

Welcome to the 2004 AOM Annual Meeting in New Orleans

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

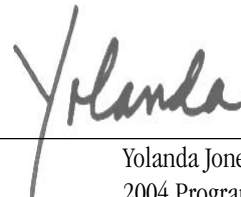
"Truth in our ideas means their power to work." ~William James

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.



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

All 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 the 112th 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.

*Session 379: (AA) Academy of Management
Convocation/Distinguished Executive Speaker
Sunday, 5:00pm – 7:00 pm
Sheraton New Orleans: Napoleon Exposition Hall*

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.

Academy Program Highlights

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, Barkema 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, 8:30am-10:20 am,

New Orleans Marriott: La Galleries 3

Session 624: (AA) Why Isn't Most Organizational Research Actionable?

Monday, 2:30 pm-3:50 pm, Ritz Carlton: Salon 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 696: (AA) Personal Transformation: Leveraging Self-Knowledge into Effective Action

Monday, 4:10pm-5:20pm, Fairmont: Explorers

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-10:20am, 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, 2:30pm-3:50pm, 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.

Academy Program Highlights

Speaker: Mary Jo Hatch; U. of Virginia

Speaker: Gail Whiteman; Erasmus U.

Organizer: Chris Poulson; California State Polytechnic U., Pomona

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

Session 1020: (CAR) 2003 Hughes Award Winner:

Lotte Bailyn

Tuesday, 4:10 pm – 5:20 pm

New Orleans Marriott: La Galeries 1

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

Marriott: Preservation Hall Studio 4

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

Academy Program Highlights

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.

In this Show Program Session, four papers are presented: (1) The Multiple Sources of Autonomy As A Start-up Motive by Marco van Gelderen and Paul G.W. Jansen, (2) Cognitions and Behaviours of Successful Nascent Entrepreneurs: A Three-Year Panel Study by J. Robert Baum, (3) Strategic Cognitions of the Entrepreneur and Planning Formality in Nascent Firms: An Empirical Study by Matthew Ford, Charles Matthews, and Milisa Baucus, and (4) Properties of Emerging Organizations: An Empirical Test by Candida Brush, Linda Edelman, and Tatiana Manolova.

*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 IJK*

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.

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 organized 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.

Academy Program Highlights

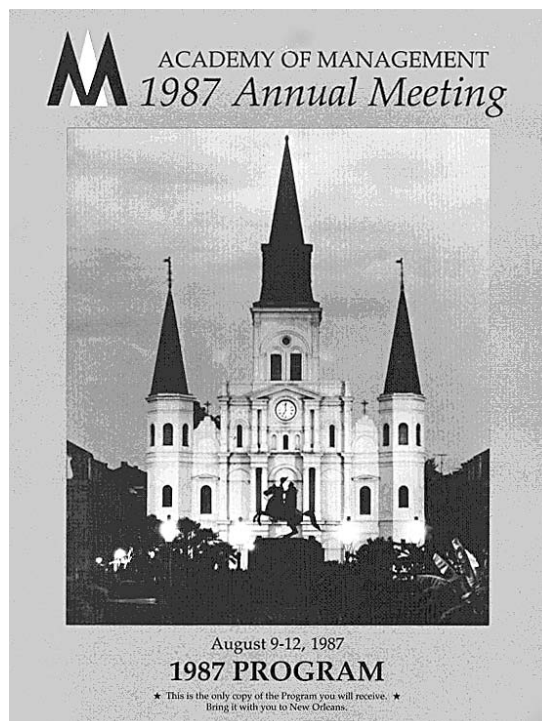
*Session 1060: (OCIS) Keynote Address: How OCIS Research Has and Will Contribute to Management Research
Tuesday, 4:10 pm -5:20 pm
Marriott New Orleans: Preservation Hall Studio 9*

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*



AOM printed program from the Annual Meeting held in New Orleans in 1987. Courtesy of Art Bedeian, Louisiana State U.

Special Thanks

We would like to express a special measure 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
A professor at Penn State
Talking about action research
Solving problems that can't wait*

*His scope went way beyond us
Friends came from far and wide
Sharing worldly efforts
To pull against the tide*

*Could make things shake and move
Rupe could bring on frustration
With processes that he used
Strategy took some organizing
No one really wants to do*

*Have some decency reign
It was this optimistic streak
And his patience with us all
That marked him as a special one
Someone that shouldn't fall*

*I'd like to help he said
I think I bring some skills
Let's figure out a strategy
Academia working on steely mills*

*Always there were projects
And people he helped along
If you were progressive activist
In Rupe's book you could do no
wrong*

*So he'd stand up front
With that southern lilt
And urge us to pay attention
To these needed drills*

*For whatever reason
Beyond what I can understand
We will have to go on without him
Losing his guiding hand*

*That's how I got to know him
Ten years or more ago
Looking for answers that would allow
Industrial communities to re-grow*

*He believed in thinking
He believed in getting facts
He believed in doing something
Not sitting on your a....*

*He was a really smart man
With simple wants and goals
Just a better world for everyone
Basically the golden rule*

*What we have is a model
Of what each of us should do
How to live a life of purpose
That quality in all to few*

*Out came those colored markers
And flip charts to write it down
Eventually his book would come
With a chapter on our town*

*He believed in individuals
The power of what one could do
But he understood how unity of
purpose*

*He thought that if he studied people
Then used the findings to bring
change
That he could make a difference*

*So goodbye friend from all of us
We will miss your unassuming smile
You've left us with a legacy
Of hope, energy, and a useful life*

Meet the Meeting Planners

The New Orleans, Louisiana 2004 Organizing Committee

Program ChairThomas Cummings, U. of Southern California
 Program Chair-ElectKenneth Smith, U. of Maryland
 Program CoordinatorYolanda 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-ChairWilliam Galle, U. of New Orleans
 All-Academy
 Symposia Chair.....Larry E. Greiner, U. of Southern California
 Interactive Papers ChairChristopher G. Worley, Pepperdine U.
 Caucuses ChairKimberly Jaussi, Binghamton U.
 Proceedings EditorK. Mark Weaver, Rowan U.
 Director of
 Sponsorship.....Karen Whelan-Berry, Utah Valley State College
 Director of
 Exhibitor RelationsGeorge Solomon, George Washington U.
 Director of Placement ServicesMary Jo Vaughan, Mercer U.
 International
 Theme CommitteeEleanor 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 Dichiarra
 RegistrarJel Hampson

The Local Arrangements Committee

Local Arrangements Committee
 Co-Chair.....Erich Brockmann, U. of New Orleans
 Local Arrangements
 Committee Co-ChairWilliam Galle, U. of New Orleans
 Food and BeverageMichael C. Davidson, U. of New Orleans
 Audio VisualKen Walsh, U. of New Orleans
 Audio Visual AssistanceBrett Landry, U. of New Orleans
 Presidential LuncheonMichael C. Davidson, U. of New Orleans
 Student Housing.....William Galle, U. of New Orleans
 Transportation and Tours
 Website<http://www.conventionhospitalityServices.net>
 EntertainmentSteven Smith, U. of New Orleans
 Access for People with
 Disabilities/Facilitator.....Charlotte Jackson, U. of New Orleans
 Signage/DecoratorKevin Walsh, U. of New Orleans
 Signage/Decorator AssociateAnthony Patti, U. of New Orleans
 LAC Support.....Greg Elofson, U. of New Orleans
 LAC SupportRodger Griffeth, U. of New Orleans
 LAC SupportSandra Hartman, U. of New Orleans
 LAC SupportShannon Layton, U. of New Orleans

AOM Headquarters Staff

<i>Alpha Staff Roster</i>	<i>Title</i>
Dorna Anderson	Financial Assistant
Elena Bunin.....	Internet & Web Development Manager
Heather Crowe	Financial Manager
Isabel Dichiarra	Registration, Member Services Specialist
Taryn Fiore	Meeting 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

<i>Divisions</i>	<i>Program Chairs</i>	<i>Professional Development Workshop Chairs</i>
Academy Arts	Chris Poulson, Cal. State Polytechnic U.	
Business Policy & Strategy	Jim Westphal, U. of Texas at Austin	Anita McGahan, Boston U.
Careers	Kerr Inkson, Massey U., Albany	Leisa Sargent, U. of Melbourne
Conflict Management	Catherine Tinsley, Georgetown U.	Michele Gelfand, U. of Maryland
Critical Management Studies	Stephen J. Jaros, Southern U.	Rosemary Batt, Cornell U.
Entrepreneurship	Timothy Stearns, California State U., Fresno	Shaker Zahra, Babson College
Gender & Diversity in Organizations	Martin N. Davidson, U. of Virginia	Myrtle P. Bell, U. of Texas, Arlington
Health Care Management	Ruth A. Anderson, Duke U.	Jane Banaszak-Holl, U. of Michigan
Human Resources	K. Michele Kacmar, Florida State U.	Joe Martocchio, U. of Illinois
International Management	D. Eleanor Westney, Massachusetts Institute of Technology	Ravi Ramamurti, Northeastern U.
Management Consulting	Andreas Werr, Stockholm School of Economics	James M. Hunt, Babson College
Management Education & Development	Steven J. Armstrong, U. of Hull	J. Ben Arbaugh, U. of Wisconsin, Oshkosh
Management History	Franz Lohrke, U. of Alabama	Julia Teahen, Baker College
Management, Spirituality & Religion	David C. Trott, St. Edwards U.	Robert Giacalone, U. of North Carolina, Charlotte
Managerial & Organizational Cognition	Mary J. Waller, Tulane U.	Stephen Mezas, New York U.
Operations Management	Rebecca Duray, U. of Colorado at Colorado Springs	G. Keong Leong, U. of Nevada, Las Vegas
Organization & Management Theory	Pamela Haunschild, U. of Texas at Austin	Gerald Davis, U. of Michigan
Organization Development & Change	George Roth, Massachusetts Institute of Technology	Ram Tenkasi, Benedictine U.
Organizational Behavior	Anne M. O'Leary-Kelly, U. of Arkansas	Mary Waller, Tulane U.
Organizational Communication & Information Systems	Ann Majchrzak, U. of Southern California	Pamela Hinds, Stanford U.
Organizations & the Natural Environment	Mark Cordano, Ithaca College	Lynne Andersson, Temple U.
Public & Non-profit Division	Matthew Liao-Troth, Western Washington U.	David H. Coursey, Florida State U.
Research Methods	Anshuman Prasad, U. of New Haven	Gordon W. Cheung, Chinese U. of Hong Kong
Social Issues in Management	Kathleen Rehbein, Marquette U.	Duane Windsor, Rice U.
Technology & Innovation Management	Gautam Ahuja, U. of Michigan	Christopher L. Tucci, Swiss Federal Institute of Technology



64th Annual Meeting of the Academy of Management

August 6-11, 2004 • New Orleans, Louisiana

Professional Development Workshops: August 6-8
Refereed Scholarly Program: August 8-11

Creating Actionable Knowledge

IMPORTANT DATES

- JULY 7, 2004** Deadline to reserve your room with the Housing Bureau
JULY 23, 2004 Deadline to register in advance at the early registration rate
JULY 28, 2004 Deadline to cancel your registration with Academy of Management
 (See housing section for hotel cancellation policy)

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

64th Annual Meeting of the Academy of Management

August 6-11, 2004 • New Orleans, Louisiana



HOUSING INFORMATION AND INSTRUCTIONS

DEADLINE: JULY 7, 2004

Reservations must be made with the AOM NEW ORLEANS HOUSING BUREAU by July 7, 2004

to benefit from the reduced room rates. After July 7, 2004, you may continue to make reservations on-line, faxing completed forms to the AOM New Orleans Housing Bureau, until July 12, 2004 however the reduced rates and hotel availability cannot be guaranteed.

Visit <http://meetings.aomonline.org/2004/> to make your housing reservations on-line, 24 hours a day, 7 days a week or follow the instructions below and complete the 2004 AOM ANNUAL MEETING HOUSING FORM.

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 to view the hotel map.

HOTEL NAMES AND ADDRESSES	SINGLE	DOUBLE
NEW ORLEANS MARRIOTT 555 Canal Street	\$154.00	\$164.00
SHERATON NEW ORLEANS HOTEL 500 Canal Street	\$154.00 \$184.00 Club Level	\$164.00 \$194.00 Club Level
THE FAIRMONT NEW ORLEANS, 123 Baronne Street	\$139.00	\$139.00
THE RITZ-CARLTON NEW ORLEANS, 921 Canal Street	\$169.00	\$169.00

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/>, 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

All rates listed are in U.S. Dollars. All reservations require a \$150.00 room deposit. Current room tax in New Orleans is 13% and an occupancy tax also applies.

64th Annual Meeting of the Academy of Management

August 6-11, 2004 • New Orleans, Louisiana



HOUSING INFORMATION AND INSTRUCTIONS

Continued from previous 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.

64th Annual Meeting of the Academy of Management

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2004 AOM ANNUAL MEETING HOUSING RESERVATION FORM

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) 800-424-5250 (Domestic)**.

FAX: Only fully completed forms will be accepted at the AOM New Orleans Housing Bureau at **800-521-6017 (Domestic) 847-940-2386 (International)**. 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, please book your reservation by July 7, 2004. After 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 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/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.

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

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

Non-smoking room requested

Special needs _____

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

HOTEL CHOICES

TYPE OF ACCOMMODATIONS (circle one)

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

Student Housing check here **AOM Membership ID** _____

*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) 1. _____

ROOM RATE

LOCATION

2. _____

NAME(s) OF ALL ROOM OCCUPANTS

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

3. _____

4. _____

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 immediately. 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

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

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

64th Annual Meeting of the Academy of Management

August 6-11, 2004 • New Orleans, Louisiana



REGISTRATION INFORMATION AND INSTRUCTIONS

DEADLINE: JULY 23, 2004

IF YOU REGISTER BEFORE JULY 23, 2004 YOU PAY A REDUCED REGISTRATION FEE.
PAYMENT MUST ACCOMPANY YOUR FORM.

Visit <http://meetings.aomonline.org/2004/> to register on-line using our secure site with your credit card.

Via mail: Return the completed Early Registration Form by the deadline date to the address shown on the form.

Via fax: Return the completed Early Registration Form by the deadline to: **914-923-2615**

EARLY REGISTRATION FEES ONLY APPLY TO THOSE REGISTRATIONS POSTMARKED BY JULY 23, 2004.

REGISTRATIONS RECEIVED AFTER JULY 23, 2004 WILL NOT BE ACCEPTED

AND YOU MUST REGISTER ON-SITE AND PAY THE HIGHER FEE.

MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE	NON-MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE
Member: Academic and Executive	\$150.00 USD	\$210.00 USD	Non-Member: Academic and Executive	\$265.00 USD	\$325.00 USD
Member: Student and Emeritus	\$55.00 USD	\$77.00 USD	Non-Member: Student	\$113.00 USD	\$135.00 USD

The Student registration fee does not include a coupon to attend the Tuesday Presidential Luncheon. Coupons to the Tuesday Presidential Luncheon can be purchased on-line, on the enclosed form or on-site.

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

DIVISIONS

Business Policy & Strategy (BPS)
Careers (CAR)
Conflict Management (CM)
Entrepreneurship (ENT)
Gender & Diversity in Organizations (GDO)
Health Care Management (HCM)
Human Resources (HR)
International Management (IM)

Management Education & Development (MED)
Management History (MH)
Management Consulting (MC)
Managerial & Organizational Cognition (MOC)
Operations Management (OM)
Organization & Management Theory (OMT)
Organization, Development & Change (ODC)
Organizational Behavior (OB)
Organizational Communication & Information Systems (OCIS)

Public & Nonprofit (PNP)
Research Methods (RM)
Social Issues in Management (SIM)
Technology & Innovation Management (TIM)

INTEREST GROUPS

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

PAYMENT METHODS AND INFORMATION

The Academy of Management accepts 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 us 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/>

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.

64th Annual Meeting of the Academy of Management

August 6-11, 2004 • New Orleans, Louisiana
 Professional Development Workshop: August 6-8
 Refereed Scholarly Program: August 8-11



EARLY REGISTRATION FORM

DEADLINE: JULY 23, 2004

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.

SELECTION ONE: _____ SELECTION TWO: _____

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: _____
(Print name exactly as it appears on card)

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: _____

64th Annual Meeting of the Academy of Management

August 6-11, 2004 • New Orleans, Louisiana



TRAVEL INFORMATION



ASSOCIATION TRAVEL CONCEPTS

1-800-458-9383

email: reservations@atcmeetings.com

Fax: (868) 362-3153

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.

ATC provides personalized service, advance seat assignments, special meal requests on airline flights, frequent flyer programs, electronic ticketing, E-mail access for convenient booking of your ticket, and region to region flat rates. ATC can also offer Web only fares, low fares found only on the web can be found using the ATC on-line booking engine. Go to <http://meetings.aomonline.org/2004/> and follow the meeting and travel links. Consolidator and net fares, reduce the cost of high priced tickets without a Saturday night stay.

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

United	ID#510CK	800-521-4041	Alamo	ID#307930 GR	800-732-3232
Continental	V V 4 P W F	800-468-7022	Avis	J949039	800-331-1600
Delta	DMN203134A	800-241-6760			

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. Taxicabs, 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.

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 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/

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.airportshuttleneworleans.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 muffulettas. 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.

Taxicabs

Marked cars are plentiful throughout the uptown and downtown areas of the city. From the airport, one-way fares are currently set at \$28 for up to two persons. The cost for three or more persons is \$10 per passenger. As with most taxicabs, make sure that your driver is on the meter or that you have negotiated a rate BEFORE you get rolling. Since the airport ride is a fixed rate, the meter won't be necessary.

Options to Taxis 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

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.

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.conventionhospitalityservices.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/visitorsite/visitorsite.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

http://www.neworleanscvb.com/new_site/visitor/visrequest.cfm.

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/hs.cgi?search=CAT&Category=HISTORY>, provides a pronunciation guide (e.g., Burgundy Street which parallels Bourbon Street – “bur-GUN-dee” (accent on second syllable – different from the color), a translation of directions (what is Upriver, 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 is 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

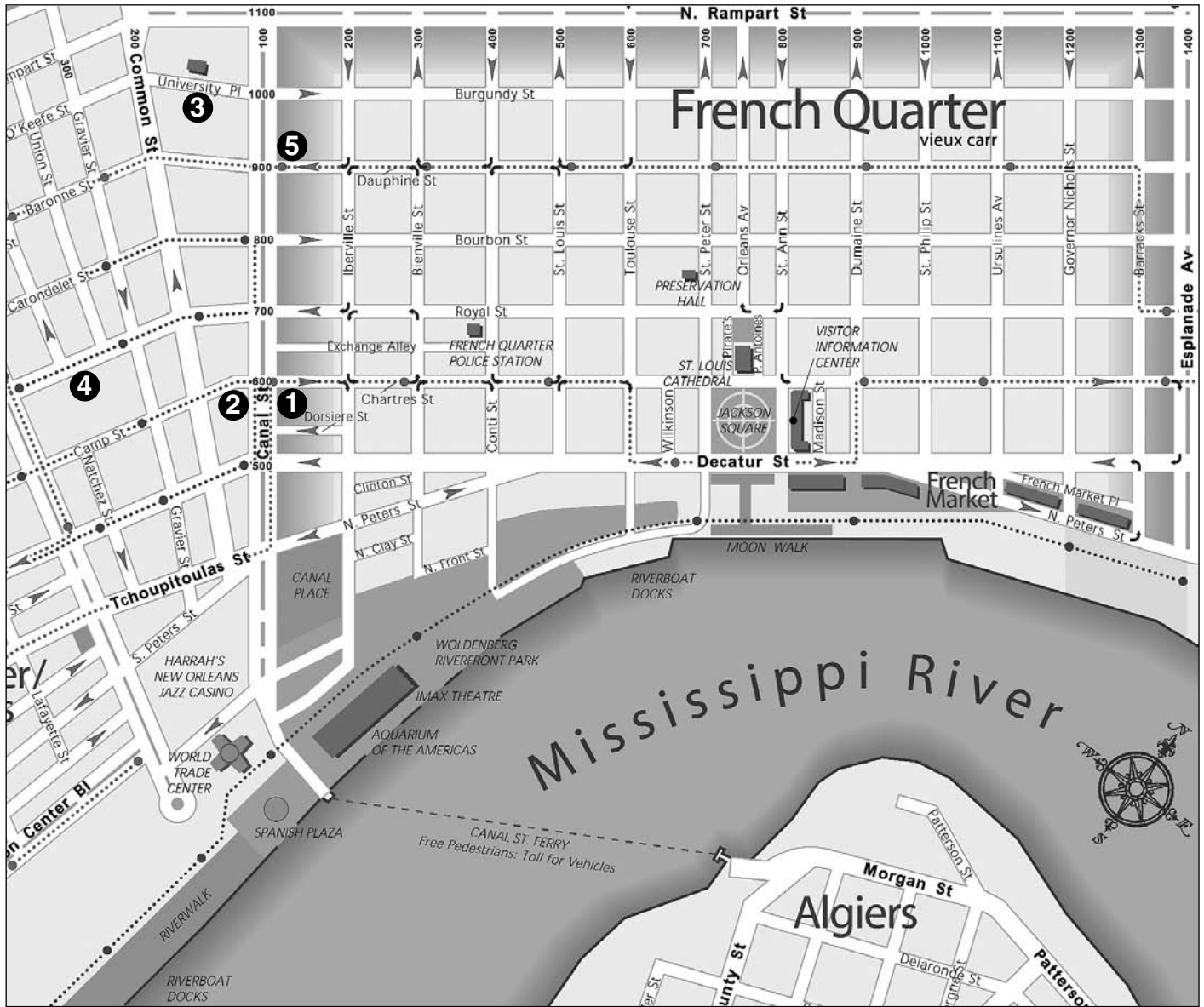
New Orleans relies on tourism as its major source of revenue. Therefore, like most such destinations, it also attracts those of lesser character. However, such people also promote the city's reputation and ambiance of being the “World's Biggest Free Party” with their actions.

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 notwithstanding), 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:	Hotel Names & Addresses
1	New Orleans Marriott, Co-headquarters 555 Canal Street
2	Sheraton New Orleans, Co-headquarters 500 Canal Street
3	The Fairmont New Orleans 123 Baronne Street
4	InterContinental Hotel, Student Only 444 St. Charles Street
5	The Ritz-Carlton New Orleans 921 Canal Street

Academy of Management 2004 Annual Meeting Sponsors

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 Dynegey, 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.

Majors are offered in accounting, economics, finance, international business, management and marketing. The largest major is international business. International business majors are required to participate in an international experience and demonstrate competency in a second language prior to graduation. The College also offers an MBA.

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-network 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 renown 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, professional 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 over 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.

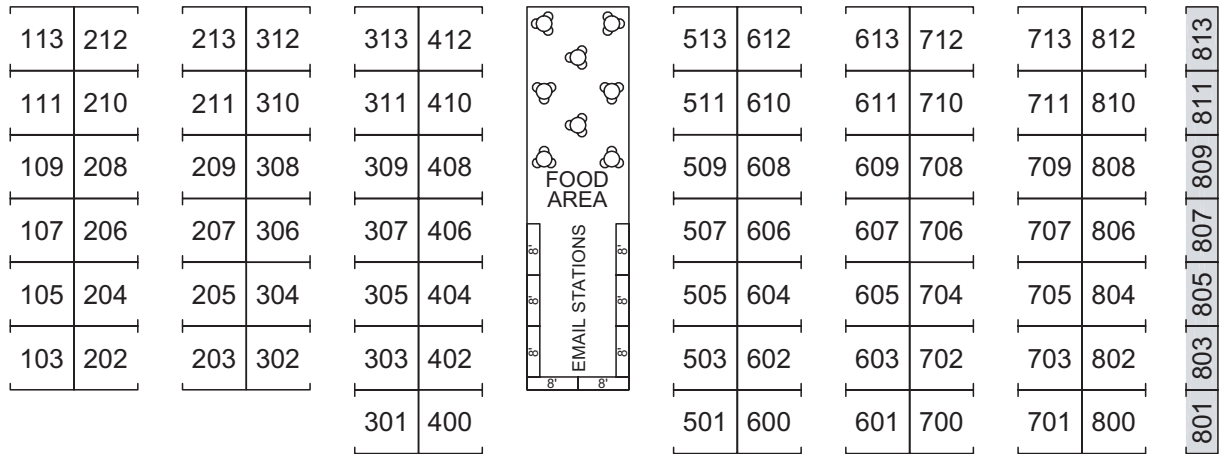
Return on Investment	<i>Stop loss</i>	<i>"Looking good"</i>	<i>A surly smile</i>
<i>Inexorable this damned cold sore whose rise coincides with his a complex acquisition in an otherwise simply bullish outlook</i>	<i>on v 1.0 and her graying areas a failed integration a conflict of interest a discontinued operation</i>	<i>be 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</i>	<i>pries off a scab fluttering down down into the fifth 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.</i>
<i>Lip service he to she "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</i>	<i>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)</i>		<i>by Christopher Michaelson, U. of Pennsylvania</i>

2004 Academy of Management Exhibitor Relations Committee

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Company	Booth Number (s)	Company	Booth Number (s)	Company	Booth Number (s)
Ashgate Publishing Company.....	313	Harvard Business School		Praeger/Greenwood Publishing Group	702
Atomic Dog Publishing.....	306	Publishing	408,410,412	Prentice Hall	706, 708, 710
Berrett-Koehler Publishers, Inc.	400, 402	Houghton Mifflin Company	203, 205	QSR International Pty Ltd.	813
Beta Gamma Sigma.....	809	Human Relations	800	QSR International Pty Ltd.	811
Blackwell Publishing	208, 210, 212	Information Age Publishing, Inc.	605	Random House, Inc.	211, 213
Business Week Magazine	307	INFORMS.....	713	ResearchTalk, Inc.....	811
California Management Review	311	Interpretive Software		Routledge.....	704
Cambridge University Press	611	Business Simulations	606	Sage Publications	802, 804, 806
Center for Creative Leadership.....	309	IP Publishing Ltd.	811	Simon & Schuster/ The Free Press.....	703
Changing Nature of Work Videos	801	Ivey Publishing	604	Society for Human	
Cornell University Press	700	Kluwer Academic Publishers.....	209	Resource Management.....	302, 304
Darden Business Publishing.....	608, 610	Kogan Page Publishers/		The Society for Organizational Learning.....	805
Davies-Black Publishing/CCP, Inc.....	308	Caslon Business Development.....	607	South-Western, a part of	
Edward Elgar Publishing.....	310, 312	Lawrence Erlbaum Associates.....	707, 709	The Thomson Corporation	301,303,305
Elsevier.....	404,406	LearningBridge/TeamHelper	807	Standard & Poor's	
Emerald	505	McGraw-Hill/Irwin.....	501, 503, 600, 602	Investment Services	601, 603
European Case Clearing House	207	The MIT Press	109	Stanford University Press	613
Ewing Marion Kauffman Foundation.....	705	M.E. Sharpe, Inc.....	206	Taylor & Francis.....	701
Exhibitor Relations/		Nanyang Business School.....	711	University of Michigan.....	811
George Washington University.....	812	Oxford University Press	111, 113	USASBE and ICSB Affiliates	810
Fulbright, Council for International		Organizational Studies	808	Wiley	103,105,107
Exchange of Scholars.....	803	Palgrave Macmillan.....	202	XanEdu.....	507, 509, 511, 513
HarperCollins Publishers	712	Penguin Group (USA) Inc.	609	Gold Sponsor	
		Perseus Books Group.....	612		

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

Director:

Mary Jo Vaughan, Mercer University

Associate Director:

Scott Douglas, SUNY, Binghamton

Assistant Director

Janice Black, New Mexico State U.

Online Placement Services

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

Onsite Placement Services

Registration

Location: Sheraton New Orleans Hotel,
Edgewood A

Hours: Saturday, August 7, 2004
9:00 am – 4:00 pm

Sunday, August 8, 2004
9:00 am – 4:00 pm

Monday, August 9, 2004
9:00 am – 4:00 pm

Tuesday, August 10, 2004
9:00 am – 4:00 pm

Interview Tables

Location: Sheraton New Orleans Hotel

Hours: Saturday, August 7, 2004
8:00 am – 8:00 pm

Sunday, August 8, 2004
8:00 am – 8:00 pm

Monday, August 9, 2004
8:00 am – 8:00 pm

Tuesday, August 10, 2004
8:00 am – 8:00 pm

Cost (both online and onsite)

\$50.00 Applicant Listing

\$200.00 Position Listing

\$100.00 Interview Table

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.aonline.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.aonline.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

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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Kibeom Lee, U. of Calgary
Wei Liu, U. of Maryland
Bill Price, U. of Texas, Permian Basin
Narda Quigley, U. of Maryland
Diana Reed, Drake U.
William Ritchie, Florida State U.
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.

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.

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 Mezas, 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.
- CM**
Negotiating Nicely: Interactional Justice, Counterfactuals, and Negotiator Outcome Satisfaction
Edward Eliyahu Kass, Saint Joseph's 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. Lawver, U. of Wisconsin, Eau Claire
- IM**
Networking of Foreign Affiliates as a Distinctive Alternative to Markets and Hierarchies
Lilach Nachum, 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
Mias 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 Alyabha, 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. Chavda, 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 Shab, 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 nominates 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 Cosb, 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

EO & Opportunity Evaluation: Moderating
Effects of Cognitive Factors & Business Success
Maw-Der Foo, National U. of Singapore
Sau-Foong Lee, National U. of Singapore

ENT

By Leaps and Rebounds: The Development of
International Entry Capabilities in Start-ups
Gerard George, U. of Wisconsin, Madison
Shaker A. Zabra, Babson College
Erkko Autio, Helsinki U. of Technology
Harry J. Sapienza, U. of Minnesota

GDO

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

GDO

Women in Management: A Qualitative
Organizational-level Analysis of Three Indian
Corporations
Ujjvala 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. Callan, U. of Queensland

HR

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

HR

Business Strategy, Human Resource
Management, and Firm Performance in
Singapore
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

IM

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

MC

Sense and Sensibility in Managerial Advice
Frank den Hond, Vrije U.
Carlo Contino, Fonds Slachtofferhulp

MC

How US Firms Did Address Skill Shortage
Dominique Besson, USTL Lille U.
Slimane Haddadj, Not Specified

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. Rotondo, 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
Juha 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 Matsu, Otaru U. of Commerce
Mark Easterby-Smith, Lancaster U.

MOC

Biculturalism: The Plus Side of Leaving Home? A Model of the Effects of Second-Culture Exposure on Cognitive Complexity
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

Robert M. Davison, City U., Hong Kong
Timothy S. Boswood, 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 Honig, Wilfrid Laurier U.

ODC

Shifting dynamics in multiple mergers
Christine Benedicte 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 Paiva, 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.
Michael Woywode, Aachen U.

OMT

The More Things Change, The More They Remain the Same: Instituting Mutual Funds in Sweden
Stefan Jonsson, Uppsala 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
Nardia 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
Irina Y. Naoumova, U. of Tennessee
Ian Palmer, U. of Technology, Sydney
Detelin S. Elenkov, U. of Tennessee, Knoxville
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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.
Beblul 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 Oklaboma
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 Vanbaverbeke, Limburgs U. Centrum
Bonnie Beerkens, Eindhoven U. of Technology
Geert Duysters, Eindhoven U. of Technology

The Committee extends sincere gratitude to the following reviewers for the Dexter Award:

Antti Ainamo, Barbara Bigelow, Jennifer Berdahl, Katerina Bezrukova,
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Kathleen Montgomery, John Oesch, Eleanor O'Higgins, Flemming
Poufelt, Trish Reay, Maria Rotundo, Jean-Paul Roy, Sue min Toh,
Charles Wankel, Diana Wong, Jia Lin Xie, Jing Zhou, David Zweig.



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The Academy of Management is a leading professional association of scholars dedicated to creating and disseminating knowledge about management and organizations. The Academy's central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy's membership consists of scholars at colleges, universities, and research institutions, as well as practitioners with scholarly interests from business, government, and not-for-profit organizations.

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

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

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2004 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsor

Numbers reflect those submissions that were reviewed. In some cases, symposia were submitted to multiple sponsors.

Sponsor	Paper Submissions							Symposia Submissions		
	Submitted Papers	Sponsor Acceptance	Visual Acceptance	Interactive Paper Acceptance	Shared Interest Track	Papers Accepted	Proceedings Acceptance	Submitted Symposia	Symposia Accepted	Showcase Symposia
AA	0	0	0	0	0	0	0	37	32	2
ART	32	21	0	0	0	21	0	1	1	0
BPS	497	177	4	49	5	235	23	30	19	6
CAR	50	14	0	8	1	23	3	16	11	3
CM	62	15	9	7	5	36	5	12	7	5
CMS	81	15	31	12	4	62	6	12	7	5
ENT	202	60	20	22	10	112	13	9	7	1
GDO	110	27	26	16	10	79	8	24	17	3
HCM	73	22	6	11	5	44	4	3	1	1
HR	172	51	34	21	7	113	11	31	16	8
IM	272	97	37	26	4	164	17	15	6	4
MC	68	22	16	11	1	50	5	10	2	4
MED	90	35	11	10	1	57	6	20	6	4
MH	39	4	9	6	1	20	3	7	4	3
MOC	95	14	15	16	15	60	6	12	6	6
MSR	41	15	0	4	0	19	2	4	2	1
OB	370	123	46	40	11	220	20	65	41	16
OCIS	108	34	24	15	1	74	8	15	6	3
ODC	105	37	8	12	12	69	7	26	9	8
OM	45	18	0	6	2	26	3	3	1	0
OMT	307	79	53	41	9	182	13	40	21	14
ONE	56	17	5	7	3	32	4	9	7	2
PNP	82	19	20	13	8	60	5	4	2	2
RM	65	22	6	8	0	36	4	14	7	7
SIM	119	25	7	22	5	59	6	14	11	3
TIM	242	80	11	31	4	126	12	22	9	5
Totals:	3,383	1,043	398	414	124	1,979	194	455	258	116

Table 2: Sessions & Participants

Sessions:	Total
Caucus	10
Free Session	18
Meeting	152
Paper Session	472
PDW Workshop	297
Social Event	36
Symposium	182
Theme Session	21
All Sessions	1,188
Papers Accepted for Proceedings	194
Participants:	Total
People on Program	5,002
Unique Affiliations on Program	1,324
Countries Represented	55

Table 3: Affiliations with 30+ Participants

Affiliation Name *
Case Western Reserve U.
Cornell U.
Florida State U.
Harvard U.
INSEAD
London Business School
Michigan State U.
National U. of Singapore
New York U.
Northwestern U.
Ohio State U.
Pennsylvania State U.
Rutgers U.
Stanford U.
Texas A&M U.
U. of Illinois, Urbana-Champaign
U. of Maryland
U. of Michigan
U. of Minnesota
U. of Pennsylvania
U. of Queensland
U. of Southern California
U. of Toronto
U. of Western Ontario
York U.

Table 4: Participant Country Representation

Country *	Total	Country *	Total
ARGENTINA	3	KOREA, REPUBLIC OF	11
AUSTRALIA	169	MACAU	1
AUSTRIA	9	MALAYSIA	3
BELGIUM	19	MEXICO	12
BRAZIL	32	NETHERLANDS	129
CANADA	270	NEW ZEALAND	33
CHILE	1	NORWAY	45
CHINA	32	PHILIPPINES	1
COLOMBIA	1	POLAND	1
COSTA RICA	7	PORTUGAL	7
CROATIA	1	RUSSIAN FEDERATION	3
CYPRUS	3	SINGAPORE	62
DENMARK	39	SLOVENIA	2
ESTONIA	1	SOUTH AFRICA	4
FINLAND	36	SOUTH KOREA	7
FRANCE	103	SPAIN	47
GERMANY	63	SWEDEN	38
GREECE	6	SWITZERLAND	53
HONG KONG	61	TAIWAN	43
INDIA	11	THAILAND	2
IRELAND	22	TURKEY	15
ISRAEL	36	UGANDA	1
ITALY	47	UKRAINE	1
JAMAICA	1	UNITED KINGDOM	306
JAPAN	19	UNITED STATES	3,117
JORDAN	1	VENEZUELA	5
KENYA	1	VIETNAM	1
KOREA	2		

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

Friday Morning, August 6, 2004

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30
MT: St. Charles Suite			← AAC: Board Governors' Meeting							→
OS: Louisiana Bayou			4 ONE: Environmental Bayou Trip							→
OS: Swamp & Plantation			3 IM: IM Division "Adventure"							→
SH: Poydras			← AAC: New Orleans 2004, LAC							→

Friday Afternoon, August 6, 2004

	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
FM: Orleans	10 MH: Higgins Industries								
MT: La Galleries 5	5 ENT: New Faculty Consortium								
MT: La Galleries 6	6 ENT: Doctoral Consortium							→	
MT: Mardi Gras Salon B			17 GDO: GDO Doctoral Consortium					→	
MT: Preservation Hall Studio 7	13 RM/HR: Multi-Level Analysis				26 RM/HR: Hierarchical Linear Modeling				
MT: Preservation Hall Studio 9	14 RM/MH/CMS: Research Philosophy				25 RM: Natural Experiments				
MT: St. Charles Suite	← AAC: Board Governors' Meeting								
OS: Harrah's Casino	7 HR: Touring Harrah's Casino								
OS: Louisiana Bayou	← ONE: Environmental Bayou Trip								
OS: Swamp & Plantation	← IM: IM Division "Adventure"								
RC: Acadia			24 MED/CAR/GDO: Our First Years						
RC: La Salle			23 ITC: Europe At The Academy					→	
RC: Union Terrace A	9 MED and cosponsors: Playmakers							→	
SH: Bayside A			20 ENT: Research Writing						
SH: Napoleon A1					29 TIM: TIM Doctoral Consortium			→	
SH: Napoleon C3			21 ENT: Family Business Teaching						
SH: Napoleon D1						30 OMT: OMT Junior Faculty		→	
SH: Napoleon D2			16 BPS: Resource-Based View Research						
SH: Napoleon D3			22 ENT: New Venture Strategy						
SH: Poydras	← AAC: New Orleans 2004, LAC							→	
SH: Rhythms I	8 MC:	15 MC: Your Consulting Practice					31 MC: Managing		→
SH: Salon 817				18 IM/IAM/PTC: Executives/Academics on CAFTA					
SH: Salon 820	12 ODC/MED/TTC: Academic Coaching		19 ODC/PTC: Strategy to Reality Framework						
SH: Salon 828					28 ODC/MC/MED/PTC: Optimizing Action			→	
SH: Salon 829	11 ODC/MC/IM: Global Consulting				27 ODC/TIM/PTC: Enabling Knowledge Continuity			→	

Friday Evening, August 6, 2004

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
MT: Balcony I									
MT: Balcony M									
MT: Balcony N									
MT: La Galleries 4									
MT: La Galleries 6									
MT: Mardi Gras Salon B									
MT: Mardi Gras Salon C									
MT: Preservation Hall Studio 7									
OS: Local Restaurant 1									
OS: Local Restaurant 2									
RC: Acadia									
RC: Evangeline									
RC: La Salle									
RC: Union Terrace A									
SH: Napoleon A2									
SH: Napoleon A3									
SH: Napoleon B3									
SH: Napoleon D1									
SH: Napoleon D2									
SH: Poydras									
SH: Rhythms I									
SH: Rhythms II									
SH: Salon 828									
SH: Salon 829									

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, holy, free.*

by J. Andrew Morris, Catawba College

Saturday Morning, August 7, 2004

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
FM: Bayou I				114 PNP: Challenges in Volunteer Mgt					
FM: Bayou II						123 MED: E-Mentoring			
FM: Bayou III		69 MED/BPS: Teaching Strategy Beyond Cases							
FM: Bayou IV		63 IAM: Latin HR Studies				128 IAM: Organizations in Latin-America			
FM: Creole		70 MED and cosponsors: New Forms Of Work And Learning							
FM: Gold						124 MED/OCIS: TML Research Colloquium			
FM: Orleans						125 MH: New Member Workshop			
FM: Rex				101 CAR: Advancing Careers Research					
MT: Audubon		62 HR/TTC/MED: Teaching Competencies							
MT: Balcony I		71 OB: OB Jr. Faculty Consortium →							
MT: Balcony J		61 HR: HR Doctoral Student Consortium →							
MT: Balcony K	50	HR: HR Junior Faculty Consortium							
MT: Balcony L				112 OCIS: OCIS Jr. Faculty Consortium →					
MT: Balcony M		91 OCIS: OCIS Doctoral Consortium →							
MT: Balcony N		72 OB: OB Doc Student Consortium →							
MT: La Galleries 1				109 MED: Delivering a Distance MBA					
MT: La Galleries 2				103 CM/HR: Organizational Justice →					
MT: La Galleries 3				106 GDO/CAR/OB/HR: GLBT Research, Teaching, Action →					
MT: La Galleries 4				102 CM: CM Doctoral Consortium →					
MT: La Galleries 5		57 ENT: New Faculty Consortium →							
MT: La Galleries 6		58 ENT: Doctoral Consortium →							
MT: Lafayette Suite				96 AAC: Board of Governors' Meeting →					
MT: Mardi Gras Salon B		87 GDO: GDO Doctoral Consortium							
MT: Mardi Gras Salon C	← SIM: SIM Doctoral Consortium								
MT: Mardi Gras Salon D						131 HR: Editor Roundtable			
MT: Preservation Hall Studio 1				111 OB/MOC/OMT/OM: People and Project Management					
MT: Preservation Hall Studio 2		80 RM/TIM: Survival Analysis							
MT: Preservation Hall Studio 3		81 SIM/GDO: SIM-GDO Cultural Adaptability				127 SIM/ONE: SIM Reconciling Standards			
MT: Preservation Hall Studio 4		59 GDO/OB/CAR: SIT: Theory & Practice							
MT: Preservation Hall Studio 5				107 HR/IM/IAM: HRM in Latin America					
MT: Preservation Hall Studio 6		64 IM: IM Doctoral Consortium →							
MT: Preservation Hall Studio 7		93 RM/HR/OB: Moderator/Interaction Analysis →							
MT: Preservation Hall Studio 8		94 RM/OB/HR/MED: Scale Development Workshop →							
MT: Preservation Hall Studio 9		79 RM/IM: Social Networks Research							
MT: Preservation Hall Studio 10		65 IM: IMD Junior Faculty Consortium →							
MT: St. Charles Suite				97 AAC: Board of Governors' Meeting →					
RC: Acadia				110 MED/MSR: Teaching The Whole Person					
RC: Carondelet				104 CMS: Tempered Radicals in Teaching				129 CMS: CMS Darkside II Competition →	
RC: La Salle				115 TTC/PTC: Designing Courses for Learning					
RC: Orleans		53 AAC: Membership Committee Meeting							
RC: St. Charles				105 CMS/MH/OMT: CMS Post-Doctoral				130 CMS/MED/ONE/SIM: CMS Post-Doctoral →	
RC: Union Terrace A		68 MED and cosponsors: Playmakers →							
RC: Vermillion		78 ONE: Junior Scholar Workshop							
SH: Armstrong Ballroom		51 AA/NDSC: New Doc Student Consortium →							
SH: Bayside A		54 ENT: Interdisciplinary Research				119 ENT: Governance And Innovation			
SH: Bayside B		82 TIM: TIM Jr Faculty Consortium →							
SH: Borgne		92 PS/ODC/RM: Practitioner Series/AR →							
SH: Edgewood A				95 AAC: Placement Services →					
SH: Grand Couteau				113 OMT/MOC: Symbolic Institutional Theory →					
SH: Maurepas				108 MC/ODC: Five Colors of Change					
SH: Napoleon A1		84 TIM: TIM Doctoral Consortium →							
SH: Napoleon A2		85 BPS: BPS Doctoral Consortium							

Saturday Morning, August 7, 2004 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
SH: Napoleon A3		77 OMT/MOC/ODC: MOC/ODC/OMT Doc Consortium							→	
SH: Napoleon B1		99 BPS/IM: Conversations On IM & Strategy								
SH: Napoleon B2		74 ODC/MED/TTC/PTC/MOC: Executive Doctoral Colloquium							→	
SH: Napoleon B3		55 ENT: Delivery Systems For Dreams?			120 ENT: External Venturing & Learning					
SH: Napoleon C1	←	MED/HR/TTC: Teaching With Technology					133 MED/MSR:			→
SH: Napoleon C2		73 ODC/MC: ODC Competency Foundation								
SH: Napoleon C3		100 BPS/MED/ENT/TIM/TTC: Teaching Entrepreneurship								
SH: Napoleon D1		76 OMT: OMT Junior Faculty Workshop							→	
SH: Napoleon D2		86 BPS: BPS New Faculty Consortium								
SH: Napoleon D3		56 ENT: Interconnecting Intangibles			121 ENT: Family Business Research					
SH: Poydras		52 AAC: New Orleans 2004, LAC							→	
SH: Rhythms I		66 MC:		89 MC: The Consulting		116 MC: The Client Relationship				
SH: Rhythms II		67 MC:		90 MC/MED: Teaching the		117 MC: EMBA as Change		132 MC: IT Consulting Track		
SH: Salon 817		60 HCM:			118 AAC: Ins and Outs Faculty Recruit.					
SH: Salon 820		83 TIM/BPS: Managing Open Innovation			126 MOC/OMT: Constructing Knowledge					
SH: Salon 821		88 HCM: Balancing Work and Non-work			122 HCM: Informing Health Care Policy					
SH: Salon 828		75 ODC/SIM: 1st, 2nd, 3rd-Person Research							→	
SH: Waterbury		98 ART: Academy Arts & The Fringe Cafe							→	

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

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
FM: Bayou I		147 PNP/TTC: Web Media Development Workshop								
FM: Bayou II							184 PNP: Junior Faculty Consortium			
FM: Bayou III		145 PNP: Jr Faculty / Doctoral Student					185 PNP: Doctoral Student Consortium			
FM: Bayou IV			154 IAM: Publishing for IAM Researchers							
FM: Creole							181 MED/TTC: Service Learning Nuts & Bolts			
FM: Gold			156 MED: Classroom Exercises							
FM: Orleans			157 MH: Getting Published					197 MH/MED: Teaching Management		
FM: Rex									188 CAR/TTC/ART: Sculpturing Career Landscapes	
MT: Balcony I	←	OB: OB Jr. Faculty Consortium								→
MT: Balcony J	←	HR: HR Doctoral Student Consortium								
MT: Balcony K		138 HR: HR Junior Faculty	159 OM: Doctoral Consortium							
MT: Balcony L	←	OCIS: OCIS Jr. Faculty Consortium								
MT: Balcony M	←	OCIS: OCIS Doctoral Consortium								
MT: Balcony N	←	OB: OB Doc Student Consortium								→
MT: Beauregard						172 GDO/MSR/SIM: Managing Religious Diversity				
MT: Grand Ballroom - Membersh	134 AAC: Membership									
MT: Grand Ballroom Registration	135 AAC: Registration									
MT: La Galleries 1		142 MED: Multimedia In Online Courses						195 MED/IM/ONE: Developing World Cases		
MT: La Galleries 2	←	CM/HR: Organizational Justice								
MT: La Galleries 3	←	GDO/CAR/OB/HR: GLBT Research, Teaching, Action							207 MSR/ONE: Affluenza	
MT: La Galleries 4	←	CM: CM Doctoral Consortium								
MT: La Galleries 5	←	ENT: New Faculty Consortium								
MT: La Galleries 6	←	ENT: Doctoral Consortium								→
MT: Lafayette Suite	←	AAC: Board of Governors' Meeting								
MT: Mardi Gras Salon B					171 GDO: GDO Doctoral Consortium					
MT: Mardi Gras Salon C					173 SIM: SIM Doctoral Consortium					→
MT: Mardi Gras Salon D			153 HR: Third Annual HR Town Meeting							
MT: Napoleon Suite								186 AAC: AMJ New Editors' Mtg		
MT: Preservation Hall Studio 1	139 HR/OB/GDO/RM: Assess Faultlines in Teams								205 HR/MED: Leveraging	→
MT: Preservation Hall Studio 2	146 RM/ONE: Textual Analysis									
MT: Preservation Hall Studio 3		165 SIM/ODC: SIM Stakeholder Dialogue					196 MEN: Multicultural Mentoring			
MT: Preservation Hall Studio 4	144 MEN: Mentoring Committee Meeting			176 GDO/MED: Feminising the MBA		204 GDO/HR/CAR: Does Gender Trump				
MT: Preservation Hall Studio 5		160 OM/MED: Engineering Curriculum Drivers								
MT: Preservation Hall Studio 6	←	IM: IM Doctoral Consortium								
MT: Preservation Hall Studio 7	←	RM/HR/OB: Moderator	164 RM/ODC/MH: Qual Methods for Org Change		202 RM/ODC: Latent Growth Modeling					
MT: Preservation Hall Studio 8	←	RM/OB/HR/MED: Scale	163 RM/IM: Tips for Intl	183 RM/ITC: Measurement Invariance						
MT: Preservation Hall Studio 9		162 RM/BPS: Analyzing Panel Data			201 RM/BPS: Robust Regression					
MT: Preservation Hall Studio 10	←	IM: IMD Junior Faculty Consortium								
MT: St. Charles Suite	←	AAC: Board of Governors' Meeting								
RC: Acadia		143 MED: J. of Management Education			180 MED/CAR/GDO: Survive And Thrive Sm. Schools					→
RC: Carondelet	←	CMS: Darkside II			169 CMS: CMS Doctoral Consortium					→
RC: Evangeline								199 ONE/OM/PTC: Value Stream Coffee Game		→
RC: La Salle			167 TTC: Scholarship of Teaching					208 TTC/PTC/MED:		→
RC: Orleans								200 ONE/SIM/RM/CM: Multi-Case Meta-Methodology W/		→
RC: St. Charles	←	CMS/MED/ONE/SIM: CMS Post-Doctoral	170 CMS/ONE/GDO/OMT: CMS Post-		189 CMS/CAR: CMS Post-Doctoral Consortium 4					→
RC: Union Terrace A	←	MED and cosponsors: Playmakers								→
RC: Vermillion			161 ONE/MED/SIM: Directions in			198 ONE: Approaches to Campus Greening				
SH: Armstrong Ballroom	←	AA/NDSC: New Doc Student Consortium								
SH: Bayside A			149 ENT: How Entrepreneurs Think			190 ENT: Learning in Entrep Teams				
SH: Bayside B	←	TIM: TIM Jr Faculty Consortium								
SH: Borgne	←	PS/ODC/RM: Practitioner Series/AR								
SH: Edgewood A	←	AAC: Placement Services								

CONFERENCE PROGRAM GUIDE

Saturday Afternoon, August 7, 2004 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
SH: Grand Couteau	← OMT/MOC: Symbolic		182 OMT: Teaching OMT								
SH: Napoleon A1	← TIM: TIM Doctoral Consortium										
SH: Napoleon A2	168 BPS: BPS Doctoral Consortium										
SH: Napoleon A3	← OMT/MOC/ODC: MOC/ODC/OMT Doc Consortium										
SH: Napoleon B1	136 BPS: Conversations On Strategy					187 BPS/TIM: Conversations On Innovation					→
SH: Napoleon B2	← ODC/MED/TTC/PTC/MOC: Executive Doctoral Colloquium										
SH: Napoleon B3	175 ENT: Future of Entrepreneurship										
SH: Napoleon C1	← MED/MSR: Transcendence			166 SIM/ONE/TTC: Teaching SIM with Cases				206 MED: Best Practices In			→
SH: Napoleon C2	148 TIM/MED/TTC: Technology Mgmt Education										
SH: Napoleon C3	137 BPS/TIM: Industry Change					203 TIM: Funding Your Research					
SH: Napoleon D1	← OMT: OMT Junior Faculty Workshop										
SH: Napoleon D2	174 BPS: BPS New Faculty Consortium										
SH: Napoleon D3	150 ENT: Universities Growing New Tech				191 ENT: Techno-Entrepreneurship Today						
SH: Poydras	← AAC: New Orleans 2004, LAC										→
SH: Rampart	177 IM/HR: HR & International Alliances										
SH: Rhythms I	141 MC: Executive			179 MC: Gaming/Simulations				209 MC: Leading			→
SH: Rhythms II	155 MC: Consulting in a			194 MC: Research in Consulting							
SH: Salon 817	151 HCM: Finding the Right HCM Journal				192 HCM: Feedback on predoc research						
SH: Salon 820	140 IM/BPS: Growth in Global Industries				178 IM/RM/ITC: Student-Faculty Joint Research						
SH: Salon 821	152 HCM: Working Outside Academics				193 HCM: Expert Help on Research						
SH: Salon 828	← ODC/SIM: 1st, 2nd, 3rd-			158 ODC/OMT: Critical Lenses on ODC							→
SH: Waterbury	← ART: Academy Arts & The Fringe Cafe										→

Saturday Evening, August 7, 2004

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
MT: Balcony I	← OB: OB Jr. Faculty Consortium							
MT: Balcony J	← HR: HR Doctoral Student							
MT: Balcony L	← OCIS: OCIS Jr. Faculty							
MT: Balcony M	← OCIS: OCIS Doctoral Consortium							
MT: Balcony N	← OB: OB Doc Student Consortium							
MT: Beauregard	← GDO/MSR/SIM: Managing							
MT: La Galleries 1	212 MED/BPS/OB: Theory, Role Play & Simulation							
MT: La Galleries 2	← CM/HR: Organizational							
MT: La Galleries 3	213 MSR: Introduction to	223 MED: Film and Television of Working						
MT: La Galleries 4	← CM: CM Doctoral Consortium							
MT: La Galleries 5		226 OB: Meet the OB Exec	232 OB: OB Reviewers' Reception					
MT: La Galleries 6	← ENT: Doctoral Consortium							
MT: Mardi Gras Salon C	← SIM: SIM Doctoral Consortium							
MT: Mardi Gras Salon D	221 HR: Social Reception							
MT: Preservation Hall Studio 1	← HR/MED: Leveraging SHRM							
MT: Preservation Hall Studio 2	219 OCIS:	227 OCIS: OCIS Welcome Reception						
MT: Preservation Hall Studio 4	← GDO/HR/CAR: Does Gender							
MT: Preservation Hall Studio 5	211 AAC: Honolulu 2005							
OS: Local Restaurant 3	225 MED/CAR/GDO: Survive And Thrive Sm. Schools							
RC: Acadia	← MED/CAR/GDO: Survive And							
RC: Carondelet	← CMS: CMS Doctoral Consortium							
RC: Evangeline	← ONE/OM/PTC: Value Stream							
RC: La Salle	← TTC/PTC/MED: Intersect-							
RC: Orleans	← ONE/SIM/RM/CM: Multi-Case	224 MED: International Storytelling						
RC: Union Terrace A	← MED and cosponsors: Playmakers							
RC: Union Terrace C	220 ONE: ONE Welcome Reception							
SH: Armstrong Ballroom	222 IM: IM Division PDW reception							
SH: Bayside A	210 AAC: Placement for Applicants							
SH: Bayside B	216 TIM: TIM Jr Faculty							
SH: Grand Chenier	230 TIM: TIM Consortia Reception							
SH: Grand Couteau	228 ODC: Doctoral Student Reception							
SH: Maurepas	214 OMT: Meet OMT							
SH: Napoleon A1	217 TIM: TIM Doctoral Consortium							
SH: Napoleon B1	← BPS/TIM: Conversations On							
SH: Napoleon C1	← MED: Best Practices In Using Film							
SH: Napoleon C2	218 HCM: HCM PDW Reception							
SH: Napoleon C3	← TIM: Funding Your Research							
SH: Poydras	← AAC: New Orleans 2004, LAC							→
SH: Rhythms I	← MC: Leading Radical Change							
SH: Rhythms II	229 SIM: SIM Keynote Address							
SH: Salon 817	215 MED/TIM: E-Learning Practices							
SH: Salon 821	231 IAM: IAM Business Meeting							
SH: Salon 828	← ODC/OMT: Critical Lenses on							
SH: Waterbury	← ART: Academy Arts & The Fringe Cafe							→

Sunday Morning, August 8, 2004

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
FM: Bayou I			268 CAR/IM/OB: Academic Careers							
FM: Bayou II			293 PNP: Junior Faculty Consortium							
FM: Bayou III			294 PNP: Doctoral Student Consortium							
FM: Bayou IV			265 AAM: Asian Management Roundtable							
FM: Creole	← MED: E-media Management		289 MED/CAR: ABD Survival Training							
FM: Explorers		255 MSR: Human/Spiritual Progression								
FM: Gold		274 MSR: Operationalize Spirituality				310 MSR/ONE: Future Spirituality Research				
FM: Orleans		273 MH: Getting Involved				309 MH: Managing Your Dissertation				
FM: Rex		241 CAR/MED/TTC: Academic Work-Life Balance								
FM: University		290 MSR: Spirituality Research				327 MSR: Publishing in Spirituality				
MT: Audubon		270 GDO/MEN: Research/Networking Workshop				325 GDO/MED/SIM: Affective Intelligence				
MT: Balcony I		256 OB: OB Junior Faculty Consortium								
MT: Balcony J		248 HR: HR Doctoral Student Consortium								
MT: Balcony K		249 HR: HR Junior Faculty Consortium								
MT: Balcony L		291 OCIS/IM/RM: International Groups Research								
MT: Balcony M						311 OCIS/MED: Student Virtual Team Success				
MT: Balcony N		257 OB: OB Doc Student Consortium								
MT: Beauregard						303 GDO/TTC/PTC: Taking it to the Streets				
MT: Grand Ballroom - Break Area						321 AAC: Conference Break				
MT: Grand Ballroom - Membership			279 AAC: Membership							→
MT: Grand Ballroom Exhibits			280 AAC: Exhibits							→
MT: Grand Ballroom Registration			281 AAC: Registration							→
MT: La Galleries 1						322 CM: Teaching Negotiation				
MT: La Galleries 2		238 AAC: Breakfast with AoM Affiliates								
MT: La Galleries 3		246 GDO and cosponsors: Mentoring across boundaries								
MT: La Galleries 4		269 CM: CM Town Hall								
MT: La Galleries 6		244 ENT: Doctoral Consortium								
MT: Lafayette Suite						323 AAC: Incoming 2004-5 Program Chairs				
MT: Mardi Gras Salon B						304 HR/OB: Publishing Qual. Research				
MT: Mardi Gras Salon C						324 AAC: Current/Incoming Committee				
MT: Napoleon Suite	234 AAC: Breakfast with Division Chairs					298 AAC: Incoming Chairs of Div/IG		330 AAC:		→
MT: Preservation Hall Studio 1			286 HR: HR Undergraduate Curriculum							
MT: Preservation Hall Studio 2						320 TIM/OMT/ENT: Technology Evaluation Metrics				
MT: Preservation Hall Studio 3			285 ENT: Which Text? Which Course?							
MT: Preservation Hall Studio 4			277 ONE/SIM: ONE/SIM Ask the Experts				319 SIM/MED: SIM-MED-SBE Research Networks			
MT: Preservation Hall Studio 5						313 OM/BPS: OM & BPS: Actionable Capacity?				
MT: Preservation Hall Studio 6	259 OM/MED: Project Management Simulation					312 OM: Teach Continuous Improvement				
MT: Preservation Hall Studio 7	261 RM/NDSC: Ask the Experts: Qualitative					318 RM/NDSC: Ask the Experts: Quantitative				
MT: Preservation Hall Studio 8			292 OMT: Dissertation Proposal Workshop							
MT: Preservation Hall Studio 9	262 RM/ONE: Programming with LISREL					317 RM: Become a Productive Researcher				
MT: Preservation Hall Studio 10	250 IM/ITC: Getting Published									
MT: St. Charles Suite			282 AAC: Current Program Chairs							
RC: Acadia		252 MED/CAR/GDO: Survive And Thrive Sm. Schools								
RC: Carondelet						307 MED: AMLE Service-Learning Issue				
RC: Evangeline	253 MED/OB/HR: Cinema Update									
RC: La Salle	264 TTC: Intl. Teaching & Learning					315 ONE/MED: Sort The Greenwash				
RC: Union Terrace A			288 MED and cosponsors: Playmakers							
RC: Vermillion			284 CMS: Living Wage Campaigns: Lessons							
SH: Bayside A	242 ENT: Entrepreneurial Rents					302 ENT/HR: Entrepreneurship & HRM				
SH: Bayside B			295 PS: AR Practices Around the World							
SH: Bayside C	243 ENT: Women Entrepreneurs					301 ENT: Women Entrepreneurs & Growth				
SH: Borgne			296 PTC and cosponsors: Valuing Diversity in the AoM							

Sunday Morning, August 8, 2004 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
SH: Edgewood A	278 AAC: Placement Services →								
SH: Grand Ballroom A	240 BPS/OMT/MED/TTC: Teaching Strategic				299 BPS/IM: Corporate Strategy				
SH: Grand Ballroom B	239 BPS: Dissertation Workshop								
SH: Grand Ballroom C							305 IM: (IM)pactful Research		
SH: Grand Ballroom E	266 BPS: BPS New Faculty Consortium								
SH: Grand Chenier	276 OMT/OB/ODC/MOC: Editors' Panel								
SH: Maurepas	275 OMT/OB/MOC/ODC: Pos Organizational Scholarship								
SH: Napoleon A1	235 BPS/OMT: Conversations On Governance				300 BPS/TIM: Measuring Knowledge				
SH: Napoleon A2	267 BPS: BPS Doctoral Consortium								
SH: Napoleon A3	260 OMT/MOC/ODC: MOC/ODC/OMT Doc Consortium								
SH: Napoleon B2	251 IM/MED/TTC/BPS: Teaching Intl. Executives								
SH: Napoleon B3	245 ENT/TIM: Entrepreneurial Capabilities								
SH: Poydras	237 AAC: New Orleans 2004, LAC →								
SH: Rampart	263 TIM/BPS/RM: Experimental Methods				297 AAC: AME Writers Workshop				
SH: Rhythms I					287 MC: Consulting to a New HR Paradigm			329 MC: Consulting and Big	
SH: Rhythms II							308 MED and cosponsors: Meet The Best Reviewers		
SH: Rhythms III	254 MOC: Cognition in the Rough								
SH: Salon 816	258 ODC/MC/OMT: Collaborative Research				328 ODC/PTC: Linking Content & Process				
SH: Salon 817	271 HCM: Qualitative Methods Workshop			316 PTC: Practice in Knowledge					
SH: Salon 820	236 TIM/BPS/OMT: Value Chain Evolution				314 OMT/BPS/HR/OB/RM: Craft of Reviewing				
SH: Salon 821	272 HCM: Quantitative Methods Workshop			306 IM/OMT: Advancing Institutional Theory					
SH: Salon 828	247 HCM: HCM Breakfast				326 HCM/ODC/OMT/TIM: Finding Funding				
SH: Waterbury	283 ART: Academy Arts & The Fringe Cafe →								



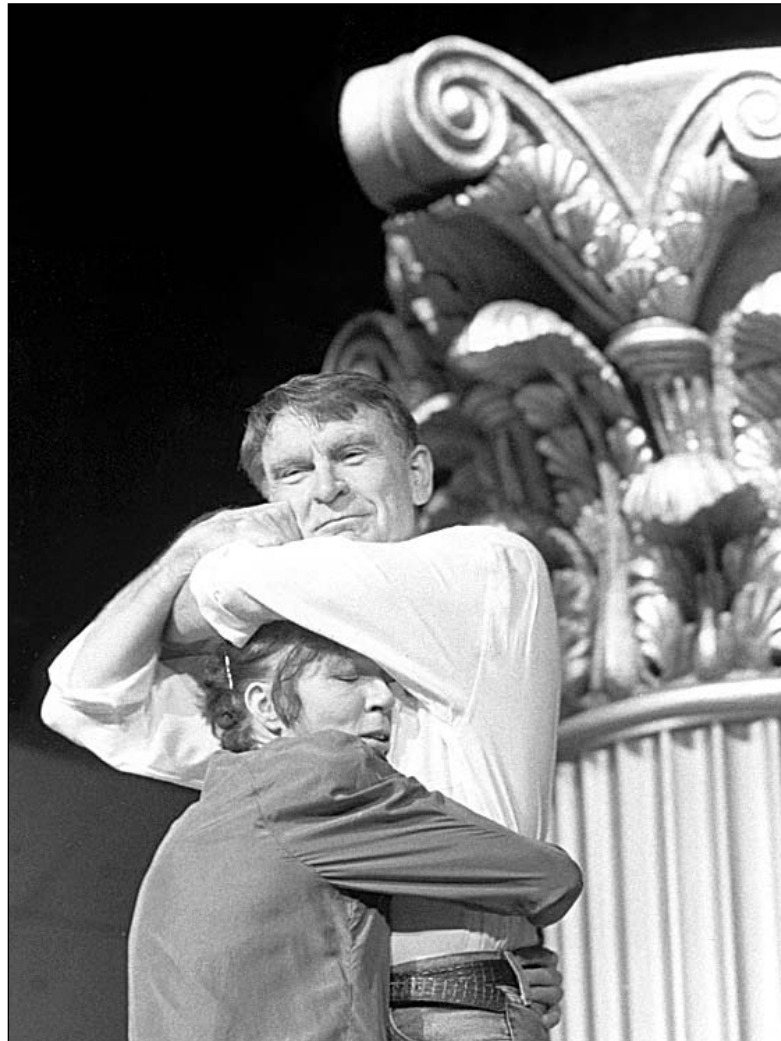
Waiting For The Warrior: A Marks and Spencer Quilt
Ann Rippin; U. of Bristol; *Best Theme-based Art Submission*

Sunday Afternoon, August 8, 2004

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
FM: Bayou I	345 CAM: JOM Editorial Board Meeting									
FM: Bayou II	373 AAC: SIM Executive Committee									
FM: Bayou III	350 CAM: OMJ Editorial									
FM: Creole	349 AAC: AMJ Outgoing Edit. Board Mtg									
FM: Gold	334 CAM: BIOrg.net Meeting									
FM: Orleans	346 CAM: Leadership Quarterly					374 AAC: CMS Executive Committee				
MT: Audubon	344 CAM: OS Editorial Board Meeting					356 AAC: OM Executive Committee				
MT: Balcony I	357 AAC: BPS Executive Committee									
MT: Balcony J	358 AAC: OMT Executive Committee									
MT: Balcony K	359 AAC: OB Executive Committee									
MT: Balcony L	360 AAC: CM Executive Committee									
MT: Balcony M	361 AAC: RM Executive Committee									
MT: Balcony N	340 AAC: AMR Editorial Board Mtg									
MT: Beauregard	341 AAC: AMLE Outgoing Edit. Board					362 AAC: AMLE Incoming Edit. Board				
MT: Grand Ballroom - Break Area	348 AAC: Conference Break									
MT: Grand Ballroom - Membership	← AAC: Membership									
MT: Grand Ballroom Exhibits	← AAC: Exhibits									
MT: Grand Ballroom Registration	← AAC: Registration									
MT: La Galleries 2	331 AAC: AOM Associates									
MT: La Galleries 4	363 AAC: MED Executive Committee									
MT: La Galleries 5	376 CAM: Organization Science Meeting									
MT: Mardi Gras Salon A	364 AAC: HR Executive Committee									
MT: Mardi Gras Salon B	365 AAC: GDO Executive Committee									
MT: Mardi Gras Salon C	342 AAC: AME Outgoing Edit. Board Mtg					366 AAC: AME Incoming Edit. Board Mtg				
MT: Napoleon Suite	← AAC: Division Treasurers'									
MT: Preservation Hall Studio 1	367 AAC: HCM Executive Committee									
MT: Preservation Hall Studio 2	368 AAC: IM Executive Committee									
MT: Preservation Hall Studio 4	332 AAC: International Theme					369 AAC: TIM Executive Committee				
MT: Preservation Hall Studio 5	370 AAC: MOC Executive Committee									
MT: Preservation Hall Studio 7	371 AAC: ENT Executive Committee									
MT: Preservation Hall Studio 8	343 AAC: MC Executive Committee →									
MT: Preservation Hall Studio 10	372 AAC: CAR Executive Committee									
MT: St. Charles Suite	333 AAC: Incoming 2004-5 PDW Chairs									
RC: Baronne	377 CAM: JOCM Reception									
RC: Maison	347 CAM: Organization Ed. Board									
RC: Orleans	336 AAC: Practice Committee Meeting									
RC: Salon 1	335 CAM: POS Scholars									
RC: Vermillion	375 AAC: Practitioner									
SH: Armstrong Ballroom	339 AAC: New Member Orientation									
SH: Edgewood A	← AAC: Placement Services									
SH: Napoleon Exposition Hall	3 338 AA: AOM Award Winners									
SH: Poydras	← AAC: New Orleans 2004, LAC →									
SH: Rampart	351 AAC: ONE Executive Committee									
SH: Salon 816	352 AAC: MH Executive Committee									
SH: Salon 817	353 AAC: PNP Executive Committee									
SH: Salon 820	354 AAC: MSR Executive Committee									
SH: Salon 828	355 AAC: ODC Executive Committee									
SH: Waterbury	← ART: Academy Arts & The Fringe Cafe →									

Sunday Evening, August 8, 2004

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
FM: Creole	← AAC: AMJ Incoming Edit. Board							
MT: Balcony I							386 CAM: HKUST Reception	→
MT: La Galleries 2	382 CM: CMD Board Meeting							
MT: La Galleries 3	380 AAC: Warwick Reception							
MT: La Galleries 5	← CAM: Organization Science							
MT: Preservation Hall Studio 6		383 AAC: OCIS Executive Committee						
MT: Preservation Hall Studio 8	← AAC: MC Executive Committee							
OS: Restaurant Muriel's							387 MC: M&F	→
RC: Baronne	← CAM: JOCM							
RC: Orleans	381 CAM: Org Studies Ed							
SH: Grand Ballroom						384 AA: All-Academy Reception		
SH: Napoleon Exposition Hall	379 AA: AOM Convocation							
SH: Poydras	← AAC: New Orleans 2004, LAC							→
SH: Waterbury	← ART: Academy Arts & The Fringe Cafe				385 ART: Academy Arts Opening/ACORN			



Jaken Naiset from “Kill Your Darlings: Emotions and Leadership in a Creative Process” Erika Sauer; U. of Tampere; Arja M Ropo; U. of Tampere

Monday Morning, August 9, 2004

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
FM: Bayou III								524	MH: RBV: Past, Present, and Future
FM: Bayou Rooms II + IV			407	BPS/TIM: Change and Strategic Renewal				543	OMT/ODC/RM: Philosophy of KM
FM: Creole				474	PNP: Management Systems				
FM: Explorers			396	AA: Studies of Performance and AK				478	AA: Conflicts in Being Relevant
FM: Gold								527	MSR: Transposition or Imposition
FM: University								542	OMT/CMS/SIM: Power of Collective
MT: Balcony I J K			418	HR: Welcome and Awards Ceremony				501	HR/ODC: Org Ethics: Theory to
MT: Balcony L M N			448	OB/ODC/TIM: High Tech Strategic Leadership				528	OB: A Focus on China
MT: Grand Ballroom - Break Area							475	AAC: Conference Break	
MT: Grand Ballroom - Membership				468	AAC: Membership				→
MT: Grand Ballroom Exhibits				469	AAC: Exhibits				→
MT: Grand Ballroom Registration				470	AAC: Registration				→
MT: La Galleries 1			415	GDO/OB: Confronting Sexual Harassment				497	GDO/HR: Affirmative Action Beliefs
MT: La Galleries 2			393	AA: Rigor-Relevance Dilemma				476	AA: Applied Theorists Reflect
MT: La Galleries 3			394	AA: Making Research Matter				477	AA: Leadership and InfoTech Issues
MT: La Galleries 4			414	GDO: Relationships and Difference				496	GDO: Diversity in Managing HR
MT: La Galleries 5&6			442	MSR/MED/ODC: Leadership with Inner Meaning				492	CM/SIM: Deviance & Unethical
MT: Mardi Gras Salon B		392	SIM: Ethical Work Climate					550	SIM: Stakeholder Theory
MT: Mardi Gras Salon C			443	OB: Perceived Support at Work				529	OB: Motivated Behavior
MT: Mardi Gras Salon D			446	OB/GDO/CM: Attaining Diversity's Benefits					
MT: Mardi Gras Salon E - BPS			405	BPS: Top Management					
MT: Mardi Gras Salon E - CM			410	CM: Conflict and Intl Conflict				490	CM: Teaching and Giving Feedback
MT: Mardi Gras Salon E - HCM			416	HCM: HCM Visual Papers					
MT: Mardi Gras Salon E - HR			419	HR: Performance Assessment				499	HR: Strategic HR
MT: Mardi Gras Salon E - MC			436	MC: Learning Across Boundaries				518	MC: Consulting to SME's
MT: Mardi Gras Salon E - MED			437	MED: Mgmt Dev. & Research				520	MED: Ethics & Trust in Mgmt Ed
MT: Mardi Gras Salon E - MH			439	MH: Creativity, Morale, OCBs & HRM				523	MH: Knowledge Structure Legitimacy
MT: Mardi Gras Salon E - MOC			441	MOC: Cognitive Processes				526	MOC: Decision Processes
MT: Mardi Gras Salon E - OB			444	OB: Cognitions				530	OB: Justice and Equity
MT: Mardi Gras Salon E - OCIS			451	OCIS: Knowledge Sharing Research				534	OCIS: Online Communities Research
MT: Mardi Gras Salon E - ODC			453	ODC: Innovation, Teams and Change				537	ODC: Consulting and Metaphors
MT: Mardi Gras Salon E - OMT			456	OMT: Learning and Imitation				541	OMT: Cognition
MT: Mardi Gras Salon E - ONE			458	ONE: ONE Visual Presentations					
MT: Mardi Gras Salon E - PNP							546	PNP: Understanding PNP	
MT: Mardi Gras Salon E - RM							547	RM: Qual. & Quant. Issues	
MT: Mardi Gras Salon E - SIM			461	SIM: Ethical Topics					
MT: Preservation Hall Studio 1			460	RM: RMD Welcome & Theme Session				548	RM: Qualitative Interviews
MT: Preservation Hall Studio 2			447	OB/HR: Customer Service				531	OB: Research on Justice
MT: Preservation Hall Studio 4			411	CM: Negative Affect in Negotiation				491	CM: Framing and Training Effects
MT: Preservation Hall Studio 5	← CAM: HSR, NIH & AHRQ Workshop								
MT: Preservation Hall Studio 6			395	AA: Town Mtg Approaches to Action				500	HR: Issues in Organizational Exit
MT: Preservation Hall Studio 7			445	OB: Antecedents of Trust				532	OB: Affect, Emotions, and Mood
MT: Preservation Hall Studio 8			452	OCIS: Language and Metaphors				535	OCIS: Expertise in Teams
MT: Preservation Hall Studio 9			408	CAR/HR: Families and Careers				489	CAR: Work-Family Issues in Careers
MT: Preservation Hall Studio 10			409	CAR/OB: Non-Standard Work Arrangements					
RC: Acadia			462	SIT: Power in Organizations...				551	SIT: Top Management Teams...
RC: Baronne			463	SIT: Gender and Diversity in the Workpla...				552	SIT: Strategic HR Systems
RC: Carondelet			459	ONE: ONE Welcome				544	ONE: Regional Sustainability
RC: Evangeline							521	MED: Leadership development	
RC: Grand Ballroom			438	MED: MED Welcome & Keynote Address					
RC: La Salle			412	CMS: More on Reflexivity...				493	CMS: Corporate Governance in the
RC: Salon 1			406	BPS/OMT/ONE: Instit & Econ Appr to Vol Stds				545	ONE/SIM/CMS: Discourse on

Monday Morning, August 9, 2004 (cont.)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
RC: Salon 2			397 AA: The INCAE Experience					479 AA: POS Research & Action	
RC: Salon 3			398 AA: Student Learning of AK					480 AA: Action Research & AK	
RC: Union Terrace A								522 MED: Global issues – Mgmt Ed	
RC: Vermillion			464 SIT: Regulatory and Political Perspectiv...					553 SIT: Organizational Culture	
SH: Edgewood A				467 AAC: Placement Services					→
SH: Grand Ballroom A			450 OB/OMT/OCIS: Negative Ties: A Symposium					488 BPS/OMT: Human Capital & Mobility	
SH: Grand Ballroom B - Table A1			422 IPC: Sustainability (A1)					504 IPC: Implementing Strategy	
SH: Grand Ballroom B - Table A2			423 IPC: Communication Media (A2)					505 IPC: Individual Entrepreneurs (A2)	
SH: Grand Ballroom B - Table A3			424 IPC: Global Entrepreneurship (A3)					506 IPC: Small Business Strategy (A3)	
SH: Grand Ballroom B - Table A4			425 IPC: Strategic HRM (A4)					507 IPC: Social Identity (A4)	
SH: Grand Ballroom B - Table B1			426 IPC: Organization Design (B1)					508 IPC: Globalization (B1)	
SH: Grand Ballroom B - Table B2			427 IPC: IP Rights (B2)					509 IPC: Research on Networks (B2)	
SH: Grand Ballroom B - Table B3			428 IPC: Entrepreneurs & Learning (B3)					510 IPC: Managing the Value Chain (B3)	
SH: Grand Ballroom D			449 OB/OMT: Dynamics of Collective Emotion					533 OB/HR: Linkage Research	
SH: Grand Ballroom E - Table C1			429 IPC: Cognition and Action (C1)					511 IPC: Organization Culture (C1)	
SH: Grand Ballroom E - Table C2			430 IPC: Developing Networks (C2)					512 IPC: Careers (C2)	
SH: Grand Ballroom E - Table C3			431 IPC: Emerging Leadership Ideas (C3)					513 IPC: Diversity (C3)	
SH: Grand Ballroom E - Table D1			432 IPC: Creating Knowledge (D1)					514 IPC: HR in the Public Sector (D1)	
SH: Grand Ballroom E - Table D2			433 IPC: Perspectives on Quality (D2)					515 IPC: Stress and Burnout (D2)	
SH: Grand Ballroom E - Table D3			434 IPC: Learning and Innovation (D3)					516 IPC: Innovations in Service (D3)	
SH: Grand Chenier			399 BPS: Evolution of Capabilities					482 BPS: Corporate Performance	
SH: Grand Couteau			400 BPS: Organizational Learning					483 BPS: Technology Search &	
SH: Maurepas			413 ENT: Indigenous Entrepreneurship					494 ENT: Innovation & Commercialization	
SH: Napoleon A1			440 MOC: Organizational Identity					481 AAC: Meet the Editors	
SH: Napoleon A2		391 ODC: Welcome	466 ODC: Change Across Enterprises					536 ODC: Change Readiness	
SH: Napoleon A3			420 IM: International R&D					502 IM: Cross-Border Learning	
SH: Napoleon B1			401 BPS: Value Creation & Appropriation					484 BPS: Diversification Strategies	
SH: Napoleon B2			402 BPS: What's New- Corporate Strategy					485 BPS: Executive Compensation	
SH: Napoleon B3			455 OMT: OMT Welcome Breakfast and Distingui...					539 OMT: Does OMT "Matter" Anymore?	
SH: Napoleon C1								549 RM/CMS/OMT: Degrees of Freedom	
SH: Napoleon C2			421 IM: Welcome	473 IM: Culture & IM				503 IM: International JVs	
SH: Napoleon C3			465 TIM/BPS: University Technology Transfer					554 TIM: Licensing: Determinants and Ef	
SH: Napoleon D1			454 OM: Flexibility Strategies					538 OM: Service Management	
SH: Napoleon D2			435 MC: Managing Consulting Firms					517 MC: Knowledge Management in MC	
SH: Napoleon D3			457 OMT/TIM/BPS: Open Innovation Communities					555 TIM: Perspectives on Modularity	
SH: Poydras		390 AAC: New Orleans 2004, LAC							→
SH: Rampart								525 MOC: Action Research	
SH: Salon 816			403 BPS: Strategic Decision Making					486 BPS: Strategic Planning	
SH: Salon 817/821 (combined)			404 BPS: Alliance Networks					487 BPS: Multipartner Alliances	
SH: Salon 820			417 HCM/MOC: Silence in Dynamic Settings					519 MC/ODC: The Organizational "CAT	
SH: Salon 825								498 HCM: Public and Community Health	
SH: Salon 828								540 OMT: Leadership Perspectives	
SH: Salon 829				472 ENT: Opportunity				495 ENT: Family Firms	
SH: Waterbury				471 ART: Academy Arts & The Fringe Cafe					

CONFERENCE PROGRAM GUIDE

Monday Afternoon, August 9, 2004

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
FM: Bayou I		587 MH: Actionable: Lee to van Kleeck				661 MH: Schumpeter and			727 MH: MH Business		
FM: Bayou Rooms II + IV		600 ODC/MC/RM: Design Science/Action				660 MED/MC: Look for			735 OB/OCIS: Group		
FM: Creole		607 PNP: Division Workshop				683 PNP: Division			750 PNP: Business Meeting		
FM: Explorers		558 AA: Govt Relations Gap				622 AA: Knowledge			696 AA: Leveraging Self-		
FM: Gold		617 MSR: No Humpty				666 MSR: Threshing Theory			729 MSR:		
FM: Orleans										759 CAM: →	
FM: University		604 OMT/ONE/SIM: Changing Dynamics				631 BPS/OMT/TIM: Mkt			749 OMT/OB/RM:		
MT: Balcony I J K		581 HR/OB: Responses to Stigma at Work				619 AA: Action Research			708 HR/CAR/GDO: Work and		
MT: Balcony L M N		594 OB/HR: Insidious Workplace Deviance				667 OB: LMX and OCB					
MT: Grand Ballroom - Break Area						692 AAC: Conference Break					
MT: Grand Ballroom - Membership		← AAC: Membership									
MT: Grand Ballroom Exhibits		← AAC: Exhibits									
MT: Grand Ballroom Registration		← AAC: Registration									
MT: La Galleries 1		577 GDO: Protecting Harassment Victims				638 GDO/HR/OB: Prejudice			705 GDO/OB/CAR:		
MT: La Galleries 2		556 AA: AACSB & Mgmt Ed Trends				620 AA: Consultants			694 AA: Knowledge Driven		
MT: La Galleries 3		557 AA: Social Effects of Action				621 AA: Weird Work			695 AA: Research on RBV		
MT: La Galleries 4		578 GDO: Dominance and Privilege				637 GDO: Leadership and			704 GDO: Celebrating 20		
MT: La Galleries 5&6		568 BPS/OMT/ENT: New Venture				662 MH/ODC/MC: Actionable			752 RM/CMS: Studying		
MT: Mardi Gras Salon B		609 SIM: Corporate Social Performance				686 SIM: Corporate Political			753 SIM: SIM Business Meeting		
MT: Mardi Gras Salon C		590 OB: Individual Creativity				668 OB: Impression Mgmt			730 OB: Work Time Use		
MT: Mardi Gras Salon D		573 CMS/ODC/RM: Power to Narrate				630 BPS/OMT/TIM: Problem			736 OB/OCIS/MOC:		
MT: Mardi Gras Salon E - CM		571 CM: Pro-social and Anti-Social Beh									
MT: Mardi Gras Salon E - HR		579 HR: Past Trends and New Approaches				641 HR: Life at Work					
MT: Mardi Gras Salon E - IM						644 IM: Emerging Mkts & IM					
MT: Mardi Gras Salon E - MED		585 MED: Student as Customer				657 MED: Curriculum Design					
MT: Mardi Gras Salon E - MOC		589 MOC: Social and Symbolic Processes				664 MOC: Social Cognition					
MT: Mardi Gras Salon E - OB		591 OB: Politics and Social Dominance				669 OB: Groups and Teams			731 OB: Personality		
MT: Mardi Gras Salon E - OCIS		596 OCIS: Online Decision making				672 OCIS: Technology Usage			737 OCIS: Theories of		
MT: Mardi Gras Salon E - OMT		603 OMT: Organizational Culture				679 OMT: Agency/Transaction			746 OMT: Alliances and		
MT: Mardi Gras Salon E - PNP		606 PNP: Organizational Performance									
MT: Mardi Gras Salon E - SIM		610 SIM: Social Responsiveness									
MT: Preservation Hall Studio 1		608 RM: RM International Networking				684 RM/CMS/ONE: We Eat			751 RM: Truth,		
MT: Preservation Hall Studio 2		592 OB: Person-Organization Fit				670 OB: Workplace Rewards			732 OB: Aggression		
MT: Preservation Hall Studio 4		572 CM: Intra & Intergroup Conflict				633 CM: Cognitive Maps &					
MT: Preservation Hall Studio 5									693 CAM: UCLA Reception		
MT: Preservation Hall Studio 6		580 HR: Strategic HR Practices							707 HR: Performance		
MT: Preservation Hall Studio 7		593 OB: Multi-level Issues in Teams				671 OB: Justice and Emotions			734 OB/HR: Orgl Support		
MT: Preservation Hall Studio 8		597 OCIS: IT Resource Investments				673 OCIS: Knowledge Sharing			738 OCIS: Virtual Teams		
MT: Preservation Hall Studio 9		570 CAR/GDO/OB: Work-Family				632 CAR: Theme Session:			701 CAR: Problematic		
MT: Preservation Hall Studio 10		569 CAR: Mentoring=Actionable									
RC: Acadia		611 SIT: Transformational Leadership...				687 SIT: Cognition and			754 SIT: Groups and		
RC: Baronne		612 SIT: Innovation and Adaptation...				688 SIT: Organizational			755 SIT: Networks and		
RC: Carondelet						681 ONE: Managerial					
RC: Evangeline		586 MED: MED Past presidents luncheon				658 MED: Technology			725 MED: Bridging		
RC: La Salle		584 IM/CMS: Latin Management				634 CMS: Critical realism and					
RC: Salon 1		605 ONE/CMS: Educating for Sustainability				682 ONE/ENT: SMEs and the			697 AA: Actioning		
RC: Salon 2		559 AA: Action & Self-Knowledge				623 AA: Using Energy for			698 AA: Organizational		
RC: Salon 3		560 AA: Action Res & New Knowledge				624 AA: Lack of Relevance in			699 AA: Challenges for		
RC: Union Terrace A						659 MED: Learning Cognition			726 MED: Business		
RC: Vermillion		613 SIT: Organizational Justice and Trust...				689 SIT: Work and Family...			756 SIT: Emotions in		
SH: Armstrong Ballroom						640 HR: Ice Cream Social...					
SH: Borgne		598 ODC: Organizing for Change				675 ODC/OMT/RM: Change			740 ODC/SIM: Positive		

Monday Afternoon, August 9, 2004 (cont.)

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
SH: Edgewood A	← AAC: Placement Services										
SH: Grand Ballroom A	567 BPS/OMT: Competition Among Org.			680 OMT/OCIS: Outsourcing			747 OMT/BPS: Generative				
SH: Grand Ballroom B - Table A1				645 IPC: Managing Strategic			711 IPC: Stakeholder				
SH: Grand Ballroom B - Table A2				646 IPC: Orgs and			712 IPC: Stakeholder				
SH: Grand Ballroom B - Table A3				647 IPC: Organizational			713 IPC: Science and				
SH: Grand Ballroom B - Table A4							714 IPC: Reactions to				
SH: Grand Ballroom B - Table B1				648 IPC: Industry and			715 IPC: Transferring				
SH: Grand Ballroom B - Table B2				649 IPC: History & Social			716 IPC: Research Over				
SH: Grand Ballroom B - Table B3				650 IPC: Strategic			717 IPC: Risk and Return				
SH: Grand Ballroom D	595 OB/OMT: Social Identity Theory			685 RM/OB/HR: Statistical			733 OB/CM: Cynicism and				
SH: Grand Ballroom E - Table C1				651 IPC: Ethnography (C1)			718 IPC: Teaching and				
SH: Grand Ballroom E - Table C2				652 IPC: Perspectives on			719 IPC: Politics and				
SH: Grand Ballroom E - Table C3				653 IPC: New Product			720 IPC: Issues in Virtual				
SH: Grand Ballroom E - Table D1				654 IPC: International HRM			721 IPC: Negotiation and				
SH: Grand Ballroom E - Table D2				655 IPC: Women in			722 IPC: Workplace				
SH: Grand Ballroom E - Table D3							723 IPC: Work Design				
SH: Grand Chenier	562 BPS: RBV: Unresolved Debates			625 BPS: New Theory on							
SH: Grand Couteau	563 BPS: Knowledge Transfer			626 BPS: Social Learning and			700 BPS: Roles of Boards				
SH: Maurepas	576 ENT/TIM: Commercializing New			635 ENT: Rents, Exchanges,			703 ENT/SIM: Law and				
SH: Napoleon A1	588 MOC: Creating Positive Organization			663 MOC: Knowledge							
SH: Napoleon A2	599 ODC: Discourse in Change			674 ODC: Large System			739 ODC: Critical Realism				
SH: Napoleon A3	582 IM: Locations & Clusters			642 IM: Cross-Border Mgmt &			709 IM: Cross-cultural Mgt.				
SH: Napoleon B1							748 OMT/MH: State Laws				
SH: Napoleon B2	564 BPS: Dynamics of Resources			627 BPS: Board			742 OMT: Issues in				
SH: Napoleon B3	601 OMT: Institutional Effects			677 OMT: New Perspectives			743 OMT: Institutional				
SH: Napoleon C2	583 IM: Cross-Border M&A			643 IM: Knowledge in MNCs			710 IM: Transitioning Econ				
SH: Napoleon C3	575 ENT/BPS/TIM: Exit & Harvest			690 TIM: Entry, Incumbency			757 TIM: Anne Miner				
SH: Napoleon D1	618 OM: Integrating OD			676 OM: JOM Best Paper			741 OM: Bus Mtg				
SH: Napoleon D2	616 MC: MC Research			656 MC: Cons. as Change			724 MC: Consulting to Top				
SH: Napoleon D3	614 TIM: Customer Integration and Innov			691 TIM: Knowledge Transfer			758 TIM: Search and				
SH: Poydras	← AAC: New Orleans 2004, LAC →										
SH: Rampart				665 MOC/OB: Identity			728 MOC: Emotion and				
SH: Salon 816	565 BPS: CEO Characteristics			628 BPS: Decision Making			744 OMT: New Ventures				
SH: Salon 817/821 (combined)	566 BPS: Collaboration and Competition			629 BPS: Alliances and Firm							
SH: Salon 825	615 HCM: Across Org.			639 HCM: Learning and			706 HCM: Distinguished				
SH: Salon 828	602 OMT: Population Dynamics			678 OMT: Network			745 OMT: Adaptation and				
SH: Salon 829	574 ENT: Venture Capital			636 ENT: International Factors			702 ENT: Ethnic & Minority				
SH: Waterbury	← ART: 561 ART: Aesthetics, Art and Management										

Monday Evening, August 9, 2004

	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00
FM: Bayou I	768 MH: Wrege: Greenwood Award							
FM: Creole	← PNP: Business Mtg.		776 PNP: Division Social					
FM: Explorers							787 CAM: BAM Reception	
FM: Gold	769 MSR: Business Mtg.			790 MSR: MSR Social				
FM: Orleans	← CAM: Northeastern U. Reception							
MT: Balcony L M N	770 OB: OB Celebration and Social Hour							
MT: La Galleries 1				780 GDO: GDO Social Hour			794 GDO: LGBT & Friends →	
MT: La Galleries 4	764 GDO: Business Mtg.							
MT: Mardi Gras Salon B	← SIM: Business Mtg.		782 SIM: Social Hour →					
MT: Preservation Hall Studio 1	773 RM: Business Mtg.			784 RM: RM Social Hour				
MT: Preservation Hall Studio 4							792 CAM: BYU Ice Cream Social →	
MT: Preservation Hall Studio 5	← CAM: UCLA Reception							
MT: Preservation Hall Studio 7							786 CAM: MFCA Reception	
MT: Preservation Hall Studio 8	771 OCIS: Business Mtg.							
MT: Preservation Hall Studio 9							781 OCIS: OCIS Reception	
RC: La Salle	762 CMS: Business Mtg.			779 CMS: CMS Social				
RC: Salon 1	761 CAM: Int'l Assoc. for Chinese Mgt.							
SH: Armstrong Ballroom							795 AA: President's Reception →	
SH: Borgne							785 CAM: Boston College Reception	
SH: Maurepas							788 ENT: ENT Division Reception →	
SH: Napoleon A3	766 IM: Eminent Scholar Forum							
SH: Napoleon B2	760 BPS: BPS Mid-Career Consortium							
SH: Napoleon B3	777 OMT: OMT Social Hour							
SH: Napoleon C2							789 IM: BAH Scholar reception	
SH: Napoleon C3	774 TIM: Business Mtg.							
SH: Napoleon D1	775 OM: OM Division Social							
SH: Napoleon D2	767 MC: Business Mtg.			778 MC: Social Hour			793 MC: Welcome	
SH: Napoleon D3							783 TIM: TIM Social Hour...	
SH: Poydras	← AAC: New Orleans 2004, LAC →							
SH: Salon 825	765 HCM: Business Mtg.			791 HCM: HCM Reception				
SH: Salon 828	772 OMT: Business Mtg.							
SH: Salon 829	763 ENT: Division Business Mtg.							

Tuesday Morning, August 10, 2004

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
FM: Bayou I		820 IM: International HRM				916 MH: Journal of Management-30 Years		
FM: Bayou III		804 BPS/OMT: Exploration and Exploitation				896 IM: People & Performance		
FM: Bayou Rooms II + IV		802 BPS/HCM: Mgmt & Pharmaceutical Research				898 IM/HR/CAR: Global Careers & HR		
FM: Creole		868 PNP: People and Organizations				932 PNP: People and Relationships		
FM: Explorers		797 AA: Theories of Workplace Deviance				876 AA: Collaboration Methods & AK		
FM: Gold		851 ODC: Leadership, Strategy & Vision				926 ODC: Voices from the Periphery		
FM: Orleans		852 OM: Lean Manufacturing and TQM				923 OB/MOC/OMT: Relational Models		
FM: University		856 OMT: Organizational Learning				940 TIM: Alliances and Performance		
MT: Balcony I		814 HR: International HR Practices				891 HR: Strategic HR		
MT: Balcony J		815 HR: Issues in Selection Testing				892 HR: Recruitment and Selection		
MT: Balcony K		816 HR: Issues in Team Research				893 HR: Issues in Compensation		
MT: Balcony L M N		845 OB/CM: Advances in Justice Climate				918 OB: Trust in Work Relationships		
MT: Grand Ballroom - Break Area					874 AAC: Conference Break			
MT: Grand Ballroom - Membership		870 AAC: Membership						
MT: Grand Ballroom Exhibits		871 AAC: Exhibits						
MT: Grand Ballroom Registration		872 AAC: Registration						
MT: La Galleries 1		813 GDO/HR: Pragmatics of W-F Practices				890 GDO/SIM/OB: Diversity & Antisocial		
MT: La Galleries 2		866 TIM/BPS/OMT: Standards Development				883 CMM/MOC: Is that Fair?		
MT: La Galleries 3		860 SIM/MSR: Pos Psychology & Respon Orgs				875 AA: Innovation & AK		
MT: La Galleries 4		811 GDO: Diversity, Conflict & Emotions				888 GDO: Diversity and Performance		
MT: La Galleries 5&6		821 IM/MED/MOC: Co-production of Knowledge				929 OMT: Response and Resilience		
MT: Mardi Gras Salon B		859 SIM: Empirical Ethics Topics				934 SIM: Stakeholder Responses		
MT: Mardi Gras Salon C		842 OB: The Influence of Time				919 OB: Employee Stress and Well-being		
MT: Mardi Gras Salon D		850 OCIS/TIM/PNP: Data Sharing				881 CAR/GDO/HR: Putting Work in its		
MT: Mardi Gras Salon E - CMS		807 CMS: CPM III						
MT: Mardi Gras Salon E - ENT		810 ENT: Alliances and Networks				887 ENT: Entrepreneurship Models		
MT: Mardi Gras Salon E - GDO		812 GDO: Diversity and Performance				889 GDO: Worldwide Work Diversity		
MT: Mardi Gras Salon E - HR		817 HR: Compensation and Benefits						
MT: Mardi Gras Salon E - IM		819 IM: Internalization & performance				895 IM: Cross-border networks and M&A		
MT: Mardi Gras Salon E - MC		838 MC: Culture & Organization Change				912 MC: Consulting for Energy Creation		
MT: Mardi Gras Salon E - OB		843 OB: Cooperation and Competition				920 OB: Attachment and Commitment		
MT: Mardi Gras Salon E - OMT		855 OMT: Legitamcy/Inst. Theory				930 OMT: New Directions		
MT: Mardi Gras Salon E - TIM		864 TIM: Technological Competencies				938 TIM: Adoption, Structure, and Outco		
MT: Preservation Hall Studio 1		858 RM: Using Visual Methodologies				933 RM: Dynamics of Knowledge		
MT: Preservation Hall Studio 2		847 OB/OCIS: Virtual Teams and Workers				921 OB: Employee-Organization Exchange		
MT: Preservation Hall Studio 4		806 CM: Emotions and Well-Being				882 CM: Solving Social Problems		
MT: Preservation Hall Studio 6		818 HR: Strategic HR				894 HR: Global Organizations		
MT: Preservation Hall Studio 7		844 OB: Conflict and Cooperation				922 OB: Leading and Motivating Groups		
MT: Preservation Hall Studio 8		848 OCIS: Technology Sensemaking				925 OCIS: Virtual Communities Research		
MT: Preservation Hall Studio 9		849 OCIS/OB: Managing Rings, Beeps & Buzzes				939 TIM: Organizational Learning		
MT: Preservation Hall Studio 10		796 CAR: Mentoring: New Research				927 OM: Operations Strategy		
RC: Acadia		861 SIT: Ethical Behaviors...				935 SIT: Learning in Alternative Settings...		
RC: Baronne		862 SIT: Implementing Technologies...				936 SIT: Acquisition Integration...		
RC: Carondelet		857 ONE: Stakeholder Dynamics				931 ONE: Defining Sustainability		
RC: Evangeline		841 MED/OB: Management Education Paradigms				914 MED: Value in Management Learning		
RC: La Salle		808 CMS: CMS Keynote Speaker				884 CMS: Critical Approaches to Gender		
RC: Salon 1A		839 MC: Frameworks for MC				913 MC/IM: Top Teams and		
RC: Salon 1B		865 TIM: Technological Diversification				941 TIM: Knowledge Management		
RC: Salon 3		822 IM/OMT/ODC: MNCs & Institutional Theories				897 IM: Country Risk		
RC: Union Terrace A		840 MED: Actionable Knowledge in Mgt Ed				915 MED: Management Learning Theories		
RC: Union Terrace C		803 BPS/MOC: Board Process Research						
RC: Vermillion		863 SIT: Expatriation and International Mana...				937 SIT: Uncertainty and Complexity...		

CONFERENCE PROGRAM GUIDE

Tuesday Morning, August 10, 2004 (cont.)

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
SH: Edgewood A	869 AAC: Placement Services								
SH: Grand Ballroom A		853 OMT: Power in Collaborations				924 OB/OMT: Publication Ranking			
SH: Grand Ballroom B - Table A1		823 IPC: Action Research (A1)				899 IPC: Environmental Innovation (A1)			
SH: Grand Ballroom B - Table A2		824 IPC: New Capabilities (A2)				900 IPC: Emerging Markets (A2)			
SH: Grand Ballroom B - Table A3		825 IPC: Economic Reform (A3)				901 IPC: Finance and Strategy (A3)			
SH: Grand Ballroom B - Table B1		826 IPC: Management's Influence (B1)				902 IPC: Creating Value (B1)			
SH: Grand Ballroom B - Table B2		827 IPC: Social Capital (B2)				903 IPC: Management in China (B2)			
SH: Grand Ballroom B - Table B3		828 IPC: Entrepreneurship Process (B3)				904 IPC: Longitudinal Change (B3)			
SH: Grand Ballroom B - Table B4		829 IPC: Tech & Human Capital (B4)				905 IPC: Research on Groups (B4)			
SH: Grand Ballroom D		846 OB/MOC/CM: Counterfactual Thinking							
SH: Grand Ballroom E - Table C1		830 IPC: Work and Family (C1)				906 IPC: Group Diversity (C1)			
SH: Grand Ballroom E - Table C2		831 IPC: Testing and Teaching (C2)				907 IPC: Tech and Communication (C2)			
SH: Grand Ballroom E - Table C3		832 IPC: Incentives and Rewards (C3)				908 IPC: Models of Innovation (C3)			
SH: Grand Ballroom E - Table C4		833 IPC: New Views on Leadership (C4)							
SH: Grand Ballroom E - Table D1		834 IPC: Critiques of Practice (D1)				909 IPC: Research on Creativity (D1)			
SH: Grand Ballroom E - Table D2		835 IPC: Group Outcome Research (D2)				910 IPC: Management Education (D2)			
SH: Grand Ballroom E - Table D3		836 IPC: Decision Making Process (D3)				911 IPC: Downsizing (D3)			
SH: Grand Ballroom E - Table D4		837 IPC: Exploiting Innovation (D4)							
SH: Grand Chenier		798 BPS: RBV and Dynamic Capabilities				877 BPS: Strategic Management Methods			
SH: Grand Couteau		799 BPS: Technology Strategy & R&D				878 BPS: M&A, Resource			
SH: Maurepas		805 BPS/OMT/ENT: Institutional Entrepreneurs				885 ENT: Planning and Failure			
SH: Rampart						917 MOC: MOC Best Student Papers			
SH: Salon 816		800 BPS: CEOs and Decision Making				879 BPS: Uncertainty & Decision Making			
SH: Salon 817/821 (combined)		801 BPS: TMTs, Strategy, & Performance				880 BPS: Interfirm Cooperation & Trust			
SH: Salon 825		867 HCM: Knowledge & Innovation							
SH: Salon 828		854 OMT: Embedded Ties and Boundaries				928 OMT: Networks and Status			
SH: Salon 829		809 ENT: Behaviors and Attitudes				886 ENT: New Firm Performance			
SH: Waterbury		873 ART: Academy Arts & The Fringe Cafe							

Tuesday Afternoon, August 10, 2004

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
FM: Bayou I						991 MH: Firm and Industry ENT					
FM: Bayou III						975 IM: Turnover in MNCs			1052 MH: MH Social: Bass		
FM: Bayou Rooms II + IV						1007 ONE/IM/PNP: Driving Global					
FM: Creole						1008 PNP: Enhancing Performance			1068 PNP/MED/ONE:		→
FM: Explorers						948 AA: Exec. Doctoral Pqms and			1017 AA: Turnover Research		→
FM: Gold						993 MSR: Do I stay or do I go now?			1076 TIM: Network and		
FM: Orleans						1002 OM: Linkages to Practice					
FM: University						976 IM: MNCs & Emerging Markets			1035 IM: Richman Award		
MT: Balcony I						970 HR: Alternative Job Structures			1031 HR: Strategic HR and		
MT: Balcony J						971 HR: Training and Development			1032 HR: Applicant Attraction		
MT: Balcony K						972 HR: Performance Feedback			1033 HR: Family-Friendly HR		
MT: Balcony L M N						994 OB: Psychological Contracts			1055 OB: OB Division Identity		
MT: Grand Ballroom - Break Area									1016 AAC: Conference Break		
MT: Grand Ballroom - Membership						944 AAC: Membership					
MT: Grand Ballroom Exhibits						945 AAC: Exhibits					
MT: Grand Ballroom Registration						946 AAC: Registration					
MT: La Galleries 1						969 GDO/CAR/OB: Work-Family			1020 CAR: Hughes Speaker:		
MT: La Galleries 2						1004 OMT: Innovation Perspectives			1070 RM/CMS: Deconstructing		
MT: La Galleries 3						1005 OMT: Organizational Fields			1019 BPS/TIM: Secrecy &		
MT: La Galleries 4						967 GDO: Work and Family			1029 GDO: Social Dynamics of		
MT: La Galleries 5&6						990 MED/MC/ODC: Action Learning			1053 MOC/OB: Mindfulness		
MT: Mardi Gras Salon B						1010 SIM: Political Capabilities			1071 SIM: corporate social		
MT: Mardi Gras Salon C						995 OB: Diversity and Group			1056 OB: Emot'l Intellig		
MT: Mardi Gras Salon D						955 CAR/GDO/HR: Work, Family			1075 TIM: Network and		
MT: Mardi Gras Salon E - CMS						962 CMS: Critical Perspectives on			1027 CMS: Critical		
MT: Mardi Gras Salon E - ENT						966 ENT: Formation and Growth					
MT: Mardi Gras Salon E - GDO						968 GDO: Diversity Representation					
MT: Mardi Gras Salon E - IM						974 IM: Knowledge and IM			1034 IM: Cross-border HRM		
MT: Mardi Gras Salon E - OB						996 OB: Motivation and Rewards			1057 OB: Leadership and LMX		
MT: Preservation Hall Studio 1						1009 RM: Imagination and			1069 RM: Qualitative		
MT: Preservation Hall Studio 2						997 OB: Effects of Leadership			1058 OB: Aggression		
MT: Preservation Hall Studio 4						961 CM: Fairness and			1026 CM/GDO: Role of Status		
MT: Preservation Hall Studio 6						973 HR: Statistical Issues in HR			1054 MOC/SIM: New		→
MT: Preservation Hall Studio 7						999 OB/OMT: Disconnections			1059 OB: Employee-Orq Ties		
MT: Preservation Hall Studio 8						1000 OCIS: IS Development			1061 ODC: ODC Distinguished		
MT: Preservation Hall Studio 9						1001 OCIS: Equivocality of			1060 OCIS: Keynote Address:		
MT: Preservation Hall Studio 10						954 CAR: Career Success and			1063 OM: Operational Issues		→
RC: Acadia						1011 SIT: Corporate Governance...			1072 SIT: Identity and		
RC: Baronne						1012 SIT: Decision-Making			1073 SIT: Strategy and		
RC: Carondelet						1006 ONE: Strategic Response to			1067 ONE: Organizational		→
RC: Evangeline						988 MED: Alt. Teaching Approaches			1050 MED: Mgmt Skills &		
RC: La Salle						963 CMS: Organizational Diversity			1049 MC: Cons. & Learning 2		
RC: Salon 1A						987 MC: Cons. & Learning 1			1062 ODC: Organizational		→
RC: Salon 1B						1014 TIM: Knowledge Transfer (I)			1036 IM: Alliances & Networks		
RC: Salon 2 - Table A1						956 CAU: Technology for the			1021 CAU: Faculty Perf.		
RC: Salon 2 - Table A2						957 CAU: Issues in Lab Studies			1022 CAU: Excellence in Bus.		
RC: Salon 2 - Table A3						958 CAU: The Inquiring			1023 CAU: Hidden Identities in		
RC: Salon 2 - Table B1						959 CAU: Academic v. Exec. MBA			1024 CAU: Moral Story and		
RC: Salon 2 - Table B2						960 CAU: Ldrshp. Ed & Service			1025 CAU: The Involuntary		
RC: Salon 3						1015 TIM: Radical Innovation					
RC: Union Terrace A						989 MED: Team Learning			1051 MED: Technology		→
RC: Vermillion						1013 SIT: Social Responsibility...			1074 SIT: Control and		

Tuesday Afternoon, August 10, 2004

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00	
SH: Armstrong Ballroom											→	
SH: Edgewood A						943 AAC: Placement Services						
SH: Grand Ballroom B - Table A1						977 IPC: Perspectives on CSR (A1)			1037 IPC: Strategy and Health			
SH: Grand Ballroom B - Table A2						978 IPC: Technology Alliances (A2)			1038 IPC: Intl Tech & Strategy			
SH: Grand Ballroom B - Table A3									1039 IPC: Managing Org			
SH: Grand Ballroom B - Table B1						979 IPC: Sources of Value (B1)			1040 IPC: Legitimacy and			
SH: Grand Ballroom B - Table B2						980 IPC: Managing Alliances (B2)			1041 IPC: Individual			
SH: Grand Ballroom B - Table B3						981 IPC: Strategic Decision Making			1042 IPC: Interorg. Systems			
SH: Grand Ballroom D						998 OB/HR: Proactivity			1065 OMT/BPS/TIM: Changing			
SH: Grand Ballroom E - Table C1						982 IPC: Research on Ethics (C1)			1043 IPC: Conceptualizing			
SH: Grand Ballroom E - Table C2									1044 IPC: Trust and			
SH: Grand Ballroom E - Table C3						983 IPC: Recruiting People (C3)			1045 IPC: Strategic Learning			
SH: Grand Ballroom E - Table D1						984 IPC: Union-Management			1046 IPC: Organizational			
SH: Grand Ballroom E - Table D2						985 IPC: Politics and Perceptions...			1047 IPC: Violence in the			
SH: Grand Ballroom E - Table D3						986 IPC: Corporate Philanthropy			1048 IPC: Privacy and Ethics			
SH: Grand Chenier						950 BPS: Instl Perspectives on						
SH: Grand Couteau						951 BPS: Multinational Strategies			1018 BPS: Corporate			
SH: Maurepas						964 ENT: New Venture Networks						
SH: Napoleon Exposition Hall	← 942 AA: Presidential Luncheon											
SH: Rampart						992 MOC: Trust and Fairness			1066 OMT/SIM/MOC:		→	
SH: Salon 816						952 BPS: TMT Selection &						
SH: Salon 817/821 (combined)						953 BPS: Joint Ventures and						
SH: Salon 820						949 AAC: Membership Debriefing						
SH: Salon 825									1030 HCM: MD/Nurse Job			
SH: Salon 828						1003 OMT: Power and Dependence			1064 OMT: Constructing			
SH: Salon 829						965 ENT: Nascent Entrepreneurs			1028 ENT: Management &			
SH: Waterbury						947 ART: Academy Arts & The Fringe Cafe						→

Tuesday Evening, August 10, 2004

5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	9:30	
FM: Creole	← PNP/MED/ONE: Greening								
FM: Explorers	← IM: IMD Business Meeting								
MT: Balcony I J K	1090 HR: HR Division								
MT: La Galleries 1	1089 CAR: CAR Social Hour								
MT: La Galleries 2	← CM: Business Mtg. siness								
MT: Mardi Gras Salon D	1094 CAM: INSEAD Reception								
MT: Preservation Hall Studio 4	1093 CM: CMD Social								
MT: Preservation Hall Studio 6	← HR: Business Mtg.								
MT: Preservation Hall Studio 8	1091 MOC: MOC Social				1098 OCIS: OCIS Jazz Club Walk				→
MT: Preservation Hall Studio 10	← CAR: Business Mtg. & Awards								
MT: St. Charles Suite	← AAC: LAC Thank You Party								
RC: Carondelet	← ONE: Business Mtg.								
RC: Salon 1A	← ODC: Business Mtg.								
RC: Salon 3	1096 MED: MED/ONE Division Joint Social								→
RC: Union Terrace A	← MED: Awards & Business Mtg.								
SH: Armstrong Ballroom	← BPS: Business Mtg. 1088 BPS: BPS Social Hour								
SH: Borgne	1092 ODC: ODC Social								
SH: Grand Ballroom A	← CAM: Human Relations Reception								
SH: Grand Ballroom D	1095 IM: IM Division Social								→
SH: Rampart	← MOC: Business Mtg.								
SH: Waterbury	← ART: Academy Arts & The Fringe Cafe								→

Wednesday Morning, August 11, 2004

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
FM: Creole			1139 PNP: Agents of Organizations			1159 PNP: Defining the Sectors		
FM: Gold			1137 MSR: SIO Research Methods			1150 MSR: Publishable Research in MSR		
MT: Balcony I J K		1113 HR: Web-based Recruitment Effects			1145 HR: HRM Across National Borders			
MT: Balcony L M N		1123 OB/HR/IM: Cultural Intelligence at Work			1151 OB: Charismatic Leadership			
MT: Grand Ballroom Registration		1135 AAC: Registration						
MT: La Galleries 2		1109 CM: Dynamics of Knowledge Exchange						
MT: La Galleries 4		1112 GDO: Diversity, Fairness, & Health				1144 GDO/CAR: Invisible and		
MT: Mardi Gras Salon B		1129 SIM: International Issues				1161 SIM: Crises and Violent Conflict		
MT: Mardi Gras Salon C		1119 OB: Predicting Voice Behavior				1152 OB: Work-Family Interface		
MT: Mardi Gras Salon E - OB		1120 OB: Safety and Emotions						
MT: Preservation Hall Studio 1		1128 RM: SEM and ANOVA					1160 RM: Quantitative Methodologies	
MT: Preservation Hall Studio 2		1121 OB: Leader-Follower Relationship				1153 OB: OCB Conceptualizations		
MT: Preservation Hall Studio 6						1148 IM/HR/OB: Expatriate Management		
MT: Preservation Hall Studio 7		1122 OB: Commitment Concepts Considered					1154 OB: Group Decision Making	
MT: Preservation Hall Studio 8		1124 OCIS: Actionability of IS Theory				1155 OCIS: Technology Usage		
MT: Preservation Hall Studio 9		1125 OCIS/TIM/CAR: Effective Human E-Services						
MT: Preservation Hall Studio 10		1101 CAR/OB: Networks, Identity and Careers						
RC: Acadia		1130 SIT: Institutional Pressures...				1162 SIT: Ecological and Evolutionary		
RC: Baronne		1131 SIT: Signals and Status...						
RC: Carondelet		1138 ONE: Implementing Sustainability						
RC: Evangeline	← MED: Breakfast	1117 MED: Business Learning Alliances						
RC: La Salle		1110 CMS/MED: Arts in Management Education				1142 CMS: New Frontiers of Globalization		
RC: Union Terrace A		1118 MED/MH: Metaphors and Management				1149 MED: Strategies in the Classroom		
RC: Vermillion		1132 SIT: New Ventures...						
SH: Grand Chenier		1103 BPS: TCE: Transaction Governance						
SH: Grand Couteau		1104 BPS: Mergers and Acquisitions				1140 BPS: Org Design and Modularity		
SH: Napoleon A2		1102 ODC: Knowledge and Networks				1156 ODC: Renewal and Downsizing		
SH: Napoleon A3		1114 IM: MNC Roles & Networks				1146 IM: Managing Expatriates		
SH: Napoleon B1		1105 BPS: Interorganizational Networks						
SH: Napoleon B2		1108 BPS/OMT: Traditions in Strategy						
SH: Napoleon B3		1126 OMT: Identity and Identification				1157 OMT: Creating and Bldg Knowledge		
SH: Napoleon C2		1115 IM/OB/HR: Globalization and Stress				1147 IM: Institutional Reform & IM		
SH: Napoleon C3		1133 TIM: Public-Private Linkage and Inn				1163 TIM: Dynamic Capabilities		
SH: Napoleon D2		1116 MC: Knowledge for Comp. Advantage						
SH: Napoleon D3		1134 TIM: Venture Capital and Innovation				1164 TIM: The Exploration-Exploitation D		
SH: Poydras	1100 AAC: New Orleans 2004, LAC						→	
SH: Salon 816		1106 BPS: New Strategy Perspectives						
SH: Salon 817/821 (combined)		1107 BPS: TMT Characteristics				1141 BPS: Alliances and Innovations		
SH: Salon 825		1136 HCM: Managing Clinicians						
SH: Salon 828		1127 OMT: Networks in Finance				1158 OMT: You Can't Study That!		
SH: Salon 829		1111 ENT: Strategy				1143 ENT: Corporate Entrepreneurship		

Wednesday Afternoon, August 11, 2004

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
FM: Creole		1176 PNP: In Extremis Leadership								
FM: Gold			1177 MSR: Religion in the			1179 MSR: Integrated System of Mgmt.				
MT: Balcony L M N		1170 OB: Helping and Knowledge Work								
MT: Mardi Gras Salon C		1171 OB: Post-Merger Integration								
MT: Preservation Hall Studio 2		1172 OB: Effects of LMX								
MT: Preservation Hall Studio 7		1173 OB: Team and Role Boundaries								
RC: La Salle		1169 MH/CMS/OMT: Organizational History								
SH: Napoleon A2		1165 ODC: Comparative Change Cases								
SH: Napoleon A3		1167 IM: IJVs and Alliances				1178 IM: Internationalization process				
SH: Napoleon C2		1168 IM: Institutions & Learning								
SH: Napoleon C3		1174 TIM: User-Driven Innovation								
SH: Napoleon D3		1175 TIM: From imitation to innovation				1180 TIM: Open Source Development				
SH: Poydras	← AAC: New Orleans 2004, LAC									→
SH: Salon 817/821 (combined)		1166 BPS: Competitive Dynamics								



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

*Local Arrangements Chairs: William P Galle Jr, U. of New Orleans, Lakefront; Erich Brockmann, U. of New Orleans, Lakefront***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.loyno.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 Konopaske, 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**Welcomes: Georges Trepo, HEC, France; Andreas Werr, Stockholm School of Economics***9 : (MED, ART, ODC, OMT, SIM, CMS, MOC, OB) 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***11 : (ODC, MC, IM) International/Global Business Consulting: Perspectives and Viewpoints**

1:00pm - 3:30pm 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.*

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.**Chairs: 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 SBurroug@roosevelt.edu, by 7/5.**Chair: Susan M. Burroughs, Washington State U., Vancouver**Facilitators: Lynn Bowes-Sperry, Western New England College; Karen J. Crooker, U. of Wisconsin, Parkside; David A. Kravitz, George Mason U.; Beverly J DeMarr, Ferris State U.**Presenters: Gwendolyn M. Coombs, U. of Nebraska, Lincoln; Lena Rodriguez, San Diego State U.; Anita D. Bhappu, Southern Methodist U.; Wendy J. Casper, U. of Texas, Arlington; Elizabeth Cooper, U. of Rhode Island; Jane V. Wheeler, Bowling Green State U.; Jeanie M. Forray, Western New England College; Judith A. White, U. of Redlands; Laura Morgan Roberts, Harvard U.; Elizabeth Weatherly, U. of Alabama, Huntsville; Mary E. Graham, Clarkson U.; Ashleigh S. Rosette, U. of Houston; Margaret Patrickson, U. of South Australia; Ron Ophir, York U.; Filiz Tabak, Towson U.*

Friday 2:30PM

18 : (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 : (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 Davidsson, 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 Hoy, 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; Eleanor O'Higgins, U. College, Dublin; Flemming Poufelt, Copenhagen Business School; Anna Grandori, Bocconi U.; Joan E. Ricart, U. of Navarra; Raymond-Alain Thietart, U. Paris-Dauphine and Essec**Coordinator: Morten Huse, Norwegian School of Management***24 : (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 gordonc@cuhk.edu.hk.**Presenter: Richard Kum-Yew Lai, Harvard U.***26 : (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 gordonc@cuhk.edu.hk. There is a \$5.00 registration fee.**Presenter: David A. Hofmann, U. of North Carolina, Chapel Hill*

Friday 3:30PM

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

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 Werwath**, Northwestern U.; **Robert W. Verner**, International Truck & Engine Corporation; **Deborah Shearer**, Benedictine U.; **Jeffrey Bailey**, Blackwell Consulting Services

Friday 4:00PM

28 🗨️🗨️ SPDW: (ODC, MC, MED, PTC) Optimizing the Power of Action Learning

4:00pm - 6:00pm Sheraton New Orleans Hotel: Salon 828
Presenter: **Mike Marquardt**, George Washington U.

29 : (TIM) TIM Doctoral Consortium (Friday)

4:00pm - 8:00pm Sheraton New Orleans Hotel: Napoleon A1
Organizer: **Christopher L. Tucci**, Swiss Federal Institute of Technology
Participants: **Mary Tripsas**, Harvard U.; **Peter J Brews**, North Carolina U., Chapel Hill; **John E. Ettl**, Rochester Institute of Technology; **Alva Taylor**, Dartmouth College; **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign; **Andrew King**, Dartmouth College

Friday 4:30PM

30 : (OMT) OMT Junior Faculty Workshop

4:30pm - 9:00pm 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.
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.

Friday 4:45PM

31 🗨️ (MC) Using Project Management Tools and Techniques to Enhance the Effectiveness of Consulting Engagements

4:45pm - 6:45pm Sheraton New Orleans Hotel: Rhythms I
Part of the Foundations of Management Consulting. Pre-registration is required. Register at <http://mgmtconsultdiv.babson.edu>.
Presenter: **James W. Fairfield-Sonn**, U. of Hartford

Friday 5:00PM

32 🗨️🗨️ (BPS) BPS Doctoral Consortium

5:00pm - 9:00pm Sheraton New Orleans Hotel: Napoleon A2
Chairs: **Marjorie A. Lyles**, Indiana U., Indianapolis; **Timothy B. Folta**, Purdue U.
Speakers: **Robert A Burgelman**, Stanford U.; **Martin J. Conyon**, U. of Pennsylvania; **Prashant Kale**, U. of Michigan; **Michael Lubatkin**, U. of Connecticut; **Richard Makadok**, Emory U.; **Susan McEvily**, U. of Pittsburgh; **Torben Pedersen**, Copenhagen

Business School; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Changqi Wu**, Peking U.; **Maurizio Zollo**, INSEAD

33 : (CM) Conflict Management Doctoral Consortium

5:00pm - 7:00pm New Orleans Marriott: La Galleries 4
Presenters: **Michele J. Gelfand**, U. of Maryland; **Sally Blount-Lyon**, New York U.

34 : (OB) Organization Behavior Division Doctoral Student Consortium

5:00pm - 7:00pm New Orleans Marriott: Balcony N
Attendees must be nominated by their faculty. Please visit www.obweb.org or contact **Fran Yammarino** at fjyammo@binghamton.edu for more information
Organizer: **Francis J. Yammarino**, State U. of New York, Binghamton
Presenters: **Christie J. Struckman**, San Jose State U.; **John Slocum**, Southern Methodist U.; **John Mathieu**, U. of Connecticut; **Fred Dansereau**, State U. of New York, Buffalo; **Michael D. Mumford**, U. of Oklahoma; **Cheri Ostroff**, Columbia U.; **Roseanne Foti**, Virginia Tech; **Terri A. Scandura**, U. of Miami; **Chester A. Schriesheim**, U. of Miami; **Peter W. Hom**, Arizona State U.; **Shelley D. Dionne**, Binghamton U.; **Pamela Perrewe**, Florida State U.

35 SPDW: (RM, HR) Meeting Researchers in Multi-Level Analysis

5:00pm - 6:00pm New Orleans Marriott: Preservation Hall Studio 7
Pre-registration is not required.
Presenters: **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.

Friday 5:30PM

36 : (OCIS) OCIS Doctoral Consortium

5:30pm - 8:30pm New Orleans Marriott: Balcony M
Pre-registration is required. Please contact **Pamela Hinds** at phinds@stanford.edu by June 15th, 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.

Friday 6:00PM

37 : (HR) HR Doctoral Student Consortium

6:00pm - 8:30pm Off Site: Local Restaurant 1
Pre-registration required. Contact **John Delery** (jdellery@walton.uark.edu). This event is an informal dinner. Participants will be given details.
Organizers: **John E. Delery**, U. of Arkansas; **Paul Boselie**, Erasmus U.; **Christine Marie Riordan**, U. of Georgia; **Eduardo Salas**, U. of Central Florida

38 : (IM) Welcome to IM Division and Road Map to IMD Sessions at the Academy

6:00pm - 8:00pm Sheraton New Orleans Hotel: Napoleon B3
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

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

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

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

Presenters: Sigal G. Barsade, U. of Pennsylvania; **Arthur P. Brief**, Tulane U.; **Donald E. Conlon**, Michigan State U.; **Dov Eden**, Tel Aviv U.; **Angelo J. Kinicki**, Arizona State U.; **Thomas W. Lee**, U. of Washington, Seattle; **Sandra L. Robinson**, U. of British Columbia; **Anne S. Tsui**, Arizona State U.; **Batia Mishan Wiesenfeld**, New York U.

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

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.

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.; **Thomas G. Cummings**, U. of Southern California; **Richard W. Woodman**, Texas A&M U.; **Jean M. Bartunek**, Boston College

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

Friday 6:30PM

44 → : (ODC) International Reception

6:30pm - 8:30pm Sheraton New Orleans Hotel: Rhythms II

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

46 📖🗣️🗨️ (SIM) Social Issues in Management Division Doctoral Consortium

7:00pm - 9:00pm New Orleans Marriott: Mardi Gras Salon C

Must pre-register; invited students and faculty only. Meets 5 pm

Friday for dinner. Contact Lori Ryan: Lori.Ryan@sdsu.edu; Doug May: dmay1@unl.edu

Chairs: Lori Verstegen Ryan, San Diego State U.; **Douglas R. May**, U. of Nebraska, Lincoln

Presenters: Melissa S. Baucus, Xavier U.; **Philip L. Cochran**, Indiana U.; **Thomas J. Donaldson**, U. of Pennsylvania; **Daniel R. Gilbert**, Gettysburg College; **Jennifer Griffin**, George Washington U.; **Lawrence J. Lad**, Butler U.; **Jeff Lenn**, George Washington U.; **John F. Mahon**, U. of Maine; **Mary J. Mallott**, U. of Hawaii, West Oahu; **Kelly Strong**, Iowa State U.; **Linda K. Trevino**, Pennsylvania State U.; **Sandra Waddock**, Boston College; **Donna Wood**, U. of Northern Iowa

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.

Hosts: Sully Taylor, Portland State U.; **Joseph L.C. Cheng**, U. of Illinois

Saturday 7:00AM**48** 📖🗣️: (MED, HR, TTC) **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 offsite 12-1:30 pm. Contact Lori Ryan: Lori.Ryan@sdsu.edu; Doug May: dmay1@unl.edu**Chairs: Lori Versteegen Ryan, San Diego State U.; Douglas R. May, U. of Nebraska, Lincoln***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: pperrew@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.***Saturday 8:00AM****51** 🗣️: (AA, NDSC) **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**Presenters: Richard A. Bettis, U. of North Carolina, Chapel Hill;**Stewart Clegg, U. of Technology, Sydney; Peter J. Frost, U. of**British Columbia; Jennifer M. George, Rice U.; John R.**Hollenbeck, Michigan State U.; Glen E. Kreiner, U. of Cincinnati;**Peter J. Lane, U. of New Hampshire; Thomas W. Lee, U. of**Washington, Seattle; Ashleigh S. Rosette, U. of Houston; Ken G.**Smith, U. of Maryland; David A. Whetten, Brigham Young U.; Ian**O. Williamson, U. of Maryland; Amy Wrzesniewski, New York U.***52 : (AAC) New Orleans 2004, LAC**

8:00am - 11:50pm Sheraton New Orleans Hotel: Poydras

*Local Arrangements Chairs: William P Galle Jr, U. of New Orleans, Lakefront; Erich Brockmann, U. of New Orleans, Lakefront***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. Sarasvathy, 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.**Presenters: Ami K. Doshi, MTS Consultants; Dianne H. B. Welsh,**John Carroll U.; Johanna Mair, IESE; Robert S. D'Intino,**Pennsylvania 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.**Presenters: Bernardo M. Ferdman, Alliant International U.; Holly S.**Slay, U. of Maryland; Rowena Ortiz-Walters, U. of Connecticut;**Erica Gabrielle Foldy, New York U.; Robin Ely, Harvard U.;**Ashleigh S. Rosette, U. of Houston; Tom A Gordon, TAGA**Consulting, Philadelphia, PA***60 : (HCM) HCM PDW Continental Breakfast**

8:00am - 8:30am Sheraton New Orleans Hotel: Salon 817

Organizer: Jane Banaszak-Holl, U. of Michigan

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. Dadrack, Old Dominion U.**Program Chair:** K. Michele Kacmar, Florida State U.**Professional Development Workshop Chair:** Joseph J. Martocchio, U. of Illinois, Urbana-Champaign**Presenters:** Caren Goldberg, George Washington U.; David A.**Harrison**, Pennsylvania State U.; Melenie J. Lankau, U. of**Georgia;** Sherry E. Sullivan, Bowling Green State U.; **Chris****Brewster**, Henley Management College; **David E. Guest**, King's**College**, London; **Robert D. Gatewood**, U. of Georgia; **L. A. Witt**,**U. of New Orleans;** **Steve W. J. Kozlowski**, Michigan State U.;**Eduardo Salas**, U. of Central Florida; **James P. Guthrie**, U. of**Kansas;** **Judy Tansky**, Ohio State U.; **Wendy R. Boswell**, Texas**A&M U.;** **Gerald R. Ferris**, Florida State U.; **Ingrid Fulmer**,**Michigan State U.;** **John Kammeyer-Mueller**, U. of Florida; **Gary C.****McMahan**, U. of Texas, Arlington; **Jaap Pauwe**, Erasmus U.**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 Getúlio 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 María Romero Martínez, U. 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 Inkpen at inkpena@t-bird.edu***Organizers:** Andrew Inkpen, Thunderbird, The American Graduate School of International Management; Tatiana Kostova, U. of South Carolina**Presenters:** Africa Ariño, IESE Business School; Andrew Delios, National U. of Singapore; Lorraine Eden, Texas A&M U.; Robert E. Hoskisson, U. of Oklahoma; Shige Makino, Chinese U. of Hong

Kong; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Alan M. Rugman, Indiana U.; Eric W. K. Tsang, Wayne State U.; William P. Wan, Thunderbird, The Garvin School of International Management

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:** Joanne E. Oxley, U. of Michigan ; Witold J. Henisz, U. of Pennsylvania**Presenters:** Bernard Yeung, New York U.; Kulwant Singh, National U. of Singapore; Will Mitchell, Duke U.; Xavier Martin, Tilburg U.; Mariko Sakakibara, U. of California, Los Angeles; John Cantwell, Rutgers U./U. of Reading; Ulf Andersson, Uppsala U.**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 - 12:00pm 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. Mezas, 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.**Presenters:** Robin Holt, Manchester Metropolitan U.; Yrjo Engestrom, U. of Helsinki; Vaula Haavisto, U. of Helsinki; Hanna Toiviainen, U. of Helsinki; Robert Chia, U. of St. Andrews; Ann L. Cunliffe, California State U., Hayward; Jason Spender, State U. of New York; Jeff Gold, Leeds Metropolitan U.; Auli Pasanen, U. of Helsinki

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**Presenters: Sigal G. Barsade, U. of Pennsylvania; Arthur P. Brief, Tulane U.; Donald E. Conlon, Michigan State U.; Dov Eden, Tel Aviv U.; Angelo J. Kinicki, Arizona State U.; Thomas W. Lee, U. of Washington, Seattle; Sandra L. Robinson, U. of British Columbia; Anne S. Tsui, Arizona State U.; Batia Mishan Wiesenfeld, New York U.***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**fjyammo@binghamton.edu for more information.**Organizer: Francis J. Yammarino, State U. of New York, Binghamton**Presenters: Christie J. Struckman, San Jose State U.; John Slocum, Southern Methodist U.; John Mathieu, U. of Connecticut; Fred Dansereau, State U. of New York, Buffalo; Michael D. Mumford, U. of Oklahoma; Cheri Ostroff, Columbia U.; Roseanne Foti, Virginia Tech; Terri A. Scandura, U. of Miami; Chester A. Schriesheim, U. of Miami; Peter W. Hom, Arizona State U.; Shelley D. Dionne, Binghamton U.; Pamela Perrew, Florida State U.***73 📖🗣️SPDW: (ODC, MC) 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 📖🗣️🚶🗣️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.; Jyotsna Sanzgiri, Alliant International U.; Alexander Styhre, Chalmers U. of Technology; Daniel F. Twomey, Fairleigh Dickinson U.; Therese F. Yaeger, Benedictine U.***75 📖🗣️🗣️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.**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.***77 SPDW: (OMT, MOC, ODC) MOC/ODC/OMT Doctoral Consortium**

8:00am - 5:00pm 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.;**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 Junior 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 SPDW: (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 gordonc@cuhk.edu.hk. There is a \$10.00 registration fee.**Presenters: Nicholas Athanassiou, Northeastern U.; Steve Borgatti, Boston College; Daniel J. Brass, U. of Kentucky; David Krackhardt, Carnegie Mellon U.***80 SPDW: (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 gordonc@cuhk.edu.hk. There is a \$10.00 registration fee.**Presenters: Anand Swaminathan, U. of California, Davis; James Wade, U. of Wisconsin, Madison*

81 🗨️🗨️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 🗨️🗨️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
Presenters: **Ashish Arora**, Carnegie Mellon U.; **Jens Froslev**, Copenhagen Business School; **Kwanghui Lim**, National U. of Singapore; **Markku V. J. Maula**, Helsinki U. of Technology; **Maximilian von-Zedtwitz**, Tsinghua U.; **Joel West**, San Jose State U.

Saturday 8:15AM

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: **Rajshree 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

Saturday 8:30AM

85 🗨️🗨️: (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.
Speakers: **Robert A Burgelman**, Stanford U.; **Martin J. Conyon**, U. of Pennsylvania; **Prashant Kale**, U. of Michigan ; **Michael Lubatkin**, U. of Connecticut; **Richard Makadok**, Emory U.; **Susan McEvily**, U. of Pittsburgh; **Torben Pedersen**, Copenhagen Business School; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Changqi Wu**, Peking U.; **Maurizio Zollo**, INSEAD

86 🗨️🗨️: (BPS) **BPS New Faculty Consortium**
8:30am - 12:00pm 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.

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. Pennsylvania; **Timothy Hoff**, State U. of New York, Albany ; **Delmonize A Smith**, U. of Alabama
Moderator: **Juliet A. Davis**, U. of Alabama, Tuscaloosa

89 🗨️: (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; **Michel Peron**, ISEOR / U. of Paris Sorbonne

90 🗨️🗨️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 🗨️🗨️SPDW: (PS, ODC, RM) **Advances In Academic-Practitioner Collaborative Action Research/Learning**
8:30am - 5:00pm Sheraton New Orleans Hotel: Borgne
Please contact Rupe Chisholm (rhc1@psu.edu) or Dan Twomey (Dtwomey@fdu.edu) for further information.
Facilitators: **Daniel F. Twomey**, 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**, Benedictine 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: **Jeana Wirtenberg**, 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.
 Presenter: **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. Coglisier**, 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 Poulson**, 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.
 Presenters: **Myra M Hart**, Harvard U.; **Ian C. MacMillan**, U. of Pennsylvania; **Mark P. Rice**, Babson College

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 lsargent@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
 Presenters: **Deepak Malhotra**, Harvard U.; **Corinne Bendersky**, U. of California, Los Angeles; **Karen A. Jehn**, Leiden U.; **Donald E. Conlon**, Michigan State U.; **Robin L Pinkley**, Southern Methodist U.; **Cameron Anderson**, Northwestern U.; **Laura Kray**, U. of California, Berkeley; **Bruce Barry**, Vanderbilt U.; **Elizabeth A. Mannix**, Cornell U.; **Roy J. Lewicki**, Ohio State U.; **Hannah Riley Bowles**, Harvard U.; **Catherine Tinsley**, Georgetown U.; **Margaret A. Neale**, Stanford U.; **Max H. Bazerman**, Harvard U.; **Sally Blount-Lyon**, New York U.; **Shirli Kopelman**, Northwestern U.; **Adam Galinsky**, Northwestern U.; **Leigh Anne Liu**, Vanderbilt U.

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.
 Chairs: **Barry M. Goldman**, U. of Arizona; **Russell Cropanzano**, U. of Arizona
 Presenters: **Lehman Benson III**, U. of Arizona, Tucson; **Lisa Ordonez**, U. of Arizona; **Terry Connolly**, Not Specified; **Jerald Greenberg**, Ohio State U.; **Robert Folger**, U. of Central Florida; **Robert Bies**, Georgetown U.; **Michele J. Gelfand**, U. of Maryland; **Daniel P. Skarlicki**, U. of British Columbia; **Linda K. Trevino**, Pennsylvania State U.; **Marshall J. Schminke**, U. of Central Florida; **Jason A. Colquitt**, U. of Florida; **Joel Brockner**, Columbia U.

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: 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
 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

Facilitators: Raymond N.C. Trau, Deakin U.; Brian Welle, Catalyst / New York U.; Mark X. James, U. of Wisconsin, Milwaukee
Coordinators: Belle Rose Ragins, U. of Wisconsin, Milwaukee;
Robyn A Berkley, RPI; **Robert Sardy**, Progressive Research and Training for Action
Presenters: Mikki Hebl, Rice U.; Charmine E.J. Hartel, Deakin U.; Bryant A. Hudson, Louisiana State U.; Gerald Hunt, Ryerson U.; John M Cornwell, Loyola U., New Orleans; Jude A. Rathburn, U. of Wisconsin, River Falls; Kathryn Lee Blackmon, U. of Bath; Jane V. Wheeler, Bowling Green State U.

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 Osland, San Jose State U.; Asbjorn Osland, 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 people with 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 Zyphur, Tulane U.

Presenters: James R. Wetherington, ACS Defense, Inc.; Iqbal Noor, PMOLink, Inc.; Carlos Zervigon, Zervigon International, Ltd.; Anthony Pittari, McDermott International, Inc.; M Ann Welsh, U. of Cincinnati; Marianne W. Lewis, U. of Cincinnati; Gordon Dehler, George Washington U.; Aaron J Shenhar, Stevens Institute of Technology

112 : (OCIS) OCIS Junior Faculty Consortium

9:00am - 5:30pm New Orleans Marriott: Balcony L
Pre-registration is required. Contact lkirsch@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 (mstbz@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 Meijs, Erasmus U. Rotterdam

115 📖SPDW: (TTC, PTC) Want Your Students to Learn More? Workshop on Designing Courses with High Learning Potential

9:00am - 12:00pm 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 Motamedi, 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 Pinar, 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 ManagementPresenters: **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 TechnologyPresenters: **Gary Dushnitsky**, U. of Pennsylvania; **James Edward Henderson**, Babson College; **Christian Vintergaard**, Copenhagen Business School**121 : (ENT) Strategies For Keeping Family Business Research Relevant**

10:00am - 11:45am Sheraton New Orleans Hotel: Napoleon D3

Organizer: **Pramodita Sharma**, Wilfrid Laurier U.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 HullPresenter: **Jenny Headlam-Wells**, 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.Presenters: **Laquita C. Blockson**, U. of Northern Iowa; **Jane Whitney Gibson**, Nova Southeastern U.; **Morten Huse**, Norwegian School of Management; **Alfred A. Bolton**, Averett College**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.*Organizers: **Alan D. Meyer**, U. of Oregon; **Theresa K. Lant**, New York U.Presenters: **Raghu Garud**, New York U.; **Marc Ventresca**, U. of California, Irvine; **Marlena Fiol**, U. of Colorado, Denver; **Paul M. Hirsch**, Northwestern U.; **Joseph Lampel**, City U., London; **Narasimhan Anand**, London Business School; **Kathryn J. Aten**, U. of Oregon**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.**Saturday 10:15AM****128 : (IAM) Organization and Innovation in Latin-American Companies**

10:15am - 12:00pm Fairmont: Bayou IV

Presenters: **Esteban Brenes**, INCAE; **Julio DeCastro**, Instituto de Empresa/U. Of Colorado; **Pablo Martin de Holan**, Instituto de Empresa, MadridModerator: **James Biteman**, Tulane U.**Saturday 10:30AM****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 EnglandPresenters: **Diana Sharpe**, Monmouth U.; **Gordon Dehler**, George Washington U.; **Tony G. LeTrent-Jones**, Independent Consultant

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 Perrewe, 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 Glinow, Florida International U.; Rodger W. Griffeth, U. of New Orleans; Paula M. Caligiuri, Rutgers U.

Saturday 11:00AM**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  SPDW: (MED, MSR) Transcendence And The Body: An Experiential Workshop

11:00am - 12:30pm Sheraton New Orleans Hotel: Napoleon C1

Presenter: Diego Rinaldo, Bocconi U.

Saturday 12:00PM**134 : (AAC) Membership**

12:00pm - 5:00pm 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 - 2:30pm Sheraton New Orleans Hotel: Napoleon B1

Chairs: Walter J. Ferrier, U. of Kentucky; Tammy L. Madsen, Santa Clara U.

Presenters: Russell Coff, Emory U.; Janet M. Dukerich, U. of Texas, Austin; Giovanni Gavetti, Harvard U.; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Violina Rindova, U. of Maryland; Timothy J. Rowley, U. of Toronto

137  SPDW: (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.

Presenters: William P. Barnett, Stanford U.; Clayton Christensen, Harvard U.; Anita McGahan, Boston U.; Will Mitchell, Duke U.

138 : (HR) HR Junior Faculty Consortium Luncheon

12:00pm - 1:00pm New Orleans Marriott: Balcony K

139  SPDW: (HR, OB, GDO, RM) Statistical Methods for Assessing Faultlines in Teams: Directions for Research on Team Composition

12:00pm - 4:00pm 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.; Aparna 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 Kranenburg, 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
Presenter: Kshitij V Nerurkar, Tata Interactive Systems*

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

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 Grønbjerg**, 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 SPDW: (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.

Presenters: **Robert P. Gephart, Jr.**, U. of Alberta; **Ian Palmer**, U. of Technology, Sydney; **Lorna Doucet**, U. of Illinois, Urbana-Champaign

Saturday 12:30PM**147** 📖🗣️ SPDW: (PNP, TTC) Developing Web-Based Instructional Media: Hands-on Training Using RealMedia

12:30pm - 5:00pm Fairmont: Bayou I

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 SPDW: (TIM, MED, TTC) Technology Management Education: Harmonizing Organizational Initiatives?

12:30pm - 3:15pm Sheraton New Orleans Hotel: Napoleon C2

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 1:00PM**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.

Presenters: **Dawn DeTienne**, Utah State U.; **Keith F. Ward**, Boise State U.; **Newell Gough**, Boise State U.; **William N. Ruud**, Not Specified

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.

Distinguished Speakers: **Dan Lyons**, Darden Corporation; **George Koenig**, Sodexo Food Services; **Leslie Misik**, Siemens Westinghouse; **Michael D'Ambrose**, First Data Corporation; **Debra J. Cohen**, Society for Human Resource Management; **Nancy Tippins**, Personnel Research Associates; **Leslie Weatherly**, SHRM

Facilitators: **Kimberly Lukaszewski**, State U. of New York, New Paltz; **Mary A. Gowan**, George Washington U.; **Linda Isenhour**, U. of Central Florida; **Fraya Wagner-Marsh**, Eastern Michigan U.

Presenters: **John R. Hollenbeck**, Michigan State U.; **Angel Cabrera**, Instituto De Empresa; **Diana L. Deadrick**, Old Dominion U.; **Joseph J. Martocchio**, U. of Illinois, Urbana-Champaign; **David A. Whetten**, Brigham Young U.; **Robert L. Dipboye**, Rice U.; **Thomas W. Lee**, U. of Washington, Seattle; **Sara L. Rynes**, U. of Iowa; **Lynn M. Shore**, U. of California, Irvine; **Lois E. Tetrick**, George Mason U.; **Herbert G Heneman III**, SHRM Foundation and U. of Wisconsin; **Juan I. Sanchez**, Florida International U.; **Patrick Wright**, Cornell U.; **Paul R. Sparrow**, U. of Manchester; **Gary P. Latham**, U. of Toronto

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

Presenters: **Luis R. Gomez-Mejia**, Arizona State U.; **Javier Gimeno**, INSEAD; **Isabel Gutierrez**, U. Carlos III de Madrid

Moderator: **Rita Campos Cunha**, U. Nova de Lisboa

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** 📖🗣️: (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** 🗣️: (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., Fresno; Diana Reed, Drake U.; Daniel A. Wren, U. of Oklahoma***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.**Presenters: Graham Sewell, U. of Melbourne; Bill Cooke, U. of Manchester; Ian Palmer, U. of Technology, Sydney; Richard Dunford, Macquarie U.; Stephen A. Linstead, U. of Durham; Alison Linstead, U. of Durham; James Latham, RMIT U.; John Hassard, U. of Manchester Institute of Science & Technology; David Richards, U. of South Australia***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** 📖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** 🗣️🗣️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, parkj@greenmtn.edu.**Coordinator: Jacob Park, Green Mountain College***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** →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** 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** 📖🗣️→🗣️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: ragiacal@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** 📖🗣️→🗣️SPDW: (SIM, ONE, TTC) SIM-ONE-TTC Faculty Development Workshop: Teaching Social Issues in Management with Cases

1:00pm - 3:00pm Sheraton New Orleans Hotel: Napoleon C1

*Pre-registration with the session organizers is recommended, but walk-ins will be welcome. Contact ATLawrence@aol.com.**Cosponsored by Aspen Institute.**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** 📖: (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.**Presenters: Roy J. Lewicki, Ohio State U.; James R. Bailey, George Washington U.; Nancy Simpson, Texas A&M U.*

Saturday 1:30PM

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.**Speakers: Robert A Burgelman, Stanford U.; Martin J. Conyon, U. of Pennsylvania; Prashant Kale, U. of Michigan; Michael Lubatkin, U. of Connecticut; Richard Makadok, Emory U.; Susan McEvily, U. of Pittsburgh; Torben Pedersen, Copenhagen Business School; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Changqi Wu, Peking U.; Maurizio Zollo, INSEAD*

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 Voronof (Mv339@columbia.edu) or Sara Stookey (stookey@mgt.umass.edu). Pre-registration required for research roundtable

Organizers: **Sarah Brand Stookey**, U. of Massachusetts, Amherst; **Maxim Voronov**, Teachers College, Columbia U.

Presenters: **Rosemary Batt**, Cornell U.; **Peter Berg**, Michigan State U.; **Dave M. Boje**, New Mexico State U.; **Erica Gabrielle Foldy**, New York U.; **Jeanie M. Forray**, Western New England College; **John Hassard**, U. of Manchester Institute of Science & Technology; **Gordon Pearson**, Keele U.; **Paul Thompson**, U. of Strathclyde; **Diana Sharpe**, Monmouth U.; **Larry Hunter**, U. of Wisconsin, Madison; **Stephen J. Wood**, U. of Sheffield; **David Levy**, Not Specified

170 🗣️🗣️SPDW: (CMS, ONE, GDO, OMT) 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 📖🗣️SPDW: (GDO, MSR, SIM) 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 Verstegen 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 📖🗣️SPDW: (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 ➔SPDW: (IM, HR) Human Resource Planning for International Strategic Alliances

2:00pm - 4:00pm Sheraton New Orleans Hotel: Rampart

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 ➔SPDW: (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 delenkov@utk.edu

Facilitator: **Detelin S. Elenkov**, U. of Tennessee, Knoxville

Presenters: **Carolyn Egri**, Simon Fraser U.; **William Q. Judge**, U. of Tennessee, Knoxville; **Livia Markoczy**, 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://mgtmgtconsuldiv.babson.edu> for registration and details.

Presenters: **Leon de Caluwe**, Free U., Amsterdam; **Jac Geurts**, Tilburg U.

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**Presenters:** Barbara L. Rau, U. of Wisconsin, Oshkosh; Madeline M. Crocitto, State U. of New York, Old Westbury; Lisa A. Burke, Louisiana State U., Shreveport; C. Gopinath, Suffolk U.; Jon M. Werner, U. of Wisconsin, Whitewater; Monica L. Forret, St. Ambrose U.; Donald G Gardner, U. of Colorado at Colorado Springs**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:** Regan Harwell Schaffer, Pepperdine U.; Amy L. Kenworthy-U'Ren, Bond U.; Tracey Honeycutt Sigler, Northern Kentucky U.**182** (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 8

*Pre-registration is required. Please register with Gordon W. Cheung, at gordonc@cuhk.edu.hk. There is a \$5.00 registration fee.***Presenter:** Gordon W. Cheung, Chinese U. of Hong Kong**Saturday 2:30PM****184** (PNP) **Junior Faculty Consortium**

2:30pm - 5:00pm Fairmont: Bayou III

*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 Grønberg, 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**Saturday 3:00PM****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**Presenters:** Philip C. Anderson, INSEAD; Ashish Arora, Carnegie Mellon U.; Clayton Christensen, Harvard U.; Raghu Garud, New York U.**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 (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:** 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, janebh@umich.edu***Organizer:** Jane Banaszak-Holl, U. of Michigan**Participants:** Alison Cuellar, Columbia U.; John D. Blair, Texas Tech U.; James W Begun, U. of Minnesota; Stephen J. O'Connor, U. of Alabama, Birmingham; Anita L. Tucker, U. Pennsylvania; Myron D. Fottler, U. of Central Florida
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

*Preregistration is required. Contact Jane Banaszak-Holl, U. Michigan. 734-936-1668, janebh@umich.edu***Organizer:** Jane Banaszak-Holl, U. of Michigan**Presenter:** Thomas A. D'Aunno, Organizational Behavior

Participants: Jeffrey A. Alexander, U. of Michigan ; Leonard H. Friedman, Oregon State U.; Reuben R. McDaniel, U. of Texas, Austin; Stephen S. Mick, Virginia Commonwealth U.; Grant T. Savage, U. of Alabama; Sharon Topping, U. of Southern Mississippi; Jacqueline Zinn, Temple U.

194 📖🗣️: (MC) 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 F. Buono, Bentley College; Larry E. Greiner, U. of Southern California; Flemming Poufelt, Copenhagen Business School

195 📖🗣️SPDW: (MED, IM, ONE) Symposium On Cases From Emerging Markets

3:00pm - 5:00pm New Orleans Marriott: La Galleries 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 📖🗣️➔: (MEN) 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 (Norway).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 📖SPDW: (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 amelia.clarke@mail.mcgill.ca.

Coordinator: Amelia Clarke, McGill U.

Participants: Gordon P. Rands, Western Illinois U.; Mark Starik, George Washington U.

199 📖🗣️SPDW: (ONE, 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 🗣️SPDW: (ONE, SIM, RM, CM) Multi-Case Meta-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. Western Ontario

Participants: Ann E. Feyerherm, Pepperdine U.; R. Edward Freeman, U. of Virginia; Barbara Gray, Pennsylvania State U.; Andrew Griffiths, U. of Queensland; Ralph Hanke, Pennsylvania State U.; Anne T. Lawrence, San Jose State U.; Roy J. Lewicki, Ohio State U.; Linda L. Putnam, Texas A&M U.; Marie-France Turcotte, U. of Quebec, Montreal; David Wheeler, York U.; Carolyn Wiethoff, Indiana U., Bloomington

201 SPDW: (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 SPDW: (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 SPDW: (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. Ferdman, 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 🗣️🗣️SPDW: (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

Organizers: Robert Konopaske, U. of North Carolina, Wilmington; Kenneth G. Brown, U. of Iowa; Karen J. Jansen, Pennsylvania State U.

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 The Practice of Management Consulting. Pre-registration is required. Register at <http://mgmtconsultdiv.babson.edu>.
Presenters: Philip Marsh, Open U., U.K.; **Kate Loble**y, Open U., U.K.; **Jon Billsberry**, Open U., United Kingdom

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 (gfdavis@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; **Rajshree 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 KingdomPresenter: **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 CataloniaPresenters: **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 📺👤➔🗣️: (SIM) 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

Sunday 7:00AM

233 📖: (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.*Presenters:* **Charles Wankel**, St. John's U.; **Regina Bento**, U. of Baltimore; **Alan B. Eisner**, Pace U.; **Alev M Efendioglu**, U. of San Francisco; **Bernard Forgues**, U. of Paris 12; **Jeanie M. Forray**, Western New England College; **Paul L. Govekar**, Ohio Northern U.; **Nir Menachemi**, Florida State U.; **Sarfraz A. Mian**, State U. of New York, Oswego; **Paul Miesing**, State U. of New York, Albany; **Ron Ophir**, York U.; **Diane H. Parente**, Pennsylvania State U., Erie; **Pamela E Paustian**, U. of Alabama, Birmingham; **E Brian Peach**, U. of West Florida; **William Daniel Schulte**, Shenandoah U.; **Eric Goodman**, Colorado Technical U.; **B. J. Zirger**, U. of Cincinnati

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

Organizers: **Michael G. Jacobides**, London Business School; **Sidney G. Winter**, U. of Pennsylvania*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

Local Arrangements Chairs: **William P Galle Jr**, U. of New Orleans, Lakefront; **Erich Brockmann**, U. of New Orleans, Lakefront**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.**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*Presenters:* **Xavier Castañer**, HEC (Paris); **Sendil Ethiraj**, U. of Michigan; **Samina Karim**, Boston U.; **Sergio Giovanetti Lazzarini**, Ibmec Business School; **Raffaele Oriani**, U. of Bologna; **Phil Bromiley**, U. of Minnesota; **Will Mitchell**, Duke U.; **Harbir Singh**, U. of Pennsylvania; **Maurizio Sobrero**, U. of Bologna; **Michael L. Tushman**, Harvard U.; **Todd Zenger**, Washington 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 mroberto@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.; **Colette Henry**, Dundalk Institute of Technology; **Kate Johnston**, Dundalk Institute of Technology; **Anne Kovalainen**, 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

By invitation only

Coordinators: **Lowell Busenitz**, U. of Oklahoma; **Dean Shepherd**, U. of Colorado, Boulder

245 SPDW: (ENT, TIM) Routines And Capabilities: Implications For Start-Ups And The Entrepreneurial Process

8:00am - 10:00am 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

246 → SPDW: (GDO, CAR, IM, ITC, MED, MEN) Mentoring and Coaching Across Social-Cultural Boundaries: Integrating Knowledge and Practice

8:00am - 12:00pm New Orleans Marriott: La Galleries 3

Limited to 40 participants; preregister by e-mailing Keith James at kjames@amar.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 Khoo**, Windom International, LLC; **John Peoples**, Global Lead Management Consulting; **Charmine E.J. Hartel**, Deakin U.

247 : (HCM) HCM PDW Continental Breakfast

8:00am - 8:30am Sheraton New Orleans Hotel: Salon 828

248 : (HR) HR Doctoral Student Consortium

8:00am - 12:00pm New Orleans Marriott: Balcony J

Pre-registration is required. Contact **John Delery**, U. of Arkansas (jdellery@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**, George 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) HR Junior Faculty Consortium

8:00am - 12:00pm New Orleans Marriott: Balcony K

Pre-registration required. Contact **Pamela L. Perrewe**, College of Business, Florida State U., Tallahassee, FL 32306-1110; e-mail: pperrew@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: **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 → SPDW: (IM, ITC) Getting Published from Outside North America

8:00am - 10:30am 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; **Africa Ariño**, IESE Business School; **Oded Shenkar**, Ohio State U.; **Jean-Francois Hennart**, Tilburg U.; **Kwaku Atuahene-Gima**, City U., Hong Kong; **Klaus Maczarina**, Not Specified

251 → SPDW: (IM, MED, TTC, BPS) Effective Teaching to International Executives: Creating an Environment where Managers Learn

8:00am - 9:45am Sheraton New Orleans Hotel: Napoleon B2

Pre-registration required. Contact Professor **Vladimir Pucik** at vladimir.pucik@imd.ch

Organizer: **Vladimir Pucik**, IMD

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 SPDW: (MED, CAR, GDO) Surviving And Thriving At Smaller Schools - Part 3

8:00am - 12:00pm Ritz Carlton: Acadia

Pre-registration encouraged but not required. For registration information, please 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; **Madeline M. Crocitto**, State U. of New York, Old Westbury; **Monica L. Forret**, St. Ambrose U.; **Lisa A. Burke**, Louisiana State U., Shreveport; **Jon M. Werner**, U. of Wisconsin, Whitewater; **C. Gopinath**, Suffolk U.; **Donald G Gardner**, U. of Colorado at Colorado Springs

Presenters: **Regina Bento**, U. of Baltimore; **Elizabeth Cooper**, U. of Rhode Island; **Kerr Inkson**, Massey U.; **James R. Bailey**, George Washington U.; **Barbara B. Flynn**, Wake Forest U.; **Janice J. Jackson**, Western New England College; **Gordon Dehler**, George Washington U.

253 → SPDW: (MED, OB, HR) Cinema Update: New Film Scenes For Teaching

8:00am - 12:00pm 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

8:00am - 12:00pm Sheraton New Orleans Hotel: Rhythms III

Organizers: **Joseph Gregory Gerard**, State U. of New York, Institute of Technology; **Sucheta Nadkarni**, U. of Nebraska,

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

Presenters: **Fran Ackermann**, U. of Strathclyde; **Neal M.**

Ashkanasy, U. of Queensland; **Bruce J. Avolio**, U. of Nebraska, Lincoln; **Pamela S. Barr**, Georgia State U.; **Michel Bougon**, Bryant College; **Andrea Casey**, George Washington U.; **Janet M.**

Dukerich, U. of Texas, Austin; **Colin Eden**, U. of Strathclyde; **Dov Eden**, Tel Aviv U.; **Marlena Fiol**, U. of Colorado, Denver; **Raghu Garud**, New York U.; **Dennis A. Gioia**, Pennsylvania State U.; **William H. Glick**, Arizona State U.; **Gerard P. Hodgkinson**, Leeds U.; **Susan Houghton**, Georgia State U.; **George P. Huber**, U. of Texas, Austin; **Lynn A. Isabella**, U. of Virginia; **Gerry Johnson**, U. of Strathclyde; **Stephen Mezas**, New York U.; **Chet Miller**, Wake Forest U.; **Frances J. Milliken**, New York U.; **Rhonda K. Reger**, U. of Maryland, College Park; **Susan C. Schneider**, U. of Geneva; **Kathleen M. Sutcliffe**, U. of Michigan

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

Presenters: **Sigal G. Barsade**, U. of Pennsylvania; **Arthur P. Brief**, Tulane U.; **Donald E. Conlon**, Michigan State U.; **Dov Eden**, Tel Aviv U.; **Angelo J. Kinicki**, Arizona State U.; **Thomas W. Lee**, U. of Washington, Seattle; **Anne S. Tsui**, Arizona State U.; **Sandra L. Robinson**, U. of British Columbia; **Batia Mishan Wiesenfeld**, New York U.

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 fjyammo@binghamton.edu for more information.

Organizer: **Francis J. Yammarino**, State U. of New York, Binghamton

Presenters: **Christie J. Struckman**, San Jose State U.; **John Slocum**, Southern Methodist U.; **John Mathieu**, U. of Connecticut; **Fred Dansereau**, State U. of New York, Buffalo; **Michael D. Mumford**, U. of Oklahoma; **Cheri Ostroff**, Columbia U.; **Roseanne Foti**, Virginia Tech; **Terri A. Scandura**, U. of Miami; **Chester A. Schriesheim**, U. of Miami; **Peter W. Hom**, Arizona State U.; **Shelley D. Dionne**, Binghamton U.; **Pamela Perrewe**, Florida State U.

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 Stymne**, 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 Lerpold**, 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: (OMT, MOC, ODC) MOC/ODC/OMT Doctoral Consortium

8:00am - 12:00pm 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.; **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; **Ann E. Feyerherm**, Pepperdine U.; **Richard W. Woodman**, Texas A&M U.; **Jean M. Bartunek**, Boston College

261 SPDW: (RM, NDSC) Ask the Experts: Qualitative Research

8:00am - 10:00am New Orleans Marriott: Preservation Hall Studio 7

Registration is not required.

Presenters: **Raza A. Mir**, William Paterson U.; **Ali H. Mir**, William Paterson U.; **Diana Sharpe**, Monmouth U.; **Sanjay Jain**, U. of Wisconsin, Madison

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 gordonc@cuhk.edu.hk. There is a \$5.00 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 Agarwal**, 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.

Presenters: **Dilip Mirchandani**, Rowan U.; **Eleanor O'Higgins**, U. College, Dublin; **Yvon Pesqueux**, Conservatoire National des Arts et Métiers; **John A. Miller**, Bucknell 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.

Presenters: **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; **Shinsaku 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.

Speakers: **Robert A Burgelman**, Stanford U.; **Martin J. Conyon**, U. of Pennsylvania; **Prashant Kale**, U. of Michigan; **Michael Lubatkin**, U. of Connecticut; **Richard Makadok**, Emory U.; **Susan McEvily**, U. of Pittsburgh; **Torben Pedersen**, Copenhagen Business School; **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Changqi Wu**, Peking U.; **Maurizio Zollo**, INSEAD

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.

Participants: **Bruce Barry**, Vanderbilt U.; **Linda L. Putnam**, Texas A&M U.; **Deborah M. Kolb**, Simmons College; **Jim Wall**, U. of Missouri; **J. Keith Murnighan**, Northwestern U.; **Debra L. Shapiro**, U. of Maryland; **Donald E. Conlon**, Michigan State U.; **Barbara Gray**, Pennsylvania State U.; **Robin L Pinkley**, Southern Methodist U.; **Raymond A. Friedman**, Vanderbilt U.; **Peter Carnevale**, New York U.; **Laurie R. Weingart**, Carnegie Mellon U.; **Judi McLean Parks**, Washington U.; **Karen A. Jehn**, Leiden U.; **Roy J. Lewicki**, Ohio State 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; **Margarete 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 821

Organizer: **Rebecca S. Wells**, Pennsylvania State U.

Presenters: **Rebecca S. Wells**, Pennsylvania State U.; **Jon Chilingirian**, Brandeis U.; **Jeffrey A. Alexander**, U. of Michigan; **Keith G. Provan**, U. of Arizona

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 Coetzer**, Central Washington U.

Presenter: **Jerry Biberman**, U. of Scranton

275 SPDW: (OMT, OB, MOC, ODC) RePOSITIONing Research Using a Positive Organizational Scholarship (POS) Perspective

8:30am - 12:00pm Sheraton New Orleans Hotel: Maurepas
Pre-register by e-mailing Mary Ann Glynn (MaryAnn_Glynn@bus.emory.edu) or Jane Dutton (janedut@umich.edu).

Organizers: Jane E. Dutton, U. of Michigan ; Mary Ann Glynn, Emory U.
Presenters: Kim S. Cameron, U. of Michigan ; Robert L. Cross, U. of Virginia; Karen Golden-Biddle, U. of Alberta; Laura Morgan Roberts, Harvard U.; Martha S. Feldman, U. of California, Irvine; Joshua D. Margolis, Harvard U.; Gretchen Spreitzer, U. of Michigan

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

Sunday 9:00AM

278 : (AAC) Placement Services

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

279 : (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.

280 : (AAC) Exhibits

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

281 : (AAC) Registration

9:00am - 5:00pm New Orleans Marriott: Grand Ballroom Registration
Conference Registration, Pre-Registration Badge Pick-Up & Exhibitor Registration

282 : (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

283 : (ART) Academy Arts & The Fringe Cafe

9:00am - 6:59pm Sheraton New Orleans Hotel: Waterbury
An open space for the informal exchange of ideas, theory and practice in an aesthetically provocative environment.
Organizers: Chris Poulson, California State Polytechnic U., Pomona ; Hans Hansen, Victoria U. of Wellington

284 (CMS) Social Movements in Local Perspective: Lessons from Living Wage Campaigns in Southern Cities

9:00am - 12:00pm Ritz Carlton: Vermillion
Open to all. No pre-registration required.
Presenters: Beth Butler, ACORN - Louisiana; Wade Rathke, SEIU

285 (ENT) Which Entrepreneurship Text? Which Entrepreneurship Course?

9:00am - 12:00pm New Orleans Marriott: Preservation Hall Studio 3
Pre-registration required
Presenters: J. Robert Baum, U. of Maryland; Thomas J. Mierzwa, U. of Maryland; Kathleen R. Allen, U. of Southern California; Donald F. Kuratko, Ball State U.; John W. Mullins, London Business School; Robert A. Baron, Rensselaer Polytechnic Institute; Stephen Spinelli, Jr., Babson College; John B. Vinturella, Not Specified; Gaylen N. Chandler, Utah State U.; Stanley W. Mandel, Wake Forest U.; Dean Shepherd, U. of Colorado, Boulder

286 (HR) Human Resource Undergraduate Core Curriculum: A Study by the Society for Human Resource Management

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
Presenters: John W. Boudreau, Marshall School of Business USC; Susan A. Mohrman, U. of Southern California

288 SPDW: (MED, ART, ODC, OMT, SIM, CMS, MOC, OB) 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

289 SPDW: (MED, CAR) Landing Your First Academic Job: Survival Training For Abds In The Market For The First Time.

9:00am - 11:00am Fairmont: Creole
Coordinator: James C. Spee, U. of Redlands
Presenters: James C. Spee, U. of Redlands; Laurie Milton, U. of Western Ontario; Alvin Hwang, Pace U.; Sally A. Baack, San Francisco State U.

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@utdallas.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 Cramton**, 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:** Kimberley Roussin Isett, Texas A&M U.**294 📖 🗨️ 🗨️: (PNP) Doctoral Student Consortium**

9:00am - 12:00pm Fairmont: Bayou III

*Continuation of Saturday session.***Organizer:** Kirsten Grønberg, 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; **Monty G. Miller**, Pepperdine U.**Presenter:** Bernardo M. Ferdman, Alliant International U.**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

Chairs: Harbir Singh, U. of Pennsylvania; **Belen Villalonga**, Harvard U.**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 jalcacer@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 Arenius**, Helsinki U. of Technology; **Anne de Bruin**, Masey U.; **Eleanor Shaw**, U. of Strathclyde; **Anne Kovalainen**, Turku School of Economics and Business Administration; **Stanford U.**, Scancor; **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.tamucc.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**Sunday 10:00AM****297 : (AAC) AME Writers Workshop**

10:00am - 12:00pm Sheraton New Orleans Hotel: Rampart

Organizer: Robert C. Ford, U. of Central Florida

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 Vahne**, 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, GDO, 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 Schepmyer**, York U.**309** 🗉: (MH) **Doctoral Student Workshop: Managing Your Dissertation**

10:00am - 11:30am Fairmont: Orleans

Chair: **Jane Whitney Gibson**, Nova Southeastern U.*Presenters:* **Richard T. Mowday**, U. of Oregon; **Jonathon R. B. Halbesleben**, U. of Oklahoma; **Daniel A. Wren**, U. of Oklahoma**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.; **Mathew 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. Hoyte**, 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*Presenters:* **Rodolphe Durand**, EM Lyon; **Ali H Mansour**, West Virginia U.; **Kimberly A. Bates**, U. of Toronto; **Kevin Linderman**, U. of Minnesota**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. Saiia**, 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 gordonc@cuhk.edu.hk.**Organizer:* **Celeste M. Brotheridge**, U. of Regina*Presenters:* **Suzanne C. de Janasz**, James Madison U.; **Linda C Keup**, Minot State U.; **John Andrew Morris**, Catawba College

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.**Presenters: Steve Maguire, McGill U.; Peter Karnoee, Copenhagen Business School; Joseph Porac, New York U.; Mary Tripsas, Harvard U.; Kamal Ahmed Munir, Cambridge U.; Hayagreeva Rao, Northwestern 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**Presenters: Yochanan H. Altman, London Metropolitan U.; Louis W. Fry, Tarleton State U. Central Texas***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

Sunday 1:00PM

334 : (CAM) BIOrg.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.
Presenters: **Arthur G. Bedeian**, Louisiana State U.; **W. Warner Burke**, Columbia U.; **Yves Doz**, INSEAD; **Peter J. Frost**, U. of British Columbia; **Arie Y. Lewin**, Duke U.; **Michael L. Tushman**, Harvard 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 8
Division Chair: **Georges Trepo**, HEC, France

344 : (CAM) Organization Science Editorial Meeting

2:00pm - 3:30pm New Orleans Marriott: Audubon
Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

345 : (CAM) Journal of Management Editorial Board Meeting

2:00pm - 3:30pm Fairmont: Bayou I
Organizer: **Daniel C. Feldman**, U. of Georgia

346 : (CAM) The Leadership Quarterly

2:00pm - 3:30pm Fairmont: Orleans
Organizers: **Tom Clark**, Elsevier Science; **Catherine Hutchinson**, Elsevier Science

347 : (CAM) Organization Journal: Editorial Board Meeting

2:00pm - 3:30pm Ritz Carlton: Maison
Organizers: **Marta B. Calas**, U. of Massachusetts, Amherst; **Linda Smircich**, U. of Massachusetts, Amherst

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 - 5:00pm 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.

357 : (AAC) BPS Executive Committee Meeting

3:30pm - 5:00pm New Orleans Marriott: Balcony J

*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 Aguinis, 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.***375 : (AAC) Practice Theme Committee****Welcome/Reception**

3:30pm - 4:30pm Ritz Carlton: Vermillion

*Organizer: David Jamieson, Pepperdine 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.*

Local Arrangements Chairs: William P Galle Jr, U. of New Orleans, Lakefront; Erich Brockmann, U. of New Orleans, Lakefront
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 Penn-Wharton

☞ 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

📖☞☞ A Sculpture Representing Elliot Jacques Universal Depth Structure | **Harry William Holt**, George Washington U.
 ➔ Three Poems | **Gavin Clydesdale Reid**, U. of St. Andrews
 Chess in Phantomatic figurative | **Maria Virginia Goes Mendes da Graça Pereira Alves**, Sociedade Nacional das Belas-Artes
 ☞☞ Annahd Creates Actionable Knowledge | **Grace Ann Rosile**, New Mexico State U.

📖☞ Flower Garden | **Phin Upham**, The Wharton School

☞☞ Questioning | **Patricia Parkerton**, UCLA

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

Local Arrangements Chairs: William P Galle Jr, U. of New Orleans, Lakefront; Erich Brockmann, U. of New Orleans, Lakefront

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

8:00am - 10:20am New Orleans Marriott: Mardi Gras Salon B

Welcome session for members of the Social Issues in Management Division. Division Chair: Melissa Baucus, Xavier University
Chairs: Marshall J. Schminke, U. of Central Florida; Anke Arnaud, U. of Central Florida
Participants: Craig V. VanSandt, Augustana College; Linda K. Trevino, Pennsylvania State U.; John B. Cullen, Washington State U.; James Weber, Duquesne U.; Rick Walsh, Senior Vice President, Darden Restaurants

Monday 8:30AM**393 : (AA) Bridging Mgmt Research To Actionable Knowledge: Lessons from Social Issues in Mgmt Scholarship**

8:30am - 10:20am New Orleans Marriott: La Galleries 2

Organizers: Sandra Waddock, Boston College; Richard A. Wolfe, U. of Michigan ; Kathy Babiak, U. of Michigan
Presenters: R. Edward Freeman, U. of Virginia; Joshua D. Margolis, Harvard U.; Paul Shrivastava, Bucknell U.

394 : (AA) Making Research Matter to Managers

8:30am - 10:20am New Orleans Marriott: La Galleries 3

Facilitator: Arthur G. Bedeian, Louisiana State U.

Presenters: John M. Ivancevich, U. of Houston; John Slocum, Southern Methodist U.; William Lidwell, AMIS; Kritina Holden, Lockheed Martin, Human Factors Specialist

395 : (AA) Outcome: Actionable Knowledge? Method: 21st Century Town Meeting

8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 6

Presenters: Carolyn Lukensmeyer, AmericaSpeaks; Daniel Stone, WholeSystem Consulting; Marcy Crary, Bentley College

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

8:30am - 10:20am Fairmont: Explorers

Chair: Alfred Kieser, Mannheim U.

Methodological Problems in Studies of Performance | William H. Starbuck, New York U.

Should We Be Impressed with High Performance? | Jerker C. Denrell, Stanford U.

Can Performance Studies Create Actionable Knowledge if We Can't Measure the Performance of the Firm? | Marshall W. Meyer, U. of Pennsylvania

Success Factor Research: Overcoming the Trade-off between Rigor and Relevance | Alfred Kieser, Mannheim U.

Pressure for Relevancy at Top-Tier Business Schools | Deone Maria Zell, California State U., Northridge

Presenters: William H. Starbuck, New York U.; Marshall W. Meyer, U. of Pennsylvania; Jerker C. Denrell, Stanford U.; Alexander T. Nicolai, Bauhaus U.; Deone Maria Zell, California State U., Northridge

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 Ogliastris, 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→ *Paths to Deepwater in the International Upstream*

Petroleum Industry | Virginia Acha, London Business School; John H Finch, U. of Aberdeen

☉ *What is a Dynamic Capability? | Steven J. Spear, Harvard U.*

An Agent-based Model of Investing in Capabilities: Processes, Decisions and Performance | Catherine Maritan, State

U. of New York, Buffalo; **Corinne A. Coen**, State U. of New York, Buffalo

Outsourcing for Innovation Adoption: Benefit or Potential Lock-out of Capability Development | **Carmen Weigelt**, Rice U.

Discussant: **Avi Fiegenbaum**, Technion

400 : (Paper Session) - (BPS) Organizational Learning

8:30am - 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. Floyd**, 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

8:30am - 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

How do Organizations Appropriate Rents from Talented Individuals? | **Jamal Shamsie**, Michigan State U.

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

402 : (BPS) How Should & Does Market for Firms Operate? Theoretical/Empirical Developments in Corporate Strategy

8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon B2

Organizer: **Asli M Arikan**, 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 Arikan**, 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 | **Harbir Singh**, U. of Pennsylvania

Explaining the Diversification Discount: Information Intermediaries' Incentives and Corporate Strate | **Todd Zenger**, Washington U.; **Patrick S. Moreton**, Washington U.

Presenters: **Ron Adner**, INSEAD; **Laurence Capron**, INSEAD; **Harbir 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

8:30am - 10:20am Sheraton New Orleans Hotel: Salon 816

Chair: **Jeffrey J. Bailey**, U. of Idaho

🗣️ Equity Ownership in Technology Sourcing Relationships: A Decision-Making Perspective | **Prashant Kale**, U. of Michigan; **Phanish Puranam**, London Business School

Economic rationality versus identification: The paradox between risk and control in family firms | **Katalin Takacs Haynes**, Arizona State U.; **Luis R. Gomez-Mejia**, Arizona State U.; **Kathryn J. L. Jacobson**, Arizona State U.; **Manuel Nunez-Nickel**, U. Carlos III de Madrid

Managerial Distancing and the Divestment of Poorly Performing Acquired Units. | **Mathew Hayward**, U. of Colorado, Boulder; **Katsuhiko Shimizu**, U. of Texas, San Antonio

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

8:30am - 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 | **Jerayr Haleblian**, U. of California, Riverside; **Nandini Rajagopalan**, U. of Southern California
-  Business Strategy, Top Management Demographics, and Firm Performance in the Airline Industry | **Irene Goll**, U. of Scranton; **Nancy Brown Johnson**, U. of Kentucky

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, BerkeleyIs Greener Whiter? Voluntary Environmental Performance of Western Ski Areas | **Jorge Rivera**, George Mason U.; **Peter deLeon**, U. of Colorado, DenverAssessing the Effectiveness of Self-Regulation: The Case of ISO 14001 Certification | **Michael W. Toffel**, U. of California, BerkeleyIntroduction: **Andrew King**, Dartmouth CollegePresenters: **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: **Rajshree Agarwal**, U. of Illinois, Urbana-Champaign
Innovation Objectives, Knowledge Sources, and the Benefits Of Breadth | **Aija Elina Leiponen**, Cornell U.; **Constance E. Helfat**, Dartmouth CollegeFocusing Firm Evolution: The Impact of Information Infrastructure on Market Entry by U.S. Telecommun | **Charles Williams**, U. of Illinois; **Will Mitchell**, Duke U.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; **Rajshree 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
- Segmentation versus Congruence: Work-Family Interface for Anglo-American and Asian Indian Women | **Mary A. Gowan**, George Washington U.; **Pramila Rao**, George Washington U.
- 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
- Hotel and Home Lives: Work and Family Issues in the Hospitality Industry | **John O'Neill**, Pennsylvania State U.; **Jeanette N. Cleveland**, Pennsylvania State U.; **Jodi Buffington**, Pennsylvania State U.; **Robert Drago**, Pennsylvania State U.; **Ann Crouter**, Pennsylvania State U.
- 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 Blancero**, 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

Chairs: **Douglas C. Maynard**, State U. of New York, New Paltz;**Todd J. Thorsteinson**, U. of IdahoTemporary Workers, Permanent Consequences: Implications of Triangular Employment Relationships | **Catherine E. Connelly**, McMaster U.; **Daniel G. Gallagher**, James Madison U.The Influence of the Contingent Employment Contract on Stress, Job Insecurity, Commitment & Justice | **Mark MacDonald**, Queen's U., Canada; **Judi McLean Parks**, Washington U.; **Anthony Edward Carroll**, Queen's U., Canada
Understanding the Varieties of Experience Among Part-Time Employees | **Douglas C. Maynard**, State U. of New York, New Paltz; **Todd J. Thorsteinson**, U. of Idaho; **Natalya M. Parfyonova**, State U. of New York, New PaltzWork Attitude Differences Among Subgroups of Part-Time Workers: Testing Competing Theories | **Mary Alice Crowe-Taylor**, U. of GeorgiaToward a New Taxonomy for Understanding the Nature and Consequences of Contingent Employment | **Daniel C. Feldman**, U. of GeorgiaPresenters: **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.,

Canada; **Douglas C. Maynard**, State U. of New York, New Paltz; **Judi McLean Parks**, Washington U.; **Natalya M. Parfyonova**, State U. of New York, New Paltz; **Todd J. Thorsteinson**, U. of Idaho

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

- Thai & US Community Mediation | **Ronda Callister**, Utah State U.; **James A Wall Jr**, U. of Missouri
- Effects of Conflict Management Strategies on Misperceptions of Conflict | **Leslie A. DeChurch**, Florida International U.; **Katherine Hamilton**, Florida International U.; **Craig Haas**, Florida International U.
- West Meets Muslim: Comparing Canadian and Pakistani Conflict Styles in Business Negotiations | **Zhenzhong Ma**, McGill U.

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
Reflecting 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 | **Melenie 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.; **Gerben S. Van der Vegt**, U. of Groningen; **Joyce Iun**, Hong Kong Polytechnic U.
Effect of Compositional Demography in Small and Large Work Groups | **Sharron Hunter-Rainey**, Duke U.

415 (GDO, OB) **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
First Steps First: What Exactly Are Organizations Doing about Sexual Harassment? | **Vicki Magley**, U. of Connecticut; **Joanna L. Grossman**, Hofstra U.; **Lisa M. Kath**, U. of Connecticut
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
Presenters: **David Rusbasan**, U. of Connecticut; **Hilary Gettman**, U. of Maryland; **Vicki Magley**, U. of Connecticut; **Lisa M. Kath**, U. of Connecticut; **Lilia M. Cortina**, U. of Michigan
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**, U. Pennsylvania; **Steven J. Spear**, Harvard U.

MONDAY

- ☞→☞Leadership and Span of Control | **Amy McCutcheon**, U. of Toronto; **Martin G. Evans**, U. of Toronto; **Diane M Doran**, U. of Toronto
- ☞The Early Years of Hospital Administration: Prescription versus Practice | **Margarete Arndt**, Clark U.; **Barbara Bigelow**, Clark U.
- ☞☞Patient Volume as a Marker for Outcomes: Predictive Models | **Robert S. Fry**, TRICARE Management Activity
- ☞Industrial Process Management Principles in Healthcare Research: A Bibliometric Study | **Petri Mika Tapani Parvinen**, Helsinki U. of Technology; **Meri Halonen**, Helsinki U. of Technology
- ☞Corporate Reputation of Hospitals: Corporate Culture, Identity, Image, and Communication | **José Carlos Thomaz**, U. PRESBITERIANA MACKENZIE; **Eliane Zamith Brito**, U. PRESBITERIANA MACKENZIE

417 ☞JS: (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 Nembhard**, 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

High Performance Human Resource Practices as a Source of Non-Traditional Voice. | **Timothy J. Vogus**, Vanderbilt U.

Author: **Amy C. Edmondson**, Harvard U.

Presenters: **David A. Hofmann**, U. of North Carolina, Chapel Hill; **Zhike Lei**, U. of North Carolina, Chapel Hill; **Ingrid Nembhard**, Harvard U.; **Kathleen M. Sutcliffe**, U. of Michigan; **Timothy J. Vogus**, Vanderbilt U.

Discussant: **Frances J. Milliken**, 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 Kacmar**, 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

- ☞Perceived Purposes of Performance Appraisal: Correlates of Individual- and Position-Focused Purposes | **Satoris S. Youngcourt**, Texas A&M U.; **Pedro Leiva**, Texas A&M U.
- ☞Participant Reactions to Assessment Centers: An Organizational Fairness Perspective | **Vijaya Venkataramani**, Purdue U., West Lafayette; **Subrahmaniam Tangirala**, Purdue U.
- ☞Performance Feedback and Goal Regulation: Mediating Processes and Moderating Influences | **Remus Ilies**, Michigan State U.; **Timothy A. Judge**, U. of Florida
- ☞Split Roles in Performance Appraisal - A Field Quasi-Experiment Involving New Employees | **Anthony T Milanowski**, U. of Wisconsin, Madison

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

Intellectual Property Rights and the Governance of International R&D Partnerships ☞ | **John Hagedoorn**, Maastricht U.; **Danielle Cloodt**, Maastricht U.; **Hans van Kranenburg**, Maastricht U.

- ☞→☞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: **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.

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

OMT: 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**

Benn, U. of Technology, Sydney; **Dexter Dunphy**, U. of Technology, Sydney; **Andrew Martin**, Sydney U.

🎧 **ONE**: Sustainable and Responsible Investment: Creating Knowledgeable Action | **Thomas Clarke**, U. of Technology, Sydney

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 Cacciaguidi-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 Wakkee**, 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 Wakkee**, U. of Twente; **Peter Sijde Van der**, U. of Twente; **Paul Kirwan**, Twente U.

🎧 **ENT**: Changes in the Entrepreneurship of Privatized Firms in Spain: 1985-2000 | **Zulima Fernandez**, U. Carlos III de Madrid; **Ana María Romero Martínez**, U. Complutense, Madrid; **Elena Vázquez Inchausti**, U. Complutense, Madrid

➔ **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. Labeledz**, Boston College

🎧 **MC**: HRM, Strategy and Structure of the Firm: Change Through Management of Industrial Relations | **Dominique Besson**, USTL Lille1 U.; **Slimane Haddadj**, 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; **Ranjay Gulati**, Northwestern U.

MH: Building Organizational Theory with Historical Studies | **Denise Lima Fleck**, 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. Shrader**, 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.; **Mukti 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 Saporito**, U. of New Hampshire

ENT: Venture Capital and Regional Entrepreneurship: A Simulation Study | **Andac Arikan**, New York U.

ENT: Constructivistic Learning at the Heart of Entrepreneurship Education | **Norris F. Krueger Jr.**, Boise State 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.

MOC: Who's Interpreting What? Explanations for Differences in Strategic vs Tactical Level Interpretations | **Tammy E. Beck**, U. of Texas, San Antonio; **Donde Ashmos Plowman**, U. of Texas, San Antonio

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 | **Nils Plambeck**, U. of Hamburg

→ **IM:** Culture Clash, Psychological State and Performance in International Mergers and Acquisitions | **Israel Drori**, College of Management, Isreal; **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

OB: Networks, Leaders, Teams and Time: Connections to Viability and Performance | **Prasad Balkundi**, Pennsylvania State U.; **David A. Harrison**, Pennsylvania State U.

→ **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 Uhl-Bien**, U. of Central Florida; **Russ Marion**, Clemson U.; **Bill McKelvey**, U. of California, Los Angeles

SIM: Transformational Leadership and Corporate Social Responsibility: A Meso-Level Approach | **David A. Waldman**, Arizona State U.; **Donald S. Siegel**, Rensselaer Polytechnic Institute; **Mansour Javidan**, U. of Calgary

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:** Institutionalism 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 Ackermann**, 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

→ **HCM:** Dimensions of Outpatient Healthcare Quality: A Managerial Perspective of Patient Perceptions | **Raymond A. Patterson**, U. of Alberta; **Erik Rolland**, U. of California, Riverside; **Keith F. Ward**, Boise State U.

→ **ODC:** Learning-in-action: When Implementing the ISO 9000 Quality Standard Makes a Difference | **Eitan Naveh**, Technion-Israel Institute of Technology; **Alfred Marcus**, U. of Minnesota; **Ofer Meilich**, California State U., San Marcos

→ **TIM:** Quality and Research Evaluation in Organizations | **Finn Hansson**, Copenhagen Business School

→ **MOC:** Through the Looking Glass: Classifying and Collecting Information About Medication Errors | **Michal Tamuz**, U. of Tennessee; **Eric J. Thomas**, Texas U., Houston

OM: Managing Satisfaction, Quality, Loyalty, Value and Expectation in Services Organizations | **Cid Gonçalves Filho**, FUMEC U. and FEAD U.; **Renata Guerra**, Face-Fumec; **Alexandre I. Moura**, Face-Fumec

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: Permeable Boundaries in Organizational Learning: Computational Modeling Explorations | **James K. Hazy**, George Washington U.; **Brian Tivnan**, George Washington U.

→ **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.

→ **Coevolution of Individual and Firm-Specific Competences: The Case of Jaakko Pöyry Group** | **Antti Ainamo**, Helsinki School of Economics

Professional Productivization: New Concept Development as a Professional Art 📖 | **Stefan Heusinkveld**, U. of Nijmegen; **Jos Benders**, U. of Nijmegen

📖 Best Retention Practices in International Management Consulting Firms | **Vlad Vaiman**, U. of St. Gallen

📖 → Marketing Instruments of Management Consulting Firms: An Empirical Study 📖 | **Thomas Armbruster**, 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; **Humbert 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

Distinguished Speakers: **Dave M. Boje**, New Mexico State U.; **Stewart Clegg**, U. of Technology, Sydney; **Cary L. Cooper**, Lancaster U.; **Henry Mintzberg**, McGill U.; **James R. Bailey**, George Washington U.

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

📖 Morale Revisited | **Andreas Liefoghe**, Birbeck, U. of London; **Hannes Ingvar Jonsson**, Birbeck, U. of London; **Neil J. Conway**, Birkbeck, U. of London; **Stephanie Juliette Morgan**, Birkbeck, U. of London

📖 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 Lauren 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 C

Facilitator: **Mel Fugate**, Southern Methodist U.

Perceived Supervisor Support, Perceived Coworker Support and Job Satisfaction: A Meta-Analysis | **Thomas W. H. Ng**, U. of Georgia; **Kelly Sorensen**, U. of Georgia; **Robert J. Vandenberg**, U. of Georgia

Perceived Organizational Support: Its Role in Stressor-strain Relationships | **Jane Yang**, Louisiana State U.; **Hettie A. Richardson**, Louisiana State U.; **Robert J. Vandenberg**, U. of Georgia; **David Dejoy**, U. of Georgia; **Mark Wilson**, U. of Georgia

Negative and Positive Affectivity, Perceptions of Support and Work Outcomes | **Thomas W. H. Ng**, U. of Georgia; **Jill Ann Brown**, U. of Georgia

Emotions as Mediators of Perceived Supervisor Support and Psychological Hardiness on Cynicism | **Michael S. Cole**, U. of St.Gallen; **Heike Bruch**, U. of St. Gallen; **Bernd Vogel**, U. of Hannover

444 : (Paper Session) - (OB) Research on Cognitive Processing and Cognitions

8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - OB

Presented on Panels 30-35

Changing Horses in Midstream: A Cognitive Perspective of the Negative Effects of Individual Choice | **Claus W. Langfred**, Washington U.; **Jennifer Smith**, Washington U.

A Web Study of the Use of Intuition in Managerial Decision Making | **Marta Sinclair**, Griffith U.

Ambiguity and Sunk Cost Effects | **Edward J. Conlon**, U. of Notre Dame; **John Wisneski**, U. of Notre Dame

Risk Propensity and Creative Performance | **Aneika L. Simmons**, Texas A&M U.; **Run Lily Ren**, Texas A&M U.

A Multi-Dimensional Model of Tacit Knowledge | **Nancy H. Leonard**, West Virginia U.; **Gary S. Insch**, West Virginia U.

The Other Side of the Coin: A Link between Interviewer's Attributions and Impressions | **Liviu Florea**, U. of Missouri, Columbia; **Thomas W. Dougherty**, U. of Missouri, Columbia

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: **Roger C. Mayer**, U. of Akron; **Brent A. Scott**, U. of Florida
Transformational Leadership as an Antecedent of Trust: A Longitudinal Field Study | **Nicole Gillespie**, U. of Melbourne; **Leon Mann**, U. of Melbourne

Promises and Apologies as Antecedents of Trust Recovery: Is Talk Cheap? | **Ed Tomlinson**, John Carroll U.

Cognitive and Affective Antecedents of Trust: A Meta-Analytic Test | **Jason A. Colquitt**, U. of Florida; **Brent A. Scott**, U. of Florida; **Jeffrey LePine**, U. of Florida

Shared Identity as an Antecedent of Trust: Managing Conflict in Groups | **M. Audrey Korsgaard**, U. of South Carolina; **Douglas M. Mahony**, U. of South Carolina; **H. Adrian Pitariu**, U. of South Carolina

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 Pitariu**, U. of South Carolina
Discussant: **Roger C. Mayer**, U. of Akron

446 SHCS: (OB, GDO, CM) A Re-examination of the Double-Edged Sword: Attaining the Value of Diversity

8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon D

Chairs: **Margaret Ormiston**, U. of California, Berkeley; **Elaine M. Wong**, U. of California, Berkeley

The Influence of Demographic Heterogeneity on the Emergence of Social Networks | **Margaret Ormiston**, U. of California, Berkeley; **Jennifer Anna Chatman**, U. of California, Berkeley

The Effects of Self-Verification on Work Processes in Mixed- and Same-Sex Dyads | **Elaine M. Wong**, U. of California, Berkeley

The Interaction of Affective and Demographic Diversity in Work Teams: Help or Hindrance? | **Sigal G. Barsade**, U. of Pennsylvania; **Hillary Anger Elfenbein**, U. of California, Berkeley; **Charles A. O'Reilly**, Stanford U.; **John B. Nezlek**, College of William and Mary

Heterogeneity, Performance, and Blau's Paradox: The Case of NHL Hockey Teams, 1988-1998 | **Katherine W. Phillips**, Northwestern U.; **Damon J. Phillips**, U. of Chicago

Discussant: **Sandra Spataro**, Yale U.

447 JS: (OB, HR) Customer Service: Antecedents, Processes, and Impact on the Bottom Line

8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 2

Chairs: **Hui Liao**, Rutgers U.; **Aichia Chuang**, National Taiwan U. of Science and Technology

Management Practices, Customer Satisfaction, and Call Center Performance | **Rosemary Batt**, Cornell U.; **Lisa M. Moynihan**, London Business School

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

Strategy-focused Leadership and Organizational Culture: Examining Technology-Driven Organizations | **Don I. Jung**, San Diego State U.; **John J. Sosik**, Pennsylvania State U., Great Valley

Discussant: **Francis J. Yammarino**, 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

451 (Paper Session) - (OCIS) New Models in Research on Knowledge Sharing

8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - OCIS

Presented on Panels 36-40

👁️ Determinants Of Value In Information Repositories: Managing Attention and Comprehension in CMC | **Philip Johnson**, U. of Maryland, College Park

📖👁️➔🗣️👁️ Information Ethics of American and Chinese Managers | **Maris G. Martinsons**, City U., Hong Kong

👁️ Measuring the Impact of Knowledge Management on the Organization: The Case of the World Bank | **Ana Flavia Fonseca**, Centro U. de João Pessoa - UNIPÊ; **Arnoldo Fonseca**, Centro U. de João Pessoa - UNIPÊ

👁️ The Interrelated Roles of Identity and Technology in Collaborative Endeavors | **Nils Olaya Fonstad**, Massachusetts Institute of Technology/Sloan

📖🗣️👁️ Organizational Knowledge Development: A Study of Integration and Specialization | **Samuel Phineas Upham**, U. of Pennsylvania

452 : (Paper Session) - (OCIS) OCIS Welcome & Paper Session: Happy as a Clam? OCIS Research in Language & Metaphors

8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 8

Chair: **Michael H. Dickey**, Florida State U.

When is a Group not a Group: An Empirical Examination of Metaphors for Online Social Structure | **Brian Butler**, U. of Pittsburgh

Using Semiotics to Make Sense of the Design & Strategy of Collaborative Information Technologies | **Panos Constantinides**, Cambridge U.; **Michael Barrett**, U. of Cambridge

🗣️ Language Games in Online Forums 📖 | **Anne-Laure Fayard**, INSEAD; **Gerardine DeSanctis**, Duke U.; **Michael Roach**, Duke U.

👁️➔🗣️👁️ Metaphors to Communicate Strategic Change 📖 | **Maris G. Martinsons**, City U., Hong Kong; **Robert M. Davison**, City U., Hong Kong; **Timothy S. Boswood**, City U., Hong Kong

Discussant: **Richard J. Boland, Jr.**, Case Western Reserve U.

453 (Paper Session) - (ODC) Innovation, Teams and Change

8:30am - 10:20am New Orleans Marriott: Mardi Gras Salon E - ODC

Presented on Panels 41-44

📖👁️➔🗣️👁️ Evolving Process Models of Organizational Development and Change: A 'Dirty Hands' Approach | **Parshotam Dass**, U. of Manitoba

👁️➔🗣️👁️ ODC in the Russian Provinces | **Jeanne Hill**, U. of Central Lancashire; **Paul Frimston**, U. of Central Lancashire; **Agnieszka Sitko-Lutek**, Marie Curie-Sklodowska U.

👁️➔🗣️👁️ Team Member Proximity and Teamwork in Innovative Projects 📖 | **Martin Hoegl**, Bocconi U.; **Luigi Proserpio**, Bocconi U.

Winner of ODC Best Visual Paper

👁️ Institutional Bridging: A Longitudinal Study of Change Projects in an Offshore Construction Yard | **Eirik J. Irgens**, Nord-Trondelag Univ. College; **Harald Ness**, Nord-Trondelag Univ. College

454 🗨️: (Paper Session) - (OM) **Strategic Implications of Flexibility Strategies**

8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon D1

Chair: **Kathryn Lee Blackmon**, U. of BathFit, 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, AustinIn 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

🗨️🗨️ Managing Contradiction: A Senior Team Model for Simultaneously Managing Exploration and Exploitation | **Wendy Kim Smith**, Harvard U.; **Michael L. Tushman**, Harvard U.🗨️ Communities of Practice: Antecedents, Characteristics and Outcomes | **Nicola C. Dragonetti**, INSEAD; **Guillaume Soenen**, Groupe HEC Graduate School of Management🗨️ Learning Styles and Firm Differences: A Path-Dependency and Conventionalist Perspective on Learning | **Daniela P Blettner**, U. of St. Gallen; **Philipp Tuertscher**, U. of St. Gallen🗨️ 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 JS**: (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, BuffaloThe Allocation of Software Development Resources in 'Open Source' Production Mode | **Jean-Michel Dalle**, U. Pierre-et-Marie-Curie; **Paul A. David**, Stanford U.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 Lakhani**, MIT
Penguins, Camels, and Other Birds of a Feather: The Emergence of Leaders in Open Innovation Community | **David M. Waguespack**, State U. of New York, Buffalo; **Lee Fleming**, Harvard U.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 Juhani 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 ReginaProgram Chair: **Anshuman Prasad**, U. of New HavenKnowledge Production or the Process of Scientific Reasoning to Create Actionable Knowledge | **Henri Savall**, ISEOR, U. of Lyon; **Veronique Zardet**, ISEOR, U. of LyonSocial Intelligibility in Organizations | **Jervis Whiteley**, Curtin U. of Technology; **Alma Whiteley**, Curtin U. of TechnologyImplications of Paradigm Conflicts for Theory Development in Strategic Management | **Kong-Hee Kim**, U. of Texas, Arlington; **Tyge Payne**, U. of Texas, ArlingtonThe Aesthetics of Organizational Existence | **Pedro David Perez**, Cornell U.Discussants: **Steven W. Floyd**, U. of Connecticut; **Stephen A. Linstead**, U. of Durham

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

MOC: Under the Influence? Power and Immunity to

Environmental and Social Influence | **Adam Galinsky**, Northwestern U.; **Joseph Magee**, New York U.; **Deborah Gruenfeld**, Stanford U.; **Jennifer Whitson**, Northwestern U.; **Katie Liljenquist**, Northwestern U.; **Brian Cadena**, U. of Michigan, Ann Arbor

BPS: The Dimensions and Interrelationships of CEO Power | **Bradley J. Olson**, U. of Lethbridge; **Satyanarayana Parayitam**, Oklahoma State U.

☞ **ODC**: The Learning Organization as an OD Intervention: Questioning the Promoted Use of Power | **Randal Clinton Ford**, U. of Colorado, Boulder; **R. Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartanburg Healthcare System

OMT: Constructing Leadership: The Social Construction of Charisma in the CEO Succession Process | **Rakesh Khurana**, Harvard U.

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

CMS: Governmentality and the Regulation of Small Business Activity | **Patricia Lewis**, Brunel U.; **Nick Llewellyn**, U. of Warwick

→ ☞ **ONE**: Environmental Regulation and the UK Automotive Sector. | **Jo Crotty**, Aston U.; **Mark Smith**, Sustainable Business Solutions

→ **IM**: The Regulation of International Financial Services: A Review of the Literature | **Brian S. Davis**, Ohio U.

PNP: Poliheuristic Decision-Making and the Character of State-Local Relations | **Eben J. Christensen**, U. of Wisconsin, Milwaukee; **Justin Marlowe**, U. of Wisconsin, Milwaukee

465 ☞ JS: (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 Change | **Kira Rachel Markiewicz**, U. of California, Berkeley

Do Stronger Intellectual Property Rights Inspire Academic Entrepreneurship? | **Brent Goldfarb**, U. of Maryland, College Park; **Jeannette Colyvas**, Stanford U.

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 A2

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 McKelvie**, Jonkoping International Business School; **Johan Wiklund**, Stockholm School of Economics
- EO & Opportunity Evaluation: Moderating Effects of Cognitive Factors & Business Success | **Maw-Der Foo**, National U. of Singapore; **Sau-Foong Lee**, National U. of Singapore

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

Child Welfare Management Training: Suggestions for a Pedagogically Sound Curriculum | **Mark S. Preston**, U. at Albany, SUNY

IT Employee Work Exhaustion: 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

Presenters: **Raymond E. Miles**, U. of California, Berkeley; **Charles C. Snow**, Pennsylvania State U.; **Jay W. Lorsch**, Harvard U.

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

481 : (AAC) Meet the Editors

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A1

Organizers: **Robert C. Ford**, U. of Central Florida; **Thomas W. Lee**, U. of Washington, Seattle; **Roy J. Lewicki**, Ohio State U.; **Arthur P. Brief**, Tulane U.

482 →: (Paper Session) - (BPS) Analyses of Corporate Performance

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Chenier

Chair: **Jian Zhou**, Nankai U.

→ Do Multinational Enterprises Use Capital More Effectively? | **Abigail Hornstein**, New York U.

→ Time and Place: The Missing Dimensions in Variance Components of Performance Studies | **Flavio C. Vasconcelos**, FGV-EAESP; **Luiz Artur Ledur Brito**, FGV-EAESP

Examining Firm, Industry, and Time Effects on Performance Using Hierarchical Linear Modeling | **Jeremy Collin Short**, Portland State U.; **David J. Ketchen, Jr.**, Florida State U.; **Nate Bennett**, Georgia Tech. U.; **Mathilda Du Toit**, Not Specified

→ Performance Variance Components: Introducing Country Effects | **Luiz Artur Ledur Brito**, FGV-EAESP; **Flavio C. Vasconcelos**, 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

The Impact of Foreign-based Competition on Firm

Diversification: A Resource-based Perspective | **Margarethe Wiersema**, U. of California, Irvine; **Harry P. Bowen**, Vlerick-Leuven-Gent Management School

Replicating Self and Others: The Role of Existing Knowledge in the Choice of Diversification Modes | **Dongyoub Shin**, Yonsei U.; **Jaeyong Song**, Seoul National U.; **Jungyeon 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.

Executive Compensation in Entrepreneurial Teams: Founder Gap, Board Membership, & Pay for Milestones | **Noam Wasserman**, Harvard U.

The Signaling Impact of Top Executives' Stock-Based Pay on R&D Search Behavior | **Yoon-Suk Baik**, Long Island 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; **Satyanarayana 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.

Strategic Management: A Means to Better Understand the Market Orientation-Firm Performance Link | **Eric Hansen**, Oregon State U.; **Clay Dibrell**, Oregon State U.; **Jonathan T. Down**, Oregon State U.

Toward a (Pragmatic) Science of Strategic Intervention: The Case of Scenario Planning | **Gerard P. Hodgkinson**, Leeds U.

→ Competition Cognitive Framing, Strategy, and Performance | **Ababacar Mbengue**, U. of Reims - France

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 Daldin**, 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 🗨️🗨️: (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.

🗨️ Towards 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. Ohlott**, 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.

🗨️🗨️ Getting More out of Analogical Training in Negotiations: Learning Core Principles for Creating Value | **Simone Moran**, Ben Gurion U. , Negev; **Yoella Bereby-Meyer**, Ben-Gurion U. of the Negev; **Max H. Bazerman**, Harvard 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 P. 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.

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 Heirman**, U. of Gent; **Bart Clarysse**, Ghent U.

- 🗨️ Strategic Pathways to Product Innovation in SMEs | **Oana Branzei**, 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 Francisco 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 New Orleans Marriott: 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. Kulik**, U. of Melbourne

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

The Roles of Diversity Benefits in Organizational Image and Compatibility | **Amanda G Gewin**, U. of Georgia; **Kecia M. Thomas**, U. of GeorgiaOne 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

Perceptions of Affirmative Action Programs: What Are They Anyway? | **Michelle Chloe Haynes**, New York U.; **Madeline E. Heilman**, New York U.An Affirmative Action Double Bind: African Americans Ambivalent About Affirmative Action | **Joycelyn Finley-Hervey**, Florida A&M U.; **Lynn Perry Wooten**, U. of MichiganLegal Issues in Affirmative Action | **Arthur Gutman**, Florida Institute of TechnologyA 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 AbuseTracing the Evolution of Pluralism in Community-Based Coalitions | **Rebecca S. Wells**, Pennsylvania State U.; **Eric W. Ford**, Tulane U.; **Michelle Holt**, Centre Medical & Surgical Associates P.C.; **Jennifer McClure**, Health Data Management Solutions, Inc.; **Ann Ward**, Pennsylvania State U.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**499 : (Paper Session) - (HR) A Variety of Considerations in Strategic HR**

10:40am - 12:00pm New Orleans Marriott: Mardi Gras Salon E - HR

Presented on Panels 19-23

- 🗨️ Parent Corporate Contexts Munificent to Cross-Cultural Training of Expatriates | **Jan Selmer**, Hong Kong Baptist U.

- 🗨️ The adoption and diffusion of research innovations within organizations: A two-stage perspective | **Neil E. Fassina**, U. of Manitoba; **David Dunne**, U. of Toronto

- 🗨️ Structural Empowerment and Academic Performance of Public School Districts | **Jeffrey B. Arthur**, Virginia Polytechnic Institute and State U.; **Steven C. Currell**, Rice U.; **Venkat R. Krishnan**, XLRI (Xavier Labour Relations Institute), India

- 🗨️ 'Bridging' micro and macro level HRM theory | **Marielle Sonnenberg**, Erasmus U.; **Bastiaan Anton Koene**, Erasmus U.; **Jaap Paauwe**, Erasmus U.

- 🗨️ Work-Family Bundles and Firm Performance: A Contingency Perspective in the Healthcare Industry | **Jill E. Perry-Smith**, Emory U.; **Terry Blum**, Georgia Institute of Technology

- 🗨️ An Empirical Investigation of the Relationship Between Unions and Firm Profitability in France | **Patrice Laroche**, U Nancy 2

- 🗨️ Computer-integrated Manufacturing and Human Capital-enhancing Human Resource Management | **Tzu-Shian Han**, National Chengchi U.

- 🗨️👁️ Social Network Analysis and Human Resource Management | **Mousumi Bhattacharya**, Fairfield U.; **Christopher Huntley**, Fairfield U.
- 🗨️👁️ Contagious Distrust In Managing Newly Acquired Firms: A Problem Of Connectedness | **Katinka M. Bijlsma-Frankema**, Vrije U.

500 : (Paper Session) - (HR) Exit Stage Left: Issues in Organizational Exit

10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 6

Chair: **Stephanie C. Payne**, Texas A&M U.

A Behavioral Economics Perspective on Stock Option Value and Voluntary Executive Turnover | **Benjamin B. Dunford**, Purdue U., West Lafayette; **John W. Boudreau**, Marshall School of Business USC

Do Organizational Socialization Tactics Influence Newcomer Embeddedness and Turnover? 🗨️ | **David G. Allen**, U. of Memphis

Doing more with less: an analysis of the post layoff situation among survivors | **Meghna Virick**, U. of Texas, Arlington; **Juliana Durr Lilly**, Sam Houston State U.

Discussant: **David Lewin**, U. of California, Los Angeles

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) - (IM) Cross-Border Learning and Coordination in International Firms

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A3

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

Chair: **Vladimir Pucik**, IMD

→ The Determinants of Foreign Equity Ownership in International R&D Joint Ventures | **Malika Richards**, Penn State U.; **Yi Yang**, Drexel U.

→ 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 Bhambri**, U. of Southern California

ODC: 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.

ODC: Encroaching and Generic Processes of Organizational ChangePart 2: The Results | **David C. Marker**, ESC Clermont Graduate School of Management

BPS: Strategic Archetypes in Corporate Venture Units | **Susan A. Hill**, London Business School; **Julian M. Birkinshaw**, London Business School

🗨️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: Reciprocal Benefits of Studying OB and Entrepreneurship: Examining Entrepreneurial Satisfaction | **Leon Schjoedt**, Illinois State U.

ENT: A Meta-Analysis of Achievement Motivation and Entrepreneurial Status | **Wayne Stewart**, Clemson U.; **Philip L. Roth**, Clemson U.

🗨️ENT: Entrepreneurial Alertness: Toward A Multilevel Theory | **Zeki Simsek**, U. of Connecticut; **Ted Baker**, U. of Connecticut

ENT: Value in Synergy: Understanding Opportunity Recognition Using the “4I” Model of Learning. | **Dev K. Dutta**, U. of Western Ontario; **Mary M. Crossan**, U. of Western Ontario

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

☉ **ENT:** Organizational Learning and Performance in SMEs | **David P. Spicer**, U. of Bradford

BPS: Is Manufacturing Versus Service Distinction Invalid: An Empirical Study of Small Businesses | **Avinash V. Mainkar**, James Madison U.

→ **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.

☉ → **IM:** From Local Champions to Global Masters: Strategies for Domination in Globalizing Wireless Arena | **Mitchell Koza**, CEDEP; **Silviya Svejnova**, Cranfield U. ; **Luis Vives**, IESE, U. of Navarra

509 : (Paper Session) - (IPC) Research on Networks (B2)

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B2
Facilitator: **Ken Ogata**, U. of Alberta

OMT: Is it a Small World or an Endogenous World? A Contingency Theory of Network Evolution | **Lori Rosenkopf**, U. of Pennsylvania; **Giovanna Padula**, Bocconi U.

OMT: The Structuralist Legacy in Organizational Network Research: A Critical Review | **Wen-Pin Tsai**, Pennsylvania State U.

→ **OMT:** Complex Networks in a Large-Scale Industrial District: Is Flexible Specialization a Small World? | **Tsutomu (Tom) Nakano**, U. of Michigan

510 : (Paper Session) - (IPC) Managing the Value Chain (B3)

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B3
Facilitator: **Cliff Bowman**, Cranfield U.

☉ **OM:** Transforming towards a Disintegrated Value Chain: a Case-Study on Flexibility | **Stephan Billinger**, U. of St.Gallen

☉ → **IM:** From Unbroken Value Chains to Kaleidoscopic Constellations | **Johan M Westberg**, Stockholm School of Economics; **Bengt Stymne**, Stockholm School of Economics

→ **IM:** Location across value chain: How activity & capability affect agglomeration & competition effects | **Juan Alcacer**, New York U.

☉ **ODC:** Supply Chain Network Development: A Strategic Issue Management Approach | **Daewoo Park**, Xavier U.; **Hema A. Krishnan**, Xavier U.

OM: At the Intersections of the Disciplines: Null Set or Collaboration in SCM Research? | **Diane H. Parente**, Pennsylvania State U., Erie; **Michael Ishman**, Niagra U.; **Peggy Daniels Lee**, Pennsylvania State U., Great Valley

511 : (Paper Session) - (IPC) Exploring Organization Culture (C1)

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C1
Facilitator: **David Jamieson**, Pepperdine U.

OMT: A Durkheimian View of Organizational Culture | **James R Lincoln**, U. of California, Berkeley; **Didier Guillot**, INSEAD

RM: Outcropping Measures: A Study Using GLOBE Cultural Value Scales | **Vipin Gupta**, Grand Valley State U.; **Mary F. Sully de Luque**, Thunderbird, The American Graduate School of International Management

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

☉ **OB:** Free Agent or Integral Component? The Externalization of the Workforce and Organizational Culture | **Elizabeth C. Kurucz**, York U.

TIM: Organizational Subcultures as a Source of Creativity in Strong Culture Organizations | **Alicia D. Boisnier**, State U. of New York, Buffalo

MONDAY

512 : (Paper Session) - (IPC) New Perspectives on Careers (C2)

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C2

Facilitator: **Mary Mallon**, Massey U., Palmerston North**CAR:** Defining the Term “New” in New Employee Research | **Keith Rollag**, Babson College

- 🗣️ **HR:** The Rhetoric and Reality of the ‘New Careers’ | **Krystyna Joanna Zaleska**, Cass Business School; **Lilian M. de Menezes**, Cass Business School; **Lynda Gratton**, London Business School

- 🗣️ **CAR:** United Careers | **Silviya Svejnova**, 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.**CAR:** The Career Life Of Academics: Boundaried Or Boundaryless? | **Karen O. Dowd**, James Madison U.; **David Matthew Kaplan**, St. Louis U.**513 : (Paper Session) - (IPC) Diversity and the Workplace (C3)**

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E - Table C3

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**514 : (Paper Session) - (IPC) Human Resource Issues in Public Sector Organizations (D1)**

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E - Table 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 Proenca**, Widener U.

- ➔ **PNP:** Beyond Exchange: Towards an Expanded View of the Employment Relationship in the Public Sector | **Jacqueline A-M. Coyle-Shapiro**, London School of Economics and Political Science; **Ian Kessler**, Templeton College, Oxford 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****515 : (Paper Session) - (IPC) Stress and Burnout (D2)**

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E - Table 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 Ensley**, 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**516 : (Paper Session) - (IPC) Innovation in Service Organizations (D3)**

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Ballroom E - Table 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. Ettl**, 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.**517 : (Paper Session) - (MC) Knowledge in Management Consulting Firms: Production and Consumption**

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon D2

Chair: **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

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

- ➔🗂️👁️ International Business Support in the East of England: A New Framework for Management Consulting | **Terence Mughan**, Anglia Polytechnic U; **Lester Lloyd-Reason**, Anglia Polytechnic U
- 🗂️👁️ Consulting to the Entrepreneur(ship) | **William B. Gartner**, Clemson U.; **Steven Berglas**, Not Specified
- 🗂️👁️ Improving Quality Management in Small Enterprises : the Case of Solicitors | **Laurent G. Cappelletti**, ISEOR, U. of Lyon

519 JS: (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

- 🗂️👁️ The 'Swift Trust' partnership: A project management exercise of trust and distrust perceptions | **Terry R. Adler**, New Mexico State U.
- 🗂️👁️ Speaking of Ethics: Virtually Integrating Offenders into the Classroom | **Robert Gregory DelCampo**, U. of New Mexico; **Peter W. Hom**, Arizona State U.
- 👁️ Exposure to Ethics Curriculum and Perceptions of Relationship Between Ethics and Business Outcomes | **Harsh K. Luthar**, Bryant College; **Ranjan Karri**, Bryant College

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.
- 🗂️👁️ How do managers talk about management and leadership development and how do organizations act | **Espedal Bjarne**, Norwegian School of Economics and Business Administration

Discussants: **Mary Catherine Meisenhelter**, York College of Pennsylvania; **Jenny Headlam-Wells**, Hull 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

🗂️👁️➔🗂️👁️ Educating Managers for Change: Helping Russian managers satisfy organisational development needs | **Paul Frimston**, U. of Central Lancashire; **Jeanne Hill**, U. of Central Lancashire

🗂️➔🗂️ Does the 360 Feedback Process Create Actionable Knowledge Equally Across Cultures? | **Frank M. Shipper**, Salisbury U.; **Richard C. Hoffman IV**, Salisbury U.; **Denise M. Rotondo**, Salisbury State U.

🗂️➔🗂️ Less Talk, More Action: Competency Building in International Entrepreneurship Education | **Sherry E. Sullivan**, Bowling Green State U.; **Madeline M. Crocitto**, State U. of New York, Old Westbury

Discussants: **Teresa Torres-Coronas**, U. Rovira I Virgili; **James A. F. Stoner**, Fordham U.; **Jeanie M. Forray**, Western New England 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

- 🗂️👁️ Katz's Managerial Skills Legacy | **David D. Van Fleet**, Arizona State U. West; **Tim O. Peterson**, Oklahoma State U.
- 🗂️👁️ How Administrative Knowledge Changed in the 20th Century? A Conceptual View of Three Knowledge Types | **Isabela Baleeiro Curado**, Fundação Getulio Vargas - São Paulo
- ➔👁️ The Mixed Blessings of Paternalism: The case of San Rafael, Mexico (1893-1991) | **Emmanuel Raufflet**, HEC, Montréal
- 🗂️👁️ MC-Form: A Structure for Growth in the Mexican Telecommunications Industry | **Anabella Davila**, ITESM, Campus Monterrey; **Pedro Rojas**, Independent Consultant
- 👁️ Traiteurs, Elixirs and Caravans: Legitimacy and the Amazing Story of Dudley Leblanc and Hadacol | **Tamela D Ferguson**, U. of Louisiana, Lafayette; **William Lee Ferguson**, U. of Louisiana, Lafayette; **Hans Heinen**, U. of Louisiana, Lafayette

524 (MH) **Penrose (1959) at 45, Wernerfelt (1984) at 20: A Past, Present, and Future View of the RBV**

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

👁 Illusions of Preference Consistency: The Benefits of Seeing Ourselves as More Consistent Than We Are | **Rachael F. Elwork**, Columbia U.; **Sheena S. Iyengar**, Columbia U.

👁 Securities Analysts as Frame-Makers | **Daniel Beunza**, U. Pompeu Fabra; **Raghu Garud**, New York U.

👁 College Students and Credit Cards: A Proposed Model of Propensity to Use Credit | **Stephanie Thomas**, U. of Texas, San Antonio

527 📖: (Paper Session) - (MSR) **Care with the Management Classroom: Transcendence, Resistance, or Insistence**

10:40am - 12:00pm Fairmont: Gold

📖👁 Spirituality in the Classroom: The Student as Ideological Hostage? | **Kathy Lund Dean**, Idaho State U.; **Charles J. Fornaciari**, Florida Gulf Coast U.

📖➔👁 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 ➔👁: (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**, Renmin U.; **Zhaoli Song**, U. of Minnesota

Guanxi 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

Psychological Lithium: Task Engagement and the Self-Affirmation Motive | **Nancy Rothbard**, U. of Pennsylvania; **Victoria H. Medvec**, Northwestern U.

Psyched Up or Psyched Out? The Influence of Coactor Status on Individual Performance | **Francis J. Flynn**, Columbia U.; **Emily T. Amanatullah**, Columbia U.

The Failure to Overcome Fear and Temptation:

Procrastination and Performance | **Wendelien Van Eerde**, Eindhoven U. of Technology; **Harry Garst**, Eindhoven U. of Technology

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. Uggerslev**, 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

Procedural Justice Climate and Group Power Distance Orientation: A Case of Cross-level Effects 🔄 | **Jane Yang**, Louisiana State U.; **T.K. Peng**, I-Shou U.; **Kevin W. Mossholder**, Louisiana State U.

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

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

Chairs: **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

Examining 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.

The Contingent Effects of Transactive Memory: Is It Always Helpful to Know What Others Know? | **Yuqing Ren**, Carnegie Mellon U.; **Kathleen Carley**, Carnegie Mellon U.; **Linda Argote**, 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 | **Nerina L. Jimmieson**, U. of Queensland; **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 Beauvais**, U. of Rhode Island

Identity and Change: The Need for a New Starting Point and Paradigm in Strategy Making Processes | **Olaf G Rughase**, Schindl Rughase Partners

Barriers to Actionable Knowledge Implementation: A Perspective Based on the Concept of Actualization | **Jerry Duane Hoover**, Texas Tech U.

Discussant: **Frances A Viggiani**, 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

A Scenario-Building Workshop: A Method for Understanding Complex Problems | **Linda Jane Szekely**, U. of Alberta

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.

Service Encounters among Diverse Participants: A Cultural Perspective | **Willie Edward Hopkins**, Colorado State U.; **Shirley Anne Hopkins**, U. of Denver; **Douglas Hoffman**, Not Specified

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 Offen**, Maastricht U.; **Arjen van Witteloostuijn**, U. of Durham

Leadership Networks: Beyond the Single-Leader Paradigm | **Mark P. Kriger**, Norwegian School of Management ; **Merril A. Simon**, California State U., Northridge

How Misfits between Leadership Style and Strategy Affects Performance | **Dorthe Dojbak Haakonsson**, 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 52-58

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.

Movements and Markets: Establishing Organic Food as a High Quality Product Market | **Brandon H. Lee**, Cornell U.; **Michael Lounsbury**, Cornell 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 Schneiberg**, 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

Chairs: **Andreas Georg Scherer**, U. of Zurich; **J.-C. Spender**, Open U., U.K.

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

Knowledge and Communication: The Constitutive Role of Evaluation in Knowledge Management | **Georg Schreyogg**, Freie U., Berlin; **Daniel Geiger**, Freie U., Berlin

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 Welcomer**, 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. Saiia**, 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

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. Saiia**, 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 Feiock**, 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

Levels of Analysis Incorporation for Impact Review of Quality of Research: A Leadership Illustration | **Shelley D. Dionne**, Binghamton U.; **Jae Uk Chun**, State U. of New York, Binghamton; **Francis J. Yammarino**, State U. of New York, Binghamton; **William D Spangler**, State U. of New York, Binghamton

The Effect of Grouping on Regression Analysis | **Nicholas Boisieux 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? | **Marlei Pozzebon**, HEC, Montréal; **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

Seeing Stars: The Galileo Defense and the Paradox of Tenure | **Maureen Scully**, The Aspen Institute Business and Society Program

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 Ruhli**, 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

Reconstructing Property Rights: Developing a Stakeholder Theory of the Firm. | **Elizabeth A. Alexander**, George Washington U.

Discussants: **Bradley R. Agle**, U. of Pittsburgh; **Donna Wood**, U. of Northern Iowa

MONDAY

551 : (Paper Session) - (SIT) Top Management Teams

10:40am - 12:00pm Ritz Carlton: Acadia

Facilitator: **James R. Meindl**, State U. of New York, Buffalo

🗣️ **QENT**: 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.

🗣️ **QOB**: Cosmopolitans and Locals: Status Dynamics and External Knowledge Sharing in International Teams | **Martine R. Haas**, Cornell U.

🗣️ **QOC**: Top Management Team Transactive Memory, Environmental Volatility, And Performance. | **Devaki Rau**, Northern Illinois U.

MOC: Top Executive Attributions and Leadership: Accuracy and Motivational Factors. | **Chandrashekar Lakshman**, Jackson State U.

552 : (Paper Session) - (SIT) Strategic HR Systems

10:40am - 12:00pm Ritz Carlton: Baronne

Facilitator: **Gary C. McMahan**, U. of Texas, Arlington

GDO: The Effect of Human Resource Management Practices on the Job Retention of Former Welfare Clients | **John R. Deckop**, Temple U.; **Alison M. Konrad**, U. of Western Ontario; **Felice Davidson Perlmutter**, Temple U.; **Joshua L. Freely**, Temple 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

ODC: Achieving Work System Congruity: Joint Optimization as Parallel Structuring of Work Practices | **Paul M. Leonardi**, Stanford U.

PNP: An exploratory study on the impact of rural office location on human services management | **Mark S. Preston**, U. at Albany, SUNY

553 : (Paper Session) - (SIT) Organizational Culture

10:40am - 12:00pm Ritz Carlton: Vermillion

Facilitator: **Tiffany L. Galvin**, U. of Utah

🗣️ **QOC**: How Institutions Work: A Cultural-Cognitive Perspective | **Klaus Weber**, Northwestern U.; **Mary Ann Glynn**, Emory U.

🗣️ **GDO**: The role of culture in prejudice | **Yuka 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 Ceccagnoli**, 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 Ceccagnoli**, INSEAD; **Ashish Arora**, Carnegie Mellon U.

➔ Technology Strategy Revealed: Patterns and Influences of Patent Licensing Behavior in Japanese Firms | **Simon Collinson**, U. of Warwick; **Hisaharu Kato**, Not Specified
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.

Modularity & Outsourcing: A Study of Generational Sequences in the U.S. Automotive Cockpit Industry 🗣️ | **Sebastian Fixson**, U. of Michigan; **Young Ro**, U. of Michigan, Dearborn; **Jeffrey Liker**, U. of Michigan

🗣️ Toward a System for Classifying Firms According to Product Architecture Role | **Margaret Dalziel**, U. of Ottawa

🗣️ ➔ 🗣️ Perspectives on Modularity: Manufacturing, product development, and supplier management in US Auto | **Young Ro**, U. of Michigan, Dearborn; **Jeffrey Liker**, U. of Michigan; **Sebastian Fixson**, U. of Michigan

Entrepreneurship in Modular Markets | **Peter Cebon**, U. of Melbourne; **Oscar Hauptman**, Singapore Management U.

Discussant: **Sendil 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

Presenters: **Milton R. Blood**, AACSB International-Association to Advance Collegiate Schools of Business; **Rosalie L. Tung**, Simon Fraser U.; **James R. Bailey**, George Washington U.

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
Presenters: **Stewart Clegg**, U. of Technology, Sydney; **Michael A. Hitt**, Texas A&M; **Henry Mintzberg**, McGill U.

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**

Anna Chatman, U. of California, Berkeley; **Jane E. Dutton**, U. of Michigan; **Steve Kramer**, Not Specified; **Fred Luthans**, U. of Nebraska, Lincoln; **Michael G. Pratt**, U. of Illinois, Urbana-Champaign; **Robert E. Quinn**, U. of Michigan; **Gretchen Spreitzer**, U. of Michigan; **Jim Harter**, The Gallup Organization; **Tim Hodges**, The Gallup Organization

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 Palshaugen**, Work Research Institute; **James F. Bohman**, St. Louis U.; **John Shotter**, 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 Poulson**, 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 Whiteman**, Erasmus U.

562 : (Paper Session) - (BPS) RBV: Unresolved Debates

12:20pm - 2:10pm Sheraton New Orleans Hotel: Grand Chenier

Chair: **Paolo Boccardelli**, 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 Mumtaz Ansari**, U. of Cambridge

A Review of Empirical Research on the Resource-Based View of the Firm | **Katsuhiko Shimizu**, U. of Texas, San Antonio; **Craig Armstrong**, U. of Texas, San Antonio

From Res. Heterogeneity to Differential Perf.: Role of Res. Structure and Dynamic Res. Interactions | **Abhijit Mandal**, U. of Warwick; **Don Antunes**, U. of Warwick

From Resources to Value and Back: Normal and Complementary Assets | **Joeri Merijn Mol**, U. of Groningen; **Nachoem M. Wijnberg**, U. of Groningen

Discussant: **Jeffrey A. Martin**, U. of Texas, Austin

563 : (Paper Session) - (BPS) Knowledge Transfer Within and Between Organizations

12:20pm - 2:10pm Sheraton New Orleans Hotel: Grand Couteau

Chair: **Iiris Aaltio**, Lappeenranta U. of Technology

(How) Does Knowledge Flow? A Critical Analysis of Intra-Organizational Knowledge Transfer | **Raza A. Mir**, William Paterson U.; **Bobby Banerjee**, U. of South Australia; **Ali H. Mir**, William Paterson U.

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.

From Which Peers Do Firms Acquire Knowledge Spillovers?: Evidence from the Semiconductor Industry. | **Nandini Lahiri**, Indian School of Business

Permeability to New Entrants: The Effect of Hierarchy and Coordination on Knowledge Flows | **Jaideep Anand**, U. of Michigan

Discussant: **Ann Terlaak**, U. of Wisconsin, Madison

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

Participants: **Constance E. Helfat**, Dartmouth College; **Sidney G. Winter**, U. of Pennsylvania; **Will Mitchell**, Duke U.; **Harbir Singh**, U. of Pennsylvania

565 : (Paper Session) - (BPS) Consequences of CEO Characteristics

12:20pm - 2:10pm Sheraton New Orleans Hotel: Salon 816

Chair: **Alison Mackey**, Ohio State U.

The Interplay of CEO Tenure, Equity, and Pay in Firm Internationalization. | **Elie Matta**, U. of Western Ontario; **Paul Beamish**, U. of Western Ontario

Does CEO Charisma Matter? | **Bradley R. Agle**, U. of Pittsburgh; **Nandu Nagarajan**, U. of Pittsburgh; **Jeffrey Sonnenfeld**, Yale U.; **Dhinu Srinivasan**, U. of Pittsburgh

Cemented to The Saddle: CEO Age and Ownership Control Reduce Performance in Publicly Traded Firms | **Patrick Lyn McClelland**, U. of Kansas; **Vincent L. Barker**, U. of Kansas

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 817/821 (combined)

Chair: **Olivia H. Neece**, Claremont Graduate U.

Cooperation among Direct Competitors and the Patterns of Competition | **Zhi Huang**, Boston College; **Tieying Yu**, Boston College

Complexity, Networks and Knowledge Flow | **Olav Sorenson**, 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. 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*
Dynamic Mixed Duopoly: A Model Motivated By Linux Vs. Windows | **Ramon Casadesus-Masanell**, Harvard U.; **Pankaj Ghemawat**, Harvard U.An Empirical Analysis of Territorial Encroachment Within Franchised and Company-Owned Branded Chains | **Arturs T. Kalnins**, U. of Southern CaliforniaOwnership 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 DameBrokerage 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 (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 Ensher, 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.Measuring Work-Family Facilitation: Development and Validation of A Multi-Dimensional Scale | **Dawn S. Carlson**, Baylor U.; **K. Michele Kacmar**, Florida State U.; **Joseph G. Grzywacz**, Wake Forest U.; **Julie Holliday Wayne**, Wake Forest U.Work-Family Positive Spillover: Construct Definition, Measurement Development, and Validation | **Ginger C. Hanson**, Portland State U.; **Leslie B. Hammer**, Portland State U.; **Cari L. Colton**, Portland State 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.**571 (Paper Session) - (CM) Pro-Social and Anti-Social Behavior**

12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon E - CM

*Presented on Panels 15-17*Exploring the Workplace Bullying Construct: an Evidence-based Approach | **Charlotte Rayner**, Portsmouth U.; **Gavin PM Dick**, U. of Kent, CanterburyUpwards Bullying, Dependency and Power: Balancing How Organizations Approach Workplace Bullying. | **Sara Branch**, Griffith U.; **Michael Sheehan**, Griffith U.; **Michelle Carmel Barker**, Griffith U.; **Sheryl Ramsay**, Griffith U.Why Organizational Identification Matters in the Justice-OCB Relationship | **Jeewon Cho**, U. at Buffalo, SUNY**572 : (CM) Intra and Intergroup Conflict**

12:20pm - 2:10pm New Orleans Marriott: Preservation Hall Studio 4

Chair: Stephen Garcia, U. of Michigan, Ann ArborConflict Management Process and Team Success: A Meta-analysis | **Leslie A. DeChurch**, Florida International U.; **Diana Keith**, Florida International U.The Relationship between Group and Organizational Identification and Effective Intergroup Relations | **Andreas Wilhelm Richter**, Aston Business School; **Rolf Van Dick**, Aston Business School; **Michael A. West**, U. of AstonThe Interdependency of Task and Relationship Conflict over Time | **Amy B. Henley**, U. of Texas, Arlington; **Kenneth H. Price**, U. of Texas, ArlingtonTeams, Agents, and Individuals: Negotiation Improvisations and Outcomes | **Elizabeth Long Lingo**, Harvard U.*Discussant: Zoe Barsness*, U. of Washington, Tacoma**573 SHCS: (CMS, ODC, RM) Actionable Knowledge as the Power to Narrate**

12:20pm - 2:10pm New Orleans Marriott: Mardi Gras Salon D

Antenarrative Theory |
Speech Acts as the Basis of Actionable Knowledge |
Transference, Counter-Transference and Social Poetics |
Hearing Stories |
Two-Way Storytelling |
Field versus House |*Presenters: Dave M. Boje*, New Mexico State U.; **Kim Sydow Campbell**, U. of Alabama; **Ann L. Cunliffe**, California State U., Hayward; **Robert F Dennehy**, Pace U.; **Alexis Downs**, St. Louis U.; **Rita Anne Durant**, Tulane U.; **Carolyn Gardner**, Radford U.; **Robert P. Gephart, Jr.**, U. of Alberta; **Christian Kiewitz**, U. of

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

🗨️🗨️ 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

New Ventures, Venture Capital Firm Characteristics and Survival Outcomes: What is the Link? | **Lindy Archambeau**, U. of Utah

🗨️🗨️ 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 🗨️🗨️🗨️ JS: (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.

Does Stardom Affect Entrepreneurial Mobility and Success? | **Boris Groysberg**, Harvard U.; **Ashish Nanda**, Harvard U.; **Julia Prats**, Harvard U.

The Capability to Manage Unsuccessful Investments and Firm Performance | **Isin Guler**, Boston U.

Giving Up Potential Sources of Competitive Advantage: The Role of Learning in the Abandonment of Rea | **Atul Nerkar**, Columbia U.; **Ian C. MacMillan**, U. of Pennsylvania

Venture Capital Investing and the "Calcutta Auction" | **Sridhar Seshadri**, New York U.; **Zur Shapira**, New York U.; **Christopher L. Tucci**, Swiss Federal Institute of Technology

Business Models and Exit Strategies | **Christoph Zott**, INSEAD
Discussants: **Anne Marie Knott**, U. of Pennsylvania; **Rita Gunther McGrath**, Columbia U.

576 🗨️🗨️ JS: (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

Start-ups, Established Firms, and the Commercialization of University Inventions | **Robert A. Lowe**, Carnegie Mellon U.; **Arvids A. 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 Pattison**, Texas State U.

Presenters: **Lynn Bowes-Sperry**, Western New England College; **Robert E. Allen**, U. of Wyoming; **Patricia Pattison**, 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.

Measuring Dominant Group Identity: The White Identity Centrality Implicit Association Test | **Eric David Knowles**, Stanford U.; **Kaiping Peng**, U. of California, Berkeley

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

🗨️🗨️ An Analysis of Research Trends in the Field of Human Resource Management: A Co-Citation Study | **Eugenia Senise-Barrio**, U. de Granada; **Inmaculada Martín-Tapia**, U. de Granada; **Alberto Aragón-Correa**, U. of Granada

🗨️🗨️ 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.; **Chei-Sian Lee**, U. of Illinois, Chicago

🗨️ Assessing Personality, Interview Performance, and Job Performance Through Vocal Characteristics Only | **Donald H. Klumper**, 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.

📖🗨 Relationships of Strategic Human Resource

Management, Satisfaction, and Organizational Performance | **Chay Hoon Lee**, Nanyang Technological U.; **Joo Bee Ang**, Nanyang Technological U.; **Gavin Lim**, Nanyang Technological U.

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

Configurations Of Human Resource Management Practices: A Theoretical Model And Empirical Test | **Robert Marcel Verburg**, TU Delft; **Deanne N. DenHartog**, Erasmus U.; **Paul L. Koopman**, Free U., Amsterdam

Discussant: **Christina L. Stamper**, Western Michigan U.

581 JS: (HR, OB) **Supervisors, Coworkers and Clients of the Organization: Formal and Informal Responses to Stigma**

12:20pm - 2:10pm New Orleans Marriott: Balcony I J K

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 Sheraton New Orleans Hotel: 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 Spain: How Global Will They Go? | **Elizabeth Fraser Cabrera**, U. Carlos III de Madrid

Managing in Portugal: The Dangers of "Latin Time" | **Miguel Pina e Cunha**, U. Nova de Lisboa; **Rita Campos Cunha**, U. Nova de Lisboa

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 Marziliano**, 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 Gras 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. Tyrone 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 Hull; **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 Kleeck

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 Kleeck, 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.

Creative Differences? Assessing Creativity in Entrepreneurship, Advertising, and the Arts | **Diane McMeekin Sullivan**, U. of Central Florida; **Cameron M. Ford**, U. of Central Florida

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.

Political Skill as an Antidote in the Role Overload – Strain Relationships | **Pamela Perrewe**, Florida State U.;

Kelly L. Zellars, U. of North Carolina, Charlotte; **Ana Maria Rossi**, Clinica De Stress E Biofeedback; **Charles Kacmar**, Florida State U.;

Yongmei Liu, Florida State U.;

Robert Zinko, Florida State U.;

Wayne A. Hochwarter, Florida State U.;

Gerald R. Ferris, Florida State U.

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 Barsi Lopes**, U. of
Cincinnati; **Nicolau Reinhard**, U. of Sao Paulo

☞ Effect Of Quality Management Practices In Distributed
Offshore Software Development | **Narayan Ramasubbu**, U.
of Michigan, Ann Arbor; **Sunil Mithas**, U. of Michigan, Ann Arbor;
Krishnan M.S., U. of Michigan, Ann Arbor; **Chris Kemerer**, U. of
Pittsburgh

☞ 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 | **Torbjørn Korsvold**,
Østfold Research Foundation; **Per Tobias Kirkebak**, Østfold U.
College; **Bernt Arild Bremdal**, 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.; **Namrata 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 ☞ SHCS: (ODC, MC, RM) Is Design Science Better at Creating Actionable Research and Knowledge than Action Research is?

12:20pm - 2:10pm Fairmont: Bayou Rooms II + IV

Chair: Jean M. Bartunek, Boston College

Action Research: More Necessary than Ever? | **William A
Pasmore**, 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.

Task and Institutional Effects | **C. R. Hinings**, U. of Alberta;
Karan Sonpar, U. of Alberta; **Karen Golden-Biddle**, U. of
Alberta; **Trish Reay**, U. of Alberta

The More Things Change, The More They Remain the
Same: Instituting Mutual Funds in Sweden | **Stefan Jonsson**,
Uppsala U.; **Michael Lounsbury**, Cornell 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

→ The Consequences of Competitive Inertia: A Longitudinal
Study of Survival and Death | **Juha Lamberg**, Helsinki U. of
Technology; **Henrikki Tikkanen**, Helsinki U. of Technology;
Tomi Samuli Nokelainen, Tampere U. of Technology; **Henri
Suur-Inkeroinen**, Tampere U. of Technology

Discussant: James Wade, U. of Wisconsin, Madison

Dehning, Chapman U.; **Vernon Richardson**, U. of Kansas; **Robert W. Zmud**, U. of Oklahoma

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Discussant: **James Wade**, U. of Wisconsin, Madison

603 (Paper Session) - (OMT) **Organizational Culture**

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 | **michal 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 VictoriaHow 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 VictoriaStakeholder Influence on Corporate Social Responsibility: Implications of The Bergama Case | **Hayriye Ozen**, Atilim U.; **Sukru Ozen**, Baskent U.Transnational Management of Stakeholder Relations: Stakeholder Influence on the Process | **Anupama Mohan**, U. WarwickHow Organizations (Mis)Manage Their Stakeholders: Exploring Cases of Stakeholder Neglect | **Ans Kolk**, U. of Amsterdam; **Isabelle Maignan**, Vrije U.Coordinators: **Peter Groenewegen**, Vrije U.; **Frank den Hond**, Vrije U.Discussant: **Ari Ginsberg**, New York 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 AustraliaOrganizational Dynamics of Environmental Regulatory Negotiation | **Catherine A. Ramus**, U. of California, Santa Barbara; **Alfred Marcus**, U. of MinnesotaStakeholder Negotiation Exercises in the Classroom | **Eva Collins**, Waikato U., New Zealand; **Kate Kearins**, Auckland U. of TechnologyCutting and Pasting: Encouraging Learning about Sustainability Values | **Diane Ruwhiu**, U. of Otago; **Sara Walton**, U. of OtagoHow We Educate for Sustainability: Some Lessons from TQM | **Cathy A. Rusinko**, Philadelphia U.Presenters: **Bobby Banerjee**, U. of South Australia; **Eva Collins**, Waikato U., New Zealand; **Alfred Marcus**, U. of Minnesota; **Catherine A. Ramus**, U. of California, Santa Barbara; **Cathy A. Rusinko**, Philadelphia U.; **Diane Ruwhiu**, U. of Otago; **Sara Walton**, U. of Otago; **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 Hernes**, Agder U. College
- Double-Loop learning Effects of Organisational Change on Crisis in Non Profit Environments | **Rita Mano-Negrin**, 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; **Carnot 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
- Evaluating Public Governance Outcomes and Processes: Some International Lessons | **Tony Bovaird**, U. of the West of England; **Elke Loeffler**, U. West of England
- 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.

608 →: (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
 Hosts: **Herman Aguinis**, U. of Colorado, Denver; **Anshuman Prasad**, U. of New Haven; **Lucy R. Ford**, Rutgers U., Camden; **Jodi S. Goodman**, U. of Connecticut; **Susan M. Burroughs**, Washington State U., Vancouver

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 Egri**, Simon Fraser U.; **Isabelle Maignan**, 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. Saiia**, Ithaca College; **Jennifer Leigh**, Boston College

610 👁: (Paper Session) - (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.
 👁 Leadership Development: The Developmental Difference between Socialized and Personalized Leaders | **Marshall Wilson Pattie**, U. of Texas, Arlington

611: (Paper Session) - (SIT) 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) - (SIT) 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) - (SIT) Organizational Justice and Trust

12:20pm - 2:10pm Ritz Carlton: Vermillion
 Facilitator: **Adrienne Colella**, Texas A&M U.
TIM: Electronic Monitoring of Complex Task Performance: Effects of Procedural Justice Context. | **Daria Panina**, Texas A&M U.; **John R. Aiello**, Rutgers 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.
 Retailers as Generators and Catalysts of Innovations: An Empirical Study in a Consumer-Goods Setting | **Christian Luethje**, Technical U. of Hamburg; **Nikolaus Franke**, Vienna U. of Economics and Business Administration
 👁 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

Toolkits for User Innovation & Design: Exploring User Interaction and Value Creation | **Frank T. Piller**, Technical U. of Munich; **Nikolaus Franke**, Vienna U. of Economics and Business Administration

Identification of Lead Users in Consumer Goods Markets via Virtual Stock Markets | **Holger Ernst**, Otto Beisheim Graduate School of Management (WHU); **Martin Spann**, U. of Frankfurt; **Bernd Skiera**, U. of Frankfurt; **Jan Henrik Soll**, Otto Beisheim Graduate School of Management (WHU)

Discussant: **Nile W. Hatch**, Brigham Young 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 Poufelt**, 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

Chairs: **Jane V. Wheeler**, Bowling Green State U.; **Janet L. Hartley**, Bowling Green State U.

Presenters: **Steven H. Cady**, Bowling Green State U.; **Amelia Carr**, Bowling Green State U.; **Karen Eboch**, Bowling Green State U.; **Nancy Haus**, Bowling Green State U.; **Daesik Hur**, Bowling Green State U.; **James M McFillen**, Bowling Green State U.; **Senthil K.**

Muthusamy, Bowling Green State U.; **John Scarpelli**, Bowling Green State U.; **Lillian Schumacher**, Bowling Green State U.; **John Ryans**, 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. Mirvis**, 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

Presenters: **Blake E. Ashforth**, Arizona State U.; **Stephen Barley**, Stanford U.; **Ruth Blatt**, U. of Michigan, Ann Arbor; **Denise M. Rousseau**, Carnegie Mellon U.

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: **Jacky 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

Presenters: **Gretchen Spreitzer**, U. of Michigan ; **Jane E. Dutton**, U. of Michigan ; **Scott Sonenshein**, U. of Michigan ; **Karen J. Jansen**, Pennsylvania State U.; **Martha S. Feldman**, U. of California, Irvine; **Kathleen M. Sutcliffe**, U. of Michigan ; **Jack L. Goppel**, LGE Performance Systems and Northwestern U.; **Adam Grant**, U. of Michigan

624 : (AA) Why Isn't Most Organizational Research Actionable?

2:30pm - 3:50pm Ritz Carlton: Salon 3

Organizer: **Donald Hopkins**, Temple U.

Presenters: **Howard Aldrich**, U. of North Carolina; **Michael Beer**, Harvard U.; **Ari Ginsberg**, New York U.; **Robert A Burgelman**, Stanford U.; **Harry G. Barkema**, Tilburg U.

625 : (Paper Session) - (BPS) New Theoretical Perspectives on Strategy and the Firm

2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Chenier

Chair: **Steven E. Phelan**, U. of Nevada, Las Vegas

Time and Strategy: Towards a Multitemporal View of the Firm | **Arabella Mocciano**, 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 Frank Gottschalg**, INSEAD

Competitive Institutional Strategies: A New Generic Typology | **Krishna Udayasankar**, 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

Professors on Corporate Boards: Resources, Signals, or Clones? | **Winfried Ruigrok**, U. of St. Gallen; **Hardy Wagner**, U. of St. Gallen; **Katarina Sikavica**, U. of St. Gallen; **Simon Peck**, Case Western Reserve U.

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

Corporate Reputation: Do Board Characteristics Matter? | **Martina Musteen**, U. of Kansas; **Deepak K. Datta**, U. of Kansas; **Benedict Kemmerer**, U. of Kansas

Stricter 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 Lai**, National Cheng Kung U.

Value Creation in Strategic Alliances: A Meta-analysis of the Empirical Evidence | **Paulo V Cunha**, Tilburg U.; **Jean-Francois Hennart**, Tilburg U.; **Tammo H. A. Bijmolt**, Tilburg 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

631 SHCS: (BPS, OMT, TIM) Market Emergence and Transformation

2:30pm - 3:50pm Fairmont: University

Chair: **Lee Fleming**, Harvard U.

Why the Valley Went First: Agglomeration and Emergence in Regional Inventor Networks | **Lee Fleming**, Harvard U.; **Lyra J. Colfer**, Harvard U.; **Alexandra Marin**, Harvard U.; **Jonathan McPhie**, Harvard U.

Small Worlds and the Late 19th Century Emergence of Broadway Musicals | **Brian Uzzi**, Northwestern U.; **Jarrett Spiro**, Northwestern U.

Managing the Boundaries of an Open Software Project | **Siobhan O'Mahony**, Harvard U.; **Fabrizio Ferraro**, IESE Business School

The Emergence of a Financial System: Banks and Bankers in Post-Communist Russia | **Andrew Spicer**, U. of California, Riverside; **Bruce Kogut**, INSEAD

Discussant: **John F. Padgett**, U. of Chicago

632 : (CAR) Theme Session: From Career Development to Career Management; A Multi-Disciplinary Perspective

2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 9

Chair: **Kerr Inkson**, Massey U.

From Career Development to Career Management: A Multi-Disciplinary Perspective |

Presenters: **Janet Lenz**, Florida State U./National Career Development Association; **Robert C. Reardon**, Florida State U.

Discussants: **Michael B. Arthur**, Suffolk U.; **Yehuda Baruch**, U. of East Anglia; **Douglas T. Hall**, Boston U.

633 : (Paper Session) - (CM) Cognitive Maps, Communication, and Counterpart Choice

2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 4

Chair: **Anne L Lytle**, Australian Graduate School of Management

☞ A Cognitive Mapping Approach to Understanding Choice of Negotiation Strategy ☞ | **Kenneth P. Yusko**, Marymount U.; **Harold W. Goldstein**, Baruch College

☞ Integrative Reputations as a Source of Strategic Advantage at the Bargaining Table | **Kathleen O'Connor**, Cornell U.; **Catherine Tinsley**, Georgetown U.

☞ Message, Source, and Involvement Factors on the Acceptance and Outcomes of Social Accounts . | **Anthony Cobb**, Virginia Tech; **Francis M. Frey**, U. of Virginia

How Do Negotiators Choose Their Counterparts? An Examination of Negotiation Counterpart Decisions. | **Jochen Reb**, U. of Arizona

Discussant: **Tom Tripp**, Washington State U.

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.

Emergence, Formation, and Relational Rents in New Firm - Incumbent Firm Relationships | **Dirk DeClercq**, Vlerick Leuven Gent Management School; **Dimo Dimov**, London Business School

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.

→ ☞ International Venturing and Firm Performance: The Moderating Influence of Absorptive Capacity | **Shaker A. Zahra**, Babson College; **James C Hayton**, Utah 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

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 🗣️🗣️: (GDO, HR, OB) **The Causes and Consequences of Prejudice and Discrimination**

2:30pm - 3:50pm New Orleans Marriott: La Galleries 1

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? | **Elizabeth Eve Umphress**, Texas A&M U.; **Kristin Smith-Crowe**, Tulane U.; **Arthur P. Brief**, Tulane U.; **Joerg Dietz**, U. of Western Ontario; **Marla B. Watkins**, Tulane U.

Self-Identities of Individuals with Disabilities | **Dianna L. Stone**, U. of Central Florida; **Eugene F. Stone-Romero**, U. of Central Florida; **Kimberly Lukaszewski**, State U. of New York, New Paltz

Paternalization: "Hidden" Discrimination? | **Adrienne Colella**, Texas A&M U.; **Maria Fernanda Garcia**, Texas A&M U.

Presenters: **Arthur P. Brief**, Tulane U.; **Kristin Smith-Crowe**, Tulane U.; **Joerg Dietz**, U. of Western Ontario; **Marla B. Watkins**, Tulane U.; **Mindy E. Bergman**, Texas A&M U.; **Katherine M. Chalkley**, Texas A&M U.; **Dianna L. Stone**, U. of Central Florida; **Eugene F. Stone-Romero**, U. of Central Florida; **Kimberly Lukaszewski**, State U. of New York, New Paltz; **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. Kaissi**, 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

🗣️ Towards Higher Quality Care: Reflections on the Annals of Int. Med. Quality Grand Rounds | **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 Khatri**, 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 Interviewer'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' Discipline 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; **Vandra L Huber**, U. of Washington

642 ➔: (Paper Session) - (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 Acedo**, U. de Sevilla, Spain; **Jose 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

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.
- Knowledge Flows within Multinational Corporations: Why Are Some Subsidiaries Isolated? | **L. Felipe Monteiro**, London Business School; **Niklas Arvidsson**, Service Management Group SMG AB; **Julian M. Birkinshaw**, London Business School

Winner of IM Division Best Paper Award

- Leveraging Innovations: Exploring Interaction Effects in MNC Innovation Transfer Processes | **Francesco Ciabuschi**, Uppsala U.; **Benjamin Stahl**, Uppsala U.; **Olivia H. Kang**, Uppsala U.
- Entrepreneurial Orientation, Subsidiary Management and Performance of MNCs | **Soo Hee Lee**, U. of London; **Chris Williams**, 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.

644 →: (Paper Session) - (IM) Emerging Markets and Cross-Border Business

2:30pm - 3:50pm New Orleans Marriott: Mardi 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
- Emerging Markets and FDI: How the Properties of Emerging Markets Affect FDI | **Mikelle A. Calhoun**, Valparaiso U.
- Turnaround Process in South-East Asia | **Alexander D. Falkenberg**, U. of St. Gallen; **Li Choy CHONG**, U. St. Gallen
- Foreign Investment in the Middle East and North Africa | **Nada Kobeissi**, Long Island U., C.W.Post

- Institutional Business Environment & Firms' Sources of Financial Capital in Eastern Europe | **Dan Li**, Texas A&M U.; **Manuel Portugal Ferreira**, U. of Utah
- Performance, Internationalization, and FSAs of SMEs in Newly-Industrialized Economies | **Yu-ching Chao**, National Chengchi U.; **Kuo-Pin Yang**, Ming-Chi Institute of Technology; **Chwo-Ming Yu**, National Chengchi U.
- Hyperchange, Emerging Markets and Firms' Strategic Responses: The Case of Latin America | **Luis A Perez-Batres**, Texas A&M U.

645 : (Paper Session) - (IPC) Managing Strategic Change (A1)

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
- ODC: 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
- OM: Organizational Slack and the Timing of Product Innovation | **Gregory N. Stock**, Northern Illinois U.; **William A. Fischer**, IMD; **Noel P. Greis**, U. of North Carolina, Chapel Hill

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
- OMT: 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.

- BPS: The Effect of Director Linkages to Stigmatized Firms: Market Reaction to Bankruptcy | **Steve Gove**, U. of Dayton; **Jay J. Janney**, U. of Dayton
- OMT: Resisting the Resistance: An Empirical Study of Organizational Defiance and Institutional Response | **Jerry Goodstein**, Washington State U.; **S. Ramakrishna Velamuri**, IESE Business School
- 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.

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 Kiouisis**, Ohio State U.

BPS: Firm Heterogeneity and Technological Performance. A Study on the Evolution of Fiber Optics 1970-1995 | **Gino Cattani**, U. of Pennsylvania

OMT: The Effects of Density and the Pattern of Industry Discourse On The Rise of the Broadband Industry | **Patrick Lawrence Schultz**, U. of North Dakota; **Kimberly B. Boal**, Texas Tech U.

OMT: Competition, Selection, and Authenticity; Payola and the Advent of Rock & Roll. | **Joeri Merijn Mol**, U. of Groningen; **Nachoem M. Wijnberg**, U. of Groningen

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 Marens**, 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. - Pueblo; **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.

🗣️ **CM:** Toward a Cognitive Model of Social Accounting | **Anthony Cobb**, Virginia Tech

OMT: Reflexive Realism? | **Mihnea 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

BPS: Impact of Social Capital on Firm Innovative Ability: A Double-edged Sword? | **Dev K. Dutta**, U. of Western Ontario

TIM: The Achievement of Fit in New Product Development: A Multi-Method Investigation | **Laura B. Cardinal**, Tulane U.; **Michael J. Fern**, U. of North Carolina, Chapel Hill; **Richard M. Burton**, Duke U.

654 : (Paper Session) - (IPC) Issues in International Human Resource Management (D1)

2:30pm - 3:50pm Sheraton New Orleans Hotel: Grand Ballroom E - Table D1

Facilitator: **Robyn A Berkley**, RPI

🗣️ → **ODC:** 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 📖 | **Jiu Chang**, Temple U.

OB: Cultural Values, Human Resource Management Practices, and Work-related Outcomes in Taiwan | **Pei-Chuan Wu**, National U. of Singapore

➔ **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**, U. 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.

📖➔ **IM:** Women and International Assignments: from the 1980s to the 21st Century | **Yochanan H. Altman**, London Metropolitan U.; **Susan Shortland**, London Metropolitan U.

📖📖➔ **MC:** Creating Actionable Knowledge: A Case Study of Consulting to Promote Women on Corporate Boards | **Susan M. Adams**, Bentley College; **Patricia M. Flynn**, Bentley College

➔ **GDO:** Female Business Expatriates: Coping Strategies and Adjustment | **Jan Selmer**, Hong Kong Baptist U.; **Alicia S. M. Leung**, Hong Kong Baptist U.

GDO: Research on Women Business Ownership: 1992-2003 | **Siri Terjesen**, Cranfield 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

Presented on Panels 19-21

📖📖➔ **Learning and Paradox: Challenges of developing knowledgeable practice** | **Judith McMorland**, Auckland U.; **Deborah Shepherd**, U. of Auckland; **Darl Kolb**, U. of Auckland

📖➔ **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

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**, ESSCA

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.

661 : (MH) Celebrating 70 Years of Schumpeterian/Austrian Influence on Management Research

2:30pm - 3:50pm Fairmont: Bayou I

Chairs: **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     **SHCS: (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. Carraher**, 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 Sheraton New Orleans Hotel: 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

 Contextual and Temporal Dynamics in Social Categorization | **Sujin Lee**, Cornell U.; **Wendi Lyn Adair**, Cornell U.; **Elizabeth A. Mannix**, Cornell U.

 Differential LMX Relationships Within Teams: The Effects on Individual and Team-Related Outcomes | **Danica Therese Hooper**, U. of Queensland; **Robin Martin**, U. of Queensland

665   **JS: (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

Understanding and Responding to Workplace Stress: The Role of Social Identity | **Anne T. OBrien**, U. of Exeter; **Alex Haslam**, U. of Exeter; **Jolanda Jetten**, U. of Exeter; **Lucy O'Sullivan**, U. of Exeter; **Louise Humphrey**, U. of Exeter
Functional or Deviant Differences? Diversity in Relation to Social Identity Processes | **Floor Rink**, Leiden U.; **Naomi Ellemers**, Leiden U.


Social Identification in Organizations: Structure, Flexibility and Impact | **Rolf Van Dick**, Aston Business School; **Ulrich Wagner**, Phillips U.; **Oliver Christ**, Phillips U.; **Jost Stellmacher**, Phillips U.

Presenters: **Michael W. Grojean**, Aston Business School; **Anne T. OBrien**, 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. Lapierre**, 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.; **Celile 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.

On the Relationship Between Merit Pay Raises and Organization-based Self-Esteem | **Kristin L. Scott**, U. of Kentucky; **Jason D. Shaw**, U. of Kentucky; **Michelle K. Duffy**, U. of Kentucky

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

🗨️ Creating Actionable Knowledge for Decision-Making: A Socio-Technical Framework | **Elena P. Antonacopoulou**, Liverpool U.; **K. Nadia Papamichail**, U. of Manchester

🗨️ The Effects of Personality Traits on System Acceptance | **Renee Michelle Elaine Pratt**, Florida State U.

🗨️ Attitude Toward Computers Instrument (ATCI): A Two-sample Construct Validity Assessment | **Teresa Shaft**, U. of Oklahoma; **Claudia C. Coglisier**, U. of Oklahoma; **Mark P. Sharfman**, U. of Oklahoma

🗨️ 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 | **Ruey-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

674 : (ODC) Actionable Knowledge for Large Systems Change

2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon A2
 Chair: **Oeystein Fossen**, Work Research Institute, Oslo
 Coping with trends - action research in Noroil | **Beate Karlsen**, 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

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
 Social Networks and Exchange: Self-Confirming Dynamics in Hollywood | **Olav Sorenson**, U. of California, Los Angeles; **David M. Waguespack**, State U. of New York, Buffalo
 🗣️ Dancing with Strangers: Aspiration Performance and the Search for Underwriting Syndicate Partners 🗣️ | **Joel A. C. Baum**, U. of Toronto; **Timothy J. Rowley**, U. of Toronto; **Andrew V. Shipilov**, U. of Toronto; **You-Ta Chuang**, York U.

How Strategic Dependencies Affect the Likelihood of Rebuilding Broken Friendship Ties Between CEOs 🗣️ | **Jim Westphal**, U. of Texas, Austin; **Steven Boivie**, U. of Texas, Austin; **Daniel Chng**, U. of Texas, Austin
 Discussant: **Keith G. Provan**, U. of Arizona

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 Niewiem**, 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

MONDAY

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

Contract Choice and Software Quality in IT Outsourcing | **Sandra Slaughter**, Carnegie Mellon U.; **Soon Ang**, Nanyang Technology U.; **Donald Harter**, Syracuse U.; **Jonathan Whitaker**, U. of Michigan, Ann Arbor

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

Presenters: **Cynthia M. Beath**, U. of Texas, Austin; **Sandra Slaughter**, Carnegie Mellon U.; **Soon Ang**, Nanyang Technology U.; **Donald Harter**, Syracuse U.; **Jonathan Whitaker**, U. of Michigan, Ann Arbor; **Edward G. Anderson**, U. of Texas, Austin; **Geoffrey Parker**, Tulane U.; **Joseph P. Broschak**, U. of Illinois, Urbana-Champaign

Discussant: **George P. Huber**, U. of Texas, Austin

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. Ralston**, 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; **Tevfik 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 Carrauzza**, Instituto Tecnológico 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. Kassinis**, 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 Fluornory**, 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.

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 Dharwadkar**, 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

687 : (Paper Session) - (SIT) Cognition and Sensemaking

2:30pm - 3:50pm Ritz Carlton: Acadia

Facilitator: **Mathew Hayward**, U. of Colorado, Boulder

MOC: Organizational Adaptability in Interfirm Relationships: A Cognitive Perspective | **Andrey V Sukharev**, U. of Connecticut

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

OCIS: Making Sense of the Applicant: A Theoretical Framework for Analyzing the Interview Interaction | **Liviu Florea**, U. of Missouri, Columbia; **Michael W Kramer**, U. of Missouri at Columbia

688 : (Paper Session) - (SIT) Organizational Change

2:30pm - 3:50pm Ritz Carlton: Baronne

Facilitator: **Myeong-gu Seo**, U. of Maryland, College Park

ODC: Making Sense of Radical Organizational Change | **Ken Ogata**, U. of Alberta

Winner of ODC Division Best Doctoral Student Paper

PNP: F.U.E.L.ing Change in Public Schools: A Sociocognitive Model of Organizational Reorientation | **Ebony N. Bridwell-Mitchell**, New York U.

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: Vermillion

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.

HR: Work-Family Conflict Predicting Perceived Organisational Support: Moderated by Workplace Stressors | **Jarrod McKenzie Haar**, Auckland U.

GDO: "Work-Family" Practice and Research: The Problem of "Family" | **Fiona A E McQuarrie**, U. College of the Fraser Valley

690 : (Paper Session) - (TIM) Entry, Incumbency and Innovation

2:30pm - 3:50pm Sheraton New Orleans Hotel: Napoleon C3

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

Extraordinary Efficiency Growth in Response to New Technology Entries: The Carburetor's "Last Gasp" | **Daniel Snow**, U. of California, Berkeley

Entry, Standards and Competition: Firm Strategies and the Diffusion of Mobile Telephony | **Heli Anita 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 Sheraton New Orleans Hotel: Napoleon D3

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

Managing Knowledge with Networks. Knowledge Networking Concepts in four major Companies. | **Ellen Enkel**, U. of St. Gallen

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

694 : (AA) Making Org Knowledge Actionable: New Org Designs for Knowledge Driven Innovation

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; **Kirsimarja 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

Organizers: **Michael G. Jacobides**, London Business School;
Sidney G. Winter, U. of Pennsylvania
Presenters: **Nicholas Argyres**, Boston U.; **Todd Zenger**, Washington U.; **Sidney G. Winter**, U. of Pennsylvania; **Michael G. Jacobides**, London Business School; **Jay Barney**, Ohio State U.
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 Cognitive and 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 Quinn**, 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.

→ The Relationship between Institutional Environment, Board Function and Firm Performance | **Amy Hillman**, Arizona State U.; **Katalin Takacs Haynes**, Arizona 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. Coombs**, 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

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

705 🗨️JS: (GDO, OB, CAR) 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

Professional Image Construction Among Asian American Journalists | **Sandra E. Cha**, Harvard U.; **Laura Morgan Roberts**, Harvard U.

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

- ☛ Performance Oriented Cross-Cultural Management Research | **Todd J. Weber**, U. of North Carolina, Chapel Hill; **James W Dean, Jr.**, U. of North Carolina, Chapel Hill
- ☛ Leadership Styles and Group Organizational Citizenship Behavior Across Cultures | **Martin C. Euwema**, Utrecht U.; **Hein Wendt**, Hay Group; **Hetty Van Emmerik**, Utrecht U.
- ☛ Theory Building and Practice in Intercultural Training | **Dharm Prakash Sharma Bhawuk**, U. of Hawaii; **Dan Landis**, U. of Hawaii

710 ☛ (IM) Creating Actionable Knowledge in Transitioning Economies

4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon C2

Organizer: **Sheila M. Puffer**, Northeastern U.

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 | **Corinne Gendron**, U. of Quebec, Montreal; **Marie-France Turcotte**, U. of Quebec, Montreal

SIM: The Choice of Organizational Governance Form for Corporate Social Initiatives | **David Hess**, U. of Michigan

SIM: Confronting the 'Problem of Leadership' in Stakeholder Theory and Sustainability | **Barry A. Colbert**, York U.

RM: Qualitative and Quantitative Research: An Example Using the Variable OCB | **Luis Ortiz**, New Mexico

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? | **Ricardo Corrêa Gomes**, Viçosa, U.

SIM: Understanding Multi-Stakeholder Decision-Making: a Constructivist Perspective. | **Daniela Cristofoli**, Bocconi U.; **Luca G. Brusati**, Bocconi U.

☛ **ODC**: Impact of Change Approaches on Employee Stakeholder Relationships: An Experimental Study | **Ursula 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 | **Marianna Makri**, U. of Miami; **Peter J. Lane**, U. of New Hampshire

PNP: Science and Economy - Promoting Integration while Policing the Boundary | **Jakob Vestergaard**, Copenhagen Business School

Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student

TIM: Varieties of Capitalism and Technological Innovation | **Mark Zachary Taylor**, MIT

MH: The Rhetorics of the E-Business-"Revolution" | **Till Mettig**, Mannheim U.

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 | **Steven D. Caldwell**, Georgia Institute of Technology; **Donald B. Fedor**, Georgia Institute of Technology; **David M. Herold**, Georgia Institute of Technology

☛ **MSR**: Organizational Change, Native Consciousness, and Organizational Wisdom | **Kathy Beard Adams**, None; **David A. Cowan**, Miami U., Ohio

GDO: Revelations on Passing: Individual Consequences of Passing in Organizations | **Richard DeJordy**, Boston College

715 : (Paper Session) - (IPC) Transferring Knowledge Across Borders (B1)

4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table B1

Facilitator: **Mila Borislavova Lazarova**, Simon Fraser U.

☛ **IM**: Tacitness and Time: Contributors to the Strategic Outcomes of Transnational Knowledge Transfer | **Barry Hocking**, U. of Melbourne; **Anne-Wil Harzing**, U. of Melbourne; **Michelle Brown**, U. of Melbourne

☛ **MC**: Management Consulting Interventions in Developing Countries | **Emmanuel Beck**, ISEOR, U. of Lyon

☛ **BPS**: National Cultural Differences and Capability Transfer in Cross-Border Acquisitions | **Günter K. Stahl**, INSEAD; **Ingmar Björkman**, INSEAD; **Eero Vaara**, EM Lyon

☛ **MC**: A Case in Democratizing Actionable Knowledge in Developing Countries | **Niels Ole H Jensen**, Copenhagen Business School Library

☛ **IM**: Creating Actionable Knowledge Through the Cross-Border Transfer of Practices | **John Child**, U. of Birmingham

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) | **Allègre L. Hadida**, Cambridge U.

OMT: The creation, stabilization, and contestation of an institution: collegiate athletics 1869-1995 | **Marvin Washington**, Texas Tech U.; **Karen Diane Walker Patterson**, Texas Tech U.

OMT: The Evolution of a Research Community: Organization Studies in Anglophone North America 1945-2000 | **Mie Augier**, Stanford U.; **James G March**, Stanford U.; **Bilian Ni Sullivan**, Hong Kong U. of Science & Technology

SIM: Public Affairs Perceptions and Practices: A Ten Year (1993-2003) Comparison | **Julius H. Johnson Jr.**, U. of Missouri, St. Louis; **Martin Meznar**, Arizona State U. West

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

MC: Does Board Involvement in Risk Management Add Value? | **Paul Milevskiy**, U. of Queensland; **Geoffrey Kiel**, U. of Queensland; **Gavin Nicholson**, U. of Queensland

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

📖 **MED:** Trends in Teaching Strategy: A Survey of Members of the Business Policy and Strategy Division | **Sylvia Sloan Black**, North Carolina A&T State U.; **Ming-Jer Chen**, U. of Virginia; **John G Michel**, U. of North Carolina, Charlotte

📖 **MED:** 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**, Bocconi 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 Eloranta**, U. of Warwick; **Petri Mika Tapani Parvinen**, Helsinki U. of Technology

🗨️ **SIM:** 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

🗨️ **SIM:** Regulation and Reality: An Empirical Look at Equity Analysts' Forecast Optimism | **Amanda Paige Cowen**, Harvard U.; **Boris Groysberg**, Harvard U.; **Paul Healy**, Harvard Business School

🗨️ **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 E - Table C3

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 | **Likoebe 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. Sablynski**, 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. Litzky**, Pennsylvania State U., Great Valley; **Kimberly 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 Gittel**, Brandeis U.

HR: Task Interdependence and Task Structure as Predictors of Telework Frequency: An Exploratory Model | **Dipjan 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 Sheraton New Orleans Hotel: Napoleon D2

Distinguished Speaker: **David A. Nadler**, Mercer Delta Consulting
Transforming Data to Information, Information to Knowledge and Knowledge into Action | **David A. Nadler**, Mercer Delta Consulting

725 🗨️: (Paper Session) - (MED) **Bridging learning and practice**

4:10pm - 5:20pm Ritz Carlton: Evangeline

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. Snavely**, Miami U., Ohio; **Jonathan Gosling**, Exeter U.

726 🗨️: (Paper Session) - (MED) **Business games and simulations**

4:10pm - 5:20pm Ritz Carlton: Union Terrace A

Chair: **Barry R 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. Knowlton**, Southern Illinois U., Edwardsville; **Renee E. Weiss**, 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. Govekar**, Ohio Northern U.

Program Chair: **Franz Lohrke**, U. of Alabama

Professional Development Workshop Chair: **Julia Teahen**, Baker College

728 : (Paper Session) - (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 Petkova**, 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 🗨️ 🗨️ 🗨️: (Paper Session) - (MSR) **Spiritual/Servant Leadership**

4:10pm - 5:20pm Fairmont: Gold

🗨️ Spirituality and Perceived Servant Leader Behavior: A Correlational Study | **Debra Ann Beazley**, Troy State U.; **Gary Gemmill**, Syracuse U.

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 : (Paper Session) - (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 🗨️: (Paper Session) - (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.

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 | **Kathryne 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

When Does Deviance Matter? A Study of Commitment, Deviant Extra-Role Behaviors, and Group Climate | **Jackie Wellen**, Queensland U. of Technology; **Matthew Neale**, Queensland U. of Technology

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; **Hwee-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 Perceived 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.

Employer Discretion in Human Resource Practices: Influence on Perceived Organizational Support | **Monica C. Gavino**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago

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. Gavino**, 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.

Speakers: **Linda Argote**, Carnegie Mellon U.; **Paul S. Goodman**, Carnegie Mellon U.; **Sara Kiesler**, Carnegie Mellon U.; **Sandra Slaughter**, 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.

Knowledge Sharing through Socio-technical Systems: Mingling and Measuring the Impact of Virtual Work | **Terri L. Griffith**, Santa Clara U.; **John E. Sawyer**, U. of Delaware

Discussant: **Pamela J. Hinds**, Stanford U.

737 JS: (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

Presented on Panels 5-8

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

Except When It's My Boss: An Exploratory Study of Intent to Communicate Polychronically | **Jeanine Warisse Turner**, Georgetown U.; **N. Lamar Reinsch, Jr.**, Georgetown U.

MONDAY

🗨️ Evaluating Research: A Call for Credible, Contributory and Communicable Research | **Anders Martensson**, Stockholm School of Economics; **Paer Martensson**, Stockholm School of Economics

🗨️ Developing Guiding Principles through Dialogue | **David Oliver**, Imagination Lab Foundation; **Claus Jacobs**, Imagination Lab Foundation

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.

Negotiating Work Schedules: The Micro-Foundations of Temporal Structures in Distributed Groups | **Stine Grodal**, Stanford U.; **Andrew Nelson**, Stanford U.; **Rosanne M. Siino**, Stanford U.

The Paradox of Discontinuities and Continuities: Toward a More Comprehensive View of Virtuality | **Mary Beth Watson-Manheim**, U. of Illinois, Chicago; **Katherine M. Chudoba**, Florida State U.; **Kevin Crowston**, Syracuse 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 Okhmatovskiy**, U. of Southern California

Ratchet, Ratchet, and Grow? Testing a Growth Model of US CEO Compensation in the 1990s | **James J. Cordeiro**, State U. of New York, Brockport

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

The Birth of the Kodak Moment: Institutional Entrepreneurship and the Adoption of New Technologies | **Kamal Ahmed Munir**, Cambridge U.; **Nelson Phillips**, Cambridge U.

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

Where Do Organizational Routines Come from in New Ventures? | **Yan Gong**, U. of Wisconsin, Madison; **Ted Baker**, U. of Connecticut; **Anne S. Miner**, U. of Wisconsin, Madison

🗨️ The Gamble of Open (Source) Organizing | **Quintus R. Jett**, Dartmouth College; **Liisa Valikangas**, Woodside Institute
A Self-Organization Theory of Radical Entrepreneurship | **Benjamin Bergmann Lichtenstein**, Syracuse U.; **Candace Jones**, Boston College

The Emergence of a New Negotiated Order Between Community Managed Software Projects and Firms | **Siobhan 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

Complexity Science and Computational Models of Emergent Order: What's There? What's Missing? | **Benjamin Bergmann Lichtenstein**, Syracuse U.; **Bill McKelvey**, U. of California, Los Angeles

🔊 Actionable Strategy Knowledge: A Practice Perspective 🔄 | **Paula Jarzabkowski**, Aston U.

Time-Dependency of Explanatory Factors of Strategic Change: An Exploratory Longitudinal Study 🔄 | **JOSE ANGEL ZUÑIGA**, Rey Juan Carlos U.; **José D. Vicente-Lorente**, Salamanca U.

Discussant: **William L. Dougan**, U. of Wisconsin, Whitewater

746 🗨️: (Paper Session) - (OMT) Alliances and Networks

4:10pm - 5:20pm New Orleans Marriott: Mardi Gras Salon E - OMT

Presented on Panels 9-17

- 🔊 Institutional and Entrepreneurial Views of Alliance Emergence and Popularization | **Bing-Sheng Teng**, George Washington U.
- 🔊 How and When Does Governance Flexibility Influence Trust in Strategic Alliances: An Empirical Study | **Rekha Krishnan**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg 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 Clientelized 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
- 🔊 Firm-Level Social Capital and the Gatsby Effect | **Jamie D. Collins**, Texas A&M U.; **Klaus Uhlenbruck**, Texas A&M U.
- 🔊 Network Ownership and Exploration | **Bjorn Lovas**, London Business School; **Michelle Rogan**, London Business School
- 🔊 An Ecology of Employment Ties: Firm Growth in the Nashville Legal Industry, 1933-1978 | **Jonathan Jaffee**, U. of Southern California; **Bill McEvily**, Carnegie Mellon U.; **Marco Tortoriello**, Carnegie Mellon U.

747 🗨️ JS: (OMT, BPS) Generative Design. Creating New and Actionable Strategies and Structures

4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom A

Organizer: **Anna Grandori**, Bocconi U.

Generative Design. Creating New and Actionable Strategies and Structures | **Armand Hatchuel**, Ecole Des Mines; **Jeanne Liedtka**, U. of Virginia; **Henry Mintzberg**, McGill U.; **Anna Grandori**, Bocconi U.; **Joseph Lampel**, City U., London; **Andrea Prencipe**, U. of Sussex; **Stefano Brusoni**, Bocconi U.

'The management of innovative Design : the impact of current evolution in design theory' | **Armand Hatchuel**, Ecole Des Mines

Applying Design Thinking to Strategy: Impacting Business Practice | **Jeanne Liedtka**, U. of Virginia; **Henry Mintzberg**, McGill U.

'Organization design from contingency to combinative' | **Anna Grandori**, Bocconi U.

'Design and Social Norms in Trust-Based Organizing'. | **Joseph Lampel**, City U., London

'Designers Rules: Toward a dynamic approach to modularity' | **Andrea Prencipe**, U. of Sussex; **Stefano Brusoni**, Bocconi U.

Presenters: **Armand Hatchuel**, Ecole Des Mines; **Jeanne Liedtka**, U. of Virginia; **Henry Mintzberg**, McGill U.; **Anna Grandori**, Bocconi U.; **Joseph Lampel**, City U., London; **Andrea Prencipe**, U. of Sussex; **Stefano Brusoni**, Bocconi U.

748 SHCS: (OMT, MH) 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 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

State Regulation and Industry Consolidation in the US Banking Industry, 1900-2001 | **Christopher Marquis**, U. of Michigan

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.

749 🗨️ SHCS: (OMT, OB, RM) The Ethnographic Enterprise: MIT-Style Ethnography and Novel Contributions to Organization Studies

4:10pm - 5:20pm Fairmont: University

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 - 6:00pm 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

On the Possibilities of Parrhesia in the Research Process:

Reflections from UK Higher Education ☞ | **Lynne F.****Baxter**, Heriot-Watt U.; **Gavin A. Jack**, Leicester U.**Winner of Sage Publications/RM Division Best Paper Award**
Sciences of Complexity and Organisations: An Assessment |**Jyoti B. Rahi**, London Business School

Overcoming the Dichotomies in Organizational Research. |

Alketa Peci, EBAPE-FGVDiscussants: **Michael Cavanaugh**, Fairfield U.; **Michael Rouse**, U. of Western Ontario**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 BirminghamStudying the Built Working Environment | **Chris Baldry**, U. of Stirling

Spatial Data Analysis: A Multi-Level Exploration of

Organizations in Space | **Linda M. Cohen**, U. of PennsylvaniaReading and Experiencing Organization-Scapes | **Dvora****Yanow**, U. of California, BerkeleyThe 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 Ritz Carlton: Acadia

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**GDO**: An Affective Process Model Of Work Group Diversity, Conflict, and Performance: A Paradigm Expansion | **Brian W Kulik**, Washington State U.**OM**: Diversity, Conflict, and Leadership in Project Teams | **F.****Pinar Acar**, Middle East Technical U.**HCM**: The Empowering Potential of Team Membership andTeam Dynamics in Health Care Organizations | **Jose****Proenca**, Widener U.**755 : (Paper Session) - (SIT) Networks and Knowledge Sharing**

4:10pm - 5:20pm Ritz Carlton: Baronne

Facilitator: **John E. Delery**, U. of Arkansas●HR: Value Creation and Key Member Identification: Does Rent Appropriation Really Matter? | (**Stone**) **Weilei Shi**, U. of Pittsburgh; **Isil A Hezar**, U. of Texas, Dallas●MOC: Knowledge Transfer Between Groups: Involvement in Networks of Practice and Operational Proximity | **Elisa Mattarelli**, Bologna U.; **Maria Rita Tagliaventi**, Bologna U.●PNP: Knowledge Transformation in Developing a Cross-Boundary Knowledge Sharing System | **Jing Zhang**, Clark U.; **Sue R. Faerman**, U. at Albany, SUNY; **Anthony M. Cresswell**, U. at Albany●HCM: Utilization of Network Analysis for Strengthening Community Health Partnerships | **Keith G. Provan**, U. of Arizona**756 : (Paper Session) - (SIT) Emotions in Organizations**

4:10pm - 5:20pm Ritz Carlton: Vermillion

Facilitator: **Howard J. Klein**, Ohio State U.●ODC: Emotional Intelligence, Work Skills and Training | **Jane P. Murray**, Griffith U.; **Peter J. Jordan**, Griffith U.**SIM**: Testing a Cognitive-Emotional Model of Whistle-Blowing Decisions | **Michael J. Gundlach**, Bond U.; **Mark J. Martinko**, Florida State U.; **Scott C. Douglas**, Binghamton U.**MOC**: Is Motivation a Factor of Emotional Intelligence? | **Anne M.H. Christie**, Griffith U.; **Peter J. Jordan**, Griffith U.**MOC**: A Model of Emotional Intelligence in the Work Place | **Steven R. Harper**, U. of Illinois, Urbana-Champaign**757 : (TIM) TIM Distinguished Scholar Lecture: Anne Miner**

4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon C3

758 : (Paper Session) - (TIM) Search and Innovation

4:10pm - 5:20pm Sheraton New Orleans Hotel: Napoleon D3

Chair: **Kira Rachel Markiewicz**, U. of California, Berkeley●Looking Forward or Looking Backward? Firms' Technological Search Behavior under Uncertainty | **Weiru Chen**, INSEAD→ 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●Putting Knowledge Search Strategies in Context: A Study of Geography and Research Productivity | **David L. Deeds**, Case Western Reserve U.; **Joseph E. Coombs**, U. of Richmond; **Duane Ireland**, U. of RichmondAppropriating Innovation Value: Effects of Technical and Cross-Industry Exploration ☞ | **John P. Meyer**, Boston College; **Mohan Subramaniam**, Boston CollegeDiscussant: **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

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 1

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 D2

Division Chair: Georges Trepo, HEC, France

Division Chair-Elect.: Rickie Moore, E.M.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 : (MC) 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

781 : (OCIS) OCIS Reception

6:30pm - 8:30pm New Orleans Marriott: Preservation Hall Studio 9

782 : (SIM) SIM's Social Hour

6:30pm - 10:30pm 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

Monday 6:45PM**784 : (RM) Research Methods Social Hour**

6:45pm - 8:45pm 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 - 8:30pm 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/glbtl)**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.*

Tuesday 8:20AM

796 : (Paper Session) - (CAR) Mentoring: New Theory and Research

8:20am - 10:10am New Orleans Marriott: 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.

Tuesday 8:30AM

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.

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 Skjølvsvik**, Norwegian School of Management BI; **Ragnhild Kvalshaugen**, Norwegian School of Management; **Bente Lowendahl**, Norwegian School of Management; **Siw Marita Fosstenlokken**, Norwegian School of Management BI

Market Power and Increasing Returns: Firm Capabilities Using Stochastic Frontier Estimation | **P. Konstantina Kioussis**, Ohio State U.

☞ An emotion-based view of dynamic capability | **Quy Nguyen Huy**, INSEAD

☞ Rents and the Lifecycle of Firms | **Jean Boddewyn**, Baruch College

Discussant: **Russell Coff**, Emory U.

799 : (Paper Session) - (BPS) Technology Strategy: Assessing the Value of R&D

8:30am - 10:10am Sheraton New Orleans Hotel: Grand Couteau

Chair: **Kwanghui Lim**, National U. of Singapore

Do Financial Markets Price Firm R&D Strategies? | **Sendil Ethiraj**, U. of Michigan; **Hart E. Posen**, U. of Pennsylvania

Creating Technological Leadership Through Voluntary R&D Spillovers: The Case of Voice Recognition | **Brian McGrath**, U. College Dublin; **Rita Gunther McGrath**, Columbia U.

The Effect of R&D Intensity on Firm Performance in Japan: A Test of Competing Hypotheses | **Parthiban David**, U. of Notre Dame; **Ganesh Vaidyanathan**, Indiana U.; **Toru Yoshikawa**, Singapore Management U.

Can Patent Citation Networks Be Used to Help Guide Apriori Estimation of Opportunity Value? | **Chihmao Hsieh**, Washington U.

☞ Strategic Coherence & Capabilities: Goal Congruence & Product Development in a Science-Based Firm | **David Hoopes**, Southern Methodist U.; **Steven Postrel**, Southern Methodist U.

Discussant: **Edward Levitas**, U. of Wisconsin, Milwaukee

800 : (Paper Session) - (BPS) CEOs and Decision Making

8:30am - 10:10am Sheraton New Orleans Hotel: Salon 816

Chair: **Gene R Remoff**, Lycoming College

The Influence of Top Managerial Risk Propensity and Goal Setting on Strategic Change Magnitude | **Jerayr Haleblan**, U. of California, Riverside

Are CEOs Myopic? A Dynamic Model of the Classical Debate. | **Maya Waisman**, Rensselaer Polytechnic Institute; **Phillip H. Phan**, Rensselaer Polytechnic Institute

Inflated Executives: The Role of Core Self-Evaluations in Strategic Decision-Making | **Nathan J. Hiller**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.

CEOs On The Edge: The Motivational Factors Behind Restatement Risk-Taking | **Xiaomeng Zhang**, U. of Maryland, College Park; **Kathryn M. Bartol**, U. of Maryland, College Park

🕒 The Role of Emotion in Strategic Decision-Making | **Kong-Hee Kim**, U. of Texas, Arlington; **Tyge Payne**, U. of Texas, Arlington

Discussant: **Arvind Bhambri**, U. of Southern California

801 : (Paper Session) - (BPS) **Consequences of TMT Characteristics for Strategy, Innovation, and Performance**

8:30am - 10:10am Sheraton New Orleans Hotel: Salon 817/821 (combined)

Chair: **Anna Stafsudd**, Lund U.

➔ The Effect of Top Management Team's Composition and Process on Organizational Decline | **Abraham Carmeli**, Bar Ilan U.

➔ Top Teams and New Venture Success: Does Team Dynamics Impact Benefits of External Network Ties? | **Balagopal Vissa**, INSEAD; **Aya Chacar**, London Business School

Linear and Curvilinear Effects of TMT Diversity on the Use of International Strategic Alliances | **Jong-Hun Park**, Ewha Womans U.; **Ho-uk Lee**, Ewha Womans U.

Improvisational Model of Strategic Decision Making: Characteristics-Antecedents-Performance Outcomes | **Dusya M. Vera**, U. of Houston; **Ariff Kachra**, Pepperdine U.

Discussant: **Jerayr Haleblan**, U. of California, Riverside

802 SHCS: (BPS, HCM) **The Pharmaceutical Industry and Management Research: New Insights and Research Strategies**

8:30am - 10:10am Fairmont: Bayou Rooms II + IV

Knowledge Spillovers, Geographic Centralization and the Productivity of Pharmaceutical Research | **Jeffrey L. Furman**, Boston U.; **Margaret K. Kyle**, Carnegie Mellon U.

The Impact of Managed Care on Drug Development: A Case Study on the Co-evolution of Industries | **Pierre Azoulay**, Columbia U.; **Ariel Y. Fishman**, Columbia U.

An Investigation into Pharmaceutical Manufacturing Strategies and their Relation to FDA Oversight | **Jeffrey Macher**, Georgetown U.; **Jackson A. Nickerson**, Washington U.

Coordinators: **Pierre Azoulay**, Columbia U.; **Ariel Y. Fishman**, Columbia U.

Discussant: **Brian Silverman**, U. of Toronto

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

Creating Effective Boards Through Behaviour and Relationships | **Terence Hugh McNulty**, Leeds U.; **John Roberts**, Cambridge U.; **Philip Gordon Stiles**, Cambridge U.

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

Trusting 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

804 JS: (BPS, OMT) **Exploration and Exploitation: Managing the Balance**

8:30am - 10:10am Fairmont: Bayou III

Chairs: **Dax Krishna Basdeo**, U. of Maryland; **Patrick Maggitti**, U. of Maryland, College Park; **Wendy Kim Smith**, Harvard U.

CEO Explorative 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 contingenci | **Qing Cao**, U. of Maryland

Managing Contradictions: How Senior Teams Successfully Manage Exploration and Exploitation Simultane | **Wendy Kim Smith**, Harvard U.; **Michael L. Tushman**, Harvard U.

The Relationship between Top Managers' Explorative Search and Opportunity Recognition | **Dax Krishna Basdeo**, U. of Maryland

Presenter: **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

Environmental Entrepreneurship: Institutional Theory as a Framework for Action. | **Bettina Beata Friederike Wittneben**, Cambridge U.; **Nelson Phillips**, Cambridge U.

The Institutional Entrepreneur and the Industry Life Cycle: The Legitimation of New Industries. | **Monica A. Zimmerman Treichel**, Temple U.

Presenters: **Eva Boxenbaum**, Copenhagen Business School; **Julie Battilana**, INSEAD; **Bettina Beata Friederike Wittneben**, Cambridge U.; **Nelson Phillips**, Cambridge U.; **Monica A. Zimmerman Treichel**, Temple U.; **Bernard Louis Leca**, ESSEC/ U. of Lille 1; **Annie Camus**, HEC, Montréal

Discussant: **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 Elfenbein**, 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 Schroth**, U. of California, Berkeley;

Jon Bain-Chekal, U. of California, Berkeley; **David F Caldwell**, Santa Clara U.

Discussant: **Linda L. Putnam**, Texas A&M U.

807 (Paper Session) - (CMS) **Critical Perspectives on Management III**

8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - CMS

Presented on Panels 50-58

- 👁️ A Warranted Manager's Identity: Leadership Imperatives for Shareholder Value? | **Stephen J Perkins**, London Metropolitan U.
- 👁️ Getting Past the Post and Recalling Isms: Organization Theory and Postmodern Thought | **Stephen A. Linstead**, U. of Durham
- 👁️ Coining Academic Currency: Business School Research, Journal Rankings & the Value of Faculty Labor | **Raymond Louis Hogler**, Colorado State U.; **Michael Gross**, Colorado State U.
- 🗣️👁️ Risky Business: Re-thinking Interactive Service Work | **Sharon Bolton**, Lancaster U.; **Maeve Houlihan**, U College Dublin
- ➔👁️ An Ontology of Transcendental Organizing in Stormy Conditions | **Sangeeta Parameshwar**, U. of Illinois, Springfield
- 👁️👁️ Factors That Influence Operating Performance Through the use of Gainsharing Plans | **Edilson Gonçalves Teixeira**, U. PRESBITERIANA MACKENZIE; **Leonardo Fernando Cruz Basso**, U. PRESBITERIANA MACKENZIE; **Diogenes Manoel Leiva Martin**, U. PRESBITERIANA MACKENZIE
- 👁️ 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 Metais**, EDHEC; **Pierre-guy Hourquet**, EDHEC

808 : (CMS) **CMS Keynote Address**

8:30am - 10:10am Ritz Carlton: La Salle

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**, Wilfrid Laurier U.

- Independent Contractors: Dispositional and Attitudinal Characteristics | **David Prottas**, 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
- 👁️ Self-efficacy in Entrepreneurship: A Critical Review and Re-Conceptualization. | **Mateja Drnovsek**, U. of Ljubljana; **Jagdeep Singh**, Case Western Reserve U.; **Melissa S. Cardon**, Case Western Reserve U.; **Joakim Karl Wincent**, Luleå U.
- 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 Silkose**, 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 | **Isabell 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.
- 👁️ Impact of Personal and Organizational Ties 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: **Oluremi B. Ayoko**, U. of Queensland
 Conflict Events, Reactions to Conflict and Affect in Culturally Diverse Workgroups | **Oluremi 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.

Cross-Cultural Negotiation: A Model of Affective Events Theory and Communication Accommodation Theory | **Mona White**, Monash U.; **Charmine E.J. Hartel**, Deakin U.; **Debra Panipucci**, Deakin 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 | **Oluremi 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 |

TUESDAY

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 🗣️ JS: (GDO, 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

Chairs: **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 accountancy 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 1

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
- An Investigation of Black-White Differences in Self-Selection and Performance in Repeated Testing | **Hock-Peng Sin**, Pennsylvania State U.; **James L. Farr**, Pennsylvania State U.; **Kevin Murphy**, Pennsylvania State U.; **John Hausknecht**, DePaul U.

Winner of HR Division's Best Student Paper Award

- 👁️ Effects of Candidate Retesting in an Employment Context | **John Hausknecht**, DePaul U.; **Michael Howard**, Harrah's Entertainment Inc.

Discussant: **Edilberto F. Montemayor**, Michigan State U.

816 : (Paper Session) - (HR) Working Together as One: Issues in Team Research

8:30am - 10:10am New Orleans Marriott: Balcony K

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
 - Team Goal Orientation: Effects on Backing Up Behavior, Performance, Efficacy, and Viability | **Christopher O.L.H. Porter**, Texas A&M U.
 - ➔ 👁️ 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
- 👁️ An Investigation Into Pay Communication, Referent Choice and Pay Attitudes: Is Ignorance Bliss? | **Nancy E. Day**, U. of Missouri, Kansas City
- 👁️ 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

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 Birtch**, Chinese U. of Hong Kong

818 : (HR) 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.

The Role of Strategic Knowledge and Commitment in Predicting Strategically-aligned Behavior | **Mark A. Gagnon**, Pennsylvania State U.; **Karen J. Jansen**, Pennsylvania State U.; **Judd Michael**, Pennsylvania State U.

Discussant: **John E. Delery**, U. of Arkansas

819 → : (Paper Session) - (IM) Internationalization, Institutions, and Firm-level Performance

8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon E - IM

Presented on Panels 21-27

→ An Empirical Study of the Relation between International Strategy and the Volatility of Performance | **Alfredo J Mauri**, Saint Joseph's U.; **G. Steven McMillan**, Penn State Abington

→ 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 Isobe**, 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.

820 →: (Paper Session) - (IM) Strategic and Institutional Approaches to International HRM

8:30am - 10:10am Fairmont: Bayou I

Chair: **Miguel R. Olivas-Luján**, ITESM

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.

Exploring Legal Issues and Human Impacts of International Employment Discrimination: A Review | **Georgia T Chao**, Michigan State U.; **Hannah-Hanh D. Nguyen**, Michigan State U.

→ International Staffing | **Phyllis Tharenou**, U. of South Australia
→ Comparing Institutional Approaches to the Study of HRM in Multinational Companies | **Anne Tempel**, Erfurt U.; **Peter Walgenbach**, U. of Erfurt

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

821 → SHCS: (IM, MED, MOC) 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

822 → SHCS: (IM, OMT, ODC) Transnational Institution Building and the Multinational Corporation

8:30am - 10:10am Ritz Carlton: Salon 3

submitted to IM, OMT, ODC

Organizer: **Dirk Matten**, U. of Nottingham / ICCSR

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

823: (Paper Session) - (IPC) Action Research (A1)

8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table A1

Facilitator: **Marilyn J. Carter**, Benedictine U.

ODC: Building an Internal Mediation System: An Action Research Case | **Ann W. Martin**, Cornell U.

Winner of ODC Best Interactive Paper Award

CMS: 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

RM: Action Research as Experimentation | **Alexander Styhre**, Chalmers U. of Technology

MC: 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

824 : (Paper Session) - (IPC) Developing New Capabilities (A2)

8:30am - 10:10am Sheraton New Orleans Hotel: Grand Ballroom B - Table A2

Facilitator: **Anabella Davila**, ITESM, Campus Monterrey

- ☛ **BPS:** Process Management Practices and Performance: The Moderating Effect of Technological Capabilities | **Mary J. Benner**, U. of Pennsylvania; **Francisco Veloso**, Carnegie Mellon U.
- ☛ **TIM:** A Replication and Extension of the Composite Model of Concurrent Engineering Effectiveness | **Paul D. Collins**, U. of Washington, Bothell; **Frank Hull**, Fordham U.
- ☛ **BPS:** Contract Design Capabilities as a Source of Competitive Advantage | **Nicholas Argyres**, Boston U.; **Kyle J. Mayer**, U. of Southern California
- OMT:** Dynamic Capabilities & Operational Flexibility: Role of Organizational Design & Information Sharing | **Sharyn D Gardner**, The College of New Jersey
- ☛ **TIM:** Innovation and Development of New Capabilities: An Empirical Test | **Valerie Claude-Gaudillat**, Ceram Sophia Antipolis; **Bertrand V. Quelin**, HEC, France

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
- ☛☛ **BPS:** Reform of Electricity Generation in Developing Countries: Does Sequencing Matter? | **David Parker**, Cranfield U.
- ☛ **IM:** The Decision to Privatize as an Economic Policy Idea: Epistemic Communities and Diffusion | **Bruce Kogut**, 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
- HR:** Human Resource Systems, Social Capital, and the Creation of Human Capital in Organizations | **Yunhyung Chung**, Rutgers U., New Brunswick
- ☛ **HCM:** Social Capital, Community Accountability, and Service Provision in US Community Hospitals | **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Wendy L. Chen**, U. of North Carolina, Chapel Hill; **Bryan J. Weiner**, North Carolina U., Chapel Hill
- OMT:** Legitimacy and Social Capital | **Stephanie Thomason**, Florida Atlantic 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 | **Henri 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.

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

- ☛☛ **TIM:** Beyond Data Exchange: XML as a Website Workflow and Content Management Technology | **Jim Costello**, Center for Technology in Government, U. Albany; **Soumava Adhya**, Center for Technology in Government, U. Albany; **J. Ramon Gil-Garcia**, Center for Technology in Government, U. Albany; **Theresa A. Pardo**, U. at Albany; **Derek Werthmuller**, Center for Technology in Government, U. Albany
- OCIS:** Project Webs And New Modes Of Organising in the Construction Sector: Insights from an In-Depth Study ☞ | **Séamas 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.

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. Stepina**, 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**, Nicholls 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**, U. of Texas, San Antonio

🗨️ **PNP:** 9/11 Impact on Teenage Values | **Edward F Murphy, Jr**, Embry Riddle Aeronautical U.; **Mark D Woodhull**, Touro U. International; **Bert Post**, 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 Williams**, Jacksonville State U.

OB: Learning to Learn at School: Reflexivity, Team Composition and Team Performance | **Michaéla Corstiana Schippers**, Erasmus U. Rotterdam

HR: A Test-Taking Motivation Model Explaining Relations between Test Reactions and Test Performance | **Aaron Joel Graczyk**, U. of Houston; **Eric Dunleavy**, U. of Houston; **Christopher Barr**, U. of Houston

📖 **MED:** 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 III 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.

🗨️ **MOC:** What If? The Role of Counterfactual Reasoning in Micro- Strategizing and Creating Knowledge | **Robert Bradley MacKay**, U. of St Andrews

CMS: Workers Dying For a Job: A Multi-Paradigm Analysis of Fatal Rail Accidents | **Craig Prichard**, Massey U.

🗨️ **CMS:** Praxis What You Preach: A Critique of Praxis in Critical Studies | **William M Foster**, U. of Alberta; **Elden Wiebe**, U. of Alberta

Best Student Paper

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 Hoegl**, 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.

SIM: Moral Intensity & Moral Emotions in the Ethical Decision-Making Process: A Theoretical Framework | **Jennifer Mencl**, U. of Nebraska - Lincoln; **Douglas R. May**, U. of Nebraska, Lincoln

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

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 Kopalle**, 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: Unravelling 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 E - MC

Presented on Panels 28-32

Role Played by Management Consulting Intervention in a Post-Merger and Acquisition Phase | **Henri M. Talaszka**, ISEOR, U. of Lyon; **Marc Bonnet**, ISEOR, U. of Lyon

Scenario Planning and Organizational Culture | **Paul J. H. Schoemaker**, U. of Pennsylvania; **Sandra M. Martinez**, Widener U.

Linking Cultural Data, Action and Results: A Study of Two Organizations | **Bryan Adkins**, Independent Consultant

Using Knowledge to Facilitate Change: The Roles of Social Identity and Organizational Culture. | **Mary S. Logan**, London School of Economics and Political Science

A Process Centred Three-factor Framework for Analysing and Prescribing Organisational Climates | **John Chrysestomus Kigozi Munene**, Makerere U

839 : (Paper Session) - (MC) **Frameworks for Management Consulting: Consulting Roles and Dilemmas**

8:30am - 10:10am Ritz Carlton: Salon 1A

Chair: **Rickie Moore**, E.M.LYON

Why "Master" a New Paradigm in Management Consulting? | **Marilyn E Harris**, Central Michigan U/Human Systems Change Consulting, Inc.

High Velocity Consulting: A Possible Paradigm for Today's Turbulent Environment. Part Two | **Thomas C. Head**, Roosevelt U.; **Peter Sorensen**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.

Sense and Sensibility in Managerial Advice | **Frank den Hond**, Vrije U.; **Carlo Contino**, Fonds Slachtofferhulp

Aligning Roles, Clients and Strategies for Superior Client Value Creation in Management Consulting | **Tale Skjølvsvik**, Norwegian School of Management BI
Winner of the Bentley College/HEC Outstanding Student Paper Award

Discussant: **Geraldine A. Kisiel**, 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 Project | **Susan M. Adams**, Bentley College

Teams and Business Plan Competition as Vehicles for Learning about Entrepreneurship | **Burton V Dean**, San Jose State U.; **Asbjorn Osland**, 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 Meijs**, 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**, Northeastern 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, Chapel Hill; **Jeffrey R. Edwards**, U. of North Carolina, Chapel Hill

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 | **Mary I. Voelker**, Marquette U.; **Edward J. Inderrieden**, Marquette U.; **Stephen J. Guastello**, Marquette U.
- 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
- Cutthroat Cooperation: Asymmetrical Adaptation of Team Reward Structures | **Michael D. Johnson**, Michigan State U.; **John R. Hollenbeck**, Michigan State U.; **Stephen E. Humphrey**, Florida State U.; **Daniel R. Ilgen**, Michigan State U.
- 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

Chairs: **David M Mayer**, U. of Maryland, College Park; **Jason A. Colquitt**, U. of Florida

- 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**, Bellsouth 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
 - The Differential Impact of Individual and Group Level Activation of Counterfactual Mind-sets | **Katie Liljenquist**, Northwestern U.; **Adam Galinsky**, Northwestern U.; **Laura Kray**, 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

- Virtual Teams: A Review of the Literature and Future Directions | **Luis L. Martins**, Georgia Institute of Technology; **Lucy L. Gilson**, U. of Connecticut; **M. Travis Maynard**, 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., Chapel Hill; **Cristina B. Gibson**, U. of California, Irvine
 - Cultural Diversity in Virtual versus Traditional Teams: Benefits or Hindrance? | **Sandy Staples**, Queen's U.; **Lina Zhao**, Not Specified
 - 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 Chattopadhyay**, 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: **Sirkka Jarvenpaa**, U. of Texas, Austin

TUESDAY

848 : (Paper Session) - (OCIS) Which Sense Do you Use to Make Sense of Technology?

8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 8

Chair: **Alain Pinsonneault**, McGill U.

Making Sense of New Technology as a Lead-In to Structuring:

The Case of an Autonomous Mobile Robot 📖 | **Rosanne M. Siino**, Stanford U.; **Pamela J. Hinds**, Stanford U.**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. Cenfetelli**, 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.**849 JS: (OCIS, OB) Ring, Beep, Buzz: Understanding and Managing Multiple, Simultaneous E-Communications**

8:30am - 10:10am New Orleans Marriott: Preservation Hall Studio 9

Chair: **Ann Frances Cameron**, Queen's U.

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 | **Jeanine 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.; **Jeanine Warisse Turner**, Georgetown U.; **N. Lamar****Reinsch, Jr.**, Georgetown U.; **Ann Frances Cameron**, Queen's U.;**Jane Webster**, Queen's U.**850 🗣️ SHCS: (OCIS, TIM, PNP) Data Sharing in Large-scale Scientific Collaborations**

8:30am - 10:10am New Orleans Marriott: Mardi Gras Salon D

Chair: **Nathan Bos**, U. of Michigan, Ann ArborHow 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. ofMichigan, Ann Arbor; **Mary Puetz**, U. of Michigan, Ann Arbor;**Airong Luo**, U. of Michigan, Ann ArborThe 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 Fairmont: Gold

Chair: **William F Martin**, DePaul U.

📖🗣️➔ Vision Change in a Governmental R&D Organization |

Dana Landau, Baruch College; **Israel Drori**, College ofManagement, 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: Orleans

Chair: **Rachna Shah**, U. of Minnesota

🗣️ 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. ofMinnesota; **Roger Schroeder**, U. of Minnesota**853 ➔ : (OMT) The Power of Collaboration - Tensions, Challenges, 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, SydneyPresenters: **Stewart Clegg**, U. of Technology, Sydney; **Stephen****Burdon**, U. of Technology, Sydney; **Kenneth Mølberg Jørgensen**,Aalborg U.; **Marc W.D. Tyrrell**, Carleton U.; **Stephanie Dameron**,

Paris Dauphine U.

Speakers: **emmanuel josserand**, Paris Dauphine U.; **Tyrone S.****Pitsis**, U. of Technology, Sydney

854 : (Paper Session) - (OMT) Embedded Ties and Firm Boundaries

8:30am - 10:10am Sheraton New Orleans Hotel: Salon 828

Chair: **Michel J. Anteby**, 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.

An Alternative View on Firm Performance: Complexity, Heterogeneity, and Conjunctive Causality | **Thomas Greckhamer**, U. of Florida; **Vilmos F. Misangyi**, U. of Delaware; **Heather Elms**, Florida U.; **Rodney Lacey**, U. of Florida

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. Zyglidopoulos**, U. of Cambridge

👁️ Broken Rules and Constrained Confusion: Toward a Theory of Mezzo Institutions | **Scott Bruce Droege**, Western Kentucky U.; **Nancy Brown Johnson**, U. of Kentucky

👁️ Attributional Assumptions of Organizational Schools of Thought: A Review and Analysis | **Chandrashekar 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**, Upjohn 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

The Charter Choice of New Banks: How Organizational Form Impacts experience and Learning Outcomes | **Michael L. DeVaughn**, U. of Minnesota

Competition or Urgency?: Contextual Impact of Problems in the Process of Solution Generation | **Bilian Ni Sullivan**, Hong Kong U. of Science & Technology

🗨️ Learning to Avoid Learning: The Paradoxes of Residency Training Around Medical Errors | **Timothy Hoff**, State U. of New York, Albany

Discussant: **Theresa K. Lant**, New York U.

857 : (Paper Session) - (ONE) Stakeholder Negotiation and Collaboration: Examining the Individual, Organizational, and Institution

8:30am - 10:10am Ritz Carlton: Carondelet

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

Domain-Based Governance: A Study of Informal Inter-Organizational and Inter-Sectoral Collaboration | **Stephanie Bertels**, U. Calgary

Examining 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

Is Ethical P–O Fit Really Related to Individual Outcomes? A Study of Management-Level Employees | **Olivier Herrbach**, U. Sciences Sociales; **Karim Mignonac**, U. Sciences Sociales

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 Cording**, 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

Discussants: **Elizabeth D. Scott**, Eastern Connecticut State U.; **James Weber**, Duquesne U.

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

Discussant: **Philip H. Mirvis**, Private Practice

861 : (Paper Session) - (SIT) Ethical Behaviors

8:30am - 10:10am Ritz Carlton: Acadia

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.

SIM: Predicting Retaliation Against Whistle-blowers: Outcomes of Power Relationships within Organizations | **Michael T. Rehg**, Air Force Institute of Technology; **Marcia P. Miceli**, Georgetown U.; **Janet P. Near**, Indiana U., Bloomington; **James R. Van Scotter**, U. of Memphis

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) - (SIT) 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.

→ **OM:** Global IS Project Management: An Exploratory Study of Multinational ERP Implementations | **Bongsug Chae**, Kansas State U.; **Chwen Sheu**, Kansas State U.; **David L. Olson**, Texas A&M U.

TIM: Make Way for the Penguin: Explaining Commitment to Linux by Software Companies | **N. Venkatraman**, Boston U.; **Chi-Hyon Lee**, Boston U.; **Bala Iyer**, Boston U.

CMS: Assimilation of IT Usage into the Status Quo: A Study of Government Employees in the U.S. | **Abhijit Jain**, Temple U.

863 : (Paper Session) - (SIT) Expatriation and International Management

8:30am - 10:10am Ritz Carlton: Vermillion

Facilitator: **Kathleen A. Getz**, American U.

→ **MOC:** Biculturalism: A Model of the Effects of Second-Culture Exposure on Cognitive Complexity | **Carnit Tadmor**, U. of California, Berkeley; **Philip E. Tetlock**, U. of California, Berkeley

→ **MED:** An Experiment in International Multicultural Management Education. | **Paul Raimond**, ESCP-EAP European School of Management

→ **HR:** A Cognitive Model of Expatriate 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

RE: 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

RE: Exploring requisites and antecedents of continuous innovation | **Bart Van Looy**, K.U.Leuven; **Thierry Martens**, Esselte,Ltd; **Koenraad D. Debackere**, K.U.Leuven

RE: Implementing Collaborative Technologies: Organizational Learning under Conditions of High Uncertainty | **John Perry**, Pennsylvania State U.; **Gerald I. Susman**, Pennsylvania State U.; **Barbara Gray**, Pennsylvania State U.

→ **RE:** The Network of Innovation Project Managers and Project Performance | **Mats Lingblad**, London Business School

RE: Technology Licensing and Technology Alliances | **Luis Cabral**, New York U.; **Cristian Dezso**, New York U.

RE: Patenting in the Shadow of Secrecy: Innovators' Uses of Patent Continuation Practice, 1975-2002 | **Stuart Graham**, Georgia Institute of Technology

→ **RE:** The Surprising Role of Patents in Creating Technological Competencies: A Cross-National Study | **Johann Peter Murmann**, Northwestern U.

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 Cloodt**, 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.

Technological Diversification and Economic Performance: A within Industry Perspective. | **Claudio Wolter**, Carnegie Mellon U.; **Francisco Veloso**, Carnegie Mellon U.

Discussant: **Rosemarie Ham Ziedonis**, U. of Michigan

866 → JS: (TIM, BPS, OMT) Collaboration and Competition in Technology Development: The Case of Technical Standardization

8:30am - 10:10am New Orleans Marriott: La Galleries 2

The Process of Collaborative Standards Development | **Lee Fleming**, Harvard U.; **David M. Waguespack**, State U. of New York, Buffalo; **Tim Simcoe**, U. of California, Berkeley

Social Capital Formation in Standards Setting Committees | **Gina Dokko**, U. of Pennsylvania; **Lori Rosenkopf**, U. of Pennsylvania

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.

→ A Systematic Review of the Literature on the Diffusion of Innovations in Health Service Delivery | **Olivia Kyriakidou**, U. of Surrey; **Paul Bate**, U. College, London; **Trisha Greenhalgh**, U. College, London

→ 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.; **Stephen T. T. Teo**, U. of Technology, Sydney

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 New Orleans Marriott: 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 Chenier

Chairs: **Donald D. Bergh**, Pennsylvania State U.; **David J.****Ketchen, Jr.**, Florida State U.Modeling Limited Dependent Variables: Methods and Guidelines for Researchers in Strategic Management | **Margarethe Wiersema**, U. of California, Irvine; **Harry P. Bowen**, Vlerick-Leuven-Gent Management SchoolThe Cumulative Knowledge Perspective of Research: How Much Does Strategy Research Matter? | **Kevin D. Carlson**, Virginia Polytechnic Institute and State U.; **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.Reflecting 'Knowledge' in Strategy Research: Conceptual Issues and Methodological Challenges | **N. Venkatraman**, Boston U.; **Huseyin Tanriverdi**, U. of Texas, AustinStructural Equation Modeling Techniques and Strategic Management: Advanced Models for Future Research | **Larry J. Williams**, Virginia Commonwealth U.The Promise of Qualitative Methods for Strategy Research | **Pamela S. Barr**, Georgia State U.**878** : (Paper Session) - (BPS) **Mergers and Acquisitions, Resource Complementarity and Integration**

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Couteau

Chair: **Protiti Dastidar**, George Washington U.🗣️Resource Complementarity and Performance in Technology-Intensive Mergers and Acquisitions | **Wonseok Woo**, Alfred U.; **John Stephan**, Florida Atlantic U.; **Carl Pegels**, State U. of New York, BuffaloWhat Types of Assets Are Worth Buying through Mergers & Acquisitions? | **Asli M Arikan**, Boston U.🗣️Knowledge Transfer in Mergers and Acquisitions: An Empirical Test | **David L. Souder**, U. of Minnesota🗣️Understanding the Pace of Acquisition Integration: Examining Resource and Expectational Ambiguity | **Annette L. Ranft**, Wake Forest U.; **Adelaide Wilcox King**, U. of Virginia*Discussant:* **David J. Collis**, Yale U.**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 U.Incumbents Framing: Three Established Companies Respond to the Internet | **Gabriel Szulanski**, INSEAD; **Yves Doz**, INSEADCorporate Level Decisions in Turbulent Environments: A View From Complexity Theory. | **Adrián Caldart**, IESE, U. of NavarraRisk Taking and Aspiration Levels: Two Alternative Null-Models | **Jerker C. Denrell**, Stanford U.Speed, Search, and the Failure of Simple Contingency | **Nicolaj Siggelkow**, U. of Pennsylvania; **Jan W. Rivkin**, Harvard U.A Comparative Analysis Of Alternative Explanations For The Phenomenon Of Emergent Strategies | **Pedro S. Hurtado**,Texas A&M International U.; **Ananda Mukherji**, Texas A&M International U.*Discussant:* **Gerry McNamara**, U. of California, Riverside**880** : (Paper Session) - (BPS) **Behavioral and Organizational Processes in Interfirm Cooperation**

10:30am - 11:50am Sheraton New Orleans Hotel: Salon 817/821 (combined)

Chair: **Ricarda B. Bouncken**, Brandenburg Institute of TechnologyLearning to Collaborate: Alliance Capability and Learning Modes | **Simon Grand**, U. of St. Gallen; **Christina Elisabeth Wyss**, U. of St. Gallen🗣️Knowledge Acquisition in Alliances - One or More Processes? | **Randi Lunnan**, Norwegian School of Management; **Manuel Becerra**, Instituto De Empresa; **Lars Huemer**, U. of MississippiThe Mediating Roles of Interorganizational trust and Interpersonal trust in Interfirm Cooperation | **Steven S. Lui**, City U., Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong KongSocial Capital and Alliance Networks: The Role of Organizational Processes | **MB Sarkar**, U. of Central Florida; **Preet S Aulakh**, York U.; **Anoop Madhok**, U. of Utah*Discussant:* **Stewart R. Miller**, U. 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

Chairs: **Ellen Ernst Kossek**, Michigan State U.; **Alyssa Jill Friede**, Michigan State U.*Facilitator:* **Ellen Ernst Kossek**, Michigan State U.Reshaping Identity(ies): Women and the New Politics of Time | **Peter Meiksins**, Cleveland State U.; **Peter Whalley**, Loyola U., ChicagoTime Compression at Work: Implications for Managing the Work-Life Boundary | **Frances J. Milliken**, New York U.Studying the Relationship Between the New Career and Life Balance: Preliminary Results | **Douglas T. Hall**, Boston U.; **Ellen Ernst Kossek**, Michigan State U.; **Mary Dean Lee**, McGill U.; **Jon P. Briscoe**, Northern Illinois U.; **Betzaluz Gutierrez**, Boston U.The Role of Human Resources in the Initiation and Institutionalization of Reduced Load Arrangements | **Alyssa Jill Friede**, Michigan State U.; **Ellen Ernst Kossek**, Michigan State U.; **Mary Dean Lee**, McGill U.The Role of Managers in Supporting Reduced-Load Work Arrangements | **Pamela Dohring**, McGill U.; **Mary Dean Lee**, McGill U.; **Margaret Williams**, Virginia Commonwealth U.; **Leslie Haugen**, U. of St. Thomas; **Ellen Ernst Kossek**, Michigan State U.**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 U.Re-examining the Effects of Communication in Social Dilemmas: Sustainability and Explanations. | **Xiao-Ping Chen**, U. of Washington, Seattle; **Xin Yao**, U. 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. Skarlicki**, 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.

The Lure of Procedural Unfairness | **Batia Mishan Wiesenfeld**, New York U.; **Joel Brockner**, Columbia U.

Presenters: Daniel P. Skarlicki, 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 Differend: 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 Sheraton New Orleans Hotel: Maurepas

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

☞ Sustaining Superior Performance Through a Boom and Bust Period: The e-Consulting industry | **Julia Prats**, Harvard U.; **Ashish Nanda**, Harvard U.

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 New Orleans Marriott: 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 Arikan**, 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-**

Mason, U. of Colorado, Denver; **Nicholas Aramovich**, Colorado Dept. of Transportation
Does Diversity in the Boardroom Matter? | **Lani Nadine Guy**, U. of Queensland; **Gavin Nicholson**, U. of Queensland; **Geoffrey Kiel**, U. of Queensland

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; **Michal Mor Barak**, U. of Southern California
- ☞ (Scaling up: What gesture reveals about training in difficult cross-cultural contexts? | **Bev Sauer**, Johns Hopkins U.
- ☞ (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.
- ☞ (Multilevel Analysis of the Impact of Surface- & Deep-Level Diversity and Identification on Mentoring | **Archie L Bates**, U. of Maryland; **Katherine J. Klein**, U. of Pennsylvania
- ☞ (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 JS (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, Ann Arbor

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

The Effect of Workgroup-level Hostility and Workgroup Gender Composition on Incivility | **Jessica Gallus**, U. of Connecticut; **Cathleen A Swody**, U. of Connecticut; **Kathlea Vaughn**, U. of Connecticut; **Stephanie Alton**, U. of Connecticut
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

The Complex Nature of Labeling Sexual Harassment Experiences: Examination of Potential Moderators | **Jennifer A. Bunk**, U. of Connecticut; **Vicki Magley**, U. of Connecticut

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.

The Relationship between HR Practices and Firm Performance: Examining Causal Order | **Patrick Wright**, Cornell U.; **Timothy M. Gardner**, Brigham Young U.; **Lisa M. Moynihan**, London Business School; **Mathew Ray Allen**, Cornell 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.

Perceived Fairness in Employee Selection: The Role of Applicant Personality | **Jeremy B Bernerth**, Auburn U.; **Hubert S. Feild**, Auburn U.; **William F Giles**, Auburn U.; **Michael S. Cole**, U. of St.Gallen

☞ (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 Offstein**, Virginia Polytechnic Institute; **Devi R. Gnyawali**, Virginia Polytechnic Institute and State U.

Winner of HR Division's Best Student Paper Award

🗨️ 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) **Individual Issues in Global Organizations**

10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 6

Chair: Amy L. Kristof-Brown, U. of Iowa

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

Transnational Human Resource Management – Levels and Politics | **Michael Dickmann**, Cranfield U.; **Michael Muller-Camen**, International U. in Germany

→ Are the Benefits of Choice Global? Examining Intrinsic Motivation, Well-being and Performance | **Sheena S. Iyengar**, Columbia U.; **Sanford Ely DeVoe**, Stanford U.; **Mark R Lepper**, Stanford U.; **Miriam Hernandez Dimmler**, U. of California, Berkeley; **Benjamin Alpert**, Teachers College, Columbia U.

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

Presented on Panels 28-34

→ 🗨️ 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--IJVs 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

Understanding the relationship between HRM Practices & Firm Performance: A Cross-Country Comparison | **Carl Fey**, Stockholm School of Economics; **Ingmar Björkman**, INSEAD; **Hyeon Jeong Park**, Cornell U.; **Sergey Morgoulis-Jakoushev**, Stockholm School of Economics in Saint Petersburg

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: Paul M. Vaaler, Tufts U.

Investing in Politically Unstable Countries: a Real Options Approach | **Alina Kudina**, Oxford U.

→ Survival of International Joint Ventures in Emerging Countries: Does Country Risk Matter? | **Pierre-Xavier Meschi**, Euromed Marseille-School of Management

→ 🗨️ 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

Management College; **Tiina Jokinen**, U. of Vaasa; **Vesa Suutari**, U. of Vaasa

International Career Habitus – Thick Descriptions and Theoretical Reflections | **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration; **Michael Meyer**, Vienna U. of Economics and Business Administration; **Johannes Steyrer**, Vienna U. of Economics and Business Administration; **Julia Maier**, Vienna U. of Economics and Business Administration; **Katharina Langer**, Vienna U. of Economics and Business Administration

Global Careers In Inter-Organizational Networks | **Marilyn Fenwick**, Monash U.; **Helen DeCieri**, Monash U.

Executive Training and Development in Transitional Economies: The Case of Eastern Europe | **Rosalie L. Tung**, Simon Fraser U.; **Mila Borislavova Lazarova**, Simon Fraser U.

899 : (Paper Session) - (IPC) Adopting Environmental Innovations (A1)

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table A1
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

→ **ONE**: The Determinants of an Environmental Responsive Firm: The Case of Jordan | **Yousef Eiadat**, U. College Dublin; **Aidan Kelly**, U. College Dublin; **Frank Roche**, U. College Dublin

→ **TIM**: Innovation in Automotive Emission Control Technologies: Government Actions and Inventive Activities | **Jaegul Lee**, Carnegie Mellon U.; **Francisco Veloso**, Carnegie Mellon U.; **David A. Hounshell**, Carnegie Mellon U.; **Edward S. Rubin**, Carnegie Mellon U.

900 : (Paper Session) - (IPC) 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**: Acquisition Value Creation in Emerging Markets: An Empirical Study of Acquisitions in India | **Prashant Kale**, U. of Michigan

→ **IM**: Early-Mover Strategy of Acquisition through Privatization in Emerging Economies | **Jun Xia**, Texas Tech U.; **Karen Diane Walker Patterson**, Texas Tech U.

→ **IM**: How Do Institutions Matter? A Longitudinal Study of Private Investment in Emerging Markets | **Sudeshna Ghosh Banerjee**, World Bank; **Jennifer Oetzel**, American U.; **Rupa Ranganathan**, World Bank

→ **BPS**: Imprinting-Based Constraints to Organizational Change: A Study of Firms in Transitional Economies | **Aldas Pranas Kriauciunas**, Purdue U.

901 : (Paper Session) - (IPC) 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.

BPS: The Instability of Joint Ventures: A Real Options Approach | **Jing li**, Indiana U. / Simon Fraser U.; **Charles Dhanaraj**, Indiana U.

BPS: Real Options as Determinants of Entry Thresholds | **Timothy B. Folta**, Purdue U.; **Jonathan P. O'Brien**, U. of Notre Dame

→ **IM**: IT & Multinational Performance | **Torben Juul Andersen**, Copenhagen Business School

902 : (Paper Session) - (IPC) Creating and Exploiting Value (B1)

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table B1

Facilitator: **Justin L Davis**, U. of Texas, Arlington

CMS: Use Value, Exchange Value, and Value: Marx Meets the Resource-Based View | **Cliff Bowman**, Cranfield U.

→ **OMT**: Creating symbolic value: A cultural perspective on production and exchange | **Davide Ravasi**, Bocconi U.; **Violina Rindova**, U. of Maryland

→ **BPS**: Reconciling Value Maximization and Stakeholder Theory: An Empirical Approach | **Vinod K Jain**, U. of Maryland U. College; **Kamlesh Jain**, U.S. Department of Treasury

903 : (Paper Session) - (IPC) Managerial Perspectives on China (B2)

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table B2

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

→ **BPS**: Legal Person Ownership, Diversification Strategy and Firm Profitability in China | **Zhijian Wu**, NUS; **Andrew Delios**, National U. of Singapore

→ **MENT**: The Development of China's Domestic Private Firms: A Review of the Management Literature, 1986-2003 | **Jiatao Li**, Hong Kong U. of Science & Technology; **Jing Yu YANG**, Hong Kong U. of Science & Technology

→ **OMT**: Decentralization, Variation, and Capabilities: The Dynamics of Enterprise Reform in China | **Marshall W. Meyer**, U. of Pennsylvania; **Xiaohui Lu**, U. of Pennsylvania

→ **OB**: Job Level, Justice, and Employee Outcomes in a Chinese Firm | **Thomas M Begley**, Northeastern U.; **Cynthia Lee**, Northeastern U.; **Chun Hui**, Chinese U. of Hong Kong

IM: The Three Faces of China: Strategic Alliance Partner Selection in Greater China | **David Ahlstrom**, Chinese U. of Hong Kong; **Edward Levitas**, U. of Wisconsin, Milwaukee; **Michael A. Hitt**, Texas A&M; **Tina Dacin**, Queen's U.

904 : (Paper Session) - (IPC) Longitudinal Perspectives on Organization Change (B3)

10:30am - 11:50am Sheraton New Orleans Hotel: Grand Ballroom B - Table B3

Facilitator: **Lyda S. Bigelow**, Washington U.

ODC: Antecedents and Consequences of Change-Based Momentum: A Longitudinal Study | **Karen J. Jansen**, Pennsylvania State U.; **Judd Michael**, Pennsylvania State U.; **Kristin Price**, Pennsylvania State U.

OM: Improving the Accuracy of New Product Decisions: A Longitudinal Study. | **Muammer Ozer**, City U., Hong Kong

→ **ODC**: Sustainable Change in the Public Sector: Three Decades of Success in a Law Enforcement Agency | **R. Wayne Boss**, U. of Colorado, Boulder; **Mark L. McConkie**, U. of

Colorado, Colorado Springs; **Alan D. Boss**, U. of Maryland, College Park

☞→ **OMT**: Industrial Design and Business Performance: A Longitudinal Single Case Study | **Antti Ainamo**, Helsinki School of Economics

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

OB: When Team Members' Values Differ: The Moderating Effects of Team Leadership and Network Structure | **Katherine J. Klein**, U. of Pennsylvania; **Jessica Saltz**, U. of Maryland; **Beng Chong Lim**, U. of Maryland/Ministry of Defense, Singapore; **Andrew P. Knight**, U. of Pennsylvania; **Jonathan Ziegert**, U. of Maryland / U. of Pennsylvania

OB: A Goal Congruence Model of Team-Level Motivation | **Jay Carson**, U. of Maryland

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: Majority 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.

→ **IM**: Group Acceptance of Foreign Newcomer: A Liability of Foreignness Perspective | **Arpita Joardar**, U. of South Carolina; **Tatiana Kostova**, U. of South Carolina

☞ **TIM**: The Graying of R&D Workgroups: The Effects of Age Diversity on Developing Publicly Usable Knowledge | **Sandra A. Lawrence**, U. of Queensland; **Arthur D. Shulman**, U. of Queensland; **Shuang Liu**, U. of Queensland; **Elizabeth George**, Australian Graduate School of Management; **Prithviraj Chattopadhyay**, Australian Graduate School of Management

RM: Probing the Faultline Concept: A Validation of Measures of Patterned Multidimensional Group Diversity | **Bruno Trezzini**, Nanyang Technological U.

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 Aksehirli**, 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 Allatta**, 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

→ **IM**: Extending Firm Boundaries Via Options Heuristics in Cross-Border Technological Innovation | **Gita Sud de Surie**, U. of Pennsylvania; **Harbir Singh**, U. of Pennsylvania

TIM: Toward an integrative model of innovation: A critique and synthesis of research across levels | **Greg J. Sears**, McMaster U.; **Vishwanath V. Baba**, McMaster U.

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

→ ☞ **OB**: 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

☞ **ODC**: Job satisfaction and innovation: the effect of positive feelings upon creative performance | **Helen Joanne Shipton**, Aston Business School; **Jeremy Dawson**, Aston U.

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**: Getting a MBA: Is It Worth It? | **Edward J. Inderrieden**, Marquette U.; **Brooks C. Holtom**, Georgetown 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 | **Abigail 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

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**RM:** Life-Facet Coping with Job Loss: Development and Validation of a New Scale 📖 | **Frances M McKee-Ryan**, Oregon State U.; **Angelo J. Kinicki**, Arizona State U.; **Joshua B. Wu**, Arizona State U.🗣️ **HR:** Deciding Who Gets the Pink Slip: Multi-Dimensional Antecedents in Voluntary vs Involuntary Layoffs | **Nita Chhinzer**, McMaster U.🗣️ **OMT:** Reducing Slack: The Performance Consequences of Downsizing by Large Industrial Firms, 1977-1993 | **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign; **Nitin Nohria**, Harvard U.**MC:** Layoff Alternatives and Firm Performance: Improving Research and Practice Through Theory Development | **Marla Kameny**, U. of St. Gallen**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 🗣️📖👁️: (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. Snavely**, Miami U., Ohio📖 The Academic Service-Learning Experiences of Students in a Compensation and Benefits Course | **Susan R. Madsen**, Utah Valley State College; **Ovilla Turnbull**, Utah Valley State College📖 Cooperation and Competition: Virtual and Normal Feedback-Seeking Behaviors and Consequent Grades | **Alvin Hwang**, Pace U.📖🗣️ Argh, I've Got an 8:00! Morningness, Proactive Thinking, and Student Performance | **Eric G Kirby**, Texas State U.; **Susan L. Kirby**, Texas State U.*Discussants:* **Ann Welsh**, U. Cincinnati; **Carolyn Wiley**, Mercer Human Resource Consulting**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 CollegeConvergence 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

Presenters: **David D. Van Fleet**, Arizona State U. West; **Arthur G. Bedeian**, Louisiana State U.; **James G. Hunt**, Texas Tech U.; **Ricky W. Griffin**, Texas A&M U.; **Dan R. Dalton**, Indiana U.; **Robert P. Vecchio**, U. of Notre Dame; **K. Michele Kacmar**, Florida State U.; **Daniel C. Feldman**, U. of Georgia**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, LowellTwo 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 VirginiaThe 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 Well-being**

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

The Psychological Contract as a Framework to Predict Role Stressors and Their Effects on Outcomes | **Neil J. Conway**, Birkbeck, U. of London; **Andreas Liefoghe**, Birbeck, U. of London; **Philip J Dewe**, Birbeck, U. of London; **Hannes Ingvar Jonsson**, Birbeck, U. of London

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.

The Politics Perceptions-Depressed Mood at Work Relationship: Unique Moderators Across Three Levels | **Zinta S. Byrne**, Colorado State U.; **Charles Kacmar**, Florida State U.; **Jason Stoner**, Florida State U.; **Wayne A. Hochwarter**, Florida 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.

Shaking Hands with a Computer: The Effects of Using Computers for Newcomer Orientations | **Michael J. Wesson**, Texas A&M U.; **Celile Itir Gogus**, Texas A&M 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

A Theoretical Treatment of Cognitive Appraisal in Psychological Contract Research | **Lisa Schurer Lambert**, U. of North Carolina, Chapel Hill

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 | **Kyoungsu Kim**, 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

Presenters: **Matthew S. Rodgers**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.; **Brandon A. Sullivan**, U. of Minnesota; **John Mathieu**, U. of Connecticut; **Scott Taylor**, U. of Connecticut; **Michael Ahearne**, U. of Connecticut; **Lisa Blough**, U. of Connecticut; **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.

TUESDAY

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; **Tammara Combs Turner**, Microsoft Research

Online Community Experience: Pragmatic & Hedonic Dimensions of OCE and Impact on Customer Attitudes | **Priya Nambisan**, Rensselaer Polytechnic Institute; **James H Watt**, Rensselaer Polytechnic Institute

brother, where are thou? From communities to networks of practice through intranet uses | **Emmanuelle Vaast**, School of Business, LIU, Brooklyn Campus

Discussant: **Youngjin 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: **Thoralf 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

927 : (Paper Session) - (OM) New Frontiers in Operations Strategy

10:30am - 11:50am New Orleans Marriott: Preservation Hall Studio 10

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

Competitive Priorities and Strategic Consensus: Influence of National Culture | **Ravi Kathuria**, Chapman U.; **Stephen J Porth**, Saint Joseph U; **T K Kohli**, ABC Business Solutions; **Narindar N Kathuria**, ABC Business Solutions

Relative Influence of Structure and Process in Strategic Alliances | **William Andrew Taylor**, U. of Bradford

928 : (Paper Session) - (OMT) 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

Theory Building and Nested Network Design: The Case of U.S. Venture Capital, 1996-2000 | **Christine M. Beckman**, U. of California, Irvine; **Thomas P. Moliterno**, U. of California, Irvine

The Evolution of Status Hierarchies: Network Dynamics and Status Differentiation | **Marco Tortoriello**, Carnegie Mellon U.; **Bill McEvily**, Carnegie Mellon U.; **Vincenzo Perrone**, Bocconi U.

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: La Galleries 5&6

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: Airline 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: Mardi Gras Salon E - OMT

Presented on Panels 37-44

Institutional Analysis and Socialization Theory in the Case of M&A Integration | **Ruth V. Aguilera**, 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

Toward Normative Organization Theory: Making Actionable Sense and Taking Sensible Action | **Michael K. Moch**, Michigan State U.

Thanks to You: Substance 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 Firmsâ€™ International Expansio | **Glen Dowell**, U. of Notre Dame; **Bradley L. Killaly**, U. of California, Irvine

Interorganizational Alliances and Changing Firm Status in the Global Information Sector, 1989-2000 | **Francisco J. Granados**, U. of Minnesota; **David Knoke**, U. of Minnesota

- 👁️ On The Social Construction of Synergy in Mergers and Acquisitions | **Philippe Michel Monin**, EM Lyon; **Eero Vaara**, EM Lyon
- ➔ 👁️ Towards a taxonomic approach of competitive actions | **Tommi Samuli Nokelainen**, Tampere U. of Technology

931 : (Paper Session) - (ONE) Defining, Creating, Implementing, and Redefining Sustainable Development

10:30am - 11:50am Ritz Carlton: Carondelet

Chair: **David H. Saiia**, 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 Abugharbieh**, 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.

Discussants: **Ali H. Mir**, William Paterson U.; **Jeanie M. Forray**, Western New England College

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

Can Environmental Management Systems Achieve Policy Goals? An Analysis of the U. S. Wine Industry | **Mark Cordano**, Ithaca College; **R. Scott Marshall**, Portland State U.; **Murray Silverman**, California State U., San Francisco

Strategic Issues Management and Organizational Outcomes | **Pursej 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

ENT: Academic Entrepreneurs: Social learning and Participation in University-Industry Technology Transfer | **Maryann Feldman**, U. of Toronto; **Janet E.L. Bercovitz**, Duke U.

🗣️ HCM: Learning Capacity in Institutional Long-Term Care | **Whitney B. Berta**, U. of Toronto; **Gary Teare**, Toronto Rehab Inst; **Erin Gilbert**, 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

OB: "Us vs. Them" in a Corporate Merger: An Intergroup Cognition Model during Post-merger Implementation | **Shung Jae Shin**, Washington State U.

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: Vermillion

Facilitator: **Greg Young**, North Carolina State U.

TUESDAY

- 🗣️ **ONE:** Information, Uncertainty and Vertical Environmental Management Cooperation: A Two-phase Investigation | **Mark P. Sharfman**, U. of Oklahoma; **Teresa Shaft**, U. of Oklahoma; **Robert Anex**, Iowa State U.
- 🗣️ **MOC:** Thinking Strategically About Thinking Strategically: An Economics of Managerial Cognition | **Mihnea Calin Moldoveanu**, U. of Toronto; **Robert Bauer**, Institut für Unternehmensführung
- 🗣️ **CMS:** A Strategic Face of Power: From Gramsci to Complex Dynamic Systems | **David L. Levy**, U. of Massachusetts
- OB:** Midnight at Noon: The Effect of Firm Complexity on Coal Mine Accidents | **Karen Page**, U. of Wyoming; **James B. Page**, U. of Wyoming

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
- 🗣️ On the Learning By Doing Debate: Adapting and Expanding the Hoopes-Postrel Framework | **Alan T. Burns**, DePaul U.; **William Acar**, Kent State U.

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

🗣️ Similarity Bias & Lack of Prior Experience in Innovation Alliances: Initial Conditions and Evolution | **Ricarda B. Bouncken**, Brandenburg Institute of Technology; **Keith J. Perks**, U. of Brighton

🗣️ Pattern of Knowledge Conversion: Effects on the Degree of Novelty in Project-based Alliances | **Ricarda B. Bouncken**, Brandenburg Institute of Technology

🗣️ Failure Sources in R&D Consortia: A Micro Perspective | **Mikkel Lucas Overby**, Copenhagen Business School

Discussant: **Benjamin M. Cole**, U. of Michigan

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

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 - 3:50pm 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 - 3:50pm Sheraton New Orleans Hotel: Salon 820
Organizer: **Regina A. Greenwood**, Kettering U.

950 : (Paper Session) - (BPS) Institutional Perspectives on Strategy

2:30pm - 3:50pm 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
 ☞ Strategic Initiatives: Changing the Firm's DNA | **Michael A. Roberto**, Harvard U.; **Lynne C Levesque**, Harvard U.
 Does It Pay to be Different? Competitive Non-conformity in Different Regulatory Regimes | **Richard Martinez**, Baylor U.; **Kendall Artz**, Baylor U.; **Patricia M Norman**, Baylor U.
 External Knowledge Dynamics | **Hari Bayyavarapu Bapuji**, U. of Western Ontario; **David Loree**, U. of Western Ontario
Discussant: **Tina Dacin**, Queen's U.

951 → : (Paper Session) - (BPS) Multinational Strategies

2:30pm - 3:50pm 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.
Discussant: **J. Muir Macpherson**, U. of Texas, Austin

952 : (Paper Session) - (BPS) Top Executive Selection and Succession

2:30pm - 3:50pm Sheraton New Orleans Hotel: Salon 816
Chair: **Yoon-Suk Baik**, 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' Outsiderness 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
 ☞ Explorative R&D Collaboration: Searching for Effective and Efficient Governance Mechanisms | **Dries Faems**, Catholic U., Leuven; **Maddy Janssens**, Catholic U., Leuven; **Rene Bouwen**, K.U.Leuven; **Bart Van Looy**, K.U.Leuven
 ☞ Can Living Together Before Marriage Help Acquirers Defeat the Winner's Curse? | **Patrizia Porrini**, Long Island U.
 How Elephants Learn New Tricks: Capability Sourcing In the European Telecommunications Industry | **Laurence Capron**, INSEAD; **Will Mitchell**, Duke U.
Discussant: **Haiyang Li**, Texas A&M U.

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 | **Shoshana Dobrow**, Harvard 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 Impact of Family Responsibilities on Career Success: Does Gender Matter? | **Romila Singh**, U. of Wisconsin, Milwaukee; **Jeffrey H. Greenhaus**, Drexel U.
 The Family-Career Advancement Conundrum: Why Empirical Tests and Our Eyes Give Different Results | **Phyllis Tharenou**, U. of South Australia

TUESDAY

Baby Boom or Baby Gloom? The Impact of Parenting on Women's Career Choices | **Deborah A. O'Neil**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

The Advancement of Women with Dependents: An Empirical Study on the Existence of the Maternal Wall | **Isabel Metz**, U. of Melbourne

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: **Svjetlana Madzar**, Gustavus Adolphus 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.

The Impact of Disclaimers and Customer Self-Efficacy on Reactions to Brokered Ultimatum Games | **Stephen E. Humphrey**, Florida State U.; **Christopher J. Meyer**, Michigan State U.; **Donald E. Conlon**, Michigan 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

🗣️ Reframing Systems Disasters with Three Perspectives of Organizational Culture | **Karen Page**, U. of Wyoming; **James B. Page**, U. of Wyoming

🗣️ Cultural Studies and the Idea of Culture in the Organizational Sciences | **Carlos B. Gonzalez**, California State Polytechnic U., Pomona

🗣️ Open Book Management | **Bernard Goitein**, Bradley U.

🗣️ Jacques's (2000) "Knowledge Theory of Value": Its Relevance to Understanding Job De-Knowledging | **Stephen J. Jaros**, Southern U.

🗣️ Doing Money: a Proposal for Studying the Social Construction of Money | **Sarah Brand Stookey**, U. of Massachusetts, Amherst

🗣️ 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. Krefting**, 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.

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

👁️🗣️ 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.

Properties of Emerging Organizations: An Empirical Test | **Candida G. Brush**, Boston U.; **Linda Edelman**, Bentley College; **Tatiana S. Manolova**, Boston 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

👁️ Can'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

👁️ Toward A Reconciliation of Resource and Agency Views on Franchising 🔄 | **Gary J. Castrogiovanni**, U. of Tulsa; **James G. Combs**, Florida State U.; **Robert T. Justis**, Louisiana State U.

🗣️👁️ 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.

Are Family Friendly Policies Fair? It Depends on the Manager Who Implements Them | **Layne Paddock**, U. of Arizona; **Jessica Bagger**, U. of Arizona; **Barbara A. Gutek**, U. of Arizona

Development of a Comprehensive Measure of Boundary Strength for Work and Family Domains | **Russell Matthews**, U. of Connecticut; **Janet L. Barnes-Farrell**, U. of Connecticut

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.

👁️👁️ Sensitivity to Diversity: A Moderator of the Relationship between Diversity and Work Group Outcomes | **Lu Zhang**, George Washington U.; **Caren Goldberg**, George Washington U.

👁️ Workplace Weight Discrimination: An Empirical Investigation Using the Theory of Reasoned Action | **V Natasha Wilkins**, Jackson State 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 JS: (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

Work-Family Conflict and Sex Differences: A Meta-Analytic Study | **Ann Huffman**, Texas A&M U.; **Satoris S. Youngcourt**, Texas A&M U.; **Kristen Michelle Watrous**, Texas A&M U.; **Shannon Lemon**, Texas A&M U.; **Stephanie C. Payne**, Texas A&M U.

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

The Incremental Influence of Trait Affect on Work-Family Conflict | **Kevin E. Fox**, U. of Tulsa; **Wendy J. Casper**, U. of Texas, Arlington; **Carol J. Erdwins**, George Mason U.; **Louis C. Buffardi**, George Mason U.; **Sidney F Fisher**, U.S. Office of Personnel Management

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

Participants: **Louis C. Buffardi**, George Mason U.; **Stephanie C. Payne**, Texas A&M U.; **Kristen Michelle Watrous**, Texas A&M U.; **Jaime Stephanidis**, U. of Tulsa; **Sidney F Fisher**, U.S. Office of Personnel Management; **Carol J. Erdwins**, George Mason U.; **Shannon Lemon**, Texas A&M U.; **Satoris S. Youngcourt**, Texas A&M U.

970 : (Paper Session) - (HR) Alternative Job Structures

2:30pm - 3:50pm New Orleans Marriott: Balcony I

Chair: **Charles H Besseyre**, HEC (Paris)

Competence, Functional Accommodations, and Psychological Reactions to Temporary Employees | **Heather C Vough**, U. of Illinois, Urbana-Champaign; **Joseph P. Broschak**, U. of Illinois, Urbana-Champaign; **Gregory B. Northcraft**, U. of Illinois

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

2:30pm - 3:50pm New Orleans Marriott: Balcony J

Chair: **Steve Werner**, U. of Houston

The Effect of Training on End-User Information Technology Acceptance | **Janet H. Marler**, State U. of New York, Albany; **Xiaoya Liang**, State U. of New York, Albany; **James Hamilton Dulebohn**, Michigan State U.

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

2:30pm - 3:50pm New Orleans Marriott: Balcony K

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

2:30pm - 3:50pm New Orleans Marriott: Preservation Hall Studio 6

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.

Local Validity and Adverse Impact: Using Bayes Meta-Analysis with Predictor Composites | **Daniel A. Newman**, Pennsylvania State U.; **Rick R. Jacobs**, Pennsylvania State U.; **Dave Bartram**, SHL

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

2:30pm - 3:50pm New Orleans Marriott: Mardi Gras Salon E - IM

Presented on Panels 28-34

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 Reform Era | **Wubiao Zhou**, Cornell U.

Distribution System Choice and Channel Integration 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.

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; **Shyh-jer 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

→ Comparing Retail Employee Turnover Cognitions in the U.S. and Mexico | **Richard A. Posthuma**, U. of Texas, El Paso; **Janice R. Joplin**, U. of Texas, El Paso

→ 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.

→ 🗨️ International Diversification by Business Groups from Emerging Economies | **Robert E. Hoskisson**, U. of Oklahoma; **Heechun Kim**, U. of Oklahoma; **Robert E White**, U. of Oklahoma; **Laszlo Tihanyi**, U. of Oklahoma

Economic Crisis, Domestic Competitive Position, and Export Capabilities of Korean Firms | **Seung-Hyun Lee**, U. of Texas, Dallas; **Ho-uk Lee**, Ewha Womans U.

→ What Induces Innovation in Emerging Economies: Korean and Taiwanese Business Groups Compared | **Sea-Jin Chang**, Korea U.; **Chi-Nien Chung**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

→ Multinational Flexibility during Times of Economic Crisis | **Chris(Changwha) Chung**, U. 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 | **Leeora 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**, CentralQueensland 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**: Realignment 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 intermediatio | **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.

🗨️ → **MC**: Operant Competence Management Framework for Enhancing Competence Management in Africa | **John Chrysestomus Kigozi Munene**, Makerere 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 Louisiana, Lafayette

→ **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.

MOC: Alliance Management Teams and Entrainment: Sharing Temporal Mental Models | **Rheta L. Standifer**, U. of Missouri, Columbia; **Allen C. Bluedorn**, U. of Missouri, Columbia

🗨️ → **SIM**: Exploring Uneasy Learning Alliances between Corporations and Non-Profit Organizations | **Ted London**, U. of North Carolina, Chapel Hill; **Dennis A. Rondinelli**, U. of North Carolina, Chapel Hill; **Hugh O'Neill**, U. of North Carolina, Chapel Hill

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: Antecedents of Consistency between Resource Allocation Decisions and Corporate Strategy Concept | **Ansgar Richter**, European Business School; **Sascha Leonard Schmidt**, U. of St. Gallen

BPS: Determinants Of Resource Allocation Efficiency Within Multidivisional Firms | **Mehmet N Tag**, U. of Illinois, Urbana-Champaign

🗄️ **PNP:** An Analysis of the Salient Factors in Business Location Decisionmaking | **Roslyn K. Chavda**, U. of Memphis

🗄️ **BPS:** Losing Sight of the Forest for the Trees? Productive Capabilities as Drivers of Vertical Scope | **Michael G. Jacobides**, London Business School; **Lorin M. Hitt**, U. of Pennsylvania

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 Review, Critique, and Prescription for the Empirical Research on Ethical Climate | **David M Mayer**, U. of Maryland, College Park

SIM: Assessing the Content, Convergent and Discriminant Validity of a New Ethical Leadership Instrument | **Michael E. Brown**, Pennsylvania State U., Erie; **Linda K. Trevino**, Pennsylvania State U.

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.

HR: Impression Management in the Employment Interview: The Role of Desired Image and Self-Efficacy | **Kelly Delaney-Klinger**, Michigan 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

CM: Cooperation in the Workplace: Modeling the Inner Workings of Labor-Management Cooperation | **Ariel Avgar**, Cornell U.; **Assaf Ben-Shoham**, Harvard U.

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

🗄️ → 🗄️ **MH:** Explicating 1946 Japanese Works Councils for Post-Enron Employment Relations | **Charles T. Tackney**, Copenhagen Business School

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 | **Eran Vigoda-Gadot**, Haifa U.; **Danit Kapoor**, Haifa U.

🗄️ **CM:** Age as a Moderator of the Perceptions of Politics-Job Performance Relationship | **Darren Treadway**, U. of Mississippi; **Gerald R. Ferris**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **L. A. Witt**, U. of New Orleans; **Joseph M Goodman**, U. of Mississippi

OB: Unmasking Face Time: Why Individuals Engage In Visibility Behavior In The Workplace | **Linda M. Dunn-Jensen**, New York U.

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

SIM: "Ante Up" or Risk a Loss: A Prospect Theory Twist on the Motivation behind Corporate Philanthropy | **Jill Ann Brown**, U. of Georgia

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.

🗄️ **Managing Diagnostic Bias in Action Research: A Case Example** | **Brian T Gregory**, Auburn U.; **Achilles A Armenakis**, Auburn U.

🗄️ **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

🗄️ **Creating Actionable Knowledge: How Can Consultants Intervene and Facilitate Strategic Learning** | **Veronique Ambrosini**, Cranfield U.; **Cliff Bowman**, Cranfield U.

Discussant: **David Jamieson**, Pepperdine U.

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

📖🗣️ Using Drama to Teach Management: Learning How Innovations Diffuse Using the film "Shadow Magic" | **Andres Fortino**, Marist College

📖🗣️ Thinking Strategically and Critically About Strategic Management | **Marguerite Schneider**, New Jersey Institute of Technology; **Eric H. Kessler**, Pace U.

📖🗣️ Everything I Needed to Know About Business I Learned in Acting 101 | **James L Hoyt**, Troy State U.

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

📖➔ Just on a Team or on a Just Team? Procedural Justice Effects on Perceived Student Learning | **Lynn Bowes-Sperry**, Western New England College; **Sharon Foley**, Drexel U.; **Deborah Kidder**, Towson U.; **Anthony F. Chelte**, Not Specified

📖 Practicing Servant Leadership Through Team-Based Service Learning Projects | **Cynthia Roberts**, Purdue U North Central

📖 Using the Academic Journal Review Process as a Framework for Developmental Feedback in Project Teams | **Robert S. Rubin**, DePaul U.

Discussants: **Lena Neal**, CSC Consulting; **Eugene Sadler-Smith**, U. of Surrey

990 📖🗣️➔🗣️ 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.

Wharton's Global Consulting Practicum | **Patricia Clifford**, U. of Pennsylvania; **Jane Hiller Farran**, U. of Pennsylvania

The Manchester Method of Consultancy Based MBA Student Projects: A Critical Review of a Learning Ex | **Tudor Rickards**, U. of Manchester; **Paula Hyde**, U. of Manchester; **K. Nadia Papamichail**, U. of Manchester

Action Learning for Management Development: Lessons from a Leadership Development Programme | **Claire M Leitch**, Queen's U., Belfast; **Richard T. Harrison**, U. of Edinburgh

Action Learning as a Vehicle for Management Development and Org. Learning: Empirical Patterns | **Lyle Yorks**, Columbia U.

Project Based International Business Consulting | **C. Patrick Fleenor**, Seattle U.; **Peter Raven**, Seattle 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

🗣️ Silicon Valley and Stanford University: Modifying the Formula for Development of a High-Tech Region 🗣️ | **Stephen B. Adams**, Salisbury U.

The Rise of the Furniture Manufacturing Industry in Western North Carolina and Virginia | **John James (Jim) Cater**, Louisiana State U.

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

Discussants: **Sharon Topping**, U. of Southern Mississippi; **Roland E. Kidwell, Jr.**, Niagara U/Charles Sturt U.; **Daniel J. Svyantek**, Auburn U.; **John Humphreys**, Eastern New Mexico U.

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

🗣️ Justice and Rapport Management | **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.

Spirituality-Leadership-Commitment Relationships in the Workplace: An Exploratory Assessment 🗣️ | **Willie Edward Hopkins**, Colorado State U.; **Shirley Anne Hopkins**, U. of Denver; **D. Douglas Hoffman**, Colorado 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 RJs 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.**

TUESDAY

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

Social Interaction Patterns Shaping Employee Psychological Contracts: Network-Wide and Local Effects | **Guillermo E. Dabos**, Carnegie Mellon U.; **Denise M. Rousseau**, Carnegie Mellon U.

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: **Cesar Douglas**, Florida State U.

Learning and Performance in Multi-Disciplinary Teams | **Gerben S. Van der Vegt**, U. of Groningen; **J. Stuart Bunderson**, Washington U.

Recomposition Theory: An Extension and Contextual Assessment | **Willie Edward Hopkins**, Colorado State U.; **Shirley Anne Hopkins**, U. of Denver; **Michael Gross**, Colorado State 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

A Meta-Analytic Review of the Leader Reward and Punishment Behavior Literature | **Philip M Podsakoff**, Indiana U.; **William H. Bommer**, Cleveland State U.; **Nathan Philip Podsakoff**, U. of Florida; **Scott B. MacKenzie**, Indiana U.

Productivity, Counterproductivity, and Creativity: The Ups and Downs of Job Insecurity | **Tahira M. Probst**, Washington State U., Vancouver; **Bradley W. Tierney**, Washington State U., Vancouver

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 Grodkiewicz**, 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 Snavelly**, 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 H 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 Texas, 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 Frese**, 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 Sonnentag**, 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

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. Eichstaett

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 8

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

Why Unusual Routines Persist: Problems With Feedback About Systems Problems | **Ronald E Rice**, U. of California, Santa Barbara

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

Toward a Typology of Firm-Supplier Relationships: A Study of the Computer Industry | **Charnchai Tangpong**, Clarion U. of Pennsylvania; **Arlyn J Melcher**, Southern Illinois U.; **Michael D. Michalisin**, Southern Illinois U., Carbondale

Customization Strategies and Customer Satisfaction in Electronic B2C Operations: Empirical Analysis | **Sriram Thirumalai**, U. of Minnesota; **Kingshuk Kanti Sinha**, U. of Minnesota

A Longitudinal Study of a Plant Closure: Employee Responses and Performance | **Karen A. Brown**, U. of Washington, Bothell; **Thomas G. Schmitt**, U. of Washington, Seattle; **Richard J. Schonberger**, Schonberger and Associates, Inc.

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

Power Imbalance and Interorganizational Relations: Resource Dependence Theory Revisited | **Tiziana Casciaro**, Harvard U.; **Mikolaj Jan Piskorski**, Stanford U.

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.

How Much Does Industry Strategy Matter? Organizational Field Dynamics and Cooperation Among Rivals 🗨️ | **Michael L. Barnett**, U. of South Florida

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

☛ Environmental Issues Management: Towards a Multi-level Theory of Environmental Management Competence | **Pursef Heugens**, Utrecht U.

Strategic Response to Pressure | **Bruce Wayne Clemens**, James Madison U.; **Thomas J. Douglas**, Clemson U.

→ Can Environmental Pressure Sources be Compatible with Business Performance? ☞ | **Aidan Kelly**, U. College Dublin; **Yousef Eiadat**, U. College Dublin; **Frank Roche**, U. College Dublin

Discussant: **Mark P. Sharfman**, U. of Oklahoma

1007 → ☛ SHCS: (ONE, IM, PNP) Driving Global Sustainability: Toward an Integrative Policy Mix for Corporate Environmental Policy

2:30pm - 3:50pm Fairmont: Bayou Rooms II + 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
Discussant: **Max H. Bazerman**, Harvard U.

1008 ☛: (Paper Session) - (PNP) Enhancing Government Performance

2:30pm - 3:50pm Fairmont: Creole

Chair: **Janet Dilling**, Florida State U.

Knowledge Sharing In Public Sector Organizations – The Case Of Digital Government Projects | **Maria Christina Binz-Scharf**, Harvard 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.

Discussant: **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 Doctoral 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.

Discussant: **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

☛ **HCM:** The Effects of Governing Board Configuration on Identity Change in Hospitals ☞ | **Jeffrey A. Alexander**, U. of Michigan ; **Shoou-Yih Daniel Lee**, U. of North Carolina, Chapel Hill; **Bryan J. Weiner**, North Carolina U., Chapel Hill

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.

MOC: Intuition, Emotion, and Expertise in Financial Trading: Subjective Experiences of Decision-Making | **Peter John Noordink**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

1013 : (Paper Session) - (SIT) Social Responsibility

2:30pm - 3:50pm Ritz Carlton: Vermillion

Facilitator: **Angela K. Miles**, Old Dominion U.

SIM: The Influence of the Firm, Industry and Network on the CSR Performance of Japanese Firms | **K.C. OShaughnessy**, Western Michigan U.; **Eric Gedajlovic**, U. of Connecticut; **Patrick Reinmoeller**, Erasmus U.

→ **SIM:** Factors Influencing the Development of Corporate Social Responsibility in France | **Ariane Berthoin Antal**, Wissenschaftszentrum, Berlin; **André Sobczak**, Audencia Nantes.Ecole de Management

ODC: How do Socially Responsible Investors Influence Corporate Behaviour, and to What Effect? | **Anastasia Rose O'Rourke**, Yale U.

ENT: Social Entrepreneurship: What are we Talking About? A Framework for Future Research | **Johanna Mair**, IESE; **Ignasi Martí**, IESE

1014 : (Paper Session) - (TIM) **Knowledge Transfer (I)**

2:30pm - 3:50pm Ritz Carlton: Salon 1B

Chair: **Nandini Lahiri**, Indian School of Business

🗨️ The Determinants of Knowledge Transfer through Strategic Alliances. 📄 | **Chung-Jen Chen**, National Cheng Kung U.

🗨️ Managing the Innovation Process: Some Evidence from Australian Biotechnology Industry | **Boaz Bernstein**, Queensland U. of Technology; **Prakash Jagat Singh**, Queensland U. of Technology

External Knowledge Application: The Role of Internal and External Facilitators | **Michael D. Santoro**, Lehigh U.; **Paul E. Bierly**, James Madison U.

🗨️ Knowledge Transfer Across Innovation Implementations in High Technology Manufacturing | **Shekhar Jayanthi**, Rensselaer Polytechnic Institute; **Kingshuk Kanti Sinha**, U. of Minnesota

Discussant: **Shanthi Gopalakrishnan**, New Jersey Institute of Technology

1015 : (Paper Session) - (TIM) **Radical Innovation**

2:30pm - 3:50pm Ritz Carlton: Salon 3

Chair: **Curba Morris Lampert**, U. of South Carolina

Dominant Design in Fine 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

🗨️ Socio-technical Dynamics Underlying Radical Innovation: The Case of Polaroid's SX-70 Camera | **Raghu Garud**, New York U.; **Kamal Ahmed Munir**, Cambridge U.

Discussant: **Raffaele Oriani**, U. of Bologna

Tuesday 3:15PM

1016 : (AAC) **Conference Break**

3:15pm - 3:45pm New Orleans Marriott: Grand Ballroom - Break Area

Organizer: **George T. Solomon**, George Washington U.

Tuesday 4:10PM

1017 🗨️: (AA) **Voluntary Turnover Research and Practice: Building an Agenda for the Future**

4:10pm - 5:20pm Fairmont: Explorers

Organizers: **Thomas W. Lee**, U. of Washington, Seattle; **Malvina Rebecca Klag**, McGill U.

Chair: **Kathryn M. Bartol**, U. of Maryland, College Park

Participants: **Brooks C. Holtom**, Georgetown U.; **Timothy Hinkin**, Cornell U.; **Peter W. Hom**, Arizona State U.; **Nancy Davis**, Ochsner Clinic Foundation; **John Longstreet**, ClubCorp

1018 : (Paper Session) - (BPS) **Corporate Governance**

4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Couteau

Chair: **James Harvey Moore**, Louisiana State U.

Motivated Actors: Agency Costs and Burkean Acts | **Gavin Nicholson**, U. of Queensland; **Geoffrey Kiel**, U. of Queensland

A Life Cycle Model of Shifting Governance Priorities: An Integrated Theoretical Perspective | **Rebecca Luce**, Texas Christian U.; **alix valenti**, U. of Houston, Clear Lake

Corporate Governance and Financial Constraints on Strategic Turnarounds | **Steve Toms**, U. of Nottingham; **Igor Filatotchev**, U. of Bradford

Divergent Effects of Stable and Market Ownership on Corporate Governance Mechanisms in Japan | **Parthiban David**, U. of Notre Dame; **Toru Yoshikawa**, Singapore Management U.; **Koji Oyanagi**, Senshu U.

Discussant: **Chamu Sundaramurthy**, San Diego State U.

1019 🗨️JS: (BPS, TIM) **Corporate Secrecy and Competitive Advantage: When Do Firms Broadcast Their Capabilities?**

4:10pm - 5:20pm New Orleans Marriott: La Galleries 3

Chair: **Russell Coff**, Emory U.

Hiding in the Patent's Shadow: Firms' Uses of Secrecy to Capture Value from New Discoveries | **Stuart Graham**, Georgia Institute of Technology

Information Sharing Strategies: A Comparative Case Study of Technology Wars | **Susan McEvily**, U. of Pittsburgh; **Jodi Potter**, U. of Pittsburgh

Broadcasting Information About Skilled Employees | **Peter W. Roberts**, Emory U.; **Mukti V. Khaire**, Columbia U.

Insider trading, Legitimacy and the Strategic Release of Information about Breakthrough Patents | **Russell Coff**, Emory U.; **Scott Hayward**, Emory U.; **Peggy M. Lee**, Emory U.

Tension Between Finance & Strategy Treatments of Information about Critical Resources | **Jay Barney**, Ohio State U.

Discussant: **Jay Barney**, Ohio State U.

1020 : (CAR) **2003 Hughes Award Winner: Lotte Bailyn**

4:10pm - 5:20pm New Orleans Marriott: La Galleries 1

Chair: **Allan Bird**, U. of Missouri, St. Louis

Keynote Speaker: **Lotte Bailyn**, Massachusetts Institute of Technology

Time in Careers - Careers in Time |

1021 🗨️CAU: (CAU) **Issues for Consideration When Developing Comprehensive Faculty Evaluation Systems**

4:10pm - 5:20pm Ritz Carlton: Salon 2 - Table A1

Facilitator: **Susan M. Burroughs**, Washington State U., Vancouver

1022 📖🗨️CAU: (CAU) **Excellence in Business Teaching: Tips and Techniques**

4:10pm - 5:20pm Ritz Carlton: Salon 2 - Table A2

Facilitator: **Ellen R. Auster**, York U.

1023 🗨️CAU: (CAU) **Hidden Identities: Including difficult to find subjects in organizational research**

4:10pm - 5:20pm Ritz Carlton: Salon 2 - Table A3

Facilitator: **Robin Church**, U. of Toronto

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 JS: (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 Gottenburg

➔🗣️👁️ The Art of Strategic Leadership: Coping with Globalization | **Peter Rea**, Baldwin-Wallace College; **Param Srikantia**, Baldwin Wallace College

👁️ Contesting the Forum, Contesting the Rules: The Institutional Evolution of Mandatory Arbitration | **Alexander J.S. Colvin**, Pennsylvania State U.

👁️ 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 Uhlener**, Erasmus U.; **Marco van Gelderen**, Erasmus U.

🗣️ A Conceptualization Of Middle-Level Managers Entrepreneurial Behavior | **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

🗣️ An Integrated Study of Entrepreneurial Behavior, Management Decision-Making and Performance | **Gerrit Willem Ziggers**, Nijmegen U.

1029 : (Paper Session) - (GDO) **Social Dynamics of Being Different**

4:10pm - 5:20pm New Orleans Marriott: La Galleries 4

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-Yancy**, 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 Sheraton New Orleans Hotel: Salon 825

Facilitator: **Eric S. Williams**, U. of Alabama, Tuscaloosa

👁️🗣️ Empowerment, Interactional Justice, Trust and Respect: A Nursing Recruitment and Retention Strategy 🗣️ | **Heather K. S. Laschinger**, U. of Western Ontario; **Joan Finegan**, U. of Western Ontario

🗣️ Empathy as Emotional Labor: An Exploration of Physicians' Identity as Healers | **Xin Yao**, U. of Washington, Seattle; **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 | **Riki Takeuchi**, Hkust-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: **Zhaoli Song**, U. of Minnesota

Recruitment Websites: Impact of Content, Website Design, and Media Richness on Applicant Attraction | **David G. Allen**, U. of Memphis; **Mitzi Pitts**, U. of Memphis; **Robert Otondo**, U. of Memphis; **James R. Van Scotter**, U. of Memphis

Recruitment on the Net: Organizational Web Site 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

A Theoretical Framework and Guide for Future Research on Applicant Attraction | **Jonathan Ziegert**, U. of Maryland / U. of Pennsylvania; **Karen Holcombe Ehrhart**, San Diego State U.

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 | **Jarrold 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 : (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 Walumbwa**, 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.

An Examination of the Determinants of Strategic HRM in Chinese Enterprises | **Liqun Wei**, Chinese U. of Hong Kong; **Chung-Ming Lau**, Chinese U. of Hong Kong

HRM in US Subsidiaries in Europe: Centralization or Autonomy? | **Mark P Fenton-O'Creevy**, Open U., U.K.; **Paul Gooderham**, Norwegian School of Economics and Business Administration; **Odd Nordhaug**, Norwegian School of Economics and Business Administration

Managerial Turnover in Chinese Companies: A Test of Agency and Institutional Perspectives | **Jie Tian**, U. of Southern California; **Sophia Wang**, National Dong Hwa U.

Delegation Styles and Leadership Perceptions: A Comparison of Malaysian and American Managers | **Sim Lin Hui Daphne**, U. Science Malaysia; **Mahfooz Alam Ansari**, U. Science Malaysia; **Muhamad Jantan**, U. Science Malaysia

Governance Issues and Psychological Contracts as Determinants of Expatriate Manager Performance | **Steven D. Maurer**, Old Dominion U.; **Shaomin Li**, Old Dominion U.

A Cross-National Analysis Of Executive Turnover Patterns | **Marielle Heijltjes**, Maastricht U.; **René Olie**, Erasmus U.; **Ursula Glunk**, Maastricht U.

Does Human Resource Management Play a Strategic Role in Industrial Enterprises in China? | **Cherrie J. Zhu**, Monash U.; **Brian Cooper**, Monash U.; **Helen DeCieri**, Monash U.; **Peter J. Dowling**, U. of Canberra

1035 : (IM) Barry Richman Dissertation Award Finalists Presentation

4:10pm - 5:20pm Fairmont: University

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

Does Globalization Lead to Convergence? The Evolution of Organizations' Cultural Repertoires in the | **Klaus Weber**, Northwestern U.

Determinants and Performance Implications of a Global Mindset: An Attention-Based Perspective | **Cyril D. Bouquet**, York U.

Corporate Governance and the Symbolic Management of Stakeholders | **Peer Fiss**, Queen's U

An Investigation of Relational Competence in International Business Partnerships | **Michel Cao-Tuan Phan**, New South Wales U.

1036 : (Paper Session) - (IM) Inter-Firm Networks and International Management: Alliances, Supply Networks, and MNCs

4:10pm - 5:20pm Ritz Carlton: Salon 1B

Chair: **Thomas Roehl**, Western Washington U.

A New Take on Alliance Formation in Emerging Economies: A View from the Perspective of the Host Firm | **R. Michael Holmes Jr.**, Texas A&M U.

International Alliances: Vive la Difference! | **Mariya A. Bobina**, BGTechnologies; **Mikhail V. Grachev**, Western Illinois U.

Sourcing Strategies of Foreign-owned Multinational Subsidiaries in Europe | **Ana Teresa Tavares**, U. de Porto; **Stephen Young**, U. of Strathclyde

☛ 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

➔ Japanese Subcontracting in Mainland China: A Study of Sichuan Toyota and Shanghai Koito | **Ren-Jye Liu**, Tunghai U.; **Jonathan Brookfield**, Texas A&M U.

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.

☛ **HCM**: Workplace Democracy in Health Care: Aligning Strategic Intent and Operational Capacity | **Randal Clinton Ford**, U. of Colorado, Boulder; **R. Wayne Boss**, U. of Colorado, Boulder; **Ingo Angermeier**, Spartanburg Healthcare System; **Charles Townson**, Spartanburg Healthcare System; **Thomas Jennings**, Spartanburg Healthcare System

☛ **HCM**: Exploring Strategic Differences between Nursing Homes in Six Southern States | **Juliet A. Davis**, U. of Alabama, Tuscaloosa; **Jane Banaszak-Holl**, U. of Michigan; **J. Michael Hardin**, U. of Alabama, Tuscaloosa; **Joshua Aaron**, U. of Alabama, Tuscaloosa

BPS: The Influence of Intangible Assets on Entrepreneurship in the Health Care Industry | **Dov Rothman**, Columbia U.; **Jason Snyder**, U. of California, Berkeley

1038 : (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

➔ **BPS**: Software entrepreneurship: Knowledge networks and performance of software firms in China and Russia | **Bat Batjargal**, Harvard U./Peking U.

TIM: Innovation Strategies in High Reliability Organizations: A Case Study of US and Russian Submarines | **Paul E. Bierly**, James Madison U.; **Scott R. Gallagher**, James Madison U.; **J.-C. Spender**, Open U., U.K.

➔ **TIM**: Financing New Technology Ventures in China: Institutional Trajectories and System Structure | **Steven White**, INSEAD; **Wei Zhang**, Tsinghua U.; **Jian Gao**, Tsinghua U.

ENT: Immigrant New Venture Intentions: The Role of Network Ties and Entrepreneurial Self-efficacy | **Jennifer Marlene Sequeira**, U. of Texas, Arlington; **Jeffrey E. McGee**, U. of Texas, Arlington

TIM: Incumbent Survival in Time of Incomplete Technological Substitution. | **Federico Munari**, Bologna U.; **Raffaele Oriani**, U. of Bologna; **Filippo Carlo Wezel**, Tilburg U.

1039 : (Paper Session) - (IPC) **Managing Organization Change (A3)**

4:10pm - 5:20pm Sheraton New Orleans Hotel: Grand Ballroom B - Table A3

Facilitator: **Susan M. Adams**, Bentley College

MOC: Corporate Turnaround as a Cognitive Process | **Stephen Clapham**, Drake U.

☛➔ **BPS**: Configurational Transitions Under Discontinuous Change: A Longitudinal Study | **Justin Tan**, Creighton U.; **David Tan**, Emory

☛ **TIM**: Successful Organizational Transformation: Revolutionary Change Using Evolutionary Tactics | **Bonnie Brinton Anderson**, Brigham Young U.

OB: Breaking Routines at Work: A Process Model of Adaptive Performance | **Sandra Ohly**, TU Braunschweig; **Sabine Sonnentag**, TU Braunschweig

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**: Performance, Expectations and Firm Reputation: Contrasting Views of Executives & Security Analysts | **E. Geoffrey Love**, U. of Illinois, Urbana-Champaign

➔ **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) **Identifying 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

☛ **CMS**: Whose Skill is it Anyway? | **Irena Grugulis**, U. of Bradford; **Steven Vincent**, Leeds U.

☛ **HCM**: Bridging the Gap: Using Multiple Perspectives to Identify Competencies Needed in Health Management | **Richard M. Shewchuk**, U. of Alabama, Birmingham; **Stephen J. O'Connor**, U. of Alabama, Birmingham; **David J. Fine**, U. of Alabama, Birmingham

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

TIM: The influence of Initiator-Adopter Complementarity on IOS adoption: The case of BookNet in Singapore | **Michael T.K. Tan**, National U. of Singapore; **K.S. Raman**, National U. of Singapore; **K.K. Wei**, City U., Hong Kong

OCIS: Pathways of Opportunity in Dynamic Organizational Networks | **Craig Crossland**, Pennsylvania State U.; **Martin J. Kilduff**, Pennsylvania State U.; **Wen-Pin Tsai**, Pennsylvania State U.

👉🗨️ **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 Citurs**, 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.

OCIS: Effectiveness of Codification for Knowledge Sharing: A Mixed Methods Study | **Wai Fong Boh**, Carnegie Mellon U.; **Sandra Slaughter**, Carnegie Mellon 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

🗨️ **HCM:** Does Technology Influence Job Satisfaction? | **Brye A. Yant**, Pennsylvania State U.; **Kathryn H. Dansky**, Pennsylvania State U.

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 Mutli-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.; **Zipi Shperling**, 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

🗨️ **OB:** The Dirt on Coming Clean: Perverse Effects of Disclosing Conflicts of Interest | **Daylian Cain**, Carnegie Mellon U.; **George Loewenstein**, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

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

→ Strategic Acting as Stagesetting: How Industrial Design Consulting Advances Product Innovation | **Birgit Helene Jevnaker**, Norwegian School of Management BI

Knowing in Practice: How Consultants Work with Clients to Create, Share and Apply Knowledge? | **Mirela Schwarz**, Southampton U.

Discussant: **Jessica R Mesmer-Magnus**, Florida International U.

1050 (Paper Session) - (MED) **Management Skills & Competencies**

4:10pm - 5:20pm Ritz Carlton: Evangeline

Chair: **V Seshan**, Not Specified

Management Skill Development and Case-Based Modeling | **Paul R Lyons**, Frostburg State U.

Competency-Based Course Design | **Iris Berdrow**, Bentley College; **Frederick T. Evers**, U. of Guelph

Discussant: **Cynthia Roberts**, Purdue U North Central

1051 (Paper Session) - (MED) **On-line Learning**

4:10pm - 5:20pm Ritz Carlton: Union Terrace A

Chair: **Gordon W Meyer**, Canisius College

Learning to Learn Online: A Study Perceptual Changes Between Multiple Online Course Experiences | **J. B. Arbaugh**, U. of Wisconsin, Oshkosh

Grounded Experiential Learning Using Virtual Study Teams | **Jenny Lesley Gibb**, U. of Waikato; **Delwyn N Clark**, U. of Waikato

Discussants: **Par Martensson**, Stockholm School of Economics; **Christopher Meisenhelter**, Not Specified

1052 (MH) **MH Social in Honor of Bernie Bass' Retirement**

4:10pm - 5:30pm Fairmont: Bayou III

Distinguished Speaker: **Bernard M. Bass**, Binghamton U.

Program Chair: **Franz Lohrke**, U. of Alabama

1053 SHCS: (MOC, OB) **Mindfulness in Organizations: Conceptual and Empirical Developments**

4:10pm - 5:20pm New Orleans Marriott: La Galleries 5&6

Chairs: **Andrew P. Knight**, U. of Pennsylvania; **Katherine J. Klein**, U. of Pennsylvania

The Structural and Micro Dynamics of Mindful Organizing | **Timothy J. Vogus**, Vanderbilt U.

Examining the Consequences of Mindfulness: Safety and Service Outcomes | **Andrew P. Knight**, U. of Pennsylvania; **Katherine J. Klein**, U. of Pennsylvania

Collective Competence in Emergency Depts.: Mindfulness through Heedful Interrelating and Attending | **Kathleen M. Sutcliffe**, U. of Michigan

The Power of the Mind: What if the Game Is Bigger than We Think? | **Marlena Fiol**, U. of Colorado, Denver; **Edward J. O'Connor**, U. of Colorado, Denver

1054 JS: (MOC, SIM) **Higher Purposes: New Perspectives on Ideology in Organizational Relationships**

4:10pm - 5:20pm New Orleans Marriott: Preservation Hall Studio 6

Chairs: **John B. Bingham**, Texas A&M U.; **Jeffery A. Thompson**, Brigham Young U.

Can Ideology-Driven Organizations Tolerate Multiple Identities? | **Michel J. Anteby**, New York U.; **Amy Wrzesniewski**, New York U.

Exploring Ideology in the Employment Relationship: Empirical Evidence and Theoretical Refinements | **Jeffery A. Thompson**, Brigham Young U.; **J. Stuart Bunderson**, Washington U.; **John B. Bingham**, Texas A&M U.

Leaving a Legacy: The Psychology of Intergenerational Cooperation | **Kimberly A. Wade-Benzoni**, Duke U.

The Hazards of Uninformed Use of Moral Justifications in Business Firms | **David A. Whetten**, Brigham Young U.

Presenters: **Michel J. Anteby**, New York U.; **Amy Wrzesniewski**, New York U.; **Jeffery A. Thompson**, Brigham Young U.; **John B. Bingham**, Texas A&M U.; **Kimberly A. Wade-Benzoni**, Duke U.; **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. Whitener**, U. of Virginia

The Dimensions in Emotional Intelligence: Construct Validation Using Manager and Self-Ratings | **Edilberto F. Montemayor**, Michigan State U.; **James C. Spee**, U. of Redlands

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

Understanding the LMX to Performance and Turnover Relationships: The Moderating Role of Extraversion | **Talya N. Bauer**, Portland State U.; **Berrin Erdogan**, Portland State U.; **Robert C. Liden**, U. of Illinois, Chicago; **Sandy J. Wayne**, U. of Illinois, Chicago

- 👁️ Perceptions vs. Reality: Which Matters Most in Determining LMX Agreement? | **Ken Harris**, Florida State U.; **Dawn S. Carlson**, Baylor U.; **K. Michele Kacmar**, Florida State U.; **Suzanne Zivnuska**, Bond U.
- 👁️ Developing Effective Leaders: The Temporal Nature of Motivation-To-Lead (MTL) and Leader Performance | **Kok-Yee Ng**, Nanyang Technological U.; **Soon Ang**, Nanyang Technological U.; **Kim-Yin Chan**, Nanyang Technological U.
- 👁️ Examining the Effects of Self-Identity on Implicit Leadership Theories | **Heather Anne MacDonald**, U. of Calgary; **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. Hershcovis**, Queen's U., Canada; **Nick Turner**, Queen's U., Canada; **Kara Anne Arnold**, Memorial U.; **Kathryne E. Dupre**, Memorial U. of Newfoundland; **Michelle Inness**, Queen's U., Canada; **Manon Mireille LeBlanc**, Queen's U., Canada; **Niro Sivanathan**, 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
 New Paper Title Goes Here. |
Presenter: **Linda Argote**, Carnegie Mellon U.

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 Ritz Carlton: Salon 1A
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 Benedichte Meyer**, NHH; **Inger G. Stensaker**, NHH
 🗨️ When Equality Becomes Fatal: A Study of a Merger Failure | **Christine Benedichte 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 Dilts**, 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 identification on 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

TUESDAY

No Longer Florence Nightingale: Institution, Agency, and the Transformation of Nursing Identity | **Elizabeth Goodrick**, Florida Atlantic U.; **James R. Meindl**, State U. of New York, Buffalo

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 Sadorsky**, York U.

☛ Predicting the Costs of Environmental Management System Adoption: A Resource-based View | **Nicole Darnall**, 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 🗺️🗣️🗣️ JS: (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.

The Black Box of Board Process: Lessons in Studying Difficult Subjects | **Richard W. Leblanc**, York U.; **Mark Stephen Schwartz**, York 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 Ehrensall**, Kutztown U. of Pennsylvania

Deconstructing the Carnavalesque 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 Ehrensall**, 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.

🗨️ **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 | **Mirdita Neruda Elstak**, Erasmus U. Rotterdam

1073 : (Paper Session) - (SIT) Strategy and Performance
 4:10pm - 5:20pm Ritz Carlton: Baronne
Facilitator: **Stacy E. McManus**, Harvard U.

➔ **BPS: Social Capital, Competitive Strategy and Performance in a Sub-Saharan African Emerging Economy.** | **Moses Acquah**, U. of North Carolina, Greensboro
 ➔ **ODC: Stories of Strategy Failure** | **Saku Mantere**, Helsinki U. of Technology; **Pekka Aula**, U. of Helsinki
 ➔ **HR: Business Strategy, Human Resource Management, and Firm Performance in Singapore** | **Pei-Chuan Wu**, National U. of Singapore
 🗨️ **MH: Principles of Management and Competitive Strategies: Using Fayol to Implement Porter** | **Jae Wook Yoo**, Washington State U.; **David J. Lemak**, Washington State U., Tri-Cities

1074 : (Paper Session) - (SIT) Control and Ownership
 4:10pm - 5:20pm Ritz Carlton: Vermillion
Facilitator: **Robert S. D'Intino**, Pennsylvania State U.

➔ **IM: Family Ownership and Control in Large Corporations: The Good, The Bad, The Irrelevant** | **Mike W. Peng**, Ohio State U.; **yi jiang**, Ohio 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 Rost**, 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. Annique Un**, Cornell U.

🗨️ **The Evolution and Strategy of Interconnected Firms: A Study of the Unisys Alliance Network** | **Dovev Lavie**, U. of Texas, Austin
Learning to Collaborate: 'Networks of Practice' in the British and Italian Motorsport Industries | **Francesca Mariotti**, Cardiff U.; **Rick Delbridge**, Cardiff 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-Bonnici**, 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-Elect.: **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 Fairmont: Explorers

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 Devinney**, Australian Graduate School of Management**1081 : (MED) MED Division Awards and Business Meeting**

5:30pm - 7:00pm Ritz Carlton: Union Terrace A

*Join us for best paper/symposia awards from John Wiley&Sons, Sage, Emerald/JMD, & McGraw Hill/Irwin, reviewer awards and elections. Social follows.**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

Local Arrangements Chairs: **William P Galle Jr**, U. of New Orleans, Lakefront; **Erich Brockmann**, U. of New Orleans, Lakefront**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 : (MOC) 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: Borgne

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 - 10:30pm 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 - 10:30pm 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

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

1100 : (AAC) New Orleans 2004, LAC

8:00am - 11:50pm Sheraton New Orleans Hotel: Poydras

Organizers: **Erich Brockmann**, U. of New Orleans, Lakefront;

William P Galle Jr, U. of New Orleans, Lakefront

Wednesday 8:20AM

1101 JS: (CAR, OB) Pursuing Protean and Boundaryless Careers: Identity, Networks and Career Transitions

8:20am - 10:20am New Orleans Marriott: Preservation Hall Studio 10

Organizer: **Holly S. Slay**, U. of Maryland

Chairs: **M. Susan Taylor**, U. of Maryland; **Ian O. Williamson**, U. of Maryland

Pursuing the Protean and Boundaryless Career: Mid-Career Transition Decision Processes | **Holly S. Slay**, U. of Maryland; **M. Susan Taylor**, U. of Maryland; **Ian O. Williamson**, U. of Maryland

The Effects of Employee Network Groups and Social Identity on Careers | **Raymond A. Friedman**, Vanderbilt U.

A Multi-Dimensional Measure of Career Identity | **Scott Seibert**, U. of Illinois, Chicago; **Maria L. Kraimer**, U. of Illinois, Chicago; **Jesus Bravo**, U. of Illinois, Chicago

The Dynamics of Developmental Networks | **Monica C. Higgins**, Harvard U.; **Shoshana Dobrow**, Harvard U.

Social Networks as Contributors to & Inhibitors of Successful Career Transitions for High Achievers | **Laurie Milton**, U. of Western Ontario; **Matthew Lynall**, U. of Western Ontario

Discussant: **Martin J. Kilduff**, Pennsylvania State U.

1102 : (Paper Session) - (ODC) Developing and Applying Knowledge through Networks

8:20am - 10:20am Sheraton New Orleans Hotel: Napoleon A2

Chair: **Bengt Stymne**, Stockholm School of Economics

→ **Achieving Knowledge Transfer Across Countries and Cultures** | **Tracy Stanley**, QUT; **Paul Davidson**, Not Specified

☉ **Extending Industrial Democracy to a Regional Development Level— Experiences from the Agder Case** | **Roger Normann**, Agder Research; **Hans Chr Garmann Johnsen**, Agder U. College

F.U.E.L for Change: A Sociocognitive Model of Organizational Reorientation | **Ebony N. Bridwell-Mitchell**, New York U.

The Effect of the Physical Work Environment on the Creation of Linking and Communal Social Capital | **Thomas J. Zagenczyk**, U. of Pittsburgh

☉ **Cultivating Transformative Collaboration: Actionable Knowledge as Aesthetic Achievement** | **Frank J. Barrett**, Naval Postgraduate School

Discussant: **Phyllis R. Okrepkie**, U. of Mary

Wednesday 8:30AM

1103 : (Paper Session) - (BPS) TCE: Transaction Governance

8:30am - 10:20am Sheraton New Orleans Hotel: Grand Chenier

Chair: **Thomas Hawk**, Frostburg State U.

Organizing a firm Under Kightian Uncertainty: Extending Current Theories of the Firm. | **Sharon A. Alvarez**, Ohio State U.

→ **Using Hostages to Support Exchange: Dependence Balancing and Partial Equity Stakes in Japan** | **Christina L. Ahmadjian**, Hitotsubashi U., Tokyo, Japan; **Joanne E. Oxley**, U. of Michigan

☉ **Supervision Clauses in Technology Licensing Agreements: the Governance of Knowledge Transfers** | **Regis Coeurderoy**, Louvain U.; **Eric Brousseau**, U. of Paris Nanterre

Transaction Alignment and Survival: Performance Implications of Transaction Cost Alignment | **Lyda S. Bigelow**, Washington U.

The influence of technological similarity and industry rivalry on alliance governance | **Joseph P. McGill**, Kean U.

Discussant: **Donald E. Hatfield**, Virginia Polytechnic Institute and State U.

1104 : (Paper Session) - (BPS) Mergers and Acquisitions

8:30am - 10:20am Sheraton New Orleans Hotel: Grand Coueteau

Chair: **Gerhard Fink**, Wirtschaftsuniversitaet Wien

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.

Mergers as a Growth Strategy in Law Firms: The Impact on Attorney Departures and Recruitment | **Lisa Hauelsen Rohrer**, Harvard U.

→ **Acquiring Intangibles Through M&As: Exploring Differences Between Public and Private Targets** | **Jung-Chin Shen**, INSEAD; **Laurence Capron**, INSEAD

Contractual and Governance Remedies to Adverse Selection in M&A | **Jeffrey J. Reuer**, U. of North Carolina, Chapel Hill; **Roberto Ragozzino**, Ohio State U.

The Role of Aspiration in Acquisition Likelihood | **Jay (Ji-Yub) Kim**, U. of Southern California; **Sydney Finkelstein**, Dartmouth College; **Nandini Rajagopalan**, U. of Southern California

Discussant: **Irene M. Duhaime**, Georgia State U.

1105 : (Paper Session) - (BPS) Interorganizational Networks

8:30am - 10:20am Sheraton New Orleans Hotel: Napoleon B1

Chair: **Kate Joyner**, Queensland U. of Technology

☉ **Is Cooperation Definitive? Evolution of Relationships within an Industrial District:the Technic Val.** | **Michel Barabel**, U. of Paris 12; **Isabelle Huault**, U. Paris 2; **Olivier Meier**, U. of Paris 12

→ **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. Gruca**, 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**, Imagination Lab Foundation; **Claus Jacobs**, Imagination Lab Foundation; **Johan Roos**, Imagination 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

Challenging Traditions in Strategy: An Introduction | **Julia Christine Balogun**, City U., London; **Paula Jarzabkowski**, Aston U.

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.

Modeling Group Judgment: Collective Quantity Estimation | **Bryan Bonner**, U. of Utah

Overcoming the Bias for Shared Information in Groups: Transactive Memory versus Process Accountability | **J. Stuart Bunderson**, Washington U.; **Jeffery A. Thompson**, Brigham Young U.; **Ty Elliott**, Brigham Young U.

Group conflict and utilization of member expertise: How functional roles predict member influence an | **Kristin M. Jackson**, Cornell U.; **Ethan Burris**, Cornell U.; **Melissa C. Thomas-Hunt**, Cornell U.

Who gets heard? The impact of status on perceptions of experts' behavior in groups | **Melissa C. Thomas-Hunt**, Cornell U.; **Katherine W. Phillips**, Northwestern U.; **Denise Lewin Loyd**, Northwestern U.; **Jennifer Whitson**, Northwestern 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

1110 JS: (CMS, MED) The Arts and Liberal Arts in Management Education: Beyond the Rational Functionalist Model

8:30am - 10:20am Ritz Carlton: La Salle

Explorations in the use of the arts and liberal arts in management education as an alternative to the rational functionalist model.

Coordinator: **Tony G. LeTrent-Jones**, Independent Consultant

Presenters: **Cliff Oswick**, U. of Leicester; **Stephen B. Sloane**, Saint Mary's College of California; **Dave M. Boje**, New Mexico State U.; **Grace Ann Rosile**, New Mexico State U.

1111 : (Paper Session) - (ENT) Strategic Behaviors of Entrepreneurial Firms

8:30am - 10:20am Sheraton New Orleans Hotel: Salon 829

Chair: **Reginald M. Beal**, Florida A&M U.

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.; **Yoshihiro Eshima**, 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 Hernández, 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.

Presenters: **Eugene F. Stone-Romero**, U. of Central Florida; **Dianna L. Stone**, U. of Central Florida; **Jaewon Ko**, U. of Arizona; **Keith James**, Colorado State U.; **Carolina P. Moliner**, U. Miguel Hernández, Elche; **Edward Bitzer**, 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

Recruitment messages: Effects of web pages, career fairs, Vault.com on job seekers' image beliefs | **Daniel M. Cable**, U. of North Carolina, Chapel Hill; **Kang Yang Trevor Yu**, U. of North Carolina/Nanyang Business School

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

Presenters: **Kang Yang Trevor Yu**, U. of North Carolina/Nanyang Business School; **Richard Thomas Cober**, Booz Allen Hamilton; **Brian R. Dineen**, U. of Kentucky; **Julie 'JP' Palmer**, U. of Missouri at Columbia

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. Mezas**, 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 Uff-Moller Nielsen**, Aarhus U.; **Lars Bonderup Bjorn**, Aarhus U.

1115 → JS: (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 Conseil

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

Participants: **Cary L. Cooper**, Lancaster U.; **Lin Shi**, Beijing Normal U.; **Burcu Rodopman**, U. of South Florida; **Xian Xu**, U. of South Florida; **Paul E. Spector**, 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 Innovation and Success | **Francoise Dupuich-Rabasse**, Esc Rouen; **Georges Trepo**, HEC, France
 - 🗨️ Knowledge Management as Competitive Advantage: Lessons from the Textile and Apparel Value Chain | **Paula Danskin Harveston**, Berry College; **Basil G Englis**, Berry College; **Michael R Solomon**, Auburn U.; **Marla Goldsmith**, Berry College; **Jennifer Davey**, Berry College
 - 🗨️ How US Firms Did Address Skill Shortage | **Dominique Besson**, USTL Lille1 U.; **Slimane Haddadj**, Not Specified
- Discussant:* **Robert F. Jenefsky**, 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 JS: (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. Stiles**, 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 Versus 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.

Mountains Out of Molehills?: Mediating Effects of Self-esteem in Predicting Workplace Complaining | **Anita K. Heck**, Louisiana State U.; **Arthur G. Bedeian**, Louisiana State U.; **David V. Day**, Pennsylvania State 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: Mardi Gras Salon E - OB

Presented on Panels 16-19

- 🗨️ A Multidimensional Safety Climate Approach to Patient Treatment Errors | **Tal Katz-Navon**, The Interdisciplinary Center; **Eitan Naveh**, Technion-Israel Institute of Technology; **Zvi Stern**, Hadassah Hebrew U. Medical Center
- 🗨️ Antecedents of Safety Climate: Management-employee Relations and Perceived Organizational Support | **J. Craig Wallace**, Tulane U.; **Eric Popp**, Eastern Kentucky U. ; **Scott Mondore**, United Parcel Service
- ➔🗨️ The Measurement of Emotional Intelligence | **M. Afzalur Rahim**, Western Kentucky U.
- 🗨️ Organizational Focus on Emotion Work | **Andrea Fischbach**, Georg-August-U.

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 Holladay**, 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

- 🗨️ An Examination of the Links between Family-to-Work Conflict, Job Enrichment and LMX | **Laurent M. Lapierre**, U. of Ottawa; **Rick D. Hackett**, McMaster U.; **Simon Taggar**, Wilfrid Laurier U.

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

Participants: **Howard J. Klein**, Ohio State U.; **Thomas E. Becker**, U. of Delaware; **Aaron Cohen**, Haifa U.; **Henry Moon**, Emory U.; **Paula C Morrow**, Iowa State U.; **Mitchell J. Neubert**, Baylor U.

1123 ➔JS: (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 Schultze**, Southern Methodist U.

1125 → JS: (OCIS, TIM, CAR) Effective Human E-Service Delivery?

8:30am - 10:20am New Orleans Marriott: Preservation Hall Studio 9

What Undermines Usage of E-Career Support? | **Svetlana Khapova**, Twente U.; **Jörgen Simon Svensson**, Twente U.; **Celeste P.M. Wilderom**, Twente U.; **Michael B. Arthur**, Suffolk U.

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 Counseling: 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.

→ Strategies of alignment. Reconciling identity and image in organizations | **Davide Ravasi**, Bocconi U.; **Nelson Phillips**, Cambridge 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

Who Got Arthur Andersen's Clients? Balancing Relationships in the Audit Industry. | **Michael Jensen**, U. of Michigan ; **Aradhana Roy**, U. of Michigan

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

The Benefit of Going Alone? Syndication and Time to IPO | **Mikolaj Jan Piskorski**, Stanford U.; **Kaisa Snellman**, Stanford U.

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.

LAD: An Alternative Estimator for Structural Equation Models | **Enno Siemsen**, U. of North Carolina, Chapel Hill; **Kenneth Bollen**, U. of North Carolina, Chapel Hill

How Many Subjects? Revisiting the Sample Size Issue in Structural Equation Modeling | **Gordon W. Cheung**, Chinese U. of Hong Kong

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 Tejada**, 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 | **Jiing-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. Pfarrer**, 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
- OMT: Event Attention, Environment Reenactment, and Institutional Change: A Study of Health-Care Reform | **Amit Nigam**, Northwestern U.; **William Ocasio**, Northwestern U.
- OMT: Isomorphism in Organizational Self-Representation in the World Wide Web? | **Achim Oberg**, U. of Mannheim; **Tino Schoellhorn**, U. of Mannheim; **Michael Woywode**, Aachen U.
- PNP: Brazilian Nonprofit Organizations and the New Legal Framework: an Institutional Perspective | **Mário Aquino Alves**, U. Presbiteriana Mackenzie; **Natalia M. Koga**, E. de Administração Publica e de Empresas, Fundação Getúlio Vargas

1131 : (Paper Session) - (SIT) **Signals and Status**

8:30am - 10:20am Ritz Carlton: Baronne

Facilitator: **Cesar 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 Woodard**, 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 CaliforniaBPS: Ideas Meet Organizations. Intrapreneurship and Evolutionary Perspectives on Firm Growth | **Christian H. Czernich**, Stockholm School of Economics

- 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

ENT: Austrian Entrepreneurship: Venturing Beyond Creative Destruction and Entrepreneurial Discovery | **Todd H. Chiles**, U. of Missouri, Columbia; **Vishal K. Gupta**, U. of Missouri, ColumbiaOMT: 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

- ENT: 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 Allocca**, Pace U.
- Direct and Indirect Effects of Product Portfolio on Firm Survival in WW Optical Disk Drive Industr | **Olga 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.

- ENT: 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

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. 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**, Milltown Institute

Presenters: **Michael Stebbins**, Gonzaga U.; **Margaret Benefiel**, Milltown 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. 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. 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

🗣️ Creating Public Action: Principals & Agents in a Pennsylvania Commonwealth Change Management Program | **Neil M. Boyd**, Penn State

🗣️ Social Trust, Crisis And Contributions: A Longitudinal Analysis | **Michele A. Govekar**, Ohio Northern U.; **Paul L. Govekar**, Ohio Northern U.

🗣️ Behaviors of Not-for-Profit Managerial Leaders: An Empirical Study of Crisis and Stable Situations | **Tim O. Peterson**, Oklahoma State U.; **David D. Van Fleet**, Arizona State U. West

Discussant: **David R. Connelly**, Western Illinois U.

Wednesday 10:40AM

1140 : (Paper Session) - (BPS) Organizational Design and Modularity

10:40am - 12:00pm Sheraton New Orleans Hotel: Grand Couteau

Chair: **Jeanne 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.

The Pricing and Profitability of Modular Clusters | **Carliss Y. Baldwin**, Harvard U.; **Kim B. Clark**, Harvard U.; **C. Jason Woodard**, Harvard 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

🗣️ Toward An Ego Network Theory Of Innovation | **Manish K Srivastava**, Virginia Polytechnic Institute and State U.; **Devi R. Gnyawali**, Virginia Polytechnic Institute and State U.

🗣️ ➔ Knowledge-Based Fuel Cell Alliances: Role of National Institutions, Firm and Industry Characteristics | **Gurneeta Vasudeva**, George Washington U.

🗣️ 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 Eifenbein**, 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

1143 : (Paper Session) - (ENT) Corporate Entrepreneurship

10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 829

Chair: **Joan Gillman**, U. of Wisconsin, MadisonCorporate Entrepreneurship: Linking Strategic Roles to Multiple Dimensions of Performance | **Johanna Mair**, IESE; **Cristina Rata**, IESECorporate Entrepreneurial 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 KongCorporate Entrepreneurship & Equifinality: An Empirical Analysis of Strategy-Structure-Performance | **Daniel F. Jennings**, Texas A&M U.; **Kevin Hindle**, Australian Graduate School of Entrepreneurship**1144 JS: (GDO, CAR) 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, DearbornMistaken Identity at Work: The Dynamics of Being Misunderstood | **Judith A. Clair**, Boston CollegeMental Illness and Feeling Misunderstood | **Aimee Ellis**, Arizona State U.Sexual Orientation and Feeling Misunderstood | **Kathleen Duncan**, U. of La VerneReligious Affiliation and Feeling Misunderstood | **Susan L. Kirby**, Texas State U.Chronic Illness and Feeling Misunderstood | **Joy E. Beatty**, U. of Michigan, DearbornPresenters: **Judith A. Clair**, Boston College; **Kathleen Duncan**, U. of La Verne; **Aimee Ellis**, Arizona State U.**1145 → (HR) HRM Across National Borders: Evidence of Convergence in HRM?**

10:40am - 12:00pm New Orleans Marriott: Balcony 1 J K

Brewster, Mayrhofer and Morley: *Learning Across National Boundaries: evidence of convergence in HRM practices? de Wentrick and Buyens: Explaining D*Chair: **Chris Brewster**, Henley Management CollegeLearning 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 LimerickExplaining differences in HR practices among countries: Legislative or cultural determinants | **Koen Dewettinck**, Ghent U.; **Dirk Buyens**, Vlerick Leuven Gent Management SchoolConverging HR management: A comparison between Estonian and Finnish HR strategies and practices | **Sinikka Vanhala**, Helsinki School of Economics; **Ruth Alas**, Estonian Business SchoolHuman 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 The Corporate Strategy and HRM | **Cavide Uyargil**, Istanbul U.; **Lale Tuzuner**, Istanbul U.Speakers: **Michael J. Morley**, U. of Limerick; **Wolfgang Mayrhofer**, Vienna U. of Economics and Business Administration; **Koen Dewettinck**, Ghent U.; **Dirk Buyens**, Vlerick Leuven Gent Management School; **Sinikka Vanhala**, Helsinki School of Economics; **Irene I. Nikandrou**, Athens U. of Economics and Business; **Eleni Stavrou**, U. of Cyprus; **Cavide Uyargil**, Istanbul U.; **Lale Tuzuner**, Istanbul U.; **Ruth Alas**, Estonian Business School; **Nancy Papalexandris**, Athens U. of Economics and Business**1146 → (Paper Session) - (IM) Developing, Leveraging, and Managing Expatriates in the MNC**

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, BerkeleyExpatriate 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.**1147 → (Paper Session) - (IM) Institutional Reforms and International Firms**

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon C2

Chair: **Lorraine Eden**, Texas A&M U.→ International Coercion, Emulation and Policy Diffusion: Infrastructure Reforms, 1977-1999 | **Witold J. Henisz**, U. of Pennsylvania; **Bennet A. Zelner**, Georgetown U.; **Mauro F. Guillen**, U. of Pennsylvania→ 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.→ The Coevolution of Network Strategy and Institution: An Integrated Framework | **Qi Zhou**, Ohio State U.; **Jiewei Yu**, Ohio State U.Discussant: **Timothy M Devinney**, Australian Graduate School of Management

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

Examining Mutual Inter-cultural Adjustment: Implications for Understanding the Role of Expatriates | **Angelika Zimmermann**, Sheffield U.; **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 📖: (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; **Judi Neal**, 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; **Roya 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 Effects of Voice-Based Participation Across Multiple and Interrelated Stages of Decision-Making 🗣️ | **Kenneth H. Price**, U. of Texas, Arlington; **James J. Lavelle**, U. of Texas, Arlington; **Amy B. Henley**, U. of Texas, Arlington; **Faye K. Cocchiara**, U. of Texas, Arlington; **F. Robert Buchanan**, U. of Texas, Arlington

☛ The Pendulum: An Emergent Theory of Group Decision Making ☞ | **Henry Moon**, Emory U.; **Holly S. Slay**, U. of Maryland

Motivated Information Processing and Group Decision Making: Effects of Process Accountability | **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?**

10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 8

Chair: **Mark Keil**, Georgia State U.

The Effects of Computer Versus Person-Mediated Feedback on Perceptions of Accuracy and Performance | **G. Stoney Alder**, U. of Nevada, Las Vegas; **Maureen L. Ambrose**, U. of Central Florida

The Media Toolbox: Combining Media in Organizational Communication | **Stephanie L. Woerner**, Massachusetts Institute of Technology; **Wanda J. Orlikowski**, Massachusetts Institute of Technology; **JoAnne Yates**, Massachusetts Institute of Technology

☛ The Role of Technology in Home-Based Telecommuting: An Empirical Investigation | **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**

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon A2

Chair: **Param Srikantia**, Baldwin Wallace College

☛ The Case of the Disappearing Firms: Empirical Evidence and Implications | **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 | **Desmond W Ng**, Texas A&M / U. of Alberta

Exploring the Ripple Effect of Organizational Layoffs: An Embeddedness Perspective | **Bindu Arya**, U. of Texas, Dallas; **Zhiang Lin**, U. of Texas, Dallas

☛ Downsizing Exemplars: Finding Guidelines in a Success Story | **Paul Nutt**, Ohio State U.; **michael f hogan**, Ohio Department of Mental Health

Discussant: **Sylvia Flatt**, U. of San Francisco

1157 : (Paper Session) - (OMT) **Creating and Building Knowledge**

10:40am - 12:00pm Sheraton New Orleans Hotel: Napoleon B3

Chair: **Lisa Dragoni**, U. of Maryland

Imitating to Build Organizational Capability: A Dynamic View of Learning by Doing | **J. Bradley Morrison**, Massachusetts Institute of Technology

☛ Knowledge Sharing and Team Performance in Challenging Organizational Environments | **Martine R. Haas**, Cornell U.

Niches and Network Structure: Inventor Performance in an Intrafirm Technology Space | **Jerry W. Kim**, Harvard U.

→ Knowledge Creation in Global Networks | **Marie Louise Mors**, INSEAD

Discussant: **Martin Schulz**, U. of British Columbia

1158 ☛: (OMT) **You Can't Study That!: Research on Socially Disapproved Organizational Behaviors**

10:40am - 12:00pm Sheraton New Orleans Hotel: Salon 828

Organizers: **Amy Wrzesniewski**, New York U.; **Michel J. Anteby**, New York U.

Your Aerospace Factory Also Produces Fireplace Mantels? Researching Clandestine Factory Artifacts | **Michel J. Anteby**, New York U.

Intimate Relations with the Bathhouse: Investigating Core-Stigmatized Organizations | **Gerardo A. Okhuysen**, U. of Utah; **Bryant A. Hudson**, Louisiana State U.

Challenges and Strategies Associated with Organizational Misconduct: Studying Deceptive Sales Practi | **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**

10:40am - 12:00pm Fairmont: Creole

Chair: **Myleen Leary**, California Polytechnic State U., San Luis Obispo

☛ New Venture Creation in the Nonprofit and For-Profit Sectors | **Richard Twu**, Indiana U., Bloomington

Institutional Effects and Organizational Form: Accounting for Organizational Mix in Social Services ☞ | **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? | **Kirsten Grønberg**, Indiana U., Bloomington; **Richard M. Clerkin**, Indiana U., Bloomington

Discussant: **Phyllis R. Okrepkie**, U. of Mary

1160 : (Paper Session) - (RM) **Bibliometrics, Networks, and Innovation Scale Development**

10:40am - 12:00pm New Orleans Marriott: Preservation Hall Studio 1

Chair: **Fred Switzer**, Clemson U.

Identifying Streams Within a Scientific Discourse: A Bibliometric Approach with Cluster Analysis | **Juha T. Mattsson**, Helsinki U. of Technology

The Need for Robust Network Analysis Techniques for Studies of Multiplex Business Interactions | **Charles Carroll**, U. of Groningen

Disruptiveness of Innovations: Measurement and an Assessment of Reliability and Validity | **Vijay Govindarajan**, Amos Tuck School of Business at Dartmouth College; **Praveen Kopalle**, Amos Tuck School of Business at Dartmouth College

Discussants: **Steve Scullen**, North Carolina State U.; **Lisa Schurer Lambert**, U. of North Carolina, Chapel Hill

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

Decision Applications for Organizations in Crisis Situations: Creating and Utilizing Social Capital | **William Ross O'Brien**, Dallas Baptist U.; **Tyge Payne**, U. of Texas, Arlington

Discussants: **Frank den 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: Balancing 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 Schildt**, Helsinki U. of Technology; **Markku V. J. Maula**, Helsinki U. of Technology; **Thomas Keil**, York U.

Integrative Management Practices and the Exploration/Exploitation Dilemma in Japanese and U.S. Firms | **C. Annique Un**, Cornell U.

Mitigating the Tradeoff between Time-to-Market and Manufacturing Performance | **Nile W. Hatch**, Brigham Young U.; **Jeffrey Macher**, Georgetown U.

Discussant: **Sai Krishna Yayavaram**, 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 Mouly**, 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 A 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 / ICCSRTrust 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 AntipolisOrganizational 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 Lerpold**, 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 PennsylvaniaActual 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 Newbury**, 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 LondonPresenters: **Bill Cooke**, U. of Manchester ; **Stephen Procter**, U. of Newcastle, U.K. ; **Ann Rippin**, U. of Bristol; **Jean Helms Mills**, Saint Mary's U.; **Lois Landis Kurowski**, Indiana U., Kokomo; **Emma Bell**, Warwick U.; **John Hassard**, U. of Manchester Institute of Science & Technology; **Albert J. Mills**, Saint Mary's U.; **John Francis Wilson**, Nottingham U.; **Richard Marens**, California State U., Sacramento**1170** : (OB) **Helping Behavior and Knowledge Work: Turning Research into Action**

12:20pm - 2:10pm New Orleans Marriott: Balcony L M N


Organizers: **Katherine A. Lawrence**, U. of Michigan ; **Ruth Blatt**, U. of Michigan, Ann ArborWhen They Don't Have To: The Helping Behaviors of Temporary Knowledge Employees | **Ruth Blatt**, U. of Michigan, Ann ArborPutting it Together... Bit by Bit: The Dynamic Process of Helping in Collaborative Work | **Katherine A. Lawrence**, U. of MichiganBeing There: Face Time, Flexible Work Arrangements, and Helping in Work Groups | **Linn Van Dyne**, Michigan State U.; **Ellen Ernst Kossek**, Michigan State U.; **Sharon Lobel**, Seattle U.Presenters: **Linn Van Dyne**, Michigan State U.; **Ellen Ernst Kossek**, Michigan State U.; **Sharon Lobel**, Seattle U.Discussant: **Peter J. Frost**, U. of British Columbia**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 Vakola**, Athens U. of Economics and Business; **Ioannis Nikolaou**, Athens U. of Economics and Business; **Dimitris Bourantas**, 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 TexasLinks Between Leader-Member Exchange and Job Performance Tested at Multiple Levels of Analysis | **Nadia Nufer**, U. of Queensland; **John Gardner**, U. of Queensland

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

Creating Value by Upsetting Technological Standards: The Potential of Open Source Development | **Matthias Brauer**, U. of St. Gallen; **Mark Macus**, U. of St. Gallen

 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

 Cultivating the Digital Commons: A Framework for Collective Open Innovation | **Sheen S. Levine**, U. of Pennsylvania; **Sonali Shah**, U. of Illinois, Urbana-Champaign

Discussant: **Deepak Somaya**, U. of Maryland

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