holly H Brower, Butler U.; Kathryn Sherony, Purdue U.; Michael Cooper, Purdue U.

Assessing CEOs from a Distance: Comparing CEO Cognitive and Integrative Complexity | Margaret Ormiston, U. of California, Berkeley; Elaine M. Wong, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley

Participants: Sarah Ronson, London Business School; Cynthia G Emrich, College of William and Mary; Holly H Brower, Butler U.; Kathryn Sherony, Purdue U.; Michael Cooper, Purdue U.; Margaret Ormiston, U. of California, Berkeley; Elaine M. Wong, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley

1120 : (Paper Session) - (OCIS) IT Implementation
2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OCIS

Session Details – Tuesday

Presented on panels 1-8
- Barriers to Post Mortem Evaluation of IT Projects: A Delphi Study | Vijay Kasi, Georgia State U.; Mark Kell, Georgia State U.; Lars Mathiassen, Georgia State U.; Keld Pedersen, Aalborg U.
- The Effect of Personality Traits on System Incorporation | Renee Michelle Elaine Pratt, Florida State U.
- The Need to Weave Sustainability into Information Systems: Examples from an Empirical Study | Nardia Haigh, U. of Queensland
- The Entwinement of Power/Knowledge and the Implementation of Configurable Technologies | Marlei Pozzebon, HEC Montreal; Charo Rodriguez, McGill U.
- The Impact of Knowledge on the Governance of Information Systems Projects | Raymond M. Henry, Clemson U.; Laurie Kirsh, U. of Pittsburgh; V Sambamurthy, Michigan State U.
- IT Enabled Organizational Change: It Is Just Routine(s)! | Tanvi Gautam, U. of Pittsburgh
- User Participation in ERP Implementation: From a Knowledge Transfer Perspective | Nancy Deng, Carnegie Mellon U.

1121: (Paper Session) - (OCIS) Virtual Teams 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OCIS 2
Presented on panels 53-59
- A Template-Driven Messaging System for Supporting Online Communication | Herbert Remidez, U. of Arkansas, Little Rock; Antonie Stam, U. of Missouri; James M. Laffey, U. of Missouri
- Meet Me in Cyberspace: Meetings in the Distributed Work Environment | Katherine Chudoba, Florida State U.; Mary Beth Watson-Manheim, U. of Illinois, Chicago; Chei-Sian Lee, U. of Illinois, Chicago; Kevin Crowston, Syracuse U.
- Winner of OCIS Division Best Visual Presentation Award
- The Effect of Context on Computer-Mediated Learning in Boundary-Spanning Environments | Jiangfan (Jenny) Zhong, U. of Southern California

1122: (Paper Session) - (OCIS) Work Practice: Problems and Prospects for Organizations 2:30pm - 3:50pm Hawaii Convention Center: Room 317B
Chair: JoAnne Yates, Massachusetts Institute of Technology
Discussant: Anca Metiu, INSEAD
Situated Learning in and Among Distributed Communities: Evidence From IT use in a Network of Practice | Emmanuelle Vaast, Long Island U.
Organizational Presentations as Rites | JoAnn M Brooks, U. of Michigan
“Reconstructing” Best Practices in Packaged Software | Siew Kien Sia, Nanyang Technological U.; Adrian Yeow, U. of Maryland, College Park

1123: (Paper Session) - (OCIS) It's About Time 2:30pm - 3:50pm Hawaii Convention Center: Room 318A
Chair: Janet Fulk, U. of Southern California
Discussant: Michael Boyer O'Leary, Boston College
Temporal Effects of Relational Stocks on Technology-Enabled Group Performance | Shaila Miranda, U. of Oklahoma; Jeff Crawford, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma
Do First Impressions Really Matter? A Comparison of the Cohesion-Performance Relationship in Teams | Rui Huang, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma; Traci Carte, U. of Oklahoma
Impact of Schedule and Budget Pressure on Software Development: A Behavioral Perspective | Ning Nan, U. of Michigan, Ann Arbor; Donald Harter, Syracuse U.; Tara Thomas, U. of Michigan, Ann Arbor
The Role of Emotion in Post-merger Integration: Time and Space Dependent Theory | Rosa Chun, Manchester Business School; Gary Davies, Manchester Business School

1124: (Paper Session) - (ODC) Assessing, Validating and Simulating Change 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - ODC 1
Presented on panels 37-40
- Using Change Process Profiles to Study Implementation: An Empirical demonstration | Matthew W Ford, Northern Kentucky U.; Bertie M Greer, Northern Kentucky U.
- Winner of ODC Best Visual Paper
- The Communication and Organizational Change Questionnaire: Development, Results, and Application | Kilian M. Bennebroek Gravenhorst, U. of Amsterdam; Wim Elving, U. of Amsterdam; Renate Werkman, Vrije U. Amsterdam
- A Construct Validation of a New Job Insecurity Measure (JIM): The Emerging Role of Management | Patrick Brennan O'Neil, Curtin U. of Technology
- Simulating Institutional Controls on Consumption Patterns in the Commons | Timothy Huerta, U. of British Columbia

1125: (Paper Session) - (ODC) Sources and Processes of Transformational Change 2:30pm - 3:50pm Hawaii Convention Center: Room 321B
Chair: Lynda M Kilbourne, Xavier U.
Discussant: Jennifer Phillips Bott, Ball State U.
Processes of Radical Organizational Change: Transformation Through Sedimentation | Namrata Malhotra, Imperial College London; C R Hignings, U. of Alberta

Change from Below: The Case of the Voice of the Faithful | Inga Carboni, Boston College

Winner of ODC Division Best Doctoral Student Paper

Making The Herd Drink: The Role of Organizational Efficacy for Change in Innovation Implementation | N. Sharon Hill, U. of Maryland; Kathryn M. Bartol, U. of Maryland

Spiritual Leadership Theory as a Source for Organization Development and Transformation | Louis W Fry, Tarleton State U. Central Texas; J Lee Whittington, U. of Dallas

1126: (Paper Session) - (ODC) Organization development and change in the global context

2:30pm - 3:50pm Hawaii Convention Center: Room 322B

Chair: Julie Wolfram Cox, RMIT U.

Discussant: Melanie Bryant, Monash U.

Societal Culture and Organization Design, A Tale of Two Oriental Cities | ji Li, Hong Kong Baptist U.

Industrial Change and Economic Development: A comparative case analysis | Thomas H. Forster, NZTE;
Suchi Mouly, U. of Auckland; Jay Sankaran, U. of Auckland


Organization Development in the Global Context: A Critique | Tojo Thatchenkery, George Mason U.; Gopakumar M.G., Tata Management Training Centre

1127: (ODC, OMT) Corporate Social Responsibility and its Implications for Management Research and Education

2:30pm - 3:50pm Hawaii Convention Center: Room 316A

Facilitators: Mona Amodeo, Benedictine U.; Keith Cox, Benedictine U.; Daniel Kenneth Saint, Benedictine U.

Speakers: Ray Anderson, Founder & Chairman, Interface, Inc.;
Scott Reed, Former Group President, Donnelly Corp.;
Philip H Mirvis, Independent Consultant

1128: (Paper Session) - (OM) Project, Service, & Process Management

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 3

Chair: Mohan V. Tatikonda, Indiana U.

What is Project Strategy | Aaron J. Shenhar, Stevens Institute of Technology; Dov Dvir, Ben-Gurion U., Negev; William Guth, Stevens Institute of Technology; Thomas Lechler, Stevens Institute of Technology; Peerasit Patanakul, Stevens Institute of Technology; Michael Poli, Stevens Institute of Technology; Joca Stefanovic, Stevens Institute of Technology


Hotel Management: In Search of an Improved Efficiency by Integrating Project Management Principles | Marta Sinclair, Griffith U.; Carl R. Sinclair, U. of Queensland

An Ethnographic Approach to Safety in Complex Continuous Service Operations | Ravi Behara, Florida Atlantic U.; Karen Chinander, Florida Atlantic U.; Robert Wears, U. of Florida; Shrawna Perry, U. of Florida

1129: (Paper Session) - (OMT) Diversity and Trust Across Social Boundaries

2:30pm - 3:50pm Hawaii Convention Center: Room 302A

Chair: Bo B. Nielsen, Western Washington U.

Discussant: Antoinette Weibel, Zurich U.

The Context of Group Faultlines: Diversity, Inequality and Conflict in Organizations | James A. Robins, City U. of Hong Kong; Steven S. Lui, City U. of Hong Kong

Superordinate Social Identity, Knowledge Demonstrability, and Knowledge Transfer across Groups | Aimee Kane, New York U.

Doing Trust: The Practice of Trust in Multinational Cooperation under Political Conflict | Nissim Mizrachi, Tel Aviv U.; Israel Drori, College of Management, Israel

Expectations and Satisfaction in Trust-Based Relationships | Ben M. Bensou, INSEAD; Gokhan Ertug, INSEAD

1130: (Paper Session) - (OMT) Easy Come, Easy Go: Institutional Origins, Translation, and Decline

2:30pm - 3:50pm Hawaii Convention Center: Room 302B

Chair: Don Antunes, IMD

Discussant: W. Trexler Proffitt Jr., Franklin & Marshall College

The Origins and Dynamics of Institutions: An Evolutionary Perspective on Institutionalization | John Weeks, INSEAD; Charles D. Galunic, INSEAD

The Innovative Capacity of Institutional Entrepreneurs: Mechanisms for Generating Alternative Ideas | Eva Boxenbaum, Copenhagen Business School; Julie Battilana, INSEAD

Agency in Diffusion: Activism, Imitation and the Adoption of Domestic Partner Benefits | Sean Safford, London School of Economics; Forrest Briscoe, Pennsylvania State U.

Change in Institutions: The Decline of the No-Lateral-Hiring Norm among Large Law Firms, 1974-1990 | Nina Shah, U. of Illinois, Urbana-Champaign

Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

1131: (OMT, TIM, ENT) Institutional Entrepreneurship

2:30pm - 3:50pm Hawaii Convention Center: Room 313B

Organizers: Raghu Garud, New York U.; Steve Maguire, McGill U.;
Cynthia Hardy, Melbourne U.

Institutional Entrepreneurship | Raghu Garud, New York U.;
Cynthia Hardy, Melbourne U.; Steve Maguire, McGill U.

Institutional Entrepreneurship, Dialectics, and Collective Action | Andrew H. Van de Ven, U. of Minnesota; Tim Hargrave, U. of Minnesota

Truces and Transformations in Institutional Logics | Mark Kennedy, U. of Southern California; Paul M Hirsch, Northwestern U.
Session Details – Tuesday

Institutional Spaces and Markets in the Making | Peter Karnoe, Copenhagen Business School
Managing New Industry Creation | Mary Tripsas, Harvard Business School

Participants: Andrew H. Van de Ven, U. of Minnesota; Tim Hargrave, U. of Minnesota; Mark Kennedy, U. of Southern California; Paul M Hirsch, Northwestern U.; Peter Karnoe, Copenhagen Business School; Mary Tripsas, Harvard Business School

1132 (Paper Session) - (ONE) Environmental Management Systems: Rationalities and Contradictions
2:30pm - 3:50pm Sheraton Waikiki Beach: Kahuku Room
Chair: Pratima Bansal, U. of Western Ontario
Discussants: Corporate Greening Through ISO 14001: A Rational Myth? | Olivier Boiral, Laval U.

Adoption of Environmental Management System by Government Departments and Agencies | Dr Ambika Zutshi, Deakin U.; Amrik S Sohal, Monash U.


1133 (Paper Session) - (PNP) Politics & Goal Ambiguity in Public & Nonprofit Organizations
2:30pm - 3:50pm Sheraton Waikiki Beach: Waialua Room
Chair: Santo D Marabella, Moravian College
Discussant: Laurie N DiPado-Stocks, Park U.
The Power and Politics of Institutionalizing a Development Paradigm at the World Bank | Niliya Gulrajani, Cambridge U.
Connecting the Dots in Public Management: Political Environment, Goal Ambiguity and Role Ambiguity | Sanjay K Pandey, Rutgers U.; Camden; Bradley E Wright, U. of North Carolina
Charles H. Levine Award for Best Conference Paper in the Public and Nonprofit Division

1134 (Paper Session) - (PNP, SIM) Institutional Perspectives on Accountability
2:30pm - 3:50pm Sheraton Waikiki Beach: Lanai Ballroom
Coordinators: Kirsten Gronbjerg, Indiana U.; Duane Windsor, Rice U.

Presenters: Walter Powell, Stanford U.; Gili S. Drori, Stanford U.; David Reingold, Indiana U.; Bloomington

1135 (Paper Session) - (RM) Simulation
2:30pm - 3:50pm Hawaii Convention Center: Room 323A

Chair: Marcus M. Butts, U. of Georgia
Discussant: Steve Scullen, Drake U.

How Correct is Correct? Examining the Accuracy of Corrections for Common Method Variance | Hettie Richardson, Louisiana State U.; Marcia Simmerring, Louisiana Tech U.; Michael Sturman, Cornell U.
Heterogeneity and Networks in Diffusion: Comparing Agent-Based and Differential Equation Models | Hazhir Rahmandad, Massachusetts Institute of Technology; John Sterman, Massachusetts Institute of Technology
Developing Theory Through Simulation Methods | Jason Davis, Stanford U.; Christopher B. Bingham, Stanford U.

1136 (Paper Session) - (SIM) Integrated Strategy Theories: New Developments and Proposals
2:30pm - 3:50pm Sheraton Waikiki Beach: Kohala/Kona Room
Chair: David Wasielewski, Duquesne U.
Discussants: Jeffrey Lenn, George Washington U.; Alfred Allen Marcus, U. of Minnesota

Integrating Political, Economic and Organizational Strategies | Jean J Boddewyn, Baruch College; Eugene Salorio, U. of Connecticut, Stamford; Nicolas Dahan, Marne-la-Vallée U. (France)
Spillover Sources of Competitive Advantage in the Political and Economic Marketplaces | Amy Hillman, Arizona State U.; Gerald Keim, Arizona State U.
Creating Competitive Advantage Through Corporate Social Strategy | Bryan W Husted, Instituto de Empresa; David B. Allen, Instituto de Empresa

1137 (Paper Session) - (SIM) Ethics Perspectives: Nietzsche, Habermas, Stakeholders, and Contractarianism
2:30pm - 3:50pm Sheraton Waikiki Beach: Niihau Room
Chair: Gerald F Cavanagh, U. of Detroit, Mercy
Discussants: Jamie R Hendry, Bucknell U.; Joseph A. Petrick, Wright State U.

Re-conceptualizing the 21st Century Strategic Self | David Weitzner, York U.
From Stakeholder Management to Stakeholder Accountability - Applying Habermasian Discourse Ethics | Andreas Rasche, European Business School

When Does National Identity Matter in Ethical Decision-Making?: An Empirical Extension of ISCT | Wendy Bailey, U. of California, Riverside; Andrew Spicer, U. of South Carolina
Contractarian Business Ethics: Promise and Application Conditions | Ben Wempe, Erasmus U.

1138 (Paper Session) - (SIM, ONE) CSR: Stakeholder, Trust and Value. New Vision of Management and Research from a European Perspective
2:30pm - 3:50pm Sheraton Waikiki Beach: Oahu Room
Organizer: Francesco Perrini, Bocconi U.
Chair: Francesco Perrini, Bocconi U.
Discussant: Thomas J Donaldson, U. of Pennsylvania
### Tuesday 3:15PM

1142: (AAA) Conference Break

3:15pm - 3:45pm Hawaii Convention Center: Exhibit Hall III - Break Area

Organizer: George T Solomon, George Washington U.

### Tuesday 3:30PM

1143: (ICW) Peter Frost Commemorative Festival, Celebrating Emotions at Work: A U. of British Columbia 3-Year Gold Sponsorship Event

3:30pm - 5:00pm Sheraton Waikiki Beach: Kauai Ballroom

This Festival, made possible through the University of British Columbia’s 3 year AoM Gold Sponsorship, is held in honor of Peter Frost, celebrating his contributions to the study of emotion in organizations. Featuring a collection of innovative displays by many of the field’s emotion researchers, the Festival captures participants’ work, ideas, and feelings about emotion in organizations. Displays include photos, poems, music, sculpture, metaphor and pictures, as well as posters and laptop-style presentations. Attendees are encouraged to celebrate the memory of Peter by wandering through the Festival displays. To close the session, a group of scholars will discuss emerging directions in the field of emotions.


### Tuesday 4:10PM

1144: (AAS) Women’s Career Advancement: Re-examining Glass Ceiling Effects in the 21st Century

4:10pm - 5:20pm Hawaii Convention Center: Room 312


Discussant: Mary Ann Von Glinow, Florida International U.

The academic glass ceiling: Women faculty in science and engineering | Diana Bilimoria, Case Western Reserve U.
Session Details — Tuesday

Cultural Transformation: A Vision for Increasing Women's Representation at Executive Level | Isabel Metz, U. of Melbourne; Alan Simon, U. of Western Australia
Status as a Determinant of Network Choices of Managers in Work Organizations | Beverly C. Tyler, New York U.
Women's Attributional Rationalization of Their Own Successes in a Mixed-sex team | Michelle C. Haynes, New York U.; Madeline E Heilman, New York U.

1145 : (AAS) Proposed: The Academy Should Ban Tests of Statistical Significance from Its Journals
4:10pm - 5:20pm Hawaii Convention Center: Room 313A
Organizer: William H. Starbuck, New York U.
Introduction | Mikelle A. Calhoun, Valparaiso U.
Croquet with the Queen of Hearts: What is wrong with NHST?
| William H. Starbuck, New York U.
Effect Sizes, Confidence Intervals, and Especially Confidence Intervals for Effect Sizes | Bruce Thompson, Texas A&M U.
Is a ban necessary? What happened when other professional societies tried to ban NHST?
| Fiona Fidler, U. of Melbourne

1146 : (Paper Session) - (BPS) Future of the Field of Strategic Management
4:10pm - 5:20pm Hawaii Convention Center: Room 306B
Chair: Daniel Tzabbar, U. of Central Florida
Discussants: Joseph Mahoney, U. of Illinois, Urbana-Champaign; Jay B Barney, Ohio State U.
New Academic Fields as Social Movements: The Case of Strategic Management | Donald C. Hambrick, Pennsylvania State U.; Ming-Jer Chen, U. of Virginia
Making Strategy Matter: The Advancement of Strategic Theory and Practice | Fiona Storimer, U. of Alberta

1147 : (Paper Session) - (BPS) Imitation, Reciprocity and Competitive Interaction
4:10pm - 5:20pm Hawaii Convention Center: Room 307B
Chair: Stephen A Drew, U. of Washington, Bothell
Discussant: Richard A Arend, U. of Nevada, Las Vegas
Cross-functional Coopetition: The Simultaneous Role of Cooperation and Competition within Firms | Xueming Luo, U. of Texas, Arlington; Rebecca J. Slotegraaf, Indiana U.; Xing Pan, Indiana U.
Attack Defend Retreat | Douglas O'Bannon, -
Multimarket Competition in Exploration Activities | Jaideep Anand, Ohio State U.; Roberto Vassolo, IAE Business School - U. Austral

1148 : (Paper Session) - (BPS) Strategic Change in Emerging Economies
4:10pm - 5:20pm Hawaii Convention Center: Room 308A
Chair: Taieb Hafsi, HEC Montreal
Discussant: Witold Jerzy Henisz, Wharton School
Creating Capabilities for New Market Entry | Ted London, U. of North Carolina

1149 : (Paper Session) - (BPS) Strategic Continuity and Performance
4:10pm - 5:20pm Hawaii Convention Center: Room 308B
Chair: Dov Rothman, Columbia U.
Discussant: Al Douglas McCready, George Washington U.
Continuity, Signals, and Success | Thomas Hutzschenreuter, Otto Beisheim Graduate School of Management (WHU); Fabian Guenther, Otto Beisheim Graduate School of Management (WHU); Johannes Christian Voll, Otto Beisheim Graduate School of Management (WHU)
Antecedents of Executive Exit in Post-IPO Startups: Evidence From the U.S. Biotech Industry | Jun Li, U. of New Hampshire
Family Involvement, Agency and Performance in the Fortune 1000 | Danny Miller, HEC Montreal; Isabelle Le Breton-Miller, U. of Alberta; Richard H. Lester, Louisiana Tech U.

1150 : (BPS) Doctoral Student Research by Finalists for the Best Dissertation Award
4:10pm - 5:20pm Hawaii Convention Center: Room 309
Chair: James Westphal, U. of Texas, Austin

1151 (CAR) Remembering Michael Driver: Friends, Colleagues and Students Pay Tribute to a Scholar and Pioneer
4:10pm - 5:20pm Hawaii Convention Center: Room 319A
The Careers Division is honored to celebrate the life and work of Michael J. Driver with a Festschrift. This panel of individuals includes those who worked with or followed in the footsteps of Dr. Driver in his important and often ground-breaking work in several areas, including cognitive psychology, careers, decision-making and executive development. Please join us to honor this forefather of the Careers Division.
Moderator: Suzanne C. De Janasz, U. of Mary Washington
Presenters: Emmerline de Pillis, U. of Hawai’i, HiLO; C. Brooklyn Derr, Brigham Young U.; Phillip Hunsaker, U. of San Diego; Rikard Larsson, Lund U.; Najmedin Meshkati, U. of Southern California; Thomas H. Olson, U. of Southern California; J. Bruce Prince, Kansas State U.; Dianne Sundby, Private practice

1152 : (Paper Session) - (CM) Conflict Management
4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - CM
Presented on panels 1-12
Conflict and Creativity over Project Life Cycles: A Study of Taiwanese Cases | Ming-Huei Chen, Yuan Ze U.; Yuan-Chieh Chang, National Tsing Hua U.
The Impact of Contextual and Individual Variables on Employee Voice: An Integrated Framework | Erika E. Harden, Rutgers U.

It Takes Two to Tango: An Interdependence Analysis of Trust and Cooperation Spirals | Donald L Ferrin, Singapore Management U.; Michelle Bligh, Claremont Graduate U.; Jeffrey C Kohles, California State U., San Marcos

Accounting Information in the Conflict between Regulator and Regulated Firms: Evidence from Brazil | Ricardo L. Cardoso, EBAP-EFGV; Eliseu Martins, FEA-USP

Indecisiveness from a Nonconsequentialist Decision-making Perspective | Raed Elaydi, North Carolina U., Chapel Hill

Toward an Integrated Process Model of Peer Reporting | Trevor E. Murray, Touro U. International; Debra Louis Connelly, Touro U. International

The Relationship Between Intergroup Competition and Longitudinal Change in Group Effectiveness | Andreas W. Richter, Aston U.; Michael West, Aston U.; Claudia A. Sacramento, Aston U.; Giles Hirst, Aston U.

Development and Empirical Exploration of a New Model of Intragroup Conflict | Kjell B Hjerto, Norwegian School of Management; Bard Kuvaas, Norwegian School of Management

A Longitudinal Study on the Association between Task and Relationship Conflict | Kyooosang Choi, State U. of New York, Buffalo; Bongsoon Cho, Kookmin U.

When Power and Experience Moderate the Relationship Between Interpersonal Conflict and Consensus | Eman L. ElShenawy, Washington State U.


How Bargaining Alters Outcomes: Bilateral Trade Negotiations and Bargaining Strategies | Deborah Elms, Institute for Defence & Strategic Studies, Singapore

From Egocentric to Socially Constructed Notions of Fairness in Negotiation | Mara I. Hernandez, Massachusetts Institute of Technology; Jared R. Curhan, Massachusetts Institute of Technology

The Effects of Social and Normative Comparison on Justice Judgments | Tae-Yeol Kim, City U. of Hong Kong; Jeffrey R. Edwards, U. of North Carolina


The Lingering Effects of Negotiation in Recruitment on the Long-Term Employment Relationship | Merideth Ferguson, Vanderbilt U.; Neta A Moye, Vanderbilt U.; Ray Friedman, Vanderbilt U.

European/US Cooperation in New Firm Formation Across Cultural Borders | (CMS, OCIS) (CMS, OCIS)

1155 | : (ENT) New Contexts for Innovation and Entrepreneurship: International Perspective on University Spin-offs.

1156 | (Paper Session) - (CM) Justice and Negotiation

1153 | : (Paper Session) - (CM) Justice and Negotiation

1005 | : (ENT) Corporate Entrepreneurship & Value Creation

1006 | : (Paper Session) - (ENT) Corporate Entrepreneurship & Value Creation


How Corporate Entrepreneurs Think: Cognition, Context, and Entrepreneurial Scripts | Andrew C. Corbett, Rensselaer Polytechnic Institute; Keith Hmieleski, TCU


1153 | : (Paper Session) - (CM) Justice and Negotiation

1156 | : (Paper Session) - (ENT) Corporate Entrepreneurship & Value Creation

Entrepreneurial Process: Implications for Firm Performance
4:10pm - 5:20pm Hawaii Convention Center: Room 303B
Chair: Helena Yi-Renko, U. of Southern California
Spin-out Formation and Performance from the Lens of Dynamic Capabilities and Social Capital Theory | Arvin Sahaym, U. of Washington, Seattle
Intrapreneurship and Trust: An Exploratory Field Study in For-Profit and Nonprofit Settings | Michael Gene Stull, California State U., San Bernardino; John D Aram, Case Western Reserve U.

Sexual Harassment 25 Years after the EEOC Guidelines
4:10pm - 5:20pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chair: Karen L. Middleton, Texas A&M U., Corpus Christi
Determinants of Sexual Harassment Coping Strategies in Mexican American and Anglo women | Roxanne R Cox, New Mexico State U.; Peter W Dorfman, New Mexico State U.; Walter Stephan, New Mexico State U.
A Model for Predicting Outcomes of Sexual Harassment Complaints by Race and Gender | Harsh K Luthar, Bryant U.; Jasmine Tata, Loyola U. Chicago
Sexual harassment: A desire for sex or for sex-based power? | Jennifer L. Berdahl, U. of Toronto
Perceptions of Sexual Harassment Severity: Toward an Understanding of Molehills and Mountains | Bryan J. Pesta, Cleveland State U.; Kenneth J. Dunegan, Cleveland State U.; Mary W Hrivnak, Cleveland State U.

Organization Theory Meets Diversity: Advancing the Field
4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 1
Chair: Marcy Crary, Bentley College
Homosocial Reproduction At The Top: The Role Of Environmental Uncertainty | Rebecca M Butz, Tulane U.
Survival of the Fittest or Least Fit? Psychology meets Ecology in Organizational Demography | Aimee Dars Ellis, Arizona State U.; Anne S. Tsui, Arizona State U.
Feminist Analysis of Micro Research on Gender in Organizations: Suggestions for Advancing the Field | Robin Ely, Harvard U.; Irene Padavic, Florida State U.
Harlow Award Nominee

Knowledge-Based Settings
4:10pm - 5:20pm Hawaii Convention Center: Room 323B
Chair: Arup Varma, Loyola U. Chicago
Individual’s Global Mobility for Work | Phyllis Tharenou, U. of South Australia
Work and Family Conflict: Can Home-based Teleworking Make a Difference? | Susan R. Madsen, Utah Valley State College
Knowledge Team Design and Conflict: Evidence from Chinese High Technology Companies | Paul Hempel, City U. of Hong Kong; Zhixue Zhang, Peking U.

Barry Richman Dissertation Award Finalists Presentation
4:10pm - 5:20pm Hawaii Convention Center: Room 305A
Maurer, U. of Western Ontario; Lyn Purdy, U. of Western Ontario

Learning to be Safe: Theoretical and Methodological Approaches to Improving Patient Safety
4:10pm - 5:20pm Sheraton Waikiki Beach: Waianae Room
Chair: Manuela Brusoni, Bocconi U.
Discussant: Manuela Brusoni, Bocconi U.
Studying Patient Safety in Health Care Organizations: Valuing a Range of Approaches | Timothy Hoff, State U. of New York, Albany
Danger in the Guise of Safety: Near Miss as a System Failure?/A Success? Or a Good Nurse at Work? | Michael Tamuz, U. of Tennessee Health Sciences Center; Eric J. Thomas, U. of Texas Houston Medical School
Creating a Culture of Safety in Hospitals | Sara J. Singer, Harvard U.; Anita L. Tucker, U. of Pennsylvania
Work Environments, Psychological Safety, and Positive Affect in Health Care: A Theoretical Framework | Cheryl Rathert, U. of Nebraska, Lincoln; Douglas R May, U. of Kansas

Employee Integration, Adaptation, and Stress
4:10pm - 5:20pm Hawaii Convention Center: Room 319B
Chair: Donna L Wiley, California State U., Hayward
The Immigrant Employee as a Component of a Diversified Workforce-Social Integration and Outcomes | Xiaoyun Wang, U. of Manitoba
Met Expectations: The Effects of Expected and Delivered Inducements on Attitudes and Intentions | Greg Irving, Wilfrid Laurier U.; Samantha D. Montes, Wilfrid Laurier U.
The Good, The Bad, and The Ugly: Outcomes of Challenge and Hindrance Stressors | Jarrod M Haar, U. of Waikato

Selected for Best Paper Proceedings
Finalists for the IM Division's prestigious Barry Richman Dissertation Award present their work. Open to all.

Division Chair: Schon Beechler, Columbia U.

Do Foreign Firms Crowd Out Domestic Firms? Evidence from the Czech Republic | Renata Kosova, George Washington U.

Shared Mental Models in Negotiation | Leigh Anne Liu, U. of South Carolina

Innovation and Knowledge Diffusion in the Global Economy | Jasjit Singh, INSEAD

1164: (Paper Session) - (IM) Social Networks and FDI
4:10pm - 5:20pm Hawaii Convention Center: Room 305B
Chair: William John Leke, Babson College
Discussant: Elie Matta, HEC Paris

Investing in China: A Network Perspective on the Diffusion of FDI Entry Decisions across Countries | Jiatao Li, Hong Kong U. of Science and Technology; Jing Yu Yang, Hong Kong U. of Science and Technology; Deborah Rui Yue, Hong Kong U. of Science and Technology

International SMEs Social Ties and FDI Decision. | Chin-Chun Hsu, U. of Nevada, Las Vegas

Networks and Financial Performance: The Role of Internal Ties in Accessing Opportunities | Marie Louise Mors, Massachusetts Institute of Technology; Bjorn Lovas, London Business School

1165: (IM) Executive Panel: Management Competencies for the 21st Century Global Manager
4:10pm - 5:20pm Hawaii Convention Center: Room 316B
Organized by IMD's External Relations Committee, this panel will explore the relationship between value systems and managing change in a complex global environment. Session facilitated by A. Budde, M. Valdez, C. Suarez, V. Munuswamy, and K. Lo—all from U. of Hawaii.

Organizers: David C. Thomas, Simon Fraser U.; Martha L Maznevski, IMD; Colette A. Frayne, Seattle U.
Distinguished Speakers: Vaughn Vasconcellos, Akimeka LLC; Failautusi Avegalo, U. of Hawai’i; Chong-Moon Lee, AmBex Venture Capital; John Giffen, Former CEO, Caterpillar
Discussants: Rosalie L. Tung, Simon Fraser U.; Robert Doktor, U. of Hawai’i; Allen Morrison, IMD

1166: JS: (IM, HR) International Assignment Experience at the Top: Does It Make a Difference?
4:10pm - 5:20pm Hawaii Convention Center: Room 304A
Chair: Robert Hooijberg, IMD
International Assignment Experience at the Top: Does It Make a Difference? | Robert Hooijberg, IMD

Director International Experience: The Case of the UK FTSE
100 | Wm Gerard Sanders, Brigham Young U.; Elisabeth Marx, Hanover Fox International

The Role of International Assignment Experience in Top Teams and Firm Performance | Hal Gregersen, London Business School; J Stewart Black, INSEAD

International Attention in Top Management Teams: Determinants and Performance Implications | Cyril Daniel Bouquet, York U.; Allen Morrison, IMD

1167: (Paper Session) - (IP) Perspectives on Social Identity
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Rabi S Bhagat, U. of Memphis

HR: Subjective P-O Fit: A Review of Existing Measures and Suggestions for Future Research | Kelly A. Piasentini, U. of Calgary; Derek S. Chapman, U. of Calgary


IM: Effects of Culture on Organizational Attribution Styles: A Study of Four Pacific-Rim Nations | Andre Anugera Pekerti, U. of Queensland; Roger Kashlak, Loyola College; Aahad Osman-Gani, Nanyang Technological U.; Anugera Pekerti, Institute for Management Education & Development

IM: Empowerment: Clarifying the Construct and Setting the Stage for Cross-Cultural Research | Anne Berthelot, U. of Texas, El Paso; Janice R. Joplin, U. of Texas, El Paso

OB: The Multi-Dimensional Nature of Psychological Contracts | Joshua R. Knapp, U. of Cincinnati

1168: (Paper Session) - (IP) Perspectives on Groups
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Steven Grover, U. of Otago

OB: Effects of Organizational Systems on Team Potency and Performance: Extending Guzzo et al.’s Model | Frances A. Kennedy, Clemson U.; Thomas P. Klammer, U. of North Texas; Misty L. Loughry, Clemson U.; Michael M. Beyerlein, U. of North Texas

OB: Solidarity Through Networks: The Effects of Task and Informal Interdependence | Ferry Koster, Amsterdam U.; Frans Stokman, Groningen U.; Randy Hodson, Ohio State U.

MOC: Individual Decisions Following Group Choice: Mediating Roles of Risk Propensity and Risk Perception | David Lehman, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafayette

OB: Process and Performance in Top Management Teams: The ContingentRole of Interdependence | Bret H. Bradley, U. of Iowa; Murray R. Barrick, U. of Iowa; Amy L. Kristof-Brown, U. of Iowa; Amy E. Colbert, U. of Notre Dame

MOC: Power and Objectification: Seeing Others through a Lens of Self Interest | M. Ena Inesi, Stanford U.; Deborah Gruenfeld, Stanford U.

1169: (Paper Session) - (IP) Research on Networks
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Henrich Greve, Norwegian School of Management

OMT: The Rise and Fall of Small Worlds | Arijit Chatterjee, Pennsylvania State U.


IM: Managerial Ties in China: When Do They Bolster or Damage Firm Performance? | Julie Juan Li, Hong Kong U. of Science and Technology; Kevin Zheng Zhou, Hong Kong U. of Science and Technology; Laura Poppo, Virginia Tech
Session Details – Tuesday

OMT: Interdependent Sampling and Social Contagion | Jerker C. Denrell, Stanford U.; Gael Le Mens, Stanford U.

1170 : (Paper Session) - (IP) Research Over Long Time Frames
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A4
Facilitator: Michele A Govekar, Ohio Northern U.

SIM: From Cost to Resource: The Transformation and Diffusion of Corporate Social Responsibility | Min-Dong Paul Lee, Cornell U.; Sunghoon Kim, Cornell U.


ENT: MIT Entrepreneurs: An Empirical Examination | David Hsu, Wharton School; Edward B. Roberts, Massachusetts Institute of Technology

1171 : (Paper Session) - (IP) Science and Economics
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B1
Facilitator: Anne D Smith, U. of Tennessee, Knoxville

RM: Reconsidering the Desideratum of Representativeness | Murray Lindsay, U. of Western Ontario

OM: Reflections on the Acquisition and Use of Innovative Data Sources in Empirical OM Research | David Hollingworth, U. of North Dakota; Kimberly A Bates, Trent U.

RM: The Legitimacy of Messiness: Interdisciplinary Research and Interorganizational Relationships | Mark de Rond, Cambridge U.; Sonja Marjanovic, Cambridge U.


1172 : (Paper Session) - (IP) New Ideas about Signals and Status
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B2
Facilitator: Marianne Miller, Virginia Commonwealth U.

CM: Why Use an Agent in Transactions? Signaling Competence and Overcoming the Self-Promotion Dilemma | Jeffrey Pfeffer, Stanford U.; Christina Fong, U. of Washington; Robert Ciialdini, -; Rebecca Robin Portnoy, U. of Washington, Seattle

GDO: Mitigating the Penalties for Women’s Success: The Perceived Community Deficiency | Tyler G. Okimoto, New York U.; Madeline E Heilman, New York U.

GDO: Withholding Accommodation Requests: The Role of Workgroup Supportiveness and Requester Attributes | David C. Baldrige, Oregon State U.

Harlow Award Recipient

GDO: Investigating the Validity of Stereotypes about Overweight Employees | Mark V Roehling, Michigan State U.; Patricia Vincent Roehling, Hope College; Maureen Dunn, Hope College


1173 : (Paper Session) - (IP) Social Responsibility
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Jennifer Susan Anne Leigh, Gettysburg College


SIM: Corporate Social Responsibilities: Theory and Evidence | Paul C Godfrey, Brigham Young U.; Nile W. Hatch, Brigham Young U.; Jared M. Hansen, Brigham Young U.

1174 : (Paper Session) - (IP) Stakeholder Perspectives on Governance
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: Susan Key, U. of Alabama, Birmingham

OMT: Corporate Disclosure Strategies: an analysis of investor approach and institutional effects | Cynthia Clark Williams, Boston U.

SIM: Corporate Community Involvement Promoting a Multi-Stakeholder Commitment | Donomec Mele, U. of Navarra; Marcelo Paladino, IAE Business School - U. Austral

SIM: A Governance Framework for Understanding Environmental Strategy | Judith Walls, Rensselaer Polytechnic Institute; Phillip Phan, Rensselaer Polytechnic Institute

SIM: Three-Sector Stakeholder Approach to Agriculture Biotechnology | Stephen Luxmore, Rochester Institute of Technology

1175 : (Paper Session) - (IP) Intangible Assets
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B5
Facilitator: Nikhil Celly, U. of Western Ontario

BPS: Building Intangible Resources: The Stickiness of Reputation | Siah-Hwee Ang, U. of Auckland; Ana-Maria Wight, U. of Auckland

BPS: Resource-Based View of Competitive Advantage in Two-Sided Markets | Mingchun Sun, Stanford U.; Edson Tse, Stanford U.

Managing Stakeholders  
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2  
Facilitator: Dean Tjosvold, Lingnan U.  
SIM: Biting the Hand That Feeds You: Customer Concerns in the S&P 500 | Sara A Morris, Old Dominion U.; Barbara R Barkus, Old Dominion U.  
CM: Giving Away Too Much: Extreme Relational Orientation and Self-sacrifice at the Bargaining Table | Emily T. Amanatullah, Columbia U.; Michael W. Morris, Columbia U.  
BPS: Competing Interests in Distressed Firms: A Comparison of Creditor and Shareholder Asset Preferences | William J Donoher, Bradley U.  

Strategic Issues in Human Resource Management  
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2  
Facilitator: Michelle Arthur, U. of New Mexico  
PNP: Training Effectiveness at the Israel Police Academy | Hilla Peretz, U. of Haifa; Zehava Rosenblatt, U. of Haifa  
HR: Adoption of Work Practices: The Role of Strategy, Executive Values and Power | Emily M. Nason, U. of California, Los Angeles

Strategic Issues in Human Capital Management  
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C3  
Facilitator: Maria Rotundo, U. of Toronto  
HR: The Impact Of Benefit Value On Perceived Organizational Support, Employee Performance And Retention | Lori A. Muse, Western Michigan U.; Christina L Stamper, Western Michigan U.  
CAR: Career System Practices: A Palliative or Strategic Approach to Managerial Labor Market Choices | Schalon Harrison Newton, Case Western Reserve U.  
HR: Contingencies in the Impact of Pay Dispersion on Perceptual and Objective Organizational Outcomes | Sven Kepes, U. of Arkansas; John E Delery, U. of Arkansas; Nina Gupta, U. of Arkansas  
HR: Rent Theories, Human Resources, and the Competitive Advantage of Firms | Adina Dabu, U. of Illinois, Urbana-Champaign; Clinton Chadwick, U. of Illinois, Urbana-Champaign

Strategic Issues in Small Business  
4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C4  
Facilitator: Pramodita Sharma, Wilfrid Laurier U.  
IM: International Orientations: Antecedents and Organizational Outcomes for SMEs | Anthony Robinson, Georgia State U.  
ENT: Family Councils and Governance Systems in Family Businesses: Agency Theory or Paternalistic Logic | Luca Gnan, Bocconi U.; Morten Huse, Norwegian School of Management; Daniela Montemero, Bocconi U.  
ENT: Selling Entrepreneurial Firms through IPOs and M&As | Ilgaz T Arikan, Georgia State U.  
SIM: The Board Advisory Role in Small-Medium Firms: A Contingency Perspectives on Organizational Crises | Alessandro Minichilli, Bocconi U.; Morten Huse, Norwegian School of Management; Cathrine Hansen, Norwegian School of Management

Ethical and Fiduciary Responsibilities in Consulting  
4:10pm - 5:20pm Convention Center: Room 314  
Chair: Nicholas Rolland, CERAM  
Discussant: Miguel Caldas, Loyola U., New Orleans  
What Role Did Consultants Play in Enron? The Regulatory Origins of the Corporate Governance Crisis | Christopher McKenna, Oxford U.  
The Role of Financial and Legal Advisors throughout the Acquisition Process: Evidence from Europe | Angeloantonio Russo, Bocconi U.; Francesco Perrini, Bocconi U.  

Stories about Management  
4:10pm - 5:20pm Convention Center: Room 317A  
The four storytellers are Professors: (1) Brian Boyd, (2) Andre Delbecq, (3) Bill Judge and (4) Judi Neal.  
Presenters: Brian Boyd, Arizona State U.; Andre L Delbecq, Santa Clara U.; William Q Judge, U. of Tennessee; Judith A. Neal, U. of New Haven

We Believe!: The Role of Mental Models, Team Models, and Shared Cognitions in Team Work  
4:10pm - 5:20pm Convention Center: Room 317A  
This session discusses issues regarding shared mental models, shared cognitions, and team knowledge.  
Chair: Ece Tuncel, U. of Illinois, Urbana-Champaign
Session Details – Tuesday

**4:10pm - 5:20pm Hawaii Convention Center: Room 301A**

**1183** 

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<th>(Paper Session) - (OB)</th>
<th>Extending the Tip of the Cultural Iceberg</th>
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<td><strong>4:10pm - 5:20pm</strong></td>
<td><strong>Hawaii Convention Center: Room 301A</strong></td>
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**Introduction:** Artifacts and Organization: Extending the Tip of the Cultural Iceberg  
**Anat Rafaeli,** Technion-Israel Institute of Technology

**Interpreting Physical Identity Markers in Office Settings | Kimberly D Elsbach,** U. of California, Davis

**Artifacts in the Autoproduction of Visual Humor in Organizations | Anand Narasimhan,** London Business School

**Bodies in/and Space: An Interpretive Approach | Dvora Yanow,** California State U.

**How Brands Live in Symbols and Artifacts | Majken Schultz,** Copenhagen Business School

**Presenters:** **Anat Rafaeli,** Technion-Israel Institute of Technology; **Anand Narasimhan,** London Business School; **Kimberly D Elsbach,** U. of California, Davis; **Majken Schultz,** Copenhagen Business School; **Dvora Yanow,** California State U.

**1184** 

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<th>(Paper Session) - (OB)</th>
<th>The Effects of Team Dynamics on Individual- and Team-Level Performance</th>
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<td><strong>Hawaii Convention Center: Room 323C</strong></td>
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**Chair:** **Kenneth Bettenhausen,** U. of Colorado, Denver

**Discussant:** **James M. Schmidtke,** California State U., Fresno

**Individual Performance in Teams | Chi C. Dang,** Michigan State U.; **Daniel R Igen,** Michigan State U.

**I Think We Can: Influence of Group Member Expectations on Group Processes and Performance | Chun Hui,** Chinese U. of Hong Kong; **Dong Tao Yang,** Nanjing U.

**Demonstrating Teamwork’s Value: Effects of Backing up Behaviors on Individual and Team Performance | Christopher O.L.H. Porter,** Texas A&M U.; **Chien-Feng Yu,** Texas A&M U.; **Celtie Itir Gogus,** Texas A&M U.; **Jenny Keng,** Texas A&M U.

**Competence Level Diversity and Interpersonal Helping in Teams | Gerben S. Van Der Vegt,** Groningen U.; **J Stuart Bunderson,** Washington U.

**Presenters:** **Chi C. Dang,** Michigan State U.; **Christopher O.L.H. Porter,** Texas A&M U.; **Chun Hui,** Chinese U. of Hong Kong; **Gerben S. Van Der Vegt,** Groningen U.

**1185** 

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<th>(Paper Session) - (OB)</th>
<th>The Influence of Personality on Work Behaviors</th>
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<td><strong>Hawaii Convention Center: Room 324</strong></td>
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**Chair:** **Markus Vodosek,** U. of Utah

**Discussant:** **John Schaubroeck,** Drexel U.


**Proactive Personality, Taking Charge, and Performance: Analyzing Autonomy as a Moderator | Jerry Bryan Fuller,** Jr., Louisiana Tech U.; **Kim Hester,** Arkansas State U.


**Presenters:** **Hwee-hoon Tan,** National U. of Singapore; **Zuzana Sasovova,** Vrije U. Amsterdam; **Kim Hester,** Arkansas State U.; **Joe Magee,** New York U.
Personality as a Determinant of Employees’ Response to Justice and Organizational Reward Perceptions | Meredith F. Burnett, U. of Maryland

Do Cultural Values and Justice Moderate the Relationship Between HRM Practices and Outcomes? | Pei-Chuan Wu, National U. of Singapore

Social Influence Process in Organizational Justice Perceptions: The Role of Social Ties | Ruolian Fang, U. of Kentucky; Ho-Beng Chia, National U. of Singapore

Mediating Effects of Cynicism on the Relationships Between Justice and Employee Outcome Variables | Jeong-Yeon Lee, Indiana U., Bloomington

Presenters: Meredith F. Burnett, U. of Maryland; Pei-Chuan Wu, National U. of Singapore; Ruolian Fang, U. of Kentucky; Jeong-Yeon Lee, Indiana U., Bloomington

1188 : (Paper Session) - (OB) Moving the Creativity Construct into the 21st Century: Determinants and Dimensions of Creativity
4:10pm - 5:20pm Hawaii Convention Center: Room 328
Chair: Christine O’Connor, U. of Ballarat
Discussant: Richard S Blackburn, U. of North Carolina, Chapel Hill

An Empirical Examination of Timelessness and Creativity. | Babis Mainemelis, London Business School
The Effects of Choice, Goal and Creative Self-Efficacy on Divergent Thinking and Creative Outcomes | Roy Yong Jo Chua, Columbia U.; Sheena S. Iyengar, Columbia U.

Exploring the Complexity of Creativity in Organizations: A Multidimensional & Dynamic Perspective | Todd Dewett, Wright State U.
Novelty and Value as Distinct Facets of Creativity: An Empirical Study of Assessments and Assessors | Diane McMeekin Sullivan, U. of Central Florida; Cameron M Ford, U. of Central Florida
Presenters: Babis Mainemelis, London Business School; Todd Dewett, Wright State U.; Diane McMeekin Sullivan, U. of Central Florida; Roy Yong Jo Chua, Columbia U.

1189 SHCS: (OB, HR) Time, Time, Time, See What’s Become of Me: Management Research Through a New Temporal Vision
4:10pm - 5:20pm Hawaii Convention Center: Room 313C
Chairs: Abbie J. Shipp, U. of North Carolina, Chapel Hill; Allen Bluedorn, U. of Missouri, Columbia
Discussants: Hettie Richardson, Louisiana State U.; Gerardo Okhuysen, U. of Utah; Amy L. Kristof-Brown, U. of Iowa; Giuseppe Labianca, Emory U.

Time and Organizational Behavior: A Historical Overview | Allen Bluedorn, U. of Missouri, Columbia
Temporal Aspects of Panic in Organizations | Mary J Waller, Tulane U.; Rommel O. Salvador, Tulane U.

Recollected, Current, and Anticipated Person-Environment Fit Within the Present Moment | Abbie J. Shipp, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina

1190 SHCS: (OB, HR, ODC) Accentuating the Positive at Work: Linking Positive Psychological Capacities with Valued Outcomes
4:10pm - 5:20pm Hawaii Convention Center: Room 316A
Chair: Cary L. Cooper, Lancaster U.
Using a Positive Organizational Behavior (POB) Framework to Understand the Role of Job Satisfaction | Thomas A Wright, U. of Nevada, Reno; Douglas G. Bonett, Iowa State U.
Capturing Positive Emotions in Mergers and Acquisitions | Verena Kusstschatser, Independent Researcher; Cary L. Cooper, Lancaster U.

Interdependence and Political Skill: Exploring Positive Organizational Behavior Constructs | Marilyn Macik-Frey, U. of Texas, Arlington; Ana Maria Rossi, Clinica De Stress E Biofeedback; James Campbell Quick, U. of Texas, Arlington
Extending the Case for Hope at Work as the Most Unique Positive Organizational Capacity | Bret Simmons, North Dakota State U.; Debra L Nelson, Oklahoma State U.
Presenters: Thomas A Wright, U. of Nevada, Reno; Verena Kusstschatser, Independent Researcher; Cary L. Cooper, Lancaster U.; Marilyn Macik-Frey, U. of Texas, Arlington; Bret Simmons, North Dakota State U.
Participants: Douglas G. Bonett, Iowa State U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; James Campbell Quick, U. of Texas, Arlington; Debra L Nelson, Oklahoma State U.

1191 : (Paper Session) - (OCIS) Perspectives on Organizational Communication
4:10pm - 5:30pm Hawaii Convention Center: Room 317B
Chair: Sue Currey, St. Edwards U.
Discussant: Shaila Miranda, U. of Oklahoma

The Language of Leadership in the 21st Century: The Use of Influence Tactics in Email | Lindred Greer, Leiden U.
Supportive Supervisor Communication, LMX and Performance: The Test of a Theoretical Model | Daniel F. Michael, U. of Southern Mississippi; Stanley G Harris, Auburn U.; William F Giles, Auburn U.; Hubert Feild, Auburn U.
Employee Portals: A Field Study Examining Technology Mediated Organizational Communication | Malayka Klimchak, U. of South Carolina; Brian S Klaas, U. of South Carolina
Building an Organizational Change Communication Theory | Jennifer Frahm, U. of Melbourne; Kerry Brown, Queensland U. of Technology

1192 : (OCIS) Invited Symposium - Management in the 21st Century: Perspectives from Asia-Pacific
4:10pm - 5:20pm Hawaii Convention Center: Room 318A
Chair: Bernard Tan Cheng Yian, National U. of Singapore
Session Details – Tuesday

**Approach to Managing in the 21st Century**

*Do We Know It: Knowledge and Complexity*

**Organizational Change**

*Middle* Status Fragility: Labor Market Reactions to Identity

The Red Queen, Success Bias, and Organizational Inertia |
Organizational Identities, Specialization, and Prominence |

**1194**: *(Paper Session) - (ODC)* The Politics of Organizational Change

*Generating and Acting on Demand for Public Reforms* |
Christine Benedichte Meyer, Norwegian School of Economics and Business Administration

*Dynamic Scheming: Middle Managers Striving for a Sustainable Future* |
Elizabeth M. Essex, Case Western Reserve U.; Esther Wyss-Flamm, Alliant International U.

*Middle Managers in Change* |
Sharyn Elizabeth Herzig, U. of Queensland; Nerina Jimmieson, U. of Queensland

Reducing Resistance to Change: The Role of Managerial Influence Tactics and Leader-Member Exchange |
Stacie Furst, Louisiana State U.

**1195**: *(OM)* Project Management: An Interdisciplinary Approach to Managing in the 21st Century

*Organizational Identity: Meanings, Constraints, Sanctions and Consequences*

Greta Hsu, U. of California, Davis; Michael T Hannan, Stanford U.

The Red Queen, Success Bias, and Organizational Inertia |
William P Barnett, Stanford U.; Elizabeth G. Pontikes, Stanford U.

(Middle) Status Fragility: Labor Market Reactions to Identity Claims among Silicon Valley Law Firms |
Damon J Phillips, U. of Chicago; Ezra Zuckerman, Massachusetts Institute of Technology

Diverse Identities: An Empirical Study of Social-Political Outcomes in American Communities |
Hongwei Xu, Stanford U.; Ozgenc Kocak, Columbia U.; Glenn R Carroll, Stanford U.

**1197**: *(Paper Session) - (OM)* What Do We Know and When Do We Know It: Knowledge and Complexity

*The Problem of Research Progress: A Cumulative Knowledge Perspective* |
Kevin Carlson, Virginia Polytechnic Institute; Donald Hatfield, Virginia Tech

*Power Law Phenomena in Organizations: Redirecting Organization Studies* |
Bill McKelvey, U. of California, Los Angeles

*Radical Change Accidentally: A Qualitative Analysis of Emergent Change* |

On the Structure and Dynamics of Organizational Complexity |
Mihnea Calin Moldoveanu, U. of Toronto; Robert M. Bauer, U. of Toronto

**1198 JS**: *(OM, OB)* Exploring Social Context: Emic and Etic Perspectives

*Generating and Acting on Demand for Public Reforms* |
Christine Benedichte Meyer, Norwegian School of Economics and Business Administration

Dynamic Scheming: Middle Managers Striving for a Sustainable Future |
Elizabeth M. Essex, Case Western Reserve U.; Esther Wyss-Flamm, Alliant International U.

Middle Managers in Change |
Sharyn Elizabeth Herzig, U. of Queensland; Nerina Jimmieson, U. of Queensland

Reducing Resistance to Change: The Role of Managerial Influence Tactics and Leader-Member Exchange |
Stacie Furst, Louisiana State U.

**1199 SHCS**: *(OM, RM, MH)* Incorporating and Modeling Social Movements Within Organizations Research

*Social Movements Organizational Outcomes* |
Sarah A Soule, U. of Arizona; Anand Swaminathan, U. of California, Davis; Laszlo Tihanyi, Texas A&M U.

Social Movements and Organizational Form: Alternatives to Corporations in Three American Industries |
Marc Schnieberg, Reed College

Institutional Theory, Social Movements, and the Emergence of Modernist Architecture |
Mauro F Guillen, U. of Pennsylvania

On Law, Organizations, and Social Movements in the Civil Rights Context |
Lauren B Edelman, U. of California, Berkeley

Winner of OMT Division Best Symposium Proposal Award

**1200 JS**: *(ONE)* Greening University Supply Chains: Challenges in Operations and Teaching

*Dr. Kevin Lyons is the Associate Director/Research Scientist for Supply Chain Environmental Management and Policy at the Rutgers EcoComplex.*
Distinguished Speaker: Kevin L. Lyons, Rutgers U.

1201 ☐ ☐ (PNP) Critical Managerial/Leadership Qualities for Internat'l, Military, NGO & Public Service Professionals
4:10pm - 5:20pm Sheraton Waikiki Beach: Waialua Room
Chairs: Kathleen Campbell, United States Military Academy; Joshua Conner, United States Military Academy; Tom Pae, United States Military Academy; Brian Tribus, United States Military Academy
Perceptual Bias Is Alive and Well: Training Managers/Leaders to Avoid It | Kathleen Campbell, United States Military Academy; Joshua Conner, United States Military Academy; Tom Pae, United States Military Academy
The Sensitivity Component of Self-Monitoring. | Kathleen Campbell, United States Military Academy; Brian Tribus, United States Military Academy
Orientations to Learning and Trusting Others: Key Characteristics for Int'l Managers & Officers | Donald J Campbell, United States Military Academy
Participant: Donald J Campbell, United States Military Academy

1202 ☐ (Paper Session) - (RM) Innovative Research Design & Methodology
4:10pm - 5:20pm Hawaii Convention Center: Room 323A
Chair: L. Michele Issel, U. of Illinois, Chicago
Discussants: Margaret T. Orr, Columbia U.; Robert C Liden, U. of Illinois, Chicago
Integrating Action Research Methods: Contextual Components and Constructive Choices | Patrice Braun, U. of Ballarat
A Method for Checking the Vision: the Case of the Retail Automation Sector in Brazil | Joao Mauricio Gama Boaventura, Sao Paulo City U.; Adalberto A. Fischmann, Sao Paulo U.
Prospective Case Study Design for Deductive Theory Testing | Alex B. Bitekhtine, McGill U.
Controlling Nuisance Variables by Using a Matched-Groups Design | James A. Breaugh, U. of Missouri, St. Louis; Kathleen Frye, U. of Missouri, St. Louis

1203 ☐ (Paper Session) - (SIM) Corporate Social Performance: Empirical Studies
4:10pm - 5:20pm Sheraton Waikiki Beach: Kohala/Kona Room
Chair: Jennifer A Martin, York College of Pennsylvania
Discussants: Margaret Cording, Rice U.; Josetta S McLaughlin, Roosevelt U.
Dual Effect of Corporate Social Performance on Internationalization: Revisiting the CSP-CFP Link | Jijun Gao, U. of Western Ontario; Vanessa M. Strike, U. of Western Ontario
A Behavioral Approach to the Link between Financial Performance on Airline Safety | Peter Micah Madsen, U. of California, Berkeley

1204 ☐ (SIM) Organizational Identity through a POS Lens: Leveraging Identity for Positive Contributions
4:10pm - 5:20pm Sheraton Waikiki Beach: Nihau Room
Chair: Shelley Brickson, London Business School
Alexander's Story: Linking Organizational Identity to Organizational Vitality. | Monica C. Worline, Emory U.; Krysia A. Wrobel, Emory U.; F.K. Marsh, Concordia U.
Miracle: How Boundary Work and Cultural Practice Shape Organizational Integration. | Israel Drori, College of Management, Israel; Amy Wrzesniewski, New York U.; Shmuel Ellis, Tel Aviv U.
Organizational Identity Orientation and Positive Organizational Contributions to Stakeholders. | Shelley Brickson, London Business School

1205 JS: (SIM, OCIS, TIM) The Connected Home: Paradise or Poison
4:10pm - 5:20pm Sheraton Waikiki Beach: Oahu Room
Moderator: Sue Conger, U. of Dallas
External Organizational Learning and Dynamic Capabilities | Technological Knowledge and Governance in Alliances Among Competitors | Outsourcing to Offshore Locations and Competitive Advantage: An Organization Centered View | Perf. Implications of Organizational Structure and Knowledge Sharing in Multinational R&D Networks | Thinking, Talking and Doing: How the Knowledge-Based View Might Clarify Techno’s Relationship w/ Org. | Participants: Paul Bierly, James Madison U.; Fariborz Damanpour, Rutgers U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Chris W Grevesen, DeVry U.; Joseph P McGill, Kean U.; J. C. Spender, Open U.; Michael D Santoro, Lehigh U.

1206 : (TIM) Organizational Learning from External Sources: New Issues and Performance Implications
4:10pm - 5:20pm Sheraton Waikiki Beach: Niihau Room
Organizer: Michael D Santoro, Lehigh U.
Sharing in Multinational R&D Networks | Organizational Learning from External Sources: New Issues and Performance Implications | Organizational Integration. | Thinking, Talking and Doing: How the Knowledge-Based View Might Clarify Techno’s Relationship w/ Org. | Participants: Paul Bierly, James Madison U.; Fariborz Damanpour, Rutgers U.; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Chris W Grevesen, DeVry U.; Joseph P McGill, Kean U.; J. C. Spender, Open U.; Michael D Santoro, Lehigh U.

1207 : (Paper Session) - (TIM) Knowledge Management
4:10pm - 5:30pm Hawaii Convention Center: Room 304B
Chair: Francois Therin, Grenoble Ecole de Management
Discussant: Deepak Somaya, U. of Maryland
When do Acquisitions facilitate Technological Exploration and Exploitation? | Paul Almeida, Georgetown U.; Anupama Phene, U. of Utah; Stephen B Tallman, U. of Richmond
Knowledge Generation in Virtual Communities of Practice | Thorsten Andreas Teichert, U. of Hamburg; Iwan Von Wartburg, U. of Hamburg; Katja Rost, U. of Bern

Session Details – Tuesday
Tuesday 5:20PM

1209: (MSR) MSR Administrative Meeting
5:20pm - 6:30pm Sheraton Waikiki Beach: Puna Room

Tuesday 5:30PM

1210: (BPS) BPS Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 313B
Division Chair: Margaret Peteraf, Dartmouth College
Division Chair-Elect.: James Westphal, U. of Texas, Austin
Program Chair: Anita McGahan, Boston U.
Professional Development Workshop Chair: Russell Cof, Emory U.

1211: (CAR) Careers Division Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 322A
The division will honor winners of The Best Paper Award, The Best Student Paper Award, The Best Applied Paper Award, and The Best Reviewer Awards.
Division Chair: Yehuda Baruch, U. of East Anglia
Division Chair-Elect.: Kerr Inkson, U. of Otago
Program Chair: Cheryln Skromme Granrose, Berry College
Professional Development Workshop Chair: Mary Mallon, Massey U.

1212: (CM) Conflict Division Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 319B
Division Chair: Sally Blount, New York U.
Division Chair-Elect.: Catherine Tinsley, Georgetown U.
Program Chair: Michele J. Gelfand, U. of Maryland
Professional Development Workshop Chair: Susan E. Brodt, Queen's U.

1213: (GDO) Mobilizing for the Future
5:30pm - 6:50pm Hilton Hawaiian Village: South Pacific 1
What “new vision of gender and diversity management” do members want? Let’s strategize, organize, and mobilize in this session. Come get involved!

Organizer: Myrtle P. Bell, U. of Texas, Arlington
Mobilizing GDO for the Future

1214: (ICW) Nova Southeastern University Closing Meeting
5:30pm - 7:00pm Hilton Hawaiian Village: South Pacific 2
Organizer: Jane Whitney Gibson, Nova Southeastern U.

1215: (ICW) Management Decision Reception and Workshop
5:30pm - 7:00pm Sheraton Waikiki Beach: Waimea Canyon Room
Organizer: Anna Torrance, Emerald Group Publishing

1216: (IM) IM Division Members' Meeting
5:30pm - 7:00pm Hawaii Convention Center: Room 316B
Join us to review the past year, and to honor winners of Richman Award, three Best Paper awards, and Distinguished Reviewer Awards. Social follows.
Host: Sully Taylor, Portland State U.
Division Chair: Schon Beechler, Columbia U.
Division Chair-Elect.: Eleanor Westney, Massachusetts Institute of Technology
Program Chair: Ravi Ramamurti, Northeastern U.
Professional Development Workshop Chair: Timothy Michael Devinney, Australian Graduate School of Management

1217: (MED) MED Division Awards and Business Meeting
5:30pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Division Chair: Carolyn Wiley, Mercer Human Resource Consulting
Division Chair-Elect.: Steven Armstrong, U. of Hull
Program Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh
Professional Development Workshop Coordinator: Laurie Milton, U. of Calgary, U. of Western Ontario

1218: (MOC) Managerial and Organizational Cognition Division Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 317A
Division Chair: Stephen Mezias, New York U.
Program Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign
Professional Development Workshop Chair: Mary J Waller, Tulane U.

1219: (ODC) ODC Awards and Business Meeting
5:30pm - 6:30pm Hawaii Convention Center: Room 322B
Division Chairs: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Ram Tenkasi, Benedictine U.
Division Chair-Elect.: George Roth, Massachusetts Institute of Technology
Professional Development Workshop Chair: Michael R Manning, New Mexico State U.

1220: (ONE) Organizations and the Natural Environment Business Meeting
5:30pm - 10:30pm Sheraton Waikiki Beach: Kahuku Room
Division Chair: Michael V. Russo, U. of Oregon
Division Chair-Elect.: Mark Cordano, Ithaca College
Program Chair: Kate Kearns, Auckland U. of Technology
Professional Development Workshop Chair: Alfred Allen Marcus, U. of Minnesota

Tuesday 5:45PM
1221: (HR) HR Division Business Meeting
5:45pm - 6:45pm Hawaii Convention Center: Room 323B
Everyone is welcome to attend.
Division Chair: Diana L Deadrick, Old Dominion U.
Division Chair-Elect: K. Michele Kacmar, U. of Alabama
Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign
Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.

Tuesday 6:00PM

1222: (AAA) LAC Thank You Party
6:00pm - 8:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Local Arrangements Chairs: Mary J. Malott, U. of Hawai‘i, West Oahu; Jerry M Calton, U. of Hawai‘i, Hilo

Tuesday 6:15PM

1223: (OCIS) Pau Hana - OCIS Informal Social Event
6:15pm - 8:00pm Hawaii Convention Center: Room 317B
Relax and unwind with fellow OCIS colleagues. All are welcome. We will meet at 6:15pm and walk together to a place for dinner and drinks.

Tuesday 6:30PM

1224: (BPS) BPS Social Hour
6:30pm - 7:30pm Hawaii Convention Center: Room 313C
Division Chair: Margaret Peteraf, Dartmouth College
Division Chair-Elect: James Westphal, U. of Texas, Austin
Program Chair: Anita McGahan, Boston U.
Professional Development Workshop Chair: Russell Coff, Emory U.

1225: (CAR) Careers Division Social
6:30pm - 8:30pm Hawaii Convention Center: Room 319A
Please join us for relaxing, casual, fun. Note: Members may bring books published this year or forthcoming for display table.
Program Chair: Cherlyn Skromme Granrose, Berry College

1226: (CM) Conflict Division Social Hour
6:30pm - 8:30pm Hawaii Convention Center: Room 318B

1227: (MOC) Managerial and Organizational Cognition
Division Social Hour
6:30pm - 7:30pm Hawaii Convention Center: Room 316C
Division Chair: Stephen Mezias, New York U.
Program Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign
Professional Development Workshop Chair: Mary J Waller, Tulane U.

1228: (MSR) MSR Social
6:30pm - 10:30pm Sheraton Waikiki Beach: Waialua Room

1229: (ODC) ODC Social
6:30pm - 9:00pm Hawaii Convention Center: Room 321B
Division Chair: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
Division Chair-Elect: George Roth, Massachusetts Institute of Technology
Program Chair: Ram Tenkasi, Benedictine U.
Professional Development Workshop Chair: Michael R Manning, New Mexico State U.

Tuesday 6:45PM

1230: (HR) HR Division Reception
6:45pm - 7:45pm Hawaii Convention Center: Center Rooftop
Hosts: John C Dencker, U. of Illinois, Urbana-Champaign; Aparna Joshi, U. of Illinois, Urbana-Champaign
Division Chair: Diana L Deadrick, Old Dominion U.
Division Chair-Elect: K. Michele Kacmar, U. of Alabama
Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign
Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.

Tuesday 7:00PM

1231: (ICW) Texas Tech University Reception
7:00pm - 10:00pm Sheraton Waikiki Beach: Honolulu Room
Organizer: Ritch L Sorenson, Texas Tech U.

1232: (IM) IM Division Social
7:00pm - 8:30pm Hawaii Convention Center: Room 315
Network with IMD members and nibble on some food. Restricted to IMD members. Partly sponsored by Booz Allen Hamilton strategy and business.
Host: Schon Beechler, Columbia U.

1233: (MED) MED and ONE Divisions' Joint Social
7:00pm - 10:00pm Hilton Hawaiian Village: Coral Ballroom 1
Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh
Division Chair: Carolyn Wiley, Mercer Human Resource Consulting
Division Chair-Elect: Steven Armstrong, U. of Hull
Program Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh
Professional Development Workshop Coordinator: Laurie Milton, U. of Calgary, U. of Western Ontario

Session Details – Wednesday

Wednesday 7:00AM

1234 CAU: (CAU) The DNA of International Assignment Success and Global Employee Mobility
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C1
Organizer: Estelle Toomey, Oxford U.

1235 CAU: (CAU) Behavioral Ethics and Organizations: New Initiatives
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C2
Organizer: Robert Folger, U. of Central Florida

1236 CAU: (CAU) Antecedents, Correlates and Consequences of Career Choice in Management: An Interdisciplinary View
7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table B1
Organizer: Ayala Malach Pines, Ben-Gurion U., Negev
Participants: Mustafa Ozbilgin, Queen Mary U. of London; Fatma Kusku, Istanbul Technical U.; Zahide Karakitapoglu Aygun, Bilkent U.; Zeynep Kadire Girgin, Bilkent U.; Eran Vigoda-Gadot, U. of Haifa; Olympia Kyriakidou, Aegean U.

1237 CAU: (CAU) Teams, Diversity and Fairness
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B2
Organizers: Kenneth H Price, U. of Texas, Arlington; James J Lavelle, U. of Texas, Arlington

1238 CAU: (CAU) It's Just a Dog ... Or, is it? New Visions of Family in the 21st Century
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B3
Organizers: Teri Domagalski, Florida Institute of Technology; Jenny M. Hoberl, U. of Illinois, Chicago

1239 CAU: (CAU) A New Vision for Creativity Research
7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B4
Organizer: Tom Alan Timmerman, Tennessee Technological U.

1240 CAU: (CAU) The Many Faces of Entrepreneurial Women: Women's Entrepreneurship from Divergent Perspectives
7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D1
Organizers: Stacy Blake-Beard, Simmons College; Jeffrey A. Robinson, New York U.

1241 CAU: (CAU) Shaping Tomorrow's Business Leaders Today: Changing Society by Changing Management Education
7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D2
Organizer: Lindsey Godwin, Case Western Reserve U.

1242 CAU: (CAU) Leadership and HR in a Scandinavian Context
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1
Organizers: Bolette Christensen, Danish Industries; Lone Broberg, Aalborg Industries A/S; Tore Hakonsson, - ; Agi Csonka, -

1243 CAU: (CAU) Business Ethics: An Oxymoron? What is the responsibility of the business educator?
7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2
Organizer: Larry Summers, U. of Missouri, Columbia

Wednesday 8:00AM

1244 (AAA) Honolulu 2005, LAC
8:00am - 9:00pm Hawaii Convention Center: Room 326B
Local Arrangements Chairs: Mary J. Mallott, U. of Hawai’i, West Oahu; Jerry M Calton, U. of Hawai’i, Hilo

1245 (IM) IMD Members’ Feedback Session
8:00am - 9:00pm Hawaii Convention Center: Room 305A
Stop by to offer feedback on IMD’s 2005 program, and help make 2006 program even better. Leave any time for other sessions. Coffee/donuts provided.
Host: Sully Taylor, Portland State U.
Division Chair: Schon Beechler, Columbia U.
Division Chair-Elect: D Eleanor Westney, Massachusetts Institute of Technology
Program Chair: Ravi Ramamurti, Northeastern U.
Professional Development Workshop Chair: Timothy Michael Devinney, Australian Graduate School of Management

Wednesday 8:20AM

1246 (OB) Building a Safer Health System: Managing and Learning from Errors in Hospitals
8:20am - 10:20am Hawaii Convention Center: Room 327
Chair: David A Hofmann, U. of North Carolina
Discussant: Michael Frese, Giessen U.
Error Communication Networks: Implications for Error Management and Organizational Learning | David A Hofmann, U. of North Carolina; Zhike Lei, U. of North Carolina, Chapel Hill
The Impact of Psychological Safety and Problem Solving Efficacy on Reporting Culture in 24 Hospital | Sara J. Singer, Harvard U.; Anita L. Tucker, U. of Pennsylvania
Error Persistence and Crisis Management in OR Crises: The Role of Exploration and Exploitation | Jenny W Rudolph, Veterans Administration Boston Medical Center
To Err Is Human, To Correct Mindful: Toward A Behavioral Theory of High Reliability | Timothy J. Vogus, Vanderbilt U.; Jason Stansbury, Vanderbilt U.

1247 JS: (OB, CAR) A New Vision for Unemployment Research: Looking at Job Loss Through the Eyes of the Individual
8:20am - 10:20am Hawaii Convention Center: Room 323C
Chair: Frances M. McKee-Ryan, Oregon State U.
Discussant: Connie Wanberg, U. of Minnesota
A Dispositional Approach to Employability and Its Implications for Coping with Job Loss | Mel Fugate, Southern Methodist U.
Exploring for Better Jobs: Job Search and Career Exploration During Involuntary Job Loss | Jelena Zikic, Instituto de Empresa
Protean Career Attitude, Self-Esteem, and Job-Search Intensity During Unemployment | Lea Waters, U. of Melbourne; Jon P. Briscoe, Northern Illinois U.; Douglas T. Hall, Boston U.
Testing a Job Search Model Within the Motivational and Self-Regulatory Framework in China | Zhaoli Song, National U. of Singapore; Connie Wanberg, U. of Minnesota; Xiongying Niu, Chinese U. of International Economics and Business; Yizhong Xie, Chinese Academy of Sciences


1248 JS: (OB, OCIS, CM) Theories of Small Groups: Interdisciplinary Perspectives
8:20am - 10:20am Hawaii Convention Center: Room 324
Chairs: Marshall S. Poole, Texas A&M U.; Andrea Hollingshead, U. of Illinois, Urbana-Champaign
Groups from the Functional Perspective | Andrea Hollingshead, U. of Illinois, Urbana-Champaign
Understanding Groups from a Feminist Perspective | Jennifer L. Berdahl, U. of Toronto
Touchstones: Interdisciplinary Perspectives | Janet Fulk, U. of Southern California
Participants: Jennifer L. Berdahl, U. of Toronto; Andrea Hollingshead, U. of Illinois, Urbana-Champaign; Marshall S. Poole, Texas A&M U.; Janet Fulk, U. of Southern California

Wednesday 8:30AM

1249: (BPS) Hypercompetition: Are Performance Differences Less Durable Now Than in the Past?
8:30am - 10:20am Hawaii Convention Center: Room 306B
Has Dynamic Competition Increased? No and Yes | Gerry McNamara, Michigan State U.; Paul M Vaaler, Tufts U.
The Volatility of Corporate Performance | Panayiota Konstantina Kiousis, Ohio State U.
Peeking Under the Sheet of Schumpeter’s Ghost: Further Investigations into Hypercompetition | Timothy Ruefli, U. of Texas; Austin; Robert R Wiggins, U. of Memphis
Participants: Richard Anthony D’Aveni, Dartmouth College; Panayiota Konstantina Kiousis, Ohio State U.; Gerry McNamara, Michigan State U.; Timothy Ruefli, U. of Texas, Austin; Robert R Wiggins, U. of Memphis

1250: (BPS) Creating Actionable Knowledge about Research Methods in Strategic Management
8:30am - 10:20am Hawaii Convention Center: Room 307B
Improving methodology in strategy research
Chairs: David Ketchen, Florida State U.; Donald D Bergh, Purdue U.
The Dimensionality of Organizational Performance and Implications for Management Research | James G. Combs, Florida State U.; Thomas R. Crook, Florida State U.
Multi-Theoretical Mixed-level Research in Strategic Management | Caron H St John, Clemson U.
Mechanisms and Empirical Research | Scott G. Johnson, Oklahoma State U.
The Problem of Method and the Practice of Management Research | Kent Miller, Purdue U.
Presenters: Philip Bromiley, U. of Minnesota; Kent Miller, Purdue U.; Scott G. Johnson, Oklahoma State U.; Caron H St John, Clemson U.; Beverly B. Tyler, North Carolina State U.; Jim Combs, Florida State U.; Thomas R. Crook, Florida State U.

1251: (Paper Session) - (BPS) Evolution of Alliances and Partnerships
8:30am - 10:20am Hawaii Convention Center: Room 308A
Chair: Steven Boivie, U. of Texas, Austin
Discussant: Lyubov A. Bogun, Odessa Institute of Entrepreneurship and Law

→ Strategic Choice between Dyadic and Multilateral Alliances: An Approach based on the RBT of Alliance | Jun Xia, Texas Tech U.
→ Collaborative vs Autonomous Production in the Worldwide Aircraft Industry: A Utility-Based Approach | Bernard Garrette, HEC Paris; Xavier Castaner, HEC Paris; Pierre Dussauge, HEC Paris
Cooperation Evolution in Successful Networks in Peripheral Areas | Ossi Pesämaa, Lulea U.; Joakim Wincent, Lulea U.
Co-Evolution of Social Capital and Knowledge: An Extension of Nahapiet and Ghoshal Framework | Hari Bapuji, U. of Western Ontario; Mary M Crossan, U. of Western Ontario

1252: (Paper Session) - (BPS) CEO Compensation and Decision-Making
8:30am - 10:20am Hawaii Convention Center: Room 308B
Chair: Theodora Welch, U. of Massachusetts, Boston
Discussant: Michael L. Barnett, U. of South Florida
A More Dynamic View of CEO Pay: The In-the-money Effect and Opportunity Cost of Stock Options | Mathias Arrfelt, Michigan State U.; Robert Wiseman, Michigan State U.; Cynthia E. Devers, Texas A&M U., College Station
CEO Compensation Structure and Organizational Risk: A Longitudinal Analysis | Joseph E Coombs, U. of Richmond; K Matthew Gilley, Oklahoma State U.; Satyanarayana Parayitam, McNeese State U.
1253 JS: (BPS, TIM) Teaching Old Dogs New Tricks: Strategic and Organizational Transformation in the 21st Century
8:30am - 10:20am Hawaii Convention Center: Room 309
We invite academy members to come eager to listen & participate: this session will be split almost equally between discussions & paper presentations
Chair: Diana L. Day, Rutgers U., Camden
Discussant: Mary Tripsas, Harvard Business School
Corporate Leadership, Corporate Venture Capital and Strategic Transformation. | Diana L. Day, Rutgers U., Camden
Corporate Transformation Through Radical Innovation. | Lois S. Peters, Rensselaer Polytechnic Institute; Gina O’Connor, Rensselaer Polytechnic Institute
Managing the 'Unmanageables' of Strategic Transformation. | Deborah J Dougherty, Rutgers U.
Framing Strategy and Innovation in a Business Ecosystem. | Marco Iansiti, Harvard Business School
Participants: Lois S. Peters, Rensselaer Polytechnic Institute; Deborah J Dougherty, Rutgers U.; Marco Iansiti, Harvard Business School

1254 ☯ JS: (CAR, HR, MED) Creating New Visions of Mentoring: Building Bridges and Making Waves
8:30am - 10:20am Hawaii Convention Center: Room 319A
Symposium uses an interactive research incubator design that involves small group work and audience participation.
Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Kathy E. Kram, Boston U.
Organizational Socialization and Mentoring | Georgia T. Chao, Michigan State U.
Virtual Mentoring | Ellen Enshier, Loyola Marymount U.; Susan E. Murphy, Claremont McKenna College
Mentoring and the Work-Family Interface | Jeffrey H. Greenhaus, Drexel U.; Romila Singh, U. of Wisconsin, Milwaukee
Mentoring for Intentional Behavioral Change | Richard E. Boyatzis, Case Western Reserve U.
Communication in Mentoring Relationships: Theory and Practice | Pamela Kalbfleish, U. of North Dakota
Mentoring Women Through the Glass Ceiling | Katherine Giscombe, Catalyst; Karen S. Lyness, Baruch College, CUNY
Designing Relationships for Learning into Leader Development Programs | Cynthia D. McCauley, Center for Creative Leadership; Victoria Guthrie, Center for Creative Leadership
Participants: Richard E. Boyatzis, Case Western Reserve U.; Georgia T. Chao, Michigan State U.; Ellen Enshier, Loyola Marymount U.; Katherine Giscombe, Catalyst; Veronica M. Godshalk, Pennsylvania State U., Great Valley; Jeffrey H. Greenhaus, Drexel U.; Victoria Guthrie, Center for Creative Leadership; Pamela Kalbfleish, U. of North Dakota; Karen S. Lyness, Baruch College, CUNY; Cynthia D. McCauley, Center for Creative Leadership; Susan E. Murphy, Claremont McKenna College; Romila Singh, U. of Wisconsin, Milwaukee; John J. Sosik, Pennsylvania State U., Great Valley

1255 JS: (CAR, IM) Careers across Cultures: Toward an International Vision of Career Management
8:30am - 10:20am Hawaii Convention Center: Room 322A
Chair: Kerr Inkson, U. of Otago
Discussant: David C. Thomas, Simon Fraser U.
Point of Departure: The Euro-American Model of Careers | Kerr Inkson, U. of Otago
Careers in Singapore: Politics, Collectivism, Kiasuism, and Change | Julia Richardson, York U.
Pacific Professionals: Career Experiences in New Zealand | Polly Parker, Griffith U.
Guanxi as Impetus? Career Exploration in China and the United States | Lynda Song, Hong Kong U. of Science and Technology; James Werbel, Iowa State U.
Russia: Careers on the Move, Culture in Transition | Svetlana Khatova, Twente U.; Konstantin Korotov, ESMT
Participants: Julia Richardson, York U.; Polly Parker, Griffith U.; James Werbel, Iowa State U.; Lynda Song, Hong Kong U. of Science and Technology; Konstantin Korotov, ESMT; Svetlana Khatova, Twente U.
1258: (CMS, GDO, ODC) Writing in Those "Others": Practices for Reading and Writing Diversity into Organizational Studies
8:30am - 10:20am Sheraton Waikiki Beach: Honolulu Room
Unveiling Europe's Civilized Face: Confrontations with Diversity in the Scandinavian Workplace | Pushkala Prasad, Skidmore College
Reflections on Amplifying "Others" Voices | Judith Pringle, U. of Auckland
Strategies of Displacement: Reading Workplace Diversity in "South-East Asia" from New Zealand | Deborah Jones, Victoria U. of Wellington
Participants: Pushkala Prasad, Skidmore College; Judith Pringle, U. of Auckland; Deborah Jones, Victoria U. of Wellington; Stella M Nkomo, U. of South Africa

1259: (ENT) A New Vision Of Entrepreneurship: Traditional/Non-traditional Views Of The Entrepreneurial Domain
8:30am - 10:20am Hawaii Convention Center: Room 301B
Organizer: Brian B. McKenzie, California State U., Hayward
Chair: Brian B. McKenzie, California State U., Hayward
Presenters: Sharon Alvarez, Ohio State U.; Richard J. Ash, College of William and Mary; Thomas A. Bryant, Nicholls State U.; Andrew Cardow, Massey U.; Connie Marie Gaglio, San Francisco State U.; Marcos Hashimoto, Business School Sao Paulo; Norris F Krueger, Boise State U.; Brian B. McKenzie, California State U., Hayward

1260: (Paper Session) - (ENT) Determinants of New Venture Creation
8:30am - 10:20am Hawaii Convention Center: Room 303A
Chair: Lucia Naldi, Jonkoping U.
Demographic Structure and Entrepreneurial Activity | Moren Levesque, Case Western Reserve U.; Maria Minniti, Babson College
Exploring Determinants of Organizational Emergence: Institutional Perspective | Erno Tapio Tornikoski, Seinäjoki Polytechnic
Nurturing Entrepreneurship: Does One Size Fit All? | Sergey Anokhin, Case Western Reserve U.
Entrepreneurial Capital and the Self-employment Decision | Evan Douglas, Queensland U. of Technology

1261: (Paper Session) - (ENT) The Role of Vision & Passion in Entrepreneurial Activities
8:30am - 10:20am Hawaii Convention Center: Room 303B
Chair: Alexander McKelvie, Jonkoping International Business School
Entrepreneurial Vision: Its Nature and Effects | Barbara Jean Bird, American U.; Robert A Baron, Rensselaer Polytechnic Institute
Validation of Effective Entrepreneurship Behaviors | Travor C. Brown, Memorial U. of Newfoundland; Dennis Hanlon, Memorial U. of Newfoundland
Symbolic Emphasizing: How Entrepreneurs Use Symbolism to Acquire Resources | Christoph Zott, INSEAD

1262: (Paper Session) - (GDO) Gender, Racioethnicity, Networks, and Commitment: Questions, Answers, and Effects
8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 1-2
Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Ethnic Citizenship Behaviors, Organizational Citizenship Behaviors, and Ethnic Identity | Patricia G Martinez, U. of Texas, San Antonio; Amy Randel, San Diego State U.; Raul Ramirez, U. of California, Irvine
Gender Differences in the Relationship Between Network Participation and Career Satisfaction | Hetty Van Emmerik, Utrecht U.; Martin C. Euwema, Utrecht U.; Myrthe Geschiere, Utrecht U.; Marieke Schouten, Utrecht U.
The Social Identity and Social Networks of Ethnic Minority Groups: A Test of Distinciveness Theory | Ana S Leonard, Miami U.; Ajay Mehra, U. of Cincinnati; Ralph Katerberg, U. of Cincinnati
An Exploration of Race/Ethnicity as a Boundary Condition to Social Capital-Job Performance Linkages | Arjun Bhardwaj, U. of Western Ontario
The Effects of Social Capital Resources on the Careers of Gender and Class Groups | Rochelle Parks-Yanc, Texas Southern U.; Nancy DiTomaso, Rutgers U.; Corinne Post, Pace U.

1263: (GDO) Overcoming Barriers to Equality Among Diverse Sexual Orientations at Work
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 1
Chair: Michelle Hebl, Rice U.
Explaining the Paradox of Resistance to Gay Stigma in Organizations | W. E. Douglas Creed, U. of Rhode Island; Erica Foldy, New York U.
Strategies for Integrating Transgendered Employees Into the Workplace | Raymond N.C. Trau, Deakin U.
Targeting the Subtleties: Strategies for Remediating Interpersonal Discrimination | Sarah Singletary, Rice U.; Michelle Hebl, Rice U.
The Influence of Goal-Setting and Leader Support in Diversity Training: Integrating Gay and Lesbian | Eden King, Rice U.; Michelle Hebl, Rice U.; Stacey Turner, Rice U.; Kelly deChermont, Rice U.
Using Organizational Justice to Explain the Relationship Between Workplace Policies and Sexual Ori | Shaun Pichler, Michigan State U.


1264 : (Paper Session) - (HCM) Institutional & Resource Dependence Perspectives on Organizational Adaptation to External Pressures 8:30am - 10:20am Sheraton Waikiki Beach: Waianae Room Chair: Leonard H Friedman, Oregon State U. Discussant: Jullet A. Davis, U. of Alabama, Tuscaloosa

- Organizational and Institutional Change in Health Care: Lessons from the Field | Jim Goes, Walden U.
- Downstream Integration and Competitive Strategies in the US Pharmaceutical Industry | Daniel Simonet, Nanyang Technological U.
- Congruence in the Assessment of Service Quality Between Organizations’ Employees and Customers | Gary J Young, Boston U.; Mark Merto, U.S. Department of Veterans Affairs; David Mohr, U.S. Department of Veterans Affairs
- Vertical Integration between Community Hospitals and Nursing Facilities | Jen-Pei Lo, NYSSU., Kaohsiung, Taiwan; Shu-Chuan Jennifer Yeh, NYSSU., Kaohsiung, Taiwan

1265 : (HR) New Empirical Studies in the Field of Strategic Human Resource Management 8:30am - 10:20am Hawaii Convention Center: Room 315 Discussant: Patrick Wright, Cornell U.

High Involvement Work Systems: An Exploration of Internal Fit | Sven Kepes, U. of Arkansas; John E Delery, U. of Arkansas

Rational and Emotional Attritions of HR Practices | David P Lepak, Rutgers U.; Niclas Leif Erhardt, Rutgers U.; Saba Colakoglu, Rutgers U.


Quit Rate Functionality, HRM Investments, & Innovation: Development and Test of a Theory | Jason D. Shaw, U. of Kentucky; Atul Mitra, U. of Northern Iowa

Participants: David P Lepak, Rutgers U.; John E Delery, U. of Arkansas; Jason D. Shaw, U. of Kentucky; Christopher Collins, Cornell U.; Jeff Erickson, Cornell U.

Authors: Atul Mitra, U. of Northern Iowa; Niclas Leif Erhardt, Rutgers U.; Matthew Allen, Cornell U.; Brian R. Dineen, U. of Kentucky

1266 : (HR) Re-Visioning Organizational Politics 8:30am - 10:20am Hawaii Convention Center: Room 319B Chair: Patricia J. Ohlott, Center for Creative Leadership Discussant: Joel R. DeLuca, Evergreen Business Group

The Impact of Political Skill on the Effectiveness of Employee Intimidation and Exemplification | Ken Harris, Bradley U.; K. Michele Kacmar, U. of Alabama; Suzanne Zivnuska, Bond U.; Ranida Boonthanom, Indiana U. Southeast

Investigating Computer Mediated Communication Media Choice and Political Skill in Virtual Team Dyads | Anthony P. Ammeter, U. of Mississippi; Byron W. Eckols, Field Asset Services; Brian J. Reithel, U. of Mississippi

Psychological Contract as a Mediator of Relationships Between Politics, Justice, and Work Attitudes | Christopher C. Rosen, U. of Akron; Chu-Hsiang Chang, U. of Akron; Russell E. Johnson, U. of Akron; Paul E. Levy, U. of Akron

Organizational Politics and Leadership Effectiveness: Oil and Water? | Patricia J. Ohlott, Center for Creative Leadership; Jean Brittain Leslie, Center for Creative Leadership; Joan C. Tavares, Center for Creative Leadership

Discussant: Joel R. DeLuca, Evergreen Business Group Speakers: Ken Harris, Bradley U.; Anthony P. Ammeter, U. of Mississippi; Christopher C. Rosen, U. of Akron; Patricia J. Ohlott, Center for Creative Leadership; Jean Brittain Leslie, Center for Creative Leadership

Participants: K. Michele Kacmar, U. of Alabama; Suzanne Zivnuska, Bond U.; Ranida Boonthanom, Indiana U. Southeast; Byron W. Eckols, Field Asset Services; Brian J. Reithel, U. of Mississippi; Chu-Hsiang Chang, U. of Akron; Russell E. Johnson, U. of Akron; Paul E. Levy, U. of Akron; Joan C. Tavares, Center for Creative Leadership

1267 JS: (HR, MED) Optimizing Individual and Team Training Effectiveness 8:30am - 10:20am Hawaii Convention Center: Room 323B Chair: Peter Cappelli, U. of Pennsylvania Discussant: Raymond A Noe, Ohio State U.

Does Employer-Provided On-the-Job Training Pay Off? | Xiangmin Liu, Cornell U.; Rosemary Batt, Cornell U.


1268 : (Paper Session) - (IM) Implementing Strategy in MNCs 8:30am - 10:20am Hawaii Convention Center: Room 304A Chair: Michael A. Witt, INSEAD

Discussant: Eleanor Westney, Massachusetts Institute of Technology

International Strategy Implementation: a Headquarters-Subsidiary Perspective | Birgite Grogaard, Norwegian School of Management

The Transnational Solution Reconsidered | Glenn Morgan, U. of Warwick; Peer Hull Kristensen, Copenhagen Business School

International Experience and CEO Selection: An Empirical Study | Peter Magnuson, St. Louis U.; David Boggs, St. Louis U.
International Transfer Pricing and Subsidiary Performance: The Role of Organizational Justice | Ramon Paz-Vega, ITESM/EGADE

**1269 : (Paper Session) - (IM) Performance of Cross-border JVs**

8:30am - 10:20am Hawaii Convention Center: Room 305B
Chair: Sanjeev Agarwal, Iowa State U.
Discussant: Sumit Majumdar, U. of Texas, Dallas
- Parent Multiplicity and International Joint Venture Performance: Agency and Resource Perspectives | Yaping Gong, Hong Kong U. of Science and Technology; Oded Shenkar, Ohio State U.; Yadong Luo, U. of Miami; Mee-Kau Nyaw, Lingnan U.
- Contextually Defined Development of International Joint Ventures | Tuja Mainela, U. of Oulu; Vesa Johannes Puhakka, U. of Oulu
- Synergy, Learning, and IJV Evolution: Extending the Real Options Approach | Jing Li, Simon Fraser U.
- International Joint Venture Termination: What Matters Most? | Shige Makino, Chinese U. of Hong Kong; Christine M. Chan, Hong Kong U. of Science and Technology; Takehiko Isobe, Kobe U.
- Control and Autonomy in IJVs: Multiparty Performance Impacts | Dong Chen, Loyola Marymount U.; William Newbury, Rutgers U.; Seung Ho Park, Samsung Economic Research Institute & CEIBS

**1270 : (IS, IM, HR) Transfer of HR Systems and Practices in MNCs**

8:30am - 10:20am Hawaii Convention Center: Room 316B
Chair: Paula M Caligiuri, Rutgers U.
- When in Rome...? Human Resource Management and the Performance of Foreign Firms Operating in India | Ingmar Bjorkman, Swedish School of Economics and Business Administration
- MNCs' Career Management Systems and Their Contribution to Organizational Success: Comparative View | Wolfgang Mayrhofer, Wirtschafts U. Wien
- The Forgotten Employees: Causes and Effects of Locals' Satisfaction with Local-Expatriate Pay | Jaime Alfonso Bonache, Carlos III U.
- An Institutional Perspective on the Role of Expatriates in Diffusing HRM across the MNC | Jean-Luc Cerdin, ESSEC Business School; Mark Fenton-O’Creevy, Open U.; Paul Gooderham, Norwegian School of Economics and Business Administration
- Transfer of International Executive Performance Management Systems in European and U.S. MNCs | Carlos Martin-Rios, Rutgers U., New Brunswick; Paula M Caligiuri, Rutgers U.

**1271 : (Paper Session) - (IP) Strategic Learning**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1
Facilitator: Eric Goodman, Kaplan U.

CM: The Big Muddy: Behavioral and Affective Forecasting, Learning, Competitive Arousal, and Escalation | Gillian Ku, London Business School

ENT: Corporate Entrepreneurship, Corporate Network, and Adversity: An Organizational Learning Perspective | Ping Kwong Yeung, Open U., Hong Kong; Steven S. Lui, City U. of Hong Kong; Chung-Ming Lau, Chinese U. of Hong Kong

ODC: More Or Less Than Give And Take: Manifested Attitudes to Inter-Partner Learning in Collaboration | Paul Charles Hibbert, Strathclyde U.; Chris Huxham, Strathclyde U.
Winner of ODC Division Rupert F. Chisholm Best Theory to Practice Paper


**1272 : (Paper Session) - (IP) Research on Strategic Learning**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Patrick Reimmoeller, Erasmus U.

ODC: Learning Organizations: Managerial Control Models? | Devi P Akella, Albany State U.

MOC: How do firms get to know their own capabilities? | Tali Shimon, Tel Aviv U.; Moshe Farjoun, New York U.


**1273 : (Paper Session) - (IP) Strategies for Emerging Markets**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Johan Wiklund, Jonkoping International Business School


IM: Pitfalls and Promises of Transition:Understanding Managerial Social Capital in Emerging Economies | Wendi L. Adair, Cornell U.; Christopher Anderson, Syracuse U.

ENT: New Ventures in Emerging Markets: Comprehensive Review and Future Directions | Toyah L. Miller, Texas A&M U.

**1274 : (Paper Session) - (IP) Strategy and Health Care**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A4
Facilitator: Robert C. Myrtle, U. of Southern California

**HCM: The Challenges for HRM and Performance in the Victorian (Australian) Public Health System. | Pauline Stanton, La Trobe U.; Timothy Bartram, La Trobe U.; Raymond Harbridge, La Trobe U.; Sandra Leggat, La Trobe U.; Benjamin Fraser, La Trobe U.; Terese Garreffa, La Trobe U.**

**HCM: Do Not-for-Profit and For-Profit Nursing Homes Employ Different Market Strategies? | Juliet A. Davis, U. of Alabama, Tuscaloosa; Louis Marino, U. of Alabama; Joshua Reece Aaron, U. of Alabama, Tuscaloosa**

### Wednesday, Section D

#### 1275: (Paper Session) - (IP) Strategy and Performance
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B1
**Facilitator: Tony W. Tong, State U. of New York, Buffalo**

**BPS: Organizational Change and Acquisition Activity from Performance Feedback | Dinesh Venkiteshwaran, Purdue U., West Lafayette**


**BPS: Diversification Patterns and Performance of Large Established Japanese Firms | Tatsuo Ushijima, Aoyama Gakuin U.; Yoshitaka Fukui, Aoyama Gakuin U.**

#### 1276: (Paper Session) - (IP) Acquisition Strategy and Performance
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B2
**Facilitator: James Douglas Orton, Michigan Technological U.**

**BPS: Performance and Survival Implications of Exploration and Diversification | Jamie P. Eggers, U. of Pennsylvania; Nicolaj Siggelkow, Wharton School**


**BPS: The Effects of Strategic and Locational Complementarity on Acquisition Performance | Jay Kim, U. of Southern California; Sydney Finkelstein, Dartmouth College**

**BPS: Diseconomies of Managing in Acquisitions: Evidence from Civil Lawsuits | John Mezias, U. of Miami; J Myles Shaver, U. of Minnesota**

#### 1277: (Paper Session) - (IP) Organizational Ethics and Trust
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B3
**Facilitator: Greg S Young, North Carolina State U.**

**OM: Simulating Trust Restoration Behavior And Its Consequences For Strategic Alliance Outcomes | Krishnan Srinivasan, Arizona State U.; Rekha Krishnan, Tilburg U.; Rajiv Krishnan, ICICI Bank**

**OM: Impact of Fairness and Trust on Loyalty Under Varying Conditions of Supplier-Buyer Interdependence | Thani Jambulingam, St. Joseph's U.; Ravi Kathuria, Chapman U.; John R. Nevin, U. of Wisconsin, Madison**

**ODC: Conceptualizing Ethnicity, Justice, and Resistance during Organizational Change | Ahmad Glover, Touro U. International; Eric B. Dent, U. of North Carolina, Pembroke**

#### 1278: (Paper Session) - (IP) Collaboration and Sustainability
8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B4
**Facilitator: Carolyn Gardner, Radford U.**


**OB: Motivation to Perform Organizational Citizenship Behaviors | Alvaro Espejo, U. Adolfo Ibanez; Pablo Cardona, IESE Business School**

**MOC: Multimarket Contact Gets You Close: Additional Antecedents to Cooperation between Multimarket Firms | Richard C. Peters, Florida Atlantic U.; John Stephan, Florida Atlantic U.**

#### 1279: (Paper Session) - (IP) Technology Alliances
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C1
**Facilitator: Sheryl Winston Smith, Gustavus Adolphus College**

**OCIS: Network Effects, Vertical Integration and Performance: A Study of U.S. Video Game Publishers | Byungyon Yoo, Boston U.**

**TIM: Ambiguity and Knowledge Transfer in Alliances. | Ricardo B. Boucken, Ernst-Moritz-Arndt U. Greifswald; Suhai Riaz, U. of Western Ontario**

**TIM: Organizing for Innovation: R&D Projects, Activities and Partners | Giovanni Valentini, IESE; Bruno Cassiman, IESE; Maria Chiara Di Guardo, Cagliari U.**

**OM: Performance Measurement of Inter-Firm E-Partnerships: A Balanced Scorecard Approach | Fang Zhao, RMIT U.**

#### 1280: (Paper Session) - (IP) Technology and Communication
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C2
**Facilitator: Peter Groenewegen, Free U.**

**PNP: Scientific Controversies as a PR Problem? - Managing the relation between science and its publics | Maja Horst, Copenhagen Business School**

**TIM: Harmonizing the Organizational System of Meanings: The Power of Stylistic Innovation | Rossella Cappetta, Bocconi U.; Paola Cillo, Bocconi U.**

**OCIS: E-mail at Work: A Cause for Concern? | Yochanan Altman, London Metropolitan U.; Frank Bournois, U. of Pantheon Assas Paris II; Jacques Rojot, U. of Paris II**


#### 1281: (Paper Session) - (IP) Technology and Human Capital
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C3
**Facilitator: Surinder Kahai, State U. of New York, Binghamton**
Organizational Systems

1284: (MED) MED Executive Committee Breakfast
8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 3-4

MED Officers, Executive Committee members, country liaisons, and guests - please join us for a review of the program and future planning for the division!
Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh
Host: Steven Armstrong, U. of Hull

1285: (Paper Session) - (MED) Managerial Knowledge and Skill Development
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 2
Chair: Ann L Cunliffe, U. of New Mexico

Forced Ranking: Who is Attracted to it? A Study of Performance Management System Preferences | Brian D. Blume, Indiana U., Bloomington; Timothy Baldwin, Indiana U., Bloomington; Robert S. Rubin, DePaul U.

Four Levels of Learning: A Framework for Preparing Managers and Leaders | Donald L Adolphson, Brigham Young U.; William H Baker, Brigham Young U.

A Prescription for Experiential Executive Skill Development in MBA Programs | J. Duane Hoover, Texas Tech U.

1286: (Paper Session) - (MOC) New Frontiers in Trust Research: Online Groups, Boundary Spanners, and Emotions
8:30am - 10:20am Hawaii Convention Center: Room 316C
Explores issues such as trust in online groups and among boundary spanners, as well as the role of affect and mood on trust.
Chair: Heather C. Vough, U. of Illinois, Urbana-Champaign

Online Communication and Social Dilemmas: How Media Influences Trust, Cooperation and Fairness | Liuba Belkin, Rutgers U.; Charles E Naquin, U. of Notre Dame; Terri R. Kurtzberg, Rutgers U.

Cognitive Appraisal And Affective Reactions To Succession Events And Trust Judgments In New Leaders | Gary A. Ballinger, Purdue U.; David Schoorman, Purdue U.

Trust and Control Mechanisms in Organizational Boundary Spanners’ Cognitions and Behaviors | Sanjukta Kusari, Case Western Reserve U.; Daniel A. Cohen, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.; Detelina Marinova, Case Western Reserve U.

The Role Of Mood And Target-Specific Information In The Formation Of Trust Judgments In Work Groups | Gary A. Ballinger, Purdue U.; David Lehman, Purdue U.; David Schoorman, Purdue U.

1287: (Paper Session) - (MOC) Language & Metaphor in Organizational Life: Its Role in Community Identity, Strategy, & Coordination
8:30am - 10:20am Hawaii Convention Center: Room 317A
This session explores the power of language in maintaining identity, understanding strategy and decision-making, and improving coordination.
Chair: Martin L. Martens, Concordia U.

Session Details – Wednesday

1288 JS: (MOC, OMT, OB) Narratives of Life in Organizations: Bringing Organizations to Life in and Through Stories
8:30am - 10:20am Hawaii Convention Center: Room 301A
Organizers: Mary Ann Glynn, Emory U.; Jane E Dutton, U. of Michigan, Ann Arbor
Discussant: Lloyd Sandelands, U. of Michigan, Ann Arbor
Welcome and Introduction to Narratives of Life in Organizations | Jane E Dutton, U. of Michigan, Ann Arbor; Mary Ann Glynn, Emory U.
Narratives of Thriving | Scott Sonenshein, U. of Michigan, Ann Arbor; Jane E Dutton, U. of Michigan, Ann Arbor; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor
Stories of Courage at Work | Monica C. Worsline, Emory U.
Narratives of Impact in Doing Dirty Work | Adam Michael Grant, U. of Michigan, Ann Arbor; Tim Pauling, U. of Michigan, Ann Arbor; Ginelle Nagel, U. of Michigan, Ann Arbor; Claire Kemerling, U. of Michigan, Ann Arbor
Revealing Moments: Narratives of Leadership | Krysia A. Wrobel, Emory U.; Mary Ann Glynn, Emory U.
Stories about Work: How Narratives Reveal Social Life | Amy Michelle Trahan, U. of Michigan, Ann Arbor
Speakers: Scott Sonenshein, U. of Michigan, Ann Arbor; Adam Michael Grant, U. of Michigan, Ann Arbor; Monica C. Worsline, Emory U.; Krysia A. Wrobel, Emory U.; Amy Michelle Trahan, U. of Michigan, Ann Arbor
Participants: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Tim Pauling, U. of Michigan, Ann Arbor; Ginelle Nagel, U. of Michigan, Ann Arbor; Claire Kemerling, U. of Michigan, Ann Arbor

1289: (OB) Understanding the Antecedents and Motivational Processes Underlying Transformational Leadership
8:30am - 10:20am Hawaii Convention Center: Room 313A
Chair: Andreas W. Richter, Aston U.
An Evaluation of Transformational Leadership Theory: The Role of Self Concept | Giles Hirst, Aston U.; Rolf Van Dick, Aston U.
Motivation to Lead, Motivation to Follow: The Role of Self-Regulatory Focus in Leadership Processes | Ronit Kark, Bar Ilan U.; Dina Van Dijk, Ben-Gurion U., Negev
Presenters: Giles Hirst, Aston U.; Douglas J. Brown, U. of Waterloo; Ronit Kark, Bar Ilan U.

1290: (Paper Session) - (OB) New Developments in Leader-Member Exchange (LMX): The Influence of LMX on Work Outcomes
8:30am - 10:20am Hawaii Convention Center: Room 325A
Chair: Cam Caldwell, U. of Houston, Victoria
Discussant: Mary Uhl-Bien, U. of Central Florida
Upward Influence and Work Outcomes: The Mediating Role of LMX and Organizational Support | Magdalene Chooi Hwa Ang, -; Mahfooz Alam Ansari, U. Science Malaysia; Muhammad Jantan, -
The Role of LMX in the Psychological Contract Breach - Subordinates’ Performance Relationship | Simon Lloyd D. Restubog, U. of Queensland; Prashant Bordia, U. of South Australia; Scott A. Krebs, U. of Queensland; Robert L. Tang, De La Salle - College of Saint Benilde
The Impacts of Autonomy and Delegation on Job Satisfaction: The Role of LMX | Ziguang Chen, City U. of Hong Kong
Leader-Member Exchange and the Conceptualization and Display of Organizational Citizenship Behavior | Changquan Jiao, McMaster U.; Rick D Hackett, McMaster U.
Presenters: Mahfooz Alam Ansari, U. Science Malaysia; Simon Lloyd D. Restubog, U. of Queensland; Ziguang Chen, City U. of Hong Kong; Changquan Jiao, McMaster U.

1291 JS: (OB, HR) Job Characteristics and Affective Events Theory
8:30am - 10:20am Hawaii Convention Center: Room 312
Chair: Ronald H Humphrey, Virginia Commonwealth U.
Discussant: Daniel J Brass, U. of Kentucky
Failure Feedback as an Affective Event: The Impact of Leader Affect, Goal Orientation, and Feedback | Shane Connelly, U. of Oklahoma; Michael D. Mumford, U. of Oklahoma; Blaine H. Gaddis, SkillsNET Corporation
Affect and Job Design: A Return to an Interational Approach | Laura McAndrews Little, Oklahoma State U.; Timothy DeGroot, Oklahoma State U.
Merging Job Characteristics with Affective Events Theory | Ronald H Humphrey, Virginia Commonwealth U.
Affective Events Theory and Job Characteristics Model: Interdependent and Independent Influences | Catherine Daus, Southern Illinois U.; Edwardsville; Tiffany Cage, Southern Illinois U., Edwardsville
Speakers: Michael D. Mumford, U. of Oklahoma; Laura McAndrews Little, Oklahoma State U.; Ronald H Humphrey, Virginia Commonwealth U.; Tiffany Cage, Southern Illinois U., Edwardsville
Participants: Shane Connelly, U. of Oklahoma; Blaine H. Gaddis, SkillsNET Corporation; Timothy DeGroot, Oklahoma State U.; Catherine Daus, Southern Illinois U., Edwardsville

1292: (Paper Session) - (ODC) Time, Mergers, Exits and Organizational After-life
8:30am - 10:20am Hawaii Convention Center: Room 321B
Chair: Ronald Fry, Case Western Reserve U.
Discussant: George W. Hay, McDonald's Corp./Benedictine U.
Conflict in Mergers: Integrating Psychological, Social and Cultural Perspectives on Merger Failure | Katty Marmenout, McGill U.

What Do We Know About Business Exit? | Carolin Decker, U. of Paderborn

Not Going Gentle into That Good Night: Pursuing Organizational Afterlife | Ian Walsh, Boston College

Time To Change, Time For Change: How was Time Used to Change a Global Company? | Heejin Lee, U. of Melbourne; Ji-Hwan Lee, Ewha Women's U.; Jiman Lee, Yon Sei U.; Chong Ju Choi, City U.

1293: (Paper Session) - (ODC) Strategic Issues in Organizational Change
8:30am - 10:20am Hawaii Convention Center: Room 322B
Chair: David Jamieson, Pepperdine U.
Discussant: Mirm Y Lacey, Pepperdine U.
Managerial Attention and Firm Performance following an Environmental Shift | Theresa Cho, Rutgers U.
Effects of Organizational Life Cycle and Organizational Slack on International Growth Strategies | Siah-Hwee Ang, U. of Auckland; Jason Huang, U. of Auckland
Connectedness and Relatability of Strategic Change Processes | Florian Kappler, U. of St. Gallen
Emerging Credit Card Markets: A Comparison of Russia and the US | Alya Guseva, Boston U.

1294: (Paper Session) - (OM) Total Quality Management
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3
Chair: Andrea McGee Prud'homme, Michigan State U.
Method and Context Perspectives on Learning and Knowledge Creation in Quality | Adrian Choo, Rensselaer Polytechnic Institute; Kevin Linderman, Carlson School of Management; Roger Schroeder, Carlson School of Management
Solidifying TQM Theory and Measures: A Replication and Extension | Hale Kaynak, U. of Texas, Pan American; Janet L. Hartley, Bowling Green State U.

1295: (Paper Session) - (OMT) Choose Your Friends Wisely: Governance and Interorganizational Relations
8:30am - 10:20am Hawaii Convention Center: Room 302A
Chair: Stephanie Bertels, U. of Calgary
Discussant: Anne S Miner, U. of California, Berkeley
Markets, Hierarchies, and Beyond: Configurations of Interorganizational Governance Mechanisms | Mark Ebers, U. zu Koeln; Leon A. G. Oerlemans, Tilburg U.
Trust and Formal Contracts in Interorganizational Relationships - Substitutes and Complements | Thomas Mellewigt, U. of Paderborn; Anoop Madhok, U. of Utah; Antoinette Weibel, Zurich U.
Firm Status, Partner Selection and Alliance Activities in the IPO Underwriting Syndicate | Guoli Chen, Pennsylvania State U.

1296: (Paper Session) - (OMT) Beyond the Routine: Resources, Routines, and Reproduction
8:30am - 10:20am Hawaii Convention Center: Room 302B
Chair: Joseph P. Broschak, U. of Illinois, Urbana-Champaign
Discussant: Sandra Rothenberg, Rochester Institute of Technology
Applying Organizational Routines in Analyzing Organizations | Markus C Becker, Centre National de Recherche Scientifique; Francesco Zirpoli, Salerno U.; Pasquale Salvatore, Salerno U.
The Dynamics of Routines and Capabilities in New Ventures | Yan Gong, U. of Wisconsin, Madison; Ted Baker, U. of Connecticut; Anne S Miner, U. of Wisconsin, Madison
Dynamic Capabilities: Operational Flexibility, Organizational Design, and Information Sharing | Sharyn D Gardner, College of New Jersey
Change in Large Organizations | M.V. Shyam Kumar, City U. of New York, Baruch College

1297: (OMT) Organizations in the Local Context
8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3
Chair: Pino G. Audia, U. of California, Berkeley
Discussant: Howard Aldrich, U. of North Carolina
Entrepreneurship in Local Context: Banks and Retail Firms in the United States | John Freeman, U. of California, Berkeley; Pino G. Audia, U. of California, Berkeley; Nydia MacGregor, U. of California, Berkeley
Agglomeration Economies & Embeddedness in the Local Community: Evidence from US Footwear | Pino G. Audia, U. of California, Berkeley; Christopher I. Rider, U. of California, Berkeley
Kinship in the Shadow of the Corporation: Clyde River Shipbuilding Inter-Builder Network, 1711-1990 | Paul Ingram, Columbia U.; Arik Lifschitz, Columbia U.
Corp. Demography & Wage Inequality: Vertical & Horizontal Sorting as Sources of Reg'l Wage Inequit | Jesper Sorensen, Massachusetts Institute of Technology; Olav Sorensen, London Business School
Participants: John Freeman, U. of California, Berkeley; Pino G. Audia, U. of California, Berkeley; Nydia MacGregor, U. of California, Berkeley; Christopher I. Rider, U. of California, Berkeley; Paul Ingram, Columbia U.; Arik Lifschitz, Columbia U.; Jesper B Sorensen, Massachusetts Institute of Technology; Olav Sorensen, London Business School

1298: (PNP) Challenges in Volunteer Management
8:30am - 10:20am Sheraton Waikiki Beach: Wai'alua Room
Organizer: Matthew Lia-Troth, Western Washington U.
Management Models for Engaging Volunteers in State Government Agencies: Challenges and Recommendatio | Sarah Jane Rehnborg, U. of Texas, Austin; Tom McVey, U. of Texas, Austin
1299 JS: (PNP, SIM) Boards of Directors/Boards of Trustees: Common Ground? Governance Structures and Performance
8:30am - 10:20am Sheraton Waikiki Beach: Kahuku Room
Chair: J. Richard Harrison, U. of Texas, Dallas
Theories, Models, and Roles of Directors and Trustees | Alix Valenti, U. of Houston, Clear Lake
Institutional and Legal Environment Influences on Governance Practices at Nonprofit Organizations | Patrice Luoma, Quinnipiac U.
Governance Structures, Performance, and Boards of Trustees in Private Higher Education | Nancy R. Kucinski, Hardin Simmons U.
Social Entrepreneurship: Bridging the Governance Gap between Entrepreneurial and Nonprofit Ventures | Rebecca Luce, TCU

1300 : (Paper Session) - (SIM) MNEs and Cross-Cultural Issues: International Business Ethics and Cross-Cultural Issues
8:30am - 10:20am Sheraton Waikiki Beach: Akaka Falls/lao Needle Room
Chair: William A Sodeman, Hawai’i Pacific U.
Discussants: Eleanor O’Higgins, U. of College Dublin; Daniel Rotrig, Florida Atlantic U.
Global Rules and Private Actors: Towards a New Role of the TNC in the Global Governance | Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne;Dorothée Baumann, U. of Zurich
Business Ethics in MNCs: Integrating Compliance and Integrity through Discourse Ethics | Dirk Ulrich Gilbert, U. of New South Wales; Michael Behnam, Suffolk U.
Moral Philosophy and Generational Subculture Theory: A Cross-Cultural Perspective | Chris Robertson, Northeastern U.; David A Ralston, U. of Oklahoma
Toward a Culture-specific Approach to International Business Ethics | Jiyun Wu, Virginia Tech; Richard E Wokutch, Virginia Tech

1301 : (Paper Session) - (SIM) Corporate Social Responsibility: Theory Building and Testing
8:30am - 10:20am Sheraton Waikiki Beach: Kohala/Kona Room
Chair: Garry L. Adams, Auburn U.
Discussants: Anthony F Buono, Bentley College; Julius H Johnson Jr., U. of Missouri, St. Louis
Traditional, Managerial, and Relational Theories of Corporate Social Responsibility | Davide Secchi, Insubria U.
An Inductive Typology of Corporate Social Responsibility | Kunal Basu, Templeton College, Oxford U.; Guido Palazzo, U. of Lausanne
Shaping Activism Agendas: Institutional Investors and Global Corporate Social Responsibility | W. Trestler Proffitt Jr., Franklin & Marshall College; Andrew Spicer, U. of South Carolina
Congruent Societal Strategies and Corporate Performance | Darrell G. Coleman, U. of Utah

1302 : (Paper Session) - (SIM) Corporate Social Performance: Empirical Studies
8:30am - 10:20am Sheraton Waikiki Beach: Oahu Room
Chair: Jennifer Mencel, U. of Minnesota, Duluth
Discussants: Marc Bonnet, ISEOR, U. of Lyon; Karen E. Schnietz, Pepperdine U.
Does Being Good Pay Off?: The Effect of TMTs on Firm Social Responsibility and Financial Performance | Elaime W. Wong, U. of California, Berkeley; Margaret Osmint, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley
An Empirical Study of the Impact of Corporate Governance and Risk on Corporate Social Performance | Paul Dunn, Brock U.; Barbara Sainty, Brock U.
Social Performance and the Costs of Capital: The Reward for Increasing Legitimacy | Mark P Sharfan, U. of Oklahoma, Norman
Corporate Social Performance and Firm Financial Performance: An Examination of the Role of Time | Jeremy Collin Short, Portland State U.

1303 : (Paper Session) - (TIM) Qualitative Studies of Technology
8:30am - 10:20am Hawaii Convention Center: Room 304B
Chair: Stefan Haefliger, U. of St. Gallen
Discussant: Steven White, INSEAD
Coordination Processes for Multi-supplier Collaborative Design Integration | Alan O’Sullivan, U. of Ottawa
Electronic Networks: Identifying a Constant Source of Structural Holes Prior to Entry | Jenny Gibb, U. of Waikato
**Consequences and Concerns**

**Scientific and Entrepreneurial Effectiveness of European Chair:**
8:30am - 10:20am Hawaii Convention Center: Room 313C

**Does Vertical Integration Impact Technological Search?**
B Combinative & Human Capital Perspective on Knowledge Creation:
8:30am - 10:20am Hawaii Convention Center: Room 307A

**Business Value of IT: The Case of e-Justice in Singapore**
1304 - (Paper Session) - (TIM) Modular Product Design
8:30am - 10:20am Hawaii Convention Center: Room 306A
Chair: Ranjita Majumder Singh, U. of Toronto
Discussant: Sebastian Fiszon, U. of Michigan
Modularity as an Entry Strategy: The invention of new niches in the LAN equipment industry | Stefano Brusoni, Bocconi U.; Roberto Fontana, Bocconi U.
→ Design Complexity, Vertical Disintegration and Knowledge Organization In the Semiconductor Industry | Ludovic Dibiaggio, Ceram Sophia Antipolis
Modular Design and Tech. Innovation | R Balachandra, Northeastern U.
Making Variety: An Empirical Study on the Role of Component Status and Organizational Constraints | Fabrizio Perretti, Bocconi University / SDA Bocconi; Giacomo Negro, Bocconi University / SDA Bocconi

**1305 : (Paper Session) - (TIM) Strategy, Technology, & Innovation**
8:30am - 10:20am Hawaii Convention Center: Room 307A
Chair: Bettina Lynda Bastian, Ecole Polytechnique Fédérale de Lausanne
Discussant: Tomi MM Laamanen, Helsinki U. of Technology
The Impact of Acquisitions on the Innovation Performance of Inventors at Semiconductor Companies | Rahul Kapoor, INSEAD; Kwanghui Lim, National U. of Singapore
A Combinative & Human Capital Perspective on Knowledge Creation: Evidence from Inventor Mobility | Sharon F. Matusik, U. of Colorado, Boulder; Michael B. Heeley, Colorado School of Mines; Lawrence A. Plummer, U. of Colorado, Boulder
Exploring Interaction among Factors Influencing Information Systems Investment | Yajong Xue, U. of Rhode Island; Huigang Liang, Florida Atlantic U.; William R. Boulton, Auburn U.
Does Vertical Integration Impact Technological Search? Evidence from the Semiconductor Industry | Nandini Lahiri, Indian School of Business; Gautam Ahuja, U. of Michigan

**1306 : (TIM) Entrepreneurial Universities: Constituents, Consequences and Concerns**
8:30am - 10:20am Hawaii Convention Center: Room 313C
Chair: Carl Schramm, Ewing Marion Kauffman Foundation
Discussant: Aldo Geuna, SPRU/ U. of Sussex
Creating the entrepreneurial university: the case of MIT | Rory O’Shea, U. of College Dublin; Thomas J Allen, Massachusetts Institute of Technology; Kenneth Morse, Massachusetts Institute of Technology
Analyzing the Effectiveness of University Technology Transfer: Implications for Entrepreneurship | Donald Siegel, Rensselaer Polytechnic Institute
Shifting governance practices and interactions: Recent developments at universities in Japan | Tomohiro Ijichi, Hitotsubashi U.
Are Co-active Researchers on Top of Their Class? | Martin Meyer, SPRU/ U. of Sussex
Participants: Rory O’Shea, U. of College Dublin; Bruno J, M, T van Pottelsbergh, U. Libre de Bruxelles; Donald Siegel, Rensselaer Polytechnic Institute; Thomas J Allen, Massachusetts Institute of Technology; Koenaad Debackere, Leuven U.; Tomohiro Ijichi, Hitotsubashi U.; Martin Meyer, SPRU/ U. of Sussex; Kenneth Morse, Massachusetts Institute of Technology; Paolo Landoni, Politecnico di Milano; Julie Callaert, Catholic U. of Leuven; Eléftherios Sapsalis, U. Libre Bruxelles

**Wednesday 8:40AM**

**1307 - (OB, PNP) Defense Finance & Accounting Service & U.S. Postal Service: Building a Quality Performance & Culture**
8:40am - 10:20am Hawaii Convention Center: Room 328
Chairs: Nicholas Mathys, DePaul U.; Kenneth R Thompson, DePaul U.
Presenters: Edward Kufeldt, Dept. of Defense - Defense Finance & Accounting Service; Ann C. Wright, United States Postal Service; Mark A. Abramson, IBM Center for the Business of Government

**Wednesday 8:45AM**

**1308 - CAU: (CAU) The Spices of Diversity: Does Instructor Race or Gender Impact the Dynamics of Diversity of Courses?**
8:45am - 10:15am Sheraton Waikiki Beach: Puna Room
Organizers: Carol P Harvey, Assumption College; Carole Gwendolyn Parker, Seton Hill U.; M. June Allard, Worcester State College

**1309 CAU: (CAU) Emonet: The Network for the Study of Emotion in Organizations**
8:45am - 10:15am Sheraton Waikiki Beach: Waimea Canyon Room
Organizer: Neal M. Ashkanasy, U. of Queensland

**Wednesday 8:50AM**

**1310 JS: (OCIS, CMS) Critical Insights into the Organizational Implications of Enterprise Resource Planning Systems**
8:50am - 10:20am Hawaii Convention Center: Room 318A
Chairs: David Stephen Grant, U. of Sydney; Bill Harley, U. of Melbourne; Christopher Wright, U. of New South Wales
Discussant: JoAnne Yates, Massachusetts Institute of Technology Critical Insights into the Organizational Implications of Enterprise Resource Planning Systems | David Stephen
Wednesday 9:00AM

1311: (AAA) Conference Registration
9:00am - 12:00pm Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

1312: (Paper Session) - (OCIS) Knowledge Networks
9:00am - 10:20am Hawaii Convention Center: Room 317B
Chair: Fabrizio Ferraro, IESE Business School
Discussant: J. Alberto Espinosa, American U.
Reciprocity or Generalized Exchange? Structuring of Electronic Knowledge Networks | Samer Faraj, U. of Maryland; Steven L. Johnson, U. of Maryland
Teams as Networks in a Connected Organization: The Critical Role of Geographic Distance | Jonathan N. Cummings, Massachusetts Institute of Technology; Tanu Ghosh, Massachusetts Institute of Technology
Understanding the Ties that Bind: A Longitudinal Investigation of Communication Network Evolution | Noshir Contractor, U. of Illinois, Urbana-Champaign; Fabio Fonti, Boston College; Christian Steglich, U. of Groningen; Chunke Su, U. of Illinois, Urbana-Champaign; Robert Whitbred, U. of Pittsburgh, Johnstown

Wednesday 10:40AM

1313: (Paper Session) - (BPS) Start-Ups, IPOs and Venture Capitalists
10:40am - 12:00pm Hawaii Convention Center: Room 307B
Chair: Roberto Vassolo, IAE Business School - U. Austral
Discussant: Isin Guler, Boston U.
IPOs versus M&A in Strategic Factor Markets for Private Firms | Ilgaz T Arikian, Georgia State U.
Post-IPO Performance of Internet Startups | Sea Jin Chang, Korea U.
The Flip Side of The Coin: Nascent Technology Ventures and Corporate Venture Funding | Jeff Rosenberger, Stanford U.; Riitta Katila, Stanford U.
VC Firms’ Diversification into New Markets; An Integration of Institutional and Network Perspectives | Jane Lu, Singapore Management U.; Pek-hooi Soh, National U. of Singapore

1314: (Paper Session) - (BPS) Geographic Clusters
10:40am - 12:00pm Hawaii Convention Center: Room 308A
Chair: Lalit Manral, Columbia U.
Discussant: Andreas Bausch, International U. Bremen
Asian Business is Regional, Not Global | Alan M Rugman, Indiana U.; Simon Collinson, Warwick Business School
The Effects of Resource Availability and Local Density on Firm Founding, Performance, and Failure | Pamsy Hui, Nanyang Business School; Alison Davis-Blake, U. of Texas, Austin

1315: (BPS) Organizational Context and Performance: Perspectives from the Health Care Industry
10:40am - 12:00pm Hawaii Convention Center: Room 309B
Ownership Structure and Reputation in Professional Services: Evidence from the Healthcare Industry | Dov Rothman, Columbia U.

1316: (Paper Session) - (BPS) Behavioral Controls and Organization Design
10:40am - 12:00pm Hawaii Convention Center: Room 309
Chair: Karynne L. Turner, Georgia State U.
Discussant: Karynne L. Turner, Georgia State U.
Control of Business Units: The Downside of Differentiation | Eric Dooms, Tilburg U.; Aswin Van Oijen, Tilburg U.
Exploring the Interdependence of Profitability and Control in US Banking | Kenneth J. Hatten, Boston U.; William L. James, Hofstra U.; James P. Keeler, Kenyon College
Understanding Patterns of Professional and Organizational Identity Orientation as a Determinant of Organizational Identification

**Presenters:**
- George Washington U.
- HEC Paris

**Coordinator:** Bertrand V Quelin, HEC Paris; Frederic Dalsace, HEC Paris; Bertrand Moingeon, HEC Paris

**Interorganizational Communities of Practice: Connecting and Collaborating Across Boundaries | Janine Nahapiet, Templeton College, Oxford U.**

**Communities of Creation: Managing Collaborative Innovation Across Boundaries | Mohanbir Sawhney, Northwestern U.; Emanuela Prandelli, Bocconi U.; Gianmario Verona, Bocconi U.**

- Realizing the Potential of Formalized Communities of Practice in a Knowledge Economy | Cynthia Odom, George Washington U.; John Starns, George Washington U.
- Network Structure of IOCOPs & Effectiveness of de jure Standards Setting in Technical Communities | Gwendolyn Kuo-fang Lee, U. of Florida

**Participants:**
- Cynthia Odom, George Washington U.; John Starns, George Washington U.
- Janine Nahapiet, Templeton College, Oxford U.
- Mohanbir Sawhney, Northwestern U.; Gwendolyn Kuo-fang Lee, U. of Florida

**1317 - JS: (BPS, OMT) The Inter-Organizational Communities of Practice (IOCOPs): New Insights and Knowledge Strategies**

10:40am - 12:00pm Hawaii Convention Center: Room 306B

**Chairs:**
- 10:40am - 12:00pm Hawaii Convention Center: Room 306B
- 10:40am - 12:00pm Hawaii Convention Center: Room 319A
- 10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room

**Discussant:**
- Chris Bell, York U.

**Invidious Comparisons and Insidious Behaviors: Envy and Social Undermining at Work | Jennifer Dunn, U. of Pennsylvania**

- Maurice Schweitzer, U. of Pennsylvania

**The Effects of Incivility on Performance, Motivation, Creativity, Helpfulness & Dysfunctional Behavior | Christine L. Porath, U. of Southern California; Amir Erez, U. of Florida**

**1320 - (Paper Session) - (CM) Counterproductive Work Behaviors**

10:40am - 12:00pm Hawaii Convention Center: Room 318B

- Jennifer Dunn, U. of Pennsylvania

- Discussant: Chris Bell, York U.

**The Making of Doctors and Patients | Gazi Islam, Tulane U.; Michael James Zyphur, Arizona State U.**

**The Role of Involvement in the Making of Doctors and Patients**

**A Career Typology for the 21st Century Entrepreneurial Woman | Dorothy Perrin Moore, Citadel School of Business Administration**

**1318 - (Paper Session) - (CAR) Diversity, Identity and Occupational Choice**

10:40am - 12:00pm Hawaii Convention Center: Room 322A

- Peter Lotz, Copenhagen Business School

- Theme-oriented | Visual Presentation | Selected for Best Paper Proceedings

- Teaching-oriented | Management Practice-oriented | International-oriented

**1319 - JS: (CAR, OB, OMT) Building Bridges: Multiple Levels of Identity and Identification**

10:40am - 12:00pm Hawaii Convention Center: Room 319A

**Chair:**
- David Sluss, Arizona State U.

**Discussant:**
- Blake E. Ashforth, Arizona State U.

**Organizational Identity Orientation as a Determinant of Organizational Identification | Shelley Brickson, London Business School**

**Understanding Patterns of Professional and Organizational Identification: A Multi-Method Study | Teresa Cardador, U. of Illinois, Urbana-Champaign; Erik Ian Dane, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign**

**Generalizing Relational Identification to and from Organizational Identification | David Sluss, Arizona State U.**

**Participants:**
- Teresa Cardador, U. of Illinois, Urbana-Champaign;
- Erik Ian Dane, U. of Illinois, Urbana-Champaign;
- Michael G. Pratt, U. of Illinois, Urbana-Champaign;
- Shelley Brickson, London Business School

**1321 - JS: (CM, SIM) Restorative Justice: A New Vision for Workplace Justice**

10:40am - 12:00pm Hawaii Convention Center: Room 316A

**Chairs:**
- Deborah Kidder, Towson U.; Michael A. Gross, Colorado State U.

**Discussant:**
- Robert Bies, Georgetown U.

**Victim Offender Mediation in the United States | Michael A. Gross, Colorado State U.**

**Restorative Justice in the Workplace: Hawai'i's Experience | Loreann Walker, -**

**Restorative Justice in Japan | Hidemasa Yamamoto, Dokkyo U.**

**Restorative Justice in New Zealand | Helen Bowen, Restorative Justice Trust**

**Culture, Shame, and Revenge | Michele J. Gelfand, U. of Maryland; Chris Bell, York U.; Gary Shteynberg, U. of Maryland**

**1322 - (Paper Session) - (CMS) Foucauldian Perspectives on Identity Formation and Organizational Control**

10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room

**Chair:**
- Ann L Cunliffe, U. of New Mexico

**Fighting over Knowledge Management, A Foucauldian Perspective | Irene Lammers, Vrije U.**

**Institutionalizing Identities: Communication Skills and the Making of Doctors and Patients | Gazi Islam, Tulane U.; Michael James Zyphur, Tulane U.**

**Identification vs. Dis-identification: What Does it Mean to be a “Professional”? | Olivier Herrbach, U. Sciences Sociales; Katarzyna Kosmala, Heriot-Watt U.**
**Session Details – Wednesday**

- **1323**: (Paper Session) - (ENT) Performance Differences between New Ventures and Established Companies 10:40am - 12:00pm Hawaii Convention Center: Room 301B
  
  *Chair: Stanley Ross, Bridgewater State U.*
  
  David vs. Goliath Round 2: Entry and the Persistence of Incumbent Profitability | Thomas J Dean, U. of Colorado, Boulder; Lawrence A. Plummer, U. of Colorado, Boulder
  
  When two Words Collide: The Role of Corporate Envy in Corporate Venturing Activities | Marina Binari, Strathclyde U.
  
  Firm Valuation Effects of High-Tech M&A: A Comparison of New Ventures and Established Acquirers | Roberto Ragozzino, U. of Central Florida
  

- **1324**: (Paper Session) - (ENT) University, Academic Entrepreneurs & Careers 10:40am - 12:00pm Hawaii Convention Center: Room 303A
  
  *Chair: Zelimir William Todorovic, Indiana U./Purdue U.*
  
  Academic Entrepreneurship: Entrepreneurial Intent and the Disclosure of University Inventions | Gerard George, U. of Wisconsin, Madison; Mark Maltarich, U. of Wisconsin, Madison; Sanjay Jain, U. of Wisconsin, Madison
  
  
  Endowed Chairs in Entrepreneurship: A Survey of Deans' Preferences | Gary J. Castrogiovanni, U. of Tulsa; George S Vozikis, U. of Tulsa; Timothy S Mescon, Kennesaw State U.
  
  Investigation of Factors Associated with Women’s Self-employment Preference in Nordic Countries | Pia Maria Arenius, U. of Lausanne; Anne Kovalainen, Turku School of Economics and Business Administration

- **1325**: (Paper Session) - (ENT) Relational Capital & Entrepreneurial Rents 10:40am - 12:00pm Hawaii Convention Center: Room 303B
  
  *Chair: Louis Marino, U. of Alabama*
  
  The Role of Perceived Relational Support in Entrepreneur - Customer Dyads | Dirk De Clercq, Brock U.; Deva Rangarajan, Vlerick-Leuven-Gent Management School
  
  Explaining the Foreign Development of start-ups: Social Networks and Knowledge Acquisition | Manuela Presutti, Bologna U.; Cristina Boari, Bologna U.; Luciano Fratocchi, L’Aquila U.
  
  Entrepreneur Social Competence and Capital: The Social Networks of Politically Skilled Entrepreneurs | Sean Lux, Florida State U.
  
  Where Do Entrepreneurial Orientations Come From? An Investigation on Their Social Origin | Haibin Yang, U. of Texas, Dallas

- **1326**: (Paper Session) - (GDO) Gender, Race, and Psychology: Attitudinal and Behavioral Differences 10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
  
  *Chair: David L Ford, Jr., U. of Texas, Dallas*
  
  Gender and Race Differences in Leader Behavior Preferences between South Africa | Romie Frederick Littrell, Auckland U. of Technology; Stella M Nkomo, U. of South Africa
  
  Exploring Gender and Racial Integration in the South African Military with Psychological Empowerment | Sanjay T Menon, Louisiana State U., Shreveport; Elize Kotze, Stellenbosch U.
  
  Commitment of Cultural Minorities in Organizations: Effects of Leadership and Pressure to Conform | Joyce Rupert, Leiden U.; Karen John, Leiden U.; Marloes van Engen, Tilburg U.; Renee de Reuver, Tilburg U.
  
  Gender Differences in White Racial Attitudes Towards Blacks | Brenda Kathleen Johnson, Columbia U.
  
  Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals | Robert Gregory Del Campo, U. of New Mexico

- **1327**: (Paper Session) - (GDO) Anger, Emotion, and Influence: What’s Gender to do with it? 10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 1
  
  *Chair: Susan M. Burroughs, U. of Puget Sound*
  
  Differences in Workplace Anger Expression on the Basis of Gender and Hierarchical Status | Theresa Domagalski, Florida Institute of Technology; Lisa Steelman, Florida Tech
  
  Gender, Emotion and Aggression in the Workplace: The Role of Emotional Intelligence | Alberto Ramirez, RMIT U.; Clive Morley, RMIT U.; Julie Wolfram Cox, RMIT U.
  
  The Contextual Dimension of Emotional Labour and Working women in Pakistan | Jawad Syed, Macquarie U., Sydney; Faiza Ali, Macquarie U., Sydney

- **1328**: (Paper Session) - (HCM) The Health Care Workplace As A Setting For Collaboration: Factors Affecting Employee Interactions 10:40am - 12:00pm Sheraton Waikiki Beach: Waianae Room
  
  *Chair: Amer Kaisi, Trinity U.*
  
  Discussant: Amer Kaisi, Trinity U.
  
  Sense-making in Difficult Times: Experiences of Employees in Asia-Pacific Hospitals | Stewart Arnold, U. of Queensland; Maree Veronica Boyle, Griffith U.; Victor J. Callan, U. of Queensland
  
  An Intervention Model of Shiftwork Tolerance | Anne Pisarski, U. of Queensland; Sandra A. Lawrence, U. of Queensland/Griffith U.; Philip Bohle, U. of NSW; Cynthia Gallois, U. of Queensland; Bernadette Maria Watson, U. of Queensland
  
  Face-to-face with AIDS in the workplace: Concern for face, Fear of AIDS and its Consequences | Vivien KG Lim, National U. of Singapore
  
  Winner of HCM Division Best Paper Award
  
  Organizational Trust in Hospital Nursing Staffs | Christina L. Lafferty, National Defense U.
1329 (HR) A New Vision of Human Resource Management in the 21st Century
10:40am - 12:00pm Hawaii Convention Center: Room 312
Chair: Wayne F. Cascio, U. of Colorado, Denver
The Four Cs of the HR Profession | Susan R. Meisinger, SPHR, Society for Human Resource Management
Will There Really Be a Labor Shortage? | Peter Cappelli, U. of Pennsylvania
From Human Resources Management to Organizational Effectiveness | Edward E. Lawler, U. of Southern California
Participants: Susan R. Meisinger, SPHR, Society for Human Resource Management; Peter Cappelli, U. of Pennsylvania; Edward E. Lawler, U. of Southern California

1330 (HR) HR and Performance in Europe: A Context Based View
10:40am - 12:00pm Hawaii Convention Center: Room 315
Chair: Henrik Holt Larsen, Copenhagen Business School
Discussant: Wolfgang Mayrhofer, Wirtschafts U. Wien
From Collectivism to Individualism – What Does it Mean for HRM? | Erling Rasmussen, U. of Auckland; Torben Andersen, Southern Denmark U.
The Relationship Between Culture and HRM Across a Broad Range of Countries | Lisa Hisae Nishii, Cornell U.
Towards the Nordic Model of HR? A Comparison Between Estonian and Nordic HR Strategies and Practice | Ruth Alas, Estonian Business School; Sinikka Vanhala, Helsinki School of Economics; Tonu Kaarelson, Estonian Business School
HRM-Performance Link in Europe – A General Model | Rita Campos Cunha, U. Nova de Lisboa

1331 (HR) Leadership Development in the 21st Century: Visions from Around the Globe
10:40am - 12:00pm Hawaii Convention Center: Room 319B
Chairs: Jon P. Briscoe, Northern Illinois U.; C. Brooklyn Derr, Brigham Young U.
Presenters: Roger R. Collins, Australian Graduate School of Management; Mami Taniguchi, Waseda U.; Juan-Carlos Pastor, Instituto de Empresa; Eduardo Guzman Saenz, ITESM, Campus Monterrey; Sylvie Roussillon, EM Lyon

1332 (HR) Organisational Learning and HRM Challenges in Professional Services Firms
10:40am - 12:00pm Hawaii Convention Center: Room 323B
Chairs: Scott A Snell, Cornell U.; Juani Swart, U. of Bath
Effects of HR Systems on Organizational Intellectual Capital in Software & IT Consulting Firms | Christopher Collins, Cornell U.
Evolution of Exploitative and Exploratory Learning in a Marketing Agency | Nick Kinnie, U. of Bath; Mark Lund, U. of Bath
Managing Intellectual Capital Architectures: HRM and Bilateral Learning in Law Firms | Sung-Choon Kang, Cornell U.; Scott A Snell, Cornell U.
Developing Inter-organisational Intellectual Capital in a Management Consultancy Network | Juani Swart, U. of Bath; Jason Rabinowitz, McKinsey & Company
Participants: Christopher Collins, Cornell U.; Sung-Choon Kang, Cornell U.; Nick Kinnie, U. of Bath; Mark Lund, U. of Bath; Jason Rabinowitz, McKinsey & Company

1333 (Paper Session) - (IM) Emerging Market Institutions and Strategy
10:40am - 12:00pm Hawaii Convention Center: Room 304A
Chair: Paul Miesing, State U. of New York, Albany
➔ The Separate and Unequal Influence of Institutional Pillars on Foreign Investment | Jamie D. Collins, Texas A&M U.; Dan Li, Indiana U.; Purva Kansal, Panjab U.
➔ The Antecedents and Consequences of Emerging Market Divestitures | Pablo Martin De Holan, Instituto de Empresa; Omar Toulan, McGill U.
➔ Sequential Purchases of Large Shares: Acquisition Strategy in an Emerging Market Context | Dean Xu, Peking U.; Changhui Zhou, Peking U.
Flight to Quality in Corporate Governance During Crisis | Yi Jiang, Ohio State U.

1334 (Paper Session) - (IM) Expatriate Adjustment Issues
10:40am - 12:00pm Hawaii Convention Center: Room 305B
Chair: Richard A. Posthuma, U. of Texas El Paso
Discussant: Robert J Taormina, U. of Macau
➔ The Effects of P-O Fit on Cross-Cultural Adjustment of Expatriate Managers and Its Consequences | Riki Takeuchi, Hong Kong U. of Science and Technology; Jeffrey Shay, U. of Montana
➔ Expatriate Adjustment and Performance: The Mediating Role of Managerial Practices | Jeffrey Shay, U. of Montana; J Bruce Tracey, Cornell U.; Jingyan Liu, Zhejiang U.
➔ Engineering Your Own Adjustment: Expatriate Adjustment through Sensemaking A Process Model | Gitanjali Sharma, U. of Manitoba

1335 (Paper Session) - (IP) Technology and Strategy in International Settings
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A1
Wednesday

Session Details – Wednesday

Industry Management Teams

Facilitator: Yinghong (Susan) Wei, Oklahoma State U.
→ TIM: The Impact of Manufacturing Offshore on Technology Choice Incentives in the Optoelectronics Industry | Erica Renee Fuchs, Massachusetts Institute of Technology; Randolph E Kirchain, Massachusetts Institute of Technology
→ TIM: Effect of National Attributes to Takeoff Time of Technology Adoption: An International Study | Saku Juhani Makinen, Tampere U. of Technology; Tomi Haapaniemi, Tampere U. of Technology
→ TIM: Examining the Challenge of Innovation in a Global Economy: One Size Does Not Fit All | Sheryl Winston Smith, Gustavus Adolphus College

OCD: Corporate Level Management’s Role in the Divestment Process: Dynamos or Dinosaurs? | Matthias F. Brauer, U. of St. Gallen

HR: An Exploratory Study of the Performance Consequences of CEO Succession: A Singapore Perspective | Irene K-H Chew, Nanyang Technological U.; Amit Das, Nanyang Technological U.


1336: (Paper Session) - (IP) The Influence of CEOs and Top Management Teams
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A2
Facilitator: Patrick Christopher Flood, U. of Limerick
HCM: Barriers to CEO Succession Planning: A Comparison of CEO and Board Chair Perspectives | Andrew N. Garman, Rush U.

1337: (Paper Session) - (IP) The Management Education Industry
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A3
Facilitator: Constance R James, Pepperdine U.

1338: (Paper Session) - (IP) Management Education and Actionable Knowledge
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A4
Facilitator: Karen Moustafa, Indiana U./Purdue U.

MED: What do Students of International Business Need to Know? Views from Educators and Practitioners | Jyh-Liang Guan, De Lin Institute of Technology, Taiwan; Yu-Ching Chiao, National Changhua U. of Education; Kuo-Pin Yang, National Dong Hwa U.

ENT: Entrepreneurial Orientation of Business Schools: Strategic Perspectives | Susan Kuznik, Baldwin Wallace College; Rajshekhar G. Javalgi, Cleveland State U.; Robert F Scherer, Cleveland State U.

MED: Critical Debates in Management Education - The Import of New Approaches to Strategy | Susan Miller, U. of Hull

MED: Integrating American Indian Business Into Contemporary Management Education | Helen Juliette Muller, U. of New Mexico


1339: (Paper Session) - (IP) The Process of Decision Making
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B1
Host: Ramon J. Aldag, U. of Wisconsin, Madison


MOC: Antecedents of Overconfidence: Evidence from a Field Study Examining Product Introduction Decisions | Mark Simon, Oakland U.; Catherine L. Tyler, Oakland U.


HR: Facilitating the Utilization of Human Capital Metrics | Bernd Erhard Irmer, InfoHRM; Anastasia Ellerby, InfoHRM

OCIS: Software Project Escalation: An Embedded Options Model | Amrit Tiwana, Iowa State U.; Mark Keil, Georgia State U.; Robert G. Fichman, Boston College

1340: (Paper Session) - (IP) Transferring Knowledge Across Borders
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B2

1341: (Paper Session) - (IP) Emotions in Organizations
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B3
Facilitator: Scott Jeffrey, U. of Waterloo
TIM: Role of Emotions in Emerging Technologies
Management | Malavika Sundararajan, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute
OB: Linking Regret to Escalation of Commitment: The Roles of Outcome Visibility and Anticipated Regret | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong
ODC: Models of emotion management for change | Nell Kimberley, Monash U.; Charmine Hartel, Deakin U.

1342: (Paper Session) - (IP) Trust and Satisfaction in the Workplace
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B4
Facilitator: S Douglas Pugh, U. of North Carolina, Charlotte
PnP: An Examination of Public and Nonprofit Employee Attitudes Toward Workplace Fun | Katherine A Karl, Marshall U.; Joy VanEck Peluchette, U. of Southern Indiana; Leda McIntyre Hall, Indiana U., South Bend; Lynn Harland, U. of Nebraska, Omaha
HR: Formation of Organizational Commitment in a New Venture: A longitudinal analysis | Sumita Raghuram, Fordham U.
OB: The Impact of Relational Demography on Perceived Trustworthiness: Similarity or Norms | Dora C. Lau, Chinese U. of Hong Kong; Long Wai Lam, U. of Macau; Sabrina Deutsch Salamon, York U.
OB: What Happens When You Expect Unfairness, and When You Don’t? The Role of Negative Surprise | Subrahmaniam Tangirala, Purdue U., West Lafayette; Vijaya Venkataramani, Purdue U.; West Lafayette; Deidra J Schleicher, Purdue U., West Lafayette

1343: (Paper Session) - (IP) Building Workplace Trust and Satisfaction
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Kira Kristal Reed, Syracuse U.
OB: Values Diversity and Teammember's Effectiveness: The Mediation of Trustfulness and Trustworthiness | Bor-Shiuan Cheng, National Taiwan U.; Li-Fang Chou, National Taiwan U.; Min-pong Huang, Yuan Ze U.
OB: A Social Exchange-Driven Structural Equation Model Analysis of Psychological Empowerment | Yuen Hung Chan, U. of Central Arkansas; Robert R Taylor, U. of Memphis; Dan L. Sherrell, U. of Memphis; Emin Babakus, U. of Memphis
OCIS: Clarifying the Effects of Internet Monitoring on Job Attitudes: The Mediating Role of Employee Trust | G. Stoney Alder, U. of Nevada, Las Vegas; Terry W Noel, California State U., Chico; Maureen L Ambrose, U. of Central Florida
OB: Multiple Climates and Their Effect on Business Performance Through Staff and Customer Outcomes | Judith Sylvia MacCormick, U. of New South Wales; Sharon Parker, U. of New South Wales
OB: Service Recovery Performance: Construct Validation and Test of a Mediated-Moderated Model | Hui Liao, Rutgers U.

1344: (Paper Session) - (IP) Coping with Uncertainty and Complexity
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C2
Facilitator: Alessia Contu, Lancaster U.
ENT: An Empirical Study Of Environmental Uncertainty, Internal Variety, And Firm Performance in SMEs | Zhi Tang, U. of Alabama, Tuscaloosa
ENT: How Do Entrepreneurs Organize Firms Under Conditions of Uncertainty? | Sharon Alvarez, Ohio State U.
CMS: A Process Thought Perspective on Critical Management Inquiry | Clive Smallman, Lincoln U., New Zealand
BPS: Decision References under Uncertainty: Real Options Reasoning versus Escalating Commitment | Shu-Jou Lin, National Taiwan U./ Kainan U.; Ming-Je Tang, National Taiwan U.

1345: (Paper Session) - (IP) Uncertainty and Complexity
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Jerry Hunt, Texas Tech U.
TIM: Exploring academic start-up entrepreneurs’ ability to obtain venture capital funding | Rosa Grimaldi, U. of Bologna; Allan N Afuah, U. of Michigan
MC: Sail or Sink: Implementing Vision and Strategy in Times of Turbulence and Uncertainty | Rickie Moore, ISEOR, U. of Lyon
OMT: Conceptually Close Cousins: Chaos Theory and Dialectical Analysis in Organization Theory | Thomas E Will, U. of Georgia
Session Details – Wednesday

1346: (Paper Session) - (IP) Women in Management
10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C4
Facilitator: Diana Reed, Drake U.
CAR: Transitioning from Working Woman to Working Mother: Resocialization Following Maternity Leave | Jamie J. Lodge, Boston College
ENT: The impact of Gender on Opportunity | Yvonne O Brunetto, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast
HR: Remedy-Seeking Responses to Wrongful Dismissal | Cynthia L Gramm, U. of Alabama, Huntsville; John F Schnell, U. of Alabama, Huntsville; Elizabeth Weatherly, U. of Alabama, Huntsville
GDO: Seeing Only Shadows: A Theory of Gender-Blindness Among Executive Women | Lindsey Godwin, Case Western Reserve U.; Nurete Leor Brenner, Case Western Reserve U.

10:40am - 12:00pm Hawaii Convention Center: Room 314
Chairs: Jeffrey N. Hicks, IBM Business Consulting Services & U. of Twente; Natalia Nikolova, U. of Technology, Sydney; Celeste P.M. Wilderom, U. of Twente
Discussant: David J Cooper, U. of Alberta
Inside Out? Identity and Ambiguities of the Internal Consultant | Christopher Wright, U. of New South Wales
Designing and Implementing Performance Indicators with Horizontal Client-Advisor Interaction | Marc Wouters, U. of Twente; Celeste P.M. Wilderom, U. of Twente
Humour in the client-consultant relationship: No laughing matter | Timothy Clark, Durham U.
An Interpretive Model of Client-Consultant Interaction: Concept and Measurement | Natalia Nikolova, U. of Technology, Sydney; Timothy Michael Devinney, Australian Graduate School of Management
Constructivist Consulting: An Alternative to the Expert Model | Jeffrey N. Hicks, IBM Business Consulting Services & U. of Twente; Padmukumar Nair, U. of Twente and U. of Texas at Dallas
Participants: Timothy Clark, Durham U.; Padmukumar Nair, U. of Twente and U. of Texas at Dallas; Marc Wouters, U. of Twente; Christopher Wright, U. of New South Wales

1348: (Paper Session) - (MED) Student Perceptions of Management Education
10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4
Chair: C Ken Weidner, St. Joseph's U.
Four Empirical Studies in Search of Respect for Students | Tim O Peterson, Oklahoma State U.; Dennis L. Mott, Oklahoma State U.; David D Van Fleet, Arizona State U.; West
Influence Tactics in the Business Classroom and Their Relationship to Student Satisfaction | Stephen S Standifird, U. of San Diego; Frank Pons, U. of San Diego; Dan Moshavi, Montana State U.
Factors Related to Performance on the ETS Major Field Achievement Test in Business | Peter Bycio, Xavier U.; Joyce S. Allen, Xavier U.
Can You Spare Some Time? The Role of Casual Meetings on Student Evaluations of Instructors | Robert L Holbrook, Ohio U.

1349: (Paper Session) - (MED) Knowledge and Skills for Management Education Providers and Practitioners
10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 2
Chair: Michael J Provitera, Barry U.
Academic Qualification, Professional Qualification, and Participating Faculty for AACSB | Daniel J Koys, DePaul U.
Team Dynamics And Learning in Multidisciplinary Teams | Vijaya L Narapareddy, Denver U.

1350: (Paper Session) - (MOC) Decision-Making and Prospect Theory
10:40am - 12:00pm Hawaii Convention Center: Room 317A
This session examines the role of locus of control and maximizing tendencies on decision-making: also emphasizes prospect theory.
Chair: Arran Caza, U. of Michigan, Ann Arbor
Understanding the Role of Locus of Control in Consultative Decision Making | Marcus Selart, Norwegian School of Economics and Business Administration; Svein Tvend Johansen, Norwegian School of Economics and Business Administration
Doing Better but Feeling Worse: Looking for the "Best" Job | Sheena S. Iyengar, Columbia U.; Rachael F. Elwork, Columbia U.; Barry Schwartz, Swarthmore College
Between Hope and Despair: Effects of Sunk Costs, Self-Efficacy and Risk Propensity on Prospecting | N Rao Kowtha, National U. of Singapore

1351: (Paper Session) - (OB) Research in International and Cross-Cultural Issues
10:40am - 12:00pm Hawaii Convention Center: Room 313A
Chair: Romie Frederick Littrell, Auckland U. of Technology
OB Division Dexter Award
Language Challenges in International Work: The Impact of Uneven Proficiency in the Lingua Franca. | Tsedal Beyene, Stanford U.; Pamela Hinds, Stanford U.; Catherine Cratman, George Mason U.

1352 : (OB) Exploring the Team Boundary: New Directions and Extensions of Team Boundary Management Research
10:40am - 12:00pm Hawaii Convention Center: Room 323C
Chair: Jennifer Ann Marrone, Seattle U.
Discussant: Paul E Tesluk, U. of Maryland
From Knowledge Gathering to Project Quality: The Role of Team Autonomy | Martine Haas, Cornell U.
Leveraging Member Expertise in Groups: The Importance of Group Climate | J Stuart Bunderson, Washington U.; Alexandra A. Mislin, Washington U.
Effective Boundary Management Activities in Cross-Functional Decision-Making Teams | Vanessa Urch Druskat, U. of New Hampshire; Steven B Wolff, Hay Group
Cutting Across Team Boundaries: Antecedents and Implications of Individual Boundary Spanning Actions | Jennifer Ann Marrone, Seattle U.
Participants: Martine Haas, Cornell U.; Vanessa Urch Druskat, U. of New Hampshire; Steven B Wolff, Hay Group; J Stuart Bunderson, Washington U.; Alexandra A. Mislin, Washington U.

1353 : (Paper Session) - (OB) I Quit! Antecedents and Consequences of Employee Turnover
10:40am - 12:00pm Hawaii Convention Center: Room 324
Chair: Marta Sinclair, Griffith U.
Discussant: Eric J. Romero, U. of Texas, Pan American
When Do They Leave? Exploring Some Triggering Moderators in the Commitment-Turnover Relationship | Yitzhak Fried, Wayne State U.; Diya Das, Syracuse U.; Ravi Dharwadkar, Syracuse U.
Organizational Learning and Employee Turnover: A Cuvrilinear Relationship | Joyce Heames, Ole Miss U.; Rebecca Monette Guidice, U. of Nevada, Las Vegas
Justice and Trust as Moderators of the Satisfaction – Turnover Relationship | Christiane Spitzmueller, U. of Houston; Matthias Spitzmueller, Kienbaum Management Consultants; Sally Chee, U. of Houston; Ingwer Borg, ZUMA Mannheim / U. of Giessen
The Impact of Membership Change on Task and Social Knowledge in Research Groups | Sungu Armagan, U. of Utah; Gerardo Okhuysen, U. of Utah; Harris Sondak, U. of Utah
Participants: Diya Das, Syracuse U.; Joyce Heames, Ole Miss U.; Christiane Spitzmueller, U. of Houston; Sungu Armagan, U. of Utah

1354 : (Paper Session) - (OB) Trust and Trustworthiness
10:40am - 12:00pm Hawaii Convention Center: Room 325A
Chair: Roxanne Zolin, Naval Postgraduate School
Discussant: Jon M Werner, U. of Wisconsin, Whitewater
See You, Trust You? The Impact of Sources of Information on Perceptions of Trustworthiness | Bennett W Cherry, California State U., San Marcos
Respect and Trust in Teams: The Relational Basis for Proper Team Functioning | Matthew A. Cronin, George Mason U.
A Multilevel Test of Managerial Trustworthiness: Antecedents and Consequences | Janaki Gooty, Oklahoma State U.; James M. Pappas, Oklahoma State U.
Trust in the Face of Competitive and Cooperative Rewards | Kok Yee Ng, Nanyang Technological U.; Roy Yong Joo Chua, Columbia U.; Meow Lan Chan, Nanyang Technological U.
Participants: Bennett W Cherry, California State U., San Marcos; Matthew A. Cronin, George Mason U.; James M. Pappas, Oklahoma State U.; Kok Yee Ng, Nanyang Technological U.

1355 : (Paper Session) - (OB) The Influence of Team Diversity on Organizational Outcomes
10:40am - 12:00pm Hawaii Convention Center: Room 327
Chair: Molly Pepper, Gonzaga U.
Discussant: Elizabeth C Ravlin, U. of South Carolina
A Longitudinal Examination of Within- and Between-Member Functional Diversity on Team Performance | John Mathieu, U. of Connecticut; Tammy L. Woods, U. of Connecticut
What Happens When Individual and Team Goals Compete? | Deborah Faith Crown Core, Ohio U.
“It’s the Thought that Counts”: Outcomes as Affirmation of Membership Value | Tyler G. Okimoto, New York U.; Tom Tyler, New York U.

1356 : (Paper Session) - (OB) Explorations of the Influence of Leadership on Organizational Outcomes
10:40am - 12:00pm Hawaii Convention Center: Room 328
Chair: Margaret T. Orr, Columbia U.
Discussant: Rajnandini Pillai, California State U., San Marcos
Leading in a Highly Competitive Environment: Effects of Confident Leadership on Follower Commitment | Jun Liu, Chinese U. of Hong Kong; Ping Ping Fu, Chinese U. of Hong Kong; Wei Ku Wu, Tsinghua U.; An Li Wang, Fudan U.; Rong Xian Wu, Suzhou U.; Xiao Li Ji, Chongqing U.; Su Zhong, Chongqing U.; Yong Gang Fu, Dalian U. of Technology; Yong Kang Yang, Fudan U.
Does Participative Leadership Lead to Empowerment or Trust? The Moderating Role of Self-Esteem | Xu Huang, Hong Kong Polytechnic U.
Do Leaders Reap What They Sow? Outcomes of Leader Organizational Cynicism About Change | Robert S. Rubin, DePaul U.; William H Bommer, Cleveland State U.
Impact of Emotional Intelligence on Leadership Emergence, Leadership Behaviors, and Group Outcomes | Thomas Sy, California State U., Long Beach

Presenters: Jun Liu, Chinese U. of Hong Kong; Xu Huang, Hong Kong Polytechnic U.; Thomas Sy, California State U., Long Beach; Robert S. Rubin, DePaul U.

1357 : (Paper Session) - (OCIS) IT as a Bridge Between Businesses
10:40am - 12:00pm Hawaii Convention Center: Room 318A
Chair: Peter R Monge, U. of Southern California
Discussant: Kevin P Gallagher, Florida State U.

1358 : JS: (OCIS, TIM) The Role of Technology in Acquiring Human Capital in the 21st Century
10:40am - 12:00pm Hawaii Convention Center: Room 317B
Chair: David G Allen, U. of Memphis
The Impact of Web Sites on Attraction to Organizations: A Multi-level Approach | Robert F Otondo, U. of Memphis; James R Van Scotter, Louisiana State U.; Mitzi G Pitts, U. of Memphis
Negativity and Contrast Effects Related to Web-Based Customization of Recruitment Material | Brian R. Dineen, U. of Kentucky
What a Tangled Web We Weave: The Intersection of Technology and Diversity on Applicant Attraction | Karen Holcombe Ehrhart, San Diego State U.; David Mayer, U. of Maryland; Jonathan C. Ziegert, Drexel U.
Demographics as Modulators of Relationships Between Web Site Characteristics and Applicant Attraction | Caren Goldberg, George Washington U.; David G Allen, U. of Memphis

1359 : JS: (ODC, MOC) Reflections on Affective Events Theory
10:40am - 12:00pm Hawaii Convention Center: Room 316C
Chair: Charmine Hartel, Deakin U.
Discussants: Jacob Eisenberg, U. of College Dublin; Suzy Fox, Loyola U. Chicago
Applications of AET to Research on Emotions in the Workplace: Advantages and Limitations | Michelle K Pizer, Deakin U.
Development of a Theory of Workplace Events | Charmine Hartel, Deakin U.; Rebekah Bennett, Queensland U. of Technology
A CEO's Perspective On The Relevance And Usefulness Of AET For Leading And Managing In Organizations | Kay Russell, S.J.P. Group; Debra Panipucci, Deakin U.
Participants: Charmine Hartel, Deakin U.; Michelle K Pizer, Deakin U.; Kay Russell, S.J.P. Group; Debra Panipucci, Deakin U.

1360 : (Paper Session) - (OM) Technology Management & Social Systems
10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 3
Chair: Elliot Bendoly, Emory U.
Resonant Dissonance: Investigating Lagged Operational Variance Following Centralized IT Deployment | Elliot Bendoly, Emory U.; Mark Cottetele, Marquette U.
A Framework for Social Systems Modeling and Simulation | Ralitza Patrashkova, U. of Massachusetts, Amherst; Sara McComb, U. of Massachusetts
A Large-Scale Smartcard-Based Electronic Payment System and Service Operations Management | Ziqi Liao, Hong Kong Baptist U.; Wing-Keung Wong, National U. of Singapore
International Technology Transfer: Building Theory From Multiple Case-Study in the Aircraft Industry | Harm-Jan Steenhuis, Eastern Washington U.; Erik J de Bruijn, U. of Twente
The Use of Organizational Learning Mechanisms: Environmental, Managerial, and Cultural Correlates. | Idan Barkai, IDF; Yitzhak Samuel, U. of Haifa
Immanence and Transcendence: the “Consumption” of Charismatic Leadership in the US | Angelo Fanelli, HEC Paris

1363 : (OMT, BPS) New Approaches to Tackle Knowledge into Networks: Research Implications and New Research Avenues
10:40am - 12:00pm Sheraton Waikiki Beach: Kahuku Room
The Paradoxical Combination of Inter-organizational knowledge governance logics | Emmanuel Josserand, Paris Dauphine U.
A Knowledge-Based View Of Networks And Networking | J C Spender, Open U.
Knowledge and Stakeholders in Networks: Investigating the Governance of Knowledge | Thomas Clarke, U. of Technology, Sydney
Social Networks and Knowledge Resources in the Sport Events and SME's High Tech Industry | Lionel Maltese, IAE U., Aix en Provence; Vincent Chauvet, IAE U., Aix en Provence
Knowledge Sharing in the Telecommunication Industry: An "Iron Cage" Perspective | Philippe Baumard, U. of California, Berkeley
Participants: Philippe Baumard, U. of California, Berkeley; Thomas Clarke, U. of Technology, Sydney; J C Spender, Open U.; Vincent Chauvet, IAE U., Aix en Provence; Lionel Maltese, IAE U., Aix en Provence; Emmanuel Josserand, Paris Dauphine U.

1364 : (OMT, ONE) Terrorism, Climate Change and Managing in the 21st Century
10:40am - 12:00pm Hawaii Convention Center: Room 301A
Chair: Andrew H. Van de Ven, U. of Minnesota
Relationship between Economic, Ecological and Management Paradigms | Monika Winn, U. of Victoria; Manfred Kirchgeorg, Leipzig Graduate School of Management
International Terrorism, Uncertainty and the Firm | John T Steen, U. of Queensland; Peter W. Liesch, U. of Queensland; Michael Czinkota, Georgetown U.; Gary Knight, Florida State U.
Facing the Future: How business is Responding to Climate Change | Bruce Sampson, BC Hydro
Slack and Sustainability | Monika Winn, U. of Victoria; Andrew Griffiths, U. of Queensland
Participants: Andrew Griffiths, U. of Queensland; Monika Winn, U. of Victoria; John T Steen, U. of Queensland; Peter W. Liesch, U. of Queensland; Manfred Kirchgeorg, Leipzig Graduate School of Management; Bruce Sampson, BC Hydro; Gary Knight, Florida State U.; Michael Czinkota, Georgetown U.

1365 : (PNP) New Public Management in the 21st Century: Evidence of Effective Implementation in Privatization
10:40am - 12:00pm Sheraton Waikiki Beach: Kahuku Room
Chairs: Kathleen Voges, Texas A&M U., Kingsville; Leslie Tworoger, Nova Southeastern U.
Participants: Dan Bowman, - ; Joaquin Herranz, U. of Washington, Seattle; Timothy S. Reed, U.S. Air Force Academy; Klaus Uhlenbruck, U. of Montana

1366 : (Paper Session) - (PNP) Interorganizational Relations: Networking, Contracting & Procurement
10:40am - 12:00pm Sheraton Waikiki Beach: Waialua Room
Chair: Lisa M. Prosser, U. of Southern California
Discussants: Herman L. Boschken, San Jose State U.
Interorganizational Relations: The Case of U.S. Securities Regulation | Amy E. Smith, U. of Albany, SUNY
Managing by and through Networks: Network Management, Policy Networks, and the Internet | R. Karl Retemeyer, U. of Albany, SUNY
The Potential Role of Public Procurement in Influencing Markets | Helen Walker, U. of Bath; Christine Harland, U. of Bath; Nigel Caldwell, U. of Bath; Louise Knight, U. of Bath

1367 : (RM) Visual Representation in the Research Process
10:40am - 12:00pm Hawaii Convention Center: Room 323A
Videographic as Visual Representation in Research Design and Measurement | Laurie R. Weingart, Carnegie Mellon U.

1368 : (Paper Session) - (SIM) Leaders and Crisis Management: Social Responsibility, Technology, and Accounting Examples
10:40am - 12:00pm Sheraton Waikiki Beach: Kona Room
Chair: Patricia C Kelley, U. of Washington, Bothell
Discussants: Marilyn L Taylor, U. of Missouri; Harry J Van Buren III, U. of New Mexico
CSR and the CEO: Determinants of a Strategic Intention towards Corporate Social Responsibility | Richard C. Peters, Florida Atlantic U.; Xenophon Koufteros, Florida Atlantic U.
Reactions to a Crisis: Leader Explanations and Audience Responses | Jaclyn M. Nowakowski, Michigan State U.; Donald E Conlon, Michigan State U.
Shocks and Ethical Behavior in Organizations: Authentic Leadership in the Accounting Profession | Claudia C. Cogilser, Texas Tech U.; Anne M. Magro, U. of Oklahoma
The Role of Senior Managers in Preventing Technological Accidents and Disasters | Judith Ann Chapman, U. of Western Sydney

1369 : (Paper Session) - (SIM) Corporate Philanthropy in the 21st Century
10:40am - 12:00pm Sheraton Waikiki Beach: Niihau Room
Chair: Risa Morimoto, Groupe ESC Toulouse Business School
Discussants: Lynne Andersson, Temple U.; Enrique M Perez, Florida Atlantic U.
**Session Details – Wednesday**

**The Nature of Giving: A Theory of Planned Behavior**
- **Examination of Corporate Philanthropy** by Bryan Dennis, Idaho State U.

**Some People Give but Do not Care: Reneging in Economic Games**

**Strategic Corporate Social Responsibility**

**Too Little or Too Much? Reexamining the Relationship between Charitable Giving and Performance**
- **Heli Wang**, Hong Kong U. of Science and Technology; **Jaepil Choi**, Hong Kong U. of Science and Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

**Indigenous Development: the Role of the Community, State, Civil Sector and Corporations**
- **10:40am - 12:00pm Sheraton Waikiki Beach: Oahu Room**
  - **Organizer:** Robert Brent Anderson, U. of Regina
  - **Presenters:** Robert Brent Anderson, U. of Regina; Ronald D. Camp, U. of Regina; Leo Paul Dana, U. of Canterbury; Ella Henry, UNITEC Institute of Technology; Ana Maria Peredo, U. of Victoria

**Service, Technology, and Innovation**
- **10:40am - 12:00pm Hawaii Convention Center: Room 304B**
  - **Chair:** Sylvie Blanco, Grenoble Ecole de Management
  - **Discussant:** Ashley Braganza, Cranfield U.
  - **Intellectual Property Protection in Collaborative Innovation**
  - Activities within Services by Christiane Bettina Hipp, Hamburg-Harburg U.; Ricarda B. Bouncken, Ernst-Montz-Arndt U.
  - Greifswald
  - **Toward a Dual-motive Model of Individual Innovation in the Workplace** by Feirong Yuan, Texas A&M U., College Station
  - **Guided and Pioneering User Ideation: Exploring End-User Ideation of New Mobile Telecomm Services** by Peter R. Magnusson, Karlstad U.

**Interorganizational Networks**
- **10:40am - 12:00pm Hawaii Convention Center: Room 306A**
  - **Chair:** Peter Galvin, Curtin U. of Technology
  - **Discussant:** Dries Faems, Catholic U. of Leuven
  - **Network LifeCycle and Actors Centrality: The Biopharmaceutical Industry faced with Biotech Rupture** by David Daniel Catherine, UMR GAEL INRA U.
  - **In the Shadow of the Dragon and the Tiger: Production Relocation and Innovativeness Reconsidered** by Poul Houman Andersen, Aarhus Business School
  - **Aligning Innovations to Networks: The Global Challenge** by John E. Taylor, Stanford U.; Raymond Levitt, Stanford U.

**Knowledge Creation & Exploitation**
- **10:40am - 12:00pm Hawaii Convention Center: Room 313C**
  - **Chair:** Henry Sauermann, Duke U.
  - **Discussant:** Tom Wamalwa, Capella U.

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