On behalf of the many members and staff who have worked so hard to organize this year’s meeting, we are pleased to welcome you to New Orleans for the 64th Annual Meeting of the Academy of Management. As a professional association of over 14,000 members from 93 nations, we are dedicated to creating, applying, and disseminating knowledge about management and organizations. Our annual meeting provides a unique opportunity for the AOM community to come together to share knowledge and experiences, to create and renew friendships and professional relations, and to replenish and develop ourselves.

Record Program Participation
This year’s program vividly demonstrates our strong commitment to the annual meeting. The 2004 Call for Papers generated a record volume of program submissions, with 4,106 paper and symposium submissions and 575 professional development workshops (PDWs), for a grand total of 4,681 submissions. Over 5,000 people participate on this year’s program, and over 1,000 volunteered as reviewers. We thank all of you who have stepped forward to make this outstanding program a reality.

2004 Theme:
Creating Actionable Knowledge
“Truth in our ideas means their power to work.” – William James
As we gather in New Orleans, this year’s theme of “Creating Actionable Knowledge” encourages us to explore the influence and meaning of our research on management and organizations. The AOM has long been dedicated to creating and disseminating knowledge about management and organizations, and a key part of its mission requires that our science-based knowledge be relevant, responsible, and make a valuable contribution to society and its institutions. To accomplish this, our knowledge must transcend purely scientific concerns and enable organizational members to make informed choices about important practical problems and to implement solutions to them effectively.

This year’s program presents research, panel discussions, professional development workshops, and community activities from the Fringe Café to the Visual Village that explore how we might make our knowledge more actionable. Coming together in one place each year provides us the valuable opportunity to share the company of our fellows and to discuss and deliberate the issues that concern us. Your participation adds an important voice to our collective conversation. We look forward to being with you in New Orleans.

Welcome to the 2004 AOM Annual Meeting in New Orleans

Thomas G. Cummings
2004 Program Chair

Yolanda Jones
2004 Program Coordinator

Ken Smith
2004 PDW Chair

Qing Cao
2004 PDW Coordinator
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Academy Program Highlights

**The AOM Fringe Café.** (Organizers David Barry, Michael Dawids, Hans Hansen, Steve Taylor, and Gail Whiteman).

One of the major challenges at the annual meeting is creating time and space for innovative dialogue and participation. Once again, the AOM is sponsoring the Fringe Café — where conversations highlight the menu. Our intent is to create a fun, innovative, intimate, and open space that helps facilitate authentic dialogue. Relative to the 2004 theme, we hope to create actionable knowledge in informal and spontaneous, yet meaningful and pragmatic ways. The Fringe Café will be held Saturday through Tuesday in the Sheraton’s Waterbury room. This year, Academy Arts will also be housed in the Fringe Café, so look forward to a reflective setting—a hermitage within the Academy.

The Fringe Café emphasizes conversation, not formal presentations. Along with providing space for informal, spontaneous, intriguing discussions, there will be a number of specially hosted events:

- **Daily Workshops** that build on the 2004 theme, such as a ‘serious play’ learning experience using Legos hosted by the Imagination Lab.
- **Daily Café Dialogues** (hosted by a variety of thought-provoking Conversation Starters including Karl Weick, Phil Mirvis, Tom Cummings, Mary Jo Hatch, and David Boje.)
- **Academy Arts Performances** including a play written on-site and performed by Academy members (Sunday night following the All-Academy reception).
- And much more! Stop on by the Fringe Café for a full schedule.

Your participation in the Fringe Café is greatly welcomed. If you have comments or interesting ideas on an event you would like to propose, please contact Hans Hansen (Hans.Hansen@vuw.ac.nz).

You can visit the Fringe Café in the Waterbury Room at the Sheraton from Saturday through Tuesday. It will be open late.

**Dr. Charles Zhang – 2004 Academy of Management Distinguished Executive Award.** Dr. Charles Zhang is the founder of SOHU.COM Inc., the first Chinese language search engine in the world and a leading internet portal in China. SOHU offers the most comprehensive matrix of web properties in China. Dr. Zhang has served in the positions of Chairman of the Board, President and Chief Executive Officer of the NASDAQ-listed company since its founding in 1996.

Dr. Zhang was born in Xian, China in 1964. After graduating with a Bachelor of Science at Qinghua University in Beijing, he won a prestigious scholarship to study at the Massachusetts Institute of Technology where he earned a Ph.D. in experimental physics.

In October 1998, Dr. Charles Zhang was named by *Time Digital* as one of the world’s top fifty digital elites. In July 2003, *Time Magazine* featured Charles Zhang as one of 15 Global Tech Gurus. In September 2003, *Business Week* listed Dr. Zhang as one of 25 global E-biz CEOs. He has been recognized by the World Economic Forum as a Global Leader of Tomorrow.

Dr. Zhang regularly participates in leading international conferences, including the *Fortune* Global 500 Forum, *Fortune Magazine* roundtables, and World Economic Forum meetings. In July 2001, Charles Zhang co-led an executive delegation to support Beijing’s successful 2008 Olympic bid at the112th International Olympic Committee in Moscow. In December 2001, upon the invitation by former U.S. Secretary of State Madeleine K. Albright, he joined the International Advisory Board of the Pew Global Attitudes Survey as an inaugural member. In March 2003, Charles Zhang became a member of All-China Federation of Industry and Commerce.

In May 2003, Dr. Charles Zhang scaled the heights of Mount Everest as part of the SOHU-sponsored China Mount Everest team to celebrate the 50th anniversary of human conquest of the world’s tallest mountain.

Dr. Zhang will share his insights on the internet and e-business development worldwide, with special emphasis on China.

**Consultants and Knowledge Creation.** In one ranking of the 100 most influential “gurus” with the most business impact, 36 of them were consultants and 50 were academics. Consultants are usually closer to the “firing line” than academics, where they are expected to apply leading edge knowledge. They are also aware of what knowledge is most in need, and may have to be created if not available from academe. Three noted academic/consultants who have been on both sides discuss the importance of consultants in contributing to actionable knowledge. Both Davenport and Prusak have been closely associated with and worked for major consultant firms, and Schultz will give a European perspective.
Session 620: (AA) What and How Do Consultants Contribute to Management Knowledge?  
Monday, 2:30 pm-3:50 pm, New Orleans Marriott: La Galleries 2

Value of Theory to Practice. Lewin’s oft cited comment about “nothing is so practical as a good theory” aptly applies to these three scholars on this panel: Miles and Snow, and Lorsch of Lawrence and Lorsch. We honor all four of these noted theorists who have made major contributions to practice through their theoretical insights. Their contributions have lasted for years and remain current. They will discuss what led them to their theories, how practice was affected, and what differences their discoveries have made in their careers and research.

Session 476: (AA) The Great Applied Theorists  
Monday, 10:40 am-12:00 pm, New Orleans Marriott: La Galleries 2

Research Relevance. In the first session below, several experienced voices from academe (Bedeian, Ivancevich, Slocum), as well as from the corporate world (Lidwell and Holden), who all know research and practice, speak out on why managers pay so little attention to academic research. Another distinguished group of scholars (Aldrich, Beer, Ginsberg, Burgelman, Banker and Hopkins) takes on the same question in the second session below. Both panels offer a serious indictment of the Academy’s relevance, which makes one wonder if the purpose of our research is only for satisfying ourselves and our universities.

Session 394: (AA) Making Research Matter to Managers  
Monday, 8:30 am-10:20 am, New Orleans Marriott: La Galleries 3

Personal Knowledge. Too often we, in our academic bias, think of knowledge as something written down in an article or in a book. Most knowledge, however, is tacit, residing inside individuals and acquired through trial and error experience. This diverse panel from academe and industry asks how we and others, as individuals, can make greater use of personal knowledge to improve our behavior at work.

Session 624: (AA) Why Isn’t Most Organizational Research Actionable?  
Monday, 2:30 pm-3:50 pm, Ritz Carlton: Salon 3

Why Performance Measures? In our rush toward relevancy in research studies, we often include measures of performance, hoping that some causal independent variable will emerge to predict performance, thereby justifying the endeavor and making the research more worthy. Or we casually identify a set of “best practices” that lead to high performance for all emulators. This panel of critics (Kieser, Starbuck, Meyer, Denrell, Nicolai, and Zell) questions whether rigor and relevance are compatible, and what is the right balance.

Session 396: (AA) Do Studies of Performance Create Actionable Knowledge  
Monday, 8:30 am-10:20 am, Fairmont: Explorers

Executive Doctoral Programs. Many doctoral programs rarely include executives as students. Hence, students in these programs do not find a sounding board around them to reflect the world of practice. A new breed of doctoral program that is oriented mainly to attracting executives is growing in not only numbers but importance. Representatives from several of these programs, both in the U.S. and abroad, will comment on their program designs and their contributions to creating and disseminating actionable knowledge.

Session 948: (AA) Emerging Role of Executive Doctoral Programs in Knowledge Creation  
Tuesday, 2:30 pm-3:50 pm, Fairmont: Explorers

Division Program Highlights

Academy Arts. Academy Arts is pleased to present its inaugural symposium – one that addresses the question: “Just what is aesthetics?” This session includes an international panel from Sweden, the Netherlands, Australia, New Zealand and the US. It grew from a discussion on the ACORN (Aesthetics, Creativity and Organization Research Network) list, and seemed too good to confine to that group, so we invited this symposium to be our first Academy “session.” It will be presented in The Fringe Café – the Waterbury Room of the Sheraton – where the Academy Arts 2004 exhibit will be on display. Please join us in what promises to be an enlightening discussion.

Session 561: (ART) Aesthetics, Art and Management: “Not for philosophy does this rose give a damn.”  
Monday, 12:20 pm – 2:10 pm
Sheraton New Orleans Hotel: Waterbury

Chair: Steven S. Taylor, Worcester Polytechnic Institute
Speaker: David Barry; Victoria U., Wellington
Speaker: Laura Christine Brearley; RMIT U.
Speaker: Pierre Guillet de Monthoux; Stockholm U.
Over the past decade, aesthetics has found its way into the discourse of organizational research. Is this simply a new term for old concepts; a recognition of Chester Barnard’s recognition that management is a matter of art rather than science (1938 p. 325); a path back into philosophy; a way to bring the blood, sweat and tears of organizational reality back into our work; or a way to force us to think and feel at the same time and thus reject Descartes’ dualism? Are there new ways to join these now, ways where the rose gives a damn after all? Are there limits and tears inherent in such new approaches?

**Business Policy and Strategy.** We would like to highlight a special panel session on “The Dynamics of Organizational Resources and Capabilities.” Understanding the dynamics of change in resources and capabilities is becoming increasingly important to scholars and practitioners of management. This panel brings together a group of scholars who are working collaboratively to advance the study of resource-based change. Topics to be addressed include the dynamics of value creation and persistence of profits, as well as the importance of resource acquisition and relational capabilities over time.

*Session 564: (BPS) The Dynamics of Organizational Resources and Capabilities*
*Monday, 12:20 pm – 2:10 pm*
*Sheraton New Orleans Hotel: Napoleon B2*

**Careers.** A highlight of the CAR Division will be the theme session (Session 629) on Monday at 2.30 p.m. featuring Janet Lenz and Bob Reardon from Florida State University. Professor Lenz is President of the National Career Development Association, and therefore speaks for a huge constituency of career counselors and practitioners - a group with which the CAR Division arguably needs much more synergy than it currently has. How to interface career development with career management, in both theory and practice, is an issue which concerns us all. Another good session will be the Hughes Award session on Tuesday at 4.10 p.m. (Session 1012) led by CAR’s 2003 Everett Hughes Award winner, Lotte Bailyn of MIT, on “Careers in Time - Time in Careers”.

*Session 632: (CAR) Theme Session: From Career Development to Career Management; A Multi-Disciplinary Perspective*
*Monday, 2:30 pm – 3:50 pm*
*New Orleans Marriott: Preservation Hall Studio 9*

**Conflict Management Division.** Although the term “professional” usually connotes a cognitive processor whose emotions are inconsequential, our session on Emotions and Well-Being show just how important it is to understand the role of emotions in various contexts. As a whole, these papers show how emotions both help and hinder workplace. Emotions can increase optimistic attitudes yet also decrease value from deals. This session also highlights the breadth of our divisions research, as the role of emotions is explored in both field studies and laboratory studies, with researchers from the U.S., Singapore, Israel, and the Netherlands.

*Session 806: (CM) Emotions and Well-Being*
*Tuesday, 8:10 am - 10:00 am*
*Ritz Carlton: La Salle*

**Critical Management Studies.** Our Plenary Speaker is Donald Palmer, University of California-Davis; Editor of Administrative Science Quarterly. He will speak on the challenges of developing coherent organizational theories of white-collar and corporate crime. The Academy of Management community is invited.

Also, all of those interested in learning more about the CMS community within the Academy of Management are invited to attend our Business Meeting and Social. The Executive Committee will be honoring CMS award winners and making plans for the coming year. Please join us to celebrate our award winners and to socialize with colleagues and friends.

*Session 808: (CMS) CMS Keynote Speaker*
*Tuesday, 8:30 am - 10:10 am Ritz Carlton: La Salle*

*Session 762: (CMS) CMS Business Meeting*
*Monday, 5:30 pm - 6:30 pm Ritz Carlton: La Salle*

*Session 779: (CMS) CMS Social*
*Monday, 6:30 pm - 7:30 pm Ritz Carlton: La Salle*

**Entrepreneurship.** ENT is pleased to highlight the Show Program Session Nascent Entrepreneurs and Firms. Over the past decade the study of nascent entrepreneurs, those individuals and teams who are engaged in an effort to start a new venture, has brought to light a host of information about behaviours, attitudes, and outcomes in this early stage process. What was once an area of knowledge that relied mostly on anecdotal reporting, research on nascent entrepreneurs and their
firms has flourished with the offering of important insights into how ideas evolve into the launch of new ventures. Drawing on disciplines of sociology, psychology, economics, finance, marketing, and entrepreneurship, as researchers and educators we continue to learn more each year as new avenues of nascent activity is explored and new insights are drawn by building from prior research.


Session 965: (ENT) Nascent Entrepreneurs and Firms
Tuesday, 2:30 pm – 3:50 pm, Sheraton: Salon 829

Gender and Diversity in Organizations. In our continuing celebration of our 20th year as a division, the Gender and Diversity in Organizations Division will sponsor a special session bringing together pivotal figures in the growth and evolution of the division from its roots as Women in Management (WIM) to its current manifestation as a division committed to bringing forth cutting edge scholarship on diversity, difference, and inclusion. Please join us for this historic event.

Session 704: (GDO) Celebrating 20 Years of WIM & GDO
Monday, 4:10 pm - 5:20 pm
New Orleans Marriott: La Galleries 4

Human Resources. To kick off the 2004 conference, the HR Division is holding a Welcome Breakfast and Awards Ceremony. Come enjoy breakfast with your fellow members as you listen to J. Randall McDonald, SVPHR for IBM winner of the Distinguished Executive Award discuss “Integrating Research, Teaching, and Practice for Increasing Organizational Effectiveness.” Following Mr. McDonald’s address, Gary P. Latham, winner of the Herbert Heneman, Jr., Career Achievement Award will offer some remarks on “Conducting Research that Matters.” In addition, the awards for Best Conference Paper, Best Student Conference Paper, Best Conference Reviewer, the Ralph Alexander Dissertation Award, and the Scholarly Achievement Award will be presented. Please plan to attend.

Session 418: (HR) Opening Session and Awards Ceremony
Monday, 8:30 am - 10:20 am
New Orleans Marriott: Balcony I JK

International Management. Each year, the Division celebrates the achievements of members of the IM community. This year, on Monday afternoon, we honour Professor Alan Rugman, the recipient of this year’s BAH Eminent Scholar Award; he holds the L. Leslie Waters Chair of International Business and at the Kelley School of Business, Indiana University, Bloomington, U.S.A and is the Director of the Indiana University CIBER. The session will include presentations by Professor Rugman, Professor Lorraine Eden of Texas A&M University, and Professor Alain Verbeke of the University of Calgary. On Tuesday afternoon at 4:10, the finalists for the Barry Richman Dissertation Award present their research. And at the IM Division Business Meeting that follows at 5:30, we celebrate the winners of other Division awards, including the Best Paper Awards, the Douglas Nigh Award, and awards for the best reviewers. We encourage all members of the Division to attend the Business Meeting, to participate in the celebration of the achievements of our members and in discussions of the Division’s activities.

Session 766: (IM) BAH-IMD Eminent Scholar Forum
Monday, 5:30 pm – 7:00 pm
Sheraton New Orleans Hotel: Napoleon A3

Session 1035: (IM) Barry Richman Dissertation Award Finalists Presentation
Tuesday, 4:10 pm – 5:20 pm Fairmont: University

Management Consulting. On Sunday evening, Aug. 8, the MC Division arranges its traditional and informal “Members and Friends” dinner. This year, we are proud to have professor Jay Lorsch as our presenter on the theme of “Clients, Consultants and Change”. Jay W. Lorsch is the Louis Kirstein Professor of Human Relations at the Harvard Business School. He is the author of over a dozen books. As a consultant, he has had as clients such diverse companies as Ameritech, Applied Materials, the Bank of Montreal, Citicorp, Chubb and Sons, Coopers & Lybrand, Corning Glass, General Electric, Goldman Sachs, Merck Sharp and Dohme and Petroleos de Venezuela S.A. During the dinner, Jay will share with us his reflections on the importance of the consultants’ relationship with the client for the successful introduction of effective and meaningful solutions. He will explore what constitutes an “effective” relationship between consultant and client; how to build the relationship and why such relationships lead to real change more often than not.

Session 1038: (MC) Members & Friends Dinner
Sunday, 8:00 pm – 10:00 pm
La Belle Deux, Level 4

Session 705: (MC) The Role of Business Schools in the Counseling of Students in the Field of Management Consulting
Monday, 8:30 am – 10:20 am
New Orleans Marriott: Balcony 2-3-4
Academy Program Highlights

**Session 387: (MC) Management Consulting Division**
Members & Friends Dinner
Sunday, 8:30 pm - 11:00 pm Off Site: Restaurant
Muriel’s. Dinner Speaker: Jay Lorsch, HBS on “Clients, Consultants and Change”

Our distinguished speaker, David Nadler, Chairman and CEO of Mercer Delta Organizational Consulting, LLC will focus on the conference theme, the creation of actionable knowledge. For the past 25 years, David Nadler has been consulting to the senior management of major corporations on issues of leadership, organizational behavior, and change. His focus has been on the application of behavioral science and organization development concepts to the senior level of large and complex client systems. Dr. Nadler will present a way of thinking about different types of consulting approaches. He will focus on the process of building relationships and consulting at the CEO, COO, Executive Team, and Board of Directors level. He will share a set of insights that reflect lessons learned over his years of work with these clients. The emphasis will be on how to build a process and relationships that help generate valid data and then transform data into information, transform information to knowledge, and ultimately transform knowledge into effective action on the part of the client.

Session 724: (MC) MCD Distinguished Speaker David Nadler: Reflections on Consulting to Top Management.
Monday, 4:10 pm - 5:20 pm
Sheraton New Orleans Hotel: Napoleon D2

**Management Education and Development.** MED would like to highlight this year’s ‘Welcome and Distinguished Speaker Session’. Over the past few years MED has been privileged to hear from some very distinguished speakers at this opening session such as David Snowden from IBM talking about the governance of knowing, Henry Mintzberg talking about rejuvenating management education, and Chris Argyris talking about educating the educator of the knowledge economy.

This year we have organised things a little differently. We have a panel of distinguished speakers who will debate ‘The role of critical management studies in management learning’. The session has been specially designed to stimulate audience participation. The purpose of the session is to provocatively bring together and engage Academy members interested in thinking through why and how critical management studies can be embedded in management learning, education and development.

Panel members include David M. Boje, New Mexico State U.; Stewart Clegg, U. of Technology, Sydney; Cary L. Cooper, Lancaster U.; Henry Mintzberg, McGill U.; James R. Bailey, incoming editor of AMLE, George Washington U. Also on the panel will be the two joint organizers, Steven J. Armstrong, MED Program Chair, U. of Hull; Laurie Milton, U. of Western Ontario; and Regina Bento, MED Division Chair, U. of Baltimore.

**Session 438: (MED) Welcome and Distinguished Speakers:**
“Role of Critical Management Studies in Management Learning”
Monday, 8:30 am – 10:20 am
Ritz Carlton: Grand Ballroom

**Management History.** We would like to highlight our session honoring this year’s recipient of the Ronald G. Greenwood Award, Charles Wrege. This award is given to those who have made outstanding contributions to Management History Research. The session will include a video by Al Bolton and John Joos, comments by Charles Wrege, and the opportunity for attendees to share their comments about Professor Wrege’s contributions. A reception sponsored by Baker College will follow.

Session 768: (MH) A Conversation with Charles Wrege: MHD’s Ronald G. Greenwood Award Recipient
Monday, 5:30 pm - 7:00 pm, Fairmont: Bayou I

**Management, Spirituality and Religion.** Unique Free Session - The members of the workshop session will include experts in qualitative and quantitative research, as well as the publisher of the new journal “Management, Spirituality and Religion”. In addition, there will be three invited authors and their papers, selected from the Academy submissions, which will be used to illustrate how changes could be made to strengthen their papers. We will also provide ample time for individuals to bring in specific issues surrounding their research so that the panel can provide suggestion for their work. We expect the session to be a working session, providing insight and support for anyone interested in research design and methodology issues in MSR.

Session 1150: (MSR) Developing Publishable Research Submissions in Management, Spirituality and Religion
Wednesday, 10:40 am - 12:00 pm, Fairmont: Gold

**Managerial and Organizational Cognition.** MOC is pleased to highlight our theme session for this year, Action Research Scholars. Action Research lies at the intersection of research and practice, and is a critical way that organization scholars produce actionable knowledge.
Academy Program Highlights

This international panel of senior scholars will discuss such issues as what they see as the nature of action research — including its unique benefits and costs — and will address issues about how culture influences the production and use of actionable knowledge. Scholars will include Jean Bartunek, Kim Cameron, Marlene Fiol, Kim Elsbach, Anat Rafaeli, and Cees Van Riel.

Session 525: (MOC) MOC Theme Session:
Action Research Scholarship
Monday, 10:40 am – 12:00 pm
Sheraton New Orleans Hotel: Rampart

Organization and Management Theory. Join us for our Welcome Breakfast and Distinguished Scholar Award. OMT has selected Professor David Whetten of Brigham Young University as our 2004 Distinguished Scholar. Please join us for breakfast followed by Professor Whetten’s talk, titled “In Search of the “O” in OMT.”

Session 455: (OMT) OMT Welcome Breakfast and Distinguished Scholar Award
Monday, 8:30 am -10:20 am
Sheraton New Orleans Hotel: Napoleon B3

Organization Development and Change. This year’s ODC program includes seventeen symposia and sixty-nine paper sessions. The distinguished speakers for ODC are Richard Woodman, Texas A&M University and William Pasmore, MercerDelta Consulting. Dick and Bill have contributed to our field in many ways, including their editing of fourteen Research in Organizational Change and Development volumes. Their combined academic and practice experience gives them a unique vantage point from which to reflect on the field of organization development and change — past, present and future!

Session 1061: (ODC) Distinguished Speakers:
Richard Woodman and William Pasmore
Tuesday, 4:10 pm - 5:30 pm
Sheraton New Orleans Hotel: Napoleon A2

This year’s theme session examines our field “outside the boundaries!” Many of the challenges that face organizations, their development and their abilities to change go beyond the single organization and have to do with the enterprises, industries and society within which organizations operate. These “enterprise” factors have to do with relationships and capabilities that cross organizations. Andrew Pettigrew, Roy Greenwood and Rupe Chisholm present their respective work linking change across organizations with corporate history, strategy and culture; institutional theory; and networks and coalitions. Tom Cummings is discussant.

Session 466: (ODC) Theme Session:
Development and Change across Enterprises
Monday, 8:40 am - 10:20 am
Sheraton New Orleans Hotel: Napoleon A2

Organizational Behavior. The OB Division is proud of all the papers, symposia, and paper sessions we are sponsoring, but we wish to bring your attention to two particularly special events. First, we encourage our members to attend the OB Division’s Celebration and Social Hour. In this annual event, we will celebrate the accomplishments of our award winners and offer thanks to our division reviewers. Second, we encourage you to attend a unique event that examines the identity of the OB Division. In this session, facilitated by Angelo DeNisi (our Division Chair), we will examine the historical role of the OB Division in the Academy and then discuss and develop a vision for its future identity. Input on these issues from a wide variety of division members is highly desirable, so please plan to attend and share your vision.

Session 770: (OB) OB Celebration and Social Hour
Monday, 5:30 pm - 8:30 pm
Marriott New Orleans: Balcony L M N
Session 1055: (OB) Defining OB: Looking Back to Leap Forward
Tuesday, 4:10 pm -5:20 pm
Marriott New Orleans: Balcony L M N

Organizational Communication & Information Systems. This year, OCIS is hosting ten paper sessions, five sessions of visual presentations, and interactive sessions with 15 discussion papers, has had three symposia accepted as Showcase Symposia, 5 symposia (5) jointly sponsored by other divisions, and one paper accepted into a Shared Interest Track. The topics range from group research, virtual teams, knowledge-sharing, outsourcing, networks, media choice, ERP, IS ethics, standards, technology sensemaking, language and metaphors, communication equivocality, information systems development, and firm resource investments in IT. Please plan on coming to the OCIS Welcome at 8:30 on Monday. We have our business meeting on Monday afternoon, our division social hour on Monday night, and a special social event called Walk the Jazz Clubs on Tuesday evening, so please attend them all! Our division theme session is entitled “Actionability of IS Theory” on Wednesday morning. Please don’t miss it! Finally, we’re proud to announce that our keynote address this year will be delivered by Dr. Linda Argote, Editor-in-Chief of Organization Science and past department editor of Management Science.
Session 1060: (OCIS) Keynote Address: How OCIS Research Has and Will Contribute to Management Research
Tuesday, 4:10 pm - 5:20 pm
Marriott New Orleans: Preservation Hall Studio 9

Organizations & the Natural Environment. In accordance with the conference theme “Creating Actionable Knowledge” our symposium (session 535), “Actionable Sustainability: Exploring the Discourse Defining Sustainability” examines how business organizations have grappled with notions of sustainability from planned obsolescence to strategic issues of firm survival. As questions and concerns multiply regarding the nexus of business and society, the practical matter of examining the definition and the imperative implied by “sustainability” demands attention and action. Depending upon the perspective of the stakeholder the meaning of “sustainability” and the elements involved can be quite different. This symposium brings together five researchers to look at various aspects of the emerging definition of sustainability and the possible direction this concept may take. The aim of this symposium is to engage in a discourse to gain clarity regarding this important management concept. A wide range of stakeholders look to members of the Academy for guidance on issues such as sustainability, this symposium will be a resource for our membership.

This symposium session will be lead by David Saiia of Ithaca College and will include the following brief presentations: Duane Windsor, The Lynette S. Autrey Professor of Management at Rice University, “Multi-Stakeholder Process for Defining and Developing the Concept of Sustainability”; Dale Cyphert, Associate Professor of Management at the University of Northern Iowa, “Sustainability as Aim and Agenda: Reframing the Discourse of Effective Management”; Dirk Matten, and Andrew Crane of the International Centre for Corporate Social Responsibility, Nottingham University Business School (UK), “Sustainability and the Discourse of Corporate Citizenship”; and David Saiia, Assistant Professor of Strategic Management at Ithaca College, “Words that Last: Talking towards Sustainability”.

Session 545 JS: (ONE, SIM, CMS) Actionable Sustainability: Exploring the Discourse Defining Sustainability
Monday, 10:40 am – 12:00 pm Ritz Carlton: Salon I
Special Thanks

We would like to express a specialmeasure of gratitude to our colleagues and family members who assisted and supported us through the process of planning this year’s conference.

From Tom and Yolanda:
USC-Marshall School of Business
Charles Bruno
Qing Cao
Jo Ann Cosio
Willie Mae Jones
Jennifer Lim

Martha Maimone
Grace Rogers
David Stewart
Ken Smith
Kitty Szeto
Randolph Westerfield
Brittany Williams

From Ken and Qing:
Tom Cummings
Howard Frank
Anil Gupta
Yolanda Jones
Mike Pfarrer
Mike Provance

Rupert F. Chisholm – In Memoriam

Eulogy for Rupe Chisholm by Ike Gittlen
April 22, 2004

Just a little guy with glasses
His scope went way beyond us
Could make things shake and move
Have some decency reign

A professor at Penn State
Friends came from far and wide
Rupe could bring on frustration
It was this optimistic streak

Talking about action research
Sharing worldly efforts
With processes that he used
And his patience with us all

Solving problems that can’t wait
To pull against the tide
Strategy took some organizing
That marked him as a special one

I’d like to help be said
Always there were projects
No one really wants to do
Someone that shouldn’t fall

I think I bring some skills
And people be helped along
So he’d stand up front
For whatever reason

Let’s figure out a strategy
If you were progressive activist
With that southern lilt
Beyond what I can understand

Academia working on steel mills
In Rupe’s book you could do no wrong
And urge us to pay attention
We will have to go on without him

That’s how I got to know him
So these needed drills
Losing his guiding hand

Ten years or more ago
He believed in thinking
He believed in getting facts
What we have is a model

Looking for answers that would allow
He believed in doing something
With simple wants and goals
Of what each of us should do

Industrial communities to re-grow
Not sitting on your a_____
Just a better world for everyone
How to live a life of purpose

Out came those colored markers
He believed in individuals
Basically the golden rule
That quality in all to few

And flip charts to write it down
The power of what one could do
He thought that if he studied people
So goodbye friend from all of us

Eventually his book would come
But he understood how unity of purpose
Then used the findings to bring
We will miss your unassuming smile

With a chapter on our town
That be could make a difference
That change
You’ve left us with a legacy

Rupert F. Chisholm – In Memoriam
Eulogy for Rupe Chisholm by Ike Gittlen
April 22, 2004

Just a little guy with glasses
His scope went way beyond us
Could make things shake and move
Have some decency reign

A professor at Penn State
Friends came from far and wide
Rupe could bring on frustration
It was this optimistic streak

Talking about action research
Sharing worldly efforts
With processes that he used
And his patience with us all

Solving problems that can’t wait
To pull against the tide
Strategy took some organizing
That marked him as a special one

I’d like to help be said
Always there were projects
No one really wants to do
Someone that shouldn’t fall

I think I bring some skills
And people be helped along
So he’d stand up front
For whatever reason

Let’s figure out a strategy
If you were progressive activist
With that southern lilt
Beyond what I can understand

Academia working on steel mills
In Rupe’s book you could do no wrong
And urge us to pay attention
We will have to go on without him

That’s how I got to know him
So these needed drills
Losing his guiding hand

Ten years or more ago
He believed in thinking
He believed in getting facts
What we have is a model

Looking for answers that would allow
He believed in doing something
With simple wants and goals
Of what each of us should do

Industrial communities to re-grow
Not sitting on your a_____
Just a better world for everyone
How to live a life of purpose

Out came those colored markers
He believed in individuals
Basically the golden rule
That quality in all to few

And flip charts to write it down
The power of what one could do
He thought that if he studied people
So goodbye friend from all of us

Eventually his book would come
But he understood how unity of purpose
Then used the findings to bring
You’ve left us with a legacy

With a chapter on our town
That be could make a difference
That change
Of hope, energy, and a useful life
Meet the Meeting Planners

The New Orleans, Louisiana 2004 Organizing Committee

Program Chair ................Thomas Cummings, U. of Southern California
Program Chair-Elect .........................Kenneth Smith, U. of Maryland
Program Coordinator ....................Yolanda Jones, U. of Southern California
PDW Coordinator ........................Qing Cao, U. of Maryland

Local Arrangements Committee
Co-Chair ......................Erich Brockmann, U. of New Orleans
Local Arrangements Committee
Co-Chair ........................William Galle, U. of New Orleans

All-Academy
Symposia Chair ................Larry E. Greiner, U. of Southern California
Interactive Papers Chair .............Christopher G. Worley, Pepperdine U.
Caucuses Chair ......................Kimberly Jaussi, Binghamton 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 ........Mary Jo Vaughan, Mercer U.
International
Theme Committee .....................Eleanor O’Higgins, U. College Dublin
Director of Membership ................Regina Greenwood, Kettering U.
Past Program Chair ..................Denise M. Rousseau, Carnegie Mellon U.
Past Program Coordinator ..........Andrea Rivero-Dabos, Carnegie Mellon U.
Web Program Support ........................Matthew Suppa, Academy of Management
Web Program Support ........................RJ Valeo, Academy of Management
Meeting Operations ....................Taryn Fiore
Registration Manager ........................Isabel Dichiara
Registrar ..............................Jel Hampson

The Local Arrangements Committee

Local Arrangements Committee
Co-Chair ........................Erich Brockmann, U. of New Orleans
Local Arrangements Committee
Co-Chair ........................William Galle, U. of New Orleans

Food and Beverage .................Michael C. Davidson, U. of New Orleans
Audio Visual ..............................Ken Walsh, U. of New Orleans
Audio Visual Assistance ..........Brett Landry, U. of New Orleans
Presidential Luncheon .............Michael C. Davidson, U. of New Orleans
Student Housing ....................William Galle, U. of New Orleans

Transportation and Tours
Website ................................http://www.conventionhospitalityServices.net

Entertainment ....................Steven Smith, U. of New Orleans

Access for People with Disabilities/Decorator ...............Kevin Walsh, U. of New Orleans
Signage/Decorator ....................Anthony Patti, U. of New Orleans
LAC Support ..............................Greg Elofson, U. of New Orleans
LAC Support ..............................Rodger Griffeth, U. of New Orleans
LAC Support ..............................Sandra Hartman, U. of New Orleans
LAC Support ......................Shannon Layton, U. of New Orleans

AOM Headquarters Staff

Alpha Staff Roster

Dorna Anderson .........................Financial Assistant
Elena Bunin ......................Internet & Web Development Manager
Heather Crowe .....................Financial Manager
Isabel Dichiara ................Registration, Member Services Specialist
Jel Hampson .........................Registrar, Member Services Assistant
Terese M. Loncar ....................Assistant Director
Alina Matay ........................Database Developer/Programmer
Matthew Suppa .......................Assistant Director, Information Systems & Communications
RJ Valeo ............................Webmaster, Technical Specialist
Susan Zaid ........................Communications Specialist
Ruth Chan .........................AOM Membership Assistant
Meet the Meeting Planners

**Academy Activities and Committees Professional Development Workshop Organizers**

- Asia Academy of Management
  - Ping-Kwong Yeung, The Open U. of Hong Kong
- Iberoamerican Academy of Management
  - Michael Lawless, Duke U.
- International Theme Committee-Programs
  - Claire Simmers, Saint Joseph’s U.
- International Theme Committee Director
  - Eleanor O’Higgins, U. College of Dublin
- Mentoring Committee Co-Chair
  - Kenneth R. Gray, Florida A&M U.
- Mentoring Committee Co-Chair
  - Liz Borredon, EDHEC School of Management
- New Doctoral Student Consortium
  - Stephanie G. Ward, U. of Houston
- Practice Theme Committee Co-Chair
  - David W. Jamieson, Pepperdine U.
- Practice Theme Committee Co-Chair
  - Douglas Johnson, Michelin North America, Inc.
- Teaching Committee
  - Joan Weiner, Drexel U.

**Systems Designers and Programmers**

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

---

*Street Level Retailing* from “Compare and Contrast: 21st Century Vietnam” Chris Poulson, Cal Poly Pomona

*Upscale Retailing* from “Compare and Contrast: 21st Century Vietnam” Chris Poulson, Cal Poly Pomona
**The Division & Interest Group Program Chairs and Professional Development Workshop Chairs**

<table>
<thead>
<tr>
<th>Divisions</th>
<th>Program Chairs</th>
<th>Professional Development Workshop Chairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academy Arts</td>
<td>Chris Poulson, Cal. State Polytechnic U.</td>
<td></td>
</tr>
<tr>
<td>Business Policy &amp; Strategy</td>
<td>Jim Westphal, U. of Texas at Austin</td>
<td>Anita McGahan, Boston U.</td>
</tr>
<tr>
<td>Careers</td>
<td>Kerr Inkson, Massey U., Albany</td>
<td>Leisa Sargent, U. of Melbourne</td>
</tr>
<tr>
<td>Conflict Management</td>
<td>Catherine Tinsley, Georgetown U.</td>
<td>Michele Gelfand, U. of Maryland</td>
</tr>
<tr>
<td>Critical Management Studies</td>
<td>Stephen J. Jaros, Southern U.</td>
<td>Rosemary Batt, Cornell U.</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>Timothy Stearns, California State U., Fresno</td>
<td>Shaker Zahra, Babson College</td>
</tr>
<tr>
<td>Gender &amp; Diversity in Organizations</td>
<td>Martin N. Davidson, U. of Virginia</td>
<td>Myrtle P. Bell, U. of Texas, Arlington</td>
</tr>
<tr>
<td>Human Resources</td>
<td>K. Michele Kacmar, Florida State U.</td>
<td>Joe Martocchio, U. of Illinois</td>
</tr>
<tr>
<td>International Management</td>
<td>D. Eleanor Westney, Massachusetts Institute of Technology</td>
<td>Ravi Ramamurti, Northeastern U.</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>Andreas Werr, Stockholm School of Economics</td>
<td>James M. Hunt, Babson College</td>
</tr>
<tr>
<td>Management Education &amp; Development</td>
<td>Steven J. Armstrong, U. of Hull</td>
<td>J. Ben Arbaugh, U. of Wisconsin, Oshkosh</td>
</tr>
<tr>
<td>Management History</td>
<td>Franz Lohrke, U. of Alabama</td>
<td>Julia Teahen, Baker College</td>
</tr>
<tr>
<td>Managerial &amp; Organizational Cognition</td>
<td>Mary J. Waller, Tulane U.</td>
<td>Stephen Mezias, New York U.</td>
</tr>
<tr>
<td>Organization &amp; Management Theory</td>
<td>Pamela Haunschild, U. of Texas at Austin</td>
<td>Gerald Davis, U. of Michigan</td>
</tr>
<tr>
<td>Organization Development &amp; Change</td>
<td>George Roth, Massachusetts Institute of Technology</td>
<td>Ram Tenkasi, Benedictine U.</td>
</tr>
<tr>
<td>Organizational Behavior</td>
<td>Anne M. O’Leary-Kelly, U. of Arkansas</td>
<td>Mary Waller, Tulane U.</td>
</tr>
<tr>
<td>Organizational Communication &amp; Information Systems</td>
<td>Ann Majchrzak, U. of Southern California</td>
<td>Pamela Hinds, Stanford U.</td>
</tr>
<tr>
<td>Organizations &amp; the Natural Environment</td>
<td>Mark Gordiano, Ithaca College</td>
<td>Lynne Andersson, Temple U.</td>
</tr>
<tr>
<td>Research Methods</td>
<td>Anshuman Prasad, U. of New Haven</td>
<td>Gordon W. Cheung, Chinese U. of Hong Kong</td>
</tr>
<tr>
<td>Social Issues in Management</td>
<td>Kathleen Rehbein, Marquette U.</td>
<td>Duane Windsor, Rice U.</td>
</tr>
<tr>
<td>Technology &amp; Innovation Management</td>
<td>Gautam Ahuja, U. of Michigan</td>
<td>Christopher L. Tucci, Swiss Federal Institute of Technology</td>
</tr>
</tbody>
</table>
DON’T MISS THIS YEAR’S MEETING IN NEW ORLEANS, LOUISIANA! Submissions are in and this year’s theme, Creating Actionable Knowledge, 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 New Orleans Meeting website at: http://meetings.aomonline.org/2004/. You’ll need a credit card for all on-line reservations and registration, but the on-line access gives you 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/2004/, call the AOM New Orleans Housing Bureau or by completing the 2004 AOM Annual Meeting Housing Reservation Form (enclosed). The deadline to reserve your room at the conference rates is July 7, 2004. If you choose to complete the form, please mail or fax it to:

MAIL: AOM New Orleans Housing Bureau  
108 Wilmot Road, Suite 400 • Deerfield, IL 60015-0825
PHONE: 800-424-5250 (Domestic) • 847-940-2153 (International)
FAX: 800-521-6017 (Domestic) • 847-940-2386 (International)
Hours of operation: 8:00 am - 5:00 pm CST Monday - Friday

**REGISTER TO ATTEND**
by using the on-line registration system available at http://meetings.aomonline.org/2004/ or by completing the enclosed EARLY REGISTRATION FORM. The deadline to register in advance at the early registration rate is July 23, 2004. 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 2004 Annual Meeting in New Orleans. 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 New Orleans! Contact ATC at:

E-MAIL: reservations@atcmeetings.com  
PHONE: 1-800-458-9383  
FAX: 858-362-3153
**MEETING AND HOTEL INFORMATION**

- Sessions will be held at the New Orleans Marriott, Co-Headquarters Hotel the Sheraton New Orleans, Co-Headquarters Hotel the Fairmont of New Orleans and the Ritz Carlton New Orleans.

- All Placement Services will be held at the Sheraton New Orleans for the duration of the conference.

- Please visit [http://meetings.aomonline.org/2004](http://meetings.aomonline.org/2004) to view the hotel map.

**HOTEL NAMES AND ADDRESSES**

<table>
<thead>
<tr>
<th>HOTEL NAMES AND ADDRESSES</th>
<th>SINGLE</th>
<th>DOUBLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEW ORLEANS MARRIOTT</td>
<td>$154.00</td>
<td>$164.00</td>
</tr>
<tr>
<td>555 Canal Street</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SHERATON NEW ORLEANS HOTEL</td>
<td>$154.00</td>
<td>$164.00</td>
</tr>
<tr>
<td>500 Canal Street</td>
<td>$184.00</td>
<td>$194.00</td>
</tr>
<tr>
<td>Club Level</td>
<td></td>
<td></td>
</tr>
<tr>
<td>THE FAIRMONT NEW ORLEANS, 123 Baronne Street</td>
<td>$139.00</td>
<td>$139.00</td>
</tr>
<tr>
<td>THE RITZ-CARLTON NEW ORLEANS, 921 Canal Street</td>
<td>$169.00</td>
<td>$169.00</td>
</tr>
</tbody>
</table>

**HOUSING FORM INSTRUCTIONS:**

All reservations must be made with the AOM NEW ORLEANS HOUSING BUREAU. To receive the special AOM meeting rate reserve your room ON-LINE at [http://meetings.aomonline.org/2004/](http://meetings.aomonline.org/2004/), call toll-free at 800-424-5250 (Domestic), 847-940-2153 (International) OR complete the 2004 AOM ANNUAL MEETING HOUSING RESERVATION FORM and mail or fax the form to the AOM NEW ORLEANS HOUSING BUREAU (Address and fax number provided on the form).

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

[Continued on the next page]
DEPOSIT/PAYMENT/ACKNOWLEDGMENTS:

All reservations are being coordinated by the AOM NEW ORLEANS HOUSING BUREAU. Arrangements for housing must be made through the AOM NEW ORLEANS HOUSING BUREAU and NOT with the hotel directly. All housing reservation forms must be received by July 7, 2004. Deposits: A $150 per room deposit is required to make a reservation; a $300 deposit is required for a one bedroom suite and a $450 deposit is required for a two-bedroom suite. The deposit amount is payable by credit card or check (mail only). The credit card will be charged immediately. If paying by check, mail US funds drawn on a US bank. No wire transfers will be accepted.

CHANGES AND CANCELLATIONS

All changes and cancellations in hotel reservations must be made with the AOM NEW ORLEANS HOUSING BUREAU on or before July 7, 2004 to avoid a $15.00 processing fee. Starting July 16, 2004 and prior to 72 hours before arrival date, changes and cancellations must be made with your assigned hotel. Your deposit will be refunded less a $15.00 processing fee. Any cancellations made within 72 hours of the arrival date will result in forfeiture of full deposit. 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 InterContinental Hotel, 444 St. Charles Street. 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 InterContinental is offering student members a very low rate of $69.00 per night for single or double rooms, $89.00 for triple rooms and $109.00 for Quad room. Upon arrival you will receive a voucher for one free coffee and one free cocktail! Reserve early, these rooms are available on a first come first served basis. Please be sure to take advantage of this wonderful offer! Go to http://meetings.aomonline.org/2004/ to make your reservations.
INSTRUCTIONS
The deadline date for new reservations is July 7, 2004.
For best availability and immediate confirmation, make
your reservation via the internet or by phone.

INTERNET: Visit the AOM web site at
http://meetings.aomonline.org/2004/

PHONE: Call the AOM New Orleans Housing Bureau
at 847-940-2153 (International) 800-424-
9250 (Domestic). Use one form per room, make
copies as needed.

MAIL: Only fully completed forms will be accepted at
the AOM New Orleans Housing Bureau, 108 Wilmot
Road Suite 400, Deerfield, IL 60015-0825.

CONFIRMATIONS
Confirmation will be mailed, faxed or e-mailed to you
from the AOM New Orleans Housing Bureau once
your reservation has been secured with a deposit.
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 New Orleans rates,
that date the New Orleans room blocks will be
released and rooms may only be available at higher
rates. All rates are per room and are subject to 13%
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.

RESERVATIONS
All reservations are being coordinated by the AOM
New Orleans Housing Bureau. Arrangements for
hospitals must be made through the AOM New
Orleans Housing Bureau and NOT with the hotel
directly. All housing reservation forms must be
received by July 7, 2004. Deposits: A $150 per room deposit is required to make a reservation; a $300
deposit is required for a one-bedroom suite and a
$450 deposit is required for a two-bedroom suite. The deposit amount is payable by credit card or check (mail only). The credit card will be charged immediate-
ly. If paying by check, mail US funds drawn on a US
bank. No wire transfers will be accepted.

CHANGES/CANCELLATIONS
All changes and cancellations in hotel reservations
must be made with the AOM New Orleans Housing
Bureau on or before July 7, 2004 to avoid a $15.00
processing fee. Starting July 16, 2004 and prior to
72 hours before arrival date, changes and cancella-
tions must be made with your assigned hotel. Your
deposit will be refunded less a $15.00 processing fee.
Any cancellations made within 72 hours of the arrival
date will result in forfeiture of full deposit. 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.

RESERVATIONS MUST BE RECEIVED AT THE HOUSING BUREAU BY JULY 7, 2004

<table>
<thead>
<tr>
<th>Arrival Date</th>
<th>Departure Date</th>
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<tbody>
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<table>
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<tr>
<th>Last Name</th>
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<table>
<thead>
<tr>
<th>Street Address</th>
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<table>
<thead>
<tr>
<th>City</th>
<th>State/Country</th>
<th>Zip/Postal Code</th>
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<tr>
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<table>
<thead>
<tr>
<th>Daytime Phone</th>
<th>Fax</th>
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<table>
<thead>
<tr>
<th>E-mail</th>
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</tbody>
</table>

[confirmation will be sent via e-mail if address is provided]

☐ Non-smoking room requested ☐ Special needs

INDICATE 1st, 2nd AND 3rd HOTEL CHOICE AND TYPE OF ACCOMMODATIONS
(See the AOM website for hotel information and map)

HOTEL CHOICES

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

*Please note student housing is first come first served and reserved for valid AOM students only.
If all three (3) requested hotels are unavailable, please process reservation according
to: (check one)

☐ ROOM RATE ☐ LOCATION

NAME(s) OF ALL ROOM OCCUPANTS

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

RESERVATIONS/DEPOSITS
All reservations are being coordinated by the AOM New Orleans Housing Bureau.
Arrangements for housing must be made through AOM New Orleans Housing Bureau and
NOT with hotel directly. All housing reservation forms must be received by July 7, 2004.
Deposits: A $150 per room deposit is required to make a reservation; a $300 deposit is
required for a one-bedroom suite and $450 for a two-bedroom suite. The deposit amount is
payable by credit card or check (mail only.) The credit card will be charged immediate-
ly. If paying by check, mail your payment with the completed housing form. All checks must
be made payable to the AOM New Orleans Housing Bureau in US funds drawn on a US bank.
No wire transfers will be accepted.

Credit Card

☐ AMERICAN EXPRESS ☐ DISCOVER ☐ MASTERCARD ☐ VISA

<table>
<thead>
<tr>
<th>Account Number</th>
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<tbody>
<tr>
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<table>
<thead>
<tr>
<th>Expiration Date</th>
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<table>
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<tr>
<th>Card Holder Name (print)</th>
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<table>
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<tr>
<th>Card Holder’s Signature</th>
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</table>

Please read all hotel information prior to completing and submitting this form to the Housing Bureau. Keep
copy of this form. Use one form per room required. Make additional copies if needed.
## DIVISIONS
- Business Policy & Strategy (BPS)
- Careers (CAR)
- Conflict Management (CM)
- Entrepreneurship (ENT)
- Gender & Diversity in Organizations (GDO)
- Health Care Management (HCM)
- Human Resources (HR)
- International Management (IM)
- Management Education & Development (MED)
- Management History (MH)
- Management Consulting (MC)
- Managerial & Organizational Cognition (MOC)
- Operations Management (OM)
- Organization & Management Theory (OMT)
- Organization, Development & Change (ODC)
- Organizational Behavior (OB)
- Organizational Communication & Information Systems (OCIS)
- Public & Nonprofit (PNP)
- Research Methods (RM)
- Social Issues in Management (SIM)
- Technology & Innovation Management (TIM)
- Critical Management Studies (CMS)
- Management, Spirituality and Religion (MSR)
- Organizations & The Natural Environment (ONE)
- Technology & Innovation Management (TIM)
- Critical Management Studies (CMS)
- Management, Spirituality and Religion (MSR)
- Organizations & The Natural Environment (ONE)

## PAYMENT METHODS AND INFORMATION
The Academy of Management accepts payments in the forms of checks in U.S. funds drawn on U.S. banks and the following credit cards: VISA, MasterCard, and American Express. We DO NOT accept purchase orders of any kind. Forms sent without payment will not be processed. No wire transfers 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 validate your payment and protect against fraud. This number will not be stored in our records. 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/2004/](http://meetings.aomonline.org/2004/).

## 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 28, 2004.
- No refunds will be issued after July 28, 2004.
- 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 provided 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, 2004 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and for people who register on-site.

## THE PRESIDENTIAL LUNCHEON: Tuesday, August 10, 2004
Seating for the Presidential Luncheon will be somewhat limited. You MUST exchange the luncheon coupon for a numbered ticket when you pick up your registration badge. We will seat those with a colored, numbered ticket on a first-come basis. If you arrive late for the luncheon, you may not be able to be seated, even if you have a ticket. Members who fail to exchange the coupon for a ticket may not be accommodated this year.
Mail completed form to:  
Academy of Management  
Attn: Registration  
P.O. Box 3020  
Briarcliff Manor, NY 10510-8020  
OR Fax completed form to: 914-923-2615
OR Register On-line using your credit card http://meetings.aomonline.org/2004/

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

CONTACT INFORMATION
□ Update Contact Information?
Name (First/Last):________________________________________ Member ID # (Optional):___________________________
Address:______________________________________Home____Office____
City:________________State/Province:________________Zip/Postal Code:________________Country:________________
Phone:________________Fax:________________Email:________________

NAME BADGE INFORMATION
(Name as you would like it to appear on badge)
Name Badge:____________________________________Affiliation:____________________________________
Guest Name for Courtesy Badge:_________________Guest Affiliation:____________________________________

MEMBER REGISTRATION FEES
Academic/Executive – includes one coupon for Tuesday August 10 Presidential Lunch ........... $150.00 US
Student – does not include coupon for Tuesday August 10 Presidential Lunch ............... $55.00 US
Emeritus – includes one coupon for Tuesday August 10 Presidential Lunch ............... $55.00 US

NON-MEMBER REGISTRATION FEES – includes 1 year of membership & 2 divisions/interest groups
Academic/Executive – includes 1 coupon for Tuesday Aug. 10 Presidential Lunch ............ $265.00 US
Student – does not include coupon for Tuesday August 10 Presidential Lunch ............... $113.00 US

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

ADDITIONAL SPECIAL EVENTS TICKETS AND ITEMS
Additional Lunch Coupon for Student/Guest for Presidential Lunch ................. Quantity _____ x $35.00 US ea.
Annual Meeting T-Shirt (See website for t-shirt design) ............... Quantity _____ x $12.00 US ea.

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

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

TOTAL AMOUNT DUE (Payment must accompany form) $________________________

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

PAYMENT BY CREDIT CARD
Check One: □ MASTERCARD □ VISA □ AMERICAN EXPRESS  
* As an added security measure please include your credit card verification number. See Registration and Instructions for details.
Cardholder:________________________
Card #: ____________________________ Exp. Date: _______________
Card Security Code: ________________ *
I authorize the Academy of Management to charge my credit card for the above amount: ___________________________
Cardholder Signature: ___________________________
* For VISA or MasterCard cardholders, these are the last 3 numbers found on the back of the card in the signature panel. For American Express cardholders, these are the additional 4 numbers printed on the front of the card.

FOR OFFICE USE ONLY:
Today’s Date: __________________ Check#/CC: ___________ Amount Paid: __________________

Section A 20
**ASSOCIATION TRAVEL CONCEPTS (ATC)**

has been selected as the official travel agency for the Academy of Management Annual Meeting in New Orleans August 6-11, 2004. As the official agency, ATC has negotiated discounts with Continental, Delta, United Airlines, Alamo and Avis Rental Car to bring you special airfares and car rental rates that are lower than those available to the public. When contacting ATC you will save 10% to 15% off on Northwest and United Airlines. tickets purchased more than 60 days prior to the meeting. For tickets purchased less than 60 days prior, the discounts will be 5% to 10% off the lowest available fares. Some restrictions may apply, and service fees apply. ATC will also search for the lowest available fare on ANY airline serving New Orleans.

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>
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<th>Phone</th>
</tr>
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<tbody>
<tr>
<td>United</td>
<td>#510CK</td>
<td>800-521-4041</td>
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<tr>
<td>Continental</td>
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<td>#307930GR</td>
<td>800-732-3232</td>
</tr>
<tr>
<td>Avis</td>
<td>J949039</td>
<td>800-331-1600</td>
</tr>
</tbody>
</table>

**LOUIS ARMSTRONG NEW ORLEANS INTERNATIONAL AIRPORT**

Travel time to New Orleans is approximately 20 minutes or more, depending on the mode of transportation and the traffic conditions. The airport is approximately 11 miles from the Central Business District. This includes the Riverwalk, French Quarter, and Jackson Square. Taxi cabs, shuttle buses, and public transportation have routes that can get you to the central business district 24-hours a day. Visit the Louis Armstrong New Orleans International Airport website for more information at [www.flymsy.com](http://www.flymsy.com).

**PUBLIC TRANSPORTATION**

Jefferson Transit: A ride on this public bus costs $1.50 per person which includes one transfer good from any Jefferson Transit bus. This shuttle bus picks up outside Entrance #7 on the upper level and runs every 15-20 minutes on weekdays and every 30 minutes on weekends. For more information, contact Jefferson Parish Transportation Department at (504) 367-7433 or on the web at [www.gcr1.com/jet/](http://www.gcr1.com/jet/).

**TAXI CABS**

A cab ride costs $28.00 from the airport to the Central Business District (CBD) for one or two persons and $12.00 (per passenger) for three or more passengers. Pick-up is on the lower level, outside the baggage claim area. There may be an additional charge for extra baggage.

**AIRPORT LIMOUSINE SERVICE**

Non-scheduled walk up limousine and sedan service available from the airport to the Central Business District (CBD) and the French Quarter. The rate is $35.00 for one or two people and $10.00 per additional passenger for up to 8 passengers (total vehicle capacity). Limousine information desks are located on the lower level baggage claim areas.

**AIRPORT SHUTTLE**

[http://www.airportsshuttleneworleans.com](http://www.airportsshuttleneworleans.com)

Shuttle service is available from the airport to the hotels in the CBD for $13.00 (per person, one-way), $26.00 (per person, round-trip), or $24.00 (per person, round-trip for two or more people when purchased at the airport). Three bags per person. Call 1-866-596-2699 or (504) 522-3500 for more details or to make a reservation. Advance reservations are required 48 hours prior to travel for all ADA accessible transfers. Please call well enough in advance for the specially-equipped shuttle to be reserved. For group reservations of 10 or more people please dial 1-888-432-7651. Ticket booths are located on the lower level in the baggage claim area.

**FREQUENTLY ASKED QUESTIONS**

**CLIMATE**

Temperatures can reach highs of 95 degrees Fahrenheit, 35 degrees Celsius and low temperatures are around 70 degrees Fahrenheit, 21 degrees Celsius. A raincoat and an umbrella should always be close at hand.

**CUISINE**

New Orleans is internationally known for its sumptuous cuisine. There are many restaurants to choose from. The French Quarter has expensive and low cost dining options from elegant French and Italian restaurants to local favorites that serve the best po’ boys and muffuletta. Be sure to try a beignet while you are in town!
Welcome to New Orleans from the Local Arrangements Committee

On behalf of the Local Arrangements Committee, we would like to extend a welcome to New Orleans if you’re planning on attending the upcoming meeting and to encourage you if you are still thinking about it. Members of the Local Arrangements Committee are working hard to make your New Orleans conference a memorable one. The information below is meant as an introduction to New Orleans. Links throughout will provide even more detail to what we present.

Access for people with disabilities
All conference hotels are reasonably close together. The two hotels housing registration, exhibits, and the vast majority of the meetings, the Sheraton and the Marriott, are across the street from one another. The other hotels, the Fairmont and the Ritz, are 500 yards away – see the accompanying map. The City of New Orleans is relatively flat and therefore not very difficult to get around. However, we are committed to assisting people with disabilities, and hope that those who anticipate special needs will discuss their concerns and contact us at needs@aom.pace.edu

Copies and other business services
All of the conference hotels have business centers which can meet most of your needs. There are also several full service copy facilities located nearby.

Transportation from the Airport
Armstrong New Orleans International Airport is approximately 18 miles from downtown New Orleans. See the airport’s website, www.flymsy.com for more detail. Shuttles, Limousines and Taxis are readily available at the exit area from baggage claim. All travelers should allow at least ONE HOUR for this commute as traffic can sometimes be heavy. For departures, the airport recommends arriving no less than 90 minutes before your flight. New security rules prevent entry to the gate areas without a boarding pass.

T-Shirts
Conference t-shirts will feature graphics evocative of New Orleans. The design is displayed on the Academy’s web site. T-shirt sales will benefit a local charity; Start the Adventure in Reading (STAIR). This charity provides tutors to second graders who are at risk of not learning to read at an appropriate level. Their research has shown that if students do not grasp reading at this early stage, then they will be at a disadvantage in the later grades and may never catch up. Please order your t-shirts when registering. They will be available for pick up in the registration area when the conference starts.

Options to Taxies from the airport include the Airport Shuttle ($13 per person one-way) and Airport Limousine Service ($35 for one or two people and $10 per additional passenger up to eight people total).

Streetcars
The oldest continually running street car line, The St. Charles Avenue Line: Runs 24 hours a day, everyday. Fare is $1.25 each way. Riverfront Line: Runs 6:00 a.m. to midnight, everyday. Fare is $1.25 each way. Exact change is required on both streetcar lines (they do take bills in addition to coins). The new Canal Street Line is due to open in April 2004 and should be available by the time of the conference. This line connects the Mississippi River to the New Orleans Art Museum in City Park. When it starts, it will be the first time since 1964 that streetcars have run on Canal Street. Join in the history but see the note on weather. The older lines don’t have air conditioned cars.

T-Shirts
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Tours
In prior years the Local Arrangements Committee booked tours for members, but very often these were undersubscribed. We are continuing with the new standard set in Seattle by providing information on available tours to the members and allowing them to make the decisions. We have arranged to have a local company, Convention Hospitality Services, to answer questions about tour possibilities ahead of time and also to be present during the conference. They can be reached at: http://www.conventionhospitalitiservices.net/
Shopping
Although the French Quarter provides more shopping that you could probably fit in during the conference, there are other, more traditional, venues available. There is a shopping center between the Marriott and the river called Canal Place. It houses many of the up-scale big city type stores. A little less extravagant is the RiverWalk shopping center which is anchored by the Hilton Hotel. The Hilton is at the foot of Canal Street and easily seen from most of the downtown area. A bit further away is the New Orleans Centre. This venue is similar to Canal Place and is about a mile away next to the SuperDome. Another favorite area is Magazine Street known for its antiques and art galleries. This area is an easy two block walk from the St. Charles Street Car line. The street car drivers will be happy to direct you to your location.

Entertainment and Recreation
Known as the Big Easy, New Orleans has something for everyone. All four downtown hotels are within easy walking distance of one another as well as being close to the French Quarter, Harrah’s Casino, and an extraordinary number of outstanding restaurants for the gourmet and gourmand. We also have many world-class family attractions including a nationally recognized children’s museum, the Audubon Aquarium of the Americas, the Audubon Zoo, the National D-Day Museum, Six-Flags Jazzland Theme Park, and the Ogden Museum of Southern Art. The list is long, the fun unlimited and the food sensational.

The New Orleans Convention and Visitor Bureau’s (CVB) web site provides a wealth of information. It can be found at the following link:
http://www.neworleanscvb.com/

Some particular items of interest on their web site include:
Restaurant information and reservation capability for several venues just to give you a taste of the area;
A visitor’s guide at
http://www.neworleanscvb.com/new_site/visitortemp.cfm with maps, frequently asked questions and travel tips;
Download French Quarter Walking Tours at
http://www.neworleanscvb.com/new_site/visitor/fqwalktour.cfm; and,
Request to have an Official Visitors Guide mailed to you at

Another useful site has its homepage at http://www.neworleans.com/. Here you will find fun facts and history about New Orleans. For instance, a sub page, http://www.neworleans.com/cgi-bin/oracle/ls.cgi?search=CATX&Category=HISTORY, provides a pronunciation guide (e.g., Burgundy Street which parallels Bourbon Street – “bun-Dee” (accent on second syllable – different from the color), a translation of directions (what is Uptown, Lakeside, and why the Westbank is to the East), and the rules for drinking (while few, there are some).

Other guides you may find useful are included on this site. We suggest that you start with “A Cultural Introduction to New Orleans” which provides much of the background of the city from steam boating to voodoo to the statues of the dead and graveyards. We also provide a “New Orleans at a Glance” document which can answer most of your questions and give you a general overview of the city. Finally, there is a “Three Day Guides” document. Here you will find suggestions for how to spend three days with tailor-made agendas for those with children, teenagers, young adults and/or seniors.

Weather
The summer is one of the times when the name Big Easy really applies. Most everyone takes it easy; and, the rule is: if you have air conditioning, use it. In August, you can expect both temperature and humidity to be in the 90’s during the day with a “cool-down” to the 80’s at night. Therefore, be careful not to exert yourself and give yourself time for rest breaks if you’re out and about. Although rain in not uncommon, it often comes in with a vengeance but normally doesn’t last very long. Easy refuge is available in most of the bars or restaurants where you can take advantage of the City’s other benefits.

Scams and Street Entertainers
New Orleans relies on tourism as its major source of revenue. Therefore, like most such destinations, it also attracts those of lesser character. However, such people also promote the city’s reputation and ambiance of being the “World’s Biggest Free Party” with their actions.

The favorite street scam is for someone to approach you and offer to bet they can tell you “Where you got ‘dem shoes”. If you display any interest at all, someone may start shining your shoes while continuing a rapid fire discourse for a couple of minutes or for as long as you let them. Telling them you’re not interested will normally be sufficient for them to leave you alone – they are not overly aggressive. The tag line is that this person knows you “got them shoes” on your feet. Now, since you’ve been entertained and had your shoes shined (quality not withstanding), this person will naturally expect you to provide a “donation”. The amount you donate, if anything at all, should be as much as you see fit – normally a couple of dollars.

Other street entertainers rely on similar donations and are held to the same expectation of not harassing tourists. Therefore, if you come across a musician, tap dancer, or live-statue, they will normally have a “tip bucket” in close proximity. Although they are not allowed to harass you, they do rely on these donations and can be fairly persuasive. Still, the police monitor this behavior to prevent any negative influence on the tourist experience. The bottom line is that if you feel that you have been entertained, show your appreciation however you see fit.

Erich Brockmann and Bill Galle, University of New Orleans-Lakefront
New Orleans Map

Legend:

<table>
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<tr>
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<tr>
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<td>444 St. Charles Street</td>
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<td>5</td>
<td>The Ritz-Carlton New Orleans</td>
</tr>
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<td></td>
<td>921 Canal Street</td>
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</table>
On behalf of our university sponsors, welcome to New Orleans, and the 2004 Academy of Management Annual Meeting. Each year several universities act as sponsors for our annual meeting by providing financial support at one of three levels: Gold - $5,000, Silver - $3,000, and Host - $1,500. Our sponsors this year represent a number of U.S. states and three countries, the U.S., Canada, and Europe. This year we have 11 sponsors whose institutions have combined to contribute $39,000. The Academy is very grateful to the sponsors for the 2004 meeting. Please thank faculty and other representatives of these Schools during our meeting. I am grateful for our sponsors, and for their support of the Academy of Management and our Annual Meeting.

Karen S. Whelan-Berry, Director of Sponsorship

Gold Sponsors

University of British Columbia

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

The Sauder School of Business ranks within the top 30 schools internationally for research publication, according to a review of leading business journals. Further, it is recognized as Canada’s leading business research school, both in terms of publications and awarding of research grants.

The school boasts five business degree programs — Bachelor of Commerce, MBA, Master’s of Science in Business, Masters of Management and PhD. These degrees build on the Faculty’s strengths, with specializations in operations and logistics, transportation, finance, marketing, strategic management, management information systems and organizational behavior and human resources, offered in most of the programs.

In addition, 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.

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.

Copenhagen Business School

Founded in 1917 Copenhagen Business School is the largest business school in Northern Europe with more than 14,000 students. It offers Northern Europe’s most comprehensive range of university degrees in economics and business administrations, including an increasing number of programmes combining business economics with topics such as mathematics, informatics, commercial law, international management, communications psychology, philosophy, and politics. In addition, CBS has a rapidly growing programme portfolio in executive education.

CBS plays an active part in Danish society through the development and communication of new knowledge and its contribution to research and education which is carried out in close collaboration with the business sector.

More than 300 researchers in 12 departments produce high quality research and publications within all traditional aspects of business research, but cover also more untraditional areas such as management philosophy, corporate values and responsibility, business communication and intercultural management. A Ph.D. programme with 170 students and a DBA-programme adds to the development of new research talent.

CBS strives to be among the top institutions of higher education in Europe, meeting the goals of being a major contributor to value creation in business and society, training graduates who are competitive in the international job market, and developing new research-based knowledge in partnership with companies and organisations.

An extensive global international network is an important dimension in everyday life at CBS. The network includes global research institutions, businesses and industries. In addition, CBS has student exchange agreements with more than 300 institutions of higher education throughout the world and is a member of CEMS (Community of European Management Schools) and PIM (Partnership in International Management). CBS has been accredited by EQUIS and granted the European Quality Stamp.

University of Houston

Named for Charles T. (Ted) Bauer, founder of the AIM Management Group, the Bauer College is the only comprehensive, fully accredited business school in Houston. It offers undergraduate and MBA degrees, an executive MBA, and the city’s only Ph.D. program in business. In 2003, enrollment reached 6,124 students and 1,624 degrees were awarded.
The Bauer College has become a nationally recognized leader in specialized programs for the energy and financial management industries. The college’s Global Energy Management Institute, offers an array of multi-disciplinary educational programs in risk management and accounting for the energy industry. A companion program in natural gas management launches in fall 2004. Members of the Institute’s advisory board include executives from leaders in energy such as Dynegy, Exxon/Mobil, Reliant Resources, and Shell Chemical to name a few. The college also offers programs in financial services and IT project management. To complement these offerings, the AIM Investment Center contains a state-of-the-art trading facility. It is home to the Cougar Fund, a $3 million private mutual fund managed by student advisors under the supervision of faculty.

Twenty-four of the Fortune 500 corporations have either their headquarters or their primary employment location in the Houston area. This provides the Bauer College a myriad of educational and research opportunities for its faculty and students. In addition to recruiting heavily from the Bauer College, more than 150 corporate partners serve on program advisory boards, provide internships and curriculum development, place executives in the classrooms, participate in research partnerships, and fund scholarships.

**Loyola University – New Orleans**

Loyola University New Orleans is one of 28 Jesuit colleges and universities in the United States. Loyola enrolls over 5,850 students. The University’s students represent all 50 states, the District of Columbia, Puerto Rico, and 48 foreign countries.

In 2003, Loyola University New Orleans ranked sixth in the category of “Best Universities – Master’s in the South” in the “America’s Best College’s issue of U.S. News and World Report.” For the 13th consecutive year, Loyola retained its position among the top 10 regional schools in the South.

The College of Business Administration (CBA) at Loyola University New Orleans for years has had an excellent national reputation. The undergraduate and graduate business programs are accredited by the AACSB International - The Association to Advance Collegiate Schools of Business. The College of Business Administration was a 2001 recipient of the Louisiana Quality Award. In 2002 and in 2003, the College of Business Administration was listed as one of the Best Business Programs in the country by U.S. News and World Report.

More than 750 students pursue studies at the College of Business Administration. Forty-two percent are Louisiana residents; 45 percent come from other states, Puerto Rico, and the District of Columbia, with 13 percent enrolled from foreign countries.

**Rice University**

The Jesse H. Jones Graduate School of Management is one of seven academic units of Rice University. Named in honor of the late Jesse Holman Jones, a prominent Houston business and civic leader, the school received its initial funding in 1974 through a major gift from the Houston Endowment Inc., a philanthropic foundation established by Jones and his wife, Mary Gibbs Jones. The school offers the MBA and MBA for Executives degree as well as the following joint degrees: MBA/ME with the George R. Brown School of Engineering and MD/MBA with Baylor College of Medicine. The Jones School also offers a full schedule of non-credit executive education and customized courses for business and industry.

In 2003 the Financial Times ranked the Jones School No. 1 in U.S. and No. 6 in the World for Career Progress. “The degree to which alumni have moved up the career ladder three years after graduating. Progression is measured through changes in level of seniority and the size of the company in which they are employed.” It was ranked No. 2 in “Aims Achieved.” In “Leagues of Their Own: The Top Ten Schools” the Jones School was ranked among the top ten for finance for the fourth straight year and in the top ten for entrepreneurship for the second time in four years. U.S. News & World Report 2003 ranked the school No. 1 in employed at three months.

**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 and Economic Development is one of five degree-granting colleges at The University of Southern Mississippi and is accredited by the Association to Advance Collegiate Schools of Business (AACSB). More than 75 faculty members teach courses to approximately 2,500 graduate and undergraduate students in 11 different majors in Hattiesburg and on the Mississippi Gulf Coast.

The College offers five graduate programs including the Master of Business Administration, Master of Public Accountancy, Master of Economic Development, Master of Science in Workforce Training, and the Ph.D. in International Development.

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.

**Silver Sponsors**

**Baker University**

The largest private college in Michigan, Baker College serves more than 29,000 students on 12 campuses and in four satellite locations. Baker College grants certificates, associate’s, bachelor’s, and master’s degrees in business, health science, education and human services, and various technical fields.

As a career college, Baker has one single mission: to provide quality higher education and training which enables graduates to be successful throughout challenging and rewarding careers. Through programs that incorporate on-the-job learning, Baker graduates have a competitive advantage in securing employment by bringing real work experience to the job. Baker College measures its success through that of its students and is proud to have achieved a system-wide graduate employment rate of 99 percent.

The Baker College distance learning division, Baker Online, is one of the largest and most comprehensive accredited e-learning programs in existence. The student population of Baker Online represents all 50 states, a number of foreign countries and several undisclosed military locations. The Baker Online MBA program is nationally recognized by U.S. News & World Report's usnews.com “E-Learning Online Graduate Programs: Business – Regionally Accredited Programs,” and has been ranked as one of the first established, largest and best value online MBA programs in the nation.

Baker College is accredited by The Higher Learning Commission and is a member of the North Central Association of Colleges and Schools. In addition, the International Assembly of Collegiate Business Education (IACBE) accredits Baker Center for Graduate studies. More information about Baker College is available at www.baker.edu.

**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 sixth in the Midwest for Campus Diversity in its 2004 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 200 articles, papers, presentations and seminars in OD academic and professional journals and at associations, including conferences in Australia, India, Denmark, Mexico, Norway, Ireland, France, Thailand and Italy.

The MS in Management and Organizational Behavior at Benedictine University is recognized both locally and nationally as a leader in providing education toward managing the human side of organizations. Our full-time and adjunct 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.

**Capella University**

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

The School of Business serves over 3000 of the University’s 10,000 learners, with BS, MBA, MS and PhD Programs in Business. Each of the School’s programs provides innovative approaches to management.
education. The Bachelor of Science program provides a complete bachelors degree and a 2 yr degree completion program which emphasizes both core business disciplines with majors in Finance, Accounting, e-Business, Sales and Marketing, Human Resources, and Management and Leadership.

The MBA offers an integrated curriculum focusing on core business knowledge and professional effectiveness competencies, along with concentrations in Finance and Marketing. A comprehensive coaching process supports students throughout their program, enabling them to achieve high levels of professional impact from their program.

The MS and PhD degrees focus on educating scholar-practitioners in Organization and Management. The School of Business emphasizes training learners to effectively integrate theory, research, and practice in their disciplines. Faculty and doctoral learners focus on research to create new knowledge that supports the design, development, and management of effective organizations. Our centers of excellence are in the areas of Leadership, Human Resources Management, and Information Technology Management.

The School of Business full-time and adjunct faculty are scholar-practitioners who have strong academic credentials and business experience and can link theory, research, and practice. Dr. Shelley Robbins is the Executive Director of the School of Business.

**Louisiana State University**

Housed in LSU’s E. J. Ourso College of Business Administration, the William W. and Catherine M. Rucks Department of Management prepares students for professional managerial positions in large or small, for profit or not-for-profit organizations.

The management department faculty is a multidisciplinary, research-oriented group educated at leading universities. Faculty members have received numerous research and teaching awards as well as election to major offices in professional associations.

Courses available in the management department cover human behavior in the workplace, human resource management, compensation and benefits administration, collective bargaining, strategic management, entrepreneurship, social and ethical responsibilities, and multinational management. Specific curricula are also offered in general management, human resource management, and entrepreneurship.

The Institute for Entrepreneurial Education and Family Business Studies, a part of the management department, was ranked a top tier (12) program by Entrepreneur magazine. Additionally, LSU’s entrepreneurship program was ranked number five in the nation by faculty from almost 300 schools. Dr. Robert T. Justis, professor of management and director of the International Franchise Forum, received the 2002 Free Enterprise Award from the International Franchise Association (IFA). Justis is the only academic to ever receive this honor.

The management department also works to enhance economic growth in Louisiana through entrepreneurial development. Organizations from throughout the state use business plans written by departmental students to start and/or grow their businesses. This development process is designed to create successful businesses by providing assistance to stimulate business formation, growth, and survival.

**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 23,000 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 53 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.
2004 Academy of Management Annual Meeting - Leadership University Sponsors

The Academy of Management works through 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 2004 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 Chairs. 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.

Simon Fraser University

Simon Fraser University, named after explorer Simon Fraser, has been consistently ranked as one of Canada’s best comprehensive universities. The University has two campuses: the main Burnaby Mountain campus, and the Harbor Center campus in downtown Vancouver. The university has over 24,000 full- and part-time graduate and undergraduate students. The Faculty of Business seeks to produce broadly educated, analytical, enterprising and socially responsible managers capable of making lasting contributions to business, government and society. The undergraduate program accepts about 500 students a year. At the graduate level, about 100 students are accepted into our various MBA programs and another 60 students enroll each year in either the weekend or weeknight cohorts of our 24-month EMBA program. Its MBA program has been ranked top in Western Canada. It is an ethnically diverse MBA program with 70 percent of the students born outside of Canada. To meet the needs of the community, the Faculty has developed several new programs. These include an MBA program that focuses on improving managerial skills in organizations that employ advanced technology and another that provides advanced strategic and managerial skills to accounting professionals. Its on-line graduate diploma program in business administration provides core business skills to working professionals. Research is the foundation on which the Faculty’s teaching programs are based. The Faculty’s teaching and research focus on eight areas: accounting, finance, international business, management and organizational studies, marketing, management and information systems, management science, and strategy and policy.

University of Southern California

The Marshall School of Business is one of the oldest and most diverse schools in the world. Located in Los Angeles at the gateway to the Pacific Rim, Marshall provides an exceptional educational experience that prepares leaders and entrepreneurs to take their companies into the future tomorrow – locally, nationally, and globally.

Marshall’s world-class faculty excels in significant research and innovative teaching. In a recent AMJ article, the faculty ranked 12th in the nation as most productive in published research. Included among its renowned faculty are Warren Bennis, Ed Lawler, and Ian Mitroff in organization & management; C.W. Park, Dave Stewart, and Valerie Folkes in marketing, Kevin Murphy, Harry DeAngelo, and Larry Harris in Finance; Raj Rajagopalan, Dick Chase, and Ravi Kumar in operations management; and Randy Beatty, Ted Mock, and Mark Young in accounting.

Marshall also houses world-class research centers including Center for Effective Organizations (CEO), Center for International Business Education & Research (CIBEAR), Center for Telecom Management (CTM), Center for Investment Studies (CIS), and LUSK Center for Real Estate.

The Marshall School has earned a number of important honors. Business Week recently ranked the Marshall MBA program as the 17th best domestic MBA program while U.S. News & Report ranked the undergraduate program 11th, the Executive MBA 10th, and the MBA for Professionals and Managers 6th in the nation. Marshall is the first business school to require all first-year MBA students to study abroad. It also is the only school to offer a one-year international MBA Program (IBEAR) accredited by the International Association for Management Education.

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. The Smith School provides a superb research and teaching environment for its faculty and students and gives its students a first-class return on investment for their time and expense.

Like businesses, business schools in the new millennium must transform their knowledge and research base, their curricula, and modes of delivery. At the Smith School, we are 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 are thought leaders, who create new management knowledge and identify cutting-edge business practices for today’s networked world.
Smith students learn how to apply information and communications 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. These include e-commerce, supply chain management, telecommunications, financial engineering, global business, and entrepreneurship.

The Smith School’s research and outreach centers represent cutting-edge applications for the new economy and attract leading business partners and research funding from across the nation. The 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.

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

University of New Orleans

The University of New Orleans is located on the South shore of Lake Pontchartrain and only minutes from the fun and excitement of downtown New Orleans and the French Quarter. With an enrollment of over 17,000 students, UNO offers both undergraduate and graduate degrees through the doctoral level. Programs of study are offered through six academic undergraduate colleges: Business Administration, Education and Human Development, Engineering, Liberal Arts, Sciences, and Urban Studies - in addition to the Graduate School. Educational extension, pro-fessional development, and international education activities (including credit and non-credit courses) are also available.

The College of Business Administration, with an enrollment of almost 4,600 undergraduate and graduate students, is one of the largest and most cost effective colleges of business in the Gulf Coast region. Business students make up one-fourth of the University’s student body. The College, fully accredited by AACSB International, provides degree programs in a variety of business fields at the undergraduate and graduate levels. It also provides Executive programs in the MBA and Health Care Management areas with one expected soon in Hotel, Restaurant and Tourism.

By this time next year, the College will reside in the brand new, state of the art, Kirschman Business Building. Construction of this facility was made possible by a generous donation from the Kirschman family and a seed donation from BellSouth Corporation. The new facility will house the BellSouth Telecommunication center as the cornerstone for an educational environment utilizing technology in teaching and in contracts with community partners.

Return on Investment

Inexorable this damned cold sore whose rise coincides with a complex acquisition in an otherwise simply bullish outlook

Lip service be to be “ooh, my pleasure” “you don’t (have a) mind, do you?” “please bring me yesterday’s figures”

copping a feel on her way out before she sounds the horn

Skip loss on v 1.0 and her graying areas a failed integration a conflict of interest a discontinued operation

And their subsidiaries spun off for dividends on his work life and his business class

High flying interfaces with a smooth laptop screen and intercourse with a low slung lap dancer (also smooth)

“Looking good” he to be taking in this man made to measure unraveling a thread of material nonpublic information and strangling ties that bind him to him cool customers in this red collared world

A surly smile pries off a scab fluttering down down into the fifth martini martini martini martini martini its ripples reflecting so much warmth in his cheeks a moist red cavern and a very cold stare that is his return on investment.

by Christopher Michaelson, U. of Pennsylvania
# 2004 Academy of Management Exhibitor Relations Committee

George Solomon, Director, The George Washington University
Sergio D’Onofrio, The George Washington University
Tatyana Kuzina, The George Washington University
Geralyn Franklin, University of Texas at the Permian Basin
Ayman Tarabishy, The George Washington University
Janet Nixdorff, The George Washington University
Susan Duffy, The George Washington University

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**Gold Sponsor**
Exhibit Hall Layout

Special Thanks to the 2004 Exhibitor Sponsor

Gold Sponsor of Sunday Afternoon and Monday Morning Refreshment Breaks: XanEdu

AOM 2004 Exhibitor and Break Times

Sunday, 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 XanEdu)

Monday, August 9
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 XanEdu)

Tuesday, August 10
Hours: 9:00 a.m. - 11:45 a.m.
2:15 p.m. - 5:00 p.m.
Breaks: 10:15 a.m. - 10:45 a.m.
3:15 p.m. - 3:45 p.m.
(Exhibits are not open on Wednesday, August 11.)
Placement Services

Placement Services for the 2004 annual meeting will be located in the Sheraton New Orleans Hotel. Onsite placement services are available to individuals who register and attend the annual meeting. Online placement services are available to all Academy members who register for placement until August 15, 2004 and then open to all Academy members until December 15, 2004. Applicants and institutions are encouraged to pre-register for placement services online at http://careers.aomonline.org/placement/ from Monday, June 7th, until Friday, July 23. 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 and provides an active applicant listing until December 15, 2004. The registration fee for positions is $200 and provides an active position listing until December 15, 2004.

Interview tables in the Sheraton Hotel are provided for conducting interviews. Tables are located in small rooms (8 – 15 tables per room) and will be available from Saturday, August 7 until Tuesday, August 10. The cost to reserve a table for the meeting is $100. They are reserved on a first-come, first-served basis. Table layouts and reservations are available online at http://careers.aomonline.org/placement/ from Monday, June 7th, until Saturday, July 31. Tables may be reserved onsite if space is available.

Placement for Applicants Workshop
Saturday, August 7 5:00 pm - 8:00 pm
Sheraton New Orleans Hotel, Bayside A

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.

Ins and Outs of Faculty Placement Workshop
Saturday, August 7 10:00 am - 12:00 pm
Sheraton New Orleans Hotel, Salon 817

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 Services

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

Placement Committee 2003-2004
Garry Adams, Auburn U.
Rashmi H. Assudani, McGill U.
John Christopher, U. of Florida
Jim Dulebohn, Michigan State U.
Bahman Ebrahimi, U. of Denver
Claudia J. Ferrante, Carnegie Mellon U.
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Bill Price, U. of Texas, Permian Basin
Narda Quigley, U. of Maryland
Diana Reed, Drake U.
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Theodore Rosen, George Washington U.
Mike Ryan, Bellarmine U.
Joanne Scillitoe, Rutgers U.
Charlotte Sutton, Auburn U.
Darren Treadway, U. of Mississippi
J. Michael Whitfield, Georgia College & State U.
William H. Newman Award Nominees

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the past three years. Division Program Chairs nominate one paper each for this award. The Awards Committee, under the direction of the Chair, David Ahlstrom, The Chinese University of Hong Kong, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs. Committee members include:

Andrew Delios, National University of Singapore; Arun Kumaraswamy, Rutgers University; Shige Makino, The Chinese University of Hong Kong; John Mezias, University of Miami; Anil Nair, Old Dominion University; Hwee-Hoon Tan, National University of Singapore; Kuang Yeh, National Sun Yat Sen University (Taiwan); Michael N. Young, The Chinese University of Hong Kong.

Here are the 2004 William H. Newman Award nominees:

**BPS**
Multinational Firms and International Knowledge Diffusion: Evidence using Patent Citation Data
*Jasjit Singh, Harvard U.*

**CAR**
Status Inertia: The Speed Imperative in the Attainment of Community Status
*Daniel Stewart, Washington State U.*

**CMS**
A Genealogy of 'Systems Rationalism': Managerial Discourse in the United States, 1923-1970
*Ori Landau, Tel Aviv U.*

**GDO**
The Effects of Gender and Culture on Implicit Leadership Theories: A Cross-Cultural Study
*Lori D. Paris, Cali State U., Fresno*

**HCM**
An Examination of Specialization and Outcomes of Care in Children’s Hospitals
*Jami L. DelliFraine, Virginia Commonwealth U.*

**HR**
HR Practices and Safety
*Kristy J. Lauver, U. of Wisconsin, Eau Claire*

**IM**
Networking of Foreign Affiliates as a Distinctive Alternative to Markets and Hierarchies
*Lilach Nachnum, City U. of New York, Baruch College*

**MC**
Knowledge Sharing and Communication Technologies in Consulting Firms: a Motivational Analysis
*Dino Ruta, Bocconi U.*

**MED**
A Management Studies Curriculum for Free Thought: Why Problem-based Learning is Inadequate.
*Janet Hazel Hesketh, UKZN*

**MH**
Building Organizational Theory with Historical Studies
*Denise Lima Fleck, Federal U. of Rio de Janeiro*

**MOC**
The Enactment Of Competitive Markets And Organizational Performance
*Desmond W Ng, Texas A&M / U. of Alberta*

**MSR**
Spirituality in Practice: a Study on the Relationship of Meaning with Work Commitment and Motivation
*Mia De Klerk, Sasol*

**OB**
Antecedents and Consequences of Team Boundary Disagreement
*Mark Mortensen, McGill U.*

**OCIS**
Everyone’s Heard of You: A Theoretical Model of Communication and Reputation Management
*Suzanne Zivnuska, Bond U.*

**ODC**
Empowerment and Human Capital Utilization in DM: The Middle East in Comparative Perspective
*Khalid Alyahya, U. of Connecticut*

**OM**
Accounting for Differences in Lean Factory Performance: A General Purpose Practice Conceptualization
*Michael Lopez, CWRU*

**OMT**
Why the Garden Club Couldn’t Save Youngstown: Networks and Economic Divergence in the Rustbelt
*Sean Safford, Massachusetts Institute of Technology*

**ONE**
Environmental Issues Management: Towards a Multi-level Theory of Environmental Management Competence
*Pursey Heugens, Utrecht U.*

**PNP**
An Analysis of the Salient Factors in Business Location Decisionmaking
*Roslyn K. Chawda, U. of Memphis*

**SIM**
Organization-Level Antecedents of Stakeholder Conflict: A Comparative Case Study
*Michael E. Johnson-Cramer, Bucknell U.*

**TIM**
The Nature of Participation & Coordination in Open Source Software Development Communities
*Sonali Shah, U. of Illinois at Urbana-Champaign*
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 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 nominate up to two papers to the chair of this year’s Dexter Award Committee, Jia Lin Xie at University of Toronto. The other Committee members are: George Chen at Hong Kong Baptist University, A.R. Elangovan at University of Victoria, Louise Fitzgerald at De Montfort University, Eleanor O’Higgins at University College Dublin, and Jia Lin Xie at University of Toronto.

Here are the 2004 Carolyn Dexter Award nominees:

**BPS**
Competitive Institutional Strategies: A New Generic Typology
Krishna Udayasankar, Nanyang Technological U.
Shobha S. Das, Nanyang Technological U.

**BPS**
Why must all good things come to an end? The performance of multiple acquirers
Paul Guest, Cambridge U.
Robert L. Conn, Miami U.
Andy Cosh, Cambridge U.
Alan Hughes, Cambridge U.

**CM**
Emotional Intelligence and Negotiation: The Tension between Creating and Claiming Value
Maw-Der Foo, National U. of Singapore
Hillary Anger Elfenbein, U. of California, Berkeley
Hwee-Hoon Tan, National U. of Singapore
Voon-Chuan Aik, National U. of Singapore

**CMS**
Lip Sewing and Woomera: A Morphological Analysis
Julie Wolfram Cox, RMIT U.
Stella Marie Minahan, Monash U.

**ENT**
Maw-Der Foo, National U. of Singapore
Sau-Foong Lee, National U. of Singapore

**GDO**
Relative Contribution of Childcare, Spousal and Organizational Support in Reducing Work-Family Conflict for Females and Males: The Case of Turkey
Zeynep Aycan, Koc U.
Mehmet Eskin, Adnan Menderes U.

**GDO**
Women in Management: A Qualitative Organizational-level Analysis of Three Indian Corporations
Ujvala Rajadhyaksha, IITB

**HCM**
Espoused Organizational Values and SARS: When Actions Speak Louder Than Words
Stewart Arnold, U. of Queensland
Maree Veronica Boyle, Griffith U.
Victor J. Gallan, U. of Queensland

**HCM**
Globalization from Within: Geocentric Career Opportunities in MNCs
Orly Levy, Sabanci U.
Schon L. Beechler, Columbia U.
Sully Taylor, Portland State U.
Nakiye Boyacigilser, Sabanci U.

**HR**
Pei-Chuan Wu, National U. of Singapore

**IM**
Reflections of Organizational Identity and National Culture on Managerial Roles in a Multinational Corporation
Yair Berson, Polytechnic U.
Miriam Erez, Technion-Israel Institute of Technology
Seymour Adler, Not Specified

**MC**
The Decision to Privatize as an Economic Policy Idea: Epistemic Communities and Diffusion
Bruce Kogut, INSEAD
J. Muir Macpherson, U. of Texas, Austin

**MED**
Does the 360 Feedback Process Create Actionable Knowledge Equally Across Cultures?
Frank M. Shipper, Salisbury U.
Richard C. Hoffman IV, Salisbury U.
Denise M. Rolando, Salisbury State U.
The Carolyn Dexter Award

MH
Timing is Everything: Historical Contingency in the Impact of Catholic Social Teaching Upon Managerial Practices
Richard Marens, California State U., Sacramento

MH
Co-Evolution of Organizational Forms and Political Environments in Paper and Pulp Industry
Juhu Lamberg, Helsinki U. of Technology
Juha S. Laurila, Helsinki School of Economics

MOC
The Knowledge Sharing Dilemma: Knowledge and Knowing in Japanese IT Firms
Makoto Matsuo, Otaru U. of Commerce
Mark Easterby-Smith, Lancaster U.

MOC
Carmit Tadmor, U. of California, Berkeley
Philip E. Tetlock, U. of California, Berkeley

MSR
Religion, Culture and Managing Diversity in International Organizations
Asha Rao, California State U., Hayward
Donna Wiley, California State U., Hayward

OB
Event and Entity Justice Perceptions: Distributive Justice and Compensation System Fairness in International Joint Ventures
Jaepil Choi, Hong Kong U. of Science & Technology
Chao C. Chen, Rutgers U.

OB
Empowered to Act: Understanding the Relationship Between Delegation and Employee Outcomes
Zhen Xiong Chen, U. of Canberra
Samuel Aryee, Hong Kong Baptist U.

OCIS
Metaphors to Communicate Strategic Change
Maris G. Martinsons, City U., Hong Kong

OCIS
Project Webs And New Modes Of Organising in the Construction Sector: Insights from an In-Depth Comparative Case Study
Séamas Kelly, U College Dublin
Kate Ni Chionnaith, Cambridge U.

ODC
Organizational Adjustment and the Individual: A Study of Commitment and Adaptation to Changes in the Kibbutzim
Benson Hong, Wilfrid Laurier U.

ODC
Shifting dynamics in multiple mergers
Christine Benedikt Meyer, NHH
Inger G. Stensaker, NHH

OM
Flexibility Strategies in the Process Industry
Mikko Ketokivi, Helsinki U. of Technology
Mikko Jokinen, Consolidated Metals Corporation

OM
Strategic Process in Operations and Dynamism: Scale Validation and Cross-Country Comparison
Ely Laureano Patwa, UNISINOS
Aleda V. Roth, U. of North Carolina, Chapel Hill
Elena Revilla, Instituto de Empresa

OMT
Local Struggles and Supranational Legitimation. Diffusion of US-Type Multiplex-Cinemas in Europe
Giuseppe Delmestri, SDA Bocconi U.

OMT
The More Things Change, The More They Remain the Same: Instituting Mutual Funds in Sweden
Stefan Jonsson, Upsala U.
Michael Lounsbury, Cornell U.

ONE
Co-ordinating Small Wins as an Effective Mechanism for Implementing Firm Level Eco-innovations
Andrew Griffiths, U. of Queensland
Narda Haigh, U. of Queensland

ONE
Managerial Perspectives on Corporate Environmental and Social Responsibilities in 22 Countries
Carolyn Egri, Simon Fraser U.
David A. Ralston, U. of Oklahoma
Irma Y. Naozumura, U. of Tennessee
Ian Palmer, U. of Technology, Sydney
Deklin S. Elenkov, U. of Tennessee, Knoxville
Ping Ping Fu, Chinese U. of Hong Kong
Laurie Milton, U. of Western Ontario
Liesl Riddle, George Washington U.
Mahfooz Alam Ansari, U. of Science Malaysia
Oliver Furrer, U. of Nijmegen
Turfik Dalgic, U. of Texas, Dallas
Ana Maria Rossi, Clinica De Stress E Biofeedback
Marina Dabic, U. of Osijek
Florian Wangenheim, U. of Dortmund
Narasimhan Srinivasan, U. of Connecticut
Maria Teresa De La Garza Carranza, Instituto Tecnologico de Celaya
Arif Butt, McGill U.
Vojko Potocan, U. of Maribor
Prem Rambarub, U. of New South Wales
Philip Hallinger, Mahidol U.
Malika Richards, Penn State U.
Min Haun Kuo, Yuan Ze U.
Ilya Girson, U. of Westminster
Vu Thanh Hung, National Economics U.

PNP
Dynamics of Ownership Effects in Hydro-based Electricity Supply Industries: The Case of Colombia
Gabriela Elizondo, Imperial College, U. of London
Abhijit Mandal, U. of Warwick
Matthew Leach, Imperial College of Science, Technology and Medicine

RM
Americanization vs. Contextualization: Scholarly Publishing in Turkey
The Carolyn Dexter Award

S. Arzu Wasti, Sabanci U.
Behlul Usdiken, Sabanci U.

SIM
How Firms Respond to Government Corruption: Insights from India
Jamie D. Collins, Texas A&M U.
Klaus Uhlenbruck, Texas A&M U.

SIM
A Cross-Cultural Study of Corporate Social and Environmental Responsibility Practices and Their Benefits
Carolyn Egri, Simon Fraser U.
Isabelle Maignan, Vrije U.
David A. Ralston, U. of Oklahoma
Frances E. Bowen, U. of Calgary
Jean-Pascal Gond, LIRHE, Université Toulouse I
Carlos Lo, Hong Kong Polytechnic U.
David A. Griffith, Michigan State U.

TIM
Explorative and exploitative learning strategies in technology-based alliance networks
Wim Vanhaverbeke, Limburgs U. Centrum
Bonnie Beerkens, Eindhoven U. of Technology
Geert Duysters, Eindhoven U. of Technology

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Table 1: Submissions by Sponsor
Numbers reflect those submissions that were reviewed. In some cases, symposia were submitted to multiple sponsors.

<table>
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<th>Paper Submissions</th>
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Table 2: Sessions & Participants

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<td>Caucus</td>
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Table 3: Affiliations with 30+ Participants

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

![Section A](image)
### Friday Morning, August 6, 2004

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<td>8:30</td>
<td>OS: Louisiana Bayou</td>
<td>4 ONE: Environmental Bayou Trip</td>
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<td>9:00</td>
<td>OS: Swamp &amp; Plantation</td>
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### Friday Afternoon, August 6, 2004

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<td>MT: La Galleries 5</td>
<td>5 ENT: New Faculty Consortium</td>
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<td>2:00</td>
<td>MT: La Galleries 6</td>
<td>6 ENT: Doctoral Consortium</td>
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<td>2:30</td>
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<td>MT: Preservation Hall Studio 7</td>
<td>13 RM/HR: Multi-Level Analysis</td>
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<td>26 RM/HR: Hierarchical Linear Modeling</td>
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<td>24 MED/CAR/GDO: Our First Years</td>
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<td>20 ENT: Research Writing</td>
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<td>18 IMIAMPTC: Executives/Academics on CAFTA</td>
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<td>12 ODCMED/ITC: Academic Coaching</td>
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<td>11 ODCMC/IM: Global Consulting</td>
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<td>28 ODMC/MEPI/FMC: Optimizing Action</td>
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<td>27 ODC/TIM/PTC: Enabling Knowledge Continuity</td>
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### Friday Evening, August 6, 2004

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<td>34 OB: OB Doc Student Consortium</td>
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<td>MT: La Galleries 4</td>
<td>33 CM: CM Doctoral Consortium</td>
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<td>35 RM/HR: Multi-Level</td>
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<td>OS: Local Restaurant 1</td>
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<td>RC: Acadia</td>
<td>39 MED: Welcome Reception</td>
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<td>RC: Evangeline</td>
<td>40 MED: Arab Management Development</td>
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<td>43 OMT/ODC/MOC: OMC/ODC/OMT Doc Consortium</td>
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<td>38 IM: IM Welcome and Academy Roadmap</td>
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<td>45 AAC: MC Board Meeting</td>
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<td>44 ODC: International Reception</td>
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<td>42 ODC/SIM: 1st, 2nd, 3rd-Person Research</td>
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**Worshipping a Strange God**

Supply and demand,
The new commandments.
Efficiency its truth
And our salvation
All must bow down before
The Market.

Never a more ruthless deity.
It allows none before it.
Unchecked,
It seeks not what is best for us
But only what is most economical in us.

Forever a means to an ends.
Anything but divine, boly, free.

*by J. Andrew Morris, Catawba College*
<table>
<thead>
<tr>
<th>Time</th>
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<td>FM: Bayou I</td>
<td>114 PNP: Challenges in Volunteer Mgt</td>
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<td>FM: Bayou II</td>
<td>123 MED: E-Mentoring</td>
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<td>FM: Bayou III</td>
<td>69 MED/BPS: Teaching Strategy Beyond Cases</td>
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<td>FM: Bayou IV</td>
<td>63 IAM: Latin HR Studies</td>
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<td>9:00</td>
<td>FM: Creole</td>
<td>70 MED and cosponsors: New Forms Of Work And Learning</td>
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<td>10:00</td>
<td>FM: Gold</td>
<td>124 MED/OCIS: TML Research Colloquium</td>
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<td>FM: Orleans</td>
<td>125 MH: New Member Workshop</td>
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<td>FM: Rex</td>
<td>101 CAR: Advancing Careers Research</td>
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<td>MT: Audubon</td>
<td>62 HR/TTC/MED: Teaching Competencies</td>
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<td>103 CM/HR: Organizational Justice</td>
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<td>106 GDO/CAR/OB: GLBT Research, Teaching, Action</td>
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<td>MT: Lafayette Suite</td>
<td>96 AAC: Board of Governors’ Meeting</td>
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<td>131 HR: Editor Roundtable</td>
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<td>80 RM/TIM: Survival Analysis</td>
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<td>81 SIM/GDO: SIM-GDO Cultural Adaptability</td>
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<td>127 SIM/ONE: SIM Reconciling Standards</td>
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<td>59 GDO/OC/ICAR: SIT: Theory &amp; Practice</td>
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<td>107 HR/MIAM: HRM in Latin America</td>
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<td>110 MED/MSR: Teaching The Whole Person</td>
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<td>115 TCI/PTC: Designing Courses for Learning</td>
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<td>105 CMS/MH/OMT: CMS Post-Doctoral</td>
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<td>92 PS/ODC/RM: Practitioner Series / AR</td>
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Saturday Morning, August 7, 2004 (cont.)

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**Questing**

Would I be a detective finding clues in the darkness
if, momentarily, focused there a shaft of light?
Is it truth or illusion exposing that flash of insight?

Would I be a conjurer pulling meaning from confusion
if confounders, interactions produced solution?
Is it truth or distraction to insist upon diffusion?

Would I be a physician devising better regimen
if imperfect technique, core significance betrayed?
Is it truth or damaging to allow results be displayed?

Would I be a leader as a tentative manager
if team participants bequeathed a stance most wise?
Is it truth and strength or weakness to adopt and recognize?

Would I be a visionary or follower of fear
if the solace needed were almost within my sphere?
Is it truth or blessing to find comfort in answer most near?

Would I be a scholar entreating complete expression
if others disputed my derived extension?
Is it truth or solution to produce another question?

by Patricia H. Parkerton, UCLA
## Saturday Afternoon, August 7, 2004

<table>
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<td>FM: Bayou III 145 PNP: Jr Faculty / Doctoral Student 185 PNP: Doctoral Student Consortium</td>
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<td>FM: Creole 154 IAM: Publishing for IAM Researchers</td>
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<td>FM: Gold 156 MED: Classroom Exercises</td>
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<td>FM: Rex 188 CAR/TTTC: Sculpturing Career Landscapes</td>
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<td>MT: Beauregard 172 GDO/MSR/SIM: Managing Religious Diversity</td>
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<td>RC: Acadia 143 MED: J. of Management Education 180 MED/CAR/GDO: Survive And Thrive Sm. Schools</td>
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<td>RC: Orleans 200 ONE/OM/PTC: Multi-Case Meta-Methodology WC</td>
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### Saturday Evening, August 7, 2004

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## Sunday Morning, August 8, 2004

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<td>293 PNP: Junior Faculty Consortium</td>
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<td>265 AAM: Asian Management Roundtable</td>
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<td>Creole</td>
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<td>Explorers</td>
<td>255 MSR: Human/Spiritual Progression</td>
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<td>Orleans</td>
<td>273 MH: Getting Involved</td>
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<td>Rex</td>
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<td>University</td>
<td>290 GDO: Spirituality Research</td>
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<td>238 AAC: Breakfast with AOM Affiliates</td>
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<td>320 TIM/OM/ENT: Technology Evaluation Metrics</td>
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# Conference Program Guide – Sunday, August 8, 2004

## Sunday Afternoon, August 8, 2004

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<td>FM: Creole</td>
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<td>338 AA: AOM Award Winners</td>
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<td>SH: Salon 820</td>
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<td>355 AAC: ODC Executive Committee</td>
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### Room Assignments

- **FM:** Bayou I, Bayou II, Bayou III
- **MT:** Audubon, Balcony I, Balcony J, Balcony K, Balcony L, Balcony M, Balcony N
- **RC:** Baronne, Maison, Orleans
- **SH:** Armstrong Ballroom, Edgewood A, Napoleon Exposition Hall, Poydras, Rampart, Salon 816, Salon 817, Salon 820, Salon 828, Waterbury

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**Section B**

52
## Sunday Evening, August 8, 2004

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<tr>
<th>Time</th>
<th>5:00</th>
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<tr>
<td>FM: Creole</td>
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<tr>
<td>MT: Balcony I</td>
<td>CAM: HKUST Reception</td>
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<td>SH: Grand Ballroom</td>
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*Jaken Naiset* from “Kill Your Darlings: Emotions and Leadership in a Creative Process” Erika Sauer; U. of Tampere; Arja M Ropo; U. of Tampere
# Conference Program Guide – Monday, August 9, 2004

## Monday Morning, August 9, 2004

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>7:30</td>
<td>FM: Bayou Ill</td>
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<td>FM: Creole</td>
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<td>9:00</td>
<td>FM: Explorers</td>
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<td>FM: University</td>
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<td>MT: Balcony J K</td>
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### 7:30 - 11:30 AM Sessions

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<td>407 BPS/TIM: Change and Strategic Renewal</td>
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<td>474 PNP: Management Systems</td>
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<td>396 AA: Studies of Performance and AK</td>
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<td>478 AA: Conflicts in Being Relevant</td>
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<td>475 AAC: Conference Break</td>
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<td>411 CM: Negative Affect in Negotiation</td>
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### 7:30 - 11:30 AM Rooms

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### 8:00 - 11:30 AM Rooms

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### 11:45 AM - 12 PM Rooms

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### 1 PM - 3 PM Rooms

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### Conference Program Guide – Monday, August 9, 2004

#### Monday Morning, August 9, 2004 (cont.)

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<td>RC: Vermillion</td>
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<td>9:30</td>
<td>SH: Edgewood A</td>
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**Sessions:**
- AA: The INCAE Experience
- Student Learning of AK
- AA: POS Research & Action
- Action Research & AK
- Global issues – Mgmt Ed
- Regulatory and Political Perspectiv...
- AAC: Placement Services
- OB/OMT: Negative Ties: A Symposium
- Implementing Strategy
- Individual Entrepreneurs (A2)
- Small Business Strategy (A3)
- Social Identity (A4)
- Globalization (B1)
- Research on Networks (B2)
- Managing the Value Chain (B3)
- Linkage Research
- Organization Culture (C1)
- Careers (C2)
- Diversity (C3)
- HR in the Public Sector (D1)
- Stress and Burnout (D2)
- Innovations in Service (D3)
- Managing the Value Chain (D3)
- Solutions Across Enterprises
- Change Readiness
- Cross-Border Learning
- Diversification Strategies
- Executive Compensation
- OMT: Does OMT “Matter” Ano...
- Degrees of Freedom
- IM: Culture & IM
- University Technology Transfer
- Flexibility Strategies
- Managing Consulting Firms
- Perspectives on Modularity
- Action Research
- Strategic Planning
- Multipartner Alliances
- The Organizational “CAT”
- Public and Community Health
- Leadership Perspectives
- Family Firms

**Location:**
- New Orleans 2004
- Silence in D
- Mana
- Or
- Evolution of Capabilities
- Maurepas
- Indigenous Entrepreneurship
- Meet the Editors
- ODC: Change Across Enterprises
- ODC: OMT Welcome Breakfast and Distingui...
- IAM: Welcome
- IM: Culture & IM
- TIM/BPS: University Technology Transfer
- OM/TIM/BPS: Open Innovation Communities
- AAC: New Orleans 2004, LAC
- MOC: Action Research
- BPS: Strategic Planning
- Alliance Networks
- Silence in Dynamic Settings
- Public and Community Health
- Leadership Perspectives
- Family Firms

**Organizations:**
- AOM Section-B
## Conference Program Guide – Monday, August 9, 2004

### Monday Afternoon, August 9, 2004

<table>
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<tr>
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<tr>
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<td>PM: Bayou I 587 MH: Actionable: Lee to van Kleeck 661 MH: Schumpeter and 727 MH: MH Business</td>
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Section B


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### Conference Program Guide – Monday, August 9, 2004

#### Monday Evening, August 9, 2004

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*Note: Event locations are indicated with abbreviations for various rooms and venues.*
## Tuesday Morning, August 10, 2004

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### Timeslots:

- **8:20**  IM: International HR  
- **8:50**  BPS/OMT: Exploration and Exploitation  
- **9:20**  BPS/HCM: Mgmt & Pharmaceutical Research  
- **9:30**  PNP: People and Organizations  
- **9:50**  AA: Theories of Workplace Deviance  
- **10:00** ODC: Leadership, Strategy & Vision  
- **10:30** OM: Lean Manufacturing and TQM  
- **10:50** OM: Organizational Learning  
- **11:10** GDO: Diversity & Performance  
- **11:20** GDO: Diversity and Performance  
- **11:50** SIM: Empirical Ethics Topics  
- **12:20** OB: The Influence of Time  
- **12:50** OCIS: Timeliness & Data Sharing  
- **1:20**  OCIS: CAPM III  
- **1:50**  ENT: Alliances and Networks  
- **2:20**  GDO: Worldwide Diversity  
- **2:50**  GDO: Cross-border Networks and M&A  
- **3:20**  GDO: HR: Compensation and Benefits  
- **3:50**  IM: Internalization & Performance  
- **4:20**  OB: Cooperation and Competition  
- **4:50**  OM: Legitimacy/Inst. Theory  
- **5:20**  TIM: Technical Competencies  
- **5:50**  RM: Using Visual Methodologies  
- **6:20**  OB: Virtual Teams and Workers  
- **6:50**  CM: Emotions and Well-Being  
- **7:20**  HR: Strategic HR  
- **7:50**  OB: Conflict and Cooperation  
- **8:20**  OCIS: Technology Sensemaking  
- **8:50**  OCIS: Managing Rings, Beeps & Buzzes  
- **9:20**  CAR: Mentoring: New Research  
- **9:50**  SIT: Ethical Behaviors  
- **10:20** Implementing Technologies  
- **10:50** Stakeholder Dynamics  
- **11:20** Management Education Paradigms  
- **11:50** CMS Keynote Speaker  
- **12:20** Frameworks for MC  
- **12:50** Technological Diversification  
- **1:20**  IM/OMT/ODC: MNCs & Institutional Theories  
- **1:50**  IM: Country Risk  
- **2:20**  MED: Actionable Knowledge in Mgt Ed  
- **2:50**  BPS/OMT: Board Process Research  
- **3:20**  SIT: Expatriation and International Mana...  
- **3:50**  Journal of Management-30 Years  
- **4:20**  Collaboration Methods & AK  
- **4:50**  Organizational Learning  
- **5:20**  Diversity and Performance  
- **5:50**  Diversity and Performance  
- **6:20**  Adoption, Structure, and Outco...  
- **6:50**  Designing Knowledge  
- **7:20**  Employee-Organization Exchange  
- **7:50**  Global Organizations  
- **8:20**  Leading and Motivating Groups  
- **8:50**  Virtual Communities Research  
- **9:20**  Organizational Learning  
- **9:50**  Operations Strategy  
- **10:20** Learning in Alternative Settings...  
- **10:50** Acquisition Integration...  
- **11:20** Defining Sustainability  
- **11:50** Value in Management Learning  
- **12:20** Critical Approaches to Gender  
- **12:50** Top Teams and  
- **1:20**  Knowledge Management  
- **1:50**  Management Learning Theories  
- **2:20**  Management and Learning Theories  
- **2:50**  Board Process Knowledge  
- **3:20**  Uncertainty and Complexity...  
- **3:50**  Global Learning Theories
## Tuesday Morning, August 10, 2004 (cont.)

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# Conference Program Guide – Tuesday, August 10, 2004

## Tuesday Afternoon, August 10, 2004

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**Speaker:**

944 AAC: Membership

945 AAC: Exhibits

946 AAC: Registration

969 GDO/CAR/OB: Work-Family

1004 OMT: Innovation Perspectives

1005 OMT: Organizational Fields

967 GDO: Work and Family

990 MED/MCO/DOD: Action Learning

1010 SIM: Political Capabilities

995 OB: Diversity and Group

962 CMS: Critical Perspectives on

966 ENT: Formation and Growth

974 GDO: Diversity Representation

976 IM: Knowledge and IM

996 OMT: Motivation and Rewards

1009 RM: Imagination and

997 OB: Effects of Leadership

961 CM: Fairness and

973 HR: Statistical Issues in HR

999 OMT: Disconnects

1000 SIM: Critical Perspectives on

1001 OMT: Critical Perspectives on

954 CAR: Career Success and

1011 SIT: Corporate Governance and

1012 SIT: Decision Making

1000 OMT: Strategic Response to

988 MED: Alt. Teaching Approaches

963 CMS: Organizational Diversity

987 MC: Cons. & Learning 1

1014 SIM: Critical Perspectives on

956 CAU: Technology Transfer (I)

957 CAU: Issues in Lab Studies

958 CAU: The Inquiring

959 CAU: Academic v. Exec. MBA

960 CAU: Leadership Ed. & Service

1015 SIM: Critical Perspectives on

989 MED: Team Learning

1013 SIT: Social Responsibility and

1051 MED: Technology
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<td>SH: Grand Ballroom A</td>
</tr>
<tr>
<td>12:00</td>
<td>SH: Grand Ballroom B</td>
</tr>
<tr>
<td>12:15</td>
<td>SH: Rampart</td>
</tr>
<tr>
<td>12:30</td>
<td>SH: Waterbury</td>
</tr>
</tbody>
</table>

**Activities:**
- PNP/MED/ONE: Greening
- IM: IMD Business Meeting
- HR Division
- CAR Social Hour
- CMD Business
- CMD Business
- IMD Business Meeting
- MOC Social
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- Business Mtg.
- MOC: MOC Social
- OCIS Jazz Club Walk
- MED/ONE Division Joint Social
- MED: Awards & Business Mtg.
- BPS: Business Mtg.
- BPS Social Hour
- ODC Social
- IM Division Social
- MOC: Business Mtg.
- ART: Academy Arts & The Fringe Cafe
## Conference Program Guide – Wednesday, August 11, 2004

**Wednesday Morning, August 11, 2004**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00</td>
<td>PM: Creole</td>
</tr>
<tr>
<td>8:30</td>
<td><strong>1199</strong> PNP: Agents of Organizations</td>
</tr>
<tr>
<td>9:00</td>
<td><strong>1159</strong> PNP: Defining the Sectors</td>
</tr>
<tr>
<td>9:30</td>
<td><strong>1190</strong> MRR: SIO Research Methods</td>
</tr>
<tr>
<td>10:00</td>
<td><strong>1150</strong> MSR: Publishable Research in MSR</td>
</tr>
<tr>
<td>10:30</td>
<td>MT: Balcony I J K</td>
</tr>
<tr>
<td>11:00</td>
<td><strong>1113</strong> HR: Web-based Recruitment Effects</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1145</strong> HR: HRM Across National Borders</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Balcony L M N</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1123</strong> OB/HR/IM: Cultural Intelligence at Work</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Grand Ballroom Registration</td>
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<tr>
<td>11:30</td>
<td><strong>1135</strong> AAC: Registration</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: La Galleries 2</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1109</strong> CM: Dynamics of Knowledge Exchange</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: La Galleries 4</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1112</strong> GDO: Diversity, Fairness, &amp; Health</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Mardi Gras Salon B</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1129</strong> SIM: International Issues</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Mardi Gras Salon C</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1119</strong> OB: Predicting Voice Behavior</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Mardi Gras Salon E - OB</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1120</strong> OB: Safety and Emotions</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 1</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1128</strong> RM: SEM and ANOVA</td>
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<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 2</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1121</strong> OB: Leader-Follower Relationship</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 6</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1115</strong> OBR: OCB Conceptualizations</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 7</td>
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<tr>
<td>11:30</td>
<td><strong>1122</strong> OB: Commitment Concepts Considered</td>
</tr>
<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 8</td>
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<tr>
<td>11:30</td>
<td><strong>1124</strong> OCIS: Actionability of IS Theory</td>
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<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 9</td>
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<tr>
<td>11:30</td>
<td><strong>1125</strong> OCIS/TIM/CAR: Effective Human E-Services</td>
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<tr>
<td>11:00</td>
<td>MT: Preservation Hall Studio 10</td>
</tr>
<tr>
<td>11:30</td>
<td><strong>1101</strong> CAR/OB: Networks, Identity and Careers</td>
</tr>
<tr>
<td>11:00</td>
<td>RC: Acadia</td>
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<tr>
<td>11:30</td>
<td><strong>1130</strong> SIT: Institutional Pressures...</td>
</tr>
<tr>
<td>11:00</td>
<td>RC: Baronne</td>
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<tr>
<td>11:30</td>
<td><strong>1131</strong> SIT: Signals and Status...</td>
</tr>
<tr>
<td>11:00</td>
<td>RC: Carondelet</td>
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<tr>
<td>11:30</td>
<td><strong>1138</strong> ONE: Implementing Sustainability</td>
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<tr>
<td>11:00</td>
<td>RC: Evangeline</td>
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<tr>
<td>11:30</td>
<td><strong>1117</strong> MED: Business Learning Alliances</td>
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<tr>
<td>11:00</td>
<td>RC: La Salle</td>
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<td>11:30</td>
<td><strong>1110</strong> CMS/MED: Arts in Management Education</td>
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<td>RC: Union Terrace A</td>
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<tr>
<td>11:30</td>
<td><strong>1118</strong> MED/MH: Metaphors and Management</td>
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<td>RC: Vermilion</td>
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<td>11:30</td>
<td><strong>1132</strong> SIT: New Ventures...</td>
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<td>SH: Grand Chenier</td>
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<td>11:30</td>
<td><strong>1103</strong> BPS: TCE: Transaction Governance</td>
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<td>11:30</td>
<td><strong>1104</strong> BPS: Mergers and Acquisitions</td>
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<tr>
<td>11:00</td>
<td>SH: Napoleon A2</td>
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<tr>
<td>11:30</td>
<td><strong>1102</strong> ODC: Knowledge and Networks</td>
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<td>11:00</td>
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<td>11:30</td>
<td><strong>1114</strong> IM: MNC Roles &amp; Networks</td>
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<td>11:30</td>
<td><strong>1105</strong> BPS: Interorganizational Networks</td>
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<td><strong>1108</strong> BPS/OMT: Traditions in Strategy</td>
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<tr>
<td>11:30</td>
<td><strong>1126</strong> OMT: Identity and Identification</td>
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<td><strong>1115</strong> IM/HR: Globalization and Stress</td>
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<tr>
<td>11:30</td>
<td><strong>1133</strong> TIM: Public-Private Linkage and Inn</td>
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<td>11:30</td>
<td><strong>1116</strong> MI: Knowledge for Comp. Advantage</td>
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<tr>
<td>11:30</td>
<td><strong>1134</strong> TIM: Venture Capital and Innovation</td>
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<td>SH: Poydras</td>
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<td><strong>1100</strong> AAC: New Orleans 2004, LAC</td>
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<td>11:00</td>
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<td>11:30</td>
<td><strong>1106</strong> BPS: New Strategy Perspectives</td>
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<td><strong>1107</strong> BPS: TMT Characteristics</td>
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<td>11:30</td>
<td><strong>1136</strong> HCM: Managing Clinicians</td>
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<td>11:30</td>
<td><strong>1127</strong> OMT: Networks in Finance</td>
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<tr>
<td>11:00</td>
<td>SH: Salon 829</td>
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<tr>
<td>11:30</td>
<td><strong>1111</strong> ENT: Strategy</td>
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## Wednesday Afternoon, August 11, 2004

<table>
<thead>
<tr>
<th>Time</th>
<th>Session 1</th>
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<tbody>
<tr>
<td>12:00</td>
<td>FM: Creole</td>
<td>1176 PNP: In Extremis Leadership</td>
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<tr>
<td>12:30</td>
<td>FM: Gold</td>
<td>1177 MSR: Religion in the</td>
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<tr>
<td>1:00</td>
<td>MT: Balcony L M N</td>
<td>1179 MSR: Integrated System of Mgmt.</td>
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<tr>
<td>1:30</td>
<td>MT: Mardi Gras Salon C</td>
<td>1170 OB: Helping and Knowledge Work</td>
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<tr>
<td>2:00</td>
<td>MT: Preservation Hall Studio 2</td>
<td>1171 OB: Post-Merger Integration</td>
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<tr>
<td>2:30</td>
<td>MT: Preservation Hall Studio 7</td>
<td>1172 OB: Effects of LMX</td>
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<tr>
<td>3:00</td>
<td>RC: La Salle</td>
<td>1173 OB: Team and Role Boundaries</td>
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<tr>
<td>3:30</td>
<td>SH: Napoleon A2</td>
<td>1169 MH/CMS/OMT: Organizational History</td>
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<td>4:00</td>
<td>SH: Napoleon A3</td>
<td>1165 ODC: Comparative Change Cases</td>
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<td>4:30</td>
<td>SH: Napoleon C2</td>
<td>1178 IM: Internationalization process</td>
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<td></td>
<td>SH: Napoleon C3</td>
<td>1168 IM: Institutions &amp; Learning</td>
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<td></td>
<td>SH: Napoleon D3</td>
<td>1174 TIM: User-Driven Innovation</td>
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<td>SH: Poydras</td>
<td>1175 TIM: From imitation to innovation</td>
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<td></td>
<td>SH: Salon 817/821 (combined)</td>
<td>1180 TIM: Open Source Development</td>
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<td></td>
<td>AAC: New Orleans 2004, LAC</td>
<td>1166 BPS: Competitive Dynamics</td>
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</tbody>
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**Theory in Use**
Steve Taylor, Worcester Polytechnic Institute
Friday 8:00AM

1 : (AAC) New Orleans 2004, LAC
8:00am - 11:50pm Sheraton New Orleans Hotel: Poydras

2 : (AAC) Board Governor’s Meeting
8:00am - 5:00pm New Orleans Marriott: St. Charles Suite

Friday 9:00AM

3 : (IM) IM Division Adventure
9:00am - 2:00pm Off Site: Swamp & Plantation
IM members only. Pre-registration required. Contact michellesalazar@cba.loyo.edu.
Contact: Michele Salazar Thomson, Loyola U., New Orleans

4 : (ONE) Environmental Field Trip to the Louisiana Bayou
9:00am - 5:00pm Off Site: Louisiana Bayou
Off-site trip. For registration & further information, contact Tom Bryant at Nicholls State University, 985-448-4179 or tom.bryant@nicholls.edu.
Organizer: Thomas A. Bryant, Rutgers U.

Friday 1:00PM

5  : (ENT) New Faculty Consortium
1:00pm - 5:00pm New Orleans Marriott: La Galleries 5
By invitation only.
Chairs: Candida G. Brush, Boston U.; Pramodita Sharma, Wilfrid Laurier U.; Page West, Wake Forest U.

6 : (ENT) Entrepreneurship Division Doctoral Consortium
1:00pm - 6:00pm New Orleans Marriott: La Galleries 6
By invitation only
Coordinators: Lowell Busenitz, U. of Oklahoma; Dean Shepherd, U. of Colorado, Boulder

7 : (HR) Harrah’s New Orleans Casino: A Company Tour of the Casino’s HR Operations
1:00pm - 4:00pm Off Site: Harrah’s Casino
Pre-registration is required. Please send an e-mail to: hr_div_tour@yahoo.com. Space is limited. Open to members of the HR and OB Divisions.
Organizer: Robert Konopaskie, U. of North Carolina, Wilmington

8 : (MC) Foundations of Management Consulting
1:00pm - 1:30pm Sheraton New Orleans Hotel: Rhythms I
Organizer: James M. Hunt, Babson College
Welcome: George Trepo, HEC, France; Andreas Werr, Stockholm School of Economics

9  : (MC) Playmakers: Creating and Performing Actionable Knowledge (Part 1)
1:00pm - 6:00pm Ritz Carlton: Union Terrace A
Participants in this PDW will co-create a play based on current business headlines and issues of the day, and perform the play during the main program
Organizer: Hans Hansen, Victoria U. of Wellington
Facilitators: William P. Ferris, Western New England College; Hans Hansen, Victoria U. of Wellington; Steven S. Taylor, Worcester Polytechnic Institute

10 : (MH) Higgins Industries: A Small Company that Changed the World
1:00pm - 2:00pm Fairmont: Orleans
Kimball P. Marshall from Loyola University will also present in this session.
Chair: Paul L. Govekar, Ohio Northern U.
Presenters: Michele A. Govekar, Ohio Northern U.; Kimball P. Marshall, Loyola U., New Orleans

1:00pm - 3:00pm Sheraton New Orleans Hotel: Salon 829
Panel of global consultants addressing practical issues of working at the international level.
Organizers: Peter Sorensen, Benedictine U.; Thomas C. Head, Roosevelt U.

12 : (ODC, MED, TTC) Actionable Knowledge through the Development of an Academic Coaching Course: Lessons Learned
1:00pm - 2:30pm Sheraton New Orleans Hotel: Salon 820
The workshop will consider developing an academic, credited course in Coaching for executives and managers to acquire actionable knowledge.
Presenters: Deborah S. Butler, Georgia State U.; Mark D. Cannon, Vanderbilt U.

13 : (RM, HR) Multi-Level Theory and Research in Organizations
1:00pm - 3:00pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.
Presenter: Katherine J. Klein, U. of Pennsylvania

14 : (RM, MH, CMS) Philosophies of Organizational Research: What Differences do They Make?
1:00pm - 3:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.
Presenters: Raza A. Mir, William Paterson U.; Linda Smircich, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst; John M. Jermier, U. of South Florida

Friday 1:30PM

15 : (MC) Creating and Developing Your Consulting Practice
1:30pm - 4:15pm Sheraton New Orleans Hotel: Rhythms I
Part of the Foundations of Management Consulting Sequence. Pre-Registration is required. Register at http://mgmtconsultdiv.babson.edu.
Presenters: Terry R. Armstrong, Armstrong Consulting; David Jamieson, Pepperdine U.
Session Details – Friday

FRIDAY

Friday 2:00PM

16: (BPS) Resource-Based View Research Workshop
2:00pm - 5:00pm Sheraton New Orleans Hotel: Napoleon D2
An opportunity for in-depth discussion of and feedback on work in progress with top scholars.
Chair: Russell Coff, Emory U.; Kyle J. Mayer, U. of Southern California; Douglas J. Miller, Tulane U.
Facilitators: Richard Makadok, Emory U.; Margaret A. Peteraf, Dartmouth College; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Jay Barney, Ohio State U.; Harbir Singh, U. of Pennsylvania; Thomas Brush, Purdue U.

17: (GDO) GDO Doctoral Consortium I: Almost Everything You Need to Know to be Successful in Academia
2:00pm - 6:00pm New Orleans Marriott: Mardi Gras Salon B
Pre-register with Susan Burroughs (Doctoral Consortium Chair) at SBurrough@roosevelt.edu. by 7/5.

Friday 2:30PM

18: (SPDW: (IM, IAM, PTC)) Strategic Implications of Central American Free-Trade Agreement: Panel of Executives and Academics
2:30pm - 4:30pm Sheraton New Orleans Hotel: Salon 817
Open to all.
Chair: Joseph Ganitsky, Loyola U. New Orleans Speakers: Esteban Brenes, INCAE; Miguel P. Caldas, Loyola U. New Orleans; Jeremy Coon, Trade Capacity Institute; John T Hyatt, Irving Brown Co. (International Freight Forwarders Association); John Ickis, INCAE; Eugene Schreiber, World Trade Center of New Orleans; Harry Strackan, Mesoamerica Investments

19: (SPDW: (ODC, PTC)) Converting Organization Strategy to Reality: Bridging the Knowing-Doing Gap
2:30pm - 4:00pm Sheraton New Orleans Hotel: Salon 820
Presenter: William Malek, IPS/Stanford U.

Friday 3:00PM

20: (ENT) Writing for Rejection
3:00pm - 4:45pm Sheraton New Orleans Hotel: Bayside A
Organizer: Kelly G. Shaver, College of William and Mary

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

21: (ENT) Different Strokes For Different Folks: Teaching Family Business Courses To Different Audiences
3:00pm - 4:45pm Sheraton New Orleans Hotel: Napoleon C3
Organizer: Pramodita Sharma, Wilfrid Laurier U.
Presenters: Frank Hoi, U. of Texas, El Paso; Nancy Upton, Baylor U.; Greg McCann, Stetson U.; Richard L. Narva, Genus Resources Inc.

22: (ENT) New Venture Growth Strategies in China's High Technology Industries
3:00pm - 4:45pm Sheraton New Orleans Hotel: Napoleon D3
Organizer: Haiyang Li, Texas A&M U.
Presenters: Jonathan Brookfield, Texas A&M U.; Jin Chen, Zhejiang U.; Michael A. Hitt, Texas A&M; Yan Anthea Zhang, Rice U.; Shaker A. Zahra, Babson College

23: (ITC) European Management Science, European Scholarly Associations and Traditions and the AOM
3:00pm - 7:00pm Ritz Carlton: La Salle
Registration is open, no restriction on participation.
Organizers: Alfred Kieser, Mannheim U.; Peter McKiernan, U. of St. Andrews; Eleonor O'Higgins, U. College, Dublin; Flemming Poullert, Copenhagen Business School; Anna Grandori, Bocconi U.; Joan E. Ricart, U. of Navarra; Raymond-Alain Thietart, U. Paris-Dauphine and Essec
Coordinator: Morton Huse, Norwegian School of Management

24: (SPDW: (MED, CAR, GDO)) Our First Years: Transitioning Into Academia
3:00pm - 5:00pm Ritz Carlton: Acadia
Organizer: LaQuita C. Blockson, U. of Northern Iowa Facilitators: LaQuita C. Blockson, U. of Northern Iowa; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Tiffany L. Galvin, U. of Utah; dt ogilvie, Rutgers U., Newark; J. Goosby Smith, Pepperdine U.; Ian O. Williamson, U. of Maryland

25: (RM) Natural Experiments – A Paradigmatic Shift in Methods for Management Research?
3:00pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung at gordonn@cuhk.edu.hk.

26: SPDW: (RM, HR) An Overview of the Logic and Rationale of Hierarchical Linear Modeling with Substantive Applications
3:00pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is required. Please register with Gordon W. Cheung at gordonn@cuhk.edu.hk. There is a $5.00 registration fee.
Presenter: David A. Hofmann, U. of North Carolina, Chapel Hill

Friday 3:30PM

27: (SPDW: (ODC, TIM, PTC)) Enabling Knowledge Continuity: Actionable Knowledge Management Strategies for Todays' Organizations

Section D 142
3:30pm - 6:00pm Sheraton New Orleans Hotel: Salon 829
3 knowledge management interventions, linking post-mortem and project planning, digitizing learnings and knowledge stewardship will be demonstrated.

**Presenters:** Mark Wervath, Northwestern U.; Robert W. Verner, International Truck & Engine Corporation; Deborah Shearer, Benedictine U.; Jeffrey Bailey, Blackwelling Services

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**Friday 4:00PM**

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<thead>
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<th>Event</th>
<th>Time</th>
<th>Location</th>
<th>Details</th>
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<tbody>
<tr>
<td>28</td>
<td>4:00pm - 6:00pm Sheraton New Orleans Hotel: Napoleon A2</td>
<td><strong>SPDW: (ODC, MC, MED, PTC) Optimizing the Power of Action Learning</strong>&lt;br&gt;Presenter: James W. Fairfield-Sonn</td>
<td>U. of Pennsylvania; Folta, Purdue U.</td>
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**Friday 4:30PM**

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<th>Details</th>
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<tbody>
<tr>
<td>29</td>
<td>4:00pm - 6:00pm Sheraton New Orleans Hotel: Napoleon D1</td>
<td><strong>TIM Doctoral Consortium (Friday)</strong>&lt;br&gt;Organizers: Mary Tripsas, Harvard U.; Peter J. Brews, North Carolina U.; Chapel Hill; John E. Ettlie, Rochester Institute of Technology; Alva Taylor, Dartmouth College; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Andrew King, Dartmouth College</td>
<td>U. of Pittsburgh; Torben Pedersen, Copenhagen</td>
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**Friday 4:45PM**

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<tr>
<td>30</td>
<td>4:30pm - 6:00pm Sheraton New Orleans Hotel: Napoleon D1</td>
<td><strong>OMT Junior Faculty Workshop</strong>&lt;br&gt;Pre-registration required—contact Marc Ventresca (<a href="mailto:marcv@stanford.edu">marcv@stanford.edu</a>).&lt;br&gt;Organizers: Marc Ventresca, U. of California, Irvine; Majken Schultz, Copenhagen U.&lt;br&gt;Presenters: Christine M. Beckman, U. of California, Irvine; Ronald S. Burt, U. of Chicago - Raytheon Co.; Douglas Creed, Not Specified; Ha Hoang, INSEAD; Candace Jones, Boston College; Damon J. Phillips, U. of Chicago; Margaret E. Phillips, Not Specified; Michael L. Tushman, Harvard U.; Jane E. Dutton, U. of Michigan; Todd Zenger, Washington U.</td>
<td>U. of Michigan; Folta, Purdue U.</td>
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**Friday 5:00PM**

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<td>31</td>
<td>5:00pm - 6:00pm Sheraton New Orleans Hotel: Salon 828</td>
<td><strong>Using Project Management Tools and Techniques to Enhance the Effectiveness of Consulting Engagements</strong>&lt;br&gt;Part of the Foundations of Management Consulting. Pre-registration is required. Register at <a href="http://mgmtconsultdiv.babson.edu">http://mgmtconsultdiv.babson.edu</a>.&lt;br&gt;Presenter: James W. Fairfield-Sonn, U. of Hartford</td>
<td>U. of Michigan; Folta, Purdue U.</td>
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**Friday 5:30PM**

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<td>32</td>
<td>5:30pm - 7:00pm New Orleans Marriott: Preservation Hall Studio 7</td>
<td><strong>OCIS Doctoral Consortium</strong>&lt;br&gt;Pre-registration is not required.&lt;br&gt;Presenter: Hui Liao, Rutgers U.; Mark B. Gavin, Oklahoma State U.; Aparna Joshi, U. of Illinois, Urbana-Champaign; David A. Hofmann, U. of North Carolina, Chapel Hill; Susan E. Jackson, Rutgers U.</td>
<td>U. of Arkansas; Sully Taylor, Portland State U.</td>
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**Friday 6:00PM**

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<td>33</td>
<td>6:00pm - 8:00pm New Orleans Marriott: Balcony M</td>
<td><strong>HR Doctoral Student Consortium</strong>&lt;br&gt;Pre-registration required. Contact John Delery (<a href="mailto:jdelery@walton.uark.edu">jdelery@walton.uark.edu</a>). This event is an informal dinner. Participants will be given details.&lt;br&gt;Organizers: John E. Delery, U. of Arkansas; Paul Boselie, Erasmus U.; Christine Marie Riordan, U. of Georgia; Eduardo Salas, U. of Central Florida</td>
<td>U. of Georgia; Christine Marie Riordan, U. of Georgia; Eduardo Salas, U. of Central Florida</td>
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**Friday 6:45PM**

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**Friday 7:00PM**

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<td>35</td>
<td>7:00pm - 9:00pm Sheraton New Orleans Hotel: Napoleon A2</td>
<td><strong>Welcome to IM Division and Road Map to IMD Sessions at the Academy</strong>&lt;br&gt;Division Chair: Sully Taylor, Portland State U.&lt;br&gt;Division Chair-Elect.: Schon L. Beechler, Columbia U.</td>
<td>U. of Georgia; Christine Marie Riordan, U. of Georgia; Eduardo Salas, U. of Central Florida</td>
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Session Details – Friday

**FRIDAY**

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**39 : (MED) Welcome Reception For Aspiring, New, And Current MED Members**
6:00pm - 7:30pm Ritz Carlton: Acadia
Come greet old friends and meet new ones at the MED welcome reception!
Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh

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**40 : (MED) Management Development in the Arab World**
6:00pm - 8:00pm Ritz Carlton: Evangeline
Organizer: David Weir, Ceram Sophia Antipolis
Coordinator: Yochanan H. Altman, London Metropolitan U.
Presenter: Avi Fiegenbaum, Technion

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**41 : (OB) Organizational Behavior Division Junior Faculty Workshop**
6:00pm - 9:00pm New Orleans Marriott: Balcony I
Participation is by invitation only. Those interested should send applications to deylon@richmond.edu. Space is limited!
Organizer: Dafna Eylon, U. of Richmond

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**42 : (SPDW: (ODC, SIM) Interweaving 1st, 2nd, and 3rd-Person Research and Practice Methods for Actionable Knowledge**
6:00pm - 9:00pm Sheraton New Orleans Hotel: Salon 828
Register by e-mailing Bill Torbert (Torbert@bc.edu). Limited to 15 participants. Pre-work required
Organizer: William Torbert, Boston College
Presenters: Pacey Foster, Boston College; Inga Carboni, Boston College

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**43 : (SPDW: (OMT, ODC, MOC) MOC/ODC/OMT Doctoral Consortium**
6:00pm - 8:00pm Sheraton New Orleans Hotel: Napoleon A3
Pre-registration required: contact Violina Rindova (vrindova@rhsmith.umd.edu) for details.
Organizers: Violina Rindova, U. of Maryland; J. Stuart Bunderson, Washington U.; Chris Worley, Pepperdine U.

Participant: Matthew Kraatz, U. of Illinois, Urbana-Champaign

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**Friday 6:30PM**

**44 : (ODC) International Reception**
6:30pm - 8:30pm Sheraton New Orleans Hotel: Rhythms II

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**Friday 7:00PM**

**45 : (AAC) MC Division Board Meeting**
7:00pm - 10:00pm Sheraton New Orleans Hotel: Napoleon D2
Organizer: Andreas Werr, Stockholm School of Economics

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**Friday 8:00PM**

**47 : (IM) Dinner On the Town with IM Executive Committee**
8:00pm - 8:45pm Off Site: Local Restaurant 2

Division Chair-Elect.: Schon L. Beechler, Columbia U.
Program Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Professional Development Workshop Chair: Ravi Ramamurti, Northeastern U.


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Section D 144
**Saturday 7:00AM**

48 [SIM] Teaching With Technology: Practitioner-Friendly Delivery Of Actionable Knowledge
7:00am - 11:00am Sheraton New Orleans Hotel: Napoleon C1
Participate in our technology demonstrations and learn actions that address your questions.
Organizer: Randall G. Sleeth, Virginia Commonwealth U.
Presenters: Randall G. Sleeth, Virginia Commonwealth U.; Kenneth Armstrong, U. of Arkansas; Joseph E. Champoux, U. of New Mexico; Randall B. Dunham, U. of Wisconsin, Madison; Robert David Marx, U. of Massachusetts, Amherst; Joan Weiner, Drexel U.

49 [SIM] Social Issues in Management Division Doctoral Consortium
7:00am - 12:00pm New Orleans Marriott: Mardi Gras Salon C
Must pre-register; invited students and faculty only. Lunch at site 12-1:30 pm. Contact Lori Ryan: Lori.Ryan@sdus.edu; Doug May: dmy1@ unl.edu
Chairs: Lori Verstegen Ryan, San Diego State U.; Douglas R. May, U. of Nebraska, Lincoln

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**Saturday 7:30AM**

50: [HR] HR Junior Faculty Consortium
7:30am - 10:15am New Orleans Marriott: Balcony K
Pre-registration required. Contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110; e-mail: pperrewe@cob.fsu.edu
Organizers: Helen DeCieri, Monash U.; Mark V. Roehling, Michigan State U.; Daniel B. Turban, U. of Missouri, Columbia
Chair: Pamela Perrewe, Florida State U.
Presenters: Philip L. Roth, Clemson U.; Fred Switzer, Clemson U.; Herman Aguinis, U. of Colorado, Denver; Philip Bobko, Gettysburg College; Mark B. Gavin, Oklahoma State U.; David A. Hofmann, U. of North Carolina, Chapel Hill; Mark A. Griffin, Queensland U. of Technology; Nate Bennett, Georgia Tech. U.; Larry J. Williams, Virginia Commonwealth U.; Robert J. Vandenberg, U. of Georgia; Stephanie L. Castro, Florida Atlantic U.

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**Saturday 8:00AM**

51 [GDO, OB, CAR] New Doctoral Student Consortium
8:00am - 5:00pm Sheraton New Orleans Hotel: Armstrong Ballroom
Organizers: Gosia Anna Langa, U. of Maryland; Karen R Moffitt, U. of Memphis; Alketa Peci, EBAPE-FGV; David M. Sluss, Arizona State U.; Stephanie Ward, U. of Houston

52: [AAC] New Orleans 2004, LAC
8:00am - 11:50pm Sheraton New Orleans Hotel: Poydras

53: [AAC] Membership Committee Opening Meeting and Breakfast
8:00am - 10:00am Ritz Carlton: Orleans
Organizer: Regina A. Greenwood, Kettering U.

54: (ENT) Talking In Tongues Versus Talking To Each Other: Interdisciplinary Research In Entrepreneurship
8:00am - 9:45am Sheraton New Orleans Hotel: Bayside A
Organizer: Saras D. Saravasvathy, U. of Maryland
Presenters: Jay Barney, Ohio State U.; Michael Frese, Giessen U.; Michael Lounsbury, Cornell U.

55: (ENT) Teaching Social Entrepreneurship: Delivery System For Dreams?
8:00am - 9:45am Sheraton New Orleans Hotel: Napoleon B3
Organizer: Norris F. Krueger Jr., Boise State U.

56: (ENT) Intangibles and New Firm Performance
8:00am - 9:45am Sheraton New Orleans Hotel: Napoleon D3
Email to rharris7@gmu.edu to register.
Organizer: Robert J. Harris, George Mason U.
Presenters: Maheshkumar P Joshi, George Mason U.; Kenan Jarobe, Athena Alliance; Jonathan Low, Cap Gemini Ernst & Young

57: (ENT) New Faculty Consortium
8:00am - 5:00pm New Orleans Marriott: La Galleries 5
By invitation only.
Chairs: Candida G. Brush, Boston U.; Pramodita Sharma, Wilfrid Laurier U.
Presenter: Page West, Wake Forest U.

58: (ENT) Entrepreneurship Division Doctoral Consortium
8:00am - 6:00pm New Orleans Marriott: La Galleries 6
By invitation only
Coordinators: Lowell Busenitz, U. of Oklahoma; Dean Shepherd, U. of Colorado, Boulder

59: SPDW: (GDO, OB, CAR) Generating Actionable Knowledge: Using Social Identity Lens to Integrate Our Theories and Practice
8:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 4
Organizers: Patricia Faison Hewlin, Georgetown U.; Laura Morgan Roberts, Harvard U.

60: (HCM) HCM PDW Continental Breakfast
8:00am - 8:30am Sheraton New Orleans Hotel: Salon 817
Organizer: Jane Banaszak-Holl, U. of Michigan
Session Details – Saturday

61: (HR) HR Doctoral Student Consortium
8:00am - 5:30pm New Orleans Marriott: Balcony J
Pre-registration is required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.
Organizers: Paul Boselie, Erasmus U.; Christine Marie Riordan, U. of Georgia; Eduardo Salas, U. of Central Florida
Chair: John E. Delery, U. of Arkansas
Keynote Speaker: Daniel C. Feldman, U. of Georgia
Division Chair: Patrick Wright, Cornell U.
Division Chair-elect: Diana L. Deadrick, Old Dominion U.
Program Chair: K. Michele Kacmar, Florida State U.
Professional Development Workshop Chair: Joseph J. Martocchio, U. of Illinois, Urbana-Champaign

62: (SPDW: (HR, TTC, MED) Are You an Effective Teacher? Identify Competencies, Performance Results, and Competency Assessments
8:00am - 12:00pm New Orleans Marriott: Audubon
Pre-registration is recommended (send e-mail to Judy Tansky, tansky_1@cob.osu.edu). Walk-in participants are welcome if space available.
Organizer: Judy Tansky, Ohio State U.
Presenters: Cynthia Kay Stevens, U. of Maryland; Judy Tansky, Ohio State U.

63: (IAM) Studies in Latin HR Business Processes
8:00am - 10:00am Fairmont: Bayou IV
Coordinators: Xin Yao, U. of Washington, Seattle; Rebecca Portnoy, U. of Washington
Presenters: Wolfgang Amann, U. of St. Gallen; Beatriz Maria Braga Lacombe, EAESP-FGV; Maria Jose Tonelli, EAESP-FGV, Fundação Getulio Vargas; Kevin William Cruthirds, U. of Texas, Pan American; Melissa N. Castillo, U. of Houston, Clear Lake; Jose Naranjo, Catholic U., Andres Bello; Adelaida Capriles, Catholic U., Andres Bello; Annabella Power, Catholic U., Andres Bello; Elena Vazquez Inchausti, Universidad Complutense de Madrid; Maria Delgado Pina, Universidad Complutense de Madrid; Ana Maria Romero Martinez, Universidad Complutense, Madrid

64: (IM) International Management Division Doctoral Consortium
8:00am - 5:00pm New Orleans Marriott: Preservation Hall Studio 6
Pre-registration required, contact Prof. Andrew Inkenen at inkpena@t-bird.edu
Organizers: Andrew Inkenen, Thunderbird, The American Graduate School of International Management; Tatiana Kostova, U. of South Carolina

65: (IM) International Management Division Junior Faculty Consortium
8:00am - 5:00pm New Orleans Marriott: Preservation Hall Studio 10
Pre-registration required. By invitation only. Contact Joanne Oxley (oxley@umich.edu).
Organizers: Eric E. Oxley, U. of Michigan; Witold J. Henisz, U. of Pennsylvania

66: (MC) The Practice of Management Consulting
8:00am - 8:30am Sheraton New Orleans Hotel: Rhythms I
Welcome: James M. Hunt, Babson College

67: (MC) Education for Effective Management Consulting
8:00am - 8:30am Sheraton New Orleans Hotel: Rhythms II
Moderator: Susan M. Adams, Bentley College

68: (SPDW: (MED, ART, ODC, OMT, SIM, CMS, MOC, OB) Playmakers: Creating and Performing Actionable Knowledge (Part 2)
8:00am - 6:00pm Ritz Carlton: Union Terrace A
Participants in this PDW will co-create a play based on current business headlines and issues of the day, and perform the play during the main program.
Organizer: Hans Hansen, Victoria U. of Wellington
Facilitators: William P. Ferris, Western New England College; Hans Hansen, Victoria U. of Wellington; Steven S. Taylor, Worcester Polytechnic Institute

69: (SPDW: (MED, BPS) Teaching Strategic Management: Going Beyond the Case Method
8:00am - 8:30am Fairmont: Bayou III
Is the strategy course dependent upon the case method? Come to this workshop to hear about alternatives to cases and lectures for teaching strategy.
Organizer: Maheshkumar P Joshi, George Mason U.
Presenters: Maheshkumar P Joshi, George Mason U.; Michael Geringer, California Polytechnic State U.; San Luis Obispo; Duncan A Robertson, Oxford U.; Gerry Johnson, U. of Strathclyde; John M. Mezias, U. of Miami; William Daniel Schulte, Shenandoah U.; Sally A. Baack, San Francisco State U.

70: (SPDW: (MED, ODC, MOC, RM, OCIS, ENT) Knowledge From Action: New Forms Of Work And Learning
8:00am - 12:00pm Fairmont: Creole
The workshop explores the creation of alternative knowledge at the point of action.
Organizer: Richard Andrew Thorpe, Leeds U.
**Session Details – Saturday**

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**71**: (OB) Organizational Behavior Division Junior Faculty Workshop
8:00am - 7:00pm New Orleans Marriott: Balcony I
Nomination by senior faculty required, or submit self-nomination. See www.obweb.org or email deylon@richmond.edu. Deadline: June 1, 2004.
Organizer: Dafna Eylon, U. of Richmond

**72**: (OB) Organization Behavior Division Doctoral Student Consortium
8:00am - 7:00pm New Orleans Marriott: Balcony N
Attendees must be nominated by their faculty. Please visit www.obweb.org or contact Fran Yammarino at fyammarino@binghamton.edu for more information.
Organizer: Francis J. Yammarino, State U. of New York, Binghamton

**73**: (ODC) The Foundation For The Development Of ODC Competencies In Academic Programs
8:00am - 12:00pm Sheraton New Orleans Hotel: Napoleon C2
Organizers: Glen H. Varney, Bowling Green State U.; Arthur Darrow, Bowling Green State U.; Raymond Saner, Centre for Socio-Eco-Nomic Development

**74**: (ODC, MC) SPDW: (ODC, MED, TTC, PTC, MOC) Executive Doctoral Colloquium
8:00am - 5:00pm Sheraton New Orleans Hotel: Napoleon B2
Organizers: John D. Aram, Case Western Reserve U.; Kay Davis, Pepperdine U.; Daphne DePorres, U. of Monterey; Margaret D. Gorman, George Washington U.; Bruce J. Hanson, Colorado Technical U.; Kim James, Cranfield U.; Jytosra Sanzgiri, Alliant International U.; Alexander Styhre, Chalmers U. of Technology; Daniel F. Twomey, Fairleigh Dickinson U.; Therese F. Yaeger, Benedictine U.

**75**: (ODC, SIM) SPDW: (ODC, SIM) Interweaving 1st, 2nd, and 3rd Person Research and Practice Methods for Actionable Knowledge
8:00am - 1:00pm Sheraton New Orleans Hotel: Salon 828
Register by e-mailing Bill Torbert (Torbert@bc.edu). Limited to 15 participants. Pre-work required.
Organizer: William Torbert, Boston College
Facilitator: Pacey Foster, Boston College
Presenter: Inga Carboni, Boston College

**76**: (OMT) OMT Junior Faculty Workshop
8:00am - 5:00pm Sheraton New Orleans Hotel: Napoleon D1
Pre-registration required—contact Marc Ventresca (marcv@stanford.edu).
Organizers: Marc Ventresca, U. of California, Irvine; Majken Schultz, Copenhagen U.

**77**: (OMT, MOC, ODC) SPDW: (OMT, MOC, ODC) MOC/ODC/OMT Doctoral Consortium
8:00am - 5:00pm Sheraton New Orleans Hotel: Napoleon A3
Pre-registration required. Contact Virolina Rindova (vriindova@rhsmith.umd.edu) for details.
Organizers: Virolina Rindova, U. of Maryland; J. Stuart Bunderson, Washington U.; Chris Worley, Pepperdine U.; Matthew Kraatz, U. of Illinois, Urbana-Champaign
Presenters: Blake E. Ashforth, Arizona State U.; Claudia Bird Schoonhoven, U. of California, Irvine; Theresa K. Lant, New York U.; Mason A. Carpenter, U. of Wisconsin, Madison; Kimberly D. Elsbach, U. of California, Davis; Luis L. Martins, Georgia Institute of Technology; Susan A. Mohrman, U. of Southern California; Tim G. Pollock, U. of Maryland, College Park; Tina Dacin, Queen’s U.; Ann E. Feyerherm, Pepperdine U.; Richard W. Woodman, Texas A&M U.; Jean M. Bartunek, Boston College

**78**: (ONE) ONE Senior Scholar Collaborative Workshop
8:00am - 12:00pm Ritz Carlton: Vermillion
Pre-registration required. Contact Lynne Andersson at landerss@temple.edu.
Coordinator: Lynne Andersson, Temple U.
Presenters: Thomas J. Dean, U. of Colorado, Boulder; Christina Page, Rocky Mountain Institute
Participants: Mark Cordano, Ithaca College; Gordon P. Rands, Western Illinois U.; Mark Starik, George Washington U.; Carolyn Egri, Simon Fraser U.; Scott Young, U. of Utah; Monika Winn, U. of Victoria; Jacob Park, Green Mountain College

**79**: (RM, IM) Social Networks Research: Concepts, Research Design, Analysis
8:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung at gordono@cuhk.edu.hk. There is a $100.00 registration fee.
Presenters: Nicholas Athanassiou, Northeastern U.; Steve Borgatti, Boston College; Daniel J. Brass, U. of Kentucky; David Krackhardt, Carnegie Mellon U.

**80**: (RM, TIM) Survival Analysis
8:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 2
Pre-registration is required. Please register with Gordon W. Cheung at gordono@cuhk.edu.hk. There is a $100.00 registration fee.
Presenters: Anand Swaminathan, U. of California, Davis; James Wade, U. of Wisconsin, Madison
81 \( \Rightarrow \) SPDW: (SIM, GDO) SIM-GDO Cultural Adaptability: A Key to Developing Organizational Culture 8:00am - 10:00am New Orleans Marriott: Preservation Hall Studio 3 Steps to influence cultural adaptability. Participants receive a survey to use in an organization to measure the cultural adaptability of employees.

Presenters: Barbara J. Lyon, Tarleton State U.; Central Texas; David Weissenburger, Tarleton State U.; Central Texas

82 : (TIM) TIM Junior Faculty Consortium 8:00am - 3:15pm Sheraton New Orleans Hotel: Bayside B Organizers: Laura B. Cardinal, Tulane U.; Atul Nerkar, Columbia U.

Participants: Ron Adner, INSEAD; Paul C. Almeida, Georgetown U.; Freek Vermeulen, London Business School; Melissa M. Appleyard, Portland State U.; Frank T. Rothaermel, Georgia Institute of Technology; Arvids A. Ziedonis, U. of Michigan; Andrew H. Van de Ven, U. of Minnesota; Richard A. Bettis, U. of North Carolina, Chapel Hill; Raphael H. Amit, U. of Pennsylvania; Claudia Bird Schoonhoven, U. of California, Irvine; Scott Shane, Case Western Reserve U.; Edward Zajac, Northwestern U.

83 \( \Rightarrow \) SPDW: (TIM, BPS) Managing Open Innovation 8:00am - 10:00am Sheraton New Orleans Hotel: Salon 820 Please pre-register by e-mail to Wim Vanhaverbeke@luc.ac.be. Organizers: Wim Vanhaverbeke, Limburgs U. Centrum; Henry Chesbrough, U. of California, Berkeley


84 : (TIM) TIM Doctoral Consortium (Saturday) 8:15am - 3:15pm Sheraton New Orleans Hotel: Napoleon A1 Organizer: Christopher L. Tucci, Swiss Federal Institute of Technology

Participants: Rajshee Agarwal, U. of Illinois, Urbana-Champaign; Andrew King, Dartmouth College; John E. Ettlie, Rochester Institute of Technology; Alva Taylor, Dartmouth College; Mary Tripsas, Harvard U.; Peter J Brews, North Carolina U.; Chapel Hill

85 \( \Rightarrow \) (BPS) BPS Doctoral Consortium 8:30am - 10:00am Sheraton New Orleans Hotel: Napoleon A2 Chairs: Marjorie A. Lyles, Indiana U.; Indianaapolis; Timothy B. Folta, Purdue U.


86 \( \Rightarrow \) (BPS) BPS New Faculty Consortium 8:30am - 12:00pm Sheraton New Orleans Hotel: Napoleon D2 Theme: The Journey Toward Tenure

Chair: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Amy Hillman, Arizona State U.

Participants: James W. Fredrickson, U. of Texas, Austin; Tony Frost, U. of Western Ontario; David J. Ketchen, Jr., Florida State U.; Constantinos Markides, London Business School; Margaret A. Peteraf, Dartmouth College; Nandini Rajagopalan, U. of Southern California; Paula L. Rechner, California State U., Fresno; Peter W. Roberts, Emory U.; Wm. Gerard Sanders, Brigham Young U.

87 : (GDO) GDO Doctoral Consortium II 8:30am - 12:00pm New Orleans Marriott: Mardi Gras Salon B Chair: Susan M. Burroughs, Washington State U.; Vancouver Facilitators: Karen J. Crooker, U. of Wisconsin, Parkside; Beverly J DeMarr, Ferris State U.; Lynn Bowes-Sperry, Western New England College; David A. Kravitz, George Mason U.

88 : (HCM) Balancing Work and Nonwork: Time Pressures on Students and Faculty 8:30am - 10:00am Sheraton New Orleans Hotel: Salon 821 Presenters: Barbara Bigelow, Clark U.; Anita L. Tucker, U. of Pennsylvania; Timothy Hoff, State U. of New York, Albany; Delmonize A Smith, U. of Alabama

Moderator: Juliet A. Davis, U. of Alabama, Tuscaloosa

89 \( \Rightarrow \) (MC) Negotiation of a Management Consulting Intervention 8:30am - 9:30am Sheraton New Orleans Hotel: Rhythms I Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.

Presenters: Marc Bonnet, ISEOR, U. of Lyon; Rickie Moore, E.M.LYON; Michael Peron, ISEOR / U. of Paris Sorbonne

90 \( \Rightarrow \) SPDW: (MC, MED) Teaching the Core Consulting Process: Approaches and Options 8:30am - 9:30am Sheraton New Orleans Hotel: Rhythms II Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.

Presenter: Betty Vandenbosch, Case Western Reserve U.

91 : (OCIS) OCIS Doctoral Consortium 8:30am - 5:30pm New Orleans Marriott: Balcony M Pre-registration is required. Contact Pamela Hinds at phinds@stanford.edu by June 15, 2004.

Organizer: Pamela J. Hinds, Stanford U.

Participants: John L. King, U. of Michigan; Samer Faraj, U. of Maryland; Alain Pinsonneault, McGill U.; Marleen Huysman, Vrije U.

92 \( \Rightarrow \) SPDW: (PS, ODC, RM) Advances In Academic-Practitioner Collaborative Action Research/Learning 8:30am - 5:00pm Sheraton New Orleans Hotel: Borgen Please contact Rupe Chisholm (rfc1@psu.edu) or Dan Tomwey (Dtomwey@fdu.edu) for further information.

Facilitators: Daniel F. Tomwey, Fairleigh Dickinson U.; Rupert F. Chisholm, Pennsylvania State U.; Olav Eikeland, Work Research Institute; Carol Gorelick, SOLUTIONS Inc./ Pace U.; Richard Ennals, Kingston U.; Marilyn J. Carter, Beneficline U.; Fiona Scott, U. of Western Australia; Lyle Yorks, Columbia U.; Joel I. Harmon, Fairleigh Dickinson U.

Coordinator: Rosa M. Colon, Bristol-Meyers Squibb

Presenters: Lena Neal, CSC Consulting; Terry Orr, Columbia U.

Discussant: Jeanie Wirtension, Public Service Enterprise Group
93 SPDW: (RM, HR, OB) Estimating Interaction Effects Using Multiple Regression
8:30am - 12:30pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is required. Please register with Gordon W. Cheung, at gordonc@cuhk.edu.hk. There is a $10.00 registration fee.
Organizer: Herman Aguinis, U. of Colorado, Denver

94 SPDW: (RM, OB, HR, MED) The Neverending Story: A Workshop on Survey Scale Development and Validation
8:30am - 12:30pm New Orleans Marriott: Preservation Hall Studio 8
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $10.00 registration fee.
Presenters: Claudia C. Cogilser, U. of Oklahoma; Terri A. Scandura, U. of Miami; Robert J. Vandenberg, U. of Georgia

Saturday 9:00AM

95 : (AAC) Placement Services
9:00am - 5:00pm Sheraton New Orleans Hotel: Edgewood A
Placement Services - Registration & Information
Organizer: Mary Jo Vaughan, Mercer U.

96 : (AAC) Board of Governors’ Meeting (Breakout)
9:00am - 5:00pm New Orleans Marriott: Lafayette Suite
Organizer: Rosalie L. Tung, Simon Fraser U.

97 : (AAC) Board of Governors’ Meeting
9:00am - 5:00pm New Orleans Marriott: St. Charles Suite
Organizer: Rosalie L. Tung, Simon Fraser U.

98 : (ART) Academy Arts & The Fringe Cafe
9:00am - 11:00pm Sheraton New Orleans Hotel: Waterbury
An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.
Organizers: Chris Poulsou, California State Polytechnic U., Pomona; Hans Hansen, Victoria U. of Wellington

99 → SPDW: (BPS, IM) Conversations On International Management and Strategy
9:00am - 11:30am Sheraton New Orleans Hotel: Napoleon B1
Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Speakers: Farok J. Contractor, Rutgers U.; Alan M. Rugman, Indiana U.; Stephen B. Tallman, U. of Utah

100 SPDW: (BPS, MED, ENT, TIM, TTC) Teaching Entrepreneurial Strategy
9:00am - 11:45am Sheraton New Orleans Hotel: Napoleon C3
Pre-registration requested. Please email Rita McGrath at rdm20@columbia.edu.
Organizer: Rita Gunther McGrath, Columbia U.

101 → : (CAR) Join the Scholars: Roundtable Discussions on Advancing and Developing Careers Research
9:00am - 12:00pm Fairmont: Rex
Participants should email a max 500 word abstract (with 3 keywords) on a research topic they are pursuing to laargent@unimelb.edu.au by June 15th.
Organizers: Leisa D. Sargent, U. of Melbourne; Jelena Zikic, U. of Toronto

Facilitators: Maury Peiperl, London Business School; James Werbel, Iowa State U.; Lotte Baily, Massachusetts Institute of Technology; Sherry E. Sullivan, Bowling Green State U.

102 : (CM) Conflict Management Doctoral Consortium
9:00am - 5:30pm New Orleans Marriott: La Galleries 4
Pre-registration is required. Please contact Michele Gelfand (mgelfand@psyc.umd.edu, 301-405-6972).
Organizer: Michele J. Gelfand, U. of Maryland

103 SPDW: (CM, HR) Conducting Research in Organizational Justice:Visions for the Future
9:00am - 5:30pm New Orleans Marriott: La Galleries 2
Pre-registration required. Contact Barry Goldman bgoldman@eller.arizona.edu or Russell Cropanzano russell@eller.arizona.edu. Max 58 participants.
Chair: Barry M. Goldman, U. of Arizona; Russell Cropanzano, U. of Arizona


104 : (CMS) Tempered Radicals in the Classroom:
How to Teach Critical Cases and Bring Students on Board
9:00am - 10:30am Ritz Carlton: Carondelet
No pre-registration required.
Organizers: Jan R. Liss, The Aspen Institute Business and Society Program; Maureen Scully, The Aspen Institute Business and Society Program

105 SPDW: (CMS, MH, OMT) CMS Post-Doctoral Consortium 1: Session 1 on Critical Research
9:00am - 10:30am Ritz Carlton: Carondelet
To pre-register, contact Bill Kaghan (wkaghan@msn.com). Pre-registration is strongly encouraged but not required. Participants may attend some or all
Organizer: Bill Kaghan, Washington U.
Presenters: Charles Edward Booth, U. of the West of England; Patricia B. Sikora, Sikora Associates, LLC

106 SPDW: (GDO, CAR, OB, HR) Gay, Lesbian, Bisexual, and Transgender Issues:Creating a Research, Teaching, and Action Agenda
9:00am - 4:00pm New Orleans Marriott: La Galleries 3
Organizers: Alison M. Konrad, U. of Western Ontario; W. E. Douglas Creed, U. of Rhode Island
Session Details – Saturday

107 → SPDW: (HR, IM, IAM) The HRM Agenda in Latin America
9:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 5
Organizers: Marta M. Elvira, Lexington College & U. of California, Irvine; Anabella Davila, ITESM, Campus Monterrey
Participants: Patricia G. Martinez, U. of Texas, San Antonio; Juan I. Sanchez, Florida International U.; Jose Carillo, AMROP INTERNATIONAL; Jorge Davila, SELEX, Executive Search; Enrique Oligastry, INCAE; Jaime Alberto Ruiz, Universidad de los Andes, Colombia; Mary F. Sully de Luque, Thunderbird, The American Graduate School of International Management; Betania Tanure de Barros, Fundacao Dom; Ruben Alfredo Figueiredo, IAE-Argentina; Dario Rodriguez, Pontificia Universidad Catolica de Chile; Joyce Oslan, San Jose State U.; Asbjorn Oslan, San Jose State U.; Eduardo Soto, ITESM, Campus Monterrey; Henry Gomez, IESA; Patricia Monteferrante, IESA

108 → SPDW: (MC, ODC) Five Approaches (Colors) of Change
9:00am - 11:00am Sheraton New Orleans Hotel: Maurepas
Presenters: Hans Vermaak, Twynstra Management Consultants; Leon de Caluwe, Free U., Amsterdam

109 (MED) Effective Strategies for Delivering a Distance MBA Program
9:00am - 12:00pm New Orleans Marriott: La Galleries 1
This workshop is intended for a person or an interest or experience in implementing a graduate level program via distance education.
Organizer: Paige P Wolf, George Mason U.
Facilitator: Paige P Wolf, George Mason U.
Presenters: Andres Fortino, Marist College; Michelle Amy Marks, George Mason U.

110 → SPDW: (MED, MSR) Teaching The Whole Person: Learning Styles & Pedagogical Packages
9:00am - 12:00pm Ritz Carlton: Acadia
Pre-registration required. Participants need to email the PDW co-facilitators lundkath@isu.edu or cfornaci@fgcu.edu by July 30th, 2004
Organizer: Kathy Lund Dean, Idaho State U.
Facilitators: Kathy Lund Dean, Idaho State U.; Charles J. Fornaciari, Florida Gulf Coast U.

111 → SPDW: (OB, MOC, OMT, OM) Perspectives on Project Management from Academy and Practice
9:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 1
Pre-registration is preferred, but not required. Maximum attendance of 40. To register, please send email to Gazi Islam at gislam@tulane.edu
Hosts: Gazi Islam, Tulane U.; Mike Zythur, Tulane U.

112: (OCIS) OCIS Junior Faculty Consortium
9:00am - 5:30pm New Orleans Marriott: Balcony L
Pre-registration is required. Contact Ikirach@katz.pitt.edu by July 15, 2004 to register.
Organizer: Laurie J. Kirsch, U. of Pittsburgh
Participants: Manju K. Ahuja, Indiana U.; Peter R. Monge, U. of Southern California; Rajiv Sabherwal, U. of Missouri, St. Louis; Sandra Slaughter, Carnegie Mellon U.

113 SPDW: (OMT, MOC) Exploring the Symbolic in Institutional Theory
9:00am - 1:00pm Sheraton New Orleans Hotel: Grand Couteau
Pre-registration required–contact Tammar Zilber (msbza@mscc.huji.ac.il).
Organizer: Tammar B. Zilber, Hebrew U.
Facilitators: Roy R Suddaby, U. of Iowa; Tiffany L. Galvin, U. of Utah; Mary Ann Glynn, Emory U.; Lynne G Zucker, Not Specified

114 → (PNP) Challenges in Volunteer Management
9:00am - 12:00pm Fairmont: Bayou I
Please see online program for abstract. Paper proposals need to be submitted to Matthew Liao-Troth (Matthew.Liao-Troth@wwu.edu) by 1 June 2004.
Organizer: Matthew A. Liao-Troth, Western Washington U.
Presenter: Lucas Meij, Erasmus U. Rotterdam

115 → SPDW: (TTC, PTC) Want Your Students to Learn More? Workshop on Designing Courses with High Learning Potential
9:00am - 10:00pm Ritz Carlton: La Salle
Participation is limited. Pre-workshop reading packets will be provided. Participants are encouraged to bring a current syllabus to the workshop.
Organizers: Douglas Johnson, Michelin North America; Joan Weiner, Drexel U.
Presenter: L. Dee Fink, U. of Oklahoma

Saturday 9:45AM

116: (MC) Strategic Consulting: Assessing and Fixing Consultant-Client Relationships
9:45am - 11:45am Sheraton New Orleans Hotel: Rhythms I
Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.
Presenters: Susan Nero, Antioch U.; Kurt Motamed, Pepperdine U.

117 → (MC) The Executive MBA as Consultant: How to Become an Agent of Change
9:45am - 10:45am Sheraton New Orleans Hotel: Rhythms II
Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.
Presenters: Susan Kuznik, Baldwin Wallace College; Mary Pisnar, Baldwin Wallace College
Saturday 10:00AM

118 : (AAC) The Ins and Outs of Faculty Recruiting
10:00am - 12:00pm Sheraton New Orleans Hotel: Salon 817
Organizer: Mary Jo Vaughan, Mercer U.

119 : (ENT) Promoting Innovation In New Ventures Through Effective Governance
10:00am - 11:45am Sheraton New Orleans Hotel: Bayside A
A life cycle perspective on boards and governance is taken in exploring new research directions.
Organizer: Morten Huse, Norwegian School of Management
Presenters: William S. Schulze, Case Western Reserve U.; Igor Filatotchev, U. of Bradford; Mike Wright, U. of Nottingham; Cathrine Hansen, Centre for Church Research; Jonas Gabrielsson, SIRE/Halmstad U. and Lund U.

120 : (ENT) External Corporate Venturing & Organizational Learning: Current Status & Future Directions
10:00am - 11:45am Sheraton New Orleans Hotel: Napoleon B3
Organizer: Markku V. J. Maula, Helsinki U. of Technology
Presenters: Gary Dushnitsky, U. of Pennsylvania; James Edward Henderson, Babson College; Christopher Vintergaard, Copenhagen Business School

121 : (ENT) Strategies For Keeping Family Business Research Relevant
10:00am - 11:45am Sheraton New Orleans Hotel: Napoleon D3
Organizer: Premodita Sharma, Willow U. of Technology
Presenters: Ramona Heck, Baruch College; Ernesto J Poza, Case Western Reserve U.; William S. Schulze, Case Western Reserve U.

122 : (HCM) Informing Health Care Policy
10:00am - 12:00pm Sheraton New Orleans Hotel: Salon 821
Organizer: Rangaraj Ramanujam, Purdue U.
Presenters: Martin Kitchener, U. of California, San Francisco; Harold Pincus, RAND; Rangaraj Ramanujam, Purdue U.; Janice Pringle, U. of Pittsburgh

123 : (MED) The Value Of Empathy: E-Mentoring For Women's Management Development
10:00am - 12:00pm Fairmont: Bayou II
Organizer: Steven J. Armstrong, U. of Hull
Presenters: Jenny Headlam-Weils, Hull U.

124 SPDW: (MED, OCIS) Technology-Mediated Learning Research Colloquium
10:00am - 12:00pm Fairmont: Gold
Registration encouraged but not required. To register, email your TML-related research interests to Ben Arbaugh at arbaugh@uwosh.edu by July 15, 2004.
Presenters: Maryam Alavi, Emory U.; J. B. Arbaugh, U. of Wisconsin, Oshkosh; Gerardine DeSanctis, Duke U.; Anne-Laure Fayard, INSEAD

125 : (MH) New Member Workshop: Introduction to the Academy and the Management History Division
10:00am - 11:30am Fairmont: Orleans
Chair: Regina A. Greenwood, Kettering U.

Saturday 10:15AM

126 SPDW: (MOC, OMT) Constructing Knowledge: The Academy of Management as Field Configuring Event
10:00am - 12:00pm Sheraton New Orleans Hotel: Salon 820
The PDW session will explore the “Field Configuring Event” concept by focusing on the Academy of Management Conference as an exemplar.

Saturday 10:30AM

127 SPDW: (SIM, ONE) SIM Reconciling Disparate Standards: Corporate Responses to Codes of Conduct and Other Guidelines
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 3
Open participation session.
Presenters: Kathleen A. Getz, American U.; Richard G Linowes, American U.

128 : (IAM) Organization and Innovation in Latin-American Companies
10:15am - 12:00pm Fairmont: Bayou IV
Organizers: Esteban Brenes, INCAE; Julio DeCastro, Instituto de Empresa/U. Of Colorado; Pablo Martin de Holan, Instituto de Empresa, Madrid
Moderator: James Biteman, Tulane U.

129 : (CMS) CMS Darkside III Case Competition: A Tutorial in Critical Case Teaching
10:30am - 12:30pm Ritz Carlton: Carondelet
Open to all. No pre-registration is required
Organizers: Albert J. Mills, Saint Mary's U.; Caroline J. O'Connell, Not Specified

130 SPDW: (CMS, MED, ONE, SIM) CMS Post-Doctoral Consortium 2: Translating Critical Perspectives into Practice
10:30am - 12:30pm Ritz Carlton: St. Charles
To pre-register, contact Bill Kaghan (wkaghan@msn.com). Pre-registration is strongly encouraged but not required. Participants may attend some or all
Organizers: Bill Kaghan, Washington U.; Patricia B. Sikora, Sikora Associates, LLC; Charles Edward Booth, U. of the West of England
Presenters: Diana Sharpe, Monmouth U.; Gordon Dehler, George Washington U.; Tony G. LeTrent-Jones, Independent Consultant
Session Details – Saturday

131  (HR) HR Doctoral Student/Junior Faculty Consortia Editor Roundtable
10:30am - 12:00pm New Orleans Marriott; Mardi Gras Salon D
This session is open exclusively to registered participants of the HR Doctoral Student consortium and the HR Junior Faculty consortium.
Organizers: Pamela Perewe, Florida State U.; John E. Delery, U. of Arkansas
Presenters: Sara L. Rynes, U. of Iowa; Arthur P. Brief, Tulane U.; Robert C. Ford, U. of Central Florida; Mary Ann Von Ginow, Florida International U.; Rodger W. Griffeth, U. of New Orleans; Paula M. Caligiuri, Rutgers U.

132  (MC) Consulting Track Design and Implementation in an Information Sciences and Technology Curriculum
11:00am - 12:00pm Sheraton New Orleans Hotel: Rhythms II
Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.
Presenters: Brian Cameron, Pennsylvania State U.; Shawn M. Clark, Pennsylvania State U.; Craig W. Gould, META Group; John F Semmer, Accenture

133  (MED, MSR) Transcendence And The Body: An Experiential Workshop
11:00am - 12:30pm Sheraton New Orleans Hotel: Napoleon C1
Presenter: Diego Rinallo, Bocconi U.

134  (AAC) Membership
12:00pm - 1:00pm New Orleans Marriott; Grand Ballroom - 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 A. Greenwood, Kettering U.

135  (AAC) Registration
12:00pm - 5:00pm New Orleans Marriott; Grand Ballroom Registration
Conference Registration, Pre-Registration Badge Pick-Up & Exhibitor Registration

136  (BPS) Conversations On Business and Competitive Strategy: Diverse Theoretical Insights
12:00pm - 5:00pm Sheraton New Orleans Hotel: Napoleon B1
Chairs: Walter J. Ferrier, U. of Kentucky; Tammy L. Madsen, Santa Clara U.

137  (BPS, TIM) Adaptation Vs. Selection In Industry Change: Toward A Contingency View
12:00pm - 2:45pm Sheraton New Orleans Hotel: Napoleon C3
Chairs: Jan W. Rivkin, Harvard U.; Johann Peter Murmann, Northwestern U.

138  (HR) HR Junior Faculty Consortium Luncheon
12:00pm - 1:00pm New Orleans Marriott: Mardi Gras Salon D

139  (SPDW) (HR, OB, GDO, RM) Statistical Methods for Assessing Faultlines in Teams: Directions for Research on Team Composition
12:00pm - 4:00pm Sheraton New Orleans Marriott; Preservation Hall Studio 1
Pre-registration is preferred but not required. Contact Susan Jackson at Jackson@smlr.rutgers.edu.
Organizer: Susan E. Jackson, Rutgers U.
Presenters: Dora C. Lau, Chinese U. of Hong Kong; J. Keith Murnighan, Northwestern U.; Sherry M. Thatcher, U. of Arizona; Katerina Bezrukova, Rutgers U.; James (Ben) Shaw, Bond U.; Apamea Joshi, U. of Illinois, Urbana-Champaign; Jiatao Li, Hong Kong U. of Science & Technology; Anne S. Tsui, Arizona State U.; Karen A. Jehn, Leiden U.

140  (SPDW) (IM, BPS) Dynamic Growth in Global Industries: Issues and Innovations
12:00pm - 2:00pm Sheraton New Orleans Hotel: Salon 820
Chairs: Joan D Penner-Hahn, Wayne State U.; Eric W. K. Tsang, Wayne State U.
Presenters: Hans van Kaanenburg, Maastricht U.; Shige Makino, Chinese U. of Hong Kong; Nitin Pangarkar, National U. of Singapore; Robert Salomon, U. of Southern California; Karen Schnatterly, U. of Minnesota; Lai Si Tsui-Auch, Nanyang Technology U.

141  (MC) Executive Coaching as Knowledge in Action: Current Issues and Research
12:00pm - 1:00pm Sheraton New Orleans Hotel: Rhythms I
Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.
Presenters: Mary Wayne Bush, Pepperdine U.; Michael S Sanson, U. of St. Gallen

142  (MED) How To Incorporate Multimedia Learning Objects Into Online Courses
12:00pm - 2:00pm New Orleans Marriott; La Galleries 1
Organizer: Michael A. Evanchik, U. of Maryland, U. College

143  (MED) Journal of Management Education Reviewing and Publishing
12:00pm - 1:30pm Ritz Carlton: Acadia
Organizer: Janice J. Jackson, Western New England College
Participants: Janice J. Jackson, Western New England College; Kathy Lund Dean, Idaho State U.; John A Drexler Jr., Oregon State U.; Janet Gillespie, Xavier U.; Gregory N. P. Konz, Marquette U.

144  (MEN) Mentoring Committee Meeting
12:00pm - 2:00pm New Orleans Marriott; Preservation Hall Studio 4
All member and non-member invited
Session Details – Saturday

145  (PNP) Junior Faculty / Doctoral Student Consortium
12:00pm - 2:30pm Fairmont: Bayou III
Workshop for junior faculty and doctoral students in public, or non-profit, management. Additional info at http://askew.fsu.edu/aomworkshop/index.html
Organizers: Kimberley Roussin Isett, Texas A&M U.; Kirsten Gronbjerg, Indiana U., Bloomington
Facilitator: Jessica Kelley Ann Word, Florida State U.
Presenters: Wolfgang Bielefeld, Indiana U./Purdue U., Indianapolis; Mary E. Guy, Florida State U.; Larry D. Terry, U. of Texas, Dallas

146  (RM, ONE) Teaching your computer to read: a workshop on doing textual analysis
12:00pm - 2:00pm New Orleans Marriott: Preservation Hall Studio 2
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.

147  (PNP, TTC) Developing Web-Based Instructional Media: Hands-on Training Using RealMedia
12:30pm - 2:15pm Sheraton New Orleans Hotel: Napoleon C2
Contact organizer via e-mail. advance registration and $50 required. See http://askew.fsu.edu/aomreal/index.html for more info.
Organizer: David Coursey, Florida State U.

148  (TIM, MED, TCT) Technology Management Education: Harmonizing Organizational Initiatives?
12:30pm - 4:00pm New Orleans Marriott: Mardi Gras Salon D
Forum on ways to harmonize the work of TIM education groups: TMEDA, ECMET, IAMOT, ASEM, and IEEE-EM
Organizer: Andres Fortino, Marist College
Presenters: Richard J. Klimoski, George Mason U.; Mel Horwitch, Polytechnic U.; Satish Nambisan, Rensselaer Polytechnic Institute; Denis Fred Simon, Rensselaer Polytechnic Institute; Matthias Finger, Swiss Federal Institute of Technology

Saturday 12:30PM

149  (ENT) Entrepreneurial Cognition: Still The Next Big Thing?
1:00pm - 2:45pm Sheraton New Orleans Hotel: Bayside A
The participants will offer plenary remarks, especially for audience members who are new to the field.
Organizer: Norris F. Krueger Jr., Boise State U.
Presenters: Robert A. Baron, Rensselaer Polytechnic Institute; Ron K. Mitchell, U. of Victoria; Connie Marie Gaglio, San Francisco State U.

150  (ENT) How Universities Can Support Technology-Driven Enterprise Development
1:00pm - 2:45pm Sheraton New Orleans Hotel: Napoleon D3
Organizer: Norris F. Krueger Jr., Boise State U.

151  (HCM) Through the Land of the Health Care Journals: Stumbling through the Thicket or Finding Your Way
1:00pm - 3:00pm Sheraton New Orleans Hotel: Salon 817
Organizer: Stephen J. O’Connor, U. of Alabama, Birmingham
Presenters: Richard M. Shewchuk, U. of Alabama, Birmingham; Grant T. Savage, U. of Alabama; Eric S. Williams, U. of Alabama, Tuscaloosa

152  (HCM) Working for and in Government, Consulting, and Industry: A Why and How-to Organizer
1:00pm - 3:00pm Sheraton New Orleans Hotel: Salon 821
Organizer: Timothy Hoff, State U. of New York, Albany
Presenters: David Grazman, Advisory Board; Martin P. Charns, U.S. Dept. of Veterans Affairs; Kelly Devers, Center for Health System Change

153  (HR) Third Annual HR Town Hall Meeting: Identifying Pressing Research Issues in Human Resource Management
1:00pm - 4:00pm New Orleans Marriott: Mardi Gras Salon D
This session will involve HR practitioners and academicians in an interactive discussion in order to identify the most pressing research needs in HRM.
Chairs: Dianna L. Stone, U. of Central Florida; Robert C. Ford, U. of Central Florida; Mary R. Watson, New School U.; Richard J. Klimoski, George Mason U.
Participant: Gergana T Markova, U. of Central Florida
Discussant: Richard J. Klimoski, George Mason U.

154  (IAM) Experts and Editors: Publishing in the Top Journals for IAM Scholars
1:00pm - 2:45pm Fairmont: Bayou IV
Moderator: Rita Cunha, U. Nova de Lisboa
155 155: (MC) Management Consulting and Management Education in a Non-Urban Setting
1:00pm - 2:00pm Sheraton New Orleans Hotel: Rhythms II
Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details.
Presenters: F William Brown, Montana State U.; Michael Reilly, Montana State U.

156 156: (MED) What We Can Learn from Elementary Education: Classroom Experiential Exercises
1:00pm - 4:00pm Fairmont: Gold
Organizer: Robert W. Schaffer, California State Polytechnic U., Pomona
Presenters: Robert W. Schaffer, California State Polytechnic U., Pomona; Marie Schaffer, Broadway Christian School

157 157: (MH) Professional Development in Academia: Getting Published
1:00pm - 2:30pm Fairmont: Orleans Chair: Daniel A. Wren, U. of Oklahoma
Presenters: Donald F. Kuratko, Ball State U.; Dewey E. Johnson, California State U.; Diana Reed, Drake U.; Daniel A. Wren, U. of Oklahoma

158 158: SPDW: (ODC, OMT) Critical Lenses on Organization Development and Change
1:00pm - 6:00pm Sheraton New Orleans Hotel: Salon 828
Organizer: Julie Wolfram Cox, RMIT U.

159 159: (OM) Operations Management Doctoral Consortium
1:00pm - 5:00pm New Orleans Marriott: Balcony K
Pre-registration is required. Please submit application to John Olson at jolson@depaul.edu.
Organizer: John R. Olson, DePaul U.

160 160: SPDW: (OM, MED) Drivers For Management In The Engineering Curriculum
1:00pm - 3:00pm New Orleans Marriott: Preservation Hall Studio 5
Organizer: Diane H. Parente, Pennsylvania State U., Erie
Presenters: Paul M Swamidass, Auburn U.; Russ Jamison, U. of Illinois, Urbana-Champaign

161 161: SPDW: (ONE, MED, SIM) New Directions In Sustainability & Business: Creating And Managing Actionable Knowledge
1:00pm - 2:30pm Ritz Carlton: Vermillion
Pre-registration is required. Contact Jacob Park at (802) 287-8294, park@greenmtn.edu.
Coordinator: Jacob Park, Green Mountain College

162 162: SPDW: (RM, BPS) Analyzing Panel Data
1:00pm - 3:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.
Presenter: Peter W. Hom, Arizona State U.

163 163 → SPDW: (RM, IM) 5 Major Tips for Conducting International Research
1:00pm - 2:00pm New Orleans Marriott: Preservation Hall Studio 8
Pre-registration is required. Please register with Research Methods Division PDW Chair, Gordon W. Cheung, at gordonc@cuhk.edu.hk.
Presenters: Sherry E. Sullivan, Bowling Green State U.; Howard S Tu, U. of Memphis; Monica L. Forret, St. Ambrose U.

164 164 → SPDW: (RM, ODC, MH) Qualitative Methods for Studying Organizational Change
1:00pm - 3:00pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.
Presenter: Karen Golden-Biddle, U. of Alberta

165 165 → SPDW: (SIM, ODC) Stakeholder Dialogue and Workplace Spirituality: Seeking a Higher Level of Actionable Knowledge
1:00pm - 3:00pm New Orleans Marriott: Preservation Hall Studio 3
Pre-registration required; limited to 25. Walk-ins if space. Contact Robert Giacalone; rgiacala@email.uncc.edu; Jerry Calton: calton@hawaii.edu
Presenters: Jerry M. Calton, U. of Hawaii, Hilo; Michaela C. Driver, East Tennessee State U.; Robert A. Giacalone, U. of North Carolina, Charlotte; Steven Payne, Georgia College and State U.; Sandra Waddock, Boston College

166 166 → SPDW: (SIM, ONE, TTC) SIM-ONE-TTC Faculty Development Workshop: Teaching Social Issues in Management with Cases
1:00pm - 4:00pm Ritz Carlton: La Salle
Organizers: Anne T. Lawrence, San Jose State U.; Jeanne M. Logsdon, U. of New Mexico; Marshall J. Schminke, U. of Central Florida; Maureen Scully, The Aspen Institute Business and Society Program

167 167: (TTC) The Scholarship of Teaching and Learning: From Theory to Practice and Back
1:00pm - 4:00pm Ritz Carlton: La Salle
Organizers: Joan Weiner, Drexel U.; David A. Whetten, Brigham Young U.

Saturday 1:30PM

168 168: (BPS) BPS Doctoral Consortium
1:30pm - 5:00pm Sheraton New Orleans Hotel: Napoleon A2
Chairs: Marjorie A. Lyles, Indiana U., Indianapolis; Timothy B. Folta, Purdue U.
169  CMS: CMS Doctoral Consortium: Building Careers and Engaging in Critical-Oriented Scholarly Research
1:30pm - 6:00pm Ritz Carlton: Carondelet
To pre-register, contact Max Voronov (Mv339@columbia.edu) or Sara Stockey (stockey@mgmt.umn.edu). Pre-registration required for research roundtable
Organizers: Sarah Brand Stockey, U. of Massachusetts, Amherst; Maxim Voronov, Teachers College, Columbia U.

170  CMS: Post-Doctoral Consortium 3: Social Activism, Civic Engagement, and Critical Management Studies
1:30pm - 3:00pm Ritz Carlton: St. Charles
To pre-register, contact Bill Kaghan (wkaghan@msn.com). Pre-registration is strongly encouraged but not required. Participants may attend some or all
Organizers: Bill Kaghan, Washington U.; Patricia B. Sikora, Sikora Associates, LLC; Charles Edward Booth, U. of the West of England
Presenters: Kate Kearins, Auckland U. of Technology; Laurie N. DiPadova-Stocks, Northern Kentucky U.; Bill Kaghan, Washington U.

171  GDO: GDO Doctoral Consortium III
1:30pm - 5:00pm New Orleans Marriott: Mardi Gras Salon B
Chair: Susan M. Burroughs, Washington State U., Vancouver
Facilitators: Lynn Bowes-Sperry, Western New England College; Beverly J DeMarr, Ferris State U.; Karen J. Crooker, U. of Wisconsin, Parkside
Presenter: David A. Kravitz, George Mason U.

172  GDO: Managing Religious Diversity in the Workplace: An Exploration of Theory and Practice
1:30pm - 5:30pm New Orleans Marriott: Beauregard
Chairs: Donald W. McCormick, U. of Redlands; Susan L. Kirby, Texas State U.
Facilitators: Grove Harris, Harvard U.; Joanne H. Gavin, Marist College
Participant: Gary R. Weaver, U. of Delaware

173  SIM: Social Issues in Management Division Doctoral Consortium
1:30pm - 6:00pm New Orleans Marriott: Mardi Gras Salon C
Must pre-register; invited students and faculty only. Contact Lori Ryan: Lori.Ryan@sdsu.edu; Doug May: dmay1@unl.edu
Chairs: Lori Versteeg Ryan, San Diego State U.; Douglas R. May, U. of Nebraska, Lincoln

Saturday 2:00PM

174  (BPS) BPS New Faculty Consortium
2:00pm - 5:00pm Sheraton New Orleans Hotel: Napoleon D2
Theme: The Journey Toward Tenure
Chairs: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Amy Hillman, Arizona State U.
Participants: James W. Fredrickson, U. of Texas, Austin; Tony Frost, U. of Western Ontario; David J. Ketchen, Jr., Florida State U.; Constantinos Markides, London Business School; Margaret A. Peteraf, Dartmouth College; Nandini Rajagopalan, U. of Southern California; Paula L. Rechner, California State U., Fresno; Peter W. Roberts, Emory U.; Wm. Gerard Sanders, Brigham Young U.

175  (ENT) Entrepreneurship Research for the Future
2:00pm - 4:45pm Sheraton New Orleans Hotel: Napoleon B3
Organizer: Per Davidsson, Jönköping International Business School
Presenters: Saras D. Sarasvathy, U. of Maryland; Paul D. Reynolds, Babson College/London Business School; William B. Gartner, Clemson U.; Claudia Bird Schoonhoven, U. of California, Irvine; Michael A. Hitt, Texas A&M; Rita Gunther McGrath, Columbia U.; Arnold C. Cooper, Purdue U.; Scott Shane, Case Western Reserve U.

176  (GDO, MED) Feminising the MBA: The Gendered Nature of Management Education
2:00pm - 3:30pm New Orleans Marriott: Preservation Hall Studio 4
Chair: Ruth Catherine Simpson, Brunel U.
Facilitator: Pauline Weight, Cranfield U.
Presenters: Jane Sturges, King’s College, London U.; Yochanan H. Altman, London Metropolitan U.

177  (IM, HR) Human Resource Planning for International Strategic Alliances
2:00pm - 4:00pm Sheraton New Orleans Hotel: Rampant
Advance registration preferred but not required. Contact Prof. Ibraiz Tarique at tarique@rci.rutgers.edu
Facilitator: Ibraiz Tarique, Rutgers U.
Speakers: Colette A. Frayne, Seattle U.; Michael Geringer, California Polytechnic State U., San Luis Obispo; William Newburry, Rutgers U.; Randall S. Schuler, Rutgers U.; Oded Shenkar, Ohio State U.

178  (IM, RM, ITC) Student/Faculty International Management Research
2:00pm - 5:00pm Sheraton New Orleans Hotel: Salon 820
Pre-registration required. Contact Prof. Detelin Elenkov at detelenkov@utk.edu
Facilitator: Detelin S. Elenkov, U. of Tennessee, Knoxville
Presenters: Carolyn Egi, Simon Fraser U.; William Q. Judge, U. of Tennessee, Knoxville; Livia Markoczky, U. of California, Riverside; David A. Ralston, U. of Oklahoma; Stephen B. Tallman, U. of Utah

179  (MC) Effecting Strategic Change With Gaming/Simulations: Testing Knowledge and Action
2:00pm - 4:00pm Sheraton New Orleans Hotel: Rhythms I
Pre-registration is required. See http://mgmtconsultdiv.babson.edu for registration and details
Presenters: Leon de Caluwe, Free U., Amsterdam; Jac Geurts, Tilburg U.
**Session Details – Saturday**

**180** SPDW: (MED, CAR, GDO) Surviving And Thriving At Smaller Schools - Part 1
2:00pm - 6:00pm Ritz Carlton: Acadia
Pre-Registration Encouraged But Not Required. For registration information contact Ben Arbaugh (arbaugh@uwosh.edu) by July 15, 2004.
Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh

**181** SPDW: (MED, TTC) So You Want to do Service Learning? Here Is How I Do It.
2:00pm - 5:00pm Fairmont: Creole
Organizer: Tim O. Peterson, Oklahoma State U.
Participants: Ragan Harwell Schaffer, Pepperdine U.; Amy L. Kenworthy-U'Ren, Bond U.; Tracey Honeycut Sigler, Northern Kentucky U.

**182** SPDW: (OMT) Teaching OMT
2:00pm - 5:00pm Sheraton New Orleans Hotel: Grand Couteau
No pre-registration required. Contact Terry Conry (conry@ohio.edu) for more information
Organizers: Terry Conry, Ohio U.; Kelly Thomson, York U.
Presenters: David A. Whetten, Brigham Young U.; Mary Jo Hatch, U. of Virginia; Rodney Lacey, U. of Florida; Narasimhan Anand, London Business School

**183** SPDW: (RM, ITC) Measurement Equivalence/Invariance in Cross-Cultural Research
2:00pm - 4:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung, gordonc@cuhk.edu.hk. There is a $50.00 registration fee.
Presenter: Gordon W. Cheung, Chinese U. of Hong Kong

**184** (PNP) Junior Faculty Consortium
2:30pm - 5:00pm Fairmont: Bayou II
Continuation of early afternoon session.
Organizer: Kimberley Roussin Isett, Texas A&M U.

**185** (PNP) Doctoral Student Consortium
2:30pm - 5:00pm Fairmont: Bayou III
Continuation of early afternoon session.
Organizer: Kirsten Grønbjerg, Indiana U., Bloomington
Facilitator: Jessica Kelley Ann Word, Florida State U.
Presenters: Silvia Dorado, U. of Massachusetts, Boston; Erica Gabrielle Foldy, New York U.; Joseph J. Galaskiewicz, U. of Arizona; Bradley E. Wright, U. of North Carolina, Charlotte

**186** (AAC) Academy of Management Journal New Editors' Meeting
3:00pm - 5:00pm New Orleans Marriott: Napoleon Suite
Organizer: Sara L. Rynes, U. of Iowa

**187** SPDW: (BPS, TIM) Conversations On Innovation
3:00pm - 6:00pm Sheraton New Orleans Hotel: Napoleon B1
Chairs: Ron Adner, INSEAD; Henry Chesbrough, U. of California, Berkeley

**188** SPDW: (CAR, TTC, ART) Tacit Knowledge in Action - Sculpturing Career Landscapes
3:00pm - 5:00pm Fairmont: Rex
Please notify Yehuda Baruch if you wish to attend - y.baruch@uea.ac.uk. The clay sculptures created can be viewed at the Art & Poetry exhibition.
Organizers: Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Yehuda Baruch, U. of East Anglia

**189** SPDW: (CMS, CAR) CMS Post-Doctoral Consortium 4: Critical Careers and Career in Critique
3:00pm - 5:00pm Ritz Carlton: St. Charles
To pre-register, contact Bill Kaghan (wkgaham@msn.com). Pre-registration is strongly encouraged but not required. Participants may attend some or all
Organizers: Bill Kaghan, Washington U.; Patricia B. Sikora, Sikora Associates, LLC; Charles Edward Booth, U. of the West of England
Presenters: Jeanie M. Forray, Western New England College; Diana Sharpe, Monmouth U.; Jose Cordoba, U. of Hull

**190** (ENT) Learning-Oriented Dialogue in Entrepreneurial Teams
3:00pm - 4:45pm Sheraton New Orleans Hotel: Bayside A
Organizers: Mark D. Cannon, Vanderbilt U.; Deborah S. Butler, Georgia State U.

**191** (ENT) Should Techno-Entrepreneurship Be A Separate Field Of Training/Research/Consulting ?
3:00pm - 4:45pm Sheraton New Orleans Hotel: Napoleon D3
Organizer: Francois Therin, Grenoble Ecole de Management
Presenters: Sylvie Blanco, Grenoble Ecole de Management; Lisa J Daniel, U. of Queensland; Dominique R Jolly, Ceram Sophia Antipolis

**192** (HCM) Managing the Dissertation Successfully: Feedback from the Experts
3:00pm - 5:00pm Sheraton New Orleans Hotel: Salon 817
Prior registration required. Contact person: Jane Banaszak-Holl, U. of MI, 734-936-1668, janesb@umich.edu
Organizer: Jane Banaszak-Holl, U. of Michigan
Moderator: Myron D. Fottler, U. of Central Florida

**193** (HCM) Bringing Your Research Ideas to Fruition: Feedback from the Experts
3:00pm - 5:00pm Sheraton New Orleans Hotel: Salon 821
Pre-registration is required. Contact Jane Banaszak-Holl, U. of Michigan, 734-936-1668, janebh@umich.edu
Organizer: Jane Banaszak-Holl, U. of Michigan
Presenter: Thomas A. D’Aunno, Organizational Behavior

194 (IC) Writing and Research in Management Consulting
3:00pm - 4:30pm Sheraton New Orleans Hotel: Rhythms II
Pre-registration is recommended. Register at http://mgmtconsultdiv.babson.edu.
Presenters: Anthony A. Buono, Bentley College; Larry E. Greiner, U. of Southern California; Flemming Poulefeid, Copenhagen Business School

195 (MEN) Symposium On Cases From Emerging Markets
3:00pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 1
A casebook will be distributed to all interested participants.
Organizer: Richard G Linowes, American U.
Presenters: Richard G Linowes, American U.; Michael Eber, GFUSA; Jenny Dempsey, Pro Mujer; Molly T. Whelan, Jordan Garment Exporters

196 (MC) Transforming Structured Mentoring Programs: Ways of integrating research and field experience
3:00pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 3
D. Clutterbuck (U.K) T. Engstrom (Sweden) L. Borredon (France) M. Higgins (USA) G. Bahra (UK)
Presenter: David Clutterbuck, U. of Sheffield
Speakers: Truls Engstrom, Not Specified; Monica C. Higgins, Harvard U.; Liz Borredon, EDHEC; Gurbinder BAHRA, Not Specified

197 (MH, MED) Innovative Methods in Teaching Management History
3:00pm - 4:30pm Fairmont: Orleans
Chair: Regina A. Greenwood, Kettering U.
Presenters: Regina A. Greenwood, Kettering U.; Alfred A. Bolton, Averett College; James A. F. Stoner, Fordham U.; Daniel A. Wren, U. of Oklahoma; David D. Van Fleet, Arizona State U. West

198 (ONE) Sustainability Issues in Higher Education: Education and Administrative Approaches
3:00pm - 5:00pm Ritz Carlton: Vermillion
Pre-registration preferred but not required. Contact Amelia Clarke at amela.clarke@mail.mcgill.ca.
Coordinator: Amelia Clarke, McGill U.
Participants: Gordon P. Rand, Western Illinois U.; Mark Starik, George Washington U.

199 (OM, PTC) Experiential Decision-Making In The Value Stream Coffee Game
3:00pm - 6:00pm Ritz Carlton: Evangeline
Limited to 32 participants. Pre-registration required. Contact Ann Olsen at ann.olsen@vanderbilt.edu.
Coordinator: Ann Olsen, Vanderbilt U.

200 (ONE, SIM, RM, CM) Multi-Case Methodology Workshop: Stakeholder Conflicts Of Strategic Importance
3:00pm - 6:00pm Ritz Carlton: Orleans
Workshop is by invitation only. Contact person: Monika Winn, U. of Victoria, (250)721-6071; miwinn@uvic.ca.
Organizers: Monika Winn, U. of Victoria; Charlene E Zietsma, U. of Western Ontario

201 (RM, BPS) Robust Regression
3:00pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.
Presenter: William H. Starbuck, New York U.

202 (RM, ODC) Latent Growth Modeling: Statistical Procedure for Operationalizing Change Over Time
3:00pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is required. Please register with Gordon W. Cheung at gordonc@cuhk.edu.hk. There is a $5.00 registration fee.
Presenter: Robert J. Vandenberg, U. of Georgia

Saturday 3:15PM
203 (TIM) Funding Your Research Through the National Science Foundation
3:15pm - 5:15pm Sheraton New Orleans Hotel: Napoleon C3
Chair: John L. Naman, National Science Foundation
Presenters: Michael W. Lawless, Duke U.; Riitta Katila, Stanford U.; Quintus R. Jett, Dartmouth College; Laura B. Cardinal, Tulane U.

Saturday 4:00PM
204 (GDO, HR, CAR) What Diversity Counts Most: When and Why? Does Gender Trump Race, Ethnicity, Age, Other Identities
4:00pm - 5:30pm New Orleans Marriott: Preservation Hall Studio 4
Organizer: Ellen Fagenson Eland, George Mason U.
Presenters: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Bernardo M. Cedman, Alliant International U.; Robert Sardy, Progressive Research and Training for Action; Miles K. Davis, Shenandoah U.; Myrtle P. Bell, U. of Texas, Arlington; Stacy Blake-Beard, Simmons College; Katherine Giscombe, Catalyst

205 (HR, MED) Leveraging Relationships with the Society for Human Resource Management: From Advising to Research
4:00pm - 6:00pm New Orleans Marriott: Preservation Hall Studio 1
Session Details – Saturday

**Presenters:** Herman Aguinis, U. of Colorado, Denver; Michael J. Wesson, Texas A&M U.; Frederick Morgeson, Michigan State U.; Debra J. Cohen, Society for Human Resource Management; Chuck Salvetti, SHRM; Herbert G Heneman III, SHRM Foundation and U. of Wisconsin

**206 (MED) Best Practices In Using Film For Teaching Management**
4:00pm - 7:00pm Sheraton New Orleans Hotel: Napoleon C1
Registration encouraged but not required. To register send an email to afortino@gmu.edu.
Organizer: Andres Fortino, Marist College
Chair: Joseph E. Champoux, U. of New Mexico
Facilitators: Andres Fortino, Marist College; Carole Gwendolyn Parker, Seton Hill U.; C. Douglas Johnson, Michelin North America

**207 (SPDW: (MSR, ONE) The Use Of "Affluenza" In The Management Classroom**
4:00pm - 5:00pm New Orleans Marriott: La Galleries 3
Open; no registration or restrictions.
Coordinator: Dale E. Fitzgibbons, Illinois State U.
Participants: Elizabeth Anne Bardoel, Monash U., Australia; Regina Bento, U. of Baltimore; Claudia H Pragman, Not Specified; David S. Steingard, St. Joseph’s U.

**208 (SPDW: (TTC, PTC, MED) The Real World in Management Education - The Intersection of Practice and Teaching**
4:00pm - 6:00pm Ritz Carlton: La Salle
Organizers: Douglas Johnson, Michelin North America; Joan Weiner, Drexel U.
Presenters: Stacy Blake-Beard, Simmons College; Joseph E. McCann, U. of Tampa

**Saturday 4:15PM**

**209 (MC) The Leadership of Radical Change in a Higher Education Setting: The Internal Consultant**
4:15pm - 6:15pm Sheraton New Orleans Hotel: Rhythms I
This workshop is part a series on This Practice of Management Consulting. Pre-registration is required. Register at http://mgmtconsultdiv.babson.edu.

**Saturday 5:00PM**

**210 (AAC) Placement for Applicants**
5:00pm - 8:00pm Sheraton New Orleans Hotel: Bayside A
Organizer: Mary Jo Vaughan, Mercer U.

**211 (AAC) Honolulu 2005 Organizing Committee**
5:00pm - 6:00pm New Orleans Marriott: Preservation Hall Studio 5
Organizer: Ken G. Smith, U. of Maryland

**212 (SPDW: (MED, BPS, OB) Integrating Theory, Role Play, And Simulation In The Classroom: A Capstone Experience**
5:00pm - 7:00pm New Orleans Marriott: La Galleries 1
Organizer: Diane H. Parente, Pennsylvania State U., Erie

**Presenters:** Diane H. Parente, Pennsylvania State U., Erie; John Stephan, Florida Atlantic U.; Randy C Brown, Pennsylvania State U., Erie

**213 (MSR) Introduction To Meditation**
5:00pm - 6:00pm New Orleans Marriott: La Galleries 3
Presenter: Jerry Biberman, U. of Scranton

**214 (OMT) Meet OMT Reception**
5:00pm - 6:00pm Sheraton New Orleans Hotel: Maurepas
Open to all, no registration required. Contact person Jerry Davis (gdavis@umich.edu).
Participants: Joel A. C. Baum, U. of Toronto; Mary Jo Hatch, U. of Virginia; Tina Dacin, Queen’s U.; Pamela Haunschild, U. of Texas, Austin; William Ocasio, Northwestern U.; Violina Rindova, U. of Maryland; Marc Ventresca, U. of California, Irvine; Majken Schultz, Copenhagen U.; Jim Westphal, U. of Texas, Austin; Matthew Kraatz, U. of Illinois, Urbana-Champaign; Marshall J. Schminke, U. of Central Florida; Tracy A. Thompson, U. of Washington, Tacoma
Moderator: Gerald F. Davis, U. of Michigan

**Saturday 5:15PM**

**215 (SPDW: (MED, TIM) E-Learning Practices And Strategies In Business & Management Education**
5:15pm - 7:15pm Sheraton New Orleans Hotel: Salon 817
Organizer: Judith Jordan, U. of the West of England
Presenter: Huw Morris, U. of the West of England

**216 (TIM) TIM Junior Faculty Consortium**
5:15pm - 6:00pm Sheraton New Orleans Hotel: Bayside B
Organizers: Laura B. Cardinal, Tulane U.; Atul Nerkar, Columbia U.
Participants: Ron Adner, INSEAD; Paul C. Almeida, Georgetown U.; Melissa M. Appleyard, Portland State U.; Frank T. Rothaermel, Georgia Institute of Technology; Freek Vermeulen, London Business School; Arvids A. Ziedonis, U. of Michigan

**217 (TIM) TIM Doctoral Consortium (Saturday, continued)**
5:15pm - 6:00pm Sheraton New Orleans Hotel: Napoleon A1
Organizer: Christopher L. Tucci, Swiss Federal Institute of Technology
Participants: John E. Ettlie, Rochester Institute of Technology; Peter J Brews, North Carolina U., Chapel Hill; Andrew King, Dartmouth College; Rajsheer Agarwal, U. of Illinois, Urbana-Champaign; Mary Tripsas, Harvard U.; Alva Taylor, Dartmouth College

**Saturday 5:30PM**

**218 (HCM) HCM Pre-Conference PDW Reception**
5:30pm - 7:30pm Sheraton New Orleans Hotel: Napoleon C2
This social event will introduce PDW participants to the executive leadership of the HCM division and to faculty presenters from the PDW.
Welcome: Kathryn H. Dansky, Pennsylvania State U.
Presenter: Ruth A. Anderson, Duke U.

**219 (OCIS) OCIS Consortium Reception**
5:30pm - 6:00pm New Orleans Marriott: Preservation Hall Studio 2
Organizer: Pamela J. Hinds, Stanford U.
**220**: *(ONE)* ONE Welcome Reception  
5:30pm - 7:30pm Ritz Carlton: Union Terrace C  
*Host: Lynne Andersson, Temple U.*

**Saturday 6:00PM**

**221**: *(HR)* HR Division Pre-Conference Reception  
6:00pm - 7:30pm New Orleans Marriott: Mardi Gras Salon D  
*All are welcome to attend.*

**222**: *(IM)* International Management (IM) Division PDW Reception  
6:00pm - 8:00pm Sheraton New Orleans Hotel: Armstrong Ballroom

**223**: *(MED)* Using Film and Television Representations of Working Life in Teaching  
6:00pm - 7:30pm New Orleans Marriott: La Galleries 3  
*Organizer: Jon Billsberry, Open U., United Kingdom*  
*Presenter: Jon Billsberry, Open U., United Kingdom*

**224**: *(MED)* New Approaches In International Management: Exploring Other Cultures Through Myths And Storytelling  
6:00pm - 7:30pm Ritz Carlton: Orleans  
*Organizer: Mila Gasco-Hernandez, Open U. of Catalonia*  
*Presenters: Mila Gasco-Hernandez, Open U. of Catalonia; Teresa Torres-Coronas, U. Rovira I Virgili*

**225**: *(SPDW)* (MED, CAR, GDO) Surviving And Thriving At Smaller Schools - Part 2  
6:00pm - 10:00pm Off Site: Local Restaurant 3  
*Pre-registration encouraged but not required. For registration information, contact Ben Arbaugh (arbaugh@uwosh.edu) by July 15, 2004.*  
*Organizers: J. B. Arbaugh, U. of Wisconsin, Oshkosh; Barbara L. Rau, U. of Wisconsin, Oshkosh*

**226**: *(OB)* Meet the OB Division Exec Committee  
6:00pm - 7:00pm New Orleans Marriott: La Galleries 5  
*Participants: Bruce J. Avolio, U. of Nebraska, Lincoln; Maureen L. Ambrose, U. of Central Florida; Angelo S. DeNisi, Texas A&M U.; Mary Waller, Tulane U.; Xiao-Ping Chen, U. of Washington, Seattle; Allen C. Bluedorn, U. of Missouri, Columbia; Anne M. O'Leary-Kelly, U. of Arkansas; Dafna Eylon, U. of Richmond; Mary Uhl-Bien, U. of Central Florida; Francis J. Yammarino, State U. of New York, Binghamton; Peter W. Hom, Arizona State U.*

**227**: *(OCIS)* OCIS Welcome Reception  
6:00pm - 8:00pm New Orleans Marriott: Preservation Hall Studio 2  
*Organizer: Pamela J. Hinds, Stanford U.*

**228**: *(ODC)* Doctoral Student Reception  
6:00pm - 8:00pm Sheraton New Orleans Hotel: Grand Couteau

**229**: *(SOC)* Social Issues in Management Division Keynote Address: Creating Actionable Knowledge  
6:00pm - 8:15pm Sheraton New Orleans Hotel: Rhythms II  
*Co-sponsored by the Society for Business Ethics and the Research Committee of the SIM Division. No restrictions on participation.*  
*Organizer: Jennifer Griffin, George Washington U.*

**230**: *(TIM)* TIM Consortia Reception  
6:00pm - 7:30pm Sheraton New Orleans Hotel: Grand Chenier  
*Organizer: Christopher L. Tucci, Swiss Federal Institute of Technology*

**Saturday 6:30PM**

**231**: *(IAM)* Ibero-American Academy Business Meeting  
6:30pm - 8:30pm Sheraton New Orleans Hotel: Salon 821  
*Presiding: Luis R. Gomez-Mejia, Arizona State U.*

**Saturday 7:00PM**

**232**: *(OB)* OB Division Reviewers’ Reception  
7:00pm - 9:00pm New Orleans Marriott: La Galleries 5
Session Details – Sunday

Sunday 7:00AM

233 E (MED) E-media Resources Management
7:00am - 9:00am Fairmont: Creole
A free-ranging discussion of e-media possibilities for academic management
Organizer: Charles Wankel, St. John’s U.

239 : (BPS) Managing Your Dissertation Workshop
8:00am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B
Please contact Mary Benner at benner@wharton.upenn.edu
Organizer: Mary J. Benner, U. of Pennsylvania

Sunday 7:30AM

234 : (AAC) Breakfast Meeting with Current Division/Interest Group Chairs (2003-2004)
7:30am - 9:00am New Orleans Marriott: Napoleon Suite
Organizer: Denise M. Rousseau, Carnegie Mellon U.

Sunday 7:45AM

235 ☑ SPDW: (BPS, OMT) Conversations on Corporate Leadership and Governance
7:45am - 9:45am Sheraton New Orleans Hotel: Napoleon A1
Chairs: Catherine Maritan, State U. of New York, Buffalo; Karen Schnatterly, U. of Minnesota
Presenters: Robert E. Hoskisson, U. of Oklahoma; Anju Seth, U. of Illinois, Urbana-Champaign; Margarethe Wiersema, U. of California, Irvine; Edward Zajac, Northwestern U.

236 ☑ SPDW: (TIM, BPS, OMT) Technological, Organizational And Institutional Perspectives on the Value Chain
7:45am - 9:45am Sheraton New Orleans Hotel: Salon 820
Presenters: Nicholas Argyres, Boston U.; Carliss Y. Baldwin, Harvard U.; Constance E. Helfat, Dartmouth College; Michael J. Leiblein, Ohio State U.; Douglas J. Miller, Tulane U.; Phanish Puranam, London Business School

Sunday 8:00AM

237 : (AAC) New Orleans 2004, LAC
8:00am - 11:50pm Sheraton New Orleans Hotel: Poydras

238 : (AAC) Breakfast with Academy of Management Affiliates
8:00am - 9:20am New Orleans Marriott: La Galleries 2
AOM Affiliates: WAM, EAM, MWAM, SWAM, SAM, AAM, IAM
Organizer: Rosalie L. Tung, Simon Fraser U.

240 ☑ SPDW: (BPS, OMT, MED, TTC) Innovative Methods for Teaching Strategic Management: Moving from Analysis to Action
8:00am - 9:45am Sheraton New Orleans Hotel: Grand Ballroom A
Pre-registration and submission of a syllabus by email to mrobeiro@hbs.edu. We will circulate syllabi to interested instructors before the session.
Chairs: Jay Dial, Ohio State U.; Michael A. Roberto, Harvard U.
Participants: Jan W. Rivkin, Harvard U.; Albert A. Cannella Jr., Texas A&M U.; Anne D. Smith, U. of Tennessee, Knoxville; Maurizio Zollo, INSEAD

241 ☑ SPDW: (CAR, MED, TTC) Excelling at Teaching, Research and Service While Maintaining a Life: Actionable Tips
8:00am - 11:30am Fairmont: Rex
Pre-conference registration contact Susan Kirby sk10@txstate.edu by July 15th. The target audience is junior faculty & senior doctoral students.
Organizers: Susan L. Kirby, Texas State U.; Eric G Kirby, Texas State U.
Facilitators: Steven J. Armstrong, U. of Hull; Suzanne C. de Janasz, James Madison U.; Douglas W. Lyon, Fort Lewis College

242 ☑ : (ENT) In Search of Entrepreneurial Rents
8:00am - 9:45am Sheraton New Orleans Hotel: Bayside A
Organizer: Eric Gedajlovic, U. of Connecticut
Presenters: Jay Barney, Ohio State U.; James O. Fiet, U. of Louisville; Steven W. Floyd, U. of Connecticut; Eric Gedajlovic, U. of Connecticut; Richard L. Priem, U. of Wisconsin, Milwaukee; Shaker A. Zahra, Babson College

243 ☑ : (ENT) New Theoretical Perspectives For Exploring Women Business Owners & Entrepreneurs
8:00am - 9:45am Sheraton New Orleans Hotel: Bayside C
Please email Helle Neergaard (hen@asb.dk) or Friederike Welter (welter@rwi-essen.de) to pre-register and receive an advance packet of materials.
Organizer: Patricia G. Greene, Babson College
Presenters: Helle Neergaard, Aarhus School of Business; Friederike Welter, RWI & JIBS; Jennifer E. Cliff, U. of Alberta; Anne de Bruin, Massey U.; Collete Henry, Dundalk Institute of Technology; Kate Johnston, Dundalk Institute of Technology; Anne Koivainen, Turku School of Economics and Business Administration; Stanford U., Scancor; Eleanor Shaw, U. of Strathclyde; Nancy M. Carter, U. of St. Thomas

244 ☑ ☑ : (ENT) Entrepreneurship Division Doctoral Consortium
8:00am - 12:00pm New Orleans Marriott: La Galleries 6
245 SDPW: (ENT, TIM) Routines And Capabilities: Implications For Start-Ups And The Entrepreneurial Process
8:00 am - 10:00 am Sheraton New Orleans Hotel: Napoleon B3
Topic is the development and evolution of capabilities in entrepreneurial firms.
Organizer: Gerard George, U. of Wisconsin, Madison
Presenters: Anne S. Miner, U. of Wisconsin, Madison; Andrew King, Dartmouth College; Olav Sorenson, U. of California, Los Angeles; Martha S. Feldman, U. of California, Irvine
Pre-registration required. Contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110; e-mail: pperrewe@cbf.fsu.edu

246 SDPW: (GDO, CAR, IM, ITC, MED, MEN) Mentoring and Coaching Across Social-Cultural Boundaries: Integrating Knowledge and Practice
8:00 am - 12:00 pm New Orleans Marriott: La Galleries 3
Limited to 40 participants; preregister by e-mailing Keith James at kjames@lamar.colostate.edu
Chair: Keith James, Colorado State U.
Presenters: Jacob Eisenberg, U. College Dublin; Benson Honig, Wilfrid Laurier U.; Dean Tjosvold, Lingnan U.; Anne-Wil Harzing, U. of Melbourne; Yochanan H. Altman, London Metropolitan U.; Stacy Blake-Beard, Simmons College; Gillian PS Kho, Windom International, LLC; John Peoples, Global Lead Management Consulting; Charmine E. J. Hartel, Deakin U.
Pre-registration encouraged but not required. For registration information, please contact Ben Arbaugh (arbaugh@uwosh.edu) by July 15, 2004

247 HCM PDW Continental Breakfast
8:00 am - 8:30 am Sheraton New Orleans Hotel: Salon 828

248 HR Doctoral Student Consortium
8:00 am - 12:00 pm New Orleans Marriott: Balcony J
Pre-registration is required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.
Organizers: Paul Boselie, Erasmus U.; Christine Marie Riordan, U. of Georgia; Eduardo Salas, U. of Central Florida
Chair: John E. Delery, U. of Arkansas
Presenters: Jason A. Colquitt, U. of Florida; Jason D. Shaw, U. of Kentucky; Philip Gordon Stiles, Cambridge U.; Lois E. Tetrick, Georgia Mason U.; Talya N. Bauer, Portland State U.; Ingmar Björkman, INSEAD; Donald M. Truxillo, Portland State U.; Margaret Williams, Virginia Commonwealth U.; Michelle K. Duffy, U. of Kentucky; Amy L. Kristof-Brown, U. of Iowa; Timothy A. Judge, U. of Florida; Sara L. Rynes, U. of Iowa; Stephen J. Wood, U. of Sheffield; Kevin W. Mossholder, Louisiana State U.; Nate Bennett, Georgia Tech. U.; Eduardo Salas, U. of Central Florida

249 HR Junior Faculty Consortium
8:00 am - 12:00 pm New Orleans Marriott: Balcony K
Pre-registration required. Contact Pamela L. Perrewe, College of Business, Florida State U., Tallahassee, FL 32306-1110; e-mail: pperrewe@cbf.fsu.edu
Organizers: Helen DeCieri, Monash U.; Mark V. Reehling, Michigan State U.; Daniel B. Turban, U. of Missouri, Columbia
Chair: Pamela Perrewe, Florida State U.
Presenters: Gerald R. Ferris, Florida State U.; Adrienne Colella, Texas A&M U.; Steve Werner, U. of Houston; James Hamilton Dulebohn, Michigan State U.; M. Susan Taylor, U. of Maryland; Eduardo Salas, U. of Central Florida

250 SDPW: (IM, ITC) Getting Published from Outside North America
8:00 am - 10:30 am New Orleans Marriott: Preservation Hall Studio 10
Pre-registration recommended. Contact Prof. Timothy Devinney at ccc@agsm.edu.au
Organizer: Timothy M Devinney, Australian Graduate School of Management
Presenters: Arie Y. Lewin, Duke U.; Anne S. Tsui, Arizona State U.; James P. Walsh, U. of Michigan; Torben Pedersen, Copenhagen Business School; Afrieka Ariño, IESE Business School; Oded Shenkar, Ohio State U.; Jean-Francois Hennart, Tilburg U.; Kwaku Atuahene-Gima, City U., Hong Kong; Klaus Maczarin, NotSpecified

251 SDPW: (IM, MED, TTC, BPS) Effective Teaching to International Executives: Creating an Environment where Managers Learn
8:00 am - 9:45 am Sheraton New Orleans Hotel: Napoleon B2
Pre-registration required. Contact Professor Vladimir Pucik at vladimir.pucik@imd.ch
Organizer: Vladimir Pucik, U. of Oregon
Presenters: Schon L. Beechler, Columbia U.; Vijay Govindarajan, Amos Tuck School of Business at Dartmouth College; Katherine Xin, China Europe International Business School/Hong Kong U. of Science and Technology

252 SDPW: (MED, CAR, GDO) Surviving And Thriving At Smaller Schools - Part 3
8:00 am - 12:00 pm Ritz Carlton: Acadia
Pre-registration encouraged but not required. For registration information, please contact Ben Arbaugh (arbaugh@uwosh.edu) by July 15, 2004
Presenters: Regina Bento, U. of Baltimore; Elizabeth Cooper, U. of Rhode Island; Kerr Inksman, Massey U.; James R. Bailey, George Washington U.; Barbara B. Flynn, Wake Forest University; Janice J. Jackson, Western New England College; Gordon Dehler, George Washington U.

253 SDPW: (MED, OB, HR) Cinema Update: New Film Scenes For Teaching
8:00 am - 12:00 pm Ritz Carlton: Evangeline
Come to view some film scenes that are new candidates for teaching.
Chair: Joseph E. Champoux, U. of New Mexico
Presenters: Randall G. Sleeth, Virginia Commonwealth U.; Joseph E. Champoux, U. of New Mexico; Kenneth Armstrong, U. of Arkansas; Randall B. Dunham, U. of Wisconsin, Madison; Robert David Marx, U. of Massachusetts, Amherst; Joan Weiner, Drexel U.

254 MOC Cognition in the Rough
8:00 am - 12:00 pm Sheraton New Orleans Hotel: Rhythms III
Organizers: Joseph Gregory Gerard, State U. of New York, Institute of Technology; Sucheta Nakdirn, U. of Nebraska,
Session Details – Sunday

Lincoln; Marie T. Dasborough, U. of Queensland; Nils Plambeck, U. of Hamburg

255 ◼ (MSR) Understanding Theory Development as a Human and Spiritual Progression 8:00am - 11:00am Fairmont: Explorers Open to participants in the MSR Interest Group. Others should contact Jody Fry by 8/1 to register for the workshop.

Presenters: Andre L. Delbecq, Santa Clara U.; Louis W. Fry, Tarleton State U. Central Texas

256 : (OB) Organizational Behavior Division Junior Faculty Workshop 8:00am - 12:00pm New Orleans Marriott: Balcony I

Participation is by invitation only. Those interested should send applications to deylon@richmond.edu. Space is limited!
Organizer: Dafna Eylon, U. of Richmond


257 : (OB) Organization Behavior Division Doctoral Student Consortium 8:00am - 12:00pm New Orleans Marriott: Balcony N

Attendees must be nominated by their faculty. Please visit www.obweb.org or contact Fran Yammarino at fyammo@binghamton.edu for more information.
Organizer: Francis J. Yammarino, State U. of New York, Binghamton


258 ◼ ◼ SPDW: (ODC, MC, OMT) Publishing Collaborative Research 8:00am - 10:30am Sheraton New Orleans Hotel: Salon 816

Organizers: Niclas Adler, Stockholm School of Economics; Bengt Stynne, Stockholm School of Economics

Presenters: Michael Beer, Harvard U.; Albert David, Ecole Des Mines; Yves Doz, INSEAD; Armand Hatchuel, Ecole Des Mines; Anne Huff, London Business School; Lin Lerpol, Stockholm School of Economics; Susan A. Mohrman, U. of Southern California; William A Pasmore, Mercer Delta Consulting; Jonas Roth, FENIX; Andreas Werr, Stockholm School of Economics

259 ◼ SPDW: (OM, MED) Teaching Project Management: Integrating A Simulation 8:00am - 10:00am New Orleans Marriott: Preservation Hall Studio 6

Please contact Diane Parente by email at dhp3@psu.edu to pre-register.
Organizer: Diane H. Parente, Pennsylvania State U., Erie

260 SPDW: (ODT, MOC, ODC) MOC/ODT Doctoral Consortium 8:00am - 12:00pm Sheraton New Orleans Hotel: Napoleon A3

Pre-registration required: contact Virolina Rindoiva (vринова@rhsmith.umd.edu) for details.
Organizers: Virolina Rindoiva, U. of Maryland; J. Stuart Bunderson, Washington U.; Chris Worley, Pepperdine U.; Matthew Kraatz, U. of Illinois, Urbana-Champaign


261 SPDW: (RM, NDSC) Ask the Experts: Qualitative Research 8:00am - 10:00am New Orleans Marriott: Preservation Hall Studio 7

Registration is not required.


262 SPDW: (RM, ONE) Structural Equation Modeling with LISREL 8:00am - 10:00am New Orleans Marriott: Preservation Hall Studio 9

Pre-registration is required. Please register with Gordon W. Cheung at gordone@caltech.edu. There is a $50 registration fee.

Presenters: Mark B. Gavin, Oklahoma State U.; Gordon W. Cheung, Chinese U. of Hong Kong

263 ◼ SPDW: (TIM, BPS, RM) Experimental Methodology In Strategic And Technology Management 8:00am - 10:00am Sheraton New Orleans Hotel: Rampart

Pre-registration recommended. Please contact one of the organizers for additional information.

Organizers: Rajshree Agrawal, U. of Illinois, Urbana-Champaign; Jaideep Anand, U. of Michigan; Rachel Croson, U. of Pennsylvania

264 ◼ ◼ ◼ (TTC) The Scholarship of Teaching and Learning: An International Perspective 8:00am - 10:00am Ritz Carlton: La Salle

Organizer: Joan Weiner, Drexel U.
Sunday 8:30AM

265 (AAM) Asian Management Roundtable: Creating Actionable Knowledge in Asia
8:30am - 12:00pm Fairmont: Bayou IV
Registration NOT required. Contact person: Ping Kwong Yeung, Open University of Hong Kong. (852) 2768 6913, pkyeung@ouhk.edu.hk
Organizer: Ping Kwong Yeung, Open U. Hong Kong
Facilitators: Pawan S. Budhwar, Aston Business School; Zhirong Duan, Tsinghua U.; Steven S. Lui, City U., Hong Kong; Sankaran Manikutty, Indian Institute of Management, Ahmedabad; Somsri Siriwaiprapan, Business Management Ltd.
Participants: Wolfgang Amann, U. of St. Gallen; Madan Annavarjula, Northern Illinois U.; Mahfooz Alam Ansari, U. Science Malaysia; Shigeru Asaba, Gakushuin U.; Pawan S. Budhwar, Aston Business School; Zhirong Duan, Tsinghua U.; Ping Ping Fu, Chinese U. of Hong Kong; Michael, King-man Hui, Chinese U. of Hong Kong; Michael; Shisanku Ikeda, Gakushuin U.; Shiban Khan, U. of St. Gallen; Kam-hon Lee, Chinese U. of Hong Kong; Xiangfen Liang, City U., Hong Kong; Jun Liu, Chinese U. of Hong Kong; Sankaran Manikutty, Indian Institute of Management, Ahmedabad; Feng-Chuan Pan, Tajen Institute of Technology, & I-Shou Univ.; Virender Singh, MDU; Somsri Siriwaiprapan, Business Management Ltd.; Eliza Ching-yick Tse, Chinese U. of Hong Kong; Sean A. Way, Chinese U. of Hong Kong; Sonya Wen, National Taiwan U.; Masaru YOSHIMORI, Yokohama National U.; Hong Zhu, National U. of Singapore; Xi Zou, Chinese U. of Hong Kong
Speakers: Kwaku Atuahene-Gima, City U., Hong Kong; Andrew Delios, National U. of Singapore

266 (BPS) BPS New Faculty Consortium
8:30am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E
Theme: The Journey Toward Tenure
Chairs: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Amy Hillman, Arizona State U.
Participants: James W. Fredrickson, U. of Texas, Austin; Tony Frost, U. of Western Ontario; David J. Ketchen, Jr., Florida State U.; Constantinos Markides, London Business School; Margaret A. Peteraf, Dartmouth College; Nandini Rajagopalan, U. of Southern California; Paula L. Rechner, California State U., Fresno; Peter W. Roberts, Emory U.; Wm. Gerard Sanders, Brigham Young U.

267 (BPS) BPS Doctoral Consortium
8:30am - 12:00pm Sheraton New Orleans Hotel: Napoleon A2
Chairs: Marjorie A. Lyles, Indiana U., Indianapolis; Timothy B. Folta, Purdue U.

268 SPDW: (CAR, IM, OB) An Academic Career in North America for Non-North American Trained Academics
8:30am - 12:00pm Fairmont: Bayou I
Organizer: Ilan Oshri, Erasmus U. Rotterdam
Presenters: Hugh Gunz, U. of Toronto; Louise Kelly, Alliant International U.; Peter Lewa, United States International U.; Sue Newell, Bentley College

269 (CM) Conflict Management Division Town Hall Meeting
8:30am - 10:00am New Orleans Marriott: La Galleries 4
Coordinators: Deborah Kidder, Towson U.; Sally Blount-Lyon, New York U.

270 SPDW: (GDO, MEN) Two Heads Are Better Than One: Research And Networking-Mentoring Workshop
8:30am - 10:30am New Orleans Marriott: Audubon
Organizer: Ellen Fagenson Eland, George Mason U.
Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Ellen Ensher, Loyola Marymount U.

271 (HCM) Qualitative Methods Workshop
8:30am - 10:00am Sheraton New Orleans Hotel: Salon 817
Organizer: Timothy Hoff, State U. of New York, Albany
Presenters: Timothy Hoff, State U. of New York, Albany; Margaret Arndt, Clark U.; Karen Locke, College of William and Mary

272 (HCM) Using Quantitative Methods to Study Embedded Phenomena
8:30am - 10:00am Sheraton New Orleans Hotel: Salon 817
Organizer: Rebecca S. Wells, Pennsylvania State U.

273 (MH) Getting Involved in Professional Development
8:30am - 9:45am Fairmont: Orleans
Chair: Jane Whitney Gibson, Nova Southeastern U.
Presenters: Jane Whitney Gibson, Nova Southeastern U.; Alfred A. Bolton, Averett College; Jonathon R. B. Halbesleben, U. of Oklahoma; Dewey E. Johnson, California State U., Fresno

274 (MSR) Promoting Management And Spirituality Research By Operationalizing Illusive Spirituality Constructs
8:30am - 10:00am Fairmont: Gold
Workshop focuses on Operationalizing Illusive Organizational Spirituality Variables
Organizer: Graeme Howard Coetzee, Central Washington U.
Presenter: Jerry Biberman, U. of Scranton


**SUNDAY**

275 **SPDW: (OMT, OB, MOC, ODC)** RePOsitioning Research Using a Positive Organizational Scholarship (POS) Perspective  
8:30am - 12:30pm Sheraton New Orleans Hotel: Maurepas  
Pre-registration by e-mailing Mary Ann Glynn (MaryAnn.Glynn@bus.temple.edu) or Jane Dutton (jandut@umich.edu).  
Organizers: Jane E. Dutton, U. of Michigan; Mary Ann Glynn, Emory U.  

276 **SPDW: (OMT, OB, ODC, MOC)** OMT/OB/ODC/MOC Editors Panel  
8:30am - 10:30am Sheraton New Orleans Hotel: Grand Chenier  
Organizers: Marc Ventresca, U. of California, Irvine; Majken Schultz, Copenhagen U.

277 **SPDW: (ONE, SIM) ONE/SIM Faculty Development Workshop: Getting Editorial Advice from the Experts - Ask the Experts**  
8:30am - 10:00am New Orleans Marriott: Preservation Hall Studio 4  
Pre-registration is required by May 20. Contact Monika Winn: miwinn@uvic.ca  
Coordinators: Jeanne M. Logsdon, U. of New Mexico; Monika Winn, U. of Victoria  
Presenters: Andrew Hoffman, Boston U.; John M. Jermier, U. of South Florida; Robert D. Klassen, U. of Western Ontario; John F. Mahon, U. of Maine; Kathleen Rehbein, Marquette U.; Linda K. Trevino, Pennsylvania State U.; Marie-France Turcotte, U. of Quebec, Montreal; Sandra Waddock, Boston College

278 **SPDW: (ART, OMC)** Playmakers: Creating and Performing Actionable Knowledge (Part 3)  
9:00am - 12:00pm Ritz Carlton: Union Terrace A  
Participants in this PDW will co-create a play based on current business headlines and issues of the day, and perform the play during the main program  
Organizer: Hans Hansen, Victoria U. of Wellington  
Facilitators: William P. Ferris, Western New England College; Hans Hansen, Victoria U. of Wellington; Steven S. Taylor, Worcester Polytechnic Institute

279 **SPDW: (MED, CAR) Land Your First Academic Job: Survival Training For Abds In The Market For The First Time.**  
9:00am - 11:00am Sheraton New Orleans Hotel: Rhythms I  
This presentation is part of the Management Consulting Division’s Sunday Morning Thought Leaders Program  
Organizers: John W. Boudreau, Marshall School of Business USC; Susan A. Mohrman, U. of Southern California  
Pre-registration required

280 **AAC Placement Services**  
9:00am - 5:00pm Sheraton New Orleans Hotel: Edgewood A  
Placement Services - Registration & Information  
Organizer: Mary Jo Vaughan, Mercer U.

281 **AAC Membership**  
9:00am - 5:00pm New Orleans Marriott: Grand Ballroom - Membership Stop by to meet the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.  
Organizer: Regina A. Greenwood, Kettering U.

282 **AAC Exhibits**  
9:00am - 5:00pm New Orleans Marriott: Grand Ballroom Exhibits  
Organizer: George T. Solomon, George Washington U.

283 **AAC Current Program Chairs (2003-2004)**  
9:00am - 10:30am New Orleans Marriott: St. Charles Suite  
Organizers: Thomas G. Cummings, U. of Southern California; Yolanda Jones, U. of Southern California

284 **(CMS) Social Movements in Local Perspective: Lessons from Living Wage Campaigns in Southern Cities**  
9:00am - 12:00pm Ritz Carlton: Vermilion  
Open to all. No pre-registration required.  
Presenters: Beth Butler, ACOIN - Louisiana; Wade Ratheke, SEIU

285 **(ENT) Which Entrepreneurship Text? Which Entrepreneurship Course?**  
9:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 3  
Pre-registration required  

9:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 1  
Organizer: Judy Tansky, Ohio State U.  
Presenters: Debra J. Cohen, Society for Human Resource Management; Alison E. Barber, Michigan State U.

287 **(MC) Consulting To Build a New HR Paradigm**  
9:00am - 11:00am Sheraton New Orleans Hotel: Rhythms I  
This presentation is part of the Management Consulting Division’s Sunday Morning Thought Leaders Program  
Organizers: John W. Boudreau, Marshall School of Business USC; Susan A. Mohrman, U. of Southern California  
Pre-registration required

Section D 164
SUNDAY

290: (MSR) Workplace Spirituality And Business Ethics: How Might These Connect?
9:00am - 10:30am Fairmont: University
Presenters: Richard O Mason, Southern Methodist U.; Gerald F Cavanagh, S.J., U. of Detroit, Mercy
Moderator: Gerald F Cavanagh, S.J., U. of Detroit, Mercy

291 ➔ SPDW: (OCIS, IM, RM) Doing International Research On Groups And Teams
9:00am - 12:00pm New Orleans Marriott: Balcony L
Pre-registration suggested by contacting Prof. Jane Salk, jane.salk@udallas.edu by July 15th
Organizer: Jane E Salk, U. of Texas, Dallas
Facilitators: Jane E Salk, U. of Texas, Dallas; Julia Gluesing, Wayne State U.; Anca Metiu, INSEAD; Catherine Cranton, George Mason U.; P. Christopher Earley, London Business School; Janice Klein, Massachusetts Institute of Technology

292: (OMT) OMT Dissertation Proposal Workshop
9:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 8
Registration required. Participation limited to 25. Contact Mary Jo Hatch (mjh9d@forbes2.comm.virginia.edu).
Organizers: Mary Jo Hatch, U. of Virginia; Tina Dacin, Queen’s U.
Presenters: Gerald F. Davis, U. of Michigan; David A. Whetten, Brigham Young U.; Karl E. Weick, U. of Michigan; Andrew H. Van de Ven, U. of Minnesota; Alan D. Meyer, U. of Oregon

293 ➔ (PNP) Junior Faculty Consortium
9:00am - 12:00pm Fairmont: Bayou II
Continuation of Saturday session.
Organizer: Kimberly Roussin Isett, Texas A&M U.

294 ➔ (PNP) Doctoral Student Consortium
9:00am - 12:00pm Fairmont: Bayou II
Continuation of Saturday session.
Organizer: Kirsten Grenbjerg, Indiana U., Bloomington
Facilitator: Jessica Kelley Ann Word, Florida State U.
Presenters: Joseph J. Galaskiewicz, U. of Arizona; Mary E. Guy, Florida State U.; Robert C. Myrtle, U. of Southern California; James L. Perry, Indiana U.

295 ➔ (PS) Final Workshop Reflection: Creating the Practitioner Series/AR Community Future
9:00am - 12:00pm Sheraton New Orleans Hotel: Bayside B
Moderator: Rupert F. Chisholm, Pennsylvania State U.

296 ➔ SPDW: (PTC, GDO, SIM, BPS, OMT, MED, IM) Valuing Diversity in the Academy of Management
9:00am - 12:00pm Sheraton New Orleans Hotel: Borgne
Organizer: C. Douglas Johnson, Michelin North America
Distinguished Speaker: Rosalie L. Tung, Simon Fraser U.
Facilitators: Myrtle P. Bell, U. of Texas, Arlington; Vanessa Hill, Winthrop U.; Alison M. Konrad, U. of Western Ontario; Kecia M. Thomas, U. of Georgia; Mark D Agars, California State U.; San Bernardino; Monte G. Miller, Pepperdine U.
Presenter: Bernardo M. Federman, Alliant International U.

297: (AAC) AME Writers Workshop
10:00am - 12:00pm Sheraton New Orleans Hotel: Rampart
Organizer: Robert C. Ford, U. of Central Florida

298: (AAC) Incoming Chairs of Division/Interest Group (2004-2005)
10:00am - 11:30am New Orleans Marriott: Napoleon Suite
Organizer: Thomas G. Cummings, U. of Southern California

299 ➔ SPDW: (BPS, IM) Conversations On Corporate Strategy
10:00am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom A
Speakers: David J. Bryce, Not Specified; Jeff Dyer, Brigham Young U.; Constance E. Helfat, Dartmouth College; Tarun Khanna, Harvard U.; Phanish Puranam, London Business School; Edward Zajac, Northwestern U.

300 ➔ SPDW: (BPS, TIM) Measuring Knowledge in Management Research
10:00am - 12:00pm Sheraton New Orleans Hotel: Napoleon A1
Please pre-register by email to the organizers: mgittelm@stern.nyu.edu or jalacer@stern.nyu.edu.
Chairs: Juan Alcacer, New York U.; Michelle Gittelman, New York U.
Presenters: Paul C. Almeida, Georgetown U.; Atul Nerkar, Columbia U.; Scott Stern, Northwestern U.; Toby E. Stuart, Columbia U.; Rosemarie Ham Ziedonis, U. of Michigan

301 ➔ (ENT) Novel Methods For Researching Women Business Owners And Entrepreneurs And Aspects Of Business Growth
10:00am - 11:45am Sheraton New Orleans Hotel: Bayside C
Pre Registration Requested. Email H. Neergaard (hen@asb.dk) or F. Welter (welter@rwi-essen.de) & receive advanced material.
Organizer: Helle Neergaard, Aarhus School of Business
Presenters: Friederike Welter, RWI & JIBS; Patricia G. Greene, Babson College; Pia Ariendus, Helsinki U. of Technology; Anne de Bruin, Massey U.; Eleanor Shaw, U. of Strathclyde; Anne Kovalainen, Turku School of Economics and Business Administration; Stanford U., Scanor; Myra M Hart, Harvard U.; Elizabeth Gatewood, Indiana U.; Candida G. Brush, Boston U.

302 ➔ SPDW: (ENT, HR) Building Actionable Knowledge In Entrepreneurship: Which Ever Way You Look At It, It’s All HRM.
10:00am - 11:45am Sheraton New Orleans Hotel: Bayside A
An interactive discussion of knowledge found where HRM meets entrepreneurship. Pre Registration Required (jhayton@b202.usu.edu)
Organizer: James C Hayton, Utah State U.
Presenters: Howard Aldrich, U. of North Carolina; Robert A. Baron, Rensselaer Polytechnic Institute; M. Diane Burton, Massachusetts Institute of Technology; Michael A. Hitt, Texas A&M; Theresa M. Welbourne, U. of Michigan

303 ➔ SPDW: (GDO, TTC, PTC) Taking it to the Streets: Using Your Research in the Classroom
10:00am - 12:00pm New Orleans Marriott: Beauregard
Pre-Registration Preferred. Send abstracts of research and examples of how it is used for teaching to: kmiddleton@cob.tamu.edu by 7/15.
Chair: Karen L. Middleton, Texas A&M U., Corpus Christi
Presenters: Margaret A. Lucero, Texas A&M U., Corpus Christi; Lynn Bowes-Sperry, Western New England College
Session Details – Sunday

304 SPDW: (HR, OB) Publishing Qualitative Research in N. American and European Academic Journals: Rigor and Relevance
10:00am - 12:00pm New Orleans Marriott: Mardi Gras Salon B
Pre-registration is not required.
Organizers: Stephen Leybourne, U. of Plymouth; Julia Richardson, York U.
Presenters: Robert P. Gephart, Jr., U. of Alberta; Pervez N. Ghauri, U. of Manchester; Helen DeCieri, Monash U.; Stephen Leybourne, U. of Plymouth; Julia Richardson, York U.

305: (IM) (IM)pactful Research and How to Do it -- A Session In Memory of Sumantra Ghoshal
10:00am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom C
Organizer: Ravi Ramamurti, Northeastern U.
Distinguished Speakers: Yair Aharoni, Tel Aviv U.; Jan-Erik Vahlne, Gothenburg U.; D. Eleanor Westney, Massachusetts Institute of Technology; Christopher A. Bartlett, Harvard U.

306 SPDW: (IM, OMT) Advancing Institutional Theory in International Contexts
10:00am - 12:00pm Sheraton New Orleans Hotel: Salon 821
Pre-registration required. Simply send an e-mail to Prof. Ayse Saka at asaka@mu.edu.tr
Organizer: Ayse Saka, U. of Mugla
Presenters: Arndt Sorge, U. of Groningen; D. Eleanor Westney, Massachusetts Institute of Technology; Marc Ventresca, U. of California, Irvine; Johann Peter Murmann, Northwestern U.; Guje Sevon, Stockholm School of Economics

307 (MED) AMLE Service Learning Special Issue Workshop
10:00am - 12:00pm Ritz Carlton: Carondelet
Pre-registration required. Interested participants should email Tim Peterson (top@okstate.edu) with a draft of their working paper by June 14, 2004.
Organizer: Amy L. Kenworthy-U'Ren, Bond U.
Facilitators: Amy L. Kenworthy-U'Ren, Bond U.; Tim O. Peterson, Oklahoma State U.

308 SPDW: (MED, BPS, CAR, ENT, GDP, HCM, NDSC, OCIS, ODC, ONE, SIM) Learning The Art And Craft Of Reviewing
10:00am - 12:00pm Sheraton New Orleans Hotel: Rhythms II
Pre-registration required. To register, send an e-mail to hazlon@rotman.utoronto.ca by July 15, 2004
Organizer: Haze Nicole Schepermyer, York U.

309 (MH) Doctoral Student Workshop: Managing Your Dissertation
10:00am - 11:30am Fairmont: Orleans
Chair: Jane Whitney Gibson, Nova Southeastern U.

310 SPDW: (MSR, ONE) The Future Of Workplace Spirituality Research: Where Do We Go From Here?
10:00am - 12:00pm Fairmont: Gold
Presenters: Robert A. Giacalone, U. of North Carolina, Charlotte; Carolyn Egri, Simon Fraser U.; Ronald Riggio, Claremont McKenna College; John R. Deckop, Temple U.; Matthew Sheep, U. of Cincinnati; James Campbell Quick, U. of Texas, Arlington
Moderators: Robert W. Kolodinsky, James Madison U.; Gordon Dehler, George Washington U.

311 SPDW: (OCIS, MED) Pedagogical Issues For Successful Global Virtual (Student) Teams
10:00am - 12:00pm New Orleans Marriott: Balcony M
Pre-registration encouraged by email to Robert Davison isrobert@cityu.edu.hk
Organizer: Robert M. Davison, City U., Hong Kong
Participants: Robert M. Davison, City U., Hong Kong; Niki Panteli, U. of Bath; Sirkka Jarvenpaa, U. of Texas, Austin; Youngjin Yoo, Case Western Reserve U.

312 (OM) Teaching Managers About Managing The Continuous Improvement Enterprise
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 6
Organizer: Peter T. Ward, Ohio State U.
Presenters: Regina A. Greenwood, Kettering U.; Richard Niedermier, Productivity Inc.; David S. Hoote, TMB Industries; Stephen Mangum, Ohio State U.

313 SPDW: (OM, BPS) The Creative, Absorptive And Destructive Capacity Of Operations And Management Strategy
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 5
Organizer: Richard J. Arend, U. of Nevada, Las Vegas

314 SPDW: (OMT, BPS, HR, OB, RM) Craft of Reviewing
10:00am - 12:00pm Sheraton New Orleans Hotel: Salon 820
No registration required.
Organizers: Lucy R. Ford, Rutgers U., Camden; Joy Humphries Karriker, Virginia Commonwealth U.
Presenters: Herman Aguinis, U. of Colorado, Denver; Larry J. Williams, Virginia Commonwealth U.; Jim Westphal, U. of Texas, Austin

315 SPDW: (ONE, MED) Helping Students To Sort The Greenwash: Going Beyond The Sustainability Hype
10:00am - 12:00pm Ritz Carlton: La Salle
Open; no restrictions on participation.
Coordinator: Cathy A. Rusinko, Philadelphia U.
Participants: Gordon P. Rands, Western Illinois U.; Linda Sama, Pace U.; David H. Salia, Ithaca College; Stephanie Welcomer, U. of Maine

316 (PTC) Using Practice to Create Knowledge
10:00am - 12:00pm Sheraton New Orleans Hotel: Salon 817
Presenters: Jean M. Bartunek, Boston College; Michael Beer, Harvard U.; Georges Romme, Tilburg U.
Moderator: David Jamieson, Pepperdine U.

317 (RM) Practical Strategies for Improving Personal Research Productivity
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 9
Pre-registration is required. Please register with Gordon W. Cheung at gordone@cuhk.edu.hk
Organizer: Celeste M. Brotherhood, U. of Regina
Presenters: Suzanne C. de Janas, James Madison U.; Linda C Keup, Minot State U.; John Andrew Morris, Catawba College
Session Details – Sunday

318 SPDW: (RM, NDSC) Ask the Expert: Quantitative Methods
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is not required
Organizer: Philip L. Roth, Clemson U.
Presenters: Philip L. Roth, Clemson U.; Gordon W. Cheung, Chinese U. of Hong Kong; Fred Switzer, Clemson U.; Herman Aguinis, U. of Colorado, Denver; Philip Bobko, Gettysburg College; Nate Bennett, Georgia Tech. U.; Larry J. Williams, Virginia Commonwealth U.; Robert J. Vandenberg, U. of Georgia; Stephanie L. Castro, Florida Atlantic U.; Mark B. Gavin, Oklahoma State U.

319 ☄️ SPDW: (SIM, MED) SIM-MED-SBE Research Roundtables: Advancing Our Scholarly Networks
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 4
Co-sponsors Society for Business Ethics and MED. Pre-registration recommended; walk-ins welcome. Contact Jerry Calton:
calton@hawaii.edu
Organizers: Jerry M. Calton, U. of Hawaii, Hilo; Jennifer Griffin, George Washington U.; Bryan W. Husted, ITESM/Instituto de Empresa

320 SPDW: (TIM, OMT, ENT) Technology Evaluation Metrics: Strategic and Institutional Perspectives
10:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 2
Organizer: Raghu Garud, New York U.

Sunday 10:15AM

321: (AAC) Conference Break
10:15am - 10:45am New Orleans Marriott: Grand Ballroom - Break Area
Organizer: George T. Solomon, George Washington U.

322 ☄️ (CM) Simulations for Teaching Negotiation
10:15am - 12:00pm New Orleans Marriott: La Galleries 1
Organizer: Deborah Kidder, Towson U.
Presenter: Adam Galinsky, Northwestern U.

Sunday 10:30AM

323: (AAC) Incoming 2004-2005 Program Chairs
10:30am - 12:00pm New Orleans Marriott: Lafayette Suite
Organizers: Ken G. Smith, U. of Maryland; Qing Cao, U. of Maryland

324: (AAC) Current and Incoming Heads and Members of Academy Committees
10:30am - 12:00pm New Orleans Marriott: Mardi Gras Salon C
Organizer: Denise M. Rousseau, Carnegie Mellon U.

325 ☄️ SPDW: (GDO, MED, SIM) Affective Intelligence: An Experiential Workshop
10:30am - 12:00pm New Orleans Marriott: Audubon
Organizer: Diego Rinallo, Bocconi U.

326 ☄️ SPDW: (HCM, ODC, OMT, TIM) Finding the Appropriate Funding Source
10:30am - 12:00pm Sheraton New Orleans Hotel: Salon 828
Organizer: Jane Banaszak-Holl, U. of Michigan
Presenters: Michael Harrison, AHRQ; John L. Naman, National Science Foundation; Scott Leischow, National Cancer Institute; Marc Weinstein, U. of Oregon
Moderator: Jane Banaszak-Holl, U. of Michigan

327 ☄️ (MSR) Where And How To Publish On Spirituality In Organizations
10:30am - 12:00pm Fairmont: University
Workshop designed to give participants information on publication outlets and submission strategies
Organizer: Jerry Biberman, U. of Scranton

328 ☄️ SPDW: (ODC, PTC) Facilitating Effective Change: How to Link Content and Process Methodologically
10:30am - 12:00pm Sheraton New Orleans Hotel: Salon 816
This workshop is limited to the first 20 people to pre-register with Olaf Rughase (or@sr-partners.com)
Organizers: Olaf G Rughase, Schindl Rughase Partners; Michael Schindl, Schindl Rughase Partners
Presenters: Anne Huff, London Business School; Colin Eden, U. of Strathclyde

Sunday 11:00AM

329 ☄️ (MC) Consulting and Actionable Knowledge: "What's the Big Idea?"
11:00am - 12:00pm Sheraton New Orleans Hotel: Rhythms I
This presentation is part of the Management Consulting Division’s Sunday Morning Thought Leaders Program
Presenter: Larry Prusak, McKinsey & Company

Sunday 11:30AM

330: (AAC) Division Treasurers’ Meeting
11:30am - 12:30pm New Orleans Marriott: Napoleon Suite
Organizer: Heather Crowe, Academy of Management
Program Chair: Thomas G. Cummings, U. of Southern California

Sunday 12:00PM

331: (AAC) Academy of Management Associates
12:00pm - 2:00pm New Orleans Marriott: La Galleries 2
Associates: EURAM, EGOs, ANZAM, ANPAD, ASAC, BAM
Chair: Rosalie L. Tung, Simon Fraser U.

332: (AAC) International Theme Committee Meeting
12:00pm - 1:30pm New Orleans Marriott: Preservation Hall Studio 4
Organizers: Claire A. Simmers, St. Joseph’s U.; Eleanor O’Higgins, U. College, Dublin

333: (AAC) Incoming 2004-5 PDW Chairs
12:00pm - 1:30pm New Orleans Marriott: St. Charles Suite
Organizer: Qing Cao, U. of Maryland
## Session Details – Sunday

### Sunday 1:00PM

**334: (CAM) BIOrig.net Meeting**  
1:00pm - 5:00pm Fairmont: Gold  
Organizer: David Finegold, KGI

**335: (CAM) Gathering of POS Scholars**  
1:00pm - 2:30pm Ritz Carlton: Salon 1  
Organizer: Gretchen Spreitzer, U. of Michigan

### Sunday 1:30PM

**336: (AAC) Practice Theme Committee Meeting**  
1:30pm - 3:00pm Ritz Carlton: Orleans  
Organizer: David Jamieson, Pepperdine U.

### Sunday 1:55PM

**337: (AA) Welcome to the 2004 Meetings**  
1:55pm - 2:00pm Sheraton New Orleans Hotel: Napoleon Exposition Hall  
Welcome: Thomas G. Cummings, U. of Southern California

### Sunday 2:00PM

**338: (AA) Academy of Management Award Winners**  
2:00pm - 3:30pm Sheraton New Orleans Hotel: Napoleon Exposition Hall  
A symposium featuring the winners and distinguished speakers of 2003. Come meet and learn from Art Bedeian (Ronald G. Greenwood Award, MHD); W. Warner Burke (Distinguished Practitioner Scholars Award); Yves Doz (Distinguished Speaker, IMD); Peter J. Frost (George R. Terry Book Award); Arie Y. Lewin (Distinguished Service Award); and Michael L. Tushman (Distinguished Scholar Award, OMT). These winners and distinguished speakers will reflect upon their careers, including lessons learned and roads traveled in their illustrious careers.  
Chair: Rosalie L. Tung, Simon Fraser U.  

**339: (AAC) New Member Orientation**  
2:00pm - 3:30pm Sheraton New Orleans Hotel: Armstrong Ballroom  
Organizer: Regina A. Greenwood, Kettering U.

**340: (AAC) Academy of Management Review Editorial Board Meeting**  
2:00pm - 3:30pm New Orleans Marriott: Balcony N  
Organizer: Arthur P. Brief, Tulane U.

**341: (AAC) Academy of Management Learning and Education Outgoing Editorial Board Meeting**  
2:00pm - 3:30pm New Orleans Marriott: Beauregard  
Organizer: Roy J. Lewicki, Ohio State U.

**342: (AAC) Academy of Management Executive Outgoing Editorial Board Meeting**  
2:00pm - 3:30pm New Orleans Marriott: Mardi Gras Salon C  
Organizer: Robert C. Ford, U. of Central Florida

**343: (AAC) MC Executive Committee Meeting**  
2:00pm - 6:00pm New Orleans Marriott: Preservation Hall Studio B  
Division Chair: Georges Trepo, HEC, France

### Sunday 2:45PM

**348: (AAC) Conference Break**  
2:45pm - 3:15pm New Orleans Marriott: Grand Ballroom - Break Area  
Sponsored by: XanEdu booth numbers 507, 509, 511, 513  
Organizer: George T. Solomon, George Washington U.

### Sunday 3:00PM

**349: (AAC) Academy of Management Journal Outgoing Editorial Board Meeting**  
3:00pm - 4:30pm Fairmont: Creole  
Organizer: Thomas W. Lee, U. of Washington, Seattle

**350: (CAM) Organization Management Journal: Editorial Board Meeting**  
3:00pm - 4:00pm Fairmont: Bayou III  
Organizer: Jeanie M. Forray, Western New England College

### Sunday 3:30PM

**351: (AAC) ONE Executive Committee Meeting**  
3:30pm - 5:00pm Sheraton New Orleans Hotel: Rampart  
Division Chair: Carolyn Egri, Simon Fraser U.

**352: (AAC) MH Executive Committee Meeting**  
3:30pm - 5:00pm Sheraton New Orleans Hotel: Salon 816  
Division Chair: Shawn M. Carraher, Texas A&M U.

**353: (AAC) PNP Executive Committee Meeting**  
3:30pm - 5:30pm Sheraton New Orleans Hotel: Salon 817  
Division Chair: Stephen P. Osborne, Aston U.

**354: (AAC) MSR Executive Committee Meeting**  
3:30pm - 5:00pm Sheraton New Orleans Hotel: Salon 820  
Presenter: Sandra King-Kauanui, California State Polytechnic U., Pomona

**355: (AAC) ODC Executive Committee Meeting**  
3:30pm - 5:00pm Sheraton New Orleans Hotel: Salon 828  
Division Chair: Gretchen Spreitzer, U. of Michigan

**356: (AAC) OM Executive Committee Meeting**  
3:30pm - 5:00pm New Orleans Marriott: Audubon  
Division Chair: Kenneth Boyer, Michigan State U.
Session Details – Sunday

357 : (AAC) BPS Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Balcony I  
Division Chair: Javier Gimeno, INSEAD

358 : (AAC) OMT Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Balcony J  
Division Chair: Mary Jo Hatch, U. of Virginia

359 : (AAC) OB Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Balcony K  
Division Chair: Angelo S. DeNisi, Texas A&M U.

360 : (AAC) CM Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Balcony L  
Division Chair: Bruce Barry, Vanderbilt U.

361 : (AAC) RM Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Balcony M  
Division Chair: Herman Aquinis, U. of Colorado, Denver

362 : (AAC) Academy of Management Learning and Education Incoming Editorial Board  
3:30pm - 5:00pm New Orleans Marriott: Beauregard  
Organizer: James R. Bailey, George Washington U.

363 : (AAC) MED Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: La Galleries 4  
Division Chair: Regina Bento, U. of Baltimore

364 : (AAC) HR Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Mardi Gras Salon A  
Division Chair: Patrick Wright, Cornell U.

365 : (AAC) GDO Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Mardi Gras Salon B  
Division Chair: Elizabeth Cooper, U. of Rhode Island

366 : (AAC) Academy of Management Executive Incoming Editorial Board Meeting  
3:30pm - 5:00pm New Orleans Marriott: Mardi Gras Salon C  
Organizer: Peter Cappelli, U. of Pennsylvania

367 : (AAC) HCM Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 1  
Division Chair: Leonard H. Friedman, Oregon State U.

368 : (AAC) IM Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 2  
Division Chair: Sully Taylor, Portland State U.

369 : (AAC) TIM Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 4  
Division Chair: James Wade, U. of Wisconsin, Madison

370 : (AAC) MOC Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 5  
Division Chair: Pamela S. Barr, Georgia State U.

371 : (AAC) ENT Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 7  
Division Chair: Kelly G. Shaver, College of William and Mary

372 : (AAC) CAR Executive Committee Meeting  
3:30pm - 5:00pm New Orleans Marriott: Preservation Hall Studio 10  
Division Chair: Allan Bird, U. of Missouri, St. Louis

373 : (AAC) SIM Executive Committee Meeting  
3:30pm - 5:00pm Fairmont: Bayou II  
Division Chair: Melissa S. Baucus, Xavier U.

374 : (AAC) CMS Executive Committee Meeting  
3:30pm - 5:00pm Fairmont: Orleans  
Division Chair: Ralph Stablein, Massey U.

376 : (CAM) Organization Science Meeting  
3:30pm - 5:30pm New Orleans Marriott: La Galleries 5  
Organizer: Jennifer Kukawa, Carnegie Mellon U.

377 : (CAM) Journal of Organizational Change Management Reception  
3:30pm - 5:30pm Ritz Carlton: Baronne  
Organizer: Alexis Downs, St. Louis U.

Sunday 4:30PM

378 : (AAC) Academy of Management Journal Incoming Editorial Board Meeting  
4:30pm - 6:00pm Fairmont: Creole  
Organizer: Sara L. Rynes, U. of Iowa

Sunday 5:00PM

379 : (AA) Academy of Management  
Convocation/Distinguished Executive Speaker  
5:00pm - 7:00pm Sheraton New Orleans Hotel, Napoleon Exposition Hall  
Presiding: Rosalie L. Tung, Simon Fraser U.  
Welcome: Thomas G. Cummings, U. of Southern California  
Distinguished Speaker: Charles Zhang, CEO of sohu-inc.com  
The State of the Academy of Management | Rosalie L. Tung, Simon Fraser U.  
All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | David Ahlstrom, Chinese U. of Hong Kong; Jia Lin Xie, U. of Toronto; Kenneth Gray, Florida A&M U.; Liz Borredon, EDHEC  
Distinguished Speaker | Charles Zhang, CEO of sohu-inc.com

380 : (AAC) Warwick Business School Reception  
5:00pm - 7:30pm New Orleans Marriott: La Galleries 3  
Organizer: Ann Jackson, U. of Warwick

381 : (CAM) Organization Studies Editors’ and Editorial Board Meeting  
5:00pm - 6:00pm Ritz Carlton: Orleans  
Organizer: Haridimos Tsoukas, ALBA Business School

382 : (CM) Conflict Management Division Executive Board meeting  
5:00pm - 6:30pm New Orleans Marriott: La Galleries 2

Sunday 5:30PM

383 : (AAC) OCIS Executive Committee Meeting  
5:30pm - 7:00pm New Orleans Marriott: Preservation Hall Studio 6  
Division Chair: Cynthia M. Beath, U. of Texas, Austin
Sunday 7:00PM

384: (AA) All-Academy Reception: Canapes and Conversations
7:00pm - 9:00pm Sheraton New Orleans Hotel: Grand Ballroom
Sponsored by: Copenhagen Business School; Loyola U., New Orleans; and Rice U. The New Orleans Local Arrangements Committee welcomes you to the 2004 meeting of the Academy of Management. The reception is one of many AOM opportunities to greet old friends and look beyond nametags for new friends and colleagues. In keeping with the spirit of the birthplace of Jazz, we're hosting a genuine jazz procession. Come and take part in this unique experience.

Hosts: Thomas G. Cummings, U. of Southern California; Yolanda Jones, U. of Southern California; Ken G. Smith, U. of Maryland; Qing Cao, U. of Maryland

385: (Paper Session) - (ART) Academy Arts Exhibition
Opening and ACORN Reception
7:00pm - 9:00pm Sheraton New Orleans Hotel: Waterbury
Exhibition Opening at The Fringe Café - Artists will be present with their work
Organizer: Chris Poulson, California State Polytechnic U., Pomona
Worshipping a Strange God | John Andrew Morris, Catawba College
Theory in Use | Steven S. Taylor, Worcester Polytechnic Institute
"Kill Your Darlings" - Emotions and Leadership in a Creative Process | Erika Sauer, U. of Tampere; Arja M Ropo, U. of Tampere
Language Circles | Steven S. Taylor, Worcester Polytechnic Institute
Shop Windows | Dennis A. Gioia, Pennsylvania State U.
Actionable Knowledge as Art and Science | Dennis A. Gioia, Pennsylvania State U.
Waiting For The Warrior: A Marks and Spencer Quilt | Ann Rippin, U. of Bristol
Best Theme-based Art Submission
Return on Investment | Christopher Michaelson, U. of Pennsylvania
The Interwoven Nature of Organizational Structures:Analysis within a Fractal Framework | Linda MacGrain Herkenhoff, St. Mary's College
Clay sculpture (a promise): Career Landscapes (From a Careers Division PDW) | Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Yehuda Baruch, U. of East Anglia
Quest for Gold | Wayne Visser, U. of Nottingham
Aesthetics - a photographic challenge – based on "Not for Philosophy Does this Rose Give a Damn!" | Chris Poulson, California State Polytechnic U., Pomona
Compare and Contrast – 21st century Vietnam” -- a process of “creating actionable knowledge?” | Chris Poulson, California State Polytechnic U., Pomona
Integration | Jane LeMaster, U. of Texas, Pan American

Sunday 7:30PM

386: (CAM) Hong Kong University of Science and Technology Reception
7:30pm - 10:00pm New Orleans Marriott: Balcony I
Organizer: Anne S. Tsui, Arizona State U.

Sunday 8:30PM

387: (MC) Management Consulting Division Members & Friends Dinner
8:30pm - 11:00pm Off Site: Restaurant Muriel’s
Dinner Speaker: Jay Lorsch, HBS on "Clients, Consultants and Change". Reservations: Georges Trepo (trepo@hec.fr) Fee: $50
Distinguished Speaker: Jay W. Lorsch, Harvard U.
Host: Georges Trepo, HEC, France

Sunday 9:00PM

388: (Paper Session) - (ART) Academy Arts / ACORN Performance in The Fringe Café: The Playmakers
9:00pm - 11:00pm Sheraton New Orleans Hotel: Waterbury
Organizers: Hans Hansen, Victoria U. of Wellington; Steven S. Taylor, Worcester Polytechnic Institute; William P. Ferris, Western New England College
Playmakers:Creating and Performing Actionable Knowledge (A Fringe Café Presentation and MED PDW) | Hans Hansen, Victoria U. of Wellington; William P. Ferris, Western New England College; Steven S. Taylor, Worcester Polytechnic Institute
Monday 7:00AM

389: (CAM) 4th Annual HSR Caucus Meeting: NIH and AHRQ Grants Workshop
7:00am - 10:20am New Orleans Marriott: Preservation Hall Studio 5
Organizational factors are being routinely included in HHS-funded health services research projects, however, much of the organizational data collected are being under-utilized due to limited familiarity among clinical investigators with organizational and management science mainstream theories and methods. Representatives from AHRQ, NIMH, NIAAA, and NIDA will overview the grant application process to a) introduce HHS agencies who sponsor research grants examining health service provider organizations, b) overview the types of health service problems that could benefit from a mainstream approach, c) introduce ways to combine public health needs and organizational research problems, d) overview the various grant mechanisms available, and e) describe ways to participate in mental health, substance abuse, and general medical HSR (including application development).
Organizer: Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse
Participants: Michael Harrison, AHRQ; David A Chambers, National Institutes of Health/National Institute of Mental Health

Monday 8:00AM

390: (AAC) New Orleans 2004, LAC
8:00am - 11:50pm Sheraton New Orleans Hotel: Poydras

391: (ODC) ODC Welcome and Breakfast
8:00am - 8:40am Sheraton New Orleans Hotel: Napoleon A2
Division Chair: Gretchen Spreitzer, U. of Michigan Program Chair: George Roth, Massachusetts Institute of Technology Professional Development Workshop Chair: Ramkrishnan V. Tenkasi, Benedictine U.

392: (SIM) Welcome Session for Existing and New SIM Members, Ethical Work Climate: A Weather Forecast

Monday 8:30AM

393: (AA) Bridging Mgmt Research To Actionable Knowledge: Lessons from Social Issues in Mgmt Scholarship

394: (AA) Making Research Matter to Managers

8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 6 Presenters: Carolyn Lukensmeyer, AmericaSpeaks; Daniel Stone, WholeSystem Consulting; Marcy Cray, Bentley College

396: (AA) Do Studies of Performance Create Actionable Knowledge?

397: (AA) Creating Actionable Knowledge in Latin America: The INCAE Experience
8:30am - 10:20am Ritz Carlton: Salon 2 Organizer: Arnold Rodriguez, INCAE Presenters: Esteban Brenes, INCAE; Arturo Condo, INCAE; Enrique Ogliasti, INCAE; Luis Noel Alfaro, INCAE

398: (AA) Creating Opportunities for Student Learning of Actionable Knowledge
8:30am - 10:20am Ritz Carlton: Salon 3 Organizer: Ralph F. Mullin, Central Missouri State U. Presenters: Richard E. Boyatzis, Case Western Reserve U.; Larry Michaelsen, Central Missouri State U.; Lyman W Porter, U. of California, Irvine

399: (Paper Session) - (BPS) RBV, Capabilities and Their Evolution
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Chenier Chair: Craig Armstrong, U. of Texas, San Antonio What is an Agent-based Model of Investing in Capabilities: Processes, Decisions and Performance | Catherine Maritan, State
Session Details – Monday

8:00am - 9:40am Sheraton New Orleans Hotel: Grand Couteau

400: (Paper Session) - (BPS) Organizational Learning
8:00am - 10:20am Sheraton New Orleans Hotel: Grand Couteau
Chair: Benjamin C. Powell, U. of Alabama, Tuscaloosa
- Superstitious Learning in Organizations: Theory and Evidence from Corporate Acquisitions | Maurizio Zollo, INSEAD
- Market and Learning Structures for Competitive Advantage of Multiunit-Multimarket Organizations | Hitoshi Mitsuhashi, U. of Tsukuba; Hisaki Yamaga, U. of Tsukuba
- Degree of Exploration, Deliberate Learning Activities and Learning Effectiveness | Christoph Lechner, U. of St. Gallen; Steven W. Foyd, U. of Connecticut
- When does experience hurt? The confidence-competence paradox | Oliver Frank Gottschalg, INSEAD; Maurizio Zollo, INSEAD
- Coping with Unsatisfactory Activity Performance: The Learning and Governance Dynamics of an Activity | Xavier Castañer, HEC (Paris); Alvaro Cuervo-Cazurra, U. of Minnesota
Discussant: Gregory G. Dess, U. of Texas, Dallas

401: (BPS) The Role of Individual Stakeholders in Value Creation and Appropriation
8:00am - 10:20am Sheraton New Orleans Hotel: Napoleon B1
Organizers: Teppo Felin, U. of Utah; Jamal Shamsie, Michigan State U.
- Toward a Property Rights Foundation for Stakeholder Analysis | Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; James M. Mahoney, Federal Reserve Bank of New York
- Knowledge Asymmetries in Theories of Value Creation and the Efficacy of Insider Trading | Russell Coff, Emory U.; Peggy M. Lee, Emory U.
- Methodological Individualism and the Organizational Capabilities Approach | Teppo Felin, U. of Utah; Nicolai Foss, Copenhagen Business School
Presenters: Russell Coff, Emory U.; Nicolai Foss, Copenhagen Business School; Peggy M. Lee, Emory U.; Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; James M. Mahoney, Federal Reserve Bank of New York

8:00am - 10:20am Sheraton New Orleans Hotel: Napoleon B2
Organizer: Asli M Arikian, Boston U.
- When Is There a Diversification Discount: Market Structure, Relatedness & the Decision to Diversify | Ron Adner, INSEAD; Peter Zemsky, INSEAD
Empirical Investigation of Strategic Alliance Experience:
- Corporate Strategy Programs | Asli M Arikian, Boston U.; Anita McGahan, Boston U.
- When and How Firms Use External Markets to Obtain New Capabilities? | Laurence Capron, INSEAD; Will Mitchell, Duke U.
- Corporate Capabilities and the Choice between Acquisition and Alliance as Modes of Growth | Haribir Singh, U. of Pennsylvania
Explaining the Diversification Discount: Information
Presenters: Ron Adner, INSEAD; Laurence Capron, INSEAD; Haribir Singh, U. of Pennsylvania; Todd Zenger, Washington U.
Participants: Patrick S. Moreton, Washington U.; Peter Zemsky, INSEAD
Discussant: Anita McGahan, Boston U.

403: (Paper Session) - (BPS) Strategic Decision Making and Risk
8:00am - 10:20am Sheraton New Orleans Hotel: Salon 816
Chair: Jeffrey J. Bailey, U. of Idaho
- Borderline Legality: Organizational Slack and Corporate Restatements | Dmitry Mikhail Khanin, U. of Maryland
Discussant: Rita Gunther McGrath, Columbia U.

404: (Paper Session) - (BPS) Alliance Networks
8:00am - 10:20am Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Bat Batjargal, Harvard U./Peking U.
- Networks and the Value of Strategic Alliances in the Biopharmaceutical Industry | Anastasios G. Karamanos, ESSEC
- Opening-Up the Mediating Technology: The Effects of Organizational Affiliation on Firm Survival | Amir Sasson, Norwegian School of Management
- The Significance of Network Resources in the Race to Enter Emerging Product Markets | Gwendolyn Kuo-fang Lee, INSEAD Strategy & Management Department
- Network-Specific Capabilities, Network Barriers to Knowledge Transfers, and Competitive Advantage | Jeff Dyer, Brigham Young U.; Nile W. Hatch, Brigham Young U.
- The Contribution of Alliance Networks to Firm Performance: The Case of the U.S. Software Industry | Dovev Lavie, U. of Texas, Austin
Discussant: Fabrizio Ferraro, IESE Business School
405 (Paper Session) - (BPS) Research in Top Management
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - BPS
Presented on Panels 1-4
Growing for Pay? The Relationship between Firm Merger/Acquisition Activity & Director Compensation | S. Trevis Certo, Texas A&M U.; Richard H. Lester, Louisiana Tech U.; Catherine M. Daily, Indiana U.; Dan R. Dalton, Indiana U.
Crossing the Governance Threshold: From Founder to Professional-Managed Firm | Eric Gedajlovic, U. of Connecticut; Michael Lubatkin, U. of Connecticut; William S. Schulze, Case Western Reserve U.
How Boards Influence CEO Dismissal: Understanding Board Perceptions, Attributions, and Efficacy | Jeray Halebian, U. of California, Riverside; Nandini Rajagopalan, U. of Southern California

406 (JS) - (BPS, OMT, ONE) Institutional and Economic Approaches to Voluntary Standards
8:30am - 10:20am Ritz Carlton: Salon 1
Chair: Michael V. Russo, U. of Oregon
Institutional and Economic Approaches to Voluntary Standards | Magali Delmas, U. of California, Santa Barbara; Michael W. Toffel, U. of California, Berkeley
Is Greener Whiter? Voluntary Environmental Performance of Western Ski Areas | Jorge Rivera, George Mason U.; Peter deLeon, U. of Colorado, Denver
Assessing the Effectiveness of Self-Regulation: The Case of ISO 14001 Certification | Michael W. Toffel, U. of California, Berkeley
Introduction: Andrew King, Dartmouth College
Presenters: Magali Delmas, U. of California, Santa Barbara; Michael W. Toffel, U. of California, Berkeley; Jorge Rivera, George Mason U.
Discussant: Andrew Hoffman, Boston U.

407 SHCS: (BPS, TIM) Firm Evolution and Strategic Renewal: The Challenges and Consequences of Change
8:30am - 10:20am Fairmont: Bayou Rooms II + IV
Organizer: Rajhstree Agarwal, U. of Illinois, Urbana-Champaign
Innovation Objectives, Knowledge Sources, and the Benefits Of Breadth | Aija Elina Leiponen, Cornell U.; Constance E. Helfat, Dartmouth College
Making Sense of New Industries: The Influence of Pre-entry Capabilities vs. Cognition | Mary J. Benner, U. of Pennsylvania; Mary Tripsas, Harvard U.
R&D and Commercialization Capabilities: Strategic Renewal in Technology Markets | MB Sarkar, U. of Central Florida; Rajhstree Agarwal, U. of Illinois, Urbana-Champaign

408 JS: (CAR, HR) You Can't Have All of It All of the Time:
Moderators of the Career-Family Relationship
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 9
Chair: Alison M. Konrad, U. of Western Ontario
Beliefs about the Consequences of Working Following Childbirth: College to Mid-Career | Cherlyn S. Granrose, Berry College
Gender Role Attitudes and Careers: A Longitudinal Study of Whites and African Americans | Elizabeth Corrigan, Pennsylvania State U., Worthington-Scranton; Alison M. Konrad, U. of Western Ontario
A Touch of Class: Work-Family Balance for Professional and Working-Class Hispanics | Robert Gregory DelCampo, U. of New Mexico; Diana S. DelCampo, New Mexico State U.; Robert L. DelCampo, New Mexico State U.; Donna Maria Blanco, Arizona State U.
Preferences for Job Attributes Associated with Work and Family: A Longitudinal Study | Alison M. Konrad, U. of Western Ontario; Caren Goldberg, George Washington U.; Sherry E. Sullivan, Bowling Green State U.; Yang Yang, U. of Western Ontario

409 JS: (CAR, OB) Non-Standard Work Arrangements: New Directions in Research and Theory
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 10
The Influence of the Contingent Employment Contract on Stress, Job Insecurity, Commitment & Justice | Mark MacDonald, Queen's U., Canada; Judy McLean Parks, Washington U.; Anthony Edward Carroll, Queen's U., Canada
Work Attitude Differences Among Subgroups of Part-Time Workers: Testing Competing Theories | Mary Alice Crowe-Taylor, U. of Georgia
Presenters: Anthony Edward Carroll, Queen's U., Canada; Catherine E. Connelly, McMaster U.; Mary Alice Crowe-Taylor, U. of Georgia; Daniel C. Feldman, U. of Georgia; Daniel G. Gallagher, James Madison U.; Mark MacDonald, Queen's U.,
Session Details – Monday


410 : (Paper Session) - (CM) Conflict and International Conflict
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - CM
Presented on Panels 5-7

411 : (CM) Negative Affect in Negotiation
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 4
Presenters: Nicholas R. Anderson, Stanford U.; Margaret A. Neale, Stanford U.; Cameron Anderson, Northwestern U.; Leigh Thompson, Northwestern U.; Shirli Kopelman, Northwestern U.; Ashleigh S. Rosette, U. of Houston; Kathleen O'Connor, Cornell U.; Josh Arnold, California State U.; Long Beach; Gerben Van Kleef, U. of Amsterdam; Carsten DeDreu, U. of Amsterdam

412 : (Paper Session) - (CMS) More on Reflexivity in Critical Organizational Research
8:30am - 10:20am Ritz Carlton: La Salle
Chair: John M. Jermier, U. of South Florida
Messy Texts and Conceptual Activism in Organization Theory
| Alexander Styhre, Chalmers U. of Technology
Mirror, Mirror on the Wall: Being Reflexive About the Identity Project at the Heart of CMS | Patrick Charles Reedy, U. of York
Reflection on Reflexivity | Mats G. Alvesson, U. of Gottenburg; Cynthia Hardy, U. of Melbourne; Bill Harley, U. of Melbourne

Best CMS Paper
Discussant: Walter Nord, U. of South Florida

413 : (ENT) Indigenous Entrepreneurship: Is it and if so what is it
8:30am - 10:20am Sheraton New Orleans Hotel: Maurepas
Organizer: Robert Brent Anderson, U. of Regina
Participants: Ron K. Mitchell, U. of Victoria; Craig S. Galbraith, U. of North Carolina, Wilmington; Curt H. Stiles, U. of North Carolina, Wilmington; Bob Kayseas, First Nations U. of Canada; Kevin Hindle, Australian Graduate School of Entrepreneurship; Michael H. Morris, Syracuse U.; Leo Paul Dana, U. of Canterbury; Ana Peredo, U. of Victoria; Wanda Wuttunee, U. of Manitoba

414 : (Paper Session) - (GDO) Relationships Across Difference
8:30am - 10:20am New Orleans Marriott: La Galleries 4
Facilitator: Ronald J. Burke, York U.
The Effects of Similarity and Liking on Mentoring Relationships: Mentors’ and Proteges’ Perspectives | Melanie J. Lankau, U. of Georgia; Christine Marie Riordan, U. of Georgia; Chris H Thomas, U. of Georgia
Diversity and Homophily: Supportive Relations Among Racially Dissimilar Peers | Samuel B. Bacharach, Cornell U.; Peter Bamberger, Technion-Israel Institute of Technology; Dana Rachel Vashdi, Technion-Israel Institute of Technology
Pride and Prejudice: When do subordinates get along with young, short-tenure, and female bosses? | Xu Huang, Hong Kong Polytechnic U.; Gerbs V. Van der Vegt, U. of Groningen; Joyce Lui, Hong Kong Polytechnic U.

415 : (HCM) Confronting Sexual Harassment with Organizational Action: Practical and Theoretical Implications
8:30am - 10:20am New Orleans Marriott: La Galleries 1
Chairs: Jennifer A. Bunk, U. of Connecticut; Cathleen A Swody, U. of Connecticut
The Role of Perceived Supervisory Support on Outcomes and Coping with Sexual Harassment | David Rusbasan, U. of Connecticut; Vicki Magley, U. of Connecticut
The Effects of Manager Practices and Service Climate on Sexual Harassment: An Integrated Model | Hilary Gettman, U. of Maryland; Michele J. Gelfand, U. of Maryland; Lisa M. Leslie, U. of Maryland; Benjamin Schneider, PRA, Inc. & U. of Md.; Amy Nicole Salvaggio, U. of Tulsa
The Effect of Cynicism about Organizational Change on Sexual Harassment Awareness Training | Lisa M. Kath, U. of Connecticut
Scaling (Back) Myths about Sexual Harassment in the Workplace | Lilia M. Cortina, U. of Michigan; Kimberly A. Lonsway, California Polytechnic State U.; San Luis Obispo; Vicki Magley, U. of Connecticut
Discussant: Naomi Swanson, National Institute for Occupational Safety and Health

416 : (Paper Session) - (HCM) Health Care Management
Visual Paper Presentations
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - HCM
Presented on Panels 8-13

Work Tactics and Medical Error | Anita L. Tucker, Pennsylvania; Steven J. Spear, Harvard U.
417  (IS; (HCM, MOC)) Remaining Silent: The Challenges to Voice in Dynamic Settings
8:30am - 10:20am Sheraton New Orleans Hotel: Salon 820
Organizers: Ruth Blatt, U. of Michigan, Ann Arbor; Marlys Christianson, U. of Michigan, Ann Arbor
Error Identification: Identifying Opportunities for Voice | Zhike Lei, U. of North Carolina, Chapel Hill; David A. Hofmann, U. of North Carolina, Chapel Hill
Silence as a Response to Invitation to Voice: The Role of Status and Message Content | Ingrid Nemhhard, Harvard U.; Amy C. Edmondson, Harvard U.
Relational Dynamics of Silence and Voice: Lessons from Medical Errors | Marlys Christianson, U. of Michigan, Ann Arbor; Ruth Blatt, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan
Author: Amy C. Edmondson, Harvard U.
Discussant: Frances J. Millikan, New York U.

418  (HR) Opening Session and Awards Ceremony
8:30am - 10:20am New Orleans Marriott: Balcony I J K
Division Chair: Patrick Wright, Cornell U.
Division Chair-Elect: Diana L. Deadrick, Old Dominion U.
Program Chair: K. Michele Karmac, Florida State U.
Professional Development Workshop Chair: Joseph J. Martocchio, U. of Illinois, Urbana-Champaign
Integrating Research, Teaching, and Practice for Increasing Organizational Effectiveness | J. Randall McDonald, IBM
Conducting Research that Matters | Gary P. Latham, U. of Toronto
Coordinator: Scott A. Snell, Cornell U.

419  (Paper Session) - (HR) Performance Assessment
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - HR
Presented on Panels 14-17

Session Details – Monday

420 : (Paper Session) - (IM) Modes and Challenges in International Research and Development
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon A3
Chair: Kazuhiro Asakawa, Keio U.
Variation in Collaborative R&D: Differential Impacts of Learning on MNCs and Domestic Corporations | Oana Branzei, U. of British Columbia; Masao Nakamura, U. of British Columbia
Foreign R&D Laboratories in China | Maximilian von-Zedtwitz, Tsinghua U.
Anti-Counterfeiting Strategies And Managerial Confidence In The IPR Regime Of Chinese Markets | Agnes K.Y. Sie, Hong Kong Polytechnic U.; Gerald Erick Fryxell, CEIBS
Discussant: John Cantwell, Rutgers U./U. of Reading

421 : (IM) IM Division Welcome
8:30am - 8:59am Sheraton New Orleans Hotel: Napoleon C2
Division Chair: Sally Taylor, Portland State U.
Division Chair-Elect: Schon L. Beechler, Columbia U.
Program Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Professional Development Workshop Chair: Ravi Ramamurti, Northeastern U.

422 : (Paper Session) - (IPC) Collaboration and Sustainability (A1)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table A1
Facilitator: Gordon P. Rands, Western Illinois U.
ONE: Strategic Schizophrenia: The Strategic Use of Trade Associations in New Zealand | Eva Collins, Waikato U., New Zealand; Juliet Roper, Waikato U., New Zealand
ONE: Toward a Mid-range Theory of the Environmental Investment Decision Process | Christoph Drechsler, U. College Dublin
OMET: The Dynamics of the Status Structure and the Mobility of Organizations | Zhi Huang, Boston College; Tieying Yu, Boston College
ONE: Collaborating for Environmental Sustainability: Translating Process Into Outcomes | Suzanne Harriette
MONDAY

**423 : (Paper Session) - (IPC) Understanding Communication Media Choices (A2)**
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table A2
Facilitator: Ronald E Rice, U. of California, Santa Barbara
IM: The Use of Strategic Metaphors in Cross-cultural Business Communication | James A Cunningham, NUIG; Sophie Cacciaguida-Fahy, NUIG
MC: Different Media for Communication | Zinta S. Byrne, Colorado State U.; Elaine LeMay, Independent Consultant
OCIS: Achieving Content and Relational Communication Goals: A Model of Media Choice | Kathleen Watson, California State U., San Marcos; Glen H. Brodowsky, California State U., San Marcos
OCIS: Modeling Communication Media Choice: Understanding Multiple Communication Technology Use | Sharon McKechnie, Boston College

**424 : (Paper Session) - (IPC) Global Entrepreneurship (A3)**
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table A3
Facilitator: Per Davidsson, Jönköping International Business School
ENT: Entrepreneurial Knowledge Exchange Processes in Global Startups | Paula Danskin Harveston, Berry College; ingrid wakke, U. of Twente; Peter Van der Sijde, U. of Twente; Aard J. Groen, U. of Twente
ENT: An Empirical Exploration of the Global Startup Concept in an Entrepreneurship Context | ingrid wakke, U. of Twente; Peter Sijde van der; U. of Twente; Paul Kirwan, Twente U.
BPS: Development Schedules and Venture Failure: Evidence from International Franchising Contracts | Arturs T. Kalnins, U. of Southern California

**425 : (Paper Session) - (IPC) Strategic Issues in Human Resource Management (A4)**
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table A4
Facilitator: Jason C. Senjem, Syracuse U.
HR: From Fit to Knowing Approach to Strategizing HRM Practices:an Empirical Research on ICT Corporations | Emilio Bellini, Sannio U.; Gioia Panza, Sannio U.
HR: A “Right Workforce” SHRM Model | Chester S. Labedz, Boston College
MC: HRM, Strategy and Structure of the Firm: Change Through Management offindustrial Relations | Dominique Besson, USTL Lille1 U.; Slimane Haddad, Not Specified
HR: An Empirical Investigation of the Demand for Certified HR Professionals | Herman Aguinis, U. of Colorado, Denver; Sarah E. Clausen, U. of Colorado, Denver; Nicole M Jones, U. of Colorado, Denver
HR: Changing SHRM role & practices in a dynamic knowledge intensive industrial environment | Boniface Michael, Rutgers U.

**426 : (Paper Session) - (IPC) Current Issues in Organization Design (B1)**
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table B1
Facilitator: Daniela P Blettner, U. of St. Gallen
OMT: The Architecture of Organizational Dualities | Phanish Puranam, London Business School; Ranjai Gulati, Northwestern U.
MH: Building Organizational Theory with Historical Studies | Denise Lima Fieck, Federal U. of Rio de Janeiro
ODC: Assessing Organizational Design Characteristics and Outcomes: HPWS's and Traditional Organizations | Barry A. Macy, Texas Tech U.; Curtis B. Moore, Texas Tech U.
OMT: Paradigm Shifts in Coordination Theory | Paul C. van Fenema, Erasmus U. Rotterdam

**427 : (Paper Session) - (IPC) Intellectual Property Rights (B2)**
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
Facilitator: Charles Wankel, St. John's U.
BPS: Multinational Firms and International Knowledge Diffusion: Evidence using Patent Citation Data | Jasjit Singh, Harvard U.
ENT: Entrepreneurial Discovery and Prediction: Knowledge-based Shadow Options for Research Efforts | Patrick J. Murphy, DePaul U.; Rodney C. Shadrer, U. of Illinois, Chicago
BPS: Doing R&D in Countries with Weak IPR Protection | Minyuan Zhao, New York U.
IM: Internationalisation of sourcing and knowledge development: An organisational routine perspective | Poul Houman Andersen, Aarhus School of Business

**428 : (Paper Session) - (IPC) Entrepreneurship and Learning (B3)**
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: Melissa S. Cardon, Case Western Reserve U.
ENT: Explorative and Exploitative Learning from Corporate Venture Capital: Model of Program Level Factors | Thomas Keil, York U.; Markku V. J. Maula, Helsinki U. of Technology; Shaker A. Zahra, Babson College
ENT: Too Fast, Too Furious: An Exploration of Entrepreneurial Resistance to Venture Capital-Backed Growth | Rachael F. Elwork, Columbia U.; Mukt V. Khaire, Columbia U.
ENT: The Pedagogical Power of a Parenthood Metaphor in Entrepreneurship Education: A Relational View | Brett Paul Matherne, U. of Dayton; Melissa S. Cardon, Case Western Reserve U.; Charlene E Zietsma, U. Western Ontario; Carolyn D. Davis, Georgia Institute of Technology; Patrick Saparito, U. of New Hampshire
ENT: Venture Capital and Regional Entrepreneurship: A Simulation Study | Andac Arikan, New York U.
429 : (Paper Session) - (IPC) Cognition and Strategic Action (C1)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: Bernard Goitein, Bradley U.
IM: The Speed and Success of International Acquisitions: the Cognitive Perspective | Harry G. Barkema, Tilburg U.; Anna Nadolska, Tilburg U.
MOC: The Influence of Managerial Interpretation on Entrepreneurial Actions | Niils Plambeck, U. of Hamburg
IM: Culture Clash, Psychological State and Performance in International Mergers and Acquisitions | Israel Drori, College of Management, Israel; Yaakov Weber, College of Management, Israel

430 : (Paper Session) - (IPC) Developing Networks (C2)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom E - Table C2
Facilitator: Gergana T Markova, U. of Central Florida
OB: Building Networks in Organizations: A Closer Look at Motivation and Behavior | Thomas E. Becker, U. of Delaware
CMS: Discovering Networks Reality through Critical Realism | Alex Faria, EBAPE-FGV
GDO: Developing Intergroup Competency: A Model | Jean Kantambu Latting, U. of Houston; V. Jean Ramsey, Texas Southern U.

431 : (Paper Session) - (IPC) Emerging Models of Leadership (C3)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom E - Table C3
Facilitator: Rita Weathersby, U. of New Hampshire
OB: Complex Leadership: Shifting Leadership from the Industrial Age to the Knowledge Era | Mary Uhi-Bien, U. of Central Florida; Russ Marion, Clemson U.; Bill McKelvey, U. of California, Los Angeles
MSR: On the Demise of the Celebrity CEO: Bringing Humility to Leadership | John Andrew Morris, Catawba College; Celeste M. Brotheridge, U. of Regina; John urbanski, Francis Marion U.
OMT: Institutionalisum and Transformational Leadership: Exploring Linkages between the Two Perspectives | Margaret L. Drugovich, Case Western Reserve U.; Argun Saatcioglu, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.

432 : (Paper Session) - (IPC) Creating and Sharing Knowledge (D1)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom E - Table D1
Facilitator: Miguel P. Caldas, Loyola U. New Orleans
OCIS: Mapping Group Knowledge: Structuring the Information Sharing Process in Meetings | Duncan Shaw, Aston Business School; Fran Ackerman, U. of Strathclyde; Colin Eden, U. of Strathclyde
OCIS: Knowledge Creation in Virtual Teams | EVANGELIA BARALOU, Strathclyde U
OB: Bridging and Buffering: Team Autonomy and the Politics of Knowledge Sharing | Martine R. Haas, Cornell U.

433 : (Paper Session) - (IPC) Perspectives on Quality (D2)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: Jim Paul, U. of Kansas Medical Center
OCIS: Mapping Group Knowledge: Structuring the Information Sharing Process in Meetings | Duncan Shaw, Aston Business School; Fran Ackerman, U. of Strathclyde; Colin Eden, U. of Strathclyde

434 : (Paper Session) - (IPC) Learning and Innovation (D3)
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom E - Table D3
Facilitator: Andrea Casey, George Washington U.
BPS: Organizational Learning and Technological Innovation in Sequential-market Firms | Charlotte Rongrong Ren, UCLA
MOC: Managing the Diffusion of Organizational Learning | Gary F Templeton, Mississippi State U.; G. Stephen Taylor, Mississippi State U.
HR: Human Resource Flexibility and Organizational Learning: Implications for HRM | Sung-Choon Kang, Cornell U.
MOC: An Integrated Framework of Organizational Learning and Memory | Gregor Jost, London School of Economics

435 : (Paper Session) - (MC) Managing Consulting Firms: Strategy Formation, Marketing and Productivization
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon D2
Chair: Alberto Zanzi, Suffolk U.
OCIS: Mapping Group Knowledge: Structuring the Information Sharing Process in Meetings | Duncan Shaw, Aston Business School; Fran Ackerman, U. of Strathclyde; Colin Eden, U. of Strathclyde
OCIS: Knowledge Creation in Virtual Teams | EVANGELIA BARALOU, Strathclyde U
OB: Bridging and Buffering: Team Autonomy and the Politics of Knowledge Sharing | Martine R. Haas, Cornell U.

Session Details – Monday

MOC: Constructivist Learning at the Heart of Entrepreneurship Education | Norris F. Krueger Jr., Boise State U.

MONDAY
Session Details – Monday

Best Retention Practices in International Management Consulting Firms [V] Vaid Vaiman, U. of St. Gallen
Marketing Instruments of Management Consulting Firms: An Empirical Study [R] Thomas Armanbruster, U. of Mannheim; Christoph Barchewitz, Solon Management Consulting

Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting
Discussant: Anthony F. Buono, Bentley College

436 : (Paper Session) - (MC) Managing Knowledge Across Organizational Boundaries: Tapping the Supply Chain
8:30am - 10:20am New Orleans Marriott; Mardi Gras Salon E - MC
Presented on Panels 18-20
Strategic Scanning Usefulness of in-the-Field Information for SMS Industries Looking for New Markets | Dorota Leszczynska, Universite Nice; Humberst Lesca, Universite Pierre Mendes France - Grenoble
Leveraging Actionable Knowledge: Tenant’s Strategic Networking and Learning in Incubation Programs | Shih Chieh Fang, National Kaohsiung First U.; Fu-Sheng Tsai, I-Shou U., Taiwan
The Human Element Behind Supply Chain Effectiveness: A Knowledge-Based View | T. Russell Crook, Florida State U.; Larry C. Giunipero, Florida State U.; Taco Reus, Florida Atlantic U.

437 : (Paper Session) - (MED) Management Development and Research
8:30am - 10:20am New Orleans Marriott; Mardi Gras Salon E - MED
Presented on Panels 21-22
Influences on Management Faculty Research Productivity: A Study and Implications for Taking Action | Lisa A. Burke, Louisiana State U., Shreveport; Karen E James, Louisiana State U., Shreveport
Making Better Managers: What We Have Learned (1951-2003) and an Agenda for Future Research | Timothy Baldwin, Indiana U.; Robert S. Rubin, DePaul U.

438 : (MED) MED Welcome & Distinguished Speakers: "Role of critical management studies in management learning". 8:30am - 10:20am Ritz Carlton: Grand Ballroom
Please join us in this exciting debate of the role of critical management studies in management learning, education and development.
Organizers: Steven J. Armstrong, U. of Hull; Laurie Milton, U. of Western Ontario
Division Chair: Regina Bento, U. of Baltimore
Division Chair-Elect: Carolyn Wiley, Mercer Human Resource Consulting

Program Chair: Steven J. Armstrong, U. of Hull
Professional Development Workshop Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh

439 : (Paper Session) - (MH) Creativity, Morale, OCBs, and Human Resource Management
8:30am - 10:20am New Orleans Marriott; Mardi Gras Salon E - MH
Presented on Panels 23-26
A Revolutionary Look at Organizational Citizenship: Early American Political Thought as Lens on OCB | Thomas Eugene Will, U. of Georgia
Creativity: A Novel Phenomenon or Rearranging the Classics? | Maribeth L. Kuenzi, U. of Central Florida; Cameron M. Ford, U. of Central Florida

100 Years of Change: How Has the Training Function Responded? | Joyce Thompson Heames, U. of Mississippi

440 : (Paper Session) - (MOC) MOC Welcome; Identity Processes in Organizations
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon A1
Facilitator: Prithviraj Chattopadhyay, Australian Graduate School of Management
Organizational Identity, Strategy and Change: A Dynamic Framework | Olaf G Rughase, Schindl Rughase Partners
Organizational Identity Orientation: Its Structure and Outcomes at Multiple Levels of Analysis | Shelley Laureen Brickson, London Business School
Employee Branding by "Wearing the Brand" | Celia Virginia Harquail, U. of Virginia
Constructing Organizational Identity | David Oliver, Imagination Lab Foundation; Johan Roos, Imagination Lab Foundation
Celebrity CEO and Personalization of the Organization Identity: Illustrations from Martha Stewart | Mary Ann Glynn, Emory U.; Rodney Lacey, U. of Florida

441 : (Paper Session) - (MOC) Individual Cognitive Processes
8:30am - 10:20am New Orleans Marriott; Mardi Gras Salon E - MOC
Presented on Panels 27-29
Variations in Organizational Mindfulness | Claus Rerup, U. of Western Ontario
A Theory of Entrepreneurial Learning From Performance Errors | Antoaneta Petkova, U. of Maryland, College Park
Investigating Complex Managerial Cognitions Using the Repertory Grid Technique | Robert P. Wright, Hong Kong Polytechnic U.

442 : (SHCS: (MSR, MED, ODC) Leadership with Inner Meaning: Indications and Models from the Western Spiritual Traditions
8:30am - 10:20am New Orleans Marriott: La Galleries 5&6
Presenters: Andre L. Delbecq, Santa Clara U.; Abdul Aziz Said, American U.; Mark P. Kriger, Norwegian School of Management
443: (Paper Session) - (OB) Perceived Support in Work Relationships
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - OB
Presenters: Nicole Gillespie, U. of Melbourne; Ed Tomlinson, John Carroll U.; Brent A. Scott, U. of Florida; M. Audrey Korsgaard, U. of South Carolina
Participants: Leon Mann, U. of Melbourne; Jason A. Colquitt, U. of Florida; Jeffrey LePine, U. of Florida; Douglas M. Mahony, U. of South Carolina; H. Adrian Pitaru, U. of South Carolina
Discussant: Roger C. Mayer, U. of Akron

444 : (Paper Session) - (OB) Research on Cognitive Processing and Cognitions
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 2
Presenters: Rosemary Batt, Cornell U.; Aichia Chuang, National Taiwan U. of Science and Technology
Participants: Roger C. Mayer, U. of Akron; Brent A. Scott, U. of Florida; Nicole Gillespie, U. of Melbourne; Leon Mann, U. of Melbourne
Discussant: Sandra Spataro, Yale U.

445: (OB) Do You Trust Me? Examining Antecedents of Trust in Task Contexts
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 7
Chairs: Hui Liao, Rutgers U.; Aichia Chuang, National Taiwan U. of Science and Technology
Service Climate, Employee Service-focused Task and Citizenship Performance, and Customer Outcomes | Aichia Chuang, National Taiwan U. of Science and Technology; Hui Liao, Rutgers U.
The Impact of Culture values and Climate on Collective Attitudes and customer satisfaction | Angelo J. Kinicki, Arizona State U.; Cheri Ostroff, Columbia U.; Mathis Schulte, Teachers College, Columbia U.
Applying Organizational Justice to Captive Intensive Service Settings | Donald E. Conlon, Michigan State U.; Michael D. Johnson, Michigan State U.
Customer Complaints, Consumer Frustration, and Complaint Communication: The Medium Does Matter! | Alex M Susskind, Cornell U.
Presenters: Rosemary Batt, Cornell U.; Lisa M. Moynihan, London Business School; Aichia Chuang, National Taiwan U. of Science and Technology; Hui Liao, Rutgers U.; Angelo J. Kinicki, Arizona State U.; Cheri Ostroff, Columbia U.; Mathis Schulte, Teachers College, Columbia U.; Donald E. Conlon, Michigan State U.; Michael D. Johnson, Michigan State U.; Alex M Susskind, Cornell U.
448 ❁JS: (OB, ODC, TIM) Strategic Leadership of High Technology Organizations: Connecting People, Processes and Technology
8:30am - 10:20am New Orleans Marriott: Balcony L M N
Chair: John J. Sosik, Pennsylvania State U., Great Valley
Strategic Leadership Capabilities and Processes at the Edge of Chaos | James G. Hunt, Texas Tech U.; Kimberly B. Boal, Texas Tech U.; Richard N. Osborn, Wayne State U.
Intellectual Stimulation of Senior Executives: Triangulated Evidence from the U.S. and Israel | Yair Berson, Polytechnic U.; Shelley D. Dionne, Binghamton U.; Kimberly S. Jaussi, State U. of New York, Binghamton
Discussant: Francis J. Yamarino, State U. of New York, Binghamton

449 ❁SHCS: (OB, OMT) Exploring the Dynamics of Collective Emotion: Perspectives from Multiple Levels
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom D
Chair: Seung-Yoon Rhee, U. of Michigan, Ann Arbor
Spillover and Contagion: Mood, Worker Performance, and Burnout | Nancy Rothbard, U. of Pennsylvania; Steffanie L. Wilk, U. of Pennsylvania
Mood and Group Decision Making | Janice R Kelly, Purdue U., West Lafayette
How Does Member Emotional Convergence Influence Group Effectiveness? The Role of Playful Interaction | Seung-Yoon Rhee, U. of Michigan, Ann Arbor
When Affective Convergence May Be Dysfunctional: Effects of Group Affective Tone on Creativity | Jennifer M. George, Rice U.; Eden King, Rice U.
Affective Culture in Organizations | Sigal G. Barsade, U. of Pennsylvania; Olivia A. O’Neill, Stanford U.

450 ❁JS: (OB, OMT, OCIS) Negative Ties in the Workplace: What are They? Where do They Come From and What are Their Effects?
8:30am - 10:20am Sheraton New Orleans Hotel: Grand Ballroom A
Chair: Martin J. Kilduff, Pennsylvania State U.
Correlates and Outcomes of Negative Relationships in Workplace Social Networks | Giuseppe Labianca, Emory U.; Daniel J. Brass, U. of Kentucky
Love and Hate: Impact of Friendship and Dislike Ties on Leader Effectiveness | Prasad Balkundi, Pennsylvania State U.
Opening The Black Box Of Homophily: The Significance Of Perceived Dissimilarity And Similarity For D | Manjula Raghunathan, U. of Cincinnati; Ajay Mehra, U. of Cincinnati
Preferential Attachment to Unpreferred Others: Emergent Structure in Negative Tie Networks | Jonathan Lewis Johnson, U. of Arkansas
Discussant: Seok Woo Kwon, Not Specified
454  (Paper Session) - (OMT) Strategic Implications of Flexibility Strategies
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon D1
Chair: Kathryn Lee Blackmon, U. of Bath
Fit, Flexibility and Performance in Manufacturing: Coping with Dynamic Environments | GoPesh Anand, Ohio State U.; Peter T. Ward, Ohio State U.
Flexibility Strategies in the Process Industry | Mikko Ketokivi, Helsinki U. of Technology; Mikko Jokinen, Consolidated Metals Corporation
Bridging the Gap Between Theory and Practice in Manufacturing Flexibility | Suzanne de Treville, U Lausanne; Annelies Vanderhaeghe, U Lausanne

455  (OMT) OMT Welcome Breakfast and Distinguished Scholar Award
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon B3
Distinguished Speaker: David A. Whetten, Brigham Young U.
Program Chair: Pamela Haunschild, U. of Texas, Austin
In Search of the "O" in OMT | David A. Whetten, Brigham Young U.
Introduction: Gerald F. Davis, U. of Michigan

456  (Paper Session) - (OMT) Learning and Imitation
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - OMT
Presented on Panels 45-51
Communities of Practice: Antecedents, Characteristics and Outcomes | Nicola C. Dragonetti, INSEAD; Guillaume Soenen, Groupe HEC Graduate School of Management
Confidence in Imitation | Mooweon Rhee, Stanford U.; Young-Choon Kim, Stanford U.; Joon Han, Stanford U.

Key Problems for Nations When Creating Actionable Knowledge: Project Hindsight and Knowledge Parks | Peter A Clark, Queen Mary, U. of London; Charles Edward Booth, U. of the West of England; Michael Rowlinson, Queen Mary, U. of London; Stephen Procter, U. of Newcastle, U.K.
Re-examining Sources of Imitation In the Choice of Cross-boundary M&As | Monica Yang, Adelphi U.
Investigating the Deep Structure of the Tower-What if We Took Power Seriously in Strategic Learning? | Maxim Voronov, Teachers College, Columbia U.; Lyle Yorks, Columbia U.

Toward a Knowledge Model of Mortality | Mike Provance, U. of Maryland

457  (OMT, TIM, BPS) Open Innovation Communities
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon D3
Chair: David M. Waguespack, State U. of New York, Buffalo
Incentives And Spillovers In R&D Activities: An Agency-Theoretic Analysis Of Industry-University Rel | Nicola Lacetera, Massachusetts Institute of Technology
The Determinants of Developer Mobilization in Open Source Communities | Karim R Lakhan, MIT
Discussant: Eric von Hippel, MIT

458  (Paper Session) - (ONE) Organizations and the Natural Environment Visual Presentations
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - ONE
Presented on Panels 52-56
The Evolution of Organizations and Natural Environment Discourse – Some Critical Remarks | Tomi Juhan Kallio, Turku School of Economics and Business Administration; Piia Elina Markkanen, Turku School of Economics and Business Administration
The Production of Green Organisational Identities in Garbage Can Decision-making Processes | Lise Backer, Copenhagen Business School
Sustainable Development NGO Networks: Applying Strategic Frameworks for Sustainability Practice | Mark Starik, George Washington U.; Margery Anne Moore, Moore Environmental Solutions
Food Safety, Institutional Integrity and Sustainability | Joseph A. Petrick, Wright State U.
The Clean Development Mechanism: Institutionalizing New Power Relations | Bettina Beata Friederike Wittneben, Cambridge U.

459  (ONE) Organizations and the Natural Environment Interest Group Welcome
8:30am - 10:20am Ritz Carlton: Carondelet
Chair: Mark Cordano, Ithaca College

460  (RM) Creating/Debating Actionable Knowledge in Management
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 1
Chair: Celeste M. Brotheridge, U. of Regina
Program Chair: Anshuman Prasad, U. of New Haven
Knowledge Production or the Process of Scientific Reasoning to Create Actionable Knowledge | Henri Savall, ISEOR, U. of Lyon; Veronique Zardet, ISEOR, U. of Lyon
Social Intelligibility in Organizations | Jervis Whiteley, Curtin U. of Technology; Alma Whiteley, Curtin U. of Technology
Implications of Paradigm Conflicts for Theory Development in Strategic Management | Kong-Hee Kim, U. of Texas, Arlington; Tyge Payne, U. of Texas, Arlington
The Aesthetics of Organizational Existence | Pedro David Perez, Cornell U.
Discussants: Steven W. Floyd, U. of Connecticut; Stephen A. Linstead, U. of Durham
Session Details – Monday

**461** (Paper Session) - (SIM) Exploring Ethical Topics: Conceptual and Empirical Investigations
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - SIM
Presented on Panels 57-59
- Personal Values' Influence on the Ethical Dimension of Decision Making | David J Fritzsche, Pennsylvania State U.; Effy Oz, Pennsylvania State U.
- The Effects of Diverse Ethical Viewpoints on Group Dynamics and Outcomes | Scott J. Reynolds, U. of Washington; Tara Lyn Ceranic, U. of Washington
- Empathy, Embeddedness and Ethical Dilemma: Sharing Software with Friends | Jegoo Lee, Boston College

**462** (Paper Session) - (SIT) Power in Organizations
8:30am - 10:20am Ritz Carlton: Acadia
Facilitator: Christine M. Beckman, U. of California, Irvine

**463** (Paper Session) - (SIT) Gender and Diversity in the Workplace
8:30am - 10:20am Ritz Carlton: Baronne
Facilitator: Gayle Baugh, U. of West Florida
OB: The Masculine-Feminine Dilemma: Overcoming Gender Stereotypes in Organizations by Means of Androgyny | Emily T. Amanatullah, Columbia U.; Francis J. Flynn, Columbia U.
- HR: The Measurement of Perceived Barriers to Local Union Participation: Do Gender Differences Exist? | Deborah Zinni, Brock U.; Willi H Wiesner, McMaster U.; Kevin Tasa, McMaster U.
- CAR: Pay Equality for Hollywood Movie Stars: Fact or Fiction | Irene E. De Pater, U. of Amsterdam; Timothy A. Judge, U. of Florida; Brent A. Scott, U. of Florida
- GDO: Diversity and Bullying: The Effects of Employees' Communication Openness and Reactions to Conflict | Oluremi B. Ayoko, U. of Queensland

**464** (Paper Session) - (SIT) Regulatory and Political Perspectives
8:30am - 10:20am Ritz Carlton: Vermillion
Facilitator: Brian R. Dineen, U. of Kentucky

**465** (US) (TIM, BPS) Transforming University Inventions into Commercial Applications: The Roles of Firms and Universities
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon C3
Chairs: Daniel W Elfenbein, Harvard U.; Kira Rachel Markiewicz, U. of California, Berkeley
Evolving University-Industry Relationships from the Perspective of the Firm | Janet E.L. Bercovitz, Duke U.; Maryann Feldman, U. of Toronto
Bridging the Gap: Performance Implications of Firm Knowledge Management Strategies to Adapt to Chang | Kira Rachel Markiewicz, U. of California, Berkeley
Markets for Embryonic Technologies: Lessons from University Licensing | Daniel W Elfenbein, Harvard U.
Presenters: Janet E.L. Bercovitz, Duke U.; Brent Goldfarb, U. of Maryland, College Park; Jeannette Colyvas, Stanford U.; Maryann Feldman, U. of Toronto
Discussant: Stuart Graham, Georgia Institute of Technology

**Monday 8:40AM**

**466** (ODC) Division Theme Session: Development and Change Across Enterprises
8:40am - 10:20am Sheraton New Orleans Hotel: Napoleon C3
Program Chair: George Roth, Massachusetts Institute of Technology
Strategy, Power, Culture and Change | Andrew M. Pettigrew, U. of Bath
Institutional Theory and Change | Royston Greenwood, U. of Alberta
Networks, Coalitions and Change | Rupert F. Chisholm, Pennsylvania State U.
Discussant: Thomas G. Cummings, U. of Southern California

**Monday 9:00AM**

**467** (AAC) Placement Services
9:00am - 5:00pm Sheraton New Orleans Hotel: Edgewood A
Registration & Information

**468** (AAC) Membership
9:00am - 5:00pm New Orleans Marriott: Grand Ballroom - Membership
Stop by to meet the members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

469: (AAC) Exhibits
9:00am - 5:00pm New Orleans Marriott: Grand Ballroom Exhibits
Organizer: George T. Solomon, George Washington U.

470: (AAC) Registration
9:00am - 5:00pm New Orleans Marriott: Grand Ballroom Registration
Conference Registration & Pre-Registration Badge Pick-Up

471: (ART) Academy Arts & The Fringe Cafe
9:00am - 12:19pm Sheraton New Orleans Hotel: Waterbury
Organizers: Chris Poulson, California State Polytechnic U., Pomona; Hans Hansen, Victoria U. of Wellington

472: (Paper Session) - (ENT) Opportunity Discovery and Recognition
9:00am - 10:20am Sheraton New Orleans Hotel: Salon 829
Chair: William Daniel Schulte, Shenandoah U.
• Opportunity Recognition: A Cognitive Perspective | Robert A. Baron, Rensselaer Polytechnic Institute
• Practical Intelligence of Entrepreneurs: Exploring the "Know How" of Opportunity Exploration | J. Robert Baum, U. of Maryland; Barbara Jean Bird, American U.
• How Knowledge Affects Opportunity Discovery and Exploitation among New Ventures in Dynamic Markets | Alexander McKeelvie, Jonkoping International Business School; Johan Wiklund, Stockholm School of Economics

473: (Paper Session) - (IM) The Effects of Culture in Cross-border Management
9:00am - 10:20am Sheraton New Orleans Hotel: Napoleon C2
Chair: Stephen E Weiss, York U.
• The Impact of Host Country Cultural Context on Japanese FDI: Direct and Interactive Effects | Arjun Bhardwaj, U. of Western Ontario; Paul Beamish, U. of Western Ontario; Elie Matta, U. of Western Ontario
• Greenfield or Acquisition: The Combined Effect of National Cultural Distance and Subsidiary Autonomy | Arjen Slangen, Tilburg U.; Jean-Francois Hennart, Tilburg U.
• Effects of cultural distance and country experience on the performance of cross-border acquisitions | René Olie, Erasmus U.; Ernst Verwaal, Erasmus U, Rotterdam
• The Language Barrier and its Implications for HQ-Subsidiary Relationships | Alan Feely, U. of Aston; Anne-Wil Harzing, U. of Melbourne

474: (Paper Session) - (PNP) Management Systems in the Public Sector
9:00am - 10:20am Fairmont: Creole
Chair: Peppi Schnieper, U. of St. Gallen

IT Employee Work Exhustion: Toward an Integrated Model of Antecedents and Consequences | Soonhee Kim, Syracuse U.; Bradley E. Wright, U. of North Carolina, Charlotte
Self-regulation in Open Source Software Production Communities | Margit Osterloh, U. of Zurich; Sandra Gabriela Rota, U. of Zurich
Discussant: Frederick Daniel Lazar, Construction Management Solutions

Monday 10:15AM

475: (AAC) Conference Break
10:15am - 10:45am New Orleans Marriott: Grand Ballroom - Break Area
Organizer: George T. Solomon, George Washington U.

Monday 10:40AM

476: (AA) The Great Applied Theorists
10:40am - 12:00pm New Orleans Marriott: La Galleries 2
Organizer: Larry E. Greiner, U. of Southern California

477: (AA) Executive Leadership and Information Technology - A Fragile Dance
10:40am - 12:00pm New Orleans Marriott: La Galleries 3
Organizer: Espen Andersen, Norwegian School of Management
Presenters: Mark P. Kriger, Norwegian School of Management; James Cash, Harvard U.; Vijay Gurbaxani, U. of California, Irvine; John Seely Brown, Consultant

478: (SHCS): (AA) Being Relevant? Working Between the Academic Comfort Zone and the Combat Zone of Practice
10:40am - 12:00pm Fairmont: Explorers
Chairs: Martin Kornberger, U. of Technology, Sydney; Carl Rhodes, U. of Technology, Sydney
The Pleasures of Irrelevance | Stewart Clegg, U. of Technology, Sydney
Doing Things Differently? Maintaining Academic Values While Having an Impact on Practice | Mary Jo Hatch, U. of Virginia
Does a Gap between Theory and Practice Really Exist? | Debra Meyerson, Stanford U.
Two Strategies for Improving the Value of Management Research | William H. Starbuck, New York U.

479: (AA) Positive Organizational Scholarship as Actionable Knowledge
10:40am - 12:00pm Ritz Carlton: Salon 2
Organizers: Arran Caza, U. of Michigan, Ann Arbor; Leslie E. Sekerka, Naval Postgraduate School
Presenters: Kim S. Cameron, U. of Michigan; Robert L. Cross, U. of Virginia; Leslie E. Sekerka, Naval Postgraduate School; Neal M. Ashkanasy, U. of Queensland

480: (AA) Integrating Quantitative, Qualitative and Action Research for Actionable Knowledge
10:40am - 12:00pm Ritz Carlton: Salon 3
Organizer: Steven S. Taylor, Worcester Polytechnic Institute
Presenters: Steve Borgatti, Boston College; Robert E. Quinn, U. of Michigan; William Torbert, Boston College
Session Details – Monday

481: (AAC) Meet the Editors
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A1

482: (Paper Session) - (BPS) Analyses of Corporate Performance
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Chenier
Chair: Jian Zhou, Nankai U.
Time and Place: The Missing Dimensions in Variance Components of Performance Studies | Flavio C. Vasconcellos, FGV-EAESP; Luiz Artur Ledur Brito, FGV-EAESP
Performance Variance Components: Introducing Country Effects | Luiz Artur Ledur Brito, FGV-EAESP; Flavio C. Vasconcellos, FGV-EAESP
Discussant: Timothy B. Folta, Purdue U.

483: (Paper Session) - (BPS) Technology Search and Innovation
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Couteau
Chair: Liliana Perez Nordtvedt, U. of Memphis
Structure of a firm’s knowledge base and the effectiveness of technological search | Sai Krishna Yayavaram, Amos Tuck School of Business at Dartmouth College; Gautam Ahuja, U. of Michigan
Contextual, Transactional, and Relational Influences on Organizational Learning | Carla Pavone, U. of Minnesota; Erkko Autio, Helsinki U. of Technology; Ari-Pekka Hameri, HEC, Lausanne; Harry J. Sapienza, U. of Minnesota
Intra-Organizational Knowledge Exchange as Antecedent of Exploration & Exploitation Processes | Tom JM Mom, Erasmus U. Rotterdam; Frans A. J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
Determinates of Firms’ Technological Search Boundaries | Weiru Chen, INSEAD
Discussant: Michael J. Leiblein, Ohio State U.

484: (Paper Session) - (BPS) Diversification Strategies
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon B1
Chair: Adrián Caldart, IESE, U. of Navarra
Leveraging Knowledge or Leveraging Capabilities? How firms use technology from acquisitions | Phanish Puranam, London Business School; Srikanth Kannan, London Business School
Corporate Venture Capital: A Model for Large Firm/Small Company Cooperation? | Gregory Henley, U. of Tampa
The Relationship Between Product and International Diversification | Shyam Kumar, City U. of New York, Baruch College; Anju Seth, U. of Illinois, Urbana-Champaign
Replicating Self and Others: The Role of Existing Knowledge in the Choice of Diversification Modes | Dongyoub Shin, Yonsei U.; Jaeyong Song, Seoul National U.; Jungyeeun Lee, Yonsei U.
Discussant: Asli M Arikan, Boston U.

485: (Paper Session) - (BPS) Executive Compensation
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon B2
Chair: Wayne Grossman, Hofstra U.
The Minimum Assumed Incentive Effect of Executive Share Options | Brian G M Main, U. of Edinburgh; Trevor Buck, De Montfort U.; Alistair Bruce, U. of Nottingham; Rodion Skovoroda, De Montfort U.
CEO Stock Options and Subsequent Stock Risk | K. Matthew Gilley, Oklahoma State U.; Joseph E. Coombs, U. of Richmond; Satyanaarayana Parayitam, Oklahoma State U.; Edward L. Summers, U. of Texas, Austin
Discussant: Parthiban David, U. of Notre Dame

486: (Paper Session) - (BPS) Strategic Planning and Cognitive Framing
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 816
Chair: Luis G. Flores, Northern Illinois U.
Strategy Frames and Firm Performance: The Moderating Role of Industry Clockspeed | Sucheta Nadkarni, U. of Nebraska, Lincoln; V. K. Narayanan, Drexel U.
Toward a (Pragmatic) Science of Strategic Intervention: The Case of Scenario Planning | Gerard P. Hodgkinson, Leeds U.
Discussant: Robert Wiseman, Michigan State U.

487: (Paper Session) - (BPS) Multipartner Alliances
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Peggy A Golden, Florida Atlantic U.
From Alliance Networks to Multilateral Alliances: Data from the Global Airline Industry | Sergio Giovanetti Lazzarini, Ibmec Business School
The role of process factors in the dissolution of horizontal networks | Christoph Lechner, U. of St. Gallen; Frank T. Rothaermel, Georgia Institute of Technology
Multi-Firm Strategic Alliance Formation: Configural and Geometric Perspectives | Dania Dialdin, Rotterdam School of Management; Ranjay Gulati, Northwestern U.
The Performance Implications of Timing of Entry and Involvement in Multi-Partner Alliances | Dovev Lavie, U. of Texas, Austin; Christoph Lechner, U. of St. Gallen; Harbir Singh, U. of Pennsylvania
Discussant: Michael Jensen, U. of Michigan

488 J: (BPS, OMT) Human Capital & Mobility: Implications for Firm Performance, Firm Growth and Entrepreneurship
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom A
Chairs: Gino Cattani, U. of Pennsylvania; Tammy L. Madsen, Santa Clara U.
Inventor Characteristics and Breakthrough Innovations in Different Technological Regimes | Gino Cattani, U. of Pennsylvania; Christina Fang, New York U.
Job Mobility and Organizational Survival | Gino Cattani, U. of Pennsylvania; Johannes M. Pennings, U. of Pennsylvania; Filippo Carlo Wezel, Tilburg U.
The Structure of Mobility Between Incumbents and Entrants in the Expanding Foreign Exchange Market | Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.
Labor Mobility, Knowledge Transfer and Entrepreneurship: Evidence from new firm founding in Denmark | Ramana Nanda, MIT Sloan School of Mgmt; Jesper B. Sorensen, Massachusetts Institute of Technology
Presenters: Christina Fang, New York U.; Gino Cattani, U. of Pennsylvania; Johannes M. Pennings, U. of Pennsylvania; Filippo Carlo Wezel, Tilburg U.; Tammy L. Madsen, Santa Clara U.; Gordon Walker, Southern Methodist U.; Ramana Nanda, MIT Sloan School of Mgmt; Jesper B. Sorensen, Massachusetts Institute of Technology
Discussant: Paul C. Almeida, Georgetown U.

489: (Paper Session) - (CAR) Work-Family Issues in Careers
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 9
Chair: Monica L. Forret, St. Ambrose U.
Toward Enhanced Understanding of United Career Paths: Familial Entrepreneurship and Copreneurship | Anne de Bruin, Massey U.; Kate Lewis, Massey U.
Commitment to Family Roles: Effects on Managers’ Work Attitudes and Performance | Patricia J. Oliott, Center for Creative Leadership; Laura M. Graves, Clark U.; Marian N. Ruderman, Center for Creative Leadership
→ Work-Family Conflict and Withdrawal Intention: Moderating Effects of Allocentrism and Idiocentrism | Peng Wang, U. of Illinois, Urbana-Champaign; John Lawler, U. of Illinois, Urbana-Champaign; Fred Ochieng Walumbwa, U. of Nebraska, Lincoln; Kan Shi, Chinese Academy of Sciences, Beijing

490: (Paper Session) - (CM) Teaching and Giving Feedback
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - CM
Presented on Panels 16-18
Theory for Practitioners: Bridging the Gap between Academics and People with Problems | John Richardson, Boston College
Teaching Conflict Management Using a Scenario-Based Approach | Gerard Callanan, West Chester U.; David Perri, West Chester U.
It’s Not What You Say, But How You Say It: The Effects of E-Mail on Feedback Delivery and Receipt | Terri R. Kurtzberg, Rutgers U.; Liuba Belkin, CEIBS/Rutgers; Charles E. Naquin, U. of Notre Dame

491: (Paper Session) - (CM) Framing and Training Effects
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 4
Chair: Maura A. Belliveau, Texas A&M U.
The Effect of Policy on Fairness Perceptions | Brian Bemmels, U. of British Columbia; Graham Brown, U. of British Columbia; Laurie J. Barclay, U. British Columbia
Winner of CM Division Best Paper Award - Conflict in Context: Historical Framing: How Past Successes and Failures Affect Integrative Negotiations | Laura Kray, U. of California, Berkeley; Layne Paddock, U. of Arizona
Discussant: Susan E. Brodt, Queen’s U.

492: SHCS: (CM, SIM) Breaking New Ground in Deviance and Unethical Behaviors: Refinement, Measurement, and Investigations
10:40am - 12:00pm New Orleans Marriott: La Galleries 5&6
Chairs: John B. Bingham, Texas A&M U.; Elizabeth Eve Umphress, Texas A&M U.
Licensed Deviance: Doing Harm in the Name of Good | Joshua D. Margolis, Harvard U.; Andrew Molinsky, Brandeis U.
Light from the Dark Side? A Motivational Model for Unethical Citizenship Behavior | Elizabeth Eve Umphress, Texas A&M U.; John B. Bingham, Texas A&M U.; Run Lily Ren, Texas A&M U.
Toward a Model of the Person-Situation Determinants of Deviant Behavior in Organizations | Ricky W. Griffin, Texas A&M U.; Yvette L. Lopez, Texas A&M U.
How Experts Detect Deception in the Field: Evidence from Insurance Fraud Investigations | Maurice Schweitzer, U. of Pennsylvania; Danielle Warren, Rutgers U.
Discussant: Elizabeth W. Morrison, New York U.

493: (Paper Session) - (CMS) Corporate Governance in the Age of Bush
10:40am - 12:00pm Ritz Carlton: La Salle
Chair: Terry B. Porter, U. of Massachusetts, Amherst
Political Bottom Line: Emerging Dimension to Corporate Responsibility for Sustainable Development | Jem Bendell, Nottingham U.; Kate Kearins, Auckland U. of Technology
Reconceptualising Corporate Governance Theory After the Enron Experience | Thomas Clarke, U. of Technology, Sydney
A Genealogy of ‘Systems Rationalism’: Managerial Discourse in the United States, 1923-1970 | Ori Landau, Tel Aviv U.
**MONDAY**

**Session Details – Monday**

**494: (Paper Session) - (ENT) Innovation and Commercialization**
10:40am - 12:00pm Sheraton New Orleans Hotel: Maurepas
Chair: Cathleen Folker, U. of St. Thomas
Do Intangible Assets at Start-Up Matter for Innovation Speed?
| Ans Heiman, U. of Gent; Bart Clarysse, Ghent U.
| Strategic Pathways to Product Innovation in SMEs | Qana Branz, U. of British Columbia; Ilan Vertinsky, U. of British Columbia
| Growth by Intrapreneurship: The Research University and Seeding Corporate Radical Innovation | Lois S. Peters, Rensselaer Polytechnic Institute
Internal Corporate Venturing as a Vehicle to Commercialize Radical Innovation | Richard DeMartino, Rochester Institute of Technology

**495: (Paper Session) - (ENT) Family Firms**
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 829
Chair: Connie Marie Gaglio, San Diego State U.
How Do Family Ownership, Control, and Management Affect Firm Value | Raphael H. Amit, U. of Pennsylvania; Belen Villalonga, Harvard U.
Exploring Generational Differences in Family Firms | Justin Bailey Craig, Oregon State U.; Mark T. Green, Oregon State U.
Wealth, Families, and Entrepreneurship | Peter L. Rodriguez, U. of Virginia; Chris Tuggle, Texas A&M U.
The Board of Directors in Family Firms: One Size Fits All? | Guido Corbetta, Bocconi U.; Carlo A Salvato, LIUC, Cattaneo U.

**496: (Paper Session) - (GDO) Diversity in Managing Human Resources**
10:40am - 12:00pm Sheraton New Orleans Hotel: La Galleries 4
Facilitator: Martin B. Kormanik, O.D. Systems, Inc.
The Disabled and Employment: Multiple Status Characteristics and Their Psychological Impact | Hugh T.J. Bainbridge, U. of Melbourne; Christina Cregan, U. of Melbourne; Carol T. Kilik, U. of Melbourne
Women in Management: A Qualitative Organizational-level Analysis of Three Indian Corporations | Ujvala Rajadhayaksha, IITB
The Roles of Diversity Benefits in Organizational Image and Compatibility | Amanda G Gewin, U. of Georgia; Kecia M. Thomas, U. of Georgia
One Size Doesn’t Fit All: An Accommodative Approach to Targeted Recruitment | Derek R. Avery, Saint Joseph’s U.; Patrick F. McKay, U. of Wisconsin, Milwaukee

**497 JS: (GDO, HR) Affirmative Action: Public Beliefs versus the Law**
10:40am - 12:00pm New Orleans Marriott: La Galleries 1
Legal Issues in Affirmative Action | Arthur Gutman, Florida Institute of Technology
A Test of Knowledge of Workplace Affirmative Action Law and Regulations | David A. Kravitz, George Mason U.; Janet Yun, George Mason U.; Ronald J Sinacore, George Mason U.
Authors: Janet Yun, George Mason U.; Ronald J Sinacore, George Mason U.; Lynn Perry Wooten, U. of Michigan; Madeline E. Heilman, New York U.
Presenters: Joycelyn Finley-Hervey, Florida A&M U.; Michelle Chloe Haynes, New York U.; Arthur Gutman, Florida Institute of Technology; David A. Kravitz, George Mason U.

**498: (Paper Session) - (HCM) Organizational Survival, Coalitions, and Community and Public Health Programs**
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 825
Facilitator: Thomas F. Hilton, National Institutes of Health/National Institute on Drug Abuse
Organizational Survival in the Outpatient Substance Abuse Treatment Sector 1988 – 2000 | Christy Harris Lemak, U. of Florida; Rebecca S. Wells, Pennsylvania State U.; Thomas Daunno, INSEAD
The Why and How of Public Health Sector Outsourcing: A Model | Suzanne Heather Young, Deakin U.
Discussant: Michele Issel, U. Illinois, Chicago
Discussant: David Lewin

Coordination in International Firms

Chair: 10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A3

Morality and Emotions in Organizational Life | Good ethics is Good Business: Enhancing Ethics Program | Crossing the Divide: Linking Theoretical Ethical Models to K

Kathie L. Pelletier

10:40am - 12:00pm New Orleans Marriott: Balcony I J K

501 | SHCS: (HR, ODC) Organizational Ethics in Theory and Practice: A Global Perspective

10:40am - 12:00pm New Orleans Marriott: Balcony I J K

Organizers: Kathie L. Pelletier, Claremont Graduate U.; Michelle C. Bligh, Claremont Graduate U.

Crossing the Divide: Linking Theoretical Ethical Models to Organisational Ethics Programmes | Gael McDonald, UNITEC Institute of Technology

Good ethics is Good Business: Enhancing Ethics Program Effectiveness in the Public Sector | Kathie L. Pelletier, Claremont Graduate U.; Michelle C. Bligh, Claremont Graduate U.

Morality and Emotions in Organizational Life | David Holman, U. of Sheffield

Corporate Ethics Variables as Predictors of Job Attitudes, Turnover and Employee Well-Being Outcomes | Christiane Spitzmueller, U. of Houston; Joshua Priddy, U. of Houston; James Davison, U. of Houston

Presenters: Gael McDonald, UNITEC Institute of Technology; David Holman, U. of Sheffield; Christiane Spitzmueller, U. of Houston; Joshua Priddy, U. of Houston; James Davison, U. of Houston

502 | (Paper Session) - (HR) Cross-Border Learning and Coordination in International Firms

10:40am - 12:00pm Sheraton New Orleans Marriott: Balcony I J K

Chair: Robert J. DeFillippi, Suffolk U.

Inter-Subsidiary Learning: Patterns and Determinants | Hongwu Ouyang, Gardner-Webb U

Knowledge-Based Competencies: A Theoretical Application of Organizational Learning at the World Bank | Shad Steven Morris, Cornell U.; Scott A. Snell, Cornell U.

Second-order Coordination Effects from Global Teams | Mary M. Maloney, U. of Minnesota

Cross-National Learning from Best-Practice in HRM | Markus Pudelko, U. of Edinburgh

Internationalisation promotion schemes: Do delegation journeys make a difference? | Poul Houman Andersen, Aarhus School of Business; Poul Rind Christensen, U. of Southern Denmark/ Odense U.; Torben Damgaard, U. of Southern Denmark; Kristin Balslev Munksgaard, U. of Southern Denmark

503 | (Paper Session) - (IM) International Joint Ventures: Ownership, Control, and Evolution

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon C2

Product Relatedness, SOE Status, and Firm Age: The Local Parent's Role in Joint Venture Survival | Dean Xu, Peking U.; Jane Lu, National U. of Singapore

International joint ventures and the value of growth options | Tony W. Tong, State U. of New York, Buffalo; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Mike W. Peng, Ohio State U.

The More Control, the Better? An Empirical Study of Parent Control over IJVs in China. | Dong Chen, Rutgers U.; Seung Ho Park, CEIBS/Rutgers

504 | (Paper Session) - (IPC) Implementing Strategy (A1)

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A1

Facilitator: Arvind Bhandari, U. of Southern California

OCD: A Coevolutionary Analysis of Organisational Systems and Processes | Gavin Clydesdale Reid, U. of St. Andrews; Julia Anne Smith, Cardiff Business School

BPS: Middle Managers' Strategic Influence: Investigating Network Centrality and Perceptual Deviance | James M. Pappas, Oklahoma State U.

OCD: Encroaching and Generic Processes of Organizational Change Part 2: The Results | David C. Marker, ESC Clermont Graduate School of Management


OMT: Actioning Strategic Decisions: Connecting Deciding and Implementing | Susan Janet Miller, U. of Durham; David Charles Wilson, U. of Warwick

505 | (Paper Session) - (IPC) Individual Views of Entrepreneurship (A2)

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A2

Facilitator: Lois Shelton, Chapman U.


ENT: A Meta-Analysis of Achievement Motivation and Entrepreneurial Status | Wayne Stewart, Clemson U.; Philip L. Roth, Clemson U.


MONDAY
Session Details – Monday


506: (Paper Session) - (IPC) Strategic Issues in Small Business (A3)
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A3 Facilitator: Michael D Meeks, San Francisco State U.

TIM: Growth Strategies of Technology based European SMEs: Markets for Technology vs Markets for Products Paola Giuri, Sant’Anna U; Alessandra Luzzi, Sant’Anna School


IM: The Internet and the Internationalisation of Small Knowledge-Intensive Firms Shameen Prashantham, U. of Strathclyde; Stephen Young, U. of Strathclyde

507: (Paper Session) - (IPC) Perspectives on Social Identity (A4)
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A4 Facilitator: Sherry M. Thatcher, U. of Arizona

CAR: “Neither Here nor There” or “Both Here and There”: Experiencing Liminality and Playing with Identity Konstantin Korotov, INSEAD

PNP: A Social Identity Model of Prosocial Behaviors within Nonprofit Organizations Michael Tidwell, Whitworth College

GDO: Left Out in the Cold: Consequences for Socially Excluded Individuals in the Workplace Jamie J. Ladge, Boston College

OMT: The Companies We Keep: Stock Portfolios and Social Identity Brooke Harrington, Brown U.

OB: Paying Attention To The Construct of Salience in Identity-related Literature and Beyond Helen Anderson, Auckland U. of Technology; Jonathan Matheny, Auckland U. of Technology

508: (Paper Session) - (IPC) Globalization and Diversification (B1)
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B1 Facilitator: Ithai Stern, U. of Texas, Austin

IM: Internationalization or Business Diversification – Is there a Dominant Path? Niron Hashai, Hebrew U.; Avraham Meshulach, Hebrew U.

BPS: Yet Another Way of Measuring Relatedness - This One: Let Competition Do It! Lasse B. Lien, Norwegian School of Economics and Business Administration; Peter G. Klein, U. of Missouri

IM: Following the Herd and Sleeping with the Enemy: Strategies in the Face of Political Uncertainty Witold J. Henisz, U. of Pennsylvania; Andrew Delios, National U. of Singapore

IM: Corporate Governance Reform in South Korea and Japan: Two Paths of Globalization Christina L. Ahmadjian, Hitotsubashi U., Tokyo, Japan; Jaeyong Song, Seoul National U.
Perceived Organizational Support as Moderator of PNP:

Facilitator: Mary Mallon, Massey U.; Palmerston North

CAR: Defining the Term “New” in New Employee Research | Keith Rollag, Babson College


CAR: United Careers | Silviya Svejnová, Cranfield U.; Jose L. Alvarez, Instituto De Empresa

OMT: Career Flexibility as a Core Function of the Large-scale Professional Organization | Forrest Briscoe, Pennsylvania State U.


Diversity and the Workplace

Facilitator: Parshotam Dass, U. of Manitoba

GDO: Back to Organizational Socialization: Building a Case for the Advancement of Women in Organizations | eileen kwesiga, U. of Texas, Arlington

GDO: Psychoanalysis and Sex Discrimination at Work: The Self-Confrontation Method as Actionable Knowledge | Kelly Dye, Acadia U.; Albert J. Mills, Saint Mary’s U.

GDO: Voice, Silence and (In)Visibility: A Different Perspective on Gender and Organizations | Ruth Catherine Simpson, Brunel U.

GDO: Gendering the “Turk” in the Management Literature from Postcolonial Perspectives | Banu Ozkazanc, U. of Massachusetts, Amherst

GDO: The Roles of Race & Gender on Access to Developmental Job Opportunities: Is there a Double Whammy? | Jimmy Davis, U. of Georgia; Kecia M. Thomas, U. of Georgia

Human Resource Issues in Public Sector Organizations (D1)

Facilitator: Amy E. Smith, State U. of New York, Albany

PNP: Perceived Organizational Support as Moderator of Empowerment Practices in Non-profit Organizations | Jose Proença, Widener U.


PNP: Applying Decision Theory to the Decision to Volunteer | Linda S Hartenian, U. of Wisconsin, Oshkosh

PNP: Predictors of Group and Individual Level Outcomes of Volunteers in a Non-profit Organization | Steven D. Caldwell, Georgia Institute of Technology; Steven M. Farmer, Wichita State U.; Donald B. Fedor, Georgia Institute of Technology

Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division

Stress and Burnout (D2)

Facilitator: Cynthia Cordes, U. of Miami

OB: ‘Nothing Endures but Change’: Assessing Dynamic Effects of Turnover Causes | Peter W. Hom, Arizona State U.; Robert Gregory DelCampo, U. of New Mexico

HCM: On the Dynamics of Burnout and Depression: A Comparative Study among Nurses in Japan and China | Louise Tourigny, U. of Wisconsin, Whitewater; Vishwanath V. Baba, McMaster U.; Xiaoyun Wang, U. of Manitoba

HR: Voluntary hostile turnover: occupational experience and fit effects in high turnover environments | Jon C. Carr, U. of Southern Mississippi; Michael Enslay, Rensselaer Polytechnic Institute; Allison W. Pearson, Mississippi State U.; Michael J. Vest, U. of Southern Mississippi; Scott L. Boyar, U. of South Alabama; Don C. Mosley, Jr., U. of South Alabama

OB: Burnout Among Software Professionals: Development of Incongruence Model | Gloryson Rosamma Baby Chalil, IIMB

Innovation in Service Organizations (D3)

Facilitator: Diane H. Parente, Pennsylvania State U., Erie

OM: CIU in Predicting Organizational Design: Challenging Service/Manufacturing Dichotomy | Sanjib Kumar Chowdhury, Eastern Michigan U.; Grant Miles, North Texas U.

TIM: Is Service Innovation at the Divide or the Perpetual Beta Process? | John E. Ettlie, Rochester Institute of Technology; Stephen R. Rosenthal, Boston U.

TIM: When is Innovation Good? The Effect of CFI on Innovation and Firm Performance in the Service Sector | Tammy Ross Huffman, U. of North Carolina at Asheville; Bruce Skaggs, U. of Massachusetts

OB: Does Serving Minorities Lead to Poor Job Attitudes? Bringing Customers into Demographics Research | S. Douglas Pugh, U. of North Carolina, Charlotte; Joerg Dietz, U. of Western Ontario; Arthur P. Brief, Tulane U.

Knowledge in Management Consulting Firms: Production and Consumption

Facilitator: E Brian Peach, U. of West Florida

Consultants as Management Knowledge Producers? | Torbjorn Stjernberg, Gothenburg U.

Knowledge Sharing and Communication Technologies in Consulting Firms: a Motivational Analysis | Dino Ruta, Bocconi U.

Developing an Evidence-Based Approach to Management Consultancy by Using Systematic Review | David R. Tranfield, Cranfield U.; David Denyer, Cranfield U.; Javier Marcos, Cranfield U.; Mike Burr, Cranfield U.

Discussant: Elisabeth Rossen, U. of Oslo
Session Details – Monday

518 (Paper Session) - (MC) Consulting to SME’s: Approaches and Experiences
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - MC
Presented on Panels 24-26

519 (Paper Session) - (MC, ODC) Knowledge-Based Decision-Making Using Organizational Network Analysis
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 820
Managing the Complexity of a Modern Enterprise through Organizational Network Analysis | The Virtual Workplace and Organizational Network Analysis | Case Studies of Organizational Network Analysis
Presenters: Arthur J. Dhallin, U. of Southern California; Marlene A. Biseda, Claremont Graduate U.; Michael M. Mann, EnCompass Knowledge Systems, Inc.

520 (Paper Session) - (MED) Ethics and Trust in Management Education
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - MED
Presented on Panels 27-29

521 (Paper Session) - (MED) Leadership development
10:40am - 12:00pm Ritz Carlton: Evangeline
Chair: Joann Krauss Williams, Jacksonville State U.
Creating knowledge in action: A maieutic approach to leadership development | Pacey Foster, Boston College
Pairing for Leadership: Anxiety, Containment and Hope in Leadership Development | Jonathan Gosling, Exeter U.; Simon Western, Lancaster U.

522 (Paper Session) - (MED) Global issues in management education
10:40am - 12:00pm Ritz Carlton: Union Terrace A
Chair: Maria L. Nathan, Lynchburg College

523 (Paper Session) - (MH) Administrative Knowledge, Organizational Structure, and Legitimacy
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - MH
Presented on Panels 30-34

10:40am - 12:00pm Fairmont: Bayou III
No registration is necessary for this session.
Chair: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign
Welcome: Franz Lohrke, U. of Alabama
Presenters: Joseph T. Mahoney, U. of Illinois, Urbana-Champaign; Yasemin Y. Kor, U. of Delaware; Christos Pitelis, U. of Cambridge; Nicolai Foss, Copenhagen Business School; Margaret A. Peteraf, Dartmouth College; Stephen Thompson, U. of Nottingham; Andy Lockett, U. of Nottingham; Jay Barney, Ohio State U.

525 (MOC) MOC Theme Session: Action Research Scholarship
10:40am - 12:00pm Sheraton New Orleans Hotel: Rampart
New Paper Title Goes Here.

526 (Paper Session) - (MOC) Individual Decision Processes
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - MOC
Presented on Panels 35-37
Session Details – Monday

527: (Paper Session) - (MSR) Care with the Management Classroom: Transcendence, Resistance, or Insistence
10:40am - 12:00pm Fairmont: Gold

From strategy of religions to religion of strategy: transposing SMV to religious organizations | Rickie Moore, E.M.LYON; Pierre-Yves Gomez, E.M.LYON

From Transcendence To Resistance: Toward Critical Spirituality in Organizations | Michaela C. Driver, East Tennessee State U.

Introduction: Charles J. Fornaciari, Florida Gulf Coast U.

528: (Paper Session) - (OB) A Focus on China: Leadership, Teams, and Cultural Values
10:40am - 12:00pm New Orleans Marriott: Balcony L M N

Facilitator: Xiao-Ping Chen, U. of Washington, Seattle

Authority and Benevolence: Employees' Responses to Paternalistic Leadership in China | Jiing-Lih Farh, Hong Kong U. of Science & Technology; Bor-Shiuan Cheng, National Taiwan U.; Li-Fang Chou, National Taiwan U.; Xiaoping Chu, Zhong San U.

Cultural Moderators of Social Exchange at Work in the PRC | Jiing-Lih Farh, Hong Kong U. of Science & Technology; Rick D. Hackett, McMaster U.; Jian Liang, Hong Kong U. of Science & Technology

The Effect of Traditionality as an Individual Trait in the Workplace: Some Evidence From China | Jian Han, Cornell U.; Chaoping Li, Rennin U.; Zhaoli Song, U. of Minnesota

Guangxi Networks and Member Effectiveness in Chinese Teams: The Mediated Effects of Trust Networks | Li-Fang Chou, National Taiwan U.; Cheng Bor-Shiuan, National Taiwan U.; Huang Min-Ping, Yuan-Ze U.; Hsu Wei-ling, National Taiwan U.

529: (Paper Session) - (OB) New Insights on Motivated Behavior for Individuals and Teams
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon C

Facilitator: Howard J. Klein, Ohio State U.

A Theory of Motivated Behavior in Work Teams | Gilad Chen, Texas A&M U.; Ruth Kanfer, Georgia Institute of Technology


Psyched Up or Psyched Out? The Influence of Coactor Status on Individual Performance | Francis J. Flynn, Columbia U.; Emily T. Amanatullah, Columbia U.


530: (Paper Session) - (OB) Research on Justice and Equity
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - OB

Presented on Panels 38-42

Consequences of Psychological Contract Breach and the Moderating Role of Procedural Justice | Simon Lloyd D. Restubog, U. of Queensland; Prashant Bordia, U. of Queensland

Justice, Job Satisfaction, and Citizenship Behaviors: A Dimensional Test of Social Exchange | Neil E. Fassina, U. of Manitoba; David Allen Jones, U. of Vermont; Krista L. Uiggerslev, U. of Manitoba

Equity Sensitivity as a Moderator of Leader Responsiveness and Employee Attitudes and Behaviors | Ted H. Shore, Cal State U.; Long Beach; Thomas Sy, Cal State U.; Long Beach; Judy Perkins Strauss, California State U., Long Beach

Depersonalized Interactions and Fairness Heuristics: Justice Judgments in Distributed Teams | Subrahmaniam Tangirala, Purdue U.; Bradley J. Alge, Purdue U.

Collectivism as a Moderator of Responses to Organizational Justice | Berrin Erdogan, Portland State U.; Robert C. Liden, U. of Illinois, Chicago

531: (Paper Session) - (OB) Research on Organizational Justice: Sources and Consequences of Fairness
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 2

Facilitator: Bonnie S. O’Neill, Marquette U.

Coworkers as a Source of Fairness Perceptions | I. M. Jawahar, Illinois State U.

Distinguishing the Source Effects of Fairness: Integrating the Role of Teams | Hua Mao, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati

The Dark Side of Status: Status, Procedural Fairness, and Work-Related Attitudes and Behaviors | Kristina Diekmann, U. of Utah; Zoe Barsness, U. of Washington, Tacoma; Harris Sondak, U. of Utah


532: (Paper Session) - (OB) Affective Experiences, Emotions, and Mood at Work
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 7

Facilitator: Kimberly A. Wade-Benzoni, Duke U.

When Bad Things Happen at Work: A Partial Field Test of Affective Events Theory | Karen P. Harlos, McGill U.

Group Mood Convergence | Heike Bruch, U. of St. Gallen; Michael S. Cole, U. of St. Gallen; Bernd Vogel, U. of Hannover

The Effect of Affective Experience on the Direction, Intensity, and Persistence of Task Behavior | Myeong-gu Seo, U. of Maryland, College Park
Session Details – Monday

Development and Validation of Measures of Hassles and Uplifts at Work | John Basch, Bond U.; Cynthia Diane Fisher, Bond U.

533 ➔ SHCS: (OB, HR) What Matters for Work Unit and Organizational Effectiveness? Advances in Linkage Research
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom D
Chair: Judith S MacCormick, U. of New South Wales and U. of Sydney; Sharon K. Parker, U. of New South Wales and U. of Sydney
Individual, Team, and Organizational Learning Practices and Organizational Performance | Kamal Birdi, Sheffield U.; Toby Wall, U. of Sheffield; Stephen J. Wood, U. of Sheffield; Malcolm Patterson, U. of Sheffield
Examing the Organizational Culture-Performance Relationship | Paul E. Tesluk, U. of Maryland
Harnessing Divergence and Paradox: Effect of Different Types of Climate and Climate Heterogeneity | Judith S MacCormick, U. of New South Wales and U. of Sydney; Sharon K. Parker, U. of New South Wales and U. of Sydney
Slice and Dice: Getting More Out of Climate and Linkage Research | Claire M. Mason, Queensland U. of Technology; Mark A. Griffin, Queensland U. of Technology
When Does a Service Climate Lead to Satisfied Customers? An Examination of Potential Moderators | David M Mayer, U. of Maryland, College Park; Mark G. Ehrhart, San Diego State U.; Benjamin Schneider, PRA, Inc. & U. of Md.

534 ➔ (Paper Session) - (OCIS) New Models in Online Communities Research
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - OCIS
Presented on Panels 43-47
Collective Efficacy in Distributed versus Co-located Groups | Lu Jiang, Tsinghua U.; Gerardine DeSanctis, Duke U.
Designing Virtual Communities for Innovation and Commercialization | Thomas A. Horan, Claremont Graduate U.; Richard D Bergin, Claremont Graduate U.
The Experience of Dispersion in Teams | Jeanne M. Wilson, College of William and Mary; Michael Boyer O’Leary, Boston College; Anca Metiu, INSEAD; Quintus R. Jett, Dartmouth College
Information Systems Standards, Users and Organizations | Joel West, San Jose State U.
When Should Salespeople Use Electronic Mail? A Relational Perspective | Jun Xu, U. of Florida; Barton A Weitz, U. of Florida; Yongmei Liu, Florida State U.

535 : (Paper Session) - (OCIS) Expertise in Teams: Who Knows What on My Team?
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 8
Chair: Sara Kiesler, Carnegie Mellon U.
Functional Heterogeneity in Academic Research Teams: Effects and Strategies for Knowledge Workers | Brigitte Steinheider, U. of Oklahoma, Tulsa Graduate College; Petra Saskia Bayerl, Giessen U.
How Do We Know That Others Know?: Cues Used to Infer and to Signal Expertise | Mani R. Subramani, U. of Minnesota; Naren B. Peddibhotla, U. of Minnesota; Shawn P Curley, U. of Minnesota
Discussant: Samer Faraj, U. of Maryland

536 : (Paper Session) - (ODC) Preparation and Readiness for Organizational Change
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A2
Chair: Michael K. Moch, Michigan State U.
Employee Readiness for Change: Utilizing the Theory of Planned Behavior to Inform Change Management | Naren B. Peddibhotla, U. of Minnesota; Katherine M. White, Queensland U. of Technology; Megan Peach, U. of Queensland
Winner of ODC Division Best Practice-Related Paper
Readiness to Change Attitude | David E. Desplaces, U. of Hartford; Laura Lynn Beaumais, U. of Rhode Island
Barriers to Actionable Knowledge Implementation: A Perspective Based on the Concept of Actualization | Jerry Duane Hoover, Texas Tech U.
Discussant: Frances A Vgjigiani, Alfred U.

537 : (Paper Session) - (ODC) Consultancy, Scenarios and Metaphors in Change
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - ODC
Presented on Panels 48-51
Time is Relative: A Case Study of Competing Time Perspectives in a Consulting Engagement | Kenneth Wm. Kury, Boston College
Reforming Consultancy Identity in Relation to Discontinuities with Clients | Jean E Neumann, The Tavistock Institute
The many powers of metaphor: Implications for organizational change | Bradley Almond, Boston College

538 : (Paper Session) - (OM) Service Management in the 21st century
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon D1
Chair: Mohan V. Tatikonda, Indiana U.
A Model of Profitable Service Recovery | Kristen Bell DeTienne, Brigham Young U.; Kristie K. Seawright, Not Specified; Aaron Brough, Brigham Young U.
A Comparison of the Drivers of Customer Loyalty for Online and In-Store Grocery Customers | Andrea Mcgee, Michigan State U.; Kenneth Boyer, Michigan State U.
539  (OMT) Does OMT "Matter" Anymore?  
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon B3  
Join us for a lively debate on the relationship of org. theory to managerial practice. Should we care about whether we produce actionable knowledge?  
Chair: Michael L. Tushman, Harvard U.  
Participants: Karl E. Weick, U. of Michigan; Andrew H. Van de Ven, U. of Minnesota; Andrew M. Pettigrew, U. of Bath; Joseph Porac, New York U.  
Discussant: Andrew Hoffman, Boston U.  

540  (Paper Session) - (OMT) Leadership Perspectives  
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 828  
Chair: Thomas G. Cummings, U. of Southern California  
Proven Winners? The Effects of CEO Charisma on Securities Analysts  
| Angelo Fanelli, Groupe HEC Graduate School of Management; Vilmos F. Misangyi, U. of Delaware; H. L. Tosi, Jr., U. of Florida/SDA Bocconi, Milan  
Winner of OMT Division Best Paper Award  
Personality composition, leadership and informed decision making in teams  | Christophe Boone, U. of Antwerp; Woody Van Olffen, Maastricht U.; Arjen van Witteloostuijn, U. of Durham  
Leadership Networks: Beyond the Single-Leader Paradigm  | Mark P. Kriger, Norwegian School of Management; Merrill A. Simon, California State U., Northridge  
How Misfits between Leadership Style and Strategy Affects Performance  | Dorthe Djebak Hakonsson, U. of Southern Denmark; Richard M. Burton, Duke U.; Jorgen Lauridsen, U. of Southern Denmark; Borge Obel, U. of Southern Denmark  
Discussant: Andrew Ward, U. of Georgia  

541  (Paper Session) - (OMT) Cognition  
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - OMT  
Presented on Panels S2-S8  
Characteristics of Collective Discretionary Actions in High-Velocity Error-Sensitive Situations  | Malcolm Young, Cranfield U.; David Partington, Cranfield U.  
An Empirical Test of Organizational Mindfulness in Colleges of Business  | LaKami Baker, U. of Texas, San Antonio; Donde Ashmos Plowman, U. of Texas, San Antonio  
Institutional innovation processes: hybridization of institutional logics  | Eva Boxenbaum, Copenhagen Business School  
Causes and Effects of a Single Informant Bias in Empirical Innovation Research  | Holger Ernst, Otto Beisheim Graduate School of Management (WHU)  
Institutional Bases for Instrumentally Rational Action  | Amit Nigam, Northwestern U.  
Rationality and Relationality  | Kent Miller, Purdue U.  
Task Complexity and Expertise as Determinants of Task Perceptions  | Thorvald Haerem, Norwegian School of Management; Bente Lowendahl, Norwegian School of Management; Niels Bjorn-Andersen, Copenhagen Business School  
Media and Investor Informations Cascades and their Impact on Post-IPO Market Performance  | Tim G. Pollock, U. of Maryland, College Park; Violina Rindova, U. of Maryland; Patrick Maggitti, U. of Maryland, College Park  

542 SHCS: (OMT, CMS, SIM) Power Of Collective Action: How Social Movements Affect the Development of Organizational Fields  
10:40am - 12:00pm Fairmont: University  
Organizers: Gerald F. Davis, U. of Michigan; Melissa E. Wooten, U. of Michigan  
Framing Strategic Change  | Peer Fiss, Queen's U.; Edward Zajac, Northwestern U.  
Vox Populi: Resource Partitioning and Births of Insurgent Low Power FM Radio Stations  | Henrich R. Greve, Norwegian School of Management; Jo- Ellen Pozner, Northwestern U.; Hayagreeva Rao, Northwestern U.  
The Civil Rights Movement, Black Higher Education, and Black Consumerism  | Melissa E. Wooten, U. of Michigan; Gerald F. Davis, U. of Michigan  
Discussant: Marc Schneiber, Reed College  
Winner of OMT Division Best Symposium Proposal Award  

543 SHCS: (OMT, ODC, RM) Philosophical Foundations of Knowledge Management: How is Knowledge Management Possible?  
10:40am - 12:00pm Fairmont: Bayou Rooms II + IV  
Introduction: Why Do We Need to Know How We Can Know?  | Andreas Georg Scherer, U. of Zurich  
A Neo-Realist Perspective on Knowledge Management: Epistemological Fallout From Complexity Science  | Bill McKelvey, U. of California, Los Angeles  
A Post-Rationalist Perspective on Knowledge and Knowledge Management: We Are, Therefore I Think  | Haridimos Tsoukas, ALBA Business School  
Doing Knowledge Management  | J.-C. Spender, Open U., U.K.  

544 : (ONE) Environmental, Economic, and Community Sustainability in Southeastern United States: Industrial and  
10:40am - 12:00pm Ritz Carlton: Carondelet  
Chair: Stephanie Welcome, U. of Maine  
Shaping Sustainability in a Regional Context: First Hand Experiences in Local Communities  

545 JS: (ONE, SIM, CMS) Actionable Sustainability: Exploring the Discourse Defining Sustainability  
10:40am - 12:00pm Ritz Carlton: Salon 1  
Organizer: David H. Saia, Ithaca College  
Multi-stakeholder Process for Defining and Developing the Concept of Sustainability  | Duane Windsor, Rice U.  
Sustainability and the Discourse of Corporate Citizenship  | Andrew Crane, U. of Nottingham; Dirk Matten, U. of Nottingham / ICCSR
Session Details – Monday

Sustainability as Aim and Agenda: Reframing the Discourse of Effective Management | Dale Cyphert, U. of Northern Iowa
Words That Last: Talking Towards Sustainability | David H. Saila, Ithaca College

546 (Paper Session) - (PNP) Competition, Collaboration, and Understanding in the Public and Nonprofit Sectors
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - PNP
Presented on Panels 1-9
Foreign Aid Dilemmas: Lessons from Bosnia’s Bulldozer Committee | Eric C. Martin, Eastern Conn. State U.
Understanding Collaboration among Nonprofit Organizations | Chao Guo, Arizona State U.; Muhittin Acar, Selcuk U.
Nonprofit Organizations and Local Government Service Contracting | Richard Feilock, Florida State U.; Hee-Soun Jang, Florida State U.
Towards a Learning Model for Public Organizations and Networks in Times of Crisis | Thomas A. Bryer, U. of Southern California; Nail Oztas, U. of Southern California; Robert C. Myrtle, U. of Southern California
Strategic Orientations and Organizational Adaptation Among Hybrid Public/Nonprofit Agencies | Joaquin Herranz Jr., Massachusetts Institute of Technology
Funding Source and Board Involvement in Non-Profit Organizations: A Test of Resource Dependence | Ronald F. Piccolo, U. of Florida; Matthew M. Hodge, U. of Central Florida
Social Capital and Cross-sector Alliance Learning | Bindu Arya, U. of Texas, Dallas; Jane E. Salk, U. of Texas, Dallas
A Study of the Interplay of Social Capital and Publicness with Performance in Privatized Operations | Kathleen E. Voges, Texas State U.; San Marcos; Christopher Shook, Auburn U.
The Effects of Structural Positioning on Organization Status in a Centrally Governed Network | Kun Huang, U. of Arizona; Keith G. Provan, U. of Arizona
The Role of Strategy-Mission Fit in Advocacy for the Disadvantaged | Amy Klemm Verbos, U. of Wisconsin, Milwaukee

547 (Paper Session) - (RM) Qualitative and Quantitative Issues in Research Methodology
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - RM
Presented on Panels 10-15
The Effect of Grouping on Regression Analysis | Nicholas Boisleux Beaumont, Monash U.
Control in Multidivisional Firms: New Insights from a Multilevel Analysis | Eric Dooms, Tilburg U.; Aswin Van Oijen, Tilburg U.
Improving Survey Response Rates from Top Management | Susan Bartholomew, Queens U.; Anne D. Smith, U. of Tennessee, Knoxville
Factor Analysis In Management Research and the Number-Of-Factors Decision | Brian W. Kulik, Washington State U.
Is There Any Standard for Assessing the “Interest” of Critical Interpretive Research? | Mariel Pozzebon, HEC, Montreal; Charo Rodriguez, McGill U

548 (Paper Session) - (RM) Conducting and Interpreting Qualitative Interviews
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 1
Chair: Michael Rouse, U. of Western Ontario
Men Managers’ Accounts of Their Business Work Behind Closed Doors | Cristina Reis, U. Nova de Lisboa
Conversation Analysis and the Interactional Accomplishment of Managerial Accountability | Nick Llewellyn, U. of Warwick
In Their Own Wor(l)ds: A Textual-Analytical Approach to Interpreting Interview Transcripts | Ellen O’Connor, Stanford Project on Emerging Nonprofits
Discussants: Alison Linstead, U. of Durham; Mark E. Hillon, New Mexico State U.

549 SHCS: (RM, CMS, OMT) Degrees of Freedom: Institutional Constraints and Personal Agency in Academic Knowledge Production
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon C1
Chair: Pushkala Prasad, Skidmore College
The Impact of Structural and Systematic Constraints on Research Activity | Fiona A. E. McQuarrie, U. College of the Fraser Valley
Forms of Resistance in the Academic Iron Cage | Michael B. Elmes, Worcester Polytechnic Institute
Discursive Closure and Degrees of Freedom in the Academy | Pushkala Prasad, Skidmore College

550 (Paper Session) - (SIM) Advances in Stakeholder Theory
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon B
Chair: Craig V. VanSandt, Augustana College
Stakeholder View – A Case Research | Sybille Sachs, U. of Applied Sciences in Business and Administration, Zurich; Edwin Ruhl, U. of Zurich
Stakeholder Salience Revisited: Toward an Actionable Tool for the Management of Stakeholders | Benjamin Anthony Neville, U. of Melbourne; Simon J. Bell, U. of Cambridge; Gregory Whitwell, U. of Melbourne
Emergent Issues of Time and Hierarchical Level for Stakeholder Salience | Milena M. Parent, U. of Alberta; David L. Deephouse, U. of Alberta
Discussants: Bradley R. Agle, U. of Pittsburgh; Donna Wood, U. of Northern Iowa
551: (Paper Session) - (SIT) Top Management Teams
10:40am - 12:00pm Ritz Carlton: Acadia
Facilitator: James R. Meindl, State U. of New York, Buffalo
GDO: The Impact of Training and Use of Teams on Dynamic Capabilities of Small Manufacturers | Paula S. Daly, James Madison U.; Paul E. Bierly, James Madison U.; Brian Keith Miller, James Madison U.
ODC: Cosmopolitans and Locals: Status Dynamics and External Knowledge Sharing in International Teams | Martine R. Haas, Cornell U.
MOC: Top Management Team Transactive Memory, Environmental Volatility, And Performance. | Devaki Rau, Northern Illinois U.
HR: High-Commitment Management and Workforce
Reduction: Competitive Advantage or Disadvantage? | Christopher D. Zatzick, Simon Fraser U.; Roderick D. Iverson, Simon Fraser U.
Winner of HR Division Best Paper Award
PNP: An exploratory study on the impact of rural office location on human services management | Mark S. Preston, U. at Albany, SUNY

552: (Paper Session) - (SIT) Strategic HR Systems
10:40am - 12:00pm Ritz Carlton: Baronne
Facilitator: Gary C. McMahan, U. of Texas, Arlington
HR: High-Commitment Management and Workforce
Reduction: Competitive Advantage or Disadvantage? | Christopher D. Zatzick, Simon Fraser U.; Roderick D. Iverson, Simon Fraser U.

553: (Paper Session) - (SIT) Organizational Culture
10:40am - 12:00pm Ritz Carlton: Vermillion
Facilitator: Tiffany L. Galvin, U. of Utah
GDO: The role of culture in prejudice | Yuko Fujimoto, Deakin U.
ONE: Environmental Management: The Selling Of Corporate Culture | Gregory R. Berry, Brigham Young U.
GDO: Cultures of Diversity: How Organizational Value Systems Affect Reactions to Demographic Diversity | Sandra Spataro, Yale U.

554: (Paper Session) - (TIM) Licensing: Determinants and Effects
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon C3
Chair: Marco Cecchagnoli, INSEAD
Determinants of Technology Licensing | YoungJun Kim, George Washington U.; Nicholas S. Vonortas, George Washington U.
Licensing and patenting: The role of patent protection and commercialization capabilities | Marco Cecchagnoli, INSEAD; Ashish Arora, Carnegie Mellon U.
Excess Technology Commercialization: Making Distant Knowledge Work | Sergey Anokhin, Case Western Reserve U.
Discussant: Michelle Gittelman, New York U.

555: (Paper Session) - (TIM) Perspectives on Modularity
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon D3
Chair: Oscar Hauptman, Singapore Management U.
Toward a System for Classifying Firms According to Product Architecture Role | Margaret Daziel, U. of Ottawa
Entrepreneurship in Modular Markets | Peter Cebon, U. of Melbourne; Oscar Hauptman, Singapore Management U.
Discussant: Sendhil Ethiraj, U. of Michigan

Monday 12:20PM
556: (AA) AACSB Intl. and Mgmt Education: Opportunities and Challenges For Creating Actionable Knowledge
12:20pm - 2:10pm New Orleans Marriott: La Galleries 2
Organizer: Regina Bento, U. of Baltimore

557: (AA) The Social Consequences of Actionable Knowledge
12:20pm - 2:10pm New Orleans Marriott: La Galleries 3
Chair: Tina Dacin, Queen’s U.
Organizer: Pablo Martin de Holan, Instituto de Empresa, Madrid

558: (AA) Business Public Affairs and Government Relations: Developing Actionable Knowledge
12:20pm - 2:10pm Fairmont: Explorers
Organizer: Gerald Keim, Arizona State U.
Speakers: John F. Mahon, U. of Maine; Jennifer Griffin, George Washington U.; Michael D. Lord, Wake Forest U.

559: (AA) Creating Positive and Actionable Self-Knowledge in Work Organizations
12:20pm - 2:10pm Ritz Carlton: Salon 2
Organizers: Laura Morgan Roberts, Harvard U.; Emily Heaphy, U. of Michigan
Presenters: Teresa M. Amabile, Harvard U.; Bruce J. Avolio, U. of Nebraska, Lincoln; Brianna Barker, U. of Michigan; Jennifer
Session Details – Monday

560: (AA) Knowledge at Work: New Stories from Action Research
12:20pm-2:10pm Ritz Carlton: Salon 3
Organizer: Richard Ennals, Kingston U.
Presenters: Bjorn Gustavsen, Work Research Institute; Oyvind Paishaugen, Work Research Institute; James F. Bohman, St. Louis U.; John Shotton, U. of New Hampshire

561: (ART) Aesthetics, Art and Management: “Not for philosophy does this rose give a damn.”
12:20pm-2:10pm Sheraton New Orleans Hotel: Waterbury
Organizer: Chris Poulsen, California State Polytechnic U., Pomona
Chair: Steven S. Taylor, Worcester Polytechnic Institute
Speakers: David Barry, Victoria U., Wellington; Laura Christine Brearley, RMIT U.; Pierre Guillet de Monthoux, Stockholm U.; Mary Jo Hatch, U. of Virginia; Gail Whitman, Erasmus U.

562: (Paper Session) - (BPS) RBV: Unresolved Debates
12:20pm-2:10pm Sheraton New Orleans Hotel: Grand Chenier
Chair: Paolo Boccadelli, Luiss Guido Carli U.
Which Resources Matter? A Fine-grained Test of the Resource Based View of the Firm | Jeremy Galbreath, Curtin U. of Technology; Peter Galvin, Curtin U. of Technology
Leveraging Value from Resources: The Creation of the Mobile-phone Market | Shahzad Muntaz Ansari, U. of Cambridge
Cemented to The Saddle: CEO Age and Ownership Control | James F. Bohman, U. of Wisconsin, Madison
Discussant: Andrew Ward, U. of Georgia

563: (Paper Session) - (BPS) Knowledge Transfer Within and Between Organizations
12:20pm-2:10pm Sheraton New Orleans Hotel: Grand Couteau
Chair: Iris Aaltio, Lappeenranta U. of Technology
Looking for Value in Unusual Places: Strategic Knowledge Networks in Mature Industries | Nancy Jean Higginson, Northern State U.
Knowledge Creation and the Location of Exchange Relations: Within and Beyond the Organization | Ann McFadyen, North Carolina State U.; Albert A. Cannella Jr., Texas A&M U.

564: (BPS) The Dynamics of Organizational Resources and Capabilities
12:20pm-2:10pm Sheraton New Orleans Hotel: Napoleon B2
Chair: Margaret A. Peteraf, Dartmouth College

565: (Paper Session) - (BPS) Consequences of CEO Characteristics
12:20pm-2:10pm Sheraton New Orleans Hotel: Salon 816
Chair: Alison Mackey, Ohio State U.
CEO Tenure and Organizational Performance: Testing A Non-linear Intervening Model | Zeki Simsek, U. of Connecticut
Issuing Equity Abroad: The Roles of CEO Host-Country Experience and Home-Country Environment | Daniel C. Indro, Pennsylvania State U., Great Valley; Stewart R. Miller, U. of Texas, Austin; Malika Richards, Penn State U.
Discussant: Andrew Ward, U. of Georgia

566: (Paper Session) - (BPS) Collaboration and Competition
12:20pm-2:10pm Sheraton New Orleans Hotel: Salon 617B21 (combined)
Chair: Olivia H. Neece, Claremont Graduate U.
Cooperation among Direct Competitors and the Patterns of Competition | Zhi Huang, Boston College; Tiaying Yu, Boston College
Complexity, Networks and Knowledge Flow | Olav Sorensen, U. of California, Los Angeles; Jan W. Rivkin, Harvard U.
Strategic Determinants of Patent-based Rivalry | Gideon D. Markman, U. of Georgia; Peter T. Gianiodis, U. of Georgia; Ann K. Buchholtz, U. of Georgia
Partnering with the Competition? Frequent Flyer Partnerships between Competing Domestic Carriers | Mara Lederman, U. of Toronto
Power, Signaling and Value Appropriation in Strategic Alliance | Dingkun Ge, San Francisco State U.
Discussant: Paul M. Olk, U. of Denver
567 JS: (BPS, OMT) Strategic Competition Among Organizational Forms
12:20pm - 2:10pm Sheraton New Orleans Hotel: Grand Ballroom A
The Effect of Firm and Managerial Objectives on Competitive Interaction
Chairs: Javier Gimeno, INSEAD; Govert Vroom, INSEAD
An Empirical Analysis of Territorial Encroachment Within Franchised and Company-Owned Branded Chains | Arturs T. Kalnins, U. of Southern California
Ownership Structure, Managerial Incentives, and the Intensity of Rivalry | Govert Vroom, INSEAD; Javier Gimeno, INSEAD
Presenters: Ramon Casadesus-Masanell, Harvard U.; Arturs T. Kalnins, U. of Southern California; Govert Vroom, INSEAD
Discussants: Vicente Salas Fumas, U. of Zaragoza; Yves Doz, INSEAD
568 SHCS: (BPS, OMT, ENT) Multiple Perspectives on New Venture Alliances
12:20pm - 2:10pm New Orleans Marriott: La Galleries 5&6
Chair: Manuela N. Hoehn-Weiss, Boston U.
The Impact of Alliance Type and Alliance Experience on Alliance Management Capability in High-Techno | Frank T. Rothaermel, Georgia Institute of Technology; David L. Deeds, Case Western Reserve U.
The Impact of Alliance Form on New Venture Performance: Implications of Environmental Uncertainty in | Manuela N. Hoehn-Weiss, Boston U.
Real Options in Alliance Portfolios of Technology Ventures | Timothy B. Folta, Purdue U.; Jonathan P. O’Brien, U. of Notre Dame
Brokerage in a Vertical Alliance Network | Toby E. Stuart, Columbia U.; Salih Zeki Ozdemir, U. of Chicago; Waverly W. Ding, U. of Chicago
Discussants: Raphael H. Amit, U. of Pennsylvania; Jesper B. Sorensen, Massachusetts Institute of Technology
569 122: (CAR) Turning Mentoring into Actionable Knowledge: Views from Academia and Industry
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 10
Chair: Suzanne C. de Janasz, James Madison U.
Turning Mentoring into Actionable Knowledge: Views from Academia and Industry | Presenters: Ellen Enscher, Loyola Marymount U.; Susan Elaine Murphy, Claremont McKenna College; Carol B. Muller, MentorNet; Monica C. Higgins, Harvard U.; Melenie J. Lankau, U. of Georgia; Scott J. Behson, Fairleigh Dickinson U.; Ellen Fagenson Eland, George Mason U.
570 JS: (CAR, GDO, OB) The Positive Side of the Work-Family Interface: Its Meaning and Measurement
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 9
Chair: Sharon Foley, Drexel U.
Is the Opposite of Positive Negative? The Relationship between Work-Family Enrichment and Conflict | Gary N. Powell, U. of Connecticut; Jeffrey H. Greenhaus, Drexel U.
Does a Balanced Life Promote Work-Family Enrichment? | Jeffrey H. Greenhaus, Drexel U.; Tammy D. Allen, U. of South Florida; Sharon Foley, Drexel U.
Session Details – Monday

Dayton; Sandra Morgan, U. of Hartford; Andy Frank Nazario, Not Specified; Grace Ann Rosile, New Mexico State U.; Charles D. White, U. of Alabama; John Teta Luhman, New Mexico Highlands U.

574: (Paper Session) - (ENT) The Role of Venture Capital in Startups
12:20pm - 2:10pm Sheraton New Orleans Hotel: Salon 829
Chair: Kathleen R. Allen, U. of Southern California
Discussants: The Venture Capitalists’ Role in Exits under Information Asymmetry | Matthias Eckermann, Babson College/Dresden U. of Technology; Andrew Zacharakis, Babson College; Michael Schefczyk, Dresden U. of Technology
The Valuation of Startups by Venture Capitalists: A Strategic Management Approach | Dingkun Ge, San Francisco State U.
Venture Capitalists and Cooperative Start-up Commercialization Strategy | David Hsu, U. of Pennsylvania

575: (Paper Session) - (ENT, BPS, TIM) Entrepreneurial Exit and Harvest Strategies
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon C3
How Should an Entrepreneurial Firm Be Sold? | Ilgaz Arikan, Boston U.
The Capability to Manage Unsuccessful Investments and Firm Performance | Isin Guler, Boston U.
Business Models and Exit Strategies | Christoph Zott, INSEAD
Discussants: Anne Marie Knott, U. of Pennsylvania; Rita Gunther McGrath, Columbia U.

576: (Paper Session) - (ENT, TIM) Start-ups, Established Firms and the Commercialization of New Technologies
12:20pm - 2:10pm Sheraton New Orleans Hotel: Maurepas
The three papers and two discussants will set the stage for an energetic, audience-driven discussion session. We look forward to your participation!
Organizers: Rosemarie Ham Ziedonis, U. of Michigan; Kwanghui Lim, National U. of Singapore
Corporate Venturing and the Integration of Technologies from Acquired Start-ups | David Benson, U. of Michigan; Rosemarie Ham Ziedonis, U. of Michigan
Commercialization Strategies of Entrant & Incumbent Firms Across Waves of Drug Discovery Innovation | David Hsu, U. of Pennsylvania; Kwanghui Lim, National U. of Singapore
Discussants: Scott Shane, Case Western Reserve U.; Henry Chesbrough, U. of California, Berkeley

577: (GDO) Protecting the Victims of Sexual Harassment: New Perspectives on an Old Problem
12:20pm - 2:10pm New Orleans Marriott: La Galleries 1
Organizer: Karen L. Middleton, Texas A&M U.; Corpus Christi
New Research Perspectives on the Behavior of Harassers | Margaret A. Lucero, Texas A&M U., Corpus Christi
The Role of Observers in Helping Targets of Sexual Harassment | Lynn Bowes-Sperry, Western New England College
An Arbitrator’s Look at Victim Rights | Robert E. Allen, U. of Wyoming
Protecting The Eggshell Plaintiff | Patricia Patterson, Texas State U.
Presenters: Lynn Bowes-Sperry, Western New England College; Robert E. Allen, U. of Wyoming; Patricia Patterson, Texas State U.; Margaret A. Lucero, Texas A&M U., Corpus Christi

578: (Paper Session) - (GDO) Understanding Dominance and Privilege
12:20pm - 2:10pm New Orleans Marriott: La Galleries 4
Facilitator: Karla Stillwell, Walden U.
Unacknowledged Privilege: Setting the Stage for Discrimination in Organizational Settings | Ashleigh S. Rosette, U. of Houston
White Stereotype Threat: Does the Fear of Being Perceived as Racist Affect Whites’ Performance? | Jennifer Bustamante, Teachers College, Columbia U.; Kerstin Aumann, Teachers College, Columbia U.; Marina Field, Teachers College, Columbia U.; LaToya Ingram, Teachers College, Columbia U.; Caryn J. Block, Teachers College, Columbia U.

579: (Paper Session) - (HR) Past Trends and New Approaches
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - HR
Presented on Panels 18-22
To Manage Knowledge We Need to Understand How We Use It: The Case for Knowledge Matrixes | Kevin D. Carlson, Virginia Polytechnic Institute and State U.
Personality as Predictor of Career Success: An Evolutionary Theory Perspective | Chay Hoon Lee, Nanyang Technological U.; Chel-Sian Lee, U. of Illinois, Chicago
Assessing Personality, Interview Performance, and Job Performance Through Vocal Characteristics Only | Donald H. Kluemper, Oklahoma State U.; Timothy DeGroot, Oklahoma State U.; Mark H. Phillips, Oklahoma State U.
Information Systems and Personnel Department Power: An Institutional Perspective | Elaine Farndale, Erasmus U., Rotterdam

580 : (Paper Session) - (HR) Strategic HR Practices
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 6
Chair: Donald Baack, Pittsburg State U.
Discussant: Behaviours: Clusters, Regulations, and Markets

581 JS: (HR, OB) Supervisors, Coworkers and Clients of the Organization: Formal and Informal Responses to Stigma
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - MED
Chairs: Hugh T.J. Bainbridge, U. of Melbourne; Carol T. Kulik, U. of Melbourne
The Disability Management Process Model: An Aid to Developing a Diversity Open Organization | Yuka Fujimoto, Deakin U.; Charmine E.J. Hartel, Deakin U.
Responding to Stigma: Decision Making under Conditions of Threat | Sim B. Sitkin, Duke U.; Elizabeth George, Australian Graduate School of Management
"Known By the Company we Keep": Stigma by Association Effects in the Workplace | Hugh T.J. Bainbridge, U. of Melbourne; Carol T. Kulik, U. of Melbourne; Christina Cregan, U. of Melbourne
How Team Practices Enable or Disable Minorities from Having a "Fair Go" in the Workplace | Charmine E.J. Hartel, Deakin U.; Debra Panipucci, Deakin U.
Presenters: Yuka Fujimoto, Deakin U.; Charmine E.J. Hartel, Deakin U.; Sim B. Sitkin, Duke U.; Elizabeth George, Australian Graduate School of Management; Hugh T.J. Bainbridge, U. of Melbourne; Carol T. Kulik, U. of Melbourne; Christina Cregan, U. of Melbourne; Debra Panipucci, Deakin U.

582 : (Paper Session) - (IM) Location Effects and Firm Behaviours: Clusters, Regulations, and Markets
12:20pm - 2:10pm New Orleans Marriott: Napoleon A3
Chair: Glenn Morgan, Warwick U.
The Influence of Industry and Home Country Characteristics on the Pursuit of Firm Innovation | Brent B. Allred, College of William and Mary; Kevin Steensma, U. of Washington
Internationally Competitive Clusters in Developing Countries: India’s IT Industry | Ravi Ramamurti, Northeastern U.
The Internalization Benefits of Transfer Price Manipulation | Lorraine Eden, Texas A&M U.
The home-based advantages and a hierarchy of location advantages. | Lilach Nachum, City U. of New York, Baruch College
Regional Cluster Dynamics under Globalization: The Case of the Greater Grand Rapids Furniture Sector | Vipin Gupta, Grand Valley State U.; Ramachandran Subramanian, Grand Valley State U.

583 : (Paper Session) - (IM) New Perspectives on Cross-Border Mergers and Acquisitions
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon C2
Chair: Theo Peridis, York U.
Meta-Analyses of the Performance Implications of Cultural Differences in Mergers and Acquisitions | Günter K. Stahl, INSEAD; Andreas Voigt, Giessen U.
Acquisition vs. Greenfield: The Entry Mode Choice in Central and Eastern Europe | Desislava Dikova, Groningen U.
The Balance of Power Principle in International Mergers | Eero Vaara, EM Lyon; Janne Tienari, Lappeenranta U. of Technology
Institutional, Managerial and Economic Effects on the Management of International Acquisitions | Monia Mtar, Edinburgh U.
International Acquisitions, Knowledge Sharing, and Performance: Striking A Balance by Reorganizing | Mario Schijven, Tilburg U.

584 JS: (IM, CMS) Latin Management Between Tradition and Change
12:20pm - 2:10pm Ritz Carlton: La Salle
Chairs: Miguel Pina e Cunha, U. Nova de Lisboa; Rita Campos Cunha, U. Nova de Lisboa; Carlos Cabral-Cardoso, U. of Minho
Managing in Brazil: Hybridism and Change | Thomaz Wood Jr., Fundação Getulio Vargas, São Paulo; Miguel P. Caldas, Loyola U. New Orleans
Managing in Italy: The Challenge for an Emerging Style in an Entrepreneurship Country | Nicola Marzilliano, NOKIA Italia Spa/U. Cattolica di Milano
Discussant: Luis R. Gomez-Mejia, Arizona State U.

585 : (Paper Session) - (MED) Student as Customer
12:20pm - 2:10pm New Orleans Marriott: Mardi Grass Salon E - MED
Presented on Panels 23-25
Qualitative research of the idea "The Student is a Customer" | Joel Haire, Swinburne U. of Technology; Mona White, Monash U.
A Management Studies Curriculum for Free Thought: Why Problem-based Learning is Inadequate. | Janet Hazel Hesketh, UKZN
The Impact of Business Study-Abroad Programs on Cultural Awareness and Personal Development | David Lester Duhon, U. of Southern Mississippi; H. Tyronne Black, U. of Southern Mississippi
586: (MED) MED Past Presidents’ Luncheon & Japan’s NAME Guest Speaker: Professor Masaru Uchida.
12:20pm - 2:10pm Ritz Carlton: Evangeline
“Technology transfer to foreign plants and management education”
Organizers: Steven J. Armstrong, U. of Hawaii; Regina Bento, U. of Baltimore
Keynote Speaker: Uchida Masaru, Tokyo Gakugei U.
Facilitator: Yuji Yoshida, Chiba U. of Commerce
Hosts: Carolyn Wiley, Mercer Human Resource Consulting; Elena P. Antonacopoulou, Liverpool U.

587: (MH) Creating Actionable Knowledge: From Roswell Lee to Mary van Kleck
12:20pm - 2:10pm Fairmont: Bayou I
Chair: David A. Lamond, U. of Western Sydney
The Role of the Springfield Armory in the Development of Interchangeable Parts | Robert C. Ford, U. of Central Florida
Thomas Edison: Failed Business Tycoon? | Blaine McCormick, Baylor U.; Paul Israel, Rutgers U.
Scientific Management in Hospitals - The Application of the Gilbreth System | Aidan Shori, Louisiana State U.
Mary van Kleck, Taylorism and the Rule of Knowledge | Tom Francis Heenan, Monash U.
Discussants: Helene Caudill, St. Edwards U.; Stephanie Case Henagan, Louisiana State U.; Bill Cooke, U. of Manchester; Eileen P. Kelly, Ithaca College

588: SHCS: (MOC) Creating Positive Organizations: Action on Knowledge Psychological Well-Being, Support, and Stress
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon A1
Organizers: Steven M. Sommer, U. of California, Irvine; Thomas A. Wright, U. of Nevada, Reno
The Happy/Productive Worker Thesis [Re]Considered Through The Lens Of The Broaden-And-Build Model | Thomas A. Wright, U. of Nevada, Reno
The moderating impact of social support on entrepreneurs’ hardiness and performance | Lena Rodriguez, San Diego State U.; Steven M. Sommer, U. of California, Irvine
Positive Stereotypes? Ethnicity-Related Stressors And Within Group Variance | Faye K. Cocchiara, U. of Texas, Arlington; James Campbell Quick, U. of Texas, Arlington
The Benefits Of Justice For Temporary Workers | Julie Camerman, Universite catholique de Louvain; Russell Cropanzano, U. of Arizona; Christian Vandenberghe, Catholic U., Louvain
Presenters: Lena Rodriguez, San Diego State U.; Faye K. Cocchiara, U. of Texas, Arlington; James Campbell Quick, U. of Texas, Arlington; Julie Camerman, Universite catholique de Louvain; Russell Cropanzano, U. of Arizona; Christian Vandenberghe, Catholic U., Louvain

589: (Paper Session) - (MOC) Social and Symbolic Processes in Organizations
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - MOC
Presented on Panels 26-29
△ Sustaining Organizationally-Based Identities Through Identity Work | Celia Virginia Harquail, U. of Virginia
△ The Enactment Of Competitive Markets And Organizational Performance | Desmond W Ng, Texas A&M / U. of Alberta
△ Aesthetic Interfaces: A Theory of Symbolic Differentiation | Micki Eisenman, Columbia U.
△ Marketing Memetics: Can Customized “Designer Complex Memes” Increase the Value of Brand Equity? | Mark Hanstedt, U. of Wisconsin, Green Bay; Meir Russ, U. of Wisconsin, Green Bay

590: (Paper Session) - (OB) Identifying and Predicting Individual Creativity
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Ricky W. Griffin, Texas A&M U.
Support, Information and Employee Creativity: Relative Importance of Different Groups of Individuals | Nora Madjar, U. of Connecticut; Greg R. Oldham, U. of Illinois, Urbana-Champaign
△ Creativity at Work: The Role of Creative Personal Identity | Kimberly S. Jaussi, State U. of New York, Binghamton; Amy Randel, Wake Forest U.; Shelley D. Dionne, Binghamton U.
The Effects of Emotional Ambivalence on Creativity | Christina T. Fong, U. of Washington, Seattle

591: (Paper Session) - (OB) Research on Politics and Social Dominance
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 30-33
△ Chicken or Egg? Social Information Processing Perspective on Perceptions of Organizational Politics | Brian Keith Miller, James Madison U.
△ Connecting Constructs: Politics, the Feedback Environment, Work Attitudes and Job Performance | Christopher C. Rosen, U. of Akron; Paul E. Levy, U. of Akron; Rosalie Joan Hall, U. of Akron
△ SDO, Racial Identity and Job Status as Predictors of Perceptions of Affirmative Action Beneficiaries | Karl Aquino, U. of Delaware; Marcus M. Stewart, U. of Georgia; Americus Reed II, U. of Pennsylvania

592: (Paper Session) - (OB) Understanding and Enhancing Person-Organization Fit
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Amy Wrzesniewski, New York U.
△ Person-Organization and Person-Job Fit: Testing the Three-Factor Model of Subjective Fit Perceptions | Michael Kennedy, U. of North Texas; Joseph Huff, North Texas U.
Dehning, Chapman U.; Vernon Richardson, U. of Kansas; Robert W. Zmud, U. of Oklahoma
Resource-Based Competitive Responses: A Two-Stage Comparative Case Study | Alexandre Bardi Lopes, U. of Cincinnati; Nicolau Reinhard, U. of Sao Paulo
Heterogeneity of IT Importance: Implications for Enterprise IT Portfolio Management | Stephen K Kwan, San Jose State U.; Joel West, San Jose State U.
Discussant: Cynthia M. Beath, U. of Texas, Austin

598: (Paper Session) - (ODC) Power to Transform: Organizing for Change
12:20pm - 2:10pm Sheraton New Orleans Hotel: Borgne
Chair: Erik Monsen, U. of Colorado, Boulder
The Practice of Organising: Negotiating the Routinisation and Standardisation Traps. | Richard Whittington, Oxford U.; Michael Mayer, Edinburgh U.; Eamonn Molloy, Oxford U; Anne Smith, Glasgow U.
Victims or Agents of Change? Middle Managers as Change Coalition Builders | Frank Schirmer, Dresden U. of Technology
Learning Driven Innovation - An Actionable Framework for Creating Organizational Innovation | Torbjorn Korsvold, Østfold Research Foundation; Per Tobias Kirkebak, Østfold U. College; Bernt Arild Brendal, CogniT AS
Managing Change or Changing Management: Abandoning Planning and Embracing People in Implementation | Stephen Leybourne, U. of Plymouth
The Reorganization of Power: Organizational Transformation in Professional Service Firms | Thomas B Lawrence, Simon Fraser U.; Namrat Malhotra, Queensland U. of Technology; Timothy Morris, Oxford U.
Discussant: David S. Bright, Case Western Reserve U.

599: (Paper Session) - (ODC) Discourse, Accounts and Conversations in and through Change
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon A2
Chair: Julie Wolfram Cox, RMIT U.
How do social accounts and participation during change affect organizational learning | Rune Lines, Norwegian School of Economics and Business Administration
Winner of ODC Division Best Paper
Organizational Discourse as Situated Symbolic Action: Application Through an OD Intervention | Loizos Th. Heracleous, National U. of Singapore; Robert J. Marshak, American U.
Winner of ODC Best Action Research Paper
Action researching at TelecomCorp: A confessional narrative | Alexander Styhre, Chalmers U. of Technology; Mats Theodor Sundgren, Not Specified
Organizational hygiene as a facilitator of imposed intra-organizational change | Rodolphe Durand, EM Lyon; Tessa Melkonian, Ecole de Management de Lyon

Potential Energy Mobilized: Dialectic Change Through the Interaction of Agents and Their Environment | Kenneth Wm. Kury, Boston College
Discussant: Barry A. Macy, Texas Tech U.

600: (Paper Session) - (ODC, MC, RM) Is Design Science Better at Creating Actionable Research and Knowledge than Action Research is?
12:20pm - 2:10pm Sheraton New Orleans Hotel: Bayou Rooms II + IV
Chair: Jean M. Bartunek, Boston College
Action Research: More Necessary than Ever? | William A Pasmode, Mercer Delta Consulting
Actionable Knowledge, produced by Action Research, informed by the approach of the Design Sciences | Joan Ernst Van Aken, Eindhoven U. of Technology
The Relevance Gap: Action and Design Research | Georges Romme, Tilburg U.
Discussant: Philip H. Mirvis, Private Practice

601: (Paper Session) - (OMT) Institutional Effects
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon B3
Chair: Candace Jones, Boston College
Institutionalization of HR Choices: Application of Institutional Theory on Selection Practices | Gergana T Markova, U. of Central Florida
How Organizations Respond to Competing Institutional Pressures: Decoupling State Pressures | David Eduardo Cavazos, Texas Tech U.; Marvin Washington, Texas Tech U.
Discussant: Royston Greenwood, U. of Alberta

602: (Paper Session) - (OMT) Population Dynamics
12:20pm - 2:10pm Sheraton New Orleans Hotel: Salon 828
Chair: Andrew V. Shipilov, U. of Toronto
The Ecological Dynamics of Legal Rule Revisions | P. Devereaux Jennings, U. of Alberta; Martin Schulz, U. of British Columbia; David Leonard Patient, U. of British Columbia; Caroline Gravel, U. of British Columbia; Ke Yuan, U. of British Columbia
Competing in the Looking Glass Market: Dynamics of Change in Strategic Position among U.S. Autofirms | Stanislav D. Dobrev, U. of Chicago
Resource Partitioning and the Limits to Growth of Organizational Populations | Alessandro Lomi, Bologna U.; Erik Reimer Larsen, City U., London; Shayne Gary, Australian Graduate School of Management
Discussant: James Wade, U. of Wisconsin, Madison
Session Details – Monday

Dehning, Chapman U.; Vernon Richardson, U. of Kansas; Robert W. Zmud, U. of Oklahoma
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Chair: Julie Wolfram Cox, RMIT U.

How do social accounts and participation during change affect organizational learning | Rune Lines, Norwegian School of Economics and Business Administration

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Chair: Jean M. Bartunek, Boston College
Action Research: More Necessary than Ever? | William A Pasmor, Mercer Delta Consulting
Actionable Knowledge, produced by Action Research, informed by the approach of the Design Sciences | Joan Ernst Van Aken, Eindhoven U. of Technology

The Relevance Gap: Action and Design Research | Georges Romme, Tilburg U.
Discussant: Philip H. Mirvis, Private Practice

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Chair: Candace Jones, Boston College

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Discussant: Royston Greenwood, U. of Alberta

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Chair: Andrew V. Shipilov, U. of Toronto

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Competing in the Looking Glass Market: Dynamics of Change in Strategic Position among U.S. Autos firms | Stanislav D. Dobrev, U. of Chicago

Resource Partitioning and the Limits to Growth of Organizational Populations | Alessandro Lomi, Bologna U.; Erik Reimer Larsen, City U., London; Shayne Gary, Australian Graduate School of Management

Discussant: James Wade, U. of Wisconsin, Madison
Session Details – Monday

603 🌟: (Paper Session) - (OMT) Organizational Cultural Learning
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - OMT
Presented on Panels 39-44

- Copiers and Water Coolers: The Ecology of Informal Interactions | Anne-Laure Fayard, INSEAD; John Weeks, INSEAD
- Writing Responsibly: Narrative Fiction and Organization Studies | Carl Rhodes, U. of Technology, Sydney; Andrew D. Brown, U. of Nottingham
- Rethinking Individualization and the Global Diffusion of Organizational Models | michael frenkel, Hebrew U.
- Organizational Culture and Inconvenient History: a Problem for Narrative Impositionalism | Michael Rowlinson, Queen Mary, U. of London; Stephen Procter, U. of Newcastle, U.K.; Peter A. Clark, Queen Mary, U. of London; agnes delahaye, Queen Mary, U. of London; Charles Edward Booth, U. of the West of England
- Rejected Values: Pointers to Priorities in Organizations | Humphrey Bourne, U. of Bristol; Mark Jenkins, Nottingham U.
- Generating Aligned Archetypes: Implications of Success in Spanish Hotels | Isabel Sanchez Quiros, U. Complutense De Madrid, Spain

604 ➔ SHCS: (OMT, ONE, SIM) The Changing Dynamics of the Corporation-Society Relationship: Integrative Approaches
12:20pm - 2:10pm Fairmont: University
Chair: Monika Winn, U. of Victoria

- How Social Movement Organizations Influence Firms | Frank den Hond, Vrije U.; Frank G.A. de Bakker, Vrije U.
- Organizational Field Dynamics and Social-to-Strategic Issue Transformation | Charlene E Zietsma, U. Western Ontario; Monika Winn, U. of Victoria
- Stakeholder Influence on Corporate Social Responsibility: Implications of The Bergama Case | Hayriye Ozen, Atılım U.; Sukru Ozen, Baskent U.

605 ➔ JS: (ONE, CMS) Educating for Sustainability
12:20pm - 2:10pm Ritz Carlton: Salon 1
Making the Case for a Critical Approach to Sustainability Education | Bobby Banerjee, U. of South Australia
Organizational Dynamics of Environmental Regulatory Negotiation | Catherine A. Ramus, U. of California, Santa Barbara; Alfred Marcus, U. of Minnesota
Stakeholder Negotiation Exercises in the Classroom | Eva Collins, Waikato U., New Zealand; Kate Kearins, Auckland U. of Technology

606 ➔: (Paper Session) - (PNP) Improving Organizational Performance in the Public and Nonprofit Sectors
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - PNP
Presented on Panels 45-54

- Can the Public Sector Implement Knowledge Sharing as Effectively as the Private Sector? | William Andrew Taylor, U. of Bradford; Gillian Wright, Manchester Metropolitan U.
- Innovative Compensation Model for Nonprofit Organizations with Limited Resources | Lisa Emily Dahmus, U. of Texas, Austin
- Subordinates’ reactions to managerial directions | Helge Hermes, Ageder U. College
- Double-Loop learning Effects of Organisational Change on Crisis in Non Profit Environments | Rita Mano-Negrín, Haifa U.
- Organizational Culture, Structure and Collaboration: A Non-profit, Government-supported Case Study | David Russell Coole, U. of South Florida; Stacey Kessler, U. of South Florida; Jonathan Adam Shoemaker, U. of South Florida; Matt Tuttle, U. of South Florida; Sarah Nelson, U. of South Florida
- Exploring the Association Between Board and Organizational Performance in Nonprofit Organizations | William A. Brown, Arizona State U.
- Three Big Management Challenges in Human Service Agencies | Seok-Eun Kim, U. of West Florida
- The Outcomes of Values and Participative Practice: A Study of ‘Values-Expressive’ Nonprofit Agencies | Granger Macy, Ithaca College
- Desirable Organizational Characteristics: How to Create a Focus on Results and Managerial Authority | Donald P. Moynihan, Texas A&M U.; Sanjay K. Pandey, Rutgers U.

607 ➔: (PNP) Public and Nonprofit Division Workshop
12:20pm - 2:10pm Fairmont: Creole
Meet the officers, find out how the division works, and find out how to get involved. Special presentation on nonprofit curricula in business schools.
Division Chair: Ralph S. Brower, Florida State U.
Nonprofit management curricula in business schools | Naomi Wish, Seton Hall U.
Session Details – Monday

608 \rightarrow: (RM) Research Methods International Member Networking
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 1
The Executive Committee of RMD invites our international members to join us at a networking reception.
Chair: Lucy R. Ford, Rutgers U., Camden

609: (SIM) Empirically Examining the Link Between CSP, Fiduciary Duty, and/or Financial Performance
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon B
Chair: Lance Moir, Cranfield U.
Corporate Social Performance Profiles: Exploring the Nature of Firm-Level Social Action | James E. Mattingly, U. of Northern Iowa; Shawn Berman, Santa Clara U.
Impact of Community Stakeholder Performance on Bank's Financial Performance | Nada Kobeissi, Long Island U., C.W.Post; Fariborz Damanpour, Rutgers U.
Rethinking Stakeholder Paradox: Effects of CSP and Performance Based Compensation on Fiduciary Duty | Jegoo Lee, Boston College; Byung (Brian) Hee Lee, California State U., Fullerton; Sandra Waddock, Boston College; Samuel B. Graves, Boston College
Are We Wasting Time with the Corporate Social Performance-Financial Performance Link? | Jeremy Collin Short, Portland State U.
A Cross Cultural Study of Corporate Social and Environmental Responsibility Practices and Benefits | Carolyn Egrí, Simon Fraser U.; Isabelle Maignant, Vrije U.; David A. Ralston, U. of Oklahoma: Jean-Pascal Gond, LIRHE, Université Toulouse I; Carlos Lo, Hong Kong Polytechnic U.; David A. Griffith, Michigan State U.
Discussants: David H. Saia, Ithaca College; Jennifer Leigh, Boston College

610 \rightarrow: (SIM) Components of Social Responsiveness: Leadership, Reputation and Social Responsibility
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - SIM
Presented on Panels 55-58
Virtual Optima: Reputational Optimality and the Ethics of Systems | Barry M. Mitnick, U. of Pittsburgh; John F. Mahon, U. of Maine
A Model for Giving: The Effect of Corporate Charity on Employees | Samuel Phineas Upham, U. of Pennsylvania
Corporate Social Responsibility Disclosure and Actionable Ethics: The Nike Case | Kristen Bell DeTienne, Brigham Young U.; Lee W. Lewis, Brigham Young U.

611: (Paper Session) - (SIM) Transformational Leadership
12:20pm - 2:10pm Ritz Carlton: Acadia
Facilitator: Janice R. Joplin, U. of Texas, El Paso
OB: The Direct and Indirect Influence of Transformational Leaders: A Network Study | Joyce E. Bono, U. of Minnesota; Marc H. Anderson, U. of Minnesota
TIM: Direct and Indirect Effects of Transformational Leadership on Firm Innovation | Don I. Jung, San Diego State U.; Anne Wu, National Chengchi U.; Chee Chow, San Diego State U.
GDO: Female Transformational Leaders: New Directions for Research | Kara Anne Arnold, Memorial U.; Catherine Loughlin, U. Toronto
ODC: Dialogical Leadership: A descent into Social Construction | C. Keith Cox, Benedictine U.

612: (Paper Session) - (SIM) Innovation and Adaptation
12:20pm - 2:10pm Ritz Carlton: Baronne
Facilitator: Gina Dokko, U. of Pennsylvania
TIM: Governance Modes for the Development of Mobile Telecommunications Services: A System Perspective | Jan Van Den Ende, Rotterdam School of Management
BPS: Publish or Perish: Serial Adaptation Across Technology Generations | N. Venkatraman, Boston U.; Chi-Hyon Lee, Boston U.
OMT: The Incumbent Discount: Financial Institutions and Incumbent Response to Technological Change | Mary J. Benner, U. of Pennsylvania
ENT: Managerial Implications of Entrepreneurial Rents | Richard J. Arend, U. of Nevada, Las Vegas

613: (Paper Session) - (SIM) Organizational Justice and Trust
12:20pm - 2:10pm Ritz Carlton: Vermillion
Facilitator: Adrienne Colella, Texas A&M U.
OB: Event and Entity Justice Perceptions: Distributive Justice and Compensation System Fairness in IJVs | Jaepil Choi, Hong Kong U. of Science & Technology; Chao C. Chen, Rutgers U.
PNP: Dimensions of Trust in Citizens and Administrators: Attitudes toward Citizen Participation | Kaifeng Yang, Florida State U.
CM: Too Good to be Trusted? Relative Performance, Envy and Trust | Jennifer Renee Dunn, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania

614: (Paper Session) - (TIM) Customer Integration and Innovation
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon D3
Chair: Kenneth Boyer, Michigan State U.
Beyond Customer Integration: The Internet as a Platform for a Multi-Channel Innovation Strategy | Emanuela Prandelli, Bocconi U.; Gianmario Verona, Bocconi U.; Mohanbir Sawhney, Northwestern U.
Monday 12:50PM

**615** (Paper Session) - (HCM) Agency Theory Perspectives on Behavior and Relationships Across Organizational Boundaries
12:50pm - 2:10pm Sheraton New Orleans Hotel: Salon 825
Facilitator: Dawn Oetjen, U. of Central Florida
Governance, Equity, Venture Capital Involvement, and Wealth Creation in Healthcare IPOs | David R. Williams, Appalachian State U.
Transfer Pricing and I.D.S. | Rania F. Nader, Indiana U.; Stephen L Walston, Indiana U., Indianapolis
If Interorganizational Trust Matters, What Predicts It? A Test of Interorganizational Trust | Craig B Caldwell, Butler U.
An Agency Theory Perspective on Physician Interactions with the Pharmaceutical Industry | Philip Yoon, U. of Alberta
Discussant: Kanak Gautam, St. Louis U.

Monday 1:00PM

**616** (MC) Towards Value Adding Research on Consulting
1:00pm - 2:10pm Sheraton New Orleans Hotel: Napoleon D2
Presenters: Larry E. Greiner, U. of Southern California; Flemming Pouffeit, Copenhagen Business School; W. Warner Burke, Columbia U.

**617** (Paper Session) - (MSR) Integral Individual/Organizational Being: No Humpty Dumpty Here
1:00pm - 2:10pm Fairmont: Gold
Integral Sensemaking for Executives: The Evolution of Spiritually Based Integral Consciousness | John E. Young, U. of New Mexico; Jeanne M. Logsdon, U. of New Mexico
Does Spiritual Experience Reduce Stress? Prospective Study of the Transcendental Meditation Program | Charles N. Alexander, Maharishi U.; David DeArmond, Maharishi U.; Dennis P. Heaton, Maharishi U.; Mary Martha Stevens, Butler County Community College; Jane Schmidt-Wilk, Maharishi U.
Discussant: Gerald Biberman, U. of Scranton

**618** (OM) Integrating OD and SCM: Effecting Actionable Changes in the Supply Chain
1:00pm - 2:10pm Sheraton New Orleans Hotel: Napoleon D1

Muthusamy, Bowling Green State U.; John Scarpelli, Bowling Green State U.; Lillian Schumacher, Bowling Green State U.; John Ryan, Bowling Green State U.

Monday 2:30PM

**619** (AA) Varieties of Action Research Practice in Centers Around the World
2:30pm - 3:50pm New Orleans Marriott: Balcony I J K
Organizers: Rupert F. Chisholm, Pennsylvania State U.; Lichia Saner-Yiu, Center For Socio-Economic Development
Presenters: Oguz N Baburoglu, Sabanci U., Istanbul; L. David Brown, Hauser Center, Harvard U.; Philip H. Mervis, Private Practice; Susan A. Mohrman, U. of Southern California; Thoralf Ulrik Qvale, Work Research Institute, Oslo

**620** (AA) What and How Do Consultants Contribute to Management Knowledge?
2:30pm - 3:50pm New Orleans Marriott: La Galleries 2
Organizer: Larry E. Greiner, U. of Southern California
Presenters: Majken Schultz, Copenhagen U.; Tom Davenport, Babson College; Laurence Prusak, McKinsey & Company

**621** (AA) Weird Work: The Theory and Practice of Nonstandard Work Arrangements
2:30pm - 3:50pm New Orleans Marriott: La Galleries 3
Organizers: Susan J Ashford, U. of Michigan; Ruth Blatt, U. of Michigan, Ann Arbor

**622** (AA) Boundaries to Knowledge Integration: The role of institutional and organizational contexts
2:30pm - 3:50pm Fairmont: Explorers
Organizer: Harry Scarbrough, Warwick U.
Interactive Innovation Processes and the Evolution of Biomedical Knowledge | Novelty and Knowledge: Making Changes in New Process Development | The Integration Of Knowledge In Project Based Organizations | Academic entrepreneurship, knowledge gaps and the role of business schools | Complexity, Contradiction and Management Knowledge in Client-Consultancy Relationships |
Presenters: Jackie Swan, Warwick U.; Jennifer Howard-Grenville, Boston U.; Charles Baden-Fuller, City U., London; Andy Lockett, U. of Nottingham; Andrew Jonathan Sturdy, Imperial College, U. of London

**623** (AA) Using Energy for Creating Actionable Knowledge
2:30pm - 3:50pm Ritz Carlton: Salon 2
Organizer: Ryan Quinn, U. of Michigan
Session Details – Monday

624: (AA) Why Isn’t Most Organizational Research Actionable?
2:30pm - 3:50pm Ritz Carlton: Salon 3
Organizer: Donald Hopkins, Temple U.

625: (Paper Session) - (BPS) New Theoretical Perspectives on Strategy and the Firm
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Chene
Chair: Steven E. Phelan, U. of Nevada, Las Vegas
Time and Strategy: Towards a Multitemporal View of the Firm | Arabella Moccio, U. of Palermo; Giovanni Battista Dagnino, U. of Catania
Organizational Identity and Strategy | William Timothy Few, U. of Pittsburgh
A Motivation-Based Theory of the Firm: Integrating Governance and Competence-Based Approaches | Oliver Grosscheg, INSEAD
Competitive Institutional Strategies: A New Generic Typology | Krishna Duyasankar, Nanyang Technological U.; Shobha S. Das, Nanyang Technological U.
Discussant: Peter W. Roberts, Emory U.

626: (Paper Session) - (BPS) Social Learning and Imitation
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Couteau
Chair: Paulo Prochno, Fundação Dom Cabral
Knowledge Transfer Methods: An Empirical Investigation of Their Function, Timing, and Effectiveness | Robert James Jensen, U. of Pennsylvania; Gabriel Szulanski, INSEAD
Does the Architecture of Complexity Affect Imitation Efforts in Complex Worlds? | Sendil Ethiraj, U. of Michigan; Daniel Levinthal, U. of Pennsylvania; Rishi R Roy, U. of Michigan, Ann Arbor
Calling Spirits from the Deep: Social Learning, Industry Structure, and Competitive Dynamics | Scott Fralick Rockart, Duke U.
Unfolding Competitive Action Patterns | Jens L. Boyd, Free U. of Berlin; Rudi K Bresser, Free U. of Berlin
Discussant: Matthew Kraatz, U. of Illinois, Urbana-Champaign

627: (Paper Session) - (BPS) Board Characteristics and Their Consequences
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon B2
Chair: Thomas Clarke, U. of Technology, Sydney
CEO Duality: A Double-Edged Sword? CEO Duality, Board Composition, and Corporate Diversification | Kong-Hee Kim, U. of Texas, Arlington; Abdul A. Rasheed, U. of Texas, Arlington
Strictly Rules, Looser Governance: The Substitution of Regulation for Board Monitoring in Banking | Michael L. DeVaughn, U. of Minnesota; Karen Schnatterly, U. of Minnesota
Discussant: Amy Hillman, Arizona State U.

628: (Paper Session) - (BPS) Strategic Decision Making Processes
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 816
Chair: Margaretha Hendrickx, Binghamton U.
Consensus Quality: A Missing Link in the Consensus-Performance Relationship | Franz Kellermanns, Mississippi State U.; Steven W. Floyd, U. of Connecticut
Strategic Choice: Firm-Driven or Field-Driven? It’s in the Process | Josephine Stomp, York U.
Accelerating the Strategy Process: One Industry Giant’s Attempt | Deone Maria Zell, California State U., Northridge; Alan Glassman, California State U., Northridge; Shari A. Duron, Hewlett-Packard
The Role of Strategic Intelligence in Crisis Management | William John Worthington, Texas A&M U.
Discussant: Richard L. Priem, U. of Wisconsin, Milwaukee

629: (Paper Session) - (BPS) Alliances and Firm Performance
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Kunal Banerji, Florida Atlantic U.
Getting out of Organizational Decline: Does Strategic Alliance Formation Matter? | Haiyang Li, Texas A&M U.; Dan Li, Texas A&M U.
How International Strategic Alliances Influence Shareholders Value? | Shao-Chi Chang, National Cheng Kung U.; SHENG-SYAN CHEN, Yuan Ze U; Rong-Her Liai, National Cheng Kung U.
Do Alliances Decrease Firms’ Risk? | Patrizia Porrini, Long Island U.
Discussant: Lyda S. Bigelow, Washington U.

630: (SHCS: (BPS, OMT, TIM) The Problem Solving Perspective and the Theory of the Firm
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon D
Chair: Jackson A. Nickerson, Washington U.
Balancing Authority and Consensus in Inter-organizational Relationships: Insights from the Problem-S | Glenn Hoetker, U. of Illinois, Urbana-Champaign; Thomas Mellewigt, U. of Leipzig
Empirical Evidence Regarding the Tension Between Knowledge Sharing and Knowledge Expropriation in Co | Bruce Heiman, San Francisco State U.; Jackson A. Nickerson, Washington U.
Alliance Organization and Technological Performance: A Problem Solving Perspective | Jeffrey Macher, Georgetown U.; Michael J. Leiblein, Ohio State U.
The Problem Solving Perspective in Perspective: Integrative and Philosophical Considerations | William S. Hesterly, U. of Utah
Discussants: Todd Zenger, Washington U.; Brian Silverman, U. of Toronto

634 (CMS) Critical Realism and the Study of Management and Organization
2:30pm - 3:50pm Ritz Carlton: La Salle
Participants: Marc Ventresca, U. of California, Irvine; Alistair Mutch, Nottingham Trent U.; Rick Delbridge, Cardiff U.; Marc Schneiberg, Reed College

635 (Paper Session) - (ENT) Rents, Exchanges, and Resources
2:30pm - 3:50pm Sheraton New Orleans Hotel: Maurepas
Chair: Jonathan Thomas Eckhardt, U. of Wisconsin, Madison
Resources, Networks, and the Creation of Entrepreneurial Rents | Seung Bai Bach, California State U., Sacramento;
William Q. Judge, U. of Tennessee, Knoxville; Thomas J. Dean, U. of Colorado, Boulder
Exchange Relationships in Entrepreneurship Research: A Multi-Theoretic, Integrative View | Helena Yli-Renko, U. of Southern California
Reducing Uncertainty to Transform Entrepreneurial Rents into Quasi-rents | Doug Bosse, Ohio State U.

636 (Paper Session) - (ENT) International Factors in New Firm Development
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 829
Chair: Linda Edelman, Bentley College
→ Exploring the Role of Industry Structure in New Venture Internationalization | Stephanie A. Fernhaber, Indiana U., Bloomington; Patricia P. McDougall, Indiana U., Bloomington; Ben Oviatt, Georgia State U.
→ By Leaps and Rebounds: The Development of International Entry Capabilities in Start-ups | Gerard George, U. of Wisconsin, Madison; Shaker A. Zahra, Babson College; Erkko Autio, Helsinki U. of Technology; Harry J. Sapienza, U. of Minnesota
Small Banks, SME Development and Growth: International Evidence | Allen N Berger, Federal Reserve Board of Governors; Iftekhar Hasan, Rensselaer Polytechnic Institute; Leora F Klapper, World Bank

637 (Paper Session) - (GDO) Leadership and Difference
2:30pm - 3:50pm New Orleans Marriott: La Galleries 4
Facilitator: D. Anthony Butterfield, U. of Massachusetts, Amherst
Sex Effects in Evaluations of Transformational and Transactional leaders | Gary N. Powell, U. of Connecticut; D. Anthony Butterfield, U. of Massachusetts, Amherst; José C. Alves, U. of Massachusetts, Amherst; Kathryn M. Bartol, U. of Maryland, College Park
The Effects of Gender and Culture on Implicit Leadership Theories: A Cross-Cultural Study | Lori D. Paris, Cali State U., Fresno
Session Details – Monday

Diversity Reputation and Leadership Diversity as Sources of Competitive Advantage in Organizations  
Quinetta M. Roberson, Cornell U.; Hyeon Jeong Park, Cornell U.

Relational demography and leadership perceptions: Is similar always better?  
Caren Goldberg, George Washington U.; Christine Marie Riordan, U. of Georgia; Lu Zhang, George Washington U.

638 (Paper Session) - (HCM) The Causes and Consequences of Prejudice and Discrimination  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 825

Chair: Elizabeth Eve Umphress, Texas A&M U.

"EX" Marks a Spot: The Stickiness of Removed Stigmas  
Mindy E. Bergman, Texas A&M U.; Katherine M. Chalkley, Texas A&M U.

Do Birds of a Feather Flock Together or Do Opposites Attract?  
Kristin Smith-Crowe, Tulane U.; Arthur P. Brief, Tulane U.; Joerg Dietz, U. of Western Ontario; Maria B. Watkins, Tulane U.

Self-Identities of Individuals with Disabilities  

Paternalization: “Hidden” Discrimination?  
Adrienne Colella, Texas A&M U.; Maria Fernanda Garcia, Texas A&M U.


Discussant: Robin Ely, Harvard U.

639 (Paper Session) - (HCM) Healthcare Organization Learning, Reliability, and Patient Safety  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 825

Facilitator: Amer A. Kaisi, Trinity U.

Why Others Do, But You Don’t? A Multi-Level Model of Responsiveness to Adverse Events  
You-Ta Chuang, York U.; Liane Soberman Ginsburg, York U.; Whitney B. Berta, U. of Toronto

Steven J. Spear, Harvard U.; Mark Schmidhofer, U. of Pittsburgh Medical Center

Creating Complex Health Improvement Programs as Mindful Organizations: From Theory to Action  
L. Michele Issel, U. of Illinois, Chicago; Kusuma Madamala, U. of Illinois, Chicago

Medical Errors and Quality of Care: A Commitment-based Approach  
Naresh Khatiri, U. of Missouri, Columbia; Timothy B. Patrick, U. of Missouri, Columbia; Suzanne Austin Boren, U. of Missouri, Columbia; Gordon D Brown, U. of Missouri, Columbia

Discussant: James D. Bramble, Creighton U.

640 (HR) Ice Cream Social  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Armstrong Ballroom

Program Chair: K. Michele Kacmar, Florida State U.

Join your friends and colleagues in the HR Division for an afternoon snack!

641 (Paper Session) - (HR) Life at Work: The Good, Bad, and Ugly  
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - HR

Presented on Panels 1-11

When Supervisors Transfer Subordinates to Other Supervisors: The Role of Leadership  
Kyoungsu Kim, Chonnam National U.; Fred Dansereau, State U. of New York, Buffalo; Joseph A. Alutto, Ohio State U.; Francis J. Yammarino, State U. of New York, Binghamton; Steven E. Markham, Virginia Polytechnic Institute and State U.

The Effect of Important Work Events on Individuals’ Work Centrality  
Moshe Sharabi, Emek Yezreel College; Itzhak Harpaz, Haifa U.

Employee Participation: Best Practice, Worst Practice, or It All Depends?  
Richard J Long, U. of Saskatchewan

Examining the Relationships Among Personality, Life Domains, and Life Satisfaction Over Time  
Joseph Rode, Miami U.; Ohio

Antecedent of an Interviewee’s Fit Perceptions of an Applicant: The Role of Perceived Similarity  
Maria Fernanda Garcia, Texas A&M U.

The Moderating Influence of Supervisor Power Leader Member Exchange Quality-Performance Relationship  
Ken Harris, Florida State U.; Robyn Brouer, Florida State U.; Suzanne Zivnuska, Bond U.

The Role of Core Evaluations in Supervisors’ Decision-Making  
Edward Hertenstein, U. of Illinois; Joseph J. Martocchio, U. of Illinois, Urbana-Champaign; David Matthew Kaplan, St. Louis U.

The Impact of Control on Job Satisfaction in Customer Service Call Centers  
Gillian Wright, Manchester Metropolitan U.; Ed Rose, Liverpool John Moores U.

Breaking Ties: Relationship Disruptive Behaviors at Work  
Hock-Peng Sin, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.; Margaret A. Shaffer, Hong Kong Baptist U.; Victor P. Lau, Chinese U. of Hong Kong

When Is Work-Family Conflict Related to Job Performance?  
L. A. Witt, U. of New Orleans; Dawn S. Carlson, Baylor U.

The Relative Effects of Fit in Managers’ Hiring Decisions when Work Status and Job Type Vary  
Tomoki Sekiguchi, Osaka U. of Economics; Vanda L Huber, U. of Washington

642 (IM) Culture and Cognition in Cross-Border Business  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon A3

Chair: Richard A. Posthuma, U. of Texas, El Paso

The Effects of Cognitive Appraisal on Justice Judgments: How Do Asians Differ from U.S. Americans?  
Tae-Yeol Kim, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina, Chapel Hill
The Mediating Effect of Trust on the Leadership-Performance Relationship: Australia and China | Gian Marcus Casimir, U. of Newcastle; David A. Waldman, Arizona State U.; Timothy Kevin Bartram, La Trobe U.; Sarah Yang, La Trobe U.

A Cross-Cultural Study of Power, Compliance, and Conflict | M. Afzalur Rahim, Western Kentucky U.; Clement Psenicka, Youngstown State U.

Export Stimuli Revisited: An Analysis of the Cognitive Influences | Francisco José Acevedo, U. de Sevilla, Spain; José Luis Galan, U. de Sevilla, Spain

Effects of Allocator Nationality, Performance Level, and Performance Cause on Merit Pay Decisions | Stanley M. Gully, Rutgers U.; Jean M. Phillips, Rutgers U.; Yunhyung Chung, Rutgers U., New Brunswick

Winner of IM Division Best Paper Award


Entrepreneurial Orientation, Subsidiary Management and Performance of MNCs | Soo Hee Lee, U. of London

The impact of knowledge management on MNC subsidiary performance: The role of absorptive capacity | Volker Mahnke, Copenhagen Business School; Torben Pedersen, Copenhagen Business School; Markus Venzin, Bocconi U.

643: (Paper Session) - (IM) Creating, Transferring, and Managing Knowledge in MNCs
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon C2
Chair: Anil K. Gupta, U. of Maryland
Managing Subsidiary Knowledge Creation | Ulf Andersson, Uppsala U.

644: (Paper Session) - (IM) Emerging Markets and Cross-Border Business
2:30pm - 3:50pm New Orleans Marriott: Marod Gras Salon E - IM
Presented on Panels 12-18

Synergies from Integration in Transition Economies: Does Industry Matter? | Lyubov A. Bogun, Odessa Institute of Entrepreneurship and Law
Turnaround Process in South-East Asia | Alexander D. Falkenberg, U. of St. Gallen; Li Choy CHONG, U. of St. Gallen
Foreign Investment in the Middle East and North Africa | Nada Kobeissi, Long Island U., C.W. Post

645: (Paper Session) - (IPC) Managing Strategic Change
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A1
Facilitator: Frances A Viggiani, Alfred U.

BPS: Chandler Revisited: Interface between Strategy and Structure during Institutional Transition | Chi-Nien Chung, National U. of Singapore; Ishtiaq Pasha Mahmood, National U. of Singapore; Mi Feng, National U. of Singapore

OCC: Complex Organisational Change: Balancing Adaptation and Inertia | Jyoti B. Rahi, London Business School

BPS: Firm Resources, Credible Commitment, and Strategic Change | Heli Wang, Hong Kong U. of Science & Technology


646: (Paper Session) - (IPC) Environmental Influences on Organizations (A2)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A2
Facilitator: Elden Wiebe, U. of Alberta

TIM: The role of environmental dynamics in building a First Mover Advantage theory | Fernando Suarez, London Business School; Gianvito Lanzolla, London Business School

OM: Effects of Environmental Munificence, Dynamism, and Complexity on Principal-Agent Contracts | Justin L Davis, U. of Texas, Arlington

TIM: Initiation and Implementation of Innovation: Influences of Context, Organization, and Leaders | Fariborz Damanpour, Rutgers U.; Marguerite Schneider, New Jersey Institute of Technology; Chris W. Grevesen, DeVry College of Technology

CMS: The Anxiety Corporation | Craig Littler, U. of St. Andrews

647: (Paper Session) - (IPC) Organizational Stigmas (A3)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A3
Facilitator: Philip L. Cochran, Indiana U.

TIM: The role of environmental dynamics in building a First Mover Advantage theory | Fernando Suarez, London Business School; Gianvito Lanzolla, London Business School

OM: Effects of Environmental Munificence, Dynamism, and Complexity on Principal-Agent Contracts | Justin L Davis, U. of Texas, Arlington

TIM: Initiation and Implementation of Innovation: Influences of Context, Organization, and Leaders | Fariborz Damanpour, Rutgers U.; Marguerite Schneider, New Jersey Institute of Technology; Chris W. Grevesen, DeVry College of Technology

CMS: The Anxiety Corporation | Craig Littler, U. of St. Andrews

BPS: The Effect of Director Linkages to Stigmatized Firms: Market Reaction to Bankruptcy | Steve Gove, U. of Dayton; Jay J. Janney, U. of Dayton


SIM: Tainted perceptions, damaged relationships: Toward a theory of organizational stigma | Cynthia E. Devers, Texas A&M U.; Todd Dewett, Wright State U.; Michael R Chrostowski, Central Michigan U.
Session Details – Monday

**648 : (Paper Session) - (IPC) Industry and Evolution (B1)**
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B1
**Facilitator:** Gwendolyn Kuo-fang Lee, INSEAD Strategy & Management Department
**BPS:** Determinants of Firm Strategic Investment Levels: Industry, Market and Firm Effects | Scott Latham, U. of Massachusetts, Amherst; Anurag Sharma, U. of Massachusetts, Amherst
**BPS:** Is the Industry Effect Constant Over Time? | Tyson B. Mackey, Ohio State U.; P. Konstantina Kioussis, Ohio State U.
**OMT:** The Emergence of Executive Champions and their Development Team Success | Richard Marenis, California State U., Sacramento
**SIM:** Socially Responsible Behavior: Exploring the Micro-Foundations of Social Change Initiatives | Susan C. Schneider, U. of Geneva; Maurizio Zollo, INSEAD; Quy Nguyen Huy, INSEAD; Karin Oppegaard, U. of Geneva
**MH:** Timing is Everything: Historical Contingency and the Impact of Catholic Social Teaching | Richard Marenis, California State U., Sacramento
**GDO:** The Middle East in Comparative Perspective | Alyahya, U. of Connecticut

**649 : (Paper Session) - (IPC) History and Social Movements (B2)**
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
**Facilitator:** Julia Teahen, Baker College
**OMT:** Across the Waters: Social Movement Discourses in Two Waterfront Disputes | John W. Selsky, U. of Melbourne; Andre Spicer, U. of Warwick; Julian Teicher, Monash U.
**MH:** Timing is Everything: Historical Contingency and the Impact of Catholic Social Teaching | Richard Marenis, California State U., Sacramento
**SIM:** Socially Responsible Behavior: Exploring the Micro-Foundations of Social Change Initiatives | Susan C. Schneider, U. of Geneva; Maurizio Zollo, INSEAD; Quy Nguyen Huy, INSEAD; Karin Oppegaard, U. of Geneva
**MH:** Searching for the Unknown: Hunting for Management History Documents | Charles D. Wrege, Cornell U.; Regina A. Greenwood, Kettering U.; John Joos, Sky Lake Productions

**650 : (Paper Session) - (IPC) Perspectives on Strategic Management (B3)**
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
**Facilitator:** Manuela N. Hoehn-Weiss, Boston U.
**BPS:** The Strategic Management Field: A Survey-based Status Review and Assessment | John G Michel, U. of North Carolina, Charlotte; Ming-Jer Chen, U. of Virginia
**OMT:** An Expanded Model of Strategic Group Identification | Mahendra Joshi, U. of Arkansas; Anne M. O'Leary-Kelly, U. of Arkansas; Vikas Anand, U. of Arkansas
**BPS:** Competitive Advantage: an Operational Definition | Luiz Artur Ledur Brito, FGV-EAESP; Flavio C. Vasconcelos, FGV-EAESP
**ENT:** Transient Businesses: A Street Vendor Typology & Exploratory Study | Michael W. Wakefield, Colorado State U.; Verona Beguin, Black Hills State U.

**651 : (Paper Session) - (IPC) Interpretation and Ethnography (C1)**
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
**Facilitator:** Andrew F. Simon, Seton Hall U.
**RM:** A Call for Theoretical-Methodological Congruence in Interpretive Information Systems Research | Michael T.K. Tan, National U. of Singapore; Wendy Hall, U. of British Columbia
**RM:** Reading Reflexivity into Autoethnographic Vignettes | Michael Humphreys, U. of Nottingham
**RM:** Changing Roles in the Field: A Comparison of Ethnography, Action Research, and Clinical Research. | Hyosun Kim, Chung Ang U.
**OMT:** Toward a Cognitive Model of Social Accounting | Anthony Cobb, Virginia Tech
**OMT:** Reflexive Realism? | Milnea Calin Moldoveanu, U. of Toronto

**652 : (Paper Session) - (IPC) Perspectives on Diversity (C2)**
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C2
**Facilitator:** Dana Dudzinska-Przesmitzki, U. of Connecticut
**GDO:** Rethinking the Differential in Precautionary Savings between Blacks and Whites | Benjamin K Ofili, Case Western Reserve U.
**MSR:** Religion, Culture and Managing Diversity in International Organizations | Asha Rao, California State U., Hayward; Donna Wiley, California State U., Hayward
**GDO:** The Drama of Hispanics in the Workplace: ¿Habla Usted Español? | Ana Sierra Leonard, Miami U., Ohio
**GDO:** Learning to Diversify Oneself | David A. Cowan, Miami U., Ohio

**653 : (Paper Session) - (IPC) Innovation and New Product Development (C3)**
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C3
**Facilitator:** Melissa A. Schilling, New York U.
**TIM:** The Role of Leader Personality in New Product Development Team Success | Zvi H. Aronson, Stevens Institute of Technology; Richard R. Reilly, Stevens Institute of Technology; Gary S. Lynn, Stevens Institute of Technology
**TIM:** The Emergence of Executive Champions and their Impact on Innovation Performance | Holger Ernst, Otto Beisheim Graduate School of Management (WHU); Thomas Lechler, Stevens Institute of Technology
**GDO:** Empowerment and Human Capital Utilization in DM: The Middle East in Comparative Perspective | Khalid Alyahya, U. of Connecticut
GDO: Sex Differences in Job Attribute Preferences: A Two-Year Cross-Nation Study | Ji Cheng, Temple U.


IM: Reflections of Organizational Identity and National Culture on Managerial Roles in MNC | Yair Berson, Polytechnic U.; Miriam Erez, Technion-Israel Institute of Technology; Seymour Adler, Not Specified

HR: Accounting for Change and Belonging in Expatriates’ Talk of Repatriation and Short-term Assignments | Tina L. Howell, University of Nottingham

655: (Paper Session) - (IPC) Women in Management (D2)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: David A. Kravitz, George Mason U.
ENT: Forced to Play by the Rules? The Impact of Women Entrepreneurs’ Partnerships on Access to Resources | Lindsey Godwin, Case Western Reserve U.; Nurete Brenner, Case Western Reserve U.

656: (Paper Session) - (MC) Consultants as Change Agents: Styles and Evaluation Criteria
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon D2
Chair: Sandra M. Martinez, Widener U.

- Criteria for Effective Project Management Consulting in a Changing World of Business | Hans J Thamhain, Bentley College
- Understanding Innovation Implementation & Organizational Change: Addressing the Theory Practice Gap | C Kym Wong, Benedictine U.

Winner of the Bentley College/HEC Outstanding Student Paper Award

Vision, Style and Interventions of Management Consultants | Leon de Caluwe, Free U.; Amsterdam; Antonie van Nistelrooij, Free U.; Nanja Schouten, Free U.
Discussant: James W. Fairfield-Sonn, U. of Hartford

657: (Paper Session) - (MED) Curriculum Design Content and Organisation
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - MED

Session Details – Monday

658: (Paper Session) - (MED) Technology mediated learning
2:30pm - 3:50pm Ritz Carlton: Evangeline
Chair: Joseph E. Champoux, U. of New Mexico

- A Study of Disciplinary, Structural, and Behavioral Effects on Course Outcomes in Online MBA Courses | J. B. Arbaugh, U. of Wisconsin, Oshkosh; Barbara L. Rau, U. of Wisconsin, Oshkosh
- Assessing the Outcome of Technology Mediated Learning: The Significance of Learning Context | Ruey-lin Hsiao, National U. of Singapore

Discussant: Maria L. Nathan, Lynchburg College

659: (Paper Session) - (MED) Connecting Learning, Cognition & Knowledge
2:30pm - 3:50pm Ritz Carlton: Union Terrace A
Chair: Behnaz Quigley, Marymount U.

- The Influence of Learning Styles on the Creation of Actionable Knowledge in Public Sector Managers | Anis Mahmud, U. Hull; Steven J. Armstrong, U. of Hull
- Validity and Factor Analysis: Cognitive Style Index and Revised Approaches to Studying Inventory | Kristin Backhaus, State U. of New York, New Paltz; Joshua Liff, State U. of New York, New Paltz
- Validity of Structural Knowledge | Jeff Tschetter, U. of Sioux Falls

Discussants: Tom Hawn, Frostburg State U.; Frank M. Shipper, Salisbury U.

660: (Paper Session) - (MED, MC) Management Education, Consulting, and Research: Looking for Actionable Knowledge
2:30pm - 3:50pm Fairmont: Bayou Rooms II + IV
Chair: Jerome Meric, CERMAT-IAE de Tour
Science, Technology, Technique, Management Science and Actionable Knowledge | Yvon Pesqueux, Conservatoire National des Arts et Métiers

The Explanation of Actionable Knowledge in the Strategic Decision Process: The Scenarios Method | Emmanuelle Reynaud, ESCSA
Transmitting Actionable Knowledge: Can We Teach How to Act? | Franck BRILLET, CERMAT-IAE de Tour, Jerome Meric, CERMAT-IAE de Tour
Discussant: Elena P. Antonacopoulou, Liverpool U.

Social Capital and the Internationalising MBA – Bonding, Bridging and Belonging | Sarah Katrina Robinson, Lancaster U.

The Validity of the Graduate Management Admission Test (GMAT): A Meta-Analysis | Nathan R. Kuncel, U. of Illinois, Urbana-Champaign; Marcus Crede, U. of Illinois, Urbana-Champaign; Lisa Lynn Thomas, U. of Illinois, Urbana-Champaign
Session Details – Monday

661: (MH) Celebrating 70 Years of Schumpeterian/Austrian Influence on Management Research
2:30pm - 3:50pm Fairmont: Bayou I
Chair: Michael D. Pfarrer, U. of Maryland, College Park; Walter J. Ferrier, U. of Kentucky
Presenters: Nicolai Foss, Copenhagen Business School; Frank T. Rothaermel, Georgia Institute of Technology; Peter G. Klein, U. of Missouri; Mary Tripsas, Harvard U.; Sonali Shah, U. of Illinois, Urbana-Champaign

662: (MH, ODC, MC) Contributions to Actionable Knowledge: The Legacy of Tannenbaum, Jaques, Schutz and Merton
2:30pm - 3:50pm New Orleans Marriott: La Galleries 5&6
Chair: Therese F. Yaeger, Benedictine U.
From FIRO-B to Encounter Groups: Understanding the Historical Contributions of Dr. William C. Schutz | Peter Sorensen, Benedictine U.
"Action from Knowledge: Elliott Jaques, from Tavistock to Human Capability" | Shawn M. Carracher, Texas A&M U.
Creating Action Through Values: The Knowledge and Contributions of Robert Tannenbaum | David Jamieson, Pepperdine U.
Focus Groups and Self-Fulfilling Prophecies: Creating Action from the Legacy of Robert Merton | Therese F. Yaeger, Benedictine U.
Knowledge Synthesis: Creating Action from Legacies: Tannenbaum, Jaques, Schutz, and Merton | Thomas C. Head, Roosevelt U.

663: (Paper Session) - (MOC) Knowledge Creation and Management
2:30pm - 3:50pm New Orleans Marriott: Napoleon A1
Facilitator: Donde Ashmos Plowman, U. of Texas, San Antonio
Valuing a Reconceptualization? A Better Absorptive Capacity | Gergana Todorova, Bocconi U.; Boris Durisin, SDA Bocconi U.
Toward Knowing More: Linking the Elements of Organizational Knowledge | Marc H. Anderson, U. of Minnesota; Mary Lippitt Nichols, U. of Minnesota
The Knowledge Sharing Dilemma: Knowledge and Knowing in Japanese IT Firms | Makoto Matsuo, Otaru U. of Commerce; Mark Easterby-Smith, Lancaster U.

664: (Paper Session) - (MOC) Social and Process Orientations
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - MOC
Presented on Panels 22-26
Procedural Orientation and Teams at the American Red Cross | Anita Williams Woolley, Harvard U.
The Ecology of Professional Service Production | Markus Reihlen, U. of Cologne
What’s in the Black Box: The Impact of Demographic Diversity on Organizational Attachment | Wei Hua, U. of California, Los Angeles

665: (MOC, OB) Identity in the Workplace: Converging Views From Differing Perspectives
2:30pm - 3:50pm Sheraton New Orleans Hotel: Rampart
Chair: Giles Hirst, Aston U.
Unlocking the Good Soldier Syndrome: Citizenship Role Identity as an Organizing Cognitive Structure | Michael W. Grojean, Aston Business School
Functional or Deviant Differences? Diversity in Relation to Social Identity Processes | Floor Rink, Leiden U.; Naomi Ellemers, Leiden U.
Presenters: Michael W. Grojean, Aston Business School; Anne T. O’Brien, U. of Exeter; Floor Rink, Leiden U.; Rolf Van Dick, Aston Business School
Discussant: D Brent Smith, Rice U.

666: (Paper Session) - (MSR) Threshing Theory for MSR: Marking Trailheads Towards Establishing Credibility/Validity Claims
2:30pm - 3:50pm Fairmont: Gold
Nailing Down Gossamer: A Valid Measure of the Person-Organization Fit of Workplace Spirituality | Mathew Sheep, U. of Cincinnati
Restoring a Culture of Ethical and Spiritual Values: A Role for Leader Storytelling | Cathy Driscoll, Saint Mary’s U.; Margaret McKee, Saint Mary’s U.
Introduction: Marjolein Lips-Wiersma, U. of Canterbury

667: (Paper Session) - (OB) The Role of LMX in Creating OCB
2:30pm - 3:50pm New Orleans Marriott: Balcony L M N
Facilitator: Raymond T. Sparrowe, Washington U.
A Meta-Analytical Explanation of the Relationship between LMX and OCB | Rick D. Hackett, McMaster U.; Laurent M. Lapiere, U. of Ottawa
Integrating Uni- and Multi-dimensional LMX: The Joint Effect on Performance and Extra-role Behaviors | Hui Wang, Peking U.; Kenneth S. Law, Hong Kong U. of Science & Technology
Take this OCB and Shove It! Trust as a Mediator between Leader Rewards and Punishments and OCB | Robert S. Rubin, DePaul U.
Linking Justice, Performance, and Citizenship via Leader-Member Exchange | James Paul Burton, U. of Washington, Bothell; Chris J. Sablinski, California State U., Sacramento; Tomoki Sekiguchi, Osaka U. of Economics

668: (Paper Session) - (OB) Managing Impressions of the Self and the Profession
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Ronald H Humphrey, Virginia Commonwealth U.
Why Most People Disapprove of Me: Experience Sampling in Impression Formation | Jerker C. Denrell, Stanford U.
Self-Handicapping Behavior in the Workplace | Phyllis Anne Siegel, Rutgers U.
Working to Reduce Stigma: Individual Stigma Management Strategies in Organizational Contexts | Amy Trahan, U. of Michigan, Ann Arbor; Margaret Shih, U. of Michigan, Ann Arbor
Dirty Work and Well-Being: The Roles of Occupational Identification, Passing and Choice | Kara Anne Arnold, Memorial U.; Julian Barling, Queen’s U.; Roderick D. Iverson, Simon Fraser U.

669: (Paper Session) - (OB) Research on Groups and Teams
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 27-30
Membership Change and Transactive Memory | Michael R. Baumann, U. of Texas, San Antonio
The Influence of Interpersonal Conflict and Trust on Transactive Memory in Top Management Teams | Devaki Rau, Northern Illinois U.
The Role of Goal Orientation in Managing Goal-Performance Discrepancies in Teams | Christopher O.L.H. Porter, Texas A&M U.; Cellie Itir Gogus, Texas A&M U.; Aneika L. Simmons, Texas A&M U.; Race Chienfeng Yu, Texas A&M U.
Racial Diversity, Collective Efficacy, and Identification in Work Groups | Flavia Cavazotte, IBMEC; Ronald H Humphrey, Virginia Commonwealth U.; Randall G. Sleeth, Virginia Commonwealth U.

670: (Paper Session) - (OB) Pay Inequity and Merit Pay: Understanding Rewards at Work
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Edilberto F. Montemayor, Michigan State U.
The Relationships between Self-Efficacy, Pay-for-Performance Perceptions, and Pay Satisfaction | Seongsu Kim, Seoul National U.; Mark A. Mone, U. of Wisconsin, Milwaukee; Sunghoon Kim, Seoul National U.
Adding Insult to Injury: Procedural Justice in Monetary Equity Restoration | Tyler G. Okimoto, New York U.; Tom Tyler, New York U.
Do They Practice What They Preach? A Cross-level Investigation of Pay Inequities | Aparna Joshi, U. of Illinois, Urbana-Champaign; Hui Liao, Rutgers U.; Susan E. Jackson, Rutgers U.

671: (OB) Justice, Emotions and Related Constructs
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 7
Chairs: Yochi Cohen-Charash, Baruch College; Zinta S. Byrne, Colorado State U.
Emotion Ambivalence In New Job Entrants: Responses To Fair And Unfair Events | Elaine Cahalan Hollensbe, U. of Cincinnati; Shalini Khazanchi, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati
When Do We Help and When Do We Harm? Effects of Outcome Favorability | Yochi Cohen-Charash, Baruch College; Maria Goldman, Baruch College
Effects of Discrete Emotions on Fairness: Do Angry People See Fair Situations as Unfair? | Zinta S. Byrne, Colorado State U.; Tasha L. Eurich, Colorado State U.; Krista Mattern, U. of Illinois, Urbana-Champaign
There and Back Again: Changing Perceptions of Unfairness By Third-Party Mediation | Barry M. Goldman, U. of Arizona; Jaewon Ko, U. of Arizona; Sherry M. Thatcher, U. of Arizona; Debra L. Shapiro, U. of Maryland
Bullying, Emotions, and Justice in the Workplace | Suzy Fox, Loyola U., Chicago; Lamont E. Stallworth, Loyola U., Chicago
Discussant: Tom Tripp, Washington State U.

672: (Paper Session) - (OCIS) New Models and Instruments to Understand Technology Usage
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - OCIS
Presented on Panels 31-35
The Effects of Personality Traits on System Acceptance | Renee Michelle Elaine Pratt, Florida State U.
Technology Acceptance: A Tale of “Two Mandated Organizational Technologies” | Bongsug Chae, Kansas State U.; Marshall Scott Poole, Texas A&M U.
Determinants of Helping Behaviors in Online Groups: A Conceptual Model | Mani R. Subramani, U. of Minnesota; Naren B. Peddibhotla, U. of Minnesota

673: (Paper Session) - (OCIS) Knowledge Sharing: Protection, Leadership and Collaboration
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 8
Chair: Gary M. Olson, U. of Michigan, Ann Arbor
Knowing in Practice: Interpreting Knowledge Work and the Adoption of a Knowledge-sharing System | Ruy-lin Hsiao, National U. of Singapore; Stephen Tsai, National Sun Yat-Sen U.; Ching-Fang Lee, National Sun Yat-Sen U.
Information And Knowledge Management As A Key Leader Function: An empirical examination. | Chandrashekhar Lakshman, Jackson State U.
Accepting Unethical IT Practices | Antonis Stylianou, U. of North Carolina, Charlotte; Susan Winter, U. of North Carolina, Charlotte
Winner of OCIS Division Top Paper Award
Discussant: Sue Newell, Bentley College
### Session Details – Monday

**674**: (ODC) Actionable Knowledge for Large Systems Change  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon A2  
*Chair: Oyeistein Fossen*, Work Research Institute, Oslo

- Coping with trends - action research in Noroil | Beate Karslen, U. of Oslo
- The Åsgard organization – actionable knowledge at work offshore | Fredrik Winther, Norwegian U. for Science and Technology
- Management development as organizational development | Asbjørn Loeve, Statoil

**Discussant: Andrew H. Van de Ven**, U. of Minnesota

**675 JS**: (ODC, OMT, RM) Triangulating on Organizational Change Processes  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Borgne  
*Organizer: Rhonda M. Engleman*, U. of Minnesota

- The Role of Managers’ Mental Models in Processes of Change | Timothy J. Hargrave, U. of Minnesota
- Virtuous and Vicious Cycles in Corporate Entrepreneurship Leadership Dynamics | Rhonda M. Engleman, U. of Minnesota
- Explaining Organizational Changes with Patterns of Top Management’s Attention | Jisun Yu, U. of Minnesota; Rhonda M. Engleman, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

**Discussant: Andrew H. Van de Ven**, U. of Minnesota

**676**: (OM) Journal of Operations Management Best Paper Award  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon D1  
*The impact of human resource management practices on operational performance* | Sohel Ahmad, St. Cloud State U.; Roger Schroeder, U. of Minnesota

- The effect of supply chain glitches on shareholder wealth | Kevin B Hendricks, U. of Western Ontario; Vinod R Singhal, Georgia Tech
- Organizational learning as a strategic resource in supply management | Tomas Hult, Michigan State U.; David J. Ketchen, Jr., Florida State U.; Ernest L Nichols, Jr., U. of Memphis

**677**: (Paper Session) - (OMT) New Perspectives on Networks  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon B3  
*Chair: Eric Lifschitz*, Columbia U.

- Why the Garden Club Couldn’t Save Youngstown: Networks and Economic Divergence in the Rustbelt | Sean Safford, Massachusetts Institute of Technology
- Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

**How Strategic Dependencies Affect the Likelihood of Rebuilding Broken Friendship Ties Between CEOs** | Paul M. Olk, U. of Denver

**678**: (Paper Session) - (OMT) Network Performance and Design  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 828  
*Chair: Kelley A Porter*, Stanford U.

- Networks in organizational populations: the impact of extra-network organizations on firm performance | Glenn Hoetker, U. of Illinois, Urbana-Champaign; Anand Swaminathan, U. of California, Davis
- The Duality of Network Capability: Reach Versus Richness | Ranjay Gulati, Northwestern U.; Ravindranath Madhavan, U. of Pittsburgh
- Alliance Networks and Firms in Transition: Shareholder Returns from New Public Companies | MB Sarkar, U. of Central Florida; Melissa Frye, U. of Central Florida; Nacef Mouri, U. of Central Florida
- Firm-Specific Characteristics and a Relationship Between Network Position and Performance | Andrew V. Shipilov, U. of Toronto

**Discussant: Paul M. Olk**, U. of Denver

**679**: (Paper Session) - (OMT) Agency/Transaction Cost Perspectives  
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - OMT  
*Presented on Panels 36-43*

- Firm Alignment and Performance | Stephen L Walston, Indiana U., Indianapolis; Ann F Chou, Indiana U./Purdue U., Indianapolis
- The Governance of Contract versus Member Professionals: Monitoring and Incentives in Medical Groups | Misty L. Loughry, Clemson U.; Heather Elms, Florida U.
- Team Production: Perspectives from Agency and Labor Process Theories on Organization Components | Alan Richard Johnson, Pennsylvania State U.
- The CEO-Advisors Nexus: Toward an Explanation of ‘Merger Preference’ in Mergers and Acquisitions | Geoffrey Lewis, Melbourne Business School; Tatiana Zalan, Melbourne U
- Transaction Cost Economic Explanations of Make-Or-Buy Decisions: Is the Theory as Good as It Seems? | Sandra Niewiern, European Business School; Ansgar Richter, European Business School
- Disclosing the Price of a Free Lunch: Agency & Institutional Explanations for Stock Option Expensing | Pamela Brandes, Syracuse U.; Michael Hadani, Syracuse U.; Maria L Goranova, Syracuse U.
- Building a General Framework for Examining Agency Problems of Internal Governance | Dmitry Mikhail Khanin, U. of Maryland
- Firm, Incentives and Property Rights. The Case of Hacienda Gavilanes. | Veneta Stefanova Andonova, ITAM, Mexico; Hernando Zuleta, ITAM, Mexico
680 JS: (OMT, OCIS) Coordination and Control in Outsourcing Relationships
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom A
IT Outsourcing: Selecting Appropriate Boundaries | Cynthia M. Beath, U. of Texas, Austin
Managing Outsourced Product Design | Edward G. Anderson, U. of Texas, Austin; Alison Davis-Blake, U. of Texas, Austin; Geoffrey Parker, Tulane U.
Why Some Matches Are Better than Others | Joseph P. Broschak, U. of Illinois, Urbana-Champaign

Discussant: Andrew King, Dartmouth College

681 (Paper Session) - (ONE) Perceptions Matter: Managerial Perspectives on Corporate and Social Responsibilities in MNCs
2:30pm - 3:50pm Ritz Carlton: Carondelet

Chair: Andrew Hoffman, Boston U.

Enacting Sustainability in the Multinational Corporation | Lynne Andersson, Temple U.; Sridevi Shivarajan, Temple U.; Gary J. Blau, Temple U.

Managerial Perspectives on Corporate Environmental and Social Responsibilities in 22 Countries | Carolyn Egri, Simon Fraser U.; David A. Raiston, U. of Oklahoma; Irina Y. Naoumova, U. of Tennessee; Ian Palmer, U. of Technology, Sydney; Detelin S. Elenkov, U. of Tennessee, Knoxville; Ping Ping Fu, Chinese U. of Hong Kong; Laurie Milton, U. of Western Ontario; Liesl Riddle, George Washington U.; Mahfooz Alam Ansari, U. Science Malaysia; Olivier Furrer, U. of Nijmegen; Tefik Daligic, U. of Texas, Dallas; Ana Maria Rossi, Clinica De Stress E Biofeedback; Marina Dabic, U. of Osijek; Florian Wangenheim, U. of Dortmund; Narasimhan Srivasan, U. of Connecticut; Maria Teresa De La Garza Carraza, Instituto Tecnologico de Celaya; Arif Butt, McGill U.; Vojko Potocan, U. of Maribor; Prem Ramburuth, U. of New South Wales; Philip Hallinger, Mahidol U.; Malika Richards, Penn State U.; Min Hsun Kuo, Yuan Ze U.; Ilya Girson, U. of Westminster; Vu Thanh Hung, National Economics U.

Perceptions Matter: CEO Perceptions and Firm Environmental Performance | Georgios I. Kassinos, U. of Cyprus; Alexia Panayiotou, U. of Cyprus
Discussant: Jorge Rivera, George Mason U.

682 JS: (ONE, ENT) Environmental Management and Performance in Small and Medium Sized Enterprises
2:30pm - 3:50pm Ritz Carlton: Salon 1

Organizer: Sandra Rothenberg, Rochester Institute of Technology
Small and Medium Sized Manufacturers’ Environmental Management and Performance | Gregory Theyel, California State U., Hayward
Green Supply Chain Management in China: A Small Manufacturing Enterprise Perspective | Joseph Sarkis, Clark U.; Qinghua Zhu, Dalian U. of Technology
Technical Assistance and The Diffusion of Environmental Technologies in the Printing Industry: The | Sandra Rothenberg, Rochester Institute of Technology

Presenters: Gregory Theyel, California State U., Hayward; Joseph Sarkis, Clark U.; Sandra Rothenberg, Rochester Institute of Technology; Qinghua Zhu, Dalian U. of Technology
Discussant: Andrew King, Dartmouth College

683 (PNP) Creating Actionable Knowledge: The Public and Nonprofit Division Distinguished Speaker
2:30pm - 3:50pm Fairmont: Creole
Program Chair: Matthew A. Liao-Troth, Western Washington U.

What academia can learn from practice. | Melissa Flourney, Louisiana Association of Nonprofit Organizations

684 JS: (RM, CMS, ONE) We Eat What We Are: A Critical Perspective on the Discourses of Food and Food Production Technology
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 1

Organizer: Michael B. Elmes, Worcester Polytechnic Institute
A Garden in the Machine: Rationalizing Modern Food Technology in the American Recovery Narrative | Michael B. Elmes, Worcester Polytechnic Institute

Tough Guys Eat Beef!: Strength, Virility, and Nationalism in the Discourse of the Beef Industry | Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven
We Are What We Grow: Discursive Strategies of Organic and GE Food Production Systems | Sally Davenport, Victoria U., Wellington; Shirley R Leitch, U. of Waikato

Presenters: Michael B. Elmes, Worcester Polytechnic Institute; Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven; Sally Davenport, Victoria U., Wellington; Shirley R Leitch, U. of Waikato
Discussant: Michael Cavanaugh, Fairfield U.

685 SHCS: (RM, OB, HR) Statistical and Methodological Myths and Urban Legends: Where Pray Tell Did They Get This Idea?
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom D
Chair: Robert J. Vandenberg, U. of Georgia

Seven Deadly Myths of Testing Moderation and Curvilinearity | Jeffrey R. Edwards, U. of North Carolina, Chapel Hill
What Did They Really Say? | Charles Lance, U. of Georgia; Lawrence Michels, U. of Georgia; Marcus Butts, U. of Georgia
Methodological Urban Legends: Common Method Variance | Paul E. Spector, U. of South Florida
How to Test for Mediation | Larry R James, U. of Tennessee
The Limitations of Fit Indices for Assessing the Adequacy of Latent Variable Models | Larry J. Williams, Virginia Commonwealth U.
Importance of Small Effects: When Size Doesn’t Matter (Much) | Jose M. Cortina, George Mason U.
Session Details – Monday

686: (Paper Session) - (SIM) Business and Government: Understanding Corporate Political Activity
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon B
Chair: Timothy P. Blumentritt, Marquette U.
Performance of Nonmarket Strategies and Attractiveness of Political Markets | Jean-Philippe Bonardi, U. of Western Ontario; Guy Holburn, U. of Western Ontario
Corporate Political Activity: Ownership Considerations in an Institutional Context | Michael Hadani, Syracuse U.; Ravi Dhawadkar, Syracuse U.
Structural Embeddedness and Collective Action in Regulation | Yiran Zhou, U. of Pittsburgh
Discussants: Richard Vanden Bergh, U. of Vermont; James E. Mattingly, U. of Northern Iowa

688: (Paper Session) - (SIT) Organizational Change
2:30pm - 3:50pm Ritz Carlton: Baronne
Facilitator: Mathew Hayward, U. of Colorado, Boulder
CM: The Negotiating Mind: Prospecting for Shared Mental Models in Negotiation | Leigh Anne Liu, Vanderbilt U.; Raymond A. Friedman, Vanderbilt U.; Bruce Barry, Vanderbilt U.
OMT: Failure Stigma Threat and its Impact on Managerial Cognition and Organizational Performance | Daniel Chng, U. of Texas, Austin
MC: Rethinking Organizational Change: Reframing the Challenge of Change Management | Kenneth W. Kerber, Independent Consultant; Anthony F. Buono, Bentley College
OB: Perceived Available Support and the Effects of Organizational Downsizing | Sandra A. Lawrence, U. of Queensland; Victor J. Callan, U. of Queensland; Anne Pisarski, U. of Queensland

689: (Paper Session) - (SIT) Work and Family
2:30pm - 3:50pm Ritz Carlton: Vermilion
Facilitator: Lorna Doucet, U. of Illinois, Urbana-Champaign
OB: Understanding Variable Reactions to Family-Friendly Policies | Jesus Bravo, U. of Illinois, Chicago
GDO: The Role of Gender, Maternal Employment and Coping in Students’ Expectations of Work-Family Conflict | Christy H. Weer, Drexel U.; Jeffrey H. Greenhaus, Drexel U.; Sidika Nihal Colakoglu, Drexel U.; Sharon Foley, Drexel U.

690: (Paper Session) - (TIM) Entry, Incumbency and Innovation
2:30pm - 3:50pm Ritz Carlton: Baronne
Chair: Michael J. Fern, U. of North Carolina, Chapel Hill
A Two-stage Model of Incumbent Survival in Competence-destroying Technological Change | Kun Liu, U. of Utah
Entry, Standards and Competition: Firm Strategies and the Diffusion of Mobile Telephony | Heli Anila Koski, ETLA;
Tobias Kretschmer, London School of Economics
Technological Change and Erosion of Industry Leadership: A Study of the Video Game Console Industry | Allan N. Afuah, U. of Michigan; Rosa Grimaldi, U. of Bologna
Discussant: Puay Khoon Toh, U. of Michigan

691: (Paper Session) - (TIM) Knowledge Transfer (II)
2:30pm - 3:50pm New Orleans Marriott: Grand Ballroom - Break Area
Chair: Nicholas Argyres, Boston U.
Knowledge Transfer and R&D in Pharmaceutical Companies after the Acquisition of a Biotech Company | Lars Schweizer, U. of Bamberg
How do Companies Reconfigure Knowledge and Technologies: The Made-To-Order Case | Ilan Oshri, Erasmus U. Rotterdam
Industrial Clustering and the Returns to Inventive Activity: Canadian Biotechnology Firms 1991-2000 | Barak S. Aharonson, U. of Toronto; Joel A. C. Baum, U. of Toronto; Maryann Feldman, U. of Toronto
Discussant: Pierre Azoulay, Columbia U.

Monday 2:45PM

692: (AAC) Conference Break
2:45pm - 3:15pm New Orleans Marriott: Grand Ballroom - Break Area
Sponsored by: XanEdu booth numbers 507, 509, 511, 513
Organizer: George T. Solomon, George Washington U.

Monday 4:00PM

693: (CAM) UCLA Reception
4:00pm - 6:00pm New Orleans Marriott: Preservation Hall Studio 5
Organizer: Ping Wang, U. of California, Los Angeles
Monday 4:10PM

4:10pm - 5:20pm New Orleans Marriott: La Galleries 2
Organizer: Raymond E. Miles, U. of California, Berkeley
Presenters: Henry Chesbrough, U. of California, Berkeley; Raymond E. Miles, U. of California, Berkeley; Kirsijmarja Blomqvist, Lappeenranta U. of Technology

695: (AA) Creating Actionable Research: Integrating the Transaction-Cost and Resource-Based Views
4:10pm - 5:20pm New Orleans Marriott: La Galleries 3
Discussant: Brian Silverman, U. of Toronto

696: (AA) Personal Transformation: Leveraging Self-Knowledge into Effective Action
4:10pm - 5:20pm Fairmont: Explorers
Extracting Learning from Experience | Morgan W McCall, U. of Southern California
Applying Career Knowledge to Career Action: A Developmental Paradox | Jon P. Briscoe, Northern Illinois U.; Douglas T. Hall, Boston U.
Sustainable Development of Emotional Intelligence Competencies | Richard E. Boyatzis, Case Western Reserve U.
Learning from the Past and Present: A Leadership Development Approach | Mary Mannion Plunkett, The Boeing Company; Jim Wilson Eckels, Boeing Leadership Center; Paul R Yost, The Boeing Company
Authors: Jim Wilson Eckels, Boeing Leadership Center; Douglas T. Hall, Boston U.; Paul R Yost, The Boeing Company
Presenters: Jon P. Briscoe, Northern Illinois U.; Richard E. Boyatzis, Case Western Reserve U.; Mary Mannion Plunkett, The Boeing Company; Morgan W McCall, U. of Southern California

697: SHCS: (AA) Actioning Corporate Sustainability: Implications for Change and Leadership
4:10pm - 5:20pm Ritz Carlton: Salon 1
Organizer: Suzanne Harriette Benn, U. of Technology, Sydney
Presenters: Dexter Dunphy, U. of Technology, Sydney; Andrew Griffiths, U. of Queensland; Paul J Gollan, London School of Economics; Suzanne Harriette Benn, U. of Technology, Sydney; Carolyn Egri, Simon Fraser U.; Anne Elizabeth Ross-Smith, U. of Technology, Sydney

698: (AA) Has Organizational Learning Outlasted Learning Organizations?
4:10pm - 5:20pm Ritz Carlton: Salon 2
Organizer: Ryan Quin, U. of Michigan
Presenters: Mark Easterby-Smith, Lancaster U.; Jean M. Bartunek, Boston College; Andrea Casey, George Washington U.; Ariane Berthoin Antal, Wissenschaftszentrum, Berlin

699: (AA) Uncomfortable Questions for Comfortable Researchers: A Forum on Challenges Facing Change Research
4:10pm - 5:20pm Ritz Carlton: Salon 3
Speakers: Ian Palmer, U. of Technology, Sydney; Chris Worley, Pepperdine U.; Andrew H. Van de Ven, U. of Minnesota; Timothy J. Hargrave, U. of Minnesota; Gavin M. Schwarz, U. of New South Wales; George P. Huber, U. of Texas, Austin; Haridimos Tsoukas, ALBA Business School

700: (Paper Session) - (BPS) Roles and Functions of Boards of Directors
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Couteau
Chair: Sally A. Baack, San Francisco State U.
Corporate Boards and Company Performance: Review of Research in Light of Recent Reforms | David Finegold, KGI; David Hecht, The Brandes Institute; George Benson, U. of Texas, Arlington
Firm Context and the Relationship between Director Resource Dependence Roles and IPO Performance | Joseph E. Combs, U. of Richmond; K. Matthew Gilley, Oklahoma State U.; Duane Ireland, U. of Richmond
Boards of Directors, Chief Executive Officers, and Acquisition Performance: Beyond Agency Theory | Mark Kroll, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.; Son Le, Louisiana Tech U.
Discussant: Karen Schnatterly, U. of Minnesota

701: (Paper Session) - (CAR) Problematic Career Events: Plateauing, Turnover, Layoff and Job Search
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 9
Chair: Terri A. Scandura, U. of Miami
Reasons for Career Plateauing: Effects on Motivation to Perform and Remain in the Organization | Veronica M. Godshalk, Pennsylvania State U., Great Valley; C Melissa Fender, Drexel U.
Voluntary and Involuntary Job Redundancy: Hope or Helplessness? | Lea Elizabeth Waters, U. of Melbourne; Juanita Muller, Griffith U.
Winner of Careers Division Best Overall Paper Award
The Influence of Labor Markets on Job Search Practices | James Werbel, Iowa State U.; Lynda J. Song, Hong Kong U. of Science & Technology; Shifu Yan, Shanghai JiaoTong U.

702: (Paper Session) - (ENT) Ethnic and Minority Entrepreneurs
4:10pm - 5:20pm Sheraton New Orleans Hotel: Salon 829
Chair: Terry W. Noel, California State U., Chico
Entrepreneurial Emergence: Key Congruence Factors and Community Processes | Charles Thurman Moses, Case Western Reserve U.
Do Minority Small Businesses Use Different Performance Referents to Evaluate Performance? | Christopher Shook, Auburn U.; Jeffrey E. McGee, U. of Texas, Arlington
Session Details – Monday

Reasons for Pursuing New Venture Creation: Differences between Black and White Nascent Entrepreneurs | Robert P. Singh, Morgan State U.

Examining Ethnic Involvement | Teresa Virginia Menzies, Brock U.; Louis Jacques Filion, HEC, Montréal; Gabrielle A. Brenner, HEC, Montréal; Susan Elgie, U. of Toronto

703 JS: (ENT, SIM) Law and Management
4:10pm - 5:20pm Sheraton New Orleans Hotel: Maurepas
General discussion of theoretical/empirical issues combined with three specific examples.
Law and Management | Sarbanes/Oxley and Entrepreneurship | Len Bierman, Texas A&M U.; Chris Tuggle, Texas A&M U.
Administrative Law and Small Business | Jeffrey Kaufmann, Iowa State U.
Exits in Venture Capital Relationships | Gordon Smith, U. of Wisconsin, Madison

Presenters: Len Bierman, Texas A&M U.; Jeffrey Kaufmann, Iowa State U.; Gordon Smith, U. of Wisconsin, Madison
Participant: Chris Tuggle, Texas A&M U.

704: (GDO) Celebrating 20 Years of WIM & GDO
4:10pm - 5:20pm New Orleans Marriott: La Galleries 4

How do Individuals Manage the Diversity they Bring to Work? Approaches to Cross-Cultural Competence
4:10pm - 5:20pm New Orleans Marriott: La Galleries 1
Organizers: Laura Morgan Roberts, Harvard U.; Patricia Faison Hewlin, Georgetown U.
Stigma Avoidance: A Precursor to Workplace Discrimination | Patricia Faison Hewlin, Georgetown U.; Ashleigh S. Rosette, U. of Houston
Negotiating Multiple Identities on the Way up the Tournament Ladder | Devon Carbado, UCLA Law School; Guarang Mitu Gulati, Georgetown U. Law Center; Donald C. Langevoort, Georgetown U. Law Center
Learning from Diversity: The Effects of Learning on Performance in Racially Diverse Teams | Robin Ely, Harvard U.; David A. Thomas, Harvard U.

Presenters: Ashleigh S. Rosette, U. of Houston; Sandra E. Cha, Harvard U.; Laura Morgan Roberts, Harvard U.; Patricia Faison Hewlin, Georgetown U.; Devon Carbado, UCLA Law School; Guarang Mitu Gulati, Georgetown U. Law Center; Donald C. Langevoort, Georgetown U. Law Center; Robin Ely, Harvard U.; David A. Thomas, Harvard U.
Discussant: Maureen Scully, The Aspen Institute Business and Society Program

706: (HCM) HCM Distinguished Speaker-Richard Henault, Chair of ACHE
4:10pm - 5:20pm Sheraton New Orleans Hotel: Salon 825
Distinguished Speaker: Richard A. Henault, Methodist Health System Foundation, Inc.

Facilitator: Kathryn H. Dansky, Pennsylvania State U.
Leadership in a PostModern World: Research and Reality | Richard A. Henault, Methodist Health System Foundation, Inc.

707: (Paper Session) - (HR) Rating the Performance of Self and Others
4:10pm - 5:30pm New Orleans Marriott: Preservation Hall Studio 6
Chair: Lynn K. Harland, U. of Nebraska, Omaha

What Do Self and Peer Ratings Really Measure? | Gary J. Greguras, Singapore Management U.; Chet Robie, Wilfrid Laurier U.; Robert Koenigs, SYMLOG Consulting Group; Marise Ph Born, Erasmus U. Rotterdam

Organizational Citizenship Behavior and Performance Evaluations: The Impact of Task Interdependence | Daniel G. Bachrach, U. of Alabama, Tuscaloosa; Benjamin C. Powell, U. of Alabama, Tuscaloosa; Elliot Bendoly, Emory U.
Between-individual comparisons in performance evaluation: A prospect theory approach | Kin Fai Ellick Wong, Hong Kong U. of Science & Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong
Discussant: Timothy J Keaveny, Marquette U.

708 JS: (HR, CAR, GDO) Boundaries between Work and Home: An Integrated Look at Basic Research and Applied Knowledge
4:10pm - 5:30pm New Orleans Marriott: Balcony I J K
Organizer: MaryAnne Hyland, Adelphi U.
Flexibility Enactment: Boundary Management Correlates and Outcomes | Ellen Ernst Kossek, Michigan State U.; Brenda A. Lautsch, Simon Fraser U.
Validation Data on a Brief Measure of Work-Family Integration and Blurred Boundaries | Stephan Desrochers, Claremont McKenna College; Leisa D. Sargent, U. of Melbourne
Differences Between Boundaries and Borders: An Examination and Extension of Two Theories | MaryAnne Hyland, Adelphi U.; Barbara L. Rau, U. of Wisconsin, Oshkosh
Presenters: Ellen Ernst Kossek, Michigan State U.; Brenda A. Lautsch, Simon Fraser U.; Stephan Desrochers, Claremont McKenna College; Leisa D. Sargent, U. of Melbourne; Barbara L. Rau, U. of Wisconsin, Oshkosh
Discussant: Blake E. Ashforth, Arizona State U.

709: (Paper Session) - (IM) Research in Cross-Cultural Management
4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon A3
Chair: Gerhard Fink, Wirtschaftsuniversitaet Wien

A Longitudinal Examination of the Role of Goal Orientation in Cross-Cultural Adjustment | Yaping Gong, Hong Kong U. of Science & Technology; Jinyan Fan, Ohio State U.; Melissa Kruger, Ohio State U.

The Ingroup/Outgroup Effect on Distributive Justice in Mexico and the US: An Empirical Investigation | Mike Knudstrup, Florida Southern College; Sharon Segrest, California State U., Fullerton; Amy E. Hurley-Hanson, Chapman U.; Lee P. Stepina, Florida State U.; Paul Fadil, U. of South Florida
710: (IM) Creating Actionable Knowledge in Transitioning Economies
4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon C2
Organizer: Sheila M. Puffer, Northeastern University
Creating Actionable Knowledge in Transitioning Economies
Presenters: D J McCarthy, Northeastern U.; Ruth C. May, U. of Dallas; Carl Fey, Stockholm School of Economics; Sneljina Michailova, Copenhagen Business School; Kate Hutchings, Not Specified; Igor Filatotchev, U. of Bradford; Mike Wright, U. of Nottingham; Klaus Uhlenbruck, Texas A&M U.; Laszlo Tihanyi, U. of Oklahoma

711: (Paper Session) - (IPC) Stakeholder Perspectives on Governance and Sustainability (A1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A1
Facilitator: W. Edward Stead, East Tennessee State U.
ONE: Actionable Knowledge on Multistakeholder Collaborative Processes and the Governance
Sim: The Choice of Organizational Governance Form for Corporate Social Initiatives
Sim: Confronting the 'Problem of Leadership' in Stakeholder Theory and Sustainability
RM: Qualitative and Quantitative Research: An Example Using the Variable OCB

712: (Paper Session) - (IPC) Managing Stakeholder Decision Process (A2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A2
Facilitator: Sara A. Morris, Old Dominion U.
PNP: Is local government decision-making a stakeholder-based process?
SIM: Understanding Multi-Stakeholder Decision-Making: a Constructivist Perspective
ODC: Impact of Change Approaches on Employee Stakeholder Relationships: An Experimental Study
URSA Stroh, U. of Technology, Sydney

713: (Paper Session) - (IPC) Science and Economics (A3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A3
Facilitator: Mark Kennedy, Northwestern U.
BPS: Science Relatedness, Technology Relatedness, and Collaborative Innovation

714: (Paper Session) - (IPC) Organizational and Employee Reactions to Change (A4)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A4
Facilitator: Latha Poonamallee, Case Western Reserve U.
OB: The Effects of Change on Employee Commitment: A Multi-level Investigation
PML: The Rhetorics of the E-Business: “Revolution”

715: (Paper Session) - (IPC) Transfering Knowledge Across Borders (B1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B1
Facilitator: Mina Borisilavova Lazarova, Simon Fraser U.
IM: Tacitness and Time: Contributors to the Strategic Outcomes of Transnational Knowledge Transfer
SMR: Organizational Change, Native Consciousness, and Organizational Wisdom

716: (Paper Session) - (IPC) Research Over Long Time Frames (B2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
Facilitator: Rodney Lacey, U. of Florida
BPS: Reputation, Commitment and Performance of Film Projects in the USA and Canada (1988-1997)

OMT: The creation, stabilization, and contestation of an institution: collegiate athletics 1869-1995
Washington, Texas Tech U.; Karen Diane Walker Patterson, Texas Tech U.
Augier, Stanford U.; James G March, Stanford U.; Billian Ni Sullivan, Hong Kong U. of Science & Technology
Session Details – Monday


**MH:** A Century and More of Merger Mania: Interpreting Cycles of M&A Boom and Bust, 1895-2003 | Kathleen Park, Massachusetts Institute of Technology

**717:** (Paper Session) - (IPC) Risk and Return (B3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: Sharon Topping, U. of Southern Mississippi
**BPS:** Value Creation and Value Appropriation: An Integrative, Multi-Level Framework | Dante DiGregorio, U. of New Mexico
**BPS:** Ordinal Strategic Risk and Return: A Fresh Look at Bowman's Paradox | Frantz Maurer, U. Montesquieu-Bordeaux

**718:** (Paper Session) - (IPC) Teaching and Actionable Knowledge (C1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: Gordon W Meyer, Canisius College
**MED:** Action Learning Unveiled: Finding Depth through Understanding Related Constructs | Susan R. Madsen, Utah Valley State College

**OCIS:** Creating Actionable Knowledge for Students: Toward a Model of Experiential Learning Effectiveness | Elizabeth Ann McCrea, Pennsylvania State U.; Great Valley | Elizabeth Cooper, U. of Rhode Island; Kristin Backhaus, State U. of New York, New Paltz

**BPS:** Case Studies as a Method to Create Actionable Knowledge: Patterns Across Management Journals | Winfried Ruigrok, U. of St. Gallen; Michael Gibbert, Boocconi U.; Barbara Kaes, U. of St. Gallen
**MED:** Building An Exam Question Databank for Introductory Management: An Item Analysis Approach | Brian W Kulik, Washington State U.; Richard Reed, Washington State U.

**719:** (Paper Session) - (IPC) Politics and Regulation (C2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C2
Facilitator: Douglas A. Schuler, Rice U.
**SIM:** Conceptual and Theoretical Underpinnings in the Research of Corporate Political Activity | Mika Skippari, Tampere U. of Technology; Jari Eoranta, U. of Warwick; Petri Mika Tapani Parvinen, Helsinki U. of Technology
**OCIS:** Pivotal Political Institutions & Firm Strategy: Theory & Evidence from the U.S. Accounting Industry | Guy Holburn, U. of Western Ontario; Richard Vanden Bergh, U. of Vermont


**CMS:** The Internet, Stakeholder Activism, and Politics in the U.S. | David Jacobs, Hood College

**720:** (Paper Session) - (IPC) Issues in Virtual Teams (C3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: Andrea Hollingshead, U. of Illinois, Urbana-Champaign
**OCIS:** Shared Mental Model Development: The Role of Team Virtualness | M. Travis Maynard, U. of Connecticut
**OCIS:** If You Build It Will They Come? Information Sharing Behavior in Virtual Teams | Likoele Mohau Maruping, U. of Maryland; Jennifer Lindsay, U. of Maryland

**OMT:** Collective Identification in Geographically Dispersed and Colocated Project Teams | Susanne G Scott, U. of Massachusetts, Dartmouth

**OCIS:** Relativity of Space and Time Constraints in Dispersed Collaboration | Paul C. van Fenema, Erasmus U. Rotterdam

**721:** (Paper Session) - (IPC) Issues in Negotiation and Conflict (D1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D1
Facilitator: Terry L. Boles, U. of Iowa
**CM:** Still Stuck in the Big Muddy: Behavioral and Affective Forecasting and Escalation of Commitment | Gillian Ku, Northwestern U.
**OB:** Is Later Better? Issue Delays in Dyadic Negotiations | Sungu Armagan, U. of Utah; Gerardo A. Okhuysen, U. of Utah
**CM:** The Camp David Approach: Impact of Communication Structure on Efficiency in Multiparty Negotiation | Mary Kern, Northwestern U.; Victoria H. Medvec, Northwestern U.; Daniel Diermeier, Northwestern U.

**722:** (Paper Session) - (IPC) Workplace Conflict (D2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: Chris J. Sablinski, California State U., Sacramento

**MC:** Managing the Ambiguity of Workplace Deviance: Lessons from the Study of Conflict | Roland E. Kidwell, Jr., Niagara U/Charles Sturt U.; Christopher L. Martin, Centenary College of Louisiana
**OB:** Relational Contract Violations and Workplace Deviance: A Qualitative Exploration of Service Workers | Barrie E. Litzy, Pennsylvania State U., Great Valley; Kimberley A. Eddleston, Northeastern U.; Deborah Kidder, Towson U.
**OB:** Abusive Supervision: Using a Therapeutic Lens to Investigate Dysfunctional Work Relationships | Dana L. Haggard, U. of Missouri, Columbia; Thomas W. Dougherty, U. of Missouri, Columbia
**OB:** I am Not One of You: Negational Social Identity and Intergroup Conflict | Chen-Bo Zhong, Northwestern U.; Katherine W. Phillips, Northwestern U.; Geoffrey J. Leonardelli, Northwestern U.

**723:** (Paper Session) - (IPC) Current Issues in Work Design (D3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D3
Facilitator: Frederick Morgeson, Michigan State U.
MOC: Do Distractions Matter? Relation of Task-related and Unrelated Intrusive Thoughts With Performance | Richard Perlow, U. of Lethbridge; Marianne Wright, U. of Lethbridge

OMT: A Relational Perspective on Task Interdependence, Coordination and Performance | Jody Hoffer Gittell, Brandeis U.

HR: Task Interdependence and Task Structure as Predictors of Telework Frequency: An Exploratory Model | Dipanjan Chatterjee, Rensselaer Polytechnic Institute; Timothy Golden, Rensselaer Polytechnic Institute

OB: Performance Differences Among Self-Directed Work Teams | James Bishop, New Mexico State U.; Dow Scott, Loyola U., Chicago

724 (MC) MCD Distinguished Speaker David Nadler: Reflections on Consulting to Top Management
4:10pm - 5:20pm Fairmont: Bayou I
Chair: Miguel R. Olivas-Luján, ITESM
MBA Learning into Practice: A UK Example | Amanda Hay, Nottingham Trent U.
Learning at the Edge | Lloyd Baird, Boston U.; Darrell Griffin, Whole Systems
Knowledge and Action Research | Gordon Dehler, George Washington U.
Discussants: William B. Snively, Miami U., Ohio; Jonathan Gosling, Exeter U.

725 (MED) Bridging learning and practice
4:10pm - 5:20pm Ritz Carlton: Evangeline
Chair: Barry Armandi, Not Specified
The Student’s View of a Business Simulation: Perceived Value of the Learning Experience | Stella Anderson, Appalachian State U.; Betty S. Coffey, Appalachian State U.
Business Games within Service Learning A Model for Developing Future Business School Graduates | A. Andrea Licari, St. John’s U.; Albert C. Ovedovitz, St. John’s U.
An Analysis of Generative Learning Opportunities in Computer Based Business Simulations | Kenneth Zantow, U. of Southern Mississippi; David C. Sharp, U. of Southern Mississippi; Dave S. Knowlhe, Southern Illinois U., Edwardsville
Discussants: Salvatore J. Monaco, U. of Maryland, U. College; Ken Weidner, Saint Joseph’s U.

727 (MH) MH Business Meeting and Awards
4:10pm - 5:20pm Fairmont: Bayou I
Division Chair: Shawn M. Carraher, Texas A&M U.
Division Chair-Elect: Michele A. Govek, Ohio Northern U.
Program Chair: Franz Lohrke, U. of Alabama
Professional Development Workshop Chair: Julia Teachen, Baker College

728 (MOC) Effects of Emotion and Mood
4:10pm - 5:20pm Sheraton New Orleans Hotel: Rampart
Facilitator: Steven C. Arendall, Union U.
How Emotions Influence Leaders’ Perception of Reality: A Phenomenological Paradigm for Leadership | Jean-Francois Coget, U. of California, Los Angeles
When a New Thing is a Good Thing: Perceptions of Value Created by Product Innovations | Violina Rindova, U. of Maryland; Antoaneta Pektova, U. of Maryland, College Park
Effects of Mood Diversity on Information Sharing and Performance in Teams | Ece Tuncel, U. of Illinois, Urbana-Champaign; Lorna Doucet, U. of Illinois, Urbana-Champaign

729 (MSR) Spiritual/Servant Leadership
4:10pm - 5:20pm Fairmont: Gold
Transformational Leadership: The effects of spirituality and religious orientation | Nicholas W Twigg, Lamar U.
Ethical and Spiritual Well-being and Corporate Social Responsibility through Spiritual Leadership | Louis W. Fry, Tarleton State U. Central Texas
Discussant: Sandra King-Kauanui, California State Polytechnic U., Pomona

730 (OB) Alternative Uses of Work Time: Play, Quiet, and Personal Business
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Zoe Barsness, U. of Washington, Tacoma
Reconceptualizing the Role of Play in Organizational Research | Charalampos Mainemelis, London Business School; Sarah Ronson, London Business School
Is a Quiet Hour an Effective Time Management Technique? | Cornelius J. Koenig, U. of Zurich; Martin Kleinmann, U. of Zurich; Wilfried Hoehmann, U. of Marburg
All in a Day’s Work: Personal Business on the Job and the Factors Behind Nonwork Engagement | Caroline P. D’Abate, Skidmore College

731 (OB) Research on Personality and Individual Differences
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 1-4
Self-monitoring, Boundary Spanning, and Role Conflict: Evidence from a High-technology Firm | Mark T. Schenkel, U. of Cincinnati; Ajay Mehra, U. of Cincinnati
Culture, Personality and Self-Rating Behavior: An Explanation of the Leniency Bias | Jia Lin Xie, U. of Toronto; Jean-Paul Roy, York U.; Ziguang Chen, City U., Hong Kong
The Role of Personality in the Formation of Social Networks | Markus Vodosek, U. of Utah
Extra-Role Behaviors Challenging the Status-Quo: Validity and Antecedents of Taking Charge Behaviors | Dan S Chiaburu, WMATA; Amanuel G. Tekleab, Clarkson U.
Session Details – Monday

732 (Paper Session) - (OB) Understanding the Dynamics of Workplace Aggression
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Rebecca J. Bennett, Louisiana Tech U.
When do Bad Apples Spoil the Barrel: A Theory of Destructive Group Members and Dysfunctional Groups | Will Felps, U. of Washington, Seattle; Terence R. Mitchell, U. of Washington, Seattle
The Escalation of Workplace Aggression | Kathryn E. Dupre, Memorial U. of Newfoundland; Julian Barling, Queen’s U.
Social Networks and Control Strategy Choice Following a Workplace Offense | Rafael Wittek, U. of Groningen; Stefan Thau, U. of Groningen

733 SHCS: (OB, CM) Toward an Understanding of Cynicism and Trust in Organizations
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom D
Chair: Tae-Yeol Kim, U. of North Carolina, Chapel Hill
Understanding Cynicism Through The Lens of Distrust | Daniel J. McAllister, National U. of Singapore; Hhee-Hoon Tan, National U. of Singapore; Gregory A. Bigley, U. of Washington; Roy J. Lewicki, Ohio State U.
Organizational Cynicism: An Examination of Construct Validity, Antecedents and Correlates | Jaydeep Behari Lal, XLRI (Xavier Labour Relations Institute), India; E. S. Srinivas, Xavier Labour Relations Institute (XLRI), Jamshedpur; Pamela Brandes, Syracuse U.
Is (S)he for Real? The Effects of Perceived Managerial Credibility on Cynicism, Trust, and Behavior | Tae-Yeol Kim, U. of North Carolina, Chapel Hill; Lynne Andersson, Temple U.; Brad Gilbreath, Indiana U., Fort Wayne
Toward an Understanding of Cynicism about Work Groups | Ellen M. Whitener, U. of Virginia; Susan E. Brodt, Queen's U.; M. Audrey Korsgaard, U. of South Carolina
Discussants: James W Dean, Jr., U. of North Carolina, Chapel Hill; Roger C. Mayer, U. of Akron

734 JS: (OB, HR) Perceived Organizational Support: The Benefits of Treating Employees Well
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 7
Favorable Treatment and Organizational Support: Moderating Effects of Individual Needs | Jason R. Jones, U. of Delaware
Linking Work-Family Culture to Perceived Organizational Support | Katherine Morse, George Mason U.; Kathryn Baughman, George Mason U.; Laura Wheeler Poms, George Mason U.; Louis C. Buffardi, George Mason U.
Perceived Organizational Support and Workplace Deviance: Influence of the Negative Reciprocity Norm | Paul Eder, U. of Delaware; Robert Eisenberger, U. of Delaware
Perceived Organizational Support: A View from the “Employer’s” Side | Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Authors: Katherine Morse, George Mason U.; Laura Wheeler Poms, George Mason U.; Louis C. Buffardi, George Mason U.; Sandy J. Wayne, U. of Illinois, Chicago; Robert Eisenberger, U. of Delaware
Presenters: Jason R. Jones, U. of Delaware; Kathryn Baughman, George Mason U.; Monica C. Gavin, U. of Illinois, Chicago; Paul Eder, U. of Delaware; Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science
Discussant: Lois E. Tetrick, George Mason U.

735 SHCS: (OB, OCIS) Identifying New Directions in Group Research
4:10pm - 5:20pm Fairmont: Bayou Rooms II + IV
This panel will engage the audience in considering new areas for research on groups.
Chair: Laurie R. Weingart, Carnegie Mellon U.
Participants: Robert E. Kraut, Carnegie Mellon U.; Alberto Espinosa, American U.

736 SHCS: (OB, OCIS, MOC) Creating Actionable Knowledge in a Virtual Work Context
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon D
Virtual Team Identity and Organizational Embeddedness | Sirkka Jarvenpaa, U. of Texas, Austin; Craig R. Scott, U. of Texas, Austin
Using Computer-Mediated Communication to Enhance Knowledge Exchange and Decision Making in Groups | Anita D. Bhappu, Southern Methodist U.; Robert C. Giambatista, Texas Tech U.
Going Over to the Dark Side: Determinants of Unethical and Opportunistic Behavior in Virtual Teams | Kevin W. Rock, U. of Illinois, Urbana-Champaign; Gregory B. Northcraft, U. of Illinois
Knowledge Sharing in a Virtual Work Environment | Sumita Raghuram, Fordham U.; Batia Mishan Wiesenfeld, New York U.
Discussant: Pamela J. Hinds, Stanford U.

737 (Paper Session) - (OCIS) New Theoretical Perspectives on How People Communicate Research and Work
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon E - OCIS
Everyone’s Heard of You: A Theoretical Model of Communication and Reputation Management | Suzanne Zivnuska, Bond U.
Winner of OCIS Division Best Visual Presentation Award
Exception When It’s My Boss: An Exploratory Study of Intent to Communicate Polychronically | Jeanine Warisse Turner, Georgetown U.; N. Lamar Reinsch, Jr., Georgetown U.
**Session Details – Monday**

738 : (Paper Session) - (OCIS) Virtual Teams: Where Are You When I Can't See You?
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 8
Chair: Sandy Staples, Queen's U.
→ Understanding Conflict in Geographically Distributed Teams: An Empirical Investigation | Pamela J. Hinds, Stanford U.; Mark Mortensen, McGill U.
Discussant: Catherine Cramton, George Mason U.

739 : (ODC) Critical Realism and Morphogenesis: New Perspectives for Elaborating Organizational Change
4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon A2
Presenters: George W. Hay, McDonald's Corp./Benedictine U.; Richard J. Boland, Jr., Case Western Reserve U.; Jochen Runde, Cambridge U.; C Kym Wong, Benedictine U.; Ramkrishnan V. Tenkasi, Benedictine U.

740 JS: (ODC, SIM) A Positive Focus on Organizational Leadership
4:10pm - 5:20pm Sheraton New Orleans Hotel: Borgne
Chairs: Annette Jane Towler, U. of Colorado, Denver; Amy E. Colbert, U. of Iowa
A Positive Focus on Organizational Leadership | Behavioral Complexity and the Measurement of Positive Leadership | Katherine A. Lawrence, U. of Michigan; Robert E. Quinn, U. of Michigan; Peter Lenk, U. of Michigan; Ann Arbor
Developing the Positive Moral Perspective of Authentic Leadership | Douglas R. May, U. of Nebraska, Lincoln
Development Activities as Predictors of Ethical Leadership | Wendy O'Connell, U. of Colorado, Denver; Annette Jane Towler, U. of Colorado, Denver
Understanding the Effects of Transformational Leadership | Amy E. Colbert, U. of Iowa
Leader Positive Emotions and Follower Outcomes: An Experimental Test | Stefanie Kathleen Halverson, Rice U.
Discussant: Julian Barling, Queen's U.

741 : (OM) Operations Management Division Business Meeting.
4:10pm - 5:00pm Sheraton New Orleans Hotel: Napoleon D1

742 : (Paper Session) - (OMT) Contemporary Issues in Corporate Governance
4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon B2
Chair: Richard L. Priem, U. of Wisconsin, Milwaukee
Ownership Structure, Board Independence and Firm Profitability in Large Canadian Corporations | Kimberly A. Bates, U. of Toronto; Xuesong Geng, U. of Toronto
→ Only Human? A Sociocognitive Perspective of Board Effectiveness | Mason A. Carpenter, U. of Wisconsin, Madison; Jeongil Seo, U. of Wisconsin, Madison
When Independent Directors Are Rare: Banks in the Russian Corporate Network | Ilya Okhmatabovsky, U. of Southern California
Discussant: Wm. Gerard Sanders, Brigham Young U.

743 : (Paper Session) - (OMT) Forms of Institutional Entrepreneurship
4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon B3
Chair: Donald A. Lange, U. of Texas, Austin
Foundations for a Theory of Institutional Entrepreneurship: Solving the Paradox of Embedded Agency | Julie Battilana, INSEAD
Entrepreneurs As Symbol Creators | Christoph Zott, INSEAD; Quy Nguyen Huy, INSEAD
Seeing the Forest and the Trees: Tasks, Roles and Processes of Institutional Entrepreneurship | Charlene E Zietsma, U. Western Ontario
Discussant: Roy R Suddaby, U. of Iowa

744 : (Paper Session) - (OMT) Entrepreneurship/New Ventures
4:10pm - 5:20pm Sheraton New Orleans Hotel: Salon 816
Chair: Jeffrey A. Martin, U. of Texas, Austin
The Gamble of Open (Source) Organizing | Quintus R. Jett, Dartmouth College; Liisa Vaikangas, Woodside Institute
A Self-Organization Theory of Radical Entrepreneurship | Benyamin Bergmann Lichtenstein, Syracuse U.; Candace Jones, Boston College
The Emergence of a New Negotiated Order Between Community Managed Software Projects and Firms | Slobhan O'Mahony, Harvard U.
Discussant: Wesley Sine, Cornell U.

745 : (Paper Session) - (OMT) Adaptation, Change, and Innovation
4:10pm - 5:20pm Sheraton New Orleans Hotel: Salon 828
Chair: Vladimir Diatlov, U. of Southampton
Intermediate Selection on a Developmental Journey | Hart E. Posen, U. of Pennsylvania; Daniel Levinthal, U. of Pennsylvania
Session Details – Monday


Actionable Strategy Knowledge: A Practice Perspective | Paula Jarzabkowski, Aston U.

Time-Dependency of Explanatory Factors of Strategic Change: An Exploratory Longitudinal Study | JOSE ANGEL ZUNIGA, Rey Juan Carlos U.; José D. Vicente-Lorente, Salamanca U.

Discussant: William L. Dougan, U. of Wisconsin, Whitewater

4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom A

Organizer: Anna Grandori

747: (Paper Session) - (OMT) Alliances and Networks

Institutional and Entrepreneurial Views of Alliance Emergence and Popularization | Bing-Sheng Teng, George Washington U.


Role of Trust in JV Learning | Martyna Janowicz, Tilburg U.; Niels G. Noorderhaven, Tilburg U.

Embed and Sell: Network Embeddedness and the Evolution of Clientalized Relationships | Paul Ingram, Columbia U.; Eric Lifschitz, Columbia U.

Strategies for Social Mobility in Interorganizational Networks | Gautam Ahuja, U. of Michigan; Francisco Polidoro Jr., U. of Michigan

Alliance Partners and Firm Performance: Resource Complementarity or Association for Legitimacy | Zhiang Lin, U. of Texas, Dallas; Haibin Yang, U. of Texas, Dallas


Network Ownership and Exploration | Bjorn Lovas, London Business School; Michelle Rogan, London Business School


4:10pm - 5:20pm Fairmont: Creole Meeting

Organizers: Christopher Marquis, U. of Michigan; Gerald F. Davis, U. of Michigan

The Adoption and repeal of State prohibition Regulations in the United States, 1850-1918 | Anand Swaminathan, U. of California, Davis; James Wade, U. of Wisconsin, Madison

Regulation and Organizational Form in the Insurance and Utility Industries, 1900-1940 | Marc Schneiberg, Reed College


Political Culture, Policy Regimes, and Organizational Diversity of Early California Thrifts | Heather Anne Haveman, Columbia U.; Hayagreeva Rao, Northwestern U.; Srikanth Paruchuri, Columbia U.

Discussant: Frank Dobbin, Harvard U.

748 SHCS: (OMT, OB, RM) Law and Organization: How States and Organizations Shape Each Other

4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon B1

Organizers: Christopher Marquis, U. of Michigan; Gerald F. Davis, U. of Michigan

The Ethnographic Enterprise: MIT-Style Ethnography and Novel Contributions to Organization Studies

Chair: Lotte Bailyn, Massachusetts Institute of Technology

Getting In, Getting On, and Getting Insight: An Ethnography of Surgical Residents | Katherine C. Kellogg, Massachusetts Institute of Technology

MIT-Style Ethnography: A Story of Taste, Quality, and Betrayal | John Weeks, INSEAD

Discovering the Silent Spiral | Leslie Perlow, Harvard U.

An Ethnographic Sensibility: The Case of Everyday Negotiation | Deborah M. Kolb, Simmons College

Elements of MIT-Style Ethnography: Some Illustrated Notes on an Imagined Community | Gideon Kunda, Tel Aviv U.

Discussants: John van Maanen, Massachusetts Institute of Technology; Stephen Barley, Stanford U.

750: (PNP) Public and Nonprofit Division Business Meeting

4:10pm - 5:00pm Fairmont: Creole

All members of the Public and Nonprofit Division are requested to attend this important meeting for the good of the division.

Division Chair: Ralph S. Brower, Florida State U.

Program Chair: Matthew A. Liao-Troth, Western Washington U.

Professional Development Workshop Chair: David Coursey, Florida State U.
751: (Paper Session) - (RM) Truth-Telling, Complexity Science, and Overcoming Dichotomies
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 1
Chair: Alison Linstead, U. of Durham
Winner of Sage Publications/RM Division Best Paper Award

752: (SHCS: (RM, CMS) Studying Organizational Spaces
4:10pm - 5:20pm New Orleans Marriott: La Galleries 5&6
Organizers: Andre Spicer, U. of Warwick; Scott Taylor, U. of Birmingham
Studying the Built Working Environment | Chris Baldry, U. of Stirling
Reading and Experiencing Organization-Scapes | Dvora Yanow, U. of California, Berkeley
The Imagined Space of Workplace Resistance | Peter Fleming, U. of Melbourne

753: (SIM) SIM's Division Chairperson's Address and Business Meeting
4:10pm - 6:00pm New Orleans Marriott: Mardi Gras Salon B
The division chair address is from 4:10 - 5:00 p.m, the business meeting follows, 5:00-6:00 p.m.Division Chair: Melissa Baucus, Xavier University

754: (Paper Session) - (SIT) Groups and Teams
4:10pm - 5:20pm New Orleans Marriott: Napoleon D3
Facilitator: Kenneth Bettenhausen, U. of Colorado, Denver
OB: The Role of Virtuality in Work Team Effectiveness | Bradley L. Kirkman, Georgia Institute of Technology; John Mathieu, U. of Connecticut
OM: Diversity, Conflict, and Leadership in Project Teams | F. Pinar Acar, Middle East Technical U.
HCM: The Empowering Potential of Team Membership and Team Dynamics in Health Care Organizations | Jose Proença, Widener U.

755: (Paper Session) - (SIT) Networks and Knowledge Sharing
4:10pm - 5:20pm Ritz Carlton: Baronne
Facilitator: John E. Delery, U. of Arkansas

756: (Paper Session) - (SIT) Emotions in Organizations
4:10pm - 5:20pm Ritz Carlton: Vermillion
Facilitator: Howard J. Klein, Ohio State U.

757: (TIM) TIM Distinguished Scholar Lecture: Anne Miner
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 1
Looking Forward or Looking Backward? Firms' Technological Search Behavior under Uncertainty | Weiru Chen, INSEAD

758: (Paper Session) - (SIT) Search and Innovation
4:10pm - 5:20pm New Orleans Marriott: Napoleon D3
Chair: Kira Rachel Markiewicz, U. of California, Berkeley
Open for Innovation: The Role of Openness in Explaining Innovation Performance | Keld Laursen, Copenhagen Business School; Ammon J. Salter, Imperial College of Science, Technology and Medicine
Appropriating Innovation Value: Effects of Technical and Cross-Industry Exploration | John P. Meyer, Boston College; Mohan Subramaniam, Boston College
Discussant: Juan Alcacer, New York U.

Monday 5:00PM

759: (CAM) Northeastern U. College of Business Reception
5:00pm - 7:00pm Fairmont: Orleans
Organizer: Cynthia Lee, Northeastern U.

Monday 5:30PM

760: (BPS) Business Policy and Strategy Mid-Career Consortium
5:30pm - 7:00pm Sheraton New Orleans Hotel: Napoleon B2
Session Details – Monday

Organizers: Jackson A. Nickerson, Washington U.; Laurence Capron, INSEAD; Donald C. Hambrick, Pennsylvania State U.
Participants: Yves Doz, INSEAD; Will Mitchell, Duke U.; Ming-Jer Chen, U. of Virginia; Amy Hillman, Arizona State U.; Ranjay Gulati, Northwestern U.; William S. Hesterly, U. of Utah

761: (CAM) International Association for Chinese Management Research Business Meeting
5:30pm - 8:30pm Ritz Carlton: Salon 81
Organizer: Anne S. Tsui, Arizona State U.

762: (CMS) CMS Business Meeting
5:30pm - 6:30pm Ritz Carlton: La Salle

763: (ENT) Entrepreneurship Division Business Meeting
5:30pm - 6:45pm Sheraton New Orleans Hotel: Salon 829
Division Chair: Kelly G. Shaver, College of William and Mary

764: (GDO) Gender and Diversity in Organizations Business Meeting
5:30pm - 6:30pm New Orleans Marriott: La Galleries 4

765: (HCM) HCM Business Meeting
5:30pm - 6:30pm Sheraton New Orleans Hotel: Salon 825
Join members of HCM Division to see what’s coming up this year, discuss the Division’s agenda and see presentation of awards.
Division Chair: Leonard H. Friedman, Oregon State U.
Division Chair-Elect: Kathryn H. Dansky, Pennsylvania State U.
Program Chair: Ruth A. Anderson, Duke U.
Professional Development Workshop Chair: Jane Banaszak-Holl, U. of Michigan

766: (IM) BAH-IMD Eminent Scholar Forum
5:30pm - 7:00pm Sheraton New Orleans Hotel: Napoleon A3
Chair: Timothy M Devinney, Australian Graduate School of Management
Distinguished Speaker: Alan M. Rugman, Indiana U.
Presenters: Lorraine Eden, Texas A&M U.; Alain Verbeke, U. of Calgary

767: (MC) Business Meeting
5:30pm - 6:10pm Sheraton New Orleans Hotel: Napoleon A3
Division Chair: Georges Trepo, HEC, France
Division Chair-Elect: Rickie Moore, E.M.I, Lyon
Program Chair: Andreas Werr, Stockholm School of Economics
Professional Development Workshop Chair: James M. Hunt, Babson College

768: (MH) A Conversation with Charles Wrege: MHD’s Ronald G. Greenwood Award Recipient
5:30pm - 7:00pm Fairmont: Bayou I
Chair: Alfred A. Bolton, Averett College
Distinguished Speaker: Charles D. Wrege, Cornell U.
Greenwood Award Reception to follow

769: (MSR) MSR Business Meeting
5:30pm - 6:30pm Fairmont: Gold
Organizer: David C. Trott, St. Edwards U.

770: (OB) OB Division Celebration and Social Hour
5:30pm - 8:30pm New Orleans Marriott: Balcony L M N
Join us for a celebration of the OB Division, organized by Xiao-Ping Chen (U. of Washington).
Organizer: Xiao-Ping Chen, U. of Washington, Seattle

771: (OCIS) OCIS Business Meeting.
5:30pm - 6:30pm New Orleans Marriott: Preservation Hall Studio 8

772: (OMT) OMT Business Meeting and Artifact
5:30pm - 6:15pm Sheraton New Orleans Hotel: Salon 828
Division Chair: Mary Jo Hatch, U. of Virginia
Division Chair-Elect: Tina Dacin, Queen’s U.
Program Chair: Pamela Haunschild, U. of Texas, Austin
Professional Development Workshop Chair: Gerald F. Davis, U. of Michigan

773: (RM) Research Methods Business Meeting
5:30pm - 6:30pm New Orleans Marriott: Preservation Hall Studio 1
Division Chair: Herman Aguinis, U. of Colorado, Denver
Division Chair-Elect: Philip L. Roth, Clemson U.
Program Chair: Anshuman Prasad, U. of New Haven
Professional Development Workshop Chair: Gordon W. Cheung, Chinese U. of Hong Kong

774: (TIM) TIM Business Meeting.
5:30pm - 6:30pm Sheraton New Orleans Hotel: Napoleon C3

Monday 6:00PM

775: (OM) Operations Management Division Social
6:00pm - 7:30pm Sheraton New Orleans Hotel: Napoleon D1

776: (PNP) Public and Nonprofit Division Social
6:00pm - 9:00pm Fairmont: Creole
This is a joint event with the Social Issues in Management Division and will be held off-site. Location will be announced at the business meetings.
Program Chairs: Matthew A. Liao-Troth, Western Washington U.; Kathleen Rehbein, Marquette U.

Monday 6:15PM

777: (OMT) OMT Social Hour
6:15pm - 7:30pm Sheraton New Orleans Hotel: Napoleon B3
Division Chair: Mary Jo Hatch, U. of Virginia
Division Chair-Elect: Tina Dacin, Queen’s U.
Program Chair: Pamela Haunschild, U. of Texas, Austin
Professional Development Workshop Chair: Gerald F. Davis, U. of Michigan

Monday 6:20PM

778: (IMC) Social Hour
6:20pm - 8:00pm Sheraton New Orleans Hotel: Napoleon D2
Organizer: Georges Trepo, HEC, France

Monday 6:30PM

779: (CMS) CMS Social
6:30pm - 7:30pm Ritz Carlton: La Salle

780: (GDO) Gender and Diversity in Organizations
Division Social Hour
6:30pm - 8:00pm New Orleans Marriott: La Galleries 1
Session Details – Monday

**781**: (OCIS) OCIS Reception
6:30pm - 8:30pm New Orleans Marriott: Preservation Hall Studio 9

**782**: (SIM) SIM's Social Hour
6:30pm - 10:30p New Orleans Marriott: Mardi Gras Salon B
This is a joint event with the Public and Nonprofit Division.

**783**: (TIM) TIM Social Hour
6:30pm - 8:00pm Sheraton New Orleans Hotel: Napoleon D3

**784**: (RM) Research Methods Social Hour
6:45pm - 8:45 pm New Orleans Marriott: Preservation Hall Studio 1
Division Chair: Herman Aguinis, U. of Colorado, Denver
Division Chair-Elect: Philip L. Roth, Clemson U.
Program Chair: Anshuman Prasad, U. of New Haven
Professional Development Workshop Chair: Gordon W. Cheung, Chinese U. of Hong Kong

**Monday 7:00PM**

**785**: (CAM) Boston College Reception
7:00pm - 9:00pm Sheraton New Orleans Hotel: Borgne
Organizer: Jean M. Bartunek, Boston College

**786**: (CAM) Management Faculty of Color Association Reception
7:00pm - 9:00pm New Orleans Marriott: Preservation Hall Studio 7
Organizer: Laquita C. Blockson, U. of Northern Iowa

**787**: (CAM) British Academy of Management Reception
7:00pm - 9:00pm Fairmont: Explorers
Organizer: Liam Irwin, U. of Leeds

**788**: (ENT) Entrepreneurship Division Reception
7:00pm - 10:30pm Sheraton New Orleans Hotel: Maurepas

**789**: (IM) BAH Eminent Scholar Reception
7:00pm - 8:30 pm Sheraton New Orleans Hotel: Napoleon C2
Hosts: Timothy M Devinney, Australian Graduate School of Management; Sully Taylor, Portland State U.

**790**: (MSR) MSR Social
7:00pm - 9:00pm Fairmont: Gold
Organizer: David C. Trott, St. Edwards U.

**Monday 7:30PM**

**791**: (HCM) HCM Reception
7:30pm - 9:30pm Sheraton New Orleans Hotel: Salon 825
Time for HCM members—or those who want to be—to come together & socialize. Catch up with old friends, meet new ones, & talk with senior people.
Division Chair: Leonard H. Friedman, Oregon State U.
Program Chair: Ruth A. Anderson, Duke U.

**Monday 8:00PM**

**792**: (CAM) Brigham Young U. Ice Cream Social
8:00pm - 10:00pm New Orleans Marriott: Preservation Hall Studio 4
This is an AOM event for all attendees who are affiliated with BYU or The Church of Jesus Christ of Latter-day Saints.

**793**: (MC) Management Consulting Division Welcome Breakfast
8:00pm - 8:29pm Sheraton New Orleans Hotel: Napoleon D2
Welcome: Thomas G. Cummings, U. of Southern California
Division Chair: Georges Trepo, HEC, France
Division Chair-Elect: Rickie Moore, E.M.LYON
Program Chair: Andreas Werr, Stockholm School of Economics

**Monday 8:30PM**

**794**: (GDO) All in the Family: The 3rd Annual Reception for LGBT Persons and Friends at the Academy
8:30pm - 10:00pm New Orleans Marriott: La Galleries 1
Allies, friends, gay, lesbian, bisexual & transgendered persons invited. Sponsor: David Eccles School of Business.
(divisions.aomonline.org/GDO/gbt/)
Hosts: Gerardo A. Okhuysen, U. of Utah; Bryant A. Hudson, Louisiana State U.; Ron Ophir, York U.

**Monday 9:00PM**

**795**: (AA) President's Dessert Reception for New and International Members
9:00pm - 10:30pm Sheraton New Orleans Hotel: Armstrong Ballroom
Sponsored by: U. of British Columbia
Organizer: Rosalie L. Tung, Simon Fraser U.
### Session Details – Tuesday

#### Tuesday 8:20AM

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#### Tuesday 8:30AM

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**TUESDAY**

#### 796: (Paper Session) - (CAR) Mentoring: New Theory and Research

8:20am - 10:10am Sheraton New Orleans Hotel: Preservation Hall Studio 10

Chair: Joy Schnee, Rider U.

- Formal Mentoring Program Design Features Related to Mentoring Behavior and Mentorship Quality
  - Tammy D. Allen, U. of South Florida
  - Lillian Eby, U. of Georgia
  - Elizabeth Lentz, U. of South Florida

Winner of Careers Division Applied Paper Award

The Relation of Mentoring Provided by Mentors to Their Career Success and Organizational Commitment

- Nikos Bozionelos, U. of Sheffield

Organizational Support for Mentoring

- Lillian Eby, U. of Georgia
- Angie Lockwood, U. of Georgia
- Marcus Butts, U. of Georgia

E-mentoring: Virtual Relationships and Real Benefits

- Ellen Ensher, Loyola Marymount U.
- Suzanne C. de Janasz, James Madison U.
- Christian G. Heun, Loyola Marymount U.

A Cross-Analysis of the Effects of Mentoring Functions on Competency Development

- Sheng Wang, Ohio State U.

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#### 797: (AA) Actionable Knowledge Gained From Theories of Workplace Deviance

8:30am - 10:10am Fairmont: Explorers

Chair: Craig Crossley, Bowling Green State U.

Socially Embedded Employees: The Role of Context in Explaining Workplace Deviance

- Rebecca J. Bennett, Louisiana Tech U.
- Stefan Thau, U. of Groningen
- Craig Crossley, Bowling Green State U.

Explaining and Managing Organizational Deviance: A Causal Reasoning Perspective

- Mark J. Martinko, Florida State U.
- Scott C. Douglas, Binghamton U.

A Stressor-Emotion Theory of Counterproductive Work Behavior

- Paul E. Spector, U. of South Florida
- Suzy Fox, Loyola U., Chicago
- Burcu Rodopman, U. of South Florida

Pushed Past the Breaking Point: An Injustice-Aggression Model

- Thomas M. Tripp, Washington State U., Vancouver
- Robert Bies, Georgetown U.

Beyond Workplace Deviance: Deontic Justice as Moral Retaliation for Organizational Wrongdoing

- Robert Folger, U. of Central Florida
- Daniel P. Skarlicki, U. of British Columbia

- Presenters: Rebecca J. Bennett, Louisiana Tech U.
- Mark J. Martinko, Florida State U.
- Daniel P. Skarlicki, U. of British Columbia
- Paul E. Spector, U. of South Florida
- Stefan Thau, U. of Groningen
- Thomas M. Tripp, Washington State U., Vancouver

- Participants: Robert Bies, Georgetown U.
- Scott C. Douglas, Binghamton U.
- Robert Folger, U. of Central Florida
- Suzy Fox, Loyola U., Chicago
- Burcu Rodopman, U. of South Florida

- Discussant: Jerald Greenberg, Ohio State U.

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#### 798: (Paper Session) - (BPS) RBV and Dynamic Capabilities

8:30am - 10:10am Sheraton New Orleans Hotel: Grand Chenier

Chair: Peter Foreman, Illinois State U.

Social Capital, Dynamic Capability and Project Performance: The Case of Hollywood Producers

- Paul Skilton, Arizona State U.

Sustainable Competitive Advantage from Knowledge Development

- Tale Skjelvik, Norwegian School of Management Bl
- Ragnhild Kvalshaugen, Norwegian School of Management
- Bente Lowendahl, Norwegian School of Management
- Siw Marita Fosstenlokk, Norwegian School of Management Bl

Market Power and Increasing Returns: Firm Capabilities Using Stochastic Frontier Estimation

- P. Konstantina Kiousis, Ohio State U.

An emotion-based view of dynamic capability

- Quy Nguyen Huy, INSEAD

Rents and the Lifecycle of Firms

- Jean Boddy, Baruch College

Discussant: Russell Coff, Emory U.
**Session Details – Tuesday**

**804 JS: (BPS, OMT) Exploration and Exploitation: Managing the Balance**  
8:30am - 10:10am Sheraton New Orleans Hotel. Salon 817/821 (combined)  
Chair: Dax Krishna Basdeo, U. of Maryland; Patrick Maggitti, U. of Maryland, College Park; Wendy Kim Smith, Harvard U.  
CEO Exploratory Search and the Identification of Opportunity | Patrick Maggitti, U. of Maryland, College Park
When is a business unit most likely to explore? Managerial aspiration and organizational contingencies | Qing Cao, U. of Maryland
The Relationship between Top Managers’ Exploratory Search and Opportunity Recognition | Dax Krishna Basdeo, U. of Maryland

**Presenters:**  
Qing Cao, U. of Maryland  
**Discussants:** Giovanni Gavetti, Harvard U.; Riitta Katila, Stanford U.

**805 JS: (BPS, OMT, ENT) Perspectives on Institutional Entrepreneurship.**  
8:30am - 10:10am Sheraton New Orleans Hotel: Maurepas  
Chair: Bernard Louis Leca, ESSEC/ U. of Lille 1  
Institutional Entrepreneurship: A Review Essay | Bernard Louis Leca, ESSEC/ U. of Lille 1; Annie Camus, HEC, Montréal
The Innovative Capacity of Institutional Entrepreneurs: A Reconstruction of CSR | Eva Boxenbaum, Copenhagen Business School; Julie Battilana, INSEAD

**Presenters:** Eva Boxenbaum, Copenhagen Business School; Julie Battilana, INSEAD; Bettina Beata Friederike Wittneben, Cambridge U.; Nelson Phillips, Cambridge U.; Monica A. Zimmerman, Temple U.; Bernard Louis Leca, ESSEC/ U. of Lille 1; Annie Camus, HEC, Montréal
**Discussants:** Royston Greenwood, U. of Alberta

**806 : (Paper Session) - (CM) Emotions and Well-Being**  
8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 4  
Chair: Debra Louis Connelley, Touro U. International
Conflict at Work and Individual Well-Being: The Mediating Role of Flight Behavior and Helplessness | Maria T.M. Dijkstra, U. of Amsterdam; Dirk van Dierendonck, U. of Amsterdam; Arne Evers, U. of Amsterdam
Emotional Intelligence and Negotiation: The Tension between Creating and Claiming Value | Maw-Der Foo, National U. of Singapore; Hillary Anger Elenbein, U. of California, Berkeley; Hwee-Hoon Tan, National U. of Singapore; Voon-Chuan Aik, National U. of Singapore
Coping with Bullying Customers and Burnout among Service Providers | Dana Yagil, Haifa U.; Hasida - Ben-Zur, Haifa U.
Words and Phrases That Trigger Emotions in Negotiations and Their Effects | Holly Schrot, U. of California, Berkeley;

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**803 JS: (BPS, MOC) Researching Board Practices and Relationships: Creating Actionable Knowledge**  
8:30am - 10:10am Ritz Carlton: Union Terrace C  
Corporate Directing: Making Sense of Director Roles and Performance Management at Board Level | Annie Pye, U. of Bath
Director Types and Behavioral Dynamics of Boards: Observations from “Flies on the Wall” | Morten Huse, Norwegian School of Management; Margrethe Schoning, Norwegian School of Management
Trustee Boards: A Blessing, Burden or Both? | Hans van Ees, U. of Groningen; T.J.B M Postma, U. of Groningen
**Introductions:** Thomas Dalziel, Arizona State U.; Morten Huse, Norwegian School of Management
**Discussant:** Andrew M. Pettigrew, U. of Bath
Session Details – Tuesday

807 (Paper Session) - (CMS) Critical Perspectives on Management III
8:30am - 10:10am Ritz Carlton: La Salle
Risky Business: Re-thinking Interactive Service Work | Sharon Bolton, Lancaster U.; Maev Houlihan, U College Dublin
An Ontology of Transcendental Organizing in Stormy Conditions | Sangeeta Parameshwar, U. of Illinois, Springfield
Deadlines: Understanding Boundary Control in a Software Firm | Graeme MacDermid, York U.
Critical Strategy Studies: in the Name of Whom and Why? | Richard Pin, EDHEC; Emmanuel Metails, EDHEC; Pierre-guy Hourquet, EDHEC

808 (CMS) CMS Keynote Address
8:30am - 10:00am New Orleans Marriott: La Galleries 4
A Critique of "Mainstream" and "Radical" Theories of the Causes of White Collar and Corporate Crime | Donald Palmer, U. of California, Davis

809 (Paper Session) - (ENT) Behaviors and Attitudes of Entrepreneurs
8:30am - 10:10am Sheraton New Orleans Hotel: Salon 829
Chair: Pramodita Sharma, Whirlfird Laurier U.
Independent Contractors: Dispositional and Attitudinal Characteristics | David Protts, Baruch College
The Big Five Personality Dimensions and Entrepreneurial Status: A Meta-Analytical Review | Hao Zhao, U. of Illinois, Chicago; Scott Seibert, U. of Illinois, Chicago
The Confidence Racket: Organizing Conceptions of Confidence, ENT Behaviors, and ENT Cognitions | J. Robert Mitchell, Indiana U.; Bloomington

810 (Paper Session) - (ENT) Alliances and Networks
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - ENT
Presented on Panels 1-7
Causes and Effects of Free Riding in the Franchisor-Franchisee Relationship | Roland E. Kidwell, Jr., Niagara U/Charles Sturt U.; Arne Nygaard, Norwegian School of Management; Ragnhild Siloset, Norwegian School of Management
Understanding Value Generation in Buyouts: From Governance to Corporate Revitalization and Growth | Achim Berg, McKinsey & Company
Antecedents and Early Consequences of Fair Dealing in Venture Capital: The Entrepreneur’s Perspective | Isabel Welpe, U. of Regensburg; Harry J. Sapienza, U. of Minnesota
Entrepreneurial Alliances as Contractual Forms | Africa Ariño, IESE Business School; Thomas Mellewigt, U. of Leipzig
Family Networks: Unrecognized Assets in Transition Economies | Tracey Eira Messer, Case Western Reserve U.
The Effects of Diversity and Emotional Intelligence on Alliances: Evidence from Entrepreneurial Companies | Paul M. Olk, U. of Denver; Tsungting Chung, National Yunlin U. of Science & Technology
To Thrive or To Just Survive? The Critical Role of Resource Exchange in New Venture Development | Lois Shelton, Chapman U.

811 (GDO) Resolving the Puzzle of Workplace Diversity: What have Emotions got to do?
8:30am - 10:10am New Orleans Marriott: La Galleries 4
Organizer: Oluwemi B. Ayoko, U. of Queensland
Conflict Events, Reactions to Conflict and Affect in Culturally Diverse Workgroups | Oluwemi B. Ayoko, U. of Queensland
The Effects of Diversity and Emotional Intelligence on Group Conflict | Flavia Cavazotte, IBMEC; Ronald H Humphrey, Virginia Commonwealth U.; Randall G. Sleeth, Virginia Commonwealth U.
Affective Reactions to Dissimilar Others in Culturally Diverse Teams | Shannon L Lloyd, Deakin U.; Charmine E.J. Hartel, Deakin U.
Transformational leadership, conflict, emotions and outcomes in culturally diverse workgroups | Oluwemi B. Ayoko, U. of Queensland; Victor J. Callan, U. of Queensland
Presenters: Victor J. Callan, U. of Queensland; Flavia Cavazotte, IBMEC; Charmine E.J. Hartel, Deakin U.; Ronald H Humphrey, Virginia Commonwealth U.; Shannon L Lloyd, Deakin U.; Debra Panipucci, Deakin U.; Randall G. Sleeth, Virginia Commonwealth U.; Mona White, Monash U.

812 (Paper Session) - (GDO) Diversity and Performance
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - GDO
Presented on Panels 8-15
Firm performance and employee empowerment: A comparative analysis of male and female business owners |
Joana L. Young, Baylor U.; Nancy Upton, Baylor U.; Samuel L. Seaman, Baylor U.  
Heterogeneity or homogeneity: Socialization make the difference when diversity is at stake. | Amy McMillan-Capehart, East Carolina U.  
The People Change the Place: Understanding Organizational Diversity Change | Jorge A. Gonzalez, U. of Wisconsin, Milwaukee  
Relational or Agency Orientation? Gender Differences in Emotional Response to Crisis Events | Donald E. Gibson, Fairfield U.; Lisa A. Mainiero, Fairfield U.; Sherry E. Sullivan, Bowling Green State U.  
No Credit Where Credit Is Due: Some Unintended Consequences for Women in Work Groups | Michelle Chloe Haynes, New York U.; Madeline E. Heilman, New York U.  
Gender, Work and Discrimination | Isabel Metz, U. of Melbourne; Simon Moss, Monash U.  
Diversity Initiatives and Organizational Success: An emerging theory | Cara Christina Maurer, U. of Western Ontario; Lyn Purdy, U. of Western Ontario  
Institutional & Strategic Choice Factors Affecting the Adoption of Firm Diversity Practices | Eddy Ng, McMaster U.; Harish C Jain, McMaster U.

813 (Paper Session) - (HR) Work-Family Practices: A Pragmatic Perspective, Do we really know how these practices work?  
8:30am - 10:10am New Orleans Marriott: La Galleries 1  
Chair: Kyra Leigh Sutton, Ohio State U.; Raymond A. Noe, Ohio State U.  
Work exhaustion, organizational commitment and work-life integration | Monique Valcour, Boston College; Rosemary Batt, Cornell U.  
Evaluating a predictive model relating demands, work-family conflict, and satisfaction | Hazel M Rosin, York U.  
When policy and practice collide | Linda M. Dunn-Jensen, New York U.; Linda K. Stroh, Loyola U., Chicago  
Work family conflict and challenge and hindrance stressors using support organizations | Chester Spell, Rutgers U.; Jarrod McKenzie Haar, Auckland U.  
Can flexible working work in the accounctancy profession? | Susan Lewis, Manchester Metropolitan U.; Brian Faragher, UMIST; Cary L. Cooper, Lancaster U.  
Authors: Monique Valcour, Boston College; Rosemary Batt, Cornell U.; Hazel M Rosin, York U.; Linda M. Dunn-Jensen, New York U.; Linda K. Stroh, Loyola U., Chicago; Chester Spell, Rutgers U.; Jarrod McKenzie Haar, Auckland U.; Susan Lewis, Manchester Metropolitan U.; Brian Faragher, UMIST; Cary L. Cooper, Lancaster U.  
Discussant: Barbara A. Gutek, U. of Arizona

814 (Paper Session) - (HR) International HR Practices  
8:30am - 10:10am New Orleans Marriott: Balcony I  
Chair: Naresh Khatri, U. of Missouri, Columbia  
MNCs and Partnership sourcing in the PRC: the Human Resource Dimension | Barry Wilkinson, U. of Bath  
HRM and Performance: an Empirical study in (Non)Anglo-Saxon Countries and Multiple Sectors | Daina Jacqueline Konter, Erasmus U. Rotterdam  
Effective Human Resource Practices and Successful Localization in P. R. China | Lynda J. Song, Hong Kong U. of Science & Technology; Kenneth S. Law, Hong Kong U. of Science & Technology; Chi-Sum Wong, Chinese U. of Hong Kong; Donghua Chen, Shanghai U. of Finance and Economics  
Discussant: Hettie A. Richardson, Louisiana State U.

815 (Paper Session) - (HR) Testing 1, 2, 3: Issues in Selection Testing  
8:30am - 10:10am New Orleans Marriott: Balcony J  
Chair: Nhung T. Nguyen, Lamar U.  
Work Sample Selection Tests And Adverse Impact: A Cautionary Note | Philip L. Roth, Clemson U.; Philip Bobko, Gettysburg College; Maury A. Buster, Alabama State Personnel Department  
Winner of HR Division’s Best Student Paper Award

816 (Paper Session) - (HR) Working Together as One: Issues in Team Research  
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - HR  
Chair: Kay Jernigan Bunch, Georgia State U.  
A Social Dilemma Perspective on the Impact of Peer Evaluation on Behavior in Teams | Peter Bamberger, Technion-Israel Institute of Technology  
Autonomy and Teamwork in Innovative Projects | Martin Hoegl, Bocconi U.; K. Praveen Parboteeah, U. of Wisconsin, Whitewater  
Discussant: Lyle Yorks, Columbia U.

817 (Paper Session) - (HR) Compensation and Benefits  
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - HR  
Presented on Panels 16-20  
Does parental job insecurity matter? Money anxiety, money motives and work motivation | Vivien Lim, National U. of Singapore; Qing Si Sng, National U. of Singapore  
Closed Organizational Culture and the Relationship Between Justice and Benefits Satisfaction | Todd Arnold, Washington State U.; Chester Spell, Rutgers U.  
Creating Salary Inequity: Investigating the Impacts of Pay Compression on Individual Outcomes | Amy B. Henley, U. of
Session Details – Tuesday

Texas, Arlington; George Benson, U. of Texas, Arlington; Gary C. McMahan, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington

Theoretical & Empirical Modeling of Reward Effectiveness: The Antecedents and Consequences of Reward | Flora Birk, Chinese U. of Hong Kong

Creating Knowledge Through Strategic HR Practices
8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 6
Chair: Chris H Thomas, U. of Georgia
Managing Critical Knowledge-Workers for Sustained Competitive Advantage: Challenges for SHRM | Niclas L. Erhardt, Rutgers U., New Brunswick
The Alignment between HRM Strategy, Knowledge Management Strategy, and Corporate Strategy | hsi-an Shih, National Cheng Kung U.
Discussant: John E. Delery, U. of Arkansas

Internationalization, Institutions, and Firm-level Performance
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - IM
Presented on Panels 21-27
How Institutional Variables Affect the Relationship between Diversification and Performance | Brian Roy Tan, U. of Washington
Toward a Theory of International Failure | Tatiana Zalan, Melbourne U.; Geoffrey Lewis, Melbourne Business School
Internationalization Speed and Cost Efficiency: Evidence from Germany | Hardy Wagner, U. of St. Gallen
Multinationality and Risk | Torben Juul Andersen, Copenhagen Business School
National Institutional Characteristics and Foreign Affiliate Performance | Takehiko Ito, U. of Marketing and Distribution Sciences; Shige Makino, Chinese U. of Hong Kong; Christine M. Chan, Hong Kong U.
Does Entry Mode Impact Escalation of Commitment? | Jamie D. Collins, Texas A&M U.; Christopher Ray Reutzel, Texas A&M U.

Strategic and Institutional Approaches to International HRM
8:30am - 10:10am Fairmont: Bayou I
Chair: Miguel R. Olivas-Luján, ISTEM
SIHRM Orientations and Functional HRM practice integration in MNEs | Werner H. Braun, U. of Manchester; Paul R. Sparrow, U. of Manchester; Randall S. Schuler, Rutgers U.

International Staffing | Phylis Tharenou, U. of South Australia
Comparing Institutionalist Approaches to the Study of HRM in Multinational Companies | Anne Tempel, Erfurt U.; Peter Walgenbach, U. of Erfurt
Discussant: Sully Taylor, Portland State U.

Co-production of Knowledge: Voices from Across the Pond
8:30am - 10:10am New Orleans Marriott: La Galleries 5&6
This symposium brings together a distinguished panel of AIM Fellows to discuss critical issues in the co-production of knowledge
Organizers: Elena P. Antonacopoulou, Liverpool U.; Gerard P. Hodgkinson, Leeds U.
Speakers: Lynda Gratton, London Business School; Chris Huxham, U. of Strathclyde; Gerry Johnson, U. of Strathclyde; Andy Neely, AIM; George Yip, London Business School

Transnational Institution Building and the Multinational Corporation
8:30am - 10:10amritz Carlton; Salon 3
submitted to IM, OMT, ODC
Organizer: Dirk Matten, U. of Nottingham / IICCSR
Chair: Mike Geppert, Queen Mary, U. of London
Transnational Institution Building and the Multinational Corporation | Societal Effects and the MNC | Arndt Sorge, U. of Groningen Neoliberal Global Order, Loose Coupling, and Rationalized Myths of Progress, Justice, and Efficiency | Marc Ventresca, U. of California, Irvine
Combining New Institutionalism and the Business-Systems Approach | Anne Tempel, Erfurt U.; Peter Walgenbach, U. of Erfurt
The Multinational as a Transnational Social Space | Glenn Morgan, Warwick U.
Discussant: Marie-Laure Djelic, ESSEC Business School

Building an Internal Mediation System: An Action Research Case | Ann W. Martin, Cornell U.
Winner of ODC Best Interactive Paper Award

Resisting Colonisation of the Lifeworld in Organisations Through Participatory Action Research | Linda Jean Twiname, U. of Waikato; Maria Humphries, U. of Waikato; Kate Kearins, Auckland U. of Technology
Action Research as Experimentation | Alexander Styhre, Chalmers U. of Technology
Collaborative Change Practice: Embedding Actionable Knowledge in Real Work | Amanda Martin, Not Specified; Bernadette Rutyna, Not Specified; Denise Hagan, Not Specified
Winner of the Graziadio Business School/Pepperdine Award for Outstanding Practice Based Paper on Management Consulting
Session Details – Tuesday

824 : (Paper Session) - (IPC) Developing New Capabilities (A2)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table A2
Facilitator: Anaabella Davila, ITESM, Campus Monterrey


TIM: A Replication and Extension of the Composite Model of Concurrent Engineering Effectiveness | Paul D. Collins, U. of Washington, Bothell; Frank Hull, Fordham U.

825 : (Paper Session) - (IPC) Economic Reform in Developing Countries (A3)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table A3
Facilitator: J. Muir Macpherson, U. of Texas, Austin

PNP: Dynamics of Ownership Effects in Hydro-based Electricity Supply Industries: The Case of Colombia | Gabriela Elizondo, Imperial College, U. of London; Abhijit Mandal, U. of Warwick; Matthew Leach, Imperial College of Science, Technology and Medicine

IM: Institutional Change in the Electricity Industry: Initial Evidence | Carlos Rufin, Babson College

IM: The Decision to Privatize as an Economic Policy Idea: Epistemic Communities and Diffusion | Bruce Kotut, INSEAD; J. Muir Macpherson, U. of Texas, Austin

826 : (Paper Session) - (IPC) The Influence of CEOs and Top Management Teams (B1)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table B1
Facilitator: Helen LaVan, DePaul U.

BPS: Control Differentiation, Performance, and the Corporate TMT. | Eric Dooms, Tilburg U.; Aswin Van Oijen, Tilburg U.

OB: Ways CEOs Deliver Values & Follower Commitment: Comparison between Founders & Professional Managers | Jun Liu, Chinese U. of Hong Kong; Weiku Wu, Tsinghua U.

BPS: The Top Management Team as an Open System | Peter T. Gianiodis, U. of Georgia; Allen C. Amason, U. of Georgia

PNP: The Influence of Top Executive Intuition on Nonprofit Organization Financial Performance | William J. Ritchie, Florida Gulf Coast U.; Robert W. Kolodinsky, James Madison U.

827 : (Paper Session) - (IPC) Developing Social Capital (B2)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
Facilitator: Bruce Fried, North Carolina U., Chapel Hill

ENT: Dynamics of Social Capital and their Performance Implications: Lessons from Biotech Start-ups | Indre Maurer, U. of Augsburg; Mark E. Ebers, U. of Augsburg

CMS: Language of Strategy in the Creation of Social Capital | Pia Arenius, Helsinki U. of Technology; Saku Mantere, Helsinki U. of Technology


OMT: A Pragmatist Perspective on Organizational Entrepreneurship and Collective Action | Henrik Schildt, Helsinki U. of Technology

ENT: Entrepreneurship as A Context-Dependent Social Process | V A Longitudinal Case Study | Shih-Chang Hung, National Tsing Hua U.

ENT: Tortoise and the Hare: Comparing the Consequences of Entrepreneurship in the Market and Hierarchy | Patricia H. Thornton, Duke U.

828 : (Paper Session) - (IPC) Entrepreneurship Processes (B3)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: Norris F. Krueger Jr., Boise State U.

BPS: Constructing Markets and Organizing Boundaries: Entrepreneurial Action in Nascent Fields | Filipe Manuel Santos, INSEAD: Kathleen Eisenhardt, Stanford U.

OMT: A Pragmatist Perspective on Organizational Entrepreneurship and Collective Action | Henrik Schildt, Helsinki U. of Technology

ENT: Entrepreneurial as A Context-Dependent Social Process | V A Longitudinal Case Study | Shih-Chang Hung, National Tsing Hua U.

ENT: Tortoise and the Hare: Comparing the Consequences of Entrepreneurship in the Market and Hierarchy | Patricia H. Thornton, Duke U.

829 : (Paper Session) - (IPC) Technology and Human Capital (B4)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table B4
Facilitator: Rajiv Sabherwal, U. of Missouri, St. Louis


OCIS: Project Webs And New Modes Of Organising in the Construction Sector: Insights from an In-Depth Study | Sàmas Kelly, U College Dublin; Kate Ni Chionnaith, Cambridge U.

Winner of OCIS Division Best Interactive Paper Award

OCIS: Developing Human Capital through Personal Web Usage in the Workplace: Mapping Employee Perceptions | Claire A. Simmers, St. Joseph’s U.; Murugan Anandarajan, Drexel U.
Session Details – Tuesday

830 : (Paper Session) - (IPC) Balancing Work and Family (C1)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: Lee P. Stepana, Florida State U.
HR: Spending Time: The Relationship Between Hours Worked, Work and Family Characteristics, and Outcomes | Cheryl L. Adkins, Longwood U.; Sonya F. Premeaux, Nichols State U.
OB: Work Entangled in Home, Home Trapped at Work: Role Conflict Between Work and Family | Dorit Ben-Baruch, Haifa U.; Itzhak Harpaz, Haifa U.
OB: Coming from a Loving Home: An Attachment-Exploration Model of Boundary Spanning | Sujin Lee, Cornell U.
OB: Work Flexibility, Organizational Investment and Employee Outcomes Under Telecommuting | Patricia G. Martinez, U. of Texas, San Antonio; Carolina Gomez, Florida International U.; Robert J. Griffith, San Jose State U.; Carolyn Murphy-Post, San Jose State U.; William Teeple, Embry Riddle Aeronautical U.

831 : (Paper Session) - (IPC) Testing and Teaching (C2)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table C2
Facilitator: Joann Krauss, Jacksonville State U.
OB: Learning to Learn at School: Reflexivity, Team Composition and Team Performance | Michal’Cia Corstiana Schippers, Erasmus U. Rotterdam
HR: A Test-Taking Motivation Model Explaining Relations between Test Reactions and Test Performance | Aaron Joel Graczyn, U. of Houston; Eric Dunleavy, U. of Houston; Christopher Barr, U. of Houston
CMS: Closing the Gap: Impact of Student Proactivity and Learning Goal Orientation on E-Learning Outcomes | Jill R. Kickul, Simmons College; Gerard Kickul, U. of St. Francis

832 : (Paper Session) - (IPC) Incentives and Rewards in Organizations (C3)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table C3
Facilitator: Walter Davis, U. of Mississippi
HR: Signing Bonuses: A Test of Four Theories | Eric Roland Schulz, Eastern Michigan U.; Charles H. Fay, Rutgers U.
HCM: A Reasonable Benchmarking Frontier Using DEA: An Incentive Scheme for Managers | Jordi Surroca, U. Carlos Ill de Madrid; Diego Prior, U. Autònoma de Barcelona
HR: Development and Examination of a Comprehensive Compensation Satisfaction Construct | Margaret Williams, Virginia Commonwealth U.; Lucy R. Ford, Rutgers U.; Camden; Holly Henderson Brower, Butler U.; Larry J. Williams, Virginia Commonwealth U.

833 : (Paper Session) - (IPC) New Views on Leadership (C4)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table C4
Facilitator: Raymond T. Sparrowe, Washington U.
OB: Emotional Intelligence & Performance: The Role of Workplace Affect | Sukumarakurup Krishnakumar, Virginia Polytechnic Institute and State U.; Anthony Cobb, Virginia Tech; Christopher P. Neck, Virginia Polytechnic Institute and State U.
MOC: Measuring and Building Linear/Nonlinear Thinking Style Balance for Enhanced Performance | Charles M. Vance, Loyola Marymount U.; Kevin Groves, U. of California, Los Angeles; Yongsun Paik, Loyola Marymount U.
OMT: Listening to the Sounds of Silence | Andrew D. Brown, U. of Nottingham; Christine Coupland, U. of Nottingham
MOC: Responses to Leadership Behavior: The Role of Attributions of Intentionality and Affective Reactions | Marie T. Dasborough, U. of Queensland; Neal M. Ashkanasy, U. of Queensland
OMT: Place and Identity: A Case Study of Hegemony and Resistance | Andrew D. Brown, U. of Nottingham; Michael Humphreys, U. of Nottingham

834 : (Paper Session) - (IPC) Critiques of Practice (D1)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table D1
Facilitator: Sajjad M. Jasimuddin, Southampton U.
CMS: Workers Dying For a Job: A Multi-Paradigm Analysis of Fatal Rail Accidents | Craig Prichard, Massey U.

835 : (Paper Session) - (IPC) Group Outcome Research (D2)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: Richard S. Blackburn, U. of North Carolina
TIM: Team membership change: Understanding when and how membership change impacts on R&D team performance | Giles Hirst, Aston U.; Leon Mann, U. of Melbourne
TIM: Team Reflexivity in Innovative Projects | Martin Hoegi, Bocconi U.; K. Praveen Parboteeah, U. of Wisconsin, Whitewater
TIM: Control, Intrinsic Motivation, and Performance in R&D Organizations | Henry Sauermann, Duke U.
MOC: Of One Mind: Shared Representations as a Basis for Creative Synergy in Groups | Sarah Ronson, London Business School

836 : (Paper Session) - (IPC) The Process of Decision Making (D3)
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom E - Table D3
Facilitator: Filiz Tabak, Towson U.
MOC: Control-Related Beliefs and Decision Framing | Ginka Toegel, London School of Economics
OB: Antecedents of Creative Crisis Management Decision Making: An Exploratory Study | Amy Sommer, U. Western Ontario; Christine M. Pearson, Thunderbird, The American Graduate School of International Management

Best Student Paper
OMT: Unanimity Rule and Organizational Decision-Making.
Georges Romme, Tilburg U.

837: (Paper Session) - (IPC) Exploiting Innovation (D4)
8:30am - 10:10am Sheraton New Orleans Hotel - Grand Ballroom E - Table D4
Facilitator: Atul Nerkar, Columbia U.

BPS: How Legacy Firms Can Introduce Radical and Disruptive Innovations
Vijay Govindarajan, Amos Tuck School of Business at Dartmouth College; Praveen Kopalpe, Amos Tuck School of Business at Dartmouth College

BPS: Types of innovation, knowledge sharing, and clustered firms’ ability to capture rents from innovation
Manuel Portugal Ferreira, U. of Utah; Dan Li, Texas A&M U.

OMT: Explorative and Exploitative Innovations in Ambidextrous Organizations: How do Antecedents matter?
Justin J.P. Jansen, Erasmus U.; Frans A.J. Van Den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.

BPS: Unraveling the Exploitation-Exploration Dilemma in Product Innovation: Role of Market Orientation
Kwaku Atuahene-Gima, City U., Hong Kong

TIM: Exploring the Ambidextrous Organization
Gergana Todorova, Bocconi U.; Boris Durisin, SDA Bocconi U.

838: (Paper Session) - (MC) Culture and Organizational Change: Changing Cultures; Cultures for Change
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon C - MC

BPS: Role Played by Management Consulting Intervention in Explorative vs. Exploitative Innovations
Hans Brännström, Chalmers University of Technology; Michael Solt, Erasmus U.

BPS: Experimenting with Service Learning in a Corporatist Context
Robert J. DeFillippi, Suffolk U.; Charles Wankel, St. John’s U.

OMT: Actionable Knowledge and Project-Based Learning: Implications for Management Education
Susan M. Adams, Bentley College

TIM: Aligning Roles, Clients, and Strategies for Superior Client Value Creation in Management Consulting
Tale Skjærvik, Norwegian School of Management BI

Winner of the Bentley College/HEC Outstanding Student Paper Award
Discussant: Geraldine A. Kiesel, AK Research and Training, Inc.

840: (MED) Actionable Knowledge and Project-Based Learning: Implications for Management Education
8:30am - 10:10am Ritz Carlton: Union Terrace A
Chairs: Robert J. DeFillippi, Suffolk U.; Charles Wankel, St. John’s U.

Actionable Knowledge and Project-Based Learning
Robert J. DeFillippi, Suffolk U.; Charles Wankel, St. John’s U.

Actionable Knowledge for Managing Learning in Student Field Projects
Susan M. Adams, Bentley College

TIM: Teams and Business Plan Competition as Vehicles for Learning about Entrepreneurship
Burton V Dean, San Jose State U.; Asbjørn Osaland, San Jose State U.; Michael Solt, San Jose State U.

Creating Actionable Knowledge Through Project-Based Internships: The MPM Experience
Giovanni Fosti, Bocconi U.; Stefano Olmeti, Bocconi U.

Real Real World Projects
Par Martensson, Stockholm School of Economics

Experimenting with Service Learning in a Corporatist Nonprofit Regime
Lucas Meija, Erasmus U. Rotterdam; Gail Whiteman, Erasmus U.; Judith van der Voort, Erasmus U. Rotterdam

Assessment from Different Angles in Project-organized Education
Marjolein van Noort, Tilburg U.; Georges Romme, Tilburg U.

841: (MED, OB) Unveiling the Valance: Exploring Teaching Paradigms in Management Education
8:30am - 10:10am Ritz Carlton: Evangeline
Chairs: Joy E. Beatty, U. of Michigan, Dearborn; Jennifer Leigh, Boston College
Presenters: Tom Hawn, Frostburg State U.; Kathy Lund Dean, Idaho State U.; William Torbert, Boston College; Ann L. Cunliffe, California State U., Hayward

842: (Paper Session) - (OB) The Influence of Time on Organizational Behavior
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon C
Facilitator: Allen C. Bluedorn, U. of Missouri, Columbia

Time Frame, Self-Concept, and Preference in Decision Making: The Interplay Between Time and the Self
Yifat Kivetz, New York U.; Tom Tyler, New York U.

Temporal Norms And Goal Orientation
Cynthia Lee, Northernstern U.; Chun Hui, Chinese U. of Hong Kong; Xiongying Niu, Chinese Academy of Sciences, Beijing

Ethical Dilemmas and the Time until Decision: An Experimental Investigation
Chen-Bo Zhong, Northwestern U.; Gillian Ku, Northwestern U.; Robert Lount, Jr., Northwestern U.; J. Keith Murnighan, Northwestern U.

Is the Past Present? Predicting Satisfaction with PA, NA and Temporal Comparison
Abbie J. Shipp, U. of North Carolina

TUESDAY
Session Details – Tuesday

**843** (Paper Session) - (OB) Research on Cooperation and Competition
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 33-36

- **Formal and Informal Enforcement Mechanisms:**  
  Substitutes and Complements | Peter Jan-Hong Hwang, National U. of Singapore; **Jens Joerg Lauschke**, National U. of Singapore

- **Effect of Feedback and Competition on Behavior Change and Task Performance in Problem-Solving Groups:**  

- **Congruence in Personality and Climate Perceptions of Competitiveness in the Workplace:**  
  **Thomas D. Fletcher**, Old Dominion U.; **Debra A. Major**, Old Dominion U.; **Donald D. Davis**, Old Dominion U.

- **OCBs & Managerial Evaluations of Salespeoples’ Performance:**  
  An Exploration of Moderating Factors | **Ping Ping Fu**, Chinese U. of Hong Kong; **Jun Liu**, Chinese U. of Hong Kong

**844** (Paper Session) - (OB) Conflict and Cooperation in Work Teams
8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 7

Facilitator: **Ira T. Kaplan**, Hofstra U.

Managing Conflict: Gaining the Benefits and Avoiding the Costs | **Ann C. Mooney**, Stevens Institute of Technology; **Patricia J. Holahan**, Stevens Institute of Technology; **Allen C. Amason**, U. of Georgia


Multi-team System Effectiveness: Mental Models, Conflict, and Coordination | **Leslie A. DeChurch**, Florida International U.; **Michelle Amy Marks**, George Mason U.; **Fred J. Panzer**, HumanR

Conflict, Decision Outcomes, and Project Team Performance | **Patricia J. Holahan**, Stevens Institute of Technology; **Ann C. Mooney**, Stevens Institute of Technology; **Zvi H. Aronson**, Stevens Institute of Technology

**845** JS: (OB, CM) Advances in Justice Climate Research: Examining Antecedents, Consequences, Emergence and Measurement
8:30am - 10:10am New Orleans Marriott: Balcony L M N


Examining the Relationship Between Unit Size, Unit Demography and Justice Climate Strength | **Tony L. Simons**, Cornell U.; **Quinetta M. Roberson**, Cornell U.

Creating a Fair Environment: The Effect of Leader Personality on Justice Climate Levels and Outcomes | **David M Mayer**, U. of Maryland, College Park; **Lisa H. Nishii**, U. of Maryland;

**Benjamin Schneider**, PRA, Inc. & U. of Md.; **Harold W. Goldstein**, Baruch College

Is Justice Contagious? The Role of Sensemaking in Justice Climate Emergence | **Quinetta M. Roberson**, Cornell U.

Theoretically-Based Strategies for Defining and Measuring Justice Climate | **Michael Bashshur**, U. of Illinois, Urbana-Champaign; **Deborah E. Rupp**, U. of Illinois, Urbana-Champaign; **John Christopher**, Bell South Telecommunications

Discussant: **Jason A. Colquitt**, U. of Florida

**846** SHCS: (OB, MOC, CM) Counterfactual Thinking in Organizations: A Multi-Level Analysis
8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom D

Chairs: **Elaine M. Wong**, U. of California, Berkeley; **Laura Kray**, U. of California, Berkeley

Theory Versus Imagination-Driven Thinking About Historical Counterfactuals | **Erika Henik**, U. of California, Berkeley; **Philip E. Tetlock**, U. of California, Berkeley

Reflective and Evaluative Modes of Mental Simulation: Implications for Motivation in Organizations | **Keith Markman**, Ohio U.

The Communication of Counterfactual Thoughts | **Elaine M. Wong**, U. of California, Berkeley


Discussant: **Adam Galinsky**, Northwestern U.

**847** JS: (OB, OCIS) Virtual Teams and Virtual Workers: A Review and New Directions
8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 2

Chair: **Lucy L. Gilson**, U. of Connecticut


Exploring the Impact of Demographic Heterogeneity on Virtual Team Performance | **Bradley L. Kirkman**, Georgia Institute of Technology; **Benson Rosen**, North Carolina U.; **Cristina B. Gibson**, U. of California, Irvine

Cultural Diversity in Virtual versus Traditional Teams: Benefits or Hindrance? | **Sandy Staples**, Queen’s U.; **Lina Zhao**

Employees Who Want to Belong: Citizenship Behaviors of Workers from Temporary Help Agencies | **Elizabeth George**, Australian Graduate School of Management; **Alec Levenson**, U. of Southern California; **David Finegold**, KGI; **Prithviraj Chattopadhayay**, Australian Graduate School of Management

Presenters: **Luis L. Martins**, Georgia Institute of Technology; **Bradley L. Kirkman**, Georgia Institute of Technology; **Sandy Staples**, Queen’s U.; **Elizabeth George**, Australian Graduate School of Management

Discussant: **Sirikka Jarvenpaa**, U. of Texas, Austin
Managing Multiple, Simultaneous E-Communications

Make Sense of Technology?

How are public data contributions rewarded in open genetics databases?

Stickiness as a component of collaboration readiness

How data contribute to scientific practice

Nathan Bos
Chair:

8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon D

Making Sense of New Technology as a Lead-In to Structuring:
The Case of an Autonomous Mobile Robot

Runner up to OCIS Division Best Paper Award

Perceived Website Complexity and Telepresence: The
Moderating Role of Online User Tasks

Sucheta Nadkarni, U. of Nebraska, Lincoln

Runner up to OCIS Division Best Paper Award

Getting in Touch with Our Feelings towards Technology

Ronald T. Centefetelli, U. of British Columbia

Winner of OCIS Division Top Student Paper Award

Technological Ecologies: Technology in Systems of Work and Organization

Jan Chong, Stanford U.; Diane E. Bailey, Stanford U.

Discussant: Terri L. Griffith, Santa Clara U.

849JS: (OCIS, O8) Ring, Beep, Buzz: Understanding and Managing Multiple, Simultaneous E-Communications

More, Faster, Farther or Too much, Too fast, Too far?: Exploring the Paradoxes of Instant Messaging

Julie A. Rennecker, Case Western Reserve U.; Lindsey Godwin, Case Western Reserve U.

The Role of Relationship Load in E-Communication Overload:
Managing Multiple Roles and Identities

Susan E. Brodt, Queen’s U.; James D. Emery, Duke U.; Gerardine DeSanctis, Duke U.

Is it the People or the Problem? Making the Decision to Engage in Multiple Communication Tasks

Jeanne Warisse Turner, Georgetown U.; N. Lamar Reinsch, Jr., Georgetown U.

Polychronic Communication, Help or Hindrance? The Consequences of Multiple Conversations at Once

Ann Frances Cameron, Queen’s U.; Jane Webster, Queen’s U.

Presenters: Julie A. Rennecker, Case Western Reserve U.; Lindsey Godwin, Case Western Reserve U.; Susan E. Brodt, Queen’s U.; James D. Emery, Duke U.; Gerardine DeSanctis, Duke U.; Jeanne Warisse Turner, Georgetown U.; N. Lamar Reinsch, Jr., Georgetown U.; Ann Frances Cameron, Queen’s U.; Jane Webster, Queen’s U.

850SHCS: (OCIS, TIM, PNP) Data Sharing in Large-scale Scientific Collaborations

How data contribute to scientific practice

Matthew J. Bietz, U. of Michigan, Ann Arbor; Jeremy Birnholtz, U. of Michigan

Information and Knowledge for Data Reuse: Lessons from Ecology

Ann Zimmerman, U. of Michigan, Ann Arbor

‘Stickiness’ as a component of collaboration readiness

Jeremy Birnholtz, U. of Michigan

How are public data contributions rewarded in open genetics databases?

Erik C. Hofer, U. of Michigan, Ann Arbor; Judy Olson, U. of Michigan, Ann Arbor

A case study: The Biomedical Informatics Research Network’s Governance of their Data Federation effort | Judy Olson, U. of Michigan, Ann Arbor; Mary Puetz, U. of Michigan, Ann Arbor; Airong Luo, U. of Michigan, Ann Arbor

The Coming of CyberInfrastructure | Gary M. Olson, U. of Michigan, Ann Arbor

851: (Paper Session) - (ODC) Leadership, Strategy and Vision in Organizations and Change

8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom A

Vision Change in a Governmental R&D Organization

Dana Landau, Baruch College; Israel Drori, College of Management, Israel; Jerry I Porras, Stanford U.

Using power to install strategy

Rune Lines, Norwegian School of Economics and Business Administration

Strategic Management as Organizational Learning:
Developing Fit through a Disciplined Process

Sven Voelpel, Harvard U.; Michael Beer, Harvard U.; Marius Leibold, Stellenbosch U.; Eden Tekie, Stellenbosch U.

Pathfinding into the Unknown, Gaming/Simulation for Strategy and Change

Jac Geurts, Tilburg U.; Richard D Duke, U. of Michigan

Conceptualizing the Organizational Impact of Leadership

David Butcher, Cranfield U.; Catherine Bailey, Cranfield U.

Discussant: Suzanne L. Geigle, Pricewaterhouse Coopers

852: (Paper Session) - (OM) Implications of process improvement: Lean Manufacturing and Total Quality Management

8:30am - 10:10am Fairmont: Gold

Accounting for Differences in Lean Factory Performance: A General Purpose Practice Conceptualization

Michael Lopez, CWRU

The Effects of JIT/Lean Production Practices on Worker Job Stress

Robert Conti, Bryant College; Jannis Jan Angelis, Oxford U.; Brian Faragher, UMIST; Cary L. Cooper, Lancaster U.; Colin Gill, Cambridge U.

Social and Method Effects on Learning Behaviors and Knowledge Creation in Six Sigma Projects

Adrian Choo, Rensselaer Polytechnic Institute; Kevin Linderman, U. of Minnesota; Roger Schroeder, U. of Minnesota

853: (OMT) The Power of Collaboration - Tensions, Challanges, and Opportunities

8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom A

A discursive debate on the challenges, tensions and opportunities in collaboration research, theory and practice from a power perspective.

Organizer: emmanuel josserand, Paris Dauphine U.
Facilitator: Stewart Clegg, U. of Technology, Sydney


Speakers: emmanuel josserand, Paris Dauphine U.; Tyrone S. Pitsis, U. of Technology, Sydney
Session Details – Tuesday

854: (Paper Session) - (OMT) Embedded Ties and Firm Boundaries
8:30am - 10:10am Sheraton New Orleans Hotel: Salon 828
Chair: Michel J. Antebi, New York U.
- Institutional Change and Embedded Ties: Stability and Change in Japanese Automotive Keiretsu | Christina L. Ahmadjian, Hitotsubashi U., Tokyo, Japan; Gregory Robbins, Georgia Institute of Technology
- Co-location, Cooperation, or both? Organizational embeddedness and innovative success in biotech. | Andreas Al-Laham, Stuttgart Institute of Management and Technology; Terry L. Amburgey, U. of Toronto
Boundary Formation in Emergent Organizations | Hongwei Xu, Stanford U.
Group Social Capital and Group Effectiveness | Hongseok Oh, Hong Kong U. of Science & Technology; Giuseppe Labianca, Emory U.; Myung-Ho Chung, Hansung U.
Discussant: Hayagreeva Rao, Northwestern U.

855: (Paper Session) - (OMT) Legitimacy and Institutional Theory
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - OMT
Presented on Panels 37-42
- Making sense of institutional dynamics | Klaus Weber, Northwestern U.; Mary Ann Glynn, Emory U.
- Creating Legitimacy within Late Modernity: The Need for a Symbol Manipulation Capability | Stelios C. Zygilopoulos, U. of Cambridge
- Broken Rules and Constrained Confusion: Toward a Theory of Mezzo Institutions | Scott Bruce Droegge, Western Kentucky U.; Nancy Brown Johnson, U. of Kentucky
- Attributional Assumptions of Organizational Schools of Thought:A Review and Analysis | Chandrashekhar Lakshman, Jackson State U.
- Interpartner Legitimacy in the Alliance Development Process | Rajesh Kumar, Aarhus School of Business; T.K. Das, City U. of New York, Baruch College
- Community Norms and Organizational Practices: The Legitimization of Wage Arrears in Russia | John Earle, Ujjoin Institute for Employment Research; Andrew Spicer, U. of California, Riverside; Klara Sabrianova Peter, U. of Michigan

856: (Paper Session) - (OMT) Success and Failure in Organizational Learning
8:30am - 10:10am Fairmont: University
Chair: Andreas Schwab, Louisiana State U.
The Effects of Organizational Distress and Near Failure on Survival-Enhancing Learning | June-Young Kim, U. of Wisconsin, Madison; Jay (Ji-Yub) Kim, U. of Southern California; Anne S. Miner, U. of Wisconsin, Madison
- Learning by Doing and Learning by Don’ting: Organizational Learning from Prior Success and Failure | Peter M. Madsen, U. of California, Berkeley

857: (Paper Session) - (ONE) Stakeholder Negotiation and Collaboration: Examining the Individual, Organizational, and Institution
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon B
Chair: Stephanie Welcomer, U. of Maine
Domain-Based Governance: A Study of Informal Inter-Organizational and Inter-Sectoral Collaboration | Stephanie Bertels, U. of Copenhagen
Exchanging Negotiated Environmental Agreements: Organizational, Individual, and Situational Dynamics | Catherine A. Ramus, U. of California, Santa Barbara; Alfred Marcus, U. of Minnesota
Why and When Companies Contribute to Societal Goals: The Effect of Reciprocal Stakeholder Behavior | Tobias Hahn, Institute for Futures Studies and Technology Assessment
Discussant: Ann E. Feyerherm, Pepperdine U.

858: (RM) Using Visual Methodologies in Organizational Research
8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 1
Chair: Carolyn Gardner, Radford U.
Using Visual Methodologies in Organizational Research | Identification, Subjectivity, and Cinema | Alexis Downs, St. Louis U.
Semiotics of Visual Organizational Texts | Diego Rinallo, Bocconi U.
Lights, Camera, Research!? | Stephen P. Fitzgerald, Alliant International U.; Donna Marshall, U. College Dublin; Jill Nemiro, California State Polytechnic U., Pomona; Maeve Houlihan, U College Dublin
From Theatre to Cinema: Spectacular Methods for the Age of Spectacle | Thomaz Wood Jr., Fundação Getulio Vargas, São Paulo
Expanding Management Metaphors with Film | Stephen B. Sloane, Saint Mary’s College of California
Presenters: Stephen P. Fitzgerald, Alliant International U.; Donna Marshall, U. College Dublin; Alexis Downs, St. Louis U.; Stephen B. Sloane, Saint Mary’s College of California; Thomaz Wood Jr., Fundação Getulio Vargas, São Paulo; Diego Rinallo, Bocconi U.
Discussant: Robert F Dennehy, Pace U.

859: (Paper Session) - (SIM) Empirical Investigations of Ethical Topics
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon B
Chair: Vanessa Hill, Winthrop U.
The Virtue Ethical Character of Organizations: An Empirical Assessment & Strategic Implications | Rosa Chun, U. of Manchester


The Impact of Relative Position and Relational Closeness on the Reporting of Unethical Acts | Diane L. Miller, U. of Lethbridge; Stuart Thomas, U. of Lethbridge

Walking the Talk: Organizational Integrity & Acquisition Performance | Margaret Cordingley, Rice U.

The Effects of the Behavioral Integrity of Managers on Employee Attitudes: A Meta-Analysis | Anne L. Davis, City U. of New York, Baruch College; Hannah Rothstein, City U. of New York, Baruch College


860 (JS) (SIM, MSR) Positive Psychology and Responsible Organizations: The Power of Aspiration in Actionable Knowledge
8:30am - 10:10am New Orleans Marriott: La Galleries 3

The Positive Psychology of Corporate Citizenship | Sandra Waddock, Boston College

Phoenix Rising: Positive Consequences Arising from Organizational Crisis | Judith A. Clair, Boston College; Ronald L. Dufresne, Boston College

Executive Influence on Organizational Ethical Culture: Contributions from Positive Psychology | Jeanne M. Logsdon, U. of New Mexico; John E. Young, U. of New Mexico

Moderator: Robert A. Giacalone, U. of North Carolina, Charlotte Discussants: Philip H. Mirvis, Private Practice

861 (Paper Session) (SIT) Ethical Behaviors
8:30am - 10:10am Ritz Carlton: Academy

Facilitator: Gary R. Weaver, U. of Delaware

CM: Perceived Violations of Fairness and Ethical Decision Making | Maurice Schweitzer, U. of Pennsylvania; Donald E. Gibson, Fairfield U.


ENT: The Ethical Perspectives of Stakeholder Salience among Entrepreneurs: An Exploratory Study | Michael G. Goldsby, Ball State U.; Donald F. Kuratko, Ball State U.; Jeffrey S. Hornsby, Ball State U.

CMS: Ethical Strategy: Seeing Stakeholders as Ends, not Means | David Weitzner, York U.

862 (Paper Session) (SIM) Implementing Technologies
8:30am - 10:10am Ritz Carlton: Baronne

Facilitator: Darrell Burke, Florida State U.

HCM: Handheld Computer Use in Clinical Practice: A Qualitative Study | Ann Scheck McAlearney, Ohio State U.; Sharon B. Schweikhart, Ohio State U.; Mitchell A. Medow, Ohio State U.

863 (Paper Session) (SIT) Expatriation and International Management
8:30am - 10:10am Ritz Carlton: Vermilion

Facilitator: Kathleen A. Getz American U.


MED: An Experiment in International Multicultural Management Education | Paul Raimond, ESCP-EAP European School of Management

HR: A Cognitive Model of Expatiate Performance Management | Marilyn Fenwick, Monash U.

OB: Examining the Impact of Country Differences on Reward Preference: Applicability of Hofstede’s Thesis | Flora Birtch, Chinese U. of Hong Kong

864 (Paper Session) (TIM) Determinants, Requisites, and Processes in Creating Technological Competencies
8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - TIM

Presented on Panels 43-49

Redefining Path Dependency: An Oscillating Model of Innovation Productivity, Novelty & Speed | Louise Anne Nemanich, U. of Houston; Robert T Keller, U. of Houston; Dusya M. Vera, U. of Houston


The Network of Innovation Project Managers and Project Performance | Mats Lingblad, London Business School

Technology Licensing and Technology Alliances | Luis Cabral, New York U.; Cristian Dezzo, New York U.


The Surprising Role of Patents in Creating Technological Competencies: A Cross-National Study | Johann Peter Murmann, Northwestern U.
Session Details – Tuesday

865: (Paper Session) - (TIM) Technological Diversification and Relatedness
8:30am - 10:10am Ritz Carlton; Salon 1B
Chair: Margaret Dalziel, U. of Ottawa
M&As: Their Effect on the Innovative Performance of Companies in High-tech Industries | Myriam Maria Anna Helena Cloudt, Maastricht U.; John Hagedoorn, Maastricht U.; Hans van Kranenburg, Maastricht U.
Technology Relatedness: 1890-1995 | Camilla A. Noonan, U. College Dublin; John Cantwell, Rutgers U./U. of Reading
The Organization of Innovation Across Industries: A Closer Look at the Patterns of Technical Change | Aija Elina Leiponen, Cornell U.; Ina Drejer, Aalborg U.
Discussant: Rosemarie Ham Ziedonis, U. of Michigan

866: (Paper Session) - (TIM, BPS, OMT) Collaboration and Competition in Technology Development: The Case of Technical Standardization
8:30am - 10:10am New Orleans Marriott: La Galleries 2
Standards Development Strategies in Wireless Telecommunications | Aija Elina Leiponen, Cornell U.
Intellectual Property and the Creation of Compatibility Standards | Tim Simcoe, U. of California, Berkeley
Discussant: Raghu Garud, New York U.

Tuesday 8:50AM

867: (Paper Session) - (HCM) Knowledge Management, Innovation Adoption, and Institutional Theory
8:50am - 10:10am Sheraton New Orleans Hotel: Salon 825
Facilitator: Elizabeth Goodrick, Florida Atlantic U.
Adoption of Hospital Case Management: Economic and Institutional Influences | Susan D. Roggenkamp, Appalachian State U.; Kenneth R. White, Virginia Commonwealth U.; Gloria J. Bazzoli, Virginia Commonwealth U.
Managing Knowledge Integration in a Healthcare Crisis: Lessons from Combating SARS in Singapore | Paul Raj Devadoss, National U. of Singapore; Shan L. Pan, National U. of Singapore
Isomorphic Pressures, Institutional Strategies and Knowledge Creation in Health Care Sector | Chen-Wei Yang, Fooying U. / I-Shou U.; Shih-Chieh Fang, National Kaohsiung First U.; Wei-Min Huang, The Health Bureau of Kaohsiung Government
Discussant: Mattia J. Gilmartin, INSEAD

868: (Paper Session) - (PNP) Person and Organization Fit in the Nonprofit and Public Sectors
8:50am - 10:10am Fairmont: Creole
Chair: Kira Kristal Reed, Syracuse U.
The employee in the new public sector: The centrality of job strain model issues on outcomes. | Stephen T. T. Teo, U. of Technology, Sydney; Andrew Noblet, Deakin U.; John McWilliams, Deakin U.; John J. Rodwell, Macquarie U.
The New Psychological Contract in Higher Education | Heather Geraci, Cornell U.
Role identity and social capital development during HRM role change. | Emmanuel Josserand, Paris Dauphine U.
Discussant: Terrell G. Manyak, Nova Southeastern U.

Tuesday 9:00AM

869: (AAC) Placement Services
9:00am - 11:30am Sheraton New Orleans Hotel: Edgewood A
Placement Services - Registration & Information

870: (AAC) Membership
9:00am - 11:30am New Orleans Marriott: Grand Ballroom - Membership
Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

871: (AAC) Exhibits
9:00am - 11:30am New Orleans Marriott: Grand Ballroom Exhibits
Organizer: George T. Solomon, George Washington U.

872: (AAC) Registration
9:00am - 11:30am Sheraton New Orleans Hotel: Grand Ballroom-Registration
Conference Registration & Pre-Registration Badge Pick-Up

873: (ART) Academy Arts & The Fringe Cafe
9:00am - 11:30am Sheraton New Orleans Hotel: Waterbury
Organizers: Chris Poulson, California State Polytechnic U., Pomona; Hans Hansen, Victoria U. of Wellington

Tuesday 10:15AM

874: (AAC) Conference Break
10:15am - 10:45am New Orleans Marriott: Grand Ballroom - Break Area
Organizer: George T. Solomon, George Washington U.

Tuesday 10:30AM

875: (AA) Boundaries and Innovation: Rethinking the Nature of Actionable Knowledge
10:30am - 11:50am New Orleans Marriott: La Galleries 3
Organizers: Michael Gibbert, Bocconi U.; Liisa Valikangas, Woodside Institute
Presenters: Max Boisot, ESADE; Deborah J. Dougherty, Rutgers U.; Ian C. MacMillan, U. of Pennsylvania; Will Mitchell, Duke U.; Johan Roos, Imagination Lab Foundation

876: (AA) Creating Actionable Knowledge through Collaborative Research: The Scientific Challenge
10:30am - 11:50am Fairmont: Explorers
Organizer: Bengt Stymne, Stockholm School of Economics
Presenters: Niclas Adler, Stockholm School of Economics; Michael Beer, Harvard U.; Yves Doz, INSEAD; Albert David, Ecole Des Mines
877: (BPS) Creating Actionable Knowledge about Research Methods in Strategic Management
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Couteau
Chair: Proddi Dastidar, George Washington University
Discussant: David J. Collis, Yale University
Resource Complementarity and Performance in Technology-Intensive Mergers and Acquisitions | Wonseok Woo, Alfred University; John Stephan, Florida Atlantic University; Carl Pegels, State University of New York, Buffalo
What Types of Assets Are Worth Buying through Mergers & Acquisitions? | Asli M. Arikan, Boston University
Knowledge Transfer in Mergers and Acquisitions: An Empirical Test | David L. Souder, University of Minnesota
Understanding the Pace of Acquisition Integration: Examining Resource and Expectational Ambiguity | Annette L. Ranft, Wake Forest University; Adelaide Wilcox King, University of Virginia
Discussant: David J. Collis, Yale University

878: (Paper Session) - (BPS) Mergers and Acquisitions, Resource Complementarity and Integration
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Couteau
Chair: Proddi Dastidar, George Washington University
Resource Complementarity and Performance in Technology-Intensive Mergers and Acquisitions | Wonseok Woo, Alfred University; John Stephan, Florida Atlantic University; Carl Pegels, State University of New York, Buffalo
What Types of Assets Are Worth Buying through Mergers & Acquisitions? | Asli M. Arikan, Boston University
Knowledge Transfer in Mergers and Acquisitions: An Empirical Test | David L. Souder, University of Minnesota
Understanding the Pace of Acquisition Integration: Examining Resource and Expectational Ambiguity | Annette L. Ranft, Wake Forest University; Adelaide Wilcox King, University of Virginia
Discussant: David J. Collis, Yale University

879: (Paper Session) - (BPS) Decision Making in the Context of Uncertainty and Complexity
10:30am - 11:50am Sheraton New Orleans Hotel: Salon 816
Chair: Frank C. Schultz, Michigan State University
Incumbents Framing: Three Established Companies Respond to the Internet | Gabriel Szulanski, INSEAD; Yves Doz, INSEAD
Corporate Level Decisions in Turbulent Environments: A View From Complexity Theory | Adrián Caidart, IESE, University of Navarra
Risk Taking and Aspiration Levels: Two Alternative Null-Models | Jerker C. Denrell, Stanford University
Speed, Search, and the Failure of Simple Contingency | Nicolaj Siggelkow, University of Pennsylvania; Jan W. Rivkin, Harvard University
A Comparative Analysis Of Alternative Explanations For The Phenomenon Of Emergent Strategies | Pedro S. Hurtado, Texas A&M International University; Ananda Mukherji, Texas A&M International University
Discussant: Gerry McNamara, University of California, Riverside

880: (Paper Session) - (BPS) Behavioral and Organizational Processes in Interfirm Cooperation
10:30am - 11:50am Sheraton New Orleans Hotel: Salon 817/S21 (combined)
Chair: Ricardo B. Bouncken, Brandenburg University of Technology Learning to Collaborate: Alliance Capability and Learning Modes | Simon Grand, University of St. Gallen; Christina Elisabeth Wyss, University of St. Gallen
Knowledge Acquisition in Alliances - One or More Processes? | Randi Lunnan, Norwegian School of Management; Manuel Becerra, Instituto De Empresa; Lars Huemer, University of Mississippi
The Mediating Roles of Interorganizational trust and Interpersonal trust in Interfirm Cooperation | Steven S. Lui, City University of Hong Kong; Hang-yue N. Chiu, University of Hong Kong
Social Capital and Alliance Networks: The Role of Organizational Processes | MB Sarkar, University of Central Florida; Preet S. Aulakh, York University; Anoop Madhok, University of Utah
Discussant: Stewart R. Miller, University of Texas, Austin

881: (SHCS, (CAR, (GDO, (HR)) Putting Work in its Place: New Perspectives on the Working Time of Professionals
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon D
Chair(s): Ellen Ernst Kossek, Michigan State University; Alyssa Jill Friede, Michigan State University
Facilitator: Ellen Ernst Kossek, Michigan State University
Reshaping Identities: Women and the New Politics of Time | Peter Meiksins, Cleveland State University; Peter Whalley, Loyola University, Chicago
Time Compression at Work: Implications for Managing the Work-Life Boundary | Frances J. Milliken, New York University
Studying the Relationship Between the New Career and Life Balance: Preliminary Results | Douglas T. Hall, Boston University; Ellen Ernst Kossek, Michigan State University; Mary Dean Lee, McGill University; Jon P. Briscoe, Northern Illinois University; Betzalut Gutierrez, Boston University
The Role of Human Resources in the Initiation and Institutionalization of Reduced Load Arrangements | Alyssa Jill Friede, Michigan State University; Ellen Ernst Kossek, Michigan State University; Mary Dean Lee, McGill University
The Role of Managers in Supporting Reduced-Load Work Arrangements | Pamela Doering, McGill University; Mary Dean Lee, McGill University; Margaret Williams, Virginia Commonwealth University; Leslie Haugen, University of St. Thomas; Ellen Ernst Kossek, Michigan State University

882: (CM) Solving Social Problems: Social Dilemmas and Information Sharing
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 4
Chair: Kimberly A. Wade-Benzoni, Duke University
Re-examining the Effects of Communication in Social Dilemmas: Sustainability and Explanations | Xiao-Ping Chen, University of Washington, Seattle; Xin Yao, University of Washington, Seattle
Effects of Trust and Dependence on Information Sharing in Groups: When Trust Helps, When Trust Hurt | Kevin Tasa, McMaster U.; J. Mark Weber, U. of Toronto
Social Comparisons and Social Dilemmas: Field Experiments in Nonprofit Fundraising | Yue Shang, U. of Pennsylvania;
Rachel Croson, U. of Pennsylvania
Discussant: Anita D. Bhappu, Southern Methodist U.

883 SHCS: (CM, MOC) Is That Fair? Investigating the Subjective Quality of Organizational Justice
10:30am - 11:50am New Orleans Marriott: La Galleries 2
Chair: Steven Blader, New York U.
Bias in Third Parties’ Procedural Justice Judgments: The Victim’s Reaction | Daniel P. Skaricki, U. of British Columbia;
Graham Brown, U. of British Columbia; Brian Bemmels, U. of British Columbia
The Impact of Decision Framing on the Process by Outcome Justice Interaction | Russell Cropanzano, U. of Arizona;
Layne Paddock, U. of Arizona; Deborah E. Rupp, U. of Illinois, Urbana-Champaign; Jessica Bagger, U. of Arizona; Amanda Marie Baldwin, U. of Illinois
Reconciling Justice and Empathy: Doing What’s Right, What Feels Right, or Both? | Steven Blader, New York U.
Presenters: Daniel P. Skaricki, U. of British Columbia; Russell Cropanzano, U. of Arizona; Steven Blader, New York U.; Batia Mishan Wiesenfeld, New York U.
Discussant: Zur Shapira, New York U.

884: (Paper Session) - (CMS) Critical Approaches to Gender and Organization
10:30am - 11:50am Ritz Carlton: La Salle
Chair: Diana Sharpe, Monmouth U.

Lip Sewing and Woomera: A Morphological Analysis | Julie Wolfram Cox, RMIT U.; Stella Marie Minahan, Monash U.
The Feminist Differen: Conflict and Legitimacy in Organization Studies | Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Martin Kornberger, U. of Technology, Sydney; Carl Rhodes, U. of Technology, Sydney
Transforming Organizational Discourse: Implications of Gender Research | Regine Bendl, Vienna U. of Economics and Business Administration

885: (Paper Session) - (ENT) Planning to Fail, Failing to Plan
10:30am - 11:50am Ritz Carlton: La Salle
Chair: George Kalidonis, Illinois Institute of Technology
Enterprise Failures as a Determinant of Entrepreneurial Entry | Aviad Aba Pe’er, U. British Columbia; Ilan Vertinsky, U. of British Columbia
Evaluating the Wealth Creating Potential of Business Plans | James O. Fiet, U. of Louisville; Pankaj Patel, U. of Louisville; Brent Mainprize, Royal Roads U.
A Hubris Theory of Venture Failure | Mathew Hayward, U. of Colorado, Boulder; Dean Shepherd, U. of Colorado, Boulder
Business Planning in Nascent Organizations: Its Institutional and Social Identity Determinants | Benson Honig, Wilfrid Laurier U.; Tomas Karlsson, Jönköping International Business School

886: (Paper Session) - (ENT) New Firm Performance
10:30am - 11:50am Sheraton New Orleans Hotel: Salon 829
Chair: Meir Russ, U. of Wisconsin, Green Bay
Reputational Capital: The Precedents and Antecedents of Venture Capital Status | Lindy Archambeau, U. of Utah;
Tiffany L. Galvin, U. of Utah
New Ventures in the Information Economy: Exploiting Virtual Embeddedness and Knowledge-Based Assets | Sally W Fowler, American U.; Thomas B Lawrence, Simon Fraser U.; Eric Morse, U. of Western Ontario
Modeling the relationship of pioneering, adaptive, and imitative new entry to performance | G. T. Lumpkin, U. of Illinois, Chicago

887: (Paper Session) - (ENT) Entrepreneurship Models
10:30am - 11:50am Mardi Gras Salon E - ENT
Presented on Panels 1-7
Toward A Process-Based Model of Entrepreneurship: Key Components and Implications | Hao Ma, Peking U/Bryant College; Justin Tan, Creighton U.
Building an Integrative Model of Small Business Growth | Johan Wiklund, Stockholm School of Economics; Dean Shepherd, U. of Colorado, Boulder
The Differential Effectiveness of Directive and Empowering Entrepreneur Leadership Behavior | Keith M. Hmieleski, Rensselaer Polytechnic Institute; Michael Ensley, Rensselaer Polytechnic Institute; Craig L. Pearce, Claremont Graduate U.
The Role of Environmental Forces in Spin-out Formation: A Study from the Lens of Austrian Economics | Arvin Sahaym, U. of Washington, Seattle
The Role of Self-Regulated Cognition in Decision-Making by Entrepreneurs | Peter Thomas Bryant, Macquarie U.
Factors Determining Exit Decisions of Entrepreneurial Firms | Ilgaz Arikian, Boston U.
The Mature Entrepreneur | Richard Andrew Thorpe, Leeds U.; Jeff Gold, Leeds Metropolitan U.; Robin Holt, Manchester Metropolitan U.

888: (Paper Session) - (GDO) The Impact of Diversity on Performance
10:30am - 11:50am New Orleans Marriott: La Galleries 4
Facilitator: Gwendolyn M. Combs, U. of Nebraska, Lincoln
Diversity Climate: A Reality Check | Meghna Virick, U. of Texas, Arlington; Roshni Misra, U. of Texas, Arlington; Agnieszka M. Czekajewski, Not Specified
Does race matter within a multicultural context: Alternate modes of theorizing and theory testing | Orlando C Richard, U. of Texas, Dallas
Employee Perceptions of an Affirming Climate for Diversity and its Link to Attitudinal Outcomes | Donna Chrobot-
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Session Details – Tuesday

889: (Paper Session) - (GDO) Fostering the Work Context for Diversity Throughout the World
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - GDO
Presented on Panels 8-19

→ Newcomer Gender, Cultural Orientation and Socialization Tactics: A Study in Singapore | N. Rao Kowtha, National U. of Singapore; Sankalp Chaturvedi, National U. of Singapore

→ Family-Supportive Work Environment and Perceived Organizational Support: Mechanisms and Outcomes | Samuel Aryee, Hong Kong Baptist U.; Hwee-Hoon Tan, National U. of Singapore; Yaw A. Debrah, Brunel U.

→ Sexually Harassing Messages: Decoding Workplace Conversation | Joann Keyton, U. of Kansas; Kathy Menzie, U. of Kansas

→ Diversity, Inclusion and Job Performance for Korean employees | Sangmi Cho, U. of Southern California; Michel Mor Barak, U. of Southern California

→ The Fair Sex -And Unfair Treatment | Anat Freund, Haifa U. Determinants of Job-Seeking Self-Efficacy of Spouses of Enlisted Military Personnel | John Peter Trougakos, Purdue U.; West Lafayette; Stephen G Green, Purdue U.


→ The Civic Virtues of Cross-Cultural Coordination: Skills for Outsiders | Gelaye Debebe, George Washington U.

→ Understanding Retirement Savings Among Mid-Career African-American Professionals | Benjamin K Ofili, Case Western Reserve U.

→ Making it to the Top: Do Family-Friendly Workplaces Support the Advancement of Women? | Eden King, Rice U.; Mikki Hebl, Rice U.

→ Examining a Gendered Culture: Individual and Institutional Factors Impacting Women’s Desired Futures | Bonnie Richley, Case Western Reserve U.; Tony Lingham, Case Western Reserve U.

890: (GDO, SIM, OB) Diversity and Antisocial Behavior in Organizations: New Contributions from Multi-level Research
10:30am - 11:50am New Orleans Marriott: La Galleries 1
Chairs: Sandy Lim, U. of Michigan, Ann Arbor; Julie Konik, U. of Michigan

An Integrated Model on the Effects of Workplace Incivility at the Personal and Workgroup Level | Sandy Lim, U. of Michigan, Ann Arbor; Lilia M. Cortina, U. of Michigan


Group Differences in the Relationship Between Racial Harassment, Psychological and Academic Outcomes | Tamara Bruce, Michigan State U.; Nicole Buchanan, Michigan State U.

Effects of Heterosexual Harassment on Sexual Minorities’ & Heterosexuals’ Occupational Well-Being | Julie Konik, U. of Michigan, Ann Arbor; Perry Silverschanz, U. of Michigan, Ann Arbor; Lilia M. Cortina, U. of Michigan


Presenters: Sandy Lim, U. of Michigan, Ann Arbor; Jessica Gallus, U. of Connecticut; Tamara Bruce, Michigan State U.; Julie Konik, U. of Michigan, Ann Arbor; Jennifer A. Bunk, U. of Connecticut
Discussant: Jennifer L. Berdahl, U. of Toronto

891: (Paper Session) - (HR) Components of Strategic HR
10:30am - 11:50am New Orleans Marriott: Balcony I
Chair: Marcia J. Simmering, Louisiana Tech U.


HRM and Firm Performance: Peeling Back the Onion | James P. Guthrie, U. of Kansas; Deepak K. Datta, U. of Kansas

→ Integrating Human Resources and Performance Measurement: Effects on Organizational Performance | Gangaram Singh, San Diego State U.; Chee Chow, San Diego State U.; Anne Wu, National Chengchi U.
Discussant: Christopher Collins, Cornell U.

892: (Paper Session) - (HR) Is Anybody Out There: Issues in Recruitment and Selection
10:30am - 11:50am New Orleans Marriott: Balcony J
Chair: Richard Perlow, U. of Lethbridge

Effects of Selection Feedback: An Experimental Study into Performance Feedback Following Rejection | Sonja Schinkel, Amsterdam U.; Dirk van Dierendonck, U. of Amsterdam; Neil Anderson, Amsterdam U.


Applicant reactions to pre-employment application blanks: A procedural justice perspective | J. Craig Wallace, Tulane U.; Erin E. Page, Georgia Institute of Technology; Michael Lippstreu, Georgia Institute of Technology
Discussant: John R. Deckop, Temple U.

893: (Paper Session) - (HR) Show me the Money: Issues in Compensation
10:30am - 11:50am New Orleans Marriott: Balcony K
Chair: Paul Boselie, Erasmus U.
Risk Compensation in Employee 401(K) Investment Behavior
| Jeffrey J. Bailey, U. of Idaho |

- It Pays To Behave: Firm Competitive Behavior as a Determinant of CEO Pay | Evan H Offset, Virginia Polytechnic Institute; Devi R. Gnyawali, Virginia Polytechnic Institute and State U. |

4 Determinants of Stock Option Designs: Value, Distribution, Intensity, and Vesting Period | Yoshio Yanadori, Cornell U. |

Discussant: Forrest F Aven Jr, U. of Houston, Downtown

894 → (Paper Session) - (HR) Individuals in Global Organizations
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - IM | Chair: Amy L. Kristof-Brown, U. of Iowa |

- Globalization from Within: Geocentric Career Opportunities in MNCs | Orly Levy, Sabanci U.; Schoon L. Beecher, Columbia U.; Sully Taylor, Portland State U.; Nakiye Boyacigililer, Sabanci U. |

- Risk Compensation in Employee 401(K) Investment Behavior | Jeffrey J. Bailey, U. of Idaho |


Discussant: Anthony R. Wheeler, California State U., Sacramento

895 → (Paper Session) - (IM) Inter-Organizational Relationships in Cross-Border Business
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - IM | Chair: Paul M. Vaaler, Tufts U. |

- Collaborating with Universities and Research Institutes: Global R&D Alliances in China | Jiatao Li, Hong Kong U. of Science & Technology |

- Vicarious Learning Effect in Cross-Border Acquisitions | Oded Shenkar, Ohio State U.; Qi Zhou, Ohio State U. |

- Fit Between Resources, Diversification Strategy, and Performance in Cross-Border Acquisitions | Jian Gu, Salem State College |

- Multinationals Learn to Care: From Internationalization to Internalization | Jing’an Tang, U. of Western Ontario |

- TMT Diversity, Internationalization and the Mediating Effect of International Strategic Alliances | Ho-uk Lee, Ewha Womans U.; Jong-Hun Park, Ewha Womans U. |

- Equity Allocation and Its Effect on Performance: An Examination of Foreign Joint Ventures | Kuo-Pin Yang, Ming-Chi Institute of Technology; Yu-ching Chao, National Chengchi U.; Chwo-Ming Yu, National Chengchi U. |

- Timing, Resource Commitment, Resource Development and Performance–IJs in China’s Automobile Market | Qingjiu Tom Tao, Lehigh U. |

- Managing in Kuwait: Correlates of Citizenship Behavior | Marion M White, James Madison U.; Judy Tansky, Ohio State U.; Mohammad E. Alloughani, Not Specified

896 → (Paper Session) - (IM) People and Performance: Human Resources and Firm-level Performance in International Firms
10:30am - 11:50am Fairmont: Bayou III | Chair: Allan Bird, U. of Missouri, St Louis |

- Internationalization, TMT Gender Diversity and Firm Performance in Mexican Firms | Douglas E. Thomas, U. of New Mexico; Michelle M Arthur, U. of New Mexico; Jacqueline N. Hood, U. of New Mexico |


- Managerial Ties and Foreign-invested Enterprises’ (FIEs) Performance in A Transition Economy | Chin-Chun Hsu, U. of Nevada Las Vegas |

- Does High-Performance HRM Improve Performance? A Comparative Study of Ireland and the Netherlands | Justine Horgan, U. of Groningen; Peter Muhlau, U. of Groningen |

- Top Management Team Composition, Workforce Composition, and Subsidiary Performance | Yaping Gong, Hong Kong U. of Science & Technology

897 → (Paper Session) - (IM) Country Risk and Multinational Enterprises
10:30am - 11:50am Ritz Carlton: Salon 3 | Chair: Shih-Chang Hung, National Tsing Hua U.; Nienchi Liu, National Central U. |

- Country Risk Ex Post FDI: An Examination of Foreign Firms’ Experiences in Costa Rica | Jennifer Oetzel, American U. |

- International Entry under Uncertainty and Institutional Forces: An Empirical Study | Danchi Tan, National Chengchi U.; Shih-Chang Hung, National Tsing Hua U.; Nienchi Liu, National Central U. |

- Country Risk and Network Linkages Within Multinationals | Susan Feinberg, U. of Maryland; Anil K. Gupta, U. of Maryland

898 → SHCS: (IM, HR, CAR) Global Careers and Human Resource Development: Emerging IHRM Perspectives
10:30am - 11:50am Fairmont: Bayou Rooms II + IV | Chair: Mila Borislavova Lazarova, Simon Fraser U. |

- Facilitator: Rosalie L. Tung, Simon Fraser U. |

- Global Careers of Asians: Understanding Singaporean and Japanese Expatriates | Chei Hwee Chua, U. of South Carolina; Mami Taniguchi, Waseda U. |

- Self-Initiated Foreign Work Experiences: Knowledge Creation and Internal Career Perspectives | Chris Brewster, Henley
Innovations (A1)

Michael L. Barnett

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table A3

Facilitator: Irene Henriques, York U.

ONE: Environmental Innovation Adoption in the Printing Industry: The Role of Task Environment | Sandra Rothenberg, Rochester Institute of Technology; Stelios C. Zyglidopoulos, U. of Cambridge

IM: The Determinants of an Environmental Responsive Firm: The Case of Jordan | Youssef Eidat, U. College Dublin; Aidan Kelly, U. College Dublin; Frank Roche, U. College Dublin


Strategies for Emerging Markets (A2)

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table A2

Facilitator: Mikhail V. Grachev, Western Illinois U.


IM: Early-Mover Strategy of Acquisition through Privatization in Emerging Economies | Jun Xia, Texas Tech U.; Karen Diane Walker Patterson, Texas Tech U.


BPS: Imprinting-Based Constraints to Organizational Change: A Study of Firms in Transitional Economies | Aldas Pranas Kriauciunas, Purdue U.

Financial Issues in Strategic Management (A3)

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table A3

Facilitator: Michael L. Barnett, U. of South Florida

BPS: Determining the Factors that Affect the Choice between M&As versus IPOs | Ilgaz Arikan, Boston U.
Session Details – Tuesday

Colorado, Colorado Springs; Alan D. Boss, U. of Maryland, College Park

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905: (Paper Session) - (IPC) Research on Groups (B4)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table B4
Facilitator: Gerhard Beenen, Not Specified

OB: A Further Examination of the Incremental Validity of Team Consensus Ratings over Aggregation | Narda R. Quigley, U. of Penn-Wharton; Amanuel G. Tekleab, Clarkson U.
MOC: Assessing The Transactive Memory Model in Work Groups: A Structural Equations Approach | Yan Xu, U. of Southern California

OCIS: Words & Actions: Semantics vs. Structure in Transferring
Kathryn M. Bartol

906: (Paper Session) - (IPC) Research on Group Diversity (C1)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: Rosalie Joan Hall, U. of Akron

GDO: Major Group Members Opposition to Affirmative Action: Protecting the Group’s Interests | Brian S. Lowery, Stanford U.; Miguel Unzueta, Stanford U.; Eric David Knowles, Stanford U.

TIM: The Graying of R&D Workgroups: The Effects of Age Diversity on Developing Publicly Usable Knowledge | Arpita Joardar, U. of South Carolina; Tatiana Kostova, U. of South Carolina

907: (Paper Session) - (IPC) Technology and Communication (C2)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom E - Table C2
Facilitator: Kathryn M. Bartol, U. of Maryland, College Park

OCIS: Words & Actions: Semantics vs. Structure in Transferring Cooperative Norms in Electronic Communication | Zeynep Akshirli, Dartmouth College

OB: The Effects of Work Climate and Motivation on Reactions to a New Information Technology | Jonathan I. Mitchell, Concordia U.; Marylene Gagne, Concordia U.; Anne Beaudry, Concordia U.; Linda Dyer, Concordia U.

OCIS: Computer-mediated Communication of Emotions: A Lens Model Approach | Ranida Boonthanom, Florida State U.; Ken Harris, Florida State U.

OCIS: Employee Communication: A Comparison of Email, Telephone, Intranet, and Proximity Networks | Joan T Allatia, U. of Pennsylvania

908: (Paper Session) - (IPC) Models of Innovation (C3)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom E - Table C3
Facilitator: Mark Mortensen, McGill U.

TIM: Make or Buy of IT-Enabled Innovation: The Influence of Technological Regimes and Strategic Postures | Volker Mahnke, Copenhagen Business School; Mikkel Lucas Overby, Copenhagen Business School; Serden Ozcan, Copenhagen Business School


909: (Paper Session) - (IPC) Research on Creativity (D1)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom E - Table D1
Facilitator: David P. Lepak, Rutgers U.

OB: Examining Curvilinear Relations Between Time Pressure and Creativity | Markus Baer, U. of Illinois, Urbana-Champaign; Greg R. Oldham, U. of Illinois, Urbana-Champaign

IM: Individual Creativity in Unfamiliar Environments | Run Lily Ren, Texas A&M U.

HR: Effective Creativity Training: The Role of Trainee Creativity and Creativity Commitment | Kimberly S. Jaussi, State U. of New York, Binghamton; Elizabeth Carroll, State U. of New York, Binghamton

910: (Paper Session) - (IPC) The Management Education Industry (D2)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: Bradford S. Bell, Cornell U.


MED: The Influence of Quality Managers’ Management Education on Organizational Performance | Eitan Naveh, Technion-Israel Institute of Technology

MED: Who is Talking to Whom? Networks of Influence in Management Education | Abagail McWilliams, U. of Illinois, Chicago; Andy Lockett, U. of Nottingham; Jeremy Katz, U. of Nottingham

MED: A Further Study of Personality and College Performance | Nhung T. Nguyen, Lamar U.

MED: Management Education: Identifying the Skill Set that Employers Require | Maureen L Mackenzie, Dowling College
Section D

911: (Paper Session) - (IPC) Downsizing Theory and Practice (D3)
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom E - Table D3
Facilitator: Robin Church, U. of Toronto
HR: Deciding Who Gets the Pink Slip: Multi-Dimensional Antecedents in Voluntary vs Involuntary Layoffs | Nita Chhinzer, McMaster U.

912: (Paper Session) - (MC) Consulting for Energy Creation: Unleashing Human Potential
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - MC
Presented on Panels 27-31
Managing People Through Actionable Knowledge Increases Innovative Results | Marilyn E Harris, Central Michigan U/Human Systems Change Consulting, Inc.
Toward an Organizational Theory of Executive Coaching | James M. Hunt, Babson College
Using Actionable Knowledge to Develop a Transformative Culture in Higher Education | Beverly Jones, Kettering U.
Management Consulting Intervention as a Provider of Energy and Method. | Vincent Cristallini, ISEOR, U. of Lyon
Boeing Leadership Coaching Develops Actionable Knowledge | Sandra L Sell-lee, Not Specified

913: (Paper Session) - (MC, IM) The Consultant's Role in Transformation: Top Teams, Facilitation and Choreography
10:30am - 11:50am Ritz Carlton: Salon 1A
Organizer: Maria Eugenia Arias, McKinsey & Company
Presenters: Cecilia McMillen, U. of Massachusetts, Amherst; Hilary Brooks, Brooks Austin Pty Ltd; Gary Wagenheim, Simon Fraser U.; Jane Sargeant, Jane Sargeant Consulting Pty Ltd

914: (Paper Session) - (MED) Adding Value to Management Learning
10:30am - 11:50am Ritz Carlton: Evangeline
Chair: William B. Snively, Miami U., Ohio
The Academic Service-Learning Experiences of Students in a Compensation and Benefits Course | Susan R. Madsen, Utah Valley State College; Ovilia Turnbull, Utah Valley State College
Cooperation and Competition: Virtual and Normal Feedback-Seeking Behaviors and Consequent Grades | Alvin Hwang, Pace U.

915: (Paper Session) - (MED) Theories of Management Learning
10:30am - 11:50am Ritz Carlton: Union Terrace A
Chair: Tom Hawn, Frostburg State U.
Developing Intuition: ‘Becoming Smarter by Thinking Less’ | Eugene Sadler-Smith, U. of Surrey; Erella Shefy, Humanager Consultants
Producing Actionable Knowledge: Applying Mezirow’s Theory to the Managerial Learning Context. | John J. Sherlock, Western Carolina U.; Maria L. Nathan, Lynchburg College
Convergence of Systems, Power and Strategic Management Theories in Practice | Elizabeth B Davis, George Washington U.; William E. Smith, ODII
Discussants: Gordon Dehler, George Washington U.; V Seshan, Not Specified

916: (MH) Reflections on the Journal of Management's First 30 Years
10:30am - 11:50am Fairmont: Bayou I

917: (MOC) MOC Best Student Papers
10:30am - 11:50am Sheraton New Orleans Hotel: Rampart
New Paper Title Goes Here.

918: (Paper Session) - (OB) Developing and Utilizing Trust in Work Relationships
10:30am - 11:50am New Orleans Marriott: Balcony L M N
Facilitator: M. Audrey Korsgaard, U. of South Carolina
Obtaining Client Loyalty in Low Trust Situations | Sheila Simsarian Webber, U. of Massachusetts, Lowell
Two Heads Better than One? Effects and Antecedents of Convergence in Dyadic Perceptions of Trust | Holly Henderson Brower, Butler U.; Scott W. Lester, U. of Wisconsin; Brian R. Dineen, U. of Kentucky
Perceived Trustworthiness of Knowledge Sources: The Moderating Impact of Relationship Length | Daniel Z. Levin, Rutgers U.; Ellen M. Whitener, U. of Virginia; Robert L. Cross, U. of Virginia
The Role of Trust in the Reciprocal Social Exchange Process: Evidence from China | Min Deng, National U. of Singapore; Ronald A. Rodgers, National U. of Singapore

919: (Paper Session) - (OB) Employee Stress and Wellbeing
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon C
Facilitator: Louise Tourigny, U. of Wisconsin, Whitewater
Investigating Organizational Change as a Stressor: A Study of Justice and Two Levels of Change | Steven D. Caldwell, Georgia Institute of Technology; David M. Herold, Georgia Institute of Technology; Donald B. Fedor, Georgia Institute of Technology


Reducing the Negative Effects of Stress in Team Contexts: The Impact of Cross-Training | Matthew J. Pearsall, U. of Arizona; Aleksander P. Ellis, U. of Arizona; Bradley J. West, Michigan State U.


920 (Paper Session) - (OB) Research on Attachment and Commitment
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 32-36

Organizational Commitment and Job Performance: Extending the Conservation of Resources Model | Jonathon R. B. Halbesleben, U. of Oklahoma; Anthony R. Wheeler, California State U., Sacramento; M. Ronald Buckley, U. of Oklahoma, Norman

Factors Moderating Contract Violations for Part-Time Workers' Organizational Commitment | Fung Yi Millissa Cheung, Hong Kong Polytechnic U.

Nonstandard, Not Substandard: The Relationship Between Work Arrangements, Attitudes, and Performance | Joseph P. Broschak, U. of Illinois, Urbana-Champaign; Alison Davis-Blake, U. of Texas, Austin; Emily Sarah Block, U. of Illinois, Urbana-Champaign

Commitments and Withdrawal Cognitions: A Longitudinal Analysis | Anat Freund, Haifa U.; Aaron Cohen, Haifa U.


921 (Paper Session) - (OB) Understanding Social Exchanges Between Employees and Organizations
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Mindy E. Bergman, Texas A&M U.

Negative Emotion Processing and Exchange Relationships in Organizations | Ginka Toegel, London School of Economics; Narasimhan Anand, London Business School
Reciprocation Wariness as a Moderator of Employee-Organization Exchanges and Employee Outcomes | Alaka N. Rao, U. of California, Irvine; Lynn M. Shore, U. of California, Irvine; Jai Hyun Seo, Taegu U.; William H. Bommer, Cleveland State U.

An Investigation of Two Models of Inducements and Contributions in Organizations | Kyoungh Kym, Chonnam National U.; Fred Dansereau, State U. of New York, Buffalo; Jerry M. Newman, State U. of New York, Buffalo; Thomas J. Naughton, Wayne State U.

922 (OB) Leader Member Relations in the 21st Century: Facilitating Group Member Motivation and Performance
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 7
Organizer: Randall S. Peterson, London Business School
Leadership, Expertise, and Information Search in Decision Making Groups | Matthew S. Rodgers, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.; Randall S. Peterson, London Business School

The Critical Role of Leader Directiveness in Turning Back Effects of Negative Performance Feedback | Brandon A. Sullivan, U. of Minnesota; Randall S. Peterson, London Business School

A Meso-Model of Leader Influences on Employees' Use of Sales Force Technology and Performance | John Mathieu, U. of Connecticut; Scott Taylor, U. of Connecticut; Michael Ahearne, U. of Connecticut; Lisa Blough, U. of Connecticut
Empowerment Creation Across Organizational Levels: The Disseminating Role of Leadership | Gilad Chen, Texas A&M U.; Benson Rosen, North Carolina U., Chapel Hill


923 JS: (OB, MOC, OMT) Relational Models: The State of the Theory
10:30am - 11:50am Fairmont: Orleans
Facilitator: Tina Dacin, Queen's U.

How to Organize Anybody to Do Anything Anywhere: A Grammar of Relational Models | Markus Vodosek, U. of Utah; Alan Page Fiske, U. of California, Los Angeles

Integrating Leader-Member Exchange and Transformational Leadership Perspectives | Raymond T. Sparrowe, Washington U.; Robert C. Liden, U. of Illinois, Chicago

Group Emotions as a Basis for Relational Model Proclivities | Julie Urda, INSEAD; Christoph Loch, INSEAD

Dimensions of Uncertainty: A Relational Models Perspective | Tony Francolini, U. of Western Ontario; David Loree, U. of Western Ontario

Presenters: Alan Page Fiske, U. of California, Los Angeles; Julie Urda, INSEAD; Christoph Loch, INSEAD; Tony Francolini, U. of Western Ontario; David Loree, U. of Western Ontario; Raymond T. Sparrowe, Washington U.; Robert C. Liden, U. of Illinois, Chicago; Markus Vodosek, U. of Utah

924 JS: (OB, OMT) Not as Simple as A-B-C: Reflections on Publication Ranking
10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom A
Chair: Courtney Shelton Hunt, Northern Illinois U.
Participants: Sarah J. Marsh, Northern Illinois U.; Duane Ireland, U. of Richmond; Kimberly B. Boal, Texas Tech U.; Howard Aldrich, U. of North Carolina

925: (Paper Session) - (OCIS) Let's Commune Online: Virtual Communities Research
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 8
Chair: Manju K. Ahuja, Indiana U.
- Accounting for Virtual Team Stability and Change | Gavin M. Schwarz, U. of New South Wales; Arthur D. Shulman, U. of Queensland
- Connectivity vs. Coherence: Boundary Tensions in Online Technical Discussion Communities | Brian Butler, U. of Pittsburgh; Marc A. Smith, Microsoft Research; Tammyra Combs Turner, Microsoft Research

O brother, where are thou? From communities to networks of practice through intranet uses | Emmanuelle Vaast, School of Business, LIU, Brooklyn Campus
Discussant: Youjngin Yoo, Case Western Reserve U.

926: (ODC) Voices from the Periphery: Actionable Knowledge or Else
10:30am - 11:50am Fairmont: Gold
Participants from Norway, Australia and Turkey
Presenters: Thor fast Ulrik Qvale, Work Research Institute, Oslo; Benedicte Brogger, Work Research Institute; Patrice Braun, U. of Ballarat; Pal L Hansen, Norwegian Confederation of Trade Unions; Sandra Billard, U. of Ballarat; Oguz N Baburoglu, Sabanci U., Istanbul; Oguz N Baburoglu, Sabanci U., Istanbul
Discussant: Timothy J. Vogus, Vanderbilt U.

927: (Paper Session) - (OM) New Frontiers in Operations Strategy
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studios
Chair: Karen R. Chinander, U. of Miami
- Strategic Process in Operations and Dynamism: Scale Validation and Cross-Country Comparison | Ely Laureano Paiva, UNISINOS; Aleda V. Roth, U. of North Carolina, Chapel Hill; Elena Revilla, Instituto de Empresa

928: (Paper Session) - (OM) Status and Reputation in Networks
10:30am - 11:50am Sheraton New Orleans Hotel: Salon 828
Chair: Marc-David L. Seidel, U. of British Columbia
Status Differentiation and the Cohesion of Social Networks | Matthew S. Bothner, U. of Chicago
The Strength of Performative Ties: Dynamics of Knowledge Network Exchange | Sheen S. Levine, U. of Pennsylvania
Discussant: Damon J. Phillips, U. of Chicago

929: (Paper Session) - (OMT) Response, Resilience and Renewal
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - OMT
Chair: Ryan Quinn, U. of Michigan
Sensemaking and Survival: Organizational Resilience in a Wall Street Trading Room after 9/11 | Daniel Beunza, U. Pompeu Fabra; David Stark, Columbia U.
Organizational Resilience and Moral Purpose: Sandler O’Neill & Partners in the Aftermath of 9/11/01 | Steven F. Freeman, U. of Pennsylvania; Larry Hirschhorn, CFAR; Marc Maltz, TRIAD Consulting Group LLC
- Relationships, Layoffs and Organizational Resilience: Aviation Industry Responses to September 11th | Jody Hoffer Gittell, Brandeis U.; Kim S. Cameron, U. of Michigan; Sandy Lim, U. of Michigan, Ann Arbor
- Affiliation or Situation? Preferences in Coordinated Interorganizational Response To Bio-Terrorism | Paul L. Drnevich, Purdue U.; Shailendra Raj Mehta, Purdue U.; Alok Chaturvedi, Purdue U.; Rangaraj Ramanujam, Purdue U.
Discussant: Timothy J. Vogus, Vanderbilt U.

930: (Paper Session) - (OMT) New Directions
10:30am - 11:50am New Orleans Marriott: Mandi Gras Salon E - OMT
Presented on Panels 37-44
- Institutional Analysis and Socialization Theory in the Case of M&A Integration | Ruth V. Aguiera, U. of Illinois, Urbana-Champaign; John C. Dencker, U. of Illinois, Urbana-Champaign; Zeynep Yesim Yalabik, UIUC
- Creating Inter-Subjectivity through Real Option Valuation – A Structurationist Perspective | Michael Behnam, European Business School; Dirk Ulrich Gilbert, New South Wales U.; Jan Herzog, European Business School
- Thanks to You: Substantive and Symbolism in Journal Acknowledgments | Donald A. Lange, U. of Texas, Austin; Steven Boivie, U. of Texas, Austin; Michael Hendron, U. of Texas, Austin
- The Impact of Market Volatility on Firm Entry: Evidence from Telecom Firms’ International Expansion | Glen Dowell, U. of Notre Dame; Bradley K. Killaly, U. of California, Irvine
Session Details – Tuesday

931: (Paper Session) - (ONE) Defining, Creating, Implementing, and Redefining Sustainable Development
10:30am - 11:50am Ritz Carlton: CanoeDelet
Chair: David H. Saia, Ithaca College
The Concept of Sustainable Development in Action: New Evidence | Detelin S. Elenkov, U. of Tennessee, Knoxville
Sustainable Development’s Path Dependency and Foresight Inquiry | Dawood Abughabrieh, Portland State U.
A Network Model for Sustainable Development | Sridevi Shivarajan, Temple U.; Lynne Andersson, Temple U.
The Potential for Sustainable Entrepreneurship by Venture Capital | Anastasia Rose O’Rourke, Yale U.
Discussant: Kai N. Hockerts, INSEAD, Centre for the Management of Environmental Resources (CMER)

932: (Paper Session) - (PNP) Managing People and Relationships in the Public and Nonprofit Sectors
10:30am - 11:50am Fairmont: Creole
Chair: Mila Gasco-Hernandez, Open U. of Catalonia
Building and Sustaining Collaborative Relationships in Grant-Making | Kent D. Fairfield, New York U.; Kennard T. Wing, Kennard T. Wing & Company
Dependence on Direct and Indirect Volunteers: An Empirical Investigation in Voluntary Organizations | Linda S Hartenian, U. of Wisconsin, Oshkosh
Comparing Job Satisfaction, Commitment, and Turnover Intention between Public and Private Employees | Yau-De Wang, National Chiao Tung U.; Chyan Yang, National Chiao Tung U.; Kuei-Ying Wang, National Chiao Tung U.; William H. Glick, Arizona State U.
Discussant: Anthony T Milanowski, U. of Wisconsin, Madison

933: (Paper Session) - (RM) Investigating the Dynamics of Scientific Knowledge Production
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 1
Chair: Michael Cavanaugh, Fairfield U.
Creating a Piece of Scientific Knowledge: Where does the Novelty Come From? | Iiris Aaltio, Lappeenranta U. of Technology
Deconstructing Scholarship: An Analysis of Citation Usage in the Organizational Sciences | David Partington, Cranfield U.; Mark Jenkins, Nottingham U.
Americanization vs. Contextualization: Scholarly Publishing in Turkey | S. Arzu Wasti, Sabanci U.; Behlul Usdiken, Sabanci U.

934: (Paper Session) - (SIM) Multiple Methods of Managing Stakeholder Relationships: Alliances, Environmental and Issue Responses
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon B
Chair: Gordon P. Rands, Western Illinois U.
Organization-Level Antecedents of Stakeholder Conflict: A Comparative Case Study | Michael E. Johnson-Cramer, Bucknell U.
Effects of Socio-Political Stakeholder Relations on Firms’ Social and Financial Performance Outcomes | James E. Mattingly, U. of Northern Iowa; Allen C. Bluedorn, U. of Missouri, Columbia
Strategic Issues Management and Organizational Outcomes | Pursey Heugens, Utrecht U.
Discussants: Laquita C. Blockson, U. of Northern Iowa; Philip L. Cochran, Indiana U.

935: (Paper Session) - (SIT) Learning in Alternative Settings
10:30am - 11:50am Ritz Carlton: Acadia
Facilitator: Anita L. Tucker, U. Pennsylvania
HCM: Learning Capacity in Institutional Long-Term Care | Whitney B. Berta, U. of Toronto; Gary Teare, Toronto Rehab Inst; Erin Gilbart, U. of Toronto; Liane Soberman Ginsburg, York U.; Louise Lemieux-Charles, U. of Toronto; Dave Davis, U. of Toronto; Susan Rappolt, U. of Toronto
ODC: Reaping the Richness of Identity: Learning in Culturally Diverse Groups | Erica Gabrielle Foldy, New York U.; Peter Rivard, Boston College
OB: Vicarious Team Learning Behavior and Performance in Organizational Teams | Henrik Bresman, Massachusetts Institute of Technology

936: (Paper Session) - (SIT) Acquisition Integration
10:30am - 11:50am Ritz Carlton: Baronne
Facilitator: Antoaneta Petkova, U. of Maryland, College Park
MOC: Post Acquisition Integration: A Social Network Approach | Joan T Allatta, U. of Pennsylvania; Anuja Gupta, U. of Penn-Wharton
ODC: Knowledge Transfer in Acquisitions: Multi-Level Forces Yield an Emergent Process | Danna Greenberg, Babson College; Patricia J. Guinan, Babson College
ODC: Deliberate and Emergent Patterns of Top Management’s Attention during the Integration Journey | Jisun Yu, U. of Minnesota; Rhonda M. Engleman, U. of Minnesota; Andrew H. Van de Ven, U. of Minnesota

937: (Paper Session) - (SIT) Uncertainty and Complexity
10:30am - 11:50am Ritz Carlton: Vermilion
Facilitator: Greg Young, North Carolina State U.
Session Details – Tuesday

938: (Paper Session) - (TIM) Adoption, Structure, and Outcomes of Technology
10:30am - 11:50am New Orleans Marriott: Mardi Gras Salon E - TIM
Presented on Panels 45-48
Entrepreneurial Orientation, Technology Transfer and Spinout Performance of U.S. Universities | Rory P. O’Shea, U. College Dublin; Thomas J. Allen, MIT; Frank Roche, U. College Dublin
Words Fly, Script Remains – Don’t Call, Text! The Embeddedness of Technology in Social Practice | Shahzad Mumtaz Ansari, U. of Cambridge
Decentralizing National Health Care Systems: The Role of Virtual Infrastructures in Uganda | Ann Séror, Université Laval
The Importance of Wireless Application Protocol Banking on the Youth Market | Vanessa Ratten, Queensland U. of Technology and U. of Queensland; Hamish Ratten, U. of Queensland

939: (Paper Session) - (TIM) Organizational Learning
10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 9
Chair: Curba Morris Lampert, U. of South Carolina
Learning from Employees Who Left: The Backward Transfer of Knowledge through Mobility Ties | Rafael A. Corredoira, U. of Penn-Wharton; Lori Rosenkopf, U. of Pennsylvania
Exploitation Learning During Innovation Implementation: A Multi-Level Learning Perspective | Andreas Schwab, Louisiana State U.
Organizing Memory for Innovation: Collaboration and Conflict in the Construction of Competencies | Eugenia Cacciatori, Bocconi U. and U. of Sussex
Discussant: Shanthi Gopalakrishnan, New Jersey Institute of Technology

940: (Paper Session) - (TIM) Alliances and Performance
10:30am - 11:50am Fairmont: University
Chair: Peggy M. Lee, Emory U.
The Effects of Firm, Relational and Network Knowledge Diversity on Innovation Performance | Emery Yao, U. of Kentucky; Susan McEvily, U. of Pittsburgh

941: (Paper Session) - (TIM) Knowledge Management
10:30am - 11:50am Ritz Carlton: Salon 1B
Chair: Riitta Katila, Stanford U.
A Profile of Knowledge Use in Technical Work. | Diane E. Bailey, Stanford U.; Julie Gainsburg, California State U., Northridge
On the Relationships among Knowledge, Exchange of Information and Integration during NPD | Susumu Kurokawa, Drexel U.
Building and Leveraging Knowledge: An Exploration through Technology Commercialization | Theresa Taylor-Coates, Rensselaer Polytechnic Institute
Capitalizing on Actionable Knowledge: An Empirical Examination of Innovation Mode Predictors | Clyde Eirikur Hull, Rochester Institute of Technology; Jeffrey G. Covin, Indiana U., Bloomington
Discussant: Melissa A. Schilling, New York U.

Tuesday 12:00PM

942: (AA) Presidential Luncheon
12:00pm - 2:15pm Sheraton New Orleans Hotel: Napoleon Exposition Hall
President Rosalie L. Tung will address the Academy. Winners of the Distinguished Scholarly Contribution to Management Award, the Distinguished Service and Educator Awards, the George R. Terry Book Award, and the AOM Executive, Journal and Review 2004 Best Paper Awards will be announced by President-Elect Denise M. Rousseau.
Chair: Denise M. Rousseau, Carnegie Mellon U.
Distinguished Speaker: Rosalie L. Tung, Simon Fraser U.

Tuesday 2:15PM

943: (AAC) Placement Services
2:15pm - 5:00pm Sheraton New Orleans Hotel: Edgewood A Placement Services - Registration & Information
Organizer: Mary Jo Vaughan, Mercer U.

944: (AAC) Membership
2:15pm - 5:00pm New Orleans Marriott: Grand Ballroom - Membership
Stop by to meet the members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

945: (AAC) Exhibits
2:15pm - 4:30pm New Orleans Marriott: Grand Ballroom Exhibits
Organizer: George T. Solomon, George Washington U.

946: (AAC) Registration
2:15pm - 5:00pm New Orleans Marriott: Grand Ballroom Registration Conference Registration & Pre-Registration Badge Pick-Up
Session Details – Tuesday

947: (ART) Academy Arts & The Fringe Cafe
2:15pm - 11:00pm Sheraton New Orleans Hotel: Waterbury
Organizers: Chris Poulson, California State Polytechnic U., Pomona; Hans Hansen, Victoria U. of Wellington

Tuesday 2:30PM

948: (AA) Emerging Role of Executive Doctoral Programs in Creating Actionable Knowledge
2:30pm - 3:00pm Fairmont: Explorers
Chair: Therese F. Yaeger, Benedictine U.
Presenters: Jean M. Bartunek, Boston College; David Coghlan, U. of Dublin; Thomas G. Cummings, U. of Southern California; John D. Aram, Case Western Reserve U.; Victoria Jean Marsick, Columbia U.; Kenneth Murrell, West Florida U.; Abraham B. Rami Shani, California Polytechnic State U.; San Luis Obispo; Peter Sorensen, Benedictine U.; Bengt Stymne, Stockholm School of Economics

949: (AAC) Membership Debriefing Meeting
2:30pm - 3:00pm Sheraton New Orleans Hotel: Salon 820
Organizer: Regina A. Greenwood, Kettering U.

950: (Paper Session) - (BPS) Institutional Perspectives on Strategy
2:30pm - 3:30pm Sheraton New Orleans Hotel: Grand Chenier
Chair: Veneta Stefanova Andonova, ITAM, Mexico
Changes in Strategic Decisions about Resource Allocation:
- The Effect of Firm Performance | Hao Ma, Peking U/Bryant College; Ranjan Karri, Bryant College

951: (Paper Session) - (BPS) Multinational Strategies
2:30pm - 3:30pm Sheraton New Orleans Hotel: Grand Couteau
Chair: Beatrice Collin, ESCP-EAP European School of Management
- Environmental Uncertainty and the Real Options Value of Korean Firms’ International Investments | Seung-Hyun Lee, U. of Texas, Dallas; Mona V. Makhija, Ohio State U.
- International Acquisitions in Denmark 1990-1997: Selection and Performance | Steen Thomsen, Copenhagen Business School
- Multi-regional Strategy and Structures: Inside the Transnational Solution | Alan M. Rugman, Indiana U.

952: (Paper Session) - (BPS) Top Executive Selection and Succession
2:30pm - 3:30pm Sheraton New Orleans Hotel: Salon 816
Chair: Yoon-Suk Balk, Long Island U.
A Model of Chief Financial Officer Promotion and Exit | Christopher Ray Reutzel, Texas A&M U.; Albert A. Cannella Jr., Texas A&M U.

The Board of Directors and CEO Selection: Social Capital, Socio-political Dynamics & Human Capital | Dawn Harris, Loyola U., Chicago; Constance E. Helfat, Dartmouth College
CEO Succession and Post-bankruptcy Performance | David Dawley, West Virginia U.; James J. Hoffman, Texas Tech U.
Performance Consequences of New CEOs’ Outsidersness Degree and Post-succession Executive Team Changes | Ayse Karaevli, Northwestern U.
Discussant: Vincent L. Barker, U. of Kansas

953: (Paper Session) - (BPS) Joint Ventures and Strategic Alliances
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Vincent Amanor-Boadu, Kansas State U.
- Why Joint Ventures Terminate | Shyam Kumar, City U. of New York, Baruch College
- When Your Assets Becomes Your Liabilities: A ‘Double-Sword’ Perspective on Alliance Experience | Daniel Tzabbar, U. of Toronto; Barak S. Aharonson, U. of Toronto; Terry L. Amburgey, U. of Toronto

954: (Paper Session) - (CAR) Career Success and Status
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 10
Chair: Monique Valcour, Boston College
- Extreme Subjective Career Success: A New Integrated View of Having a Calling | Laurence Capron, INSEAD; Will Mitchell, Duke U.

Winner of Careers Division Best Student Paper Award
Predictors of Objective and Subjective Career Success: A Meta-Analysis | Thomas W. H. Ng, U. of Georgia

Winner of Careers Division Best Overall Paper Award
Status Inertia: The Speed Imperative in the Attainment of Community Status | Daniel Stewart, Washington State U.

955: (SHCS) (CAR, GDO, HR) Work, Family and Careers: A Research Incubator for Actionable Knowledge
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon D
This will be an interactive session using a research incubator approach.
Chair: Isabel Metz, U. of Melbourne
Program Chair: Belle Rose Ragins, U. of Wisconsin, Milwaukee
The Family-Career Advancement Conundrum: Why Empirical Tests and Our Eyes Give Different Results | Phyllis Tharenou, U. of South Australia
Baby Boom or Baby Gloom? The Impact of Parenting on Women’s Career Choices | Deborah A. O’Neill, Case Western Reserve U.; Diana Billmoria, Case Western Reserve U.

Antecedents of a Family-Unfriendly Culture | Cynthia A. Thompson, Baruch College; David Prottas, Baruch College
Which Matters More? Work-Family Culture or Work-Family Conflict | Karen S. Lyness, Baruch College; Michael K Judiesch, Manhattan College

The Role of Telework in Leisure-Work Conflict | Catherine Maguire, U. of Melbourne; Roderick D. Iverson, Simon Fraser U.

Ineedhelp.com: Do Harried Employees Turn to On-Line Mentors to Ease Work-Family Conflict? | Molly B. Pepper, Arizona State U.

956 CAU: (CAU) Incorporating Innovative Technologies into the Classroom: Pedagogical and Practical Issues
2:30pm - 3:50pm Ritz Carlton: Salon 2 - Table A1
Facilitator: Susan M. Burroughs, Washington State U., Vancouver

957 CAU: (CAU) Laboratory Studies in the Organizational Sciences: Worthwhile or Worthless?
2:30pm - 3:50pm Ritz Carlton: Salon 2 - Table A2
Facilitators: Suzanne Peterson, Miami U., Ohio; Megan W. Gerhardt, Miami U., Ohio

958 CAU: (CAU) The Inquiring Organization: Tacit Knowledge & Knowledge Creation for 21st Century Orgs
2:30pm - 3:50pm Ritz Carlton: Salon 2 - Table A3
Facilitators: John F. Kikoski, Sacred Heart U.; Catherine K. Kikoski, College of St. Joseph

959 CAU: (CAU) Differences in the roles of core academic faculty and executive faculty in MBA programs
2:30pm - 3:50pm Ritz Carlton: Salon 2 - Table B1
Facilitator: Svetlana Madzar, Gustavus Aldolphus College

960 CAU: (CAU) Developing Leadership Potential Through Service Learning and Community Service Projects
2:30pm - 3:50pm Ritz Carlton: Salon 2 - Table B2
Facilitators: Matthew Roy, U. of Massachusetts, Dartmouth; Kellyann Berube Kowalski, U. of Massachusetts, Dartmouth

961: (Paper Session) - (CM) Fairness and Counterfactuals
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 4
Chair: Stephen E. Humphrey, Florida State U.
Predicting Fair Behavior and Behaving Fairly as Individuals and as Group Representatives | Fei Song, York U.; Bram Cadsby, U. of Guelph; Tristan Morris, U. of Guelph
Negotiating Nicely: Interactional Justice, Counterfactuals, and Negotiator Outcome Satisfaction | Edward Eliyahu Kass, Saint Joseph’s U.

Effects of Organizational Fairness Judgments on Perceived Uncertainty of Future Outcomes | Kelly E. See, Duke U.
Discussant: Debra L. Shapiro, U. of Maryland

962: (Paper Session) - (CMS) Critical Perspectives on Management I
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - CMS
Presented on Panels 1-12

The Ideology of Efficiency: Examining Our Discourse of Time and Work in Everyday Life | Cynthia Jane Bean, U. of South Florida
Cultural Studies and the Idea of Culture in the Organizational Sciences | Carlos B. Gonzalez, California State Polytechnic U., Pomona

Open Book Management | Bernard Gonzalez, Bradley U.
Radicalizing Management Knowledge: The Case of Evidence-Based Management in Health Care | Mark Learmonth, U. of York
Procedural Injustices Justified in Japanese Ways: Through a Case of Sexual Harassment Claim | Hisako Inaba, Kyoto U.
From Bond to Contract? Reconsidering Boundary Relations between Employer and Employee | James Latham, RMIT U.; Julie Wolfram Cox, RMIT U.
Nietzsche’s Destiny: A Critical Discourse on Knowledge and Strategy | David Weitzner, York U.
Contesting the Gender Card in the Martha Stewart Case | Linda A. Kreting, Texas Tech U.
Gendering Narcissism | Alison Linstead, U. of Durham

963: (Paper Session) - (CMS) Organizational Diversity Issues
2:30pm - 3:50pm Ritz Carlton: La Salle
Chair: Stephanie Welcomer, U. of Maine
Perspectives on Organizational Learning & Organizational Diversity | Anne Starks Acosta, The Fielding Graduate Institute
Ethnostatistics, Sensemaking and Business School Rankings | Jean Helms Mills, Saint Mary’s U.; Scott Colwell, U. of Guelph; Terrance Weatherbee, Saint Mary’s U.
Diversity by Design: Managing Diversity and the Discourse of Fashion | Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven

964: (Paper Session) - (ENT) Networks and Their Impact on New Ventures
2:30pm - 3:50pm Sheraton New Orleans Hotel: Maurepas
Chair: Robert S. D’Intino, Pennsylvania State U.
TUESDAY

Session Details – Tuesday

A Theoretical and Empirical Assessment of the Social Capital of Nascent Entrepreneurial Teams  
Natalia Weisz, Purdue U.; Roberto S. Vassolo, IAE, U. Austral; Arnold C. Cooper, Purdue U.  
Limitations and Risks of Using Social Networks in Entrepreneurial Resource Acquisition | Jing Zhang, City U., London  
Selection of the Fittest? How Human Capital affects High-Potential Entrepreneurship | Johan Wiklund, Stockholm School of Economics; Frederic Delmar, Stockholm School of Economics; Karin Sjöberg, Jönköping International Business School  
High Growth Exchange Strategies: Insights on Networks for New Ventures | Lois Shelton, Chapman U.  
965: (Paper Session) - (ENT) Nascent Entrepreneurs and Firms  
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 829  
Chair: Alec Johnson, U. of St. Thomas  
The multiple sources of autonomy as a startup motive | Marco van Gelderen, Erasmus U.; Paul G W Jansen, Vrije U. Amsterdam  
Strategic Cognitions and Behaviors of Successful Nascent Entrepreneurs: A Three-year Panel Study | J. Robert Baum, U. of Maryland  
Strategic Cognitions of the Entrepreneur and Planning Formality in Nascent Firms: An Empirical Study | Matthew W. Ford, Northern Kentucky U.; Charles H. Matthews, U. of Cincinnati; Melissa S. Baucus, Xavier U.  
966: (Paper Session) - (ENT) Formation and Growth  
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - ENT  
Presented on Panels 13-18  
Don’t buy me love: Certification seeking in the emerging independent power industry | Wesley Sine, Cornell U.; Hitoshi Mitsuhashi, U. of Tsukuba  
New Venture Creation, Corporate Strategy, and Geography | Larry Plummer, U. of Colorado, Boulder; Zoltan Acs, U. of Baltimore  
A Theory of the Sustainable Growth of Entrepreneurial Ventures | Dominic Sun Kyu Lim, U. of Western Ontario  
Epistemic Communities and Cluster Dynamics: On the Role of Knowledge in Industrial Districts | Lars Håkanson, Copenhagen Business School  
Measuring Operating Status for New Organizations | Phillip H. Kim, U. of North Carolina, Chapel Hill  
967: (Paper Session) - (GDO) Work and Family  
2:30pm - 3:50pm New Orleans Marriott: La Galleries 4  
Facilitator: Karen J. Crooker, U. of Wisconsin, Parkside  
Childcare, Spousal and Organizational Support in Reducing Work-Family Conflict for Females and Males | Zeynep Aycan, Koc U.; Mehmet Eskin, Adnan Menderes U.  
Sex Differences in Work and Family Gender Role Attitudes: A Multinational Study | Lisa T. Stickney, Temple U.  
968: (Paper Session) - (GDO) Reducing the Barriers to Representation  
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - GDO  
Presented on Panels 19-27  
Onset Controllability and its Effect on Acceptance Outcomes for Individuals with Disabilities | Donna Y. Stringer, U. of Texas, Arlington; Myrtle P. Bell, U. of Texas, Arlington; Gary C. McMahan, U. of Texas, Arlington; Justin L Davis, U. of Texas, Arlington  
The Effects of Relational Demography on Perceptions of Discrimination | Bryan Stuart Schaffer, U. of North Carolina, Asheville; Christine Marie Riordan, U. of Georgia  
The Reappropriation of Stigmatizing Labels: Self-Labeling and Re-Labeling | Cynthia Shih-Chia Wang, Northwestern U.; Adam Galinsky, Northwestern U.  
Manager Attitudes Toward Persons with Disabilities as Measured by Two Attitudinal Instruments | Joanne L. Messina, Capella U.; William Roberts, Capella U.; Gerry A Becker, National-Louis U.  
The Challenges of Organizations Learning to Enable the Disabled | Lynn Perry Wooten, U. of Michigan; Erika Hayes James, U. of Virginia  
Explaining Diversity Effects in Organizations: The Perceived Dissimilarity Openness Moderator Model | Charmine E.J. Hartel, Deakin U.; Yuka Fujimoto, Deakin U.  
The Effects of Sexual Orientation, Gender, and Job Type on Job Applicant Ratings | Kristin H. Griffith, Development Dimensions International; Miguel Angel Quinones, U. of Arizona  
969: (GDO, CAR, OB) The Role of Individual Difference Variables in Understanding Work-Family Conflict  
2:30pm - 3:50pm New Orleans Marriott: La Galleries 1  
Chair: Wendy J. Casper, U. of Texas, Arlington  
Demographics as Moderators in the Relationship of Work-Family Conflict and Stress | Michelle Streich, U. of Tulsa; Jaime Stephanidis, U. of Tulsa; Wendy J. Casper, U. of Texas, Arlington

Self-Efficacy, Coping Styles, and Work, Family, and Personal Life Role Conflict | Jennifer A. Martin, York College of Pennsylvania


Presenters: Michelle Streich, U. of Tulsa; Ann Huffman, Texas A&M U.; Jennifer A. Martin, York College of Pennsylvania; Kevin E. Fox, U. of Tulsa


970: (Paper Session) - (HR) Alternative Job Structures

Chair: Charles H Besseyre, HEC (Paris)


Unraveling the Link between Telecommuting and Job Satisfaction: Toward Reconciling Competing Views | Timothy Golden, Rensselaer Polytechnic Institute

Virtual Intraorganizational Authority Relationships: Implications for Trust, Support and Influence | Kimberly K. Merriman, Wichita State U.; Stuart M Schmidt, Temple U.; Gerald Ross, Temple U.; Denise Dunlap-Hinkler, Temple U.

Discussant: Thomas H Stone, Oklahoma State U

971: (Paper Session) - (HR) Acquiring Knowledge: Training and Development in Organizations

Chair: Steve Werner, U. of Houston


Stereotypes Held By Workers Over Age 40 About Older Workers’ Ability and Desire For Development | Todd J. Maurer, Georgia State U.; Francisco Barbeite, Georgia Institute of Technology; Elizabeth Weiss, Georgia Institute of Technology

The Pygmalion effect and employee development | Xander Bezuijen, Tilburg U.; Henk Thierry, Tilburg U.; Karen Van Dam, Tilburg U.; Peter Van den Berg, Tilburg U.

Discussant: Elizabeth Weatherly, U. of Alabama, Huntsville

972: (Paper Session) - (HR) I Can’t Hear You: Performance Feedback

Chair: Ingrid Fulmer, Michigan State U.

Subordinate Agreement, Span of Control, and Leader Self-Awareness in Upward Feedback Ratings | Scott Christopher Thomas, DePaul U.; Alice F Stuhlmacher, DePaul U.; Robert J Vance, Vance & Renz, L.L.C.

Correlates of Satisfaction with Appraisal Feedback | I. M. Jawahar, Illinois State U.

Performance Feedback Overload: An Exploratory Field Study of its Antecedents and Consequences | Nadia Salvati, HEC, Montréal; Alain Gosselin, HEC, Montréal; Denis Morin, U. Québec à Montréal; Lucie Morin, U Québec à Montréal

Discussant: Jon M. Werner, U. of Wisconsin, Whitewater

973: (Paper Session) - (HR) For Those Who Love Formulas: Statistical Issues in HR

Chair: Bruce M. Meglino, U. of South Carolina

Faking Emotional Intelligence: Comparing response distortion on ability and mixed-model measures | Sarah A. Carroll, U. Calgary; Arla L. Day, Saint Mary's U.


Differences in Ability- and Personality-Performance Validities | Michael J. Tews, Cornell U.; J. Bruce Tracey, Cornell U.

Discussant: Bradford S. Bell, Cornell U.

974: (Paper Session) - (IM) Knowledge, Capabilities, and Cross-Border Business

Chair: Roberto Marrero, U. of Western Ontario

The Effects of Technology and Brand Resources on the Performance of International Subsidiaries | Jaechul Jung, U. of Western Ontario

Divestment of Global Brands vs Local Brands by MNEs: Motives, Strategies and Speed to Divest | Sonia Ketkar, Temple U.

Managing Knowledge in the Multinational Corporation: Toward a Phase-Model of Global KM Systems | Bo Bernhard Nielsen, Western Washington U.; Sneljina Michailova, Copenhagen Business School

Inter-organizational R&D Collaboration: Chinese Firms in the Global Insurance Industry | Byeongyong Choi, Howard U.; Ronaldo Couto Parente, Salisbury U.

Foreign Subsidiaries’ Learning From Local Environments: An Empirical Test | S. Carolyn Mu, Baylor U.; Donald E. Hatfield, Virginia Polytechnic Institute and State U.
Session Details – Tuesday

975 ➔: (Paper Session) - (IM) Personnel Turnover and HRM in MNCs
2:30pm - 3:50pm Fairmont: Bayou III
Chair: J. Stewart Black, U. of Michigan
Human Resource Strategy and Organizational Turnover in East and Southeast Asian Countries | Zeynep Yesim Yalabik, UIUC; Shy-hjer Chen, National Sun Yat-Sen U.; John Lawler, U. of Illinois, Urbana-Champaign; Kwanghyun Kim, U. of Illinois, Urbana-Champaign
➔ Turnover Intentions of Local Senior Executives in MNC Overseas Subsidiaries | Yan Anthea Zhang, Rice U.; Jennifer M. George, Rice U.; Tsang-Sing Chan, Lingnan U. of Hong Kong
➔ The Discovery of Inducements in Attracting and Retaining Lower-Level Maquiladora Workers | Melissa N. Castillo, U. of Houston, Clear Lake

976 ➔: (Paper Session) - (IM) Multinational Corporations in and from Emerging Economies
2:30pm - 3:50pm Fairmont: University
Chair: Ravi Ramamurti, Northeastern U.
➔ Economic Crisis, Domestic Competitive Position, and Export Capabilities of Korean Firms | Seung-Hyun Lee, U. of Texas, Dallas; Ho-uk Lee, Ewha Womans U.
➔ Multinational Flexibility during Times of Economic Crisis | Chris(Changwha) Chung, U. of Western Ontario
Discussant: Mikhail V. Grachev, Western Illinois U.

977 : (Paper Session) - (IPC) Perspectives on Corporate Social Responsibility (A1)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A1
Facilitator: Melissa S. Baucus, Xavier U.
➔ SIM: CSR Management Capacity: Construct and Empirical Test | Leedra D. Black, Monash U.
SIM: Government as a Driver of Corporate Social Responsibility: The UK in Comparative Perspective | Jeremy Moon, U. of Nottingham
OMT: Corporate Social Responsibility and Firm Performance: Investor Preferences and Corporate Strategies | Alison Mackey, Ohio State U.; Tyson B. Mackey, Ohio State U.
➔ SIM: The Effect Of NGOs On The Social Responsibility Agenda Of Multinational Corporations | Donald H. Schepers, City U. of New York, Baruch College

978 : (Paper Session) - (IPC) Technology Alliances (A2)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A2
Facilitator: Terry R. Adler, New Mexico State U.
TIM: Alliance Patterns During Industry Life Cycle Emergence: The Case of Ericsson and Nokia | John Rice, Central Queensland U.; Peter Galvin, Curtin U. of Technology
➔ TIM: Internal R&D Resources and Technological Alliances in Japanese SMEs from the Knowledge-Based View | Susumu Kurokawa, Drexel U.
TIM: Alliance Structures during the Exploration of Innovations | Håkan Linnarsson, Stockholm School of Economics

979 : (Paper Session) - (IPC) Exploring Sources of Value (B1)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B1
Facilitator: Schon L. Beechler, Columbia U.
➔ IM: Realignement of Human Resource Function: A Building-Materials Industry Case Study | Ashok Som, ESSEC, France
BPS: Creating Firm-Specific Value through Reconfiguration of Internally Developed and Acquired Units | Samina Karim, Boston U.
BPS: Knowledge of intercustomer relations as a source of value creation and commitment in intermediation | Kent Eriksson, The Royal Institute of Technology - KTH; Oystein Fjeldstad, Norwegian School of Management; Amir Sasson, Norwegian School of Management
OMT: Reorganizing Practice | Eamonn Molloy, Oxford U.; Richard Whittington, Oxford U.

980 : (Paper Session) - (IPC) Managing Alliances (B2)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
Facilitator: Tamela D Ferguson, U. of Texas, El Paso
➔ OMT: Alliance Formation Motives: Inter-Organizational Identity Adaptation | Lin Lerpold, Stockholm School of Economics
➔ MSR: Religion, Trust between Partners, and Strategic Alliance Mode Choice | Ning Li, U. of Delaware
➔ PNP: Interagency Coordination: Front Line Case Workers as Ad Hoc Teams | Poppy L. McLeod, Case Western Reserve U.; Ryan N. Falcone, Case Western Reserve U.; Anita Rogers Howard, Case Western Reserve U.; Duncan Coombe, Case Western Reserve U.

981 : (Paper Session) - (IPC) Strategic Decision Making (B3)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: Tim R. Holcomb, Texas A&M U.
➔ BPS: A formal model of how Capabilities, Transaction Costs and Scalability Shape Scope and Profitability | Michael G. Jacobides, London Business School

BPS: Determinants Of Resource Allocation Efficiency Within Multidivisional Firms | Mehmet N. Tag, U. of Illinois, Urbana-Champaign

SIM: An Analysis of the Salient Factors in Business Location Decisionmaking | Roslyn K. Chavda, U. of Memphis


982: (Paper Session) - (IPC) Research on Ethics (C1)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: Susan Key, U. of Alabama, Birmingham
SIM: A Meta-Theoretical Model of Ethics in Business Organizations | Karen Anderson Torres, Angelo State U.
SIM: Is Cognitive Moral Development Related To Actions? | George Watson, Bloomsburg U. of Pennsylvania; Bruce Teague, U. of Pennsylvania; Steven Dana Papamarcos, St. John’s U.

983: (Paper Session) - (IPC) Recruiting and Attracting the Right People (C3)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C3
Facilitator: Michael J. Wesson, Texas A&M U.
HR: Cognitive Style as Antecedent of Decision-making in the Selection Interview | James O’Brien, U. of Western Ontario; Mitchell Rothstein, U. of Western Ontario
HR: Internship: An Extended Recruitment and Selection Process | Hao Zhao, U. of Illinois, Chicago
MC: Creating Actionable Knowledge: Deploying Employer Branding Strategies | Chris J. Sablinski, California State U., Sacramento; Christian Wright, San Francisco State U.
OB: ASA Theory: An Empirical Study of the Attraction Proposition | Jon Billsberry, Open U., United Kingdom

984: (Paper Session) - (IPC) Issues in Union-Management Relations (D1)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D1
Facilitator: Theresa M. Welbourne, U. of Michigan
HR: Unions, Work Innovations and Organizational Performance in Jamaica | Gangaram Singh, San Diego State U.; Noel Cowell, U. of the West Indies
HR: Union-Nonunion Wage Differentials and High Commitment Work Practices | Anil Verma, U. of Toronto; Tony Fang, Statistics Canada

985: (Paper Session) - (IPC) Politics and Perceptions
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: Laura Erskine, U. of Southern California
OB: “Face Time” and Performance Appraisal: Symbolic and Practical Implications of Being Seen at Work | Kimberly D. Elsbach, U. of California, Davis; Daniel M. Cable, U. of North Carolina, Chapel Hill
PNP: Perceptions of politics and performance in public and private organizations | Danit Kapoon, Haifa U.; Joseph Goodman, U. of Mississippi

986: (Paper Session) - (IPC) Corporate Philanthropy (D3)
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D3
Facilitator: Timothy P. Blumentritt, Marquette U.
SIM: Understanding the Motives and Objectives of Corporate Philanthropy | Lance Moir, Cranfield U.
SIM: Managerial Morality, Corporate Charitable Activities, And Corporate Financial Performance | Heli Wang, Hong Kong U. of Science & Technology

987: (Paper Session) - (MC) Consulting and Client Learning 1: Creating Actionable Knowledge
2:30pm - 3:50pm Ritz Carlton: Salon 1A
Chair: Mark Patton Brown, Bradley U.
OB: Managing Diagnostic Bias in Action Research: A Case Example | Brian T Gregory, Auburn U.; Achilles A Armenakis, Auburn U.
OB: Creating Actionable Knowledge within the Organization to Achieve a Competitive Advantage | Keith K. Morgan, Stevens Institute of Technology; Joseph Morabito, Stevens Institute of Technology; Donald Merino, Stevens Institute of Technology
Discussant: David Jamieson, Pepperdine U.
Session Details – Tuesday

988 (Paper Session) - (MED) Alternative Approaches to Management Teaching and Learning
2:30pm - 3:50pm Ritz Carlton; Evangeline
Chair: Salvatore J. Monaco, U. of Maryland, U. College
Discussants: Joseph E. Champoux, U. of New Mexico; Kristena Payne Gaylor, Jackson State U.

989 (Paper Session) - (MED) Student Learning in Teams
2:30pm - 3:50pm Ritz Carlton; Union Terrace A
Chair: Mary Catherine Meisenhelter, York College of Pennsylvania
Discussants: Lena Neal, CSC Consulting; Eugene Sadler-Smith, U. of Surrey

990 (Paper Session) - (SHCS) (MED, MC, ODC) Action Learning Embedded in Corporate Contexts
2:30pm - 3:50pm New Orleans Marriott: La Galleries 5&6
Chairs: Robert J. DeFillippi, Suffolk U.; Charles Wankel, St. John's U.
Action Learning Embedded in Corporate Contexts | Charles Wankel, St. John's U.; Robert J. DeFillippi, Suffolk U.

991 (Paper Session) - (MH) Management History and Entrepreneurship: Firm-and Industry-Level Issues
2:30pm - 3:50pm Fairmont: Bayou I
Chair: David Ford, U. of Alabama
Penrose’s Resource-Based Theory of the Firm | Christos Pitelis, U. of Cambridge

992 (Paper Session) - (MOC) Trust and Fairness in Organizations
2:30pm - 3:50pm Sheraton New Orleans Hotel: Rampart
Facilitator: Michele Williams, Massachusetts Institute of Technology
Discussions: Rita Anne Durant, Tulane U.; Kim Sydow Campbell, U. of Alabama; Charles D. White, U. of Alabama; Christian Kiewitz, U. of Dayton
Understanding Safety Cognitions | David L. McLain, SUNY IT Utica
Work Values, Demography and Development of Trust in Employees | Karen Yuan Wang, U. of Technology, Sydney

993 (Paper Session) - (MSR) Spirituality, Religion and Organizational Dynamics: Do I stay or do I go now?
2:30pm - 3:50pm Fairmont: Gold
Chair: Kathy Lund Dean, Idaho State U.
Exploring Personal, Organizational, and Interactive Workplace Spirituality Outcomes | Robert W. Kolodinsky, James Madison U.; Robert A. Giacalone, U. of North Carolina, Charlotte; Carol L. Jurkiewicz, Louisiana State U.
Spirituality in Practice: a Study on the Relationship of Meaning with Work Commitment and Motivation | Mias De Klerk, Sasol

994 (Paper Session) - (OB) Developing and Maintaining the Psychological Contract
2:30pm - 3:50pm New Orleans Marriott: Balcony L M N
Facilitator: Christian Kiewitz, U. of Dayton
The Role of RJP’s and Organizational Socialization on Newcomers’ Psychological Contract Development | Amanuel G. Tekleab, Clarkson U.
Consequences of Psychological Contract Breach and the Mediating Role of Affective Commitment | Simon Lloyd D.
Restubog, U. of Queensland; Prashant Bordia, U. of Queensland; Robert L. Tang, De La Salle - College of Saint Benilde

The Relationship between Information Seeking and Changes in Newcomers’ Psychological Contracts | Ans De Vos, Vlerick Leuven Gent Management School; Dirk Buyens, Vlerick Leuven Gent Management School


Winner of OB Division Best Paper Award

995: (Paper Session) - (OB) The Influence of Work Group Diversity on Group Effectiveness
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Caesar Douglas, Florida State U.

Learning and Performance in Multi-Disciplinary Teams | Gerben S. Van der Vegt, U. of Groningen; J. Stuart Bunderson, Washington U.


Consistency Matters! The Effects of Group and Organizational Culture on the Faultline-Outcomes Link | Katerina Bezrukova, Rutgers U.; Sherry M. Thatcher, U. of Arizona; Karen A. Jehn, Leiden U.

A Social Capital Explanation of the Relationship between Functional Diversity and Group Performance | Randy Evans, U. of Mississippi

996: (Paper Session) - (OB) Research on Motivation and Rewards
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 35-39


Perceived Threats and Challenges as Mediators of Goal Orientation on Process Measures of Outcomes | Ho-Beng Chia, National U. of Singapore; Kah-Hui Ho, National U. of Singapore

Effects of Computer Performance Monitoring and Task Feedback on Stress, Motivation and Self-Efficacy | John R. Aiello, Rutgers U.; Jill Grodkiwicz, Rutgers U.

The Linkage between Profit Sharing and Organizational Citizenship Behavior | Su-Fen Chiu, National Taiwan U. of Science and Technology; Wei-Chi Tsai, National Chiao Tung U.

997: (Paper Session) - (OB) The Effects of Leadership on Followers

2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Kay Snavely, Miami U., Ohio

The Effects of Leader Excellence and Team Member Turnover on Performance of NHL Teams | Gerard H. Seijts, U. of Western Ontario; Simon Taggar, Wilfrid Laurier U.; Glenn Rowe, U. of Western Ontario

Effects of Service Climate and Leadership Behavior on Service Quality: A Multi-Level Analysis | C. Harry Hui, U. of Hong Kong; Warren C.K. Chiu, Hong Kong Polytechnic U.; Philip L.H. Yu, U. of Hong Kong; Kevin C. Cheng, Lingnan U. of Hong Kong; Herman H.M. Tse, U. of Queensland

The Entrepreneur as an Authentic Leader: Impact on Associates’ Work-related Attitudes | Susan M. Jensen, U. of Nebraska, Kearney; Fred Luthans, U. of Nebraska, Lincoln

Investigating Follower Perceptions of Central Eurasian Leaders’ Behavior: An Exploratory Analysis | David L. Ford Jr., U. of Texas, Dallas; Kiran Ismail, U. of Dallas

998: SHCS: (OB, HR) Proactivity: Enhancing Understanding of Self-Starting and Dynamic Action Within Organizations
2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom D

Chairs: Sharon K. Parker, U. of New South Wales and U. of Sydney; Catherine G. Collins, U. of New South Wales and U. of Sydney

Understanding Different Types of Proactivity: An Analysis of Active, Self-Starting Behaviors | Sharon K. Parker, U. of New South Wales and U. of Sydney; Catherine G. Collins, U. of New South Wales and U. of Sydney

Integrating Proactivity Concepts into Innovation Research: The Importance of Voice and Initiative | Johannes Rank, U. of South Florida; Nico Boedeker, Giessen U.; Marion Linke, Giessen U.; Michael Fresse, Giessen U.

The Central Role of Proactive Behavior in Organizations | J. Michael Crant, U. of Notre Dame; Thomas S Bateman, U. of Virginia

Personal Initiative and Mood: A Time-Sampling Study | Doris Fay, Aston U.; Sabine Sonnenlag, TU Braunschweig

Role Conceptualization, Group Characteristics, and Proactive Behavior: A Multi-Source Field Study | Dishan Kamdar, Indian School of Business; Linn Van Dyne, Michigan State U.

Discussant: Elizabeth W. Morrison, New York U.

999: JS: (OB, OMT) Disconnections: Exploring Unseen Sides of Relationships
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 7
Organizer: Jason M. Kanov, U. of Michigan

The Social Ledger in a Religious Organization: Disconnection through Negative Relationships | Giuseppe Labianca, Emory U.; Gerald Kane, Emory U.

Ties that Unbind: Networks and Performance among Silicon Valley Immigrant Entrepreneurs | Mina Yoo, U. of Washington

Incivility as a Root of Disconnection | Christine Porath, U. of Southern California; Christine M. Pearson, Thunderbird, The American Graduate School of International Management
Session Details – Tuesday

Experiences of Disconnection in Organizational Life: An Examination of the Emotional Side | Jason M. Kanov, U. of Michigan

Presenters: Jason M. Kanov, U. of Michigan; Giuseppe Labianca, Emory U.; Christine Porath, U. of Southern California; Christine M. Pearson, Thunderbird, The American Graduate School of International Management; Gerald Kane, Emory U.; Mina Yoo, U. of Washington

Discussant: Mark S. Mizruchi, U. of Michigan

1000 : (Paper Session) - (OCIS) The Never Ending Quest to Manage Unpredictables: Information Systems Development
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 8
Chair: Kay M. Nelson, Ohio State U.

Knowledge Transfer in Outsourced Software
Development: A Contingency Perspective | Xuefei (Nancy) Deng, Carnegie Mellon U.; Ritu Agarwal, U. of Maryland

The Knowledge Ecology of Open Source Software Projects | Giovan Francesco Lanzara, Bologna U.; Michèle Morner, Katholische U. Eichstait

Software Project Escalation: The Roles of Problem Recognition and Cognitive Bias | Gordon Depledge, Georgia State U.; Mark Keil, Georgia State U.; Arun Rai, Georgia State U.

Discussant: Chris Kemerer, U. of Pittsburgh

1001 : (Paper Session) - (OCIS) Do You Hear What I Hear?
Equivocality of Communication
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 9
Chair: Katherine M. Chudoba, Florida State U.

Shake, Rattle and Roles: Design Implications from Experimental Earthquake Engineering | Jeremy Birnholtz, U. of Michigan; Daniel Horn, U. of Michigan


Exploring the Impact of CMC Technology on Strong and Weak Ties | Leslie Jordan Albert, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma

Discussant: Linda L. Putnam, Texas A&M U.

1002 : (Paper Session) - (OM) Operations Management Research: Linkages to Practice
2:30pm - 3:50pm Fairmont: Orleans
Chair: Tonya Boone, College of William and Mary


1003 : (Paper Session) - (OMT) New Perspectives on Power and Dependence
2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 828
Chair: Sigal G. Barsade, U. of Pennsylvania

Resource Dependence and Treatment | Melissa A. Walker, U. of Chicago


The Iron Men Go to War: Occupational Resistance to Organizational Change in a Surgical Hospital | Katherine C. Kellogg, Massachusetts Institute of Technology

Resistance to organizational change: Rethinking the role of resource dependencies and systemic power | Susan Lynch, London Business School; Bjorn Lovas, London Business School

Discussant: Kenneth Bettenhausen, U. of Colorado, Denver

1004 : (Paper Session) - (OMT) Innovation Perspectives
2:30pm - 3:50pm New Orleans Marriott: La Galleries 2
Chair: Christine Quinn Trank, U. of Iowa

Hidden Costs of Technological Innovation: Effects of Product Innovation on Firm Survival | Olga M. Khessina, Georgetown U.

Modeling Coevolutionary Dynamics in the Venture Capital Community | Vibha Gaba, INSEAD

Redefining Balance: A Longitudinal Study of Adaptation through Product Innovation | Riitta Katila, Stanford U.

Innovation and Virtual Environments: Towards Virtual Knowledge Brokers | Gianmario Verona, Bocconi U.; Emanuela Prandelli, Bocconi U.; Mohanbir Sawhney, Northwestern U.

Discussant: Mary Tripsas, Harvard U.

1005 : (Paper Session) - (OMT) Dynamics of Organizational Fields
2:30pm - 3:50pm New Orleans Marriott: La Galleries 3
Chair: Michael K. Moch, Michigan State U.


Strategic responses to institutional pressures for change in corporate governance practices | Stewart J. Melanson, U. of Toronto; Kimberly A. Bates, U. of Toronto; Dean A. Hennessy, U. of Toronto

A Patchwork of Fields: Legal and Organizational Form Variation in the Nascent Organic Food Industry | Brandon H. Lee, Cornell U.

Mapping Institutional Change: Institutionalization through the Lens of Cognitive Maps and Actions | Olga Suhomlinova, Leicester U.; Graeme Currie, Nottingham U.

Discussant: Michael Lounsbury, Cornell U.

1006 : (Paper Session) - (ONE) Strategic Responses to Environmental Pressures
2:30pm - 3:50pm Ritz Carlton: Carondelet
Chair: Michael V. Russo, U. of Oregon
Session Details – Tuesday

1007 ➔ SHCS: (ONE, IM, PNP) Driving Global Sustainability: Toward an Integrative Policy Mix for Corporate Environmental Policy
2:30pm - 3:50pm Fairmont: Bayou Rooms I + IV
Presenters: Catherine A. Ramus, U. of California, Santa Barbara; Magali Delmas, U. of California, Santa Barbara; Nicola Jane Acutt, U. of East Anglia, UK; Veronica Medina-Ross, U. of East Anglia, UK; Marie-France Turcotte, U. of Quebec, Montreal
Discussion: Max H. Bazerman, Harvard U.

1008 ➔ (Paper Session) - (PNP) Enhancing Government Performance
2:30pm - 3:50pm Fairmont: Creole
Chair: Janet Dilling, Florida State U.
Management Capacity and Organizational Performance: Can Organizational Culture Trump Red Tape? | Sanjay K. Pandey, Rutgers U.; David Coursey, Florida State U.; Donald P Moynihan, Texas A&M U.
Strategy Content and Organizational Performance: An Empirical Analysis | Rhys Andrews, Cardiff U.; George Boyne, Cardiff U.; Richard Walker, Cardiff U.
Discussion: Laquita C. Blockson, U. of Northern Iowa

1009 ➔ (Paper Session) - (RM) Imaginative Theorizing, Creative Representation, and Language in Organizational Research
2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 1
Chair: Anne D. Smith, U. of Tennessee, Knoxville
Imaginative Theorizing in Organizational Research | Karen Locke, College of William and Mary; Karen Golden-Biddle, U. of Alberta; Martha S. Feldman, U. of California, Irvine
Creative Representation within Doctrinal Research:Implications for Students and Supervisors | Laura Christine Brearley, RMIT U.
Listening Above the Din: The Potential of Language in Organizational Research | Steven A Murphy, Carleton U.; Annik N O‘Brien, Carleton U.
Discussion: Robert P. Gephart, Jr., U. of Alberta

1010 ➔ (SIM) Towards a Theory of Political Capabilities: Is Resource Based View the Right Theoretical Framework?
2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon B
Limits of the RBV Framework to Study Firms’ Nonmarket Capabilities | Jean-Philippe Bonardi, U. of Western Ontario
The Applicability of the Resource Based View for Political Capabilities | Amy Hillman, Arizona State U.
Business Political Advocacy in the USA: Opportunities for Differential Effectiveness and Competitive | Gerald Keim, Arizona State U.
Political risk, political capabilities and international investment strategy: Evidence from the glob | Guy Holburn, U. of Western Ontario
Presenters: Jean-Philippe Bonardi, U. of Western Ontario; Gerald Keim, Arizona State U.; Amy Hillman, Arizona State U.; Guy Holburn, U. of Western Ontario

1011 ➔ (Paper Session) - (SIT) Corporate Governance
2:30pm - 3:50pm Ritz Carlton: Acadia
Facilitator: Julie Ona Gee, Tulane U.
IM: The role of Governance Mechanisms and Organizational Inertia on International Diversification | Pol Herrmann, Iowa State U.; Sergio H Lence, Iowa State U.; Sanjeev Agarwal, Iowa State U.
GDO: Female corporate directors: An institutional approach to appointments. | alix valenti, U. of Houston, Clear Lake
CM: Board Structure, Processes and Performance: Evidence from Public-listed Companies in Singapore | Tai Wai, David Wan, NUS; Chin Huat ONG, National U. of Singapore; Tak Kee HUI, National U. of Singapore

1012 ➔ (Paper Session) - (SIT) Decision-making
2:30pm - 3:50pm Ritz Carlton: Baronne
Facilitator: Hun Lee, George Mason U.
IM: Leader-Member Exchange (LMX), Paternalism and Delegation in the Turkish Business Culture | Ekin K. Pellegrini, U. of Miami; Terri A. Scandura, U. of Miami
MOC: Intuition: Its Boundaries and Role in Organizational Decision-Making | Erik Dane, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign
PNP: Making Decisions in the Creation Phase of Social Innovation: HIV- Projekt Belize e.V. | Bettina Beata Friederike Wittneben, Cambridge U.

1013 ➔ (Paper Session) - (SIT) Social Responsibility
2:30pm - 3:50pm Ritz Carlton: Vermillion
Facilitator: Angela K. Miles, Old Dominion U.
SIM: Factors Influencing the Development of Corporate Social Responsibility in France | Ariane Berthoin Antal, Wissenschaftszentrum, Berlin; André Sobczak, Audencia Nantes.Ecole de Management
### Session Details – Tuesday

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Location</th>
<th>Organizers/Participants</th>
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<tr>
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<td>Ritz Carlton: Salon 3</td>
<td>Broadcast Technology Conference</td>
<td>Mittal Bhatia, Washington U.; Steven C.引, Arizona State U.; Anzuresh pharmacist U.; Nancy Davis, Ochsner Clinic Foundation; John Longstreet, ClubCorp</td>
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**Tuesday 3:15PM**

**1015 : (Paper Session) - (TIM) Radical Innovation**
Chair: Curba Morris Lampert, U. of South Carolina
Dominant Design in Fashion: An Evolutionary Model for Symbolic Innovation | Rossella Cappetta, Bocconi U.; Paola Cillo, Bocconi U.; Anna Ponti, Bocconi U.
Heterogeneity as prerequisite for regime shifts to unfold: The case of the baroque violin technique | Bart Van Looy, K.U.Leuven; Geert Robberechts, La Petite Bande
Dynamics of Systemic Innovations: Evidence from the Evolution of the Semantic Web | Kaarlo Väisänen, Helsinki U. of Technology; Jukka-Pekka Salmenkaita, Nokia Research Center
Discussant: Raffaele Oriani, U. of Bologna

**Tuesday 4:10PM**

**1017 : (AA) Voluntary Turnover Research and Practice: Building an Agenda for the Future**
Organizers: Thomas W. Lee, U. of Washington, Seattle; Malvina Rebecca Klag, McGill U.
Chair: Kathryn M. Bartol, U. of Maryland, College Park
Session Details – Tuesday

1024 ☐ CAU: (CAU) Parables, Fables and Cases: The Use of Moral Story in Actionable Learning
4:10pm - 5:20pm Ritz Carlton: Salon 2 - Table B1
Facilitators: Karen P. Manz, author; Robert David Marx, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst; Judi Neal, Association for Spirit at Work

1025 ☐ CAU: (CAU) The Involuntary Volunteer: Individual and Organizational Implications
4:10pm - 5:20pm Ritz Carlton: Salon 2 - Table B2
Facilitators: Kate Rowbotham, U. of Toronto; Janelle Renee Enns, U. Toronto

1026 ☐ (CM, GDO) The Role of Status in Organizational Justice
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 4
Chairs: Ya-Ru Chen, New York U.; Steven Blader, New York U.
Participants: Jerald Greenberg, Ohio State U.; Robert Bies, Georgetown U.; Joel Brockner, Columbia U.; Ya-Ru Chen, New York U.; Steven Blader, New York U.; Tom Tyler, New York U.; Robert Folger, U. of Central Florida

1027 ☐: (Paper Session) - (CMS) Critical Perspectives on Management II
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon E - CMS
Presented on Panels 1-10
☐ ☐ ☐ ☐ The Role and Effects of Elitism in Consulting Firms | Maxine Robertson, U. of Warwick; Mats G. Alvesson, U. of Gotenburg
☐ ☐ ☐ ☐ The Art of Strategic Leadership: Coping with Globalization | Peter Rea, Baldwin-Wallace College; Param Srikantia, Baldwin Wallace College
☐ ☐ ☐ ☐ Power-Biased Technological Change: Flexible Organization and the Growth of Inequality | Frederick Guy, Birkbeck, U. of London
☐ ☐ ☐ ☐ It's Your Problem, Little Man! The Difficulty of Identity Formation in Post-Fordist Companies | Mário Aquino Alves, U. Presbiteriana Mackenzie; Luis Guilherme Galeao-Silva, EAESP-FGV
☐ ☐ ☐ ☐ How Do They Get Away With It?: Understanding the Persistence of Employment Discrimination | Joel Rudin, Rowan U.
☐ ☐ ☐ ☐ Consonance and Dissonance in Formal Indian Organizations | Elisabeth Mary Wilson, U. of Manchester
☐ ☐ ☐ ☐ Rites, Rituals and Ceremonies In Organizations: A Review and Critique | Gazi Islam, Tulane U.
☐ ☐ ☐ ☐ Identity Regulation, Identification and Resistance | Christine Coupland, U. of Nottingham
☐ ☐ ☐ ☐ Making Things Visible: Audit Quality Control and the Definition of the Professional Order | Carlos Fernando Ramirez, HEC (Paris)
☐ ☐ ☐ ☐ ☐ Should Coca-Cola and PepsiCo Adopt the Principles of the Triple Bottom Line Accountability in India? | Detelin S. Elenkov, U. of Tennessee, Knoxville

1028: (Paper Session) - (ENT) Management and Entrepreneurship
4:10pm - 5:20pm Sheraton New Orleans Hotel: Salon 829
Chair: Craig Armstrong, U. of Texas, San Antonio
☒ Outwitting the Pointy-Haired Boss | Wynand Bodewes, Erasmus U.; Lorraine Uhlman, Erasmus U.; Marco van Gelderen, Erasmus U.
☒ A Conceptualization Of Middle-Level Managers | Donald F. Kuratko, Ball State U.; Jeffrey S. Hornsby, Ball State U.
Discretion under Constraints: Managerial Actions in Chain Organizations | Long Wai Lam, U. of Macau; Dora C. Lau, Chinese U. of Hong Kong

1029: (Paper Session) - (GDO) Social Dynamics of Being Different
4:10pm - 5:20pm New Orleans Marriott: Balcony I
Facilitator: James Calvin, Johns Hopkins U.
☒ Cracking the Glass Cages? Work Teams and the Entrance of Women and African-American into Management | Alexandra Kalev, Princeton U.
It’s what you know and who they know: Structural holes and strong ties in urban labor markets | Gregory Fairchild, U. of Virginia; Jeffrey A. Robinson, New York U.
The Cumulative Effects of Social Group Membership and Social Capital Resources on Careers | Rochelle Parks-Vancy, Rutgers U.
Confidence as a Moderator of the Effects of Solo Gender Status on Performance | Judith B. White, Dartmouth College

1030: (Paper Session) - (HCM) Trust, Emotional Labor and Physician/Nurse Job Satisfaction
4:10pm - 5:20pm New Orleans Marriott: La Galleries 4
Facilitator: Eric S. Williams, U. of Alabama, Tuscaloosa
☒ Empowerment, Interational Justice, Trust and Respect | Bish Bish, U. of Texas, Austin, Texas; Eric B. Larson, Group Health Cooperative, Center for Health Studies
☒ Emergency Department Resource Scarcity and Physician Job Satisfaction | Kent V Rondeau, U. of Alberta; Louis H. Francescutti, U. of Alberta
Discussant: Amit Nigam, Northwestern U.

1031: (Paper Session) - (HR) Strategic HR and Organizational Citizenship Behaviors
4:10pm - 5:20pm New Orleans Marriott: Balcony I
Chair: Robert P. Vecchio, U. of Notre Dame
High Performance HR Systems and Individual Performance Outcomes: Role of Justice and Work Processes | Adelle J. Bish, Queensland U. of Technology
High Performance Work Systems: The Role of Social Capital and Organizational Citizenship Behavior | Randy Evans, U. of Mississippi; Walter Davis, U. of Mississippi
Justice Climate as a Missing Link for the Relationship between High Investment HRM Systems and OCBs | Rikitakeuchi, Hikse-Dept of Management; Sophia V. Marinova, U. of Maryland, College Park; David P. Lepak, Rutgers U.; Henry Moon, Emory U.
Discussant: Gergana T Markova, U. of Central Florida

1032 : (Paper Session) - (HR) Do You Think I’m Pretty: Applicant Attraction
4:10pm - 5:20pm New Orleans Marriott: Balcony J
Chair: Zhaoi Song, U. of Minnesota
Characteristics and Applicant Attraction | Richard Thomas Cober, Booz Allen Hamilton; Douglas Brown, U. of Waterloo; Lisa Keeping, Wilfrid Laurier U.; Paul E. Levy, U. of Akron
Discussant: Jason C. Senjem, Syracuse U.

1033 : (Paper Session) - (HR) Family-Friendly HR Practices
4:10pm - 5:20pm New Orleans Marriott: Balcony K
Chair: Diane E. Johnson, U. of Alabama
Moderating Employee Attitudes about Work Family Practices | Jarrod McKenzie Haar, Auckland U.; Chester Spell, Rutgers U.
Understanding the Effects of Family-Friendly Benefits: The Moderating Role of Social Support | Kristina A. Bourne, U. of Massachusetts, Amherst; Melissa W. Barringer, U. of Massachusetts, Amherst; Sara McComb, U. of Massachusetts, Amherst
Impact of Family-Friendly Policies on Work/Family Conflict | Jessica R Mesmer-Magnus, Florida International U.; Chockalingam Viswesvaran, Florida International U.
Discussant: Paula Silva, California State U., Northridge

1034 ꞌꞌ: (Paper Session) - (IM) Cross-Border Business and the Management of Human Resources
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon E - IM
Presented on Panels 11-19
Efficacy Beliefs As a Moderator of the Impact of Transformational Leadership on Work Attitudes | Fred Ochieng Walumba, U. of Nebraska, Lincoln; Bruce J. Avolio, U. of Nebraska, Lincoln; Peng Wang, U. of Illinois, Urbana-Champaign
International Human Resource Strategy and Subsidiaries Evolution to the Regional Integration | Bih Shiaw Jaw, National Sun Yat-Sen U.; Christina Yu Ping Wang, National Sun Yat-Sen U.
Session Details – Tuesday

- Cracks in the Vertical Keiretsu: Switching Behavior of Suppliers in the Japanese Automobile Industry  | Kunal Banerji, Florida Atlantic U.; Rakesh B. Sambharya, Rutgers U., Camden

1037 : (Paper Session) - (IPC) Strategy and Health Care (A1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A1
Facilitator: Jacqueline Zinn, Temple U.
HCM: An Examination of Specialization and Outcomes of Care in Children's Hospitals | Jami L. DelliFraine, Virginia Commonwealth U.

1039 : (Paper Session) - (IPC) Technology and Strategy in International Settings (A2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A2
Facilitator: Hans J.C. Bakker, Nyenrode U
TIM: Incumbent Survival in Time of Incomplete Technological Substitution. | Federico Munari, Bologna U.; Raffaele Oriani, U. of Bologna; Filippo Carlo Wezel, Tilburg U.

1040 : (Paper Session) - (IPC) Legitimacy and Diffusion of Organizational Practices (B1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B1
Facilitator: Sylvia Flatt, U. of San Francisco
OMT: Local Struggles and Supranational Legitimation. Diffusion of US-Type Multiplex-Cinemas in Europe | Giuseppe Delmestri, SDA Bocconi U.; Michael Woywode, Aachen U.
OMT: Elusive Legitimacy: An Expanded View of Strategic Responses to Institutional Processes | Bryant A. Hudson, Louisiana State U.; Gerardo A. Okhuysen, U. of Utah
OMT: How Bad Practice Prevails | Freek Vermeulen, London Business School

1041 : (Paper Session) - (IPC) Indentifying Individual Competencies (B2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
Facilitator: Ronald J. Burke, York U.
CAR: Competence Or Co-operation – Wherein Lies The Female Advantage? | Corinne A. Post, Pace U.; Nancy DiTomaso, Rutgers U.; Sarah Lowe, Russell Sage Foundation; George F. Farris, Rutgers Faculty of Management; Rene Cordero, New Jersey Institute of Technology
HCM: Whose Skill is it Anyway? | Irena Grugulis, U. of Bradford; Steven Vincent, Leeds U.
CAR: Personality-Based and Activity-Based Assessment of Occupations | Simone Joerin, U. of Zurich

1042 : (Paper Session) - (IPC) Technology and Inter-organizational Systems (B3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: Federico Aime, Michigan State U.
OCIS: A Relational Perspective of Inter-Organizational Systems | Michael T.K. Tan, National U. of Singapore; K.S. Raman, National U. of Singapore; K.K. Wei, City U., Hong Kong
Session Details – Tuesday


IM: From Gordian Knots to Growth Nodes: Reorientation of Geographical Clusters of Firms & Innovation | Antti Ainamo, Helsinki School of Economics

TIM: Flexibility in Interorganizational System Adoption | Alex Citrus, Emory U.

1043 : (Paper Session) - (IPC) Modeling and Conceptualizing Knowledge (C1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: Gerardo Rivera Ungson, San Francisco State U.


CMS: Critical Assessments of Emerging Theories of Organizational Knowledge | Sajjad M. Jasimuddin, Southampton U.

BPS: The Knowledge-Based View and the Individual: Philosophical Considerations on the Locus of Knowledge | Teppo Felin, U. of Utah; William S. Hesterly, U. of Utah

1044 : (Paper Session) - (IPC) Trust and Satisfaction in the Workplace (C2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C2
Facilitator: Robert J. Weech-Maldonado, Pennsylvania State U.

CM: Trust That Binds: The Influence of Collective Felt Trust on Organizational Outcomes | Sabrina Deutsch Salamon, York U.; Sandra L. Robinson, U. of British Columbia

HCM: Matters of Trust Management in the Professional Workplace | Lauren L. Williams, Providence College


1045 : (Paper Session) - (IPC) Strategic Learning (C3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C3
Facilitator: William M Foster, U. of Alberta

MOC: A Cognitive Perspective on Adaptive Learning and Performance: Using a Simulation Experiment | Yi Yang, Drexel U.

ENT: How We Learn Growth Motivation: Learning to Think Entrepreneurially... and Actionably | Norris F. Krueger Jr., Boise State U.

OB: Surface-Similarity Inhibits Learning: Making the Case for Learning in Different Domains | Leigh Thompson, Northwestern U.; Jeffrey Loewenstein, Columbia U.

CMS: When the Social gets in the Way: The Dismantling of Communities of Practice in a Dublin Taxi Firm | Paul Gregory McGrath, U. College Dublin; Carolin Grampp, U. College Dublin; Maeve Houlihan, U College Dublin

BPS: Organizational Learning and Multi-Unit Ownership in Franchising | Xiaoli Yin, Purdue U.

1046 : (Paper Session) - (IPC) Mentoring in Organizations (D1)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D1
Facilitator: Bernardo M. Ferdman, Alliant International U.

GDO: The Impact of Individual Difference Variables on Informal Mentorship Initiations | Chang-Ya Hu, National Taiwan U. of Science and Technology; Kecia M. Thomas, U. of Georgia; Charles Lance, U. of Georgia

CAR: The More You Can Get the Better: Mentoring Constellations and Intrinsic Career Outcomes | Hetty Van Emmerik, Utrecht U.

CAR: Social Comparison and Contact Theory: Career Development Implications for African American Managers | Gwendolyn M. Combs, U. of Nebraska, Lincoln; Steven M. Sommer, U. of California, Irvine

1047 : (Paper Session) - (IPC) Violence in the Workplace (D2)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D2
Facilitator: Paul Gregory McGrath, U. College Dublin

CM: When does Perceived Incivility Lead to Production Deviance?: A Test of a Systemwide Perspective | Christine Porath, U. of Southern California; Debra L. Shapiro, U. of Maryland; Michelle K. Duffy, U. of Kentucky

OB: Moral Identity And the Self-Regulation of Antisocial Workplace Behavior | Karl Aquino, U. of Delaware; Vivien Lim, National U. of Singapore

CMS: Reading Workplace Violence | Bevan Edward Catley, U. of Otago

1048 : (Paper Session) - (IPC) Privacy and Ethics (D3)
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D3
Facilitator: Kim T. Hinrichs, Minnesota State U., Mankato

OB: Theorizing with the Need for Privacy Construct | Ramona L. Paetzold, Texas A&M U.; Carrie A. Belsito, Texas A&M U.; Wendy R. Boswell, Texas A&M U.

OB: The Interactive Relationship of Spatial Privacy and Invasion of Privacy with Employee Reactions | Yitzhak Fried, Wayne State U.; Linda Haynes Slowik, Wayne State U.; Zippi Sheperling, Technion-Israel Institute of Technology; Ty Partridge, Wayne State U.

OB: Organizational Commitment and Unethical Behavior: When Good Employees Do Bad Things | Joerg Dietz, U. of Western Ontario; Lars-Eric Petersen, Martin-Luther U. Halle


OMT: The Creation of a Central Protagonist: A Process Study | Rajshree Prakash, U. of Alberta

1049 : (Paper Session) - (MC) Consulting and Client Learning 2: Knowledge Transfer and Creation
4:10pm - 5:20pm Ritz Carlton: La Salle
Chair: Tjai M. Nielsen, George Washington U.

The Client-Consultant Interaction: Outline of the Interpretive Model | Timothy M Devinney, Australian Graduate School of Management; Natalia Nikolova, U. of Cologne
The Hazards of Uninformed Use of Moral Justifications in Business Firms | David A. Whetten, Brigham Young U.

1055 : (OB) Defining OB: Looking Back to Leap Forward
4:10pm - 5:20pm New Orleans Marriott: Balcony L M N
In this session, members of the OB Division discuss the identity of the division, looking back at its past role in the Academy and defining its future identity.
Participants: Fred Luthans, U. of Nebraska, Lincoln; Lyman W Porter, U. of California, Irvine; Daniel R. Ilgen, Michigan State U.; Denise M. Rousseau, Carnegie Mellon U.
Moderator: Angelo S. DeNisi, Texas A&M U.

1056 : (Paper Session) - (OB) Measurement and Use of Emotional Intelligence in OB Research
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Ellen M. Whittner, U. of Virginia
Emotional Intelligence and Partner Affect Induction in the Context of Integrative Negotiations | Jennifer Mueller, New York U.; Jared R. Curhan, Massachusetts Institute of Technology
Follower Emotional Responses to Leadership: The Moderating Role of Emotional Intelligence | Marie T. Dasborough, U. of Queensland
Beyond General Mental Abilities: Incremental Validity of Emotional Intelligence on Job Performance | Kenneth S. Law, Hong Kong U. of Science & Technology; Chi-Sum Wong, Chinese U. of Hong Kong; Guohua Huang, Hong Kong U. of Science & Technology; Xiaoxuan Li, Chinese Academy of Sciences, Beijing

1057 : (Paper Session) - (OB) Research on Leadership and LMX
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon E - OB
Presented on Panels 20-24
Session Details – Tuesday


Developing Effective Leaders: The Temporal Nature of Motivation-To-Lead (MTL) and Leader Performance | Kok-Yee Ng, Nanyang Technological U.; Soon Ang, Nanyang Technology U.; Kim-Yin Chan, Nanyang Technological U.

Examining the Effects of Self-Identity on Implicit Leadership Theories | Heather Anne MacDonald, U. of California; Lorne M. Sulsky, U. of Calgary

Empowered to Act: Understanding the Relationship Between Delegation and Employee Outcomes | Zhen Xiong Chen, U. of Canberra; Samuel Aryee, Hong Kong Baptist U.

1058: (Paper Session) - (OB) Predicting Workplace Aggression and Anger
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Joel H. Neuman, State U. of New York, New Paltz

Predictors of Workplace Aggression: A Meta-Analysis | Sandy M. Hershcovic, Queen’s U., Canada; Nick Turner, Queen’s U., Canada; Karna Anne Arnold, Memorial U.; Kathyrene E. Dupre, Memorial U. of Newfoundland; Michelle Inness, Queen’s U., Canada; Manon Mireille LeBlanc, Queen’s U., Canada; Niro Sivathanu, Northwestern U.

Counterproductive Work Behavior Toward Supervisors & Organizations: Injustice, Revenge, & Context | David Allen Jones, U. of Vermont

The Effects of Justice, Powerlessness, and Organizational Structure on Workplace Deviance | Jie Guo McCardle, U. of Central Florida

The Impact of Work Events and Disposition on the Experience and Expression of Employee Anger | Theresa Domagalski, Florida Institute of Technology; Lisa Steelman, Florida Institute of Technology

1059: (OB) Examining Employee-Organization Relational Ties Using the Perceived Organizational Membership Model
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 7
Chairs: Suzanne S. Masterson, U. of Cincinnati; Christina L. Stamper, Western Michigan U.
Facilitators: Jacqueline A-M. Coyle-Shapiro, London School of Economics and Political Science; Lynn M. Shore, U. of California, Irvine

Presenters: Amy L. Kristof-Brown, U. of Iowa; M. Susan Taylor, U. of Maryland; Lois E. Tetrick, George Mason U.; Glen E. Kreiner, U. of Cincinnati; Kurt T. Dirks, Washington U.; Christina L. Stamper, Western Michigan U.

1060: (OCIS) Keynote Address: How OCIS Research Has and Will Contribute to Management Research
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 9

1061: (ODC) ODC Distinguished Speakers
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 8
Program Chair: George Roth, Massachusetts Institute of Technology

Research in Organizational Change and Development in Perspective: Learning from our Colleagues | Richard W. Woodman, Texas A&M U.; William A Pasmore, Mercer Delta Consulting

1062: (Paper Session) - (ODC) Culture, Value and Dynamics in Mergers and Alliances
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 10
Chair: Cindy Bean, U. of South Florida

Individual Values and Organisational Culture during a merger – immovable objects or shifting sands | Marie Helen Kavanagh, U. of Queensland

Shifting dynamics in multiple mergers | Christine Benedicte Meyer, NHH; Inger G. Stensaker, NHH

When Equality Becomes Fatal: A Study of a Merger Failure | Christine Benedicte Meyer, NHH; Ellen Altenborg, Telenor

Fit as a lens in alliance evolution | Martin Sean Gollogly, U. of Warwick

Discussant: Tengiz Omer Ucok, Gazi U.

1063: (Paper Session) - (OM) Operational Issues with Technology Management
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 10
Chair: Elliot Bendoly, Emory U.

Loose Ties That Bind: Orchestrating the Interface Between Technology and Competitiveness | Cynthia A Lengnick-Hall, U. of Texas, San Antonio; Mark L. Lengnick-Hall, U. of Texas, San Antonio

The Impact of Technological Innovation Type On Strategic Alliances For New Product Development | Tsuyoshi Inukai, Futaba Corporation; David Dils, Vanderbilt U.

Going-with-your-Gut: The Role of Intuition and Improvisation in Project Management | Stephen Leybourne, U. of Plymouth; Eugene Sadler-Smith, U. of Surrey

1064: (Paper Session) - (OMT) Constructing and Reconstructing Identity
4:10pm - 5:20pm Sheraton New Orleans Hotel: Salon 828
Chair: Vilmos F. Misangyi, U. of Delaware

The effects of professional and organizational identificationon employee change initiatives | David Hekman, U. of Washington; Kevin Steensma, U. of Washington; Gregory A. Bigley, U. of Washington; James Hereford, Group Health Cooperative

Organizational Identity Change in an Accounting Firm Acquisition | Laura Empson, Oxford U.

Stigmatization and Devaluation of Elites Associated With Corporate Failures | Batia Mishan Wiesenfeld, New York U.; Kurt Wurthmann, Columbia U.; Donald C. Hambrick, Pennsylvania State U.

The Reconstruction of Physician Identity in a Health Care Organization | Samia Chreim, U. of Lethbridge; Bernard E Williams, U. of Lethbridge

**Discussant:** James R. Meindl, State U. of New York, Buffalo

**1065 SHCS: (OMT, BPS, TIM) Non-Routine Ways of Thinking About Changing Routines**
4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom D
**Chair:** David Obstfeld, U. of California, Irvine
Projects and Routines: Toward a New Theory of Organizing | David Obstfeld, U. of California, Irvine
Organizational Routines and the Macro-Actor | Martha S. Feldman, U. of California, Irvine; Brian T. Pentland, Michigan State U.
Impact of Interactions Between Organizations and Their Networks on Industry Routines | Anne S. Miner, U. of Wisconsin, Madison; Yan Gong, U. of Wisconsin, Madison

**What Do We Really Know About Routines From Research at the Organization Level?** | Bradley L. Killaly, U. of California, Irvine; Glen Dowell, U. of Notre Dame

**Discussant:** Sidney G. Winter, U. of Pennsylvania

**1066 JS: (OMT, SIM, MOC) Signaling Authenticity: Institutional Construction of Sincerity, Expertise, and Trustworthiness**
4:10pm - 5:20pm Sheraton New Orleans Hotel: Rampart
**Organizers:** W. Trexler Proffitt Jr., U. of California, Riverside; Livia Markoczy, U. of California, Riverside
Honest Signals of Dishonest Competence: Russian Bank Failures and the Signal to Fraud Ratio | Livia Markoczy, U. of California, Riverside
Conveying Sincerity Authentically: Affiliation Patterns in U.S. Shareholder Proposal Sponsorship | W. Trexler Proffitt Jr., U. of California, Riverside
Maintaining Authenticity as a Boundary-Spanner with Multiple Professional Credentials | Kathleen Montgomery, U. of California, Riverside

**Presenter:** Andrew Spicer, U. of California, Riverside

**1067 (Paper Session) - (ONE) Organizational Change and Eco-Innovations**
4:10pm - 5:20pm Ritz Carlton: Carondelet
**Chair:** Jean Garner Stead, East Tennessee State U.
Co-ordinating Small Wins as an Effective Mechanism for Implementing Firm Level Eco-innovations | Andrew Griffiths, U. of Queensland; Nardia Haigh, U. of Queensland
Environmental Technical and Administrative Innovations in the Canadian Manufacturing Industry | Irene Henriques, York U.; Perry Sadowsky, York U.

**Predicting the Costs of Environmental Management System Adoption: A Resource-based View** | Nicole Damall, North Carolina State U.; Daniel Edwards, Jr., U. of North Carolina, Chapel Hill

**Bridging Environmental Issues with Innovation Theory** | Luca Berchicci, TU Delft; Wynand Bodewes, Erasmus U.

**Discussants:** Knud Sinding, Southern Denmark U.; Cathy A. Rusinko, Philadelphia U.

**1068 (Paper Session) - (PNP, MED, ONE) Greening the Campus: Creating & Utilizing Actionable Knowledge to Create Sustainable Universities**
4:10pm - 5:50pm Fairmont: Creole
**Chair:** Gordon P. Rands, Western Illinois U.
Campus Environmental Management Systems: Dalhousie University as a Case Study | Amelia Clarke, McGill U.
Developing and Managing Stakeholder Networks for Campus and Business School Greening at GWU | Mark Starik, George Washington U.
Campus Greening Using Course-Based Student Projects | Gordon P. Rands, Western Illinois U.
The Role of Student Initiatives in Campus Greening at Tulane University | Liz Davey, Tulane U.
The Challenges of Campus Greening: An External Consultant’s Perspective | Joshua Skov, Good Company

**Presenters:** Amelia Clarke, McGill U.; Mark Starik, George Washington U.; Liz Davey, Tulane U.; Joshua Skov, Good Company

**1069: (Paper Session) - (RM) Complexities of Gaining Research Access, Member Checks, and Cross-Cultural Inquiry**
4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 1
**Chair:** Mark E. Hillon, New Mexico State U.
Member Checking Challenges: Reflections from a Qualitative Case Study | Karen Locke, College of William and Mary; S. Ramakrishna Velamuri, IESE Business School

**Intra-Collectivist Differences in Lifeworld Aspects of Workplaces: A Phenomenological Study** | Nobuyuki Chikudate, Hiroshima U.

**Discussants:** Andrew F. Simon, Seton Hall U.; Terry Orr, Columbia U.

**1070 JS: (RM, CMS) Deconstructing the Big Easy**
4:10pm - 5:20pm New Orleans Marriott: La Galleries 2
Flashing: Glimpsing the Liminal | Jim Paul, U. of Kansas Medical Center
The Death of Dying: Deconstructing the Funeral Industry | Alexis Downs, St. Louis U.; Carolyn Gardner, Radford U.; Nancy E. Landrum, Morehead State U.
Customers or Cast: Role Conflation and the Extraction of Profits on Bourbon Street | Kenneth Ehrensland, Kutztown U. of Pennsylvania
Deconstructing the Carnavalsque of New Orleans | Dave M. Boje, New Mexico State U.

**Presenters:** Jim Paul, U. of Kansas Medical Center; Alexis Downs, St. Louis U.; Carolyn Gardner, Radford U.; Nancy E. Landrum, Morehead State U.; Kenneth Ehrensland, Kutztown U. of Pennsylvania; Dave M. Boje, New Mexico State U.

**1071: (Paper Session) - (SIM) Conceptually Understanding and Defining Corporate Social Performance**
4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon B
**Chair:** Melissa S. Baucus, Xavier U.
Session Details – Tuesday

A Social Strategy: How and When a Negative Externality Reduction Strategy Leads to Firm Performance | Darrell Coleman, U. of Utah
Exploring the Learning Dynamics of Corporate Social Performance | Jean-Pascal Gond, LIRHE, Université Toulouse I
Considering Information and Stakeholder Choice to Understand the CSP-CFP Linkage: A Behavioral Model | Margaret Cording, Rice U.; Douglas A. Schuler, Rice U.
Discussants: Jennifer Griffin, George Washington U.; Jeff Lenn, George Washington U.

1072: (Paper Session) - (SIT) Identity and Identification
4:10pm - 5:20pm Ritz Carlton; Acadia
Facilitator: Majken Schultz, Copenhagen U.

OMT: Picturing the Beast Inside: Animals, Actionable Knowledge and Organizational Identity | David Roy Stiles, Cardiff U.
MOC: Advertising and Employees: Exploring the Impact of Discrepant Ads on Organizational Identification | Heather C Vough, U. of Illinois, Urbana-Champaign; Kevin G. Corley, U. of Illinois, Urbana-Champaign
HR: Strategic Human Resource Management during Periods of Adaptive Organizational Identity Change | Mathew Sheep, U. of Cincinnati
MOC: Closing Ranks: How a Collective Threat Shifts Salience from Organizational to Corporate Identity | Mirita Neruda Eistak, Erasmus U. Rotterdam

1073: (Paper Session) - (SIT) Strategy and Performance
4:10pm - 5:20pm Ritz Carlton; Baronne
Facilitator: Stacy E. McManus, Harvard U.

ODC: Stories of Strategy Failure | Saku Mantere, Helsinki U. of Technology; Pekka Aula, U. of Helsinki

1074: (Paper Session) - (SIT) Control and Ownership
4:10pm - 5:20pm Ritz Carlton; Vermilion
Facilitator: Robert S. D’Intino, Pennsylvania State U.
SIM: The Choice of Controlling and Financing the Acquisition for Acquiring and Acquired Stakeholders | Angeloantonio Russo, Bocconi U.; Francesco Perrini, Bocconi U.
ENT: Venture Capitalists, Syndication and Governance Initial Public Offerings | Igor Filatotchev, U. of Bradford; Mike Wright, U. of Nottingham; Mufit Arberk, U. of Bradford

ODC: The Institutional Determinants of Post-privatization Performance Changes | Hsueh-Liang Wu, National Cheng Kung U.

1075: (Paper Session) - (TIM) Network and Innovation (I)
4:10pm - 5:20pm New Orleans Marriott; Mardi Gras Salon D
Chair: Anne Fleischer, U. of Michigan
Explorative and exploitative learning strategies in technology-based alliance networks | Wim Vanhaverbeke, Limburgs U. Centrum; Bonnie Beerkens, Eindhoven U. of Technology; Geert Duysters, Eindhoven U. of Technology
Inventive Progress Measured by Patent Citation Network Analysis: The Case of Variable Valve Actuation | Iwan vonWartburg, U. Bern; Katja Ros, U. Bern; Thorsten Teichert, U. Bern

A Framework of Analysis on Social Capital and Team Innovation | Justin Chua, U. of Queensland; Yuliani Suseno, U. of Queensland
Small-world Networks and Knowledge Creation: Implications for Multiple Levels of Analysis | Melissa A. Schilling, New York U.; Corey Phelps, U. of Washington
Discussant: Thomas Mellewigt, U. of Leipzig

1076: (Paper Session) - (TIM) Network and Innovation (II)
4:10pm - 5:20pm Fairmont; Gold
Chair: C. Annette Un, Cornell U.
The Evolution and Strategy of Interconnected Firms: A Study of the Unisys Alliance Network | Dove Lavie, U. of Texas, Austin
Learning to Collaborate: ‘Networks of Practice’ in the British and Italian Motorsport Industries | Francesca Mariotti, Cardif U.; Rick Delbridge, Cardif U.
Product Innovation in Heterogeneous R&D Networks: Paths to Exploration and Exploitation | Oana Branzei, U. of British Columbia; Martin Schulz, U. of British Columbia; Ilan Vertinsky, U. of British Columbia
The Role of Network Externalities in Interconnected Industries: A Mobile Communications Case Study | Tanya Sammut-Boninici, U. of Warwick; Robin Wensley, U. of Warwick; John McGee, U. of Warwick
Discussant: Francisco Polidoro Jr., U. of Michigan

Tuesday 5:30PM

1077: (BPS) Business Policy and Strategy Business Meeting
5:30pm - 6:30pm Sheraton New Orleans Hotel; Armstrong Ballroom
Division Chair: Javier Gimeno, INSEAD
Division Chair-Elec.: Margaret A. Peteraf, Dartmouth College
Program Chair: Jim Westphal, U. of Texas, Austin
Professional Development Workshop Chair: Anita McGahan, Boston U.

1078: (CAR) Careers Division Business Meeting & Awards Ceremony
5:30pm - 6:30pm New Orleans Marriott; Preservation Hall Studio 10
Division Chair: Allan Bird, U. of Missouri, St. Louis

1079: (HR) HR Division Business Meeting
5:30pm - 6:30pm New Orleans Marriott; Preservation Hall Studio 6
Division Chair: Patrick Wright, Cornell U.
**1080**: (IM) IM Division Business Meeting.
5:30pm - 7:00pm Ritz Carlton: Union Terrace A
Division Chair: Sully Taylor, Portland State U.
Division Chair-Elect: Schon L. Beechler, Columbia U.
Program Chair: D. Eleanor Westney, Massachusetts Institute of Technology
Professional Development Workshop Chair: Ravi Ramamurti, Northeastern U.
Host: Joseph L.C. Cheng, U. of Illinois
Participant: Timothy M Deviney, Australian Graduate School of Management

**1081**: (MED) MED Division Awards and Business Meeting
5:30pm - 7:00pm Ritz Carlton: Union Terrace A
Division Chair: Regina Bento, U. of Baltimore
Division Chair-Elect: Carolyn Wiley, Mercer Human Resource Consulting
Program Chair: Steven J. Armstrong, U. of Hull
Professional Development Workshop Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh

**1082**: (MOC) Managerial and Organizational Cognition Division Business Meeting
5:30pm - 6:30pm Sheraton New Orleans Hotel: Rampart

**1083**: (ODC) ODC Awards and Business Meeting
5:30pm - 6:30pm Ritz Carlton: Salon 1A
Division Chair: Gretchen Spreitzer, U. of Michigan
Program Chair: George Roth, Massachusetts Institute of Technology
Professional Development Workshop Chair: Ramkrishnan V. Tenkasi, Benedictine U.

**1084**: (ONE) Organizations and the Natural Environment Business Meeting
5:30pm - 7:00pm Ritz Carlton: Carondelet
Division Chair: Carolyn Egri, Simon Fraser U.
Division Chair-Elect: Michael V. Russo, U. of Oregon
Program Chair: Mark Cordano, Ithaca College
Professional Development Workshop Chair: Lynne Andersson, Temple U.

**Tuesday 5:45PM**

**1085**: (CM) Conflict Management Division Business Meeting
5:45pm - 6:45pm New Orleans Marriott: La Galleries 2

**Tuesday 6:00PM**

**1086**: (AAC) LAC Thank You Party
6:00pm - 8:00pm New Orleans Marriott: St. Charles Suite

**1087**: (CAM) Human Relations Reviewers’ Reception
6:00pm - 8:30pm Sheraton New Orleans Hotel: Grand Ballroom A
Organizer: Alice Gilbertson, The Tavistock Institute

**Tuesday 6:30PM**

**1088**: (BPS) Business Policy and Strategy Social Hour
6:30pm - 7:30pm Sheraton New Orleans Hotel: Armstrong Ballroom
Program Chair: Jim Westphal, U. of Texas, Austin
Professional Development Workshop Chair: Anita McGahan, Boston U.

**1089**: (CAR) Careers Division Social Hour
6:30pm - 8:30pm New Orleans Marriott: La Galleries 1
Hosts: Yehuda Baruch, U. of East Anglia; Allan Bird, U. of Missouri, St. Louis; Kerr Inkson, Massey U.

**1090**: (HR) HR Division Reception
6:30pm - 7:30pm New Orleans Marriott: Balcony I J K
Program Chair: K. Michele Kacmar, Florida State U.

**1091**: (MOO) MOC Division Social
6:30pm - 7:30pm New Orleans Marriott: Preservation Hall Studio 8

**1092**: (ODC) ODC Social
6:30pm - 9:00pm Sheraton New Orleans Hotel: Borgere
Division Chair: Gretchen Spreitzer, U. of Michigan
Program Chair: George Roth, Massachusetts Institute of Technology
Professional Development Workshop Chair: Ramkrishnan V. Tenkasi, Benedictine U.

**Tuesday 6:45PM**

**1093**: (CM) Conflict Management Division Social Hour
6:45pm - 9:00pm New Orleans Marriott: Preservation Hall Studio 4

**Tuesday 7:00PM**

**1094**: (CAM) INSEAD Reception
7:00pm - 10:00pm New Orleans Marriott: Mardi Gras Salon D
Organizer: Javier Gimeno, INSEAD

**1095**: (IM) IM Division Reception and Social
7:00pm - 10:00pm Sheraton New Orleans Hotel: Grand Ballroom D
Hosts: Schon L. Beechler, Columbia U.; Sully Taylor, Portland State U.

**1096**: (MED) MED and ONE Divisions’ Joint Social
7:00pm - 10:00pm Ritz Carlton: Salon 3
Join us for an enjoyable evening networking with members, friends and guests from the MED and ONE divisions.
Organizers: Steven J. Armstrong, U. of Hull; Mark Cordano, Ithaca College
Division Chair: Regina Bento, U. of Baltimore
Division Chair-Elect: Carolyn Wiley, Mercer Human Resource Consulting
Program Chairs: Steven J. Armstrong, U. of Hull; Mark Cordano, Ithaca College
Professional Development Workshop Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh

**Tuesday 8:30PM**

**1098**: (OCIS) OCIS Jazz Club Walk
8:30pm - 11:30pm New Orleans Marriott: Preservation Hall Studio 8
Come join us and meet OCIS members. We’ll walk as a group among different jazz clubs and enjoy company and music
Session Details – Wednesday

Wednesday 7:00AM
1099: (MED) MED Executive Committee Breakfast Meeting
7:00am - 8:10am Ritz Carlton: Evangeline MED Officers, Executive Committee members, country liasons and all guests - join us for a review of the program and future planning Organizer: Steven J. Armstrong, U. of Hull Host: Carolyn Wiley, Mercer Human Resource Consulting

Wednesday 8:00AM

Wednesday 8:20AM


Wednesday 8:30AM


Cultivating Transformative Collaboration: Actionable Knowledge as Aesthetic Achievement | Frank J. Barrett, Naval Postgraduate School Discussant: Phyllis R. Okrepkie, U. of Mary

Wednesday 8:00AM

Wednesday 8:20AM


Wednesday 8:30AM


Cultivating Transformative Collaboration: Actionable Knowledge as Aesthetic Achievement | Frank J. Barrett, Naval Postgraduate School Discussant: Phyllis R. Okrepkie, U. of Mary
The Dynamics of Innovation Networks | Lionel Nesta, SPRU/ U. of Sussex; Vincent N. Mangematin, INRA/UPMF

Actions That Build Networks: An Analysis Of The Development Of The European Mobile Phone Industry | Manuel Becerra, Instituto De Empresa; Oystein Fjeldstad, Norwegian School of Management

Inter-organizational Responses to Pricing Paradigm Shifts | Sheila Goins, U. of Iowa; Thomas S. Graca, U. of Iowa

Network Dynamics and Firm’s Flexibility in an Emerging Industry | Boris F Blumberg, Maastricht U.; Jasper B Kok, Maastricht U.

Discussant: Glenn Hoetker, U. of Illinois, Urbana-Champaign

1106 : (Paper Session) - (BPS) New Theoretical Perspectives on Strategic Decision Making Processes
8:30am - 10:20am Sheraton New Orleans Hotel: Salon 816
Chair: Frances H. Fabian, U. of North Carolina, Charlotte
Strategy as Valuation | Christina Fang, New York U.
Joint Problem Solving for Justice & Strategic Advantage in Inter-Departmental Relationships in China | Dean Tjosvold, Lingnan U.; Guoquan Chen, Tsinghua U.; Yifeng Chen, Lingnan U.

From Metaphor to Practice in the Crafting of Strategy | Peter Bürgi, Imaginotion Lab Foundation; Claus Jacobs, Imaginotion Lab Foundation

Rational or reasonable? Strategy and the concept of reasonable behaviour | Francois H Collet, Oxford U.

Strategic social theatre: More than ‘Just Doing It’ in the emergent implementation process | Terry R. Adler, New Mexico State U.; Janice A. Black, New Mexico State U.

Discussant: Rhonda K. Reger, U. of Maryland, College Park

1107 : (Paper Session) - (BPS) TMT’s: Characteristics and Consequences
8:30am - 10:20am Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Wei Shen, U. of Florida

Top Management Team Motivation and Firm Innovation: A Contingency Model | Long Jiang, U. of Maryland; Ken G. Smith, U. of Maryland; Paul E. Tesluk, U. of Maryland

Integrating Diversity in the Upper Echelon to Profit through Systems Innovation: Gestalt Logic | Willow Sheremata, York U.

TMT Experience and Firm Performance: A Comparison of Resource-Based View and Upper Echelon Theories | Jane E. Barnes, Meredith College

Top Management Team Changes as a Strategic Balancing Act | Suhaib Riaz, U. of Western Ontario

Bridging the Gap: Attenuating the Negative Impact of TMT Mistrust on Strategy Implementation | Randall S. Peterson, London Business School; Tony L. Simons, Cornell U.; Matthew S. Rodgers, Cornell U.

Discussant: Mason A. Carpenter, U. of Wisconsin, Madison

1108 JS: (BPS, OMT) Challenging Traditions in Strategy: Strategizing and Strategy as Practice - a Micro Perspective
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon B2

Organizers: Paula Jarzabkowski, Aston U.; Julia Christine Balogun, City U., London
The need for a focus on micro-level phenomena | Gerry Johnson, U. of Strathclyde

How do we Research Strategizing | Ann Langley, HEC, Montréal
Theoretical Implications of a Micro Perspective | Haridimos Tsoukas, ALBA Business School

Presenters: Gerry Johnson, U. of Strathclyde; Ann Langley, HEC, Montréal; Haridimos Tsoukas, ALBA Business School
Participants: Phil Bromiley, U. of Minnesota; Richard L. Priem, U. of Wisconsin, Milwaukee

1109 : (CM) The Micro-Processes of Organizational Learning: Knowledge Acquisition and Integration within Groups
8:30am - 10:20am New Orleans Marriott: La Galleries 2
Chair: Ethan Burris, Cornell U.


Overcoming the Bias for Shared Information in Groups: Transactional Memory versus Process Accountabilil | J. Stuart Bunderson, Washington U.; Jeffery A. Thompson, Brigham Young U.; Ty Elliott, Brigham Young U.


Tainted Knowledge versus Tempting Knowledge: Managers Avoid Knowledge from an Internal Rival and App | Tanya Menon, U. of Chicago; Hoon-Seok Choi, Northwestern U.; Leigh Thompson, Northwestern U.

Strategic Information Sharing in Decision-Making Groups | Gwen Wittenbaum, Michigan State U.; Andrea Hollingshead, U. of Illinois, Urbana-Champaign
Session Details – Wednesday

**A Learning-Guided Real Option Perspective of New Business Venturing** | Jifeng Yu, Georgia State U.

**Absorptive Capacity and Strategic Orientations of High Technology Firms in a Transition Economy** | Chung-Ming Lau, Chinese U. of Hong Kong; Daphne Yiu, Chinese U. of Hong Kong; Ping Kwong Yeung, Open U.; Hong Kong; Yuan Lu, Chinese U. of Hong Kong

**Determinants of Strategy and Performance in Small Technology-based Private Firms in Japan** | Kozo YAMADA, Sophia U.; Yoshiohiru Eshina, U. of Shimane; Sam Kurokawa, Drexel U.

**Overcoming Knowledge-Based Strategies in Small Firms: an Empirical Research in Software Industry** | Emilio Bellini, Sannio U.; Gioia Panza, Sannio U.

**1112 : GDO Workplace Diversity, Workplace Fairness, and Worker Health**

8:30am - 10:20am New Orleans Marriott: La Galleries 4

*Chair: Keith James, Colorado State U.*

**Effects of Ingroup versus Outgroup Status in Organizations: Implications for Worker Health** | Eugene F. Stone-Romero, U. of Central Florida; Dianna L. Stone, U. of Central Florida

**Leader-Member Exchange and Transformational-Transactional Leadership: Testing and Interactive Model** | Jaewon Ko, U. of Arizona; Russell Cropanzano, U. of Arizona; KidoK Nam, Korea Military Academy; Deborah E. Rupp, U. of Illinois, Urbana-Champaign

**Value Differences, Justice, and Cardiovascular Health** | Keith James, Colorado State U.

**Relationships Between Organizational Justice and Burnout At Work-Unit Level** | Carolina P. Moliner, U. Miguel Hernandez, Elche; Vicente Martinez-Tur, U. of Valencia; Jose M Peiro, U. of Valencia; Jose Ramos, U. of Valencia

**Adding Diversity and Fairness to Work Health Models** | Edward Bitzer, Colorado State U.; Keith James, Colorado State U.


**1113 : (HR) Web Recruitment: Examination of e-Dimensions Influencing Job Seekers’ Perceptions of Organizations**

8:30am - 10:20am New Orleans Marriott: Balcony I J K


*Web-based recruitment messages: Effects of information customization and value preferences* | Brian R. Dineen, U. of Kentucky; Raymond A. Noe, Ohio State U.

*Emotions and job seeker attraction on the Internet: Test of a model* | Richard Thomas Cober, Booz Allen Hamilton; Douglas Brown, U. of Waterloo; Paul E. Levy, U. of Akron

**Organizational web site information: Effects on job seekers’ fit perceptions and attraction** | Julie ‘JP’ Palmer, U. of Missouri at Columbia; Thomas W. Dougherty, U. of Missouri, Columbia

*Authors: Daniel M. Cable, U. of North Carolina, Chapel Hill; Raymond A. Noe, Ohio State U.; Thomas W. Dougherty, U. of Missouri, Columbia; Douglas Brown, U. of Waterloo; Paul E. Levy, U. of Akron*


**1114 : (Paper Session) - (IM) Subsidiary Roles and Internal and External Networks In MNCs**

8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon A3

*Chair: John M. Mezias, U. of Miami*

**Strategically Relevant Subsidiaries in Large Developing Economies** | Moacir de Miranda Oliveira Jr., Pontifical Catholic U. of Sao Paulo; Arnoldo Hoyos Guevara, Pontifical Catholic U. of Sao Paulo; Felipe Mendes Borini, Pontifical Catholic U. of Sao Paulo

**The HQ-Subsidiary Relationship in Multinational Corporations** | Stewart Johnston, U. of Melbourne

**Networking of Foreign Affiliates as a Distinctive Alternative to Markets and Hierarchies** | Lilach Nachum, City U. of New York, Baruch College

**A Strategic-Options Perspective for the Management of Subsidiaries in Emerging Markets** | Li Choy CHONG, U. St. Gallen; Marc-Oliver Thurner, U. St. Gallen

**Coping with Remote Control: Comparing Scandinavian Subsidiaries in Germany and East Asia** | Mikael Sondergaard, U. of Aarhus; Jorgen Ullf-Moller Nielsen, Aarhus U.; Lars Bonderup Bjorn, Aarhus U.

**1115 : (IM, OB, HR) The Impact of Globalization and Culture on Occupational Stress**

8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon C2

*Chairs: Paul E. Spector, U. of South Florida; Johannes Rank, U. of South Florida*

**Influences of Globalization on Stress: High-Context and Low-Context Approaches** | Johannes Rank, U. of South Florida; Paul E. Spector, U. of South Florida; Xian Xu, U. of South Florida; Burcu Rodopman, U. of South Florida

**Methodological Issues regarding the Study of Globalization, Culture, and Stress in China** | Jia Lin Xie, U. of Toronto

**The Impact of Globalization and Culture on Occupational Stress in Europe** | Cary L. Cooper, Lancaster U.; Violaine Chalvin, Lancaster U.; Patrick Legeron, Stimulus Consult

**A US-Chinese Comparison of Job Stressors and Strains Using Quantitative and Qualitative Methods** | Cong Liu, Illinois State U.; Paul E. Spector, U. of South Florida

**Development and Validation of Chinese Coping Strategies among Employees in Greater China** | OI LING SIU, Lingnan U. of Hong Kong

*Presenters: Jia Lin Xie, U. of Toronto; OI LING SIU, Lingnan U. of Hong Kong; Violaine Chalvin, Lancaster U.; Cong Liu, Illinois State U.; Johannes Rank, U. of South Florida*
1116: (Paper Session) - (MC) Knowledge for Competitive Advantage: Learning from Failure, Value Chains and Internal Capabilities
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon D2
Chair: H. William Vroman, Morgan State U. / Strategic Planning Inc.
Learning to Learn from Failure: How Intelligent Organizations Can Use Failure to Excel | Mark D. Cannon, Vanderbilt U.; Amy C. Edmondson, Harvard U.
Explicit, Implicit and Collective Competencies: a Winning Cocktail for Inovation and Success | Francoise Dupuch-Rabasse, Esc Rouen; Georges Trpeo, HEC, France
Knowledge Management as Competitive Advantage: Lessons from the Textile and Apparel Value Chain | Paula Danskin Harvoston, Berry College; Basil G Englis, Berry College; Michael R Solomon, Auburn U.; Marla Goldsmith, Berry College; Jennifer Davvy, Berry College
How US Firms Did Address Skill Shortage | Zengie Mangaliso, Not Specified
Discussant: Robert F. Jenfesky, Ecole Hoteliere de Lausanne

1117: (MED) World Business and Economic Issues: An International Network of Distance Learning Alliances
8:30am - 10:20am Ritz Carlton: Evangeline
This collaborative distance-learning course was successfully developed and offered for the first time in the spring semester of 1999.
Organizer: Mzamo P. Mangaliso, U. of Massachusetts, Amherst Facilitator: Zengie Mangaliso, Westfield State College
Presenters: Bradford John Knipes, Westfield State College; Mary T Rogers, Not Specified; Ben Kahn, Massachusetts College of Liberal Arts; Nancy Ovitsky, Massachusetts College of Liberal Arts

1118: (MED, MH) Lessons from History: Metaphors, Analogies and the Higher Order Principles of Management
8:30am - 10:20am Ritz Carlton: Union Terrace A
Memory, Cognition, and Metacognition: A Framework for History’s Leadership Stories | Craig S. Galbraith, U. of North Carolina, Wilmington; Alex F. De Noble, San Diego State U.
Give "War" a Chance? The Relevance of Military Literature to Management | Curt H. Stil, U. of North Carolina, Wilmington
On the Cross-Cultural Transferability of Metaphors and Analogies | Carlos L. Rodriguez, U. of North Carolina, Wilmington

1119: (Paper Session) - (OB) Being Silent Verus Speaking Up: Predicting Voice Behavior
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon C
Facilitator: Ramon Aldag, U. of Wisconsin
Why Contribute Information Voluntarily, and How? A Fairness Perspective on Information Sharing | Subrahmaniam Tangirala, Purdue U.; Rangaraj Ramanujam, Purdue U.
Explaining Silent Discontent at Work | Karen P. Harlos, McGill U.

Wearing the Cloak: Causes and Consequences of Creating Facades of Conformity | Patricia Faison Hewlin, Georgetown U.

1120: (Paper Session) - (OB) Research on Safety and Research on Emotions
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 2

1121: (Paper Session) - (OB) Enhancing the Leader-Follower Relationship
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Lynn K. Harland, U. of Nebraska, Omaha
Mood at Work, Transformational Leadership, and OCB: Testing an Integrative Model | Stefanie Kathleen Halverson, Rice U.; Courtney Leigh Holloway, Rice U.
Exploring the Relationship of Trust and Leader-Member Exchange: A Social Exchange Perspective | Marie S. Mitchell, U. of Central Florida; Mary Uhl-Bien, U. of Central Florida
Did You Hear the One About Humor and Leadership?: A Field Study of Supervisor Humor and LMX Quality | Cecily Cooper, U. of Miami

1122: (OB) Commitment is Commitment is Commitment, or is it? A Contemplation of Commitment Constructs
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 7

1123: (OB, HR, IM) Cultural Intelligence at Work in the 21st Century
8:30am - 10:20am New Orleans Marriott: Balcony L M N
Chairs: Linn Van Dyne, Michigan State U.; Soon Ang, Nanyang Technology U.
The Measurement of Cultural Intelligence | Soon Ang, Nanyang Technology U.; Linn Van Dyne, Michigan State U.; Christine SK Koh, Nanyang Technological U.; Kok-Yee Ng, Nanyang Technological U.

Something Old, Something New, Something Borrowed: Measuring Cultural Intelligence | Michael Harris, U. of Missouri, St. Louis; Filip Lievens, Ghent U.; Seungrib Park, U. of Nebraska, Omaha

Role of International Experiences in the Development of Cultural Intelligence | Riki Takeuchi, Hkust-Dept of Management; Paul E. Tesluk, U. of Maryland; Sophia V. Marinova, U. of Maryland, College Park

Cultural Intelligence and Expatriate Success | Klaus-Jürgen Templer, Nanyang Technology U.; Cheryl Tay, Nanyang Technological U.; Anand N Chandrasekar, Nanyang Technological U.

Authors: Christine SK Koh, Nanyang Technological U.; Kok-Yee Ng, Nanyang Technological U.; Michael Harris, U. of Missouri, St. Louis; Filip Lievens, Ghent U.; Seungrib Park, U. of Nebraska, Omaha; Riki Takeuchi, Hkust-Dept of Management; Paul E. Tesluk, U. of Maryland; Sophia V. Marinova, U. of Maryland, College Park; Klaus-Jürgen Templer, Nanyang Technology U.; Cheryl Tay, Nanyang Technological U.; Anand N Chandrasekar, Nanyang Technological U.

Discussants: P. Christopher Earley, London Business School; Michele J. Gelfand, U. of Maryland

1124: (OCIS) Actionability of IS Theory
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 8
Chairs: Michel Avital, Case Western Reserve U.; Matt Germonprez, Case Western Reserve U.
New Paper Title Goes Here.

Presenters: Richard Baskerville, Georgia State U.; Richard J. Boland, Jr., Case Western Reserve U.; Paul Hart, Florida Atlantic U.; Ulrike Schultz, Southern Methodist U.

1125: (OCIS, TIM, CAR) Effective Human E-Service Delivery?
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 9

The E-Service Model - as Implemented at Swedish National Labour Market Administration | Ake Gronlund, U. of Umeå
Examining Customer Behaviors in E-Service and Face-to-Face Service Deliveries | Markus Groth, Australian Graduate School of Management; Daniel P. Mertens, St. Vincent College; Ryan Murphy, U. of Arizona

Online Counselling: Actionable Knowledge for Employee Assistance in the Framework of HR e-Services | Azy Barak, Haifa U.

Stickiness on the Internet: Barriers and Facilitators of Knowledge Transfer in an On-Line Setting | Allard Van Riel, Maastricht U.; Zuzana Sasovova, Vrije U. Amsterdam

Trusting Legal Advice from a Legal Knowledge-Based System | Jaap J. Dijkstra, U. of Groningen

Discussants: Barbara A. Gutek, U. of Arizona; Jeffrey Stanton, Syracuse U.

1126: (Paper Session) - (OMT) Identity and Identification
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon B3
Chair: Katherine C. Kellogg, Massachusetts Institute of Technology

The Formation of Organizational Identity: Key Contributing External and Intra-Organizational Factors | Rumina Dhalla, York U.

Organizational Identity and Organizational Responses to Stigmatization | Amy Randel, Wake Forest U.; Stephen S Standifird, U. of San Diego

Perceived External Prestige, Cognitive and Affective Identification: A Stakeholder Approach | Abraham Carmeli, Bar Ilan U.; Gershon Gilat, Bar Ilan U.; Jacob Weisberg, Bar-Ilan U.


Discussant: Celia Virginia Harquail, U. of Virginia

1127: (OMT) Matching Processes and Inequality in Markets, Evidence from Networks in Financial Industries
8:30am - 10:20am Sheraton New Orleans Hotel: Salon 828
Organizers: Mikolaj Jan Piskorski, Stanford U.; Emilio J. Castilla, U. of Penn-Wharton


The Formation of Private Equity Syndicates | Olav Sorenson, U. of California, Los Angeles

Start-up Companies and Their Venture Capital Funding in the Silicon Valley and Route 128 Regions | Emilio J. Castilla, U. of Penn-Wharton


1128: (Paper Session) - (RM) Issues in Structural Equation Modeling and Multifactor ANOVA
8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 1
Chair: Margaret Williams, Virginia Commonwealth U.


Testing Mediating Effects with Structural Equation Modeling: Problems and Solutions | Rebecca S Lau, Chinese U. of Hong Kong; Gordon W. Cheung, Chinese U. of Hong Kong

Cautionary Note on Reporting Eta-Squared Values from Multifactor ANOVA Designs | Charles A. Pierce, Montana State U.; Richard A. Block, Montana State U.; Herman Aguinis, U. of Colorado, Denver

Discussants: Mark A. Griffin, Queensland U. of Technology; Manuel Jesús Tejeda, Barry U.
1129: (Paper Session) - (SIM) International Issues in Social Issues Management Research
8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon B
Chair: Diana Sharpe, Monmouth U.
→ Child Workers in Global Industries: How Useful Is the Poverty Perspective? | J. Lawrence French, Virginia Polytechnic Institute and State U.
→ Linking Value Priorities to Individual Orientation on Business Ethics in Three Chinese Societies | Jing-Lih Farh, Hong Kong U. of Science & Technology; Deborah Rui YUE, Hong Kong U. of Science & Technology
→ How Firms Respond to Government Corruption: Insights from India | Jamie D. Collins, Texas A&M U.; Klaus Uhlenbruck, Texas A&M U.
Discussants: Kathleen A. Getz, American U.; Stefanie Ann Lenway, U. of Minnesota

1130: (Paper Session) - (SIT) Institutional Pressures
8:30am - 10:20am Ritz Carlton: Acadia
Facilitator: Michael D. Pfarre, U. of Maryland, College Park
→ ENT: Choosing Entrepreneurial Alliance Partners in Transition Economies: An Institutional Perspective | David Ahlstrom, Chinese U. of Hong Kong; Garry D. Bruton, Texas Christian U.; Michael Young, Chinese U. of Hong Kong; Yuri Rubanik, Moscow Institute of Electronic Technology
→ PNP: Brazilian Nonprofit Organizations and the New Legal Framework: an Institutional Perspective | Mario Aquino Alves, U. Presbiteriana Mackenzie; Natalia M. Koga, E. de Administração Publica e de Empresas, Fundação Getulio Vargas

1131: (Paper Session) - (SIT) Signals and Status
8:30am - 10:20am Ritz Carlton: Baronne
Facilitator: Ceasar Douglas, Florida State U.
OMT: Should We Stay or Should We Go? Status Anxiety in Client Defections from Arthur Andersen 2002 | Michael Jensen, U. of Michigan
→ ENT: Entrepreneurial Signaling: A New Role for Mission Statements | Sharon Topping, U. of Southern Mississippi; Aubrey Reese Fowler, U. of Southern Mississippi; Jon C. Carr, U. of Southern Mississippi; Michael Burcham, ParadigmHealth; Beth Woodward, Belmont U.
CM: When Timeliness Matters: The Effect of Status on Reactions to Time Delay within Work Interactions | Oliver J. Sheldon, Cornell U.; Melissa C. Thomas-Hunt, Cornell U.
→ OMT: Influencing the media: Fashion firms’ ads as predictors of product visibility in consumer magazines | Diego Rinallo, Bocconi U.

1132: (Paper Session) - (SIT) New Ventures
8:30am - 10:20am Ritz Carlton: Vermillion
Facilitator: Helena Yli-Renko, U. of Southern California
→ ENT: Capability Development in Start-Ups: Trade-offs in Breadth and Depth of Technological Capabilities | Gerard George, U. of Wisconsin, Madison; Yanfeng Zheng, U. of Wisconsin, Madison
OMT: The Rolodex Paradox: Effects of Ties to and via Venture Capitalists on Startup Survival and Success | Pamsy P. Hui, Nanyang Technological U.

1133: (Paper Session) - (TIM) Public-Private Linkage and Innovation Outcomes
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon C3
→ The Performance of Academic Start-ups: A Study of Surrogate and Inventor Academic Entrepreneurs | Rosa Grimaldi, U. of Bologna
→ Firm Size and Openness: The Driving Forces of University-Industry Collaboration | Roberto Fontana, Bocconi U.; Aldo Geuna, U. of Sussex; Mireille Matt, Louis Pasteur U.
Innovation Speed in the Small and Medium Sized Enterprise (SME) | Eric H. Kessler, Pace U.; Michael Alloca, Pace U.
Direct and Indirect Effects of Product Portfolio on Firm Survival in WW Optical Disk Drive Industr | Ola M. Khessina, Georgetown U.
Discussant: Arvids A. Ziedonis, U. of Michigan

1134: (Paper Session) - (TIM) Venture Capital and Innovation
8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon D3
Chair: Isin Guler, Boston U.
→ Attitudes to Risk: A Principal-Agent Analysis of Venture Capital Contracting in High-Tech Firms | Julia Anne Smith, Cardiff Business School; Gavin Clydesdale Reid, U. of St. Andrews
Limitations to Inter-Organizational Knowledge Acquisition: The Paradox of Corporate Venture Capital | Gary Dushnitsky, U. of Pennsylvania
Innovation Stocks and the Underpricing of Initial Public Offerings | Michael B. Heeley, Rice U.; Neelam Jain, Northern Illinois U.
Going Public: Do Technology Companies Follow Different Strategy? | Mingming Zhou, Rensselaer Polytechnic Institute
Discussant: Robert A. Lowe, Carnegie Mellon U.

Wednesday 9:00AM
1135: (AAC) Registration
9:00am - 12:00pm New Orleans Marriott: Grand Ballroom Registration Conference Registration & Pre-Registration Badge Pick-Up

Section D
Session Details – Wednesday

1136: (Paper Session) - (HCM) Managing Clinical Professionals for Better Patient Outcomes
9:00am - 10:20am Sheraton New Orleans Hotel: Salon 825
Facilitator: K. Joanne McGlown, Battelle Memorial Institute
The Physician-Patient Cycle Model | Eric S. Williams, U. of Alabama, Tuscaloosa; Grant T. Savage, U. of Alabama; Mark Linzer, U. of Wisconsin, Madison

Staff Relations and Outcomes for Seriously Mentally Ill Patients | Rebecca S. Wells, Pennsylvania State U.; Kimberly Jinnett, The Wallace Foundation; James L. Zazzali, RAND; Richard Lichtenstein, U. of Michigan, Ann Arbor

Emergency Physician Attitudes and Behaviors about Health Promotion: Exploring Gender Differences | Kent V Rondeau, U. of Alberta; Louis H. Francescutti, U. of Alberta
Exploring Nurses’ Perceptions of the Quality of Work Environments | Linda McGillis-Hall, U. of Toronto; Diane M Doran, U. of Toronto
Discussant: Linda Searle Leach, California State U., Fullerton

1137: (MSR) Research Methods in Spirituality in Organizations
9:00am - 10:20am Fairmont: Gold
Foundations: Understanding Authenticity | Michael Stebbins, Gonzaga U.
A Way Forward: Honoring Subjectivity | Margaret Benefiel, Millington Institute
Presenters: Michael Stebbins, Gonzaga U.; Margaret Benefiel, Millington Institute

1138: (ONE) Actionable Knowledge on Actionable Sustainability
9:00am - 10:20am Ritz Carlton: Carondelet
The Role of “Switching” in Actionable Sustainability | Andrew Griffiths, U. of Queensland; Nardia Haigh, U. of Queensland
Transnational Management of Sustainability in TNCs | Anupama Mohan, U. of Warwick
Implementing an Environmental Responsibility Chart with a Strategic Purpose | Manon Denise LaCharite, U. of Quebec, Montreal
Presenters: Andrew Griffiths, U. of Queensland; Nardia Haigh, U. of Queensland; Anupama Mohan, U. of Warwick; Manon Denise LaCharite, U. of Quebec, Montreal
Discussants: Monika Winn, U. of Victoria; Marie-France Turcotte, U. of Quebec, Montreal; Ray Zammuto, U. of Colorado, Denver; Dexter Dunphy, U. of Technology, Sydney

1139: (Paper Session) - (PNP) Agents of Organizations: Change, Crisis, and the Voting Booth
9:00am - 10:20am Fairmont: Creole
Chair: Niklas Lang, U. of St. Gallen
A Cross-National Test of the Bureau Voting Model: Liberalism and Voting Behavior of Bureaucrats | Jason L. Jensen, U. of North Dakota; Paul Sum, U. of North Dakota

1140: (Paper Session) - (BPS) Organizational Design and Modularity
10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Couteau
Chair: Jillene L. G. Buckeye, U. of St. Thomas
Vertical De-Integration Based on Product Modularization: An Organizational Economics Perspective | Joseph T. Mahoney, U. of Illinois, Urbana-Champaign
Strategic Modularization in the Brazilian Auto Industry: Its Antecedents and Performance Implications | Ronaldo Couto Parente, Salisbury U.
A Set-theoretic Approach to Organizational Configurations | Peer Fiss, Queen’s U
Discussant: Charles Williams, U. of Illinois

1141: (Paper Session) - (BPS) Alliances and Innovations
10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Johanne Brunet, HEC, Montréal
Breeding Innovation through Alliances: An Empirical Investigation of Joint Patenting | Chang-Su Kim, Nanyang Technological U.; Jaeyong Song, Seoul National U.
The Effect of Resource, Capability, Partnership, Strategy on Innovativeness of Biotechnology Venture | Yu-Shan Su, National Taiwan U.
Discussant: Daniel W Elfenbein, Harvard U.

1142: (Paper Session) - (CMS) New Frontiers of Globalization and Transformation
10:40am - 12:00pm Ritz Carlton: La Salle
Chair: Naomi R. Olson, Boston College
Quality! Reclaiming the Right Thing at the Right Time in the Right Way for the Right Folks | Maria Humphries, U. of Waikato; Anthony Paine, Independent Researcher
Transferring Managerial Practices Within Multinationals: Control, Resistance and Empowerment | Raza A. Mir, William Paterson U.; Diana Sharpe, Monmouth U.
Globalization and International Management: In Search of a Realist Approach | Ana Lucia Guedes, EBAPE-FGV; Alex Faria, EBAPE-FGV
**Evidence of Convergence in HRM?**

Converging HR management: A comparison between multiple dimensions of performance | Johanna Mair, IESE; Cristina Rata, IESE

Corporate Entrepreneurship Environment and Actions of Managers with Job Satisfaction as a Mediator | Jeffrey S. Hornsby, Ball State U.; Donald F. Kuratko, Ball State U.; James Bishop, New Mexico State U.

Social Networks, Time of Adversity, and Corporate Entrepreneurship | Ping Kwong Yeung, Open U., Hong Kong; Steven S. Lui, City U., Hong Kong

Corporate Entrepreneurship & Equifinality: An Empirical Analysis of Strategy-Structure-Performance | Daniel F. Jennings, Texas A&M U.; Kevin Hinde, Australian Graduate School of Entrepreneurship

**Feeling Misunderstood:** The Emotional Experiences of People with Invisible Identities

10:40am - 12:00pm New Orleans Marriott: La Galleries 4

Chairs: Joy E. Beatty, U. of Michigan, Dearborn; Susan L. Kirby, Texas State U.

The Emotional Experiences of People with Invisible Identities | Joy E. Beatty, U. of Michigan, Dearborn

Misstaken Identity at Work: The Dynamics of Being Misunderstood | Judith A. Clair, Boston College

Mental Illness and Feeling Misunderstood | Aimee Ellis, Arizona State U.

Sexual Orientation and Feeling Misunderstood | Kathleen Duncan, U. of La Verne

Religious Affiliation and Feeling Misunderstood | Susan L. Kirby, Texas State U.

Chronic Illness and Feeling Misunderstood | Joy E. Beatty, U. of Michigan, Dearborn

Presenters: Judith A. Clair, Boston College; Kathleen Duncan, U. of La Verne; Aimee Ellis, Arizona State U.

**HRM Across National Borders:**

Evidence of Convergence in HRM?

10:40am - 12:00pm New Orleans Marriott: Balcony I J K

Brewster, Mayrhofer and Morley: Learning Across National Boundaries: evidence of convergence in HRM practices? | de Wantnick and Buyens: Explaining D

Chair: Chris Brewster, Henley Management College

Learning across national boundaries: Evidence of convergence in HRM practices | Chris Brewster, Henley Management College; Wolfgang Mayrhofer, Vienna U. of Economics and Business Administration; Michael J. Morley, U. of Limerick

Explaining differences in HR practices among countries: Legislativel or cultural determinants | Koen Dewettinck, Ghent U.; Dirk Buyens, Vlerick Leuven Gent Management School

Converging HR management: A comparison between Estonian and Finnish HR strategies and practices | Sinikka Vanhala, Helsinki School of Economics; Ruth Alas, Estonian Business School

Human resource management in the south eastern mediterranean corner of Europe | Irene I. Nikandrou, Athens U. of Economics and Business; Eleni Stavrou, U. of Cyprus; Nancy Papalexandris, Athens U. of Economics and Business

A Comparative study of HR Managers’ Influence On The Link Between TheCorporate Strategy and HRM | Cavide Uyargil, Istanbul U.; Lale Tuzuner, Istanbul U.


**Expatriate Return on Investment**

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A3

Chair: Romie Frederick Littrell, Auckland U. of Technology

Acculturation Strategies as Predictors of Success in Overseas Assignments | Carmit Tadmor, U. of California, Berkeley

Expatriate Return on Investment | Yvonne M. McNulty, Monash U.; Phyllis Tharenou, U. of South Australia

Corporate Policies Motivating Expatriates to Localize in China | Jan Selmer, Hong Kong Baptist U.

What Have We Learned about Expatriate Adjustment?: Answers Accumulated from 23 Years of Research | Purnima Bhaskar-Shrinivas, Pennsylvania State U.; David A. Harrison, Pennsylvania State U.; Margaret A. Shaffer, Hong Kong Baptist U.; Dora Luk, City U., Hong Kong

Discussant: Schon L. Beechler, Columbia U.

**Institutional Reforms and International Firms**

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon C2

Chair: Lorraine Eden, Texas A&M U.


Institutional Reforms: Characteristics and Survival of Foreign Subsidiaries in Emerging Economies | Chris(Changwha) Chung, U. Western Ontario

Privatizing Firms and Residual State Influence on Financial Performance | Paul M. Vaaler, Tufts U.; Burkhard N Schrage, Singapore Management U.


Discussant: Timothy M Devinney, Australian Graduate School of Management
Session Details – Wednesday

### 1148 JS: (IM, HR, OB) Expatriate Management: New Directions and Pertinent Issues
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 6
Chair: Soo Min Toh, U. of Toronto
Examining Repatriation Success from a Careers Perspective | Maria L. Kraimer, U. of Illinois, Chicago; Margaret A. Shaffer, Hong Kong Baptist U.
The Influence of Salience of Expatriates on the Reactions of Host Country Nationals | Soo Min Toh, U. of Toronto; Angelo S. DeNisi, Texas A&M U.; Arup Varma, Loyola U., Chicago; Paul R. Sparrow, U. of Manchester
Global Leadership Development Through Expatriate Assignments and Other International Experience | Paula M. Caligiuri, Rutgers U.
Authors: Margaret A. Shaffer, Hong Kong Baptist U.; Angelo S. DeNisi, Texas A&M U.; Arup Varma, Loyola U., Chicago; Paul R. Sparrow, U. of Manchester
Presenters: Maria L. Kraimer, U. of Illinois, Chicago; Soo Min Toh, U. of Toronto; Angelika Zimmermann, Sheffield U.; Paula M. Caligiuri, Rutgers U.
Discussant: Angelo S. DeNisi, Texas A&M U.

### 1149 (MED): (Paper Session) - (MED) Learning and Assessment Strategies in the Classroom
10:40am - 12:00pm Ritz Carlton: Union Terrace A
Chair: Steven J. Maranville, U. of Houston, Downtown
Increasing Student Engagement in Large Lecture Courses: An Empirical Investigation | Stephanie Lynn Mather, U. of Wisconsin, Milwaukee; Janice S. Miller, U. of Wisconsin, Milwaukee
Learning from the Trenches: A Case Study in Learning Qualitative Research through Role-Playing | Jill Ann Brown, U. of Georgia; Yi Cai, U. of Georgia; Ellen Day, U. of Georgia
Using Self-Generated Cases from Students’ Experiences: Design, Results, and Suggestions for Use | Ken Weidner, Saint Joseph’s U.
Discussants: Joann Krauss Williams, Jacksonville State U.; Paul R Lyons, Frostburg State U.

### 1150 (MSR) Developing Publishable Research Submissions in Management, Spirituality and Religion
10:40am - 12:00pm Fairmont: Gold
New Paper Title Goes Here. | Participants: Yochanan H. Altman, London Metropolitan U.; Gerald Biberman, U. of Scranton; Sandra King-Kauanui, California State Polytechnic U., Pomona; JudiNeal, Association for Spirit at Work; Lee Perry Robbins, Golden Gate U.

### 1151: (Paper Session) - (OB) Charismatic Leadership: From Your TV Screen to the Governor’s Office
10:40am - 12:00pm New Orleans Marriott: Balcony L M N
Facilitator: James G. Hunt, Texas Tech U.
Lifting Followers to Extraordinary Heights: The Role of Personal Values in Charismatic Leadership | John J. Sosik, Pennsylvania State U., Great Valley
Where There’s Smoke, Is There Fire? Crisis and Charisma in the California Recall Election | Michelle C. Bligh, Claremont Graduate U.; Jeffrey C. Kohles, California State U., San Marcos; Rajnandini Pillai, California State U., San Marcos
A Qualitative Analysis of Charismatic Leadership in Teams: The Case of Television Directors | Susan Elaine Murphy, Claremont McKenna College; Ellen Ensher, Loyola Marymount U.
Linking Leader Skills, Follower Attitude, and Context via an Integrated Charismatic Leadership Model | Kevin Groves, U. of California, Los Angeles

### 1152: (Paper Session) - (OB) Managing the Work-Family Interface
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Gayle Baugh, U. of West Florida
The Dynamic Spillover of Satisfaction between Work and Marriage: The Role of Time, Mood & Neuroticism | Daniel Heller, U. of Waterloo
Effects of Work-Home Interference on Task Performance and Organizational Citizenship Behaviour | T. Alexandra Beauregard, U. of Surrey
The Development and Validation of Perceived Work and Family Demand Scales | Scott L. Boyar, U. of South Alabama; Jon C. Carr, U. of Southern Mississippi; Don C. Mosley, Jr., U. of South Alabama; Charles M. Carson, Samford U.
Impact of Work Flexibility on the Relationship Between Work Family Conflict and Intention to Quit | Stacey Porter, Illinois Institute of Technology; Raya Ayman, Illinois Institute of Technology

### 1153: (Paper Session) - (OB) New Conceptualizations of Organizational Citizenship Behavior
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Jon M. Werner, U. of Wisconsin, Whitewater
A Reconceptualization of the Organizational Citizenship Construct | David L. Turnipseed, Indiana U./Purdue U., Fort Wayne
OCB as a Handicap: An Evolutionary Psychological Perspective | Sabrina Deutsch Salamon, York U.; Yuval Deutsch, York U.
Beneficiaries of Individual Citizenship Performance: A Multilevel Perspective | Thomas D. Fletcher, Old Dominion U.
A Motivational Model of Organizational Citizenship Behavior | Ling Yuan, U. of Illinois, Chicago

### 1154: (Paper Session) - (OB) Group Decision Making: New Theory and Findings
10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 7
Facilitator: Anita D. Bhappu, Southern Methodist U.
The Effect of Having a Shared Mental Model of the Task on Group Decision Making Performance | Wendy Paula Van Ginkel, Erasmus U. Rotterdam
The Pendulum: An Emergent Theory of Group Decision Making

By Henry Moon, Emory U.; Holly S. Slay, U. of Maryland

Motivated Information Processing and Group Decision Making: Effects of Process Accountability

By Lotte Scholten, U. of Amsterdam; Daan van Knippenberg, Erasmus U. Rotterdam; Bernard Nijstad, U. of Amsterdam; Carsten DeDreu, U. of Amsterdam

1155: (Paper Session) - (OCIS) What Technology Should I Use: When, Where and Why?

By Mark Keil, Georgia State U.

The Effects of Computer Versus Person-Mediated Feedback on Perceptions of Accuracy and Performance

By G. Stoney Alder, U. of Nevada, Las Vegas; Maureen L. Ambrose, U. of Central Florida

The Media Toolbox: Combining Media in Organizational Communication

By Stephanie L Woerner, Massachusetts Institute of Technology; Wanda J. Orlowski, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology

The Role of Technology in Home-Based Telecommuting: An Empirical Investigation

By Ellen Baker, U. of Technology, Sydney; Gayle Avery, Macquarie U.; John Dudley Crawford, U. of Technology, Sydney

Discussant: Peter H. Gray, U. of Pittsburgh

1156: (Paper Session) - (ODC) Developing Organizational Capability in Renewal and Downsizing

By Param Srikantia, Baldwin Wallace College

The Case of the Disappearing Firms: Empirical Evidence and Implications

By Charles I Stubbart, Southern Illinois U., Carbondale; Michael B Knight, Southern Illinois U., Carbondale

Organizational Renewal: Penrosian Approach To Dynamic Capabilities And Absorptive Capacity Research

By Desmond W Ng, Texas A&M / U. of Alberta

Exploring the Ripple Effect of Organizational Layoffs: An Embeddedness Perspective

By Bindu Arya, U. of Texas, Dallas; Zhiang Lin, U. of Texas, Dallas

Downsizing Exemplars: Finding Guidelines in a Success Story

By Paul Nutt, Ohio State U.; Michael J. Hogan, Ohio Department of Mental Health

Discussant: Sylvia Flatt, U. of San Francisco

1157: (Paper Session) - (OMT) Creating and Building Knowledge

By Lisa Dragoni, U. of Maryland

Imitating to Build Organizational Capability: A Dynamic View of Learning by Doing

By J. Bradley Morrison, Massachusetts Institute of Technology

Knowledge Sharing and Team Performance in Challenging Organizational Environments

By Martine R. Haas, Cornell U.

Niches and Network Structure: Inventor Performance in an Intrafirm Technology Space

By Jerry W. Kim, Harvard U.

Knowledge Creation in Global Networks

By Marie Louise Mors, INSEAD

Discussant: Martin Schulz, U. of British Columbia

1158: (OMT) You Can’t Study That!: Research on Socially Disapproved Organizational Behaviors

By Amy Wrezesnewski, New York U.; Michel J. Anteby, New York U.

Your Aerospace Factory Also Produces Fireplace Mantels?

By Michel J. Anteby, New York U.

Intimate Relations with the Bathhouse: Investigating Core-Stigmatized Organizations

By Gerardo A. Okhuysen, U. of Utah; Bryant A. Hudson, Louisiana State U.

Challenges and Strategies Associated with Organizational Misconduct: Studying Deceptive Sales Practice

By Tammy MacLean, Suffolk U.

Presenters: Gerardo A. Okhuysen, U. of Utah; Bryant A. Hudson, Louisiana State U.; Tammy MacLean, Suffolk U.; Michel J. Anteby, New York U.

Discussant: Sandra L. Robinson, U. of British Columbia

1159: (Paper Session) - (PNP) Defining the Sectors: Similarities and Differences

By Myleen Leary, California Polytechnic State U., San Luis Obispo

New Venture Creation in the Nonprofit and For-Profit Sectors

By Richard Twu, Indiana U., Bloomington

Institutional Effects and Organizational Form: Accounting for Organizational Mix in Social Services

By David Sommerfeld, U. of Michigan, Ann Arbor; David J. Tucker, U. of Michigan

Examining the Landscape of Indiana's Nonprofit Sector: Does What You Know Depend on Where You Look?

By Kirsten Grenbjer, Indiana U., Bloomington; Richard M. Clerkin, Indiana U., Bloomington

Discussant: Phyllis R. Okreplie, U. of Maryland

1160: (Paper Session) - (RM) Bibliometrics, Networks, and Innovation Scale Development

By Fred Switzer, Clemson U.

Identifying Streams Within a Scientific Discourse: A Bibliometric Approach with Cluster Analysis

By Juha T. Mattsson, Helsinki U. of Technology

The Need for Robust Network Analysis Techniques for Studies of Multiplex Business Interactions

By Charles Carroll, U. of Groningen

Disruptiveness of Innovations: Measurement and an Assessment of Reliability and Validity

By Vijay Govindarajan, Amos Tuck School of Business at Dartmouth College; Praveen Kopalle, Amos Tuck School of Business at Dartmouth College

Session Details – Wednesday

1161 : (Paper Session) - (SIM) Corporate Responses to Crises and Violent Conflicts
10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon B
Chair: William E Martello, St. Edwards U.
The Resolution of Violent Conflict: A Role for the Private Sector? | Stephen Ladek, American U.; Kathleen A. Getz, American U.
Towards a Stakeholder Theory of Crisis Management | Murat Alpaslan, U. of Southern California; Ian Mitroff, U. of Southern California
Discussants: Franklin Hond, Vrije U.; John F. Mahon, U. of Maine

1162 : (Paper Session) - (SIT) Ecological and Evolutionary Perspectives
10:40am - 12:00pm Ritz Carlton: Acadia
Facilitator: Mike Provance, U. of Maryland
PNP: Ecological Competition among Organizational Forms in a Market for Youth Services | Joseph J. Galaskiewicz, U. of Arizona; Beth Duckles, U. of Arizona; Olga Mayorova, U. of Arizona; Matthew Green, U. of Arizona; Stephen Corral, U. of Arizona
GDO: Organizational Mortality and Immigrant Owned Organizations | eileen kwesiga, U. of Texas, Arlington
• BPS: The Causes of Survival: Exploring Exploration and Exploitation | Bob Phelps, Cranfield U.; Carmel De Nahlik, Cranfield U.
• ODC: Organizational Adjustment and the Individual: A Study of Commitment and Adaptation in Kibbutzim | Benson Honig, Wilfrid Laurier U.

1163 : (Paper Session) - (TIM) Dynamic Capabilities
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon C3
Dynamic Capabilities for Radical Innovation: A Systems Approach | Gina O’Connor, Rensselaer Polytechnic Institute
• Towards a Conceptual Model of Technology Transfer Capabilities of Listening Posts | Oliver Gassmann, U. of St. Gallen; Berislav Gaso, St. Gallen U., Harvard U.
• Dynamic Capabilities in Entrepreneurial Firms: Innovation, Learning and Growth | Oswald Jones, Manchester Metropolitan U.
• Exploring the Everyday Dynamics of Dynamic Capabilities | Deborah J. Dougherty, Rutgers U.; Helena Barnard, Rutgers U.; Danielle D Dunne, Rutgers U.
Discussant: Atul Nerkar, Columbia U.

1164 : (Paper Session) - (TIM) The Exploration-Exploitation Dilemma
10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon D3
Chair: Anu Wadhwa, U. of Washington
Focus vs. Locus: The Effects of Exploration and Exploitation on New Product Development Performances | Sangchan Park, Cornell U.; Dongyoub Shin, Yonsei U.
Explorative and Exploitative Learning from External Corporate Ventures | Henri Schilt, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology; Thomas Keil, York U.
• Mitigating the Tradeoff between Time-to-Market and Manufacturing Performance | Nile W. Hatch, Brigham Young U.; Jeffrey Macher, Georgetown U.
Discussant: Sai Krishna Yadavaram, Amos Tuck School of Business at Dartmouth College

Wednesday 12:15PM

1165 : (Paper Session) - (ODC) Insights into Organizational Transformation and Change
12:15pm - 2:10pm Sheraton New Orleans Hotel: Napoleon A2
Chair: Tjai M. Nielsen, George Washington U.
• More Clues to the "Code Of Change" – A Hybrid Theory of Organizational Transformation | Barry Sugarman, Society for Organizational Learning
• Managing Change Across Cultural Boundaries | Stacie Furst, Louisiana State U.; Yun-Chen Tsai, Louisiana State U.
• When is Appreciative Inquiry Transformational? An Analysis of Published Cases | Gervase Bushe, Simon Fraser U.; Aniq Khamisa, U. Toronto
• A Comparative Analysis of Change: The Electricity Industries in New Zealand and The Gambia | Thomas Forster, Industry New Zealand; Suchi Mouldy, U. of Auckland
Change on the Frontlines: a Bottom-Up Perspective and Framework | Manoj Nakra, Case Western Reserve U.
Discussant: Jared Roth, Pepperdine U.

Wednesday 12:20PM

1166 : (Paper Session) - (BPS) Competitive Dynamics and Multipoint Competition
12:20pm - 2:10pm Sheraton New Orleans Hotel: Salon 817/821 (combined)
Chair: Don Antunes, U. of Warwick
• Competition and the Defense Industrial Base: A Case Study of Lockheed-Martin and the F/A-22 Raptor | David R. King, United States Air Force; John Driessnack, Not Specified
• Multimarket Contact, Strategic Actions and Firm-Level Performance | Stan X. Li, U. of Alberta; You-Ta Chuang, York U.
• Multimarket Contact and Entry. Empirical Evidence from the Banking Industry | Maria Eugenia Delfino, IAE - Escuela de Dirección y Negocios - U.Austral
• Competitive dynamics and strategic group effects: A cross-industry study | Zied Guedri, E.M.LYON; Jean McGuire, Concordia U.
A Dynamic Model of Inter-Firm Competitive Strategy | Duncan Robertson, Oxford U.
Discussant: Walter J. Ferrier, U. of Kentucky
1167: (Paper Session) - (IM) Behavioural Perspectives on International Joint Ventures and Alliances
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon A3
Chair: Dirk Matten, U. of Nottingham / ICSR
Trust In Subordinates and Work Values: A Study of Chinese Managers in International Joint Ventures | Karen Yuan Wang, U. of Technology, Sydney; Liz Fulop, Griffith U.
→ Enterprise Trust and Commitment in International Joint Ventures | David Weir, Ceram Sophia Antipolis
Organizational identity and learning in the joint venture | Xi Zou, Chinese U. of Hong Kong
→ The Influence of Power, Learning and Conflict on the Internalization of International Joint Ventures | Kevin Steensma, U. of Washington; Jeffrey Barden, Duke U.; Charles Dhanaraj, Indiana U.; Marjorie A. Lyles, Indiana U., Indianapolis
→ Cultural Identities, Sensemaking, and Issue Interpretation: A case study of alliance integration | Lin Lerpend, Stockholm School of Economics; Lena Zander, Stockholm School of Economics

1168: (Paper Session) - (IM) Institutional Environments and Cross-border Learning
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon C2
Chair: Ayse Saka, U. of Mugla
→ Knowledge, Institutions, and the Internationalization of the U.S. Venture Capital Industry | Isin Guler, Boston U.; Mauro F. Guillen, U. of Pennsylvania
Actual and Ideal Cross-Institutional Managerial Practices within a European Multinational Company | Leonardo Liberman-Yaconi, Queensland U. of Technology
→ Institutional Environment Similarity and Multinationality Advantage in Banking | Mehmet Erdem Genc, U. of Minnesota; Xavier Castañer, HEC (Paris)
→ Recognizing Liabilities of Foreignness: Knowledge, Reputation and Investment Attractiveness | Naomi A. Gardberg, Baruch College, CUNY; William Newburry, Rutgers U.
→ Does Knowledge Spill to Leaders or Laggards? The Industry Heterogeneity in Learning by Exporting | Robert Salomon, U. of Southern California; Byungchae Jin, U. of Southern California

1169: SHCS: (MH, CMS, OMT) Management and Organizational History: The Future of the Past
12:20pm - 2:10pm Ritz Carlton: La Salle
Coordinator: Michael Rowlinson, Queen Mary, U. of London

1170: (OB) Helping Behavior and Knowledge Work: Turning Research into Action
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Mary S. Logan, London School of Economics and Political Science
→ The Role of Organizational Silence on Employees’ Trust and Attitudes in a Post Merger-Stage | Maria Yakola, Athens U. of Economics and Business; Ioannis Nikolau, Athens U. of Economics and Business; Dimitris Bourentas, Athens U. of Economics and Business
→ Merger Integration Improvement & Transformational Leadership: A Field Study | Louise Anne Nemanich, U. of Houston; Robert T Keller, U. of Houston
→ Trust Dynamics in Mergers and Acquisitions: A Case Survey | Günter K. Stahl, INSEAD; Ina Kremershof, Giessen U.; Rikard Larsson, Lund U.
→ Negotiating Social Order During Post-Acquisition Integration Processes | Corinne Bendersky, U. of California, Los Angeles

1171: (Paper Session) - (OB) Maximizing Individual and Organizational Outcomes Following a Merger
12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon C
Facilitator: Mary S. Logan, London School of Economics and Political Science
→ The Role of Organizational Silence on Employees’ Trust and Attitudes in a Post Merger-Stage | Maria Yakola, Athens U. of Economics and Business; Ioannis Nikolau, Athens U. of Economics and Business; Dimitris Bourentas, Athens U. of Economics and Business
→ Merger Integration Improvement & Transformational Leadership: A Field Study | Louise Anne Nemanich, U. of Houston; Robert T Keller, U. of Houston
→ Trust Dynamics in Mergers and Acquisitions: A Case Survey | Günter K. Stahl, INSEAD; Ina Kremershof, Giessen U.; Rikard Larsson, Lund U.
→ Negotiating Social Order During Post-Acquisition Integration Processes | Corinne Bendersky, U. of California, Los Angeles

1172: (Paper Session) - (OB) The Effects of LMX on Social Capital, Attitudes, and Performance
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 2
Facilitator: Ronald J. Burke, York U.
LMX, Individual Contributions to Organizational Social Capital, and Work-Related Outcomes | Melvin L. Smith, Case Western Reserve U.
→ Examining Boundary Conditions of LMX-Satisfaction Relationship: Person-Job Fit and Management Style | Berrin Erdogan, Portland State U.; Talya N. Bauer, Portland State U.
→ LMX and Social Network Analysis | Vicki L. Goodwin, U. of North Texas; J. Lee Whittington, U. of Dallas; Matthew Bowler, U. of North Texas
→ Links Between Leader-Member Exchange and Job Performance Tested at Multiple Levels of Analysis | Nadia Nufer, U. of Queensland; John Gardner, U. of Queensland
Session Details – Wednesday

1173: (Paper Session) - (OB) Identifying and Managing Team and Role Boundaries
12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 7
Facilitator: Paul W. Mulvey, North Carolina State U.
When to Draw the Line: Effects of Identity and Role Boundary Management on Interrole Conflict | Tracy L. Dumas, George Washington U.
$\Rightarrow$ Antecedents and Consequences of Team Boundary Disagreement $\Rightarrow$ Mark Mortensen, McGill U.
Winner of OB Division Best Dissertation-Based Paper Award Network Ties as Regulators of Team Member Effort | David Lazer, Harvard U.; Nancy Katz, Harvard U.

1174: (Paper Session) - (TIM) The Benefits and Dangers of User-Driven Innovation
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon C3
Chair: Emery Yao, U. of Kentucky
Is Market Orientation Bad for Innovation? An Empirical Study in the Fine Fashion Industry | Paola Cillo, Bocconi U.; Luigi De Luca, Bocconi U.; David Mazursky, Hebrew U.; Gabriele Troilo, Bocconi U.
$\Rightarrow$ Customer-Led or Successful? The Effect of User Involvement in the Development of Really New Products | Eytan Lasry, U. of Toronto; John Callahan, Carleton U.
$\Rightarrow$ Disruptive Technology Reconsidered: A Critique and Research Agenda | Erwin Danneels, Worcester Polytechnic Institute
$\Rightarrow$ Organizing Consumer Innovation: Innovative Consumer Communities as a New Organizational Form | Måns Jerker Molin, Copenhagen Business School; Lars Bo Jeppesen, Copenhagen Business School
Discussant: Ron Adner, INSEAD

1175: (TIM) From Imitation to Innovation: Symposium in the memory of the late Linsu Kim
12:20pm - 2:10pm Sheraton New Orleans Hotel: Napoleon D3
Showcase symposium of Association of Korean Management Scholars (AKMS) and Korea Academy of Management
Firm Growth and Evolution | James M Utterback, MIT; Elizabeth Garney, U. Cambridge
Critical role structures in technological innovation process in Korea: A contingency approach | Youngbae Kim, KAIST; Dukssup Shim, KAIST
Knowledge ecology: Corporate entrepreneurial activities and knowledge creation | Phillip C. Anderson, INSEAD; Jay (Ji-Yub) Kim, U. of Southern California; Gyewan Moon, Kyungpook U.
$\Rightarrow$ The role of business groups in technological innovation | Seajin Chang, Korea U.
Developing Asian Innovation Systems in a Globally Connected World | Dieter Ernst, East West Center

Wednesday 12:30PM

1176: (PNP) In Extremis Leadership
12:30pm - 2:10pm Fairmont: Creole
Defining In Extremis Leadership | Thomas A. Kolditz, U.S. Military Academy; Stephen G. Ruth, U.S. Military Academy; Bernard B. Banks, U.S. Military Academy
Psychological and Physical Resilience in Extremis Conditions | Laura Riolli, California State U., Sacramento
Trust in Combat | Patrick J. Sweeney, U. of North Carolina, Chapel Hill
Authors: Stephen G. Ruth, U.S. Military Academy; Patrick R. Michaelis, U.S. Military Academy; Victor Savicki, Western Oregon U.; Bernard B. Banks, U.S. Military Academy
Presenters: Thomas A. Kolditz, U.S. Military Academy; Laura Riolli, California State U., Sacramento; Patrick J. Sweeney, U. of North Carolina, Chapel Hill; Todd Woodruff, U.S. Military Academy

Wednesday 1:00PM

1177: (Paper Session) - (MSR) Religion in the Workplace: Opiating or Optimizing?
1:30pm - 2:10pm Fairmont: Gold
Historical and Resource Perspectives on Work: Implications for Spiritually Meaningful Work | Lowell Busenitz, U. of Oklahoma
Religion in the Workplace: Correlates and Potential Consequences | Nancy E. Day, U. of Missouri, Kansas City
Discussant: Domènec Melé, U. Navarra

Wednesday 2:30PM

1178: (Paper Session) - (IM) Expanding Abroad: Research on the Internationalization Process
2:30pm - 4:00pm Sheraton New Orleans Hotel: Napoleon A3
Chair: Bernard M. Wolf, York U.
$\Rightarrow$ Institutional Environment Effects on Resource-Based Entry Mode Choice | Keith D. Brouthers, Salisbury U./Temple U.; Lance Brouthers, U. of Texas, El Paso; George Nakos, Clayton College and State U.
$\Rightarrow$ The Non-Sequential Internationalization Process | Alvaro Cuervo-Cazurra, U. of Minnesota
$\Rightarrow$ Timing and Performance of Post-entry foreign subsidiaries $\Rightarrow$ Ruihua Joy Jiang, Lehigh U.; Paul Beamish, U. of Western Ontario
$\Rightarrow$ Decision-Making and Market Orientation in the Internationalization Process of SMEs | Simon Collinson, U. of Warwick; John Houlden, Deloitte, UK
1179: (MSR) Reconciliation of Human Well-Being with Productivity and Profits
2:30pm - 5:00pm Fairmont: Gold
New Paper Title Goes Here. |
Introduction: Lee Perry Robbins, Golden Gate U.
Presenter: Robert Ouimet, Ouimet-Cordon Bleu, Inc.

1180: (Paper Session) - (TIM) Open Source Development
2:30pm - 5:00pm Sheraton New Orleans Hotel: Napoleon D3
Chair: Tunji Adegbesan, U. of Navarra
The Nature of Participation & Coordination in Open Source Software Development Communities | Sonali Shah, U. of Illinois, Urbana-Champaign
Coordinating through Dominant Knowledge: Evidence from Open Source Software Development | Petra Kugler, U. of St. Gallen
Discussant: Deepak Somaya, U. of Maryland