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Welcome to the 2005 AOM Annual Meeting in Honolulu

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

Record Program Participation

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

2005 Theme: A New Vision of **Management in the 21st Century**

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

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

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

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

Ken G. Smith 2005 Program Chair

Ken I Smith,

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Jimmy Le

2005 Program Coordinator

Oing Cao

2005 Program Coordinator

Thomas W. Lee 2005 PDW Chair Janet A. Thompson 2005 PDW Coordinator

All Academy Program Highlights

Making Public Schools Work: Management Reform as

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

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

Making Public Schools Work: Management Reform as the Key Monday, August 8, 8:30 am – 10:20 am Hawaî i Convention Center, Room 315

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

The Future of Business Schools: How Must They Change? Sunday, August 7, 3:00 pm — 4:50 pm Hawaî i Convention Center. Room 315

Past Visions of the Academy: Astute or Wishful

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

Astute Foresight or Wishful Thinking: A Forum on Management and Organizational Prophecy Monday, August 8, 2:30 pm – 3:50 pm Hawai i Convention Center, Room 315

Research that Informs Management Practice. It has

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

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

Future Theorizing: Lessons from the Past. The field of management largely advances by the development of new theory. We have a good idea of what theory is (or is not) but we know less about the process by how it is developed. We need to better understand how the theory development process begins, how the search process proceeds, how alternatives are developed and solutions emerge, how the ideas are

integrated into theory, and how theory is refined or changed over time. From whom can we better learn this process than outstanding scholars who have developed important management theories? Chaired by Mike Hitt, this symposium includes "master" scholars (Barney, Locke, Mintzberg, Mitchell, Scott) who are pioneers in the development of new theory or have made significant contributions to the development of an important theoretical paradigm in management.

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

Division Program Highlights

The AoM Fringe Café – AcademyArts:

AcademyArts Chair: Chris Poulson. Fringe Café Organizers: David Cowan, Hans Hansen, Pedro David Pérez, Chris Poulson, Matt Statler and Gail Whiteman.

Sponsors: AoM Organizing Committee, Miami University.

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

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

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

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

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

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

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

Check your registration packet for the complete schedule.

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

Careers: During this past year, an esteemed forefather of the Careers Division, Dr. Michael Driver, passed away. The Careers Division is honored to celebrate the life and work of Michael J. Driver with a Festschrift. A distinguished panel of speakers, organized by Suzanne de

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

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

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

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

variety of contexts including team interactions, intercultural relations, organizational diversity, labor relations, workplace disputes, community conflict and public policy development. Come check out our division!

Trust and Trust Repair

Monday, August 8, 10:40 am - 12:00 pm Hawai i Convention Center, Room 318B Conflict Division Business Meeting Tuesday, August 9, 5:30 pm - 6:30 pm Hawai i Convention Center, Room 319B

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

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

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

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

CMS Plenary: John Bellamy Foster Monday, August 8, 8:30 am - 10:10 am Sheraton Waikiki, Honolulu Room CMS Keynote Address: Henry Mintzberg Tuesday, August 9, 8:30 am - 10:10 am Sheraton Waikiki, Honolulu Room

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

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

On Tuesday, the paper session titled "Stigmas and Invisible Identities" will be held in the Sea Pearl Suite from 10:30 - 11:50, and "Organization Theory Meets Diversity: Advancing the Field" includes outstanding papers will be in the South Pacific 1, Hilton Hawaiian Village, from 4:10 - 5:20, just before the theme session.

"Mobilizing for the Future" will focus on "mobilizing" GDO members, research, and actions for the future. Please come from 5:20 to 6:30 to the South Pacific 1 and get involved.

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

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

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

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

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

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

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

Flight Capital: David Heenan Discusses Loss of American Jobs (10673) Saturday, August 6, 9:30 am – 10:30 am Sheraton Waikiki Beach, Maui Ballroom MC Communities of Practice
Saturday, August 6, 10:45 am — 11:45 am
Sheraton Waikiki Beach, Maui Ballroom
Mangement Consulting Members and
Friends Dinner Cruise
Saturday, August 6, 7:00 pm — 10:00 pm
China: The Challenges of Consulting in the 21st
Century (10670)
Sunday, August 7, 11:00 am - 12:00 pm
Hawai i Convention Center, Room 311

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

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

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

Future Consulting — Diversifying into New Niches
Monday, August 8, 12:20 pm — 2:10 pm
Hawai i Convention Center, Room 314
The MCD Distinguished Speaker, Steve Kerr Consulting
and Academia
Monday, August 8, 4:10 pm — 5:20 pm
Hilton Hawaiian Village, Coral Ballroom 1

Management History: The Management History division would like to highlight our session and reception honoring Daniel Wren and his new book, "The History of Management Thought" (5th ed).

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

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

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

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

winners, offer thanks to our members who have served the division during the last year (especially our dedicated reviewers!), reconnect with old friends, and make new connections.

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

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

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

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

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

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

OMT Welcome Breakfast and Distinguished Scholar Award Monday, August 8, 8:30 am - 10:20 am Hawai i Convention Center, Room 301A

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

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

Social Issues in Management: This year, SIM is hosting 13 paper sessions (with 52 papers), 6 interactive sessions (with 26 papers), 2 co-located sessions of visual presentations (totaling 20 papers), 6 All Academy symposia, 4 Showcase symposia, 9 joint division symposia, and 5 SIM symposia - and a very active program of outstanding professional development workshops (PDW). The SIM Division is proud of all the papers, symposia, and workshops we are sponsoring, and all Academy members are cordially invited to partake of as much of the SIM program as possible. The SIM scheduled program will take place in

the Sheraton Waikiki hotel, with the visual presentations in the Hawai`i Convention Center and the All Academy symposia, Showcase symposia, some joint symposia, and interactive sessions in various locations as set by the Academy. We encourage all members of the SIM Division to take particular note, in a rich program of offerings, of the following important division-wide events planned for the Honolulu conference.

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

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

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

Monday 4:10 pm - 5:20 pm: Visual Presentations (Hawai`i Convention Center) - The SIM Division has grouped its visual presentations into two large visual villages of 10 papers each, titled "SIM Visual Village - New Visions". Both sessions have been scheduled Monday from 4:10 pm to 5:20 pm in Exhibit Hall III of the Convention Center with all 20 papers in close proximity for easy access by SIM attendees. The SIM scheduled program has been cleared of any other sessions. Please

plan if at all possible to go to the Convention Center and visit with our colleagues doing visual presentations. Your interest and support will be much appreciated by the presenters.

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

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

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



Pencil Drawing of American-Chinese Daughters Teri C. Tompkins, Pepperdine U.

Special Thanks

AOM Headquarters

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James P. Guthrie

Interactive Papers Chair

Greg Young

Caucuses Chair

Walter Ferrier

Visual Village Chair

Hun Lee

Local Arrangements

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Mary Mallott (co-chair)

Jerry Calton (co-chair)

Dharm P S Bhawuk

Hank Hennessey

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Claire Simmers

Liz Borredon

Kenneth Gray

Karen Moffitt

Douglas Johnson

David Turnipseed

Jill Kickul Lisa Gundry

11

Others

University of Maryland-Robert H.

Smith School of Business

University of Washington

Business School

University of Hawai'i

Howard Frank (Dean, Robert H. Smith School of Business, U. of

Maryland)

James Jiambalvo (Dean, U. of

Washington Business School)

Vance Roley (Dean, College of Business, U. Hawai i at Manoa)

Nicola Allfree

Wendy Clark

Mary Uhl-Bien



Meet the Meeting Planners

The Honolulu, Hawai`i 2005 Organizing Committee

Program ChairKen G. Smith, U. of Maryland
Program Chair-Elect
Co-Program CoordinatorQing Cao, U. of Maryland
$\hbox{Co-Program Coordinator} \\ \hbox{Jimmy Le, Academy of Management}$
PDW CoordinatorJanet A. Thompson, U. of Washington
Local Arrangements Committee Co-ChairMary Mallott,
U. of Hawai`i, West O`ahu
Local Arrangements Committee Co-ChairJerry Calton, U. of Hawai`i, Hilo
All-Academy Symposia ChairJames Guthrie, U. of Kansas
· · · · -
Interactive Papers ChairGreg Young, North Carolina State U.
Caucuses Chair
Visual Village ChairHun Lee, George Mason U.
Proceedings EditorK. Mark Weaver, Rowan U.
Director of SponsorshipKaren Whelan-Berry, Utah Valley State College
$\begin{tabular}{lllllllllllllllllllllllllllllllllll$
Director of Placement ServicesScott Douglas, Binghamton U.
Director of MembershipRegina Greenwood, Kettering U.
International Theme CommitteeDavid Lamond, Sydney Graduate School of Management
Past Program ChairThomas Cummings, U. of Southern California
Past Program CoordinatorYolanda Jones, U. of Southern California
Web Program SupportMatthew Suppa, Academy of Management
Web Program SupportBret Hilton, Academy of Management
Meeting OperationsTaryn Fiore, Academy of Management
Registration ManagerIsabel Dichiara, Academy of Management
RegistrarJel Hampson, Academy of Management

The Local Arrangements Committee

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

AOM Headquarters Staff

Alpha Staff Roster	Title
Elena Bunin	Internet & Web Development Manager
Ruth Chan	Financial Assistant
Heather Crowe	Financial Manager
Isabel Dichiara	Registration, Member Services Specialist
Taryn Fiore	Meeting Specialist
Jel Hampson	Registrar, Member Services Assistant
Bret Hilton	Technical Specialist
Jimmy Le	Program Coordinator
Terese M. Loncar	Assistant Director
Alina Matei	Database Developer/Programmer
Matthew Suppa	Assistant Director,
	Information Systems and Communications
Nancy Urbanowicz	Executive Director
Lise Yager	Administrative Assistant
Susan Zaid	Communications Specialist

The Division & Interest Group Program Chairs and Professional Development Workshop Chairs

Program Chairs of the Professional Divisions and Interest Groups

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

PDW Chairs of the Professional Divisions and Interest Groups

BPS	Russell Coff, Emory U.
CAR	Mary Mallon, Massey U.
CM	Susan E. Brodt, Queen's U.
CMS	Bill Michael Cooke, U. of Manchester
ENT	Connie Marie Gaglio, San Francisco State U.
GDO	Lynn Bowes-Sperry, Western New England College

HCM	Timothy Hoff, SUNY, Albany
HR	John R. Hollenbeck, Michigan State U.
IM	Timothy Michael Devinney, UNSW, Australian Graduate School of Mg
MC	Susan Adams, Bentley College
MED	Laurie Milton, U. of Western Ontario
MH	Karl Moore, McGill U.
MSR	Margaret Benefiel, Milltown Institute
MOC	Mary Waller, Tulane U.
OM	Hale Kaynak, U. of Texas, Pan American
OMT	Kimberly D. Elsbach, U. of California, Davis
ODC	Michael R. Manning, New Mexico State U.
OB	Francis J. Yammarino, SUNY, Binghamton
OCIS	Ulrike Schultze, Southern Methodist U.
ONE	Alfred Marcus, U. of Minnesota
PNP	Dean Eitel, DePaul U.
RM	Mark Gavin, Oklahoma State U.
SIM	Thomas J. Donaldson, Wharton School
TIM	Lori Rosenkopf, U. of Pennsylvania

Additional PDW Chairs

Asia Academy of

ManagementPing-Kwong Yeung, Open U. of Hong Kong
Steve S. Lui, City U. of Hong Kong
Iberoamerican Academy
of ManagementCarolina Gomez, Florida International U.
Patricia Martinez, U. of Texas, San Antonio
International Theme CommitteeClaire A. Simmers, St. Joseph's U.
Practice Theme CommitteeC Douglas Johnson, Georgia Southern U. David Turnipseed, Indiana U. Purdue U.
Teaching Theme
CommitteeJill Kickul, Simmons School of Management
Lisa Gundry, Depaul U.
Mentoring CommitteeLiz Borredon, EDHEC School of Management
Kenneth Gray, Florida A&M U.
New Doctoral Student ConsortiumKaren Moffitt, U. of Memphis



65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

Professional Development Workshops: August 5-7 Refereed Scholarly Program: August 7-10

IMPORTANT DATES

JUNE 29, 2005 - Deadline to reserve your hotel room with the Housing Bureau
JULY 15, 2005 - Deadline to register for the meeting in advance at the early registration rate
JULY 22, 2005 - Deadline to cancel your registration for the Annual Meeting and Receive a Refund
(See housing section for hotel cancellation policy)

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

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

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

RESERVE YOUR ROOM

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

MAIL: AOM HAWAII HOUSING BUREAU

P.O.BOX 825

108 Wilmot Road, Suite 400 Deerfield, IL 60015-0825

PHONE: 800-974-9833; 847-282-2529 FAX: 800-521-6017; 847-940-2386

REGISTER TO ATTEND

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

MAIL: Academy of Management

Attn: Registration P.O. Box 3020

Briarcliff Manor, NY 10510-8020

FAX: 914-923-2615

Hours of operation: 9:00 am - 5:00 pm EST Monday - Friday

MAKE YOUR TRAVEL ARRANGEMENTS

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

WEB: www.atcmeetings.com/aom
E-MAIL: reservations@atcmeetings.com

FAX: 858-362-3153

Hours of operation: 9:00 am - 7:30 pm EST Monday-Friday



65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

Reservations must be made with the AOM HAWAII HOUSING BUREAU by June 29, 2005 to benefit from the reduced room rates. After June 29, 2005, you may continue to make reservations on-line or by faxing completed forms to the AOM HAWAII HOUSING BUREAU until July 11, 2005, however, the reduced rates and hotel availability cannot be guaranteed.

Visit http://meetings.aomonline.org/2005/

to make your housing reservations on-line, 24 hours a day, 7 days a week, or follow the instructions below and complete the 2005 AOM ANNUAL MEETING HOUSING RESERVATION FORM.

HOUSING INFORMATION AND INSTRUCTIONS

DEADLINE: June 29, 2005

MEETING AND HOTEL INFORMATION

<u>Sessions</u> will be held at the Hawaii Convention Center, Hilton Hawaiian Village and The Sheraton Waikiki.

<u>Placement Services</u> will be held at the Hilton Hawaiian Village for the duration of the conference.

Please visit

http://meetings.aomonline.org/2005/ to view the hotel map.

Hotel Names and Addresses	Single/Dou	ıble
Hilton Hawaiian Village & Spa 2005 Kalia Road Honolulu, HI 96815-1999	Garden View Mountain View Partial Ocean View Ocean View Ali'i Tower	\$199.00 \$199.00 \$231.00 \$256.00 \$299.00
Sheraton Waikiki		
SOLD Please visit http://meetings.aomonline.	–	ing options.

Housing Form Instructions

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

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

Continued on the next page

All rates listed are in US Dollars. A valid credit card is required to guarantee your room reservation. Current room tax in Waikiki is 11.41% and occupancy tax also applies.



65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

HOUSING INFORMATION AND INSTRUCTIONS

Continued from previous page

RESERVATION PROCEDURES:

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

CHANGES AND CANCELLATIONS:

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

SPECIAL NEEDS:

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

STUDENT-ONLY HOUSING:

Attention students! Please reserve your room at The Ohana Maile Skape io Avenue. This is a STUDENT-ONLY HOTEL, you must be a current of the Solution of the So



65th Annual Meeting of the Academy of Management

2005 ANNUAL MEETING HOUSING RESERVATION FORM

August 5-10, 2005 • Honolulu, Hawaii

INSTRUCTIONS:

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

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

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

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

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

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

CONFIRMATION:

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

ROOM RATES/TAXES:

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

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

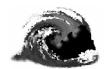
CHANGES/CANCELLATIONS:

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

Arrival Date	Departure Date		
Last Name	First Name	MI	
Company			
Street Address			
City	State/Country	Zip/Po	ostal Code
Daytime Phone	Fax		
E-mail	(cor	nfirmation will be sent via e-	mail if address is provided)
Non-smoking room reque	sted (5 Special needs	
INDICATE 1st and 2nd HOTEL (See the AOM website for hote		–	IMODATIONS
HOTEL CHOICES		TYPE OF ACCOMMO	DATIONS (circle one)
		* Bed type request is	based on availability
1.		1 person/1 bed	2 people/1 bed
2.		2 people/2 beds	3 people/2 beds
		4 people/2 beds Two-bedroom suite	One-bedroom suite
Student-Only Housing check	here	234.33 34	
AOM Membership ID required			
*Please note student housing is first-com If both requested hotels are un (check one)	available, plea 1.	reserved for valid AOM st ase process reserva	tion according to:
☐ ROOM RATE ☐ LC			
NAME(S) OF ALL ROOM OCCUP	ANTS 3. 4.		
Please note that additional charges ma	y apply to a third	or fourth person occupy	ing the room.
RESERVATIONS/DEPOSITS: All reservations are being coordina Arrangements for housing must be NOT with the hotel directly. All hou A valid credit card with an expiration reservation. Upon receipt of your to one nights room and tax.	made through sing reservation on date of Augus	the AOM HAWAII HO n forms must be receiv st 2005 or later is requ	USING BUREAU and red by June 29, 2005. uired to make a
Credit Card			
AMERICAN EXPRESS	DISCOVER	☐ MASTERCA	ARD UISA
Account Number			
Expiration Date			
Card Holder Name (print)			
Card Holder's Signature			

17 Section A

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.



65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

REGISTRATION INFORMATION AND INSTRUCTIONS

DEADLINE: July 15, 2005

To register on-line visit http://meetings.aomonline.org/2005/ and use your credit card on our secure site.

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

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

Early registration fees only apply to those registrations postmarked by July 15, 2005.

Registrations postmarked after July 15, 2005 will not be accepted and you must register on-site and pay the higher fee.

MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE	NON-MEMBER REGISTRATION FEES	EARLY FEE	ON-SITE FEE
Member: Academic and Executive Member: Student and Emeritus	\$150.00 USD \$55.00 USD	\$210.00 USD \$77.00 USD	Non-Member: Academic and Executive Non-Member: Student	\$265.00 USD \$113.00 USD	\$325.00 USD \$135.00 USD
			The Non-Member Registration fee include: plimentary divisions/interest groups. PLEA list below and include them in the appropri Form.	SE select your tw	o groups from the

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

ATTENDANCE AND RESTRICTED ACCESS:

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

CANCELLATIONS:

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

GUEST ATTENDANCE:

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

THE MEETING PROGRAM:

PLEASE BRING YOUR COPY OF THE PROGRAM WITH YOU TO THE MEETING — it is the only copy you will receive. Non-Members who register early are mailed a copy of the Program within 2-3 weeks, however, we must suspend the mailing of Programs to Non-Members after July 1, 2005 due to possible non-receipt. A limited number of Programs are available on-site at the Registration Desks for late registering Non-Members and for people who register on-site.

THE PRESIDENTIAL LUNCHEON: - TICKET FEE

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

Important Change To The 2005 Annual Meeting Presidential Luncheon

Luncheon Tickets Must Now Be Purchased By All Attendees. Coupons Are No Longer Included With Registration.

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

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

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

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

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

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

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

Please purchase your Presidential Luncheon tickets when you preregister online at http://www.aomonline.org. Early registration ends July 15, 2005.



65th Annual Meeting of the Academy of Management

EARLY REGISTRATION FORM

August 5-10, 2005 • Honolulu, Hawaii

DEADLINE: July 15, 2005

ATTENTION AOM ANNUAL MEETING ATTENDEES!

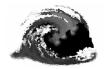
If you wish to attend the Tuesday Presidential Luncheon, you must purchase a ticket to attend.

COUPONS ARE NO LONGER INCLUDED WITH YOUR REGISTRATION FEE.

- The ticket fee is a subsidized cost of \$15.00 USD per person (the actual ticket value is \$35.00 USD).
- Luncheon Tickets are sold on a first-come, first-served basis. Seating is limited.
- There will be no Luncheon Ticket refunds after July 22, 2005.

Mail completed form to: Academy of Management, Attn: Registration, P.O. Box 3020, Briarcliff Manor, NY 10510-8020 Fax completed form to: 914-923-2615 OR Register On-line using your credit card http://meetings.aomonline.org/2005/

	N (required)	☐ UPDATE CONTACT INFORMATION
Name (First/Last):	Member	ID # (Optional):
	🗆 н	
	State/Province: Zip/Postal Code	
	Fax: En	
NAME BADGE INFORM A Name as you would like it to appear	ATION (required)	
Name Badge:	Affiliation:	
Guest Name for Courtesy Badge	:	_ (Please provide first and last names)
MEMBER REGISTRATIO	N FEES	\$150.00 USD
Student		\$55.00 USD
Emeritus		\$55.00 USD
NON-MEMBER REGIST	RATION FEES includes 1 year of membership	n & 2 divisions/interest groups
Academic		\$265.00 USD
Executive		\$265.00 USD
Student		\$113.00 USD
5 , , , , , , , , , , , , , , , , , , ,		Information was fan a assentate listing
_	oup selections below. Please refer to the Registration SELECTION TWO	
-	- ·	
SELECTION ONE: PRESIDENTIAL LUNCH	SELECTION TWO	0:
SELECTION ONE: PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS	SELECTION TWO	0:) x \$15.00 USD ea
PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS AOM 2005 T-Shirt: (See website	SELECTION TWO EON TICKETS ust be purchased to attend)) x \$15.00 USD ea
PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS AOM 2005 T-Shirt: (See website TOTAL AMOUNT DUE (Full PAYMENT BY CHECK • Make Check Payable to: Academy	SELECTION TWO EON TICKETS ust be purchased to attend)	O:
PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS AOM 2005 T-Shirt: (See website TOTAL AMOUNT DUE (Full PAYMENT BY CHECK • Make Check Payable to: Academy (• Incorrect checks will be returned • F	SELECTION TWO EON TICKETS ust be purchased to attend)	O:
PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS AOM 2005 T-Shirt: (See website TOTAL AMOUNT DUE (Full PAYMENT BY CHECK • Make Check Payable to: Academy • Incorrect checks will be returned • F PAYMENT BY CREDIT CARD We accept MasterCard, Visa or Amer Check One: MASTERCARD	SELECTION TWO EON TICKETS ust be purchased to attend)	O:
PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS AOM 2005 T-Shirt: (See website TOTAL AMOUNT DUE (Full PAYMENT BY CHECK • Make Check Payable to: Academy • Incorrect checks will be returned • F PAYMENT BY CREDIT CARD We accept MasterCard, Visa or Amer Check One: MASTERCARD	SELECTION TWO EON TICKETS ust be purchased to attend)	O:
PRESIDENTIAL LUNCH Presidential Luncheon Ticket: (M T-SHIRTS AOM 2005 T-Shirt: (See website TOTAL AMOUNT DUE (Full PAYMENT BY CHECK • Make Check Payable to: Academy • Incorrect checks will be returned • F PAYMENT BY CREDIT CARD We accept MasterCard, Visa or Amer Check One: MASTERCARD Cardholder: (Print name exactly as it appears of the company of	EON TICKETS ust be purchased to attend)	O:
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65th Annual Meeting of the Academy of Management

August 5-10, 2005 • Honolulu, Hawaii

ASSOCIATION TRAVEL CONCEPTS (ATC) has been selected as the official travel agency for the Academy of

Management Annual Meeting in Honolulu, Hawaii August 5-10,

2005. As the official agency, ATC has negotiated discounted airfares with Continental and United Airlines and car rental

rates from Enterprise and Avis Rental Car. When you contact

ATC to purchase tickets more than 60 days prior to the meet-

ing you will save 10% to 15% off the lowest available fares on

Continental and United Airlines tickets. For tickets purchased

less than 60 days prior, the discounts will be 5% to 10% off the

lowest available fares. Some restrictions may apply. Service

fees apply. ATC will also search for the lowest available fare on

TRAVEL INFORMATION



ASSOCIATION TRAVEL CONCEPTS

1-800-458-9383

email: reservations@atcmeetings.com Fax: (858) 362-3153

ATC provides personalized service, advance seat assignments, special meal requests on airline flights, frequent flier 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 using the Academy of Management Travel Center online booking engine. Go to http://meetings.aomonline.org/2005/ and follow the meeting and travel links. Consolidator and net fares reduce the cost of high priced tickets without a Saturday night stay.

Travel discounts are good August 3-14, 2005

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

800-593-0505 Enterprise ID#32H7476 United ID#510CK 800-521-4041 ID#J952801 800-331-1600 Avis Continental **VXBVVF** 800-468-7022

Honolulu International Airport

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

Transportation from Honolulu International Airport:

THE WAIKIKI SHUTTLE EXPRESS

ANY airline serving Honolulu.

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

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

PUBLIC TRANSPORTATION

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

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

TAXI CABS

AMPCO Express (808) 861-8294

AMPCO Express is the managing contractor of the Airport's Open Taxi System at Honolulu International Airport. Taxi Service is available on the center median fronting the terminal baggage claim areas. See the taxi dispatchers (white shirts & blue vests with a yellow stripe, and the word "TAXI" in black & white lettering on the front) for service. The fare from the airport to Waikiki during non-rush hour periods is approximately \$25.00-\$28.00.

"E` komo mai" (Welcome) Aloha kakou AOM Honolulu 2005

On behalf of the Local Arrangements Committee, we would like to welcome you to the 2005 Honolulu meeting. Aloha to all members, families, and friends that will be visiting. Honolulu is on the island of O'ahu, the most populous island of the eight major Hawaiian islands. The convention hotels are in Waikiki, along the beautiful white sand beaches.

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

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

Hawai'i was admitted to the Union of states in 1959. Despite its newness as a state, Hawai'i has a long and rich history.

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

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

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

Meeting Locations and Access for people with disabilities:

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

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

Overheads, Copies and other business services:

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

Transportation:

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

http://www.hawaii.gov/dot/airports/oahu/index.htm

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

Pre-Arrival Agriculture forms

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

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

T-Shirts

2005 Academy of Management Annual Meeting T-Shirts are available

for purchase while registering for the meeting. To view the t-shirt design, please visit

http://meetings.aomonline.org/2005. The cost is \$15.00 and the 2005 t-shirt sales will benefit tsunami relief. Shirts will be available for pick up at the registration area when the meeting starts.



ACADEMY OF MANAGEMENT

Honolulu 2005

Weather and Dress

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

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

Sun and Ocean safety

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

Food

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

Hawaiian Language

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

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

Consonants (h, k, l, m, n, p, w) are generally pronounced much as in English. Take note, however, of the final two consonants: w and the okina ().

Visitors and residents alike are often confused about how to pronounce the Hawaiian "w." Generally it is pronounced like the English "w," but a soft "v" sound is commonly used in certain words such as the island name "Kaho`olawe" (Kaho`olaVeh).

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

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

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

Sightseeing

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

On O'ahu, visit sites like Pearl Harbor, the Missouri and Bowfin submarine, the Polynesian Cultural Center on the North shore, and

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

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

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

Aloba, from your Local Arrangements team Co-Chairs:

Mary J. Mallott University of Hawai`i-West O`ahu

and

Jerry Calton University of Hawai`i-Hilo





The Nuian Cleaner from New Visions of the Self at Work and at Home: A Photographic Exploration
Henry Symonds, Whitecliffe College of Arts and Design; Ralph James Bathurst, Massey U., Albany; Janet Grace Sayers, Massey U.

Pronunciation Guide

Vowels (a, e, i, o, u) are pronounced as follows:

- a sounds like [ah] as in above [ah buhv].
- e sounds like [eh] as in bet [beht]
- i sounds like [ee] as in be [bee].
- o sounds like [oh] as in obey [oh bei]
- u sounds like [oo] as in rule [rool].

Diphthongs:

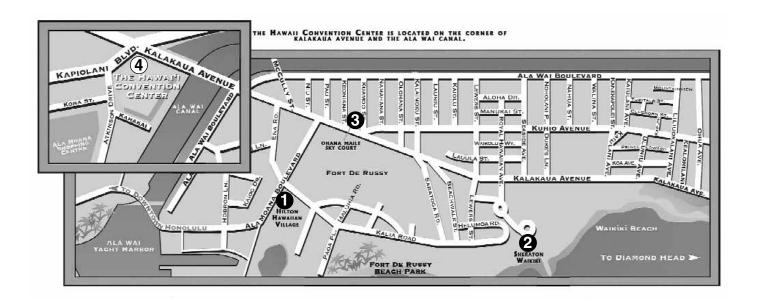
- "ai" sounds like the "i" in ice.
- "ae" sounds like "eye" with more of a gliding sound than ai
- "ao" sounds like "ow" in how, but without a nasal twang.
- "au" sounds like the "ou" in house or out, but without a nasal twang.
- "ei" sounds like "ei" in chow mein or in eight.
- "eu" has no equivalent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

The Meaning of a Lei

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

Word	Pronunciation
`Akaka	ah-kah-kah
Ala Wai	ah-lah wai
Ali`i	ah-lee ee
`Emalani	eh-mah-lah-nee
Ewa	eh-vah
`Iao	ee-ow
Ilima	ee-lee-mah
`Iolani	ee-oh-lah-nee
Helumoa	heh-loo-moh-ah
Hilo	hee-loh
Honolulu	hoh-noh-loo-loo
Kaho`olawe	kah-hoh oh-lah-veh
Kahuku	kah-hoo-koo
Kahuna	kah-hoo-nah
Kalakaua	kah-lah-kau-(w)ah
Kalia	kah-lee-ah
Kamehameha	kah-meh-hah-meh-hah
Kane`ohe	kah-neh oh-heh
Kapi`olani	kah-pee oh-lah-nee
Kaua`i	kau-(w)ah ee
Kohala	koh-hah-lah
Koko	koh-koh
Lana`i	lah-nah ee
Likelike	lee-keh-lee-keh
Mahealani	mah-heh-ah-lah-nee
Makai	mah-kai
Makiki	mah-kee-kee
Maui	mau-(w)ee
Moloka`i	moh-loh-kah ee
Ni`ihau	nee ee-how
0`ahu	oh ah-hoo
Palolo	pah-loh-loh
Puna	poo-nah
Тара	tah-pah
Ti (as in Ti Leaf)	_
Tiaretee-ah-reh (a Tahitia	
Waialua	
Wai`anae	
Waikiki	•
XX// •	. 1 1

Honolulu Map



Legend:	Hotel Names & Addresses		
Hilton Hawaiian Village & Spa			
	2005 Kalia Road, Honolulu, HI 96815-1999		
2	Sheraton Waikiki 2255 Kalakaua Avenue, Honolulu, HI 96815-2579		
3	The Ohana Maile Sky Court, STUDENT ONLY 2058 Kuhio Avenue, Honolulu, HI 96815		



Directions

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

mauka = toward the mountains

makai = toward the sea

And on O`ahu, we say Diamond Head when we mean the eastern direction of the island, and Ewa when we mean the western direction.

Academy of Management 2005 Annual Meeting Sponsors

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

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

This year completes my term as Director of Sponsorship. I had a great experience, and want to thank the universities and schools of business, their deans, faculty and staff, and the Academy officers, volunteers, and staff that I have worked with since 2000. Mahalo (thank you)! Best wishes for continued success to the new Director of Sponsorship, Geralyn McClure Franklin, of The University of Texas of the Permian Basin.

Karen S. Whelan-Berry, Director of Sponsorship

Gold Sponsors

University of British Columbia

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

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

The school boasts five business degree programs — Bachelor of Commerce, an award-winning MBA program, Master's of Science in Business, Masters of Management, and PhD. These degrees build on the faculty's strengths, with specializations in organizational behavior and human resources, operations and logistics, transportation, finance, marketing, strategic management, and management information

systems. In addition, the Sauder School of Business has an extensive Executive Education catalogue of courses and frequently designs specialized business programs for companies, both locally and internationally.

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

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

Carnegie Mellon University

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

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

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

European School of Management and Technology

European School of Management and Technology (ESMT) was officially founded in October 2002 on the initiative of 25 German blue chip companies and associations. The corporate founding fathers' goal was to endow Germany, at last, with a truly international business school—a school with global reach and a European soul, located in the very heart of Europe, Berlin, the gateway between East and West.

ESMT's headquarters and main city campus are conveniently situated in the historic part of Berlin, neighboring the State Department and numerous famous museums. As a pioneering graduate school of business, ESMT offers executive education (since 2003) and international MBA degree programs (from January 2006) in English language. We are rapidly building up a highly international core faculty who has been exposed to the world's leading business schools. In addition to the city campus, the School operates a technology campus in Munich and a castle campus in Cologne.

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

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

University of Hawai`i at Manoa

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

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

The College is home to approximately 1,200 students, one-third graduate students and two-thirds undergraduate students. The multi-ethnic makeup of Hawai`i students, a significant foreign student population and students from the U.S. mainland make for a culturally diverse environment in which to study. The College faculty is a diverse group of internationally accomplished researchers, teachers and consultants. They play an active role in local, national and interna-

tional business communities, serving as board members, editors, speakers and administrators to top educational and business organizations.

Hawai`i Pacific University

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

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

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

University of Maryland

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

Like businesses, business schools in the new millennium must transform their knowledge and research base, their curricula, and modes of delivery. The Smith School is in the midst of this transformation, with a vision of becoming a model for business education and knowledge advancement for the 21st century. Smith School faculty members create new management knowledge and identify leading business practices for today's networked world while Smith students learn how to apply information technology to create innovation and drive business growth. The school's leading-edge curriculum integrates the foundational business disciplines with cross-functional e-business concentrations such as e-commerce, supply chain management, telecommunications, financial engineering, global business, and entrepreneurship.

The Smith School's Netcentricity Laboratory — developed in partnership with Sun Microsystems, Oracle, and other leading companies — provides Smith students with an unprecedented, hands-on learning environment to simulate the interdependent business operations of the networked enterprise and economy. Smith students also benefit from hands-on learning through professional consulting programs, as well as the New Markets Growth Fund, a \$20 million venture capital fund, which enables MBA students to gain valuable VC experience in a two-semester class.

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

University of Maryland University College

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

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

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

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

University of Southern Mississippi

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

As a Carnegie doctoral/research-extensive university, Southern Miss serves constituents through its strong, varied undergraduate programs undergirded by a sound, general education curriculum; through its

master's and doctoral programs in the sciences, education, psychology, economic development, the humanities, business, health services and the arts; and through its faculty's innovative research achievements. Southern Miss's academic initiatives are reinforced by its commitment to knowledge-based service activities that enhance quality of life and economic development.

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

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

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

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

Host Sponsors

Benedictine University

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

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

The Benedictine University Ph.D. in organization development (OD) prepares management professionals with state-of-the-art education in the field. Built on a more than 25-year history of successful graduate-level OD education, this program is intended for those persons with extensive experience, who currently hold responsible positions either in the field of organization development, management or a closely allied field such as human resource management. It is intended as a program that makes a difference in both the scholarly and the practitioner world. In the first few years of the program, Benedictine University

Ph.D. students and faculty published and presented more than 300 articles, papers, presentations and seminars in 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.

Brigham Young University - Hawai`i

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

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

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

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

Chaminade University

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

Chaminade University is named for Father William Chaminade (1761-1850), a French Catholic priest who lived and worked through the French Revolution and founded the Society of Mary with the

purpose of educating for the development of civic leadership and the promotion of human rights and social justice. Today, our multicultural student body, which ranks among the most diverse in the nation, lives this mission by coming together to pursue an education that links learning and scholarship with leadership and service.

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

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

Utab Valley State College

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

At Utah Valley State College, our School of Business provides quality undergraduate business education with a REAL applied focus for over 4,000 associate and baccalaureate degree students. We pride ourselves in being student oriented and having outstanding teachers who deliver up-to-date curricula while incorporating global and ethical perspectives. When they leave UVSC, our graduates have an excellent baseline education in business and effective communication skills, as well as a comprehensive understanding of advanced applications software. In addition to their commitment to excellent teaching, our 43 full-time faculty are also actively engaged in scholarship, and the School of Business recently began editing and publishing the Journal of Business Inquiry: Research, Education, & Application. The School of Business is currently seeking AACSB accreditation, and aspires to be the premier undergraduate business school in the intermountain states recognized for its up-to-date curriculum, quality faculty, and graduates who continue to learn and achieve in the world of business.

2005 Academy of Management Annual Meeting -Leadership University Sponsors

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

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

Carnegie Mellon University

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

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

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

University of Maryland

The Robert H. Smith School of Business is an internationally recognized leader in management education and research for the digital economy. One of 13 colleges and schools at the University of Maryland, College Park, the Smith School offers undergraduate, full-time and part-time MBA, Executive MBA, PhD, and executive education programs, as well as outreach services to the corporate community.

With a leading-edge curriculum that integrates the foundational business disciplines with cross-functional e-business concentrations, the Smith School offers its degree, custom and certification programs in learning locations on three continents. The Smith School recently partnered with the Graduate School of Business Administration (GSBA) Zürich in Switzerland to deliver a unique global dual-degree Executive MBA program. The program enables executive students to gain in-depth global knowledge, perspective and skills working directly with businesses in Europe, through GSBA; Asia, through Smith's programs in China; and North America, through Smith's main campus.

The Smith School also offers Executive MBA programs in Beijing and Shanghai, and delivers non-degree executive education programs across China. The school has a partnership with ChinaCast Communication Holdings Limited, a leading provider of e-learning solutions, to deliver education courses and programs beyond China's largest cities via satellite.

With its main campus located just outside Washington, D.C., the Smith School provides students and faculty with access to a global business center and a technology hotbed in an area rich with social, professional development and employment opportunities. More information about the Robert H. Smith School of Business can be found at www.rhsmith.umd.edu.

University of Washington

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

campaign to build a \$105 million new facility, and increase faculty endowments and funds available for scholarships by about \$60 million. Our vision is to transform what has always been a very good business school, with an exceptional reputation for scholarship, into one of the nation's premier institutions for business education.

University of Hawai`i- Hilo

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

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

University of Hawai`i - West O`abu

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

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

schedules, and an interdisciplinary approach to academic disciplines.

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

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

Pace University

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

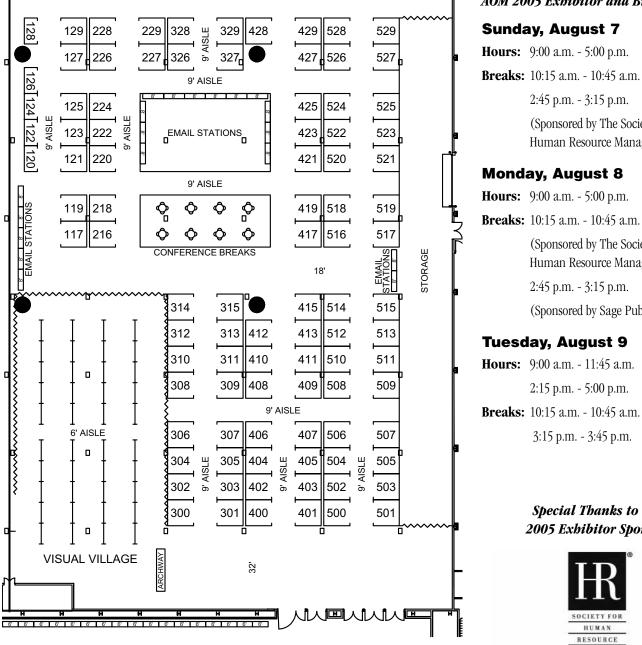
2005 Academy of Management Exhibitor Relations Committee

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Erik Winslow, George Washington University
Sergio D'Onofrio, George Washington University
Ayman Tarabishy, George Washington University
Tatyana Kuzina, George Washington University
Geralyn Franklin, University of Texas at the Permian Basin

Company	Booth Number (s)	Company	Booth Number (s)	Con
Atomic Dog Publishing	520	Ivey	421	Rou
Berrett-Koehler Pubs	408, 410	Kauffman Foundation	222	Sag
Blackwell Pubs	500, 502, 504	Lawrence Erlbaum Assocs	513, 515	-
BusinessWeek	412	LearningBridge Inc	122	Sha
California Management	Review522	McGraw Hill /Irwin	308, 310	Sim
Cambridge Univ. Press	306	ME Sharpe	307	Soc
Darden	509, 511	Merlot	128	
Davies Black Pubs	524	MIT	224	Spr
ECCH Babson	407	Nanyang Bus School	327	Sta
Edward Elgar Pubs	508, 510	Oxford Univ Press	417, 419	Sta
Elsevier	309, 311	Palgrave MacMillan	516	The
Emerald	518	Paul Goodman	124	USA
Exhibitor Relations	117	Pearson	512, 514	Ver
Harper Collins Pubs	506	Praeger/Greenwood Pubs	Group507	Wh
Harvard Business School	Pubs409, 411, 413	Prentice Hall	301, 303, 305	Wil
Houghton Mifflin	313, 315	Princeton Univ Press	405	Xaı
Human Relations	406	QSR	120	
Interpretive Software Inc	126	Routledge	517	

Company	Booth Number (s)
Routledge Journals	519
Sage Pubs,	
Bronze Sponsor	400, 402, 404
Shared Exhibit Booth	119
Simulearn Inc.	216
Society for Human Resource	e Mgt,
Gold Sponsor	401, 403
Springer	423
Standard & Poor's	312, 314
Stanford Univ Press	425
Thompson Southwestern	501, 503, 505
USASBE	220
Verbi-Maxqda	218
Wharton Research Data Svc	415
Wiley	300, 302, 304
XanEdu	227, 326

Exhibit Hall Layout & Schedule



AOM 2005 Exhibitor and Break Times

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Special Thanks to the 2005 Exhibitor Sponsor



HR: Leading People, Leading Organizations

Gold Sponsor of Sunday Afternoon and Monday Morning Refreshment Breaks

Placement Services

Director:

Scott Douglas, Binghamton University

Associate Director:

Janice Black, New Mexico State University

Assistant Director

James Dulebohn, Michigan State University

Online Placement Services

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

Onsite Placement Services Registration

Location: Hilton Hawaiian Village,

2nd floor Tapa Conference Center,

Iolani Suite 1

Hours: Saturday, August 6, 2005

9:00 am - 4:00 pm

Sunday, August 7, 2005

9:00 am - 4:00 pm

Monday, August 8, 2005

9:00 am - 4:00 pm

Tuesday, August 9, 2005

9:00 am - 4:00 pm

Interview Tables

Location: Hilton Hawaiian Village,

2nd floor Tapa Conference Center,

Iolani and Honolulu Suites

Hours: Saturday, August 6, 2005

8:00 am - 8:00 pm

Sunday, August 7, 2005

8:00 am - 8:00 pm

Monday, August 8, 2005

8:00 am - 8:00 pm

Tuesday, August 9, 2005

8:00 am - 8:00 pm

Cost (both online and onsite)

\$50.00 USD Applicant Listing

\$200.00 USD Position Listing

\$100.00 USD Interview Table

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

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

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

Ins and Outs of Faculty Recruiting Workshop

Saturday, August 6th: 8:00 - 9:30am Hilton Hawaiian Village, Sea Pearl 4

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

Placement for Applicants Workshop

Saturday, August 6th: 5:30 pm - 7:00 pm Hilton Hawaiian Village, South Pacific Ballroom 2

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

Placement Services

Placement Committee 2004-2005

Garry Adams, Auburn University Rashmi Assudani, McGill University John Christopher, University of Florida Janine Clark, Jackel & Associates David Corsover, DeKalb College Sandy Dinger, College of St. Rose Bob Dooley, Oklahoma State University Bahman Ebrahimi, University of Denver Francis Fabian, UNC - Charlotte Claudia Ferrante, Carnegie Mellon University Scott Gallagher, Syracuse University Laverne Higgins, LeMoyne College Rayshad Holmes, George Washington University Christian Kiewitz, The University of Alabama Delaney Kirk, Drake University Robert Kolodinsky, James Madison University Kibeom Lee, University of Calgary Wei Liu, University of Maryland T. Nicole Phillips, University of Central Florida Bill Price, University of Texas, Permian Basin Narda Quigley, University of Maryland Diana Reed, Drake University William Ritchie, Florida State University Theodore Rosen, George Washington University Mike Ryan, Bellarmine University Joanne Scillitoe, Rutgers University Gerald Sullivan, Piedmont College Charlotte Sutton, Auburn University Helen Takacs, Rutgers University Darren Treadway, University of Mississippi J. Michael Whitfield, Georgia College & State University Xin Yao, University of Washington

Placement Activities

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

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

Excerpt from the Academy's Code of Ethical Conduct

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

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

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

The William H. Newman Award

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

Bennett, Louisiana Tech University; Jennifer L. Berdahl, University of Toronto; Kristin Byron, Rochester Institute of Technology; Todd H. Chiles, University of Missouri; Bella Galperin, University of Tampa; Steven Grover, University of Otago; Susan Houghton, Georgia State University; Matthew Kraatz, University of Illinois; Kai Lamertz, Concordia University; Vivien Lim, National University of Singapore; Maurice Schweitzer, University of Pennsylvania; Jason D. Shaw, University of Kentucky; Marcus Stewart, Bentley College; Thomas M. Tripp, Washington State University.

Here are the 2005 William H. Newman Award Nominees:

BPS

Conglomerates Without Assets? Financial Intermediation and the Evolution of the Advertising Industry

Andrew Von Nordenflycht, Simon Fraser U.

CAR

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

CM

Cultural Diversity, Intragroup Conflict, and Group Outcomes: Evidence for a Mediated Relationship

Markus Vodosek, U. of Utah

CMS

Challenging Distinctions: Illusions of Precision Assessing Risks of Doing Buisness in Host Countries

Mikelle A. Calhoun, Valparaiso U.

GDO

Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals.

Robert Gregory DelCampo, U. of New Mexico

НСМ

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

HR

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

IM

Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams

Martine Haas, Cornell U.

MC

Reuse of Intellectual Capital from Repositories: A Mixed Methods Study

Wai Fong Boh, Nanyang Technological U.

MH

Withholding Effort in the Workplace: From Soldiering to Socially Motivated Underachievement

Stephanie Case Henagan, Northern Illinois U.

MOC

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

OB

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

OCIS

Enhancing Perceived Value of Cross-departmental Knowledge on Innovation Via KM Technology Features

Ixchel M. Faniel, U. of Michigan, Ann Arbor

OMT

Change in Institutions: The Decline of the No-Lateral-Hiring Norm among Large Law Firms, 974-990

Nina Shah, U of Illinois, Urbana-Champaign

ONE

Middle Managers and the Environment: The Perspective of the Purchasing and Supply Function

Lutz Preuss, Royal Holloway College, U. of London

PNP

Managing by and through Networks: Network Management, Policy Networks, and the Internet

R. Karl Rethemeyer, U. at Albany, SUNY

SIM

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

TIM

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

The Carolyn Dexter Award

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for the Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries is desirable; and (c) Papers are considered of high caliber for the

Carolyn Dexter Award of they offer new insights, are rich in observation and employ creative methodologies. Each Division Program Chair nominates up to two papers to the chair of this year's Dexter Award Committee, Jacob Eisenberg at University College Dublin. The other Committee members are: David Lamond at Sydney Graduate School of Management, Eleanor O'Higgins at University College Dublin, Anat Rafaeli at the Technion - Israel Institute of Technology, and Jia Lin at University of Toronto.

Here are the 2005 Carolyn Dexter Award nominees:

BPS

The Antecedents of Competitive Aggressiveness among Multinational Enterprises

Tieying Yu, Boston College Albert Cannella, Jr, Arizona State U.

BPS

How National Systems Influence Executive Discretion: A Study of CEO Effects in Three Countries

Craig Crossland, Pennsylvania State U.

CAR

Antecedents and Consequences of Career Self-Management Behaviors

Babette Raabe, Siemens AG - US Filter Terry A Beehr, Central Michigan U.

CAR

Family-friendly Employment Practices: Importance and Effects in China, India, Kenya and Thailand

Peng Wang, Jackson State U.

Fred Ochieng Walumbwa, U. of Nebraska

John Lawler, U. of Illinois

Kan Shi, Chinese Academy of Sciences, Beijing Ming Piao, Northwestern U.

CM

U.S. and Japanese Intercultural Negotiation Schemas: A Tale of Overadjustment?

Wendi L. Adair, Cornell U.

Masako S. Taylor, Cornell U.

Catherine Tinsley, Georgetown U.

CM

Assessing Shared Mental Models in Negotiation: Evidence from Same and Cross-Cultural Negotiators

Leigh Anne Liu, U. of South Carolina

Ray Friedman, Vanderbilt U.

Bruce Barry, Vanderbilt U.

CMS

The Political Role of Business in Society: CSR Seen From a Habermasian Perspective

Andreas Georg Scherer, U. of Zurich

Guido Palazzo, U. of Lausanne

CMS

Fighting over Knowledge Management, a Foucauldian perspective

Irene Lammers, Vrije U.

ENT

The Internationalization of US Venture Capital Firms: An Empirical Examination

Isin Guler, Boston U.

Mauro F Guillen, U. of Penn-Wharton

GDO

Gender Factors and Female Entrepreneurship: International Evidence and Policy Implications

Nada Kobeissi, Long Island U., C.W.Post

GDO

Cultural Context and Family: Influences on Job Attribute Preferences and Work Outcomes

Elizabeth A Corrigall, Penn State Worthington Scranton

НСМ

Hospitals on the Road to Competitive Advantage? The Case of Implementing DRGs in German Hospitals

Hans-Gerd Ridder, Hannover U.

Susanne Martini, Hannover U.

Vanessa Doege, Hannover U.

HCM

Organizing Vision for IT Healthcare: Analysis of the Discourse Surrounding Electronic Health Records

John Lee Reardon, U. of Hawai`i, Manoa Elizabeth Davidson, U. of Hawai`i, Manoa

HR

IT Professionals: The Effect of HR Practices on Organizational Commitment and Turnover Intentions

Shoba Nair, Tata Consultancy Services Limited

Stephen Deery, Kings College

Roderick D Iverson, Simon Fraser U.

HR

Knowledge Team Design and Conflict: Evidence from Chinese High Technology Companies

Paul Hempel, City U. of Hong Kong

Zhixue Zhang, Peking University

The Carolyn Dexter Award

IM

Janus Face of Intra-Firm Ties: Group-Wide and Affiliate-Level Innovation in Taiwan

Ishtiaq Pasha Mahmood, National U. of Singapore

William G Mitchell, Duke U.

Chi-Nien Chung, National U. of Singapore

IM

Institutional Environments, Staffing Strategies & Subsidiary Performance: Lessons from Japanese MNCs

Ajai Singh Gaur, National U of Singapore Andrew Delios, National U. of Singapore Kulwant Singh, National U of Singapore

MC

Management Consulting Courses and Students' Self-Efficacy: An Empirical Investigation

Ansgar Richter, European Business School Sascha Leonard Schmidt, EBS/U.St. Gallen

MED

Political Culture and Business School Teaching.

Simon Ulrik Kragh, Copenhagen Business School

Sven Bisley, Copenhagen Business School

MED

Erroneous Learning From the West: An Empirical Study of Chinese Cases published in 992 and 999

Neng Liang, China Europe International Business School

Shu Lin, Peking University

MH

Early Stages of São Paulo — Brazil Industrialization Process in the First Half of the 20th Century

Isabela Baleeiro Curado, FGV-EAESP

MH

A Historical Analysis of Ancient Chinese Negotiators Strategies

Hun-Joon Park, Yonsei U.

Changdao Jin, Not Specified

Si Ahn Mehng, Yonsei U.

MOC

Understanding the role of locus of control in consultative decision making

Marcus Selart, Norwegian School of Economics and Business Administration

Svein Tvedt Johansen, Norwegian School of Economics and Business Administration

MOC

The Crafting of Organizational Façades: An Empirical Investigation

Philippe Baumard, UC Berkeley Haas (Visiting)

OB

Why Would a Duck Walk into a Bar? A Theoretical Examination of Humor and Culture in Organizations

Christopher Robert, U. of Missouri, Columbia

Wan Yan, U. of Missouri, Columbia

OH

Development and Validation of a Measure of Organizational Energy

Michael S. Cole, U. of St Gallen

Heike Bruch, U. of St Gallen

Bernd Vogel, U. of St. Gallen

OCIS

Privacy Trade-Off Factors in E-Commerce — A Study of Italy and the United States $\label{eq:commerce} % \begin{center} \begi$

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Tamara Diney, Florida Atlantic U.

Massimo Bellotto, U. of Verona

Paul Hart, Florida Atlantic U.

Christian Colautti, IULM U.

Vincenzo Russo, IULM U.

Ilaria Serra, Florida Atlantic U.

ODC

Societal Culture and Organization Design, A Tale of Two Oriental Cities

Ji Li, Hong Kong Baptist University

ODC

Cultural Influences on Support for Organizational Change

Eric Lamm, Boston College

OMT

Balancing Autonomy and Cooperation: Organizational Structures in the 2st Century.

Sebastian Raisch, U. of St.Gallen Gilbert Probst, HEC, U. of Geneva

OMT

Institutional Influences in Multinational Competitiveness: An Empirical Exploration

Subramanian Rangan, INSEAD

Metin Sengul, INSEAD

ONE

An International Comparison of the Factors Affecting Environmental Strategy and Performance

Nicole Darnall, North Carolina State U.

Irene Henriques, York University

Perry Sadorsky, York University

ONE

A Challenge for the 2st Century? Emissions Trading and Corporate Climate Strategies

Jonatan Pinkse, U. of Amsterdam

PNP

Intertwining Offline and Online Channels in Multi-Channel Public Service Delivery: A Case Study

Calvin M. L. Chan, National U. of Singapore

The Carolyn Dexter Award

PNP

Electronic Government as a Guided Evolution in Singapore: Vision for the World in the 21st Century

Shirish C Srivastava, National U. of Singapore

Thompson SH Teo, National U. of Singapore

SIM

International Differences in Information Ethics

Maris G. Martinsons, City U. of Hong Kong Simon K.K. So, City U. of Hong Kong

SIM

Community-Level Application of ISCT When Norms Collide: Access to HIV Medicines in South Africa

Linda M Sama, Pace U.

William D. Reisel, St. John's U.

TIM

Do Firms Produce Better Quality Research with Greater Academic Collaboration?

Kartik Kumaramangalam, London School of Economics

TIM

The Impact of Acquisitions on the Innovation Performance of Inventors at Semiconductor Companies

Rahul Kapoor, INSEAD

Kwanghui Lim, National U. of Singapore



Face the Future: The Globalized Individual Leisa Ann Millar, Independent; Nerina Jimmieson, U. of Queensland

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1979-1980	William F. (Bill) GlueckUniversity of Georgia	1950-1951	William H. (Bill) NewmanColumbia University
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1977-1978	John B. (Jack) MinerGeorgia State University	1948-1949	Erwin H. SchellMassachusetts Institute of Technology
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1975-1976	Stanley C. (Stan) VanceUniversity of Tennessee	1941-1947	Robert P. (Bob) BrechtUniversity of Pennsylvania
1974-1975	Herbert G. (Herb) HicksLouisiana State University	1936-1940	Charles L. (Charlie) JamisonUniversity of Michigan

2005 Academy of Management Annual Meeting Statistics

Table 1: Submissions by Sponsors

Numbers reflect the submissions that were checked-in and reviewed. Some symposia were submitted to more than one sponsor.

		Symposia Submissions							
Sponsor	Submitted Papers	Sponsor Acceptance	Visual Acceptance	Interactive Paper Acceptance		Proceedings Acceptance	Symposia Submitted		
AAS	0	0	0	0	0	0	33	33	0
ART	30	23	0	0	23	0	2	1	0
BPS	555	181	71	81	333	33	42	22	13
CAR	67	28	0	10	38	4	23	15	1
СМ	81	28	12	12	52	6	18	12	3
CMS	85	17	18	14	49	5	19	13	2
ENT	309	100	41	49	190	19	18	11	4
GDO	128	51	19	19	89	9	27	14	3
нсм	94	32	13	14	59	6	8	5	0
HR	241	56	39	35	130	13	56	39	6
IM	316	128	43	42	213	22	32	13	4
МС	76	24	13	12	49	5	7	4	0
MED	108	48	13	17	78	8	31	9	3
МН	47	12	7	6	25	3	8	6	2
мос	138	49	18	20	87	9	23	17	2
MSR	40	16	6	6	28	3	7	2	1
ОВ	420	120	45	57	222	22	95	66	10
ocis	147	53	22	22	97	9	17	9	1
ODC	110	40	18	17	75	8	28	12	5
ОМ	77	24	12	11	47	4	9	5	0
OMT	357	116	53	49	218	21	73	46	14
ONE	62	24	9	9	42	5	8	4	3
PNP	116	31	20	18	69	7	6	5	1
RM	63	20	6	6	32	4	11	7	2
SIM	170	52	20	26	98	10	20	14	4
TIM	306	101	47	46	194	19	21	16	4
Totals:	4143	1374	565	598	2537	254	642	400	88

Table 2: Sessions & Participants

Sessions

363310113	iota
Caucus	
Free Session	17
Meeting	163
Paper Session	57
PDW Workshop	323
Social Event	5
Symposium	
Theme Session	14
All Sessions	1,390
Participants:	Tota
People on Program	

Table 3: Affiliations with 30+ Participants

Affiliation Name*	Affiliation Name*						
Arizona State U.	Pennsylvania State U.						
Bocconi U.	Rutgers U.						
Case Western Reserve U.	Stanford U.						
Columbia U.	Texas A&M U.						
Copenhagen	U. of California, Berkeley						
Business School	U. of Central Florida						
Cornell U.	U. of Illinois,						
Florida State U.	Urbana-Champaign						
George Washington U.	U. of Maryland						
Harvard U.	U. of Michigan						
INSEAD	U. of Michigan,						
London Business School	Ann Arbor						
Massachusetts Institute	U. of Minnesota						
of Technology	U. of Pennsylvania						
Michigan State U.	U. of Queensland						
National U. of Singapore	U. of Southern California						
New York U.	U. of Western Ontario						

Table 4: Participant Country Representation

Country*	Count	Country*	Count	Country*	Count
ARGENTINA .	5	ICELAND	1	PERU	
AUSTRALIA	247	INDIA		PHILIPPINES	1
AUSTRIA		INDONESIA .	2	PORTUGAL .	
BANGLADESH	1	IRELAND	19	PUERTO RICO)1
BELGIUM	31	ISRAEL	57	RUSSIAN FED	ERATION .4
BRAZIL	38	ITALY		SCOTLAND .	4
BULGARIA	1	JAMAICA	1	SINGAPORE .	102
CANADA	306	JAPAN		SLOVENIA	6
CHILE	1	KAZAKHSTAN	1	SOUTH AFRIC	A
CHINA	73	KOREA, REPU	BLIC OF 17	SOUTH KORE	A25
COLOMBIA	1	LEBANON	1	SPAIN	68
CROATIA	1	LITHUANIA .	5	SWEDEN	41
CYPRUS	3	MACAU	3	SWITZERLANI)70
DENMARK	63	MALAYSIA	4	TAIWAN	
ESTONIA	3	MEXICO	17	THAILAND	3
FINLAND	41	NETHERLAND	S 156	TURKEY	14
FRANCE		NEW ZEALANI)72	UKRAINE	
GERMANY		NIGERIA	1	UNITED KING	DOM331
GREECE	13	NORWAY		UNITED STAT	ES3631
HONG KONG .	80	OMAN		VIETNAM	2
HUNGARY	1	PAKISTAN	1		

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

		Frida	y Moı	rning,	Augu	ıst 5,	2005			
8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	12:00	12:30	
CC: Room 326B	CC: Room 326B ← AAA: Honolulu 2005, LAC									
HH: South Pacific 2	3 IM: Ou	utdoor Adventure							→	
OS: Hawaii Naval Docks	;							5 MH: Pea	rl Harbor →	
OS: Hilton Tour 2 HR/0	OB: Company T	our: Hilton							→	
OS: USS Chaffee-Pearl	OS: USS Chaffee-Pearl Harbor 4 HR/OB/ODC: USS Chaffee									
SH: Hilo Room								6 PS +: Pr	actitioner Series	

	Fri	day /	Afterr	100n,	Aug	ust 5,	2005		
	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
CC: Room 301A	9 ENT: Le	earning Entrepre	eneurship						
CC: Room 301B	7 BPS & C	Co-Sponsors: C	Qualitative Resea	arch Methods					
CC: Room 302B	20 ODC//	ONE/MC: OD a	and Sustainability	y					+
CC: Room 303A	10 ENT: '	ENT Doctoral C	Consortium						→
CC: Room 303B	11 ENT: /	ENT Junior Fac	culty Consortium						*
CC: Room 304B			25 HR/R	RM: Qualitative Re	.esearch				
CC: Room 305B	12 ENT/T	TIM/BPS: Corpo	orate Venturing			33 ENT/F	BPS: CE Writer's	s Workshop	
CC: Room 307A					31 ENT:	: Establishing Coll	llaborations		
CC: Room 308A	19 ODC/	MED: Design S	Sciences in ODC						
CC: Room 308B			27 ODC	C/MC/IM: Internation	onal Mgmt Con	sulting			
CC: Room 313B	14 IM & C	Co-Sponsors: N	Measuring Global	Competences			37 OMT:	OMT Junior Facul	
CC: Room 317A					30 BPS/	/OMT: Research [Development W	orkshop	→
CC: Room 318A					32 TIM:	TIM Doctoral Con	nsortium		→
CC: Room 321B	8 CAR/MC	C/MSR: Comple	exity & Conscious	isness I					
CC: Room 322A	23 RM/O	B/ITC: Social N	Networks Researc	ch					
CC: Room 322B	22 RM/H	R/ODC: Latent	Growth Modeling	g					
CC: Room 326B	← AAA: Honolulu	J 2005, LAC							→
HH: Sea Pearl Suite 3-4	18 MED/OB: Γ	Discussion Lear	rning 26 MED	& Co-Sponsors:	Creating The N	ext Generation	36 MED//	ODC/PTC: Strate	gic Faculty
HH: South Pacific 1	17 MED /	& Co-Sponsors	s: Management A	cross Cultures			35 MED -	+: Impact Of Minor	rity Professors
HH: South Pacific 2	← IM: IM Outdoor	, , , , , , , , , , , , , , , , , , ,							<u> </u>
OS: Hawaii Naval Docks	← MH: Pearl Hart	bour		<u>-</u>		<u>-</u>			
OS: Hilton Tour	← HR/OB: Compa	any Tour: Hiltor	n						
OS: Honolulu Advertiser		onolulu Advertis							
OS: USS Chaffee-Pearl Harl	bor ← HR/OB/OD	C: Company To	our: USS Chaffe	e					
SH: Akaka Falls Room	15 MC: Ir	ntegrating Chan	nge/Project Mgt						
SH: Ewa Room				& Co-Sponsors:	Diversity Cons	ultants			•
SH: Hilo Room	← PS & Co-Spon	sors: Practition	er Series/A-R						
SH: Iao Needle Room	16 MC: Y	Your Consulting	Practice				34 MC: N	MC Writing Roundt	tables -
SH: Maui Ballroom	21 ONE/F	BPS: Strategic (Competencies						
SH: Puna Room				29 ONE/	/MED: Environme	ental Education			
SH: Waimea Canyon Room			28 TTC/	/TIM: Teaching IT	Γ Transformatio	n			

		Frida	y Eve	ening	, Aug	gust 5	, 200	5		
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	9:00	
CC: Room 302A			50 OCIS	3: Doctoral Consc	ortium					
CC: Room 302B	← ODC/ONE	/MC: OD & Susta	inability							
CC: Room 303A	← ENT: ENT	Doctoral Consort	ium							
CC: Room 303B	← ENT: ENT	Junior Faculty								
CC: Room 304A			45 IM: IN	M Division Welco	me					
CC: Room 304B			51 ODC	/MED/PTC: Lead	lership Developr	ment Wkshp				
CC: Room 305B	← ENT/BPS:	CE Writer's Work	shop							
CC: Room 306B			52 OMT.	/ODC/MOC: Doc	ctoral Consortiur	m				
CC: Room 308 (A&B)				55 BPS:	Doctoral Conso	rtium				
CC: Room 313B	← OMT: OM	Γ Junior Faculty C	onsortium							
CC: Room 317A	← BPS/OMT	: Research Develo	opment							
CC: Room 326B	← AAA: Hono	olulu 2005, LAC								→
HH: Sea Pearl Suite 1				56 CM: F	Reception for CN	A PDW Presente	r			
HH: Sea Pearl Suite 3-4	← MED/ODC	/PTC: Strategic F	aculty Develop	ment						
HH: South Pacific 1			47 MED	: Welcome Rece	ption (MED-PDV	N)				
HH: South Pacific 2		42 ICW: I	NSU Reception	54 ICW: NSU	Opening Meeting	g				
OS: Local Restaurant			43 ENT:	Ent Junior Facul	Ity Dinner					
OS: Local Restaurant TBI	D		44 ENT:	ENT Doctoral St	tudents Dinner					
OS: Location To Be Deter	rmined		46 IM: D	inner on the Tow	n with IM					
OS: Tiki Grill & Bar		41 GDO:	GDO Doctoral	Consortium Rec.						
SH: Akaka Falls Room	38 MSR	: Meditation								
SH: Ewa Room	← GDO +: Di	versity Consultan	ts							
SH: Honolulu Room	39 OB:	OB Doc Consortiu	ım Reception							
SH: lao Needle Room	← MC: MC W	/riting Roundtable	s	·		·				·
SH: Koko Crater Room			49 OB: 0	OB Junior Faculty	y Consortium					
SH: Kona Room			53 SIM:	SIM Doctoral Co	nsortium					
SH: Lanai Ballroom				57 ODC:	International Re	eception				
SH: Puna Room	40 ONE	: Ph.D./New Facu	Ity Consortium			·				·
SH: Waimea Canyon Roo	m			5	8 ICW: MFCA S	Social				



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

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	Sa	turua)111111 8	z, Au	gust (J, 200	3	
7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Room 301 (A&B)			98 BPS: I	New Faculty Cons	sortium				
CC: Room 302A				110 OCIS	: Doctoral Con	sortium			4
CC: Room 302B				111 OCIS	: Junior Facult	y Consortium			
CC: Room 303A		66 ENT: E	ENT Doctoral Co	nsortium					
CC: Room 303B		67 ENT: E	ENT Junior Facu	Ity Consortium					
CC: Room 304A		73 HR: HI	R Junior Faculty	Consortium					
CC: Room 304B		88 ODC/N	MED/PTC: Leade	ership Developme	ent Wkshp				7
CC: Room 305A				108 MOC	/BPS: Designii	ng Strategic Innov	ation		7
CC: Room 305B		68 ENT: 9	SME Networking	-International		122 CM/	PTC: Conflict Dy	namics Profile	
CC: Room 306A					116 HR	/TTC/OB: Busines	ss School Compe	etencies 143 El	NT: Opportunity
CC: Room 306B					120 OD	C/RM: Tech Supp	ort for Research	ers 144 E	NT: Endowed Chairs
CC: Room 307A		76 IM: Int	ernationalizing C	Curriculum				142 ENT/TIM:	Entrepreneurship & =
CC: Room 307B						123 HR/I	TC: Diversity and	d HRM	
CC: Room 308 (A&B)			99 BPS: I	Doctoral Consorti	um				
CC: Room 309				113 OMT	/MH: New Arch	nivalism & Archiva	lists		
CC: Room 311			102 RM	& Co-Sponsors: F					
CC: Room 312			102	or or openionin	100000110000		OB/HR: Multileve	el Research	+
CC: Room 313A		92 OMT/0	DDC/MOC: OMT	/ODC/MOC Doct	Consortium	120 11111	OB/THA: Maranet	71100001011	-1
CC: Room 313B			OMT Junior Fac		Concordant				
CC: Room 313C		JU OMIT.	OWN Gamor Lag		& Co-Sponsor	s: Qualitative Writ	ing Workshop		
CC: Room 314		83 NDSC	: NDSC Consort		& OO-Oponsoi	3. Quantative vint	ing workshop		-
CC: Room 315		OZ NDOC	. NDSC Consort	iuiii	115 PD	S/OMT/OB: Know	lodgo & Individue	ale	
CC: Room 316A		7 / UD: UI	R Doctoral Cons	ortium	113 01	3/OWIT/OB. KIIOW	••	HR Editors Roun	dtable
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CC: Room 316C				112 000	. Halls-Organi	zational Systems	FIM: Toobpologic	al Innovation in F	JD +
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CC: Room 319A			Socio-Economic				138 OW	T/MED/TTC: Tea	oning integrated
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CC: Room 322B			Doctoral Conso						
CC: Room 323A			D Junior Faculty						
CC: Room 323B				lars' Perspectives					HR/MED: Leadership
CC: Room 323C				onal Perspectives	118 OB	& Co-Sponsors: I	nternational Pers	spectives 14	5 OB/BPS: Network
CC: Room 324			B Doc Student C						
CC: Room 325A		84 OB: O	B Jr Faculty Cor	sortium					
CC: Room 326B			Honolulu 2005, L						-
CC: Room 327		95 RM/O	B/GDO: Scale D	evelopment Work	shop				
CC: Room 328		81 MOC/0	ODC/SIM: Exam	ining Organization	n Buy-In	131 TIM:	Junior Faculty C	Camp	
HH: Iolani Suite 1				103 AAA:	Placement Se	rvices			7
HH: Sea Pearl Suite 3		63 AAA: N	Membership Con	nmittee Meeting					
HH: Sea Pearl Suite 4		64 AAA: I	ns/Outs of Facul	ty Recruiting					
HH: South Pacific 1		79 MED/0	CMS: Resuscitat	ing Management		125 MED)/BPS: Thinking	About Strategy	
HH: South Pacific 2						126 MED)/MSR/MOC: Art	Of Structured Re	
HH: South Pacific 3				106 MED	/PTC/ODC: Ex	ecutive Doctoral C	Colloquium		4
HH: Tapa Ballroom 1		89 OM: F	uture of OM			127 OM/	BPS: Operations	Strategy	
HH: Tapa Ballroom 2		80 MED 8	& Co-Sponsors: I	Moving Images					-
OS: Kapiolani Park					MC/MSR: Con	nplexity & Conscio	usness II		
SH: Akaka Falls Room	72	HCM: Cont. B	kfast. 100 HCN	1: Evidenced-base				1: Teaching with	Technology
SH: Ewa Room			GDO Doctoral C						-
SH: Hilo Room				actitioner Series/A	\-R				+
SH: Kahuku Room							139 TTC	/SIM: Learning O	utcomes Objectives
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Saturday Morning, August 6, 2005 (cont.)											
7:00 7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30			
SH: Kauai Ballroom		101 HCI	M/CAR: New Car	eers for Senior F	aculty	135 HCM	: Publishing Hea	alth Research			
SH: Kohala Room	75 IAM: I	lberoamerican V	alues		137 IAM: Org Practices in Iberoamerica →						
SH: Koko Crater Room	97 TTC & Co-Sponsors: Teaching with Technology						141 CMS: New French Theory				
SH: Kona Room 61 SIM: Doctoral Consort	ium							→			
SH: Lanai Ballroom 59 CMS: Breakfast	65 CMS:	CMS Doctoral V	Vorkshop			132 CMS/MED: Dark Side Case Teaching					
SH: Maui Ballroom				117 MC:	: Flight Capital	14	IO MC: MC Con	nmunities			
SH: Puna Room	71 GDO/	OB/C: Hawaiian	Race Relations	Today		133 GDO	/PTC: Women o	n Boards: The Future			
SH: Waialua Room	128 PNP: Service Learning Effect										
SH: Waianae Room 60 MSR: Meditation		109 MSR: MSR Research: One Stop									
SH: Waimea Canyon Room	•		107 MH	: New Member W	/orkshop MH		•	•			

On Culture

by Mandy Sukman Lee, Trinity College Dublin

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

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

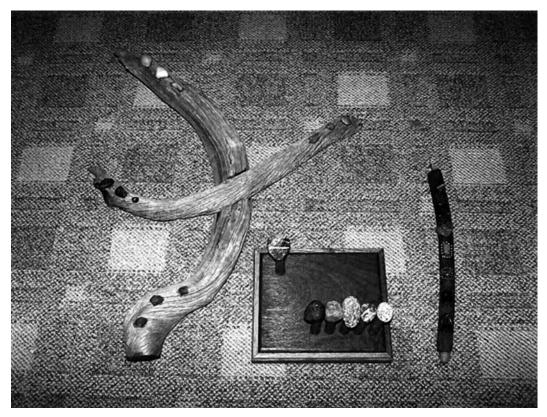
They say you're a sacred cow Reared on traditions and taboos Your milk is a narcotic that puts People's minds off the new and the cool.

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

Actually they say you're nothing at all A fudged concept that no academic can use. Yet when the lay people think of you They reckon you're either popular or (unbearably) dull.

	Saturday	Afte	erno	on,	Augi	ust 6	, 200	5
	12:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00 4:30
CC: Center Rooftop	156 OCIS: Luncheon for C	CIS Consortia	a					223 CAR/PTC: Talk Story
CC: HCC Lobby - Membership			_					
CC: HCC Lobby - Registration								
CC: Room 301 (A&B)	1-10 / V V I. Proglotiation		189 RPS	S: New Faculty	Consortium			
` '	← OCIS: Doctoral Consortium		100 51 0	J. NOW T GOOK	Oorisortiani			
	← OCIS: Junior Faculty Conso	rtium						
CC: Room 303A		166 ENT: E	NT Doctors	al Consortium				
	← ENT: ENT Junior Faculty			Faculty Conso	tium			
CC: Room 304A	152 HR: HR Junior Facult		INT SUITION			cting Network	Research	
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	← ENT: Opportunity Identificati	on		TTC: Australia				/TIM: Conversation: Dvn Capability
	← ENT: Endowed Chairs Lunc		192 HV	ITO. Australia				Business Schools
00111001110002	← ENT/TIM: Entrepreneurship		NT Cognitio	uo Drocessos	204 HIN			urial Boards: Lesson
CC: Room 307B	155 IM & Co-Sponsors: In							onsors: Publishing in U.S. Journals
CC: Room 308 (A&B)	155 IIVI & CO-Sponsors. III	troduction to C		·		21	9 ΠΚ & C0-Sp	ionsors. Publishing in 0.5. Journals
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			OHSOHIUHI					
	← OMT: OMT Junior Faculty C	onsoruum						
CC: Room 313C	NDCC-NDCC Compatitions						220 OM	T/PTC: The Language of Business
	← NDSC: NDSC Consortium				/DD0/// DD			
CC: Room 315				201 111	/BPS/IM: First	Mover Advan	tage	
CC: Room 316A	153 HR: HR Doctoral Stud		m					Mathada fau Kaandadaa 🗦
CC: Room 316B	157 ODC/MC: JABS Writin	ng Workshop				208 BP	S & Co-Spons	ors: Methods for Knowledge
	← HR/TIM: Technological			: Aesthetic Me	thods			
	← CM/GDO/SIM: Research Inc							
CC: Room 317B	150 CAR/MED/MSR: The							
CC: Room 318A	162 BPS/O	B: Conversation					IT: Teaching O	
CC: Room 318B					a Journal Edit	or		226 ODC/CMS: Critical
CC: Room 319A	TILL D	178 MOC: S	Studying Inc	dustry Emerge	nce			
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CC: Room 321B							R/MED/HR: Pe	eer Coaching
CC: Room 322A	160 RM/CMS: Research F				& Co-Sponso	rs: Survival An	alysis	-
CC: Room 322B		172 IM: Do						
CC: Room 323A	154 IM: IM Division			culty Consortion	m			224 IM: Meet the Editors
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	← OB/BPS: Network	179 OB: Me	entoring					
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CC: Room 328			195 TIM	: Junior Facul	y Camp			÷
	← AAA: Placement Services							
HH: Sea Pearl Suite 2								222 AAC: TTC Meeting
HH: Sea Pearl Suite 3	149 AAA: AMJ Editors` M	tg						
HH: South Pacific 1					207 ME	D/TIM/ODC: U	Jsing Online	
HH: South Pacific 2		175 MED/C	B/BPS: Dra	ama for Busine	SS			
HH: South Pacific 3	← MED/PTC/ODC: Executive I	Doctoral Colloc	quium					
HH: South Pacific 4		176 MED/C	NE/CMS: S	Sustaining				
HH: Tapa Ballroom 1	158 OM: Doc Consortium	182 OM: O	M Doctoral	Consortium				
HH: Tapa Ballroom 2	← MED & Co-Sponsors: Movin	g Images						

Saturday Afternoon, August 6, 2005 (cont.) 12:00 4:00 4:30 OS: Polynesian Cultural Ctr. 197 GDO: GDO Trip to Cultural Center OS: The Willows 151 GDO: GDO Lunch SH: Akaka Falls Room 169 HCM: Feedback on Predoc 205 MC: Are Consultants Independent? ← GDO: GDO Doctoral Consortium SH: Ewa Room SH: Hilo Room ← PS & Co-Sponsors: Practitioner Series/A-R SH: Honolulu Room 214 IAM/HR/IM: HRM in Latin America SH: Iao Needle Room 163 MC: Qualimetrics 206 MC: Intervention Planning ← TTC/SIM: Learning SH: Kahuku Room 202 TTC: Best Practices in Assessment 221 PNP/OM/BPS: Developing & Using Cases SH: Kauai Ballroom 203 HCM/OB: Future of Health Care ← IAM: Org Practices SH: Kohala Room 171 IAM: Iberoamerican Macro Issues ← CMS: New French Theory SH: Koko Crater Room 165 CMS/AAM: Asia: WTO, Business & 213 GDO/MSR/IM: Hidden Diversity at Work SH: Kona Room ← SIM: SIM Doctoral Consortium ← CMS/MED: 164 MH: Situational Leadership SH: Lanai Ballroom 210 CMS & Co-Sponsors: Critical Encounters SH: Molokai Ballroom 170 HCM: Bring Your Ideas to Fruition SH: Niihau Room 225 MSR: Spirituality Cafe 185 PNP: Doctoral Consortium I PNP SH: Oahu Room 186 PNP: Personal Strategic Planning SH: Puna Room 184 ONE & Co-Sponsors: MNCs/Sustainable Dev. SH: Waialua Room 159 PNP: Jr & Doctoral Luncheon 187 PNP: Jr Faculty Consortium - PNP SH: Waianae Room 198 MSR: Theology and Management Theory 177 MH: Getting Published 215 MH: New History SH: Waimea Canyon Room



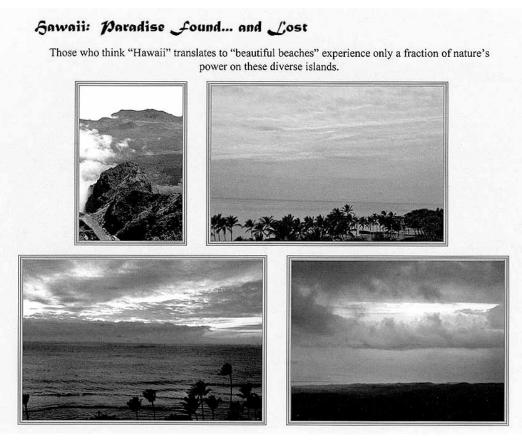
Tribal to Transpersonal David A. Cowan, Miami U.

Saturday Evening, August 6, 2005 5:00 5:30 6:00 7:30 CC: Center Rooftop ← CAR/PTC: Talk Story 242 OCIS: Welcome Reception ← OCIS: Doctoral Consortium CC: Room 302A ← OCIS: Junior Faculty CC: Room 302B CC: Room 305A ← MOC/BPS: Designing Strategic Innovation ← CM/ONE: Multi-Case Meta-CC: Room 305B ← BPS/OB/TIM: Conversation: CC: Room 306A CC: Room 307A 232 RM/IM/ITC: International CC: Room 307B ← HR +: Publishing in U.S. ← ODC/MC/OMT: Appreciaty. CC: Room 309 ← RM/OB: Meeting Multilevel CC: Room 312 CC: Room 313A 230 OMT: Meet OMT Social CC: Room 313B ← OMT: OMT Junior Faculty CC: Room 313C ← OMT/PTC: The Language of Business CC: Room 314 239 NDSC: NDSC Reception CC: Room 316B ← BPS & Co-Sponsors: Methods CC: Room 316C 240 OB: OB Reviewers' Reception CC: Room 318B ← ODC/CMS: Critical Lenses on ODC CC: Room 321B ← CAR/MED/HR: Peer Coaching CC: Room 322A ← RM & Co-Sponsors: Survival ← IM: Meet the Editors CC: Room 323A CC: Room 324 ← OB: OB Doc Student Consortium CC: Room 326B ← AAA: Honolulu 2005, LAC ← RM/BPS/OMT: Robust CC: Room 327 CC: Room 328 ← TIM: Junior Faculty Camp HH: Sea Pearl Suite 2 ← AAC: TTC Meeting HH: Sea Pearl Suite 3 229 AAA: Atlanta 2006 HH: South Pacific 2 234 AAA: Placement for Applicants OS: Aquarium 237 ENT: ENT Luau OS: Dinner Cruise 246 MC: MC & Friends Dinner Cruise OS: Ilikai Waikiki Hotel 233 SIM: Reception: SIM 241 SIM: SIM Division Keynote with SBE OS: Polynesian Cultural Ctr. GDO: GDO Trip to Cultural Center OS: Sergio's Italian Restaurant 245 OM: Doctoral Consortium Dinner ← PS & Co-Sponsors: Practitioner SH: Hilo Room ← IAM/HR/IM: HRM in Latin SH: Honolulu Room ← PNP/OM/BPS: SH: Kahuku Room SH: Kauai Ballroom 235 HCM: HCM PDW Reception SH: Kohala Room 243 IAM: IAM Business Meeting SH: Koko Crater Room ← GDO/MSR/IM: Hidden Diversity ← SIM: SIM Doctoral Consortium SH: Kona Room SH: Lanai Ballroom 236 CMS & Co-Sponsors: Showing of "The Corporation" SH: Molokai Ballroom 244 ODC: Doctoral Student Reception SH: Niihau Room 238 IM: IM PDW Reception SH: Puna Room 231 ONE & Co-Sponsors: BOP Research Workshop SH: Waialua Room ← PNP: Jr Faculty Consortium -SH: Waianae Room ← MSR: Theology & Management

7.30 8:00 8:30 9:00 9:30 10:00 10:30 11:00 11:30 11:30 11:30 CC Exhibit Hall III - Exhibits 290 AAA; Exhibits 290 AAA; Exhibits 340 AAA; Conference Break CC: PCCL Lobby - Membership CC: HOLD Lobby - Registration CC: HOLD Lobby - Registration CC: Room 302A 286 MCC; Coerdion in the Rough CC: Room 302A 286 MCC; Coerdion in the Rough CC: Room 303A 257 ENT; ENT Doctoral Consortium CC: Room 303A 257 ENT; ENT Doctoral Consortium CC: Room 303A 257 ENT; ENT Doctoral Consortium CC: Room 304A 260 HR; HR, Junior Faaulty Consortium CC: Room 304A 260 HR; HR, Junior Faaulty Consortium CC: Room 304A 260 HR; HR, Junior Faaulty Consortium CC: Room 304A 260 HR; HR, Junior Faaulty Consortium CC: Room 304A 260 HR; HR, Junior Faaulty Consortium CC: Room 304A 260 HR; HR, Junior Faaulty Consortium CC: Room 304B 270 CC: Room 305B 271 MSMMONE; Corporate MCR Researching Membership CC: Room 305A 262 IM: Interpretative Methods 324 MSMMONE; Corporate MCR Researching Research		Sunda	y Mo	rning	, Aug	gust 7	, 200	5	
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HH: Iolani Suite 1 293 AAA: Placement Services				293 AAA:	: Placement Ser	vices			÷
HH: Sea Pearl Suite 1 250 AAA: Breakfast with Division Chairs 296 AAC: Southwest AOM Meeting 341 AAA: Incoming Program Chairs	HH: Sea Pearl Suite 1	250 AAA: Breakfast with	Division Chairs	296 AAC	: Southwest AC	OM Meeting	341 AA	A: Incoming Prog	ram Chairs
HH: Sea Pearl Suite 2 294 AAA: Current Program Chairs 343 AAC: Midwest AOM Meeting	HH: Sea Pearl Suite 2			294 AAA:	: Current Progra	m Chairs	343 AA	C: Midwest AOM	Meeting
HH: Sea Pearl Suite 3 295 AAA: Current/Incoming Committees 342 AAA: Div/IG Incoming Chairs	HH: Sea Pearl Suite 3				: Current/Incom	ing Committees	342 AA	A: Div/IG Incomin	g Chairs
HH: South Pacific 1 ← MED & Co-Sponsors: Management E-media Visions 329 MED & Co-Sponsors: Meet the Best Reviewers	HH: South Pacific 1	← MED & Co-Sponsors: Manage	ment E-media V	isions		329 MEI	0 & Co-Sponso	rs: Meet the Best	Reviewers
HH: South Pacific 2 284 MED & Co-Sponsors: Management 330 MED/ODC: Film in Experiential Exercises	HH: South Pacific 2		284 MED	O & Co-Sponsors:	Management	330 MEI	D/ODC: Film in	Experiential Exerc	cises
HH: South Pacific 3 253 AAA: Breakfast with AOM Affiliates 317 AAA: AOM Associates	HH: South Pacific 3	253 AAA	: Breakfast with	AOM Affiliates		317 AAA	: AOM Associa	ites	
HH: South Pacific 4 263 MED/MOC/MSR: Practicing Discernment									
HH: Tapa Ballroom 1 269 OM/PTC: Research with Healthcare Orgs 332 OM/TIM: Meet Editors of OM Journals		263 MED	D/MOC/MSR: Pra	acticing Discernm	ent				

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

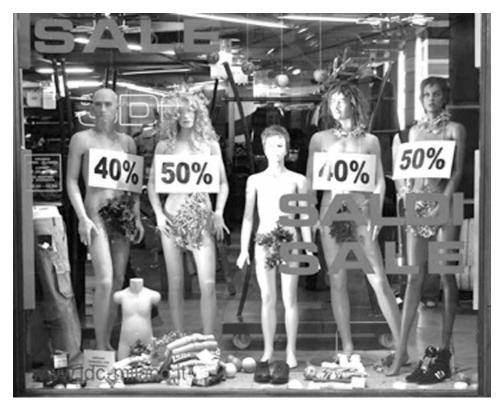
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	Sund	iav M	lornir	19. Ai	ugust '	7. 200	J5 (cc	ont.)	1
		J		رج-	8	· y		,,	'
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
HH: Tapa Ballroom 2			288 OM:	. OM in Core Bus	siness Curriculum	328 MED)/CMS: Issues of	Globalization	
OS: Dole Factory Tour						323 HR: (Company Tour: [Dole	→
SH: Akaka Falls Room		259 HC	M: Breakfast			337 SIM:	Ethics And Man	nagement Practice	.e
SH: Ewa Room		265 MH/	I/MOC: Using the I	Past			345 GDC	D: Diversity in Bus	siness Schools
SH: Hilo Room		272 PS	& Co-Sponsors: F	Practitioner Serie	es/A-R				
SH: Honolulu Room			282 HCN	M: Qualitative Met	thods Workshop	339 TTC/	OB/MED: Scient	itist and Educator	r
SH: lao Needle Room				308 PNF	P: Multi Hospital Net	tworks			
SH: Kahuku Room		271 ONF	E/SIM: Risk and S	Self-Regulation		334 PTC/	ITC: Shaping 21	1st Century Mgmt	ıt
SH: Kauai Ballroom			283 HCN	И: Quantitative M	Methods Workshop		346 HCN	A & Co-Sponsors	s: Finding Funding
SH: Koko Crater Room			281 CMS	S: Corporation Fo	ollow	322 GDO)/MED: Affective I	Education	
SH: Kona Room				310 SIM	1: Learn from expert	íS			
SH: Lanai Ballroom						321 CMS	S/CAR: Critter Car	reers	
SH: Maui Ballroom						326 IM: P	Paper Developme	ent Workshop	
SH: Niihau Room				309 PNF	P: Doctoral Consorti	ium II			
SH: Oahu Room		264 ME	N/ITC: Mentoring	& The Organiza	tion				
SH: Puna Room		273 PTC	C: Giraffe and Ele	phant					
SH: Waianae Room				303 MEF	D/MSR: Principle-Ce	entered Learnir	ng	350 MSF	R: Publishing on Spir.
SH: Waimea Canyon Roo	om		285 MH:	: Professional Dev	velopment	331 MH:	Managing Your D	Dissertation	



Hawaii: Paradise Found...and Lost — A Photo Essay Randall B. Dunham, U. of Wisconsin, Madison

	Sunday	7 A f	terno	011	A 11011	st 7	2005	<u> </u>	
00 0 11 0 11 40	12:00 12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
CC: Ballroom Section AB	AAA. E. L'IL'I.			373 A	AA: AOM Award	Winners			
CC: Exhibit Hall III - Exhibits									
CC: Exhibit Hall III - Break Ar					382	AAA: Conferer	ice Break		
CC: HCC Lobby - Membershi									
CC: HCC Lobby - Registration	n ← AAA: Registration								
CC: Room 301A							388 AA	A: ENT Execu	tive Committee
CC: Room 302A							389 AA	A: RM Executi	ve Committee
CC: Room 304A							390 AA	A: OMT Execu	tive Committee
CC: Room 304B							391 AA	A: ODC Execu	tive Committee
CC: Room 305B							392 AA	A: CM Executi	ve Committee
CC: Room 306A							393 AA	A: BPS Execu	tive Committee
CC: Room 306B							394 AA	A: OB Executi	ve Committee
CC: Room 308B							395 AA	A: CAR Execu	tive Committee
CC: Room 309							396 AA	A: MOC Execu	ıtive Committee
CC: Room 311 - Fringe Cafe				378 A	RT: Fringe Cafe				
CC: Room 315		363 A	AS: New Vision				S: Future of Bu	usiness Schoo	ls
CC: Room 317A						383 AA	A: IM Executiv	e Committee	
CC: Room 317B				374 A	AA: MC Executiv				
CC: Room 318A			367 AA		orial Board Mtg.				
CC: Room 318B			33170	U II 7 II VILLE LUI		A: AME Editori	al Roard Mta		
CC: Room 319A					301777		A: AMJ Editori	al Roard Mta	
CC: Room 319B				275 A	AA: AMR Outgo				ing Edit Board
	← CAR/IM/ITC: Transformation	ion 264 10	CM: OC Conjor		AA. AMIN Outgo	ing Luit. Doard	I WILLY 391 AA	A. AIVIN IIICOII	ing Luit. Board
CC: Room 323A	C O/ II VIII// TO: Transforma	304 IC			rg. Scholarship I	Mta			
CC: Room 323C			37010	VV. FUSILIVE O	ig. Scribiai Sriip i	vity	200 11	A. TIM Evacut	ive Committee
CC: Room 324							390 AA		V: OS Board
CC: Room 325A							300 44		
CC: Room 326B	← AAA: Honolulu 2005, L	۸۲					399 AA	A: HR Executi	ve Committee
	€ AAA. HoHolulu 2003, L	.AC		070 4	A A . N M l				
HH: Coral Ballroom 4-5	← AAA: Placement Servi	200		3/6 A	AA: New Membe	er Orientation			
HH: Iolani Suite 1									
HH: Sea Pearl Suite 1			OM Meeting		W: Organization	n Ed. Board			
HH: Sea Pearl Suite 2	351 AAA: Incoming PD				Board Meeting				
HH: Sea Pearl Suite 3	352 AAA: Division		AC: Mentoring (C: Southern A	OM Meeting
HH: Sea Pearl Suite 4	353 AAA: AOM Fellow	3 65 IC	CW: Group & Or				V: LRP Meetin		
HH: South Pacific 1			368 AA	AA: 377 A	AA: Program Ch	air 385 AA			
HH: South Pacific 2	355 ICW: JAME Editor	al Board Me	eting				400 AA	A: GDO Execu	tive Committee
HH: South Pacific 3							401 AA	A: MED Execu	tive Committee
HH: South Pacific 4							402 AA	A: OM Executi	ve Committee
OS: Dole Factory Tour	← HR: Company Tour: D	ole							
SH: Akaka Falls Room							403 AA	A: HCM Execu	itive Committee
SH: Honolulu Room							404 AA	A: SIM Execut	ive Committee
SH: lao Needle Room	358 AAA	: Eastern A	OM Board Meet	ting			405 AA	A: CMS Execu	tive Committee
SH: Kahuku Room			369 AA	AC: Practice T	heme Committe	е	411 AA	C: PTC	
SH: Kohala Room		361 A	AC: Eastern AC	OM Meeting			406 AA	A: MSR Execu	tive Committee
SH: Kona Room							407 AA	A: MH Executi	ve Committee
SH: Niihau Room		366 IC	CW: MFCA Busi	iness Meeting					
SH: Puna Room							408 AA	A: ONE Execu	tive Committee
SH: Waialua Room	354 AAC: International	362 A	AC: ITC Recept	tion					
SH: Waimea Canyon Room	357 SPDW: First Job -				W: OMJ Edit. B	oard	409 AA	A: PNP Execu	tive Committee

	C 4			40 O: A:	4	7 20	<u> </u>		
	Sui	nday E	vem	ng, A	ugusi	1, 20	U5		
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	
CC: Ballroom Section AB	413 AAA	A: AOM Convocation							
CC: Center Rooftop					422 AAA	: All Academy Re	eception		
CC: Room 301 (A&B)			421 OB	& Co-Sponsors: L	eadership Recep	tion			
CC: Room 311	415 ART	Γ: AcademyArts Oper	ning			<u>.</u>			
CC: Room 311 - Fringe Cafe	← ART: Fringe	Cafe							→
CC: Room 314						<u>.</u>	428 GD0	D: GLBT and Friends	→
CC: Room 317B	← AAA: MC Ex	xecutive Committee							
CC: Room 323A		417 AAA: O	CIS Executive	e Committee					
CC: Room 323B	414 AAC	C: AAM Committee	418 AAC	C: AAM Reception					
CC: Room 324	← ICW: OS Bo	oard Reception							
CC: Room 326B	← AAA: Honoli	ulu 2005, LAC							→
HH: Coral Ballroom 1	416 ICW	/: Warwick Cocktail P	arty						
HH: South Pacific 1						427 ICW	: HKUST Recept	ion	→
HH: South Pacific 2					423 ICW	: NSU DBA Stude	ents' Meeting		
OS: Dole Factory Tour	← HR: Compai	ny Tour: Dole				<u>.</u>			
OS: Tiki Grill & Bar			419 CAF	R/GDO: CAR/GDO	Social Gatherin	g			
OS: Waikiki Beach Marriott Reso	ort				426 ICW	: Wharton Recep	tion		
SH: Honolulu Room					424 ICW	: OBTS/JME Red	eption		
SH: Waialua Room			420 ICW	V: AKMS Meeting			-		
SH: Waianae Room					425 ICW	: AKMS Reception	n		



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

	Monday	Morn	ing,	Augu	st 8, 2	2005		
7:00	7:30 8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Ala Halawai Concourse					526 AA	A: Coffee Break		
CC: Exhibit Hall III - Exhibits			502 AAA	: Exhibits				→
CC: Exhibit Hall III - BPS 1			506 BPS	: Interorganizati	onal Networks	534	BPS: Trust, Fra	ming and Process
CC: Exhibit Hall III - BPS 2			507 BPS	: TMT and the S	Strategy			
CC: Exhibit Hall III - Break Area					527 AA	A: Conference E	Break	
CC: Exhibit Hall III - ENT 1			508 ENT	: Venture Perfor	rmance	545	ENT: Opportun	ity Recognition
CC: Exhibit Hall III - ENT 2						546	ENT: Entreprer	neurial Governance
CC: Exhibit Hall III - GDO 1			509 GD0): Leaders and [Diversity			
CC: Exhibit Hall III - HR			510 HR:	P-O Fit / Work A	Attitudes	551	HR: HRM Prac	tices
CC: Exhibit Hall III - IM 1			511 IM:	Cross-Cultural M	lanagement			
CC: Exhibit Hall III - IM 2			512 IM: I	Management Te	nsions in			
CC: Exhibit Hall III - MC				Consulting and				
CC: Exhibit Hall III - MED				V		570	MED: Tools an	d Tactics for MED
CC: Exhibit Hall III - MOC 1			514 MO	C: Managerial Co	ognition			
CC: Exhibit Hall III - MOC 2				C: Emotion & Ma				
CC: Exhibit Hall III - OB			_ 100		.,,,	578	OB: Motivation	Perf., Attitudes
CC: Exhibit Hall III - ODC 1			519 OD(C: Transformatio	nal Change			na for Emotions
CC: Exhibit Hall III - OM			010 02	, manoromia de	nar onango			v & Proiect Mamt
CC: Exhibit Hall III - OMT 1			520 OM	Γ: Institutional C	hange		OMT: Sources	
CC: Exhibit Hall III - OMT 2				Γ: Identity, Cogn			OMT: Learning	
CC: Exhibit Hall III - TIM 1				Product Develo			TIM: IT Manag	•
CC: Exhibit Hall III - TIM 2				Intellectual Ass		004	Tilvi. TT ivianay	Silient
CC: HCC Lobby - Membership				: Membership	EIS			→
CC: HCC Lobby - Registration				: Registration				→
CC: Room 301A		492 OM		tinguished Scho	lor	504	OMT: Theory N	Aattors
CC: Room 301B					iai		ENT/SIM/MED	
CC: Room 302A			: Internationaliz					
CC: Room 302B			T: Corporate Go				OMT: Network	_
			T/OB: Positive C					o Prices Come
CC: Room 303A			: Venture Evolu					usiness Advantage
CC: Room 303B	405 114.14		T: Order and Au				OMT: Change	
CC: Room 304A CC: Room 304B	435 IM: W	/elcome 465 IM: S					IM: Expatriates	
			/BPS/OMT: Pate				TIM: Intellectua	
CC: Room 305A				s & Subsidiaries	S		IM: Business G	
CC: Room 305B	400 704 704 1		National Culture				IM/OB/OMT: C	
CC: Room 306A	432 TIM: TIM Welcor			Boundaries of t	the Firm			vledge Creation
CC: Room 306B		444 BPS	Executing Allia					ind Management
CC: Room 307A				Diffusion & Add	option		TIM: Time to M	
CC: Room 307B			3: Diversification					tion and Industry
CC: Room 308A			3: Components					Diversified Firms
CC: Room 308B			S: Shifting Indus				BPS: Knowledg	
CC: Room 309		448 BPS	S: Nature of Cap	abilities		539	BPS: Board Sta	akeholders
CC: Room 311			: AcademyArts/					7
CC: Room 311 - Arts		443 ART	: Aesthetics and	d Uniqueness				
CC: Room 312		439 AAS	3: Moneyball:Re	framing Phenom	nenon			sm in Employment
CC: Room 313A						530	AAS: Int'l Outs	ourcing of Services
CC: Room 313B		449 BPS	S/MOC: Manage	rial Cognition		540	BPS/TIM: Strat	egic Alliances
CC: Room 313C		450 BPS	S/OMT/RM: Set-	theoretic Method	ds	583	OB/CM/HR: Ju	stice Around the
CC: Room 314	431 MC: Welcome B	reakfast 480 MC:	Consulting to C	Organizations		569	MC: Consultan	ts' Values & Actions
CC: Room 315		440 AAS	: Making Public	Schools Work		531	AAS: Services	Sciences&Mat
CC: Room 316A		458 ENT	/BPS/IM: Intern	ational Entrepre	neurship	584	OB/GDO/SIM:	Sex at Work
CC: Room 316B		441 AAS	S: Culture in Mar	nagement Resea	arch	532	AAS: Managen	nent Consulting
CC: Room 316C		461 GDC	D/CAR: Univers	ty Transformation	on	598	OMT/BPS: Em	beddedness and
CC: Room 317A		483 MOO	C: Welcome & C	Culture in Mind		575	MOC/OMT/CM	S: Organizational
CC: Room 317B			516 MO	C: Emotions in C	Org Life	574	MOC: Bias in D	ecision-Making

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

Monday Morn	ing,	Aug	ust 8	, 2005	(co	nt.)	
7:00 7:30 8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Room 318A	489 OCIS:		S: Relationships				uences of Being
CC: Room 318B			es to Fairness	o iii viitaai		CM: Trust and	
CC: Room 319A			& Protean Care	are		CAR: Career	•
CC: Room 319B			tions in OCB R			HR: Strategic	
CC: Room 321B 436 ODC: Welcom				esearch		.,	ors and Maps in
CC: Room 322A			and Evaluation			<u> </u>	nce Management
CC: Room 322B	403 HWOL		3: Technology A				logy Adoption:
CC: Room 323A	400 DM: E		surement Mode			RM: Reliability	
CC: Room 323C			otional Intellige			OB/HR: Aggre	
CC: Room 324							-
CC: Room 325A			Social Exchan				ve Work Behaviors
		· ·	ss & Well-Being		360	OB. OB DIVISI	on 5 Year Review →
	lonolulu 2005, I		Danadinasa		F04	OD: Davishala	ning! Contract
CC: Room 328	38 OB/HR: Ne			Mathada		OB: Psycholog	•
		· · · · · · · · · · · · · · · · · · ·	ogical Contract				ng Customers in OB
HH: Coral Ballroom 1			rning and Micro	o-Practices			piritual Leadership
HH: Coral Ballroom 2		SIM: Competin	•		533	AAS: Learn fro	om Hawaiian Hula
	elcome and Aw		•				→
HH: lolani Suite 1	450.000		Placement Se			0000	
HH: Sea Pearl Suite 1-2	459 GDO:	Pay and Prom	otion Inequities	3		GDO: Diversit	•
HH: Sea Pearl Suite 3-4	400.000				571	MED: Quantity	and Quality in MED
HH: South Pacific 1		Work and Far					
HH: South Pacific 2		Publishing in t					and Managers
HH: South Pacific 3		evolution in S					Management & SCM
HH: Tapa 1 - Table A1		quisition Integ				.,	Identity & Strategy
HH: Tapa 1 - Table A2		ansaction Cost				IP: New Rese	
HH: Tapa 1 - Table A3		aching & Actio				IP: Collaborati	•
HH: Tapa 1 - Table A4		ploring Source					on & Sustainability
HH: Tapa 2 - Table B1		ntity and Iden				IP: Control an	· ·
HH: Tapa 2 - Table B2		entives and R				IP: Governand	-, ,
HH: Tapa 2 - Table B3		veloping Com					ce, Control, Incentive
HH: Tapa 2 - Table B4		w Views on Le	•			•	& Ethical Conduct
HH: Tapa 3 - Table C1		search on Gro				IP: Corporate	
HH: Tapa 3 - Table C2			els & Concepts				nd Exploiting Value
HH: Tapa 3 - Table C3		inals and Stati				IP: Creating a	
HH: Tapa 3 - Table C4	479 IP: Co	gnition and St	rategic Action		568		owledge & Capability
SH: Akaka Falls/lao Needle Room							/: JOB Ed. Board
SH: Hilo Room		Corporate Res					ration and MNCs
SH: Honolulu Room		Ecological Re					MT: Oppression and
SH: Kahuku Room		<u>Environmenta</u>					mental Strategy
SH: Kohala/Kona Room		ntrepreneursh					Positivity at Work
SH: Niihau Room		thics: Emotion				SIM: Visions f	
	/elcome Sessio					SIM/IM: Casca	
SH: Puna Room		Perspectives			576	MSR: Leaders	ship and Spirituality
SH: Waialua Room			Concerns: Pub 8	30			& Env:Strategy &
SH: Waianae Room	462 HCM:	HCM Busines	s Meeting		550	HCM: Innovat	ions in Health Care
SH: Waimea Canyon: A1 429 CAU: Leveraging Older Workers							
SH: Waimea Canyon: A2 430 CAU: Mentoring of Older Employees							
SH: Waimea Canyon Room					528	AAA: Meet the	Editors

	Mond	lay A	Afteri	noon	, Au	gust	8, 20	005		
12:00		1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00
CC: Exhibit Hall III - Exhibits	← AAA: Exhibits	1.00	1.50	2.00	2.50	5.00	3.30	4.00	4.50	5.00
CC: Exhibit Hall III - BPS 1		uladaa Ctrata	2011		600 PD	2: Knowlodgo i	n Dortnorobir	792 DDC	: Ownership &	Diversification
CC: Exhibit Hall III - BPS 2	614 BPS: Know					S: Knowledge i				
CC: Exhibit Hall III - BPS 3	615 BPS: Vert				700 673	5. Risk, Unicert	amily & Dyna	mics 783 BPS	insulutions &	Auvantage
CC: Exhibit Hall III - Break Area	616 BPS: Equi	ily Stakeriolus	215		776	AAA: Conforon	oo Prook			
CC: Exhibit Hall III - ENT 1	627 ENT: Entr	opropourial Li	inkagaa			AAA: Conferen T: Entrepreneu		702 ENT: En	trepreneurs & N	Now Venture
CC: Exhibit Hall III - ENT 2	OZI ENT. EIIU	epreneunai Li	IIIKayes		/ IZ CN	i. Entrepreneu	IIdi			
CC: Exhibit Hall III - GDO 1					746 CD	O: Candar Ca	rooro and	793 ENT.	mages of Entre	preneursnip
CC: Exhibit Hall III - HCM 1	632 HCM: Imp	rovina Clinica	l Interaction		7 10 00	O: Gender, Ca	ieers, and			
CC: Exhibit Hall III - HCM 2	633 HCM: Org			,						
CC: Exhibit Hall III - HR	033 HCW. Org	anizations an	iu Liiviioiiiileiii		740 UD	: Potpourri		_		
CC: Exhibit Hall III - IM 1	638 IM: IJVs, A	Viliancos Aca	wicitions		/ 19 NK	. Potpoum				
CC: Exhibit Hall III - MC	030 IIVI. 15 V S, F	Alliances, Acq	Įuisitions		720 MC	· Tools of MC		_		
CC: Exhibit Hall III - MOC 1						: Tools of MC C: Issues in Ide	ontitu	_		
CC: Exhibit Hall III - MOC 2										
CC: Exhibit Hall III - OB	662 OB: Perso	nality and Di-	voreity			C: Learn, Knov : Leadership	rv,			
CC: Exhibit Hall III - ODC 1	670 ODC: Cha				749 UB	. Leadership				
CC: Exhibit Hall III - ODC 2										
CC: Exhibit Hall III - ODC 2	671 ODC: Poli	tics and Resis	stance		750 014	. Commbo Obmin	0 0			
CC: Exhibit Hall III - OMT 1	CT4 ONT No		1		759 OM	: Supply Chain	& Quality	000 014	F. I. Landana (ana 42 a	. D
	674 OMT: Net								Γ: Understandin	
CC: Exhibit Hall III - OMT 2	675 OMT: Org	anizationai Ei	nectiveness						Γ: Alliances and	
CC: Exhibit Hall III - ONE CC: Exhibit Hall III - RM	COA DM. DMD	Viewel Deser						840 ONE	E: ONE Issues a	ina
	684 RM: RMD	Visual Prese	ntation					0.40 0114	OIMAY (************************************	La con Marco
CC: Exhibit Hall III - SIM									: SIM Visual Vill	
CC: Exhibit Hall III - SIM 2	COO TIME AIL'S				770 TIV	L. L C M			: SIM Visual Vill	age-New
CC: Exhibit Hall III - TIM 1	689 TIM: Alliar					l: Innovation M			High Tech	
CC: Exhibit Hall III - TIM 2	690 TIM: Tech	Evolution			773 111	l: Entrepreneur	ial Activity		Strategy & Tec	
CC: Exhibit Hall III - TIM 3	- AAA: Mambara	hin						847 IIM	Interorg. Netwo	orks
CC: HCC Lobby - Membership	← AAA: Members									
CC: HCC Lobby - Registration	← AAA: Registrat					— 11/4 11/4 1	·=-			
CC: Room 301A	676 OMT: Inst					T: W(h)ithering			Γ: Institutional D	
CC: Room 301B	628 ENT: Mak					T: New Venture			: Capabilities &	
CC: Room 302A	677 OMT: Net		•			T: Industrial Di			Γ: Sociology of	
CC: Room 302B	678 OMT: Cate					T: Status Dyna			Γ: Status & Legi	timacy
CC: Room 303A	629 ENT: Opp					T: Entrepreneu	rial Educatio		: Nature of	
CC: Room 303B	679 OMT: Org					T: Funding of			: New Venture	
CC: Room 304A	639 IM: Cultura					The Expatriate			Managerial Ten	
CC: Room 304B	691 TIM: Evolu					I: New Venturir			Economics of	
CC: Room 305A	640 IM: Location					Political Strate			Exploration Acro	
CC: Room 305B	641 IM: Partne					Market Entry S			Host Country Na	
CC: Room 306A	692 TIM: Capa					I: New Product		nt 849 TIM	TIM Distinguis	
CC: Room 306B	617 BPS: Perv					S: Alliance Cap			850 BPS: I	
CC: Room 307A	693 TIM: Firm	Response to	Innovation		764 OM	T: Managing th	ne MNC		Γ: Structure & D	
CC: Room 307B	618 BPS: Lear					S: Diversity on			84 BPS: Asset	
CC: Room 308A	619 BPS: Cap					S: M&A Related			: Why Firms Di	
CC: Room 308B	620 BPS: Tech					S: Learning and			: Institutions &	Knowledge
CC: Room 309	621 BPS: Lear				705 BPS	S: First-Mover	Advantage	787 BPS	: Competition	
CC: Room 311	← ART: Academy									
CC: Room 312	610 AAS: Orga	anizations and	d Peace		695 AAS	S: Beyond Man	agers Not	779 AAS	: Biopsychology	y & Mgmt.
CC: Room 313A	611 AAS: Cros	s-Cultural Ma	anagement		696 AAS	S: Entrepreneu	rial Vision	780 AAS	: Behavioral Etl	nics
CC: Room 313B	622 BPS: Ren				706 BPS	S/OMT/TIM: Or	rganizational	788 BPS	: Alliance Perfo	rmance
CC: Room 313C	681 OMT/BPS	/ENT: Theory	of Nascent Or	rg.	707 BPS	S/TIM: Design	of Technolog	839 OM	Г/CMS: Collabo	rative
CC: Room 314	654 MC: Futur	e Consulting			740 MC	: KM and Mana	agement			
CC: Room 315	612 AAS: Futu	re of Diversity	y Research		697 AAS	S: Managemen	t and	781 AAS	: Developing N	ew Theory

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

Monday Afternoon, August 8, 2005 (cont.) 12:00 12:30 1:00 1:30 4:00 4:30 5:00 3:00 CC: Room 316A 682 OMT/MOC: Code-Breaking and Code-Making 766 OMT/BPS/TIM: Technology & Aesthetics CC: Room 316B 613 AAS: Management in a Warming World 698 AAS: New Vision of CC: Room 316C 668 OB/OMT/OCIS: Teams, Networks and 755 OB/CM/HR: Debating 804 IM/BPS: Penrose & MNE CC: Room 317A 659 MOC: Network Effects and Learning 747 MOC/OMT/OB: Attribution 822 MOC: Identity Dynamics in CC: Room 317B 660 MOC: New Vistas in Dyads & Teams 746 MOC: Org Identity & Culture 823 MOC: Lead & Follow CC: Room 318A 669 OCIS/OB/MOC: Team Knowledge Structure 757 OCIS: Knowledge Sharing **829** OCIS: Keynote: Organizing CC: Room 318B 624 CM/OB: Healing, Forgiving, Justice 790 CM: Culture & Conflict 709 CM: Competition CC: Room 319A 789 CAR: Org. Support 623 CAR/GDO/HR: Work & Family 708 CAR: Time-Family-Career CC: Room 319B 637 HR/CAR: Taking Triads Seriously 799 HR: HRM & Individual 722 HR/OB: Social Capital and CC: Room 321B 672 ODC: Debating Organization Science 758 ODC: Resistance as Adaptive 830 ODC: Planning for change CC: Room 322A 635 HR: Work & Contextual Performance 721 HR/ENT: HRM & 800 HR: Group Differences & CC: Room 322B 680 OMT: Cognition and Strategy 765 OMT: Innovation Over Time 838 OMT: Learning & Memory CC: Room 323A 685 RM: RM: International Networking 750 OB: Health, Safety and Well-824 OB: Impression CC: Room 323C 665 OB/HR: Context and Creativity 751 OB: Leadership and Teams 825 OB: Leadership & OCBs CC: Room 324 663 OB/CM/MOC: Feelings and Fairness 769 RM: Qualitative Methods & CC: Room 325A 666 OB/HR: Transformational Leadership 752 OB: Cultural Perspectives in OB 826 OB: Insights in Identity CC: Room 326B ← AAA: Honolulu 2005, LAC CC: Room 327 667 OB/MOC: Error Management and Learning 753 OB: Creative Outcomes **827** OB: Decision Making CC: Room 328 664 OB/CM/MOC: Constructing Deviants 754 OB: Humor at Work 828 OB: Stress & Coping at HH: Coral Ballroom 1 657 MED/ODC/MH: New Vision Business 756 OB/GDO: Work-Family & 818 MC: Steve Kerr Div Speaker HH: Coral Ballroom 2 687 SIM/BPS: Sustainable Strategy & Policy HH: Coral Ballroom 4 636 HR: Fourth HR Town Hall Meeting 720 HR: Ice Cream Social & Networking HH: Iolani Suite 1 ← AAA: Placement Services HH: Sea Pearl Suite 1-2 630 GDO: Groups and Diversity 777 MED: MED Global Forum HH: Sea Pearl Suite 3-4 741 MED: Learning Styles and 655 MED: MED Division Chairs' Luncheon 819 MED: Ethics & Mgmt. Ed HH: South Pacific 1 631 GDO/CAR: Managing Work-Family Balance 717 GDO/OB/HR: Context Effects 797 GDO: Structures & Diversity HH: South Pacific 2 656 MED: Program Internationalization 742 MED/HR: Advances in E-820 MED: Women Leaving The HH: South Pacific 3 760 OM: JOM Best Paper Award 673 OM: E-Commerce . 831 OM: Division Business Mtg. HH: South Pacific 4 851 ICW: Northeastern HH: Tapa 1 - Table A1 642 IP: Strategic Knowledge&Capability **726** IP: Perspectives on Diversity 805 IP: Research on Ethical HH: Tapa 1 - Table A2 643 IP: Creating and Sharing Knowledge 727 IP: Diversity and the Workplace 806 IP: Exploiting Innovation HH: Tapa 1 - Table A3 644 IP: Critiques of Practice 728 IP: Inst. Pressure & Org. 807 IP: Learn & Exploit HH: Tapa 1 - Table A4 729 IP: Eco. & Evol. Perspectives 808 IP: Culture & Knowledge 645 IP: Organization Design HH: Tapa 2 - Table B1 646 IP: Work Design **730** IP: Eco. and Evol. Perspectives 809 IP: New Perspectives on HH: Tapa 2 - Table B2 647 IP: Decision-Making 731 IP: Cognition and Emotions 810 IP: Fin. Issues in Strategic HH: Tapa 2 - Table B3 648 IP: Strategic Decision Making 732 IP: Org. Culture and Emotion 811 IP: Gender and Diversity HH: Tapa 2 - Table B4 649 IP: Networks as Source of Value **733** IP: Transformational Leadership **812** IP: Globalization & Diversification HH: Tapa 2 - Table B5 734 IP: Work and Family 813 IP: Competition HH: Tapa 3 - Table C1 650 IP: Capabilities at Social Capital 735 IP: Entrepreneurship and 814 IP: Group Outcome HH: Tapa 3 - Table C2 815 IP: History & Social 651 IP: Developing New Capabilities 736 IP: Entrepreneurship Processes HH: Tapa 3 - Table C3 652 IP: Intellectual Property & Value 737 IP: Entrepreneurship & New 816 IP: Implementing Tech. HH: Tapa 3 - Table C4 653 IP: Developing Social Capital 738 IP: Envr. Influences on Org. 817 IP: Incentives & Rewards in SH: Akaka Falls/lao Needle Room ← ICW: JOB Luncheon SH: Hilo Room 625 CMS: Studying Identity 710 CMS: Work Intensification SH: Honolulu Room 626 CMS: Globalization, MNCs & Work 711 CMS/OMT/ODC: Discourses of 791 CMS/IM/TIM: Call Centers SH: Kahuku Room **767** ONE: Envisioning Sustainable 841 ONE: Aligning Strategies SH: Kohala/Kona Room 658 MH: Reflections on "Chapter Two" **743** MH: Scientific Mgt: Changing **821** MH: Hawthorne Studies SH: Niihau Room 686 SIM: Governance in CSR 770 SIM: Ethics: Empirical Studies SH: Oahu Room 688 SIM/OB/OMT: Ethics and the Environment 771 SIM/OB/HR: CSP and Attraction 748 MSR: Visions of Work SH: Puna Room 661 MSR: Science and Spirituality SH: Waialua Room 842 PNP: Awards & Business 683 PNP: Innovation, Reform& Resistance 768 PNP: New Vision for 21st SH: Waianae Room 634 HCM: HC Employee Commitment **718** HCM/OMT/OB: Patient Safety 798 HCM: Dist. Spkr: Van de Ven SH: Waimea Canyon Room 694 ICW: IACMR Exec Committee Mtg 778 ICW: MOR Advisory/Editorial

Monday Evening, August 8, 2005 5:00 5:30 6:00 9:30 10:00 CC: Center Rooftop 872 OCIS: OCIS Social Hour CC: Room 301A 862 OMT: Business Mtg. CC: Room 301B 854 ENT: Business Meeting CC: Room 304B 865 TIM: TIM Business CC: Room 306A 876 TIM: TIM Social CC: Room 306B ← BPS: BPS Mid-Career Consortium ← ART: AcademyArts/Fringe Cafe CC: Room 311 CC: Room 313B 877 BPS: Outstanding Educator CC: Room 314 856 ICW: Oxford Press Reception CC: Room 315 858 IM: Eminent Scholar Forum CC: Room 316A 868 OMT: OMT Social Hour CC: Room 318A 861 OCIS: OCIS Business Meeting CC: Room 318B ← CM: Culture & Conflict CC: Room 319B 857 ICW: IACMR Business Meeting CC: Room 323 A, B & C 871 OB: OB Awards / Social Hour CC: Room 324 863 RM: RM: Business 874 RM: RM: Social Hours CC: Room 326B ← AAA: Honolulu 2005, LAC HH: Coral Ballroom 1 859 MC: Business / Awards HH: Coral Ballroom 2 881 ICW: BYU Social HH: Coral Ballroom 4 869 MC: MC Division Social Hour HH: Rooftop Garden 878 GDO: GDO Social Hour ← GDO: Business Mtg & Awards HH: Sea Pearl Suite 1-2 HH: South Pacific 2 866 MED: MED Global Forum Dinner HH: South Pacific 3 867 OM: OM Division Social HH: South Pacific 4 ← ICW: Northeastern U. Reception SH: Diamond Head Lawn 855 HCM: HCM Social SH: Honolulu Room 853 CMS: CMS Business SH: Honolulu/Kahuku 879 ICW: BAM Reception SH: Kahuku Room 870 MH: Social Hour - Dan Wren SH: Kohala/Kona Room 860 MH: Bus Mtg SH: Maui/Molokai Ballroom 882 AAA: President's Dessert Reception SH: Niihau Room 875 SIM: SIM & PNP Joint Social SH: Oahu Room 864 SIM: SIM Division Business Meeting SH: Waialua Room ← PNP: Awards & Business 873 PNP: Social Hour: Reception SH: Waianae Room 880 ICW: MFCA Reception

	Tuese	day l	Morn	ing,	Augu	st 9,	2005					
7:00	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30 ÷			
CC: Exhibit Hall III - Exhibits				961 AAA:	Exhibits							
CC: Exhibit Hall III - BPS 1				965 BPS:	Alliance Perfor	rmance	979 BPS:	Perspectives o	n RBV			
CC: Exhibit Hall III - Break Area						975 AA	A: Conference E	Break				
CC: Exhibit Hall III - CMS 1	Hall III - CMS 1 Hall III - ENT 1 Hall III - ENT 2 Hall III - ENT 3 Hall III - GDO 1 Hall III - GDO 2 Hall III - HCM 1 Hall III - HCM 2 Hall III - HCM 2 Hall III - IM 1 Hall III - MC Hall III - MED Hall III - MSR Hall III - OSB Hall III - OCIS Hall III - ONE Hall III - ONE Hall III - PNP Dobby - Membership Dobby - Registration 301A 301B 302A 303B 304A 304B 304B 305A						991 CMS	: Foucault, Cult	ural Studies			
CC: Exhibit Hall III - ENT 1	Hall III - Exhibits Hall III - BPS 1 Hall III - Break Area Hall III - CMS 1 Hall III - ENT 1 Hall III - ENT 2 Hall III - ENT 3 Hall III - GDO 1 Hall III - GDO 2 Hall III - HCM 1 Hall III - HCM 2 Hall III - HC M 2 Hall III - MC Hall III - MC Hall III - MC Hall III - MSR Hall III - OBB Hall III - OSB Hall III - ONE Hall III - ONE Hall III - PNP Jobby - Membership Jobby - Registration 01A 01B 02A 02B 03A 03B 04A 04B 05A 06B 06A 06B						993 ENT: Global Entrepreneurship					
CC: Exhibit Hall III - ENT 2							994 ENT:	New Entreprer	neurship			
CC: Exhibit Hall III - ENT 3							995 ENT:	Funding New F	irms			
CC: Exhibit Hall III - GDO 1							999 GDO	: Demographic	Variables at			
CC: Exhibit Hall III - GDO 2							1000 GD	O: Disadvantag	je & Inequity			
CC: Exhibit Hall III - HCM 1				966 HCM	: Knowledge Ma	anagement						
CC: Exhibit Hall III - HCM 2				967 HCM	: Organizationa	l Change						
CC: Exhibit Hall III - HR					HR Strategy	J.						
CC: Exhibit Hall III - IM 1					IR Across Borde	ers						
CC: Exhibit Hall III - MC				3 C O 1111.1		-	1024 MC	: Consulting &	Change Mamt			
CC: Exhibit Hall III - MED								•	anager Learnings			
CC: Exhibit Hall III - MH								: History of Mgt				
CC: Exhibit Hall III - MSR								R: Religion & V				
CC: Exhibit Hall III - OB								: Corporate Per	•			
CC: Exhibit Hall III - OCIS				974 0019	S: Knowledge N	otworks	1034 00	. Corporate i ei	TOTTIATICE			
CC: Exhibit Hall III - OMT 1												
CC: Exhibit Hall III - ONE					: Network Front	lers						
				973 ONE		DL 0	4040 DN	D. IID 0 I II-	er im Durk O ND			
					Org Perspect:	Pub &	1049 PN	P: HR & Leadin	g in Pub & NP			
					Membership							
CC: HCC Lobby - Registration			0.00.01		Registration	1.1.14	4045 011	T.D. 14				
CC: Room 301A				T/MOC/OB: Orga				IT: Power and C				
CC: Room 301B				/TIM: Entrepren				TMT & Venture				
CC: Room 302A				Γ: Industry Emer		У			erdependence in			
CC: Room 302B				Γ/BPS/OB: Build				IT: Accountabili	•			
CC: Room 303A				: Entrepreneuria				Context & Firm				
CC: Room 303B				: Venture Learni				Opportunity Ex				
CC: Room 304A			921 IM: I	International Sou	ırcing		1007 IM:	National Institu	tions & MNCs			
CC: Room 304B				959 TIM: Unde	rstanding High	Tech	1054 TIM	1: Radical Innov	ration			
CC: Room 305A				nternationalizati			1008 IM:	Int`lization & P	erformance			
CC: Room 305B			923 IM: I	Managing People	e Across Border	rs	1009 IM:	Expats & Know	ledge Flows			
CC: Room 306A				960 TIM: Socia	al Capital		1056 TIM	1/BPS/OM: Dist	ributed			
CC: Room 306B			908 BPS	S/TIM/OMT: Man	aging R&D Con	sortia	980 BPS:	Managerial Re	asoning			
CC: Room 307A			948 OM	Γ: Careers and F	rofessions		1055 TIM	1: Creativity				
CC: Room 307B			902 BPS	: Concept of Per	formance		981 BPS:	ROI on Capab	ilities			
CC: Room 308A			903 BPS	: Capabilities an	d New Markets		982 BPS:	Principal Agen	cy Relationships			
CC: Room 308B			904 BPS	3: Outsourcing &	Knowledge Firn	ns	983 BPS:	Value of Innov	ation			
CC: Room 309			905 BPS	: Executives and	d Boards		985 BPS/	IM/OMT: Strate	gy in Chinese			
CC: Room 311			901 ART	: AcademyArts/F	Fringe Café							
CC: Room 312			898 AAS	6: Corporations, I	Better World		976 AAS:	HR in the 21st	Century			
CC: Room 313A			899 AAS	: Beyond Sarba	nes-Oxley		977 AAS:	Activism and M	Management -			
CC: Room 313B			906 BPS	S/OMT: Strategic	Capabil. & Kno	wledge	984 BPS:	Competition &	Performance			
CC: Room 313C			951 OM	Γ/MOC/OB: Iden	tity Threats		987 BPS/	TIM/OMT: Brok	ering			
CC: Room 314				Management C		arch		/ODC: Apprecia				
CC: Room 315				6: Academy's Cre					izational Change			
CC: Room 316A				OB: The Parado				OB/HR: M&A S	•			
CC: Room 316B				Operating in Trai				Global and Re				
CC: Room 316C				S/OMT/TIM: Dyna		S		OMT/ENT: The				
CC: Room 317A				C/OB/OMT: Perd				C: MOC Best S	V			
CC: Room 317B				' IM/OB/OCIS: D		al			munities & Work			
CC: Room 318A						AI .						
00. NOUII 0 10M				958 OCIS: Em	OUDITS SHOTT		1041 00	IS: Trust & Con	III UI			

	Tuesda	y Mor	ning,	, Aug	ust 9,	, 2003	o (CO1	nt.)	
	7:00 7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
CC: Room 318B			910 CM:	Workplace Bully	ing		990 CM:	Diversity and C	onflict
CC: Room 319A			909 CAR	: Overlap of Val	ies and Norms		988 CAR	: Extra-Organiz	ational Careers
CC: Room 319B			919 HR: I	ntellectual Capi	al and HPWS		1005 HR	: Workforce Re	structuring
CC: Room 321B			945 ODC	/OMT: Managin	Downsizing, Ma	&A,	1042 OD	C: Positively M	.A.D.: Just Do It
CC: Room 322A			943 OCIS	S/OB: Relational	Implications of C	CMC	989 CAR	: Networks & N	ew Jobs
CC: Room 322B			944 ODC	: Relations & Er	notions in Chang	е	1043 OD	C: Time, Impro	visation &
CC: Room 323A			954 RM/0	DB: Measuring C	Froup Constructs		1051 RM	I: Multilevel Res	search
CC: Room 323B			920 HR: I	Performance Ap	praisals		1006 HR	: Career Develo	opment &Training
CC: Room 323C		895	OB: Transactive	e Memory Syste	ms		1038 OB	/HR: Workplace	e Aggression
CC: Room 324					time Achieveme	nt Award		/IM/TIM: Team	
CC: Room 325A		897	OB/OMT/MOC:	Trust and Cont				: Emotion in the	
CC: Room 326B			Honolulu 2005		<u> </u>		1000 05	. Emotor in the	5 TTOTADIACO
CC: Room 327				ocedural Justice			1036 OB	: Work Stress	
CC: Room 328				Ethical/Unethica	Rehavior			: Personality Re	esearch
HH: Iolani Suite 1			U - 1		Placement Servi	ces		Groomanty To	00001
HH: Sea Pearl Suite 1-2			916 GDO	: Legislation and			1001 GD	O: Stigmas and	d Identities
HH: Sea Pearl Suite 3-4				: 21st Century V				D: Research in	
HH: South Pacific 1					on of Work Fami	ilv		O/CMS: Femin	.,
HH: South Pacific 2						ily			• •
HH: South Pacific 3				: Cultural Issues		•		D: Online Mana	
HH: South Pacific 4	003 AAA Da	t Dunnislanta Dunnis		OM: Marginalize	d or Canonized?		1044 UN	i: Strategic issu	ies in Operati
	893 AAA: Pas	st Presidents Break		1	D		4040 ID	I	0
HH: Tapa 1 - Table A1				rg. Incentives &				Learn in Altern	
HH: Tapa 1 - Table A2				centives and Re				Organization C	
HH: Tapa 1 - Table A3				lentifying Ind. Co	•				rial Perspectives
HH: Tapa 1 - Table A4				iews of Entrepre					vorks & Alliance
HH: Tapa 2 - Table B1				ew Product Dev				Managing Allia	
HH: Tapa 2 - Table B2				novation&New				Reactions to C	
HH: Tapa 2 - Table B3				stitutional Press					anization Change
HH: Tapa 2 - Table B4				t'l HR Managen				Managing the \	
HH: Tapa 3 - Table C1				t'l HR Managen				Networks and I	
HH: Tapa 3 - Table C2			934 IP: W	orkplace Confli	ets		1021 IP:	New Perspective	ves on Careers
HH: Tapa 3 - Table C3			935 IP: N	egotiation and C	onflict		1022 IP:	New Ventures	
HH: Tapa 3 - Table C4				irtual Teams			1023 IP:	New Ideas abo	ut Leadership
SH: Akaka Falls/lao Nee	dle Room		955 SIM:	Stakeholders					
SH: Hilo - Table C1	883 CAU: GLBTRES	EARCHNET Global							
SH: Hilo - Table C2	884 CAU: The Organ	ization-Nature Nexu	JS						
SH: Hilo Room							1003 HC	M: Medical Hur	man Capital
SH: Honolulu Room			912 CMS	: CMS Keynote	Address		992 CMS	: Analyzing the	Big Picture
SH: Kahuku Room			952 ONE	: Sustainability a	nd Community		1048 ON	E: Stakeholder	Engagement
SH: Kohala/Kona Room			940 MH:	Conversations:	iedler & Miner		1030 MH	l: International I	Dimensions
SH: Niihau - Table B1	885 CAU: Images an	d Transformation							
SH: Niihau - Table B2	886 CAU: The Heart	of Collaboration							
SH: Niihau - Table B3	887 CAU: Focusing of	n Followership							
SH: Niihau - Table B4	888 CAU: Internation								
SH: Niihau Room							1052 SIN	1: Corporate Po	olitical Strategy
SH: Oahu Room			956 SIM:	Can HRM be E	hical?			•	d Management
SH: Puna - Table D1	889 CAU: Future of lo	dentity Research							•
SH: Puna - Table D2	890 CAU: Interlocking								
SH: Puna Room							1033 MS	R: Socio-Cultur	ral Work Spirit
SH: Waialua Room			953 PNP	Econ Models 8	NP Oras				es, Image: Pub
SH: Waianae Room					usiness Strategy			M: Info Techno	
SH: Waimea Canyon: A1	201 CALL Montoring	Divorcity Difference		. i icaillí Cáit D	Joiness Stidleyy		1004 AC	IVI. IIIIO TECITIO	nogy in Hedilii
	891 CAU: Mentoring-		,						

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12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
CC: Exhibit Hall III - Exhibits	1.2.2.2		1100		1058 AAA: E					
CC: Exhibit Hall III - Break Area					1036 AAA. L		AAA: Conferer	nca Braak		
CC: Exhibit Hall III - CM						1142	MA. Contere		M: Conflict Ma	nagomont
CC: Exhibit Hall III - CMS 1					1076 CM	IS: Gender, Dis	courco	11320	IVI. COMMICE IVIA	anagement
CC: Exhibit Hall III - CMS 2						IS: Mgmt Strate				
CC: Exhibit Hall III - IM 1						: Cultural Challe				
CC: Exhibit Hall III - IM 2						: Internationaliz		•		
CC: Exhibit Hall III - MH						H: Historical Ro				
CC: Exhibit Hall III - OB						B: Teams and S				
CC: Exhibit Hall III - OCIS						CIS: IT Impleme		,		
CC: Exhibit Hall III - OCIS 2						CIS: Virtual Tea				
CC: Exhibit Hall III - ODC 1						C: Assessing (
CC: HCC Lobby - Membership					1059 AAA: N		mange			
CC: HCC Lobby - Registration					1060 AAA: R					
CC: Room 301A						MS/OMT: Bourd	ieu and	1183	MOC/OMT: A	rtifacts & Org.
CC: Room 301B						IT: Family Busir			ENT: Univers	
CC: Room 302A						AT: Trust and D				zational Ident.
CC: Room 302B						IT: Institutional			OMT: Comple	
CC: Room 303A						IT: Entrepreneu	, ,		ENT: Compre	
CC: Room 303B						IT: Valuation of				Capital & Perf.
CC: Room 304A						: KM in MNCs	veniures		IM/HR: TMT I	
CC: Room 304B						M: Alliances & J	oint Vanturas			from External
CC: Room 305A						: Local Embedd			IM: Richman	
CC: Room 305B						: International F			IM: Social Ne	
CC: Room 306A						M: Learning	IN FUILLES		TIM: Knowled	
CC: Room 306B						S: Alternative N	Modes of		BPS: Future	
CC: Room 307A						M: Organization			TIM: Simulati	
CC: Room 307B						S: Resource R			BPS: Compet	
CC: Room 308A						S: Institutional			BPS: Change	
CC: Room 308B						S: Drivers of Pe			BPS: Strategi	
CC: Room 309						S: Information i			BPS: Disserta	
CC: Room 311						T: AcademyArt		1100	DI O. DISSCIR	→ Nation Award
CC: Room 312						S: Lessons fror		1144	AAS: Women	`s Career
CC: Room 313A						S: Open Innova			AAS: Ban Sig	
CC: Room 313B						MT/TIM/ENT: In:			OMT/OB: Soc	
CC: Room 313C						//OB/HR: Justic		1189 OB/HI		
CC: Room 314						C: Consulting to				Responsibilities
CC: Room 315						S: New Vision			mo. Eunoari	NO OPOTIOIDINA O
CC: Room 316A						C/OMT: Corp.		1190 OB/HI	R/ODC: Accer	ntuating the +
CC: Room 316B					1121 02	70/0/// С	Осс. гасор.		IM: Executive	
CC: Room 316C					1083 FN	IT/BPS: Entrepr	eneurial Firms		OMT/RM/MH	
CC: Room 317A						C: Knowledge			MOC: Mental	
CC: Room 317B						CIS: Work Pract			OCIS: Org. C	
CC: Room 318A						CIS: It's About T			OCIS: Asia-P	
CC: Room 318B						1: Power and C			CM: Justice &	
CC: Room 319A						R: Career Self			CAR: M. Driv	
CC: Room 319B						R: Recruitment &			HR: Assimilat	
CC: Room 321B						C: Transforma			ODC: Disting	
CC: Room 322A						R/GDO/OB: W				JIII OPINI
CC: Room 322B						C: Change in t		1194	ODC: Politics	of Change
CC: Room 323A						1: Simulation			RM: Research	
CC: Room 323B						R: Rewards & Pa	av Systems		HR: Knowled	
CC: Room 323C						B/CM: When Tru			OB: Team Dy	
CC: Room 324						B/RM: CEO Ass			OB: Personal	
L						000 / 100	COUNTRIC		J. I Sibolial	.,

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	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	5:00 →
CC: Room 325A		•				1115 OB	3: Organizationa	l Justice	1186	OB: Negativ	es/Positives of
CC: Room 326B		← AAA: Honolu	ılu 2005, LAC								→
CC: Room 327						1116 OB	3: Psychological	Contracts	1187	OB: Justice	Perceptions
CC: Room 328						1117 OB	3: Leadership in	Virtual Teams	1188	OB: Creativi	ty
HH: Coral Ballroom	1057	7 AAA: Presiden	tial Luncheon								
HH: Iolani Suite 1						1061 AAA: F	Placement Servi	ces			
HH: Sea Pearl Suite 1-2						1084 GD	O: Truths, Lies	, and	1158	GDO: Sexua	al Harassment
HH: Sea Pearl Suite 3-4	,					1109 ME	D: Knowledge	Accumulation			
HH: South Pacific 1						1085 GD	OO/OB/HR: New	Perspectives	1159	GDO: OT ar	nd Diversity
HH: South Pacific 2						1110 ME	D/CAR/GDO: N	Mentor Networks	1181	MED/MSR:	Research &
HH: South Pacific 3						1128 ON	1: Project, Servi	ce, Process	1195	OM: Project	Mgmt in 21st
HH: Tapa 1 - Table A1						1095 IP:	Research on Le	eadership	1167	IP: Perspect	rives on Social
HH: Tapa 1 - Table A2						1096 IP:	Organizational	Change	1168	IP: Perspect	ives on Groups
HH: Tapa 1 - Table A3						1097 IP:	Org. Justice an	d Trust	1169	IP: Research	h on Networks
HH: Tapa 1 - Table A4						1098 IP:	Research on S	trategy & Perf.	1170	IP: Long Tin	ne Frames
HH: Tapa 2 - Table B1						1099 IP:	Corp. Social Re	esponsibility	1171	IP: Science	and Economics
HH: Tapa 2 - Table B2						1100 IP:	Social Respons	sibility Res.	1172	IP: Signals a	and Status
HH: Tapa 2 - Table B3						1101 IP:	Perspectives o	n Quality	1173	IP: Social Re	esponsibility
HH: Tapa 2 - Table B4						1102 IP:	Ideas on Socia	I Identity	1174	IP: Stakehol	der on Gov.
HH: Tapa 2 - Table B5						1103 IP:	Real Options		1175	IP: Intangibl	e Assets
HH: Tapa 3 - Table C1						1104 IP:	Research on S	ocial Identity	1176	IP: Managin	g Stakeholders
HH: Tapa 3 - Table C2						1105 IP:	Recruiting the I	Right People	1177	IP: HR Mana	agement
HH: Tapa 3 - Table C3						1106 IP:	Reg. and Politic	cal	1178	IP: Human (Capital
HH: Tapa 3 - Table C4						1107 IP:	Research on E	thics	1179	IP: Small Bu	siness
SH: Akaka Falls/lao Nee	edle Roon	n				1113 MS	SR: Spirituality 8	Entrep.			
SH: Hilo Room						1086 HC	M: The Healtho	are			
SH: Honolulu Room						1078 CM	IS/MH: "The En	nbedded	1154	CMS/OCIS	: US/Europe
SH: Kahuku Room						1132 ON	IE: Environmen	tal Mgmt	1200	ONE: Gree	ning University
SH: Kauai Ballroom								1143 ICV	V: Peter Fros	t Festival	
SH: Kohala/Kona Room						1136 SIM	M: Integrated St	rategy Theories	1203	SIM: CSP:	Empirical
SH: Lanai Ballroom						1134 PN	IP/SIM: Instit Pe	rspect			
SH: Niihau Room						1137 SIM	M: Ethics Perspe	ectives	1204	SIM: Org Id	entity w/ a POS
SH: Oahu Room						1138 SIM	M/ONE: CSR: A	European	1205	SIM/OCIS/	ΓΙΜ: Connected
SH: Puna Room						1062 AA	A: Membership	Debriefing		1209 N	∕ISR: Adm Mtg
SH: Waialua Room						1133 PN	IP: Pol & Goal A	mbiguity: Pub	1201	PNP: Critica	al Managerial
SH: Waianae Room						1087 HC	M/OMT: Work I	Relationships	1160	HCM: Patie	nt Safety in HC

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	\mathbf{T}	'ues	sda	$\mathbf{v} \mathbf{E} \mathbf{v}$	eniı	ng, A	ugus	st 9, 2	2005			
5:00	5:30	6:00		6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00	→
CC: Center Rooftop	3.30	0.00					0.00	0.30	9.00	9.30	10.00	
CC: Center Roonop	← TIM: Know	lodgo Mar	nt	1230	HR: HR So	ociai						
CC: Room 306A CC: Room 311	← ART: Acad			££								
				ie								
CC: Room 313B	1210 BP	S: Busines										
CC: Room 313C				1224 BPS: E								
CC: Room 315					1232 IM:	IMD Social						
CC: Room 316B	1216 IM:	: IMD Mem	bers` M	eeting								
CC: Room 316C				1227 MOC:	Social Hour	r						
CC: Room 317A	1218 MC		ss Mtg									
CC: Room 317B	← OCIS: Org.	. Comm.	1223	OCIS: OCIS I	nformal Soci	ial Event						
CC: Room 318B	← CM: Justice	e & Negotia	ation	1226 CM: C	M Social Ho	our						
CC: Room 319A				1225 CAR: S	Social							
CC: Room 319B	1212 CM	1: CM Busi	ness									
CC: Room 321B				1229 ODC:	ODC Social							
CC: Room 322A	1211 CA	R: Busines	s Mtg.									
CC: Room 322B	1219 00	C: Awards	& Busin	iess								
CC: Room 323B	12	21 HR: B	usiness	Mtg								
CC: Room 326B	← AAA: Hono	lulu 2005,	LAC									→
HH: Coral Ballroom 1					1233 ME	D: MED and C	NE Social					
HH: Sea Pearl Suite 1-2		1222	AAA: L	AC Thank You	Party							
HH: Sea Pearl Suite 3-4	1217 ME	D: Busines	ss Mta									
HH: South Pacific 1	1213 GE	O: Mobiliz	ina									
HH: South Pacific 2	1214 IC\	W: NSU Clo	osina Me	etina								
SH: Honolulu Room			.,		1231 ICV	V: TTU Recept	ion					
SH: Kahuku Room	1220 ON	IE: ONE BI	usiness N									
SH: Puna Room	← MSR: MSR											
SH: Waialua Room				1228 MSR:	MSR Social							
SH: Waimea Canyon Roo	m 1215 IC\	W: Manage										



Falling Water
Petra Kugler, U. of St. Gallen
28x28" Painting, 200, Acrylic on cardboard

W	ednesday Morning, August 10	, 2005
7:00	7:30 8:00 8:30 9:00 9:30 10:00	10:30 11:00 11:30
CC: HCC Lobby - Registration	1311 AAA: Registration	
CC: Room 301A	1288 MOC/OMT/OB: Bringing Organizations to Life	1364 OMT/ONE: Terrorism & Climate
CC: Room 301B	1259 ENT: New Vision Of Entrepreneurship	1323 ENT: New Ventures vs. Establish
CC: Room 302A	1295 OMT: Interorganizational Governance	1361 OMT: Games and Systems
CC: Room 302B	1296 OMT: Routines and Reproduction	1362 OMT: Leadership
CC: Room 303A	1260 ENT: New Venture Creation	1324 ENT: Academic Entrepreneurs
CC: Room 303B	1261 ENT: Entrepreneurial Passion	1325 ENT: Relational Capital
CC: Room 304A	1268 IM: Implementing Strategy in MNCs	1333 IM: EE Institutions and Strategy
CC: Room 304B	1303 TIM: Qualitative Studies	1371 TIM: Service Tech. & Innovatio
CC: Room 305A	1245 IM: IMD Members	1011 This corrido room a minovano
CC: Room 305B	1249 IM: Performance of IJVs	1334 IM: Expatriate Adjustment Issu
CC: Room 306A	1304 TIM: Modular Product Design	1372 TIM: Interorganizational
CC: Room 306B	1249 BPS: Hypercompetition	1317 BPS/OMT: IOCoPS
CC: Room 307A		1317 BF3/0WIT. 10C0F3
CC: Room 307B	1305 TIM: Strategy & Innovation	4242 DDC: Ctout II- Ctout-on:
	1250 BPS: Research Methods	1313 BPS: Start-Up Strategy
CC: Room 308A	1251 BPS: Evolution of Alliances	1314 BPS: Geographic Clusters
CC: Room 308B	1252 BPS: CEO Compensation	1315 BPS: Performance in Health
CC: Room 309	1253 BPS/TIM: Strategy/Organ. Transformation	1316 BPS: Behavioral Controls
CC: Room 312	1291 OB/HR: Job Characteristics	1329 HR: 21st-Century HR
CC: Room 313A	1289 OB: Transformational Leadership	1351 OB: Cross Cultural Research
CC: Room 313B	1297 OMT: Organizations & Local Contexts	1363 OMT/BPS: Knowledge in
CC: Room 313C	1306 TIM: Entrepeneurial Universities	1373 TIM: Knowledge Creation
CC: Room 314	1283 MC: Consulting Relationships	1347 MC/ODC: Client Centered
CC: Room 315	1265 HR: New Empirical SHRM Studies	1330 HR: HR & Performance in Europe
CC: Room 316A	1256 CM/GDO/OB: Women and Work	1321 CM/SIM: Restorative Justice
CC: Room 316B	1270 IM/HR: International HR Transfer	
CC: Room 316C	1286 MOC: New Frontiers Trust Research	1359 ODC/MOC: Where to Now?
CC: Room 317A	1287 MOC: Language & Metaphor	1350 MOC: Decisn-Making & Prospo
CC: Room 317B	1312 OCIS: Knowledge Networks	1358 OCIS/TIM: Tech. & Human Capita
CC: Room 318A	1310 OCIS/CMS: ERP Systems: Critical	1357 OCIS: IT as a Bridge
CC: Room 318B	1257 CM/OMT: Trust in the 21st Century	1320 CM: Counterproductive Beh.
CC: Room 319A	1254 CAR/HR/MED: New Visions of Mentoring	1319 CAR/OB/OMT: Identity
CC: Room 319B	1266 HR: Organizational Politics	1331 HR: Global Leadership
CC: Room 321B	1292 ODC: Mergers & Exits as Change	100 1 mm olosur Isaasismis
CC: Room 322A	1255 CAR/IM: Careers across Cultures	1318 CAR: Diversity/Occupational
CC: Room 322B	1293 ODC: Strategy and Change	TO TO O/ II C. Bivoroity/odoupational
CC: Room 323A	1233 OBO. Grategy and Ghange	1367 RM: Visual Representation-
CC: Room 323B	1267 HR/MED: Optimizing Training	1332 HR: Org Learning & HRM
CC: Room 323C	1247 OB/CAR: Job Loss, Coping, and Careers	
CC: Room 324		1352 OB: Exploring the Team
CC: Room 325A	1248 OB/OCIS/CM: Theories of Small Groups	1353 OB: Employee Turnover
	1290 OB: Leader-Member Exchange	1354 OB: Trust & Trustworthiness
CC: Room 326B	1244 AAA: Honolulu 2005, LAC	40FF OR T D' A A A
CC: Room 327	1246 OB: Building a Safer Health System	1355 OB: Team Diversity & Outcome
CC: Room 328	1307 OB/PNP: Perf. Goals at DFAS & USPS	1356 OB: Leadership & Outcomes
HH: Sea Pearl Suite 1-2	1262 GDO: Networks and Commitment	1326 GDO: Gender & Race
HH: Sea Pearl Suite 3-4	1284 MED: MED Exec Committee Breakfast	1348 MED: Perceptions of Mgmt Ed
HH: South Pacific 1	1263 GDO: Reducing Discrimination	1327 GDO: Anger, Emotion & Influence
HH: South Pacific 2	1285 MED: Managerial Knowledge and Skill	1349 MED: Knowledge and Skills for
HH: South Pacific 3	1294 OM: Total Quality Management	1360 OM: Technology & Social
HH: Tapa 1 - Table A1	1271 IP: Strategic Learning	1335 IP: Tech. & Int'l Settings
HH: Tapa 1 - Table A2	1272 IP: Research on Strategic Learning	1336 IP: Influence of Top
HH: Tapa 1 - Table A3	1273 IP: Emerging Markets	1337 IP: Management Education Ind
HH: Tapa 1 - Table A4	1274 IP: Strategy and Health Care	1338 IP: Mgt. Edu./ Actionable Knowledg

Wednesday Morning, August 10, 2005 (cont.) 7:00 7:30 8:00 8:30 11:30 HH: Tapa 2 - Table B1 1275 IP: Strategy & Performance 1339 IP: Decision Making HH: Tapa 2 - Table B2 1276 IP: Acquisition Strategy & Perf. 1340 IP: Knowledge Across Borders HH: Tapa 2 - Table B3 1277 IP: Org. Ethics & Trust 1341 IP: Emotions in Organizations HH: Tapa 2 - Table B4 1278 IP: Collaboration &Sustainability 1342 IP: Trust and Satisfaction HH: Tapa 3 - Table C1 1279 IP: Technology Alliances 1343 IP: Workplace Trust & Satisfaction HH: Tapa 3 - Table C2 1280 IP: Technology & Communication 1344 IP: Uncertainty & Complexity HH: Tapa 3 - Table C3 1281 IP: Technology & Human Capital 1345 IP: Uncertainty & Complexity HH: Tapa 3 - Table C4 1282 IP: Tech. & Inter-Org. Sys. 1346 IP: Women in Management SH: Akaka Falls/lao Needle Room 1300 SIM: MNEs & Cross-Cultural Issues SH: Hilo - Table C1 1234 CAU: Expatriate Success & Mobility SH: Hilo - Table C2 1235 CAU: Ethics in Organizations SH: Honolulu Room 1258 CMS/GDO/ODC: Writing in Those "Others" 1322 CMS: Identity Formation SH: Kahuku Room 1299 PNP/SIM: Governance Structures: Boards 1365 PNP: Effective Privatization SH: Kohala/Kona Room 1301 SIM: CSR: Theory Building & Testing 1368 SIM: Leaders & Crisis SH: Niihau - Table B1 1236 CAU: Career Choice in Management SH: Niihau - Table B2 1237 CAU: Teams, Diversity and Fairness SH: Niihau - Table B3 1238 CAU: It's Just a Dog ... Or, is it? SH: Niihau - Table B4 1239 CAU: Future of Creativity Research SH: Niihau Room 1369 SIM: Corporate Philanthropy SH: Oahu Room **1370** SIM: Indigenous Development 1302 SIM: CSP: Empirical Studies SH: Puna - Table D1 1240 CAU: Women in Entrepreneurship SH: Puna - Table D2 1241 CAU: Changing Management SH: Puna Room 1308 CAU: Teaching Diversity Courses SH: Waialua Room 1298 PNP: Challenges in Volunteer Mgmt 1366 PNP: Interorganizational SH: Waianae Room 1264 HCM: Change in Health Care Org. 1328 HCM: Teams in Healthcare SH: Waimea Canyon: A1 1242 CAU: Leadership & HR in SH: Waimea Canyon: A2 1243 CAU: Business Ethics: An SH: Waimea Canyon Room 1309 CAU: The Emonet Network



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

Friday 8:00AM

1 : (AAA) Honolulu 2005, LAC

8:00am - 11:50pm Hawaii Convention Center: Room 326B

Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West

Oahu; Jerry M Calton, U. of Hawai'i, Hilo

2 SPDW: (HR. OB) Company Tour: Hilton Hawaiian Village

8:00am - 5:00pm Off Site: Hilton Tour Pre-registration required at

http://www.uhh.hawaii.edu/~hennesse/AOM/hhv_tour_register.htm .

Limited to 25 attendees.

Organizer: H W Hennessey, U. of Hawai'i, Hilo

Friday 8:30AM

3 : (IM) International Management Division Outdoor Adventures

School of Management; Schon Beechler, Columbia U.

8:30am - 2:00pm Hilton Hawaiian Village: South Pacific 2 A series of outdoor adventures to take in Hawaii's beauty. Offsite. 8:30 to approximately 2:00 pm. Limited to IM Division members. Pre-registration and a fee to cover transport, the activity, and lunch are required. To register, please contact T.Devinney@agsm.edu.au. Organizers: Timothy Michael Devinney, Australian Graduate

Friday 12:00PM

4 SPDW: (HR, OB, ODC) Company Tour: USS Chaffee -**Pearl Harbor**

12:00pm - 5:00pm Off Site: USS Chaffee-Pearl Harbor

Pre-registration required. Contact: lgarner@tarleton.edu. Limited to 30 participants. Citizenship documentation necessary for security

Organizer: Larry Garner, Tarleton State U. Presenter: David Purkiss. U.S. Navv

5 ©: (MH) Visit to the Hawaii Naval Docks

12:00pm - 2:00pm Off Site: Hawaii Naval Docks

Speaker: Michele A Govekar, Ohio Northern U. Presenter: Paul L Govekar, Ohio Northern U.

6 @SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community

12:00pm - 5:00pm Sheraton Waikiki Beach: Hilo Room

Pace U.

Practitioners and academics come together for "hands-on" learning about action research.

Organizer: Neil M. Boyd, Pennsylvania State U.

Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick,

Friday 1:00PM

7 SPDW: (BPS, OMT, ONE, TIM, RM, MH, IM, OB) The Power Of Richness: The Why. When. Where And How Of **Qualitative Research Methods**

1:00pm - 4:00pm Hawaii Convention Center: Room 301B Organizer: Diana L. Day, Rutgers U., Camden

Coordinator: Johann Peter Murmann, Northwestern U. Presenters: Robert A Burgelman, Stanford U.; Deborah J Dougherty, Rutgers U.; Charles D. Galunic, INSEAD; Gabriel

Szulanski, INSEAD; Klaus Weber, Northwestern U.

8 ■SPDW: (CAR, MC, MSR) Complexity, Energy and Consciousness: A New Vision for Leadership Development, Part I

1:00pm - 5:00pm Hawaii Convention Center: Room 321B

Pre-registration required by emailing afeyerhe@pepperdine.edu with "AoM" in the subject line by Friday July 15, 2005. Saturday session

Organizers: Terri Egan, Pepperdine U.; Suzanne Lahl, Private

Consultant

Coordinator: Ann E. Feyerherm, Pepperdine U.

9 (ENT) Learning Entrepreneurship.

1:00pm - 3:00pm Hawaii Convention Center: Room 301A Organizer: Barbara Jean Bird, American U.

Presenters: Benson Honig, Wilfrid Laurier U.; James Fiet, U. of Louisville; Michael Frese, Giessen U.; Keith Hmieleski, Texas Christian U.

10 : (ENT) Doctoral Consortium.

1:00pm - 6:00pm Hawaii Convention Center: Room 303A

This session continues on Saturday, 8am - 5pm and Sunday, 8am -

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

Presenters: Michael A. Hitt, Texas A&M U.; Michael Lubatkin, U. of Connecticut; Dawn DeTienne, Utah State U.; Sharon Alvarez, Ohio State U.: Per Davidsson. Queensland U. of Technology /Jonkoping U.; Oana Branzei, Schulich School of Business; Benson Honig. Wilfrid Laurier U.: Andrew Zacharakis. Babson College; Richard T. Harrison, Edinburgh U.; Joseph E Coombs, U. of Richmond; Benyamin Bergmann Lichtenstein, U. of Massachusetts, Boston; Rita Gunther McGrath, Columbia U.; Saras Sarasvathy, U. of Virginia; Phillip Phan, Rensselaer Polytechnic Institute; Robert E. Hoskisson, Arizona State U.; William B. Gartner, Clemson U.; Jay B Barney, Ohio State U.; Jeff Covin, Indiana U.; Stewart Thornhill, U. of Western Ontario; Jeffery S. McMullen, Baylor U.; Johan Wiklund, Jonkoping International Business School; Donald F Kuratko, Indiana U.; Heidi M. Neck, Babson College; Mike Wright, Nottingham U.; Jerome Katz, St. Louis U.; Patricia G Greene, Babson College; Gideon D Markman, U. of Georgia; Patricia Phillips McDougall, Indiana U.; **Denis A. Gregoire**, U. of Colorado, Boulder

11 : (ENT) Junior Faculty Consortium.

1:00pm - 6:00pm Hawaii Convention Center: Room 303B This session continues on Saturday from 8am - 5pm.

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

Alex Frank DeNoble, SDSU

12 SPDW: (ENT, TIM, BPS) Corporate Venturing: State of Research and Theoretical Angles.

1:00pm - 3:00pm Hawaii Convention Center: Room 305B

Organizer: Thomas Keil, York U.

Presenters: Shaker A Zahra, Babson College: Jeff Covin, Indiana U.; Ari Ginsberg, New York U.; Markku V. J. Maula, Helsinki U. of Technology

13 →: (IM) Site Visit to the Honolulu Advertiser

1:00pm - 4:00pm Off Site: Honolulu Advertiser

Limited to the first 25 people who sign up. There is a charge for transport. Please register w/David Thomas by email at [dcthomas@sfu.ca].

Organizer: David C. Thomas, Simon Fraser U.

14 □ • → SPDW: (IM, BPS, HR, MED, OB, RM) That Certain Global Something...: Conceptualizing and Measuring "Global Competencies"

1:00pm - 4:00pm Hawaii Convention Center: Room 313B

Registration is not required but is suggested. Please contact Mila Lazarova, mbl@sfu.ca

Organizers: Mila B. Lazarova, Simon Fraser U.; Aparna Joshi, U. of Illinois, Urbana-Champaign

Presenters: Schon Beechler, Columbia U.; Allan W Bird, U. of Missouri, St. Louis: Paula M Caligiuri, Rutgers U.: Chav Hoon Lee. Nanyang Business School; David C. Thomas, Simon Fraser U.; Jean Leslie, Center for Creative Leadership

15 ©: (MC) Integrating Organizational Change Management & Project Management: Why It Works

1:00pm - 4:00pm Sheraton Waikiki Beach: Akaka Falls Room

Fee to attend - See http://uwf.edu/mcd/

Presenters: Sandra M Martinez. Widener U.: John Warren. IP Solutions; Mike Grabarek, Naviguent LLC; William Malek, Stanford Advanced PM Program

16 ©: (MC) Creating and Developing Your Consulting **Practice**

1:00pm - 4:00pm Sheraton Waikiki Beach: Iao Needle Room Fee to attend - See http://uwf.edu/mcd/

Presenters: David Jamieson, Pepperdine U.; Terry R Armstrong, Georgetown U.

17 ♥ SPDW: (MED, GDO, ODC, IM, PTC) Flexible, Fluid And Responsive Management: A Model For Working **Across Current Cultural Differences**

1:00pm - 4:00pm Hilton Hawaiian Village: South Pacific 1

Register with Ilene Wasserman at iwasserman@icwconsulting.com or 610.667.5305

Organizer: Illene C Wasserman, Fielding Graduate Institute Presenters: Illene C Wasserman. Fielding Graduate Institute: Beth Fisher-Yoshida, Columbia U.; Kathy Dee Geller, Areté Leadership International, Ltd.

18 SPDW: (MED, OB) Creating Actionable Knowledge in the Classroom Using Discussion Learning

1:00pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4 Discussion Learning: Creating Cases that Engage Students. Coordinator: Michael J Provitera, Barry U.

19 SPDW: (ODC, MED) Using 'Design Rules' to **Construct Future Organizational Architectures and** Interventions

1:00pm - 4:00pm Hawaii Convention Center: Room 308A Chair: Jean M. Bartunek, Boston College

Presenters: Paul Bate, U. College London; Helen Bevan, National Health Service; Paul Plsek, Paul E. Plsek & Associates Inc.; Glenn Robert, U. College London

20 SPDW: (ODC, ONE, MC) Organizational Development for Sustainability: Integrating Appreciative Inquiry and the Natural Step

1:00pm - 6:00pm Hawaii Convention Center: Room 302B

Organizer: Hilary Bradbury, Case Western Reserve U. Presenters: Sissel Waage, The Natural Step; Keith Cox. Benedictine U.

21 SPDW: (ONE, BPS) Strategic Competencies And **Environmental Management**

1:00pm - 2:30pm Sheraton Waikiki Beach: Maui Ballroom Organizer: Sumit Majumdar, U. of Texas, Dallas

Discussant: Joseph Mahoney, U. of Illinois, Urbana-Champaign Presenters: Margaret Peteraf, Dartmouth College; Stuart Hart,

Cornell U.; Sanjay Sharma, Wilfrid Laurier U.

22 SPDW: (RM, HR, ODC) Latent Growth Modeling: Statistical Procedure for Operationalizing Change Over

1:00pm - 4:00pm Hawaii Convention Center: Room 322B

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$7.50 fee for

non members of the Research Methods Division. Presenter: Robert J Vandenberg, U. of Georgia

23 SPDW: (RM, OB, ITC) Social Networks Research: Concepts, Research Design, and Analysis

1:00pm - 5:00pm Hawaii Convention Center: Room 322A

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$10 fee for non members of the Research Methods Division.

Presenters: Nicholas Athanassiou, Northeastern U.; Stephen P Borgatti, Boston College; Daniel J Brass, U. of Kentucky; David Krackhardt, Carnegie Mellon U.

Friday 2:00PM

24 PC SPDW: (GDO, MED, PTC, ODC) On Juggling Multiple Skills and Roles in Developing Organizational **Diversity Consultants**

2:00pm - 6:00pm Sheraton Waikiki Beach: Ewa Room

The workshop is particularly targeted at those with experience in teaching and/or consulting but all with interest in diversity are welcome.

Chairs: Lize A. Booysen, U. of South Africa; Bernardo M. Ferdman, Alliant International U.

Presenters: Lize A. Booysen, U. of South Africa; Bernardo M. Ferdman, Alliant International U.; Stella M Nkomo, U. of South Africa; Heather R. Wishik, Heather R. Wishik & Assoc., Org. Development & Diversity; Placida V. Gallegos, Solfire Consulting, Inc. /Fielding Graduate Institute; Norma Wong, Daihonzan Chozenii / International Zen Doio

Author: Ann Akiko Kusumoto, Ann Akiko Kusumoto and Associates, Inc.

25 SPDW: (HR, RM) Publishing Qualitative Research: Framing, Rigor & Editorial Comment

2:00pm - 4:00pm Hawaii Convention Center: Room 304B Organizer: Stephen Leybourne, U. of Plymouth

Presenters: Julia Richardson, York U.: Robert P Gephart, U. of Alberta; Yehuda Baruch, U. of East Anglia; Helen DeCieri, Monash

26 SPDW: (MED, IM, BPS, ODC) Creating The Next Generation Of Leaders - The Australian Leadership Consortium's Experience

2:00pm - 4:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4 An interactive session on The Australian Leadership Consortium's innovative leadership programs.

Chair: Christopher Alexander Bell, Leadership Consortium Presenters: Sue Cobden, IBM; Alan Bedford, Telstra Corporation Limited

27 SPDW: (ODC, MC, IM) International Management **Consulting For The 21st Century**

2:00pm - 4:00pm Hawaii Convention Center: Room 308B Organizers: Therese F Yaeger, Benedictine U.; Thomas C Head, Roosevelt U., Chicago-Schaumburg; Peter Sorensen, Benedictine

28 SPDW: (TTC, TIM) Teaching Theories of IT-Enabled **Transformation to Diverse Audiences**

2:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room Pre-registration required. Send e-mail to a.salazar@mmu.ac.uk Organizer: Angel J. Salazar, Manchester Metropolitan U. Discussants: Jeremy Howells, U. of Manchester; J. David Johnson, U. of Kentucky; Natasha Munshi, Cass Business School; Regis Cabral, -; Adamantia G. Pateli, Athens U. of Economics and Business; David Walters, U. of Central Lancashire Presenters: Lawrence C. Green. U. of Manchester: Angel J. Salazar, Manchester Metropolitan U.; Joseph P McGill, Kean U.; Michael D Santoro, Lehigh U.: J. C. Spender, Open U.

Friday 2:30PM

29 □ SPDW: (ONE, MED) Environmental Education: What Should We Teach, And How Should We Assess Learning?

2:30pm - 4:00pm Sheraton Waikiki Beach: Puna Room Presenters: Mark Cordano, Ithaca College; Cathy Rusinko, Philadelphia U.; Gordon P. Rands, Western Illinois U.; Carolyn Egri, Simon Fraser U.; Linda M Sama, Pace U.

Friday 3:00PM

30 SPDW: (BPS, OMT) Research Development Workshop: Different Types of Capabilities & Their Effects on Market **Position**

3:00pm - 6:00pm Hawaii Convention Center: Room 317A

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

31 : (ENT) Establishing Collaborations with International Associations and the Entrepreneurship Division.

Pennsylvania

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

32: (TIM) TIM Division Doctoral Consortium

3:00pm - 8:00pm Hawaii Convention Center: Room 318A Apply by sending application to Paul Bierly -- bierlype@jmu.edu Organizers: Paul Bierly, James Madison U.; Fernando Suarez, Boston U.

Speakers: George F Farris, Rutgers U.; Anne S Miner, U. of Wisconsin, Madison; Violina Rindova, U. of Maryland, College Park; Fariborz Damanpour, Rutgers U.; Johannes M Pennings. U. of Pennsylvania

Friday 3:30PM

33 SPDW: (ENT. BPS) Corporate Entrepreneurship: A Writer's Workshop.

3:30pm - 5:30pm Hawaii Convention Center: Room 305B Organizer: Thomas Dalziel, Arizona State U.

Presenters: Shaker A Zahra, Babson College; Ben Oviatt, Georgia State U.: **Johan Wiklund**. Jonkoping International Business School:

Sharon Alvarez, Ohio State U.

Friday 4:00PM

34: (MC) Management Consulting Research and Writing Roundtables

4:00pm - 6:00pm Sheraton Waikiki Beach: Iao Needle Room Presenters: Anthony F Buono, Bentley College; Larry E Greiner, U. of Southern California; Andreas Werr, Stockholm School of **Economics**

35 SPDW: (MED, HR, CAR, GDO) Minority Faculty Making An Impact At Majority Institutions

4:00pm - 5:00pm Hilton Hawaiian Village: South Pacific 1 A highlight of our experiences in academia to showcase how diversity truly pays off, especially teaching students on predominantly white campuses.

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

36 ■SPDW: (MED, ODC, PTC) Strategic Faculty

Development

4:00pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

This workshop (designed for dean's, department chairs and faculty) focuses on how to design and implement strategic planning in business schools.

Facilitators: Scott Carlson Hammond, Utah Valley State College;

Susan R. Madsen. Utah Valley State College

Coordinator: Scott Carlson Hammond, Utah Valley State College

37 (OMT) OMT Junior Faculty Consortium

4:00pm - 9:00pm Hawaii Convention Center: Room 313B

Pre-registration required. Consortium continues on Saturday.

Organizers: Majken Schultz, Copenhagen Business School;

Christine Beckman, U. of California, Irvine

Presenters: Joanne Martin, Stanford U.; David A. Whetten, Brigham Young U.; Kristian Kreiner, Copenhagen Business School; Anna Grandori, Bocconi U.; Kimberly D Elsbach, U. of California, Davis; Janet M Dukerich, U. of Texas, Austin; Mark J Zbaracki, U. of Pennsylvania; Kevin G. Corley, Arizona State U.; Andrew B. Hargadon, U. of California, Davis; Marc-David L. Seidel, U. of British Columbia; Karen Golden-Biddle, U. of Alberta; Deborah J Dougherty, Rutgers U.; Anand Narasimhan, London Business School; Alva Taylor, Dartmouth College

Friday 5:00PM

38 📖 🖭: (MSR) Meditation

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

39: (OB) Organizational Behavior Division Doctoral **Student Consortium Reception**

5:00pm - 7:00pm Sheraton Waikiki Beach: Honolulu Room Attendees must be nominated by their faculty. Visit www.obweb.org or contact Peter Hom at peter.hom@asu.edu for more information. Contact: Peter Hom, Arizona State U.

40 @: (ONE) Ph.D. Student/New Faculty Consortium

5:00pm - 7:00pm Sheraton Waikiki Beach: Puna Room Organizer: Tim Hargrave, U. of Minnesota

Participants: Mark Cordano, Ithaca College; Sandra Rothenberg, Rochester Institute of Technology; Sanjay Sharma, Wilfrid Laurier

U.

Friday 5:30PM

41: (GDO) GDO Doctoral Consortium Reception with GDO Officers and Executive Committee

5:30pm - 7:30pm Off Site: Tiki Grill & Bar

Pre-registration is required. Contact Jeanie Forray at iforray@wnec.edu by June 30th to R.S.V.P.

Host: Jeanie M. Forray, Western New England College

42 : (ICW) Nova Southeastern University Reception

5:30pm - 6:15pm Hilton Hawaiian Village: South Pacific 2

Organizer: Jane Whitney Gibson, Nova Southeastern U.

Friday 6:00PM

43 : (ENT) Junior Faculty Dinner.

6:00pm - 8:30pm Off Site: Local Restaurant

by invitation only, contact Ron Mitchell rmitchell@ba.ttu.edu

Organizer: Ronald K Mitchell, Texas Tech U.

44: (ENT) Doctoral Students Dinner.

6:00pm - 8:30pm Off Site: Local Restaurant TBD

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

45 → •: (IM) Welcome to the IM Division and Road Map to the IM Division Sessions at the Academy

6:00pm - 8:00pm Hawaii Convention Center: Room 304A

Host: Sully Taylor, Portland State U.

Division Chair: Schon Beechler. Columbia U.

Division Chair-Elect.: Eleanor Westney, Massachusetts Institute of Technology

Program Chair: Ravi Ramamurti, Northeastern U.

Professional Development Workshop Chair: Timothy Michael

Devinney, Australian Graduate School of Management

46 >: (IM) Dinner on the Town with IM Division Executive Committee Members

6:00pm - 8:00pm Off Site: Location To Be Determined

Each IM Division Officer will host a dutch treat dinner. We will organize the restaurants and groups following the IMD Welcome.

Host: Sully Taylor, Portland State U.

Division Chair: Schon Beechler, Columbia U.

Division Chair-Elect.: Eleanor Westney, Massachusetts Institute of

Program Chair: Ravi Ramamurti, Northeastern U.

Professional Development Workshop Chair: Timothy Michael **Devinney**. Australian Graduate School of Management

47: (MED) Welcome Reception for Aspiring, New and **Current MED Members**

6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 1

Come greet old friends and meet new ones at the MED welcome reception!

Organizer: Laurie Milton, U. of Calgary, U. of Western Ontario

48: (NDSC) New Doctoral Student Happy Hour

6:00pm - 8:00pm Off Site: Location To Be Determined

Restaurant TBA, please contact Pamela K. Steverson at

ndsc 05@vahoo.com for reservations.

Organizers: Laura Erskine, U. of Southern California; Allison Gundersen, Case Western Reserve U.; Alton Al Stanley Lovvorn,

U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Steverson, U. of Memphis; Kyra Sutton, Ohio State U.

Program Chair: Karen Moffitt, U. of Memphis

49 : (OB) Organizational Behavior Division Junior Faculty **Consortium Reception and Introductions**

6:00pm - 9:00pm Sheraton Waikiki Beach: Koko Crater Room

Participation is by invitation only. Those interested should send applications to muhl-bien@bus.ucf.edu. Space is limited!

Contact: Mary Uhl-Bien, U. of Central Florida

Presenters: Dafna Eylon, U. of Richmond; Russell Cropanzano, U. of Arizona; Jeffrey R. Edwards, U. of North Carolina; Lynn Shore, San Diego State U.; Angelo DeNisi, Texas A&M U.; James Campbell Quick, U. of Texas, Arlington: Elizabeth Wolfe Morrison, New York U.; Joan Brett, Arizona State U., West; Robert Moorman, Creighton U.; Barbara S. Lawrence, U. of California, Los Angeles

50 : (OCIS) Doctoral Consortium

6:00pm - 8:00pm Hawaii Convention Center: Room 302A

By application only

Organizer: Ulrike Schultze, Southern Methodist U.

Presenters: JoAnne Yates, Massachusetts Institute of Technology; Robert Davison, City U. of Hong Kong; Michael Barrett, U. of

Cambridge; Michael G Morris, U. of Virginia

51 @SPDW: (ODC, MED, PTC) Leadership Development Wkshp: Reflective Learning And Action Inquiry In Teach. Res.. And Pract.

6:00pm - 9:00pm Hawaii Convention Center: Room 304B

Registration required -- Inga Carboni(inga.carboni@bc.edu). Limited to 15 participants. Pre-work required. Voluntary dinner in evening.

Organizer: Inga Carboni, Boston College

Facilitators: William Torbert, Boston College; Pacey Foster,

Boston College

52 PDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium

6:00pm - 8:00pm Hawaii Convention Center: Room 306B

Pre-registration required. Session continues on Saturday and Sunday

Organizers: Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of

Presenters: Richard L Daft, Vanderbilt U.; Mary Ann Glynn, Emory U.; Royston Greenwood, U. of Alberta; Anne S. Huff, Technische U., München; Quy Nguyen Huy, INSEAD; Joe Porac, New York U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; William H. Starbuck, New York U.; Andrew J. Hoffman, U. of Michigan; Charles N. Seashore. Fielding Graduate Institute: William A Pasmore, Mercer Delta Consulting

53 (SIM) Social Issues In Management (SIM) Doctoral Consortium

6:00pm - 9:30pm Sheraton Waikiki Beach: Kona Room

Apply at the SIM web site:

(http://www.pitt.edu/~rorst6/sim/doccon.htm)

Organizers: Douglas R May, U. of Kansas; Andrew Crane,

Nottingham U.

Presenters: James Weber, Duquesne U.; Jeffrey Lenn, George Washington U.; Jeanne M Logsdon, U. of New Mexico; Domenec Mele, U. of Navarra; Mary J. Mallott, U. of Hawai'i, West Oahu

Friday 6:15PM

54: (ICW) Nova Southeastern University Opening Meeting

6:15pm - 7:00pm Hilton Hawaiian Village: South Pacific 2

Organizer: Jane Whitney Gibson, Nova Southeastern U.

Friday 6:30PM

55 : (BPS) Doctoral Consortium

6:30pm - 9:00pm Hawaii Convention Center: Room 308 (A&B) By invitation only. Contact Tim Folta for additional information (foltat@mgmt.purdue.edu).

Organizers: Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U. Participants: Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris; Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.

56: (CM) Conflict Management Division Reception for **PDW Organizers and Presenters**

6:30pm - 8:00pm Hilton Hawaiian Village: Sea Pearl Suite 1

This reception is by invitation only.

Professional Development Workshop Chair: Susan E. Brodt, Queen's U.

57 →: (ODC) International Reception

6:30pm - 8:30pm Sheraton Waikiki Beach: Lanai Ballroom Organizer: Michael R Manning, New Mexico State U.

Friday 6:45PM

58: (ICW) Management Faculty of Color Association Social

6:45pm - 9:00pm Sheraton Waikiki Beach: Waimea Canyon Room Organizer: Darlene Gambill Motley, Robert Morris U.

Saturday 7:00AM

59: (CMS) CMS Saturday Brown Bag Breakfast

7:00am - 8:00am Sheraton Waikiki Beach: Lanai Ballroom Breakfast with Critters - bring your own Host: David Jacobs, Hood College

60 □ ©: (MSR) Meditation

7:00am - 8:00am Sheraton Waikiki Beach: Waianae Room

Workshop designed to introduce participants to meditation.

Coordinator: Gerald Biberman, U. of Scranton

61 □: (SIM) Social Issues In Management (SIM) Doctoral Consortium

7:00am - 5:30pm Sheraton Waikiki Beach: Kona Room

Apply at the SIM web site:

(http://www.pitt.edu/~rorst6/sim/doccon.htm)

Organizers: Douglas R May, U. of Kansas; Andrew Crane,

Nottingham U.

Management

Presenters: Melissa Smith Baucus, Xavier U.; George Brenkert, Georgetown U.; Ann K. Buchholtz, U. of Georgia; Philip L Cochran, Indiana U.; Thomas J Donaldson, U. of Pennsylvania; Kai N. Hockerts, INSEAD; Jennifer J Griffin, George Washington U.; Bryan W Husted, Instituto de Empresa; Laura Spence, Brunel U.; Kelly Strong, Iowa State U.; Linda K Trevino, Pennsylvania State U.; Duane Windsor, Rice U.; Peter Cappelli, U. of Pennsylvania; Pursey Heugens, Utrecht U.; Dirk Matten, Royal Holloway College, U. of London; John F Mahon, U. of Maine; Tara J Radin, Hofstra U.; Thomas M Jones, U. of Washington; Lawrence J Lad, Butler U.; Kathleen Rehbein, Marquette U.; Scott J. Reynolds, U. of Washington; Lori Verstegen Ryan, San Diego State U.; Marshall Schminke, U. of Central Florida; Daniel Greening, U. of Missouri, Columbia; Michael E Johnson-Cramer, Bucknell U.; James R Bailey, George Washington U.; Sandra A

Saturday 8:00AM

Waddock, Boston College; Morten Huse, Norwegian School of

62: (AAA) Honolulu 2005, LAC

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

63: (AAA) Membership Committee Opening Meeting & Breakfast

8:00am - 10:00am Hilton Hawaiian Village: Sea Pearl Suite 3 *Organizer:* **Regina Greenwood**, Kettering U.

64: (AAA) The Ins and Outs of Faculty Recruiting

8:00am - 9:30am Hilton Hawaiian Village: Sea Pearl Suite 4 *Organizer:* **Scott C. Douglas**, Binghamton U.

65: (CMS) CMS Doctoral Workshop

8:00am - 10:30am Sheraton Waikiki Beach: Lanai Ballroom

Discuss your doctoral work and career 1:1 with leading CMS
scholars

Organizers: Hanne Skarstol Jostensen, Massey U.; Terrance G. Weatherbee. Acadia U.

Presenters: Stephen A. Linstead, U. of York; Robyn Thomas, Cardiff U.; Campbell Jones, Leicester U.; Stephen J. Wood, Sheffield U.; Anshuman Prasad, U. of New Haven

Participants: David M Boje, New Mexico State U.; Pushkala Prasad, Skidmore College; Hugh Willmott, Cambridge U.; David A. Levy, U.S. Air Force Academy; Jean Helms Mills, St. Mary's U.

66 : (ENT) Doctoral Consortium.

8:00am - 12:00pm Hawaii Convention Center: Room 303A

This session is a continuation from Friday and will continue onto

Sunday, 8am - 12pm.

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

67: (ENT) Junior Faculty Consortium.

8:00am - 1:00pm Hawaii Convention Center: Room 303B This session is a continuation from Friday

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

68: (ENT) Entrepreneurial Networks: International Aspects of SME Networking in Slovenia.

8:00am - 10:00am Hawaii Convention Center: Room 305B

Coordinator: Robert D Hisrich, Thunderbird, American Graduate

School of International Mgmt.

Presenters: Bostjan Antoncic, U. of Primorska; Mitja Ruzzier, Arc-

Kranj; Branko Bucar, U. of Ljubljana

69 □: (ENT) Superstar Entrepreneurship Teachers: Their Secrets Revealed

8:00am - 11:00am Hawaii Convention Center: Room 318A Organizer: **J Robert Baum**, U. of Maryland

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

70: (GDO) GDO Doctoral Consortium

8:00am - 5:00pm Sheraton Waikiki Beach: Ewa Room

Open to all Doctoral students. Pre-registration required. Contact Jeanie Forray at jforray@wnec.edu by June 30th.

Organizer: Jeanie M. Forray, Western New England College Presenters: Stacy Blake-Beard, Simmons College; Albert J. Mills, St. Mary's U.; Alison Linstead, U. of York; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Myrtle P. Bell, U. of Texas, Arlington; Jane V Wheeler, Bowling Green State U.; Pushkala Prasad, Skidmore College; Anshuman Prasad, U. of New Haven; Elizabeth A. Cooper, U. of Rhode Island; Martin N Davidson, U. of Virginia; Ashleigh Shelby Rosette, U. of Houston; Carol T Kulik, Melbourne U.

71 → SPDW: (GDO, OB, CM) Recovering a National Identity: Reasserting Native Values & Presence in the University and Hawaii

8:00am - 10:00am Sheraton Waikiki Beach: Puna Room

Organizers: Dharm Prakash Sharma Bhawuk, U. of Hawai`i, Manoa; Vijayan P. Munusamy, U. of Hawai`i, Manoa Presenters: Jonathan K. Osorio, Kamakaküokalani, Gladys Aiona Brandt Ctr For Hawaiian Studies; Manu Ka'iama, U. of Hawai`i, Manoa

72: (HCM) HCM PDW Continental Breakfast

8:00am - 8:30am Sheraton Waikiki Beach: Akaka Falls Room
Organizer: Timothy Hoff, State U. of New York, Albany

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ← Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings

73: (HR) HR Junior Faculty Consortium

8:00am - 10:30am Hawaii Convention Center: Room 304A

Pre-registration required. Contact Jeffrey L. LePine, U. of Florida (jeffery.lepine@cba.ufl.edu) to register.

Organizers: Mark V Roehling, Michigan State U.; Jeffrey LePine, U. of Florida; Pamela Perrewe, Florida State U.; Susan E. Mayson, Monash U.; Helen DeCieri, Monash U.

Presenters: Philip L Roth, Clemson U.; Michael J Burke, Tulane U.; Gordon W Cheung, Chinese U. of Hong Kong; Mark Gavin, Oklahoma State U.; David A Hofmann, U. of North Carolina; Mark Griffin, Queensland U. of Technology; Lisa Schurer Lambert, Georgia State U.; Jodi S. Goodman, U. of Connecticut; Raza A Mir, William Paterson U.; Sanjay Jain, U. of Wisconsin, Madison; Marilyn Fenwick, Monash U.; Bennett J. Tepper, U. of North Carolina, Charlotte

74 : (HR) HR Doctoral Student Consortium

8:00am - 10:30am Hawaii Convention Center: Room 316A

Pre-registration required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.

Organizer: John E Delery, U. of Arkansas

Presenters: Paul Boselie, Tilburg U.; Timothy M. Gardner, Brigham Young U.; Caren Goldberg, George Washington U.; David P Lepak, Rutgers U.; Christine Marie Riordan, U. of Georgia; Maria Rotundo, U. of Toronto; Jason D. Shaw, U. of Kentucky; Sean Alexander Way, Chinese U. of Hong Kong; Michael Wesson, Texas A&M U.

75 → •: (IAM) 21st Century Iberoamerican Culture: An Understanding of Values and Their Effects

8:00am - 10:00am Sheraton Waikiki Beach: Kohala Room
Facilitator: Carlos Jesus Alsua, U. of Alaska, Anchorage
Presenters: Carlos B. Gonzalez, California Polytechnic State U.,
Pomona; Carlos Jesus Alsua, U. of Alaska, Anchorage; Patricia G
Martinez, U. of Texas, San Antonio; Raul Ramirez, U. of California,
Irvine; Juan I Sanchez, Florida International U.; Guillermo Wated,
Florida International U.; Carolina Gomez, Florida International U.

76 □→ •: (IM) Comparative Approaches to Teaching International Management: Internationalizing the Curriculum

8:00am - 11:00am Hawaii Convention Center: Room 307A

Pre-registration required: To pre-register contact Julia Gluesing by email at j.gluesing@wayne.edu

Organizers: Julia Gluesing, Wayne State U.; Gerhard Apfelthaler, FH Joanneum

Moderator: Mary Yoko Brannen, San Jose State U. Presenters: Joseph E Champoux, U. of New Mexico; Michael Lacktorin, Akita International U.; Romie Frederick Littrell, Auckland U. of Technology; Tatiana Kostova, U. of South Carolina; Sankaran Manikutty, Indian Institute of Management; Joyce Osland, San Jose State U.; T.K. Peng, I-Shou U., Taiwan; Susan C Schneider, HEC U. of Geneva; J Michael Geringer, California Polytechnic U.

77 ナ: (IM) International Management Division, Doctoral Student Consortium I

8:00am - 12:00pm Hawaii Convention Center: Room 322B

Open only to invited participants, who must apply and pre-register

for this consortium.

Chair: Andrew Delios, National U. of Singapore

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

78 →: (IM) International Management Division Junior Faculty Consortium I

8:00am - 12:00pm Hawaii Convention Center: Room 323A

Open only to invited participants, who must apply and pre-register for this consortium.

Chair: Lorraine Eden, Texas A&M U.

Presenters: Harry G Barkema, Tilburg U.; Nakiye Boyacigiller, Sabanci U.; Tina Dacin, Queen's U., Canada; Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Arizona State U.; Anne S. Tsui, Arizona State U.; Sheila M. Puffer, Northeastern U.; Stephen B Tallman, U. of Richmond; Hildy Teegen, George Washington U.; Alain C. Verbeke, U. of Calgary; Bernard Yeung, New York U.; Srilata Zaheer, U. of Minnesota; Marjorie A Lyles, Indiana U.

79 ☐ SPDW: (MED, CMS) Resuscitating Management Education: Reintroducing Management To Students

8:00am - 10:00am Hilton Hawaiian Village: South Pacific 1

A thought provoking discussion on critical approaches to management education and development.

Chair: Stewart Clegg, U. of Technology, Sydney

Presenters: Tyrone S. Pitsis, U. of Technology, Sydney; Emma S. Bowyer, U. of Technology, Sydney; Raymond Daniel Gordon, U. of Technology, Sydney; Bill Michael Cooke, U. of Manchester; Martin Kornberger, U. of Technology, Sydney

80 PDW: (MED, OB, BPS, ODC, HR, MOC, OMT) **Moving** Images: Cinema in the Classroom

8:00am - 5:00pm Hilton Hawaiian Village: Tapa Ballroom 2

This series of workshops will inform, guide and excite you about using cinema in your teaching.

Organizers: Jon Billsberry, Open U.; Joseph E Champoux, U. of New Mexico

Presenters: Joseph E Champoux, U. of New Mexico; Jon Billsberry, Open U.

Participants: Veronique Ambrosini, Cranfield U.; Thomaz Wood, Escola de Administracao de Empresas de Sao Paulo; Randall B Dunham, U. of Wisconsin, Madison

81 ■ SPDW: (MOC, ODC, SIM) Examining Organizational "Buy-In": Weaving the Nomological Net

8:00am - 10:00am Hawaii Convention Center: Room 328
Organizer: Susan L Kirby, Texas State U.

Facilitators: Eric G Kirby, Texas State U.; Susan L Kirby, Texas State U.; John K. Ross III, Texas State U., San Marcos

82: (NDSC) New Doctoral Student Consortium

8:00am - 4:30pm Hawaii Convention Center: Room 314

Hosted by European School of Management and Technology. Pre-Reg is available on the NDSC webpage or contact Pamela K. Steverson at ndsc_05@yahoo.com

Organizers: Laura Erskine, U. of Southern California; Allison Gundersen, Case Western Reserve U.; Alton Al Stanley Lovvorn, U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Steverson, U. of Memphis; Kyra Sutton, Ohio State U.

Program Chair: Karen Moffitt, U. of Memphis
Keynote Speaker: Thomas W. Lee, U. of Washington
Presenters: Herman Aguinis, U. of Colorado, Denver; Richard A
Bettis, SMJ Editor; U. of North Carolina; Stewart Clegg, U. of
Technology, Sydney; Jennifer M George, JAP Editor; John R
Hollenbeck, Michigan State U.; Jerome Katz, St. Louis U.; Glen E.
Kreiner, U. of Cincinnati; Lisa Schurer Lambert, Georgia State U.;
Philip L Roth, Clemson U.; Sara L Rynes, U. of lowa; Ian O.
Williamson, U. of Maryland, College Park

83 □ ♥: (OB) Organizational Behavior Division Doctoral Student Consortium

8:00am - 7:00pm Hawaii Convention Center: Room 324

Attendees must be nominated by their faculty. Visit www.obweb.org or contact Peter Hom at peter.hom@asu.edu for more information.

Organizer: Peter Hom, Arizona State U.

Presenters: Frances M. McKee-Ryan, Oregon State U.; Mel Fugate, Southern Methodist U.; Janice S Miller, U. of Wisconsin, Milwaukee; Timothy A Judge, U. of Florida; Robert Vecchio, U. of Notre Dame; Jone L. Pearce, U. of California, Irvine; Loriann Roberson, Arizona State U.; Angelo J. Kinicki, Arizona State U.; Randall B Dunham, U. of Wisconsin, Madison; Henry P Sims, U. of Maryland; William H Glick, Arizona State U.; Daniel Skarlicki, U. of British Columbia

84 □ ♥: (OB) Organizational Behavior Division Junior Faculty Consortium

8:00am - 5:00pm Hawaii Convention Center: Room 325A

Participation is by invitation only. Those interested should send applications to muhl-bien@bus.ucf.edu. Space is limited!

Contact: Mary Uhl-Bien, U. of Central Florida

Presenters: Dafna Eylon, U. of Richmond; Russell Cropanzano,
U. of Arizona; Jeffrey R. Edwards, U. of North Carolina; Lynn

Shore, San Diego State U.; Angelo DeNisi, Texas A&M U.; James

Campbell Quick, U. of Texas, Arlington; Elizabeth Wolfe

Morrison, New York U.; Joan Brett, Arizona State U., West;

Robert Moorman, Creighton U.; Barbara S. Lawrence, U. of

California, Los Angeles

85 □ ● SPDW: (OB, OMT) Leadership: Senior Scholars' Perspectives

8:00am - 9:30am Hawaii Convention Center: Room 323B

Open discussions

Facilitator: Jerry Hunt, Texas Tech U.

Presenters: Craig C Lundberg, Cornell U.; Richard T. Mowday, U. of Oregon; Lyman W. Porter, U. of California, Irvine; Richard Miner, Independent Consultant

86 □ ● SPDW: (OB, OMT, BPS) Leadership Across the Divisions: Institutional Perspectives

8:00am - 9:30am Hawaii Convention Center: Room 323C

Open discussions

Facilitator: Richard N Osborn, Wayne State U.

Presenters: Ronald H Humphrey, Virginia Commonwealth U.; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Eleanor

Westney, Massachusetts Institute of Technology

87 €: (ODC) Integrating OD and Enhancing Economic Performance through Socio-Economic Approach to Management

8:00am - 9:00am Hawaii Convention Center: Room 318B

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

88 © SPDW: (ODC, MED, PTC) Leadership Development Wkshp: Reflective Learning And Action Inquiry In Teach., Res., And Pract.

8:00am - 1:00pm Hawaii Convention Center: Room 304B

Registration required -- Inga Carboni(inga.carboni@bc.edu).Limited to 15 participants. Pre-work required. Voluntary dinner in evening. Organizer: Inga Carboni, Boston College

Facilitators: William Torbert, Boston College; Pacey Foster, Boston College

89 : (OM) Future of Operations Management in Global Environment

8:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1

Organizers: Diane H. Parente, Pennsylvania State U., Erie; Peggy
D. Lee, Pennsylvania State U., Great Valley

90 □ ©: (OMT) OMT Junior Faculty Consortium

8:00am - 5:30pm Hawaii Convention Center: Room 313B

Pre-registration required. Consortium begins on Friday.

Organizers: Majken Schultz, Copenhagen Business School;

Christine Beckman, U. of California, Irvine

Presenters: Joanne Martin, Stanford U.; David A. Whetten,

Brigham Young U.; Kristian Kreiner, Copenhagen Business

School; Anna Grandori, Bocconi U.; Kimberly D Elsbach, U. of

California, Davis; Janet M Dukerich, U. of Texas, Austin; Mark J

Zbaracki, U. of Pennsylvania; Kevin G. Corley, Arizona State U.;

Andrew B. Hargadon, U. of California, Davis; Marc-David L

Seidel, U. of British Columbia; Karen Golden-Biddle, U. of Alberta;

Deborah J Dougherty, Rutgers U.; Anand Narasimhan, London

Business School; Alva Taylor, Dartmouth College

91 SPDW: (OMT, BPS, MOC) Language in Organizations and Strategy: Theoretical and Methodological Advances

8:00am - 12:00pm Hawaii Convention Center: Room 319A *Pre-registration required. Contact organizers.*

Organizers: Klaus Weber, Northwestern U.; William Ocasio, Northwestern U.; Peer C. Fiss, Queen's U., Canada

Discussant: Joe Porac, New York U.

Speakers: C. Marlena Fiol, U. of Colorado, Denver; Jeffrey Loewenstein, U. of Texas, Austin; Mark Kennedy, U. of Southern California; Violina Rindova, U. of Maryland, College Park

92 PDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium

8:00am - 5:00pm Hawaii Convention Center: Room 313A

Pre-registration required. Session begins Friday, continues Sunday. Organizers: Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology

Presenters: Richard L Daft, Vanderbilt U.; Mary Ann Glynn, Emory U.; Royston Greenwood, U. of Alberta; Andrew J. Hoffman, U. of Michigan; Anne S. Huff, Technische U., München; Quy Nguyen Huy, INSEAD; Joe Porac, New York U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; William H. Starbuck, New York U.; Charles N. Seashore, Fielding Graduate Institute; William A Pasmore, Mercer Delta Consulting

93 SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community

8:00am - 6:00pm Sheraton Waikiki Beach: Hilo Room

Practitioners and academics come together for "hands-on" learning about action research.

Organizer: Neil M. Boyd, Pennsylvania State U.

Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.; David Coghlan, U. of Dublin; Olav Eikeland, Work Research Institute: Lyle Yorks, Columbia U.: Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.

94 SPDW: (RM, OB, BPS, GDO) Estimating Interaction **Effects Using Multiple Regression**

8:00am - 12:00pm Hawaii Convention Center: Room 322A

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$10 fee for non members of the Research Methods Division.

Presenter: Herman Aguinis, U. of Colorado, Denver

95 SPDW: (RM, OB, GDO) The Neverending Story: A Workshop on Survey Scale Development and Validation

8:00am - 12:00pm Hawaii Convention Center: Room 327

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$10 fee for non members of the Research Methods Division.

Presenters: Gilad Chen. Texas A&M U.: Claudia C. Cogliser.

Texas Tech U.; Robert J Vandenberg, U. of Georgia

96: (TIM) Joint Session: Doctoral Consortium and Junior Faculty Camp

8:00am - 10:00am Hawaii Convention Center: Room 321B

Organizers: Fernando Suarez, Boston U.; Paul Bierly, James Madison U.; Gautam Ahuja, U. of Michigan; Atul Nerkar, Columbia

Speakers: Linda Argote, Carnegie Mellon U.; Donald D Bergh, Purdue U.; George F Farris, Rutgers U.; Martin J Kilduff, Pennsylvania State U.; Walter Powell, Stanford U.; Mark Gavin, Oklahoma State U.

97 SPDW: (TTC, MED, OB, OCIS) Teaching with Technology: Hands-On Seismic Examples and Human Insights for the 21st Century

8:00am - 11:00am Sheraton Waikiki Beach: Koko Crater Room Organizer: Randall G Sleeth, Virginia Commonwealth U. Presenters: Deborah J Armstrong, U. of Arkansas; Joseph E Champoux, U. of New Mexico; Randall B Dunham, U. of Wisconsin, Madison; Robert Marx, U. of Massachusetts, Amherst; Randall G Sleeth, Virginia Commonwealth U.; Joan Weiner, Drexel U.

Saturday 8:30AM

98: (BPS) New Faculty Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 301 (A&B) Apply by 5/15/05 to amy.hillman@asu.edu. Send: vita, teaching/research interests (1p), nomination letter from Dean/Dept Head. BPS PhD by 9/30/04.

Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison

Presenters: Diana L. Day, Rutgers U., Camden; Javier Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.

99 : (BPS) Doctoral Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 308 (A&B) By invitation only. Contact Tim Folta for additional information (foltat@mgmt.purdue.edu).

Organizers: Tim Folta, Purdue U.: Jan W. Rivkin, Harvard U. Presenters: Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris: Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.

100 □ •: (HCM) Evidenced-Based Teaching and Core Competencies: A Why and How to Primer

8:30am - 10:00am Sheraton Waikiki Beach: Akaka Falls Room

Organizers: Diana W Hilberman, U. of California, Los Angeles;

Dawn Oetjen, U. of Central Florida

Facilitators: Diana W Hilberman, U. of California, Los Angeles;

Dawn Oetjen, U. of Central Florida

Participant: Grant T. Savage, U. of Alabama

101 © ■SPDW: (HCM, CAR) New Roles and Careers for Senior Faculty: Moving into Academic Administration

8:30am - 10:00am Sheraton Waikiki Beach: Kauai Ballroom

Organizer: Jeffrey Alexander, U. of Michigan, Ann Arbor Speakers: Jeffrey Alexander, U. of Michigan, Ann Arbor; Diane Brannon, Pennsylvania State U.; John D Blair, Texas Tech U.

102 SPDW: (RM, BPS, OB, OMT, TIM) Process Research **Workshop I: A Spectrum of Methods**

8:30am - 11:30am Hawaii Convention Center: Room 311

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$15 fee for non members of the Research Methods Division.

Organizers: Andrew H. Van de Ven, U. of Minnesota; Marshall S. Poole, Texas A&M U.

Presenters: Ann Langley, HEC Montreal; Kevin Dooley, Arizona State U.; Marshall S. Poole, Texas A&M U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 9:00AM

103: (AAA) Placement Services

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

104 ■SPDW: (CAR, MC, MSR) Complexity, Energy and Consciousness: A New Vision for Leadership Development, Part II

9:00am - 11:30am Off Site: Kapiolani Park

Pre-registration by emailing afeyerhe@pepperdine.edu with "AoM" in the subject line by Friday July 15, 2005. Friday session no. is 8. Organizers: Terri Egan. Pepperdine U.: Suzanne Lahl. Private Consultant

Coordinator: Ann E. Feyerherm, Pepperdine U.

105 ■SPDW: (CM, GDO, SIM) Junior Faculty Research Incubator on Power

9:00am - 5:00pm Hawaii Convention Center: Room 317A

Pre-registration is required. Register online by July 15
(http://research.business.queensu.ca/CMPDW) or email Susan
Brodt (sbrodt@business.queensu.ca)

Organizer: Susan E. Brodt, Queen's U.

Presenters: Bruce Barry, Vanderbilt U.; Ramona Bobocel, U. of Waterloo; Susan E. Brodt, Queen's U.; Robert Folger, U. of Central Florida; Deborah Gruenfeld, Stanford U.; Alison M. Konrad, U. of Western Ontario; M Audrey Korsgaard, U. of South Carolina; Fiona Lee, U. of Michigan; Robin L. Pinkley, Southern Methodist U.; Jeffrey T. Polzer, Harvard U.; Linda L. Putnam, Texas A&M U.

106 € SPDW: (MED, PTC, ODC) Executive Doctoral Colloquium

9:00am - 5:00pm Hilton Hawaiian Village: South Pacific 3
Building bridges between the academic and business world has been a key driver and consideration for the Academy of Management since its inception.

Organizers: John D Aram, Case Western Reserve U.; Kay Davis, Pepperdine U.; Margaret D Gorman, George Washington U.; Kim James, Cranfield School of Management; Jo Sanzgiri, Alliant International U.; Alexander Styhre, U. of Stockholm; Schalon Harrison Newton, Case Western Reserve U.; Therese F Yaeger, Benedictine U.

Contact: Bruce Hanson, Colorado Technical U. Facilitator: Daphne Deforres, U. of Monterey

107 €: (MH) New Member Workshop: Introduction to the Academy and the Management History Division

9:00am - 10:30am Sheraton Waikiki Beach: Waimea Canyon Room Presenters: Regina Greenwood, Kettering U.; Jane Whitney Gibson, Nova Southeastern U.; Laquita C Blockson, U. of Northern Iowa

108 ©SPDW: (MOC, BPS) **Designing Strategic Innovation:** Business Models and the Enhancement of Creative Cognitive Processes

9:00am - 11:30pm Hawaii Convention Center: Room 305A

Organizers: Olaf Rughase, Schindl Rughase Partners; Michael Schindl, Schindl Rughase Partners

109 □ • (MSR) Qualitative Research Issues in MSR: One Stop Shopping

9:00am - 12:00pm Sheraton Waikiki Beach: Waianae Room Coordinator: Kathy Lund Dean, Idaho State U.

Presenters: Kathy Lund Dean, Idaho State U.; Lee Robbins, Golden Gate U.; Margaret Benefiel, Andover Newton Theological School; Charles J. Fornaciari, Florida Gulf Coast U.; Marjolein Lips-Wiersma, U. of Canterbury; John F Milliman, U. of Colorado, Colorado Springs; Gerald Biberman, U. of Scranton

110 : (OC/S) Doctoral Consortium

9:00am - 5:30pm Hawaii Convention Center: Room 302A

By application only

Organizer: Ulrike Schultze, Southern Methodist U.

Presenters: JoAnne Yates, Massachusetts Institute of Technology; Robert Davison, City U. of Hong Kong; Michael Barrett, U. of Cambridge; Michael G Morris, U. of Virginia

111 : (OC/S) Junior Faculty Consortium

9:00am - 5:30pm Hawaii Convention Center: Room 302B

By application only

Organizers: Ann Majchrzak, U. of Southern California; Ronald E

Rice, U. of California, Santa Barbara

Presenters: **Ritu Agarwal**, U. of Maryland; **Chris F. Kemerer**, U. of Pittsburgh; **Gordon B Davis**, U. of Minnesota; **Jon W Beard**, Purdue U.

112 ©: (ODC) Designing Trans-Organizational Systems: An Overview of the ISIS Project for Tobacco Control

9:00am - 10:00am Hawaii Convention Center: Room 316B Organizer: **Timothy Huerta**, U. of British Columbia *Presenter:* **Ram Tenkasi**. Benedictine U.

113 SPDW: (OMT, MH) New Archivalism And New Archivalists: Exploring The Sources And Applications Of Archival Data

9:00am - 11:30am Hawaii Convention Center: Room 309

open participation

Organizer: David A. Kirsch, U. of Maryland

Participants: Marc Ventresca, U. of Oxford; John Mohr, U. of California, Santa Barbara; Christopher McKenna, Oxford U.; Daniel P Forbes, U. of Minnesota; Menzi L. Behrnd-Klodt, Klodt & Associates

114 SPDW: (OMT, TIM, MOC, OCIS) Tapping the Community in Qualitative Research: A Collective Approach to Research and Writing

9:00am - 12:00pm Hawaii Convention Center: Room 313C

open participation

Organizers: Andrew B. Hargadon, U. of California, Davis; Beth

Bechky, U. of California, Davis

Presenters: Nicole Woolsey Biggart, U. of California, Davis; Stephen Barley, Stanford U.; Charles D. Galunic, INSEAD

Saturday 9:30AM

115 ■SPDW: (BPS, OMT, OB) Learning, Knowledge, Capabilities, & the Individual-Organization Relationship

9:30am - 12:00pm Hawaii Convention Center: Room 315

To pre-register, contact Teppo (teppo_felin@bus.emory.edu). We look forward to seeing you!

Organizer: **Teppo Felin**, Emory U.

Presenters: David Obstfeld, U. of California, Irvine; Margaret Peteraf, Dartmouth College; Steven Postrel, Southern Methodist U.; Jamal Shamsie, Michigan State U.; J C Spender, Open U.

116 ☐SPDW: (HR, TTC, OB) Building Competencies: Help Achieve Business School Goals and Become a More Effective Teacher

9:30am - 11:30am Hawaii Convention Center: Room 306A Organizer: **Judy Tansky**, Ohio State U. *Presenter:* **Cynthia Kay Stevens**, U. of Maryland

117 ⊕→ ♠: (MC) Flight Capital: David Heenan Discusses Loss of America's Best and Brightest

9:30am - 10:30am Sheraton Waikiki Beach: Maui Ballroom Introduction: Larry E Greiner, U. of Southern California Distinguished Speaker: David Heenan, Trustee, Campbell Estate

118 □ • → SPDW: (OB, IM, PNP, ART) Leadership: **International Perspectives**

9:30am - 11:30am Hawaii Convention Center: Room 323C

Open discussions

Facilitators: Deanne N. Den Hartog, Erasmus U.; Marianna Fotaki, Manchester Business School; Juergen Weibler, U. of Hagen Presenters: Arja M Ropo, U. of Tampere; Brad Jackson, Victoria U. of Wellington: Marcus W Dickson. Wayne State U.: Beverly Alimo-Metcalfe, U. of Leeds; Hugo Martin Kehr, Macquarie U., Sydney; Jonathan Gosling, U. of Exeter; Boas Shamir, Hebrew U. of Jerusalem; Ken Parry, Griffith U.; David Barry, Copenhagen Business School; Erika Sauer, U. of Tampere

119 □ ● SPDW: (OB, OMT, RM) Leadership: Emerging Research Issues

9:30am - 11:30am Hawaii Convention Center: Room 323B

Open discussions

Facilitator: Jerry Hunt, Texas Tech U.

Presenters: Allen Bluedorn, U. of Missouri, Columbia; Michael A. Hitt. Texas A&M U.; Arja M Ropo, U. of Tampere; Arie Y. Lewin,

Duke U.; Erika Sauer, U. of Tampere

120 © SPDW: (ODC, RM) Technology Made Easy For Researchers: Tools, Tips & Techniques

9:30am - 11:30am Hawaii Convention Center: Room 306B Organizer: Anne Kohnke Meda, Benedictine U.

Presenters: Marie E. Di Virgilio, Benedictine U.; Cynthia L.

Heidorn. Benedictine U.

Saturday 10:00AM

121 SPDW: (CAR, ONE, PNP) Environmental Careers: Passion and Productivity for the 21st Century

10:00am - 12:00pm Hawaii Convention Center: Room 321B

Discussion of career challenges faced by those whose jobs involve addressing environmental issues.

Presenters: Gordon P. Rands, Western Illinois U.; Barbara A. Ribbens, Western Illinois U.; Eric Guinther, AECOS Consulting; Bruce Miller, U. of Hawai'i; Linda Paul, Hawai'i Audubon Society; Peter Young, Hawai'i Dept of Land & Natural Resources

122 ● SPDW: (CM, PTC) The Conflict Dynamics Profile and Its Effectiveness in Workplace Interventions

10:00am - 12:00pm Hawaii Convention Center: Room 305B For additional information, contact Miriam Rothman (rothman@sandiego.edu).

Organizer: Miriam Rothman, U. of San Diego

Presenters: Deborah Pettry, ACL, Inc.; Russ Pierce, Consulting and Clinical Psychologist; Miriam Rothman, U. of San Diego

123 €→ SPDW: (HR, ITC) Diversity, Affirmative Action & HRM: The Impact of AA on HRM Policies and Practices

10:00am - 11:30am Hawaii Convention Center: Room 307B

Organizer: Harish C Jain, McMaster U.

Presenters: Simon Taggar, Wilfrid Laurier U.; Venkata Ratnam, International Management Institute of New Delhi; John Lawler, U. of Illinois; Peter Sloane, Swansea U.

124 @SPDW: (HR, TIM) Technological Innovation In The HR Curriculum: A New Vision Of HR Information Systems

10:00am - 12:30pm Hawaii Convention Center: Room 316C

Organizers: Janet H Marler, State U. of New York, Albany; Sandra Fisher, Clarkson U.

Presenters: Michael David Bedell, California State U, Bakersfield; James Dulebohn, Michigan State U.; John W Webster, Dakota State U.; Kathleen Utecht, Central Michigan U.; Kevin Carlson, Virginia Polytechnic Institute; Raymond Boykin, California State U., Chico

125 SPDW: (MED. BPS) Exercises That Frame Student Thinking About Strategy

10:00am - 11:30am Hilton Hawaiian Village: South Pacific 1

Pre-registration required. E-mail organizer cgopinat@suffolk.edu

Organizer: C Gopinath, Suffolk U.

Facilitator: Norm R Althouse, U. of Calgary

Presenter: Julie Siciliano, Florida Institute of Technology

126 SPDW: (MED, MSR, MOC) The Art Of Structured Reflection: Ways Of Knowing

10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 2

Workshop demonstrates strategies for initiating reflection as a

means of enhancing learning.

Facilitators: Jan Schapper, Monash U.; Anne Bardoel, Monash U.; Carol H Sawyer, U. of La Verne; Barbara Walling, U. of La Verne;

Judith A. Neal, U. of New Haven Coordinator: Nita Currey, St. Edwards U.

127 ■SPDW: (OM, BPS) Operations Strategy: Past,

Present and Future

10:00am - 12:00pm Hilton Hawaiian Village: Tapa Ballroom 1 Speakers: Steven C. Wheelwright, Harvard U.; Paul M.

Swamidass, Auburn U

128 ©: (PNP) The Service-learning Effect: Utilizing Service-learning in Undergrad Nonprofit Management Curriculum

10:00am - 12:00pm Sheraton Waikiki Beach: Waialua Room Organizer: Regan Harwell Schaffer, Pepperdine U. Presenters: Roger Weis, Murray State U.; Alice E. Kaiser-Drobney, Slippery Rock U.; Regan Harwell Schaffer, Pepperdine

129 SPDW: (RM, OB, HR) Multilevel Theory and Research in Organizations

10:00am - 12:30pm Hawaii Convention Center: Room 312

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.

Presenter: Katherine Klein, U. of Pennsylvania

130 : (TIM) TIM Division Doctoral Consortium

10:00am - 12:30pm Hawaii Convention Center: Room 319B

Apply by sending application to Paul Bierly -- bierlype@jmu.edu

Organizer: Paul Bierly, James Madison U.

Speakers: George F Farris, Rutgers U.; Anne S Miner, U. of Wisconsin, Madison; Violina Rindova, U. of Maryland, College Park; Fariborz Damanpour, Rutgers U.; Johannes M Pennings, U. of Pennsylvania

Presenter: Fernando Suarez, Boston U.

131: (TIM) Junior Faculty Camp

10:00am - 12:00pm Hawaii Convention Center: Room 328

Pre-registration required

Organizers: Gautam Ahuja, U. of Michigan; Atul Nerkar, Columbia

U.

Participants: William G Mitchell, Duke U.; Jerker C. Denrell, Stanford U.; Lee Fleming, Harvard U.; Albert Cannella, Jr, Arizona State U.; Harbir Singh, U. of Pennsylvania; Michael Lenox, Duke

Saturday 10:30AM

132 @SPDW: (CMS, MED) Writing And Teaching Critical Management Theory Through Cases: Dark Side Case Competition IV

10:30am - 12:30pm Sheraton Waikiki Beach: Lanai Ballroom

Writing and Teaching with "Dark Side" cases; learn from this year's competition winners -all welcome

Chair: Rosemary A McGowan, Wilfrid Laurier U.

Coordinators: Albert J. Mills, St. Mary's U.; Laurie Milton, U. of

Calgary, U. of Western Ontario

Participants: Matt Bladowski, York U.; Rosemary A McGowan, Wilfrid Laurier U.; Sherry Finney, Cape Breton U.; Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South Carolina; Gene Deszca, Wilfrid Laurier U.

133 ♥ ■SPDW: (GDO, PTC) Women on Boards of **Directors: From Management to Governance - A Vision** for the 21st Century

10:30am - 12:00pm Sheraton Waikiki Beach: Puna Room

Open, no restriction on participation.

Organizer: Rosanne Hawarden, Massey U., New Zealand

Chair: Ralph Stablein, Massey U., New Zealand

Participants: Rosanne Hawarden, Massey U., New Zealand; Ronald J. Burke, York U.; Su C Olsson, Massey U., New Zealand; Susan Vinnicombe, Cranfield School of Management; Mary C. Mattis, National Academy of Engineering; Judy McGregor, Human

Rights Commission, New Zealand

134 ☐ ■: (HCM) Teaching with Technology: A How to and Why Primer

10:30am - 12:00pm Sheraton Waikiki Beach: Akaka Falls Room

Organizer: Darrell E. Burke, Florida State U.

Presenters: Donna J Slovensky, U. of Alabama, Birmingham; Donna Malvey, U. of Central Florida; Pamela E. Paustian, U. of Alabama, Birmingham; Eileen F. Hamby, U. of Central Florida

135: (HCM) Publishing Health Care Research: Journal Options, Challenges, and Strategies

10:30am - 12:00pm Sheraton Waikiki Beach: Kauai Ballroom

Organizer: Stephen O'Connor, U. of Alabama, Birmingham Presenters: **Stephen O'Connor**, U. of Alabama, Birmingham; Edward Zaiac. Northwestern U.: Jeffrey Alexander. U. of Michigan, Ann Arbor; Myron D Fottler, U. of Central Florida

136: (HR) **HR Doctoral Student and Junior Faculty: Editor's Roundtable**

10:30am - 12:00pm Hawaii Convention Center: Room 316A

Organizers: John E Delery, U. of Arkansas; Jeffrey LePine, U. of Florida

Presenters: Arthur P Brief, Tulane U.; Mark Gavin, Oklahoma State U.; Rodger W Griffeth, U. of New Orleans; Mark V Roehling, Michigan State U.; Peter Cappelli, U. of Pennsylvania; Sara L Rynes, U. of Iowa; Murray R. Barrick, U. of Iowa

137 → •: (IAM) Organizational Processes and Practices in the 21st Century Iberoamerican Context.

10:30am - 12:30pm Sheraton Waikiki Beach: Kohala Room

Facilitator: Patricia G Martinez, U. of Texas, San Antonio Presenters: Angel Martinez Sanchez, U. of Zaragoza; Manuela Perez Perez, U. of Zaragoza; Pilar de Luis Carnicer, U. of Zaragoza; Maria Jose Vela Jimenez, U. of Zaragoza; Flavio Jose Chermont Vieira, Pontificial Catholic U. of Rio de Janeiro; Helene Bertrand, Pontificial Catholic U. of Rio de Janeiro; Nuria Lopez Mielgo, U. de Oviedo, Spain; Jose Manuel Montes Peon, U. de Oviedo, Spain; Camilo Vazquez Ordas, U. de Oviedo, Spain; Juan Prieto Rodriguez, U. de Oviedo, Spain; Maria Jose Pinillos-Costa, Rey Juan Carlos U.; Luisa-Eugenia Reyes-Recio, Rey Juan Carlos U.

138 SPDW: (OMT, MED, TTC) Teaching an Integrated **OB/Mgmt Course Using Frame Analysis And Systems** Thinking

10:30am - 12:00pm Hawaii Convention Center: Room 318B Pre-registration required. Contact workshop chair to register. Chair: Kevin Wooten, U. of Houston, Clear Lake Presenters: Louis White, U. of Houston, Clear Lake; Alix Valenti, U. of Houston, Clear Lake

139 SPDW: (TTC, SIM) An Interactive Workshop on **Learning Outcomes Assessment: Course Level** Objectives, Methods, and Tools

10:30am - 12:30pm Sheraton Waikiki Beach: Kahuku Room

Pre-registration required.

Organizer: James Weber, Duquesne U.

Presenters: William D Murry, Duquesne U.; Joseph A. Petrick,

Wright State U.; James Weber, Duquesne U.

Saturday 10:45AM

140 : (MC) Communities of Interest, Research, Practice & Learning

10:45am - 11:45am Sheraton Waikiki Beach: Maui Ballroom Introduction: Rickie Moore, ISEOR, U. of Lyon

Facilitators: Larry E Greiner, U. of Southern California; Aaron J Nurick, Bentley College; Mary Wayne Bush, Pepperdine U.; Thomas H. Olson, U. of Southern California: Paul N. Friga, Indiana U.; Marc Bonnet, ISEOR, U. of Lyon; Henri Savall, ISEOR, U. of Lyon; Michel Peron, ISEOR / U. of Paris Sorbonne; François Ecoto, ISEOR, U. of Lyon; Florence Noguera, ISEOR and Gesem, U. Of Montpellier1; Nathalie Krief, ISEOR, U. of Lyon; Justin **Menkes**, SpencerStuart Inc.

Saturday 11:00AM

141 → •: (CMS) From Games to Violence: French Theory and the Reconsideration of Established Social Order

11:00am - 1:00pm Sheraton Waikiki Beach: Koko Crater Room Introducing new French Theory - René Girard, Roger Caillois, and MAUSS (Mouvement Anti Utilitariste en Sciences Sociales) to CMS Organizer: Richard Pin, EDHEC Business School

Facilitator: Patrice Houdaver. EM Lvon

Presenters: Emmanuel Metais, EDHEC Business School; Pierre-Guy Hourquet, EDHEC Business School; Olivier Masclef, EDHEC **Business School**

142 SPDW: (ENT, TIM) Entrepreneurship and Innovation in **Emerging Economies -- An Irrational Endeavor?**

11:00am - 1:00pm Hawaii Convention Center: Room 307A

Organizer: Roberto Vassolo. IAE Business School - U. Austral Presenters: Sharon Alvarez, Ohio State U.; Iftekhar Hasan, Rensselaer Polytechnic Institute; Gregory Fairchild, U. of Virginia; Roberto Rafael Luchi, U. Austral; Natalia Weisz, IAE Business School - U. Austral

Saturday 11:30AM

143 : (ENT) Opportunity Identification.

11:30am - 1:30pm Hawaii Convention Center: Room 306A Organizer: Dawn DeTienne, Utah State U.

Participants: Dimo P. Dimov, Instituto de Empresa; Gaylen N Chandler, Utah State U.; James Fiet, U. of Louisville; Connie Marie Gaglio, San Francisco State U.; Jeffery S. McMullen, Baylor U.; Robert P Singh, Morgan State U.; Deniz Ucbasaran, Nottingham U.; Per Davidsson, Queensland U. of Technology /Jonkoping U.

144 : (ENT) Council of Entrepreneurship Endowed Chairs Luncheon

11:30am - 1:30pm Hawaii Convention Center: Room 306B

Admission by pre-registration only. Register with George Vozikis

[george-vozkis@utulsa.edu]

Presenter: George S Vozikis, U. of Tulsa

145 □ ● SPDW: (OB, BPS) Leadership Across the Divisions: Network Leadership

11:30am - 1:00pm Hawaii Convention Center: Room 323C

Open discussions

Facilitators: Richard N Osborn, Wayne State U.; Jerry Hunt,

Texas Tech U.

Presenters: Daniel J Brass, U. of Kentucky; Barbara Gray, Pennsylvania State U.; Henrich Greve, Norwegian School of

Management; Keith G Provan, U. of Arizona

146 □ ● SPDW: (OB, HR, MED) Leadership Development

11:30am - 1:00pm Hawaii Convention Center: Room 323B

Open discussions.

Facilitator: Cynthia D. McCauley, Center for Creative Leadership Presenters: Raymond T Sparrowe, Washington U.; Larry Peters. Texas Christian U.; Gregory K. Stephens, Texas Christian U.; Jody Frv. Tarleton State U.: Scott Seibert. Melbourne Business School; Stacy L Jackson, Calvin College

Saturday 12:00PM

147: (AAA) Membership

12:00pm - 5:00pm Hawaii Convention Center: HCC Lobby - Membership Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Regina Greenwood, Kettering U.

148 : (AAA) Conference Registration

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

149: (AAA) Academy of Management Journal Editors' Meetina

12:00pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 3

Organizer: Sara L Rynes, U. of Iowa

150 ☐ SPDW: (CAR, MED, MSR) The Career Development Cafe: A Smorgasboard of Innovative Classroom **Activities**

12:00pm - 3:00pm Hawaii Convention Center: Room 317B

Registration preferred but not required. Please register by sending

an email to s.tams@bath.ac.uk. Organizer: Svenja Tams, U. of Bath

Facilitator: Steven H. Cady, Bowling Green State U.

Discussant: Judith Pringle, U. of Auckland

Presenters: Michael B. Arthur, Suffolk U.; Veronica M. Godshalk, Pennsylvania State U., Great Valley; Monica Higgins, Harvard U.; Konstantin Korotov, ESMT; Marjolein Lips-Wiersma, U. of Canterbury; Judith A. Neal, U. of New Haven; Troy Nielson, Brigham Young U.: Polly Parker, Griffith U.: Barbara A. Ribbens. Western Illinois U.

151: (GDO) GDO Lunch at the Willows

12:00pm - 2:00pm Off Site: The Willows

Contact Vijayan P.Munusamy at vijayan@hawaii.edu for information on lunch and Lynn Bowes-Sperry at pdwgdo@wnec.edu to register by June 30th.

Organizer: Vijayan P. Munusamy, U. of Hawai'i, Manoa Contact: Lynn Bowes-Sperry, Western New England College

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

153: (HR) HR Doctoral Student Consortium

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

154 →: (IM) IM Division Doctoral Student and Junior **Faculty Consortia Luncheon**

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

155 PDW: (IM, BPS, OB, GDO, OM, MED) Case Writing Workshop

12:00pm - 3:00pm Hawaii Convention Center: Room 307B Pre-registration is required. Please contact Paul Beamish pbeamish@ivey.uwo.ca for registration. Chair: Paul Beamish, U. of Western Ontario Facilitators: Charles Dhanaraj, Indiana U., Bloomington; Anthony

Goerzen, U. of Victoria

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

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

157 SPDW: (ODC, MC) Journal of Applied Behavioral Science Workshop: Writing and Reviewing for Theory and Practice

12:00pm - 3:00pm Hawaii Convention Center: Room 316B Organizer: Richard W Woodman, Texas A&M U.

Presenters: Jean M. Bartunek, Boston College; W Warner Burke, Teachers College, Columbia U.; Robert J Marshak, American U.; William A Pasmore, Mercer Delta Consulting

158: (OM) Doctoral Consortium Faculty Orientation Lunch

12:00pm - 1:00pm Hilton Hawaiian Village: Tapa Ballroom 1 By invitation only: Sponsored by the College of Business Administration, The U. of Texas - Pan American Organizer: Hale Kaynak, U. of Texas, Pan American

159 □ • → •: (PNP) Junior Faculty & Doctoral **Consortium Luncheon**

12:00pm - 1:00pm Sheraton Waikiki Beach: Waialua Room

Organizers: Angela L. Bies, Texas A&M U.; Judith L. Millesen, Ohio U.

160 SPDW: (RM, CMS) Philosophies of Organizational Research: Marxist Theory and Organizational Analysis

12:00pm - 2:00pm Hawaii Convention Center: Room 322A

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.

Organizer: Raza A Mir, William Paterson U.

Presenters: Paul Adler, U. of Southern California; Linda Forbes. Franklin & Marshall College; John Bellamy Foster, U. of Oregon; John M Jermier, U. of South Florida; Craig Prichard, Massey U.

161 SPDW: (RM, HR, ONE) Structural Equation Modeling with LISREL

12:00pm - 2:00pm Hawaii Convention Center: Room 327

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non

members of the Research Methods Division.

Presenter: Gordon W Cheuna. Chinese U. of Hona Kona

Saturday 12:30PM

162 ©SPDW: (BPS, OB) Conversations on Strategy **Process**

12:30pm - 3:00pm Hawaii Convention Center: Room 318A Organizer: James W Fredrickson, U. of Texas, Austin

Presenters: Harry G Barkema, Tilburg U.: Robert A Burgelman. Stanford U.; Pamela R Haunschild, U. of Texas, Austin; Richard L

Priem, U. of Wisconsin, Milwaukee; Violina Rindova, U. of Maryland, College Park; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

163 ©: (MC) Doing Research through Management Consulting Interventions Using Qualimetrics Research Methods

12:30pm - 2:00pm Sheraton Waikiki Beach: lao Needle Room Fee to attend - See http://uwf.edu/mcd/

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

164 □: (MH) "Teaching Situational Leadership Then and Now".

12:30pm - 2:00pm Sheraton Waikiki Beach: Lanai Ballroom

Moderator: Jane Whitney Gibson, Nova Southeastern U. Presenters: Paul Hersey, Center for Leadership Studies; Ronald

Campbell, Center for Leadership Studies

Saturday 1:00PM

165 → SPDW: (CMS, AAM) **Do Worker's Rights Matter?** China, Asia and Free Trade Agreements.

1:00pm - 2:30pm Sheraton Waikiki Beach: Koko Crater Room Lessons for labor on China/New Zealand/Australia trade negotiations

Coordinator: Chris Nyland, Monash U.

Participants: Nigel Haworth, Auckland U.; Bill Taylor, City U. of

Hong Kong

166 : (ENT) Doctoral Consortium.

1:00pm - 5:00pm Hawaii Convention Center: Room 303A

This session is a continuation from Friday and will continue onto

Sunday, 8am - 12pm.

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

167 : (ENT) Junior Faculty Consortium.

1:00pm - 5:00pm Hawaii Convention Center: Room 303B This session is a continuation from Friday

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

168 : (ENT) Researching Entrepreneurial Cognitive **Processes**

1:00pm - 3:00pm Hawaii Convention Center: Room 307A Chair: Norris F Krueger, Boise State U. Discussant: Maija Renko, Florida International U.

Presenters: Alan L Carsrud, Florida International U.; Paul D Revnolds, Florida International U.; K. Galen Kroeck, Florida International U.; Amanda Bullough, Florida International U.

169: (HCM) Managing the Dissertation Successfully: Feedback from the Experts

1:00pm - 2:30pm Sheraton Waikiki Beach: Akaka Falls Room

Prior registration required. Contact person: Trish Reay, U. of

Alberta, 780-492-4246, trish.reav@ualberta.ca

Organizer: Trish Reay, U. of Alberta Moderator: Trish Reay, U. of Alberta

Participants: Robert C. Myrtle, U. of Southern California; Myron D Fottler, U. of Central Florida; John D Blair, Texas Tech U.; Donna J Slovensky, U. of Alabama, Birmingham; Velma Roberts, Florida A&M U.

170: (HCM) Bringing Your Research Ideas to Fruition: Feedback from the Experts

1:00pm - 2:30pm Sheraton Waikiki Beach: Molokai Ballroom

Preregistration required. Contact person: Tim Hoff, University at Albany, SUNY, 518-402-6512, thoff@albany.edu

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

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ■ Theme-oriented | ● Visual Presentation | Pa Selected for Best Paper Proceedings

Section D 170 Participants: Timothy Hoff, State U. of New York, Albany; James D. Bramble, Creighton U.; Grant T. Savage, U. of Alabama; Ann Scheck McAlearney, Ohio State U.; Jane Banaszak-Holl, U. of Michigan, Ann Arbor; Eric W. Ford, Tulane U.

171 →: (IAM) The Effects of the Iberoamerican Macro **Environment in the 21st Century**

1:00pm - 3:00pm Sheraton Waikiki Beach: Kohala Room Facilitator: Claudia Ramos-Garza. ITESM Presenters: Jaime Rivera Camino, U. of Carlos III de Madrid; Luis R. Gomez-Mejia, Arizona State U.; Jorge A Gonzalez, U. of Wisconsin, Milwaukee; Lorena R. Perez Floriano, Instituto Tecnologico Autonomo de Mexico; Guillermo Cardoza, Instituto de Empresa; Julian Diaz-Saavedra, U. of Carlos III de Madrid; Adriana Angel, Instituto de Empresa; Claudia Ramos-Garza, **ITESM**

172 →: (IM) International Management Division Doctoral Student Consortium II

1:00pm - 4:00pm Hawaii Convention Center: Room 322B Open only to invited participants, who must apply and pre-register for this consortium.

Chair: Andrew Delios, National U. of Singapore

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

173 →: (IM) International Management Division Junior Faculty Consortium II

1:00pm - 4:00pm Hawaii Convention Center: Room 323A Open only to invited participants, who must apply and pre-register for this consortium.

Chair: Lorraine Eden, Texas A&M U.

Presenters: Harry G Barkema, Tilburg U.; Nakiye Boyacigiller, Sabanci U.; Tina Dacin, Queen's U., Canada; Michael A. Hitt, Texas A&M U.; Robert E. Hoskisson, Arizona State U.; Anne S. Tsui, Arizona State U.; Sheila M. Puffer, Northeastern U.; Stephen B Tallman, U. of Richmond; Hildy Teegen, George Washington U.; Alain C. Verbeke, U. of Calgary; Bernard Yeung, New York U.; Srilata Zaheer, U. of Minnesota; Marjorie A Lyles, Indiana U.

174 ⊕→ SPDW: (IM, BPS, TIM, PTC) Doing International Research with Patent Data: From the Basics to the State of the Art

1:00pm - 3:00pm Hawaii Convention Center: Room 304B

Chairs: Markus Reitzig, Copenhagen Business School; Stuart Graham, Georgia Tech

Discussant: Rosemarie Ziedonis, U. of Michigan, Ann Arbor Presenters: Olav Sorenson, London Business School; Brian Silverman, U. of Toronto; Holger Ernst, Otto Beisheim Graduate School of Management (WHU); Michelle Gittelman, New York U. Author: Juan Alcacer, New York U.

175 @SPDW: (MED, OB, BPS) A Rose by Any Other Name: Bringing Classic Drama Theory & Performing Arts Skills to Presentations

1:00pm - 2:30pm Hilton Hawaiian Village: South Pacific 2

Hands-on workshop in using drama and performing arts skills to structure presentations.

Chair: Drew Harris, Longwood U.

Discussants: Esther R Thomas, Texas Southern U.; Maria

Mendez-Rodríguez, New Mexico State U. Presenter: Gene T Muto, Longwood U.

176 ■ SPDW: (MED. ONE. CMS) Sustainable Aquaculture **Leadership: New Vision Of Management And Critical** Challenges

1:00pm - 2:30pm Hilton Hawaiian Village: South Pacific 4 Coordinator: Joseph A. Petrick, Wright State U.

Presenters: Reza Kamarei, Oceanic Institute; Monika Winn, U. of

Victoria; Andrew Griffiths, U. of Queensland

177 **②**: (MH) Professional Development in Academia: **Getting Published**

1:00pm - 2:30pm Sheraton Waikiki Beach: Waimea Canyon Room Presenters: Donald F Kuratko, Indiana U.; Dewey E Johnson, California State U., Fresno; Diana Reed, Drake U.; Karl Moore, McGill U.

178: (MOC) Studying the Social and Cognitive Context of **Industry Emergence**

1:00pm - 3:00pm Hawaii Convention Center: Room 319A

Open -- no restriction on participation.

Organizers: Stephen Mezias, New York U.; Wesley Sine, Cornell

Participants: Daniel P Forbes, U. of Minnesota; David A. Kirsch, U. of Maryland; Marc Ventresca, U. of Oxford; Elizabeth Boyle, National U. of Singapore

179 □ • (OB) Leadership: Mentoring

1:00pm - 2:30pm Hawaii Convention Center: Room 323C

Open discussions

Facilitator: Laura Erskine, U. of Southern California Presenters: Jerry Hunt, Texas Tech U.; Mary Uhl-Bien, U. of

Central Florida: Michael D. Mumford, U. of Oklahoma

180 ■ SPDW: (OB, PNP) Leadership: Funding

1:00pm - 2:30pm Hawaii Convention Center: Room 323B

Open discussions

Facilitator: Mary Uhl-Bien, U. of Central Florida

Presenters: Richard N Osborn. Wayne State U.: Timothy Hoff. State U. of New York, Albany; Michael D. Mumford, U. of

Oklahoma; Eduardo Salas, U. of Central Florida

181 © ■SPDW: (ODC, MC, OMT) The Appreciative Inquiry Summit Methodology: New Visions For Leading Large-Scale Change

1:00pm - 6:00pm Hawaii Convention Center: Room 309 Organizer: James D Ludema, Benedictine U. Presenters: Larissa Marczak, Benedictine U.; Frank J Barrett, Naval Postgraduate School; **Ned Powley**, Case Western Reserve U.: Ronald Frv. Case Western Reserve U.: David Bright. Case Western Reserve U.; David L Cooperrider, Case Western Reserve U.

182: (OM) Operations Management Doctoral Consortium -- Research Incubator

1:00pm - 5:00pm Hilton Hawaiian Village: Tapa Ballroom 1

Pre-registration is required. Registration is by invitation only. Interested students should contact Mohan V. Tatikonda at tatikond@iu.edu.

Chair: Mohan V. Tatikonda, Indiana U.

183 SPDW: (OMT, OB, BPS, CAR, HR, CM) Building the Collective Scholarly Vision: Becoming a Journal Editor

1:00pm - 3:00pm Hawaii Convention Center: Room 318B

Open participation

Chairs: Yehuda Baruch, U. of East Anglia; Alison M. Konrad, U. of

Western Ontario

Presenters: Anne S. Tsui, Arizona State U.; Donald A Palmer, U. of California, Davis; Denise M. Rousseau, Carnegie Mellon U.; Gerard P. Hodgkinson, U. of Leeds; Herman Aguinis, U. of Colorado, Denver; Yochanan Altman, London Metropolitan U.; Elena P Antonacopoulou, U. of Liverpool; Russ Vince, U. of Hull; Linda Argote, Carnegie Mellon U.; Charles Baden-Fuller, City U.; Kimberly B. Boal, Texas Tech U.; Peter Cappelli, U. of Pennsylvania; Timothy Clark, Durham U.; Deborah J Dougherty, Rutgers U.; Raghu Garud, New York U.; Carol T Kulik, Melbourne U.; Stephen A. Linstead, U. of York; Glenn Morgan, U. of Warwick; John Purcell, U. of Bath; Sim B. Sitkin, Duke U.; Paul Willman, Oxford U.; Theresa M. Welbourne, U. of Michigan; James Werbel, Iowa State U.; Sheldon Zedeck, U. of California, Berkeley

184 € SPDW: (ONE, IM, CM, ITC) Multinational Corporations and Sustainable Development: Toward a New Vision of Management

1:00pm - 3:00pm Sheraton Waikiki Beach: Puna Room Facilitator: Detelin S Elenkov, U. of Tennessee, Knoxville Presenters: Roger Burritt, Australian National U.; Petra Christmann, Rutgers U.; Kai N. Hockerts, INSEAD; Ann Olsen, Vanderbilt U.; William Daniel Schulte, Shenandoah U.; Jens Vestergaard, Aarhus Business School

185 □ • → •: (PNP) Doctoral Consortium I

1:00pm - 4:00pm Sheraton Waikiki Beach: Niihau Room Please register with Eric Martin, MartinE@easternct.edu, jword@cities.fsu.edu or eduncan9@email.uophx.edu before June 15

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

1:00pm - 3:30pm Sheraton Waikiki Beach: Oahu Room This session is open to anyone interested in work-life balance. Facilitator: **Dean F. Eitel**, DePaul U.

187 □ • (PNP) Junior Faculty Consortium—"A New Vision of Management in the 21st Century" for Public and Nonprofit

1:00pm - 6:00pm Sheraton Waikiki Beach: Waialua Room
In order to participate please contact Dr. Bies at
[abies@bushschool.tamu.edu] by June 15th.
Organizers: Angela L. Bies, Texas A&M U.; Judith L. Millesen,
Ohio U.

188 SPDW: (RM, BPS, OB, OMT, TIM) Process Research Workshop II: A Spectrum of Methods

1:00pm - 4:00pm Hawaii Convention Center: Room 311

Pre-register for Process Research Workshop I: A Spectrum of Methods, which also covers registration for this session.

Organizers: Andrew H. Van de Ven, U. of Minnesota; Marshall S. Poole, Texas A&M U.

Presenters: Ann Langley, HEC Montreal; Kevin Dooley, Arizona State U.; Marshall S. Poole, Texas A&M U.; Andrew H. Van de Ven, U. of Minnesota

Saturday 1:30PM

189: (BPS) New Faculty Consortium

1:30pm - 5:00pm Hawaii Convention Center: Room 301 (A&B)
Apply by 5/15/05 to amy.hillman@asu.edu. Send:vita,
teaching/research interests (1p), nominations letter from Dean/Dept
Head. BPS PhD by 9/30/04.

Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison

Presenters: Diana L. Day, Rutgers U., Camden; Javier Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.

190: (BPS) Doctoral Consortium

1:30pm - 5:00pm Hawaii Convention Center: Room 308 (A&B)

By invitation only. Contact Tim Folta for additional information (foltat@mgmt.purdue.edu).

Organizers: Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U. Participants: Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris; Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.

191 : *(ENT)* The Next Generation of Entrepreneurship Theory

1:30pm - 3:30pm Hawaii Convention Center: Room 305B *Organizer:* **Doug Bosse**, Ohio State U.

Presenters: Connie Marie Gaglio, San Francisco State U.; Ivo Zander, Uppsala U.; Michael G Jacobides, London Business School; Sharon Alvarez, Ohio State U.; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Per Davidsson, Queensland U. of Technology /Jonkoping U.

192 → ■SPDW: (HR, ITC) 21st Century Australian International HRM: How is Our Vision Framed by our Paradigms?

1:30pm - 3:30pm Hawaii Convention Center: Room 306A

Organizers: Marilyn Fenwick, Monash U.; Mary R. Watson, New School U.

Presenters: **Peter J Dowling**, U. of Canberra; **Cathy Sheehan**, Monash U.

193 **■**: (RM) Aesthetic Methods: New Approaches in Qualitative Research

1:30pm - 3:30pm Hawaii Convention Center: Room 316C

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.

Presenters: Hans Hansen, Victoria U. of Wellington; David Barry, Copenhagen Business School; **Stephen A. Linstead**, U. of York

194 SPDW: (RM, HR, OB) An Overview of the Logic and Rationale of Hierarchical Linear Modeling with **Substantive Applications**

1:30pm - 4:30pm Hawaii Convention Center: Room 312

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$7.50 fee for

non members of the Research Methods Division. Presenter: David A Hofmann, U. of North Carolina

195: (TIM) Junior Faculty Camp

1:30pm - 6:00pm Hawaii Convention Center: Room 328

Pre-registration required.

Organizers: Gautam Ahuja, U. of Michigan; Atul Nerkar, Columbia

U.

Participants: William G Mitchell, Duke U.; Jerker C. Denrell, Stanford U.; Lee Fleming, Harvard U.; Albert Cannella, Jr, Arizona State U.; Harbir Singh, U. of Pennsylvania; Michael Lenox, Duke U.

Saturday 2:00PM

196 SPDW: (BPS, OMT) Theoretical And Empirical Applications Of Social Network Analysis

2:00pm - 5:00pm Hawaii Convention Center: Room 304A Pre-registration Required. Contact Jonathan Johnson (johjohn@walton.uark.edu) for details. A website will be created for additional info.

Organizers: Daniel J Brass, U. of Kentucky; Jonathan Lewis Johnson, U. of Arkansas; Giuseppe Labianca, Emory U. Discussants: Stephen P Borgatti, Boston College; David Krackhardt, Carnegie Mellon U.

197 >: (GDO) GDO Trip to the Polynesian Cultural Center

2:00pm - 9:00pm Off Site: Polynesian Cultural Ctr.

Please contact Lynn Bowes-Sperry at pdwgdo@wnec.edu to register and arrange for payment by June 30, 2005.

Organizer: Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa Contact: Lvnn Bowes-Sperry. Western New England College

198 ©: (MSR) Integrating Theology into Management **Theory and Practice**

2:00pm - 5:15pm Sheraton Waikiki Beach: Waianae Room Coordinator: Mitchell J Neubert, Baylor U.

Presenters: Denise Daniels, Seattle Pacific U.; Margaret Diddams, Seattle Pacific U.; Bruno Dyck, U. of Manitoba; Randal S Franz,

Seattle Pacific U.; Kenman L Wong, Seattle Pacific U.

199 → SPDW: (RM, IM, ITC) Measurement Equivalence/Invariance in Cross-Cultural Research

2:00pm - 4:00pm Hawaii Convention Center: Room 327

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.

Presenter: Gordon W Cheung, Chinese U. of Hong Kong

200 SPDW: (RM, TIM, BPS, OMT, MH) Survival Analysis

2:00pm - 6:00pm Hawaii Convention Center: Room 322A

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$10 fee for non members of the Research Methods Division.

Presenters: James Wade, U. of Wisconsin, Madison: Anand Swaminathan, U. of California, Davis

201 → SPDW: (TIM, BPS, IM) First Mover Advantages Revisited: Building Blocks For A Better Theory

2:00pm - 3:30pm Hawaii Convention Center: Room 315

Chair: Fernando Suarez. Boston U.

Presenters: Marvin B Lieberman, U. of California, Los Angeles; David B. Montgomery, Singapore Management U.; Fernando Suarez, Boston U.; Jonathan Bohlmann, Michigan State U.; Jaime Gomez, U. of Zaragoza; Rajshree Agarwal, U. of Illinois, Urbana-Champaign

202 : (TTC) Course-Embedded Assessment in Management Education: Best Practices for Teaching and Learning

2:00pm - 3:30pm Sheraton Waikiki Beach: Kahuku Room Organizer: Michael J. Jedel, DePaul U.

Presenters: Michael J. Jedel, DePaul U.; Nancy T. Hill, DePaul U.

Saturday 2:30PM

203 ■SPDW: (HCM, OB) Town Hall Meeting: The Current and Future State of Health Care Research

2:30pm - 4:00pm Sheraton Waikiki Beach: Kauai Ballroom Organizer: Timothy Hoff, State U. of New York, Albany Moderator: Timothy Hoff. State U. of New York. Albany Participants: Jeffrey Alexander, U. of Michigan, Ann Arbor; Jane Banaszak-Holl, U. of Michigan, Ann Arbor; C R Hinings, U. of Alberta; Jacqueline Zinn, Temple U.

204 SPDW: (HR, SIM, MED, TTC) Promoting Academic **Integrity in Business Schools**

2:30pm - 5:00pm Hawaii Convention Center: Room 306B Organizer: Thomas H Stone, Oklahoma State U.

Presenters: Donald L McCabe, Rutgers U.; Jennifer Kisamore, U.

of Oklahoma

205 ©: (MC) Master or Slave? On Independence in the **Client-Consultant Relationship**

2:30pm - 4:30pm Sheraton Waikiki Beach: Akaka Falls Room

Fee to attend - See http://uwf.edu/mcd/

Presenters: Michael C. Nippa, Freiberg U.; Judith Gebhardt, U. of Southern California

206 ©: (MC) Successful Intervention Planning

2:30pm - 4:30pm Sheraton Waikiki Beach: lao Needle Room

Fee to attend - See http://uwf.edu/mcd/

Presenters: Leon De Caluwe, Free U., Twynstra; Hans Vermaak, Twynstra Management Consultants

207 SPDW: (MED, TIM, ODC) A Taste Of Merlot: Using **Digital Online Teaching Modules In The Classroom**

2:30pm - 4:00pm Hilton Hawaiian Village: South Pacific 1

MERLOT, a teaching and learning cooperative, is an acronym for Multimedia Educational Resource for Learning and Online Teaching.

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

Saturday 3:00PM

208 SPDW: (BPS, IM, OMT, OCIS, TIM, RM) Methodologies For Research On Knowledge Flows Using Patent and NonPatent Data

3:00pm - 6:00pm Hawaii Convention Center: Room 316B Pre-registration requested (not required). To register, e-mail Kwanghui Lim (k@kwanghui.com) with subject heading: AOM Organizer: Kwanghui Lim, National U. of Singapore

Chair: Lee Fleming, Harvard U.

Discussants: Juan Alcacer, New York U.: Michelle Gittelman, New

York U.

Presenters: Jeffrey Furman, Boston U.; Jasjit Singh, INSEAD; Arvids A Ziedonis, U. of Michigan, Ann Arbor; Rosemarie Ziedonis, U. of Michigan, Ann Arbor

209 SPDW: (CAR, MED, HR) Peer Coaching 3:00pm - 6:00pm Hawaii Convention Center: Room 321B

Open registration.

Presenters: Polly Parker, Griffith U.; Douglas T. Hall, Boston U.

210 ■SPDW: (CMS, ODC, RM, GDO) Critical Encounters: Labor Process, Structuration and Postcolonialism in Dialogue

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

Presenters: Pushkala Prasad, Skidmore College; Hugh Willmott, Cambridge U.; Anshuman Prasad, U. of New Haven

211 : (ENT) Entrepreneurship Research Workshop.

3:00pm - 5:00pm Hawaii Convention Center: Room 304B

Organizer: Connie Marie Gaglio, San Francisco State U. Facilitators: Kelly G Shaver, College of Charleston; Per Davidsson, Queensland U. of Technology /Jonkoping U.; Gerard

George, U. of Wisconsin, Madison

212 • (ENT) Application of Lessons Learned as a **Board Member for an Entrepreneurial Venture.**

3:00pm - 5:00pm Hawaii Convention Center: Room 307A Coordinator: **Deborah S. Butler**, Georgia State U. Presenters: Howard Aldrich, U. of North Carolina; Shaker A Zahra, Babson College; Morten Huse, Norwegian School of Management

213 SPDW: (GDO, MSR, IM) Exploring the Forces Operating When Hidden Identities Intersect in the U.S. and Global Workplace

3:00pm - 6:00pm Sheraton Waikiki Beach: Koko Crater Room

Open, no restriction on participation. Organizer: Susan L Kirby, Texas State U. Facilitator: Susan L Kirby, Texas State U.

Participants: Flavia Cavazotte, IBMEC, Rio de Janeiro; Robin Church, U. of Toronto; Gilda Garcia, Texas State U., San Marcos; Joanne H. Gavin, Marist College; Beate Klingenberg, Marist College; Donald W McCormick, U. of Redlands; Afsaneh

Nahavandi, Arizona State U., West; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Carolyn Wiethoff, Indiana U., Bloomington

214 > SPDW: (IAM, HR, IM) Best HRM Practices in Latin America

3:00pm - 6:00pm Sheraton Waikiki Beach: Honolulu Room

Organizers: Anabella Davila, TEC DE MONTERREY; Marta M Elvira, Lexington College

Presenters: Lourdes Cassanova, INSEAD; Fernando Arias-Galicia, UNAM; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Mary F. Sully De Lugue, Thunderbird, The Garvin School of International Management; Lydia Aurora Arbaiza, ESAN; Betania Tanure, Fundação Dom Cabral/PUC Minas; Joyce Osland, San Jose State U.; Asbjorn Osland, San Jose State U.; Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey; Laura Zapata-Cantu, ITESM; Jacobo Ramirez, ITESM; Lorena R. Perez Floriano, Instituto Tecnologico Autonomo de Mexico; Veneta Andonova, Instituto Tecnologico Autonomo de Mexico

215 (MH) Management & Organizational History: A New Journal for 2006.

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

216 (OMT) Teaching OMT: From Undergraduate to **Executive MBA Levels**

3:00pm - 5:00pm Hawaii Convention Center: Room 318A

Open, no restriction on participation

Organizers: Terry W. Conry, Ohio U.; Kelly Thomson, York U. Presenters: Stewart Clegg, U. of Technology, Sydney; Stephen A. Linstead, U. of York; Rodney Lacey, U. of California, Irvine; Anand Narasimhan, London Business School

Saturday 3:30PM

217 ©SPDW: (BPS, OB, TIM) Why Markets Don't Stand Still and What Firms Can Do About It? Conversations on **Dynamic Capabilities**

3:30pm - 5:30pm Hawaii Convention Center: Room 306A An interactive discussion session with a panel that introduces diverse theoretical perspectives. Pre-registration required. Organizer: Violina Rindova, U. of Maryland, College Park Presenters: Hugh Courtney, U. of Maryland; Richard Anthony D'Aveni, Dartmouth College; Raghu Garud, New York U.; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Anand Swaminathan, U. of California, Davis

218 SPDW: (CM, ONE) Multi-Case Meta-Theory Workshop: Stakeholder Conflicts and the Framing

3:30pm - 5:30pm Hawaii Convention Center: Room 305B

Pre-registration is required. Email Ralph Hanke (ralphh@psu.edu) for information.

Organizer: Ralph Hanke, Bowling Green State U.

Participants: Barbara Gray, Pennsylvania State U.; Charlene E. Zietsma, U. of Western Ontario; Frank Den Hond, Maastricht U.; Alfred Allen Marcus, U. of Minnesota; Monika Winn, U. of Victoria; Roy J. Lewicki, Ohio State U.

219 → SPDW: (HR, CAR, IAM, RM, IM) Playing the U.S. Publishing Game: Tacit Rules for Publishing from **Outside North America**

3:30pm - 5:30pm Hawaii Convention Center: Room 307B

Organizers: Wolfgang Mayrhofer, Wirtschafts U. Wien; Mary R.

Watson, New School U.

Presenters: Sara L Rynes, U. of Iowa; Hugh P. Gunz, U. of Toronto; Mila B. Lazarova, Simon Fraser Ü.; Mark F Peterson, Florida Atlantic U.: Theresa M. Welbourne, U. of Michigan: Helen Mayerhofer, Vienna U. of Economics and Business Administration

220 □ ● SPDW: (OMT, PTC) The Language of Business: New Strategies in Organizational Communication and Learning

3:30pm - 5:30pm Hawaii Convention Center: Room 313C pre-registration required. Contact session organizer. Organizer: Terrence Gargiulo, MAKINGSTORIES.net

221 SPDW: (PNP, OM, BPS) Developing and Using Cases in Teaching and Research: An Experiential Workshop

3:30pm - 5:30pm Sheraton Waikiki Beach: Kahuku Room Chair: William F. Crittenden, Northeastern U.

Speakers: Ralph Brower, Florida State U.; Robert C. Myrtle, U. of

Southern California; Chris Robertson, Northeastern U.

Presenter: Vicky Crittenden, Boston College

Saturday 4:00PM

222: (AAC) Teaching Theme Committee Meeting

4:00pm - 5:30pm Hilton Hawaiian Village: Sea Pearl Suite 2

Organizers: Lisa K Gundry, DePaul U.; Jill R Kickul, Simmons College

223 SPDW: (CAR, PTC) Incorporating Ancient Hawaiian Talk Story Elements in Modern Management Dialogue

4:00pm - 6:00pm Hawaii Convention Center: Center Rooftop

Presenters: Linda Mueller, LM Solutions; Bettie C. Hall, U. of Cincinnati/Hall Associates Consulting

224 >: (IM) Meet the Editors

4:00pm - 5:30pm Hawaii Convention Center: Room 323A

Open only to registered attendees of the doctoral student and junior faculty consortia.

Organizers: Lorraine Eden, Texas A&M U.; Andrew Delios,

National U. of Singapore

Chair: Timothy Michael Devinney, Australian Graduate School of

Management

Presenters: Martin J Kilduff, Pennsylvania State U.; Arie Y. Lewin, Duke U.; Dan E Schendel, Purdue U.; Linda Argote, Carnegie Mellon U.; Bradley L. Kirkman, Texas A&M U.

225 ©: (MSR) Spirituality Cafe: Fostering Collective Wisdom

4:00pm - 5:00pm Sheraton Waikiki Beach: Niihau Room Presenter: Keiko Krahnke, U. of Northern Colorado

226 ⊕→ SPDW: (ODC, CMS) Critical Lenses on

Organization Development and Change: Re-Visiting ODC

4:00pm - 6:00pm Hawaii Convention Center: Room 318B

Organizers: Julie Wolfram Cox, RMIT U.; Bill Michael Cooke, U. of Manchester

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

227 SPDW: (RM, BPS, OMT) Robust Regression

4:00pm - 6:00pm Hawaii Convention Center: Room 327

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.

Presenter: William H. Starbuck, New York U.

Saturday 4:30PM

228 SPDW: (RM. OB) Meeting Multilevel Researchers

4:30pm - 6:00pm Hawaii Convention Center: Room 312

Presenters: Paul Bliese, Walter Reed Army Institute of Research; Gilad Chen, Texas A&M U.; David A Hofmann, U. of North

Carolina; Katherine Klein, U. of Pennsylvania; John Mathieu, U. of Connecticut

Saturday 5:00PM

229: (AAA) Atlanta 2006 Organizing Committee

5:00pm - 6:00pm Hilton Hawaiian Village: Sea Pearl Suite 3 Organizer: Thomas W. Lee, U. of Washington

230: (OMT) Meet OMT Social Hour

5:00pm - 6:00pm Hawaii Convention Center: Room 313A

Organizer: Kimberly D Elsbach, U. of California, Davis

231 SPDW: (ONE, BPS, TIM, IM, SIM) Bottom Of The Pyramid Research Workshop

5:00pm - 7:00pm Sheraton Waikiki Beach: Puna Room Organizer: Mark B. Milstein, Cornell U.

Facilitators: Stuart Hart, Cornell U.; Sanjay Sharma, Wilfrid Laurier U.; Ted London, U. of North Carolina; Nicolas Gutierrez, ITESM; Mark B. Milstein. Cornell U.: Micheal D Gordon. U. of Michigan. Ann Arbor; Lisa M. Jones, U. of North Carolina, Chapel Hill

232 → SPDW: (RM, IM, ITC) Five Major Tips for Conducting **International Research**

5:00pm - 6:00pm Hawaii Convention Center: Room 307A

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister.

Presenters: Sherry E. Sullivan, Bowling Green State U.: Howard

Tu, U. of Memphis; Monica L Forret, St. Ambrose U.

233 •: (SIM) Reception for SIM Keynote Address in conjunction with the Society for Business Ethics

5:00pm - 6:00pm Off Site: Ilikai Waikiki Hotel

Organizers: Edwin Hartman, Rutgers U.; Dennis Moberg, Santa Clara U.

Saturday 5:30PM

234 : (AAA) Placement for Applicants

5:30pm - 7:00pm Hilton Hawaiian Village: South Pacific 2 Organizer: Scott C. Douglas, Binghamton U.

235 : (HCM) HCM Pre-Conference PDW Reception

5:30pm - 7:30pm Sheraton Waikiki Beach: Kauai Ballroom Welcome: Ruth A Anderson, Duke U.

Section D

Presenter: Jane Banaszak-Holl, U. of Michigan, Ann Arbor

Saturday 6:00PM

236 SPDW: (CMS, IM, GDO, ODC, OMT, RM, MED) Using The Film, "The Corporation" To Re(Vision) Management In The 21st. Century

6:00pm - 9:00pm Sheraton Waikiki Beach: Lanai Ballroom

Movie: "The Corporation"; Open to all; come early to guarantee a

eat.

Coordinator: Dale E Fitzgibbons, Illinois State U. Presenters: Linda Jean Twiname, U. of Waikato; Maria

Humphries, U. of Waikato

237 : (ENT) Entrepreneurship Division Social

6:00pm - 9:30pm Off Site: Aquarium

Lu'au at the Honolulu Aquarium. Contact Anne McCarthy amccarthy@UBalmail.ubalt.edu for further information.

Organizer: Anne McCarthy, U. of Baltimore

238 : (IM) International Management Division PDW Reception

6:00pm - 8:00pm Sheraton Waikiki Beach: Niihau Room
Join your colleagues at this reception for attendees of the various IM
Division PDWs. This reception is supported in part by IMD,
Lausanne.

239 : (NDSC) New Doctoral Student Reception

6:00pm - 8:00pm Hawaii Convention Center: Room 314

Organizers: Laura Erskine, U. of Southern California; Allison Gundersen, Case Western Reserve U.; Alton Al Stanley Lovvorn, U. of Memphis; Janice Molloy, Ohio State U.; Pamela K. Steverson, U. of Memphis; Kyra Sutton, Ohio State U. Program Chair: Karen Moffitt, U. of Memphis

240 : (OB) OB Division Reviewers' Reception

6:00pm - 9:00pm Hawaii Convention Center: Room 316C

Presenter: Francis J Yammarino, State U. of New York,

Binghamton

241 **■**: (SIM) SIM Keynote with SBE: Richard Rorty, Stanford U., "Is Philosophy Relevant to Business Ethics?"

6:00pm - 8:15pm Off Site: Ilikai Waikiki Hotel

Organizers: Dennis Moberg, Santa Clara U.; Edwin Hartman,

Rutgers U.

Saturday 6:15PM

242: (OCIS) OCIS Welcome Reception

6:15pm - 8:30pm Hawaii Convention Center: Center Rooftop

Saturday 6:30PM

243: (IAM) Iberoamerican Academy of Management Business Meeting

6:30pm - 8:30pm Sheraton Waikiki Beach: Kohala Room Coordinator: Luis R. Gomez-Mejia, Arizona State U.

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

245 : (OM) Doctoral Consortium Dinner

6:30pm - 10:00pm Off Site: Sergio's Italian Restaurant

By Invitation Only; Sponsored by the Operations Management

Group, Kelley School of Business, Indiana University Organizer: **Mohan V. Tatikonda**, Indiana U.

Saturday 7:00PM

246: (MC) Management Consulting Members and Friends Dinner Cruise

7:00pm - 10:00pm Off Site: Dinner Cruise

Online registration available at http://uwf.edu/mcd Checks sent to Rickie Moore, EM Lyon, 23 avenue Guy de Collongue, BP 174,

ECULLY, FRANCE.

Organizer: Susan M. Adams, Bentley College Contact: Rickie Moore, ISEOR, U. of Lyon

Sunday 7:00AM

247: (CMS) CMS Sunday Brown Bag Breakfast

7:00am - 8:00am Sheraton Waikiki Beach: Lanai Ballroom Breakfast with critters - bring your own. Host: Paul Adler, U. of Southern California

248 SPDW: (MED, BPS, CAR, CMS, GDO, HR, IM, ITC, MH, OB, OM, OMT, RM, TIM, ENT) Management E-Media Visions 7:00am - 9:00am Hilton Hawaiian Village: South Pacific 1 Presentations of critical incidents and cases in management e-

media will be critically considered in this roundtable structured session.

Organizer: Charles B Wankel, St. John's U.

Presenters: Neal M. Ashkanasy, U. of Queensland; Regina F Bento, U. of Baltimore; Philip L Cochran, Indiana U.; Jim Combs, Florida State U.; Timothy DeGroot, Oklahoma State U.; Alev M Efendioglu, U. of San Francisco; Alan B. Eisner, Pace U.; Dale E Fitzgibbons, Illinois State U.; Jeanie M. Forray, Western New England College; Eric Goodman, Kaplan U.; Paul L Govekar, Ohio Northern U.; Lee Grubb, East Carolina U.; Robert J. Harvey, Virginia Tech; James C Hayton, Utah State U.; Kurt Heppard, U.S. Air Force Academy; David Jacobs, Hood College; Penelope Jones, U. of the West of England; Palmira Juceviciene, Kaunas U. of Technology: Robertas Jucevicius. Kaunas U. of Technology: Peggy D. Lee, Pennsylvania State U., Great Valley; Romie Frederick Littrell, Auckland U. of Technology; Pablo Martin De Holan, Instituto de Empresa; 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.; Mustafa F Ozbilgin, Queen Mary U. of London; Pamela E. Paustian, U. of Alabama, Birmingham; E Brian Peach, U. of West Florida; Sharma N. Pillutla, Towson U.; Kira Kristal Reed, Syracuse U.; Barry Rice, Loyola College; Nagaraj Sivasubramaniam, Duguesne U.; Lynda St Clair, Bryant U; William Daniel Schulte, Shenandoah U.: Donna J Slovensky, U. of Alabama, Birmingham; Robert David Stephens, West Virginia U.; Matt Suppa, Academy of Management; Kim-Chi Wakefield Trinh, Duke U.; Tunga Kiyak, Michigan State U.; Charles B Wankel, St. John's U.; Yuji Yoshida, Chiba U. of Commerce; B J Zirger, U. of Cincinnati

249 (MSR) Meditation

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

Sunday 7:30AM

250: (AAA) Breakfast with Current Division/Interest Group Chairs (2004-2005)

7:30am - 9:00am Hilton Hawaiian Village: Sea Pearl Suite 1 Organizer: Thomas G. Cummings, U. of Southern California

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

Organizer: Kimberly D Elsbach, U. of California, Davis

Sunday 8:00AM

252 : (AAA) Honolulu 2005, LAC

8:00am - 11:50pm Hawaii Convention Center: Room 326B

Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West

Oahu; Jerry M Calton, U. of Hawai'i, Hilo

253 : (AAA) Breakfast with Academy of Management **Affiliates**

8:00am - 9:30am Hilton Hawaiian Village: South Pacific 3 AOM Affiliates: WAM, EAM, MAM, SAM, SMA, AAM, IAM Organizer: Denise M. Rousseau, Carnegie Mellon U.

254 > SPDW: (BPS, HR, ONE, TIM, IM, RM) Linked Macro and Micro Firm Data: New Opportunities for Research in Management

8:00am - 10:00am Hawaii Convention Center: Room 323A Pre-Registration required. Email Rajshree Agarwal (agarwalr@uiuc.edu).

Organizer: Rajshree Agarwal, U. of Illinois, Urbana-Champaign Facilitators: Benjamin A. Campbell, U. of Pennsylvania; Catherine Morrison Paul, U. of California, Davis; Donald Siegel, Rensselaer Polytechnic Institute; Mike Wright, Nottingham U.

255 SPDW: (BPS, MEN) Managing Your Dissertation Workshop

8:00am - 12:00pm Hawaii Convention Center: Room 312 Pre-registration is requested by e-mail to Nandini Lahiri at nandini lahiri@isb.edu

Organizer: Nandini Lahiri, Indian School of Business Presenters: Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Gautam Ahuja, U. of Michigan; Weiru Chen, INSEAD; Raghu Garud, New York U.; Isin Guler, Boston U.; David Hoopes, Southern Methodist U.; Anne Marie Knott, U. of Maryland; Susan McEvily, U. of Pittsburgh; Kent Miller, Purdue U.; Corey Phelps, U. of Washington; Raja Roy, Tulane U.; Chamu Sundaramurthy, San Diego State U.

256 SPDW: (CAR. GDO, MED) Women's Careers in Academe: Setting out to Sea, Seeking Safe Harbors, Sailing into the Wind

8:00am - 10:30am Hawaii Convention Center: Room 322A

Organizer: Lynda St Clair, Bryant U

Presenters: Madeline M. Crocitto, State U. of New York, Old Westbury; Terri Hasseler, Bryant U; Belle Rose Ragins, U. of Wisconsin, Milwaukee: Joy Schneer, Rider U.

257 : (ENT) Doctoral Consortium

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

258 SPDW: (ENT, BPS, TIM) Economic Geography and Regional Science in Entrepreneurship, Strategy and Innovation

8:00am - 12:00pm Hawaii Convention Center: Room 307B Distinguished Speaker: David Audretsch, Indiana U., Bloomington Chairs: Michael Camp, Ohio State U.; Rita Gunther McGrath, Columbia U.; Lawrence A. Plummer, U. of Colorado, Boulder Participant: Elaine Mosakowski, U. of Colorado, Boulder

259: (HCM) HCM PDW Continental Breakfast

8:00am - 8:30am Sheraton Waikiki Beach: Akaka Falls Room

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

260: (HR) HR Junior Faculty Consortium

8:00am - 12:00pm Hawaii Convention Center: Room 304A

Pre-registration required.

Organizers: Mark V Roehling, Michigan State U.; Jeffrey LePine, U. of Florida; Pamela Perrewe, Florida State U.; Susan E. Mayson,

Monash U.; Helen DeCieri, Monash U.

Presenters: Adrienne Colella, Texas A&M U.; Steve Werner, U. of Houston; Sabine Sonnentag, U. of Konstanz; M. Susan Taylor, U. of Maryland; Eduardo Salas, U. of Central Florida; John

Schaubroeck, Drexel U.

261 : (HR) HR Doctoral Student Consortium

8:00am - 12:00pm Hawaii Convention Center: Room 316A

Pre-registration required. Contact John Delery, U. of Arkansas (jdelery@walton.uark.edu) to register.
Organizer: John E Delery, U. of Arkansas
Presenters: Paul Boselie, Tilburg U.; Timothy M. Gardner,
Brigham Young U.; Caren Goldberg, George Washington U.;
David P Lepak, Rutgers U.; Christine Marie Riordan, U. of
Georgia; Maria Rotundo, U. of Toronto; Jason D. Shaw, U. of
Kentucky; Sean Alexander Way, Chinese U. of Hong Kong;

262 →: (IM) Interpretative Methods in International Management Research: The State of the Art

8:00am - 10:00am Hawaii Convention Center: Room 305A

Pre-Registration requested (Not Required). Email Giana

Eckhardt(gianae@agsm.edu.au). This session is an adjunct to "The Power Of Richness".

Chair: Giana M Eckhardt, Australian Graduate School of Management

Presenter: Russell W Belk, U. of Utah

Michael Wesson, Texas A&M U.

263 © SPDW: (MED, MOC, MSR) Practicing Discernment In Decision Making

8:00am - 12:00pm Hilton Hawaiian Village: South Pacific 4

Personal experience of an alternative decision-making approach. E-mail laurent.falque@edhec.edu to briefly explain your expectations. Max 20 people.

Coordinator: Laurent G Falque, EDHEC Business School Presenter: Andre L Delbecq, Santa Clara U.

264 □ ♥ → SPDW: (MEN, ITC) Mentoring and the Learning Organization

8:00am - 12:00pm Sheraton Waikiki Beach: Oahu Room
Organizer: Bahaudin Mujtaba, Nova Southeastern U.
Presenters: Michael Scharff, U. of Phoenix; Joseph William
Kennedy, C Edward Waters; James B. Artley, Nova Southeastern
U.; Melissa Najera-Castillo, U. of Houston, Clear Lake; Arthur L.
Jue, U. of Phoenix; Stephanie Wilson, U. of Phoenix; Bahaudin
Mujtaba, Nova Southeastern U.

265 PDW: (MH, MOC) Using the Past in Organizations: Memory, History and Commemoration

8:00am - 10:00am Sheraton Waikiki Beach: Ewa Room Organizer: Andrea Casey, George Washington U.

Facilitators: Charles Booth, U. of the West of England; Olivera Fernado, U. of Western Ontario; Pablo Martin De Holan, Instituto de Empresa

266 □ ● SPDW: (OB, BPS, OMT, PNP) Leadership Across the Divisions - Strategic Leadership

8:00am - 9:30am Hawaii Convention Center: Room 323B

Open discussions

Facilitators: Richard N Osborn, Wayne State U.; Jerry Hunt,

Texas Tech U.

Presenters: Kimberly B. Boal, Texas Tech U.; Sim B. Sitkin, Duke

U.; Chris Long, Washington U.; Allan Lind Jr., Duke U.

267 SPDW: (ODC, MC, MED) "That Was Great!": High Impact Exercises For Teaching Or Consulting On Organizational Change

8:00am - 10:00am Hawaii Convention Center: Room 304B

Organizer: Ian Palmer, U. of Technology, Sydney

Presenters: Anthony F Buono, Bentley College; Chris Worley,

Pepperdine U.; Richard Dunford, Macquarie U., Sydney; Suzanne

L Geigle, IBM Business Consulting Services; Gavin M. Schwarz,

U. of New South Wales

268 PDW: (ODC, MED) Building ODC as an Academic Discipline

8:00am - 12:00pm Hawaii Convention Center: Room 319B
Organizer: Glenn Varney, Bowling Green State U.
Presenters: Arthur M. Freedman, American U.; Raymond Saner,
Center For Socio-Economic Development; Peter Sorensen,
Benedictine U.; Larry M. Starr, U. of Pennsylvania; James M
McFillen, Bowling Green State U.

269 SPDW: (OM, PTC) Conducting Process Improvement Research with Health Care Organizations

8:00am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 1
Pre-registration is required. It enables grouping of similar interests.
Send email of research interests to Anita Tucker at tuckera@wharton.upenn.edu.

Organizer: Anita L. Tucker, U. of Pennsylvania
Presenters: Linda S. Leach, Children's Hospital Los Angeles;
Robert C. Myrtle, U. of Southern California; Anita L. Tucker, U. of Pennsylvania

270 SPDW: (OMT, OB, ODC, MOC) Ask the Editors Panel

8:00am - 10:00am Hawaii Convention Center: Room 313A Pre-registration required -- part of OMT, MOC, ODC doctoral consortium, OMT jr. faculty consortium, and OB doctoral and jr. faculty consortium.

Organizer: Mary Tripsas, Harvard Business School

Contacts: Mary Uhl-Bien, U. of Central Florida; Peter Hom, Arizona State II

State U.

Presenters: Donald A Palmer, U. of California, Davis; Linda Argote, Carnegie Mellon U.; Edward Zajac, Northwestern U.; Arthur P Brief, Tulane U.; Sara L Rynes, U. of Iowa; Arie Y. Lewin, Duke U.; Christine Beckman, U. of California, Irvine

271 **SPDW**: (ONE, SIM) Risk and Self-Regulation

8:00am - 9:30am Sheraton Waikiki Beach: Kahuku Room

Organizer: Magali Delmas, U. of California, Santa Barbara

Presenters: David Vogel, U. of California, Berkeley; Michael

Lenox, Duke U.; Sergio Andres Molina-Murillo, U. of Minnesota

272 SPDW: (PS, PNP, ODC, HR, MED) Practitioner Series/Action-Research Community

8:00am - 12:00pm Sheraton Waikiki Beach: Hilo Room

Practitioners and academics come together for "hands-on" learning about action research.

Organizer: Neil M. Boyd, Pennsylvania State U.

Speakers: Neil M. Boyd, Pennsylvania State U.; Margaret T. Orr, Columbia U.; Joel I Harmon, Fairleigh Dickinson U.; Dan Twomey, Fairleigh Dickinson U.: David Coghlan, U. of Dublin: Olav Eikeland, Work Research Institute; Lyle Yorks, Columbia U.; Jeana Wirtenberg, Jeana Wirtenberg, Ph.D, LLC; Carol Gorlick, Pace U.

273 □ • → •: (PTC) Using the "Giraffe and Elephant" **Diversity Fable to Address Parity of Esteem**

8:00am - 9:00am Sheraton Waikiki Beach: Puna Room Organizer: C Douglas Johnson, Georgia Southern U. Presenters: C Douglas Johnson, Georgia Southern U.; Vanessa Hill, U. of Louisiana at Lafayette; Chandra Y. Guinn, U. of North

274: (RM) Structural Equation Modeling with Partial Least Squares

8:00am - 10:00am Hawaii Convention Center: Room 327

Pre-registration required at

Carolina, Chapel Hill

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non members of the Research Methods Division.

Presenters: Degenhard Meier, RWTH Aachen; Malte Brettel, RWTH Aachen

275 SPDW: (RM, NDSC, CMS) Ask the Experts: Qualitative Methods

8:00am - 10:00am Hawaii Convention Center: Room 314 Organizer: Raza A Mir, William Paterson U.

Presenters: Anshuman Prasad, U. of New Haven; Pushkala Prasad, Skidmore College; Diana Sharpe, Monmouth U.; Raza A

Mir, William Paterson U.

276 □ ● SPDW: (TIM, BPS, MC, ENT) Should Techno-Entrepreneurship Be A Separate Field Of Training/Research/Consulting?

8:00am - 10:00am Hawaii Convention Center: Room 328

Organizer: Francois Therin, Grenoble Ecole de Management Speaker: Sylvie Blanco, Grenoble Ecole de Management

Presenters: Shaker A Zahra, Babson College; J Michael Geringer,

California Polytechnic U.; Vishal K. Gupta, U. of Missouri,

Columbia; Gita Surie, Adelphi U.

Sunday 8:30AM

277 → •: (AAM) Asia Management Roundtable: Strategic Research Directions in the 21st Century

8:30am - 12:00pm Hawaii Convention Center: Room 315

Registration NOT required.

Professional Development Workshop Chairs: Ping Kwong Yeung, Open U., Hong Kong; Steven S. Lui, City U. of Hong Kong Moderators: Irene K-H Chew, Nanyang Technological U.; Eric WK Tsang, Wayne State U.; Dean Tjosvold, Lingnan U.; Nitin

Pangarkar, National U. of Singapore

Speakers: Paul Beamish, U. of Western Ontario; Kwok Leung,

City U. of Hong Kong

Presenters: Jose L.C. Costa Alves, U. of Massachusetts; Madan Annavarjula, Northern Illinois U.; Stewart Arnold, U. of Queensland; Shigeru Asaba, Gakushuin U.; Sam Beldona,

Wichita State U.; **D Anthony Butterfield**, U. of Massachusetts; Yifeng Nancy Chen, Lingnan U.: Asli M. Colpan, Kyoto U.: Andrew Delios, National U. of Singapore; Shih-Chieh Fang, National Kaohsiung First U.; Hiroshi Fujii, Meisei U.; Shuzo Fujimura, Tokyo Institute of Technology; Anjula Gurtoo, Indian Institute of Science: Takashi Hikino. Kvoto U.: Chi-Yu Huang. I-Shou U., Taiwan; Pei-Wen Huang, I-Shou U./ Cheng Shiu U.; Shingo Igarashi, Kyushu U.; Tzu-Tang Blue Lan, National Sun Yat-Sen U.; Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Thomas Mannarelli, INSEAD; Charles C Manz, U. of Massachusetts, Amherst; Gyewan Moon, Kyungpook National U.; Santanu Sarkar. Tata Institute of Social Sciences: Chunlin Si. Fudan U.; Noriko Taji, Meisei U.; Dean Tjosvold, Lingnan U.; Stephen Tsai, National Sun Yat-Sen U.; Ryo Tsukioka, Recruit Works Laboratory Inc.; Anyu Wang, Fudan U.; Liyan Wang, Lingnan U.; Zhong-Ming Wang, Zhejiang U.; Jisun Yu, U. of Minnesota; Wei-Ping Yu, Sichuan U.; Nan Zhou, National U. of Singapore; Ying Zhu, Atomi U.

278 : (BPS) New Faculty Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 301 (A&B) Apply by 5/15/05 to amy.hillman@asu.edu. Send vita, teaching/research interests (1P), nomination letter from Dean/Dept Head. BPS PhD by 9/30/04.

Organizers: Amy Hillman, Arizona State U.; Mason A Carpenter, U. of Wisconsin, Madison

Presenters: Diana L. Day, Rutgers U., Camden; Javier Gimeno, INSEAD; Adelaide Wilcox King, U. of Virginia; Andrew King, Dartmouth College; Susan McEvily, U. of Pittsburgh; Gerry McNamara, Michigan State U.; Michael V. Russo, U. of Oregon; Mark Shanley, Purdue U.; Margarethe F Wiersema, U. of California, Irvine; Mike Wright, Nottingham U.

279: (BPS) Doctoral Consortium

8:30am - 12:00pm Hawaii Convention Center: Room 308 (A&B) By invitation only. Contact Tim Folta for additional information (foltat@mgmt.purdue.edu).

Organizers: Tim Folta, Purdue U.; Jan W. Rivkin, Harvard U. Participants: Michael Dowling, U. of Regensburg; Pierre Dussauge, HEC Paris; Henrich Greve, Norwegian School of Management; Peggy M. Lee, Arizona State U.; Michael J Leiblein, Ohio State U.; Thomas C. Powell, Oxford U.; Joan E. Ricart, IESE, U. of Navarra; Melissa Schilling, New York U.

280 SPDW: (CM, OCIS, OB) Teaching About Groups and Teams

8:30am - 10:00am Hawaii Convention Center: Room 309

This workshop is open to all members of the Academy and does not require pre-registration.

Organizer: Susan E. Brodt, Queen's U. Presenter: Joann Keyton, U. of Kansas

281 □→ •: (CMS) The Corporation Follow Up

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

282 : (HCM) Qualitative Methods Workshop

8:30am - 10:00am Sheraton Waikiki Beach: Honolulu Room Organizer: Grant T. Savage, U. of Alabama

Presenters: Grant T. Savage, U. of Alabama; Timothy Hoff, State U. of New York, Albany; Ann Scheck McAlearney, Ohio State U.; Myron D Fottler, U. of Central Florida

283: (HCM) Quantitative Methods Workshop

8:30am - 10:00am Sheraton Waikiki Beach: Kauai Ballroom

Organizer: Eric W. Ford, Tulane U.

Presenters: Eric W. Ford, Tulane U.; Stephen O'Connor, U. of Alabama, Birmingham; L Michele Issel, U. of Illinois, Chicago; Jon Chilingerian, Brandeis U.

284 @SPDW: (MED, CMS, IM, ONE) Management Education's Role In The Poor Areas: Reflections On **Experience And Dialogue**

8:30am - 10:00am Hilton Hawaiian Village: South Pacific 2 Chair: Ana Maria Peredo, U. of Victoria Discussant: Murdith McLean, U. of Victoria

Speakers: Donna L Wiley, California State U., Hayward; Richard W. Moore, California State U., Northridge; Robert Brent Anderson,

U. of Regina

285 (MH) Getting Involved in Professional **Development Continental Breakfast**

8:30am - 10:00am Sheraton Waikiki Beach: Waimea Canyon Room Presenters: Jane Whitney Gibson, Nova Southeastern U.; Dewey E Johnson, California State U., Fresno; Jonathon R. Halbesleben, U. of Oklahoma; Karl Moore, McGill U.

286: (MOC) Cognition in the Rough

8:30am - 12:00pm Hawaii Convention Center: Room 302A Please send all inquiries to cir@unl.edu.

Organizers: Sucheta Nadkarni, U. of Nebraska; Marie Dasborough, U. of Queensland/Oklahoma State U.; Nils Plambeck. HEC Paris

Presenter: Elena P Antonacopoulou, U. of Liverpool Participants: Fran Ackermann, Strathclyde U.; Neal M. Ashkanasy, U. of Queensland; Bruce Avolio, U. of Nebraska; Pamela S Barr, Georgia State U.; Michel Bougon, Bryant U; Andrea Casey, George Washington U.; Scott C. Douglas, Binghamton U.; Janet M Dukerich, U. of Texas, Austin; Marlena Fiol, U. of Colorado, Denver; Raghu Garud, New York U.; William H Glick, Arizona State U.; Gerard P. Hodgkinson, U. of Leeds; Susan Houghton, Georgia State U.; George P Huber, U. of Texas, Austin; Lynn A Isabella, U. of Virginia; Gerry Johnson, U. of Strathclyde; Mark J Martinko, Florida State U.; Stephen Mezias, New York U.; Chet Miller, Wake Forest U.; Frances J Milliken, New York U.; Rhonda K Reger, U. of Maryland; Susan C Schneider, HEC U. of Geneva; Mary J Waller, Tulane U.

287 SPDW: (OCIS, MED, TTC) Management E-Learning: When Knowledge Is Not Enough

8:30am - 10:00am Hawaii Convention Center: Room 318A Organizer: **Deborah Waddill**, George Washington U.

Presenters: Deborah Waddill, George Washington U.; Robert J.

DeFillippi, Suffolk U.; Richard G. Milter, Ohio U.

288 (OM) Mid-Life Crisis: Revisiting the Role of Operations in the Core Business Curriculum

8:30am - 10:00am Hilton Hawaiian Village: Tapa Ballroom 2 Organizer: Janet L. Hartley, Bowling Green State U.

Presenters: Elliot Bendoly, Emory U.; Amelia Carr, Bowling Green State U.; Thomas Y. Choi, Arizona State U.; Suzanne deTreville.

U. de Lausanne; Daesik Hur, Bowling Green State U.; Mark Pagell. Oregon State U.

289 ■SPDW: (OMT, OB, ODC, MOC) Uncovering New Variables, Methods, & Mechanisms from Positive Organizational Scholarship (POS)

8:30am - 12:00pm Hawaii Convention Center: Room 317B

Pre-registration required.

Chairs: Kim Cameron, U. of Michigan; Jody Hoffer Gittell,

Facilitators: Fiona Lee, U. of Michigan; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Robert E Quinn, U. of Michigan; Amy Wrzesniewski, New York U.; Michele Williams, Massachusetts Institute of Technology; Ryan Quinn, U. of Virginia; Wayne E Baker, U. of Michigan; Ned Powley, Case Western Reserve U.

Sunday 9:00AM

290 : (AAA) Conference Exhibits

9:00am - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits Organizer: George T Solomon, George Washington U.

291: (AAA) Membership

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Membership Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Regina Greenwood, Kettering U.

292 : (AAA) Conference Registration

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Registration On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

293 : (AAA) Placement Services

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

294: (AAA) Current Program Chairs (2004-2005) Meeting

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 2

Organizers: Ken G. Smith, U. of Maryland; Qing Cao, U. of

Maryland; Jimmy Le, Academy of Management

295 : (AAA) Current and Incoming Heads and Members of **Academy Committees**

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 3

Organizer: Thomas G. Cummings, U. of Southern California

296 : (AAC) Southwest Academy of Management Officers Meeting

9:00am - 10:30am Hilton Hawaiian Village: Sea Pearl Suite 1

Organizer: Jon W Beard, Purdue U.

297 ■SPDW: (BPS, OMT, TIM) Strategy Across

Disciplines: The Dogfight Over Innovation

9:00am - 11:30am Hawaii Convention Center: Room 313B

Look for info about web-based discussion before the session.

Registration required: Contact Brian Silverman at

silverman@rotman.utoronto.ca

Organizer: Brian Silverman, U. of Toronto

Participants: Ronald S. Burt, U. of Chicago; Anita McGahan, Boston U.; Michael Ryall, Melbourne Business School; Olav Sorenson, London Business School

298 SPDW: (BPS, TIM, ITC, ENT) Studying Emerging Industries in the 21st Century: From Biotech to Nanotech and Beyond

9:00am - 12:00pm Hawaii Convention Center: Room 322B Pre-registration required. Contact Michelle Gittelman (mgittelm@stern.nyu.edu).

Organizers: Michelle Gittelman, New York U.; Vincent

Mangematin, INRA/UPMF

Presenters: Maryanne P Feldman, U. of Toronto; Bernard Kahane, ISTM/LATTS; Alan D. Meyer, U. of Oregon; Natasha Munshi, Cass Business School: Walter Powell, Stanford U.

299 €→ SPDW: (CM, BPS, MOC, GDO, CAR, HR, TIM, OMT, OCIS, MED, MH, ITC) Starting Out on the Right Foot: **Negotiating Your First Academic Job**

9:00am - 12:00pm Hawaii Convention Center: Room 316B Pre-registration is required. Register online by July 15 (http://research.business.gueensu.ca/CMPDW) or email Wendi Adair (wla5@cornell.edu).

Organizer: Wendi L. Adair, Cornell U.

Presenters: Susan E. Brodt, Queen's U.; Roy J. Lewicki, Ohio State U.; Margaret A. Neale, Stanford U.; Gregory B. Northcraft, U. of Illinois, Urbana-Champaign; Robin L. Pinkley, Southern Methodist U.; Hildy Teegen, George Washington U.; Laurie R. Weingart, Carnegie Mellon U.

300 : (ENT) Meta-analysis & Evidence-based Entrepreneurship:Towards an Accumulated Knowledge in Entrepreneurship

9:00am - 12:00pm Hawaii Convention Center: Room 307A

Chair: Michael Frese, Giessen U.

Presenters: Per Davidsson, Queensland U. of Technology /Jonkoping U.; Andreas Rauch, Giessen U.; Michael Frese, Giessen U.; Denise M. Rousseau, Carnegie Mellon U.

301 Dry SPDW: (IM. BPS. MEN) Research Opportunities and Career Development in International Management and Business Strategy

9:00am - 12:00pm Hawaii Convention Center: Room 316C Organizer: Mariko Sakakibara, U. of California, Los Angeles Presenters: Sea Jin Chang, Korea U.; Tarun Khanna, Harvard Business School; Marvin B Lieberman, U. of California, Los Angeles; Bernard Yeung, New York U.; Srilata Zaheer, U. of Minnesota

302 → SPDW: (IM, BPS, OMT, ONE, SIM) Conducting Research on International and Comparative Corporate Governance

9:00am - 12:00pm Hawaii Convention Center: Room 321B Chair: Ruth V Aguilera, U. of Illinois, Urbana-Champaign Presenters: Brian Boyd, Arizona State U.; Igor Filatotchev, King's College, U. of London; **Joshua D Margolis**, Harvard Business School; Donald A Palmer, U. of California, Davis; Steen Thomsen, Copenhagen Business School; Parthiban David, U. of Notre Dame

303 SPDW: (MED, MSR) Principle-Centered Learning: Bringing Learning To A Higher Level

9:00am - 10:30am Sheraton Waikiki Beach: Waianae Room Coordinator: Len Tischler, U. of Scranton Presenter: Len Tischler, U. of Scranton

304 : (OB) Organizational Behavior Joint Session Junior Faculty & Doctoral Student Consortium: Editors' Panel

9:00am - 10:30am Hawaii Convention Center: Room 324

Participation is by invitation only. Those interested should send applications to muhl-bien@bus.ucf.edu. Space is limited! Contacts: Mary Uhl-Bien, U. of Central Florida; Peter Hom, Arizona State U.

Presenters: Herman Aguinis, U. of Colorado, Denver; Sheldon Zedeck, U. of California, Berkeley; Rodger W Griffeth, U. of New Orleans; David A Harrison, Pennsylvania State U.; Murray R. Barrick, U. of Iowa; Michael D. Mumford, U. of Oklahoma; Carol T Kulik, Melbourne U.; Daniel Skarlicki, U. of British Columbia; Bradley L. Kirkman, Texas A&M U.; Loriann Roberson, Arizona State U.

305 □ © SPDW: (OB, OMT, MED, IM, HR) How to Measure **Culture and Leadership Across Cultures**

9:00am - 12:00pm Hawaii Convention Center: Room 323C Pre-registration required via email. Contact romie.littrell@aut.ac.nz Distinguished Speakers: Mansour Javidan, Thunderbird, The Garvin School of International Management; Mark F Peterson, Florida Atlantic U.

Moderator: Romie Frederick Littrell, Auckland U. of Technology Participant: Mahmut Bayazit, Koc U.

306: (OMT) OMT Dissertation Proposal Workshop

9:00am - 12:00pm Hawaii Convention Center: Room 318B Pre-registration required. Contact organizers.

Organizers: Tina Dacin, Queen's U., Canada; Pamela R

Haunschild, U. of Texas, Austin

Presenters: Andrew H. Van de Ven. U. of Minnesota: William Ocasio, Northwestern U.; Anna Grandori, Bocconi U.; Bob Hinings, U. of Alberta; David A. Whetten, Brigham Young U.

307 → SPDW: (OMT, BPS) Paradigmatic Issues In Institutional Theory and Research

9:00am - 12:00pm Hawaii Convention Center: Room 319A

Pre-registration required

Organizers: Tammar B. Zilber. Hebrew U. of Jerusalem: Kellv Thomson, York U.

Facilitators: Roy R Suddaby, U. of Iowa; Matthew Kraatz, U. of Illinois; Cynthia Hardy, Melbourne U.; Nelson Phillips, Imperial College London; P Devereaux Jennings, U. of Alberta

308 □ © → •: (PNP) Multi Hospital Networks: **Governance and Strategic Tools**

9:00am - 12:00pm Sheraton Waikiki Beach: lao Needle Room Pre-registration required through Emanuele Vendramini at [emanuele.vendramini@unibocconi.it]

Organizers: Emanuele Vendramini, Bocconi U.; Emanuele

Vendramini. Bocconi U.

Presenters: Elio Borgonovi, Bocconi U.; Raffaella Molteni, John Hopkins Medicine International; Mario Del Vecchio, SDA Bocconi U.; Emanuele Vendramini, Bocconi U.; Sophie Monnier, Teaching Hospital of Nice; Stephane Jarlegand, Teaching Hospital of Nice

309 (PNP) Doctoral Consortium II

9:00am - 12:00pm Sheraton Waikiki Beach: Niihau Room

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

310 (SIM) Learn From The Experts About Publishing

9:00am - 12:00pm Sheraton Waikiki Beach: Kona Room

Organizers: Marshall Schminke, U. of Central Florida; Dirk Matten,

Royal Holloway College, U. of London

Presenters: Robert A Giacalone, Temple U.; Douglas R May, U. of Kansas; Thomas M Jones, U. of Washington; Gerald Keim, Arizona State U.; Anne M. O'Leary-Kelly, U. of Arkansas; Scott J. Reynolds, U. of Washington; Deborah Elizabeth Rupp, U. of Illinois, Urbana-Champaign; Lori Verstegen Ryan, San Diego State U.; Andreas Georg Scherer, U. of Zurich; Donald Siegel, Rensselaer Polytechnic Institute; Bennett J. Tepper, U. of North Carolina, Charlotte; Linda K Trevino, Pennsylvania State U.; Gary R Weaver, U. of Delaware; Thomas A Wright, U. of Nevada, Reno

Sunday 9:30AM

311 SPDW: (BPS, OMT, TIM, OM) New Directions In the Study of Coordination Within and Between Firms

9:30am - 12:00pm Hawaii Convention Center: Room 317A

Pre-registration required. We will set up a website for participants to register and submit discussion questions in advance of the session. Organizers: **Phanish Puranam**, London Business School; **Michael G Jacobides**, London Business School

Speakers: Ranjay Gulati, Northwestern U.; Anna Grandori, Bocconi U.; John Paul MacDuffie, U. of Pennsylvania; Joe Porac, New York U.; Hayagreeva Rao, Northwestern U.

312 SPDW: (BPS, TIM, OMT, MOC, IM) The Next Discipline in Organization Science

9:30am - 12:00pm Hawaii Convention Center: Room 306A

Pre-registration is requested at rkatila@stanford.edu

Organizer: Riitta Katila, Stanford U.

Presenters: **Philip Anderson**, INSEAD; **William G Mitchell**, Duke U.; **Anju Seth**, U. of Illinois, Urbana-Champaign; **Harbir Singh**, U. of Pennsylvania; **Edward Zajac**, Northwestern U.

313 ⊕→ SPDW: (CM, BPS, MOC, GDO, CAR, HR, TIM, OMT, OCIS, MED, MH, ITC) Starting Out on the Right Foot: Negotiating Your First Academic Job - Discussion Groups

9:30am - 11:00am Hawaii Convention Center: Room 313C

This session is the discussion group component of the doctoral student workshop on negotiating your first academic job. (See session 299)

Organizer: Wendi L. Adair, Cornell U. Contact: Susan E. Brodt, Queen's U.

314 ©: (MOC) Using the Knowledgeability Monitor to Shape an Integrated & Balanced Approach to Managing Knowledge

9:30am - 12:00pm Hawaii Convention Center: Room 306B Improve the way your organization handles some unavoidable knowledge based dilemmas by monitoring key metrics. Organizer: **Christine M. van Winkelen**, Henley Management

Facilitators: Jane E McKenzie, Henley Management College; Christine M. van Winkelen, Henley Management College

315 □ ● SPDW: (OB, HR) Leadership: Emerging

Executive Issues

9:30am - 11:30am Hawaii Convention Center: Room 323B

Open discussions

Facilitator: Bruce Avolio, U. of Nebraska

Presenters: Leanne Atwater, Arizona State U.; Ken Parry, Griffith U.; Ronald E. Riggio, Claremont McKenna College; Boas Shamir,

Hebrew U. of Jerusalem

Sunday 9:45AM

316 ⊕→ SPDW: (MC, BPS, ODC) Global Consulting Trends and Practices: Insights from the Field

9:45am - 10:45am Hawaii Convention Čenter: Room 311

Moderator: Miguel Caldas, Loyola U., New Orleans

Presenters: Maria Eugenia Arias, McKinsey & Company; Leon De Caluwe, Free U., Twynstra; Bjoern Z Ekelund, Copenhagen Business School; John Gaulding, Monster.com; Richard Kum-

Yew Lai, Harvard U.

Sunday 10:00AM

317: (AAA) Academy of Management Associates

10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 3

AOM Associates: EURAM, EGOS, ANZAM, ANPAD, ASAC,

ACACIA, BAM, IFSAM

Organizer: Denise M. Rousseau, Carnegie Mellon U.

318 SPDW: (BPS, MOC, OMT, OB) Injecting Creativity Into Business: Models for the 21st Century from Cultural Industries

10:00am - 12:00pm Hawaii Convention Center: Room 303B

Open, no restriction on participation

Organizers: Theresa K Lant, New York U.; Joseph Lampel, City

U., London; Jamal Shamsie, Michigan State U.

Participants: Mary Ann Glynn, Emory U.; Candace Jones, Boston College; Joann Keyton, U. of Kansas; Helaine J Korn, Baruch College, CUNY; Anand Narasimhan, London Business School; W Richard Scott, Stanford U.

319 ■SPDW: (CAR, MED, HR, IM) Dialogues on a New Vision of Career Management

10:00am - 12:00pm Hawaii Convention Center: Room 323A

Organizers: Holly Slay, U. of Maryland; Laurie Milton, U. of

Calgary, U. of Western Ontario

Presenters: Michael B. Arthur, Suffolk U.; Robert J. DeFillippi, Suffolk U.; Sherry E. Sullivan, Bowling Green State U.; Riki Takeuchi, Hong Kong U. of Science and Technology; P. Monique Valcour, Boston College

320 SPDW: *(CM, RM, OB)* Stepping into the Shadow: Researching Negative Emotions in Organizations

10:00am - 12:00pm Hawaii Convention Center: Room 309

Pre-registration is required. Contact Michael Gross
(michael.gross@business.colostate.edu) by July 15th.

Organizer: Michael A. Gross, Colorado State U.

Presenters: Blake E. Ashforth, Arizona State U.; Robert Bies,

Georgetown U.; Tricia Jones, Temple U.

321 @SPDW: (CMS, CAR) Critters and Their Careers (Alternatives to the "Post-Doc")

10:00am - 12:00pm Sheraton Waikiki Beach: Lanai Ballroom Join our provocateurs to discuss the "(a)typical" critter career. Are we impractical?

Organizer: Jeanie M. Forray, Western New England College Participants: Michael Chumer, New Jersey Institute of Technology; Charlice Hurst, U. of Florida; Roy Stager Jacques, Auckland U. of Technology; Alison Linstead, U. of York; Craig Prichard, Massey U.; Nina Gregg, Communication Resources

322 SPDW: (GDO, MED) Affective Education: An **Experiential Workshop**

10:00am - 11:30am Sheraton Waikiki Beach: Koko Crater Room It is recommended to come in loose, comfortable clothes that do not restrict the body. This workshop is open, no restriction on

Organizer: Diego Rinallo, Bocconi U. Facilitator: Diego Rinallo, Bocconi U.

323 ©: (HR) Company Tour: Meet the HR Managers, Dole **Factory Tour & Sunset Beach Visitation**

10:00am - 7:00pm Off Site: Dole Factory Tour Pre-registration required. Contact Michael Valdez, University of Hawaii at Manoa (valdez@hawaii.edu).

Organizers: Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa; Elaine Bailey, U. of Hawai'i, Manoa; Michael Valdez, U. of Hawai`i

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

325 ■SPDW: (HR, OB) A Research Incubator on the Perceived Organizational Membership Framework

10:00am - 12:00pm Hawaii Convention Center: Room 304B Pre-registration required. Contact Christina Stamper at christina.stamper@wmich.edu

Organizers: Christina L Stamper, Western Michigan U.; Suzanne S Masterson, U. of Cincinnati

326 : (Paper Session) - (IM) IMD Paper Development Workshop

10:00am - 12:00pm Sheraton Waikiki Beach: Maui Ballroom By invitation only. An innovative session in which authors work in sub-groups to critique each other's work, facilitated by leading IM scholars.

Organizers: Tatiana Kostova, U. of South Carolina; Ravi Ramamurti, Northeastern U.

Facilitators: Paul Beamish, U. of Western Ontario; Sully Taylor, Portland State U.; Eleanor Westney, Massachusetts Institute of Technology

→ Determinant Factors of the Subsidiaries' Roles in Emerging Economies | Felipe Mendes Borini, Pontifical Catholic U. of Sao Paulo; Moacir De Miranda Oliveira, Pontifical Catholic U. of Sao Paulo; Arnoldo Hoyos Guevara, Pontifical Catholic U. of Sao Paulo

- Insights from Latin America | Anabella Davila, Tec De Monterrey: Ana Luisa Perez, Tec De Monterrey: Gustavo Habermann, Tec De Monterrey
- 'Xinren' versus 'Vertrauen': Two Perspectives on Trust in Sino-German Business Partnerships | Torsten M. Kuehlmann, U. of Bayreuth; Nada Endrissat, Basel U.
- Forms of Diversification and Impacts on Return-Risk Relations: A Competence Perspective | Chia-Wen Hsu, National Taiwan U.; Heng-Yih Liu, Yuan Ze U.
- Knowledge Management of Taiwanese MNC Subsidiaries: The Systematic Perspective of Human Capital | Bih Shiaw Jaw, National Sun Yat-Sen U.; Christina Yu-Ping Wang, National Sun Yat-Sen U.; Yen-Hao Chen, National Sun Yat-Sen
- Too Far Away to Monitor?: International Acquisitions and Shareholder Wealth | Yangmin Kim, Sogang U.
- → Obstacles to Internationalization as Seen by SMEs in Five Central and Eastern European Countries | Audra I. Mockaitis, Vilnius U.; Erika Vaiginiene, Vilnius U.
- → Subsidiary-Driven Investment of International Business: The Case of a Japanese Subsidiary in Taiwan | Peter J. **Sher**, National Chung Hsing U.; **C. Y. Huang**, Twelite Corp.; Homin Chen, National Taiwan U.
- → How Dominant Logic Develops. Changes and Designs Organizations | Ashok Som, ESSEC Business School
- → Post-acquisition Integration in Cross-border Acquisitions: The Impact of National Culture | Betania Tanure, Fundação Dom Cabral/PUC Minas; Vera L. Cançado, Fundação Dom Cabral/Fundação Pedro Leopoldo; Roberto Gonzalez Duarte, PUC Minas / Fundação Dom Cabral
- → Diversity, Human & Social Capital as Location Determinants: Evidence from the Indian IT Industry I Florian A. Täube, U. of Frankfurt
- → Roles of Market Orientation, Autonomy and Ownership on SHRM-Performance Linkage in China | Li-Qun Wei, U. of International Business and Economics; Chung-Ming Lau, Chinese U. of Hong Kong
- ◆→ Corporate Human Resource Strategy in Multi-National Enterprises: A Study of Four South African MNEs | Albert Wocke, U. of Pretoria

327 → SPDW: (IM, SIM, ONE) Collaboration or Conflict? A Dialogue on International Corporate-NGO Relations

10:00am - 12:00pm Hawaii Convention Center: Room 305A Organizer: Jonathan P Doh, Villanova U.

Facilitators: Robert Brent Anderson, U. of Regina; Ted London, U. of North Carolina; Liesl Riddle, George Washington U. Presenters: Sam Gon. The Nature Conservancy: Hildy Teegen. George Washington U.; Mark B. Milstein, Cornell U. Participants: James E. Mattingly, U. of Northern Iowa; Rafael Lucea, Massachusetts Institute of Technology; Ann Olsen, Vanderbilt U.: Raul Pacheco-Vega. Center for Innovation in Competitive Technology; Patricia C Kelley, U. of Washington, Bothell; Jason McNichol, Social Science Research Council; Anne Starks Acosta, Consultative Group on International Agricultural

Research; **Helene S Fine**, Bridgewater State U.; **Jabril Bensedrine**, ELM Research & Strategy

328 CANDEL (MED, CMS) Re(Visioning) Issues Of Globalization In The Management Classroom: The Case For Critical Theory

10:00am - 11:00am Hilton Hawaiian Village: Tapa Ballroom 2

We use Anita Roddick's book, "Globalize This!" to help students identify global ethical issues.

Organizer: Maria Humphries, U. of Waikato Contact: Dale E Fitzgibbons, Illinois State U.

Presenters: Dale E Fitzgibbons, Illinois State U.; Maria

Humphries, U. of Waikato

329 SPDW: (MED, NDSC, MEN, ONE, GDO) Learning The Art And Craft Of Reviewing: From Today's Best Reviewers To The Best Of Tomorrow's

10:00am - 12:00pm Hilton Hawaiian Village: South Pacific 1

An opportunity to meet with and learn from the best reviewers in the association.

Coordinator: Haze Nicole Schepmyer, Madison U.

330 SPDW: (MED, ODC) Film Scenes as Bases for Experiential Exercises

10:00am - 11:30am Hilton Hawaiian Village: South Pacific 2

Demonstrations of experiential exercises designed to increase student interaction in Web courses.

Presenter: Joseph E Champoux, U. of New Mexico

331 (MH) Doctoral Student Workshop: Managing Your Dissertation

10:00am - 11:30am Sheraton Waikiki Beach: Waimea Canyon Room *Presenters:* **Karl Moore**, McGill U.**; Jane Whitney Gibson**, Nova Southeastern U.**; Richard T. Mowday**, U. of Oregon

332 SPDW: *(OM, TIM)* **Got Questions? Ask the Editors and Associate Editors of Operations Management Journals**

10:00am - 12:00pm Hilton Hawaiian Village: Tapa Ballroom 1

Moderator: Janet L. Hartley, Bowling Green State U.

Presenters: Barbara B. Flynn, Wake Forest U.; Robert Handfield, North Carolina State U.; Michael W. Lawless, Wake Forest U.; Kalyan Singhal, U. of Baltimore; Vicki Smith-Daniels, Arizona State U.; Andrew Taylor, Bradford U.

333 ☐ SPDW: (OMT, ODC, MOC) OMT/ODC/MOC Doctoral Consortium

10:00am - 12:00pm Hawaii Convention Center: Room 313A

Pre-registration required. Session starts on Friday, and continues on Saturday

Organizers: Matthew Kraatz, U. of Illinois; J Stuart Bunderson, Washington U.; George Roth, Massachusetts Institute of Technology

Presenters: Richard L Daft, Vanderbilt U.; Mary Ann Glynn, Emory U.; Royston Greenwood, U. of Alberta; Andrew J. Hoffman, U. of Michigan; Anne S. Huff, Technische U., München; Quy Nguyen Huy, INSEAD; Joe Porac, New York U.; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; William H. Starbuck, New York U.; Charles N. Seashore, Fielding Graduate Institute; William A Pasmore, Mercer Delta Consulting

334 SPDW: (PTC, ITC) Developing Management Scholars' Ability in Shaping the Vision of the 21st Century

10:00am - 12:00pm Sheraton Waikiki Beach: Kahuku Room

Organizer: Eric H Kessler, Pace U.

Professional Development Workshop Chair: C Douglas Johnson,

Georgia Southern U.

Facilitator: Eric H Kessler, Pace U.

335 SPDW: (RM, NDSC) Ask the Experts: Quantitative Methods

10:00am - 12:00pm Hawaii Convention Center: Room 314 *Organizer:* **Mark Gavin**, Oklahoma State U.

Presenters: Herman Aguinis, U. of Colorado, Denver; Michael J Burke, Tulane U.; Gilad Chen, Texas A&M U.; Gordon W Cheung, Chinese U. of Hong Kong; Claudia C. Cogliser, Texas Tech U.; Jeffrey R. Edwards, U. of North Carolina; Mark Gavin, Oklahoma State U.; Mark Griffin, Queensland U. of Technology; Jodi S. Goodman, U. of Connecticut; Lisa Schurer Lambert, Georgia State U.; Philip L Roth, Clemson U.; Bennett J. Tepper, U. of North Carolina, Charlotte

336 SPDW: (RM, ONE) Doing Computer-aided Textual Analysis

10:00am - 12:00pm Hawaii Convention Center: Room 327

Pre-registration required at

https://spears.okstate.edu/rmdpdwregister. There is a \$5 fee for non

members of the Research Methods Division. Organizer: **Robert P Gephart**, U. of Alberta

Presenters: Ian Palmer, U. of Technology, Sydney; Lorna Doucet,

U. of Illinois; Robert P Gephart, U. of Alberta

337 ☐: (SIM) Research Roundtable: Linking Ethics With A New Vision Of Management Practice In The 21st Century

10:00am - 12:00pm Sheraton Waikiki Beach: Akaka Falls Room *Organizer:* **Jerry M Calton**, U. of Hawai`i, Hilo

Presenter: Jeffrey S Frooman, U. of New Brunswick, Saint John

338 SPDW: (TIM, OCIS, OM) IT Investment and

Organizational Performance

10:00am - 11:30am Hawaii Convention Center: Room 328

Chair: Fernando Suarez, Boston U.

Presenters: **Andrew McAfee**, Harvard U.; **Aleda V Roth**, U. of North Carolina, Chapel Hill; **Gianvito Lanzolla**, London Business School; **Marshall Van Alstyne**, Boston U.

339 ■SPDW: (TTC, OB, MED) Scientist and Educator:

Integrating Our Divided Roles

10:00am - 12:00pm Sheraton Waikiki Beach: Honolulu Room Pre-registration required. Register by e-mail

to:gbeenen@andrew.cmu.edu

Organizers: Gerard Beenen, Carnegie Mellon U.; Denise M.

Rousseau, Carnegie Mellon U.

Discussants: Allen Bluedorn, U. of Missouri, Columbia; Jone L. Pearce, U. of California, Irvine; Sara L Rynes, U. of Iowa

Sunday 10:15AM

340: (AAA) Conference Break

10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area Organizer: **George T Solomon**, George Washington U.

Sunday 10:30AM

341: (AAA) Incoming Program Chairs (2005-2006) Meeting

10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1

Organizers: Thomas W. Lee, U. of Washington; Janet Thompson, U. of Washington; Jimmy Le, Academy of Management

342: (AAA) Meeting with Incoming Division/Interest Group Chairs (2005-2006)

10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3 Organizer: **Ken G. Smith**, U. of Maryland

343 : (AAC) Midwest Academy of Management Officers Meeting

10:30am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 2

Organizers: **Jeffrey P Katz**, Kansas State U.; **Jill R Kickul**,

Simmons College

344 ■SPDW: (CAR, IM, ITC) Personal Transformation Through International Careers: Butterfly or Moth?

10:30am - 12:30pm Hawaii Convention Center: Room 322A

Organizer: Julia Richardson, York U.

Coordinators: Sabrina Deutsch Salamon, York U.; Kerr Inkson, U. of Otago; Barbara Myers, Auckland U. of Technology; Judith Pringle, U. of Auckland

345 ■: (GDO) **GDO** Town Hall Meeting: Increasing Diversity in Business School Faculty

10:30am - 12:00pm Sheraton Waikiki Beach: Ewa Room
Attendance open. For updated information about this PDW and getting involved, visit

http://divisions.aomonline.org/GDO/census.htm.

Organizers: Robyn A. Berkley, Rensselaer Polytechnic Institute; Ron Ophir, York U.

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Susan L Kirbv. Texas State U.

Participants: Lotte Bailyn, Massachusetts Institute of Technology; Gwendolyn M. Combs, U. of Nebraska, Lincoln; Elizabeth A. Cooper, U. of Rhode Island; David L Ford, Jr., U. of Texas, Dallas; Keith James, Colorado State U.; David A Kravitz, George Mason U.; Joana L. Young, Baylor U.; Robert Sardy, Alliant International U.; Eleanor H Buttner, U. of North Carolina, Greensboro

346 SPDW: (HCM, OMT, ODC, TIM) Finding the Appropriate Funding Source

10:30am - 12:00pm Sheraton Waikiki Beach: Kauai Ballroom Organizer: Timothy Hoff, State U. of New York, Albany Presenters: Michael I Harrison, Agency for Healthcare Research and Quality; Thomas F Hilton, National Institute on Drug Abuse; David Chambers, National Institute of Mental Health

347: (OB) Organizational Behavior Division Doctoral Student Consortium

10:30am - 11:30am Hawaii Convention Center: Room 324

Attendees must be nominated by their faculty. Visit www.obweb.org or contact Peter Hom at peter.hom@asu.edu for more information. Contact: Peter Hom, Arizona State U.

Presenters: Frances M. McKee-Ryan, Oregon State U.; Janice S Miller, U. of Wisconsin, Milwaukee; Timothy A Judge, U. of Florida; Mel Fugate, Southern Methodist U.; Robert Vecchio, U. of Notre Dame; Jone L. Pearce, U. of California, Irvine; Loriann Roberson, Arizona State U.; Angelo J. Kinicki, Arizona State U.;

Henry P Sims, U. of Maryland; William H Glick, Arizona State U.; Daniel Skarlicki, U. of British Columbia; Randall B Dunham, U. of Wisconsin. Madison

348 ⊕→ ■SPDW: (OCIS, IM, MED, PTC) How Eagles can Soar in the Land of the Dragon: US-Chinese Work Management Issues in the New Century

10:30am - 12:00pm Hawaii Convention Center: Room 302B Organizer: **Robert Davison**, City U. of Hong Kong

Presenters: **Robert Davison**, City U. of Hong Kong; **Maris G. Martinsons**, City U. of Hong Kong; **Aelita Brivins Martinsons**,

Cross-Cultural Coach; Xiaoying Dong, Peking U.

Sunday 11:00AM

349 ⊕→ SPDW: (MC, BPS) China:The Challenges of Consulting in the 21st Century

11:00am - 12:00pm Hawaii Convention Center: Room 311 *Host:* **Rickie Moore**, ISEOR, U. of Lyon

Distinguished Speaker: Qiwei Chen, Asia Business Consulting

350 ⊕→: (MSR) Where and How to Publish on Spirituality in Organizations

11:00am - 12:00pm Sheraton Waikiki Beach: Waianae Room

Facilitators: Yochanan Altman, London Metropolitan U.; Frank

Bournois, U. of Pantheon Assas Paris II *Coordinator:* **Gerald Biberman**, U. of Scranton

Sunday 12:00PM

351: (AAA) Incoming PDW Chairs (2005-2006) Meeting

12:00pm - 1:30pm Hilton Hawaiian Village: Sea Pearl Suite 2

Organizers: Angelo DeNisi, Texas A&M U.; Jimmy Le, Academy of Management

352 : (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm Hilton Hawaiian Village: Sea Pearl Suite 3

Organizer: **Heather Crowe**, Academy of Management

Program Chair: **Ken G. Smith**. U. of Maryland

353: (AAA) **AOM** Fellows Group Committee on Membership Meeting

12:00pm - 1:00pm Hilton Hawaiian Village: Sea Pearl Suite 4 *Organizer:* **Kathryn M. Bartol**, U. of Maryland

354: (AAC) International Theme Committee Meeting

12:00pm - 1:00pm Sheraton Waikiki Beach: Waialua Room *Organizer:* **Claire A. Simmers**, St. Joseph's U.

355: (ICW) Journal of Applied Management and Entrepreneurship Editorial Board Meeting

12:00pm - 2:00pm Hilton Hawaiian Village: South Pacific 2

Organizer: Jane Whitney Gibson, Nova Southeastern U.

356: (ICW) Management Learning Editorial Board Meeting

12:00pm - 2:00pm Sheraton Waikiki Beach: Waimea Canyon Room Organizer: **Bente Elkjaer**, Danish U. of Education

357 ♥→ ♠: (SPDW) Starting Out on the Right Foot: Negotiating Your First Academic Job - Break out III

12:00pm - 2:00pm Sheraton Waikiki Beach: Waimea Canyon Room

This small group (20-25) discussion will be HELD jointly with Breakout I.

Organizer: Wendi L. Adair, Cornell U. Contact: Susan E. Brodt, Queen's U.

Sunday 12:30PM

358 : (AAA) Eastern Academy of Management International Advisory Board

12:30pm - 2:00pm Sheraton Waikiki Beach: Iao Needle Room *Organizer:* **Theodoros Peridis**, York U.

359 : (AAC) Western Academy of Management Officers Meeting

12:30pm - 2:00pm Hilton Hawaiian Village: Sea Pearl Suite 1 Organizer: James C Spee, U. of Redlands

Sunday 1:00PM

360: (AAC) Mentoring Committee Meeting

1:00pm - 2:30pm Hilton Hawaiian Village: Sea Pearl Suite 3

Organizers: Liz Borredon, EDHEC Business School; Kenneth R. Gray, Florida A&M U.

361 : (AAC) Eastern Academy of Management Officers Meeting

1:00pm - 3:00pm Sheraton Waikiki Beach: Kohala Room Organizer: **Eric H Kessler**, Pace U.

362 : (AAC) International Theme Committee Reception

1:00pm - 2:00pm Sheraton Waikiki Beach: Waialua Room Carolyn Dexter Award reviewers, nominees, and past winners. Organizer: Claire A. Simmers, St. Joseph's U.

363: (AAS) New Visions for Teaching Management in the 21st Century

1:00pm - 2:50pm Hawaii Convention Center: Room 315 *Chair:* **Joyce E.A. Russell**, U. of Maryland

Participants: Scott Koerwer, U. of Maryland; Roy J. Lewicki, Ohio State U.; Henry Mintzberg, McGill U.; Mike Morrison, U. of Toyota; Ellen Van Velsor, Center for Creative Leadership; David A. Whetten, Brigham Young U.

364: (ICW) Organization Science Senior Editor Meeting

1:00pm - 3:30pm Hawaii Convention Center: Room 322A Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

365: (ICW) Group and Organization Management Editorial Board

1:00pm - 3:00pm Hilton Hawaiian Village: Sea Pearl Suite 4
Organizer: Alison M. Konrad, U. of Western Ontario

366: (ICW) Management Faculty of Color Association Business Meeting

1:00pm - 2:30pm Sheraton Waikiki Beach: Niihau Room Organizer: **Darlene Gambill Motley**, Robert Morris U.

Sunday 1:30PM

367: (AAA) Academy of Management Learning and Education Editorial Board Meeting

1:30pm - 3:00pm Hawaii Convention Center: Room 318A

Organizer: James R Bailey, George Washington U.

368: (AAA) Program Developer Training Session for PDW Chairs

1:30pm - 2:00pm Hilton Hawaiian Village: South Pacific 1 Organizer: **Jimmy Le**, Academy of Management *Presenter*: **Matt Suppa**, Academy of Management

369: (AAC) Practice Theme Committee Meeting

1:30pm - 3:00pm Sheraton Waikiki Beach: Kahuku Room

Organizer: David L. Turnipseed, Indiana U./Purdue U.

370 : (ICW) Positive Organizational Scholarship Community Meeting

1:30pm - 3:00pm Hawaii Convention Center: Room 323A

 ${\it Organizer:}~\textbf{Gretchen}~\textbf{M.}~\textbf{Spreitzer},~\textbf{U.}~\textbf{of}~\textbf{Michigan},~\textbf{Ann}~\textbf{Arbor}$

371 : (ICW) Journal of Management Editorial Board Meeting

1:30pm - 3:30pm Hilton Hawaiian Village: Sea Pearl Suite 2 *Organizer:* **Russell Cropanzano**, U. of Arizona

Sunday 1:55PM

372: (AAA) Welcome to the 2005 Meeting

1:55pm - 2:00pm Hawaii Convention Center: Ballroom Section AB

Welcome: Ken G. Smith, U. of Maryland

Sunday 2:00PM

373 : (AAA) Academy of Management Award Winners

2:00pm - 3:30pm Hawaii Convention Center: Ballroom Section AB *Chair:* **Denise M. Rousseau**, Carnegie Mellon U.

374: (AAA) MC Executive Committee Meeting

2:00pm - 6:00pm Hawaii Convention Center: Room 317B Division Chair: Rickie Moore, ISEOR, U. of Lyon

375 : (AAA) Academy of Management Review Outgoing Editorial Board Meeting

2:00pm - 3:30pm Hawaii Convention Center: Room 319B Organizer: **Arthur P Brief**, Tulane U.

376: (AAA) New Member Orientation

2:00pm - 3:30pm Hilton Hawaiian Village: Coral Ballroom 4-5 *Organizer:* **Regina Greenwood**, Kettering U.

377: (AAA) Program Developer Training Session for Program Chairs

2:00pm - 3:00pm Hilton Hawaiian Village: South Pacific 1

Organizers: Jimmy Le, Academy of Management; Janet

Thompson, U. of Washington

Presenter: Matt Suppa, Academy of Management

378: (ART) Fringe Cafe

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

379 : (ICW) Organization Journal: Editorial Board Meeting

2:00pm - 3:30pm Hilton Hawaiian Village: Sea Pearl Suite 1

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

380 : (ICW) Organization Management Journal Editorial **Board Meeting**

2:00pm - 3:00pm Sheraton Waikiki Beach: Waimea Canyon Room Organizer: Jeanie M. Forray, Western New England College

Sunday 2:30PM

381 : (AAA) Academy of Management Executive Editorial **Board Meeting**

2:30pm - 4:00pm Hawaii Convention Center: Room 318B Organizer: Peter Cappelli, U. of Pennsylvania

Sunday 2:45PM

382: (AAA) Conference Break

2:45pm - 3:15pm Hawaii Convention Center: Exhibit Hall III - Break Area Sponsored by: Society for Human Resource Management. Booth numbers 401 and 403.

Organizer: George T Solomon, George Washington U.

Sunday 3:00PM

383: (AAA) IM Executive Committee Meeting

3:00pm - 5:00pm Hawaii Convention Center: Room 317A Division Chair: Schon Beechler. Columbia U.

384 : (AAA) Academy of Management Journal Editorial **Board Meeting**

3:00pm - 4:30pm Hawaii Convention Center: Room 319A Organizer: Sara L Rynes, U. of Iowa

385 : (AAA) AOM Centralized Review System

3:00pm - 3:30pm Hilton Hawaiian Village: South Pacific 1

Organizers: Matt Suppa, Academy of Management; Bret Hilton, Academy of Management

386: (AAS) The Future of Business Schools: How Must Thev Change?

3:00pm - 4:50pm Hawaii Convention Center: Room 315 Moderator: Judy Olian, Pennsylvania State U.

Participants: Paul Danos. Dartmouth College: Stuart Feldman. IBM Internet Research; Henry Mintzberg, McGill U.

387: (ICW) Long Range Planning Editorial Board Meeting

3:00pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 4 Organizer: Charles Baden-Fuller, City U.

Sunday 3:30PM

388: (AAA) ENT Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 301A Division Chair: Andrew Zacharakis, Babson College

389 : (AAA) RM Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 302A Division Chair: Philip L Roth, Clemson U.

390 : (AAA) OMT Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 304A Division Chair: Tina Dacin. Queen's U., Canada

391 : (AAA) ODC Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 304B

Division Chair: George Roth, Massachusetts Institute of Technology

392: (AAA) CM Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 305B Division Chair: Sally Blount, New York U.

393: (AAA) BPS Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 306A Division Chair: Margaret Peteraf, Dartmouth College

394 : (AAA) OB Executive Committee Meeting.

3:30pm - 5:00pm Hawaii Convention Center: Room 306B Division Chair: Bruce Avolio, U. of Nebraska

395: (AAA) CAR Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 308B Division Chair: Yehuda Baruch, U. of East Anglia

396: (AAA) MOC Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 309 Division Chair: Stephen Mezias, New York U.

397 : (AAA) Academy of Management Review Incoming Editorial Board Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 319B Organizer: Martin J Kilduff, Pennsylvania State U.

398: (AAA) TIM Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 323C Division Chair: Laura B. Cardinal, Tulane U.

399: (AAA) HR Executive Committee Meeting

3:30pm - 5:00pm Hawaii Convention Center: Room 325A Division Chair: Diana L Deadrick, Old Dominion U.

400 : (AAA) GDO Executive Committee Meeting

3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 2

Division Chair: Bernardo M. Ferdman, Alliant International U.

401: (AAA) MED Executive Committee Meeting

3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 3

Division Chair: Carolyn Wiley, Mercer Human Resource Consulting

402: (AAA) OM Executive Committee Meeting

3:30pm - 5:00pm Hilton Hawaiian Village: South Pacific 4 Division Chair: Morgan Swink, Michigan State U.

403: (AAA) HCM Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Akaka Falls Room Division Chair: Kathryn H Dansky, Pennsylvania State U.

404: (AAA) SIM Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Honolulu Room Division Chair: Bryan W Husted, Instituto de Empresa

405 : (AAA) CMS Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Iao Needle Room Division Chair: David Jacobs, Hood College

406: (AAA) MSR Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Kohala Room

Division Chair: Marjolein Lips-Wiersma, U. of Canterbury

407: (AAA) MH Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Kona Room Division Chair: Michele A Govekar, Ohio Northern U.

408: (AAA) ONE Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Puna Room *Division Chair:* **Michael V. Russo**, U. of Oregon

409: (AAA) PNP Executive Committee Meeting

3:30pm - 5:00pm Sheraton Waikiki Beach: Waimea Canyon Room Division Chair: Ralph Brower, Florida State U.

Division Chair-Elect.: Matthew Liao-Troth, Western Washington U.

Program Chair: Kirsten Gronbjerg, Indiana U.

Professional Development Workshop Chair: **Dean F. Eitel**, DePaul U.

Participants: Laurie N DiPadova-Stocks, Park U.; Kira Kristal Reed, Syracuse U.; Stephen T.T. Teo, U. of Technology, Sydney; Judith L. Millesen, Ohio U.; Mary E Guy, Florida State U.; Mila Gasco, International Institute of Governance; Karl Rethemeyer, State U. of New York, Albany; Suellen M Littleton, London Business School; Angela L. Bies, Texas A&M U.; Jane Beckett-Camarata, Kent State U.; Anthony Cresswell, U. of Albany, SUNY; Joseph J Galaskiewicz, U. of Arizona; Jim Perry, Indiana U./Purdue U.

410 : (AAC) Southern Management Association Executive Board Meeting

3:30pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 3
Organizer: Christine Marie Riordan, U. of Georgia

411 : (AAC) Practice Theme Committee Welcome/Reception

3:30pm - 4:30pm Sheraton Waikiki Beach: Kahuku Room Organizer: David L. Turnipseed, Indiana U./Purdue U.

Sunday 4:00PM

412 : (ICW) Organization Science Editorial Review Board Reception

4:00pm - 6:00pm Hawaii Convention Center: Room 324
Organizer: Jennifer Kukawa, Carnegie Mellon U.

Sunday 5:00PM

413 : (AAA) Academy of Management Convocation and Distinguished Executive Speaker

5:00pm - 7:00pm Hawaii Convention Center: Ballroom Section AB *Presiding:* **Denise M. Rousseau**, Carnegie Mellon U.

Welcome: **Ken G. Smith**, U. of Maryland Distinguished Speaker: **To Be Announced**, -

The State of the Academy of Management | Denise~M.

Rousseau, Carnegie Mellon U.

All Academy Awards and Celebration: Newman, Dexter, and Outstanding Mentoring Practice | Karl Aquino, U. of Delaware; Jacob Eisenberg, U. of College Dublin; Joycelyn Finley-Hervey, Florida A&M U.

Distinguished Speaker | To Be Announced, -

414 : (AAC) Asia Academy of Management Committee Meeting

5:00pm - 6:00pm Hawaii Convention Center: Room 323B

Organizer: Chung-Ming Lau, Chinese U. of Hong Kong

415 ■: (Paper Session) - (ART) **AcademyArts Opening and Reception**

5:00pm - 7:00pm Hawaii Convention Center: Room 311

Organizers: Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Hans Hansen, Victoria U. of Wellington; Matt Statler, Imagination Lab Foundation Program Chair: Chris Poulson, California Polytechnic State U., Pomona

- ■Boxes with messages | Leisa Ann Millar, Independent; Nerina Jimmieson, U. of Queensland
- New Visions of the Self at Work and at Home: A Photographic Exploration | Henry Symonds, Whitecliffe College of Arts and Design; Ralph James Bathurst, Massey U., Albany; Janet Grace Sayers, Massey U.
- "Shared Experience"- Inspired Leadership of a Creative Process | Erika Sauer, U. of Tampere; Arja M Ropo, U. of Tampere
- Erstwhile Ears | Samuel Phineas Upham, U. of Pennsylvania
- Hawaii: Paradise Found... and Lost--A Photo Essay | Randall B Dunham, U. of Wisconsin, Madison

Falling Water. | Petra Kugler, U. of St. Gallen

Aesthetic and Creative Link between Chess Games and Management | Fernando Miguel Pereira Alves, U. Técnica de Lisboa (UTL); Maria Virgínia Goes Pereira Alves, Sociedade Nacional das Belas-Artes

- Subterranean Shifts: Drawings of the Dissertation Research Process | Terry B. Porter, U. of Massachusetts, Amherst
- ■On Culture (A Poem) | Mandy Sukman Lee, Trinity College Dublin
- ➡Flax, Fortune and Fire: Riding the Textile Wave | Maree Veronica Boyle, Griffith U.
- Paralysed | Wayne Visser, U. of Nottingham
- ■Behind the Veil | Wayne Visser, U. of Nottingham
- Face the Future: The Globalized Individual | Leisa Ann Millar, Independent; Nerina Jimmieson, U. of Queensland
- → ■Visions of Management in the 21st Century | Chris Poulson, California Polytechnic State U., Pomona
- NIGHT | Chee-Kong Ho, National U. of Singapore; Chay Hoon Lee, Nanyang Business School
- ■Pencil Drawings of American-Chinese Daughters | Teri C Tompkins, Pepperdine U.
- ■Poem: My Walking Companions | Teri C Tompkins, Pepperdine U.
- ■A New Vision of Management: Nurturing Creativity in a Business Classroom | Ellen L West, Portland State U.
- Structuring Ambiguity: A 21st Century Management Vision | **Dennis A Gioia**, Pennsylvania State U.

Micro/Meso/Macro/Meta | Dennis A Gioia, Pennsylvania State U.

- New Visions of Management From the Outer Markers | Fernando Miguel Pereira Alves, U. Técnica de Lisboa (UTL)
- ■Tribal to Transpersonal | David A Cowan, Miami U.

→ The Downsizer | Chris Poulson, California Polytechnic State U., Pomona

416: (ICW) Warwick Business School Cocktail Party

5:00pm - 7:30pm Hilton Hawaiian Village: Coral Ballroom 1 Organizer: Ann Jackson, U. of Warwick

Sunday 5:30PM

417: (AAA) OCIS Executive Committee Meeting

5:30pm - 7:00pm Hawaii Convention Center: Room 323A Division Chair: Laurie Kirsch, U. of Pittsburgh

Sunday 6:00PM

418 : (AAC) Asia Academy of Management Reception

6:00pm - 8:00pm Hawaii Convention Center: Room 323B

Organizer: Chung-Ming Lau, Chinese U. of Hong Kong

419 SPDW: (CAR, GDO) CAR/GDO Social Gathering

6:00pm - 8:00pm Off Site: Tiki Grill & Bar

Tiki Grill & Bar, Aston Waikiki Beach Hotel, Level 2, 2570 Kalakaua Ave. (Walk towards Diamond Head and Kapiolani Park on main street of Waikiki).

Hosts: Mary Mallon, Massey U.; Lynn Bowes-Sperry, Western

New England College

420 : (ICW) Association of Korean Management Scholars Meeting

6:00pm - 7:00pm Sheraton Waikiki Beach: Waialua Room Organizer: Daesik Hur, Bowling Green State U. Host: Yongsun Paik, Loyola Marymount U.

421 SPDW: (OB. OMT. BPS. HR) Leadership Reception

6:00pm - 7:30pm Hawaii Convention Center: Room 301 (A&B) Organizer: Michael D. Mumford, U. of Oklahoma

Sunday 7:00PM

422: (AAA) All Academy Reception

7:00pm - 9:00pm Hawaii Convention Center: Center Rooftop Sponsored by: U. of Hawai'i at Manoa, Hawai'i Pacific U., and The Academy of Management. Leis provided by U. of Maryland. E komo mai. (Welcome) Aloha kakou. (Greetings everyone) Ho`olu komo la kaua. (Please join us.) The expression "Aloha kakou" conveys more than just greetings. It also means "let there be friendship between us" and conveys the hospitality of Hawai'i. Come greet old friends, make new acquaintances, and enjoy the warm tropical evening together. We are hosting a special Hawaiian welcome for all of you. Mahalo, (Thank you) from the Honolulu Local Arrangements Committee.

Hosts: Ken G. Smith, U. of Maryland; Qing Cao, U. of Maryland; Thomas W. Lee, U. of Washington; Janet Thompson, U. of Washington

Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West Oahu; Jerry M Calton, U. of Hawai'i, Hilo

423 : (ICW) Nova Southeastern University DBA Students' Meeting

7:00pm - 8:30pm Hilton Hawaiian Village: South Pacific 2

Organizer: Jane Whitney Gibson, Nova Southeastern U.

424 : (ICW) Organizational Behavior TeachingSociety and **Journal of Management Education Reception**

7:00pm - 9:00pm Sheraton Waikiki Beach: Honolulu Room

Organizer: Jeanie M. Forray, Western New England College Hosts: Robert Marx, U. of Massachusetts, Amherst; Regina F Bento, U. of Baltimore

425 : (ICW) Association of Korean Management Scholars Reception

7:00pm - 9:00pm Sheraton Waikiki Beach: Waianae Room Organizer: Daesik Hur, Bowling Green State U. Host: Yongsun Paik, Loyola Marymount U.

426 : (ICW) Wharton School Reception 7:00pm - 9:00pm Off Site: Waikiki Beach Marriott Resort

Organizer: Roxanne Gilmer, U. of Pennsylvania

Sunday 7:30PM

427: (ICW) Hong Kong University of Science and **Technology Reception**

7:30pm - 10:00pm Hilton Hawaiian Village: South Pacific 1

Organizer: Xueguang Zhou, Hong Kong U. Dept of Management

Sunday 8:00PM

428 : (GDO) GLBT and Friends Reception

8:00pm - 10:00pm Hawaii Convention Center: Room 314

Allies, friends, gay, lesbian, bisexual & transgendered persons invited. Sponsors: U of Utah, Rensselaer Polytechnic Institute, OD

Systems (divisions.aomonline.org/GDO/glbt/)

Hosts: Ron Ophir, York U.; Gerardo Okhuysen, U. of Utah; Bryant

A Hudson, U. of Utah

Monday 7:00AM

429 ©CAU: (CAU) Maximizing the Talents and Strengths of Older Workers for Positive Contributory Organizational Value

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1 Organizers: Suzanne J. Peterson, Miami U., Ohio; Barry K. Spiker, Miami U., Ohio; Rick Nida, -; Richard Hunter, -; Ted Coonfield, -

430 CAU: (CAU) Mentoring and Coaching of Older Employees: Changing Roles and Shifting Identities

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2

Organizers: Hetty Van Emmerik, Utrecht U.; Yehuda Baruch, U. of East Anglia; Sherry E. Sullivan, Bowling Green State U.

Monday 7:30AM

431: (MC) Welcome Breakfast for MC

7:30am - 8:30am Hawaii Convention Center: Room 314 *Division Chair:* **Rickie Moore**, ISEOR, U. of Lyon

Division Chair-Elect.: Andreas Werr, Stockholm School of

Economics

Program Chair: James M. Hunt, Babson College

432: (TIM) TIM Welcome Breakfast

7:30am - 8:30am Hawaii Convention Center: Room 306A

Organizer: Christopher L Tucci, Ecole Polytechnique Fédérale de

Lausanne

Monday 8:00AM

433 : (AAA) Honolulu 2005, LAC

8:00am - 11:50pm Hawaii Convention Center: Room 326B

Local Arrangements Chairs: Mary J. Mallott, U. of Hawai`i, West Oahu; Jerry M Calton, U. of Hawai`i, Hilo

434 : (HR) Welcome and Awards Ceremony

8:00am - 9:50am Hilton Hawaiian Village: Coral Ballroom 4
Division Chair: Diana L Deadrick, Old Dominion U.
Division Chair-Elect.: K. Michele Kacmar, U. of Alabama
Program Chair: Joseph J Martocchio, U. of Illinois, UrbanaChampaign

Professional Development Workshop Chair: John R Hollenbeck,

Michigan State U.

Distinguished Speakers: Jerald Greenberg, Ohio State U.; John

Hofmeister, Shell Oil Company *Coordinator:* **Scott A Snell**, Cornell U.

Address for the Herbert Heneman Jr. Career Achievement Award:My Quest for Organizational Justice | Jerald Greenberg, Ohio State U.

Address for the Distinguished Executive Award: HR in a Global Economy | **John Hofmeister**, Shell Oil Company

435 : (IM) IM Division Welcome

8:00am - 8:30am Hawaii Convention Center: Room 304A Division Chair: Schon Beechler, Columbia U.

Division Chair-Elect.: D Eleanor Westney, Massachusetts Institute

of Technology

Program Chair: Ravi Ramamurti, Northeastern U.

Professional Development Workshop Chair: **Timothy Michael Devinney**, Australian Graduate School of Management

436: (ODC) ODC Welcome and Breakfast

8:00am - 8:30am Hawaii Convention Center: Room 321B

Division Chair: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor Division Chair-Elect.: George Roth, Massachusetts Institute of Technology

Program Chair: Ram Tenkasi, Benedictine U.

Professional Development Workshop Chair: Michael R Manning, New Mexico State U.

437 □ • → •: (Paper Session) - (SIM) Welcome Session for Existing and New SIM Members; SIM Division 2005 Award Nominees

8:00am - 10:20am Sheraton Waikiki Beach: Oahu Room

Welcome session 8 - 8:30 am. Paper session: SIM nominees for Dexter international award, Newman dissertation award, highest ranked SIM student paper.

Division Chair: Bryan W Husted, Instituto de Empresa Division Chair-Elect.: Kathleen Rehbein, Marquette U.

Program Chair: Duane Windsor, Rice U.

Professional Development Workshop Chair: **Thomas J Donaldson**, U. of Pennsylvania

Chair: Dawn R Elm, U. of St. Thomas

Discussants: Jennifer J Griffin, George Washington U.; Kathleen Rehbein, Marquette U.

■ Stakeholder Salience Revisited: Reassessing Legitimacy | Benjamin A. Neville, U. of Melbourne; Simon J. Bell, U. of Cambridge; Gregory Whitwell, U. of Melbourne

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

Paris → International Differences in Information Ethics | Maris G. Martinsons, City U. of Hong Kong; Simon K.K. So, City U. of Hong Kong

Pa→ Community-Level Application of ISCT When Norms
Collide: Access to HIV Medicines in South Africa | Linda M
Sama, Pace U.; William D. Reisel, St. John's U.

Monday 8:20AM

438 © ■JS: (OB, HR) New Paradigms for the Study and Practice of Leadership in the 21st Century

8:20am - 10:20am Hawaii Convention Center: Room 327

Chair: Angelo J. Kinicki, Arizona State U.

Leadership and Team Dynamics in Long-Term Space Flight: A 21st Century Approach | Francis J Yammarino, State U. of New York, Binghamton; Michael D. Mumford, U. of Oklahoma; Mary Shane Connelly, U. of Oklahoma; Shelley D Dionne, State U. of New York, Binghamton

Lost in Paradise: Still Developing Leadership Absent Theory or Evidence of Impact | **Bruce Avolio**, U. of Nebraska

A Multi-Level Systems Model of Leadership | Angelo J. Kinicki, Arizona State U.; Kathryn J. L. Jacobson, Arizona State U.; Gregory Prussia, Seattle U.

Complexity Leadership: A New Vision of Leadership for the 21st Century | Mary Uhl-Bien, U. of Central Florida; Russ Marion, Clemson U.

Speakers: Francis J Yammarino, State U. of New York, Binghamton; Bruce Avolio, U. of Nebraska; Mary Uhl-Bien, U. of Central Florida

Participants: Mary Shane Connelly, U. of Oklahoma: Shelley D Dionne, State U. of New York, Binghamton; Michael D. Mumford, U. of Oklahoma; Kathryn J. L. Jacobson, Arizona State U.; Gregory Prussia, Seattle U.; Russ Marion, Clemson U.

Monday 8:30AM

439 : (AAS) A New Vision of Management for the 21st Century: Moneyball as a Reframing Phenomenon

8:30am - 10:20am Hawaii Convention Center: Room 312 Chair: Richard A Wolfe, U. of Michigan Discussant: Robert E Quinn, U. of Michigan

Moneyball as Strategic Human Resource Management: Managing People and Data for Competitive Advantage Patrick Wright, Cornell U.

Lies. Damn Lies. and Sabermetrics: An Issue of Organizational Context | James R Terborg, U. of Oregon Moneyball and Entrepreneurial Opportunity in Professional Baseball: A Case Study of Organizational L | Bill Gerrard. Leeds U. Business School; Kathy M. Babiak, U. of Michigan

Moneyball: A Strategic Management Lens | Dennis L Smart, Texas A&M U.; Richard A Wolfe, U. of Michigan

Moneyball and Positive Organizational Scholarship | Kim Cameron, U. of Michigan

Inside the Lines: Reactions to Moneyball/Sabermetrics by MLB Executives | Richard A Wolfe, U. of Michigan

440 : (AAS) Making Public Schools Work: Management Reform as the Kev

8:30am - 10:20am Hawaii Convention Center: Room 315 Chair: Lyman W. Porter, U. of California, Irvine

How Management Scholars Can Contribute to School Reform Lyman W. Porter, U. of California, Irvine

A Management Scholar's Report from the Front Lines of the Education Wars | William G Ouchi, U. of California, Los

Contrary to Everything You've Heard, Unions Are Not the Problem | Adam Urbanski, Rochester Teachers Association. American Federation of Teachers

A Cabinet Officer's Perspective on Making Schools Work | Richard Riordan, Office of the Governor, State of California

A Governor's Perspective on Making Schools Work | Linda Lingle, Governor, State of Hawaii

441 : (AAS) Where is Culture in Management Research? A **Review. Synthesis and Future Directions**

8:30am - 10:20am Hawaii Convention Center: Room 316B

Chair: Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa Where is Culture in Management Research? A Review,

Synthesis and Future Directions | Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa; Michael Valdez, U. of Hawai'i; Vijayan P. Munusamy, U. of Hawai'i, Manoa; Amanda Budde, U. of Hawai'i; Kevin Lo, U. of Hawai'i, Manoa

Models of Cultures, Management Processes, and Organizational Behavior | Miriam Erez, Technion Role of Cultural Differences in Int'l Studies on Organizational Stress and Knowledge Management | Rabi S Bhagat, U. of Memphis

Cultural Influences on Leadership Processes: Implications for the 21st Century | Peter W Dorfman, New Mexico State U.

Derived Etics: An Approach to study International Human Resource Management Practices | Mary Ann Von Glinow, Florida International U.

442 → •: (Paper Session) - (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)

8:30am - 10:00pm Hawaii Convention Center: Room 311 Organizers: Hans Hansen, Victoria U. of Wellington; Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Matt Statler, Imagination Lab Foundation Program Chair: Chris Poulson, California Polytechnic State U., Pomona

443 ■: (ART) Visions of Diversity and Uniqueness: The Promise of Aesthetics Research in Management

8:30am - 10:20am Hawaii Convention Center: Room 311 - Arts

Chair: Pedro David Perez. Cornell U.

Be Careful How You Interpret the World: It Is Like That | David A Cowan, Miami U.

Of Metaphor, Art and Aesthetic Knowledge | Mary Jo Hatch, U.

Our Bodies, Our(ganizational)selves | Hans Hansen, Victoria U. of Wellington

Philosophies of Artistic Truth and Organizational Reality | Stephen A. Linstead, U. of York

Aesthetic Research and Practical Wisdom | Matt Statler. Imagination Lab Foundation

Participants: David A Cowan, Miami U.; Hans Hansen, Victoria U. of Wellington; Mary Jo Hatch, U. of Virginia; Stephen A. Linstead, U. of York; Matt Statler, Imagination Lab Foundation

444 : (Paper Session) - (BPS) Executing Alliances Effectively

8:30am - 10:20am Hawaii Convention Center: Room 306B

Chair: Anuja Gupta, Wharton School

Discussant: Asli Musaoglu Arikan, Georgia State U.

- Alliance Organization and Technological Performance: Integrating KBV and TCE Explanations | Michael J Leiblein, Ohio State U.; Jeff Macher, Georgetown U.
- ■Safeguards or Coordination Mechanisms: the Role of Relational Contracts in Buyer-supplier Alliances | Luiz F. Mesquita, Arizona State U.; Thomas Brush, Purdue U., West Lafayette

The Relational Structure of an Alliance and Alliance Managers' Attribution of Poor Performance | Zhi Huang. Boston College; Candace Jones, Boston College; Anita D Bhappu, Southern Methodist U.

Together or Apart? An Empirical Investigation of Decision Making Within & Between Alliance Partners | Jorge Walter, New York U.; Christoph F. Lechner, U. of St. Gallen

445: (Paper Session) - (BPS) Value Creation in **Diversification and Divestitures**

8:30am - 10:20am Hawaii Convention Center: Room 307B

Chair: Pek-hooi Soh, National U. of Singapore Discussant: Harbir Singh, U. of Pennsylvania

- → Corporate International Diversification: The Impact of Foreign Competition & Industry Globalization | Margarethe F Wiersema, U. of California, Irvine; Harry P. Bowen, Vlerick-Leuven-Gent Management School; David Andrew Horne, California State U., Long Beach
- № Acquisition Experience and Value Creation | Kannan Srikanth, London Business School
- The Effect of Diversification on Performance Revisited: Diversification Discount, Premium, or Both? | Juan Santaló, Instituto de Empresa; Manuel Becerra, Instituto de Empresa
- Rent Appropriation and Behavioral Antecedents of Strategic Resource Divestment | Thomas P. Moliterno, U. of South Carolina; Margarethe F Wiersema, U. of California, Irvine

446: (Paper Session) - (BPS) Components of Performance 8:30am - 10:20am Hawaii Convention Center: Room 308A

Chair: Jill R. Hough, U. of Tulsa

Discussant: Jill R. Hough, U. of Tulsa

- → Variability of Firm Growth Rates: A Variance Components Analysis | Luiz Artur Ledur Brito, FGV-EAESP; Flavio Vasconcelos, FGV-EAESP
- Strategic Responsiveness and Risk-Return Relations | Torben Juul Andersen, Copenhagen Business School; Jerker C. Denrell, Stanford U.; Richard A Bettis, SMJ Editor; U. of North Carolina
- ₱Organizational Culture as a Mediator of CEO Values and Organizational Performance | Yair Berson, U. of Haifa; Shaul Oreg, U. of Haifa; Taly Dvir, Tel Aviv U.

447: (Paper Session) - (BPS) Implications of Shifting **Industry Structure for Firm Performance**

8:30am - 10:20am Hawaii Convention Center: Room 308B

Chair: Lyda S. Bigelow, Washington U. in St. Louis

Discussant: Michelle Gittelman, New York U.

- Breathing Shoes and Complementarities: How Geox has Rejuvenated the Footwear Industry | Arnaldo Camuffo, U. of Padova; Andrea Furlan, U. of Padova; Andrea Vinelli, U. of Padova; Pietro Romano, U. of Udine
- Strategic Responses to Deregulation and their Performance Implications in the U.S. Airline Industry | Irene Goll, U. of Scranton; Nancy Brown Johnson, U. of Kentucky; Abdul Rasheed, U. of Texas, Arlington
- Conglomerates Without Assets? Financial Intermediation and the Evolution of the Advertising Industry | Andrew Von Nordenflycht, Simon Fraser U.
- №Competition, Learning, or Legitimacy: Understanding the Adoption of Websites by Consumer Magazines | Daniel Simon, Cornell U.

448: (Paper Session) - (BPS) The Nature of Capabilities

8:30am - 10:20am Hawaii Convention Center: Room 309

Chair: Dovev Lavie, U. of Texas, Austin

Discussant: Russell Coff, Emory U.

How Do Firms Differ: What Do We Know About Capabilities? David Hoopes, Southern Methodist U.; Tammy L. Madsen, Santa Clara U.

- Corporate Secrecy, Patents and Insider Trading: Loose Lips Makes the Ship Come In... For Some | Scott D. Hayward, Emory U.; Russell Coff, Emory U.; Peggy M. Lee, Arizona State
- ₱Assessing the Resource Base of Japanese and U.S. Auto Producers | Marvin B Lieberman, U. of California, Los Angeles; Rajeev Dhawan, Georgia State U.

449 ■JS: (BPS, MOC) The Role of Managerial Cognition in Strategy: Framing and Strategy Making

8:30am - 10:20am Hawaii Convention Center: Room 313B

Organizers: Sarah Kaplan, U. of Pennsylvania; Gabriel Szulanski,

Chair: Anne S. Huff, Technische U., München

Discussants: J. C. Spender, Open U.; Yves Doz, INSEAD

Framing Contests: Micromechanisms of Strategy-making in the Face of Technical Change | Sarah Kaplan, U. of Pennsylvania

Incumbents Framing: Three Established Companies Respond to the Internet | Gabriel Szulanski, INSEAD; Yves Doz. INSEAD

450 → SHCS: (BPS, OMT, RM) Set-theoretic Methods in **Management and Strategy Research**

8:30am - 10:20am Hawaii Convention Center: Room 313C

Organizer: Peer C. Fiss, Queen's U., Canada

- Strategic Theorizing with Set-theoretic Methods and Large-N Datasets | Rodney Lacey, U. of California, Irvine; Thomas Greckhamer, Louisiana State U.
- Is There Convergence Towards High Performing Practices: A Logical Analysis of Organization Dynamics | Bruce Kogut, INSEAD; John Paul MacDuffie, U. of Pennsylvania; Frits Pil, U. of Pittsburgh; Charles Ragin, U. of Arizona
- Configurational Theories, Causal Mechanisms, and Comparative Case Analysis | Axel Marx, Hogeschool Antwerp; Geert van Hootegem, Catholic U. of Leuven
- Some Determinants of Cross-National Diversity in Corporate Ownership: A Fuzzy Sets Approach | Gregory Jackson, U. of London; Ruth V Aguilera, U. of Illinois, Urbana-Champaign
- Set-theoretic Methods: Current Issues and Prospects | Peer C. Fiss, Queen's U., Canada

Participants: Ruth V Aguilera, U. of Illinois, Urbana-Champaign; Thomas Greckhamer, Louisiana State U.; Gregory Jackson, U. of London; Bruce Kogut, INSEAD; Rodney Lacey, U. of California, Irvine; John Paul MacDuffie, U. of Pennsylvania; Axel Marx, Hogeschool Antwerp; Frits Pil, U. of Pittsburgh; Charles Ragin, U. of Arizona; Geert van Hootegem, Catholic U. of Leuven

451 JS: (CAR, OB) The Protean Career in the 21st Century: New Insights from Advances in Research

8:30am - 10:20am Hawaii Convention Center: Room 319A

Chair: Jon P. Briscoe. Northern Illinois U.

Has the New Career Arrived in the Public Sector? A Qualitative Study of Male and Female Managers | Lisa Bradley, Queensland U. of Technology; Paula McDonald, Queensland U. of Technology; Kerry Brown, Queensland U. of Technology

- Are Protean Employees Less Committed to Their Organizations? No! (And Yes.) | Jon P. Briscoe, Northern Illinois U.; Lisa M. Finkelstein, Northern Illinois U.
- What Does the Younger Generation Want? Evidence of the Protean Career Orientation in Germany | Rosina M. Gasteiger, Ludwig-Maximilians U., Munich
- Career Transitions: Conventional and Protean Careers of Former US Navy Admirals | Yehuda Baruch, U. of East Anglia; James Campbell Quick, U. of Texas, Arlington
- The "Protean" Approach to Unemployment: Results From a Qualitative Study | Jon P. Briscoe, Northern Illinois U.; Lea Waters. U. of Melbourne

Participants: Yehuda Baruch, U. of East Anglia; Lea Waters, U. of Melbourne; Lisa M. Finkelstein, Northern Illinois U.; Rosina M. Gasteiger, Ludwig-Maximilians U., Munich; Lisa Bradley, Queensland U. of Technology; Paula McDonald, Queensland U. of Technology; James Campbell Quick, U. of Texas, Arlington; Jurgen Kaschube, Ludwig-Maximilians U., Munich; Kerry Brown, Queensland U. of Technology

452 € S: (CM. OB. HR) Obstacles to Fairness: The **Trials and Tribulations of Getting Managers to Enact**

8:30am - 10:20am Hawaii Convention Center: Room 318B Chairs: David L. Patient, U. of British Columbia; Chris Long, Washington U.

Discussant: M Audrey Korsgaard, U. of South Carolina The Delicate Art of Bearing Bad News: The Role of Dispositional Factors in Managerial Distancing | Ramona Bobocel, U. of Waterloo; Katrina L Goreham, U. of Waterloo

Moral Maturity, Emotional Intelligence, and Interpersonal Justice: Delivering Bad News | David L. Patient, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

The Compassionate Side of Unfairness: Empathy and Unjust Managerial Decisions | Steven Blader, New York U.

Fairness in the Face of Adversity: How Conflicts Affect Managers' Fairness-Building Efforts | Chris Long. Washington U.

453 : (Paper Session) - (CMS) Corporate Social Responsibility, Governance, and Stakeholder Theory

8:30am - 10:20am Sheraton Waikiki Beach: Hilo Room Chair: Terrance G. Weatherbee. Acadia U.

Discussant: Janice Traflet, Bucknell U.

- ■A Critical Analysis of Stakeholder Theory and Corporate Governance | Harry J Van Buren III. U. of New Mexico
- Underpinning Corporate Governance | Steve Letza, Leeds Metropolitan U.; Clive Smallman, Lincoln U., New Zealand; Xiuping Sun, Leeds Metropolitan U.
- ■The Political Role of Business in Society: CSR Seen From a Habermasian Perspective | Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne
- ➡Hidden Costs of Corporate Governance: Crowding Out of Trust - Modus Operandi and Economic Effects | Michael C. Nippa, Freiberg U.; Jens Grigoleit, Freiberg U.

■Transaction Cost Economics: No Longer Bad for Business? | David Weitzner, York U.

454 → •: (CMS) Organizing Ecological Revolution

8:30am - 10:10am Sheraton Waikiki Beach: Honolulu Room

Organizing Ecological Revolution | John Bellamy Foster, U. of Oregon

455 SHCS: (CMS, SIM) Competing Claims: Critical Perspectives on 'Sustainability' and Biotechnology

8:30am - 10:20am Hilton Hawaiian Village: Coral Ballroom 2

Organizers: Michael B Elmes, Worcester Polytechnic Institute; Sally Jane Davenport, Victoria U. of Wellington

- 'Nature' in the Discourse of Sustainable Development and Biotechnology in NZ: A North American View | Michael B Elmes, Worcester Polytechnic Institute
- The Role of Communication in Sustainable Biotechnology in NZ: Media, Indigenous and Public Voices | Kay Weaver, U. of Waikato; Fiona Te Momo, Massey U.
- Participation and Partnerships: Sustaining A Nascent, Controversial Industry | Judy Motion, U. of Waikato; Bill Doolin, Auckland U. of Technology
- Sustaining Ambiguity: Enabling Stakeholder Interaction Through Multiple Sustainability Discourses | Sally Jane Davenport, Victoria U. of Wellington; Shirley R. Leitch, U. of Waikato

456 →: (Paper Session) - (ENT) The Internationalization of **New Ventures: Strategies and Performance Effects**

8:30am - 10:20am Hawaii Convention Center: Room 301B Chair: Joy Godesiabois, U. of Colorado, Boulder

→ The Differential Effects of Social Capital Types on

- Internationalization | Shameen Prashantham, Strathclyde U.
- → International Entrepreneurial Action and SME Internationalization | Hanna Berg, Stockholm School of Economics; Carin Holmquist, Stockholm School of Economics
- → Network Analysis in an International Entrepreneurial Environment | Joy Godesiabois, U. of Colorado, Boulder
- ₽→ The Internationalization of US Venture Capital Firms: An Empirical Examination | Isin Guler, Boston U.; Mauro F Guillen, U. of Pennsylvania

457 : (Paper Session) - (ENT) New Venture Evolution & Performance

8:30am - 10:20am Hawaii Convention Center: Room 303A

Chair: Brett Anitra Gilbert, Georgia State U.

Resource Development Phases in New Ventures | Page West, Wake Forest U.; Charles E. Bamford, Queen's U.

- Iridium's House of Cards: The Nature of Entrepreneurial Stages and Stage Transitions | Kevin Dooley, Arizona State U.; Gregory A Daneke, Arizona State U.; Seemantini Madhukar Pathak, Arizona State U.
- Real Options Reasoning and the Formation of Entrepreneurial Conceit | Jay J Janney, U. of Dayton
- ₱An Analysis of New Venture Performance: Linking Product Innovation and Legitimation | Reiko Kishida, Case Western Reserve U.; William S Schulze, Case Western Reserve U.; David Deeds, Case Western Reserve U.

458 → SHCS: (ENT, BPS, IM) Internationalization of Entrepreneurial Firms: Antecedents, Processes, and Outcomes

8:30am - 10:20am Hawaii Convention Center: Room 316A

Chairs: Harry J Sapienza, U. of Minnesota; Helena Yli-Renko, U. of Southern California

Factors That Explain the Degree of Internationalisation of High Tech Startups | Bart Clarysse, Vlerick-Leuven-Gent Management School; Johan Bruneel, Vlerick-Leuven-Gent Management School; Ans Heirman, Vlerick-Leuven-Gent Management School

Export Intensity of Venture Capital Backed Companies | Mike Wright, Nottingham U.; Andrew Burrows, Nottingham U.; Louise Scholes, Nottingham U.; Dave Paton, Nottingham U.

The Entrepreneur's Path to Global Expansion | Walter Kuemmerle, Harvard U.

Why Does Heterogeneity in Capabilities Arise? | Christopher B. Bingham, Stanford U.

By Leaps and Rebounds: Learning and Development of International Market Entry Capabilities | **Erkko Autio**, HEC, U. of Lausanne

Exporting, Social Capital, and the Survival of Young, Technology-Based Firms | Helena Yli-Renko, U. of Southern California; Dalhia Mani, U. of Minnesota; Harry J Sapienza, U. of Minnesota

Participants: Erkko Autio, HEC, U. of Lausanne; Christopher B. Bingham, Stanford U.; Bart Clarysse, Vlerick-Leuven-Gent Management School; Walter Kuemmerle, Harvard U.; Mike Wright, Nottingham U.

459: (Paper Session) - (GDO) Pay and Promotion Inequities Worldwide

8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 1-2 *Chair:* **Christine Brown Mahoney**, U. of Minnesota

Discussant: **Regine Bendl**, Vienna U. of Economics and Business Administration

BGender, Race, and Meritocracy in Organizational Careers | Emilio J. Castilla, U. of Pennsylvania

Harlow Award Nominee

- → Gender and Racial Differentials in Promotions: Is There a Sticky Floor or a Glass Ceiling? | Margaret Yap, Ryerson U.
- → Gender Inequalities in Earnings among Israeli Lawyers:Does Discrimination Still Exist? | Dalia Rachman-Moore, College of Management, Israel; Tamar Almor-Ellemers, College of Management, Israel

Pay Dispersion and Earnings for Women and Men: A Study of Swedish Doctors. | Yang Yang, U. of Western Ontario; Alison M. Konrad, U. of Western Ontario; Kathy Cannings, Uppsala U.

460 ©: (Paper Session) - (GDO) Work and Family: Balance, Conflict, Interference, and Facilitation

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 1

Chair: Laura M Graves, Clark U.

Discussant: Patti Lynn Collett, U. of North Texas

Connecting Work-Family Policies to Supportive Work

Environments | Alison Cook, Utah State U.

- We're Busy Too: Understanding the Work-Life Conflict of Never-Married Women Without Children | Elizabeth A. Hamilton, Boston College; Judith R Gordon, Boston College; Karen S Whelan-Berry, Utah Valley State College
- ■The Impact of Social Support on the Work-Family Balance and Work Outcomes of Midlife Women | Wendy Carol Marcinkus, Boston College; Judith R Gordon, Boston College

The Work-Family Alliance: Distinct Types of Work-Family Facilitation and Outcomes for Women and Men | Elianne Van Steenbergen, Leiden U.; Naomi Ellemers, Leiden U.

Gender Differences in Coping with Work-Home Interference | T. Alexandra Beauregard, U. of Surrey

461 SHCS: (GDO, CAR) Applying Theory to University Transformation: Advancing Women Faculty in Science and Engineering

8:30am - 10:20am Hawaii Convention Center: Room 316C Chair: Diana Bilimoria, Case Western Reserve U. Facilitator: Ronda Roberts Callister, Utah State U.

Theory Driven Change Efforts | Ronda Roberts Callister, Utah State U.

Transforming the Faculty Mindset | Diana Bilimoria, Case Western Reserve U.; Susan Perry, Case Western Reserve U.

Transforming Gendered Organizations: A Mentoring Program Based on Feminist Organization Theory | Lisa Frehill, New Mexico State U.; Cecily Jeser-Cannavale, New Mexico State U.

An Integrated Institutional Approach to the Advancement of Faculty | Mary Frank Fox, Georgia Institute of Technology

Stragegies for Change: The Gender Equity Project |
Annemarie Nicols-Grinenko, Hunter College, CUNY
Participants: Cecily Jeser-Cannavale, New Mexico State U.; Lisa
Frehill, New Mexico State U.; Mary Frank Fox, Georgia Institute of
Technology; Annemarie Nicols-Grinenko, Hunter College, CUNY;
Susan Perry, Case Western Reserve U.

462 : (HCM) Health Care Management Division Business Meeting

8:30am - 10:20am Sheraton Waikiki Beach: Waianae Room Become involved in the HCM division, hear what's coming up and learn about award winners from this year.

Division Chair: Kathryn H Dansky, Pennsylvania State U.
Division Chair-Elect.: Ruth A Anderson, Duke U.
Program Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor
Professional Development Workshop Coordinator: Timothy Hoff,
State U. of New York, Albany

463 JS: (HR, OB) **Job Search**, **Evaluation**, and **Outcomes**: **New Insights**

8:30am - 10:20am Hawaii Convention Center: Room 322A *Chair:* **Meredith F. Burnett**, U. of Maryland

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison The Role of Ethnicity on Job Search: An Exploration of Processes and Outcomes | Meredith F. Burnett, U. of

Maryland

An Investigation of the Effects of Personality, Emotional and Cultural Intelligence on Job Search | Lisa M. Moynihan, London Business School; Mark V Roehling, Michigan State U.; Wendy R Boswell, Texas A&M U.

- Self-Verification in the Interview: Job Seekers' Battle of the Wills | Daniel M Cable, U. of North Carolina
- Influence of Information, Source Content & Valence on Job Seekers' Beliefs of Potential Employers | Adam M. Kanar, Cornell U.: Christopher Collins, Cornell U.: Bradford S. Bell. Cornell U.
- How Does Familiarity Influence Job Seekers' Evaluations & Decisions to Apply? | Cynthia Kay Stevens, U. of Maryland; Lisa Dragoni, U. of Maryland; Meredith F. Burnett, U. of Marvland

Participants: Mark V Roehling, Michigan State U.; Wendy R Boswell, Texas A&M U.; Christopher Collins, Cornell U.; Bradford S. Bell, Cornell U.; Lisa Dragoni, U. of Maryland; Meredith F. Burnett, U. of Maryland

464 © JS: (HR, ODC) New Directions in Organizational Citizenship Behavior Research

8:30am - 10:20am Hawaii Convention Center: Room 319B Chair: Christiane Spitzmueller, U. of Houston

- Encouraging OCB at Work: An Examination of Personality and Situational Cues | Dana Glenn, U. of Houston; Eric M. **Dunleavy**, U. of Houston; **Meagan Tunstall**, U. of Houston; Christiane Spitzmueller, U. of Houston
- Role Definition as a Moderator of the Relationship Between Personality and OCB | Olga Clark, Bowling Green State U.; Michael J. Zickar, Bowling Green State U.; Steve Jex, Bowling Green State U.
- Supervisor and Recipient Ratings of Altruism: Is Coworker Help Always Helpful? | Kristina Renee Miller, U. of Houston; Christiane Spitzmueller, U. of Houston
- Is Organizational Survey Participation an Organizational Citizenship Behavior? | Christiane Spitzmueller, U. of Houston; Dana Glenn, U. of Houston; Christopher Barr, U. of Houston; Steven Rogelberg, U. of North Carolina, Charlotte; Patrick Daniel, U. of Houston

Presenters: Kristina Renee Miller, U. of Houston; Olga Clark, Bowling Green State U.; Christiane Spitzmueller, U. of Houston; Dana Glenn, U. of Houston

465 : (Paper Session) - (IM) What Makes for Successful Alliances?

8:30am - 10:20am Hawaii Convention Center: Room 304A

Chair: Preet S Aulakh, York U.

Discussant: Andrew Delios, National U. of Singapore

- ₽→ Alliance Formation Propensity in the Global Chemical-Pharmaceutical Industry | Farok Contractor, Rutgers Business School--Newark and New Brunswick; Sam Beldona, Wichita State U.; Chang-Su Kim, Nanyang Business School
- → Do Japanese Firms Outperform U.S. Partners in Technology Alliances?: A Test of Market Valuations | Byung Hee Lee, Hanyang U.
- ₽→ The Development of Trust in Product Development Partnerships: A Comparison between Korea and Austria Martin Hemmert, Korea U.; Ludwig Bstieler, U. of New

Finalist--IMD Best Paper from an Under-represented Country →An Examination of Wealth Creation of Global R&D

Collaborations | Byung Hee Lee, Hanyang U.

Finalist--IMD Best Paper from an Under-represented Country

→ Managing Social Mechanisms of Control in Safeguarding International Alliances | Cheng-Min Chuang, National Taiwan

466: (Paper Session) - (IM) Knowledge Flows in MNC **Subsidiaries**

8:30am - 10:20am Hawaii Convention Center: Room 305A

Chair: Laszlo Tihanyi, Texas A&M U.

- Exploration and Exploitation: The Effects of Subsidiary Learning Strategy on Knowledge Outcomes | Shaohua "Carolyn" Mu, Baylor U.; Devi R Gnyawali, Virginia Tech
- ◆ Does Knowledge Sharing Pay?A MNC Subsidiary Perspective on Knowledge Outflows | Torben Pedersen. Copenhagen Business School; Volker Mahnke, CBS; Markus Venzin, Bocconi U.
- ₽→ Capabilities, Cultural Distance and the Effectiveness of Knowledge Flows Within the MNC | Tina Claudia Chini, London Business School; Björn Ambos, U. of Edinburgh
- Moderating Effects of Culture in Transfer Of Knowledge Verner Worm. Copenhagen Business School: Xiaoiun Xu. Fudan U.; Jai Sinha, Assert Institute of Management Studies
- → Knowledge Flows in MNCs: A Typology of Subsidiary Roles Anne-Wil Harzing, U. of Melbourne; Niels G. Noorderhaven, Tilburg U.

467 : (Paper Session) - (IM) National Culture and Managerial Behavior

8:30am - 10:20am Hawaii Convention Center: Room 305B

Chair: David C. Thomas. Simon Fraser U.

Discussant: Mansour Javidan, Thunderbird, The Garvin School of International Management

₽ A Vision for Overcoming Challenges in Cross-Cultural Management Research and Practice | Richard DeJordy, Boston College

Finalist--Doug Nigh Award

- → Effects of Organizational Socialization on Work Enthusiasm in Two Chinese Cultures | Robert J Taormina, U. of Macau; Jennifer H. Gao, Macau U. of Science and Technology
- → Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology | David C. Thomas. Simon Fraser U.; Elizabeth C Ravlin, U. of South Carolina; Kevin Au, Chinese U. of Hong Kong
- → Managers Perceptions of Organization in Africa: Evidence from South Africa and Zimbabwe | Terence Jackson, ESCP-EAP European School of Management
- ₽→ How do You Climb the Corporate Ladder? The Ethical Preferences for Influencing Superiors | David A Ralston, U. of Oklahoma; Carolyn Egri, Simon Fraser U.; Irina Naoumova, U. of Tennessee; Florian Wangenheim, U. of Dortmund; Ping Ping Fu. Chinese U. of Hong Kong: Maria Teresa de la Garza Carranza, Instituto Technologico de Celaya; Laurie Milton, U. of Calgary, U. of Western Ontario; Tania Casado, U. of Sao Paulo; Prem Ramburuth, U. of New South Wales; Mahfooz Alam Ansari, U. Science Malaysia: Liesl Riddle, George Washington U.; Ho-Beng Chia, National U. of Singapore; Ilya Girson, U. of Westminster; Malika Richards, Pennsylvania State U.; lan Palmer, U. of Technology, Sydney; David M Brock, Ben-Gurion

U., Negev; Arif Nazir Butt, Lahore U. of Management Sciences; Narasimhan Srinivasan, U. of Connecticut; Marina Dabic, U. of Osijek; Arunas Starkus, CIBER-Vilnius; Vojko Potocan, U. of Maribor; Harald Herrig, ESC-Grenoble; Tevfik Dalgic, UTD; Vu Thanh Hung, National Economics U.; Philip Hallinger, Mahidol U.; Francisco B. Castro, U. do Porto, CEMPRE; Olivier Furrer, Radboud U. Nijmegen; Yong-lin Moon, Seoul National U.; Christine MinHsun Kuo, Yuan Ze U.; Mario Molteni, Catholic U., Milan; Andre Anugerah Pekerti, U. of Queensland; Moureen Tang, Lingnan U.; Paulina Wan, Lingnan U.; Tomasz Lenartowicz, Florida Atlantic U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; Isabelle Maignan, ING; Ruth C May, U. of Dallas; Donna Ledgerwood, U. of North Texas; Mark Weber, U. of Toronto; Alan Wallace, Retired; Wade Danis, Georgia State U.

Finalist--IMD Best Paper

468: (Paper Session) - (IP) **Acquisition Integration** 8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: **Paulo Jose Prochno**, Fundação Dom Cabral

- BPS: Sequential vs. Outright Acquisitions: Effects of the Target's Ownership on Takeover Process in China | Changhui Zhou, Peking U.; Jianfeng Wu, Peking U.; Yiyi Su, Peking U.
- **BPS**: The Geographic Diffusion of Business Acquisitions | **Abhirup Chakrabarti**, Duke U.
- BPS: Explaining Hostile Takeover Outcomes via Takeover Defenses' Underlying Cost and Profit Logics | John Perry, Wichita State U.; Donald D Bergh, Purdue U.; Gerald I Susman, Pennsylvania State U.
- **BPS**: Learning in Acquisitions:The Roles of Exploration and Exploitation | **Louise Anne Nemanich**, U. of Houston; **Dusya M. Vera**, U. of Houston
- **BPS:** Prior Alliance with Target and Acquisition
 Performance:The Context of Knowledge-intensive
 Industries | Sanjay Banerjee, U. of Minnesota; Akbar Zaheer,
 U. of Minnesota
- **469**: (Paper Session) (IP) Transaction Cost Economics 8:30am 10:20am Hilton Hawaiian Village: Tapa 1 Table A2 Facilitator: Valerie Claude-Gaudillat, CERAM
- OMT: Antecedents of Intentionally Incomplete Contracts Evidence from Grounded Theory | Marina Fiedler, Munich U.; Carolin Wolff, U. of Munich; Arnold Picot, Munich U.
- **BPS**: Make, Buy, or Ally? The Social and Economic Basis of Governance Structure in Supplier Relationships | **Bret Ryan Fund**, Pennsylvania State U.
- BPS: The Influence of Online Provision on the Outsourcing and Centralization of HR Compensation Services | Derek Ruth, Purdue U., West Lafayette; Thomas Brush, Purdue U., West Lafayette; William A Tulskie, -
- → **¬BPS:** Do Chinese Businesses Endorse an Economic Order that is Distinct from Western Practice? | **Kevin Zheng Zhou**, Hong Kong U. of Science and Technology; **Laura Poppo**, Virginia Tech; **Zhilin Yang**, City U. of Hong Kong
- BPS: Trust, Transaction Cost Economics, and Mechanisms | Philip Bromiley, U. of Minnesota; Jared D. Harris, U. of Minnesota

470: (Paper Session) - (IP) **Teaching and Actionable Knowledge**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A3 Facilitator: **Nell Tabor Hartley**, Robert Morris U.

- MED: Writing Case Studies as a Student Learning Tool | Peter Galvin, Curtin U. of Technology; Jennifer Davies, U. of Melbourne
- ■ MED: Knowledge Markets and Management Education: How Will We Meet the Challenges of Competition? | Anson Seers, Virginia Commonwealth U.

Winner of MED Division Best Paper in Management Education

Parametric Connecting Coursework to Real Work:
University Alumni & Friends as Virtual Mentors to Students
| Kristi Lewis Tyran, Western Washington U.; Joseph E Garcia,
Western Washington U.

471: (Paper Session) - (IP) Exploring Sources of Value 8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: Michael K Moch, Michigan State U.

- ➡ ★ TIM: Proximal and Distal Search Behavior and New Product Performance in Chinese New Technology Ventures | Kwaku Atuahene-Gima, City U. of Hong Kong; Yinghong (Susan) Wei, Oklahoma State U.
- **TIM:** The Role of Organizational Systems on Knowledge and Performance | **Dinesh Venkiteshwaran**, Purdue U., West Lafavette
- MC: Study on Identifying Competency Sets for Management Consultants in China Mainland | Wang Yihua, Tsinghua U.; Lv Ping, Tsinghua U.; Lu Lei, Tsinghua U.; Liao Yimin, Tsinghua U.; Zhao Ping, Tsinghua U.; Li Gregg, -; Ho Alfred Ho, -; Foley Charles, -
- OB: Temporal Orientation and Its Relationship to Organizationally Valued Outcomes | Tejinder K Billing, U. of Memphis; Pamela K. Steverson, U. of Memphis; Robert R Taylor, U. of Memphis
- MOC: Managerial Cognitions on Performance : The Case of the French Tour Operating Industry | Raphael Dornier, Izmir U. of Economics

472: (Paper Session) - (IP) Identity and Identification 8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B1 Facilitator: Linda Jean Twiname, U. of Waikato

- CMS: Manufacturing the "Little Man": Analysis From Participant Observation | Roy Stager Jacques, Auckland U. of Technology
- MSR: Bringing Who We Are to Work: A Theoretical Model | S. Bruce Thomson. Monash U.
- ■OB: Relations at Work and Sense of Self: Exploring LMX and Employee Identity | Pamela Tierney, Portland State U.

473: (Paper Session) - (IP) Incentives, Rewards and Competencies

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: **John E Delery**, U. of Arkansas

- **OMT**: Entrepreneurial Autonomy, Incentives, and Relational Governance in Franchise Chains | Olivier Cochet, U. of Muenster; Julian Dormann, U. of Muenster
- HR: The Dispersion of Employees' Wage Increases and Firm Performance | Christian Grund, U. of Bonn; Niels Westergaard-Nielsen, Aarhus Business School
- **HR**: Different Relationships Between Performance Appraisal Satisfaction and Work Performance | Bard Kuvaas. Norwegian School of Management
- HR: The Positive Illusion of Applicants | Maria Fernanda Garcia, U. of Texas, El Paso
- **PNP**: Mission-Market Tension in Managing Nonprofit Organizations | Dennis R Young, Case Western Reserve U.

474: (Paper Session) - (IP) Perspectives on Developing Competencies

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B3 Facilitator: Dail Fields, Regent U.

- → IM: Phenomenography: Understanding Internationalisation from a Practitioner Perspective | Peter W. Lamb. La Trobe U. / U. of Queensland; Jorgen Sandberg, U. of Queensland; Peter W. Liesch. U. of Queensland
- MC: Exploring Managerial Dilemmas in Professional Service Firms | Flemming Poulfelt, Copenhagen Business School; Soeren H. Jensen, Copenhagen Business School
- **MED**: Psychological Safety in Learning Teams: Insights from a Conversation-Centered Perspective | Esther Wyss-Flamm, Alliant International U.; Anthony Pescosolido, U. of New Hampshire
- **OMT**: The Socialization of Novice and Experienced Newcomers In an Ideographic Organization | Susanne G Scott, U. of Massachusetts, Dartmouth; Vicki R. Lane, U. of Colorado, Denver; Kellyann Berube Kowalski, U. of Massachusetts. Dartmouth
- 475 : (Paper Session) (IP) New Views on Leadership 8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Titus Oshagbemi, Queen's U., Belfast
- **OB**: Loyal Squires: How Their Psychological and Operational Effects Make Charismatic Leadership Possible | Mark Weber, U. of Toronto; Celia Moore, U. of Toronto; Roger L. Martin, U. of Toronto
- MH: A Historical Investigation of Portrayals of Leaders in the Business Press. 1980-1999 | David R Hannah. Simon Fraser U.; Christopher D. Zatzick, Simon Fraser U.
- PaCMS: What is the Meaning of Leadership? A Guided Tour through a Swiss-German Leadership Landscape | Nada Endrissat, Basel U.; Werner R. Mueller, Basel U.; Jens O. Meissner, Basel U.
- **○OB**: Goal Orientation: Examining Validity and Nomological Relationships with Core Self-Evaluations | Arlise P. Mckinney, U. of North Carolina, Greensboro
- **OB**: Desire to Lead vs. Desire To Develop Leadership Capability: Relevance of 'Born vs. Made' Beliefs | Todd J. Maurer, Georgia State U.; Michael Lippstreu, Georgia Institute of Technology

476: (Paper Session) - (IP) Research on Groups

- 8:30am 10:20am Hilton Hawaiian Village: Tapa 3 Table C1 Facilitator: Donna L Wiley, California State U., Hayward
- → IM: Cultural Dissimilarity in Teams: The Role of Relational and Collective Identification | Danielle Cooper, U. of Illinois, Urbana-Champaign
- **QOB:** The Contingent Model of Paternalistic Leadership: Subordinate Dependence and Leader Competence | Li-Fang Chou, National Taiwan U.; Bor-Shiuan Cheng, National Taiwan U.; Chin-Kang Jen, National Sun Yat-Sen U.
- → IM: Country Clusters for Int'l Mgt Research: Comparative Analyses of Neural Network and Other Approaches | A Ahad M Osman-Gani, Nanyang Business School
- **OB:** Flow in Teams | **Arijit Chatterjee**, Pennsylvania State U.

477 : (Paper Session) - (IP) Modeling and Conceptualizing Knowledge

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: Steve Scullen, Drake U.

- **MOC**: The Role of Time in Interdependence: Development of the Temporal Adaptability Scale. | Sally Blount, New York U.; Sophie Leroy, New York U.
- **MOC**: Voices in the Static: The False Perception of Patterns in the Noise of Everyday Life | Jennifer Ann Whitson, Northwestern U.
- **OMT:** Narratives in Knowledge Management: Bridging the Gap between Narrative and Discursive Knowledge | Georg Schreyogg, Freie U. Berlin; Daniel Geiger, Freie U. Berlin
- RM: Spectral Analysis of Socio-economic Diagnoses: Qualimetrical Treatment of Qualitative Data | Henri Savall. ISEOR, U. of Lyon; Veronique Zardet, ISEOR, U. of Lyon; Nouria Harbi, ISEOR, U. of Lyon
- **ODC:** Answers for Questions to Come: Reflective Dialogue as an Enabler for Strategic Innovation | Claus D Jacobs. Imagination Lab Foundation; Loizos Th. Heracleous, Templeton College, Oxford U.
- 478 : (Paper Session) (IP) Signals and Status 8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: Amy-Nicole Salvaggio, U. of Tulsa
- Contraversation. | Maria Aggestam, Lund U.; James Keenan, Fairfield U.
- **OB**: The Effects of Leader Compassion Display on Follower Attributions: Building a Socialized Image | Susan Michie, U. of Evansville; **Debra L Nelson**, Oklahoma State U.
- **OMT**: Securities Analysts as Frame-Makers | **Daniel Beunza** Ibanez, Pompeu Fabra U.; Raghu Garud, New York U.
- **■ MOC**: A Proposed Framework for Examining Denial in Organizations | C Ken Weidner, St. Joseph's U.; Yasmin S. Purohit, St. Joseph's U.
- 479 : (Paper Session) (IP) Cognition and Strategic Action 8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: Daria Panina. Texas A&M U.
- **♥TIM:** Reconstructive Remembering in Project Environments | Eugenia Cacciatori, Bocconi U.

TIM: Business Strategy Types and Innovative Practices |
Timothy P Blumentritt, Marquette U.; Wade Danis, Georgia
State U.

TIM: Knowledge Search Pattern and Innovation: The Role of Diversification Structure | **Qing Cao**, U. of Maryland

→ ■PNP: Dances of Power: Normative Agency in the Creation of Non-Profits | Nidhi Srinivas, New School U.

₱MOC: Saying FUI to TO/FU: Exploring the Relationship Between Two Models of Strategic Issue Diagnosis | Scott D Julian, Saginaw Valley State U.; Joseph Ofori-Dankwa, Saginaw Valley State U.

480 ②: (Paper Session) - (MC) Consulting to Organizations: Cases and Applications

8:30am - 10:20am Hawaii Convention Center: Room 314 Chair: Aaron J Nurick, Bentley College Discussant: David Jamieson, Pepperdine U.

- ₽ Designing and Processing a Socio-economic Management Control | Laurent Cappelletti, ISEOR, U. of Lyon
- Handling Wicked Problems at the Dutch Ministry of Foreign Affairs | Hans Vermaak, Twynstra Management Consultants; Annemieke Stoppelenburg, -
- Educating Customers: Its Impact on Consumer Trust and Implications for Management Consulting | Andreas B.
 Eisingerich, U. of Cambridge; Simon J. Bell, U. of Cambridge
- Consulting Strategies for Employee Retention: The Role of Effective HRM and Job Embeddedness | Chris J. Sablynski, California State U., Sacramento; Anthony R. Wheeler, California State U., Sacramento; Chris W. Wright, San Francisco State U.

481 ☐ **(***MED***)** Perils and Possibilities for Publishing the Scholarship of Teaching, Learning, and Education 8:30am - 10:20am Hilton Hawaiian Village: South Pacific 2

MED Division Wolsoms Coosien

MED Division Welcome Session

Distinguished Speakers: William M Moore, Salisbury U.; Dennis A Gioia, Pennsylvania State U.; Cynthia Fukami, U. of Denver; Kevin G. Corley, Arizona State U.; Christina Fong, U. of Washington; Christine Quinn Trank, Texas Tech U.; Daniel LeClair, Association to Advance Collegiate Schools of Business Moderators: J. B. Arbaugh, U. of Wisconsin, Oshkosh; James R Bailey, George Washington U.

482 □ • (Paper Session) - (MH) Entrepreneurship and Organizational Evolution

8:30am - 10:20am Sheraton Waikiki Beach: Kohala/Kona Room

Chair: Alfred A. Bolton, Averett U.

Discussants: Charles W Blackwell, Nova Southeastern U.; Leslie Tworoger, Nova Southeastern U.; Michele A Govekar, Ohio Northern U.; C R Marshall, U. of Wisconsin, Stevens Pt.

- Oral History as a Classroom Tool: Learning Management Theory from the Evolution of an Organization | Sharon Topping, U. of Southern Mississippi; David L. Duhon, U. of Southern Mississippi; Stephen Christian Bushardt, U. of Southern Mississippi
- → A Historical Investigation of the Strategic Process Within Family Firms: A Cross-Cultural Analysis | Patrick Kreiser, Ohio U.; Jari Ojala, U. of Jyvaskyla; Juha-Antti Lamberg,

- Helsinki U. of Technology; **Anders Melander**, Jonkoping International Business School
- ■Year 1900 Competencies against the 21st Century Criteria: An Analysis in Strategic Leadership | Kalle Pajunen, Tampere U. of Technology

Paul Hersey Award for Best Paper on Leadership
PaAdventures in Software Archeology:Seeking (ABTOF)
Theory in the Code | Michael Joseph Prietula, Emory U.; Mie
Augier, Stanford U.

Winner of John F. Mee Management History Contribution
Award

483 : (MOC) Welcome and Theme Session: Keeping Culture in Mind

8:30am - 10:20am Hawaii Convention Center: Room 317A

Our panel discusses an integrated cultural-cognitive perspective on organizations with an objective of advancing research in this area. Discussants: Theresa K Lant, New York U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Lloyd Sandelands, U. of Michigan, Ann Arbor; Majken Schultz, Copenhagen Business School; Anne S. Tsui, Arizona State U.; Candace Jones, Boston College; Frances J Milliken, New York U.

Coordinators: Mary Ann Glynn, Emory U.; Klaus Weber, Northwestern U.

484: (Paper Session) - (MSR) **Perspectives on Workplace** Spirituality

8:30am - 10:20am Sheraton Waikiki Beach: Puna Room *Chair:* **Lee Robbins**, Golden Gate U.

Discussant: Michael J Provitera. Barry U.

- Mindfulness, Consciousness, and Spirituality in Executives and Organizations | John E Young, U. of New Mexico; Jeanne M Logsdon, U. of New Mexico
- ■Empirical Research in Spirituality, Religion and Work: Concepts, Conversations, and Clusters | Kathy Lund Dean, Idaho State U.; Charles J. Fornaciari, Florida Gulf Coast U.
- ■Spirituality in the Workplace: Theory, Practice, Sustainability | Sheriffe Khan, NICOMS LTD

485 **©**: (OB) Workplace Stress and Well-Being: Challenges for the 21st Century.

8:30am - 10:20am Hawaii Convention Center: Room 325A

Chair: Susan Cartwright, U. of Manchester

What are the Workplace Factors that Most Impact on Employee Health: A Meta-Analysis | Brian Faragher, U. of Manchester

An Integrative Model of the Role of Perceived Available Support in Coping w/ Org. Role Conflict | Sandra A. Lawrence, U. of Queensland/Griffith U.; Victor J. Callan, U. of Queensland; Anne Pisarski, U. of Queensland

The Impact of Workplace Bullying on Employee Psychological Contracts | Sabir Issa Giga, U. of Manchester

Organizational Merger: A Stressful Challenge? Some Evidence from the Higher Education Sector | Michelle Tytherleigh, U. of Plymouth

Tipping the 'Mental Health Scales' in Contact Centre Work | Carole Page, Massey U.

Participants: Brian Faragher, U. of Manchester; Sabir Issa Giga, U. of Manchester: Michelle Tytherleigh, U. of Plymouth: Carole Page, Massey U.; Sandra A. Lawrence, U. of Queensland/Griffith U.: Victor J. Callan, U. of Queensland: Anne Pisarski, U. of Queensland

486 JS: (OB, HR) Advancements in Social Exchange Theory: Mediators, Moderators, and Unit-Level Effects

8:30am - 10:20am Hawaii Convention Center: Room 324

Chairs: Deborah Elizabeth Rupp. U. of Illinois. Urbana-Champaign: Christine Lynn Jackson, Purdue U., West Lafayette

Discussants: Lynn Shore, San Diego State U.; Jacqueline Coyle-Shapiro, London School of Economics

Effects of Link-Pin Quality on Perceived Organizational Support | Subrahmaniam Tangirala, Purdue U., West Lafayette; Stephen Green, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafavette

Social Exchange and Politics: The Positive Effects on Creativity | Shalini Khazanchi, U. of Cincinnati; Suzanne S Masterson, U. of Cincinnati

A Model of Perceived Organizational Support and Person-Organizational Fit | Todd C. Darnold, U. of Iowa; Lynn Shore, San Diego State U.; Amy L. Kristof-Brown, U. of Iowa

Social Exchange Relationships: Intervening Mechanism of the POS & LMX-Performance Relationship | Christine Lynn Jackson, Purdue U., West Lafayette; Bruce Louis Rich, U. of

Social Exchange and Union Commitment: Examining Multilevel Homology | James L. Farr, Pennsylvania State U.; Daniel A. Newman, U. of Maryland; David Mayer, U. of Maryland

Speakers: Subrahmaniam Tangirala, Purdue U., West Lafayette; Shalini Khazanchi, U. of Cincinnati; Todd C. Darnold, U. of Iowa; Christine Lynn Jackson, Purdue U., West Lafayette; Daniel A. Newman, U. of Maryland

Participants: Stephen Green, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafayette; Suzanne S Masterson, U. of Cincinnati; Amy L. Kristof-Brown, U. of Iowa: Lvnn Shore. San Diego State U.; Bruce Louis Rich, U. of Florida; David Mayer, U. of Maryland

487 ■JS: (OB. ODC) Emotional Intelligence in Groups: Benefits and Costs for the Management in the 21st Century

8:30am - 10:20am Hawaii Convention Center: Room 323C

Chairs: Vanessa Urch Druskat. U. of New Hampshire: Fabio Sala. -; Gerald J Mount, Grand Valley State U.

Discussants: Sigal Barsade, U. of Pennsylvania; Richard E. Boyatzis, Case Western Reserve U.

Team Emotional Intelligence: What It Can Mean and How It Can Impact Performance | Hillary Anger Elfenbein, U. of California, Berkeley

Does Training Increase Emotional Intelligence in Groups and Group Performance? | Peter J. Jordan, Griffith U.; Jane P Murray, Griffith U.

Group Emotional Competence and Its Link to Group Performance | Steven B Wolff, Hay Group; Vanessa Urch Druskat, U. of New Hampshire

About the "I" in the El Construct: A More Social Approach to Intelligence & Its Perf. Implications | Alexandra Michel, U. of Southern California; Karen Jehn, Leiden U.

Participants: Hillary Anger Elfenbein, U. of California, Berkeley; Karen Jehn, Leiden U.; Peter J. Jordan, Griffith U.; Alexandra Michel, U. of Southern California; Jane P Murray, Griffith U.; Steven B Wolff, Hav Group

488 JS: (OB, RM, HR) Precision in Psychological Contract Research: The Next Generation

8:30am - 10:20am Hawaii Convention Center: Room 328

Participants: Guillermo E. Dabos, Carnegie Mellon U.; Jeffrey R. Edwards, U. of North Carolina; David Krackhardt, Carnegie Mellon U.; Lisa Schurer Lambert, Georgia State U.; Robert E Ployhart, U. of South Carolina; Denise M. Rousseau, Carnegie Mellon U.; Amanuel G. Tekleab, Clarkson U.

489 : (OC/S) OCIS Welcome

8:30am - 8:59am Hawaii Convention Center: Room 318A

490 ■: (ODC) Division Theme Session: Organizing for the Future: Designing the 21st Century Organization and Bevond

8:30am - 10:20am Hawaii Convention Center: Room 321B Program Chair: Ram Tenkasi, Benedictine U. Distinguished Speakers: Edward E. Lawler, U. of Southern California; Thomas W. Malone, Massachusetts Institute of Technology; Jay Galbraith, U. of Southern California Discussant: William A Pasmore, Mercer Delta Consulting Taking Change Seriously | Edward E. Lawler, U. of Southern California

Inventing Organizations | Thomas W. Malone, Massachusetts Institute of Technology

Strategy and Structure: The Process Will Continue | Jay Galbraith, U. of Southern California

Discussion - Thinking Outside of the Boxes | William A Pasmore, Mercer Delta Consulting

491 : (OM) Revolution in Supply Chain Management

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3

Organizer: Diane H. Parente, Pennsylvania State U., Erie

Presenter: Kurt Cavano, TradeCard Inc.

492 **←**: (OMT) **OMT** Welcome Breakfast and Distinguished Scholar

8:30am - 10:20am Hawaii Convention Center: Room 301A Introduction: Kimberly D Elsbach, U. of California, Davis Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor Distinguished Speaker: Joanne Martin, Stanford U. The Myth of Organizational Unity: Oligarchical and Democratic Approaches to Organizational Theory | Joanne Martin, Stanford U.

493 : (Paper Session) - (OMT) Serf Boards? Power and **Influence in Corporate Governance**

8:30am - 10:20am Hawaii Convention Center: Room 302A Chair: Nancy R. Kucinski, Hardin Simmons U. Discussant: Yuri Mishina, Michigan State U. ₱The Other Pathway to the Boardroom: Interpersonal Influence Behavior and Board Appointments | James Westphal, U. of Texas, Austin; Ithai Stern, Northwestern U.

- PaAnd Then There Were None: Political Settlements of Insider Board Membership | John Joseph, Northwestern U.; William Ocasio, Northwestern U.
- On the Road to Abilene: Pluralistic Ignorance in Corporate Boards and Firms' Strategic Persistence | James Westphal, U. of Texas, Austin; Michael Bednar, U. of Texas, Austin
- Halo or Shadow? The Impact of CEO Certification on TMT Pay Structure | Scott D. Graffin, U. of Wisconsin, Madison; James Wade, U. of Wisconsin, Madison; Joe Porac, New York U.

494: (Paper Session) - (OMT) Order and Autonomy in Organizational Fields

8:30am - 10:20am Hawaii Convention Center: Room 303B

Chair: Patrick Reinmoeller, Erasmus U.

Discussant: Henrich Greve, Norwegian School of Management FeInter-Organizational Temporal Coordination: The Concept of Temporal Institution | Bernard Louis Leca, Essec & U. Lille 1; Philippe Naccache, Paris X Nanterre, CEROS

- Competition in the Evolution of Capabilities: A Case of the Communications Equipment Industry | Jonghoon Bae, Tilburg U.
- Dynamics of the Multi-level Status Structure and Organizational Mobility | **Zhi Huang**, Boston College
- ■Value of Affiliation: Composition and Redundancy of Financial Networks | Oystein Fjeldstad, Norwegian School of Management; Amir Sasson, Norwegian School of Management

495 → SHCS: (OMT, BPS, MED) Learning and Micro-Practices: Rethinking Strategy and Organization

8:30am - 10:20am Hilton Hawaiian Village: Coral Ballroom 1

Join us to discuss the implications of a shift towards looking at the micro-foundations in organizational learning theory and practice.

Chair: Nicola C. Dragonetti, U. of Liverpool

Discussant: Linda Argote, Carnegie Mellon U.

Organizational Learning and the Need for a Micro Level of Analysis | Gerry Johnson, U. of Strathclyde

Learning, Cognition and Organizational Evolution | Maurizio Zollo, INSEAD

How Practice Theories and Actor-Network Theory Help Us Understand Evolving Organizational Routines | Martha S. Feldman, U. of California, Irvine

The Challenges of Learning in Practice: Strategy and Organisational Theory Revisited | Elena P Antonacopoulou, U. of Liverpool; Nicola C. Dragonetti, U. of Liverpool Participants: Elena P Antonacopoulou, U. of Liverpool; Martha S. Feldman, U. of California, Irvine; Gerry Johnson, U. of Strathclyde; Maurizio Zollo, INSEAD

496 JS: (OMT, OB) Positive Communities in Transient Work Settings

8:30am - 10:20am Hawaii Convention Center: Room 302B

Chair: Ruth Blatt, U. of Michigan

Discussant: Jane E Dutton, U. of Michigan, Ann Arbor

Permanent Outsiders or Temporary Insiders? Experiencing Community as a Temporary Employee | Ruth Blatt, U. of Michigan

Bracketing Practices Among Nashville Producers | **Elizabeth Long Lingo**, Harvard U.

Managing Multiplexity: The Positive Organizational Ties of Nightclub Talent Buyers | Pacey Foster, Boston College

The Language of Positive Community among Longshoremen | Kathleen L. McGinn, Harvard U.

Presenters: Elizabeth Long Lingo, Harvard U.; Pacey Foster, Boston College; Kathleen L. McGinn, Harvard U.; Ruth Blatt, U. of Michigan

497 ©: (Paper Session) - (ONE) Environmental Performance: Does it Pay?

8:30am - 10:20am Sheraton Waikiki Beach: Kahuku Room

Chair: Frances E Bowen, U. of Calgary

- ₽→ An International Comparison of the Factors Affecting Environmental Strategy and Performance | Nicole Darnall, North Carolina State U.; Irene Henriques, York U.; Perry Sadorsky, York U.
- Environmental Risk Management and the Cost of Capital
 Mark P Sharfman, U. of Oklahoma, Norman; Chitru Fernando,
 U. of Oklahoma, Norman
- Using a Structural Equation Approach to Link Environmental Performance and Economic Performance | Ken Chung, Syracuse U.; Michael V. Russo, U. of Oregon

498 № —: (Paper Session) - (PNP) Employee Preferences & Concerns in Public & Other Sector Organizations

8:30am - 10:20am Sheraton Waikiki Beach: Waialua Room

Welcome: Ralph Brower, Florida State U.

Chair: Shirley Avrami, Knesset

Discussant: Varden Hadfield, Brigham Young U.

- ☐ Sthe Grass Greener? Sector Shifting by MPA Graduates | Mary Tschirhart, Syracuse U.; Alison Anker, Syracuse U.
- Why Do Public Employees Desire Intrinsic Workplace Opportunities? Testing Three Hypotheses | Leonard Bright, U. of Louisville
- Individual and Organizational Determinants: Attitudes toward More Relevant Performance Measurement | Kaifeng Yang, Florida State U.

Psychological Contract Fulfilment and the Form of Reciprocity
- Examining the Sense of Indebtedness | Marjo-Riitta
Parzefall, London School of Economics

Comparing Reasonable Accommodations for Employees with Mobility-Related Disabilities Across Sectors | **Deborah Balser**, U. of Missouri, St. Louis

499: (RM) Formative Measurement Models in Organizational Behavior and Strategy Research

8:30am - 10:20am Hawaii Convention Center: Room 323A

Chair: Philip M Podsakoff, Indiana U.

Overview of Formative and Reflective Measurement Models and the Effects of Measurement Model Misspec | Philip M Podsakoff, Indiana U.; Scott B. MacKenzie, Indiana U.

Examples of Constructs Having Formative Indicators in Organizational Behavior and Strategy Research | Nathan Philip Podsakoff, U. of Florida, Wei Shen, U. of Florida

Practical Guidelines for Developing and Validating Constructs with Formative Indicators | Scott B. MacKenzie, Indiana U.; Philip M Podsakoff, Indiana U.

Participants: Scott B. MacKenzie, Indiana U.; Nathan Philip Podsakoff, U. of Florida; Wei Shen, U. of Florida

500 ■: (Paper Session) - (SIM) Ethics: Role of Emotions and Angst in Moral Misconduct

8:30am - 10:20am Sheraton Waikiki Beach: Niihau Room Chair: Timothy P. Keane, Rockhurst U.

Discussants: James M. Schmidtke, California State U., Fresno; Davide Secchi, Insubria U.

- An Alternative Approach to Appraising Corporate Social Responsibility: Ethical Character & Emotion | Rosa Chun. Manchester Business School
- An Empirical Investigation of Moral Emotions in the Ethical Decision-Making Process | Jennifer Mencl, U. of Minnesota, Duluth; **Douglas R May**, U. of Kansas
- Attributional Bias and the Justification of Unethical Behavior | Paul Harvey, Florida State U.
- ■Moral Stress: Integrating Role Theory and Stakeholder Theory to Understand Managerial Moral Angst | Scott J. Reynolds, U. of Washington; Bradley Paul Owens, U. of Washington

501 ■JS: (TIM, BPS, OMT) Patent Strategy and Competitive Advantage in the Knowledge Economy

8:30am - 10:20am Hawaii Convention Center: Room 304B

Chairs: Deepak Somaya, U. of Maryland; Francisco Veloso, Carnegie Mellon U.

- Combining R&D and Legal Resources for Patenting Performance | Deepak Somaya, U. of Maryland; lan O. Williamson, U. of Maryland, College Park
- Does the Market Value Software Patents? A First Look I Stuart Graham, Georgia Tech; David Mowery, U. of California,
- Patently Wrong? Firm Strategy and the Decision to Disband Technological Assets | Robert A. Lowe, Carnegie Mellon U.; Francisco Veloso, Carnegie Mellon U.
- Business Method Patents as Real Options: Value and Disclosure as Drivers of Litigation | Atul Nerkar, Columbia U.; Srikanth Paruchuri, U. of Florida; Mukti V Khaire, Columbia U.
- Do Patent Citations Increase Patent Litigation? Empirical Evidence of Strategic Patenting in Telecom | Juan Alcacer. New York U.; Rachelle Sampson, U. of Maryland

Monday 9:00AM

502: (AAA) Conference Exhibits

9:00am - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits Organizer: George T Solomon, George Washington U.

503: (AAA) Membership

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Membership

Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Regina Greenwood, Kettering U.

504: (AAA) Conference Registration

9:00am - 5:00pm Hawaii Convention Center: HCC Lobby - Registration On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

505: (AAA) Placement Services

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

506 (Paper Session) - (BPS) **Interorganizational** Networks

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 1-5

- Embeddedness, Tie Dissolution and the Stability of Interorganizational Networks | Francisco Polidoro, U. of Michigan; Gautam Ahuja, U. of Michigan
- Scale-free Networks in the Presence of Constraints: an Investigation of the Airline Route Network | Jeho Lee, KAIST Graduate School of Management; Namgyoo Kenny Park, KAIST Graduate School of Management; Sungho Kim, KAIST Graduate School of Management
- → The Dynamics of Innovation Alliances | Lionel J Nesta, SPRU/ U. of Sussex; Vincent Mangematin, INRA/UPMF
- Professional-Client Networks | Yuliani Suseno, U. of Queensland; Ashly H Pinnington, Robert Gordon U.; John Gardner, U. of Queensland; Arthur Shulman, Griffith U.
- Intermediation as a Strategy: a Theoretical and Empirical Perspective | Corentin Curchod, U. of Paris I Sorbonne

507 (Paper Session) - (BPS) **Top Management Teams** and the Strategy Process

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - BPS 2 Presented on panels 6-10

- Board of Directors as Decision-Making Groups: An Empirical Study on Board Processes and Performance. Fabio Zona, Bocconi U.; Alessandro Zattoni, SDA Bocconi -
- Organizational Resources: Further exploration of Top Management as a Source of Competitive Advantage | Tolulope Bewaji, Temple U.
- Turning Knowledge into Action: The Role of Incentives in Organizational Capabilities | Henry Sauermann, Duke U.
- The Role of Operations Executives in The Process Of Strategy: A Contingency Theory | Lieven Demeester, INSEAD; Jovan Grahovac, Tulane U.
- Executives Who Engage in Elitist Association: A New Vantage on the Imperial CEO | Guoli Chen. Pennsylvania State U.; Linda K Trevino, Pennsylvania State U.; Donald C. **Hambrick**, Pennsylvania State U.

508 (Paper Session) - (ENT) **New Venture Performance:** Insights from Emerging Research

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - ENT 1 Presented on panels 31-35

- Critical Factors Affecting the Competitive Success of Ecommerce Entrepreneurs | Nittana Sukasame, Bangkok U./U. of Nebraska
- Alliance Formation Motives in SMEs: A Conjoint Analysis Study | Anita Van Gils, Maastricht U.; Peter Zwart, Groningen U.
- Determinants of New Venture Survival: Multi-Level Analyses of Internal Conditions at Startup Stages | Jay Hyuk Rhee, Korea U.
- Matching New Venture Strategy to Industry Characteristics | Victor Franklin, Texas A&M U.

509 (Paper Session) - (GDO) Leaders, Diversity, and Organizational Practices

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - GDO 1 Presented on panels 36-40

- Board Gender Diversity and CEO Pay: Main Effects and Interactions with Organizational Performance | Donald H. Kluemper, Oklahoma State U.; K Matthew Gilley, Oklahoma State U.; Joseph E Coombs, U. of Richmond
- Exploring Shareholder Effects of Diversity Practices | Kimberly M Ellis, Michigan State U.; Phyllis Keys, U. of Delaware
- Upper Echelons Gender Diversity and Organizational Effectiveness: An Empirical Examination | Melissa Wooten, U. of Michigan
- An Anachronistic Approach to Leadership Theory: The Case for Inclusiveness | Catherine Loughlin, U. of Toronto; Kara Anne Arnold, Memorial U. of Newfoundland
- Wiping the Theological Slate Clean? Sensemaking in the Careers of Gay and Lesbian Ministers | W. E. Douglas Creed, U. of Rhode Island
- **510 (Paper Session) (HR) P-O Fit/Work Attitudes** 9:00am 10:20am Hawaii Convention Center: Exhibit Hall III HR Presented on panels 21-29
- → The Impact of HR Involvement and Commitment HR
 Systems on HR Effectiveness and Firm Performance |
 Jaewon Kim, U. of Pennsylvania; Seongsu Kim, Seoul National
 U.; Seongmin Ryu, Seoul National U.
- Linking Mentoring to Employee Loyalty: Empowerment and P-O Fit as Explanatory Mechanisms | Maria Kraimer, U. of Melbourne; Scott Seibert, Melbourne Business School; Ling Yuan, U. of Illinois, Chicago
- → Latent Growth Models of Person-Organization Fit and Person-Job Fit: Implications for HRM | Aichia Chuang, National Taiwan U.; Changya Hu, National Taiwan U.
- Commitment In Call Centers: Does It Matter? | Ed Rose, Liverpool John Moores U.; Gillian Wright, Manchester Metro Business School; Andrew Taylor, Bradford U.
- Employees' Reported Reasons for Turnover and Retention: Factors that Motivate Top Performers to Stay |

- John P. Hausknecht, DePaul U.; Michael Howard, Harrah's Entertainment Inc.; Julianne M. Rodda, DePaul U.
- High-commitment Human Resource Management and Organizational Behaviors: A Multi-level Approach | Tzu-Shian Han, National Chengchi U., Taiwan; Yu-Chen Wei, National Chengchi U., Taiwan
- The impacting role of Self-Efficacy in the relationship of Demand-Control-Support Model and Burnout | Yu-Hwa Huang, National Sun Yat-Sen U.; Chin-Hui Chen, National Sun Yat-Sen U.; Ing-Chung Huang, National Sun Yat-Sen U.
- Measures of Person-Work Environment Fit Constructs: Conceptual Ambiguity and Empirical Reality | Kevin Carlson, Virginia Polytechnic Institute; Andrew O. Herdman, Virginia Tech
- Individual Differences in Applicant Attraction: The Role of Person-Organization Fit | Kelly A. Piasentin, U. of Calgary; Derek S. Chapman, U. of Calgary

511 (Paper Session) - (IM) National Culture and Enterprise Management

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - IM 1 Presented on panels 51-55

- The Influence of National Culture on Firm Growth Option Values | Asda Chintakananda, U. of North Carolina, Chapel Hill; Tony W. Tong, State U. of New York, Buffalo

- → Thriving Through Networks of Guanxi: Social Capital in Chinese Organizations | Zhixing Xiao, China Europe International Business School

512 ③: (Paper Session) - (IM) Management Tensions in MNCs

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - IM 2 *Presented on panels* 56-60

- → Subsidiary Control and the Diminishing Impact of Cultural Distance | Lance Brouthers, U. of Texas, El Paso; Timothy Jon Wilkinson, U. of Akron; Scott Widmier, U. of Akron

- Interaction of the MNC, State and Market | James H Davis. Notre Dame
- →

 A Cross-National Comparison of Incubated Organizations: An Institutional Perspective | Tomas Karlsson, Jonkoping International Business School; Friederike Welter, Rhine-Westphalia Institute for Economic Research; Leora Shakked, Haifa U.; Arie Sadaovski, -

513 ©: (Paper Session) - (MC) Management Consulting and Organizational Life

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - MC Presented on panels 71-75

- Management Consulting as a Therapeutic Process: A Suitable Case for Treatment? | Tyrone S. Pitsis, U. of Technology, Sydney: Martin Kornberger, U. of Technology. Sydney; Stewart Clegg, U. of Technology, Sydney; Carl Rhodes, U. of Technology, Sydney
- Disciplining Clients: The Use of Organizational Health Metaphors in a Consultancy Service Prospectus | Annika Schilling, Stockholm School of Economics

Winner of the Bentley College/HEC Outstanding Student Paper Award

- Tole of Communities of Practice | Nicolas Rolland, CERAM
- □ Getting Diversification to Work | Graham K Kenny, Strategic Factors
- David Oliver, Imagination Lab Foundation; Johan Roos, Imagination Lab Foundation

514 (Paper Session) - (MOC) Breaking New Ground in Managerial Cognition

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - MOC 1 This session focus on new developments in managerial cognition. Presented on panels 11-15

- The Cognitive Determinants of Organizational Success: The Role of Cognitive Orientation Structure | Jeremy John Marcel, U. of Virginia; Irene M Duhaime, Georgia State U.; Anthony Robinson, Georgia State U.
- Method as Theory in the Study of Managerial Cognition | Mihnea Calin Moldoveanu, U. of Toronto
- Cognitive Dynamics of Capability Development Paths | Tomi MM Laamanen, Helsinki U. of Technology; Johan Wallin, Synocus Oy
- Organizational Identity as a Strategic Practice | David Oliver, Imagination Lab Foundation; Peter T. Burgi, Imagination Lab Foundation
- The Motivation to Participate. Disclosing Cognitive Schemas in Brand Community Members | Gabriele Morandin, Bologna U.; Richard P. Bagozzi, Rice U.; Massimo Bergami, Bologna U.

515 (Paper Session) - (MOC) **Emotion and Management:** On Learning, Decision-Making, and Trust

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - MOC 2 This session explores the role of emotion in learning, decisionmaking, and trust. Presented on panels 16-20

- Negative Emotions and Learning from Errors | Bin Zhao, U. of Western Ontario; **Fernando Olivera**, U. of Western Ontario
- Risky Business: Emotions, Cognition and Choice Behavior | Judith Ann Chapman, U. of Western Sydney
- The Necessary and Functional Role of Affect in Strategic Decision-Making | Claire E Ashton-James, U. of New South Wales; Neal M. Ashkanasy, U. of Queensland
- Emotional Intelligence and Communication Perceptions During Conflict and Decision Making | Ashlea C Troth, Griffith U.; Peter J. Jordan, Griffith U.; Sally V Hall-Thompson, U. of Queensland/Griffith U.; Sandra A. Lawrence, U. of Queensland/Griffith U.
- → → Interpersonal Trust and Emotion as Predictors of Cooperation in Work Teams | Dongseop Lee, U. of Tulsa; Alexander Staikovic, U. of Wisconsin, Madison

516 ●: (Paper Session) - (MOC) **Emotions in Organizational** Life: Management Lessons for the 21st Century

9:00am - 10:20am Hawaii Convention Center: Room 317B This session examines how emotions influence creativity, whistleblowing, knowledge transfer, and decision-making.

Chair: Lorna Doucet, U. of Illinois

From Positive Affect to Creativity: The Surprising Role of Surprise | Allan Filipowicz, INSEAD

- ■The Role of Mood in Knowledge Transfer and Learning | Daniel Z. Levin, Rutgers U.; Terri R. Kurtzberg, Rutgers U.; Katherine W. Phillips, Northwestern U.
- Examining Anger as a Mediator of Cognitive Influences on Whistle-Blowing Decisions | Michael J. Gundlach, Bond U.
- A Study of Cognitive Style and Emotion in Financial Trading: Does Expertise Make a Difference? | Peter John Noordink, U. of Queensland

517: (Paper Session) - (OCIS) Relationships in Virtual **Teams Paper Session**

9:00am - 10:20am Hawaii Convention Center: Room 318A Chair: Julia Gluesing, Wayne State U. Discussant: Jeanne M Wilson, William & Mary Understanding Impression Formation and Impression Accuracy Among Distributed Coworkers | Aditya Johri, Stanford U.

- The Effects of Personality and Communication Medium on Team Outcomes | Thomas A. O'Neill, U. of Calgary; Theresa J B Kline, U. of Calgary; Laura Hambley, U. of Calgary
- ₽Synchronicity Matters! Development of Task and Social Cohesion in FtF and Text Based CMC Groups | Artemis Chang, QUT

2nd Runner-up Best Paper 2005

Understanding People, Information Technology, & Task within Virtual Teams | Olivier Caya, McGill U.; Mark Mortensen, Massachusetts Institute of Technology; Alain Pinsonneault, McGill U.

518: (Paper Session) - (OCIS) Technology Adoption: The Firm Level

9:00am - 10:20am Hawaii Convention Center: Room 322B Chair: Sandra Slaughter, Carnegie Mellon U. Discussant: Cynthia M Beath, U. of Texas, Austin

- Explaining Firms' Propensities to Engage in Information
 Technology Strategic Signaling | Robert W Zmud, U. of
 Oklahoma; Teresa Marie Shaft, U. of Oklahoma, Norman; Henry
 JP Croes, U. of Oklahoma; Weijun Zheng, U. of Wisconsin,
 Parkside
- ► Information System Adoption as an Occasion of Knowledge Transfer | Ruey-Lin Hsiao, National U. of Singapore; Yijie Lei, National U. of Singapore
- A Process Theory View of Stakeholder Management During Enterprise Systems Implementations | Sathish Sritharan, National U. of Singapore; Shan-Ling Pan, National U. of Singapore

519 ③: (Paper Session) - (ODC) Transformational change: Strategy, Structure and Process

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - ODC 1

Presented on panels 76-80

- Strategically Repositioning and Transforming Public Organizations | Paul Charles Nutt, Ohio State U.
- Changing Organizations: Reducing Complexity, Not Denying It | Renate Werkman, Vrije U. Amsterdam; Jaap Boonstra, Sioo; Willem Van der Kloot, Leiden U.
- Managing the Past vs. Future Paradox: a Transformational Perspective of Change Management | André Ofenhejm Mascarenhas, Escola de Administração de Empresas de São Paulo; Isabella Freitas Vasconcelos, U. Presbiteriana Mackenzie
- **520 ③**: (Paper Session) (OMT) Institutional Change 9:00am 10:20am Hawaii Convention Center: Exhibit Hall III OMT 1 Presented on panels 41-45
- How a Post-Bureaucratic Organization Unintentionally Re-Invented Bureaucracy | Achim Oberg, Aachen U.; Simone Schiller, U. of Cologne; Peter Walgenbach, Erfurt U.
- → Transition Economies and Trust Building: A network perspective on E.U. enlargement | Hans Van Ees, Groningen U.; Reinhard Bachmann, Birkbeck College, U. of London
- → ③ Transaction Costs, Social Institutions, and Interfirm Relationships: Explaining Contract Duration | Xueguang Zhou, Hong Kong U. Dept of Management
- Turmoil at the Bauhaus: Problems of Internal and External Legitimacy—An historical case study | Stella Marie Minahan, Deakin U.

521 ③: (Paper Session) - (OMT) Identity, Cognition, and Culture

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - OMT 2

Presented on panels 46-50

- The Disruption of Accounts: Sensebreaking in Organizations | Thomas B Lawrence, Simon Fraser U.; Sally Maitlis, U. of British Columbia
- (Dis)Playing Yourself: A Role-Theoretical Perspective on Organizational Image and Media Reputation | Kai Lamertz, Concordia U.; Pursey Heugens, Utrecht U.
- Whow Social Identification Influences Professional Employees' Performance: An Exchange Perspective | David R. Hekman, U. of Washington; Gregory A. Bigley, U. of Washington; H Kevin Steensma, U. of Washington; James F. Hereford, U. of Washington
- Can Internal Hybrids Rule over the Hierarchy? A Study on the Boundaries of Internal Hybrids | Sali Li, U. of Utah
- Who You Ask Matters: Hierarchical Subculture Effects on Quantitative Organizational Culture Research | Ray Zammuto, U. of Melbourne

522 ③: (Paper Session) - (TIM) Managing the Product Development Process

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - TIM 1 Presented on panels 61-65

- → The Pattern of Utilizing Competitors f Knowledge as a Source of Competitive Advantage | Naoko Kishi, Tokyo U.
- Web-based Product Innovation: To What Extent Do Companies Actually Import Customer Knowledge? | Emanuela Prandelli, Bocconi U.; Gianmario Verona, Bocconi U.; Deborah Raccagni, Bocconi U.
- Learning while Sourcing: Evidence of Productivity Gains in Coordinating Software Development | Paulo Gomes, U. Nova de Lisboa; Nitin Joglekar, Boston U.; Stephen Rosenthal, Boston U.
- ■Inter-Firm Innovation under Uncertainty: Empirical Evidence for Strategic Knowledge-Partitioning | Jaegul Lee, Carnegie Mellon U.; Francisco Veloso, Carnegie Mellon U.
- The Influence of Environmental Ambition on Radical Product Development Projects: the Mitka Case. | Luca Berchicci, TU Delft; Han Brezet, TU Delft

523 ©: (Paper Session) - (TIM) Intellectual Assets & their Appropriation

9:00am - 10:20am Hawaii Convention Center: Exhibit Hall III - TIM 2 Presented on panels 66-70

- Extending Conceptual Thinking on Intellectual Assets: Intellectual Gravity in Biotechnology Firms. | Damian Charles Hine, U. of Queensland; Maher Khaled, U. of Queensland
- → ③ Determinants of Patent Value: An Empirical Analysis of Patent Licensing | Mariko Sakakibara, U. of California, Los Angeles

Value Creation and Transformation in the Internet-Age: Central Issues and Controversies | **Angel J. Salazar**, Manchester Metropolitan U.

524: (Paper Session) - (TIM) Strategy, Technology, & Innovation: Boundaries of the Firm

9:00am - 10:20am Hawaii Convention Center: Room 306A *Chair:* **Minyuan Zhao**, U. of Minnesota

Discussant: Allan N Afuah, U. of Michigan

paHow Buyers Shape Supplier Performance:Can Governance Skills Substitute for Expertise? | Anne Parmigiani, U. of Oregon; William G Mitchell, Duke U.

→ Distributed R&D, Cross-Regional Ties and Quality of Innovative Output | Jasjit Singh, INSEAD

Why Firm-established User Communities Work for Innovation:The Characteristics of Innovative Users | Lars Bo Jeppesen, Copenhagen Business School; Lars Frederiksen, Copenhagen Business School

Open Beyond Software | Sonali Shah, U. of Illinois, Urbana-Champaign

525: (Paper Session) - (TIM) **Diffusion & Adoption**

9:00am - 10:20am Hawaii Convention Center: Room 307A

Chair: Bettina Lynda Bastian, Ecole Polytechnique Fédérale de Lausanne

Discussant: Nikolaos Panagopoulos, Athens U. of Economics and Business

₱Death Hurts, But It Isn't Fatal: The Postexit Diffusion Of Knowledge Created By Innovative Companies | Glenn Hoetker, U. of Illinois, Urbana-Champaign; Rajshree Agarwal, U. of Illinois, Urbana-Champaign

Stephan Schrader Best Paper Award Finalist

Path Dependence and Path-Constrained Melioration in Technology Development and Adoption | **Andrew Nelson**, Stanford U.

Examining Klein and Sorra's Innovation Implementation Model | Linying Dong, Ryerson U.; Derrick Neufeld, U. of Western Ontario; Chris Higgins, U. of Western Ontario

Exploring the Determinants of Potential Absorptive Capacity and its Impact on Innovation Performance | Josep A. Tribó, U. of Carlos III Madrid; Andrea Fosfuri, U. of Carlos III de Madrid

Monday 10:15AM

526: (AAA) Coffee Break

10:15am - 10:45am Hawaii Convention Center: Ala Halawai Concourse Sponsored by: University of Maryland University College

527: (AAA) Conference Break

10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area Sponsored by: Society for Human Resource Management. Booth numbers 401 and 403.

Organizer: George T Solomon, George Washington U.

Monday 10:40AM

528 : (AAA) Meet the Academy's Editors

10:40am - 12:00pm Sheraton Waikiki Beach: Waimea Canyon Room

Organizers: Peter Cappelli, U. of Pennsylvania; Sara L Rynes, U. of Iowa; James R Bailey, George Washington U.; Martin J Kilduff, Pennsylvania State U.

529: (AAS) Paternalism in Employment Relationships: A 19th Century Concept for the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 312

Organizer: Patricia G Martinez, U. of Texas, San Antonio Chair: Sanford M Jacoby, U. of California, Los Angeles

A Test of Organizational Benevolence and Paternalism in Contemporary Employment Relationships | Patricia G Martinez, U. of Texas, San Antonio

Paternalism and Radical Organizational Change | Jone L. Pearce, U. of California, Irvine

Measuring Paternalism: Opening the Door to Research | Adrienne Colella, Texas A&M U.; Fernanda Garcia, U. of Texas El Paso; Mary Triana, Texas A&M U.; Laura Riedel, Texas A&M U.

Paternalism as a Form of Leadership: Differentiating
Paternalism from Leader-Member Exchange | Mary UhlBien, U. of Central Florida; John M Maslyn, Belmont U.

530 → •: (AAS) The International Outsourcing of

Services: Research and Managerial Issues

10:40am - 12:00pm Hawaii Convention Center: Room 313A

Presenters: Farok Contractor, Rutgers Business School--Newark and New Brunswick; Susan Mudambi, Temple U.; Masaaki Kotabe, Temple U.; Janet Y. Murray, St. Louis U.; Mary Ann Von Glinow, Florida International U.; Michael J. Mol, London Business School & U. of Reading

531: (AAS) The New Field of Services Sciences: Calling for Management Research

10:40am - 12:00pm Hawaii Convention Center: Room 315
Introduction: Scott Koerwer, U. of Maryland
Keynote Speaker: Stuart Feldman, IBM Internet Research

532: (AAS) The Future of Management Consulting Worldwide

10:40am - 12:00pm Hawaii Convention Center: Room 316B *Moderator:* Larry E Greiner, U. of Southern California *Participants:* John Gaulding, Monster.com; Flemming Poulfelt, Copenhagen Business School; Qiwei Chen, Asia Business Consulting

533: (AAS) Aohe pau ka ike i kau halau: What we can Learn from Hawaiian Hula

10:40am - 12:00pm Hilton Hawaiian Village: Coral Ballroom 2

Organizer: Martin L. Martens, Concordia U.

Participants: Nelson Phillips, Imperial College London; Dawn R

Elm, U. of St. Thomas; Mary J Waller, Tulane U.; Jason Kanov, Seattle U.

534 ③: (Paper Session) - (BPS) Trust, Framing and the Strategy Process

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 13-20

➡→ ■ Relationship Between Control, Trust and Performance Within Inter-firms Partnership. | Franck Brulhart, U. d'Aix-Marseille II; Christophe Favoreu, Groupe ESC Toulouse Business School

- Trustworthiness, Governance, and Wealth Creation | Cam Caldwell, U. of Houston, Victoria; Mark H Hansen, Brigham Young U.
- Strategy Processes in Multinational Companies: Results of an Empirical Survey | Dirk Ulrich Gilbert, U. of New South Wales; Michael Behnam, Suffolk U.
- The Business Model: an Integrative Framework for Strategy Execution | James Richardson, U. of Hawai`i
- Inquiring onto the Nature of Strategy-making Modes | Juan Ignacio Canales, U. of St. Andrews; Joaquim Vila, IESE
- Dynamic Gap Bridging and Gap Set Development: the firm role in capabilility and opportunity spaces | Giovanni Battista Dagnino, U. of Catania; Marcello M Mariani, U. of Bologna
- Creating and Sustaining Competitive Advantage in the Interorganizational Context | Ananda Mukherji, Texas A&M International U.; John D. Francis, San Diego State U.; Jyotsna Mukherji, Texas A&M International U.

535: (Paper Session) - (BPS) Contextual Influences on Management Choices

10:40am - 12:00pm Hawaii Convention Center: Room 306B *Chair:* **Corey Phelps**, U. of Washington

Discussant: Todd Zenger, Washington U.

The Lesser of Two Evils: Actionable

- The Lesser of Two Evils: Actionable Intelligence and 9/11 | Jeffery S. McMullen, Baylor U.
- Managerial Choice, Internal Fit, and Adaptation, under Regulatory Constraints and Change | Margaret Peteraf, Dartmouth College; Randal Reed, Morgan State U.
- Patterned Interactions in Complex Systems: Implications for Exploration | Jan W. Rivkin, Harvard U.; Nicolaj Siggelkow, Wharton School
- Part How National Systems Influence Executive Discretion: A Study of CEO Effects in Three Countries | Craig Crossland, Pennsylvania State U.

536: (Paper Session) - (BPS) Organizational Design, Contractual Mechanisms and Industry Structure

10:40am - 12:00pm Hawaii Convention Center: Room 307B

Chair: Moses Acquaah, U. of North Carolina, Greensboro Discussant: Kyle J Mayer, U. of Southern California

- Seeing Opportunity in Change: Examining the Role of Structure, Team, and Opportunity Cognition | Clark Gilbert, Harvard Business School
- A Typology of Corporate Venture Units: Exploration, Exploitation and Locus of Opportunity | Julian Birkinshaw, London Business School; Susan A Hill, London Business School
- Desperately Seeking Spillovers? | Barak S. Aharonson, U. of Toronto; Joel A.C. Baum, U. of Toronto; Maryanne P Feldman, U. of Toronto
- Do Incumbents Drive Start-up Companies Out of the Industry Via Patent Litigation Suits? | Karsten L. Hoppe, Boston Consulting Group; Dodo Zu Knyphausen-Aufsess, U. of Bamberg

537: (Paper Session) - (BPS) Managing Diversified Firms

10:40am - 12:00pm Hawaii Convention Center: Room 308A

Chair: Douglas J. Miller, Tulane U.

Discussant: Anne Marie Knott, U. of Maryland

- → Parent-Subsidiary Conflict within MNCs: An Examination of Antecedents and Consequences | Anil K Gupta, U. of Maryland, College Park; Qing Cao, U. of Maryland
- What Does It Take to Be Good Parent? A Look Into the Blackbox of Non-synergistic Value Creation | Oliver Gottschalg, HEC Paris; Degenhard Meier, RWTH Aachen
- Performance Effects of Diversification Within the Software Industry | Huseyin Tanriverdi, U. of Texas, Austin; Chi-Hyon Lee, Boston U.
- Organizational Cultural Differences in Acquisitions: Social Integration and Capability Improvement | Eero Vaara, Swedish School of Economics and Business Administration; Riikka Sarala, Swedish School of Economics and Business Administration; Guenter Stahl, INSEAD; Ingmar Bjorkman, Swedish School of Economics and Business Administration

538: (Paper Session) - (BPS) **Knowledge Flows**

10:40am - 12:00pm Hawaii Convention Center: Room 308B

Chair: Mitrabarun Sarkar, U. of Central Florida

Discussant: Arvids A Ziedonis, U. of Michigan, Ann Arbor

- ■Disentangling Knowledge Flow, Knowledge Transfer & Knowledge Sharing: Steps Toward Construct Clarity | Cynthia A Lengnick-Hall, U. of Texas, San Antonio; Robert J Griffith, U. of Texas, San Antonio
- Effects of Potential and Realized Absorptive Capacity: Reconceptualization with System Dynamic Panel | **Gwendolyn Kuo-fang Lee**, U. of Florida
- Inter-firm Technology Diffusion: Do Intra-Organizational Linkages Matter? | Nandini Lahiri, Indian School of Business

539: (Paper Session) - (BPS) Stakeholder Representation on the Board of Directors

10:40am - 12:00pm Hawaii Convention Center: Room 309

Chair: Daniel P Forbes. U. of Minnesota

Discussant: Morten Huse, Norwegian School of Management

- CEO Power Dimensions: Their Interrelationships, Outcomes, and Contingencies | **Brad Olson**, U. of Lethbridge; **Yongjian Bao**, U. of Lethbridge
- → Happy Few, Band of Brothers? Determinants and Effects of Board Nomination Committees in Switzerland | Winfried Ruigrok, U. of St. Gallen; Simon Peck, Case Western Reserve U.; Sabina Tacheva, U. of St. Gallen; Peder M. Greve, U. of St. Gallen; Yan Hu, U. of St. Gallen
- ₱Stakeholder Governance in Organizational Transition | Kalle Pajunen, Tampere U. of Technology; Petri Parvinen, Helsinki U. of Technology; Grant T. Savage, U. of Alabama
- Pa©A Road to Directorship: How Corporate Executives Secure Positions on Other Firm's Boards | Richard H. Lester, Louisiana Tech U.; Albert Cannella, Jr, Arizona State U.

540 JS: (BPS, TIM) Alliances as Vehicles for Innovation, Technology and Competitive Advantage

10:40am - 12:00pm Hawaii Convention Center: Room 313B

The Determinants of Success in Research & Development Alliances | **Jeffrey H. Dyer**, Brigham Young U.; **Benjamin C. Powell**, U. of Alabama

Managerial Decision-Making Regarding Governance | Prashant Kale, U. of Michigan, Ann Arbor; Phanish Puranam, London Business School

Rosencrantz and Guildenstern are Devalued? | Joanne Elizabeth Oxley, U. of Toronto

Participants: Mariko Sakakibara, U. of California, Los Angeles; Brian Silverman, U. of Toronto; Prashant Kale, U. of Michigan, Ann Arbor; Phanish Puranam, London Business School; Jeffrey H. Dyer, Brigham Young U.

541 : (Paper Session) - (CAR) Career Success: Is it Up, Up, Up?

10:40am - 12:00pm Hawaii Convention Center: Room 319A

Chair: Nikos Bozionelos, Sheffield U.

Discussant: Kathleen Park, Massachusetts Institute of Technology Career Goal Persistence | Ariel Levi, Wayne State U.; Linda Haynes Slowik, U. of Detroit, Mercy; Jean-Luc Cerdin, ESSEC Business School; Diya Das, Syracuse U.

- Challenging Experiences as Cues for Promotion Evaluations: A New Perspective on the Glass Ceiling | Irene E. De Pater, U. of Amsterdam; Anna Van Vianen, U. of Amsterdam; Agneta H. Fischer, U. of Amsterdam
- Individual Traits, Human Capital, or Family Situation: Which Predicts Males/Females Career Success? | Christine Marie Riordan, U. of Georgia; Robert Donn Gatewood, U. of Georgia; Marcus M. Butts, U. of Georgia; Garnett Stokes, U. of Georgia Influence of Career-Plateaued on Attitudes and Behaviors and the Moderating Role of Self-Plateauing | Michel Tremblay, **HEC Montreal**

542: (Paper Session) - (CM) Trust and Trust Repair 10:40am - 12:00pm Hawaii Convention Center: Room 318B

Chair: Roy J. Lewicki, Ohio State U.

- The Effect of Real Options on Trust and Trustworthiness: The Relevance of Irrelevant Alternatives | Deepak Malhotra.
- Expectations Across People and Time: Trustworthiness. Time Horizon and Non-cooperation | Peter Hwang, National U. of Singapore
- Building Trust through Interpersonal Emotion Management: A Threat Regulation Model of Collaboration | Michele Williams, Massachusetts Institute of Technology
- ₽ Silence Speaks Volumes: The Effectiveness of Reticence for Repairing Trust Violations | Donald L Ferrin, Singapore Management U.; Peter H Kim, U. of Southern California; Cecily D Cooper, U. of Miami; Kurt T Dirks, Washington U. Winner of CM Division Best Paper Award - Empirical

543: (Paper Session) - (CMS) Alternative Perspectives on Globalization and MNCs

10:40am - 12:00pm Sheraton Waikiki Beach: Hilo Room Chair: Jean Helms Mills, St. Mary's U.

- ₽→ Hegemony in the Global Factory: Power, Ideology, and Value in Global Production Networks | David Levy, U. of Massachusetts, Boston
- → Con Doing Ethnography in International Business Research: Relevance, Practice and Future Directions. Diana Sharpe, Monmouth U.

- Firing me Softly: The Meanings of Dismissal | Ana Luisa Vieira Pliopas, EAESP, Fundação Getúlio Vargas; Maria Jose Tonelli, EAESP-FGV, Sao Paulo, Brazil
- Talk of National Culture in Connection with the Unsettling of Organizational Culture | Agneta Moulettes, Lund U.

544 €JS: (CMS, ODC, OMT) One Hundred Years of Servitude? Institutional Constructions of Oppression and Difference

10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room

Chairs: Michael James Zyphur, Tulane U.; David M Boje, New Mexico State U.

Servicing Global Power: Toward Understanding Ideology and Representation in International Business | Pushkala Prasad. Skidmore College; Anshuman Prasad, U. of New Haven; Michael Cavanaugh, Fairfield U.

Simulating Opposition in Organization Science: A Baudrillardian Analysis | Michael James Zyphur, Tulane U.

- Service not Servitude? Re-Searching Ethics for a Responsible Critical Management Scholarship | Joanna Brewis, U. of Leicester; Edward Wray-Bliss, Nottingham U.
- Self-Serving Servants: Ethical Tension in Organization Studies and an "Ethics of Difference" | Gazi Islam, Tulane U. Institutional Theory, Embedding Change and Critical Management Studies: A New Vision of Management | Hugh Willmott, Cambridge U.

545 (Paper Session) - (ENT) Research on Opportunity Recognition

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ENT 1 Presented on panels 21-24

- Episodic Knowledge and Entrepreneurial Discovery | Patrick J. Murphy, DePaul U.
- The Co-existence of "Schumpeterian" and "Kirznerian" Venture Opportunities. | Mikael J Samuelsson, Borås U.
- A Sensemaking-Sensegiving Perspective on the Evolution of Growth Intentions in Entrepreneurial Firms | Dev K. Dutta, U. of Western Ontario: Stewart Thornhill. U. of Western Ontario
- Representation and Realization: A Theoretical Perspective on Entrepreneurship | Benson Honig, Wilfrid Laurier U.; Tomas Karlsson, Jonkoping International Business School

546 ©: (Paper Session) - (ENT) Governance Systems in **Entrepreneurial Firms**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ENT 2 Presented on panels 77-80

- Gene Politics: A New View of Family Business | Nigel Nicholson, London Business School
- Beyond The Developmental Model for Family Business: An Empirical Examination | Matthew W. Rutherford, Gonzaga U.; Lori A. Muse, Western Michigan U.; Sharon Oswald, Auburn U
- Boards Attending to Opportunity in Established Enterprises: An Attention-Based Model | Chris Tuggle, Texas A&M U.; Don Hellriegel, Texas A&M U.
- Do Boards of Directors Value Entrepreneurial Performance? An Empirical Study | William John Lekse. Babson College; Mengxin Zhao, Bentley College

547 **②**: (Paper Session) - (ENT) Family Business: Unique Sources of Competitive Advantage

10:40am - 12:00pm Hawaii Convention Center: Room 303A

Chair: M. B. Neace, Mercer U.

- No Family is an Island: A Social Network Approach to Governance in Family Firms | Mattias Nordqvist, Jonkoping International Business School
- Governing by Managing Identity Boundaries: The Case of Family Businesses | Chamu Sundaramurthy, San Diego State U.; Glen E. Kreiner, U. of Cincinnati
- Antecedents of Family Commitment and the Moderating Effects of CEO Family Ties | Raj V Mahto, U. of Memphis; Jiun Shiu Chen, U. of Memphis; Edith C. Busija, U. of Memphis
- All in the Family: Advisory Networks of New Ventures | Phillip H. Kim, U. of North Carolina, Chapel Hill
- Regional Determinants of the Incidence of Family Firms in the United States: A Preliminary Report | Erick Paulo Cesar Chang, Mississippi State U.; James J Chrisman, Mississippi State U.; Jess H. Chua, U. of Calgary

10:40am - 12:00pm Hawaii Convention Center: Room 301B

Chair: Thomas A. Bryant, Nicholls State U

Discussants: Max Wortman, Iowa State U.; Frank Hoy, U. of

Texas, El Paso

Presenters: Raymond Saner, Center For Socio-Economic Development; Lichia Yiu, CSEND; Robert Brent Anderson, U. of Regina; Michael Christie, Queensland U. of Technology; Ana Maria Peredo, U. of Victoria; Thomas A. Bryant, Nicholls State U; Norris F Krueger, Boise State U.

549: (Paper Session) - (GDO) Diversity and Human Resources: Selection, Referral, and Under-representation 10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

10.40am - 12.00pm fillion flawalian village. Sea Pean Suite 1-2

Chair: Beverly J Demarr, Ferris State U.

Discussant: Waheeda Lillevik, U. of Michigan, Flint

Missed Mechanisms: Referral Processes and Job

- Segregation | Brian Rubineau, Massachusetts Institute of Technology; Roberto Fernandez, Massachusetts Institute of Technology
- ➡Place, Race and Human Resources: Supervisor and Customer Service Race-matching in Urban Firms | Gregory Fairchild, U. of Virginia; Jeffrey A. Robinson, New York U.
- Ties that Blind: Why are Women Under-Represented in Information Technology? | Kenneth W Koput, U. of Arizona; Bambi Douma, U. of Montana; Elizabeth Layne Paddock, U. of Arizona; Barbara A Gutek, U. of Arizona
- Religion and Job Type Effects on Discrimination in Employment Settings | **Kazhal Yousefvand Mansouri**, U. of Lethbridge; **Richard Perlow**, U. of Lethbridge

550: (Paper Session) - (HCM) Strategies For The Adoption And Implementation Of New Health Care Technology

10:40am - 12:00pm Sheraton Waikiki Beach: Waianae Room

Chair: Larry R. Hearld, U. of Michigan Discussant: Larry R. Hearld, U. of Michigan

- Meso- and Macro-Level Barriers and Facilitators to Clinical Practice Guideline Implementation | Erin Gilbart, U. of Toronto
- Technology Enablers: Management Practices that Promote End-user Acceptance of Technology | Kathryn H Dansky, Pennsylvania State U.
- Polycalization of Health IT: How Users "Repair" Electronic Medical Record Systems | Shirly Bar Lev, Bar Ilan U.;

 Michael I Harrison, Agency for Healthcare Research and Quality
- It Takes two to Tango: Trust and Institutional Logics as Organizing Principles During Change | Karan Sonpar, U. of Alberta; Jay Handelman, Queen's U.; Ali Dastmalchian, U. of Victoria

551 : (Paper Session) - (HR) Careers, Recruiting,

Development & Performance Appraisal

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - HR Presented on panels 53-60

- Attributions in Performance Appraisal: Situational Constraint Salience in Supervisory & Self-ratings | Janine L. Keown-Gerrard, U. of Calgary; Lorne M Sulsky, Wilfrid Laurier U.; David A. Jones, U. of Vermont
- Walking the Talk: Developing and Testing a Model of Values-Based Performance | Melissa Gruys, Washington State U., Vancouver; Susan M. Burroughs, U. of Puget Sound; Jerry Goodstein, Washington State U., Vancouver; Andrew C Wicks, U. of Virginia
- Beyond Performance: The Impact of Intelligence on Job Tenure | Mark Maltarich, U. of Wisconsin, Madison; Anthony Justin Nyberg, U. of Wisconsin, Madison
- Time for Accountability: Looking at the Treatment of Multisource Feedback Assessment | Scott Taylor, Case Western Reserve U.
- → Mutual Expectations between Recruiters and Applicants in Large Cities of China | Hao Zhao, U. of Illinois, Chicago
- Identifying Training Needs for Virtual Team Leaders and Members | Benson Rosen, U. of North Carolina; Stacie Furst, Louisiana State U.; Richard S Blackburn, U. of North Carolina, Chapel Hill
- Effect of Org. Familiarity, Reputation, and Selection Process Difficulty on Applicant Attraction | Chad Higgins, U. of Washington; Wendy S. Harman, U. of Washington; Tomoki Sekiguchi, Osaka U. of Economics; Dierk Esseln, U. of Washington
- An Analysis of Online Recruiting: Building a Conceptual Model for Effective Web Based Recruitment | Jake Messersmith, U. of Kansas

552: (Paper Session) - (HR) **Maximizing Organizational Effectiveness Through HR**

10:40am - 12:00pm Hawaii Convention Center: Room 319B

Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign

Examining the Impact of Human Resources Management on
Organizational Performance | Seonghee Cho, U. of Missouri,
Columbia; Robert Woods, U. of Nevada, Las Vegas; Karl

Mayer, U. of Nevada, Las Vegas

- A Critical Analysis Of The Dominant Strategic Human Resource Management Perspective | Gangaram Singh, San Diego State U.; Chee Chow, San Diego State U.; Anne Wu, National Chenchi U.
- Do the Best Companies to Work for Provide Better Customer Satisfaction? | Daniel Simon, Cornell U.
- → Human Resource Management and Performance: Exploring the Linkages | David E Guest, King's College, U. of London; Michael Clinton, King's College, U. of London
- ₽ The Transformation of Authority at Continental Airlines | Andrew Von Nordenflycht, Simon Fraser U.

553: (Paper Session) - (HR) New Directions in Performance Management Research

10:40am - 12:00pm Hawaii Convention Center: Room 322A

Chair: Yehuda Baruch, U. of East Anglia

PaA Meta-analysis of Work Sample Test Validity: Updating and Integrating Some Classic Literature | Philip L Roth. Clemson U.; Phil Bobko, Gettysburg College; Lynn A. McFarland, Clemson U.

Winner of HR Division Best Paper Award

- ₽ Evaluating Dynamic Performance: Effects of Trend, Mean, and Variation of Performance on Evaluations | Jochen Reb, Singapore Management U.
- ₽ → A Performance Motivator in One Country, a Non Motivator in Another? An Empirical Study | Marjaana Rehu, U. of Magdeburg; Edward J. Lusk, U. of Magdeburg; Birgitta Wolff, U. of Magdeburg
- Rater Behaviors, Ratee's Reactions, and Performance | I. M. Jawahar, Illinois State U.
- Cognitive, Affective, and Social Network Influences in Performance Appraisal | Anuradha Ramesh, U. of Maryland, College Park; Daniel A. Newman, U. of Maryland Winner of HR Division's Best Student Paper Award

554 : (Paper Session) - (IM) Expatriates in Action 10:40am - 12:00pm Hawaii Convention Center: Room 304A Chair: Mikael Sondergaard, U. of Arhaus Discussant: Richard Brislin, U. of Hawai'i

- → A Quasi-Experimental Field Study on the Impact of Host Worker Perceptions on Expatriate Adjustment | Arup Varma, Loyola U. Chicago; Soo Min Toh, U. of Toronto; Pawan S. Budhwar, Aston Business School; Soumendu Biswas, Indian Institute of Technology
- → Does Cultural Similarity/Dissimilarity Matter? U.S. Business Expatriates in Canada and Germany | Jan Selmer, Hong Kong Baptist U.; Randy Ki-Kwan Chiu, Hong Kong Baptist U.
- → Trust and Distrust of Expatriate Managers in a Foreign-Owned Enterprise: A Grounded Theory | Lai Si Tsui-Auch, Nanyang Technological U.; Eden Ling, -; Joyce Low, -; Stephen Wan, -
- □ → Expatriate Learning: Exploring How Japanese Managers Adapt in the United States | D Christopher Kayes, George Washington U.; Yoshitaka Yamazaki, International U. of Japan

555 : (Paper Session) - (IM) Business Groups, Ownership, and Performance

10:40am - 12:00pm Hawaii Convention Center: Room 305A

Chair: Ivan Manev, U. of Maine

Discussant: Tarun Khanna, Harvard Business School

- → Japanese Inter-Corporate Groupings: A Comparison of Vertical and Horizontal Keiretsu | Jean McGuire, Concordia U.; Sandra Dow, U. du Québec à Montréal; Toru Yoshikawa, Singapore Management U.
- ₽→Janus Face of Intra-Firm Ties: Group-Wide and Affiliate-Level Innovation in Taiwan | Ishtiag Pasha Mahmood. National U. of Singapore; William G Mitchell, Duke U.; Chi-Nien Chung, National U. of Singapore

Finalist--IMD Best Paper

- → Organizational Form, Foreign Ownership and Performance: Evidence from the MENA Region | Nada Kobeissi, Long Island U., C.W.Post
- ₽ → A Temporal Study of Diversification, Group Affiliation and Performance among Indian Manufacturers | Barbara Pecherot Petitt, Thunderbird, American Graduate School of International Mamt.: Kannan Ramaswamy. Thunderbird. American Graduate School of International Mgmt.; Mingfang Li, California State U., Northridge

Finalist--IMD Best Paper

556 → SJS: (IM. OB. OMT) New Horizons on Cross-National and Cross-Cultural Research: Implications for the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 305B

Organizer: Rabi S Bhagat, U. of Memphis

Discussant: Dharm Prakash Sharma Bhawuk, U. of Hawai'i, Manoa

- Structure of Social Axioms Around the Globe: Towards a New Perspective | Kwok Leung, City U. of Hong Kong
- Protestant Relational Ideology: Its Cognitive Underpinnings and Organizational Implications | Jeffrey Sanchez-Burks, U. of Michigan
- Going Beyond the Existing Paradigms in International Management: Using Feeling and Thinking | Rosalie L. Tung, Simon Fraser U.
- Culture Clashes Around the Globe and the Future of Globalization | Rabi S Bhagat, U. of Memphis; B. Ram Baliga, Wake Forest U.; Shin Mannsoo, Korea U.; Ben L Kedia, U. of Memphis

557: (Paper Session) - (IP) Cognition, Identity, and Strategic Action

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: Mathew Laurence Sheep, U. of Cincinnati

- **QOB**: Toward an Understanding of Shared Vision and Organizational Learning | David A Waldman, Arizona State U.; Yair Berson, U. of Haifa; Craig L Pearce, Claremont Graduate U.
- **OB:** Psychological Collectivism: A Measurement Validation and Linkage to Group Member Performance | Christine Lynn Jackson, Purdue U., West Lafayette; Jason Colquitt, U. of Florida; Michael Wesson, Texas A&M U.; Cindy Zapata, U. of Florida

- MOC: Identity Congruence and Behavioral Outcomes: Exit, Voice, Loyalty, and Neglect | Peter Foreman, Illinois State U.; Randall E Westgren, U. of Illinois
- OMT: The Role of Perceived Organizational Prestige in Organizational Identification and Work Outcomes |
 Abraham Carmeli, Bar Ilan U.: Gershon Gilat, Bar Ilan U.
- → IM: Cross-Cultural Differences in the Use of Time: A Three Nation Study | Diane Ferry, U. of Delaware; Sharon Watson, U. of Delaware; Corinne Boyles, Kinki U., Higashi-Osaka

558: (Paper Session) - (IP) **New Research on Sources of Value**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A2 *Facilitator:* **Dean Bartlett**, London Metropolitan U.

- ONE: A Study of Expectancy Theory as a Motivational Model for Environmental Activities and Performance | Robert Sroufe, Boston College; Karen Chinander, Florida Atlantic U.; Frank Montabon, Iowa State U.; Vaidy Jayaraman, U. of Miami; Steven Melnyk, Michigan State U.
- PNP: Participation and Performance: It's Shared Mental Models That Make the Difference | Patricia G Martinez, U. of Texas, San Antonio; Donde Ashmos Plowman, U. of Texas, San Antonio; Stephanie DeAnn Thomas, U. of Texas, San Antonio; Dennis J Duchon, U. of Texas, San Antonio
- RM: The VRIN Problematic: Operationalizing Strategic Resources in Empirical Tests of the RBV (1984-2004) | Katja Nothnagel, U. of Paderborn
- BPS: Estimating the Cost of Strategic Liabilities: A Multi-Variable Approach Using Doomed Firms | Richard J Arend, U. of Nevada, Las Vegas
- HCM: Strategy, Environmental Scanning, and Firm Performance: An Analysis of Physical Therapy Facilities | Mark Alan Davis, U. of North Texas; Grant Miles, U. of North Texas; William Cordell McDowell, U. of North Texas

559: (Paper Session) - (IP) Collaborative Groups 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A3 Facilitator: Kathi J Lovelace, U. of Puget Sound

- ■OB: A Matter of Exchange: Individual and Contextual Antecedents of Organizational Citizenship Behavior | Chun Hui, Chinese U. of Hong Kong; Cynthia Lee, Northeastern U.
- OB: Who May Become Followers of Charismatic Leaders and When Do They Do So? | Kyoungsu Kim, Chonnam National U.; In Sook Kim, Yon Sei U.; Kong Soo Kim, Kunsan National U.
- **GDO**: Sex Differences in Research Productivity: Job Performance as a Piece of the Puzzle. | **Diane Bergeron**, Teachers College, Columbia U.

GDO Division Best Paper Based on a Dissertation

- → HCM: Let Us Work Together The Challenges of Interacting at Multidiscplinary Meetings | Anne Reff Pedersen, Copenhagen Business School

560 : (Paper Session) - (IP) New Perspectives on Collaboration

- 10:40am 12:00pm Hilton Hawaiian Village: Tapa 1 Table A4

 Facilitator: Mary Sue Love, Southern Illinois U., Edwardsville
- ■SIM: The Politics of Provision: Enhancing Accountability through Domain-Based Collaborative Governance | Stephanie Bertels, U. of Calgary; Harrie Vredenburg, U. of Calgary
- HCM: A Resource Based View Of Partnership Strategies In Health Care Organizations | Amy K. Yarbrough, U. of Alabama, Birmingham; Thomas L Powers, U. of Alabama, Birmingham
- OMT: Contractual Self-Enforcement and Delegation of Decision Rights: Empirical Evidence from Franchising | Olivier Cochet, U. of Muenster; Thomas Ehrmann, U. of Muenster
- TIM: Open Source Software Development Just another Case of Collective Invention?. | Margit Osterloh, U. of Zurich; Sandra G. Rota, U. of Zurich
- OB: Exploring the Functions of Play Behaviors in Organizational Life | Sarah Ronson, London Business School; Babis Mainemelis, London Business School

561: (Paper Session) - (IP) Control and Ownership 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B1 Facilitator: Matthias Finger, Ecole Polytechnique Fédérale de Lausanne

- ■MC: Cohesion through Values? Management Consulting Spin-Offs in the XXI Century. | Ferdinando Pennarola, SDA Bocconi / Bocconi U.; Anna Canato, Bocconi U.; Bernardino Provera, SDA Bocconi / Bocconi U.
- MC: The Consulting Career in Transition: From Partnership to Corporate | Susan M. Adams, Bentley College; Alberto Zanzi, Suffolk U.
- TIM: Generating Value in Formal Standards Environments: A Resource-based Perspective on Early Acquisition | AI Warner, Pennsylvania State U., Erie; Jim Fairbank, Pennsylvania State U., Erie
- ENT: Influence of Large Stake Family Ownership on Performance: Agency or Life-style Relationship? | Sharon Oswald, Auburn U; Lori A. Muse, Western Michigan U.; Matthew W. Rutherford, Gonzaga U.
- TIM: Does Corporate Governance Matter in Innovation? | Humphry Hung, Hong Kong Polytechnic U.; Y H Wong, Hong Kong Polytechnic U.

562: (Paper Session) - (IP) Governance, Control, and Ownership

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: Jeremy Collin Short. Portland State U.

- ●BPS: Paths of Divestiture toward Public Independence: D-RLBO as an Alternative to Spin-off | Michael Reto Braun, U. of Massachusetts, Amherst
- □ → BPS: Small and Medium-Sized Firm Behavior and Performance: The Role of Ownership | Nicholas O'Regan, Middlesex U.; Abby Ghobadian, Middlesex U.
- → BPS: Free Cash Flow and Principal-Principal Agency Relationship: An Empirical Test on R&D Investments | Young Rok Choi, Singapore Management U.; Toru Yoshikawa, Singapore Management U.; Bong Hee Han, Ajou U.

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ← Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings

- **■BPS**: Corporate Governance and Firm Competitive Behavior: Disentangling Motivation and Capability Effects | Jinyu He, U. of Illinois, Urbana-Champaign
- **ENT:** The Governance of Corporate Entrepreneurs: The Applicability of Agency Theory | Donna Kelley, Babson College; Heidi M. Neck, Babson College; Lois S. Peters, Rensselaer Polytechnic Institute; Gina O'Connor, Rensselaer Polytechnic Institute

563: (Paper Session) - (IP) Governance, Control, and Incentives

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B3 Facilitator: Paul Laurence Robertson, Griffith U.

- ●BPS: The Effect of Outside Director Stock-Based Compensation on Corporate Social Performance | Yuval Deutsch, York U.; Michael S. Valente, York U.
- BPS: Blockholder Ownership, Dividends and Firm Valuein Continental Europe | Steen Thomsen, Copenhagen Business School
- **BPS**: Investigating Board Process: How Outside Directors Attempt to Overcome Information Asymmetry | Matthew A. Rutherford, James Madison U.; Ann K. Buchholtz, U. of
- **■BPS**: IPO Lockups, Relative Bargaining Power, and Executive Compensation | Lerong He, U. of Pennsylvania
- **BPS**: A Meta-Analytic Review of Formal Operational Control Systems. | David Kern, Oklahoma State U.; James M. Pappas. Oklahoma State U.; Timothy DeGroot, Oklahoma State U.

564: (Paper Session) - (IP) Corporate Governance and **Ethical Conduct**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Sandra L Christensen, Eastern Washington U.

- → **IM**: Corporate Governance Reforms around the World Pursey Heugens, Utrecht U.; Jordan Otten, Utrecht U.
- **SIM**: An Integrative Theory of Executive Corruption: Implications for Corporate Governance | Ann K. Buchholtz, U. of Georgia; Jill Ann Brown, U. of Georgia
- **SIM**: The Effects of Corporate Governance on Corporate Social Responsibility | Wendy Chapple, U. of Nottingham / ICCSR; Deniz Ucbasaran, Nottingham U.; Georgios Makris, -
- + IM: Globalisation and National Varieties of Corporate Governance System | Soo Hee Lee, Birkbeck College, U. of London; Bongjin Kim, U. of Texas, San Antonio
- → OMT: The Impact of Institutional Factors on Patterns of Intercorporate Ties | Ilya Okhmatovskiy, U. of Southern California

565: (Paper Session) - (IP) Corporate Governance 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C1 Facilitator: Lori Verstegen Ryan, San Diego State U.

- **BPS**: Formalization as a Means to Give and Make Sense Paul W.L. Vlaar, Erasmus U.: Frans A.J. Van den Bosch. Erasmus U.; Henk W. Volberda, Erasmus U.
- **BPS:** The Market for Corporate Directors: Does "Settling Up" Occur? | Christine Shropshire, Arizona State U.; Robert Ensign White, Arizona State U.

- **BPS**: Strategic Control in Universities as Pluralistic Contexts | Paula Jarzabkowski, Aston Business School
- TIM: Examining the Effects of Board Competence on Operational Innovation | Hsueh Liang Wu, National Cheng Kung U.; Cheng Yu Lee, National Cheng Kung U.
- **CEO** Duality, Board Composition, and the Speed and Breadth of Strategic Behavior | Bongjin Kim, U. of Texas, San Antonio; John E Prescott, U. of Pittsburgh

566: (Paper Session) - (IP) Creating and Exploiting Value 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: François Therin, Grenoble Ecole de Management

- **TIM:** Innovation and Complementarity: Economic Incentives and Market Outcomes | Daniel Levinthal, U. of Pennsylvania; Brian Wu. U. of Pennsylvania
- TIM: My Precious: The Role of Appropriability Strategies in Shaping Innovative Performance | Keld Laursen. Copenhagen Business School; Ammon Salter, Imperial College London
- TIM: The Dynamic Interaction between Institutional and Cultural Mechanisms in KMS Effectiveness | Hind Benbya, Lecce U.
- **OMT**: Economic Exchange or Social Obligation Reciprocity? Exchange Modalities of Interorg. Relations Christiana Weber, Social Science Research Center, Berlin: Markus Goebel, U. der Bundeswehr; Michael Gaitanides, Helmut Schmidt U.
- **■ ENT**: The Nature of Good Deals for Entrepreneurs | James Fiet, U. of Louisville; Pankaj C Patel, U. of Louisville

567: (Paper Session) - (IP) Creating and Sharing Knowledge 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: M. Lourdes Sosa, Massachusetts Institute of Technology

- **▼TIM:** When Do Acquisitions Facilitate Knowledge Transfer from Targets to Acquirers? | Jaeyong Song, Seoul National U.; Woojin Yoon, Seoul National U.
- TIM: Coordination of Innovation: The Impact of Justification on Common Knowledge as Base for Coordination | Philipp Tuertscher, U. of St. Gallen; Simon Grand, U. of St. Gallen; Georg Von Krogh, U. of St. Gallen
- **■OMT**: Improvisational Action as Tacit Knowledge | Ken N. Kamoche, City U.; Miguel Pina Cunha, U. Nova de Lisboa
- CMS: The Dark Side of Narrations: Challenging the Epistemological Nature of Narrative Knowledge | Daniel Geiger, Freie U. Berlin
- OCIS: Phenomenology of InterrelatedEmbodied Implicit and Narrative Knowing in Organizations | Wendelin Kuepers,

568: (Paper Session) - (IP) Creating Knowledge and Capabilities

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: Lars Schweizer, U. of Bamberg

②→ ■BPS: How National Institutions Influence Knowledge Spillovers In Technology Alliances | Gurneeta Vasudeva, George Washington U.

- → ■BPS: Green and Competitive: a Jordanian Perspective? | Yousef Eiadat, U. of College Dublin; Aidan Kelly, U. of College Dublin
- BPS: Executive Job Change in Biotech Startups: Knowledge Integration in An Inherently Political Setting | Daniela Baglieri, U. of Catania; Jun Li, U. of New Hampshire
- ■CAR: Traits, Domain Knowledge, Intellectual Development and Careers | Phillip L. Ackerman, Georgia Institute of Technology
- OB: Keen to Help? A Field Study of Managers' IPTs and their Subsequent Employee Coaching | Peter A. Heslin, Southern Methodist U.; Don Vandewalle, Southern Methodist U.

569 €: (MC) Values and Actions of Management Consultants

10:40am - 12:00pm Hawaii Convention Center: Room 314 *Chair:* **Leon De Caluwe**, Free U., Twynstra

Causes and Consequences of Incongruence in Values and Actions | Nanja Schouten, Vrije U.; Claartje J Vinkenburg, Vrije U.

How Ethical Leaders Build Ethical Organizations | Anne Kohnke Meda, Benedictine U.

- Looking for Personal Preferences in Change, does Personality Matter? | Leon De Caluwe, Free U., Twynstra; Antonie Van Nistelrooij, Free U., Amsterdam; Nanja Schouten, Vrije U.
- Problems of Aligning IT with Business Professionals & Projects: A Framework Combining Mental Models | **Joseph W Weiss**, Bentley College

Participants: Claartje J Vinkenburg, Vrije U.; Antonie Van Nistelrooij, Free U., Amsterdam; Leon De Caluwe, Free U., Twynstra; Anne Kohnke Meda, Benedictine U.; Joseph W Weiss, Bentley College

570 □ ③: (Paper Session) - (MED) Tools and Tactics for Management Education - Courses and Programs

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - MED *Presented on panels* 25-30

- A Personal and Experimental Reflection on Teaching and Learning with the Consultant Learning Method | James Paul Burton, U. of Washington, Bothell
- © Collateral Learning through Service-Learning:
 Developing Competent Business Professionals | Janice
 Gygi, Utah Valley State College; Susan R. Madsen, Utah Valley
 State College
- Understanding Changes in Perception of Users: A New Vision of Management of E-learning Technologies | M S Annapoornima, National U. of Singapore; Pek-hooi Soh, National U. of Singapore
- Designing an Adult Learner Graduate Degree
 Program for Practicing Managers | Robert E. Scully, Barry
 U.; Michael J Provitera, Barry U.
- Classroom Contribution: What Do Students Perceive as Fair Assessment? | Molly Pepper, Gonzaga U.; Seemantini Madhukar Pathak, Arizona State U.

571 ☐: (Paper Session) - (MED) Quantitative and "Qualitative" Issues in Management Education

10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4 Chair: Linda L Brennan. Mercer U.

- The Difficulty in Implementing TQM in Higher Education Instruction. | Gavriel Meirovich, Sapir Academic College; Edward Romar, U. of Massachusetts, Boston
- Experiential Learning in a Quality Course: A Hands-on Approach to Teaching Baldrige Award Concepts | Michael Richard Godfrey, U. of Wisconsin, Oshkosh; Marilyn Hart, U. of Wisconsin, Oshkosh
- Reliability Techniques Applied to College Drop-Out Rates | Marilyn Hart, U. of Wisconsin, Oshkosh
- □ Responses to Stress and Test Anxiety Among Management Science Students | Ulysses J. Brown, Savannah State U.; Ronald C Carter, Florida A&M U.

572 →: (Paper Session) - (MED) Cultural Issues In Management Learning

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 2

Chair: Susan Miller, U. of Hull

- → Business Students' Cultural Values as Antecedents to Student and Teacher-Driven Learning Styles | Ann Mitsis, Victoria U. of Technology; Patrick Wayne Foley, Melbourne U.
- ⊕→ Guanxi and Wasta and the impact of internationalisation on networking in China and the Arab World | Kate Hutchings, Queensland U. of Technology; David Thomas Weir, Ceram Sophia Antipolis
- Political Culture and Business School Teaching. |
 Simon Ulrik Kragh, Copenhagen Business School; Sven
 Bislev, Copenhagen Business School
- Erroneous Learning From the West: An Empirical Study of Chinese Cases published in 1992 and 1999 | Neng Liang, China Europe International Business School; Shu Lin, Peking U. Winner of MED Division Best Paper in Management Learning

573: (MH) The Evolution of the Impact of Positivity on Performance

10:40am - 12:00pm Sheraton Waikiki Beach: Kohala/Kona Room Chair: Fred Luthans, U. of Nebraska, Lincoln Presenters: Suzanne J. Peterson, Miami U., Ohio; Kyle Luthans, U. of Nebraska, Kearney; Brett Luthans, Missouri Western St. College

574: (Paper Session) - (MOC) Biased Decisions: The Good, the Bad, and the Ugly

10:40am - 12:00pm Hawaii Convention Center: Room 317B Multiple studies identify biases in our decision-making, and the outcomes of such biases.

Chair: Erik Ian Dane, U. of Illinois, Urbana-Champaign
When Good = Better Than Average | Don Moore, Carnegie
Mellon U.

- ₽Whew, that was close!: How near miss events bias subsequent decision making under risk | Catherine Tinsley, Georgetown U.; Robin Dillon-Merrill, Georgetown U.
- When it's Right to be "Wrong": The Effects of Inherent Overconfidence on Product Performance | Mark Simon,

- Oakland U.; **Susan Houghton**, Georgia State U.; **Catherine L. Tyler**, Oakland U.
- Prone to Bias: Toward a Theory of Individual Differences in Bias Manifestation | **Shaul Oreg**, U. of Haifa; **Mahmut Bayazit**, Koc U.

575 ■JS: (MOC, OMT, CMS) Organizational Identity: Divergent Conceptualizations, Applications, and Measurement

10:40am - 12:00pm Hawaii Convention Center: Room 317A

Organizer: C. Marlena Fiol, U. of Colorado, Denver

Presenters: David A. Whetten, Brigham Young U.; Mary Jo Hatch,
U. of Virginia; Dvora Yanow, California State U.; John Mohr, U. of
California, Santa Barbara; C. Marlena Fiol, U. of Colorado, Denver;

Edward O'Connor, U. of Colorado, Denver

576: (Paper Session) - (MSR) Leadership and the Spiritual Workplace

10:40am - 12:00pm Sheraton Waikiki Beach: Puna Room Chair: Gerald Biberman, U. of Scranton Discussant: Maree Veronica Boyle, Griffith U.

The Mediating Affects of Spirituality on Transformational Leadership and Employee Turnover | Tom W. Moore, U. of Texas, Arlington; Wendy J. Casper, U. of Texas, Arlington

- A Strategic Scorecard Model of Perfromance Excellence Through Spiritual Leadership | Laura L Matherly, Tarleton State U. Central Texas; Louis W Fry, Tarleton State U. Central Texas; J-Robert Ouimet, Holding O.C.B. Inc.
- ■A Taxonomy of Spirit-centered Leadership Reflected in the Phenomenology of Entrepreneurial Leaders | Arthur L. Jue, U. of Phoenix

577 □ •> ← SHCS: (MSR, MED) Leadership for Adaptive Organizations: Models from the Christian, Hindu and Buddhist Traditions

10:40am - 12:00pm Hilton Hawaiian Village: Coral Ballroom 1
The symposium will explore the implications of the teachings and writings from three spiritual traditions for leadership in the 21st century.

Discussant: Prasad Kaipa, Kaipa Group

Business Executives and Prayer: How a Core Spiritual
Discipline Is Expressed in the Life of Contem | Andre L
Delbecq, Santa Clara U.

Transformational Leadership and Self-Awareness in Hinduism: A Role Model for Creating Adaptive Organ | Harsh K Luthar, Bryant U

Leadership Lessons and Indications from the Buddhist Tradition for Creating Adaptive Organizations | Barbara Gray, Pennsylvania State U.

Leadership Lessons and Indications from the Buddhist Tradition for Creating Adaptive Organizations | Mark P Kriger, Norwegian School of Management

Participants: Andre L Delbecq, Santa Clara U.; Harsh K Luthar, Bryant U; Barbara Gray, Pennsylvania State U.; Mark P Kriger, Norwegian School of Management

578 (Paper Session) - (OB) **Motivation**, **Performance**, and **Attitudes**

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OB

Presented on panels 41-52

- Linking Goal Setting and Goal Orientation: Overriding, Moderation, and Mediation Approaches | Yaping Gong, Hong Kong U. of Science and Technology; Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jiing-Lih Farh, Hong Kong U. of Science and Technology; Song Chang, Hong Kong U. of Science and Technology
- Teacher Behaviors, Teacher Efficacy and Students' Quality of School Life: A Multilevel Perspective | Rachel Louise Hannam, U. of Queensland; Nerina Jimmieson, U. of Queensland; Gillian Yeo, U. of Queensland
- "Warming" Goal-Setting Theory: Common Antecedents and Consequences of Goal-Setting and Stress | Lucy Arendt, U. of Wisconsin, Milwaukee
- An Impression Management Model of Stigma Management: Actor Responses to Audience Cues | Larry W. Hughes, U. of Nebraska, Lincoln; William L Gardner, Texas Tech U.
- Contextualizing Organizational Citizenship Behavior: A Conceptual Analysis | Yitzhak Fried, Wayne State U.; Amos Drory, Ben-Gurion U., Negev; Ariel Levi, Wayne State U.
- The Measurement of Equity Sensitivity: A Comparison of the ESI and EPQ | Judy Perkins Strauss, California State U., Long Beach; Ted Shore, California State U., Long Beach
- Job Satisfaction: Comparing Effects of the Situational, Dispositional, and Interactional Approaches | Leon Schjoedt, Illinois State U.; David B Balkin, U. of Colorado, Boulder; Robert A Baron, Rensselaer Polytechnic Institute
- Guilty or Innocent: Accountability and Judgments of Responsibility Following Absence from Work | Eric Patton, Concordia U.
- System Justification Theory: Explaining Why Not Only Men but also Women Discriminate Against Women | Joerg Dietz, U. of Western Ontario; Lars-Eric Petersen, Martin-Luther-U. Halle; Chetan Joshi, U. of Western Ontario
- Project Morale: A Multifaceted Construct and Its Link to Project Success | Zvi H. Aronson, Stevens Institute of Technology; Thomas Lechler, Stevens Institute of Technology
- Do Individual Differences Influence Social Capital Payoffs for Minority Employees? | Arjun Bhardwaj, U. of Western Ontario

579: (Paper Session) - (OB) **Deviance**, **Aggression and Anti-Social Behavior**: **Examining Antecedents and Consequences**

10:40am - 12:00pm Hawaii Convention Center: Room 324

Chair: Marie S. Mitchell, U. of Central Florida

Discussant: Theresa Domagalski, Florida Institute of Technology
Identity Expression as a Predictor of Antisocial Work Behavior

| Stefan Thau, U. of Groningen; Karl Aquino, U. of Delaware;
Rafael Wittek, U. of Groningen

How Teammates Respond to Bad Apples | Will Felps, U. of Washington

Effects of Organizational Tolerance on the Incidence and Consequences of Workplace Aggression | Aaron CH Schat, McMaster U.; Serge Desmarais, U. of Guelph; E Kevin Kelloway, St. Mary's U.

₽> Examination of the Moderating and Mediating Effect of Self-Efficacy in Explaining Deviance | Bella L. Galperin, U. of Tampa

Presenters: Stefan Thau, U. of Groningen; Will Felps, U. of Washington; Aaron CH Schat, McMaster U.; Bella L. Galperin, U. of Tampa

580: (OB) Having All of Your Voices Heard: An After Action Review of the OB Division 5 Year Review

10:40am - 12:00pm Hawaii Convention Center: Room 325A

This session provides members an opportunity to meet and discuss the OB Division 5-year report and consider the Division's goals for

Participants: OB Executive Committee, -; Maureen L Ambrose, U. of Central Florida; Bruce Avolio, U. of Nebraska; Russell Cropanzano, U. of Arizona; Angelo DeNisi, Texas A&M U.; Dafna Eylon, U. of Richmond; Peter Hom, Arizona State U.; Carol T Kulik, Melbourne U.; Anne M. O'Leary-Kelly, U. of Arkansas; Daniel Skarlicki, U. of British Columbia; Francis J Yammarino, State U. of New York, Binghamton

581: (Paper Session) - (OB) Psychological Contract Breach: **Examining Antecedents and Consequences**

10:40am - 12:00pm Hawaii Convention Center: Room 327

Chair: David L. Turnipseed, Indiana U./Purdue U.

Discussant: Edward E. Kass, St. Joseph's U.

- → One Big Happy Family: Workplace Familism and Psychological Contract Breach in a Collectivist Culture | Simon Lloyd D. Restubog, U. of Queensland; Prashant Bordia, U. of South Australia; Robert L. Tang, De La Salle -College of Saint Benilde
- Pa

 Antecedents of Psychological Contract Breach: The Role of Similarity and Leader-Member Exchange | Mark M Suazo, U. of Texas, San Antonio; William H. Turnley, Kansas State U.; Renate R Mai-Dalton, U. of Kansas
- Who Cares? The Role of Work Centrality in Psychological Contract Violation | Vickie Coleman Gallagher, Florida State U.; Jason Stoner, Florida State U.; Pamela Perrewe, Florida State U.

Take this Job and...Keep it? The Effects of Psychological Contract Breach on Job-Constrained Employees | Vikas Anand, U. of Arkansas; Blake E. Ashforth, Arizona State U.; Kevin E. Henderson, U. of Arkansas, Favetteville

Presenters: Mark M Suazo, U. of Texas, San Antonio; Jason Stoner, Florida State U.: Simon Llovd D. Restubog, U. of Queensland; Vikas Anand, U. of Arkansas

582: (Paper Session) - (OB) Considering Customers: A **Customer-Centric Perspective on Organizational** Behavior

10:40am - 12:00pm Hawaii Convention Center: Room 328 Chair: Jacqueline N Hood, U. of New Mexico

Discussant: Suzanne S Masterson, U. of Cincinnati

- The Role of Leader Behaviors and Leader-Member Exchange in Customer Service | Hui Liao, Rutgers U.; Aichia Chuang, National Taiwan U.
- ■Proactive Service Performance: Identifying Relationships with Individual and Environmental Variables | Johannes Rank, U. of South Florida/U. of Giessen; Jens M. Unger, U. of

- Giessen; Jeanne M. Carsten, U. of South Florida; Andrea Fischbach, U. of Trier
- Serving Customers Through Leader-Member Exchange: Moderating Role of Manager Fit and Identification | Berrin Erdogan, Portland State U.; Jeanne K.J. Enders, Portland State
- Biting the Hand that Serves Them: When Does Customer Aggression Predict Employee Exhaustion? Alicia A Grandey, Pennsylvania State U.; Julie Kern, Pennsylvania State U.

Presenters: Berrin Erdogan, Portland State U.; Julie Kern, Pennsylvania State U.; Johannes Rank, U. of South Florida/U. of Giessen; Hui Liao, Rutgers U.

583 → SHCS: (OB, CM, HR) Organizational Justice Around the World: A Status Report

10:40am - 12:00pm Hawaii Convention Center: Room 313C

Chair: Jerald Greenberg, Ohio State U.

Discussant: Jerald Greenberg, Ohio State U.

Organizational Justice in the Netherlands: Basic and Applied Research | Kees Van den Bos. Utrecht U.

- Organizational Justice: Research Findings from the United Kingdom | Jacqueline Coyle-Shapiro, London School of **Economics**
- "Fair Go": Organizational Justice Research in Australia | Carol T Kulik, Melbourne U.; Michelle Brown, U. of Melbourne; Victoria S Lim, U. of Melbourne

Organizational Justice Research in Chinese Societies: A Review and Update | Kwok Leung, City U. of Hong Kong Participants: Kees Van den Bos, Utrecht U.; Carol T Kulik, Melbourne U.; Jacqueline Coyle-Shapiro, London School of Economics; Michelle Brown, U. of Melbourne; Victoria S Lim, U. of Melbourne; Kwok Leung, City U. of Hong Kong

584 ♥ SHCS: (OB, GDO, SIM) Doing the Taboo: Studying Sexuality in the Workplace

10:40am - 12:00pm Hawaii Convention Center: Room 316A

Moderator: Robin Ely, Harvard U.

Sex as a Tool: Does Utilizing Sexuality at Work Work? | Jill Christine Bradley, Tulane U.; Suzanne Chan-Serafin, Tulane U.; Arthur P Brief, Tulane U.; Marla Baskerville Watkins, Tulane U.

Sex through the Ages: Considering the Intersection of Gender Identity, Sexuality, and Age | **Debra Meyerson**, Stanford U.; Nicole Kangas, Stanford U.

The Sanitized Workplace | Vicki Schultz, Yale U.

585 JS: (OB, HR) Advances in Aggregate-Level Research: Toward Establishing Causal Priority

10:40am - 12:00pm Hawaii Convention Center: Room 323C

Chairs: Joerg Dietz, U. of Western Ontario; S Douglas Pugh, U. of North Carolina, Charlotte

Discussant: Katherine Klein, U. of Pennsylvania

Does Human Capital Relate to Unit Level Effectiveness over Time? | Robert E Ployhart, U. of South Carolina; Jeff Weekley, Kenexa; Jase Ramsey, U. of South Carolina

Organization-Level Linkages Among Work Overload, Aggression, and Performance | Jeremy F. Dawson, Aston U.;

- Michael W. Grojean, Aston U.; D Brent Smith, Rice U.; Jana L. Raver, Queen's U.
- Which Comes First and Why? Linkages Between Employee Attitudes and Organizational Outcomes | S Douglas Pugh, U. of North Carolina, Charlotte; Joerg Dietz, U. of Western Ontario
- Influence of Interrater Agreement on Causal Inferences in Longitudinal Organization-Level Data | Daniel Judson Beal, Rice U.; Kelly de Chermont, Rice U.; Jeremy F. Dawson, Aston U.

Presenters: Robert E Ployhart, U. of South Carolina; Jeremy F. Dawson, Aston U.; Daniel Judson Beal, Rice U.; S Douglas Pugh, U. of North Carolina, Charlotte

586 : (Paper Session) - (OCIS) The Consequences of Being Virtual

10:40am - 12:00pm Hawaii Convention Center: Room 318A *Chair:* **Katherine Chudoba**, Florida State U.

Discussant: Jae Yun Moon, Hong Kong U. of Science and Technology

- Subgroups with Attitude: Imbalance and Isolation in Geographically Dispersed Teams | Michael Boyer O'Leary, Boston College; Mark Mortensen, Massachusetts Institute of Technology
- The Importance of Teamwork for Dispersed Project Teams | Martin Hoegl, WHU; Holger Ernst, Otto Beisheim Graduate School of Management (WHU); Luigi Proserpio, Bocconi U.
- Working in Virtual Teams: Awareness and Teamwork | Chyng-Yang Jang, U. of Texas, Arlington
- Using Bibliometric Analysis to Evaluate Scientific Progress in Virtual Teams Research | Suzanne P Weisband, U. of Arizona; Sherry M Thatcher, U. of Arizona; Jennifer M Xu, U. of Arizona

587: (Paper Session) - (OCIS) **Technology Adoption: The Individual Level**

10:40am - 12:00pm Hawaii Convention Center: Room 322B

Chair: Mark Keil, Georgia State U.

Discussant: Bernd Erhard Irmer, InfoHRM

- Users' Beliefs Toward Technology: A Social Capital Perspective | Massimo Magni, Bocconi U.; Luigi Proserpio, Bocconi U.
- → Technology Sensemaking: Local Knowledge and Patterns of Technology Adoption | Ruey-Lin Hsiao, National U. of Singapore; Se-Hwa Wu, National Chengchi U., Taiwan; Sheng-Tsung Hou, National Chengchi U., Taiwan
- Counterintentional Habit as an Inhibitor of Technology Acceptance | Greta Leigh Polites, U. of Georgia
- Antecedents of Specific Computer Self-Efficacy: Exploring Use in Complex Information Systems | Clay K. Williams, U. of Georgia

588 ③: (Paper Session) - (ODC) Accounting for Emotions in change

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - ODC 1 Presented on panels 38-40

- © Can Emotional Intelligence be Improved Through Training?: An Experimental Study | Jane P Murray, Griffith U.; Peter J. Jordan, Griffith U.; Sally V Hall-Thompson, U. of Queensland/Griffith U.
- Getting Ready for Organizational Change: Toward a Procedural Model | Jennifer Walinga, U VIC; Tanis Farish, U VIC

589: (Paper Session) - (ODC) The Role of Metaphors, Maps, and Vision in Organizational Change

10:40am - 12:00pm Hawaii Convention Center: Room 321B Chair: Ian Palmer, U. of Technology, Sydney

Discussant: Neil M. Boyd, Pennsylvania State U.

© Constructing Shared Understanding: The Role of Embodied Metaphors in Organization Development | Claus D Jacobs, Imagination Lab Foundation; Loizos Th. Heracleous, Templeton College, Oxford U.

PaThe Governance of Transition Processes in an Organisation: A Cognitive Mapping Approach | Jessica Steur, U. of Groningen; Rafael Wittek, U. of Groningen Winner of ODC Division Best Paper

- Change Visions and the Organizational Change Process: A Cross-Case Multi-Level Analysis | Karen S Whelan-Berry, Utah Valley State College
- Organizational Learning as an Organization Development Intervention in Taiwan | Bella Ya-Hui Lien, National Chung Cheng U.; Richard Yu-Yuan Hung, Tokyo U.

590 ◎: (Paper Session) - (OM) Strategy, Technology & Project Management

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OM Presented on panels 71-76

- Project Success as a Topic in Project Management Literature | Lavagnon A. Ika, U. du Québec à Montréal; Amadou Diallo, U. du Québec à Montréal; Denis Thuillier, U. du Québec à Montréal
- New Product Development and Industry Clockspeed: An Isomorphism Perspective | Jeffrey Norris Street, U. of Georgia
- © Criteria for Effective Leadership in Complex Project Environments | Hans J Thamhain, Bentley College
- → Cinking Business & Manufacturing Strategies: The Moderating Role of Communication | Hong Cui, City U. of Hong Kong
- The Determinants of Alternative Strategies for Novel Technology Introduction | Masanori Yasumoto, Shinshu U./U. of Tokyo; Takahiro Fujimoto, U. of Tokyo

591: (Paper Session) - (OM) **Supplier Management & SCM** Research

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 3 *Chair:* **Amelia Carr**, Bowling Green State U.

№Performance Effects of Relationalism with Dominant and Non-Dominant Suppliers: A Case Study | Charnchai Tangpong, U. of Pennsylvania; Michael D Michalisin, Southern

- Illinois U., Carbondale; Arlyn J Melcher, Southern Illinois U., Carbondale
- PaDetermining When Multiple Respondents are Needed in Supply Chain Management Research | Mark Pagell, Oregon State U.; Daniel R Krause, Arizona State U.
- Political and Process-View Influences on the Outsourcing Process | Donna Marshall, U. of College Dublin; Ronan McIvor, U. of Ulster, Magee Campus, Londonderry; Richard Lamming, U. of Southampton
- Supplier-Supplier Interactions and Supply Performance: A Theory-Driven Empirical Investigation | Zhaohui Wu, Oregon State U.; Thomas Y. Choi, Arizona State U.; Manus Rungtusanatham, Arizona State U.
- 592 (Paper Session) (OMT) The Sources of Institutions 10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OMT 1 Presented on panels 31-37
- Belonging in a Field: The Role of Rankings in Creating and Diffusing a Business School Template | Linda Wedlin.
- Differentiation and Imitation in Graphical Trademark Design | James I. Bowie, U. of Arizona
- Suspended in Self-Spun Webs: Institutionalization as Rhetorical Change in Argument Structure | Sandy E. Green. U. of Southern California; Yuan Li, U. of Southern California; Nitin Nohria, Harvard U.
- The Influence of Local Environments on Institutional Agency | Tracy A Thompson, U. of Washington, Tacoma; Jill M Purdy, U. of Washington, Tacoma
- The Unintended Consequence of the Law: an Institutional Explanation for Stock Option in CEO Pay I Xiaowei Luo, U. of Illinois, Urbana-Champaign
- Agency and institutions: The enabling role of individuals' social position | Julie Battilana, INSEAD
- Who is Caged? A View of the Iron Cage, Inside-Out. | Suhaib Riaz, U. of Western Ontario
- 593 ©: (Paper Session) (OMT) Learning and Change 10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - OMT 2 Presented on panels 65-70
- from a Human Capital Perspective: Preliminary Thoughts | I-Chieh Hsu. National Changhua U. of Education
- Two Faces of Search: Alternative Generation and Alternative Evaluation | Thorbjoern Knudsen, SDU; Daniel Levinthal, U. of Pennsylvania
- Roles Managers Play: A Deeper Look at the Competing Values Framework | Alan Belasen, State U. of New York, Empire State College; Nancy Miller Frank, State U. of New York, Empire State College
- A Behavioral Approach To The Punctuated Equilibria Of Deep Structure | Desmond W. Ng, Texas A&M U., College Station
- How do Routines Change? Towards a Conceptual Framework | Hari Bapuji, U. of Western Ontario

594: (OMT) Theory Matters: The Future of OMT 10:40am - 12:00pm Hawaii Convention Center: Room 301A

Presenters: Philip Selznick, U. of California, Berkeley; James P Walsh, U. of Michigan; Gerald F Davis, U. of Michigan, Ann Arbor; Matthew Kraatz, U. of Illinois

595 : (Paper Session) - (OMT) Take it to the (Structural)

Hole: Network Structures and Dynamics

10:40am - 12:00pm Hawaii Convention Center: Room 302A Chair: Alix Valenti, U. of Houston, Clear Lake Discussant: Mikolaj Jan Piskorski, Harvard U.

- The Cascading Benefits of Clusters: How Network Density Affects Tie Strength | Sheen S. Levine, Singapore Management U.; Robert O Kurzban, U. of Pennsylvania
- Interorganizational Embeddedness and The Reach, Richness. and Receptivity of Network Resources | Ranjay Gulati, Northwestern U.: Dovev Lavie. U. of Texas. Austin: Ravindranath Madhavan, U. of Pittsburgh
- Promoting Public Goods in Transactional Structural Holes Dingkun Ge, San Francisco State U.
- ₽Not All Ties Are Equal: The Temporal Dynamics of Professional Networks on Law Firm Performance | Jonathan Jaffee, U. of Southern California: Bill Mcevilv. Carnegie Mellon U.; Marco Tortoriello, Carnegie Mellon U.

596: (Paper Session) - (OMT) Where Do Prices Come From? 10:40am - 12:00pm Hawaii Convention Center: Room 302B

Chair: Christine Quinn Trank, Texas Tech U.

Discussant: Arent Greve, Norwegian School of Economics and **Business Administration**

- Subjective Stock Option Valuation and the Black-Scholes: Empirical Evidence of Divergence | Robert Wiseman, Michigan State U.; Cynthia E. Devers, Texas A&M U., College Station; Robert Michael Holmes, Texas A&M U.
- ₱Information, Prices, and Sensemaking in Financial Futures Trading | Peter A Levin, Barnard College
- Pricing Structure and Structuring Price | Mark J Zbaracki, U. of Pennsylvania
- Constructing Perceptions of Value: Acquisition Location and Market Value, 1997-2002 | Brayden G King, U. of Arizona

597: (Paper Session) - (OMT) Change, Organizational Diversity, and Survival

10:40am - 12:00pm Hawaii Convention Center: Room 303B Chair: Urelmaa Tsolmon, Brigham Young U.

Discussant: Pablo Martin De Holan, Instituto de Empresa The Effect of Business Entries and Exits on Organizational

Survival | Jisung Kim, Fordham U.

- An Ecological Theory of Population-Level Diversity Dependence | Christophe Boone, U. of Antwerp; Filippo Carlo Wezel, Tilburg U.; Arjen Van Witteloostuijn, U. of Groningen
- System-Dependent Organizational Evolution in the UK Motorcycle Industry, 1895-1993 | Alessandro Lomi, Bologna U.; Filippo Carlo Wezel, Tilburg U.
- Refinement and Obsolescence: Questioning Prior Results in the Analysis of Organizational Change | Nikolaus Beck. Erfurt U.; Michael Woywode, Aachen U.; Josef Brüderl, Mannheim U.

Cascading Arenas and Genetic Modification: The U.S. Case | Stephanie Welcomer, U. of Maine; John F Mahon, U. of Maine Cascading Arenas of Resolution: Managerial Implications | Jennifer J Griffin, George Washington U.; Richard McGowan, **Boston College**

604 ◎: (Paper Session) - (TIM) Information Technology Management & Strategy

10:40am - 12:00pm Hawaii Convention Center: Exhibit Hall III - TIM 1 Presented on panels 61-64

- Impact of Internet Strategy Announcements: An Event Study Analysis | Anna M. Dempster, Birkbeck College, U. of London
- A New Vision of Innovation Management: Towards an Integrated Paradigm | Ping Lan, U. of Alaska, Fairbanks
- Intraorganizational Diffusion of ICT: Antecedents and Consequences | Paulina Papastathopoulou, Athens U. of Economics and Business; George Avlonitis, Athens U. of Economics and Business; Nikolaos Panagopoulos, Athens U. of Economics and Business
- → Virtual Health Care Infrastructures: Telecommunications, the Internet and Grid Computing | Ann Séror, U. Laval

605 : (Paper Session) - (TIM) Intellectual Property

10:40am - 12:00pm Hawaii Convention Center: Room 304B

Chair: Gina Dokko, New York U.

Discussant: Joel West, San Jose State U.

PaMotivations and Incentives for Patenting within Universities: A Survey of Italian Inventors | Nicola Baldini, U. of Bologna: Rosa Grimaldi, U. of Bologna; Maurizio Sobrero, U. of Bologna Patent Informatics for Patent Thicket Detection: A Network Analytic Approach for Patent Space | Gavin Clarkson, U. of Michigan, Ann Arbor

₽→ Do Firms Produce Better Quality Research with Greater Academic Collaboration? | Kartik Kumaramangalam, London School of Economics

TIM Division Best Student Paper Award Finalist

Academic Research, The Bayh-Dole Act and Firm Patenting Natarajan Balasubramanian, U. of California, Los Angeles; Mariko Sakakibara, U. of California, Los Angeles

606: (Paper Session) - (TIM) Joint Knowledge Creation & **Sharing**

10:40am - 12:00pm Hawaii Convention Center: Room 306A

Chair: Anne W. Fuller, Georgia Institute of Technology

Discussant: David Hsu, Wharton School

₽ The Fragility of Knowledge Sharing: A Behavioral Approach Simon Gächter, U. of St. Gallen: Stefan Haefliger, U. of St. Gallen; Georg Von Krogh, U. of St. Gallen

Collaborative Networks as Determinants of Knowledge Diffusion Patterns | Jasjit Singh, INSEAD

→ Collaborate for Knowledge Creation: An Empirical Investigation | Zi-Lin He, U. of Otago; Deng Chen, U. of Otago; Min Deng, National U. of Singapore

607 : (Paper Session) - (TIM) Time to Market 10:40am - 12:00pm Hawaii Convention Center: Room 307A Chair: Christian Loepfe, U. of St. Gallen

Discussant: Brent Goldfarb, U. of Maryland

■Uncertainty: Opportunity and Threat in New Product Development | Jiyao Chen, Stevens Institute of Technology: Gary S. Lynn, Stevens Institute of Technology

PaFirm Boundaries, Technological Relevance, and the Rate of Project Development | Jerry W. Kim, Harvard U.

Speeding Products to Markets: The Role of Technical and Commercial Knowledge | Christina Elisabeth Wyss, U. of St. Gallen

₽ How Do Firms Obtain and Retain Their Dominant Position? John M de Figueiredo, Princeton U.; Margaret K Kyle, Duke U.

Monday 11:00AM

608 : (ICW) Journal of Organizational Behavior Editorial **Board Meeting**

11:00am - 12:00pm Sheraton Waikiki Beach: Akaka Falls/lao Needle Room Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 12:00PM

609: (ICW) Journal of Organizational Behavior Luncheon 12:00pm - 2:00pm Sheraton Waikiki Beach: Akaka Falls/lao Needle Room Organizer: Denise M. Rousseau, Carnegie Mellon U.

Monday 12:20PM

610 → •: (AAS) A Role for Organizations in Sustainable Peace? A New Vision for Management in the 21st Century

12:20pm - 2:10pm Hawaii Convention Center: Room 312

Organizers: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Frances J Milliken, New York U.

Discussant: Andre L Delbecq, Santa Clara U.

The Role of Business in Fostering Peace: A Plan for Action | Timothy L. Fort, U. of Michigan; Cindy A. Schipani, U. of Michigan, Ann Arbor

The Influence of Organizational Leadership and Employee Voice on Peace | Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

Facilitating Community Engagement: The Role of Organizational "Voice" Practices | Frances J Milliken, New York U.: Naomi B. Rothman. New York U.

611 : (AAS) New Perspectives on Cross-Cultural Approaches to Management

12:20pm - 2:10pm Hawaii Convention Center: Room 313A

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

Taking Positivity Across Cultures: Investing in Psychological Capital | Fred Luthans, U. of Nebraska, Lincoln

The Quest for a New Paradigm of International Leadership Fons Trompenaars, Trompenaars Hampden-Turner; Radboud U.; Free U., Brussels; Peter Woolliams, Anglia U.

Beyond Cultural Distance: Cross-Cultural Research in a Global Economy | Oded Shenkar, Ohio State U.

Managing the Cultural Kaleidoscope | Lena Zander, Stockholm School of Economics

Cascading Arenas and Genetic Modification: The U.S. Case | Stephanie Welcomer, U. of Maine; John F Mahon, U. of Maine Cascading Arenas of Resolution: Managerial Implications | Jennifer J Griffin, George Washington U.; Richard McGowan, Boston College

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Beyond Cultural Distance: Cross-Cultural Research in a Global Economy | **Oded Shenkar**, Ohio State U.

Managing the Cultural Kaleidoscope | Lena Zander, Stockholm School of Economics

Environmental Scanning, Cultural Intelligence, and Effective Strategic Decision-making in the 21st C | **Detelin S Elenkov**, U. of Tennessee, Knoxville

Presenters: Arie Y. Lewin, Duke U.; David A Thomas, Harvard U.

612 ■: (AAS) The Future of Diversity Research: Applying Ourselves to New Challenges for the 21st Century

12:20pm - 2:10pm Hawaii Convention Center: Room 315

Organizers: Susan L Kirby, Texas State U.; Judith A Clair, Boston College

Chair: Joy E. Beatty, U. of Michigan, Dearborn Discussant: Judith A Clair, Boston College

Presenters: Gary N. Powell, U. of Connecticut; Robin Ely, Harvard U.; Jeffrey T. Polzer, Harvard U.; Alison M. Konrad, U. of Western Ontario

613 **←**: (AAS) Visions of Management in a Warming World: A Critical Challenge for the 21st Century

12:20pm - 2:10pm Hawaii Convention Center: Room 316B

Chair: Barbara A. Ribbens, Western Illinois U.

Managing Climate Risks in the 21st Century: Challenges and Opportunities | Eileen Shea, East West Center

- The Ethical Challenges of Climate Change | Gordon P. Rands, Western Illinois U.; Barbara A. Ribbens, Western Illinois U.; William J. Maakestad, Western Illinois U.
- The Global Governance of Greenhouse Gas Emissions: A Political Economy Approach | David Levy, U. of Massachusetts, Boston
- Strategic Management Implications of Global Warming:
 Market Strategies for Climate Change | Jonatan Pinkse, U. of Amsterdam; Ans Kolk, U. of Amsterdam
- **614 ③**: (Paper Session) (BPS) **Knowledge Strategy** 12:20pm 2:10pm Hawaii Convention Center: Exhibit Hall III BPS 1 Presented on panels 21-25
- The Role of Firms' Knowledge Strategies in Developing Deep and Broad Knowledge | Justin J.P. Jansen, Erasmus U.; Raymond Van Wijk, Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
- →
 →
 Exploration through Exploitation in International Product Development: A Case of Japanese Automakers | Yasuo Sugiyama, Kyoto U.
- Learning, Sense Making, Action and Performance: A Test of Choo's Theory of the Knowing Organization | Terrence C. Sebora, U. of Nebraska, Lincoln; Jan Hansen, Benedictine College

615 (Paper Session) - (BPS) **Vertical and Horizontal Integration**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 2 Presented on panels 26-30

- Understanding Complex Industries as Systems | Margaret Dalziel, U. of Ottawa
- A longitudinal analysis of the service-profit chain | J Bruce Tracey, Cornell U.; David A. Dittman, Cornell U.; Gordon S. Potter, Cornell U.
- Rethinking Traditional Value Chain Logic | Angelina Zubac, U. of Adelaide; Graham Hubbard, U. of Adelaide; Lester Johnson, U. of Melbourne

- A Meta-Analytic Review of Vertical Integration:Synthesis of TCT and Capability Perspectives | Weilei (Stone) Shi, U. of Pittsburgh
- Vertical Strategies for Information Systems: Economic, Strategic and Political Determinants | Emilio Alvarez, U. of Complutense De Madrid
- An Inductive Model of Dyadic Relationships: Unveiling Transaction and Agency Issues | Asda Chintakananda, U. of North Carolina, Chapel Hill; Anne York, U. of Nebraska, Omaha; Hugh O'Neill, U. of North Carolina, Chapel Hill

616 ③: (Paper Session) - (BPS) Equity Stakeholders and Value Creation

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - BPS 3 Presented on panels 64-70

- Strategies and Tactics for Overvalued and Undervalued Stock in Bull and Bear Markets | Susan F. Storrud-Barnes, Cleveland State U.; Richard Reed, Washington State U.
- Influencing Director Decision-Making: A Theory of Analyst Influence | Gavin John Nicholson, U. of Queensland; Geoffrey Kiel, U. of Queensland
- The Dynamics of Invisible-stakeholders' Legitimacy and New Firms Mortality in a Developing | Tariq H. Malik, Birkbeck College, U. of London
- Disentangling the Roles of Equity Market and Alliances in MA: The Valuation and Search Problems | Jung-Chin Shen, York U./INSEAD
- Are Shareholders Environmental "Laggards"? Corporate Governance and Environmental Firm Performance | Carl J. Kock, Instituto de Empresa; Juan Santaló, Instituto de Empresa
- Unpacking the Insiders: Family Firms in Crises | Yue Maggie Zhou, U. of Michigan; Michael Jensen, U. of Michigan

617 : (Paper Session) - (BPS) Perverse Effects of Incentive Compensation

12:20pm - 2:10pm Hawaii Convention Center: Room 306B Chair: **Josep A. Tribó**, U. of Carlos III Madrid Discussant: **Edward Zajac**, Northwestern U.

- Envy, Comparison Costs, and the Economic Theory of the Firm | **Todd Zenger**, Washington U.; **Jack A Nickerson**, Washington U.
- Po Financial Misrepresentation, Executive Compensation, and Firm Performance: An Empirical Study | Jared D. Harris, U. of Minnesota; Philip Bromiley, U. of Minnesota
- The Effect of Managerial Escalation Bias on Employee Incentives | **Heli Wang**, Hong Kong U. of Science and Technology
- Do Institutions Notice Good Governance? | Karen Schnatterly, U. of Minnesota; Scott G. Johnson, Oklahoma State U.

618: (Paper Session) - (BPS) Learning in Alliances 12:20pm - 2:10pm Hawaii Convention Center: Room 307B Chair: Zachary Sheaffer, Open U., Israel Discussant: Olav Sorenson, London Business School

- Opportunism and Alliance Termination: To Err is Human, to Forgive Divine | Steven E Phelan, U. of Nevada, Las Vegas: Darryl A. Seale, U. of Nevada, Las Vegas
- Joint Contribution of Network Structure and Partner Knowledge Attributes on Innovation Performance | Emery Yao, U. of Kentucky; Susan McEvily, U. of Pittsburgh
- Technological Core Transformation through Collaboration: Exploration and Exploitation Alliances | Frank T. Rothaermel, Georgia Institute of Technology; J Hagedoorn, Maastricht U.; Nadine Roijakkers, Eindhoven U. of Technology
- ₽Balancing Exploration and Exploitation in Alliance Formation: A Multidimensional Perspective | **Dovey Lavie**, U. of Texas, Austin; Lori Rosenkopf, U. of Pennsylvania

619: (Paper Session) - (BPS) Building Capabilities in **Emerging and Transitioning Markets**

12:20pm - 2:10pm Hawaii Convention Center: Room 308A Chair: Michael Provance, U. of Maryland Discussant: Sumit Majumdar, U. of Texas, Dallas

- → Competitive Advantage in Transition Economies: Exploring Organizational Capacity for Change | William Q Judge, U. of Tennessee; Irina Naoumova, U. of Tennessee; Thomas J Douglas, Clemson U.; Nadejda Koutsevol, Kazan State U.
- → How and When Do Business Groups Create Value in Emerging Economies? | Ishtiag Pasha Mahmood, National U. of Singapore; Hongjin Zhu, National U. of Singapore
- ₽→ Institutional Changes and Corporate Governance Mechanisms in Transition Economies | Son Anh Le. Louisiana Tech U.; Mark Kroll, Louisiana Tech U.; Bruce Walters, Louisiana Tech U.
- → An Integrated Learning View of Services Firm Internationalization Trends in Emerging Markets | Mason A Carpenter, U. of Wisconsin, Madison; Stewart R Miller, U. of Texas, Austin

620: (Paper Session) - (BPS) Technology Diffusion and Innovation

12:20pm - 2:10pm Hawaii Convention Center: Room 308B

Chair: Jeffrey Furman, Boston U. Discussant: Jeffrey Furman, Boston U.

Knowledge Transfer in Vertical Alliances and the Consequences for Competitive Advantage | Luiz F. Mesquita, Arizona State U.; Jaideep Anand, Ohio State U.

₱Unbundling Competitive Heterogeneity: Incentive Structures & Capability Influences on Innovation | Michael J Leiblein. Ohio State U.; Tammy L. Madsen, Santa Clara U.

Resource-Based and Network-Based Motives for Technology Licensing: An Exploratory Study | Jorge Walter, New York U.; Melissa Schilling, New York U.

621: (Paper Session) - (BPS) Creating Options: Learning from Prior Deals

12:20pm - 2:10pm Hawaii Convention Center: Room 309

Chair: Qing Cao, U. of Maryland

Discussant: Laurence Capron, INSEAD

Adverse Selection in Acquisitions of New Ventures: The Roles of Alliances and IPOs in M&A Design | Jeffrey J. Reuer, U.

- of North Carolina, Chapel Hill; Roberto Ragozzino, U. of Central Florida
- ₽Where Do Alliances Come From? The Effects of Upper Echelons on Alliance Formation | Jerry W. Kim, Harvard U.; Monica Higgins, Harvard U.
- ■An Empirical Study of Industry Predictors of the "Merger versus Alliance" Decision | Xiaoli Yin, Purdue U.; Mark Shanley, Purdue U.: Mina Lee, Purdue U.

622 ⇐: (BPS) Rent Appropriation vs. Rent Creation: A Dialogue within the Resource-Based View

12:20pm - 2:10pm Hawaii Convention Center: Room 313B

Chairs: William S Hesterly, U. of Utah; Aya S. Chacar, Florida International U.

What is Competitive Advantage in a Multi-Stakeholder, Intertemporal World? | Russell Coff, Emory U.

Measuring the Distribution of Value Among Stakeholders of the Firm | Marvin B Lieberman, U. of California, Los Angeles

Re-Conceptualizing Competitive Advantage: Value By Whom and For Whom? | Teppo Felin, Emory U.

Institutional Settings and Rent Appropriation by Knowledge-Based Employees: The Case of Major League | William S Hesterly, U. of Utah; Aya S. Chacar, Florida International U.

Value Creation and Aproppriation and the Role of Social Embeddedness | Peter Moran, London Business School

623 → ■JS: (CAR, GDO, HR) Work & Family: An International and Interdisciplinary Perspective

12:20pm - 2:10pm Hawaii Convention Center: Room 319A

Chairs: Ayala Malach Pines, Ben-Gurion U., Negev; Leslie B. **Hammer**, Portland State U.

- Major Findings from the Study of Working Couples Caring for Children and Aging | Leslie B. Hammer, Portland State U.; Margaret Neal, Portland State U.
- A Two-Nation Study of Social Support and Work-Family Conflict | Margarita Shafiro, Portland State U.; Nisreen Pedhiwala, Portland State U.; Ayala Malach Pines, Ben-Gurion U., Negev; Leslie B. Hammer, Portland State U.
- A Cross-Cultural Comparison of Work-Family Conflict: U.S. versus Brazil | Eileen Kwesiga, U. of Texas, Arlington; Wendy J. Casper, U. of Texas, Arlington; Amy Taylor-Bianco, Ohio U.; Lilian Kandikjan, Ohio U.

Love and Work: Unconscious Choices & Relationship to Burnout | Ayala Malach Pines, Ben-Gurion U., Negev

Speakers: Margarita Shafiro, Portland State U.; Eileen Kwesiga, U. of Texas, Arlington

Participants: Margaret Neal, Portland State U.; Wendy J. Casper, U. of Texas, Arlington; Amy Taylor-Bianco, Ohio U.; Lilian Kandikjan, Ohio U.; Nisreen Pedhiwala, Portland State U.

624 QJS: (CM, OB) Healing, Forgiving, and Resolving Conflicts in the 21st Century

12:20pm - 2:10pm Hawaii Convention Center: Room 318B

Chairs: Laurie J Barclay, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

Discussant: Rebecca J Bennett, Louisiana Tech U.

The Role of Morality in Mediated Disputes at Work: A Justice Perspective | Barry M Goldman, U. of Arizona; Debra L.

Shapiro, U. of Maryland; **Russell Cropanzano**, U. of Arizona; **Jaewon Ko**, U. of Arizona; **Sherry M Thatcher**, U. of Arizona

Personality and Status Variables as Predictors of Revenge/Forgiveness in Organizations | Karl Aquino, U. of Delaware; Kristin Byron, Rochester Institute of Technology; Rebecca J Bennett, Louisiana Tech U.; Scott C. Douglas, Binghamton U.

Healing the Wounds of Injustice: The Effectiveness of Writing Interventions | Laurie J Barclay, U. of British Columbia; Daniel Skarlicki, U. of British Columbia

Sensemaking as Healing | Sally Maitlis, U. of British Columbia Participants: Daniel Skarlicki, U. of British Columbia; Laurie J Barclay, U. of British Columbia; Karl Aquino, U. of Delaware; Kristin Byron, Rochester Institute of Technology; Rebecca J Bennett, Louisiana Tech U.; Scott C. Douglas, Binghamton U.; Barry M Goldman, U. of Arizona; Russell Cropanzano, U. of Arizona; Debra L. Shapiro, U. of Maryland; Jaewon Ko, U. of Arizona; Sherry M Thatcher, U. of Arizona; Sally Maitlis, U. of British Columbia

625 → **•**: (CMS) Studying Identity in the 21st Century: Learning from Different Approaches

12:20pm - 2:10pm Sheraton Waikiki Beach: Hilo Room

Organizers: Robyn Thomas, Cardiff U.; Cynthia Hardy, Melbourne U.

Chair: Linda L. Putnam, Texas A&M U.

Changes in Aged Care: The Contributions of Identity Theory | Leisa D. Sargent, U. of Melbourne; Belinda C. Allen, U. of Melbourne

Using Discourse Analysis to Study Identity | Susan Ainsworth, Sydney U.; Cynthia Hardy, Melbourne U.

Exploring Identity Work in Practice | Mats G Alvesson, Lund U.; Dan Karreman, Lund U.; Stefan Sveningsson, Lund U.

Cross-cultural Issues in the Reflexive Study of Identities | Robyn Thomas, Cardiff U.; Janne Tienari, Lappeenranta U. of Technology; Susan Merilainen, Helsinki School of Economics; Annette Davies, Cardiff U.

Participants: Cynthia Hardy, Melbourne U.; Dan Karreman, Lund U.; Annette Davies, Cardiff U.; Belinda C. Allen, U. of Melbourne; Stefan Sveningsson, Lund U.; Susan Ainsworth, Sydney U.; Susan Merilainen, Helsinki School of Economics; Janne Tienari, Lappeenranta U. of Technology; Leisa D. Sargent, U. of Melbourne; Mats G Alvesson, Lund U.; Robyn Thomas, Cardiff U.

626 ⊕→: (CMS) Globalization, Multinationals and Work

12:20pm - 2:10pm Sheraton Waikiki Beach: Honolulu Room

Organizer: **Steve Frenkel**, Australian Graduate School of Management

Chair: Steve Frenkel, Australian Graduate School of Management Globalization of Business Services: Outsourcing of Processes, Functions and Labor | Mari Sako, Oxford U.

Globalization at Work: Business Process Outsourcing, Software Services Exports and Labor Market Dev | Sarosh Kuruvilla, Cornell U.; Christopher Erickson, U. of California, Los Angeles

New Business Models for the 21st Century: Identifying Sources of Variation in Business Strategies of | David Finegold, KGI; Gurinder Shahi, USC; Divya Shahi, KGI

Towards a Political Economy of the Multinational Company | Jacques Belanger, U. Laval; Paul Edwards, U. of Warwick Towards A Theory of Dominant Interests, Globalization and Work | Steve Frenkel, Australian Graduate School of Management

627 ©: (Paper Session) - (ENT) Interorganizational Linkages & Entrepreneurial Learning

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ENT 1 Presented on panels 51-54

- Entrepreneurial Learning in Academic Spin-Offs: A Business Model Perspective. | Stefan A. Sanz-Velasco, Chalmers U. of Technology; Rögnvaldur J Saemundsson, Reykjavik U.
- A Praxeological and Theoretical-Fit Approach to Understanding the University Tech Transfer Process | Robert Leslie Phillips, Texas Tech U.; Keith Brigham, Texas Tech U.
- The Entrepreneurial Firm's Knowledge Acquisition from a University Linked Business Incubator | Nareatha L. Studdard, Arkansas State U.
- Knowledge Acquisition and Leakage in Interfirm Relationships involving New Technology Based Firms. | Hamieda Parker, U. of Cape Town

628: (ENT) "If the 'Smart Money' Was So Smart...": Making Decisions in Contemporary Venture Capital

12:20pm - 2:10pm Hawaii Convention Center: Room 301B

Venture capitalists' decision policies across three countries: An institutional theory perspective | Andrew Zacharakis, Babson College; Jeffery S. McMullen, Baylor U.; Dean Shepherd, Indiana U.

Effects of board processes on decision quality in venture capital-backed firms | M Audrey Korsgaard, U. of South Carolina; Daniel P Forbes, U. of Minnesota; Harry J Sapienza, U. of Minnesota

When do venture capitalists make a difference? The export intensity of VC-backed companies | **Andy Lockett**, U. of Nottingham

Management team expertise & VC investments in uncertain markets: The roles of reputation & status | Dimo P. Dimov, Instituto de Empresa; Dean Shepherd, Indiana U.

Participants: Harry J Sapienza, U. of Minnesota; M Audrey Korsgaard, U. of South Carolina; Andrew Zacharakis, Babson College; Jeffery S. McMullen, Baylor U.; Dean Shepherd, Indiana U.; Andy Lockett, U. of Nottingham; Dimo P. Dimov, Instituto de Empresa

629 : (Paper Session) - (ENT) Entrepreneurial Opportunity Recognition

12:20pm - 2:10pm Hawaii Convention Center: Room 303A

Chair: Natalia Weisz, IAE Business School - U. Austral

Prior Knowledge, Bisociative Mode of Thinking and

Entrepreneurial Opportunity Identification | Stephen Ko,

Hong Kong Polytechnic U.; John E Butler, Hong Kong

Polytechnic U.

An Integrative Model of Opportunity Recognition | Diane McMeekin Sullivan, U. of Central Florida

- The role of gender and prior knowledge in opportunity identification | **Dawn DeTienne**, Utah State U.; **Gaylen N Chandler**. Utah State U.
- → Business Systems, Cultural Values and Entrepreneurial Cognitions: A Partial Least Squares Model | Sun Kyu (Dominic) Lim, U. of Western Ontario; Eric A. Morse, U. of Western Ontario

630 : (Paper Session) - (GDO) Similarity and Diversity: Real or Imagined Implications for Group Performance?

12:20pm - 2:10pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: Lori Homer, U. of Washington

- The Effects of Racial Diversity on Group Performance: Freeing Reality from Perception | Brian Joseph O'Leary, U. of Tennessee, Chattanooga
- → Affective Climate and Reactions to Conflict in Culturally Heterogeneous Workgroups | Oluremi B. Ayoko, U. of Queensland; Charmine Hartel, Deakin U.; Victor J. Callan, U. of Queensland
- North Carolina A&T State U.

 Nower and Group Performance: The Moderating Effect of Leader-Member Exchange | Marcus Stewart, Bentley College; Olenda E Johnson, North Carolina A&T State U.

Harlow Award Nominee

When a Demanding Boss Meets a Demanding Subordinate: The Effect of Growth-need Strength Similarity | **Xu Huang**, Hong Kong Polytechnic U.; **Joyce lun**, PolyU

631 ◀JS: (GDO, CAR) Managing Work-Family Balance in the 21st Century:Do Informal Work Practices Help or Hinder Employees

12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 1

Chairs: Kyra Sutton, Ohio State U.; Linda M. Dunn-Jensen, New York U.

Discussant: Linda K. Stroh, Loyola U. Chicago

- Beyond Work-Life Policies: Work Practices As Barriers And Potential Support To Work Life Integration | Susan Lewis, Manchester Metropolitan U.; Cary L. Cooper, Lancaster U.
- What? You're Leaving at 9:00PM? The Role of Managerial Beliefs on Work-Family Conflict | Linda M. Dunn-Jensen, New York U.
- Work-family Conflict in Low-Income Systems: The Critical Role ofParent-Provider Relationships | Shaun Pichler, Michigan State U.; Ellen E. Kossek, Michigan State U.; Darrell Meece, Michigan State U.; Marguerite E. Barratt, National Science Foundation
- Are Working Parents using Organizational Networks to Mobilize Their Careers or for Social Support? | Kyra Sutton, Ohio State U.
- Understanding the Work-Family Interface: The Role of Dispositional vs. Situational Sources of Control | Jeanine K. Andreassi, Baruch College; Cynthia A. Thompson, Baruch College, CUNY

Participants: Jeanine K. Andreassi, Baruch College; Marguerite E. Barratt, National Science Foundation; Cary L. Cooper, Lancaster U.; Ellen E. Kossek, Michigan State U.; Susan Lewis, Manchester Metropolitan U.; Darrell Meece, Michigan State U.; Shaun Pichler, Michigan State U.; Cynthia A. Thompson, Baruch College, CUNY

632 ③: (Paper Session) - (HCM) Understanding and Improving Clinical Interactions

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - HCM 1 Presented on panels 71-73

- Understanding Mental Health Treatment in Primary Care with Patient-Physician Interaction Data | Ming Tai-Seale, Texas A&M U.
- Women's Health Issues: A Case Study in Setting Priorities | Peter M Ginter, U. of Alabama, Birmingham; W Jack Duncan, U. of Alabama, Birmingham; Martha Slay Wingate, U. of Alabama, Birmingham
- Improving Clinical Practice Through Pay-For-Performance: Barriers, Facilitators, and Consequences. | Stephen O'Connor, U. of Alabama, Birmingham; Richard Shewchuk, U. of Alabama, Birmingham

633 (Paper Session) - (HCM) **A View from Above:** Understanding Organizations and their Environment

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - HCM 2 Presented on panels 74-77

- Benefiting from Networks by Occupying Central Positions: The Case of Taiwan Healthcare Industry | Tzu-Ju Ann Peng, Providence U.; Fang-Yi Lo, National Chenchi U.; Chin-Shien Lin, National Chung Hsing U.; Chow-Ming Joseph Yu, National Chenchi U.
- Boundary of Agency Predictions of Physicians & Hospital's Outcomes: One of Medical Centers in Taiwan | Hsiu-Ling Wang, Kaohsiung Medical U, Chung-Ho Memorial Hospital, I-Shou U
- An Exploratory Study of Healthcare Strategic Planning in Two Metropolitan Areas | James W Begun, U. of Minnesota; Amer Kaissi, Trinity U.
- The Benefits of Organizational Alignment: An Exploratory Investigation in Healthcare | Duncan Dickson, U. of Central Florida; Robert C Ford, U. of Central Florida; Myron D Fottler, U. of Central Florida; Kenneth Bradley, Winter Park Memorial Hospital; Lee Johnson, Florida Hospital

634: (Paper Session) - (HCM) Positive Work Practices to Improve Commitment Among Health Care Employees

12:20pm - 2:10pm Sheraton Waikiki Beach: Waianae Room

Presiding: Trish Reay, U. of Alberta

Chair: Myron D Fottler, U. of Central Florida

- Preventing Burnout: The Effects of LMX and Mentoring on Socialization, Role Stress, and Burnout | Christopher H. Thomas, U. of Georgia
- Job Demands, Burnout, and Turnover Intent Among Nursing Assistants: Mediating and Moderating Effects | Jose Proenca, Widener U.; Caryl Carpenter, Widener U.; Beryl Goldman, Kendal Corp.
- ₱The Moderating Effect of Procedural Fairness in Standardizing Professional Work | Seok Woo Kwon, U. of Kentucky

Winner of HCM Division Best Paper Based on a Dissertation Award

 Leadership Inclusiveness and Professional Status on Psychological Safety and Learning in Care Teams | Ingrid
 M. Nembhard, Harvard U.; Amy C. Edmondson, Harvard U.

635: (Paper Session) - (HR) Antecedents of Work and **Contextual Performance**

12:20pm - 2:10pm Hawaii Convention Center: Room 322A Chair: Gary C McMahan, U. of Texas, Arlington

- Interactive Effects of Perceived Organizational Support and General Mental Ability on Performance | L A Witt, U. of New Orleans
- ₱The "Dark Side" of Self-Monitoring: Engaging in Counterproductive Behaviors at Work | Laura Parks, U. of lowa: Michael K Mount. U. of Iowa
- ₱Emotional Intelligence Abilities, Personality and Workplace Performance | R. D. Shaffer, Hong Kong Polytechnic U.; Margaret A Shaffer, Hong Kong Baptist U.
- Differentiating the Antecedents of OCBO and OCBI:A Multiple Commitments and Justice Framework | James J Lavelle, U. of Texas, Arlington; Mary Konovsky, Tulane U.; Joel Brockner, Columbia U.
- Effective Leadership Enables Conscientious Workers To Perform Effectively | L A Witt, U. of New Orleans

636 €: (HR) Fourth HR Division Town Hall Meeting: Is the Field of HRM Advancing as a Science?

12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 4

Keynote Speakers: Sara L Rynes, U. of Iowa; Robert L Dipboye, U. of Central Florida

Chairs: Dianna L. Stone, U. of Central Florida; Richard J Klimoski. George Mason U.

Facilitators: John W Boudreau, U. of Southern California; Wayne F. Cascio, U. of Colorado, Denver; Debra Cohen, Society for Human Resource Management; Diana L Deadrick, Old Dominion U.: Rodger W Griffeth, U. of New Orleans: John R Hollenbeck. Michigan State U.; K. Michele Kacmar, U. of Alabama; Gary P Latham, U. of Toronto; Thomas W. Lee, U. of Washington; Joseph J Martocchio, U. of Illinois, Urbana-Champaign; Lynn Shore, San Diego State U.; Scott A Snell, Cornell U.: Lois Tetrick, George Mason U.; Mary R. Watson, New School U.; Theresa M. Welbourne, U. of Michigan: Sheldon Zedeck, U. of California. Berkelev

Coordinators: Kimberly Lukaszewski, State U. of New York, New Paltz; Tangela Nichole Phillips, U. of Central Florida; Linda C. Isenhour, U. of Central Florida; Diana S. Navas, U. of Central Florida

637 ■JS: (HR, CAR) Taking Triads Seriously: New Perspectives on Labor Market Intermediaries

12:20pm - 2:10pm Hawaii Convention Center: Room 319B Chair: Emilio J. Castilla, U. of Pennsylvania

- A Servant of Two Masters: Towards a Theory of Triadic Employment Relationships | Matthew J. Bidwell, INSEAD; Isabel Fernandez-Mateo, London Business School
- Market Mediating Organizations: The Case of Technical Staffing Firms | Stephen Barley, Stanford U.; Gideon Kunda, Tel Aviv U.
- The Consequences of Market Tie Dissolution for the Mobility of Professional Service Firm Managers | Joseph P. Broschak, U. of Illinois, Urbana-Champaign

Network Ownership and Business Development in Established Firms | Bjorn Lovas, London Business School; Michelle A. Rogan, London Business School

Participants: Isabel Fernandez-Mateo, London Business School; Matthew J. Bidwell, INSEAD; Stephen Barley, Stanford U.; Gideon Kunda, Tel Aviv U.; Joseph P. Broschak, U. of Illinois, Urbana-Champaign; Bjorn Lovas, London Business School; Michelle A. Rogan, London Business School

638 (Paper Session) - (IM) International JVs, Alliances, and Acquisitions

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - IM 1 Presented on panels 1-12

- Repetition of Foreign Market Entry Forms: Managerial and Organizational Drivers | Elie Matta, HEC Paris; Paul Beamish, U. of Western Ontario
- → Duality in Theoretical and Methodological Approaches to the Model of Foreign Entry Modes | Lyubov **A. Bogun**, Odessa Institute of Entrepreneurship and Law
- International Agent Performance: HQ-Agent Relations, Inter-Agent Relations and Global Capabilities | William Newburry, Rutgers U.; Huiping Li, Rutgers U.
- → ③ A Danish Company Goes to Brazil | Robson Rocha, Copenhagen Business School
- Reexamining Joint Ventures: Transaction Cost, Real Option, and the Choice of Entry Strategy | Shih-Fen S. Chen. Brandeis U.
- → Number of Partners and JV Performance: The Role of Social Capital: A TCE and RBV Perspective | Nikhil Celly. U. of Western Ontario
- →

 An Integrative Model about Control and Cooperation in International Strategic Alliances | James Woodley, U. of North Carolina, Greensboro
- →
 An Assessment of Process Theory and Alliance Research: Towards A Framework For Discourse | Theodore Andrew Khoury, U. of Texas, Dallas
- → Trust and Control Paradox and Alliance Stability in International Business Alliances | Refik Culpan, Pennsylvania State U., Harrisburg
- → International Acquisitions and the Internal Boundaries of the Firm: Enabling Rapid Foreign Expansion | Mario Schiiven, Tilburg U.
- → Spanning the Global Network: Cross-Border Acquisitions, the MNE and Market Knowledge Spillovers | J. Muir Macpherson, U. of Texas, Austin
- → M&A Performance, HR Practices and Acquirer Nationality: An Exploratory Study of Forgotten Factors | Yaakov Weber, College of Management, Israel; Dalia Rachman-Moore, College of Management, Israel

639: (Paper Session) - (IM) Cultural Distance Revisited 12:20pm - 2:10pm Hawaii Convention Center: Room 304A

Chair: Afzalur Rahim, Center for Advanced Study in Management Discussant: David A Ralston, U. of Oklahoma

→ Cultural Distance Reexamined: The GLOBE Index of Cultural Distance and Cross-Cultural Adjustment | Klaus J.

- Templer, Nanyang Technological U.; Anand N Chandrasekar, Nanyang Technological U.
- → Cross-Cultural Differences and Dynamics of Cultures over Time: Meta-Analysis of Hofstedes Taxonomy | Vas Taras, U. of Calgary; Piers Steel, U. of Calgary
- → New Paradoxes of Management: between Global Leadership and Cultural Specificity | Silvio Carlos Arduini. SDA Bocconi U.; Giuseppe Delmestri, Bergamo U.
- → Do Firms Change the Distances Between Countries, or are the Firms Distances Changed? | Jessica Lindbergh, Uppsala

640 : (Paper Session) - (IM) Location and International Competitiveness

12:20pm - 2:10pm Hawaii Convention Center: Room 305A

Chair: Ayesha Malhotra, St. Louis U.

- Discussant: Ivo Zander, Uppsala U.
- → Does it Matter Where They Are? The Geographic Location of Countries and MNE Location Choices | Lilach Nachum, Baruch College, CUNY; Srilata Zaheer, U. of Minnesota
- → Location Decisions of Spanish MNEs: An Analysis Based on the Investment Development Path | Jose Ignacio Galan Zazo, Salamanca U.; Javier González-Benito, Salamanca U.; José Angel Zúñiga-Vicente, Rey Juan Carlos U.
- → Understanding Industry Dethronement: Effects of National Context on Competitive Action | Juha-Antti Lamberg, Helsinki U. of Technology: Juha S. Laurila. Helsinki School of Economics; Tomi Samuli Nokelainen, Tampere U. of Technology
- → Internationalization of Clusters and Competitiveness of Small Firms | Maria Chiarvesio, U. of Udine; Eleonora Di Maria, U. of Padova; Stefano Micelli, U. of Ca' Foscari of Venice
- ₱External Entry and the Evolution of Industry Clusters in the Biotechnology Industry in Canada | Dean A. Hennessy, U. of Toronto

Finalist--Doug Nigh Award

641: (Paper Session) - (IM) Partner Selection and JV Performance

12:20pm - 2:10pm Hawaii Convention Center: Room 305B

Chair: Ilgaz T Arikan, Georgia State U.

Discussant: Charles Dhanaraj, Indiana U., Bloomington

- The Impact of Repeated Partnerships on Multinational Corporation Performance | Anthony Goerzen, U. of Victoria
- Performance of International Joint Venture: An Emphasis on Local Sales | Yu-Ching Chiao, National Changhua U. of Education; Chwo-Ming Yu, National Chengchi U., Taiwan
- Partner Selection For International Strategic Alliances In Emerging Economies | Manuel Anibal Portugal Ferreira, U. of Utah
- → Resources and Equity Owned Joint Ventures: An Empirical Analysis Of Resources And Control | Mehmet Demirbag, Sheffield U.
- → Partner Resource Asymmetry and IJV Survival I Jane Lu. Singapore Management U.; Xufei Ma, National U. of Singapore

642: (Paper Session) - (IP) Strategic Knowledge and Capabilities

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: Vishal K. Gupta, U. of Missouri, Columbia

- ■BPS: Managing Innovation-Driven Acquisitions: Contingent Effects of Integration Strategies on Performance | Saikat Chaudhuri, U. of Pennsylvania
- **BPS**: Achieving Successful Organizational Change through Knowledge Acquisition and Transfer | Aldas Kriauciunas. Purdue U.
- **■BPS**: The Management Of Projects And Products In The New Economy:Lessons From Entertainment Industries I Mark Lorenzen, Copenhagen Business School; Lars Frederiksen, Copenhagen Business School
- **BPS**: Innovative Combinations: The Role of Endogeneity in the Analysis of Mergers and Innovation | Ariel Y. Fishman. Columbia U.
- **BPS**: Chronicity and Innovation as Responses to Environmental Disruptions | Clay Dibrell, Oregon State U.; Peter Davis, U. of Memphis; Timothy N. Carroll, Georgia Institute of Technology

643: (Paper Session) - (IP) Perspectives on Creating and Sharing Knowledge

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A2 Facilitator: Michael J. Mol. London Business School & U. of

- **▼TIM**: Innovative University for the Knowledge Economy: Frederick Terman's Model | Stephen B. Adams, Salisbury U.
- **MOC**: Dual Organizational Identities in Outsourcing Organizations' KM Efforts: Benign? or Malign? RaviShankar Mayasandra Nagaraja, National U. of Singapore
- **QOB**: Are "Good Soldiers" also "Good Knowledge Sharers"? An Empirical Test of the Consequences of OCB | Chi-Wei Liu, I-Shou U./ HungKuang Technology U.; Fu-Sheng Tsai, I-Shou U., Taiwan; **Pei-Wen Huang**, I-Shou U./ Cheng Shiu U.; T.K. Peng, I-Shou U., Taiwan
- **ENT:** Clusters, Knowledge Spillovers and New Venture Performance: An Empirical Examination | Brett Anitra Gilbert, Georgia State U.; Patricia Phillips McDougall, Indiana U.; David Audretsch, Indiana U., Bloomington
- → **IM**: Working with the Enemy: An Ethnographic Account of Local Conflicts in a Global Organization | Galit Ailon, Bar llan U.; Gideon Kunda, Tel Aviv U.

644 : (Paper Session) - (IP) Critiques of Practice 12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: Akiko Kamimura, U. of Michigan, Ann Arbor

- **EXAMPLE 2** Coordination in a System of Care: The Initial Stage of a School-Based Implementation | Sharon Topping, U. of Southern Mississippi; Loria Crowder-Brown, Jackson State U.; Brenda Scafidi, Mississippi Department of Mental Health
- **©HCM**: High Involvement Work Practices in Nursing Homes: Do they facilitate workplace change? | Kent Rondeau, U. of
- **OMT**: Coders' Relationships with Coded Organizations as Determinants of SIC Coding | Jongtae Shin, Columbia U.
- **■MSR**: Workplace Spirituality: A Critical Relativist Perspective | Tom W. Moore, U. of Texas, Arlington

645 : (Paper Session) - (IP) Current Issues in Organization Design

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: Laura Dabbish. Carnegie Mellon U.

- **© ClS**: Managing Flexibility in Outsourcing | Chengxun Tan, Nanyang Technological U.; Siew Kien Sia, Nanyang Technological U.
- **COMT**: The Quest for Interorganizational Reliability: Organizational Culture and Collaborative Capacity | Stephanie Bertels, U. of Calgary; Frances E Bowen, U. of Calgary; Harrie Vredenburg, U. of Calgary
- PNP: Content Domain, Measurement, and Validity of the Red Tape Concept | David H Coursey, Florida State U.; Sanjay K Pandey, Rutgers U., Camden

646 : (Paper Session) - (IP) Current Issues in Work Design 12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B1 Facilitator: Therese F Yaeger, Benedictine U.

- Pa PNP: Intertwining Offline and Online Channels in Multi-Channel Public Service Delivery: A Case Study | Calvin M. L. Chan, National U. of Singapore
- **OCIS:** To See and Not To See: Communicating and Representing Work in Multi-Level Authority Relationships | Joao Cunha, Massachusetts Institute of Technology
- **PNP:** Serving Two Organizations in the Public Service Context: Consequences amongst Contract Employees | Jacqueline Covle-Shapiro. London School of Economics: Paula C Morrow, Iowa State U.; Ian Kessler, U. of Oxford
- **▼TIM:** Determinants of Innovation Process Structure: "Methodology Debates" in Software Development | Robert D Austin, Harvard U.; Lee Devin, Swarthmore College

647: (Paper Session) - (IP) Decision-Making 12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: Turanay Caner, U. of Pittsburgh

- ■BPS: Escalating Investments and Declining Returns: Red Queen Competition in the Motion Picture Industry | Joseph Lampel, City U., London; Jamal Shamsie, Michigan State U.
- **■** BPS: Are CEOs Myopic? A Dynamic Model of the Ongoing Debate | Maya Waisman, Rensselaer Polytechnic Institute; Moren Levesque, Case Western Reserve U.; Phillip Phan, Rensselaer Polytechnic Institute
- **©ENT**: Towards Strategic Ambidexterity: The Nexus Of Pro-Profit And Pro-Growth For Corporate Venturing | Mary Han. Ryerson U.
- **ENT**: The Impact of Agency Costs, Reputation and Experience on the Decision to Syndicate. | Miguel LCJ Meuleman, Ghent U.; Sophie Manigart, Ghent U.; Andy Lockett, U. of Nottingham

648: (Paper Session) - (IP) Strategic Decision Making 12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B3 Facilitator: Al Douglas McCready, George Washington U.

■ ■BPS: Strategic Decision Making Effectiveness in Crisis Response: The Importance of Process and Choice | Paul L. Drnevich, Purdue U., West Lafayette: Shailendra R Mehta, Purdue U., West Lafayette; Alok R Chaturvedi, Purdue U., West Lafayette

- **©BPS**: Am I better than you? The roles of hubris and comparative optimism in CEO decision making | S. Trevis Certo, Texas A&M U.; Angelo DeNisi, Texas A&M U.; Tim R. Holcomb, Texas A&M U.
- **BPS**: Personality, Perceptions and Retrenchment in Response to Decline | Martina Musteen, U. of Kansas; Xin Liang, U. of Kansas; Vincent L Barker, U. of Kansas
- **BPS**: Endogenous Variables Affecting CEO Decision-Making | Raed Elaydi, North Carolina U., Chapel Hill
- **OB:** Stimulating Individual, Group, and Organizational Decision Makers to Consider Alternatives | Robert Litchfield, Washington and Jefferson College

649 : (Paper Session) - (IP) Developing Networks as a Source of Value

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Thomas P. Moliterno. U. of South Carolina

- **©BPS**: Do Alliances Create Value Or Are They A Zero Sum Game? A Look at Weighted Returns and Betas | Patrizia Porrini, Long Island U.
- → BPS: Structural Holes, Third-Party Intermediaries and The Alliance Creation Process | Cliff Wymbs, Baruch College,
- → BPS: Diversification and Diffusion: A Social Networks Perspective | Nan Zhou, National U. of Singapore; Andrew Delios, National U. of Singapore
- → OMT: Islands in the Net. Analyzing Structural Evolution of R&D Networks in Biotechnology. | Terry Amburgey, J.L. Rotman School of Management; Andreas Al-Laham, Cass **Business School**

650 : (Paper Session) - (IP) Developing New Capabilities with Social Capital

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: Ricarda B. Bouncken, Ernst-Moritz-Arndt U. Greifswald

- → BPS: Tacit Knowledge Integration Capabilities in the Auto Industry: A Dynamic Capabilities Perspective | Janet Y. Murray, St. Louis U.; Ronaldo C. Parente, Rutgers U.; Masaaki Kotabe, Temple U.
- **OMT**: Organizational Identification: A Relational Approach Elizabeth A. Hamilton, Boston College; Candace Jones, **Boston College**
- BPS: Is Ambidexterity a Valuable Organizational Capability? A Test in Software Product Introductions | N Venkatraman, Boston U.; Chi-Hyon Lee, Boston U.; Bala Iyer, Boston U.
- **■BPS**: The Role of Leadership Values in Dynamic Capabilties: The Role of Signature Processes | Sumantra Ghoshal, London Business School; Lynda Gratton, London **Business School**
- ₱**ODC**: Responding To A Changing Environment: Adapting Human And Social Capital To Impact Performance | Kira Kristal Reed, Syracuse U.; Narasimhan Srinivasan, U. of Connecticut

Winner of ODC Best Interactive Paper Award

651 : (Paper Session) - (IP) Developing New Capabilities 12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C2 Facilitator: Liliana Perez Nordtvedt, U. of Texas, Arlington

→ ■BPS: Toward a Multilevel Knowledge Transfer Paradigm: Capability Transfer in the Chinese Auto Industry | Zheng Jane Zhao, U. of Kansas

BPS: Towards a Theory of Resource-based Rivalry | **Peter T**. **Gianiodis**, U. of Georgia

BPS: Capability versus Cumulative Advantage in Organizational Performance | Christina Fang, New York U.; Zhanyun Zhao, Mathematica Policy Research

BPS: Core Competence: Beyond a Concept Towards a Measure | Peggy McDermott, Siena College; Theresa Taylor-Coates, Marist College

TIM: Problem Identification in Innovation Search | **Kun Liu**, U. of Utah

652: (Paper Session) - (IP) Intellectual Property and New Sources of Value

12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: **Mickey Bruce Howard**, U. of Bath

TIM: Intellectual Capital, Exploration, and the Retained Technical Value of Innovation | **John P. Meyer**, Iona College

TIM: Entitlement and Intellectual Property Rights in Digital Contents | Jai-Beom Kim, Sungkyunkwan U.; Hun-Joon Park, Yon Sei U.; Joo Han Lee, -

OM: Effect of Supply Chain Adaptivity on Combinative Competitive Capabilities and Business Performance | Murat Kristal, York U.; Aleda V Roth, U. of North Carolina, Chapel Hill

• + CMS: Just Public Stewardship of Intellectual Property | Charl Du Plessis, U. of Virginia

653: (Paper Session) - (IP) **Developing Social Capital** 12:20pm - 2:10pm Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: **Gerard George**, U. of Wisconsin, Madison

- OCIS: Achieve Economies of Scale and Minimize Opportunism in IT Outsourcing Deals: The Role of Reputation | Siah-Hwee Ang, U. of Auckland; Xiaoxia (Erin) Zeng, U. of Auckland
- → OMT: Where Brokers Do Not Work: Social Capital in High-Commitment Organizations | Zhixing Xiao, China Europe International Business School; Anne S. Tsui, Arizona State U.

OMT: The External Social Network of Innovation Project Managers and Project Performance | Mats Lingblad, Singapore Management U.

OMT: CEO External Ties and Compensation Structure | **James J Cordeiro**, State U. of New York, Brockport

654 : (MC) Future Consulting - Diversifying into New Niches

12:20pm - 2:10pm Hawaii Convention Center: Room 314

Moderator: Larry E Greiner, U. of Southern California

Presenters: William Crookston, USC; Alan Glassman, California
State U., Northridge; Marcy Guddemi, Director, Early Childhood

Products, Harcourt Assessment; James K. Malernee, Cornerstone
Research

655 : (MED) MED Past Division Chairs' Luncheon

12:20pm - 2:10pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Organizers: J. B. Arbaugh, U. of Wisconsin, Oshkosh; Carolyn

Wiley, Mercer Human Resource Consulting

Hosts: **Regina F Bento**, U. of Baltimore; **Steven Armstrong**, U. of Hull

Facilitator: Yuji Yoshida, Chiba U. of Commerce

Transcultural Management Training: The Case Study of Japanese Companies | Emiko Magoshi, Obirin U.

656 ☐→: (MED) Curriculum and Program Internationalization: Looking Backward - Looking Forward

12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 2
Chair: Vinod K Jain, U. of Maryland, University College
Presenters: Gordon W Cheung, Chinese U. of Hong Kong; Robert
J. DeFillippi, Suffolk U.; Ben L Kedia, U. of Memphis; Salvatore J.
Monaco, U. of Maryland, University College; Victor Tabbush, U. of
California, Los Angeles

Winner of MED Division Best Symposium in Management Education and Development

657 ■SHCS: (*MED, ODC, MH*) **A New Vision of Business** Education in the Twenty-First Century

12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 1

The Evolution of the Traditional Business Educational Paradigm | James Grinnell, Merrimack College; Deborah R. Litvin, Merrimack College

Curricular Transformation at a Large Public University | William P Curington, U. of Arkansas; Molly Inhofe Rapert, U. of Arkansas

Curricular Transformation at a Small Private College | Edward Popper, Merrimack College; James E Stewart, Merrimack College

Participants: Molly Inhofe Rapert, U. of Arkansas; Deborah R. Litvin, Merrimack College; William P Curington, U. of Arkansas; James E Stewart, Merrimack College; Edward Popper, Merrimack College; James Grinnell, Merrimack College

658 □: (MH) Authors Reflect on Chapter 2: Is Management History Still Important?

12:20pm - 2:10pm Sheraton Waikiki Beach: Kohala/Kona Room Chair: Jane Whitney Gibson, Nova Southeastern U. Discussant: Regina Greenwood, Kettering U.

Personal Reflections on Writing "Chapter Two." | David D Van Fleet, Arizona State U., West

Management History in Introductory Management Textbooks: 1995-2005 | **Daniel A Wren**, U. of Oklahoma

The Trends in Chapter 2 Coverage | Jane Whitney Gibson, Nova Southeastern U.

Participants: Daniel A Wren, U. of Oklahoma; Ricky W Griffin, Texas A&M U.; David D Van Fleet, Arizona State U., West; Jane Whitney Gibson, Nova Southeastern U.; Robert C Ford, U. of Central Florida

659: (Paper Session) - (MOC) Network Effects and Learning: On Perceptions, Knowledge Management, and Communities of Practice

12:20pm - 2:10pm Hawaii Convention Center: Room 317A

This session explores how social networks infuence how we perceive and understand various facets of organizational life. Chair: **Ebony N. Bridwell-Mitchell**, New York U.

- A Small World after All? Network Perceptions Versus Reality | Martin J Kilduff, Pennsylvania State U.; Wen-Pin Tsai, Pennsylvania State U.; Craig Crossland, Pennsylvania State U.
- Individuals, Organizations and Networks: An Integrated Framework to Guide Knowledge Management | Jane E McKenzie, Henley Management College; Christine M. van Winkelen, Henley Management College
- Modeling Social Structure as Network Effects: Agent-Based Modeling Support for Rewarding Learning | Brian F. Tivnan, George Washington U.; James K. Hazy, George Washington U.; David R. Schwandt, George Washington U.
- ₽ Social Capital and Transactive Memory Systems in Work Groups: A Multilevel Approach | Yu Connie Yuan, Cornell U.; Peter R Monge, U. of Southern California; Janet Fulk, U. of Southern California

660 ➡: (Paper Session) - (MOC) New Vistas in Dyadic and Team Research

12:20pm - 2:10pm Hawaii Convention Center: Room 317B Explores varied topics in dyadic & team research. Emphasis on perception, diversity, and knowledge structures. Chair: **Teresa Cardador**, U. of Illinois, Urbana-Champaign

- Complementary (but not always Complimentary) Construal of Work Partners | Miguel M. Unzueta, Stanford U.; Larissa Tiedens, Stanford U.; Maia Young, U. of California, Los Angeles
- The Influence of Sex Dissimilarity in Distributive Versus Colocated Groups | Prithviraj Chattopadhyay, Australian Graduate School of Management; Elizabeth George, Australian Graduate School of Management; Arthur Shulman, Griffith U.
- Affective Diversity, Flight Crew Dynamics and Performance | Lorna Doucet, U. of Illinois; Mary J Waller, Tulane U.; Lu Wang, U. of Illinois, Urbana-Champaign; Sybil Phillips, U. of Illinois, Urbana-Champaign
- → Social Identity, Social Relations, and the Individualism-Collectivism -- Teamwork Relationship | Michael J. Gundlach, Bond U.; Suzanne Zivnuska, Bond U.
- Knowledge Structure Efficiency: The Effect of TMT Knowledge Structure Efficiency on Performance | Susan Houghton, Georgia State U.; Alice C Stewart, North Carolina A&T State U.; Pamela S Barr, Georgia State U.

661 : (Paper Session) - (MSR) The Science of Workplace Spirituality

12:20pm - 2:10pm Sheraton Waikiki Beach: Puna Room Chair: Donald W McCormick, U. of Redlands Discussant: Jeff Tschetter, U. of Sioux Falls

- Study | Mario Fernando, U. of Wollongong
- №Scale Development Practices within the MSR Domain: An Assessment of the Literature from 1996-2004 | Charles J. Fornaciari, Florida Gulf Coast U.; John J. Sherlock, Western Carolina U.; William J. Ritchie, Florida Gulf Coast U.; Kathy Lund Dean, Idaho State U.

₽What Should a Science of Workplace Spirituality Study? | Don Grant, U. of Arizona

662 (Paper Session) - (OB) **Personality**, **Individual Differences**, and **Diversity Issues**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OB Presented on panels 31-37

- Controlling for Commensurability in a Meta-Analysis of Personality and Subjective Well-Being | Jonas Schultz, U. of Calgary; Piers Steel, U. of Calgary; Joseph Schmidt, U. of Calgary
- Self-Efficacy and Task Performance: An Investigation from Two Levels of Analysis and Specificity | Gillian Yeo, U. of Queensland; Andrew Neal, U. of Queensland
- Strike Propensity Among Union Workers: A Qualitative and Meta-Analytic Review | Matthew J. Monnot, Central Michigan U.
- To Perceive or Not to Perceive: Personality as a Moderator Between Context and Leadership | Sheryl L Shivers, Florida A&M U.
- Why People Believe (or Don't Believe) Our Research: The Role of Self Affirmation Processes | Dan V. Caprar, U. of lowa
- The Impact of Core Self-Evaluations on Perceptions of Support, Commitment, and Role-Conflict | Karl Pajo, Massey U.; Nigel Guenole, U. of Canterbury; Mary Mallon, Massey U.; Robyn Ward, Massey U.

663 JS: (OB, CM, MOC) Feelings and Fairness in Organizations

12:20pm - 2:10pm Hawaii Convention Center: Room 324

Organizers: Tom Tyler, New York U.; Celia M. Gonzalez, New York U.

- The Interplay Between Cognitive and Affective Factors on the Justice Judgments Process | **Kees Van den Bos**, Utrecht U.; **Susanne de Wit**, Utrecht U.
- The Influence of Moral Conviction on Perceptions of Fairness | Elizabeth Mullen, Northwestern U.; Linda Skitka, U. of Illinois, Chicago
- Feelings of Similarity, Belongingness and Justice | Steven Blader, New York U.; David De Cremer, Tilburg U.
- The Interactive Effects of Identification and Felt Relational Value Shape Sensitivity to Procedures | Celia M. Gonzalez, New York U.; Tom Tyler, New York U.
- The Effects of Unfavorable Outcomes and Procedural Justice on Cognitive Appraisals and Emotions | Jeremy Offenstein, City U. of New York Graduate Center; Yochi Cohen-Charash, City U. of New York, Baruch College; Charles Scherbaum, City U. of New York, Baruch College

Participants: Kees Van den Bos, Utrecht U.; Susanne de Wit, Utrecht U.; Elizabeth Mullen, Northwestern U.; Linda Skitka, U. of Illinois, Chicago; Steven Blader, New York U.; David De Cremer, Tilburg U.; Yochi Cohen-Charash, City U. of New York, Baruch College; Jeremy Offenstein, City U. of New York Graduate Center; Charles Scherbaum, City U. of New York, Baruch College

664 JS: (OB, CM, MOC) Constructing Deviants Across Levels

12:20pm - 2:10pm Hawaii Convention Center: Room 328

Chairs: Gergana T. Markova, U. of Central Florida; Will Felps, U. of Washington

of Washington

Presenters: Giuseppe Labianca, Emory U.; Sandra L. Robinson, U. of British Columbia; Lynn Bowes-Sperry, Western New England College; Anne M. O'Leary-Kelly, U. of Arkansas; Karl Aquino, U. of Delaware

665 € ■JS: (OB, HR) The Importance of Context for Employee Creativity: A New Vision for Management in the 21st Century

12:20pm - 2:10pm Hawaii Convention Center: Room 323C

Chair: Lucy L Gilson, U. of Connecticut

Employees' Creative Performance: Effects of Personal and Contextual Factors by Job Category | Christina Shalley, Georgia Tech; Lucy L Gilson, U. of Connecticut

Psychological Safety and Creativity at Work | Greg R. Oldham, U. of Illinois, Urbana-Champaign; Diana I. Jimeno-Ingrum, U. of Illinois, Urbana-Champaign

The Impact of Customer Relations and Trust on Employee Creativity | Nora Y. Madjar, U. of Connecticut; Dana Dudzinska-Przesmitzki, U. of Connecticut; Rowena Ortiz-Walters, Quinnipiac U.

Exploration into the Impact of Context and Role Identity in Relation to Creative Self-Efficacy | **Steven M Farmer**, Wichita State U.; **Pamela Tierney**, Portland State U.

A Longitudinal View of How Conflict, Information Sharing, and Team Creative Processes Unfold | **Neta A Moye**, Vanderbilt U.; **Claus W Langfred**, Washington U.

Participants: Lucy L Gilson, U. of Connecticut; Christina Shalley, Georgia Tech; Nora Y. Madjar, U. of Connecticut; Dana Dudzinska-Przesmitzki, U. of Connecticut; Rowena Ortiz-Walters, Quinnipiac U.; Greg R. Oldham, U. of Illinois, Urbana-Champaign; Diana I. Jimeno-Ingrum, U. of Illinois, Urbana-Champaign; Steven M Farmer, Wichita State U.; Pamela Tierney, Portland State U.; Neta A Moye, Vanderbilt U.; Claus W Langfred, Washington U.

666 JS: (OB, HR) Transformational Leadership: From Leader Interventions to Team Outcomes

12:20pm - 2:10pm Hawaii Convention Center: Room 325A

Chairs: Claire Mason, Queensland U. of Technology; Sharon Parker, U. of New South Wales; Mark Griffin, Queensland U. of Technology

Transforming Leaders: Identifying the Associated Values, Beliefs, and Emotions | Claire Mason, Queensland U. of Technology; Sharon Parker, U. of New South Wales; Mark Griffin, Queensland U. of Technology

Exploring the Impact of Executive Coaching on Leaders | Fran Finn, Queensland U. of Technology; Claire Mason, Queensland U. of Technology; Mark Griffin, Queensland U. of Technology

Video-Observed Behaviors of Highly Effective Dutch Middle Managers | Joost Van der Weide, U. of Twente; Celeste P.M. Wilderom, U. of Twente

Followers' Rating of Leadership in Predicting Organizational Commitment and Perceived Capabilities | Fred Ochieng Walumbwa, U. of Nebraska; Bruce Avolio, U. of Nebraska; Weichun Zhu, U. of Nebraska

Leading Others to Well-Being: Direct and Indirect Effects of Transformational Leadership | Julian Barling, Queen's U.; E Kevin Kelloway, St. Mary's U.; Niro Sivanathan, Northwestern U.; Nick Turner, Queen's U.; Catherine Loughlin, U. of Toronto Speakers: Fran Finn, Queensland U. of Technology; Joost Van der Weide, U. of Twente; Fred Ochieng Walumbwa, U. of Nebraska; Niro Sivanathan, Northwestern U.

Participants: Celeste P.M. Wilderom, U. of Twente; Bruce Avolio, U. of Nebraska; Weichun Zhu, U. of Nebraska; Julian Barling, Queen's U.; E Kevin Kelloway, St. Mary's U.; Nick Turner, Queen's U.; Catherine Loughlin, U. of Toronto

667 JS: (OB, MOC) Managing and Learning from Errors in Organizations

12:20pm - 2:10pm Hawaii Convention Center: Room 327

Discussant: Sim B. Sitkin, Duke U.

Error Management in Teams:Identifying, Communicating, and Correcting Errors Prior to the their Pro | **David A Hofmann**, U. of North Carolina; **Zhike Lei**, U. of North Carolina, Chapel Hill

Harnessing the Power of Mindfulness: The Role of Organizational Climate | Andrew P. Knight, U. of Pennsylvania; Jonathan C. Ziegert, Drexel U.

he Role of Time in Error Management | Paul S Goodman, Carnegie Mellon U.; Rangaraj Ramanujam, Purdue U., West Lafavette

Presenters: David A Hofmann, U. of North Carolina; Zhike Lei, U. of North Carolina, Chapel Hill; Paul S Goodman, Carnegie Mellon U.; Rangaraj Ramanujam, Purdue U., West Lafayette; Andrew P. Knight, U. of Pennsylvania; Jonathan C. Ziegert, Drexel U.

668 → SHCS: (OB, OMT, OCIS) Team-Level Network Structures and Team-Level Outcomes

12:20pm - 2:10pm Hawaii Convention Center: Room 316C

Organizer: Prasad Balkundi, State U. of New York, Buffalo

Chair: Martin J Kilduff, Pennsylvania State U.

Discussant: Ray Reagans, Columbia U.

Shared Leadership as Team Network Centralization: A
Research Agenda | Juan-Carlos Pastor, Instituto de Empresa;
Margarita Mayo, Instituto de Empresa

Distributed Leadership in Teams: The Network of Leadership Perceptions and Team Performance | Ajay Mehra, U. of Cincinnati; Andrea Dixon, U. of Cincinnati; Bruce Robertson, San Francisco State U.

Revisiting the Bavelas and Leavitt Experimental Communication Network Structures | **Prasad Balkundi**, State U. of New York, Buffalo; **Thomas E. Holubik**, Texas Tech U.

Intra-Team Network Ties and Team Justice Climate | Ian O. Williamson, U. of Maryland, College Park; Quinetta M Roberson, Cornell U.

Participants: Juan-Carlos Pastor, Instituto de Empresa; Margarita Mayo, Instituto de Empresa; Ajay Mehra, U. of Cincinnati; Andrea Dixon, U. of Cincinnati; Brett R. Smith, U. of Cincinnati; Bruce Robertson, San Francisco State U.; Prasad Balkundi, State U. of New York, Buffalo; Thomas E. Holubik, Texas Tech U.; Ian O. Williamson, U. of Maryland, College Park; Quinetta M Roberson, Cornell U.

669 JS: (OCIS, OB, MOC) **Structuring Team Knowledge:** Dimensions, Beliefs, Distribution, and Coordination

12:20pm - 2:10pm Hawaii Convention Center: Room 318A

Organizers: Mark A. Clark, American U.; J. Alberto Espinosa, American U.

Discussant: Eduardo Salas, U. of Central Florida

Network Structure and Expertise Coordination in Knowledge Teams | Samer Faraj, U. of Maryland

- Knowledge, Ignorance, and Distortion: An Expanded Representation of Belief Structures in Groups | Vikas Anand, U. of Arkansas; Nina Gupta, U. of Arkansas; Kevin E. Henderson, U. of Arkansas, Fayetteville
- Transactive Memory Perspective on Team Knowledge Measures: A Review and Agenda | Naina Gupta, U. of Illinois, Urbana-Champaign; Andrea Hollingshead, U. of Illinois, Urbana-Champaign

Structural Dimensions of Team Knowledge | Mark A. Clark, American U.; J. Alberto Espinosa, American U. Participants: Samer Faraj, U. of Maryland; Vikas Anand, U. of Arkansas; Nina Gupta, U. of Arkansas; Kevin E. Henderson, U. of Arkansas, Favetteville; Naina Gupta, U. of Illinois, Urbana-

Champaign

670 ③: (Paper Session) - (ODC) Change Interventions
12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ODC 1
Presented on panels 38-40

Champaign; Andrea Hollingshead, U. of Illinois, Urbana-

- © Creating An Excellent Service Culture: A Scholar and Practitioner Explore A Successful Change Case | Karen S Whelan-Berry, Utah Valley State College; Patricia L Alexander, Texas Wesleyan U.
- ♠ Architecture as an Organization Development Intervention: Two Hospital Case Studies | Kirk Hamilton, Texas A&M U., College Station; Walter Scott Sherman, Texas A&M U., Corpus Christi

671 (Paper Session) - (ODC) **Accepting, resisting, and politicizing organizational change**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - ODC 2 Presented on panels 61-63

- Change Management Matters: A political perspective on change processes and outcomes | Inger G. Stensaker, Norwegian School of Economics and Business Administration; Ann Langley, HEC Montreal
- Executive Resistance to Change: the Role of Exemplarity | Tessa Melkonian, EM Lyon
- Explaining Factors Affecting the Speed of Change Adoption: a Case Study Approach | Alain Vas, Catholic U. of Louvain; Régis Coeurderoy, Catholic U. of Louvain

672 ➡: (ODC) We See Dead People? Reflective Debate on John Miner's Vision for Organization Science

12:20pm - 2:10pm Hawaii Convention Center: Room 321B
Facilitator: Gavin M. Schwarz, U. of New South Wales
Presenters: Stewart Clegg, U. of Technology, Sydney; Thomas G.
Cummings, U. of Southern California; Lex Donaldson, Australian
Graduate School of Management; Robert E Quinn, U. of Michigan;
John B. Miner, Self-employed

673 : *(OM)* **E-Commerce**

12:20pm - 2:10pm Hilton Hawaiian Village: South Pacific 3

- Chair: Suzanne deTreville, U. de Lausanne
- E-Retailing in a Demand Chain Management Context:
 Relating Physical Distribution Service & Margins | Elliot
 Rabinovich, Arizona State U.; Manus Rungtusanatham,
 Arizona State U.
- Implementing Reverse E-Auctions: Lessons from Experience | Daesik Hur, Bowling Green State U.; Janet L. Hartley, Bowling Green State U.; Vincent A Mabert, Indiana U., Bloomington
- An Empirical Investigation of the B2B E-Service Chain | Pedro Oliveira, U. Catolica Portuguesa; Aleda V Roth, U. of North Carolina, Chapel Hill
- TAM, TCA, & SERVQUAL Compared: Measuring Online Customer Satisfaction & Preference Across Regions | Andrea McGee Prud'homme, Michigan State U.; Ken Boyer, Michigan State U.; Roger Calantone, Michigan State U.
- **674 ③**: (Paper Session) (OMT) **Networks as Structure** 12:20pm 2:10pm Hawaii Convention Center: Exhibit Hall III OMT 1 Presented on panels 41-44
- St the Doctor In? Impact of Physician Job Design on Relational Coordination and Patient Outcomes | Jody Hoffer Gittell, Brandeis U.; Dana Beth Weinberg, Queens College; Adrienne Bennett, Newton-Wellesley Hospital; Joseph A. Miller, Independent Consultant
- Nework Organizations: Archetypes and Performance | Jonathan Pinto, U. of Pittsburgh
- Networks of Order and Chance: Archetypes, Emergence, and Randomness in Organizational Structures | Jonathan Lewis Johnson, U. of Arkansas; Sven Kepes, U. of Arkansas
- Matrix Structures in MNCs Areas of Application and Success Factors | Mihael Adzic, U. of Kiel

675 (*): (Paper Session) - (OMT) **Theorizing Organizational Effectiveness**

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - OMT 2 *Presented on panels 45-50*

- Behavioral Assumptions and Theory Development: The Case of Transaction Cost Economics | Eric WK Tsang, Wayne State U.
- Reconciling Phyletic Gradualism with Punctuated Equilibrium | Gino Cattani, New York U.; Daniel Levinthal, U. of Pennsylvania
- Measuring Organizational Performance in Management Research: A Synthesis of Challenges & Approaches | Timothy Michael Devinney, Australian Graduate School of Management; Pierre Jules Richard, U. of New South Wales / U. of Sydney; George S Yip, London Business School; Gerry Johnson, U. of Strathclyde
- Factors that Impact Sales Persons' Performance in Virtual Environments | Tammy McClanahan Johnson, Standard Register
- Competing Views of Firm Success: Towards an Integrated Theory of Effectiveness and Survival | Tim R. Holcomb, Texas A&M U.
- Simple Models of Hierarchical Organizations | Ali Yassine, U. of Illinois, Urbana-Champaign; David Goldberg, U. of Illinois, Urbana-Champaign; Tian-Li Yu, U. of Illinois, Urbana-Champaign

676 →: (Paper Session) - (OMT) Institutional Conditions for Economic Development and Growth

12:20pm - 2:10pm Hawaii Convention Center: Room 301A Chair; Nina Shah, U. of Illinois, Urbana-Champaign

Discussant: Ruth V Aguilera, U. of Illinois, Urbana-Champaign

- → Why the Rich Get Richer: The Role of Organizations in the Wealth of Nations | Jone L. Pearce, U. of California, Irvine; Katherine Xin, CEIBS; Alaka N. Rao, U. of California, Irvine; Qiumei Jane Xu, U. of California, Irvine
- → Internal Market Failure in Emerging Economies | Michael N. Young, Chinese U. of Hong Kong
- → Changing logics in emerging markets: the Chinese automobile industry | Wei Chen, Texas Tech U.; Marvin Washington, Texas Tech U.
- Can Progress Be Resistant to Bad Institutions? The Case of ICT | Veneta Andonova, Instituto Tecnologico Autonomo de Mexico

677: (Paper Session) - (OMT) **Networks and Community Within Organizations**

12:20pm - 2:10pm Hawaii Convention Center: Room 302A Chair: Marc-David L Seidel, U. of British Columbia Discussant: Gina Dokko. New York U.

■Exchange-Level Building Blocks of Informal Organization: The Case of Networks and Communities | Paul D Nugent, Rensselaer Polytechnic Institute

Aligning CoPs and Formal Organizations: Constructing the Situation of Work | **Emmanuelle Vaast**, Long Island U.

Designing the Interconnected Organization | **Emmanuel Josserand**, Paris Dauphine U.

Acquiring Information through Interpersonal Relations | Kai-Yu Hsieh, London Business School

678 : (Paper Session) - (OMT) Boundary Conditions: Categories and Valuation

12:20pm - 2:10pm Hawaii Convention Center: Room 302B

Chair: Jonathan Matheny, Auckland U. of Technology

Discussant: John Weeks, INSEAD

The Structuring of Categories and Institutional Theory | Peter Cebon, U. of Melbourne; E. Geoffrey Love, U. of Illinois, Urbana-Champaign

₱Evaluative Schemas and the Attention of Critics in the U.S. Film Industry | Greta Hsu, U. of California, Davis

Categorization, Concentration & Constraint: Industrial Boundary Location and Industry Performance | Christopher Wheat, Harvard U.

Conspicuous Production | Linda-Eling Lee, Harvard U.

679: (Paper Session) - (OMT) Trauma and Recovery: Sources and Consequences of Organizational Crisis

12:20pm - 2:10pm Hawaii Convention Center: Room 303B *Chair:* **Marc S Mentzer**, U. of Saskatchewan

Discussant: W. L. Dougan, U. of Wisconsin, Whitewater

→ A Passion for Imperfections: Revisiting Crisis Management | Christophe Roux-Dufort, Ecole de Management de Lyon

- ■Grab the Rifle: Managerial Resilience within an Adaptive Social-Ecological System | Gail Whiteman, Erasmus U.; William H Cooper, Queen's U.
- ₽⇒How Aspiration Levels Affect Response to a Punctuating Technological Change: an Empirical Test | Michael G Hendron, U. of Texas, Austin; Michael Bednar, U. of Texas, Austin; Andrew D Henderson, U. of Texas, Austin
- How Much Is Recovery Experience Worth? | June-Young Kim, U. of Wisconsin, Madison; Jay Kim, U. of Southern California; Anne S Miner, U. of Wisconsin, Madison

680: (Paper Session) - (OMT) Cognition and Strategy-Making

12:20pm - 2:10pm Hawaii Convention Center: Room 322B

Chair: Federico Aime, Michigan State U.

Discussant: Wendy K. Smith, Harvard Business School

Strategic Interfaces: The Identification and Import of Core Interests in Strategizing | Susan Miller, U. of Hull; David J. Hickson, Bradford U.; David Charles Wilson, U. of Warwick

- Contemporaneous Quantitative Measurement of Industry-level Discretion | **Jack Keegan**, Queensland U. of Technology; **Boris Kabanoff**, Queensland U. of Technology
- ■Entrepreneurial Fallibility and the Evaluation of New Opportunities | Thorbjoern Knudsen, SDU; Michael Christensen, SDU

Antecedents of Strategy Imitation: Roles of Performance Feedback, Uncertainty, and Market Rivalry | Kyung Min Park. INSEAD

681 ◆SHCS: (OMT, BPS, ENT) A Theory of Nascent Organizations? Contributions of Research in Entrepreneurial Contexts

12:20pm - 2:10pm Hawaii Convention Center: Room 313C

Chairs: Pamela R Haunschild, U. of Texas, Austin; Jeffrey A Martin. U. of Texas. Austin

Discussant: Kathleen M. Eisenhardt, Stanford U.

- Learning (and Not Learning) from New Ventures: The Case of Serial Entrepreneurs | **Jeffrey A Martin**, U. of Texas, Austin; **Pamela R Haunschild**, U. of Texas, Austin
- Change in the Presence of Residual Fit: Mapping Modular Architectures to Discontinuous Change | Clark Gilbert, Harvard Business School
- The Downsides of Embeddedness: Social Relationships in Acquisition Negotiations | **Melissa Graebner**, U. of Texas, Austin
- Beyond Make or Buy: Boundary Decisions in Nascent Markets | Filipe Manuel Simoes Dos Santos, INSEAD
- Revisiting Burns and Stalker: Formal Structure and New Ventures in Dynamic Emerging Industries | Wesley Sine, Cornell U.; David A. Kirsch, U. of Maryland; Hitoshi Mitsuhashi, U. of Tsukuba

Participants: Clark Gilbert, Harvard Business School; Melissa Graebner, U. of Texas, Austin; Filipe Manuel Simoes Dos Santos, INSEAD; Wesley Sine, Cornell U.; David A. Kirsch, U. of Maryland; Hitoshi Mitsuhashi, U. of Tsukuba

682 SHCS: (OMT, MOC) Code-Breaking and Code-Making as the Dynamic of Institutional Change

12:20pm - 2:10pm Hawaii Convention Center: Room 316A

Chairs: Andrew Parker, Stanford U.; Young-Kyu Kim, U. of Chicago

Discussant: Nicole Woolsey Biggart, U. of California, Davis The Organizing Grammar of New Practice Evolution in Professional Service Firms | Anand Narasimhan, London Business School; Heidi K. Gardner, London Business School; Tim J Morris, U. of Oxford

Rivalry and Affiliation: Changing Logics for Collaboration in Biotechnology | Andrew Parker, Stanford U.: Walter Powell.

Legitimate Deception: Pseudonyms as Legitimate Product Offerings among Jazz Record Companies | Young-Kvu Kim, U. of Chicago; Damon J Phillips, U. of Chicago

Code Violation: The Anti-Biotechnology Movement and German Pharma Firms | Klaus Weber, Northwestern U.; Lacy Glenn Thomas, Emory U.; Hayagreeva Rao, Northwestern U. Participants: Walter Powell, Stanford U.; Damon J Phillips, U. of Chicago; Klaus Weber, Northwestern U.; Lacy Glenn Thomas, Emory U.; Hayagreeva Rao, Northwestern U.; Heidi K. Gardner, London Business School; Tim J Morris, U. of Oxford

683 €→ •: (Paper Session) - (PNP) Innovation, Reform & Resistance to Change in Public & Nonprofit **Organizations**

12:20pm - 2:10pm Sheraton Waikiki Beach: Waialua Room

Chair: Eran Vigoda-Gadot, U. of Haifa

Discussant: David H Coursey, Florida State U.

Pulnnovation and Organizational Performance: A Critical Review of the Evidence and a Research Agenda | Richard Mark Walker, Hong Kong U. of Science and Technology

- → Managing for Results within the Dutch Central Government: An Analysis Based on Change Agents Views | Michel Ehrenhard, U. of Twente; Dennis Muntslag, U. of Twente; Celeste P.M. Wilderom, U. of Twente
- Leadership, Resistance, and School Principals and Teachers: Positive Visions for the 21st Century | Joseph E. (Gene) Justin, Claremont Graduate U.
- Resistance to Change in Nonprofit Organisations: A Social Identity Perspective | Felix Dresewski, UPJ
- The Constitution of Power and Corruption in a Police Organization | Raymond Daniel Gordon, U. of Technology, Sydney

684 ©: (Paper Session) - (RM) RMD Visual Presentation 12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - RM Presented on panels 55-60

- Organizational Inquiry as a Rhetorical Process: The Role of Tropes in Organizational Theory/Methods | Sandy E. Green, U. of Southern California; C. Murat Alpaslan, California State U., Northridge; lan Mitroff, U. of Southern California
- Not All Differences are the Same: Measuring Diversity Using Distances Between Categories | Jeremy F. Dawson, Aston U.; Felix Brodbeck, Aston U.
- On the Problem of Testing Mediators Using Crosssectional Correlational Data. | Kenneth S Law, Hong Kong U. of Science and Technology; Chi-Sum Wong, Chinese U. of

- Hong Kong; Guo-hua Huang, Hong Kong U. of Science and
- Reinventing the Future: Design Science Research in the Field of Organization Studies | Joan Ernst Van Aken, Eindhoven U. of Technology; Georges Romme, Tilburg U.
- → Developing Content Adequate Measures for Organizational Research: A Review of Current Practices I Jian Liang, Hong Kong U. of Science and Technology; Jiing-Lih Farh, Hong Kong U. of Science and Technology
- Organizational Level Referenced by Climate Items: Implications for Organizational Surveys | Lorin Mueller, American Institutes for Research

685 : (RM) Research Methods Division: International Networking

12:20pm - 2:10pm Hawaii Convention Center: Room 323A

686 €: (SIM) The Role of Governance in Corporate Social Responsibility

12:20pm - 2:10pm Sheraton Waikiki Beach: Niihau Room

Chair: Ann Kinkade. U. of Wisconsin. Madison

Discussant: Ramon J. Aldag, U. of Wisconsin, Madison

The Organization of Corporate Social Responsibility | Bryan W Husted, Instituto de Empresa

Governance, Accountability, and Global Business Citizenship Jeanne M Logsdon, U. of New Mexico; Donna J Wood, U. of

Governance and CSR Strategies and Practices | John F Mahon, U. of Maine

687 SHCS: (SIM, BPS) The Integration of Strategic Management and Business & Public Policy Fields Through Sustainability

12:20pm - 2:10pm Hilton Hawaiian Village: Coral Ballroom 2 Chairs: Lee Burke, George Washington U.; Mark Starik, George Washington U.

Introduction to the Symposium Topic and Process | Mark Starik, George Washington U.

Voluntary Programs as Alternative Environmental Policy Instruments? U.S. Sustainable Slopes Program | Jorge Rivera, George Washington U.; Charles Koerber, George Washington U.

Integrating Strategic Management & Public Policy: The Case of Privatization in Developing Countries | Kalpana Seethepalli, George Washington U.

Sustaining Competition in an Era of Concentration and Consolidation | Lee Burke, George Washington U.

The Concept of Sustainability and Politics in Strategy and Policy | Wm. Scott Brickner. Brickner Research

Social Sustainability as a Bridge Connecting Strategy and Public Policy | Michelle Westermann-Behaylo, George Washington U.

688 ■JS: (SIM, OB, OMT) Ethics and the Corporate **Environment**

12:20pm - 2:10pm Sheraton Waikiki Beach: Oahu Room Chairs: Kristin Smith-Crowe, U. of Utah; Suzanne Chan-Serafin, Tulane U.

Discussant: Thomas W Dunfee, Wharton School

The Tension Between Informal and Formal Sanctions at Work Danielle E. Warren, Rutgers U.

- What You Can't See Can Hurt You: An Examination of the Ethical Infrastructure of Organizations | Suzanne Chan-Serafin, Tulane U.; Kristin Smith-Crowe, U. of Utah; Ann Tenbrunsel, U. of Notre Dame; Arthur P Brief, Tulane U.; Elizabeth Eve Umphress, Texas A&M U.; Joshua Joseph.
- Corporate Wrongdoing and Social Influence | Donald A Palmer, U. of California, Davis; Michael Maher, U. of California, Davis

Ironic Processes in Organizational Corruption Control | Janet M Dukerich, U. of Texas, Austin; Donald A. Lange, U. of Texas, Austin; George P Huber, U. of Texas, Austin

689 ©: (Paper Session) - (TIM) Alliances for Technology & Innovation

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - TIM 1 Presented on panels 13-16

- In search of Innovation? Love Thy Neighbor! | Manish K. Srivastava, Virginia Polytechnic Institute; Donald Hatfield, Virginia Tech
- Collaborative agreements and R&D intensity in the IT industry | Bruno J, M, T van Pottelsberghe, U. Libre de Bruxelles; Olivier Mortehan, U. Libre de Bruxelles
- Alliances | Mikkel Lucas Overby, Copenhagen Business School
- Technological Exploration: The Role of Recombinatory Search and Social Capital in Alliance Networks | Corey Phelps, U. of Washington

690 @: (Paper Session) - (TIM) Technological Evolution & Firm Reaction

12:20pm - 2:10pm Hawaii Convention Center: Exhibit Hall III - TIM 2 Presented on panels 17-20

- □ → • The Effects of Strength of Ties, Structural Holes, and the Non-redundancy of Ties on Team Innovation | Justin T H Chua, U. of Queensland; Yuliani Suseno, U. of
- Learning from What Others Have Learned from You: A Relevance Theory Perspective | Hongyan Yang, U. of Washington
- Integrating Technological Acquisitions: A complexity-based framework to recombining knowledge | Dorothy Kirkman, Rutgers U.
- Disruptive Innovations and the Time-to-entry of Incumbent Firms: a Theoretical Model | Marco Sonnino, Bologna U.; Raffaele Oriani, U. of Bologna

691: (Paper Session) - (TIM) Evolutionary Theory 12:20pm - 2:10pm Hawaii Convention Center: Room 304B

Chair: Michael J. Fern. U. of North Carolina Discussant: David F Robinson, Texas Tech U.

What Determines the Search Behavior of an Incumbent? I Hongquan Zhu, U. of Michigan

- Soloists and Team Players: An Evolutionary Study of Product Development | Riitta Katila, Stanford U.
- ■Technological Change within Product Design and Customer Hierarchies: The Computer Industry | Jeffrey Lee Funk, Hitotsubashi U.
- Positive and Negative Feedback Effects in Competition for Dominance of Network Business Systems | Antti Sillanpää. Helsinki U. of Technology; Tomi MM Laamanen, Helsinki U. of Technology

692: (Paper Session) - (TIM) Capabilities & Resources

12:20pm - 2:10pm Hawaii Convention Center: Room 306A

Chair: Giovanni Valentini, IESE Discussant: Thomas Keil. York U.

Absorptive Capacity, Organization Structure, and Information Provision | Michael Lenox, Duke U.

Comparing M&A and Alliance Activity for Newly IPOed firms: Industry Matters | Asli Musaoglu Arikan, Georgia State U.; Anita McGahan, Boston U.

- HRM Practices, R&D Capabilities, and Firm Performance: The Mediating Role of R&D Capabilities | Erika E. Harden. Rutgers U.
- George Kuk, Nottingham U.

693: (Paper Session) - (TIM) Firm Response to Innovation 12:20pm - 2:10pm Hawaii Convention Center: Room 307A Chair: Tunji Adegbesan, U. of Navarra

Discussant: Francisco Veloso, Carnegie Mellon U.

- Introducing Radical and Disruptive Innovation | Vijay Govindarajan, Dartmouth College; Praveen Kopalle, Dartmouth College
- ▶ Poised Organizational Strategy in Dealing with Disruptive Innovation | Sven Constantin Voelpel, Harvard U.; Marius Leibold, Stellenbosch U.; Solomon Russom Habtay, U. of Stellenbosch

Incumbency, Experience and Firm-Level Competence at Radical Innovation: The Anti-Cancer Drugs Market | M. Lourdes Sosa, Massachusetts Institute of Technology

№Seeing the Light: Cognitive Frames and Firm Response to the Fiber-Optic Revolution | Sarah Kaplan, U. of Pennsylvania

Monday 2:00PM

694: (ICW) International Association for Chinese ManagementResearch, Executive Committee Meeting 2:00pm - 4:00pm Sheraton Waikiki Beach: Waimea Canyon Room

Organizer: Anne S. Tsui, Arizona State U.

Monday 2:30PM

695 (AAS) Beyond Managers Not MBAs

2:30pm - 3:50pm Hawaii Convention Center: Room 312

Chair: Karl Moore, McGill U.

Participants: Henry Mintzberg, McGill U.; Quy Nguyen Huy, **INSEAD**

696: (AAS) Entrepreneurial Vision and Visions of Entrepreneurship

2:30pm - 3:50pm Hawaii Convention Center: Room 313A

Organizers: David Obstfeld, U. of California, Irvine; Rodney Lacey, U. of California, Irvine

Discussant: Howard Aldrich, U. of North Carolina

Entrepreneurial Action and the Role of Uncertainty in the Theory of the Entrepreneur | Dean Shepherd, Indiana U.; Jeffery S. McMullen, Baylor U.

Getting New Things Done: The Essential Nature of Entrepreneurial Action | David Obstfeld, U. of California, Irvine; Rodney Lacey, U. of California, Irvine

Bricolage vs. Breakthrough: Distributed and Embedded Agency in Technology Entrepreneurship | Raghu Garud, New York U.; Peter Karnoe, Copenhagen Business School

Entrepreneurship at the Intersection of Organizational Economics and Organizational Sociology | Philip Anderson, INSEAD

697: (AAS) Astute Foresight or Wishful Thinking? A Forum on Management and Organizational Prophecy

2:30pm - 3:50pm Hawaii Convention Center: Room 315

Facilitator: Gavin M. Schwarz, U. of New South Wales New Title |

Participants: Steven Kerr, Goldman, Sachs & Co.; Richard T. Mowday, U. of Oregon; William H. Starbuck, New York U.; Rosalie L. Tung, Simon Fraser U.; Mary Ann Von Glinow, Florida International U.

698: (AAS) Shaping the New Vision of Management in the Global Environment

2:30pm - 3:50pm Hawaii Convention Center: Room 316B

Chair: Therese F Yaeger, Benedictine U.

Participants: Philip Terry Anderson, Abbott Laboratories; Deloras Jones, Dana Corporation; Robert Kjar, Takeda Pharmaceuticals; Linda Sharkey, GE Capital; David Coghlan, U. of Dublin; Thomas G. Cummings, U. of Southern California; Flemming Poulfelt, Copenhagen Business School; A.B. Rami Shani, California Polytechnic State U., San Luis Obispo; Peter Sorensen, Benedictine U.

699 (Paper Session) - (BPS) Knowledge Transfer and Learning through Alliances, Partnerships and **Acquisitions**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 25-30

- R&D and Patenting Activity and the Propensity to Acquire in High Technology Industries | Panayotis Dessyllas, Oxford U.; Alan Hughes, Cambridge U.
- Outsourcing IT-Enabled Knowledge Capabilities: Strategy, Process, and Performance Implications | Paul L. Drnevich, Purdue U., West Lafayette; Thomas Brush, Purdue U., West Lafayette
- Inter-Partner Relationship and the Impact of Knowledge Transfer Mechanisms on Process Learning | Jan Erik Feller, Helsinki U. of Technology; Annaleena Parhankangas, Helsinki U. of Technology; Riitta Smeds, Helsinki U. of Technology
- Environmental Volunatary Approaches: The Irish Experience | James A. Cunningham, NUIG

- The Impact of Alliance Blocks Embeddedness on the Firms Performance in the Plant Biotech Industry. | David Daniel Catherine. UMR GAEL INRA U.
- Diversification Strategy and Profit Performance: A Longitudinal Analysis of Japan's Textile Firms | Asli M. Colpan, Kyoto U.; Takashi Hikino, Kyoto U.
- The Fertility and Fragility of Horizontal Acquisition Capability | Mario Schijven, Tilburg U.

700 @: (Paper Session) - (BPS) Risk, Uncertainty and **Dvnamics**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - BPS 2 Presented on panels 65-70

- Absorptive Multinational Organizations in Turbulent Environments | David W Loree, U. of Western Ontario; Eui Jeong, Bowling Green State U.
- How Dynamic can Organizational Competencies be? | Georg Schreyogg, Freie U. Berlin; Martina Kliesch, Freie U. Berlin
- Strategic Flexibility and the Evolution of Business Configurations | Yi-Chia Chiu, National Chung Hsing U.; Ji-ren Lee. National Taiwan U.
- Real Option to Play the Competitive Strategy: Firstfollower Capital Investment and Pricing | Deepak Dhayanithy, Indian Institute of Management, Lucknow
- Risk and Decision Making: Moving from Decision Outcomes to the Organizational Decision Process | Todd Alessandri, Syracuse U.
- The Effect of Anxiety and Confidence on Risky Decisionmaking | Jerayr M Haleblian, U. of California, Riverside; Livia Markoczy, U. of Texas, Dallas: Gerry McNamara, Michigan State U.

701: (Paper Session) - (BPS) Alliance Capabilities and **Alliance Formation**

2:30pm - 3:50pm Hawaii Convention Center: Room 306B

Chair: Olivier Chatain. INSEAD

Discussant: Melissa M Appleyard, Portland State U. Multiple Information Sources and Their Effects on Alliance Formation Rates in the Cellular Industry | Lori Rosenkopf. U. of Pennsylvania; Anuja Gupta, Wharton School

- Developing Alliance Capabilities: An Empirical Study | Koen Heimeriks, Copenhagen Business School; Geert Duysters, Eindhoven U. of Technology; Wim Vanhaverbeke, Eindhoven U. of Technology
- Friends, Acquaintances, or Strangers? Partner Selection in R&D Alliances | Dan Li, Indiana U.; Lorraine Eden, Texas A&M U.; R. Duane Ireland, Texas A&M U.
- Symbolic Certification or Substantive Resources? Overtallying the Value of Prestigious Affiliates | Tim G. Pollock. Pennsylvania State U.; Guoli Chen, Pennsylvania State U.; Eric M. Jackson, Jackson Leadership Systems Inc.

702: (Paper Session) - (BPS) Director Diversity and the **Functioning of Boards**

2:30pm - 3:50pm Hawaii Convention Center: Room 307B

Chair: Esther Solomon, Fordham U.

Discussant: Karen Schnatterly, U. of Minnesota

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ← Theme-oriented | ◆ Visual Presentation | Pa Selected for Best Paper Proceedings 233

- Organizational Predictors of Women in Top Management Teams and Corporate Boardrooms | **Amy Hillman**, Arizona State U.; **Christine Shropshire**, Arizona State U.
- The Value of Non-Executive Directors on the Board: A Natural Experiment | Rocio Bonet, U. of Pennsylvania
- TMT Diversity and Firm Performance: Examining the Roles of External and Internal Contexts | Jong-Hun Park, Ewha Women's U.; Ho-uk Lee, Yon Sei U.

703: (Paper Session) - (BPS) **M&A Relatedness and the** Characteristics of Valuable Targets

2:30pm - 3:50pm Hawaii Convention Center: Room 308A Chair: Nandini Lahiri, Indian School of Business Discussant: Ariel Y. Fishman, Columbia U.

The Moderating Effect of Integration on Dimensions of M&A Relatedness | Aks Zaheer, U. of Minnesota; Xavier Castaner, HEC Paris; David Souder, U. of Minnesota

The Characteristics of acquirers and targets and Total Value Creation of Mergers and Acquisitions | Lihua Olivia Wang, Columbia U.; Edward Zajac, Northwestern U.

₱Measuring Inter-Industry Relatedness: SIC-Distances vs. the Survivor Principle | Lasse B. Lien, Norwegian School of Economics and Business Administration; Peter G Klein, U. of Missouri

704: (Paper Session) - (BPS) Learning and Organization Structure

2:30pm - 3:50pm Hawaii Convention Center: Room 308B

Chair: Teppo Felin, Emory U.

Discussant: Giovanni Gavetti, Harvard Business School Learning from Samples of Millions or More:Overcoming Organizational Barriers to Inferential Learning | James Oldroyd, Northwestern U.; Ranjay Gulati, Northwestern U.

Exploration and Exploitation in Changing Routines: Influence of Industry and Organizational Traits | Andrea Masini, London Business School; Maurizio Zollo, INSEAD; Luk N Van Wassenhove, INSEAD

Learning By Hiring or Hiring to Avoid Learning? | Daniel Tzabbar, U. of Central Florida; Brian Silverman, U. of Toronto; Barak S. Aharonson, U. of Toronto

Learning Strategy and Innovation Value. A Longitudinal Study | **Pingping Song**, Georgia State U.; **William C Bogner**, Georgia State U.

705: (Paper Session) - (BPS) New Perspectives on First-Mover Advantage

2:30pm - 3:50pm Hawaii Convention Center: Room 309

Chair: Juan Alcacer. New York U.

Discussant: Marvin B Lieberman, U. of California, Los Angeles

The Race to Product Launch: Antecedents of Speed to Market Strategies in High-Technology Industries | Christina Elisabeth Wyss, U. of St. Gallen

- Effects of Organizational Capacity & Environmental Dynamism on the 1st Move-Performance Relationship | Vera L. Street, Florida State U.; Marc D. Street, U. of South Florida, St. Petersburg; Bruce T. Lamont, Florida State U.
- Pu→ The Antecedents of Competitive Aggressiveness among Multinational Enterprises | Tieying Yu, Boston College; Albert Cannella, Jr, Arizona State U.

706 ☐ ♥ ◀JS: (BPS, OMT, TIM) Designing Organizational Interfaces & Vertical Architectures:Organizational & Strategic Implications

2:30pm - 3:50pm Hawaii Convention Center: Room 313B

Organizer: Michael G Jacobides, London Business School Discussants: Nicolaj Siggelkow, Wharton School; Michael L. Tushman, Harvard U.

Interdependency in Organizations: Towards a Theory of Organizational Modularity | Ron Sanchez, Copenhagen Business School

Why Interface Specification Varies: Heterogenous Knowledge and Communication Advantage | Michael G Jacobides, London Business School; Phanish Puranam, London Business School

Designing Boundaries of the Firm: From Make/Buy/Ally to Dynamic Benefits of Vertical Architecture | Michael G Jacobides, London Business School; Stephan Billinger, U. of St. Gallen

Innovation, Imitation and the Design of Organizational Interfaces | **Sendil Ethiraj**, U. of Michigan, Ann Arbor; **Rishi Raj Roy**, U. of Michigan

Presenters: Phanish Puranam, London Business School; Ron Sanchez, Copenhagen Business School; Stephan Billinger, U. of St. Gallen; Sendil Ethiraj, U. of Michigan, Ann Arbor

707 SHCS: (BPS, TIM) Contractual Design of Technology Alliances

2:30pm - 3:50pm Hawaii Convention Center: Room 313C

Discussant: Arvids A Ziedonis, U. of Michigan, Ann Arbor

Repeated Interactions and Contract Structure: Evidence from Technology Development Contracts | Rachelle Sampson, U. of Maryland

Strategic Alliances as Governance Structures and Contractual Forms | Jeffrey J. Reuer, U. of North Carolina, Chapel Hill

Combining Provisions in Contract Designs: An Empirical Analysis of IT Outsourcing Agreements | **Kyle J Mayer**, U. of Southern California

R&D Firm IP Portfolios and Contract Structure: Evidence from Biotechnology Alliances | **Simon D. Wakeman**, U. of California, Berkeley

Speakers: Rachelle Sampson, U. of Maryland; Kyle J Mayer, U. of Southern California; Jeffrey J. Reuer, U. of North Carolina, Chapel Hill; Simon D. Wakeman, U. of California, Berkeley

708 ■: (Paper Session) - (CAR) New Concepts of Time in Families and Careers: Over-time, Part-time, the Right Time, the Wrong Time

2:30pm - 3:50pm Hawaii Convention Center: Room 319A

Chair: Lotte Bailyn, Massachusetts Institute of Technology

Discussant: Yoav Vardi, Tel Aviv U.

- Work Hard and/or Play Hard: Propensity to Work Long Hours and the Influence of Role Polychronicity | Marcus M. Butts. U. of Georgia
- Beyond a Dichotomy: Expanding Our Ability to Understand Part-Time and Full-Time Work Arrangements | Melissa W. Barringer, U. of Massachusetts, Amherst; Sara McComb, U. of Massachusetts; Kristina A. Bourne, U. of Massachusetts, Amherst
- ₱Never a Good Time? Exploring Relationships between Timing Childbirth and Perceived Career Success | Jamie J. Ladge, Boston College

Winner of The Arnon Reichers Best Student Paper Award Managing Incidents of Time-Based Work-Family Conflict: A Three-Stage Process | Gary N. Powell, U. of Connecticut; Jeffrey H. Greenhaus, Drexel U.

709: (Paper Session) - (CM) Competition and Social Comparisons

2:30pm - 3:50pm Hawaii Convention Center: Room 318B Chair: Don Moore. Carnegie Mellon U. Discussant: Max H Bazerman, Harvard U.

For the Love of the Game? Betting, Prediction, and Bias in Athletic Competition | Joseph R Radzevick, Carnegie Mellon U.; **Don Moore**, Carnegie Mellon U.

- The Causes and Consequences of Behavioral Forecasting Errors: Examples from Two Conflict Situations | Kristina Diekmann, U. of Utah; Adam Galinsky, Northwestern U.; Sheli Sillito, U. of Utah; Ann Tenbrunsel, U. of Notre Dame
- Ranks and Rivals: Implications for Maximizing Joint Gains Stephen M Garcia, U. of Michigan; Avishalom Tor, Haifa U.
- ₽ Do We Prefer Coworkers Who Are Better or Worse Than Us? Evidence from the 'Weakest Link' Game | Madan M Pillutla, London Business School; Sarah Ronson, London **Business School**

Winner of CM Division Best Paper Award - Conflict in Context

710 : (Paper Session) - (CMS) New Production Systems, Work Intensification, and Worker Outcomes

2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room

Chair: Armel Brice Adanhounme. HEC Montreal

- ♦ 'Feeding the Beast': A Perspective on Working in the First Tier Automotive Industry of the US and UK | Andrew Harry Barton, Cardiff U.; Rick Delbridge, Cardiff U.
- ■The Impact of Process Formalization on Production Relations in Systems Engineering | Paul D Nugent. Rensselaer Polytechnic Institute
- Confessing for Quality | Johan Quist, Karlstad U.; Per Skålén, Karlstad U.

Work Intensity And Work-Family Balance In Europe | Peter Berg, Michigan State U.; Kaumudi Misra, Michigan State U.; Kyoko Kato, Michigan State U.

711 @ JS: (CMS, OMT, ODC) Discourses of Identity in **Practice**

Organizers: Alison Linstead, U. of York; Phyllis Johnson,

Strathclyde U.: Nic Beech, Strathclyde U. Chair: Alison Linstead, U. of York

2:30pm - 3:50pm Sheraton Waikiki Beach: Honolulu Room

Discussant: David Knights, U. of Exeter

Introduction: Discourses of Identity in Practice | Alison Linstead, U. of York

Identity and Discourse | **David Stephen Grant**, U. of Sydney Identity Work in the US Medical Profession | Marlena Fiol, U. of Colorado, Denver; Edward O'Connor, U. of Colorado, Denver

Conflated & Frustrated Identity Changes During Strategic Change | Phyllis Johnson, Strathclyde U.: Nic Beech. Strathclyde U.

Identity as Event | Stephen A. Linstead, U. of York; Alison Linstead, U. of York

Speakers: Marlena Fiol, U. of Colorado, Denver; Stephen A. Linstead, U. of York; David Stephen Grant, U. of Sydney

712 @: (Paper Session) - (ENT) Process & Behavioral **Dimensions of Entrepreneurial Performance**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - ENT 1 Presented on panels 21-24

- Participation and Commitment: The Mediating Effects of Value Congruence and Perceived Influence | Peter Davis. U. of Memphis; Raj V Mahto, U. of Memphis; David G Allen, U. of Memphis
- Job Characteristics: Their Effect on Entrepreneurial Job Satisfaction | Leon Schjoedt, Illinois State U.
- Interpreneurship: Examining the Effects of Social Structure on the EO—Performance Relationship | Curt Moore, TCU; Barry A Macy, Texas Tech U.
- The Role of Innovative Search in Initial Public Offerings of U.S. Semiconductor Ventures | Geraldine Wu. Columbia U.

713: (Paper Session) - (ENT) New Venture Strategy & **Performance**

2:30pm - 3:50pm Hawaii Convention Center: Room 301B

Chair: JiFeng Yu, Georgia State U.

- Pa An Empirical Analysis of the Relationship among Founding Resources. Strategies, and Performance | Scott L. Newbert. Villanova U.; Bruce A Kirchhoff, New Jersey Institute of Technology; Steven T. Walsh, U. of New Mexico
- Locating Close to Dominant Firms: An Entry Strategy in an Emerging Industry | Linda Tegarden, Virginia Tech; William Lamb, Ohio U.; Donald Hatfield, Virginia Tech
- → Determinants of Strategy and Performance in Small Technology-based Private Firms in Japan | Kozo Yamada, Sophia U.: Yoshihiro Eshima. Osaka U. of Economics
- SURVIVAL OF THE BIGGEST? The Effect of Initial Size and Firm Growth on New Firm Survival | Frederic Delmar, Stockholm School of Economics; Karin Sjöberg, Jonkoping International Business School; Karl Wennberg, Stockholm School of Economics

714 (Paper Session) - (ENT) The Value-added of **Entrepreneurship Education**

2:30pm - 3:50pm Hawaii Convention Center: Room 303A

Chair: Max Wortman, Iowa State U.

☐ Entrepreneurship Education: Do they practice what we teach? | Linda F. Edelman, Bentley College; Tatiana S. Manolova, Suffolk U.; Candida G Brush, Boston U.; Patricia G Greene, Babson College

- Pa A Scalable Problem-based Learning System for Entrepreneurship Education | Ralph Hanke, Bowling Green State U.; Anthony C. Warren, Pennsylvania State U.
- ₱Entrepreneurship and Stereotypes: Are Entrepreneurs from Mars or from Venus? | Vishal K. Gupta, U. of Missouri, Columbia: Daniel Turban, U. of Missouri, Columbia: S. Arzu Wasti, Sabanci U.; Arijit Sikdar, Indian Institute of Management, Indore
- ☐ Do Entrepreneurship Programs Raise Entrepreneurial Intentions of Science and Engineering Students? | Vangelis Souitaris, Cass Business School; Stefania Zerbinati, U. of Portsmouth

715: (Paper Session) - (ENT) Funding the Entrepreneurial

2:30pm - 3:50pm Hawaii Convention Center: Room 303B Chair: Andrew Zacharakis, Babson College

- Corporate Venture Capital and Firm Growth Value | Yong Li. U. of Illinois, Urbana-Champaign; David Zou, U. of Illinois, Urbana-Champaign
- Social Ties and Human Capital: Resource Contribution by Team Members to the Nascent Venture. | Reddi Kotha. London Business School
- ₱ Process Matters Empirical Evidence on the Value of Marketing Planning in VC-backed Startups | Marc B. Gruber, U. of Munich
- Corporate Deals of Newly IPOed Firms: Building Corp. Capabilities for Conducting Alliances & M&As? | Asli Musaoglu Arikan, Georgia State U.; Anita McGahan, Boston U.

716 @: (Paper Session) - (GDO) Gender, Careers, and

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - GDO 1 Presented on panels 77-80

- ☐ Gender RIASEC and Entrepreneurship: Toward a New Vision of Management in the 21st Century | Paul G Wilhelm, Virginia State U.
- Profiles of academic activities and careers: does gender matter? | Vincent Mangematin, INRA/UPMF; Mareva Sabatier, irege; Myriam Carrere, INRA/UPMF
- Antecedents of Marital Happiness & Career Satisfaction: An Empirical Study of Dual-Career Managers | Sharon Bartley, U. of Tennessee, Knoxville; William Q Judge, U. of Tennessee; Sharon A. Judge, U. of Tennessee, Knoxville
- Work and Family Research: New Considerations for Modern Circumstances | Stacy Saturay, U. of Colorado, Boulder

717 JS: (GDO, OB, HR) Diversity and Organizational **Outcomes: The Moderating Effect of Context**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 1

Chair: Loriann Roberson, Arizona State U.

- Moving Toward the Learning-and-Effectiveness Paradigm: An Integration of the Diversity Orientation a | Angela Paladino, U. of Melbourne; Carol T Kulik, Melbourne U.
- Diversity Training Gone Bad: A Model Examining Subgroup Identity Threat as a Moderator of Receptiven | Donna Chrobot-Mason, U. of Cincinnati

- Differential Treatment: Effects of Organizational Climate and Individual Differences | Loriann Roberson, Arizona State U.: David Sluss, Arizona State U.; Steven Kaplan, Arizona State U.
- Organizational Climate and Attributions to Discrimination | Lisa Michelle Leslie, U. of Maryland; Michele J. Gelfand, U. of

Participants: Donna Chrobot-Mason, U. of Cincinnati; Michele J. Gelfand, U. of Maryland; Steven Kaplan, Arizona State U.; Carol T Kulik, Melbourne U.; Lisa Michelle Leslie, U. of Maryland; Angela Paladino, U. of Melbourne; David Sluss, Arizona State U.; Loriann Roberson, Arizona State U.

718 € ■JS: (HCM, OMT, OB) Disasters, Processes, and Solutions: Innovations in Patient Safety Research

2:30pm - 3:50pm Sheraton Waikiki Beach: Waianae Room

Organizer: Grant T. Savage, U. of Alabama

Modeling Adverse Organizational Consequences | Paul S Goodman, Carnegie Mellon U.

- Keeping Baby and Bath Water: The Case for "Traditional" Approaches to Studying Patient Safety | Timothy J. Vogus, Vanderbilt U.
- Creating High Reliability Organizations | Karlene H. Roberts, U. of California, Berkeley
- Applying Normal Accident Theory to Improving Patient Safety in Hospitals | Michal Tamuz, U. of Tennessee Health Sciences Center
- Reducing Prescribing Errors with Health Information Technology | James D. Bramble, Creighton U.
- Relying on Information Technologies to Reduce Medical Errors: Are We Expecting Too Much? | Ann Scheck McAlearney, Ohio State U.

719 (Paper Session) - (HR) Potpourri (IR, Validity and Testing, etc.)

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - HR Presented on panels 41-50

- Models of Strike Propensity: A Replication and Longitudinal Extension | James E. Martin, Wayne State U.; Robert R Sinclair, Portland State U.
- Analysis | Donna Buttigleg, Monash U.; Stephen Deery, King's College, U. of London; Roderick D Iverson, Simon Fraser U.
- Matching Human Resource Management Strategy with Logistic Strategy to Enhance Firm Performance | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chiang, Ming Chuan
- Dual Commitment to the Organization and the Union: A Multidimensional Approach | Aaron Cohen, U. of Haifa
- Competing Models of Cognitive Appraisal in Psychological Contract Research | Lisa Schurer Lambert, Georgia State U.
- The Fakability of Bar-On's Emotional Quotient Inventory Short Form: Catch Me if You Can | Lee Grubb, East Carolina U.; Michael A. McDaniel, Virginia Commonwealth U.
- Do Employment Test Publisher Manuals Provide Accurate Information On Test Validity? | Michael A. McDaniel, Virginia Commonwealth U.; Hannah Rothstein, Baruch College; **Deborah Whetzel**, Work Skills First, Inc.

- Scholarship Rankings in Departments of Management: Some Criterion Problems | Carrie A. Belsito, Texas A&M U.; Angelo DeNisi, Texas A&M U.
- Men, Women, and Managers: An Examination of Changing Gender Stereotypes | Emily E Duehr, U. of Minnesota, Twin Cities; Joyce E Bono, U. of Minnesota, Twin Cities
- Temporary Workers' Perceptions of Stigmatization: Influences and Effects | Anthony S. Boyce, Michigan State U.; Ann Marie Ryan, Michigan State U.; Anna L. Imus, Michigan State U.; Frederick Morgeson, Michigan State U.; Terry A Hauer, Manager, Testing & Validation

720 : (HR) Ice Cream Social and Member Networking Event

2:30pm - 3:50pm Hilton Hawaiian Village: Coral Ballroom 4 Join your friends and colleagues in the HR Division for an afternoon

Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign

721 ⊕→ ●JS: (HR, ENT) Small & Entrepreneurial Firms in the 21st Century: At the Intersection of HRM & Entrepreneurship

2:30pm - 3:50pm Hawaii Convention Center: Room 322A Invited presenter symposium bringing together current research at the intersection of HRM and entrepreneurship.

Organizer: Rowena Barrett, Monash U. Chair: Susan E. Mayson, Monash U. Facilitator: Judy Tansky, Ohio State U.

Human Resource Management in Smaller Firms: A Contradiction in Terms? | Sue Marlow, De Montfort U.

Understanding HRM in Emerging Entrepreneurial Firms: What Happens When We Keep It in the Family? | James C Hayton, Utah State U.; Christopher Clark, Utah State U.

Growing Small Firms in Australia: How Do They Do What They Do with Human Resource Management? | Rowena Barrett, Monash U.; Susan E. Mayson, Monash U.

HR in the Small Business Enterprise: Assessing the Impact of PEO Utilization | Brian S Klaas, U. of South Carolina

Performance Management in Small and High Growth Companies | Robert L Cardy, Arizona State U.; Janice S Miller, U. of Wisconsin, Milwaukee

Surviving for Growth: Change or Stasis in a Low-tech Entrepreneurial Small Firm | Sarah Jack, Aberdeen U.; Jeff Hyman, Aberdeen U.; Fraser Osborne, Aberdeen U.

722 ♥ ■JS: (HR, OB) Exploring the Relationship Between Social Capital and Voluntary Turnover in the 21st Century

2:30pm - 3:50pm Hawaii Convention Center: Room 319B Chair: Thomas W. Lee, U. of Washington

Facilitator: Malvina Klag, McGill U.

Predictors of Teacher Turnover in Urban Public Schools: Social Capital and Human Capital Effects | Carrie R Leana. U. of Pittsburgh; Brenda E Ghitulescu, U. of Pittsburgh; Frits Pil, U. of Pittsburgh

Social Capital, Org., and Environmental Predictors of Quits, Discharges, and Intra-Org. Mobility | Jason D. Shaw, U. of Kentucky; Jonathan Lewis Johnson, U. of Arkansas

Creating Connections Between Job Embeddedness and Social Capital | Brooks C Holtom, Georgetown U.; Thomas W. Lee, U. of Washington

Internal Market Orientation as a Tool for Fostering Organizational Social Capital and Retention | David G Allen, U. of Memphis; Ashley J. Kilburn, U. of Memphis; Brandon R. Kilburn. U. of Memphis

Speakers: Brooks C Holtom, Georgetown U.; Carrie R Leana, U. of Pittsburgh: Jason D. Shaw. U. of Kentucky: David G Allen. U. of Memphis

Participants: Brenda E Ghitulescu, U. of Pittsburgh; Frits Pil, U. of Pittsburgh; Jonathan Lewis Johnson, U. of Arkansas; Brandon R. Kilburn, U. of Memphis; Ashley J. Kilburn, U. of Memphis

723: (Paper Session) - (IM) The Expatriate's Career

2:30pm - 3:50pm Hawaii Convention Center: Room 304A

Chair: Schon Beechler, Columbia U.

Discussant: Mila B. Lazarova, Simon Fraser U.

- → Global Careers: North-American, European and Asian Perspectives | Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South Carolina; Paula M Caligiuri, Rutgers U.; Jean-Luc Cerdin, ESSEC Business School; Edwin L Miller, U. of Michigan, Mami Taniguchi, Waseda U.
- → The Inpatriate Experience in Multinational Companies: An Exploratory Case Study | Sebastian Reiche, Melbourne U.; Anne-Wil Harzing, U. of Melbourne
- → Factors Affecting Repatriate Job Satisfaction and Job Attachment for Japanese Managers | Michael J. Stevens, U. of Missouri, St. Louis; Gary Oddou, California State U., San Marcos; Norihito Furuya, IGB Network Co., Ltd.; Allan W Bird, U. of Missouri, St. Louis; Mark Mendenhall, U. of Tennessee, Chattanooga
- → Man Without a Country: Is There a Liability of Foreignness in Individual Outcomes? | John Mezias, U. of Miami; Stephen Mezias. New York U.

724 : (Paper Session) - (IM) Political Strategies in MNCs

2:30pm - 3:50pm Hawaii Convention Center: Room 305A

Chair: Sankaran Manikutty, Indian Institute of Management Discussant: Jean J Boddewyn, Baruch College

Avoidance, Isolation and Accommodation Strategies of MNCs in Response to Legitimacy Attacks | Anna Lamin, U. of Minnesota; Srilata Zaheer, U. of Minnesota

- → Managing Institutional and Political Risk in Emerging Economies | Jonathan P Doh, Villanova U.; Kalpana Seethepalli, George Washington U.
- → Successful Adaptation to Regulatory Punctuations: A Case Study of the Mexican Banking Industry. | Luis Antonio Perez-Batres, Texas A&M U.
- → Globalization and the Political Participation of Firms: Lobbying and Firm Internationalization | Leonard Bierman. Texas A&M U.; Jonathan Brookfield, Texas A&M U.; Michael W Pustay, Texas A&M U.; Asghar Zardkoohi, Texas A&M U.

725 : (Paper Session) - (IM) Market Entry Strategies 2:30pm - 3:50pm Hawaii Convention Center: Room 305B Chair: Mohan Subramaniam, Boston College

Discussant: Witold Jerzy Henisz, Wharton School

- → Links between Business Strategies and Foreign Market Entry Mode Choices: An Empirical Examination | Xin Liang, U. of Kansas; Martina Musteen, U. of Kansas; Deepak K Datta, U. of Texas, Arlington
- → Entry Mode Contract Negotiations and Formation: Effects of National Culture on Style and Substance | George O. White III, U. of Texas, El Paso
- ₱Entry Strategies and Subsequent Foreign Expansion Path | Ruihua Joy Jiang, Lehigh U.
- → Portfolios of Real Options in Foreign Markets: The Impact of Uncertainty on Subsidiary Group Size | Marc-Oliver Thurner, U. of St. Gallen; Li Choy Chong, U. of St. Gallen

726: (Paper Session) - (IP) Perspectives on Diversity 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: Christopher Wheat, Harvard U.

- → GDO: Universal Diverse Orientation in the United Kingdom and the United States: A Comparative Analysis | Olukemi O Sawyerr, California Polytechnic State U., Pomona; Judy Perkins Strauss, California State U., Long Beach; Adegoke Oke, Cranfield U.
- GDO: Different colored glasses: Minority & majority perceptions of an organization's diversity policies | Kim Jaussi, State U. of New York, Binghamton; Amy Randel, San Diego State U.; Elizabeth Carroll, Binghamton U.; Douglas Klein, Sirota Consulting
- BPS: The Impact of Human Capital Diversity, Experience and Compensation on Firm Performance | Keld Laursen, Copenhagen Business School; Volker Mahnke, CBS; Per Vejrup-Hansen, Copenhagen Business School
- MED: The Role of Subcultural Diversity in Organizational Knowledge Management (KM) | RaviShankar Mayasandra Nagaraja, National U. of Singapore; Shan-Ling Pan, National U. of Singapore
- **727**: (Paper Session) (IP) Diversity and the Workplace 2:30pm 3:50pm Hilton Hawaiian Village: Tapa 1 Table A2 Facilitator: Michelle T Violanti, U. of Tennessee, Knoxville
- **ତGDO:** The Relationship between Unit Diversity and Organizational Outcomes in the Military | Ulysses J. Brown, Savannah State U.; Stephen B Knouse, U. of Louisiana at Lafayette; James B Stewart, Pennsylvania State U., Mckeesport
- GDO: Effectiveness and Efficiency through Diversity Can you have it both ways? | William Ross O'Brien, U. of Texas, Arlington
- ₱OB: A Meta-Analysis of Stress and Performance at Work: Moderating Effects of Gender, Age, and Tenure | Simona Gilboa, Tel Aviv U.; Arie Shirom, Tel Aviv U.; Yitzhak Fried, Wayne State U.
- OB: Beating the Competition...Literally!: Personal, Situational, and Target Influences on Aggression | Tom Alan Timmerman, Tennessee Technological U.
- **HR:** Diversity, Values, and Congruence: Does Ethnicity Influence Satisfaction with Workplace Outcomes? | **Deirdre**

McCaughey, U. of Manitoba; **Nealia S. Bruning**, U. of Manitoba; **Beth Rubin**, DeVry U.; **Marie Bell**, New York Institute of Technology

728: (Paper Session) - (IP) Institutional Pressures and Organizational Practices

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A3 Facilitator: **Sanjay Sharma**, Wilfrid Laurier U.

- → IM: The Logic of Individual Action in the Dynamics of National Institutional Configurations | Michael A. Witt, INSEAD; Arie Y. Lewin, Duke U.
- → IM: Lessons from the International Diffusion of Early
 Railroad Signaling Technologies | Andrew Nelson, Stanford
- **OMT:** Adopting through Social and Economic Means in Times of Institutional Change | **Ayse Saka**, U. of Groningen; **Filippo Carlo Wezel**, Tilburg U.

729: (Paper Session) - (IP) Research on Ecological and Evolutionary Perspectives

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: Pierangela Morlacchi, U. of Sussex

- ONE: Symbolic Representation and Transformation of Organizational Environmental Strategies | R Scott Marshall, Portland State U.; Darrell Brown, Portland State U.; Jesse Dillard, Portland State U.
- **OMT:** The Re-Emergence of Organizational Populations after a Period of Dormancy | **Jeroen Kuilman**, Erasmus U.
- OMT: Misery Loves Company: The Spread of Negative Impacts Resulting from a Firm-Specific Shock | Tieying Yu, Boston College; Metin Sengul, INSEAD; Richard H. Lester, Louisiana Tech U.
- **OCIS**: Organizational Implications for the Social Construction of Technology Development | **Paul Leonardi**, Stanford U.
- → **CMS**: Latin America's Organization Studies Challenges in the 21st Century | **Eduardo Ibarra-Colado**, U. Autonoma Metropolitana, Iztapalapa

730: (Paper Session) - (IP) Ecological and Evolutionary Perspectives

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B1 Facilitator: **David Bright**, Case Western Reserve U.

- **ENT**: New Ventures and Ambidextrous Firms from the Lens of Capabilities, Economics and Evolutionary Theory | **Arvin Sahaym**, U. of Washington, Seattle
- OMT: Going, Going, Gone: Niche Characteristics and Mortality of Professional Sports Leagues. | Michael E. Dobbs, LeTourneau U.; J. Richard Harrison, U. of Texas, Dallas; Xia Zhao, U. of Texas, Dallas
- OMT: Local Search and Mimetic Entry into New Markets in the Nonprofit Consulting Industry, 1977-2003 | Sangchan Park, Cornell U.; Dong-Il Jung, Cornell U.
- **OB:** Darwinism, Behavioral Genetics, and Organizational Behavior: A Review and Agenda for Future Research

Remus Ilies, Michigan State U.; Richard Arvey, U. of Minnesota; Thomas Bouchard, U. of Minnesota

731: (Paper Session) - (IP) Cognition and Emotions in Organizations

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: **John D. Watt**, U. of Central Arkansas

- OB: Consequences of Positive and Negative Feedback: The Impact on Emotions and Extra-Role Behaviors | Frank D. Belschak, Erasmus U.; Deanne N. Den Hartog, Erasmus U.
- **OB:** The Nature and Construct of Emotional Stability and Its Convergent and Discriminant Validity | **Yan Li**, Chinese U. of Hong Kong
- PaOB: No Exit, No Voice: The Bind of Risky Voice Opportunities in Organizations | James R. Detert, Pennsylvania State U.; Amy C. Edmondson, Harvard U.
- **GDO:** Two Sides of the Coin: People with Disabilities and Caregivers at Work | **Hugh Bainbridge**, U. of Melbourne; **Christina Cregan**, Melbourne U.
- MOC: When Does Humor Generate a Laugh or a Lawsuit, and Why Should Management Scholars Care | Allan Filipowicz, INSEAD

732: (Paper Session) - (IP) Organizational Culture and Emotion

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B3 *Facilitator:* **Ranbir Kumar Bhatia**, -

- OB: Exploring Task-Based Self-Esteem: Self Evaluation Maintenance and Work Teams | Joshua R. Knapp, U. of Cincinnati
- OB: Effects of Climate Level and Climate Strength on Unit Morale in Intensive Care Units (ICUs) | Gary Shteynberg, U. of Maryland; Julie Lyon, U. of Maryland; Bryan Sexton, Johns Hopkins U.
- ₽SIM: The Role of Values and Emotions in Newcomers' Socialization into Organizational Corruption | Charles C Manz, U. of Massachusetts, Amherst; Mahendra Joshi, U. of Arkansas; Vikas Anand, U. of Arkansas
- **733**: (Paper Session) (IP) **Transformational Leadership** 2:30pm 3:50pm Hilton Hawaiian Village: Tapa 2 Table B4 Facilitator: **Joseph Weintraub**, Babson College
- PNP: The Changing Nature of Public Entrepreneurship | Taieb Hafsi, HEC Montreal
- □ → → MED: Educating Leaders for the 21st Century: A Transformative Learning Process | Kathy Dee Geller, Areté Leadership International, Ltd.
- OB: Authentic Transformational Leadership and Followers'
 Sustained Identification | Weichun Zhu, U. of Nebraska;
 Rebecca Reichard, U. of Nebraska, Lincoln; Steve M. Norman,
 U. of Nebraska
- OB: The Romance of Leadership? Social Exchange Theory Meets Self-Regulatory Focus Theory | Sankalp Chaturvedi, National U. of Singapore; Daniel McAllister, National U. of Singapore

- **734**: (Paper Session) (IP) Work and Family 2:30pm 3:50pm Hilton Hawaiian Village: Tapa 2 Table B5 Facilitator: Amy B Henley, U. of Texas, Arlington
- **GDO:** Cultural Context and Family: Influences on Job Attribute Preferences and Work Outcomes | **Elizabeth A Corrigall**, Pennsylvania State U., Worthington Scranton
- HR: Family Ties and International Mobility | Marie-Josée Dupuis, U. of Montreal; Victor Y. Haines, U. of Montreal; Tania Saba, U. of Montreal

735: (Paper Session) - (IP) Entrepreneurship and Learning 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C1 Facilitator: Carlo Salvato. Bocconi U.

- **CMS:** Epistemology in Entrepreneurship Research: A New Vision in the 21st Century | **Brian B. McKenzie**, California State U., Hayward
- ENT: A Theory of Entrepreneurial Learning | Pankaj C Patel, U. of Louisville
- ENT: Opportunity Finding by Nascent Entrepreneurs: Satisficing or Optimizing Search? | Sibin Wu, U. of Texas, Pan American; Richard L Priem, U. of Wisconsin, Milwaukee; Paul C Nystrom, U. of Wisconsin, Milwaukee
- OMT: Bad Apple: Experiential and Vicarious Learning of Opportunistic Behavior in a Franchise Network | Sunghoon Kim, Cornell U.; Hyeon Jeong Park, Georgia State U.; Dong-II Jung, Cornell U.
- **ENT:** Cognitive Adaptability in Entrepreneurial Environments: Motivation, Context, and Metacognition | James Haynie, U. of Colorado, Boulder; **Elaine Mosakowski**, U. of Colorado, Boulder; **Christopher Earley**, National U. of Singapore

736: (Paper Session) - (IP) Entrepreneurship Processes 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C2 Facilitator: Patrick G. Maggitti, St. Joseph's U.

- **ENT:** An Investigation about the Entrepreneurial Intentions of Hispanics in the United States | **Erick Paulo Cesar Chang**, Mississippi State U.
- ■ENT: Knowledge Valorization via Boundary Extensions: Do Entrepreneuial Experiments Create Markets? | Gita Surie, Adelphi U.
- OMT: Understanding The Entrepreneurship Of Social Networks And Market Dynamics | Desmond W. Ng, Texas A&M U., College Station
- **GDO**: Senior Women Managers Leaving Corporate to Become Entrepreneurs:Human & Social Capital Contributions | **Siri Ann Terjesen**, Cranfield School of Management
- **HR:** Change and Stability in Employment Models in Entrepreneurial Firms | **Aegean Oi Kam Leung**, National U. of Singapore; **Ronald Rodgers**, National U. of Singapore

737: (Paper Session) - (IP) Entrepreneurship Processes and New Ventures

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C3
Facilitator: Rory P. O'Shea, Massachusetts Institute of Technology

- **TIM:** Impact of Entrepreneurial Innovation on Technological Progress | **Preeta Roy**, U. of Pennsylvania
- **ENT:** The Time Frames of Entrepreneurs | **Allen Bluedorn**, U. of Missouri, Columbia; **Gwen Richtermeyer**, U. of Missouri, Kansas City
- ENT: An Examination of Entrepreneurial Team Development in Academic Spin-outs | Iris Vanaelst, Vrije U. Brussel; Mike Wright, Nottingham U.; Nathalie Moray, U. of Gent
- Does: Comparing Two Dominant Approaches | Andreas Rauch, Giessen U.; G T Lumpkin, U. of Illinois, Chicago; Johan Wiklund, Jonkoping International Business School; Michael Frese, Giessen U.

738: (Paper Session) - (IP) Environmental Influences on Organizations

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: **Kubilay Gok**, U. of Wisconsin, Madison

- ENT: Corporate Venturing as Strategy Enhancement or as Engine of Strategic Renewal | Henri Burgers, Erasmus U.; Frans A.J. Van den Bosch, Erasmus U.; Henk W. Volberda, Erasmus U.
- ENT: Goal Autonomy, Technology Intensity, Environmental Hostility and Firm Performance: Does Size Matter? | Sidhartha R Das, George Mason U.; Maheshkumar P Joshi, George Mason U.
- TIM: An N-Person Repeated Prisoners' Dilemma Approach to the Ad-hoc/Sustained Product Innovation Tradeoff | Robert A.W. Kok, Radboud U. Nijmegen; Adrian M.A. Van Deemen, Radboud U. Nijmegen
- → IM: On A Wild Goose Chase: Looking for Positive Business Group Effects | Aya S. Chacar, Florida International U.; Balagopal Vissa, INSEAD

739 ③: (Paper Session) - (MC) The Tools of Management Consulting

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MC Presented on panels 61-64

- Seep it Simple! The Role of Simplification in Management Tools | Fabien De Geuser, HEC, U. of Lausanne; Michel Fiol, HEC Paris
- T-Based Visualization Tools to Enhance Strategic Decision Making: A Case Study | Steve Sonka, U. of Illinois, Urbana-Champaign; Randall E Westgren, U. of Illinois; Donna Fisher, Georgia Southern U.
- Development of a Global Employee Survey. | Bjoern Z Ekelund, Copenhagen Business School; Kirsten Berg, Norwegian School of Management; Øyvind Martinsen, Norwegian School of Management

740 □: (Paper Session) - (MC) Knowledge Management and Consultation: Integration Across Boundaries

2:30pm - 3:50pm Hawaii Convention Center: Room 314

Chair: E Brian Peach, U. of West Florida

Discussant: Annika Schilling, Stockholm School of Economics

- ➡ Integrating Knowledge Systems: A Study of Knowledge Management in a Consulting Merger | Markus Ejenäs, Stockholm School of Economics; Andreas Werr, Stockholm School of Economics
- Reuse of Intellectual Capital from Repositories: A Mixed Methods Study | Wai Fong Boh, Nanyang Technological U.
- Conducting Geographically Dispersed Knowledge Work Implications for Knowledge Intensive Firms | Rashmi H.
 Assudani, Xavier U.

Winner of the Bentley College/HEC Outstanding Student Paper Award

M&As and Behavioral Due Diligence: Pearls of Wisdom from Leaders for Consultants | Judith Gebhardt, U. of Southern California

741 (Paper Session) - (MED) Learning Styles and Processes

2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 3-4 *Chair:* **Frank Gaskill**, U. of St. Francis (IL)

- What it Means to Supervise: A Phenomenographic Study of Doctoral Student Supervision | April Wright, U. of Queensland; Jane P Murray, Griffith U.; Patricia Geale, U. of Queensland
- Training to Managerial Learning and Development | Tony Lingham, ESADE; Bonnie Richley, Case Western Reserve U.; Carlos Royo, U. of Barcelona
- Learning Style Models: Assessment, Comparison, and Teaching Activities | Thomas F. Hawk, Frostburg State U.; Amit J. Shah, Frostburg State U.
- Student Orientation: Effects of Individual Differences on Management Education | Karen Moustafa, Indiana U./Purdue U.; Zelimir William Todorovic, Indiana U./Purdue U.; Egor Murzin, Indiana U./Purdue U.

742 JS: (MED, HR) **E-Learning: Advances in Training Design and Evaluation**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 2

Chairs: Kurt Kraiger, U. of Tulsa; Annette Towler, Illinois Institute of Technology

Discussant: Timothy Baldwin, Indiana U., Bloomington

- The Effectiveness of Web-Based Instruction: A Meta-Analysis of Online Instruction | Traci Sitzmann, U. of Tulsa; Robert Wisher, Advanced Distributed Learning
- Effects of Seductive Details and On-Screen Text on Training Outcomes | David Stewart, U. of Tulsa; Traci Sitzmann, U. of Tulsa; Jaime Kuo, Illinois Institute of Technology; Eyal Ronen, Illinois Institute of Technology; Courtney Van Overberghe, Illinois Institute of Technology; Annette Towler, Illinois Institute of Technology
- Relationship Between Actual and Perceived Learner Control: Technology and Individual Differences | Seyoung Park, U. of Tulsa; Kurt Kraiger, U. of Tulsa
- Trainee Satisfaction: Further Exploration of Structure and Nomological Network | **Kenneth G Brown**, U. of Iowa

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ← Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings

Participants: Traci Sitzmann, U. of Tulsa; Robert Wisher, Advanced Distributed Learning; David Stewart, U. of Tulsa; Jaime Kuo, Illinois Institute of Technology; Eyal Ronen, Illinois Institute of Technology; Courtney Van Overberghe, Illinois Institute of Technology; Seyoung Park, U. of Tulsa; Kenneth G Brown, U. of Iowa

743 • : (Paper Session) - (MH) Scientific Management: Changing with the Times

2:30pm - 3:50pm Sheraton Waikiki Beach: Kohala/Kona Room

Chair: David A Lamond, U. of Western Sydney

Discussants: Patrick Fitzgerald, Oklahoma City U.; Paul L

Govekar, Ohio Northern U.; F Barry Barnes, Nova Southeastern

U.; Alfred A. Bolton, Averett U.

- → Albert Thomas and Scientific Management in War and Peace, 1914-1932 | Emil Walter-Busch, U. of St. Gallen Can Strategy Save a Dying Industry? The Street Railway Industry: 1920-1936 | Charles D. Wrege, Cornell U.; Regina Greenwood, Kettering U.; John G Joos, Nova Southeastern U.
- Pu—Withholding Effort in the Workplace: From Soldiering to Socially Motivated Underachievement | Stephanie Case Henagan, Northern Illinois U.

Ronald B. Shuman Best Graduate Student Paper Award
The Cold War and the Scientific Management of Consumer
Interests | Chris Nyland, Monash U.; Amanda McLeod,
Monash U.

744 (a): (Paper Session) - (MOC) Who Am I? Who Are We?: Emerging Issues in Identity Research in Organizations 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MOC 1 This session spans levels of analysis and explores several emerging issues relating to identity in organizations. Presented on panels 13-

- Fight or Flight: Territorial Infringement in Organizations | Graham Brown, Singapore Management U.; Michael Read, U. of British Columbia
- It's Not About the Money: Exploring Types of Meaning Employees Find in Their Jobs and Organizations | Heather C. Vough, U. of Illinois, Urbana-Champaign; Kevin G. Corley, Arizona State U.
- → → Why They can never be as good as Us: how other organizations must be worse off on essential features | Johan Van Rekom, Erasmus U.; Mirdita N. Elstak, Erasmus U.

745 ③: (Paper Session) - (MOC) Learning, Knowing, and Sensemaking in Organizations

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MOC 2
Explores various topics about how collectives learn, store
knowledge, and engage in sensemaking.Presented on panels 51-55

- Social Networks and Creativity: Combining Expertise in Complex Innovations | Arent Greve, Norwegian School of Economics and Business Administration
- Sharing Expertise in Management: A Study on Team Learning and its Effect on Shared Mental Models. | Piet Van den Bossche, Maastricht U.; Wim Gijselaers, Maastricht U.; Mien Segers, Maastricht U.; Geert Woltjer, Maastricht U.
- Absorptive Capacity: Tales from the Field | Mark Easterby-Smith, Lancaster U.; Manuel Graca, Lancaster U.; Elena P

- Antonacopoulou, U. of Liverpool; Jason Ferdinand, Liverpool U
- Organizational Resistance to Institutional Environments: Evidence from the Front Line | Gail P. Clarkson, U. of Leeds; Gerard P. Hodgkinson, U. of Leeds
- Mechanisms of Tacit Knowing: A Model towards Creating Actionable Knowledge | William H. A. Johnson, Bentley College

746: (MOC) Organizational Identity and Organizational Culture: What's the Difference?

2:30pm - 3:50pm Hawaii Convention Center: Room 317B
Chair: Susan C Schneider, HEC U. of Geneva
Discussant: Majken Schultz, Copenhagen Business School
Participants: Peter T. Burgi, Imagination Lab Foundation; Anna
Lupina-Wegener, HEC U. of Geneva; Christine Vallaster, Giessen

747 → SS: (MOC, OMT, OB) Attribution Theory in Management: A Quarter Century of Research

2:30pm - 3:50pm Hawaii Convention Center: Room 317A

Chairs: Marie Dasborough, U. of Queensland/Oklahoma State U.;

Neal M. Ashkanasy, U. of Queensland *Discussant:* **Stephen Green**, Purdue U.

- The Evolution of Attribution Theory in Management:
 Implications for Authentic Leadership Development | Mark J
 Martinko, Florida State U.; William L Gardner, Texas Tech U.
- Leader and Member Reports of LMX: Trust as a Mediator of Behavior and LMX | Christina Sue-Chan, City U. of Hong Kong; Rick D Hackett, McMaster U.; Al Au, U. of Hong Kong
- Follower Attributions for Negative Leader Behavior and the "Romance of Leadership" Effect | Marie Dasborough, U. of Queensland/Oklahoma State U.; Neal M. Ashkanasy, U. of Queensland; Cynthia D Fisher, Bond U.
- The Role of Attributions in the Self-Concept | Kevin Miliffe, U. of Florida; Timothy A Judge, U. of Florida; John Kammeyer-Mueller, U. of Florida

Participants: Al Au, U. of Hong Kong; Cynthia D Fisher, Bond U.; William L Gardner, Texas Tech U.; Rick D Hackett, McMaster U.; Timothy A Judge, U. of Florida; John Kammeyer-Mueller, U. of Florida; Mark J Martinko, Florida State U.; Kevin Miliffe, U. of Florida; Christina Sue-Chan, City U. of Hong Kong

2:30pm - 3:50pm Sheraton Waikiki Beach: Puna Room
Chair: Judith A. Neal, U. of New Haven
Discussant: Jeanne M McNett, Assumption College
Spiritual Capital in Modern Organizations and the Case of
Amish Enterprises | Richard J. Martinez, Cedarville U.; Rob
Rogers, Baylor U.; Gaynor Yancey, Baylor U.; Jon Singletary,
Baylor U.

- A Holistic Framework for the Design of Transformational Learning Experiences | Peter J Robertson, U. of Southern California; Joseph Harder, U. of Virginia; Hayden Woodward, U. of Virginia
- Why is Spirituality Integral to Management Education? | Ramnath Narayanswamy, Indian Institute of Management, Bangalore

749 ③: (Paper Session) - (OB) Leadership 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OB Presented on panels 1-12

- Who Are the Spellbinders?: Identifying Personal Attributes of Charismatic Leaders | Dong-il Jung, San Diego State U.; John J. Sosik, Pennsylvania State U., Great Valley
- →
 Abusive Supervision: Antecedents and Outcomes in a Chinese Context | Samuel Aryee, Hong Kong Baptist U.;
 Zhen-Xiong Chen, U. of Canberra; Li-yun Sun, Macau U. of Science and Technology; Yaw Aboagye Debrah, Brunel U.
- Goal Agreement in Top Management Teams: The Role of CEO Transformational Leadership | Amy E. Colbert, U. of Notre Dame; Bret H. Bradley, U. of lowa
- Employee Positive Moods as a Mediator Linking Transformational Leadership and Employee Work Outcomes | Wei-Chi Tsai, National Chengchi U., Taiwan; Hsien-Wen Chen, National Taiwan U. / Chienkuo Technology U.; Jen-Wei Cheng, National Taiwan U.
- A Theoretical and Empirical Examination of Bass' Transactional Leadership Dimensions | Timothy Hinkin, Cornell U.; Chester A Schriesheim, U. of Miami
- Leader Integrity: A Process Oriented Framework for the Attribution of Leader Integrity | Kevin B Lowe, U. of North Carolina, Greensboro; John Cordery, U. of Western Australia; David Morrison, U. of Western Australia
- Dispositional and Situational Moderators of the Leader-Member Exchange–Work Tension Relationship | Robyn L. Brouer, Florida State U.; Ken Harris, Bradley U.
- → ③ Balancing Global and Local Context in Multinational Organizations: Transnational Leadership | Narda Quigley, Villanova U.; Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management
- Validation of the Extended Version of the Influence Behavior Questionnaire | Gary Yukl, U. of Albany, SUNY; Charles F. Seifert, Siena College; Carolyn I Chavez, New Mexico State U.
- Development and Validation of a Measure of Leader Rapport Management Behavior | Charles D. White, U. of Alabama
- Examining the Validity of the Multifactor Leadership Questionnaire: A Quantitative Review | Brian James Hoffman, U. of Tennessee; Joy Oliver, U. of Tennessee; John Meriac, U. of Tennessee; David J Woehr, U. of Tennessee, Knoxville
- Promotion-Oriented & Prevention-Oriented Leadership: Two Ways of Influencing Follower Motivation | Heike Bruch, U. of St. Gallen; Boas Shamir, Hebrew U. of Jerusalem; Michael S. Cole, U. of St. Gallen

750 : (Paper Session) - (OB) Health, Safety and Well-Being in the Workplace

2:30pm - 3:50pm Hawaii Convention Center: Room 323A *Chair:* **John Cordery**, U. of Western Australia *Discussant:* **Ronald J. Burke**, York U.

Means of Averting Work-Family Conflict and of Protecting Employees' Health: An Integrative Study | Laurent M. Lapierre, U. of Ottawa; Tammy D Allen, U. of South Florida

- Satisfaction Configurations, Absenteeism, and Injuries in Teams | **Brian R. Dineen**, U. of Kentucky; **Raymond A Noe**, Ohio State U.; **Carolyn Wiethoff**, Indiana U., Bloomington
- pate Effects of Transformational Leadership Training on Employee Safety Performance: A Quasi-Experiment | Niro Sivanathan, Northwestern U.; Nick Turner, Queen's U.
- Tradeoffs in Well-Being at Work: Toward an Integrated Understanding | Adam Michael Grant, U. of Michigan, Ann Arbor; Marlys K. Christianson, U. of Michigan, Ann Arbor; Richard H Price, U. of Michigan

Presenters: Brian R. Dineen, U. of Kentucky; Niro Sivanathan, Northwestern U.; Laurent M. Lapierre, U. of Ottawa; Adam Michael Grant, U. of Michigan, Ann Arbor

751: (Paper Session) - (OB) Advances in the Study of Leadership and Teams

2:30pm - 3:50pm Hawaii Convention Center: Room 323C Chair: Tyrone S. Pitsis, U. of Technology, Sydney Discussant: Ethlyn Anne Williams, Florida Atlantic U.

- Empowering Leadership and Performance: The Linking Roles of Team Efficacy and Knowledge Sharing | Abhishek Srivastava, West Virginia U.; Kathryn M. Bartol, U. of Maryland; Edwin A Locke, U. of Maryland, College Park
- PLA Multilevel Quasi-Experimental Study of Leadership, Empowerment, and Performance in Teams. | Gilad Chen, Texas A&M U.; Bradley L. Kirkman, Texas A&M U.; Ruth Kanfer, Georgia Institute of Technology; Don Allen, The Home Depot
- Testing Integrated Models of How Leader Charisma and Network Centrality Affect Team Performance | Prasad Balkundi, State U. of New York, Buffalo; Martin J Kilduff, Pennsylvania State U.; David A Harrison, Pennsylvania State U.
- Shared Leadership in Autonomous Work Teams: An Investigation of Antecedents and Outcomes | Jay B. Carson, U. of Maryland, College Park; Paul E Tesluk, U. of Maryland

Presenters: Abhishek Srivastava, West Virginia U.; Gilad Chen, Texas A&M U.; Prasad Balkundi, State U. of New York, Buffalo; Jay B. Carson, U. of Maryland, College Park

752: (Paper Session) - (OB) Expanding Horizons in OB: International and Cultural Perspectives

2:30pm - 3:50pm Hawaii Convention Center: Room 325A

Chair: B. Kay Snavely, Miami U., Ohio

Discussant: Lorna Doucet, U. of Illinois

- → A Cross-National Test of Work Centrality as a Moderator of the Job-Life Satisfaction Relationship | Marne Lynn Arthaud-Day, Indiana U., Bloomington
- The Effects of Culture and Network Density on Trust in Chinese vs American Managerial Networks | Roy Yong Joo Chua, Columbia U.; Michael W. Morris, Columbia U.; Paul Ingram, Columbia U.
- Managers' Response to Malpractices: Evidence from Emerging Economies | **Kamel Mellahi**, Loughborough U.; **Baibing Li**, Loughborough U.
- → Change in the Context of Power and Cultural Differential: A Case Study of Polish Managers | Krystyna Joanna Zaleska, City U.

Presenters: Kamel Mellahi, Loughborough U.; Krystyna Joanna Zaleska, City U.; Marne Lynn Arthaud-Day, Indiana U., Bloomington; Roy Yong Joo Chua, Columbia U.

753: (Paper Session) - (OB) Individual and Group Effects on **Creative Outcomes**

2:30pm - 3:50pm Hawaii Convention Center: Room 327

Chair: Diane McMeekin Sullivan, U. of Central Florida

Discussant: Charlotte D. Shelton, Rockhurst U.

Group Composition and Creative Behavior: Effects of Relational Demography and Group Diversity | Jin Nam Choi. McGill U.

- → Individualism-Collectivism and Group Creativity | Jack Anthony Goncalo, Cornell U.; Barry M Staw, U. of California,
- The Influence of Transformational Leadership and Core Self-Evaluations on Individual Creativity | An-chih Wang, National Taiwan U.; Bor-Shiuan Cheng, National Taiwan U.; Jiing-Lih Farh, Hong Kong U. of Science and Technology

The Renaissance or the Cuckoo Clock? The Effects of Distress and Work Demands on Innovation | Kerrie Unsworth, Queensland U. of Technology; Artemis Chang, QUT Presenters: Jin Nam Choi, McGill U.; An-chih Wang, National Taiwan U.; Jack Anthony Goncalo, Cornell U.; Kerrie Unsworth, Queensland U. of Technology

754: (Paper Session) - (OB) Lighten up! Understanding the Influence of Humor and Positive Mood in Work Settings

2:30pm - 3:50pm Hawaii Convention Center: Room 328

Chair: Jon Billsberry, Open U.

Discussant: Robert C Ford, U. of Central Florida

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

OB Division Dexter Award

The "Black Box" of Humor: An Exploration of the Processes Underlying Humor and Workplace Relations | Cecily D Cooper, U. of Miami

PaAn Integrative Model Linking Employee Positive Moods and Task Performance | Wei-Chi Tsai, National Chengchi U., Taiwan; Chien-Cheng Chen, Chung Kuo Institute of Technology; Hui-Lu Liu, National Taiwan U.

Funny Business: A Model of How Leaders' Humor Affects Followers' Creativity and Satisfaction | Lucy Arendt, U. of Wisconsin, Milwaukee; Mark A Mone, U. of Wisconsin, Milwaukee

Presenters: Lucy Arendt, U. of Wisconsin, Milwaukee; Christopher Robert, U. of Missouri, Columbia; Cecily D Cooper, U. of Miami; Wei-Chi Tsai, National Chengchi U., Taiwan

755 ■SHCS: (OB, CM, HR) Debating Constructive and **Destructive Workplace Deviance: Deliberations for the** 21st Century

2:30pm - 3:50pm Hawaii Convention Center: Room 316C

Chairs: Marie S. Mitchell, U. of Central Florida: Rebecca J Bennett. Louisiana Tech U.

Participants: Janet M Dukerich, U. of Texas, Austin; Suzy Fox,

Loyola U. Chicago; Elizabeth Wolfe Morrison, New York U.; Anne

M. O'Leary-Kelly, U. of Arkansas; Christine Pearson, Thunderbird, American Graduate School of International Mgmt.; Sandra L. Robinson, U. of British Columbia; Bennett J. Tepper, U. of North Carolina, Charlotte; Danielle E. Warren, Rutgers U.

756 > SHCS: (OB, GDO) The Impact of Globalization on the Work-Family Interface of Vulnerable Groups.

2:30pm - 3:50pm Hilton Hawaiian Village: Coral Ballroom 1

Chair: Steven A.Y. Poelmans, IESE, U. of Navarra

Discussant: Steven A.Y. Poelmans, IESE, U. of Navarra

Globalization and the Harmonization of Work with Personal Life. | Susan Lewis, Manchester Metropolitan U.; Rhona **Rapoport**, Institute of Family & Environmental Research;

Richenda Gambles, Manchester Metropolitan U.

Managing Acculturative Stress and Work-Family Resources: Insights from U.S. Latino Mid-Western Migra | Ellen E. Kossek, Michigan State U.; Darrell Meece, Michigan State U.; Marguerite E. Barratt, National Science Foundation; Beth **Prince**, Michigan State U.

Exploring Moderators in the Relationship Between Job Insecurity & Work-Family Conflict for Temporary | Khatera Sahibzada, Portland State U.; Leslie B. Hammer, Portland State

757: (Paper Session) - (OCIS) **Knowledge Sharing Across Boundaries**

2:30pm - 3:50pm Hawaii Convention Center: Room 318A

Chair: Samer Faraj, U. of Maryland

Discussant: Jonathon N. Cummings, Massachusetts Institute of Technology

- Mechanisms for Integrating Distributed Knowledge in Project-Based Organizations | Wai Fong Boh, Nanyang Technological U.
- ₱Enhancing Perceived Value of Cross-departmental Knowledge on Innovation Via KM Technology Features | Ixchel M. Faniel, U. of Michigan, Ann Arbor

Winner of OCIS Division Top Paper Award

→ The Influence of Cultural Diversity and Virtualness on Knowledge Exchange in Teams | N. Sharon Hill, U. of Maryland

Exploring Narrative Variety: Narrative-Based Knowledge Sharing in the Oil Exploration Industry | Daniel Geiger, Freie U. Berlin; Georg Schreyogg, Freie U. Berlin

758: (Paper Session) - (ODC) The Adaptive Functions of Resistance, Cynicism, and Problem Solving in **Organizational Change**

2:30pm - 3:50pm Hawaii Convention Center: Room 321B Chair: Richard W Woodman. Texas A&M U.

Discussant: Erik Monsen, U. of Colorado, Boulder

Transformational Leadership, Organizational Justice, and Employee Cynicism about Organizational Change | Ju-Chien Cindy Wu, Baylor U.; Mitchell J Neubert, Baylor U.; Xiang Yi, Western Illinois U.

The Role of Cynicism and Other Defense Strategies in the Contemporary Changing Workplace | Gareth Simpson, U. of Queensland

The Positive Role of Resistance in the Conduct of Change | Jeffrey D Ford, Ohio State U.; Laurie Ford, Critical Path Consultants; Angelo D'Amelio, Landmark Education

ъUsing Attachment Theory to Compare Traditional Action Research and Appreciative Inquiry | Eric H Neilsen, Case Western Reserve U.

Winner of ODC Best Action Research Paper

759 ③: (Paper Session) - (OM) Supply Chain & Quality Management

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OM Presented on panels 71-76

- An Empirical Investigation of the Customer Profile Dependency of Website Quality Dimensions | Rui Sousa, U. Catolica Portuguesa
- Green Supply Chain Management in Practice: The Case of ABC Corporation in Taiwan | Cheng-Kai Hu, I-Shou U., Taiwan; Su-Li Lin, I-Shou U., Taiwan
- Selecting Supply Chain Project: Does Gender Matter? | Daewoo Park, Xavier U.; Hema A Krishnan, Xavier U.
- Supply Chain Best Practice: Identifying the Initiatives that Lead to Outstanding Performance | Gregory M. Magnan, Seattle U.; Stanley E. Fawcett, Brigham Young U.
- Study of the Relationships Between Buyer's Power, Training and Buyer-Supplier Relationship | Amelia Carr, Bowling Green State U.

760: *(OM)* Journal of Operations Management Best Paper Award

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 3

Plant Roles and Decision Autonomy in Multinational Plant Networks | Catherine Maritan, Syracuse U.; Aneel Karnani, U. of Michigan, Ann Arbor; Thomas Brush, Purdue U., West Lafayette

Relationships Between Operational Practices & Performance Among Early Adopters of Green Supply Chain | Qinghua Zhu, Dalian U. of Technology; Joseph Sarkis, Clark U.

Strategic Purchasing, Supply Management, and Firm Performance | Injazz Chen, Cleveland State U.; Antony Paulraj, Cleveland State U.; Augustine A Lado, Clarkson U.

761 ●: (OMT) On the W(h)ithering of Institutional Theory

2:30pm - 3:50pm Hawaii Convention Center: Room 301A
Organizer: Royston Greenwood, U. of Alberta
Distinguished Speakers: W Richard Scott, Stanford U.;
Hayagreeva Rao, Northwestern U.; Andrew Spicer, U. of South
Carolina

Discussant: Donald A Palmer, U. of California, Davis
On the W(h)ithering of Institutional Theory | W Richard Scott,
Stanford U.; Hayagreeva Rao, Northwestern U.; Andrew Spicer,
U. of South Carolina

762: (Paper Session) - (OMT) It Can't Happen Here: Networks, Regions, and Industrial Districts

2:30pm - 3:50pm Hawaii Convention Center: Room 302A

Chair: **Theodora Welch**, U. of Massachusetts, Boston Discussant: **Dara Szyliowicz**, Texas Tech U.

₱Forums vs. Fountains: The Evolution of Knowledge

Networks in Akron and Rochester | Sean Safford, London
School of Economics

Institutional Embeddedness of High-Tech Regions: Relational Foundations of the Boston Biotech Region | Kelley Porter, Queen's U.; Kjersten Bunker Whittington, Stanford U.

₽Bonds of Morality, Chains of Power: Horizontal and Vertical Networks in the Clyde Maritime Economy | Arik Lifschitz, Columbia U.

Making It Up As We Go Along: Public Occupational Categories and the Intra-firm Division of Labor | **Gregory E. Robbins**, Emory U.

763: (Paper Session) - (OMT) A League of Their Own:

Dynamics of Status

2:30pm - 3:50pm Hawaii Convention Center: Room 302B

Chair: Elie Matta, HEC Paris

Discussant: Michael Jensen, U. of Michigan

Por Great Oaks from Little Acorns Grow: Strategies for New Venture Growth | Mukti V Khaire, Columbia U.

₽What's in it for them? Advantages of Higher Status Partners in Exchange Relationships | Fabrizio Castellucci, INSEAD; Gokhan Ertug, INSEAD

Status Structure and Competition in the Domain of Institutions | **Zhi Huang**, Boston College

Fall From Grace: Stigma Dynamics from Institutional Linkage Loss | **Bin Zhao**, U. of Western Ontario; **David W Loree**, U. of Western Ontario

764 →: (Paper Session) - (OMT) Managing the Multinational Corporation. Inside and Out

2:30pm - 3:50pm Hawaii Convention Center: Room 307A

Chair: Richard S Blackburn, U. of North Carolina, Chapel Hill Discussant: Sheen S. Levine, Singapore Management U.

- → Group Faultlines at the Management Level of Multinational Enterprises | Ragnhild Kvalshaugen, SINTEF Industrial Management; Randi Lunnan, Norwegian School of Management; Jon Erland Lervik, Norwegian School of Management
- ► Knowledge Transformation: The Role of Multidimensional Environmental Uncertainty in Strategy | Mary Krome Hamilton, U. of Rhode Island
- → Transnational Management and Symbolic Production | John Matthew Amis, U. of Memphis; Michael Leslie Silk, U. of Maryland
- Pa→ Institutional Influences in Multinational Competitiveness: An Empirical Exploration | Subramanian Rangan, INSEAD; Metin Sengul, INSEAD

765: (Paper Session) - (OMT) The Shock of the New:

Innovation Over Time

2:30pm - 3:50pm Hawaii Convention Center: Room 322B

Chair: Eric J. Neuman, U. of Michigan, Ann Arbor

Discussant: Wesley Sine, Cornell U.

Who Will Seize the Promise of the New? Antecedents of Exploration in a Population of Organizations | **Dimo P**.

Dimov, Instituto de Empresa; Pablo Martin De Holan, Instituto de Empresa

More of a Journey: Antecedents of Explorative Product Innovation | Henrich Greve, Norwegian School of Management Innovation and Reputation: The Effect of Spin-outs on the

Performance of Progenitors | **Jonathan Jaffee**, U. of Southern California; **David McKendrick**, U. of Durham

The Politics of Networked Innovation | Jacky Swan, U. of Warwick; Harry Scarbrough, U. of Warwick

766 ■SHCS: (OMT, BPS, TIM) High-tech and High-touch: Exploring the Role of Fashion and Aesthetics in Technology Markets

2:30pm - 3:50pm Hawaii Convention Center: Room 316A

Organizers: Violina Rindova, U. of Maryland, College Park; Davide Ravasi, Bocconi U.

Discussants: **David A. Kirsch**, U. of Maryland; **Mary Tripsas**, Harvard Business School; **Virginia Postrel**, Dynamist.com

Introduction: Understanding Symbolic Value Creation | Davide Ravasi, Bocconi U.; Violina Rindova, U. of Maryland, College Park

Technological Change, Product Design, and Consumer Perceptions of Value | Violina Rindova, U. of Maryland, College Park; Antoaneta Petkova, U. of Maryland

Aesthetic Innovation and Commoditized Industries | Micki Eisenman, Columbia U. / Baruch College, CUNY

Constructing Symbolic Value in Fashion: An Ethnographic Study of Milan Fashion Shows | **Diego Rinallo**, Bocconi U.

767 □: (Paper Session) - (ONE) **Envisioning Sustainable Organizations: Reaching for a New Horizon**

2:30pm - 3:50pm Sheraton Waikiki Beach: Kahuku Room

Chair: Mark B. Milstein. Cornell U.

Can Organizations be Sustainable in a Neoclassical World? A Study of One Organization's Experience. | **Wendy Stubbs**, Monash U.

- Selling Small and Smart: A New Vision of the Sustainable Enterprise in the 21st Century | Sandra Rothenberg, Rochester Institute of Technology
- Measuring Sustainability to Manage it: Issues and Gaps in Sustainability Measurement | Nardia Haigh, U. of Queensland; Andrew Griffiths, U. of Queensland

Expanding the Conceptual Framework of Environmentalism in Organizations | Terry B. Porter, U. of Massachusetts, Amherst

768 **□**: (PNP) PNP Keynote Address: Public & Nonprofit Organizations - New Vision of Management for 21st Century

2:30pm - 3:50pm Sheraton Waikiki Beach: Waialua Room Welcome: Ralph Brower, Florida State U. Introduction: Kirsten Gronbjerg, Indiana U.

Keynote Address: New Vision of Management - The View

from Hawaii I

Speaker: Susan Au Doyle, Aloha United Way

769: (Paper Session) - (RM) **Theory Development & Qualitative Research**

2:30pm - 3:50pm Hawaii Convention Center: Room 324

Chair: Cynthia S. Cycyota, U.S. Air Force Academy Discussants: Carolyn Gardner, Radford U.; Janice R Joplin, U. of Texas, El Paso

Playing the scales: Learning to be a Qualitative Researcher | Michael Humphreys, U. of Nottingham

Examining the Discovery Process within a Research Team | Anne D Smith, U. of Tennessee, Knoxville; Joan Rentsch, U. of Tennessee, Knoxville

■Qualimetrics methodology for assessing hidden costs | Henri Savall, ISEOR, U. of Lyon; Veronique Zardet, ISEOR, U. of Lyon; Marc Bonnet, ISEOR, U. of Lyon

₱Role of Content Analysis in Developing Adolescent Theories | Karan Sonpar, U. of Alberta; Karen Golden-Biddle, U. of Alberta

■Is Management Science Built on a Shaky Foundation? The Case for Intersubjective Certifiability | Eileen Kwesiga, U. of Texas, Arlington; Marshall Wilson Pattie, U. of Texas, Arlington

770 <a>: (Paper Session) - (SIM) Ethics: Empirical Studies

2:30pm - 3:50pm Sheraton Waikiki Beach: Niihau Room

Chair: Antonio Tencati, Bocconi U.

Discussants: Mikelle A. Calhoun, Valparaiso U.; John W Dienhart, Seattle U.

Ethical Work Climate: Fresh Breeze in Sight | Anke Arnaud, U. of Central Florida; Marshall Schminke, U. of Central Florida

The Effects of Moral Identity on Moral Behavior: An Empirical Investigation of the Moral Individual | **Scott J. Reynolds**, U. of Washington; **Tara L. Ceranic**, U. of Washington

Lying, Cheating, Stealing: Groups and the Ring of Gyges | Amir Erez, U. of Florida; Heather Elms, Central European U; Eric Fong, U. of Alabama, Huntsville

The Effects of Age and Tenure on Reporting of Observed Ethical Misconduct | Jason Stansbury, Vanderbilt U.; Bart Irwin Victor, Vanderbilt U.

771 JS: (SIM, OB, HR) Corporate Social Performance: Implications for Individual Behavior and Firm Financial Performance

2:30pm - 3:50pm Sheraton Waikiki Beach: Oahu Room

Chairs: Jennifer K Lee, George Mason U.; Louis C. Buffardi, George Mason U.

What Types of Employees Can Socially Responsible Organizations Attract? | Marc O Orlitzky, U. of Auckland; Diane L Swanson, Kansas State U.

Corporate Social Performance and Organizational Attractiveness: The Explanatory Role of Work Values | Felissa Lee, Marquette U.; James E. Mattingly, U. of Northern lowa

Corporate Social Performance and Organization Attractiveness: Moderation by Social Value Orientation | Jennifer K Lee, George Mason U.; Louis C. Buffardi, George Mason U.

Corporate Social Performance and Competitive Advantage: A Person-Organization "Fit" Perspective | **Daniel Greening**, U. of Missouri, Columbia

Organizational Identity and Corporate Charity: The Effect of Charity on Employee Performance | Phineas Upham, Wharton School

The Stability of Corporate Social Performance over Time: Implications for Financial Performance | **Jeremy Collin Short**. Portland State U.

772 ③: (Paper Session) - (TIM) Management of Technology & Innovation

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - TIM 1 Presented on panels 31-36

- Technological Innovations in the Manufacturing Sector: A Systematic Review of Empirical Studies | Nizar Becheikh, Laval U.; Réjean Landry, Laval U.; Nabil Amara, Laval U.
- Absorptive Capabilities of Japanese and European Multinationals in the United States | Seiko Arai, U. of Oxford; David N Barron, U. of Oxford
- E-Business, Knowledge Management, and Organizational Support for Enhancing Firm's Innovativeness | Chung-Jen Chen, National Cheng Kung U.
- The Study of Gatekeeping Mechanisms of Creative and Innovative Products | Wei-Hsin Hsiang, National Chengchi U., Taiwan
- The Role of Consultants in Innovation Activities: Towards a Typology. | Anna Canato, Bocconi U.

773 ③: (Paper Session) - (TIM) Entrepreneurial Activity 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - TIM 2 Presented on panels 37-40

- Users as Innovation Networkers: Beyond the Customer Active Paradigm | Christopher Ulrich Lettl, Berlin Technical U.
- Technological Innovation and Organization Survival: The Moderator Role of TMT Characteristics | Jaeyoung Kang, State U. of New York, Albany
- The Supply and Demand of Venture Capital in IT and Biotechnology | Miguel Angel Campo-Rembado, New York U.
- Specialized Knowledge and the Role of Confidence in Innovative Activity | Marc Todd Junkunc, U. of Miami

774: (Paper Session) - (TIM) Entrepreneurship & New Venturing

2:30pm - 3:50pm Hawaii Convention Center: Room 304B

Chair: Michael Dowling, U. of Regensburg

Discussant: Andreas Schwab, Louisiana State U.

₱R&D, Insider Ownership, Analyst Coverage, and

Underpricing of Technology IPOs | Iftekhar Hasan,

Rensselaer Polytechnic Institute; Bill Francis, Rensselaer

Polytechnic Institute; Mingming Zhou, Rensselaer Polytechnic Institute

- Exit strategies for new ventures in the incubation process | Barbara Becker, EBS/U.St. Gallen
- A Meta-Ranking of TIM and Entrepreneurship Journals:
 Aggregation and Calibration to a Common Metric | Martin
 Schreier, Wirtschafts U. Wien; Nikolaus Franke, Wirtschafts U.
 Wien

■ Social Construction of Technological Districts: Public Discourse and Venture Capital Funding | Shaila Miranda, U. of Oklahoma; Kunal Banerji, Florida Atlantic U.

775: (Paper Session) - (TIM) Management of the New Product Development Process

2:30pm - 3:50pm Hawaii Convention Center: Room 306A

Chair: Rongrong(Charlotte) Ren, U. of California, Los Angeles Discussant: Victor Seidel, U. of Oxford

Impact of internal and external knowledge and trust networks of NPD teams on team performance | Heidi Armbruster, HEC U. of Geneva; Bettina Buechel, IMD

Involving Users in Ripping off the Blinkers Induced by Dominant Designs | Pascal Le Masson, Ecole des Mines; Peter R. Magnusson, Karlstad U.

Small Artifacts - Big Technologies: The Power of Imperfect
Principles | Kristian Kreiner, Copenhagen Business School
Complementarities Or Complexities? Performance Effects Of
The Focused And Integrative Approaches | Gautam Ahuja,
U. of Michigan; PuayKhoon Toh, U. of Michigan, Ann Arbor

Monday 2:45PM

776: (AAA) Conference Break

2:45pm - 3:15pm Hawaii Convention Center: Exhibit Hall III - Break Area Sponsored by: Sage Publications. Booth numbers 400, 402 and 404 Organizer: **George T Solomon**, George Washington U.

Monday 3:00PM

777 : (MED) MED Global Forum

3:00pm - 5:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2 By Invitation Only. The Global MED Forum facilitates knowledge and information sharing on teaching and research in management education and development in countries around the globe. Interested parties will be able to access this information along with opportunities for exchange and learning on the MED Division's website.

Organizers: Carolyn Wiley, Mercer Human Resource Consulting; Steven Armstrong, U. of Hull; J B Arbaugh, U. of Wisconsin, Oshkosh; Laurie Milton, U. of Calgary, U. of Western Ontario Presenter: Carolyn Wiley, Mercer Human Resource Consulting

Monday 4:00PM

778 : (ICW) Management and Organization Review, Advisory and Editorial Boards Meeting

4:00pm - 5:00pm Sheraton Waikiki Beach: Waimea Canyon Room *Organizer:* **Anne S. Tsui**, Arizona State U.

Monday 4:10PM

779: (AAS) Integrating Biopsychological Measures and Outcomes into a New Vision of Management

4:10pm - 5:20pm Hawaii Convention Center: Room 312

Organizer: Emily Dunham Heaphy, U. of Michigan, Ann Arbor Discussant: Denise M. Rousseau, Carnegie Mellon U.

Benign Stress and Cognitive Performance in Organizations | Modupe Akinola, Harvard U.: Wendy Mendes, Harvard U.: Teresa M Amabile, Harvard Business School

Enriching the Construct of Engagement: Physiological Correlates and Sensory Awareness of the Body | Emily Dunham Heaphy, U. of Michigan, Ann Arbor

Effortful Performance: Arousal, Health, and Energetic Resources | Caneel K. Joyce, U. of California, Berkeley The Benefits of Emotional Expression in an Online Support Group | Kimberly S Ling, Carnegie Mellon U.

780 ⇐: (AAS) Behavioral Approaches to Ethics

4:10pm - 5:20pm Hawaii Convention Center: Room 313A

Organizer: Tom Tyler, New York U.

Bad Apples and Bounded Ethicality | **Dolly Chugh**, Harvard U.; Max H Bazerman, Harvard U.; Mahzarin Banaji, Harvard U. Ethical Fading, Self-Deception, and Business Ethics | David Messick. Northwestern U.

How Ethical Credentials License Unethical Behavior | Dale Miller, Stanford U.

The Cognitive and Social Psychology of Contagious Organizational Corruption | John M. Darley, Princeton U. Promoting Employee Policy Adherence and Rule Following in Work Settings | Tom Tyler, New York U.

781 : (AAS) Opportunities and Challenges in Developing New Management Theory: Processes Used by Top **Scholars**

4:10pm - 5:20pm Hawaii Convention Center: Room 315

Chair: Michael A. Hitt, Texas A&M U.

Participants: Edwin A Locke, U. of Maryland, College Park; Henry Mintzberg, McGill U.; Terence R Mitchell, U. of Washington; W Richard Scott, Stanford U.; Jay B Barney, Ohio State U.

782 (Paper Session) - (BPS) Ownership, Incentives and Diversification

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 21-26

- → Ownership Structure and Corporate Diversification | Yi Zhang, Peking U.; Xi Li, Peking U.
- Does Industry Matter in CEO Compensation? | Kandice A Kapinos, U. of Illinois, Urbana-Champaign; Ji-young Ahn, U. of Illinois, Urbana-Champaign
- Governance in Dual Class Share Firms: Looking Beyond the Usual Suspect | Sujit Sur, Concordia U.
- + Equity Ownership by Financial Institutions and Firm Productivity: Evidence from Japan | Zhonghua Wu, National U. of Singapore
- Diversification Decisions in Family-Controlled Public Corporations | Marianna Makri, U. of Miami; Martin Larraza-Kintana, U. Pública de Navarra; Luis R. Gomez-Mejia, Arizona State U.
- Justifications for Golden Parachutes Without Empirical Evidence of Profitability Correlation | Crystal D Gifford, Argosy U., Sarasota

783 (Paper Session) - (BPS) Institutions, Leadership and **Competitive Advantage**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - BPS 2 Presented on panels 51-55

- CEO Moral Capital and Strategic Leadership: The Relationship to Firm Performance | John Richard Phillips, U. of Western Ontario; W Glenn Rowe, U. of Western Ontario
- Strategic Planning-Firm Performance Linkage: Empirical Investigation from From Emergent Market | Hussam Ahmad Al-Shammari, U. of Texas, Arlington
- Of Competitive Advantage: Locale and Appropriability | Hao Ma, Peking U./U. of Illinois at Springfield
- The BCG Matrix Revisited: A Computational Approach | Steven E Phelan, U. of Nevada, Las Vegas; Markus Venzin, Bocconi U.
- Sociological Theories of Market Institutions and Strategic Management Research | Ilva Okhmatovskiv, U. of Southern California

784: (Paper Session) - (BPS) Asset Specificity and Contracting

4:10pm - 5:20pm Hawaii Convention Center: Room 307B Chair: Anne Parmigiani, U. of Oregon

Discussant: Jeff Macher, Georgetown U.

Choice and Performance of Governance Mechanisms: Matching Governance to Sources of Asset Specificity | Glenn Hoetker, U. of Illinois, Urbana-Champaign; Thomas Mellewigt, U. of Paderborn

- Is Asset Specificity a Liability? A Power Perspective of Safeguarding Specific Investments | Min-Ping Kang, Shih Hsin U.; Chwo-Ming Yu, National Chengchi U., Taiwan; Dah-Hsian Seetoo, National Chengchi U., Taiwan
- Specificity Investments, Relationship Learning, and Competence Building: the Suppliers' Perspective | Wann-Yih Wu, National Cheng Kung U.; Su-Chao Chang, National Cheng Kung U.; Ya-Jung Wu, Kao Yuan Institute of Technology
- Contracting in Context: The Use of Extendibility Provisions in Information Technology | Kyle J Mayer, U. of Southern California; Libby Leann Weber, U. of Southern California

785: (Paper Session) - (BPS) Why Firms Diversify: Structural Antecedents and Expansion

4:10pm - 5:20pm Hawaii Convention Center: Room 308A

Chair: Thomas Hutzschenreuter, Otto Beisheim Graduate School of Management (WHU)

- Core Factor, Portfolio Risk and Escape Paradigm Motivations on Entry: Investigating the Rumelt Model | Curba Morris Lampert, U. of South Carolina
- ₽ The Value of Expansions Within and Across Industries: A Learning Perspective | Dorota Piaskowska-Lewandowska, U. of College Dublin
- Structural Responses to Strategic Change: Flexibility and Inertia after Market Entry | Charles Williams, U. of Illinois, Urbana-Champaign
- Director Acquisition Experience and the Effect of Board Independence on Firm Acquisition Performance | Michael McDonald, U. of Central Florida: James Westphal, U. of Texas. Austin; Melissa Graebner, U. of Texas, Austin

786: (Paper Session) - (BPS) Institutional Context and Knowledge Development

4:10pm - 5:20pm Hawaii Convention Center: Room 308B

Chair: **Sonali Shah**, U. of Illinois, Urbana-Champaign Discussant: **Minyuan Zhao**, U. of Minnesota

Early Academic Science and the Birth of Industrial Research Labs in the US Pharmaceutical Industry | **Jeffrey Furman**, Boston U.

- → Do Owner Identity and Financial Markets Affect R&D Investments? An Analysis of European Firms | Federico Munari, U. of Bologna; Raffaele Oriani, U. of Bologna; Maurizio Sobrero, U. of Bologna
- Effects of Size and Competition on Product and Process Innovations: A Quantitative Review | Fariborz Damanpour, Rutgers U.
- When Do Firms Change Their Technological Position By
 Hiring Experience Scientists? | Daniel Tzabbar, U. of Central
 Florida

787: (Paper Session) - (BPS) The Competitive Mindset and Competitive Interdependence

4:10pm - 5:20pm Hawaii Convention Center: Room 309 Chair: **Hong Cui**, City U. of Hong Kong Discussant: **Javier Gimeno**, INSEAD

Firm Action, Rival Action and Firm Performance:
Understanding Competitive Interdependence | Pamela J
Derfus, U. of Maryland; Patrick G. Maggitti, St. Joseph's U.;
Curt Grimm, U. of Maryland; Ken G. Smith, U. of Maryland

- Complexity Theory, Market Dynamism, and the Strategy of Simple Rules | **Jason Davis**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.
- Competitive Intensity: The Awareness-Motivation-Capability Perspective | Ming-Jer Chen, U. of Virginia; Kuo-Hsien Su, National Taiwan U.

788: (Paper Session) - (BPS) Alliance and Acquisition Performance

4:10pm - 5:20pm Hawaii Convention Center: Room 313B Chair: Melissa M Appleyard, Portland State U. Discussant: Susan McEvily, U. of Pittsburgh

Slitting the Pie: Rent Distributin in Alliances and Networks | **Jeffrey H. Dyer**, Brigham Young U.; **Harbir Singh**, U. of Pennsylvania; **Prashant Kale**, U. of Michigan, Ann Arbor

- Organizational and Social Emdeddedness and the Reliability of Exchange | Peter Moran, London Business School; Kai-Yu Hsieh, London Business School
- → The Relationship between Environmental Turbulence and Alliance Failure: A Contingency Approach | Nitin Pangarkar, National U. of Singapore
- Are Investment Bankers Good For Acquisition Premiums? | Patrizia Porrini, Long Island U.

789 **©**: (Paper Session) - (CAR) Support at Work and Support at Home: Reducing Work-Family Conflict

4:10pm - 5:20pm Hawaii Convention Center: Room 319A

Chair: Sherry E. Sullivan, Bowling Green State U.

Discussant: Ronald J. Burke. York U.

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

Work-Family Conflict: The Importance of Family-Friendly
 Practices and Supportive Supervisors | James A. Breaugh,
 U. of Missouri, St. Louis; Kathleen Frye, U. of Missouri, St. Louis
 Winner of Careers Division Applied Paper Award

Individual and Crossover Effects of Work and Boundary Stressors on Dual-Earner Couples | **Stephan Desrochers**, U. of Maine; **Leisa D. Sargent**, U. of Melbourne

Dual-Earner Couples? Beliefs about Asymmetrical Careers and the Support-Well Being Relationship | Yasmin S. Purohit, St. Joseph's U.; Claire A. Simmers, St. Joseph's U.

790: (Paper Session) - (CM) Culture and Conflict/Negotiation

4:10pm - 5:30pm Hawaii Convention Center: Room 318B *Chair:* **Jeffrey Sanchez-Burks**, U. of Michigan *Discussant:* **Lynn Imai**, U. of Maryland

- → Assessing Shared Mental Models in Negotiation: Evidence from Same and Cross-Cultural Negotiators | Leigh Anne Liu, U. of South Carolina; Ray Friedman, Vanderbilt U.; Bruce Barry, Vanderbilt U.
- → U.S. and Japanese Intercultural Negotiation Schemas: A Tale of Overadjustment? | Wendi L. Adair, Cornell U.; Masako S. Taylor, Cornell U.; Catherine Tinsley, Georgetown U.
- How Culture and Non-conscious Mimicry Create Disadvantage in Workplace Interviews | Jeffrey Sanchez-Burks, U. of Michigan
- The "Ripple Effect": Cultural Differences in Subjective Perceptions of Responsibility | William W. Maddux, Northwestern U.

791 → JS: (CMS, IM, TIM) Good Jobs or Bad Jobs in the Global Information Economy? Evidence from the Call Center Industry

4:10pm - 5:20pm Sheraton Waikiki Beach: Honolulu Room

Organizers: Virginia Lee Doellgast, Cornell U.; Hyunji Kwon, Cornell U.

Chair: Thomas A Kochan, Massachusetts Institute of Technology Discussant: Steve Frenkel, Australian Graduate School of Management

Influences on the Experience of Work in Outsourced Call Centers | Nick Kinnie, U. of Bath; John Purcell, U. of Bath

- Call Center Outsourcing in India and the US: Good Jobs or Global Sweatshops? | Hyunji Kwon, Cornell U.; Virginia Lee Doellgast, Cornell U.
- Labor Market Institutions and Flexible Employment in Call Centers: The Netherlands and the US | Danielle Van Jaarsveld, U. of British Columbia; Andries de Grip, Maastricht U.; Inge Sieben, Maastricht U.
- Systemic Tendencies Shaping Job Quality in Call Centers | Maeve Houlihan, U. of College Dublin

Participants: Maeve Houlihan, Ü. of College Dublin; Nick Kinnie, U. of Bath; Danielle Van Jaarsveld, U. of British Columbia

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ◆ Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings

792 ③: (Paper Session) - (ENT) Entrepreneurs and Their **Ventures**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ENT 1 Presented on panels 41-44

- What Happens to Nascent Entrepreneurs? An Econometric Analysis of the PSED | Simon C Parker, U. of Durham
- Practical Intelligence in High Potential Entrepreneurs | Barbara Jean Bird, American U.; J Robert Baum, U. of Maryland
- To Join, To Lead, or To Create? Network Effects and Small Firm Product Offerings | Jacqueline N Hood, U. of New Mexico; Anne D Smith, U. of Tennessee, Knoxville; Susan Houghton, Georgia State U.
- Alliance and Venture Capital Networks: An Analysis of Start-up Firms in the Biotechnology Industry | Lindy Archambeau, U. of Utah; Anupama Phene, U. of Utah; Tiffany L Galvin, U. of Utah

793 ③: (Paper Session) - (ENT) Entrepreneurial Processes: **Conflicting Images in Emerging Research**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ENT 2 Presented on panels 71-74

- ☐ → The Entrepreneurial Process as a Matching Problem | Per Davidsson, Queensland U. of Technology /Jonkoping U.
- Determinants of Entrepreneurial Action: An Empirical Test of a Composite Intentions-Based Model | Michael D Meeks. San Francisco State U.; G. Dale Meyer, U. of Colorado, Boulder
- Entrepreneurial Configurations: What's Driving the Outsourcing - Performance Linkage? | Maniula S. Salimath. Washington State U.; John B Cullen, Washington State U.; Uchila Umesh, Washington State U., Vancouver
- Gender, Size and New Venture Development in the Services Industries | Lois Shelton, Chapman U.; Thomas Turk, Chapman U.

of Entrepreneurial Rents

4:10pm - 5:20pm Hawaii Convention Center: Room 301B

Chair: Frederic Delmar, Stockholm School of Economics

- ■Dynamism in Capabilities and Networks: Implications for Wealth Creation in Technology Start-Ups | Yanfeng Zheng, U. of Wisconsin, Madison; Jing Liu, Cornell U.; Gerard George, U. of Wisconsin, Madison
- Creative Destruction-Creative Accumulation? Conditions Favoring Growth of New and Established Firms | Jonathan Thomas Eckhardt, U. of Wisconsin, Madison: Scott Shane. Case Western Reserve U.
- On the Longevity of Patent-Protected Discoveries | Maritza Espina, U. del Este; Gideon D Markman, U. of Georgia

795 : (Paper Session) - (ENT) The Nature of Entrepreneurial Act

4:10pm - 5:20pm Hawaii Convention Center: Room 303A Chair: Daniel P Forbes. U. of Minnesota

Interplay of Individual and Community Social Capital. An Empirical Study among Business Starters. | Boris F Blumberg, U. of Maastricht

- ■Entrepreneurial Orientation: an Empirical Assessment of SMES in Hypercompetition | Salvatore Sciascia, LIUC, Cattaneo U.; Lucia Naldi, Jonkoping U.; Fernando G. Alberti, Jonkoping U.
- Self-Regulation in Decision-Making by Entrepreneurs: An Exploratory Study | Peter Bryant, U. of Sydney Entrepreneurial Risk and Market Entry | Brian Wu, U. of Pennsylvania; Anne Marie Knott, U. of Maryland

796: (Paper Session) - (ENT) New Venture Performace: Effects of Financing, Governance & Alliances

4:10pm - 5:20pm Hawaii Convention Center: Room 303B

Chair: Scott L. Newbert, Villanova U.

- Venture Capital in China: Investent Process and Decisionmaking Factors | Paul Vega, U. of St. Gallen; Wei Zhang, Tsinghua U.; Li Choy Chong, U. of St. Gallen; Steven White, INSEAD
- Firm Founders, Boards and Misleading Disclosures: A New Vision of Governance or Familiar Problems? | William J Donoher, Bradley U.; Richard Reed, Washington State U.
- → Strategic Alliance Portfolio Performance in SMEs: A multicountry study | Mert Tokman, U. of Alabama: Louis Marino, U. of Alabama; R. Glenn Richey, U. of Alabama; Pat H Dickson, Georgia Institute of Technology; Mark Weaver, Rowan U.
- Configurations of Small and Micro Businesses and Success: Strategies, Firm, and Environment | Jens M. Unger, U. of Giessen: Michael Frese. Giessen U.

797: (Paper Session) - (GDO) Structural Determinants of Diversity: How Institutions Positively or Negatively Affect Diversity

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 1 Chair: Laura Lvnn Beauvais. U. of Rhode Island Discussant: Marjorie L McInerney, Marshall U.

Palnstitutional Determinants of Faculty Diversity | Baniyelme David Zoogah, Ohio State U.; Susan Josephs, Ohio State U.

₱ Developing Cultural Diversity Advantage: The Impact of Diversity Management Structures | Yang Yang, U. of Western Ontario

Harlow Award Nominee

- Impact of Leaders' Racial Attitudes on Ratings of Causes & Solutions to a Minority Employee Shortage | Eleanor H Buttner, U. of North Carolina, Greensboro; Kevin B Lowe, U. of North Carolina, Greensboro; Lenora Billings-Harris, U. of North Carolina, Greensboro
- ➡CEO Commitment, Perceptions of CEO Commitment, and Actual Diversity Outcomes | Eddy S. Ng, Trent U.; Willi H Wiesner, McMaster U.; Harish C Jain, McMaster U.

798 **₹**: (HCM) **HCM** Division Distinguished Speaker: Van de Ven on the Changing Designs of Work in Healthcare

4:10pm - 5:20pm Sheraton Waikiki Beach: Waianae Room

Distinguished Speaker: Andrew H. Van de Ven, U. of Minnesota

799: (Paper Session) - (HR) HR Practices, Employee Commitment, and Employee Turnover

4:10pm - 5:20pm Hawaii Convention Center: Room 319B Chair: Ingrid Fulmer, Michigan State U.

- HRM Practices, Organizational Commitment and Behavior: Test of a Process Model | Ian R Gellatly, U. of Alberta; Karen H. Hunter, U. of Alberta; Greg Irving, Wilfrid Laurier U.
- + IT Professionals: The Effect of HR Practices on Organizational Commitment and Turnover Intentions | Shoba Nair, Tata Consultancy Services Limited; Stephen Deery, King's College, U. of London; Roderick D Iverson, Simon Fraser U.
- PaHRM Climate: Antecedents and Moderating Effects of Climate Level and Climate Strength | Neal Knight-Turvey, Queensland U. of Technology
- ₱Decision-Making about Workplace Disputes: A Policy-Capturing Study | Brian S Klaas, U. of South Carolina; Douglas Mahony, U. of South Carolina; Hoyt Noland Wheeler, U. of South Carolina

800: (Paper Session) - (HR) Group Differences, Inequity, and Stigmas in the Workplace

4:10pm - 5:20pm Hawaii Convention Center: Room 322A

Chair: Elizabeth Douthitt, Stanford U.

Perceptions of Inequity: Individual Differences in Response to Affirmative Action Programs | Harvell Jackson Walker, Auburn U; Hubert Feild, Auburn U; William F Giles, Auburn U; Jeremy Bernerth, Auburn U; Allison Jones-Farmer, Auburn U

- An Examination of Prestigious Stigma: The Case of the Technology Geek | Mary Sue Love, Southern Illinois U., Edwardsville; Jo Ellen Moore, Southern Illinois U., Edwardsville
- Pencil-and-Paper Tests v. Situational Interviews: Racial Differences and Job-relatedness Perceptions | J. Bret Becton, Winthrop U.; Hubert Feild, Auburn U; William F Giles, Auburn U; Allison Jones-Farmer, Auburn U
- Group Differences in Assessment Center Ratings: Larger Than Expected? | Michelle A. Dean, San Diego State U.; Philip L Roth, Clemson U.

801 : (Paper Session) - (IM) Managerial Tensions in MNCs 4:10pm - 5:20pm Hawaii Convention Center: Room 304A

Chair: Aahad Osman-Gani, Nanyang Technological U. Discussant: Ruth V Aguilera, U. of Illinois, Urbana-Champaign

- Antecedents of Dual Organizational Identification among MNC Subsidiary Managers: An Empirical Test | Davina E. Vora, U. of Texas, Dallas: Tatiana Kostova, U. of South Carolina: Kendall Roth. U. of South Carolina
- Transaction Flow Patterns in MNCs Network and Antecedent Factors of Subsidiaries Relational Behavior | Qin Yang, Temple U.; Xiangwen Jiang, Temple U.
- → Differences between Multinational & Nationally Homogeneous Groups: The Influence of Status Cues | Christina Lea Butler, Kingston U.

802 : (Paper Session) - (IM) Exploration Across Borders

4:10pm - 5:20pm Hawaii Convention Center: Room 305A

Chair: Vanessa Ratten, Queensland U. of Technology Discussant: Lilach Nachum, Baruch College, CUNY

₽→ Increasing Exploration: Evidence from International Expansion | Juan Alcacer, New York U.; Heather Berry, U. of Pennsylvania; Wilbur Chung, U. of Maryland, College Park

- → Think Before You Leap: Domestic Mindsets and Multinationality in Global and Multidomestic Industries | Sucheta Nadkarni, U. of Nebraska; Pol Herrmann, Iowa State U.; Pedro David Perez, Cornell U.
- → Conform Or Rebel: When Does Keeping To The Rules Enhance Firm Performance? | Alexander Eapen, Tilburg U.: Rekha Krishnan, Tilburg U.
- → Home-country Environment, International Expansion, and Firm Value: The Case of US E-commerce Firms | John Mezias, U. of Miami; Namgyoo Kenny Park, KAIST Graduate School of Management

803 : (Paper Session) - (IM) Forgotten Managers: Host **Country Nationals in MNCs**

4:10pm - 5:20pm Hawaii Convention Center: Room 305B

Chair: Kevin B Lowe, U. of North Carolina, Greensboro Discussant: Kwok Leung, City U. of Hong Kong

- → Pay Referent Selection in an International Context: The Role of National Culture | Jiu Chang, Temple U.
- Perceived Reward, Organizational Commitment, and Job Satisfaction of Host Country Workforce | Yongsun Paik. Loyola Marymount U.; K. Praveen Parboteeah, U. of Wisconsin, Whitewater; **Wonshul Shim**, Hanyang U.
- ₽→ Proactive Socialization, Adjustment and Turnover: A Study of Self-initiated Foreign Employees | Carmen K. Fu, Hong Kong Polytechnic U.; Margaret A Shaffer, Hong Kong Baptist U.; David A Harrison, Pennsylvania State U.

804 >> SHCS: (IM. BPS) Edith Penrose's Contribution to the Theory of MNE

4:10pm - 5:20pm Hawaii Convention Center: Room 316C

Chair: Christos N. Pitelis, U. of Cambridge

Introduction and Conclusion (on Penrosian Thinking and the Future of the MNE) | Christos N. Pitelis, U. of Cambridge

Penrose and MNE Strategic Management | Alain C. Verbeke. U. of Calgary

The Effect of (Penrosian) Expatriate Slack on MNE Subsidiary Performance | Anthony Goerzen, U. of Victoria

The Dynamics of Japanese Firm Growth in U.S.Industries: The Penrose Effect | Danchi Tan. National Chengchi U... Taiwan; Joseph Mahoney, U. of Illinois, Urbana-Champaign

Strategic Implications and Limitations of Penrose's Work | Mie Augier, Stanford U.; David Teece, U. of California, Berkeley Penrosian Thinking and the Future of the MNE | Christos N. Pitelis. U. of Cambridge

805: (Paper Session) - (IP) Research on Ethical Behaviors 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: Elizabeth D Scott, Eastern Connecticut State U.

- SIM: The Substance and Symbolism of Corruption and Anti-Corruption | Vilmos F. Misangyi, U. of Delaware; Gary R Weaver, U. of Delaware; Heather Elms, Central European U
- **●MC**: Ethical Duties of Managerial Consulting: Revisiting the Question of Professionalism | Elliot A. Fishman, Stevens Institute of Technology
- SIM: Rotten to the Core: An Synthesis of Multiple Perspectives of Unethical Organizational Behavior | Karen L. Page, U. of Wyoming; James Page, Stirling Advisors, Inc.

- → SIM: Assessing Corruption in the Organizational Gray Sector: A Tale of Hybrids and Quangos | Rae Andre, Northeastern U.
- **SIM:** The Strategic Management Antecedents of Corruption: An Exploratory Study | Taieb Hafsi, HEC Montreal

806: (Paper Session) - (IP) Exploiting Innovation 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A2

Facilitator: Cormac Mac Fhionnlaoich, U. of College Dublin

- **■ENT:** Reorienting Strategic Entrepreneurship: Resource Management across Exploration and Exploitation | Justin Wolfgang Webb, Texas A&M U.; R. Duane Ireland, Texas A&M
- TIM: The Process of Knowledge Creation in Organizations | Christine Soo. U. of Western Australia: Timothy Michael Devinney, Australian Graduate School of Management; David Midgley, INSEAD
- **ENT:** Innovation, New Product Development, and Internationalization: SME Performance Implications | James A Wolff, Witchita State U.; Timothy Pett, Wichita State U.
- TIM: Corporate Board Impact On Firm Innovation: A Knowledge-based Perspective | Xuanli Xie. U. of North Carolina, Chapel Hill; Hugh O'Neill, U. of North Carolina, Chapel Hill

807: (Paper Session) - (IP) Learning and Exploiting

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A3 Facilitator: Garry L. Adams, Auburn U

- TIM: A Critical Assessment of Performance Measurement of NPD Projects | Floortje P. Blindenbach-Driessen, Erasmus U.; jan van Dalen, Erasmus U.; Jan Van Den Ende, Rotterdam School of Management
- **BPS:** A Matter of Life and Death: Innovation and Firm Survival | Elena Cefis, Utrecht U.; Orietta Marsili, Erasmus U.
- **BPS:** Structural Reconfiguration and Innovation: A Framework of What Goes Where and Why | Samina Karim, Boston U.
- **BPS:** Firm Decomposition and Innovation: Capturing Exploration and Exploitation Complementarities | Anne Marie Knott, U. of Maryland

808: (Paper Session) - (IP) Organizational Culture and **Knowledge Resources**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: Sylvia Sloan Black, North Carolina A&T State U.

- → IM: The Effect of Culture on the Choice between Formal Control and Relational Governance | Manuela Batul Giangrande, INSEAD
- **© RM**: Organizational Citizenship Climate: Towards a System-level Analysis of the Good Soldier Syndrome Eran Vigoda-Gadot, U. of Haifa; Taly Birman-Shemesh, U. of Haifa; Itai Beeri, U. of College Cork
- ■TIM: How Organizational Climate and Structure Affect Knowledge Management; VThe Social Interaction View | Chung-Jen Chen, National Cheng Kung U.; Jing-Wen Huang, National Cheng Kung U.
- → IM: Organizational Learning and Culture | Mark Easterby-Smith, Lancaster U.; Sully Taylor, Portland State U.

■MOC: The No Blame Organization. | Bernardino Provera. SDA Bocconi / Bocconi U.; Andrea Montefusco, SDA Bocconi / Bocconi U.; Anna Canato, Bocconi U.

809: (Paper Session) - (IP) New Perspectives on Sources of Value

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B1

Facilitator: Romie Frederick Littrell, Auckland U. of Technology

- **OB**: Tacit Knowledge: A Refinement and Empirical Test of the Academic Tacit Knowledge Scale | Gary S Insch, West Virginia U.; David Dawley, West Virginia U.; Nancy H Leonard, West Virginia U.
- IM: Does Ownership Pay? Comparing Foreign versus Local Service Firm Performance in Emerging Markets | Jennifer Oetzel, American U.; Sudeshna Banerjee, World Bank
- **OB**: Individual and Company Benefits of Communities of Practice | Katja Zboralski, Berlin U. of Technology; Soeren Salomo, Graz U.; Hans Georg Gemuenden, Berlin U. of Technology
- → IM: International M&As: The Relationship between Organizational Culture and Performance | Patrick X. Zhu, U. of Auckland; Elizabeth L. Rose, Victoria U. of Wellington; Kiyohiko Ito, U. of Hawai'i, Manoa
- CMS: Knowledge and Labour Theories of Value: Can They be Reconciled? | Stephen J Jaros, Southern U.

810 : (Paper Session) - (IP) Financial Issues in Strategic Management

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: Jim Combs. Florida State U.

- ENT: Family Involvement, Agency Costs, and Debt Financing for New Ventures | Jess H. Chua, U. of Calgary; James J Chrisman, Mississippi State U.; Franz W. Kellermanns, Mississippi State U.
- based, Integrated Learning for Business Undergrads | Linda K Gibson, Pacific Lutheran U.; Bruce Finnie, Pacific Lutheran U.
- **■ENT**: Corporate Venture Capital and the Post-IPO Performance of Start-up Firms | Ari Ginsberg, New York U.; Iftekhar Hasan, Rensselaer Polytechnic Institute; Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne
- **HCM**: Assessing the Differential Impact of Hospital Diversification on Financial Performance | Won Sik Suh, Florida International U.; Susan Key, U. of Alabama, Birmingham

811 : (Paper Session) - (IP) Gender and Diversity in the Workplace

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B3 Facilitator: Maree Veronica Boyle, Griffith U.

- → GDO: Organizational Sex Composition and Employee Commitment: Sex Asymmetric Effects and Unit Size Effects Hvun-Jung Lee, London School of Economics: Riccardo Peccei, King's College, U. of London
- **ENT**: Entrepreneurial Ventures, Performance, and the Gender Effect | William L Cron, TCU; Garry D Bruton, TCU; John W. **Slocum**, Southern Methodist U.

- → GDO: Gender Factors and Female Entrepreneurship: International Evidence and Policy Implications | Nada Kobeissi, Long Island U., C.W.Post
- MC: Does Gender Difference Exist in Managing Consulting Projects? | Daewoo Park, Xavier U.; Hema A Krishnan, Xavier
- 812 : (Paper Session) (IP) Globalization and Diversification 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Detelin S Elenkov, U. of Tennessee, Knoxville
- → ENT: How International is Entrepreneurship? | Ernesto Carlos Gamboa, U. of Texas El Paso; Lance Brouthers, U. of Texas, El Paso
- IM: Product Diversity, International Scope, and Economic Performance: Japan's Textile Firms in the 1990s | Asli M. Colpan, Kyoto U.; Takashi Hikino, Kyoto U.
- → OMT: A Bottom-up View of Globalization: Changing Organization and Institutions in Developing Countries | Paola Perez-Aleman, McGill U.
- 813: (Paper Session) (IP) Competition 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B5

Facilitator: S. Noorein Inamdar, Harvard U.

- MH: The Times They Are A-Changin': Transformation in the Popular Music Industry - An Evolutionary View | Kang Yang Trevor Yu, U. of North Carolina, Chapel Hill
- **BPS**: The Mediating Effects of International Marketing Strategy on Consumer Purchase Behavior | Tsai-Lung Liu, I-Shou U./ Tajen Institute of Technology; Chia-Chen Kuo, I-Shou U., Taiwan
- → BPS: Studying Structures within Industries: The Relevance of Institutions | Stephane A. Tywoniak, Queensland U. of Technology; Peter Galvin, Curtin U. of Technology; Jennifer Davies, U. of Melbourne
- **BPS**: The Competitive Causes and Consequences of Customer Satisfaction | Daniel Simon, Cornell U.; Miguel Gomez, Cornell U.
- 814: (Paper Session) (IP) Group Outcome Research 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C1 Facilitator: Maria Vakola, Athens U. of Economics and Business
- **OB**: Toward an Understanding of Upward Influence Within the Context of Multilevel Organizational Theory | Scott R. Taylor, U. of Connecticut; Lisa M. Jones, U. of North Carolina, Chapel Hill; David A Hofmann, U. of North Carolina
- **CM**: Thin Slices of Negotiation: Predicting Outcomes from Conversational Dynamics in the First 5 Minutes | Jared R. Curhan, Massachusetts Institute of Technology; Alex Pentland, Massachusetts Institute of Technology; Ron Caneel, Massachusetts Institute of Technology; Nathan Eagle, Massachusetts Institute of Technology; Sonja WileyPatton, Louisiana State U.
- **OB**: A Multi-Level Investigation of the Influences of Employees' Resistance to Teams and Empowerment | M. Travis Maynard, U. of Connecticut; John Mathieu, U. of Connecticut; Wendy M. Marsh, GAP, Inc.; Thomas Ruddy,
- **OB**: Dual Effects of Social Identification on Team Performance: Direct & Mediated Effects Through Conflict |

- Steve Gove, U. of Dayton; Jay J Janney, U. of Dayton; Christian Kiewitz, U. of Dayton; Brett Paul Matherne, U. of
- An Exploratory Empirical Study | Grant T. Savage, U. of Alabama; Eric S Williams, U. of Alabama; Qian Xiao, U. of Alabama; Michelle Bunn, U. of Alabama

815: (Paper Session) - (IP) History and Social Movements 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: Edward F Murphy Jr, Embry Riddle Aeronautical U.

- ■MH: A Tale Of Two Fires: Igniting Social Expectations For Managers' Responsibility | Paul L Govekar, Ohio Northern U.; Michele A Govekar, Ohio Northern U.
- MH: An Overview of Management Philosophies: An Umbrella Model to Enhance Student Learning | Nell Tabor Hartley, Robert Morris U.
- SIM: Amul India's Cooperative Success Story | Abhijit B Ghosh, McGill U.; Frances Westley, McGill U.
- PNP: Building Civil Society in Post-Conflict Bosnia as Experienced by those Engaged in its Formation | Judith L. Millesen, Ohio U.; Eric C. Martin, Eastern Connecticut State U.
- 816: (Paper Session) (IP) Implementing Technologies 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: Jan N. Chong, Stanford U.
- **OCIS:** Enterprise Systems Adoption: A Proposed Contingency Perspective | Eric Tze Kuan Lim, National U. of Singapore; Shan-Ling Pan, National U. of Singapore; Chee-Wee Tan, U. of British Columbia
- → TIM: The More You Have the More You Buy: Lock-In-Effects in the Adoption of E-Business Technologies | Philipp Koellinger, DIW Berlin; Christian Schade, Humboldt U.
- POCIS: Process Virtualization Theory and the Impact of Information Technology | Eric Overby, Emory U. Winner of OCIS Division Top Student Paper Award Winner of OCIS Division Best Interactive Paper Award
- **OMT**: Studying Organizational Memory: a Qualitative study and a System Dynamics model | Davi Noboru Nakano, U. of Sao Paulo; Afonso Carlos Fleury, U. of Sao Paulo

817: (Paper Session) - (IP) Incentives and Rewards in **Organizations**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: Emmeline de Pillis, U. of Hawai'i, Hilo

- **OMT**: It's Not Just How Much You Own: The Effect of Institutional Portfolios on Executive Compensation | Raihan **Hameed Khan**, State U. of New York, Institute of Technology; Maria Goranova, Syracuse U.; Ravi Dharwadkar, Syracuse U.; Pamela Brandes, Syracuse U.
- **●MC**: Consulting Success and Contingent Fees as Elements on the Way to a Theory of Management Consulting | Lars Schweizer, U. of Bamberg: Martin Raies, U. of Bamberg: Dodo Zu Knyphausen-Aufsess, U. of Bamberg
- TIM: Spillover or Bypassing? Appropriating Rents From Discoveries Made in U.S. Universities | Gideon D Markman, U. of Georgia; Peter T. Gianiodis, U. of Georgia; Phillip Phan, Rensselaer Polytechnic Institute

- → GDO: Output Pay and Ethnic Wage Differentials: Canadian Evidence | Tony Fang, U. of Northern British Columbia; John S Heywood, U. of Wisconsin, Milwaukee
- **HR:** Broad-Based Stock Options: Before And After The Market Downturn | **Jim Sesil**, Rutgers U.; **Maya Kroumova**, New York Institute of Technology

818 : (MC) The MCD Distinguished Speaker, Steve Kerr. Consulting and Academia

4:10pm - 5:20pm Hilton Hawaiian Village: Coral Ballroom 1

Distinguished Speaker: Steven Kerr, Goldman, Sachs & Co.

819 (Paper Session) - (MED) Ethics and Management Education

4:10pm - 5:20pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: Eric G Kirby, Texas State U.

- Ethical Distancing: A Content Analysis of Student
 Rationalizations for Cheating | Jeffrey B Kaufmann, Iowa
 State U.; Tim West, U. of Arkansas; Sue Pickard Ravenscroft,
 Iowa State U.; Charles B Shrader, Iowa State U.
- Enhancing Ethical Perceptions: Impact of Integrated Ethics Curriculum vs a Stand Alone Ethics Course | Yvette P. Lopez, Texas A&M U.; Paula Rechner, California State U., Fresno; Chamu Sundaramurthy, San Diego State U.; Julie B Olson-Buchanan, California State U., Fresno
- George Williams in Thailand: An ethical decision-making exercise | J Goosby Smith, Pepperdine U.; Constance R James, Pepperdine U.

820 □ • (MED) A New Vision of Women and Corporate Leadership: Why Are Women Leaving the Workplace?

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 2

Ethics, Leadership, and Gender: Are Women Leaving The Corporate World Because They Are More Ethical? | Michael E. Brown, Pennsylvania State U., Erie

What Happened To The Women?: A Model Examining Why Successful Women Are Leaving The Workplace | Jeffrey Miles, U. of the Pacific

Exercising Their Options: Why Female Managers Are Opting Out Of Corporations | **Kimberly S Scott**, Wrigley Company Implications & Possibilities For Reversing The Trend:

Integration, Audience Participation, Discussi | **Peg Thoms**, Pennsylvania State U., Behrend

Participants: Peg Thoms, Pennsylvania State U., Behrend; Michael E. Brown, Pennsylvania State U., Erie; Kimberly S Scott, Wrigley Company; Jeffrey Miles, U. of the Pacific

821 **○ •**: (MH) Reflections on Hawthorne Past and Present

4:10pm - 5:20pm Sheraton Waikiki Beach: Kohala/Kona Room

Chair: Daniel A Wren, U. of Oklahoma

Presenters: Alfred A. Bolton, Averett U.; Regina Greenwood,

Kettering U.; Daniel A Wren, U. of Oklahoma

822: (Paper Session) - (MOC) Identity Dynamics in Organizations: On Narratives, Facades, and Learning

4:10pm - 5:20pm Hawaii Convention Center: Room 317A

This session covers several identity-related issues: identity narratives, organizational facades, and identity and learning.

Chair: Kevin W. Rockmann, George Mason U.

Narratives of Organizational Identity and Acquisition Integration | Samia Chreim, U. of Lethbridge

- → The Crafting of Organizational Façades: An Empirical Investigation | Philippe Baumard, U. of California, Berkeley
- The Intersection of Organizational Identity and Learning: Strategic Change via Capability Grafting | Rajiv Nag, Pennsylvania State U.; Kevin G. Corley, Arizona State U.; Dennis A Gioia, Pennsylvania State U.

823 **■**: (Paper Session) - (MOC) Follow the Leader: New Views on Leadership

4:10pm - 5:20pm Hawaii Convention Center: Room 317B

This session discusses various aspects of leadership, with an emphasis on leaders & followers.

Chair: Paul Harvey, Florida State U.

- Leadership Transference: The Impact of Previous Leaders on Follower Performance | Barbara A. Ritter, Coastal Carolina U.
- Transactional Leadership Re-Visited:Self-Other Agreement and Its Consequences | J Lee Whittington, U. of Dallas; Renee Holloway, U. of Texas, Arlington; Vicki L Goodwin, U. of North Texas; William Ickes, U. of Texas, Arlington
- Social Distance and Follower Attitudes toward Leaders: A Cognitive Elaboration Perspective | Jae-Uk Chun, State U. of New York, Binghamton; Scott C. Douglas, Binghamton U.

824: (Paper Session) - (OB) Examining Impression Management in Organizations

4:10pm - 5:20pm Hawaii Convention Center: Room 323A Chair: Ceasar Douglas, Florida State U. Discussant: Catherine Connelly, McMaster U.

- ■What Breaks a Leader: The Curvilinear Relationship Between Assertiveness and Leadership | Daniel Ames, Columbia U.; Frank Flynn, Columbia U.
- Pseudo Citizenship in Office and Professional Settings | Robin Stanley Snell, Lingnan U.; Yuk Lan Wong, Lingnan U.
- Facilitating Peer Helping After Psychological Contract Breach: The Role of Impression Management | Morgan Milner, Eastern Michigan U.
- Good Soldier or Good Actor? Examining the Instrumentality of OCBs and the Role of Cognitions | Seokhwa Yun, Montclair State U.; Riki Takeuchi, Hong Kong U. of Science and Technology; Wei Liu, Cheung Kong Graduate School of Business

Presenters: Daniel Ames, Columbia U.; Robin Stanley Snell, Lingnan U.; Yuk Lan Wong, Lingnan U.; Seokhwa Yun, Montclair State U.; Morgan Milner, Eastern Michigan U.

825: (Paper Session) - (OB) Leadership and Citizenship Behaviors: New Examinations and Understandings 4:10pm - 5:20pm Hawaii Convention Center: Room 323C

Chair: John B Stark, California State U, Bakersfield Discussant: Robert Moorman, Creighton U.

- Do Leaders' Influence Tactics Relate to Members'
 Cooperative Behaviors? | Raymond T Sparrowe, Washington
 U.; Budi Soetjipto, U. of Indonesia; Maria Kraimer, U. of
 Melbourne
- → An Integrative Model Linking Supervisor Support and Organizational Citizenship Behaviors | Chien-Cheng Chen, Chung Kuo Institute of Technology; Su-Fen Chiu, National Taiwan U.
- The Dispositional Antecedents of Leader-Member Exchange and OCB: A Process Perspective | **Greg J Sears**, McMaster U.; **Rick D Hackett**, McMaster U.

Transformational Leadership and Extra-Role Behaviors: The Mediating Effects of Identifications | Wu Liu, Vanderbilt U.; Renhong Zhu, Sun Yat-Sen U.; Yongkang Yang, Fudan U. Presenters: Chien-Cheng Chen, Chung Kuo Institute of Technology; Greg J Sears, McMaster U.; Raymond T Sparrowe, Washington U.; Wu Liu, Vanderbilt U.

826: (Paper Session) - (OB) New Insights in Identity Research

4:10pm - 5:20pm Hawaii Convention Center: Room 325A Chair: Yekaterina Bezrukova, Rutgers U.

Discussant: Jonathan Matheny, Auckland U. of Technology

Discussant: Jonathan Matheny, Auckland U. of Techn

Winner of OB Division Best Paper Award

- How You Act Affects How You Think and Feel: Behavioral Antecedents of Organizational Identification | David R. Hekman, U. of Washington; H Kevin Steensma, U. of Washington; James F. Hereford, U. of Washington
- ■Doing Only What They Like to Do? Role Identities, Fit, and Verification Predictors of Role Behaviors | Steven M Farmer, Wichita State U.; Linnea Van Dyne, Michigan State U.
- Examining the Impact of Organizational Value Dissimilarity in Top Management Teams | Melenie J. Lankau, U. of Georgia; Andrew Ward, U. of Georgia; Allen Amason, U. of Georgia; Thomas Ng, U. of Georgia; Jeffrey Sonnenfeld, Yale U.; Bradley R Agle, U. of Pittsburgh

Presenters: David R. Hekman, U. of Washington; Steven M Farmer, Wichita State U.; Michael David Johnson, Michigan State U.; Melenie J. Lankau, U. of Georgia

827: (Paper Session) - (OB) Understanding the Role of Intuition, Emotion and Justification Beliefs in Decision Making

4:10pm - 5:20pm Hawaii Convention Center: Room 327 *Chair:* **Nancy Borkowski**. St. Thomas U.

Discussant: Kevin S. Groves, California State U., Los Angeles Should I Trust My Gut? The Role of Task Characteristics in Intuitive and Analytical Decision-Making | Erik Ian Dane, U. of Illinois, Urbana-Champaign; Kevin W. Rockmann, George Mason U.; Michael G. Pratt, U. of Illinois, Urbana-Champaign

Being Emotional During Decision Making, Good or Bad? An Empirical Investigation | Myeong-Gu Seo, U. of Maryland

- The Role of Justification Motives and Efficacy Beliefs on Decisions in Escalation Situations | **Neil Fassina**, U. of Manitoba; **Glen Whyte**, U. of Toronto
- Self Justification, Accountability, and Escalation Behavior | Hans-Georg Wolff, U. of Erlangen, Nuremberg; Klaus Moser, U. of Erlangen, Nuremberg

Presenters: Erik lan Dane, U. of Illinois, Urbana-Champaign; Myeong-Gu Seo, U. of Maryland; Neil Fassina, U. of Manitoba; Hans-Georg Wolff, U. of Erlangen, Nuremberg

828: (Paper Session) - (OB) Stress and Coping at Work
4:10pm - 5:20pm Hawaii Convention Center: Room 328
Chair: Gergana T. Markova, U. of Central Florida
Discussant: Rita Campos Cunha, U. Nova de Lisboa
PaFurther Validation of Carlson, Kacmar, and Williams' (2000)
Work-Family Conflict Measure | Laurent M. Lapierre, U. of
Ottawa; Tammy D Allen, U. of South Florida; Paul E Spector, U

Work-Family Conflict Measure | Laurent M. Lapierre, U. of Ottawa; Tammy D Allen, U. of South Florida; Paul E Spector, U. of South Florida; Michael P O'Driscoll, U. of Waikato; Cary L. Cooper, Lancaster U.; Steven A.Y. Poelmans, IESE, U. of Navarra; Juan I Sanchez, Florida International U.

- PaAn Alternative Models Test of Lazarus' Process Theory of Coping | **Mel Fugate**, Southern Methodist U.; **Angelo J. Kinicki**, Arizona State U.; **Gregory Prussia**, Seattle U.
- Job Stress and Well-Being: An Examination from the View of Person-Environment Fit | Liuqin Yang, U. of South Florida; Hongsheng Che, Beijing Normal U.; Paul E Spector, U. of South Florida
- Strain Reactions to Politics Perceptions as a Workplace
 Stressor: Political Skill as a Neutralizer | Robyn L. Brouer,
 Florida State U.; Gerald R Ferris, Florida State U.; Wayne A.
 Hochwarter, Florida State U.; Mary Dana Laird, Florida State
 U.; David C. Gilmore, U. of North Carolina, Charlotte
 Presenters: Laurent M. Lapierre, U. of Ottawa; Mel Fugate,
 Southern Methodist U.; Liuqin Yang, U. of South Florida; Robyn L.
 Brouer, Florida State U.

829 ☐: (OCIS) Keynote Address: Organizing Work in the 21st Century

4:10pm - 5:20pm Hawaii Convention Center: Room 318A *Introduction:* **Pamela Hinds**, Stanford U.

Keynote Speaker: **Thomas W. Malone**, Massachusetts Institute of Technology

Organizing Work in the 21st Century | **Thomas W. Malone**, Massachusetts Institute of Technology

830: (Paper Session) - (ODC) Planning for change: developing change capacity and unlocking change potential

4:10pm - 5:20pm Hawaii Convention Center: Room 321B *Chair:* **Peter Sorensen**, Benedictine U.

Discussant: Bruce Hanson. Colorado Technical U.

- ■"Towards a Holistic Theoretical Framework for the Unfolding of Planned Change" | Sophia Philippidou, Athens U. of Economics and Business; Klas E. Soderquist, Athens U. of Economics and Business; Gregory Prastacos, Athens U. of Economics and Business
- Change Climate: Unlocking Change Potential | Troy A.

 Voelker, North Texas U.; William Cordell McDowell, U. of North
 Texas

- Predictors of Employee Well-being: Maximizing Value from Diagnostic Tools | Rachael Helen Palmer, U. of Melbourne; Peter Michael Hart, Insight SRC; Alexander J Wearing, U. of Melbourne
- Developing Capacity for Change Action | Christine Benedichte Meyer, Norwegian School of Economics and Business Administration; Inger G. Stensaker, Norwegian School of Economics and Business Administration

831 : (OM) Operations Management Division Business

4:10pm - 5:00pm Hilton Hawaiian Village: South Pacific 3

832 ③: (Paper Session) - (OMT) Understanding Design, Present and Future

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - OMT 1 Presented on panels 32-38

- Introducing Dynamics in Interorganizational Governance Research | Paul W.L. Vlaar, Erasmus U.
- Introducing Trade-offs and Dialectics in Research on Formalization in Alliances | Paul W.L. Vlaar, Erasmus U.
- → © TQM Impacts on Corporate Performance: Review of the Literature and a Proposed Model | Fatma Pakdil, Baskent U.
- Partnership Versus Corporation: Alternative Forms of Governance in Professional Service Firms | Laura Empson. U. of Oxford; Chris Chapman, U. of Oxford
- Making Technology Work: A Case Study of the Job-Design Process Surrounding Technological Change | Lisa Ellen Cohen, U. of California, Irvine
- Organizing for Innovation in the 21st Century | Deborah J Dougherty, Rutgers U.
- Project Stakeholders Interests and Precautionism: Ties to Paradoxical Management Practices | Nuno Gil, Manchester U.; Sara Beckman, California U.
- 833 ③: (Paper Session) (OMT) Alliances and Networks 4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - OMT 2 Presented on panels 45-50
- The Monkeys Disperse when the Tree Falls:Network Transmutation and Failure | Chung-Ting Lo, I-Shou U.,
- Network Horizon and the Creation of Structural Holes | Diederik Willem Van Liere, Erasmus U.; Otto Koppius,
- Does Competition Kill Ties? | Richard Kum-Yew Lai, Harvard
- Status and Allliance Partner Selection in the Global Software Industry | Francois Herve Collet, Said Business School
- →

 Building Field Level Collaborative Capital: The Case of an Australian Biotechnology Consortium | John W Selsky, U. of Massachusetts, Boston; Melissa Marot, U. of Melbourne; William Hart, U. of Melbourne; Prasuna Reddy, U. of Melbourne
- Social Embeddedness and Partner Selectivity: Examining Time and Strategic Goal Choice in Alliances | Bret Ryan Fund, Pennsylvania State U.

834 : (Paper Session) - (OMT) Agency and Institutional Diffusion

4:10pm - 5:20pm Hawaii Convention Center: Room 301A

Chair: Melissa Wooten, U. of Michigan

Discussant: Rodney Lacey, U. of California, Irvine

- → Mapping the Institutional Terrain of Societal Logics and Organizational Forms in Western China | Bradley James Koch, Nanyang Technological U.
- → Institutional Dynamics in the Evolution of the Indian Software Industry | Venkatarman Nilakant, U. of Canterbury
- ₽→ Microdynamic Mechanisms of Institutional Translation: a Double Case Study | Eva Boxenbaum, Copenhagen Business School
- → The Diffusion of Western Acquisitions in Transition Economies: An Integrative View | Jun Xia, Texas Tech U.

835 →: (OMT) Economic Sociology of Corporate **Governance: Ownership and Board Networks in Comparative Perspective**

4:10pm - 5:20pm Hawaii Convention Center: Room 302A

Organizer: Bruce Kogut, INSEAD

Denmark | Steen Thomsen, Copenhagen Business School

Sweden | Anna Stafsudd, Lund U.

Spain | Fabrizio Ferraro, IESE Business School

Mexico and Chile | Jordan Siegel, HBS

Taiwan | Jonathan Brookfield, Texas A&M U.

China | Xiao Zhixing, CEIBS

836: (Paper Session) - (OMT) Status Orders and the **Dynamics of Legitimacy**

4:10pm - 5:20pm Hawaii Convention Center: Room 302B

Chair: Sylvia Flatt, U. of San Francisco

Discussant: Marvin Washington, Texas Tech U.

Mind the Gap: A Multi-level Model of Cultural Embeddedness and Legitimacy | Sandy Hershcovis, Queen's U.; Irene M. Herremans, U. of Calgary

- ₱How do Firm's Actions Influence Corporate Reputation? The Case of Downsizing at Large U.S. Firms. I E. Geoffrey Love, U. of Illinois, Urbana-Champaign; Matthew Kraatz, U. of Illinois
- Legitimizing Illegitimacy: Middle-Status Deviance in the Danish Film Industry | Michael Jensen, U. of Michigan
- Status Security and Career Conformity: Theory and Evidence from a Large Medical Organization | Forrest Briscoe, Pennsylvania State U.

837 : (Paper Session) - (OMT) Design for Living: Origins, Changes, and Consequences of Structure

4:10pm - 5:20pm Hawaii Convention Center: Room 307A

Chair: Charles B Finn, College of Saint Rose

Discussant: Ray Zammuto, U. of Melbourne

The Socialization of Organizations: Sources of Competitive Homogeneity Among IPO Firms | Kai Lamertz, Concordia U.; Martin L. Martens, Concordia U.

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

Governance Form and Organizational Adaptation: Lessons from the Savings and Loan Industry in the 80s | James Harvey Moore, Louisiana State U.; Matthew Kraatz, U. of Illinois Tug of War: The Rise of Same-Sex Partner Health Benefits in

Fortune 500 Corporations, 1990-2003 | You-Ta Chuang, York U.; Robin Church, U. of Toronto; Ron Ophir, York U.

838 : (Paper Session) - (OMT) Sponge Bob, CEO: Absorptive Capacity, Learning, and Organizational Memory

4:10pm - 5:20pm Hawaii Convention Center: Room 322B Chair: Daniela Blettner, U. of St. Gallen Discussant: Theresa K Lant, New York U.

Organizational Culture, Learning Orientation, and Effectiveness | Brian Gregory, U. of Southern Mississippi; Stanley G Harris, Auburn U; Achilles A Armenakis, Auburn U; Christopher Shook, Auburn U

The Interplay between Learning and Strategy in Four Chemical Plant Accident Investigations | Peter Cebon, U. of Melbourne

Towards a Theory of Organizational Knowledge: Determinants of Absorptive Capacity | Gregory S Richards. U. of Ottawa; Linda Duxbury, Carleton U.

□ • → • Organizational Memory: Conceptual Framework and Empirical Application | Kim-Chi Wakefield Trinh. Duke U.

839 SHCS: (OMT, CMS) Collaborative Community in **Business and Society**

4:10pm - 5:20pm Hawaii Convention Center: Room 313C

Chairs: Paul Adler, U. of Southern California; Charles Heckscher, Rutgers U., New Brunswick

Discussants: Lynda M. Applegate, Harvard U.; Nathaniel Foote, Ctr. Organizational Fitness

Towards Collaborative Community | Paul Adler, U. of Southern California; Charles Heckscher, Rutgers U., New Brunswick

Collaboration in Supply Chains: With and Without Trust | John Paul MacDuffie, U. of Pennsylvania

Collaborative Community and Employee Representation | Saul Avery Rubinstein, Rutgers U.

Accountability in Collaborative Knowledge-Work | Carlos Martin-Rios, Rutgers U., New Brunswick

Speakers: John Paul MacDuffie, U. of Pennsylvania; Saul Avery Rubinstein, Rutgers U.; Carlos Martin-Rios, Rutgers U., New Brunswick

840 (Paper Session) - (ONE) Organizations and the **Natural Environment: Issues and Challenges**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - ONE Presented on panels 56-60

- Organization and the Natural Environment: Journal Ratings and Footprints | Boyd Cohen, U. of Victoria
- Development: Environmental Awareness Creating Business Opportunities | Simone Bacellar Leal Ferreira, IBMEC, Rio de Janeiro; Marie Agnes Chauvel, PUC Rio
- ₽→ A Challenge for the 21st Century? Emissions Trading and Corporate Climate Strategies | Jonatan Pinkse, U. of Amsterdam

- The Introduction and Dissemination of an Environmental Friendly Product in Institutionalized Fields | Patrick Vermeulen, Tilburg U.
- Sustainable Profit: Reconciling Sustainability and Corporate Profitability | Frank Figge, U. of Leeds; Tobias Hahn, Institute for Fututes Studies & Technology Assessment

841 € ■: (ONE) Aligning Sustainability Strategies and Hiring Practices: Red Herring or Low Hanging Fruit?

4:10pm - 5:20pm Sheraton Waikiki Beach: Kahuku Room Moderator: Mark B. Milstein, Cornell U.

Participant: Meghan Chapple, World Resources Institute

842: (PNP) PNP Awards and Business Session

4:10pm - 6:00pm Sheraton Waikiki Beach: Waialua Room

All members of the Public and Nonprofit Division are requested to attend this session for the greater benefit of the division.

Division Chair: Ralph Brower, Florida State U.

Division Chair-Elect.: Matthew Liao-Troth, Western Washington U. Program Chair: Kirsten Gronbierg. Indiana U.

Professional Development Workshop Chair: Dean F. Eitel, DePaul

Presenters: James L Perry, Indiana U./Purdue U.; Joseph J Galaskiewicz, U. of Arizona; Anthony Cresswell, U. of Albany, SUNY

843 (Paper Session) - (SIM) SIM Visual Village -**New Visions for the 21st Century**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - SIM Presented on panels 11-20

- DDE as a Justification for Voluntary Societal Activities that Attenuate Shareholder Value | Darrell G. Coleman, U. of
- Competing Force of Affirmative Action | Gwendolyn M. Combs, U. of Nebraska, Lincoln
- of Virginia
- Ethics in the MBA Curriculum: An Investigation of Determinants | Joel M. Evans, U. of Arizona; Gary R Weaver, U. of Delaware
- Use of Progapanda | Marshall Wilson Pattie, U. of Texas. Arlington; Gary C McMahan, U. of Texas, Arlington
- ₽→ Relational Intelligence for Leading Responsibly in a Connected World | Nicola M. Pless, INSEAD; Thomas Maak, U. of St. Gallen
- Social Accounting by Means of SA 8000 Towards a Discourse Theoretical Extension | Dirk Ulrich Gilbert, U. of New South Wales; Andreas Rasche, European Business School
- The Modeling of Sexual Harassment within Organizations: The Military as Data | John Sibley Butler, U. of Texas, Austin; James M. Schmidtke, California State U., Fresno
- The Moral Agency Problem: Ethics Programs and the Paradox of Control | Jason Stansbury, Vanderbilt U.; Bruce Barry, Vanderbilt U.
- Identifying Patterns of Stakeholder Heterogeneity | Tyler Earl Wry, U. of Alberta

844 □ • → • : (Paper Session) - (SIM) SIM Visual Village -**New Visions for the 21st Century**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - SIM 2 Presented on panels 1-10

- Multinationals and AIDS: Who Joins the Fight, and Why? | Peter JJ Anderson, U. of Michigan, Ann Arbor; Gerald F Davis, U. of Michigan, Ann Arbor
- Pa Talling Out of Favor: Illegitimacy, Social Control, and the Process of Organizational Stigmatization | Cynthia E. Devers, Texas A&M U., College Station; Todd Dewett, Wright State U.; Carrie A. Belsito, Texas A&M U.
- Board Member Diversity as an Outcome: An Examination of Discrimination Lawsuits | Brvan Dennis. Idaho State U.: Jill Ann Brown, U. of Georgia; Marcus Stewart, Bentley College; Ann K. Buchholtz, U. of Georgia
- Brazil | Lawrence French, Virginia Polytechnic Institute
- Legitimising a Corporate Citizen: An Analysis of the Rhetoric of Social Reporting | Colin Patrick Higgins, Massey U.; Su C Olsson, Massey U., New Zealand; Robyn J Walker, Massey U.
- Solution or Problem? A Neo-Institutional Perspective on Integrating Ethics into MBA Curricula | Tammy MacLean, Suffolk U.; Barrie E. Litzky, Pennsylvania State U., Great Valley
- Managerial Endorsement of CSR and Corruption: Personal Values or Situational Strength? | Sushil Nifadkar, Arizona State U.; Anne S. Tsui, Arizona State U.
- Corporate Social Responsibility and Interorganizational Relationships: Cooperation through CSR | Richard C. Peters, Florida Atlantic U.
- Management Challenges at the Intersection of Space Class and Human Resources | Jeffrey A. Robinson, New York U.; Gregory Fairchild, U. of Virginia
- Business Ethics Activity around the World | Mark Schwartz, York U.; James Weber, Duquesne U.

845 (Paper Session) - (TIM) High-Technology Industry **Studies**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 1 Presented on panels 27-31

- The Impact of Complexity and Uncertainty on the Performance of Innovation-Motivated Acquisitions | Saikat Chaudhuri, U. of Pennsylvania
- Exploring Industry Implications of Organizational Learning | David R. King, U.S. Air Force; Rebecca J. Slotegraaf, Indiana U.
- Inter-Cluster Performance Differentials: Innovation and Growth in the Medical Device Industry | Frank T. Rothaermel, Georgia Institute of Technology; David N Ku, Georgia Institute of Technology
- Mrowledge Sourcing Strategies And Firm Performance: An Empirical Study Of US Biopharmaceutical Firms | Bou-Wen Lin. National Tsing Hua U.
- ■ Building a customer based learning curve for corporate R&D | Frances Fortuin, Wageningen U.; Onno Omta, Wageningen U.

846 (Paper Session) - (TIM) Strategy, Technology, &

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 2 Presented on panels 61-65

- Timed, Punctuated Organizational Learning: A Success Factor in High Technology Manufacturing | Charles Maria Weber, Portland State U.
- What Really Drives Gazelle Firms? | Nicholas O'Regan, Middlesex U.; Abby Ghobadian, Middlesex U.; David Gallear. Middlesex U.
- Does Complexity Dampen Incentives for Innovation? | Sendil Ethiraj, U. of Michigan, Ann Arbor; Mayuram Krishnan, U. of Michigan, Ann Arbor; Narayan Ramasubbu, U. of Michigan, Ann Arbor
- Climate to Predevelopment Innovation Outcome | Peter A. Koen, Stevens Institute of Technology; Elko Kleinschmidt, McMaster U.; Ken Lauer, Creative Problem Solving Group
- Competitive Analysis of Incumbent Postal Operators in Europe | Matthias Finger, Ecole Polytechnique Fédérale de Lausanne; Patrick Mollet, Ecole Polytechnique Fédérale de Lausanne

847 @: (Paper Session) - (TIM) Managing **Interorganizational Networks**

4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - TIM 3 Presented on panels 66-70

- →

 Global R&D Activities of Japanese MNCs in the US: A Triangulation Approach | Sam Kurokawa, Drexel U.
- What Makes a Project Open Source? Migrating from Organic to Synthetic Communities | Siobhan O'Mahony, Harvard U.; Joel West, San Jose State U.
- Management Characteristics, Collaboration and Innovation Performance in the UK | Andy Cosh, Cambridge U.; Xiaolan Fu, Cambridge U.; Alan Hughes, Cambridge U.
- The Small World of Internet Alliances | Stephen Chen, Australian National U.; Maciek Waldemar, Adam Ronowski, Australian National U.
- Emergence of Innovation in Social Structure | Xing Zhong, U. of Chicago; Salih Zeki Ozdemir, U. of Chicago

848 : (Paper Session) - (TIM) Economics of **Entrepreneurship & Innovation**

4:10pm - 5:20pm Hawaii Convention Center: Room 304B Chair: Kira Markiewicz, U. of California, Berkeley Discussant: Jasjit Singh, INSEAD

₱Mergers and Acquisitions and Technological Performance | Giovanni Valentini, IESE

TIM Division Best Student Paper Award Finalist

- Finding the Right Balance: Decisions Under Uncertainty and Venture Capital Syndication | Gary Dushnitsky, U. of Pennsylvania; Zur Shapira, New York U.
- The Complementary Role of Patents in Appropriating the Returns from Innovation | Henrique M. Barros. Ibmec. Sao Paulo

849 : (TIM) TIM Distinguished Speaker Session

4:10pm - 5:20pm Hawaii Convention Center: Room 306A

Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne

Democratizing Innovation | Eric von Hippel, Massachusetts Institute of Technology

Monday 5:00PM

850 : (BPS) Business Policy and Strategy Mid-Career Consortium: Managing Your Evolving Career

5:00pm - 6:45pm Hawaii Convention Center: Room 306B

This interactive workshop is for experienced BPS faculty to network & share. Pre-registration required (contact Cathy Maritan, cmaritan@buffalo.edu).

Organizers: Catherine Maritan, Syracuse U.; Annette L Ranft,

Wake Forest U.; **Melissa Schilling**, New York U.

Participants: Albert Cannella, Jr, Arizona State U.; Irene M Duhaime, Georgia State U.; Margaret Peteraf, Dartmouth College; Anju Seth, U. of Illinois, Urbana-Champaign; Edward Zajac, Northwestern U.

851: (ICW) Northeastern University Reception

5:00pm - 7:00pm Hilton Hawaiian Village: South Pacific 4 *Organizer:* **Cynthia Lee**, Northeastern U.

Monday 5:20PM

852 : (GDO) Business Meeting and Awards Presentation

5:20pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 1-2
Business meeting and presentation of awards. GDO social follows.
Presiding: Bernardo M. Ferdman, Alliant International U.

Monday 5:30PM

853: (CMS) CMS Business Meeting

5:30pm - 6:30pm Sheraton Waikiki Beach: Honolulu Room

854: (Paper Session) - (ENT) Entrepreneurship Division Business Meeting

5:30pm - 10:30pm Hawaii Convention Center: Room 301B Division Chair: Andrew (Zach) Zacharakis

855: (HCM) HCM Social Hours

5:30pm - 7:30pm Sheraton Waikiki Beach: Diamond Head Lawn Division Chair: Kathryn H Dansky, Pennsylvania State U. Division Chair-Elect.: Ruth A Anderson, Duke U.

Program Chair: Jane Banaszak-Holl, U. of Michigan, Ann Arbor Professional Development Workshop Coordinator: Timothy Hoff,

State U. of New York, Albany

856 : (ICW) Oxford University Press Reception: Celebration of New Release of "Great Minds in Management"

5:30pm - 7:00pm Hawaii Convention Center: Room 314

857 : (ICW) International Association for Chinese Management Research Business Meeting

5:30pm - 8:00pm Hawaii Convention Center: Room 319B Organizer: Xiao-Ping Chen, U. of Washington

858 →: (Paper Session) - (IM) Booz Allen Hamilton Strategy+Business Eminent Scholar in International Management Forum

5:30pm - 7:00pm Hawaii Convention Center: Room 315

Welcome: Randall Rothenberg, Booz Allen Hamilton Distinguished Speaker: Bruce Kogut, INSEAD

Presenters: D Eleanor Westney, Massachusetts Institute of

Technology; Gabriel Szulanski, INSEAD

859 : (MC) Management Consulting Division Business Meeting

5:30pm - 6:10pm Hilton Hawaiian Village: Coral Ballroom 1 *Division Chair:* **Rickie Moore**, ISEOR, U. of Lyon

Division Chair-Elect.: Andreas Werr, Stockholm School of

Economics

Program Chair: James M. Hunt, Babson College

Professional Development Workshop Chair: **Susan M. Adams**, Bentley College

860 : (MH) Business Meeting

5:30pm - 6:15pm Sheraton Waikiki Beach: Kohala/Kona Room Division Chair: Michele A Govekar, Ohio Northern U.

861 : (OCIS) OCIS Business Meeting

5:30pm - 6:45pm Hawaii Convention Center: Room 318A

862 : (OMT) OMT Business Meeting and Artifact

5:30pm - 6:15pm Hawaii Convention Center: Room 301A Division Chair: **Tina Dacin**, Queen's U., Canada

Division Chair-Elect.: Pamela R Haunschild, U. of Texas, Austin Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor Professional Development Workshop Chair: Kimberly D Elsbach, U. of California, Davis

863: (RM) Research Methods Division Business Meeting

5:30pm - 6:30pm Hawaii Convention Center: Room 324

864 : (SIM) SIM Division Business Meeting

5:30pm - 7:00pm Sheraton Waikiki Beach: Oahu Room

Division Chair: Bryan W Husted, Instituto de Empresa Division Chair-Elect.: Kathleen Rehbein, Marquette U.

Program Chair: Duane Windsor, Rice U.

Professional Development Workshop Chair: **Thomas J Donaldson**, U. of Pennsylvania

865 : (TIM) TIM Business Meeting

5:30pm - 6:30pm Hawaii Convention Center: Room 304B

Chair: Christopher L Tucci, Ecole Polytechnique Fédérale de

Lausanne

Monday 6:00PM

866 : (MED) MED Global Forum Dinner

6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 2

By Invitation Only.

Organizers: Carolyn Wiley, Mercer Human Resource Consulting; Steven Armstrong, U. of Hull; J B Arbaugh, U. of Wisconsin, Oshkosh; Laurie Milton, U. of Calgary, U. of Western Ontario

867: (OM) Operations Management Division Social

6:00pm - 7:30pm Hilton Hawaiian Village: South Pacific 3

Monday 6:15PM

868 : (OMT) OMT Social Hour

6:15pm - 7:30pm Hawaii Convention Center: Room 316A *Division Chair:* **Tina Dacin**, Queen's U., Canada

Division Chair-Elect.: Pamela R Haunschild, U. of Texas, Austin Program Chair: Gerald F Davis, U. of Michigan, Ann Arbor Professional Development Workshop Coordinator: Kimberly D

Elsbach, U. of California, Davis

Monday 6:20PM

869 : (MC) MC Division Social Hour 6:20pm - 8:00pm Hilton Hawaiian Village: Coral Ballroom 4 Organizer: Rickie Moore, ISEOR, U. of Lyon

Monday 6:30PM

870 : (MH) Management History Social Hour

6:30pm - 8:00pm Sheraton Waikiki Beach: Kahuku Room Reception sponsored by Baker College in honor of Daniel Wren and his new book, "The History of Management Thought," 5th edition (Wiley).

871 : (OB) OB Division Awards and Celebration / Social Hour

6:30pm - 8:00pm Hawaii Convention Center: Room 323 A, B & C Presentation of OB Division Awards followed by Division celebration/social.

872: (OCIS) OCIS Social Hour

6:30pm - 8:30pm Hawaii Convention Center: Center Rooftop

873 : (PNP) PNP Reception

6:30pm - 9:00pm Sheraton Waikiki Beach: Waialua Room Joint with SIM. Check final program for location. Ticket required; tickets will be distributed at PNP Awards & Business meeting, Monday 4:10 pm.

Division Chair: Ralph Brower, Florida State U.

 ${\it Division \ Chair-Elect.:} \ {\it Matthew \ Liao-Troth}, \ Western \ Washington \ U.$

Program Chair: Kirsten Gronbjerg, Indiana U.

Professional Development Workshop Chair: Dean F. Eitel, DePaul U.

874 : (RM) Research Methods Division - Social Hours

6:30pm - 9:00pm Hawaii Convention Center: Room 324

875: (SIM) SIM & PNP Joint Social

6:30pm - 10:30pm Sheraton Waikiki Beach: Niihau Room
Tickets (required for admission) will be distributed at both the SIM
Division Business Meeting (Monday 5:30 - 6:30 in the Oahu Room,
Sheraton Waikiki Beach Hotel) and the PNP Awards and Business
Session (Monday 4:10 – 6:00 in the Waialua Room, Sheraton
Waikiki Beach).

876: (TIM) TIM Social: The Best Social in Town!

6:30pm - 8:30pm Hawaii Convention Center: Room 306A

Organizers: Christopher L Tucci, Ecole Polytechnique Fédérale de Lausanne; Bettina Lynda Bastian, Ecole Polytechnique Fédérale de Lausanne

Monday 6:45PM

877: (BPS) Outstanding Educator Award in Honor of Jay B. Barney

6:45pm - 7:30pm Hawaii Convention Center: Room 313B

This award is given once every two years to acknowledge an outstanding teacher and mentor in the field of strategic management and business policy.

Division Chair: Margaret Peteraf, Dartmouth College Division Chair-Elect.: James Westphal, U. of Texas, Austin

Program Chair: Anita McGahan, Boston U.

Professional Development Workshop Chair: Russell Coff, Emory U. Presenters: Allan N Afuah, U. of Michigan; Nile W. Hatch, Brigham

Young U.; **Thomas Lawton**, Dartmouth College; **Karen**

Schnatterly, U. of Minnesota

878 : (GDO) GDO Social Hour

6:45pm - 9:00pm Hilton Hawaiian Village: Rooftop Garden
Fellowship while watching the sunset and spectacular view. Come
and go or stay the entire time. Rain location is South Pacific
Ballroom 1.

Division Chair: Bernardo M. Ferdman, Alliant International U. Division Chair-Elect.: Martin N Davidson, U. of Virginia Program Chair: Myrtle P. Bell, U. of Texas, Arlington Professional Development Workshop Chair: Lynn Bowes-Sperry.

Western New England College

Monday 7:00PM

879 : (ICW) British Academy of Management Reception

7:00pm - 9:00pm Sheraton Waikiki Beach: Honolulu/Kahuku

Organizer: Liam Irwin, U. of Leeds

880 : (ICW) Management Faculty of Color Association Reception

7:00pm - 9:00pm Sheraton Waikiki Beach: Waianae Room
Organizer: Darlene Gambill Motley, Robert Morris U.

Monday 8:00PM

881: (ICW) Brigham Young U. Social

8:00pm - 10:00pm Hilton Hawaiian Village: Coral Ballroom 2

This is an AOM event for all attendees who are affiliated with BYU or The Church of Jesus Christ of Latter-day Saints.

Organizer: Michael Thompson, Brigham Young U.

Monday 9:00PM

882: (AAA) President's Dessert Reception for New and International Members

9:00pm - 10:30pm Sheraton Waikiki Beach: Maui/Molokai Ballroom

Sponsored by: U. of British Columbia

Organizer: Denise M. Rousseau, Carnegie Mellon U.

Tuesday 7:00AM

883 > CAU: (CAU) GLBTRESEARCHNET: Global Research and Practitioner Network Investigating GLBT's Workplace **Experiences**

7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C1

Organizers: Douglas Creed, U. of Rhode Island; Charmine Hartel, Deakin U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee;

Raymond N.C. Trau, Deakin U.

884 CAU: (CAU) Rethinking the Organization-Nature Nexus from the Perspective of Land and Place

7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C2

Organizers: Michael B Elmes, Worcester Polytechnic Institute;

Christa L Walck, Michigan Technological U.

885 CAU: (CAU) Using Images to Transform Management and Organizational Life

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B1

Organizers: Sam Farry, Pepperdine U.; Nancy Wallis, Pepperdine

886 CAU: (CAU) Academic Match Making for Creative Collegial Collaboration

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B2

Organizers: Karen Manz, Hartford Seminary; Charles C Manz, U. of Massachusetts, Amherst; Robert Marx, U. of Massachusetts,

Amherst; Judith A. Neal, U. of New Haven

887 CAU: (CAU) Focusing on Followership: Issues and Direction

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B3

Organizers: Kim T. Hinrichs, Minnesota State U., Mankato; Jon P Howell. New Mexico State U.

888 → CAU: (CAU) International Entrepreneurship: Developing the Field of Entrepreneurship and International Business

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B4

Organizers: Shaker A Zahra, Babson College; Leo Paul Dana, U. of Canterbury; Isabell Melanie Welpe, Ludwig-Maximilians U., Munich; Dietmar Grichnik, Heinrich Heine U.; Vanessa Ratten, Queensland U. of Technology; Mary Han, Ryerson U.

889 CAU: (CAU) We Know Who We Are, But Where Are We Going? The Future of Identity and Research

7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D1

Organizer: Kristin N. Price, Pennsylvania State U.

890 CAU: (CAU) Interlocking Directorates – Future **Research Directions**

7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D2 Organizer: Daniel E Lockhart, U. of Kentucky

891 CAU: (CAU) Mentoring, Diversity, and Difference: The Others' Perspectives

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1 Organizer: Shawnta S. Friday-Stroud, Florida A&M U.

892 CAU: (CAU) Challenges In Evaluating And Measuring

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2

Organizers: Beatriz Lacombe, Escola de Administração Publica e de Empresas, Fundação Getulio Vargas; Stephanie Ward, -

Tuesday 7:15AM

893 : (AAA) Past Presidents of the AOM Breakfast

7:15am - 8:30am Hilton Hawaiian Village: South Pacific 4 Organizer: Kathryn M. Bartol, U. of Maryland

Tuesday 8:00AM

894 : (AAA) Honolulu 2005, LAC

8:00am - 11:50pm Hawaii Convention Center: Room 326B

Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West

Oahu; Jerry M Calton, U. of Hawai'i, Hilo

Tuesday 8:10AM

895: (OB) Transactive Memory Systems Research: **Diverse Approaches and Stimulating Linkages**

8:10am - 10:10am Hawaii Convention Center: Room 323C

Chair: Ralph Hanke, Bowling Green State U.

Team Creativity: A Process Model | Ralph Hanke, Bowling Green State U.

Errors of Transactive Memory | Andrea Hollingshead, U. of Illinois, Urbana-Champaign

Membership Contexts and Transactive Memory System Transfer | Kyle Lewis, U. of Texas, Austin; Benjamin Herndon, U. of Texas, Austin; Josh Keller, U. of Texas, Austin

The Emerging Story of Transactive Memory in Teams: A Review and Synthesis of TMS Research | John R Austin, Pennsylvania State U.; Ralph Hanke, Bowling Green State U.

Discussant | Linda Argote, Carnegie Mellon U.

Participants: John R Austin, Pennsylvania State U.; Kyle Lewis, U. of Texas, Austin; Linda Argote, Carnegie Mellon U.; Andrea Hollingshead, U. of Illinois, Urbana-Champaign; Benjamin Herndon, U. of Texas, Austin; Josh Keller, U. of Texas, Austin

896 S: (OB, HR, CM) Aloha! Procedural Justice in Organizations: Twenty Years After Folger and Greenberg

8:10am - 10:10am Hawaii Convention Center: Room 327

Chair: Russell Cropanzano, U. of Arizona

Discussants: Jerald Greenberg, Ohio State U.; Robert Folger, U. of Central Florida

The 1995-2005 Era of Research on the Fair Process Effect | Kees Van den Bos, Utrecht U.

Taking Interactional Justice Even More Seriously: Justice as Encounter Versus Justice as Exchange | Robert Bies. Georgetown U.

Three Things I Have Learned About Organizational Behavior from Studying Procedural Justice | Russell Cropanzano, U. of Arizona

Procedural Justice and Human Resource Systems: Twenty Years since Folger and Greenberg | Stephen Gilliland, U. of Arizona

First Discussant | Jerald Greenberg, Ohio State U. Second Discussant | Robert Folger, U. of Central Florida Presenters: Robert Bies, Georgetown U.; Kees Van den Bos, Utrecht U.; Russell Cropanzano, U. of Arizona; Stephen Gilliland, U. of Arizona

897 JS: (OB, OMT, MOC) Exploring the Coexistence of Trust and Control – Sparring Partners or Winning Team? 8:10am - 10:10am Hawaii Convention Center: Room 325A

Chairs: Antoinette Weibel, Zurich U.; Katinka Monica Bijlsma-Frankema, Free U., Amsterdam

Control and Trustworthiness - Towards an Understanding of Vicious and Virtuous Cycles in Firms | Antoinette Weibel, Zurich U.

Trust and Control: The Role of Leader and Follower Perceptions | Sim B. Sitkin, Duke U.; Allan Lind Jr., Duke U.; Morela Hernandez. Duke U.

Control as a Facilitator of Trust - Small-Business Cooperation in Uncertain Circumstances | Malin Tillmar, Institute of Working Life

Heed in Need of a Winning Team: Trust and Monitoring in Temporary Research Teams | Katinka Monica Bijlsma-Frankema, Free U., Amsterdam; Ana-Christina Costa, TU Delft; Bart de Jong, Free U., Amsterdam

The Trust/Control Duality: You Can't Have One Without the Other | Guido Möllering, Free U., Berlin

Participants: Sim B. Sitkin, Duke U.; Allan Lind Jr., Duke U.; Morela Hernandez, Duke U.; Malin Tillmar, Institute of Working Life; Bart de Jong, Free U., Amsterdam; Ana-Christina Costa, TU Delft; Guido Möllering, Free U., Berlin

Tuesday 8:30AM

898 : (AAS) Corporations for a Better World?

8:30am - 10:10am Hawaii Convention Center: Room 312 Organizer: William H. Starbuck, New York U.

We Need the Power of Corporations | William H. Starbuck,

The Unfettered Corporation: Corporate Social Responsibility and the Coming Crisis of Corporate Contr | James P Walsh, U. of Michigan

Corporations Exist to Serve Us, Not Serve Them | Henry Mintzberg, McGill U.

Rethinking and Reclaiming the Corporation | Alan D. Meyer, U. of Oregon

899 ⊕→ •: (AAS) Beyond Sarbanes-Oxley: Transparency and Accountability - Business, Government, and Nonprofit Sectors

8:30am - 10:10am Hawaii Convention Center: Room 313A

Coordinators: Kirsten Gronbjerg, Indiana U.; Duane Windsor,

Participants: Robert Doktor, U. of Hawai'i; Jonathan D. Breul, IBM Center for the Business of Government; Randall W. Roth, U. of Hawai'i; Brian Gallagher, United Way of America

900 : (AAS) A New Vision of Management for the 21st Century: Is There a Role for the Academy in Its Creation?

8:30am - 10:10am Hawaii Convention Center: Room 315

Participants: Edward E. Lawler, U. of Southern California; Jay Lorsch, Harvard U.; Raymond E Miles, U. of California, Berkeley

901 : (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)

8:30am - 11:30am Hawaii Convention Center: Room 311

Organizers: Hans Hansen, Victoria U. of Wellington: Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Matt Statler, Imagination Lab Foundation Program Chair: Chris Poulson, California Polytechnic State U., Pomona

902: (Paper Session) - (BPS) Performance: Concepts,

Measurement and Data

8:30am - 10:10am Hawaii Convention Center: Room 307B Chair: Gurneeta Vasudeva, George Washington U. Discussant: Gerry McNamara, Michigan State U.

The Myth of Firm Performance | William H Glick, Arizona State U.; Nathan Thomas Washburn, Arizona State U.; Chet Miller, Wake Forest U.

Corporate Social Performance and KLD Data: Do They Really Work Together? | Robert J. Duesing, Oklahoma State U.; Joseph E Coombs, U. of Richmond

PaArchetypes of Organizational Success and Failure | Denise Lima Fleck, Federal U., Rio de Janeiro PuSurvival | Ankush Chopra, Duke U.

903 : (Paper Session) - (BPS) New Markets and Underlying **Capability Development**

8:30am - 10:10am Hawaii Convention Center: Room 308A

Chair: Gary S Insch, West Virginia U.

Discussant: Michael J Leiblein, Ohio State U.

Consequences of Rhythm of Change in Product Diversity | Parshotam Dass, U. of Manitoba; Na Ni, U. of Manitoba

Beneficial versus Harmful Nonlocal Experience | Jung Won Min, U. of Tsukuba; Hitoshi Mitsuhashi, U. of Tsukuba Path Dependencies and New Product Introduction Modes Louis Mulotte, HEC Paris

904: (Paper Session) - (BPS) Outsourcing and the **Organization of Knowledge Firms**

8:30am - 10:10am Hawaii Convention Center: Room 308B Chair: Paolo Boccardelli, Libera U. Internationale Discussant: Kira Fabrizio, U. of California, Berkeley

Telework: Challenge to Knowledge Creation and Transfer in a Knowledge- and Technology-based Century | Flore Bridoux, U. Catholique de Louvain; Laurent Taskin, U. Catholique de Louvain

- Parameter Antecedents of Variation in Knowledge Flows across Inter-unit Dyads within the Large Enterprise | Antoaneta Petkova, U. of Maryland; Anil K Gupta, U. of Maryland, College
- → What Determines Knowledge Sourcing From Host Locations of Overseas R&D Operations? | Jaeyong Song, Seoul National U.; Kazuhiro Asakawa, Keio U.; Youngeun Chu, LG-Caltex Oil Corporation
- Business Models for Knowledge Intensive Firms: Positioning of Diagnosis, Search and Design Shops | Charles B. Stabell, Norwegian School of Management; Norman T. Sheehan. U. of Saskatchewan

905 : (Paper Session) - (BPS) Executives and Boards of

Directors: Continuity and Turnover

8:30am - 10:10am Hawaii Convention Center: Room 309

Chair: Jill Ann Brown, U. of Georgia

Discussant: Wm Gerard Sanders, Brigham Young U.

A Model of Chief Financial Officer Exit | Christopher Ray Reutzel, Texas A&M U.; Albert Cannella, Jr, Arizona State U.

Do Top Leaders Matter? The Leadership Effect Revisited | Tim R. Holcomb, Texas A&M U.

Pa

■ A Selection That Cannot Stand the Test: Succession

Context and New CEO Dismissal | Yan Anthea Zhang, Rice

U.

PuA Changing of the Guard: Executive and Director Turnover Following Corporate Earnings Restatements | Marne Lynn Arthaud-Day, Indiana U., Bloomington; Catherine M Dalton, Indiana U.; S. Trevis Certo, Texas A&M U.; Dan R Dalton, Indiana U.

906 ⊕→ ●JS: (BPS, OMT) Strategic Capabilities and Knowledge Transfer Within and Between Organizations

8:30am - 10:10am Hawaii Convention Center: Room 313B

Chair | Jay B Barney, Ohio State U.

Introduction | Arturo L. Capasso, U. degli Studi del Sannio Managing Heterogeneity, Allocative Balance, and Behavioral and Technology Concerns | Andrea Lanza, SDA Bocconi U.

Digital Economy and Sustained Competitive Advantage in the Tourism Industry | Jay B Barney, Ohio State U.

Coupling Combinative and Relational Capabilities in Interorganizational Best Practice Transfer | Giovanni Battista Dagnino, U. of Catania

The Determinants of Inter-Partner Learning in Alliances: An Empirical Study in e-Commerce | William G Mitchell, Duke

Termination Outcomes of High Technology Alliances | Maurizio Zollo, INSEAD

Concluding Remarks | Joan E. Ricart, IESE, U. of Navarra Presenters: Giovanni Battista Dagnino, U. of Catania; Jay B Barney, Ohio State U.; Arturo L. Capasso, U. degli Studi del Sannio; Andrea Lanza, SDA Bocconi U.; William G Mitchell, Duke U.; Joan E. Ricart, IESE, U. of Navarra; Maurizio Zollo, INSEAD

907 SHCS: (BPS, OMT, TIM) Dynamic Capabilities: The Causes, Consequences and Challenges of Change

8:30am - 10:10am Hawaii Convention Center: Room 316C

Speakers: David Teece, U. of California, Berkeley; Kathleen M. Eisenhardt, Stanford U.; Margaret Peteraf, Dartmouth College; Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Tammy L. Madsen, Santa Clara U.

908 ←JS: (BPS, TIM, OMT) A New Vision of Managing R&D Consortia in the 21st Century

8:30am - 10:10am Hawaii Convention Center: Room 306B

Chairs: Alan B. Eisner, Pace U.; Noushi Rahman, Pace U.

Discussant: Akbar Zaheer, U. of Minnesota

Predictors and Consequences of Emergent and Engineered R&D Consortia Formation Processes | Paul M Olk, U. of Denver; James C Hayton, Utah State U.; Peter S Ring, Loyola Marymount U.; Yves Doz, INSEAD

Formation Conditions, Innovation, and Learning in R&D Consortia | Alan B. Eisner, Pace U.; Noushi Rahman, Pace U.; Helaine J Korn, Baruch College, CUNY

Collaborative Institutions and the Diffusion of Technological Knowledge: The Differential Diffusion | Arvids A Ziedonis, U. of Michigan, Ann Arbor; Rosemarie Ziedonis, U. of Michigan, Ann Arbor; Brian Silverman, U. of Toronto

Human Resource Management in International R&D Consortia: A Conceptual Framework | Ibraiz Tarique, Pace U.; Randall S Schuler, Rutgers U.

8:30am - 10:10am Hawaii Convention Center: Room 319A

Chairs: Jennifer Tosti, New York U.; Linda M. Dunn-Jensen, New York U.

Discussant: Hugh P. Gunz, U. of Toronto

Occupation-Embedded Values: The Case of the Personal Value Priorities of Economists. | Neil Gandal, Tel Aviv U.; Sonia Roccas, Open U., Israel; Lilach Sagiv, Hebrew U. of Jerusalem; Amy Wrzesniewski, New York U.

Ideological Underpinnings of Career Choice among Graduate Students. | Jennifer Tosti, New York U.; Linda M. Dunn-Jensen, New York U.

Having a Calling across Professions: An Examination of Music and MBA Students. | **Shoshana Dobrow**, Harvard U.

Complex Occupational Identities: Choosing to Combine Jobs, Careers and Callings. | Naomi B. Rothman, New York U.; Michel Anteby, New York U. / Harvard U.

Boundary Management: Enhancing or Restricting Overlap between Professional and Personal Identities. | Tracy Dumas, George Washington U.

Participants: Tracy Dumas, George Washington U.; Naomi B. Rothman, New York U.; Shoshana Dobrow, Harvard U.; Amy Wrzesniewski, New York U.

Authors: Michel Anteby, New York U. / Harvard U.; Neil Gandal, Tel Aviv U.; Sonia Roccas, Open U., Israel; Lilach Sagiv, Hebrew U. of Jerusalem

910 : *(CM)* Workplace Bullying: International Perspectives on Moving from Research to Practice

8:30am - 10:10am Hawaii Convention Center: Room 318B

Chair: Jana L. Raver, Queen's U.

Discussant: Stale Einarsen, U. of Bergen

Workplace Bullying: The Consequences, Precursors, and Best Practices | Charlotte Rayner, Portsmouth U

Workplace Bullying: Measuring the Effectiveness of Interventions | **Helge Hoel**, U. of Manchester; **Sabir Issa Giga**, U. of Manchester; **Brian Faragher**, U. of Manchester

Reducing Aggression and Bullying: An Intervention Project in the U.S. Department of Veterans Affairs | **Joel H Neuman**, State U. of New York, New Paltz; **Loraleigh Keashly**, Wayne State U.

Bullying Down Under: Organisational Strategies to Address Workplace Bullying | Michelle Barker, Griffith U.; Christine Murphy, RMIT U.; Sara Branch, Griffith U.; Heather A Cameron, Griffith U.; Michael Sheehan, U. of Glamorgan

Creating Actionable Knowledge on Workplace Bullying: Reflections on Practice | Michael Sheehan, U. of Glamorgan; Michelle Barker, Griffith U.; David Manning, Griffith U.

911 JS: (CM, OB) Navigating the Paradox of Power: Implications of Power on Individuals and Groups in Organizations

8:30am - 10:10am Hawaii Convention Center: Room 316A

Chairs: Chad A. Proell, Cornell U.; Elizabeth A Mannix, Cornell U. Discussants: Keith Murnighan, Northwestern U.; Niro Sivanathan, Northwestern U.; Madan M Pillutla, London Business School Honey or Vinegar? How Power Affects the Impact of Anger and Happiness on Value Creation | Jennifer R. Overbeck, U. of Southern California; Margaret A. Neale, Stanford U.

Power, Envy, and Deception in Negotiations | Simone Moran, Ben-Gurion U., Negev; Maurice Schweitzer, U. of Pennsylvania Choose or Lose: The Impact of Choice on Perceptions of

Power and Subsequent Behavior | Chad A. Proell, Cornell U.; Elizabeth A Mannix, Cornell U.; Susan F. Cabrera, Cornell U.

Acceptable Action: The Effects of Power and Activation of the Behavioral Approach System on Regrets | Adam Galinsky, Northwestern U.; Katie Liljenquist, Northwestern U.; Chen-Bo Zhong, Northwestern U.; Joe Magee, New York U.

Speakers: Jennifer R. Overbeck, U. of Southern California; Maurice Schweitzer, U. of Pennsylvania; Chad A. Proell, Cornell U.

Participants: Elizabeth A Mannix, Cornell U.; Margaret A. Neale, Stanford U.; Simone Moran, Ben-Gurion U., Negev; Adam Galinsky, Northwestern U.; Katie Liljenquist, Northwestern U.; Chen-Bo Zhong, Northwestern U.; Joe Magee, New York U.; Susan F. Cabrera, Cornell U.

912 □ • (CMS) CMS Keynote Address

8:30am - 10:10am Sheraton Waikiki Beach: Honolulu Room

Chair: Stephen J Jaros, Southern U.

Developing Constructively Critical Managers | Henry Mintzberg, McGill U.

913 **■**: (Paper Session) - (ENT) **Determinant of Entrepreneurial Firms' Performance and Growth**

8:30am - 10:10am Hawaii Convention Center: Room 303A

Chair: Pramodita Sharma, Wilfrid Laurier U.

New Venture Growth: A Transaction Costs Perspective | Gaylen N Chandler, Utah State U.; Alexander McKelvie, Jonkoping International Business School; Per Davidsson, Queensland U. of Technology /Jonkoping U.

Resource Combinations and the Effectiveness of External Growth Mechanisms for Small Businesses | Johan Wiklund, Jonkoping International Business School; Dean Shepherd, Indiana U.

- Pu → Growing Profitable or Growing from Profits: Putting the Horse in Front of the Cart? | Per Davidsson, Queensland U. of Technology /Jonkoping U.; Paul Richard Steffens, Queensland U. of Technology; Jason Robert Fitzsimmons, Queensland U. of Technology
- → Decomposing Founder Effects: Executive Compensation, Governance Structure and Firm Performance | Lerong He, U. of Pennsylvania

914 **■**: (Paper Session) - (ENT) New Venture Learning: Implications for Opportunity Identification

8:30am - 10:10am Hawaii Convention Center: Room 303B

Chair: Neri Karra, U. of Cambridge

- Learning Under Uncertainty: Structural Heterogeneity in Corporate Venture Capital Relationships | Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne; Sandip Basu, U. of Washington, Seattle; Suresh B Kotha, U. of Washington, Seattle
- △An Upper-Echelons Theory Approach to the Emergence of Organizational Learning in Nascent Firms | **Keith Hmieleski**, TCU; **Michael Ensley**, Rensselaer Polytechnic Institute
- ₱Deciding on an Entrepreneurial Career: A Test of the Push and Pull Hypotheses using the PSED Data | Leon Schjoedt, Illinois State U.; Kelly G Shaver, College of Charleston
- ₧Clairvoyance or Something Less Sinister: A Model of Market Insights and Opportunity Recognition | David Matthew Townsend, U. of Oklahoma; Jason A. Harkins, U. of Oklahoma

915 JS: (ENT, TIM) Regional Perspectives on Entrepreneurship & Innovation: Identities, Networks & Chinese TechZones

8:30am - 10:10am Hawaii Convention Center: Room 301B

Chairs: Claudia Bird Schoonhoven, U. of California, Irvine;

Jennifer Woolley, U. of California, Irvine

Facilitator: Michael L. Tushman, Harvard U.

Regional Perspectives on Entrepreneurship:Regional Identities and Agglomeration, Network Effects o | Jennifer Woolley, U. of California, Irvine

Regional Industrial Identity: Effects on the Spatial Arrangements of US Biotechnology,1976-2002 | Elaine Romanelli, Georgetown U.; Olga Khessina, Georgetown U.

- Spillovers Versus Embeddedness: the Contingent Effects of Propinquity and Social Structure | Kjersten Bunker Whittington, Stanford U.; Jason Owen-Smith, U. of Michigan, Ann Arbor
- Growth of Entrepreneurial Clusters: New Technology
 Development Zones in China, 1988-2000 | Haiyang Li,
 Texas A&M U.; Claudia Bird Schoonhoven, U. of California,
 Irvine; Yan Anthea Zhang, Rice U.

Speakers: Elaine Romanelli, Georgetown U.; Olga Khessina, Georgetown U.; Kjersten Bunker Whittington, Stanford U.; Haiyang Li, Texas A&M U.; Claudia Bird Schoonhoven, U. of California, Irvine; Yan Anthea Zhang, Rice U.; Jason Owen-Smith, U. of Michigan, Ann Arbor

916 **■**: (GDO) The Landscape of Civil Rights: The Effect of Legislation on 21st Century GLBT Workplace Rights

8:30am - 10:10am Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chairs: Robyn A. Berkley, Rensselaer Polytechnic Institute;

Elizabeth A. Cooper, U. of Rhode Island

Civil Rights Legislation and the GBLT Community | Elizabeth A. Cooper, U. of Rhode Island

The Proliferation of Same-Sex Harassment: Implications for GLBT Protection Under Title VII | Robyn A. Berkley, Rensselaer Polytechnic Institute; Alisa H. Watt, Rensselaer Polytechnic Institute

The Diversity Teeter-Totter: Balancing the Legal Rights of LGB and Religious Employees | David Kaplan, St. Louis U. Eclipsing a Community: Intersection of LGBT Issues and the Legal Environment | Robert Sardy, Alliant International U. Between Law and Practice: The Effects of State Legislationon Adoption of Domestic Partner Benefits | Ron Ophir, York U.; You-Ta Chuang, York U.; Robin Church, U. of Toronto Participants: Alisa H. Watt, Rensselaer Polytechnic Institute; David Kaplan, St. Louis U.; Robert Sardy, Alliant International U.; Ron Ophir, York U.; You-Ta Chuang, York U.; Robin Church, U. of Toronto

917 ■ JS: (GDO, OB) A New Vision of Work and Family: Management Practices Embracing a Dual Agenda

8:30am - 10:10am Hilton Hawaiian Village: South Pacific 1

Chair: Ellen E. Kossek, Michigan State U.

Facilitator: Lotte Bailyn, Massachusetts Institute of Technology Supervising Telecommuting and the Work-Family Dual Agenda | Brenda A. Lautsch, Simon Fraser U.; Ellen E. Kossek, Michigan State U.; Susan C. Eaton, Harvard U.

- Balancing Exploration and Exploitation in Alternative Work Arrangements: A Multiple Case-Study | Jean-Baptiste Litrico, McGill U.; Mary Dean Lee, McGill U.
- The Dual Agenda and Medical Practice Organizations | Forrest Briscoe, Pennsylvania State U.
- Mapping of Dynamic Career, Family, and Life Processes | Mary Dean Lee, McGill U.; Fahri Karakas, McGill U.; Ellen E. Kossek. Michigan State U.

Speakers: Brenda A. Lautsch, Simon Fraser U.; Jean-Baptiste Litrico, McGill U.; Forrest Briscoe, Pennsylvania State U.; Fahri Karakas. McGill U.

Participants: Ellen E. Kossek, Michigan State U.; Mary Dean Lee, McGill U.; Susan C. Eaton, Harvard U.

918 : (Paper Session) - (HCM) Health Care Strategy: Current Challenges and Future Opportunities

8:30am - 10:10am Sheraton Waikiki Beach: Waianae Room Chair: **Stephen O'Connor**, U. of Alabama, Birmingham

Discussant: Alison Evans Cuellar, Columbia U.

- □ ► Health Care Strategy: The State of Research 2000-2004 | Nelson C. Weichold, U. of Alabama, Birmingham; Maziar Abdolrasulnia, U. of Alabama, Birmingham; Peter M Ginter, U. of Alabama, Birmingham; W Jack Duncan, U. of Alabama, Birmingham
- Health Care Strategic Planning for Twenty-First Century Realities: Strategic Preparedness Planning | Peter M Ginter, U. of Alabama, Birmingham; W Jack Duncan, U. of Alabama, Birmingham; Maziar Abdolrasulnia, U. of Alabama, Birmingham; Rachel Vasconez, U. of Alabama, Birmingham
- Pulospitals on the Road to Competitive Advantage? The Case of Implementing DRGs in German Hospitals | Hans-Gerd Ridder, Hannover U.; Susanne Martini, Hannover U.; Vanessa Doege, Hannover U.
- Pure → Doing Better to Do Well: Does Innovation Improve
 Nursing Home Performance? | Jacqueline Zinn, Temple U.;
 Zhanlian Feng, Brown U.; Vincent Mor, Brown U.; Orna
 Intrator, Brown U.

919 : (Paper Session) - (HR) Investments in Intellectual Capital and High Performance Work Systems (HPWS)

8:30am - 10:10am Hawaii Convention Center: Room 319B

Chair: Joyce E Bono, U. of Minnesota, Twin Cities

- → Intellectual Capital as Mediators of HR System and Outcomes: Different Mediating Mechanisms | Riki Takeuchi, Hong Kong U. of Science and Technology
- → High Performance Work Systems and Firm Performance: A Cross-Cultural Comparison in Three Countries | Pei-Chuan Wu, National U. of Singapore
- ₱Can High Performance Work Systems Really Lead to Better Performance? | Hsi-An Shih, National Cheng Kung U.; Yun-Hwa Chiang, Ming Chuan U.; Chu-Chun Hsu, National Cheng Kung U.
- ■Investment of Intellectual Capital in Predicting Firm Performance: An Exploration of Service Firms | Kate Walsh, Cornell U.; Linda Canina, Cornell U.; Cathy A Enz, Cornell U.

920: (Paper Session) - (HR) **Developing Effective Performance Appraisals: Critical Considerations**

8:30am - 10:10am Hawaii Convention Center: Room 323B

Chair: Bradford S. Bell, Cornell U.

- "Rank and (No) Yank": Managerial Reactions to Forced Distribution Ranking Systems | Rebecca A Bull, Purdue U., West Lafayette; Deidra J Schleicher, Purdue U., West Lafayette; Stephen Green, Purdue U.
- The Effects of Ownership Structure on the Use of Criteria in the CEO Evaluation | Paula Silva, California State U., Northridge; Henry L Tosi, U. of Florida
- Implications of Idiosyncrasy and Theory Agreement for Accuracy in Frame-of-Reference Training | Krista Uggerslev, U. of Manitoba; Lorne M Sulsky, Wilfrid Laurier U.
- Conceptualizing Competency as a Value Creating Fractal | Samir Shrivastava, Swinburne U. of Technology; Robert Jones, Swinburne U. of Technology; Soma Pillay, Swinburne U. of Technology

921 : (Paper Session) - (IM) International Sourcing of Money and Talent

8:30am - 10:10am Hawaii Convention Center: Room 304A

Chair: Briance Mascarenhas, Rutgers U.

Discussant: Gita Surie, Adelphi U.

- → Understanding Global Venture Capital Flows: Transnational Technical Communities as Economic Actors | Ravindranath Madhavan, U. of Pittsburgh; Akie Iriyama, U. of Pittsburgh
- → Why Do MNCs Establish R&D facilities in an Emerging Market? Theory and Empirical Evidence from China | Haiyang Li, Texas A&M U.; Robert Michael Holmes Jr, Texas A&M U.
- → When Outsourcing is not an Option: International Relocation of Investment Bank Research | Michael H. Grote, Goethe U.; Florian A. Täube, U. of Frankfurt; Nils Hermann Troeger, Deutsche Bank AG
- → Home Country Governance Quality and the Bonding Hypothesis | Paul M Vaaler, Tufts U.; Burkhard N. Schrage, Singapore Management U.

 Adverse Country-of-Origin Image: Implications for International Marketing | Y LR Moorthy, Indian Institute of Management, Bangalore: **Sundararaman Ramesh**, Indian Institute of Management, Bangalore; Ganesh N. Prabhu. Indian Institute of Management, Bangalore

922 : (Paper Session) - (IM) Internationalization as **Exploration and Exploitation**

8:30am - 10:10am Hawaii Convention Center: Room 305A Chair: Michel Berry, Ecole de Paris du Management Discussant: Alain C. Verbeke, U. of Calgary

- → The Role of Strategic Ambidexterity in International Expansion and Performance | Preet S Aulakh, York U.; Mitrabarun Sarkar, U. of Central Florida
- → Closing the Knowledge Gap in Foreign Markets An Organizational Learning Perspective | Marjorie A Lyles, Indiana U.; Torben Pedersen, Copenhagen Business School; Bent Petersen, Copenhagen Business School
- + In Search of Simplicity: Bringing Complexity Theory in International Business | Tevfik Dalgic, UTD; Kiran Mirza Ismail, U. of Texas, Dallas; Mine Ozer, U. of Texas, Dallas; Xia Zhao, U. of Texas, Dallas
- ◆Foreign Expansion Under Uncertainty: A Strategic Real Options Perspective | Marc-Oliver Thurner, U. of St. Gallen
- → The Internationalization of Chinese Firms | John Child. Birmingham U.; Suzana Braga Rodrigues, Birmingham U.

923 : (Paper Session) - (IM) Leading and Managing People **Across Cultures**

8:30am - 10:10am Hawaii Convention Center: Room 305B Chair: James H. Biteman, Tulane U.

Discussant: Martha L Maznevski, IMD

- Organizational Culture, HRM and Top Management Orientations | Sully Taylor, Portland State U.; Orly Levy, Sabanci U.; Nakiye Boyacigiller, Sabanci U.; Schon Beechler, Columbia U.
- → International Differences in Leadership Effects on Creativity and Innovation: Values as Moderators | Johannes Rank, U. of South Florida/U. of Giessen; Babette Raabe, Siemens AG - US Filter; Rudolf Kerschreiter, Ludwig-Maximilians U., Munich
- → Emotional Intelligence and Transformational Leadership:A Group-Level Analysis in Five Countries | M. Afzalur Rahim, Western Kentucky U.; Clement Psenicka, Youngstown State U.; Sae-Yoon Oh, Honam U.; Panagiotis Polychroniou, U. of Ioannina; Shameema Ferdausy, U. of Chittagong; Joao Dias,
- → Old Faces, New Places: Equity Theory in Cross-Cultural Contexts | Mark C Bolino, U. of Oklahoma; William H. Turnley, Kansas State U.
- → Sense-Making in a Multinational Corporation: Cross-Cultural Equivalence of a Molar Climate Model | Kevin Fox. U. of Tulsa; Chris Wright, CorporateSurvey.Com; David Stewart, U. of Tulsa

924: (Paper Session) - (IM) Operating Successfully in **Transition Economies**

8:30am - 10:10am Hawaii Convention Center: Room 316B

Chair: Wade Danis, Georgia State U.

Discussant: Mike W. Peng, Ohio State U.

- ₽→ Corporate Governance, Exporting and Performance of Firms in Transition Economies | Igor Filatotchev, King's College, U. of London; Natalia Isachenkova, U. of Kingston; Tomasz Mickiewicz, U. of London
- → Coperating Characteristics of Foreign Subsidiaries of Small Transnationals | Wenyi Chu, National Taiwan U.: Cheng-Min Chuang, National Taiwan U.
- ₽→ Banks in National Corporate Networks: How Western Theories Work in Russia | Ilya Okhmatovskiy, U. of Southern California
- → Multinational Enterprises, Foreign Direct Investment and Trade in China | Arjen Van Witteloostuijn, U. of Groningen; Jianhong Zhang, U. of Groningen; Jan Jacobs, U. of Groningen
- → Population Exploitation, Organizational Exploration: Effects on FDI Location Decisions in China | Jiatao Li, Hong Kong U. of Science and Technology; Kun Yao, Hong Kong U. of Science and Technology

925 : (Paper Session) - (IP) Research on Incentives and **Rewards in Organizations**

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: John Schaubroeck, Drexel U.

- **■ENT**: Incentive Design for Corporate Employee-Entrepreneurs | Erik Monsen, Max-Planck Institute
- **HR:** Compensation and Benefit Valuations by New Workforce Entrants | Neil Tocher, Auburn U; Hubert Feild, Auburn U
- **©HR:** Internal Employment Opportunity and External Employment Opportunity as Competing Alternatives I Robert P Steel, U. of Michigan, Dearborn; Timothy E Landon, U. of Michigan, Dearborn

926 : (Paper Session) - (IP) New Perspectives on Incentives and Rewards in Organizations

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A2 Facilitator: Elizabeth C Ravlin, U. of South Carolina

- ■PNP: Accountability in the Shadows? The Use of Performance Management in Special Purpose Governments | Kimberley Roussin Isett, Columbia U.; Tanya Heikkila, Columbia U.
- → IM: Upward Influence Tactics and Promotability: A Cross-Cultural Study | Pol Herrmann, Iowa State U.; James Werbel, Iowa State U.
- → ODC: The 'Politics' of Market Pay and Performance Comparisons in Legitimating UK CEO Pay Awards | Stuart Ogden, Manchester Business School; Robert Watson, U. of
- CAR: Occupational Skills, Job Changes and Wages | Alec Levenson, U. of Southern California; George Benson, U. of Texas, Arlington

927: (Paper Session) - (IP) Identifying Individual Competencies

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A3

Facilitator: Charles K Parsons, Georgia Institute of Technology

- OB: Person-Situation Predictors of Adaptive Performance | L A Witt, U. of New Orleans
- PNP: Embracing Change: Examining a "Capabilities and Benevolence" Beliefs Model in a Sample of Cadets | Donald J Campbell, United States Military Academy
- HR: Personality Factors and Job Performance of Call Center Employees | Shanthi Srinivas, California Polytechnic State U., Pomona; Olukemi O Sawyerr, California Polytechnic State U., Pomona

928: (Paper Session) - (IP) Individual Views of Entrepreneurship

8:30am - 10:10am Hilton Hawaiian Village: Tapa 1 - Table A4

- Facilitator: Stephanie A. Fernhaber, Indiana U., Bloomington
- → IM: National Culture, Institutions, & Entrepreneurship
 Potential: A Comparison of US, Taiwan & Vietnam | Thang
 V. Nguyen, National Economics U.; Scott Bryant, Montana
 State U.; Jerman Rose, Washington State U.; Chiung-Hui
 Tseng, National Cheng Kung U.; Supara Kapasuwan,
 Dhurakijpundit U.
- → ENT: Cultural Impact on Risk-Taking Behavior of Entrepreneurs | Dietmar Grichnik, Heinrich Heine U.
- ENT: Exploring an Entrepreneurial Typology: Attributional Styles and Entrepreneurial Alertness | Jintong Tang, U. of Alabama; Zhi Tang, U. of Alabama, Tuscaloosa; Franz T Lohrke, U. of Alabama
- **ENT:** Growth Expectations of Business Owners.Human Capital, Firm Characteristics and Transition | **Ruta Aidis**, U. of London; **Tomasz Mickiewicz**, U. of London
- **929**: (Paper Session) (IP) **New Product Development** 8:30am 10:10am Hilton Hawaiian Village: Tapa 2 Table B1 Facilitator: **Denise Sumpf**, European Business School
- + TIM: Product Innovation as Micro-Strategy | Seppo Hänninen, Helsinki U. of Technology
- TIM: Sometimes Integral Product Architectures win: The Case of the Bicycle Component Industry | Sebastian Fixson, U. of Michigan; Jin Kyu PARK, U. of Michigan
- **MOC:** Introducing Radical Product Innovations: The Role of Interpretation of the Triggers of Innovation | **Nils Plambeck**, HEC Paris

930 : (Paper Session) - (IP) Innovation and New Product Development

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: **Stefano Brusoni**, Bocconi U.

- **BPS:** Financial Feedback, Shareholder Wealth, and the Exploration-Exploitation Dilemma | **Peter McNamara**, U. of College Dublin; **Charles Baden-Fuller**, City U.
- TIM: Technological Change within Product Design and Customer Hierarchies: The Music industry | Jeffrey Lee Funk, Hitotsubashi U.

- ■TIM: Probing the Future: Mobilizing Foresight in Multiple-Product Innovation Firms | Konstantinos Andriopoulos, Aberdeen U.; Manto Gotsi, Aberdeen U.
- 931 : (Paper Session) (IP) Institutional Pressures

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: Sarah Hicks, Washington U.

- IM: Organizational Downsizing in Times of Crisis: Institutional vs. Economic Forces | Ekin Alakent, U. of Texas, Dallas; Seung-Hyun Lee, U. of Texas, Dallas
- PNP: Patterned Homogeneity in an Institutionalized Field:
 Discursive Practice in New York City Schools | Ebony N.
 Bridwell-Mitchell, New York U.; Roger L. Dunbar, New York U.
- → ENT: International Entrepreneurship, Institutions, and First-Mover Advantages | Krishna Udayasankar, National U. of Singapore; Shobha S Das, Nanyang Technological U.
- **℮BPS:** The Role of Strategy Development Processes in the Government as a Customer-Regulator Relationship | Norris Gunby, Elon U.

932 : (Paper Session) - (IP) Issues in International Human Resource Management

8:30am - 10:10am Hilton Hawaiian Village: Tapa 2 - Table B4 *Facilitator:* **Daria Crawley**, Robert Morris U.

- → CAR: Understanding Expatriate Success Using
 Developmental Network and Adult Development Lenses |
 Dawn E. Chandler, Boston U.; Kathy E. Kram, Boston U.
- → **MH**: The Transfer of Professional Management to India: A Post-colonial Critique | **Nidhi Srinivas**, New School U.
- → HR: International HRM strategic integration in Chinese multinational enterprises (MNEs) | Jie Shen, U. of South Australia

933 : (Paper Session) - (IP) International Human Resource Management

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C1 Facilitator: **Dante DiGregorio**, U. of New Mexico

- → HR: HRM in Sino-western Joint Ventures: Decision Factors in Localization | Marie Wilson, U. of Auckland; Shao Hui (Sophie) Chen, -; Liljana Erakovic, U. of Auckland
- **CMS**: Critical Theoretical Perspectives on International Human Resource Management | **Tuomo Peltonen**, U. of Oulu
- → SIM: Global Labor Practices and Global Corporate
 Citizenship in the 21st Century | Tara J Radin, Hofstra U.
- → IM: The American, East Indian, and Chinese Cultures: The Likelihood to Sexually Harass | Harsh K Luthar, Bryant U; Vipan K Luthar, St. Pauls College

934 : (Paper Session) - (IP) Negotiation and Workplace Conflict

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: **Debra Louis Connelley**, Touro U. International

- Pa CM: How Ideology, Party Status, and Risk Framing Influence Employment Lawsuit Settlement Negotiation | Richard A. Posthuma, U. of Texas El Paso
- **OB:** Neutralizing Antisocial Workplace Behavior: The Role of Organizational Politics and Control | **Vivien KG Lim**, National U. of Singapore; **Jen Yuin Chin**, National U. of Singapore

- CM: Inter-team Conflict in a Multiple Round Negotiation and its Impact on Outcomes | Kristin Jackson Behfar, Northwestern U.; Mary Kern, Baruch College, CUNY; Geoffrey Leonardelli, U. of Toronto; Leigh Thompson, Northwestern U.
- → IM: Transferring Value-Infused Organizational Practices in MNCs: A Conflict Perspective | Susanne Blazejewski, European U. Viadrina

Finalist--IMD Best Paper from an Under-represented Country

935 : (Paper Session) - (IP) Issues in Negotiation and Conflict

8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C3 *Facilitator:* **Muberra Yuksel**, Kadir Has U.

- ☐ MED: Something Old, Something New: An Improved Vision of Personality and Conflict Management Styles | Darlene Gambill Motley, Robert Morris U.; Nell Tabor Hartley, Robert Morris U.
- **CM**: Implicit Theories of Negotiating Ability and Performance: Longitudinal and Experimental Evidence | **Laura Kray**, U. of California, Berkeley; **Michael Haselhuhn**, U. of California, Berkeley
- ■BPS: Conflict Management for Justice, Innovation and Strategic Advantage in Organizational Partnerships | Dean Tjosvold, Lingnan U.; Alfred Wong, Lingnan U.; Yifeng Nancy Chen, Lingnan U.
- BPS: Exploring Characteristics of the Strategic Consensus
 Construct | Gregory P Reilly, U. of Wisconsin, Madison; Scott
 D. Graffin, U. of Wisconsin, Madison

936: (Paper Session) - (IP) Issues in Virtual Teams 8:30am - 10:10am Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: **Padmal Vitharana**, Syracuse U.

- Paramobile The Role of Virtual Work in Understanding the Impact of Supervisory Relationships | Timothy Golden, Rensselaer Polytechnic Institute; John F Veiga, U. of Connecticut
- Expertise, Influence and Schema Conflicts | Barbara Gray, Pennsylvania State U.; Gerald I Susman, Pennsylvania State U.; Hong Ren, Pennsylvania State U.
- OCIS: What You Think Others Think: Influence of Presumed Influence in e-Collaborations | Eric Tze Kuan Lim, National U. of Singapore; Chee-Wee Tan, U. of British Columbia

937 **•**: (Paper Session) - (MC) New Directions in Management Consulting Research

8:30am - 10:10am Hawaii Convention Center: Room 314

Chair: Flemming Poulfelt, Copenhagen Business School Discussant: Judith Gebhardt, U. of Southern California

Trepo, HEC Paris; Francois Grima, U. of Paris XII

- Guilan Wang, Central Michigan U.

 Champions' Characteristics and Organizational Innovation:
 Tomorrow's Success in a Globalized World | Georges
- ™ Management Consulting Courses and Students' Self-Efficacy: An Empirical Investigation | Ansgar Richter, European Business School; Sascha Leonard Schmidt, EBS/U.St. Gallen

Winner of the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting

 Clients' Opposition to External Management Consultants Matters: Towards a Research Framework | Michael C.
 Nippa, Freiberg U.

938 **■**: (MED) New Visions of Management Education and Development for the 21st Century

8:30am - 10:10am Hilton Hawaiian Village: Sea Pearl Suite 3-4 MED Division Theme Session

Restraining Golem and Harnessing Pygmalion in the Classroom - MED Best Paper in Management Education | **Dennis Reynolds**, Washington State U.

In Search of a Liberal Business Education | **Diane F Baker**, Millsaps College

Toward a Research-Based View of Management Education | **Paul L. Drnevich**, Purdue U., West Lafayette; **John B. Norris**, Purdue U., West Lafayette

Managing Teaching and Learning Environments to Facilitate Curriculum Change | Marie Kavanagh, U. of Queensland; Allison Brown, QUT

939 ☐→: (Paper Session) - (MED) Cultural Issues in Technology-Mediated Learning

8:30am - 10:10am Hilton Hawaiian Village: South Pacific 2 *Chair:* **Terrell G Manyak**, Nova Southeastern U.

- □→ Individualism-Collectivism: Feedback-Seeking and Learning Performance in a Hybrid Environment | Alvin Hwang, Pace U.
- ☐ Sneaking a Peek: Examining the Impact of Online Gradebooks on Student Performance | Deanna Geddes, Temple U.; Jiu Chang, Temple U.
- Cultural Filtering of Online Educational Content | Sylvia Van de Bunt-Kokhuis, Vrije U.Amsterdam, Haagse Hogeschool/TH Rijswijk
- ☐→ Technology Mediated Learning with a Chinese Face: A Case Study on Ladder Digital College | Ruey-Lin Hsiao, National U. of Singapore

940 : (MH) Reflecting on Leadership and Behavioral Research: Conversations with Fred Fiedler and John B. Miner

8:30am - 10:10am Sheraton Waikiki Beach: Kohala/Kona Room *Moderator:* **Arthur G. Bedeian**, Louisiana State U. *Participants:* **Daniel A Wren**, U. of Oklahoma; **Lyman W. Porter**, U. of California, Irvine; **James G Hunt**, Texas Tech U.; **John G Joos**, Nova Southeastern U.

941 → ■JS: (MOC, OB, OMT) Perceiving Emotion and Emotion-Evoking Acts in Organizations: Studies of Attributions and Behavior

8:30am - 10:10am Hawaii Convention Center: Room 317A

Chairs: Neal M. Ashkanasy, U. of Queensland; Jean C. P. Althoff,
U. of Queensland

The Utility of Understanding Emotional Expressions in Strategic Interpersonal Encounters | Claire E Ashton-James, U. of New South Wales

- Facial Emotion Recognition and Attributions of Intentionality in Top Management Teams | **Jean C. P. Althoff**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland
- The About Face Video: A Tool for the Ecologically Valid Assessment of Emotion Recognition Ability | Jean C. P. Althoff, U. of Queensland; Hillary Anger Elfenbein, U. of California, Berkeley; Caneel K. Joyce, U. of California, Berkeley
- The Benefit of Understanding Others' Emotions for Effectiveness in Negotiation | Hillary Anger Elfenbein, U. of California, Berkeley; Maw-Der Foo, National U. of Singapore; Hwee-hoon Tan, National U. of Singapore; Voon Chuan Aik, National U. of Singapore
- Cynicism or Benevolence? The Role of Positive and Negative Acts on Our Work Place Attributions | Sigal Barsade, U. of Pennsylvania; Lakshmi Ramarajan, U. of Pennsylvania; Keith Allred. Harvard U.

Participants: Voon Chuan Aik, National U. of Singapore; Keith Allred, Harvard U.; Claire E Ashton-James, U. of New South Wales; Sigal Barsade, U. of Pennsylvania; Hillary Anger Elfenbein, U. of California, Berkeley; Maw-Der Foo, National U. of Singapore; Caneel K. Joyce, U. of California, Berkeley; Lakshmi Ramarajan, U. of Pennsylvania; Hwee-hoon Tan, National U. of Singapore

942 : (Paper Session) - (OB) Antecedents and Consequences of Ethical (and Unethical) Behavior

8:30am - 10:10am Hawaii Convention Center: Room 328

Chair: Anke Arnaud, U. of Central Florida

Discussant: Jeff Thompson, Brigham Young U.

₱Effects of Utilitarian & Ontological Individualism-Collectivism on Multitask Performance in Teams | John A Wagner, Michigan State U.; Christopher J. Meyer, Michigan State U.;

- Michigan State U.; Christopher J. Meyer, Michigan State U.; Stephen E. Humphrey, Florida State U.; John R Hollenbeck, Michigan State U.
 Why Would Ex-Employees Divulge Former Employers' Trade
- Why Would Ex-Employees Divulge Former Employers' Trade Secrets? | David R Hannah, Simon Fraser U.
- Why Do They Do It? The Role of Cohesion, Moral Disengagement & Leadership in Fraudulent Behavior | Christine L. Porath, U. of Southern California; Michelle K Duffy, U. of Kentucky; Michael D. Guttentag, RAND Corporation; Samual Fraidin, Columbia Law School
- →
 →
 Determinants of Bribery in Organizations: An Integrative Model | Miguel Alzola, Rutgers U.; Chao Chen, Rutgers U. Presenters: Christopher J. Meyer, Michigan State U.; David R Hannah, Simon Fraser U.; Christine L. Porath, U. of Southern California; Miguel Alzola, Rutgers U.

943 ■JS: (OCIS, OB) Virtual Connections: Relational Implications of Computer-Mediated Communication at Work

8:30am - 10:10am Hawaii Convention Center: Room 322A

Organizer: Kristin Byron, Rochester Institute of Technology Polychronic Communication: Consequences of Juggling Concurrent Conversations Using Multiple Media | Ann Frances Cameron, Queen's U.

Relationship between Systems Design and Virtual Team Trust Development | Herbert Remidez, U. of Arkansas, Little Rock; Antonie Stam, U. of Missouri; James M. Laffey, U. of Missouri

- The Moderating Role of Communication Media Use on the Relationship Between Identity Comprehension | Sherry M Thatcher. U. of Arizona
- Trusting What You Cannot See: A Longitudinal Study of Trust Development in Virtual Teams | Andre Araujo, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma
- Channel Selection and Performance Feedback in Teams | Christopher D. Zatzick, Simon Fraser U.; David L. Patient, U. of British Columbia; Zinta S. Byrne, Colorado State U.; Suzanne S Masterson, U. of Cincinnati

944 : (Paper Session) - (ODC) Relational and Emotional Bases of Organizational Change

8:30am - 10:10am Hawaii Convention Center: Room 322B

Chair: Anat Lechner, New York U.

Discussant: Christine Benedichte Meyer, Norwegian School of Economics and Business Administration

- Relational Bases for Organizing | Hilary Bradbury, Case Western Reserve U.; Darren Jason Good, Case Western Reserve U.; Linda Robson, Case Western Reserve U.
- ■Tie Strength and Tie Dynamic: Alternative Relationships and Realities. | Philipp Kaser, U. of Zurich
- Coevolution of Alliances and Organizational Knowledge Gaps: A Retrospective Processual Analysis | **Sajjad Haider**, Napier U.
- The Labors of Organizational Change: Emotional and Aesthetic Labor Beyond the Service Encounter | Melanie Bryant, Monash U.; Julie Wolfram Cox, RMIT U.
- Linking Emotional Intelligence Dimensions to Individual as well as Organizational Performance | Constantine Kontoghiorghes, Cyprus International Institute of Management; Io Papadopoulou, Cyprus International Institute of Management

945 €JS: (ODC, OMT) Managing Dualities and Tensions in Planned Organizational Change: Downsizing, M&A, and BPR

8:30am - 10:10am Hawaii Convention Center: Room 321B

Chair: Jean M. Bartunek, Boston College

Discussant: Jean M. Bartunek, Boston College

Contradictions and Oppositional Tensions in Planned

Organizational Change | Linda L. Putnam, Texas A&M U.

Managing Effective Downsizing: Lessons from Research | **Kim Cameron**, U. of Michigan

Avoiding Problems during Acquisition Integration | **Jeffrey Harrison**, U. of Richmond; **Zhaoping Liu**, Cornell U.

Managing the Human side of Business Process

Reengineering (BPR): Affect and Leadership | Myeong-Gu Seo, U. of Maryland; M. Susan Taylor, U. of Maryland

946 **■**: (OM) A New Vision for OM in the 21st Century: Marginalized, Realized, Rationalized, or Canonized?

8:30am - 10:10am Hilton Hawaiian Village: South Pacific 3

A panel discussion on the future of operations management by the Operations Management Group at the Said Business School of the University of Oxford.

Organizer: Kathryn Lee Blackmon, Oxford U.

Presenters: Steve New, U. of Oxford; Roy Westbrook, U. of Oxford

947 : (Paper Session) - (OMT) In the Beginning: Origins of Industries, Organizational Forms, and Industrial Districts

8:30am - 10:10am Hawaii Convention Center: Room 302A Chair: Lvda S. Bigelow. Washington U. in St. Louis Discussant: Mina Yoo, U. of Washington, Seattle

The Spatial Evolution of Organizational Foundings: Evidence from U.S. Instrument Manufacturers | Pino G. Audia, U. of California, Berkeley; John Freeman, U. of California, Berkeley; Paul D Reynolds, Florida International U.

- Entrepreneurship and New Industry Emergence: The American Film Industry, 1896-1928 | Elizabeth Boyle, National U. of Singapore; Stephen Mezias, New York U.
- On Air: Organizational Origins and Density Dependence in the U.S. Broadcasting Industry, 1940-1980 | Alessandro Lomi, Bologna U.; Giacomo Negro, Bocconi University / SDA Bocconi; Fabrizio Perretti, Bocconi University / SDA Bocconi
- → The Effects of Density and Crowding on Market Entry Behavior in Geographical Space | Hitoshi Mitsuhashi, U. of Tsukuba; Wesley Sine, Cornell U.; Hisaki Yamaga, U. of Tsukuba

948 : (Paper Session) - (OMT) **My Brilliant Career**: **Professions and Careers Within and Beyond Organizations**

8:30am - 10:10am Hawaii Convention Center: Room 307A

Chair: Craig Prichard, Massey U.

Discussant: Tracy A Thompson, U. of Washington, Tacoma Exploring Professional Space | Rajshree Prakash, Alberta U. Managing the Progression Paradox | Siobhan O'Mahony. Harvard U.; Beth Bechky, U. of California, Davis

- ■Playing Along and Away: Nested Careers and the Coevolution of Jazz Musicians from 1930 to 1969 | Charles Kirschbaum, EAESP, Fundação Getúlio Vargas; Flavio Vasconcelos, FGV-EAESP
- On the Strategic Manipulation and Redefinition of Legitimacy Joel M. Evans, U. of Arizona

949 JS: (OMT, BPS, OB) Building Capabilities: **Reconceptualizing Organizational Resources**

8:30am - 10:10am Hawaii Convention Center: Room 302B

Organizers: Marlys K. Christianson, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

Discussant: Paul Adler, U. of Southern California

Can Organizational Processes Create Resources for Solving Public Problems? | Martha S. Feldman, U. of California, Irvine

Creating Conditions for Coordination: Roles in Temporary Organizations | Beth Bechky, U. of California, Davis

Organizing to Increase Mindful Interaction: Lessons from Healthcare | Marlys K. Christianson, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor

The Tertius lungens Mechanism, Projects, and Dynamic Capability | David Obstfeld, U. of California, Irvine Participants: Martha S. Feldman, U. of California, Irvine; Beth Bechky, U. of California, Davis; David Obstfeld, U. of California, Irvine

950 @JS: (OMT, MOC, OB) Organization at the Limit: NASA and the Columbia Disaster

8:30am - 10:10am Hawaii Convention Center: Room 301A

Organizer: Moshe Farjoun, New York U.

Coping with Time Pressures: When Rigid, Ambitious Deadlines Don't Make Sense | Sally Blount, New York U.: Sophie Leroy, New York U.

The Opacity of Risk: Language and the Culture of Safety in NASA's Space Shuttle Program | William Ocasio. Northwestern U.

Barriers to the Interpretation and Diffusion of Information About Potential Problems in Organization | Frances J Milliken, New York U.; Theresa K Lant, New York U.; Ebony N. Bridwell-Mitchell, New York U.

Presenters: Sally Blount, New York U.; Scott A Snook, Harvard U.; William Ocasio, Northwestern U.; Frances J Milliken, New York U.

951 SHCS: (OMT, MOC, OB) Scandals, Crises, and Stigmas: **Exploring Organizational and Individual Responses to Identity Threats**

8:30am - 10:10am Hawaii Convention Center: Room 313C

Chair: Glen E. Kreiner. U. of Cincinnati

The Perceived Legitimacy of Organizational Identity Threat: Implications for Members' Responses | Caroline A Bartel. New York U.

Being Martha Stewart: Risk and Resilience in Organizational Identity | Mary Ann Glynn, Emory U.; Krysia A. Wrobel, Emory

Tearing the Communion Fabric? A Case Study of Threatened Identity in the Episcopal Church | Elaine C. Hollensbe, U. of Cincinnati; Glen E. Kreiner, U. of Cincinnati; Mathew Laurence Sheep, U. of Cincinnati; Brett R. Smith, U. of Cincinnati Participants: Glen E. Kreiner, U. of Cincinnati; Caroline A Bartel, New York U.: Mary Ann Glynn, Emory U.: Elaine C. Hollensbe, U. of Cincinnati; Mathew Laurence Sheep, U. of Cincinnati; Brett R. Smith, U. of Cincinnati; Krysia A. Wrobel, Emory U.

Community: Emerging Forms of Organizing

8:30am - 10:10am Sheraton Waikiki Beach: Kahuku Room

Chair: M. B. Neace, Mercer U.

Emotionality of Organising for Sustainability: "Feeling" the Stakeholders' Pulse | Aarti Sharma, Auckland U. of

- Social Norms and Coercive Rules in Overlapping Communities: Evolution on God's Waters. | Thomas Andrew Bryer, U. of Southern California
- → New Forms of Governance: Changing Relationships between Corporates. Government and Community I Suzanne Benn, U. of Technology, Sydney; Dexter Dunphy, U. of Technology, Sydney
- Eco-Partnering--a Politics of Sustainable Development:The Case of the Ricelands Habitat Partnership | Sharon M. Livesey. Fordham U.: Molly Shearer. Independent Researcher: Cathy Hartman, Utah State U.; Edwin R. Stafford, Utah State

953 ⊕→ •: (Paper Session) - (PNP) Applying Economic **Models to Nonprofit Organizations**

8:30am - 10:10am Sheraton Waikiki Beach: Waialua Room *Chair:* **Charles B Finn**, College of Saint Rose

Discussant: Dennis R Young, Case Western Reserve U.

- Organizational Slack In Nonprofits | Woods Bowman, DePaul U.; Elizabeth Keating, Harvard U.; Mark A. Hager, The Urban Institute
- ■A Property Right Theory of the Non-Profit Form: The Non-Distribution Constraint Reconsidered | Gabriel E. Kaplan, U. of Colorado, Denver
- The Spanish NGDO and the Challenges of Organizational Architecture Design: An Agency Perspective | Victor Martin Perez, U. de Valladolid; Juan Hernangomez Barahona, U. de Valladolid; Natalia Martin Cruz, U. de Valladolid
- Solutions Out of Context: Examining the Transfer of Business Concepts to Third Sector Organizations | Tammy E. Beck, U. of Texas, San Antonio; Cynthia A Lengnick-Hall, U. of Texas, San Antonio; Mark L. Lengnick-Hall, U. of Texas, San Antonio

954 JS: (RM, OB) Measuring Group Constructs: Alternative Methods to Provide Novel Insights into Group-Level Effects

8:30am - 10:10am Hawaii Convention Center: Room 323A

Chairs: Catherine G. Collins, U. of NSW/U. of Sydney; Claire Mason, Queensland U. of Technology

The Emergence of Multilevel Organizational Phenomena | Steve W J Kozlowski, Michigan State U.

Social Network Analysis and Multilevel Theory and Research: Bridging the Divide | Katherine Klein, U. of Pennsylvania; Andrew P. Knight, U. of Pennsylvania

Exploring the Differential Effects of Group Processes on Aggregate and Consensus Measures | Catherine G. Collins, U. of NSW/U. of Sydney; Claire Mason, Queensland U. of Technology

When Does the Method of Assessing a Team-Level Variable Really Matter? | Narda Quigley, Villanova U.; Amanuel G. Tekleab, Clarkson U.; Paul E Tesluk, U. of Maryland

A Multilevel Examination of Team Leadership | **Jonathan C. Ziegert**, Drexel U.

Participants: Steve W J Kozlowski, Michigan State U.; Narda Quigley, Villanova U.; Amanuel G. Tekleab, Clarkson U.; Paul E Tesluk, U. of Maryland; Katherine Klein, U. of Pennsylvania; Andrew P. Knight, U. of Pennsylvania; Jonathan C. Ziegert, Drexel U.

955 → ←: (Paper Session) - (SIM) Stakeholders in the 21st Century: Cutting Edge Research

8:30am - 10:10am Sheraton Waikiki Beach: Akaka Falls/lao Needle Room

Chair: Sandra A Waddock. Boston College

Discussants: Michael E Johnson-Cramer, Bucknell U.; Kathryn S Rogers, Pitzer College

■The Lack of Diversification in Managerial Portfolios: Impact on Corporate Stakeholders | Philip L Cochran, Indiana U.;

- Melissa Smith Baucus, Xavier U.; Thomas Gerard Comstock, Gannon U.
- ■What Makes a Stakeholder Act? Adding the Issue into Stakeholder Mobilization Theory | Sally Jane Davenport, Victoria U. of Wellington; Shirley R. Leitch, U. of Waikato

Firms, Destructive Activists, and Stakeholder Theory | Jean-Philippe Bonardi, U. of Western Ontario

₽Resource Dependence, Managerial Discretion and Stakeholder Performance | Shawn Berman, Santa Clara U.; Robert Phillips, U. of Richmond; Andrew C Wicks, U. of Virginia

956 **○ ○**: (SIM) Can the Management of Humans as Resources be Ethical?

8:30am - 10:10am Sheraton Waikiki Beach: Oahu Room

Chairs: Michelle Greenwood, Monash U.; Helen DeCieri, Monash U.

The Potential for Ethical Human Resource Management:

Making a Difference through Activism | **David Dawson**, U. of Gloucestershire; **Diana Winstanley**, Kingston U.

Ethics and the Management of Executives | Patrick Wright, Cornell U.

Can Employee Partnership Contribute to a More Ethical HRM? | **David E Guest**, King's College, U. of London

Lessons from History for Ethical HRM in the 21st Century | Gill Palmer, Monash U.

Employees as Moral Stakeholders: Implications for Ethical HRM | Michelle Greenwood, Monash U.; Helen DeCieri, Monash U.

Pay Systems and Materialism: An Employee Rights
Perspective | **John R Deckop**, Temple U.; **Tim Kasser**, Knox
College

Managing Neutrality in Workplace Conflict Resolution: The Dilemma of the HR Manager | **Bernadine VanGramberg**, Victoria U. of Technology; **Julian Teicher**, Monash U.

Tuesday 8:40AM

957 → ●JS: (IM, OB, OCIS) Leveraging Diversity in Virtual Settings: Promises, Challenges and Directions for Future Research

8:40am - 10:10am Hawaii Convention Center: Room 317B

Chairs: Aparna Joshi, U. of Illinois, Urbana-Champaign; Luis L Martins, Georgia Institute of Technology

Discussant: Bradley L. Kirkman, Texas A&M U.

Waking up or Re-setting the Clock: An Exploration of the Effects of Membership Volatility in Teams | Mary E Zellmer-Bruhn, U. of Minnesota; Cristina Gibson, U. of California, Irvine

Demographic Differences and Creativity in Virtual Work | Luis L Martins, Georgia Institute of Technology; Christina Shalley, Georgia Tech

The Effects of Culture on Information Sharing and Protection in Collaborative Knowledge Teams | Ann Majchrzak, U. of Southern California; Sirkka Jarvenpaa, U. of Texas, Austin

Leading Multinational Teams: Inspiring Commitment Across Distance and Time Zones | Aparna Joshi, U. of Illinois,

Urbana-Champaign; **Mila B. Lazarova**, Simon Fraser U.; **Hui Liao**, Rutgers U.

Presenters: Mary E Zellmer-Bruhn, U. of Minnesota; Cristina Gibson, U. of California, Irvine; Luis L Martins, Georgia Institute of Technology; Christina Shalley, Georgia Tech; Ann Majchrzak, U. of Southern California; Sirkka Jarvenpaa, U. of Texas, Austin; Aparna Joshi, U. of Illinois, Urbana-Champaign; Mila B. Lazarova, Simon Fraser U.; Hui Liao, Rutgers U.

Tuesday 8:50AM

958 : (Paper Session) - (OCIS) Getting Emotional About IT 8:50am - 10:10am Hawaii Convention Center: Room 318A

Chair: Susan Winter, U. of North Carolina, Charlotte Discussant: Zeynep Aksehirli, Dartmouth College

Can Emotions Transcend Contextual Barriers? Investigating Emotions in Computer-Mediated Groups | Jennifer Lindsay, U. of Maryland, College Park

ъToward a Model of Nonverbal Cues and Emotion in Email |
Kristin Byron, Rochester Institute of Technology; David C.
Baldridge, Oregon State U.

2nd Runner-up Best Paper 2005

■The Role of Affect in the Acceptance of Information Technology | Stefano Perlusz, Singapore Management U.; Urs E Gattiker, U. of Luebeck, ISNM; Moon-ho Ho, McGill U.

Humor as a Management Tool and Organizational Asset | Eric J. Romero, U. of Texas, Pan American; Kevin William Cruthirds, U. of Texas, Pan American

959 : (Paper Session) - (TIM) Understanding High Technology

8:50am - 10:10am Hawaii Convention Center: Room 304B

Chair: Anu Wadhwa, Ecole Polytechnique Fédérale de Lausanne Discussant: David R. King, U.S. Air Force

■Diffusion Pattern of Linux: An Assessment on Major Technology Dimensions | Nir B Kshetri, U. of North Carolina, Greensboro

Unpacking the Multidimensional Construct of the Innovation Problem | **Kun Liu**, U. of Utah; **William S Hesterly**, U. of Utah Focal Firms as Technological Gatekeepers within Industrial

Clusters: Evidence fromMachinery | Alessandro Malipiero, U. of Bologna; Federico Munari, U. of Bologna

Leveraging Existing Technology: The Role of Alliances in Cross-Application across Technology Domains | **Preeta Roy**, U. of Pennsylvania

960 : (Paper Session) - (TIM) Network Theory & Social Capital

8:50am - 10:10am Hawaii Convention Center: Room 306A

Chair: Raja Roy, Tulane U.

Discussant: Satish Nambisan, Rensselaer Polytechnic Institute Inventing the Future Core: Social Capital Determinants of Invention Novelty and Impact | Henri Schildt, Helsinki U. of Technology; Markku V. J. Maula, Helsinki U. of Technology; Jukka-Pekka Salmenkaita, Nokia

Project Design for R&D Success | Polly S. Rizova, Boston U.

Stephan Schrader Best Paper Award Finalist

Deploying Intellectual Capital for Architectural Innovative Capabilities | **Mohan Subramaniam**, Boston College; **Mark Youndt**, Skidmore College

PaAlliance Networks and Knowledge Creation: The Impact of Small World Connectivity on Firm Innovation. | Melissa Schilling, New York U.; Corey Phelps, U. of Washington

Tuesday 9:00AM

961: (AAA) Conference Exhibits

9:00am - 11:45am Hawaii Convention Center: Exhibit Hall III - Exhibits Organizer: **George T Solomon**, George Washington U.

962 : (AAA) Membership

9:00am - 11:30am Hawaii Convention Center: HCC Lobby - Membership Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Regina Greenwood, Kettering U.

963 : (AAA) Conference Registration

9:00am - 11:30am Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor
Registration

964 : (AAA) Placement Services

9:00am - 11:30am Hilton Hawaiian Village: Iolani Suite 1

Placement Services - Registration and Information

Organizer: Scott C. Douglas, Binghamton U.

965 ◎: (Paper Session) - (BPS) Mediators of Alliance and Acquisition Performance

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 31-36

- →
 Where Do Firms Acquire? Understanding the Influence of Geographic Location on Acquisition Activity | Miguel Ramos, U. of Minnesota
- Technology Profile and Sector Opportunity as Determinants of Exploration and Exploitation Alliances | Jing Zhang, City U.; Charles Baden-Fuller, City U.; Vincent Mangematin, INRA/UPMF; Lionel J Nesta, SPRU/ U. of Sussex
- The Effect of Rivalry on Intra-industry Partner Selection: The Case of Major League Baseball | William Schneper, U. of Pennsylvania
- → The Effect of National Governance Systems on Value Creation in Cross-Border Acquisitions | Haryanto Haryanto, U. of Illinois, Urbana-Champaign
- Managerial Discretion and Takeover Performance | Andy Cosh, Cambridge U.; Paul Martin Guest, Cambridge U., CBR; Alan Hughes, Cambridge U.

966 ③: (Paper Session) - (HCM) Innovation and Knowledge Management in Healthcare

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HCM 1 Presented on panels 41-43

- The Emergence of Radically New Health Care Technologies:Inventive Users as Innovation Networkers | Christopher Ulrich Lettl, Berlin Technical U.
- Gaining Legitimacy, Knowledge Creation and Hospital Survival | Shih-Chieh Fang, National Kaohsiung First U.; Chen-

- **Wei Yang**, Fooying U. / I-Shou U.; **Wei-Min Huang**, Health Bureau of Peng-Hu County Government, Taiwan
- Online Customer Communities and HMOs: A Knowledge Management and Knowledge Socialization Perspective | Priya Nambisan, Rensselaer Polytechnic Institute

967 ©: (Paper Session) - (HCM) Contextual and Perceptual Influences on Organizational Change

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HCM 2 Presented on panels 44-46

- Contextual influences of learning in a hospital environment.
 | Eileen McCaffrey, U. of Western Australia
- Perceptions of Change Regarding Nursing Applications: A Longitudinal Study | Gulem Atabay, Izmir U. of Economics; Gonca Gunay, Izmir U. of Economics; Basak Halil, Ege U.
- Healthcare Work life in Canada | Claudia Steinke, U. of Victoria

968 ©: (Paper Session) - (HR) HR Strategy & Firm Performance

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - HR Presented on panels 51-62

- Contingent Application: The Key for Best Practice Success | Michael Dutch, Greensboro College; Steve Werner, U. of Houston
- A Meta-Analytical Examination of the Link Between Corporate Social and Financial Performance | Jose Allouche, U. of Paris 1; Patrice Laroche, U. of Nancy 2
- Human Resource Practices, Organizational Turnover, and Firm Performance in Taiwan | Shyh-jer Chen, National Sun Yat-Sen U.
- Management Practices and Collective Learning: An Empirical Study in a Global Pharmaceutical Firm | Heidi K. Gardner, London Business School; Lisa M. Moynihan, London Business School
- Human Resource Strategy and Unionization: Evidence from Taiwan | Shyh-jer Chen, National Sun Yat-Sen U.
- → Intellectual Capital Investments in Learning Capabilities: Managing HR Practices in the MNC | Shad S. Morris, Cornell U.; Scott A Snell, Cornell U.
- Human Resource Practices and Isomorphism | Riccardo Peccei, King's College, U. of London; Paul Boselie, Tilburg U.; Jaap Paauwe, Erasmus U.
- From 'Iron-Rice-Bowl' to 'xia-gang': Employment Modes Transitions of Chinese Manufacturing Firms | Shuming Zhao, Nanjing U.: Dejun Cheng, Nanjing U.
- Executive and Broad-based Stock Options: Evidence from U.S. Longitudinal Data | Jim Sesil, Rutgers U.
- Sharing Control and Return Rights with Employees in the Knowledge Economy | Jim Sesil, Rutgers U.
- © Compensation Strategy and Competitive Advantage: Application and Implementation of Theory | James Carey, Independent Researcher; Ethan Lock, Arizona State U.
- TQM-Aligned Organizational Culture and its Relationship with Organizational Performance | Troy Victor Mumford, Utah State U.; James C Hayton, Utah State U.; Gregory Franson, Purdue U.

969 ©: (Paper Session) - (IM) Managing People Across Borders

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - IM 1 Presented on panels 13-21

- → ③ Is Standardization of Performance Appraisal Perceived as Fair Across Cultures? | Laura E. Mercer Traavik,
 Norwegian School of Management; Randi Lunnan, Norwegian School of Management
- Examination of Measurement Equivalence of Importance Ratings of Intrinsic & Extrinsic Work Rewards | Jennifer Ferreter, Baruch College, CUNY; Charles Scherbaum, City U. of New York, Baruch College
- ☐ ♠ → ♠ The Legitimacy of US Pay for Performance
 Practices in Spanish Subsidiaries | Thomas Drape, U.S. Air
 Force Academy; Javier Quintanilla, IESE, U. of Navarra
- Effective Human Resource Management Models For Virtual Organizations in Russia | Carl Fey, Stockholm School of Economics; Sergey Morgoulis-Jakoushev, Stockholm School of Economics Russia; Marina Libo, Stockholm School of Economics Russia; Thea Mills, Stockholm School of Economics Russia
- → IHRM Approaches Of German MNEs | Wolfgang Stehle, Siemens; Ronel Erwee, U. of Southern Queensland
- → ③ A Strategic Contingency Approach to Expatriate
 Assignment Management | Paula M Caligiuri, Rutgers U.;
 Saba Colakoglu, Rutgers U.
- → Determinants of Expatriates' Performance-Related Pay:An Agency Theory Perspective | Christelle Tornikoski, U. of Vaasa
- Key HR Support Practices Affecting The Repatriation Of International Assignees | Cherrie J. Zhu, Monash U.

970 : (OB) OB Division Lifetime Achievement Award Invited Address: Theory Building by Induction

9:00am - 10:10am Hawaii Convention Center: Room 324

Dr. Edwin Locke is the recipient of the OB Division Lifetime Achievement Award. A question and answer period with Dr. Locke follows the presentation.

Introduction: **Terence R Mitchell**, U. of Washington Distinguished Speaker: **Edwin A Locke**, U. of Maryland, College Park

- **971 ③**: (Paper Session) (OCIS) **Knowledge Networks** 9:00am 10:10am Hawaii Convention Center: Exhibit Hall III OCIS Presented on panels 22-29
- Beyond Satisfaction: Support as a Learning Event | Nicole Haggerty, U. of Western Ontario; Deborah Compeau, U. of Western Ontario
- An Empirical Analysis of Strategies and Efficiencies in Social Networks | Nathaniel Bulkley, U. of Michigan; Marshall Van Alstyne, Boston U.
- → ③ The Emergence of Shared Meanings and Common Languages in Communication Networks | Giuseppe Soda, SDA Bocconi U.; Santi Furnari, SDA Bocconi U.

- Online Knowledge Transfer: The Roles of Experience, System, and Receptor | Allard C.R. Van Riel, U. of Liège; Zuzana Sasovova, Vrije U. Amsterdam
- An Exploratory Study of Individual Contributing and Seeking Behaviors through Knowledge Repositories | Vikas Mehra, Indian Institute of Management, Bangalore
- Who's Doing What, When? Coordinating Work in a Distributed Software Development Team | Heng Xu, Massachusetts Institute of Technology; JoAnne Yates, Massachusetts Institute of Technology; Wanda J Orlikowski, Massachusetts Institute of Technology
- Leveraging HR Communications for Knowledge Sharing: Identifying the Messages and Fitting the Media | Monica Adya, Marquette U.; Bonnie S O'Neill, Marquette U.
- Towards a Classification Framework of External Knowledge Integration Processes | Jeroen Kraaijenbrink, Twente U.

972 ©: (Paper Session) - (OMT) Frontiers of Network Research

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - OMT 1 Presented on panels 63-69

- Niches in Networks of Competition: A Network Identification of Niche Structures and Firm Mortality | Dongyoub Shin, Yon Sei U.; Joon Han, Yon Sei U.; Nokyoung Ki, Yon Sei U.
- The Effects of Network Structure and Network Partner Profiles on Firm Risk Taking | Bilian Ni Sullivan, Hong Kong U. of Science and Technology; Jonathan F Haynes, Stanford U.
- → ③ Dynamics of Cronyist Social Exchanges Across Cultures | Naresh Khatri, U. of Missouri, Columbia; Eric WK Tsang, Wayne State U.; Thomas M Begley, U. of College Dublin
- Growing on Lifestyle: Toward an Emergent Process Model of Regional Cluster Development | Bill Wooldridge, U. of Massachusetts, Amherst; Marta B. Calas, U. of Massachusetts, Amherst; Arturo E Osorio, U. of Massachusetts, Amherst
- Heterogeneity in Social Networks and Work Experience as Determinants of Individual Job Performance | Gina Dokko, New York U.
- Are Communities of Practice a Valid Unit of Analysis? | Guillaume Soenen, EM Lyon
- It's a Small World After All: Network Theory, Japanese Business, and Industrial Networks | Toshihiro Nishiguchi, Hitotsubashi U.; Jonathan Brookfield, Texas A&M U.
- 973 ③: (Paper Session) (ONE) Organizations and the Natural Environment: Illustrations and Explanations 9:00am 10:10am Hawaii Convention Center: Exhibit Hall III ONE Presented on panels 37-40
- Faulty Learning and Learning from Faults: Experience and Capability in the Natural Gas Industry | Vinit Desai, U. of California, Berkeley
- → Behind the Emergence of an Environmental Protection System in a Transition Economy | Yuan Lu, Chinese U. of Hong Kong; Soo-hung Terence Tsai, Chinese U. of Hong Kong

- A User-Centered Perspective of Management: Managing the Range in the American Southwest, 1860-2004 | Christa L Walck, Michigan Technological U.
- The Adoption of Renewable Energy by Electric
 Utilities in the United States | Gregory Theyel, California
 State U., Hayward; Nelli Haar, Reutlingen U.

974 ⊕→ ● ③: (Paper Session) - (PNP) Organizational Perspectives on the Public and Nonprofit Sectors

9:00am - 10:10am Hawaii Convention Center: Exhibit Hall III - PNP Presented on panels 1-12

Discussants: Joaquin Herranz, U. of Washington, Seattle; Regan Harwell Schaffer, Pepperdine U.; Humberto Falcao Martins, U. of Brasilia; Melvin L. Smith, Case Western Reserve U.; Judith Y Weisinger, New Mexico State U.

- Network Structure and Effectiveness: What Estuaries Told Us | Wendy Xinfang gao, Florida State U.
- Paradox And Collaboration In Coalition Work | Sonia Ospina, New York U.; Angel Saz-Carranza, New York U.
- Leadership for the Common Good: Building Cross-Sector Regimes of Mutual Gain | John M Bryson, U. of Minnesota; Barbara C. Crosby, U. of Minnesota
- Pu → Selectronic Government as a Guided Evolution in Singapore: Vision for the World in the 21st Century | Shirish C Srivastava, National U. of Singapore; Thompson SH Teo, National U. of Singapore
- → ③ A Typology Of Expatriatism: The Unique Experience of Public, Nonprofit, and Entrepreneurial Expats | Brian Connelly, Texas A&M U.
- Does Organizational Form Matter: A Comparison of For-Profits and Nonprofits in Nursing Home Services | Jongho Roh, Florida State U.
- Public-Private Partnerships: A Multidimensional Model for Contracting I Hugo Zarco-Jasso, IESE, U, of Navarra
- An Integration of Public Organization and Organizational Economic Theories of Governance Structures | Domenico Salvatore, Bocconi U./Parthenope U.
- Social Network Analysis of Partnerships in Disaster Management: A Study of Women Leaders from NGOs | Triparna Vasavada, State U. of New York, Rockefeller College of Public Affairs & Policy
- Will Public Service Providers be Publicly Traded in the 21st Century? Correctional Privatization | Maureen Casile, Bowling Green State U.; Alison Davis-Blake, U. of Texas, Austin
- Managing Effective Collaborations in a Nonprofit Environment | Kim T. Hinrichs, Minnesota State U., Mankato; Janice A. Black, New Mexico State U.
- № Sequents or Stewards: How Government Manages its Contracting Relationships with Nonprofit Providers | David Van Slyke, Syracuse U.

Tuesday 10:15AM

975 : (AAA) Conference Break

10:15am - 10:45am Hawaii Convention Center: Exhibit Hall III - Break Area *Organizer:* **George T Solomon**, George Washington U.

Tuesday 10:30AM

976: (AAS) Human Resources in the 21st Century: Discerning between Enduring Trends and Temporary **Fads**

10:30am - 11:50am Hawaii Convention Center: Room 312 Organizer: Alaka N. Rao, U. of California, Irvine

Chair: Jone L. Pearce, U. of California, Irvine

Creating a Strategic HR Organization | Edward E. Lawler, U. of Southern California

HR and Knowledge Work | David P Lepak, Rutgers U.; Niclas Leif Erhardt, Rutgers U.

Coping with Paradox in Global Businesses: The Global/Local Pendulum | Katherine Xin, CEIBS; Vladimir Pucik, IMD

Externalizing Human Resources | Alaka N. Rao, U. of California,

977 **₹**: (AAS) Talkin' Bout a Revolution: Activism and Management in the 21st Century

10:30am - 11:50am Hawaii Convention Center: Room 313A

Chair: Sandra Rothenberg, Rochester Institute of Technology Strategic Activism: Strategy, Power, and Influence in the Corporate World | David Levy, U. of Massachusetts, Boston

Activism as Free Speech In and Around the Workplace | Bruce Barry, Vanderbilt U.

Negotiation of the Activist Identity in the Workplace | Sandra Rothenberg, Rochester Institute of Technology; Holly Slay, U. of Maryland

Stigma Avoidance: An Empirical Examination of How Inaction Fosters Workplace Discrimination | Ashleigh Shelby Rosette, U. of Houston; Patricia Faison Hewlin, Georgetown U.

978: (AAS) Positive Organizational Change: Obstacles, **Enablers. and Mechanisms**

10:30am - 11:50am Hawaii Convention Center: Room 315

Organizer: Scott Sonenshein, U. of Michigan, Ann Arbor

Virtuousness and Extraordinary Change | Kim Cameron, U. of

The Evolving Interface of Order and Change on Path to Positive Organizing: A Paradoxical Challenge f | Robert E Quinn, U. of Michigan

Enabling Positive Change with Language Strategies | Scott Sonenshein, U. of Michigan, Ann Arbor

The Power to Take Courage: Empowerment and Change on United Airlines Flight 93 | Ryan Quinn, U. of Virginia; Monica C. Worline, Emory U.

Designing Energized Learning | Jean M. Bartunek, Boston College

979 ©: (Paper Session) - (BPS) The Resource-Based View 10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - BPS 1 Presented on panels 41-47

- Can the Resource-Based View Really Explain Firm Performance? Rethinking How We Think about the RBV I Scott L. Newbert, Villanova U.
- A Resource-Based View of Corporate Reputation: a Direct Test | Gregorio Martín-deCastro, U. of Complutense De

- Madrid; Pedro López-Sáez, U. of Complutense De Madrid; José Emilio Navas-López, U. of Complutense De Madrid
- Isolating Potential Sources of Competitive Advantage: An Empirical Test | Glenn Rowe, U. of Western Ontario: Michael J Rouse, U. of Western Ontario; Suhaib Riaz, U. of Western Ontario
- The Value of Search and Change Capabilities: A Multi-Agent Simulation Model of Competition | Duncan Robertson, Warwick Business School
- Embeddedness of Dynamic Capabilities | Satyendra Singh. Queen's U.; Tina Dacin, Queen's U., Canada
- →

 Resource Value and New Markets: The case of mobile telephony | Shahzad Ansari, Erasmus U.
- The Economic Value of Corporate Eco-Efficiency | Nadja Guenster, Erasmus U.; Jeroen Derwall, Erasmus U.; Rob Bauer, Maastricht U.; Kees Koedijk, Erasmus U.

980: (Paper Session) - (BPS) Managerial Reasoning. **Cognition and Confidence**

10:30am - 11:50am Hawaii Convention Center: Room 306B Chair: Mark H Hansen. Brigham Young U. Discussant: Shayne Gary, Australian Graduate School of Management

- Real Options Reasoning and the Management of Uncertain Ventures: An Empirical Analysis | Thomas Keil, York U.; Rita Gunther McGrath, Columbia U.; Taina Tukiainen, Helsinki U. of Technology
- Cognition And Competitive Dynamics: The Influence of Subjective Managerial Beliefs | Jeremy John Marcel, U. of Virginia; Pamela S Barr, Georgia State U.; Irene M Duhaime, Georgia State U.
- Strategy | Robert Wiltbank, Willamette U.; Nicholas Dew, Naval Postgraduate School; Saras Sarasvathy, U. of Virginia; Stuart Read, IMD, Lausanne

981: (Paper Session) - (BPS) Returns on Investment in Capabilities

10:30am - 11:50am Hawaii Convention Center: Room 307B

Chair: Annetta Fortune, Drexel U.

Discussant: Deepak Somaya, U. of Maryland

Managing Returns to Investments in Capabilities: A Conceptual Framework | Todd Alessandri, Syracuse U.; Catherine Maritan, Syracuse U.

- The Firm in Resource Investment Terms | Angelina Zubac. U. of Adelaide; Graham Hubbard, U. of Adelaide; Lester Johnson, U. of Melbourne
- The Role of Resource Allocation and Transformation in Technology Leveraging | Erwin Danneels, Worcester Polytechnic Institute

982 : (Paper Session) - (BPS) Principal Agency **Relationships in Context**

10:30am - 11:50am Hawaii Convention Center: Room 308A Chair: Thomas Clarke, U. of Technology, Sydney Discussant: Thomas Clarke, U. of Technology, Sydney

- Reexamination of Triadic Principal-Agent Relationship | Edward Zajac, Northwestern U.; Ming Piao, Northwestern U.
- → Rewards and Firm Performance A Look into the Motivation Black-Box | Oliver Gottschalg, HEC Paris
- → Can Independent Distribution Function as a Mode of Governance? A Study of Life Insurance Market | Igor Filatotchev, King's College, U. of London; Damian Ward, U. of Bradford
- Content and Thoroughness of Performance Reasonings in German Letters to Shareholders | **Axel v. Werder**, Technical U. of Berlin; **Till Talaulicar**, Technical U. of Berlin

983 : (Paper Session) - (BPS) Commercialization and the Value of Innovation

10:30am - 11:50am Hawaii Convention Center: Room 308B

Chair: Carmen Weigelt, Rice U. Discussant: Raja Roy, Tulane U.

Do Stock Markets Value Innovation? A Meta-Analysis | Federico Ballardini, U. of Bologna; Alessandro Malipiero, U. of Bologna; Raffaele Oriani, U. of Bologna; Maurizio Sobrero, U. of Bologna; Alessandra Zammit, U. of Bologna

Pu ■ Understanding Firm Organization and Performance: A Knowledge-Based Examination in Drug Development | Jeff Macher, Georgetown U.

An Examination of Strategic Planning and Flexibility to Firm Innovation: A Three Study Approach | Clay Dibrell, Oregon State U.; Justin BL Craig, Oregon State U.

Creating Value from Knowledge and Knowing: Absorptive Capacity or Potential Exploitation Capability? | Lance Richard Newey, U. of Queensland

984 : (Paper Session) - (BPS) Competition and Performance

10:30am - 11:50am Hawaii Convention Center: Room 313B

Chair: Walter J Ferrier, U. of Kentucky
Discussant: Walter J Ferrier, U. of Kentucky

Acting upon Competitors' Resources through Strategic Actions in Factor and Political Markets | Olivier Chatain, INSEAD; Laurence Capron, INSEAD

→ The Roads to Success--Sustained Inter-firm Performance
Differences In China's Auto Market | Qingjiu Tao, Lehigh U.;
John E Prescott. U. of Pittsburgh

When Should (Not) a Firm Retrench? Moderating Role of the Firm's Dominant Rent Creation Logic | Sun Kyu (Dominic) Lim, U. of Western Ontario

985 → ■JS: (BPS, IM, OMT) Strategy in Chinese Firms: Institutional Antecedents, Processes and Outcomes

10:30am - 11:50am Hawaii Convention Center: Room 309

Chairs: Heli Wang, Hong Kong U. of Science and Technology; Michael N. Young, Chinese U. of Hong Kong

Rethinking Property Rights as a Relational Concept:
Explorations in China's Transitional Economy | Xueguang
Zhou, Hong Kong U. Dept of Management

Strategic Planning Among Chinese Firms | **Brian Boyd**, Arizona State U.; **Heli Wang**, Hong Kong U. of Science and Technology; **Michael N. Young**, Chinese U. of Hong Kong

Private Ownership in Infrastructure Projects in China | Yi Jiang, Ohio State U.; Mike W. Peng, Ohio State U.

Strategy in Chinese Firms: Business Groups in China | Robert E. Hoskisson, Arizona State U.; Garry D Bruton, TCU; Daphne Yiu, Chinese U. of Hong Kong

Management Localization in MNC Overseas Subsidiaries | Yan Anthea Zhang, Rice U.

Survival and Failure of China's Technology Ventures:
Evidence from Zhongguanchung High Technology Sc |
Haiyang Li, Texas A&M U.; Li-An Zhou, Peking U.
Participants: Brian Boyd, Arizona State U.; Xueguang Zhou, Hong Kong U. Dept of Management; Mike W. Peng, Ohio State U.; Yi Jiang, Ohio State U.; Robert E. Hoskisson, Arizona State U.; Daphne Yiu, Chinese U. of Hong Kong; Garry D Bruton, TCU; Yan Anthea Zhang, Rice U.; Haiyang Li, Texas A&M U.; Li-An Zhou, Peking U.

986 SHCS: (BPS, OMT, ENT) Luck Vs Skill

10:30am - 11:50am Hawaii Convention Center: Room 316C

Discussant: Joe Porac, New York U.

Strategic Insight in Emerging Industries | Patrick Regner, Stockholm School of Economics

On the Origin of Strategy: Action and Cognition over Time | Giovanni Gavetti, Harvard Business School; Jan W. Rivkin, Harvard U.

Technological Specialization and Genesis of New Technologies: How Corning Invented and Developed Fib | Gino Cattani, New York U.

Fooled by Randomness – the Role of Luck in Accurate Forecasting | **Christina Fang**, New York U.

987 ■SHCS: (BPS, TIM, OMT) Brokering Innovations

10:30am - 11:50am Hawaii Convention Center: Room 313C

Chair: Lee Fleming, Harvard U.

Discussant: Toby E. Stuart, Columbia U.

Second-Hand Brokerage | Ronald S. Burt, U. of Chicago Cohesion, Brokerage, and Combinatorial Creativity | Lee Fleming, Harvard U.; Santiago Mingo, Harvard U.; David Chen, Harvard U.

Building a Knowledge Broker: A Qualitative and Longitudinal Study | Robert I. Sutton, Stanford U.; Elizabeth M. Gerber, Stanford U.

Brokering, Innovation, and the Role of Expertise in Dynamics Environments | Andrew B. Hargadon, U. of California, Davis; Jennifer K. Whyte, Imperial College London

Participants: Ronald S. Burt, U. of Chicago; Robert I. Sutton, Stanford U.; Andrew B. Hargadon, U. of California, Davis; Santiago Mingo, Harvard U.; David Chen, Harvard U.; Elizabeth M. Gerber, Stanford U.; Jennifer K. Whyte, Imperial College London

988 **● •**: (Paper Session) - (CAR) Extra-Organizational Careers: Careers Outside the Boundaries of Organizations

10:30am - 11:50am Hawaii Convention Center: Room 319A

Discussant: Rochelle Parks-Yancy, Texas Southern U. Temps & Careers: Freedom on the Career Highway or

Trapped at a Roadblock | **Belinda C. Allen**, U. of Melbourne

- ■Predicting Temporary Workers' Impression Management Behaviors towards Temporary Firms and Clients | Catherine Connelly, McMaster U.
- Reworking Contingent Employment | Matthew J. Bidwell, INSEAD
- parameter Beyond Organizational Careers: Information, Learning and Trust in Mediated Employment Arrangements | Isabel Fernandez-Mateo, London Business School

Winner of Careers Division Best Overall Paper Award

10:30am - 11:50am Hawaii Convention Center: Room 322A

Chair: Brian P. Niehoff, Kansas State U.

Discussant: Barbara A. Ribbens, Western Illinois U.

- Social Networks, Self-perceptions, and Job Search
 Success for Entry-level Job Seekers | Yu Ha Cheung, U. of
 Missouri, Columbia; Thomas W. Dougherty, U. of Missouri,
 Columbia
- Social Networks and Job Search after Non-Network-Based Migration: High-Skilled Chinese in Boston | Fei Qin, Massachusetts Institute of Technology
- Playing by the Rules: A Social Network Perspective on Preparing for Radical Career Change | Roxana Barbulescu, INSEAD
- The Differential Effects of Social Support and Social Embeddedness on Employee Outcomes | Isabel K. Graf, CSX Transportation; Sandy J. Wayne, U. of Illinois, Chicago; Ling Yuan, U. of Illinois, Chicago

990 : (Paper Session) - (CM) Diversity and Conflict

10:30am - 11:50am Hawaii Convention Center: Room 318B Chair: Markus Vodosek, U. of Utah

Discussant: Yekaterina Bezrukova, Rutgers U.

The Impact of Social Similarity on Affective and Cognitive Reactions to Opinion Conflict | Cynthia S. Wang, Northwestern U.; Robert B. Lount, Northwestern U.; Denise Lewin Loyd, Northwestern U.; Katherine W. Phillips, Northwestern U.

- Pa→ Cultural Diversity, Intragroup Conflict, and Group
 Outcomes: Evidence for a Mediated Relationship | Markus
 Vodosek, U. of Utah
- ■When a Rose is not a Rose: A 21st Century Vision of Institutional Conflict | Debra Louis Connelley, Touro U. International; Elizabeth Goodrick, Florida Atlantic U.
- The Down Side of Social Capital: Gender Differences in Homophilous Work Relations | Renée C. vanderHulst, U. of Twente
- 991 ©: (Paper Session) (CMS) Foucault, Cultural Studies 10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - CMS 1 Presented on panels 15-20
- New Visions of the Self at Work and at Home: Critical Perspectives on a Photographic Exploration | Janet Grace

- Sayers, Massey U.; Ralph James Bathurst, Massey U., Albany; Henry Symonds, Whitecliffe College of Arts and Design
- The Symbolic Pharmacy: Myth in Pharmaceutical Advertising | James Timothy Scott, U. of St. Andrews; Neil Stanford, U. of York, UK; David R Thompson, Chinese U. of Hong Kong
- The Role of Symbolic Capital in Stakeholder Disputes | Suzanne Benn, U. of Technology, Sydney; Richard Jones, Copenhagen Business School
- ➡ → ➡ ⑤ Foucault, Bakhtin and Agency in Organization Studies: Towards a Non-Essentialist Theory | Wendy R Carroll, St. Mary's U.; Albert J. Mills, St. Mary's U.
- ➡ A Critical Review of a University Career Workshop Assessed Against Minnich's Four Errors | Hisako Inaba, Kyoto U.
- → Mirror, Mirror on the Wall: "Culture's Consequences" in a Value Test of its Own Design | Galit Ailon, Bar Ilan U.

992 : (CMS) Analyzing the Big Picture: Capitalism and Management in the 21st Century

10:30am - 11:50am Sheraton Waikiki Beach: Honolulu Room Speakers are: Craig Littler, Paul Thompson, Bill Lazonick, Josh Whitford

Coordinator: Craig R. Littler, St. Andrews U.

Disconnected Capitalism: A Tale of Increased

Unmanageability | Paul Thompson, Strathclyde U.

Evolution of the New Economy Business Model | William Lazonick, Euro-Asia Centre, INSEAD

- The New Old Economy: The Organizational Transformation of American Manufacturing | **Josh Whitford**, Columbia U.
- A Signalling Theory of Corporate Restructuring | Craig R. Littler, St. Andrews U.

Speakers: Paul Thompson, Strathclyde U.; William Lazonick, INSEAD; Josh Whitford, Columbia U.; Craig R. Littler, St. Andrews U.

993 → ③: (Paper Session) - (ENT) Entrepreneurship on a Worldwide Stage

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 1 Presented on panels 11-14

- → → New Venture Internationalization: A Note on the Role of Mimetic Isomorphism | Stephanie A. Fernhaber, Indiana U., Bloomington
- → ③ Entrepreneurial Activity and Entrepreneurial
 Environment? A Reexamination of the Gem's Approach |
 Julio O. De Castro, Instituto de Empresa; Alberto Maydeu,
 Instituto de Empresa; Rachida Justo, Instituto de Empresa
- Explore or Exploit: the Role of Corporate Entrepreneurship and Social Network in Chinse New Venture | Chunyan Jiang, Chinese U. of Hong Kong
- → ③ The Role of Trust for Entrepreneurial Exchange in a Transitional Economy | Tatiana S. Manolova, Suffolk U.; Bojidar S Gyoshev, International Business School; Ivan Manev, U. of Maine

994 ③: (Paper Session) - (ENT) Emerging Research Issues in Entrepreneurship

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 2

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ◆ Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings

Presented on panels 57-60

- Examining the Social Entrepreneurship Phenomenon: A Process Model of Social Venture Choice | Mark P Sharfman, U. of Oklahoma, Norman; Lowell Busenitz, U. of Oklahoma; David Matthew Townsend, U. of Oklahoma; Jason A. Harkins, U. of Oklahoma
- Resource Network Development: Entrepreneurial Ventures and Negative Consequences of Social Capital | Julie Feickert, U. of Utah
- A Revised Conceptual Model of the Firm-level Entrepreneurial Process | Patrick Kreiser, Ohio U.
- Learning to Live With Dependence Traps: Retention of Critical High-skill Employees in IT Start-ups | Jia (Carol) Xu, North Carolina U., Chapel Hill

995 @: (Paper Session) - (ENT) Research on Funding of **Entrepreneurial Firms**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - ENT 3 Presented on panels 53-56

- How a Small Business can increase its chances to receive Bank Loan | Volker Bruns, Jonkoping International **Business School**
- Underwriters and the Agency Problem at the Time of the IPO I Jonathan D. Arthurs. Washington State U.: Lowell Busenitz, U. of Oklahoma; Richard A Johnson, U. of Oklahoma: Robert E. Hoskisson. Arizona State U.
- Blockholder Conflicts in VC backed Entrepreneurial Firms: Do the Costs Outweigh the Benefits? | K Thomas Chandy, Binghamton U.; Nagaraj Sivasubramaniam, Duquesne
- Gender and Business Finance: Investigating the Relationship between Banks and Entrepreneurs | Sara Carter, Strathclyde U.; Eleanor Shaw, Strathclyde U.; Fiona Wilson, Glasgow U.; Wing Lam, Glasgow U.

996: (Paper Session) - (ENT) Role of Top Management Team & Human Capital in New Venture Performance

10:30am - 11:50am Hawaii Convention Center: Room 301B Chair: Todd Saxton, Indiana U.

- → Is the Team as Strong as its Strongest Link? Venture Teams' Advice Networks and Strategic Debate | Balagopal Vissa, INSEAD
- A Social Cognitive Model of Founding Team Dynamics I Michael Ensley, Rensselaer Polytechnic Institute; Jon C. Carr, U. of Southern Mississippi; Pasi Sajasalo, Tampere U. of Technology
- ▶ The Imprinting Effect of Initial Resources and Market Strategy on the Early Growth Path of Start-Ups | Ans Heirman, Vlerick-Leuven-Gent Management School; Bart Clarysse, Vlerick-Leuven-Gent Management School
- •Multiple "fit" considerations in human resource acquisition. for entrepreneurial firms | Aegean Oi Kam Leung, National U. of Singapore; Jing Zhang, City U.; Poh-Kam Wong, National U. of Singapore; Maw-Der Foo, National U. of Singapore

997: (Paper Session) - (ENT) Contextual Influences on New Firm Creation & Performance

10:30am - 11:50am Hawaii Convention Center: Room 303A

- Chair: Jonathan Thomas Eckhardt, U. of Wisconsin, Madison Do Business Incubators Work? Perspectives on Incubator Success | Christopher E. Stevens, Case Western Reserve U.: William S Schulze. Case Western Reserve U.: Cameron M Ford, U. of Central Florida; Thomas O'Neal, U. of Central Florida Technological Innovation Activities in Firms and Propensity of Individuals Starting New Businesses | Poh-Kam Wong, National U. of Singapore; Lena Lee, National U. of Singapore
- ₱Forms of Entrepreneurs' Capital, Venture Strategy and Performance | Hermann Achidi Ndofor, U. of North Carolina, Charlotte: Richard L Priem. U. of Wisconsin. Milwaukee
- **○→ C**Environmental determinants and proximity effects on entrepreneurship in the French ICT sector | Frank Lasch, CEROM Montpellier Business School: Frédéric Le Rov. ERFI/CEROM U. of Montpellier 1; Saïd Yami, ERFI/CEROM U. of Montpellier 1

998 : (Paper Session) - (ENT) Exploitation of Entrepreneurial **Opportunities**

10:30am - 11:50am Hawaii Convention Center: Room 303B

Chair: Shameen Prashantham, Strathclyde U.

- An experimental test of entrepreneurial exploitation | Steven E Phelan, U. of Nevada, Las Vegas; G. Stoney Alder, U. of Nevada, Las Vegas
- PaAntecedents and Exploitation Outcomes of Opportunity Identification Processes | Gaylen N Chandler, Utah State U.; Douglas W Lyon, Fort Lewis College; Dawn DeTienne, Utah State U.
- No Exit: Explaining the Persistence of "Living Dead" Firms I Carla Petra Pavone, U. of Minnesota; Sanjay Banerjee, U. of Minnesota
- ₱Strategic Process Effects on the Entrepreneurial Orientation - Sales Growth Rate Relationship | Jeff Covin, Indiana U.: Kimberly M Green, Indiana U., Bloomington; Dennis P Slevin, U. of Pittsburgh

999 @: (Paper Session) - (GDO) Demographic Variables at Work

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - GDO 1 Presented on panels 21-26

- Who's on the Job: The Importance of Explicit Gender Identifiers in Job Titles | Marnie Young, Algoma U.; Jerry P Sheppard, Simon Fraser U.
- Ain't You Too Young to Be the Boss? When Age Discrimination Targets Employees under 40 | Eileen Kwesiga, U. of Texas, Arlington
- Being Trusted: The Influence of Team Demographic Dissimilarity on Dyadic Trust Across Boundaries | Michele Williams, Massachusetts Institute of Technology
- Differences in the Use of Upward Influence Strategies between Sexes | Anna B. Kaves. George Washington U.
- When Ideas are not Enough: The Relationship between Social Identity and Championing | Shalei Simms, Rutgers U.
- → The Time Bomb in Japanese Corporations: Gender Differences in Refining Tacit Knowledge | **Denise Luethge**. U. of Michigan, Flint; Philippe Byosiere, Doshisha U.

1000 (Paper Session) - (GDO) Addressing Disadvantage

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - GDO 2 Presented on panels 27-30

- Effects of Race and Anticipated Consequences on Attitudes toward Affirmative Action Plans | David A Kravitz. George Mason U.; Tiffany M. Bludau, George Mason U.
- Selection, Obedience, & Social Dominance Orientation: Complexities Of Pursuing a Diverse Workforce Aneika L Simmons, Texas A&M U., College Station; Mary Triana, Texas A&M U.; Wendy R Boswell, Texas A&M U.
- Undeserved Disadvantage: A Systemic Impediment for Organization Members without Privilege | Ashleigh Shelby Rosette, U. of Houston
- Framing Inequity Safely: The Motivated Denial of White Privilege | Brian Lowery, Stanford U.; Eric David Knowles, Stanford U.; Miguel M. Unzueta, Stanford U.

1001: (Paper Session) - (GDO) Stigmas and Invisible Identities

Georgia; Robert Donn Gatewood, U. of Georgia

10:30am - 11:50am Hilton Hawaiian Village: Sea Pearl Suite 1-2 Chair: Gary C McMahan, U. of Texas, Arlington Discussant: Vikki Natasha Wilkins, Jackson State U. Disclosure Disconnects: Disclosing Invisible Stigmas Across Life Domains | Belle Rose Ragins, U. of Wisconsin, Milwaukee ₱Stigmatization Within Organizations: Why It Occurs, How It Develops, and What Results | Christine Marie Riordan, U. of

- Factors Affecting the Hiring of Homosexuals: The Applicant and the Job Characteristics | Maw-Der Foo, National U. of Singapore; Angeline Lim, National U. of Singapore; Young Rok **Choi**, Singapore Management U.
- Sexual Orientation and the Workplace: The Antecedents and Consequences of Coming Out at Work | Martin M Kamen, London School of Economics

1002 ■JS: (GDO, CMS) Feminist Theorising: New Vision of Gender For the 21st Century or Passing Fad of the 20th?

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 1

Organizer: Roy Stager Jacques, Auckland U. of Technology

Chair: Albert J. Mills. St. Marv's U.

Presenters: Karen Lee Ashcraft, U. of Utah; Emma Bell, Queen Mary U. of London; Kristina A. Bourne, U. of Massachusetts, Amherst; Jeanie M. Forray, Western New England College; **Deborah Jones**, Victoria U. of Wellington; **Ronit Kark**, Bar Ilan U.; Deborah M Kolb, Simmons School of Management; Martin Kornberger, U. of Technology, Sydney; Linda L. Putnam, Texas A&M U.; Anne Elizabeth Ross-Smith, U. of Technology, Sydney; Robert Sardy, Alliant International U.; Scott Taylor, U. of Birmingham

1003 **○ •**: (HCM) Human Capital Development in **Technically Complex Activities: Evidence from Health**

10:30am - 11:50am Sheraton Waikiki Beach: Hilo Room Organizer: Robert S. Huckman, Harvard U. Presenter: Dov Rothman, Columbia U.

1004: (Paper Session) - (HCM) Is Information Technology A Cure For Our Health Care Problems? Challenges and **Opportunities**

10:30am - 11:50am Sheraton Waikiki Beach: Waianae Room Chair: Naresh Khatri, U. of Missouri, Columbia

- and Financial Performance | Darrell E. Burke, Florida State
- HR and IT Capabilities and Complementarities in Health Care Organizations | Naresh Khatri, U. of Missouri, Columbia; Lanis L Hicks, U. of Missouri, Columbia; Gordon D Brown, U. of Missouri, Columbia
- Mediation Affect Patient Care Teamwork | Nance L Goldstein, Brandeis U.
- Companizing Vision for IT Healthcare: Analysis of the Discourse Surrounding Electronic Health Records | Elizabeth Davidson, U. of Hawai'i, Manoa; John Lee Reardon, U. of Hawai'i, Manoa

1005 : (Paper Session) - (HR) Workforce Restructuring to Leverage Firm Performance

10:30am - 11:50am Hawaii Convention Center: Room 319B Chair: John C Dencker, U. of Illinois, Urbana-Champaign Action and Interest Alignment: Linking Employees and Organizational Strategies | Alexander Colvin, Pennsylvania State U.; Wendy R Boswell, Texas A&M U.

- Workforce Reductions and Firm Performance: Do Industry Conditions Moderate the Relationship? | James P Guthrie. U. of Kansas; Deepak K Datta, U. of Texas, Arlington; Yong-Yeon Ji, U. of Kansas
- → Integration and Assignment in HRM: The Effects of Geography and Time | Henrik Holt Larsen, Copenhagen Business School; Anna Patrizia Rogaczewska, Aalborg U.; Chris Brewster, Henley Management College
- ™Contingent Labor Strategies, HIHRS, and HR Outcomes for Full Time Employees: A Firm-Level Analysis | Sean Alexander Way, Chinese U. of Hong Kong; David P Lepak, Rutgers U.; Charles H Fay, Rutgers U., New Brunswick; James W. Thacker, U. of Windsor

1006: (Paper Session) - (HR) **Employee Career Development and Training**

10:30am - 11:50am Hawaii Convention Center: Room 323B Chair: Niti Pandey, U. of Illinois, Urbana-Champaign ™Mentors' Motivations at Work as Predictors of Proteges' Experiences in a Formal Mentoring Program | Melenie J. Lankau, U. of Georgia; Robert R Hirschfeld, U. of Georgia; Christopher H. Thomas, U. of Georgia

A Model of the Consequences of Training: Considering Unintended Outcomes | Steven Whiting, Indiana U., Bloomington

Winner of HR Division's Best Student Paper Award

→ On the Receiving End: An Exploratory Study of Managerial Selection in the United Kingdom | **Jon** Billsberry, Open U.

Employee Involvement In Skill Development: Exploration Of Additional Antecedents And Outcomes | Todd J. Maurer, Georgia State U.: Michael Lippstreu. Georgia Institute of Technology

1007 : (Paper Session) - (IM) How National Institutions Affect MNCs

10:30am - 11:50am Hawaii Convention Center: Room 304A

Chair: Nicholas Athanassiou. Northeastern U.

Discussant: Lorraine Eden, Texas A&M U.

- → Institution Support and Foreign Entry Strategy: US Firms Entering the Eurasian Transition Economies | Jun Xia, Texas Tech U.; Kimberly B. Boal, Texas Tech U. Finalist--Doug Nigh Award
- → Ownership Strategies and Subsidiary Performance: Impact of Institutions and Experience | Ajai Singh Gaur, National U. of Singapore; Jane Lu, Singapore Management U.
- Bulnstitutional Environment Relatedness and FDI Failures in the Brazilian Telecommunications Industry | Susan Perkins-Rodriguez, New York U.
- Institutional Environment and Survival of Overseas Subsidiaries | Charles Dhanaraj, Indiana U., Bloomington; Paul Beamish, U. of Western Ontario

1008: (Paper Session) - (IM) Internationalization of the Firm & Performance

10:30am - 11:50am Hawaii Convention Center: Room 305A

Chair: Paul M Vaaler, Tufts U.

Discussant: Bernard M. Wolf, York U., Toronto

- → Multinationality and Cost Efficiency: The Case of U.S. Manufacturing Firms | Lei Li, U. of Portland
- → Internationalization and Performance: Exploring the Role of Organizational Structure | Fabienne Fortanier, U. of Amsterdam; Alan Muller, Erasmus U.
- Internationalization and Performance: The S-curve Hypothesis and Product Diversity Effect | Chin-Chun Hsu, U. of Nevada, Las Vegas
- ₽→Investor Response to FDI Risk: The Effects of Direct and Indirect Experience of MNCs | Anthony Goerzen, U. of Victoria; **Stephen Sapp**, U. of Western Ontario Finalist--Doug Nigh Award

1009: (Paper Session) - (IM) Expatriates and Knowledge Flows in MNCs

10:30am - 11:50am Hawaii Convention Center: Room 305B Chair: Naomi A Gardberg, Baruch College, CUNY Discussant: Tatiana Kostova, U. of South Carolina

- → MNE Tacit Knowledge and IJV Performance: When Do Expatriates Make a Difference? | Dev K. Dutta, U. of Western Ontario; Paul Beamish, U. of Western Ontario
- → Expatriate Managers and Corporate-Level International Strategy | Brian Connelly, Texas A&M U.; Angelo DeNisi, Texas A&M U.
- ₽→ Cosmopolitans and Locals: Knowledge Gathering and Project Quality in Transnational Teams | Martine Haas, Cornell U.

Expatriate Capabilities, Knowledge Transfer, and Foreign Direct Investment Performance | Hyondong Kim, Ohio State

1010 : (Paper Session) - (IM) Global and Regional Strategy 10:30am - 11:50am Hawaii Convention Center: Room 316B Chair: Arvind Bhambri. U. of Southern California Discussant: Srilata Zaheer, U. of Minnesota

- → The Firm-Specific Advantages, Performance, and Intra-Regional Sales of Multinational Enterprises | Alan M Rugman, Indiana U.
- ₽Rivalry Deterrence in Global Markets: Contingencies Governing the Mutual Forbearance Hypothesis | Tieving Yu. Boston College; Mohan Subramaniam, Boston College Finalist--IMD Best Paper

Finalist--Doug Nigh Award

- → Performance Relationships within the I-R Framework: Computer Products and Household Goods Industries | Torben Juul Andersen, Copenhagen Business School: Maheshkumar P Joshi, George Mason U.
- → Embedding the Multinational Enterprise | Raymond Loveridge, Oxford U.

1011 ⊕→ SHCS: (IM, OB, HR) Management of **Sociocultural Integration in Mergers and Acquisitions:** Learning from Experience

10:30am - 11:50am Hawaii Convention Center: Room 316A

Chairs: Guenter Stahl, INSEAD; Chei Hwee Chua, U. of South

- Creating a New Identity and High-Performance Culture at Novartis: The Role of Leadership and HRM | Chei Hwee Chua, U. of South Carolina; Guenter Stahl, INSEAD
- DaimlerChrysler: A Case Study of a Cross-Border Merger Torsten M. Kuehlmann, U. of Bayreuth; Peter J Dowling, U. of Canberra
- Importance of the Agreement Formation Process in Partnering with the Unfamiliar: Renault and Nissan I Harry Korine. London Business School; Kazuhiro Asakawa, Keio U.; Pierre-Yves Gomez. EM Lvon
- The CNH Global Case: Building Social Capabilities to Win in Cross-Border Acquisitions, JVs and Alli | Piero Morosini, **ESMT**
- Managing Human Resources to Capture Capabilities in High-Technology Acquisitions: The Case of Cisco | Saikat Chaudhuri. U. of Pennsylvania

Participants: Chei Hwee Chua, U. of South Carolina; Guenter Stahl, INSEAD; Torsten M. Kuehlmann, U. of Bayreuth; Peter J **Dowling**. U. of Canberra: Harry Korine. London Business School: Kazuhiro Asakawa, Keio U.; Pierre-Yves Gomez, EM Lyon; Piero Morosini, ESMT; Saikat Chaudhuri, U. of Pennsylvania

1012: (Paper Session) - (IP) Learning in Alternative Settings 10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: David A Lamond, U. of Western Sydney MOC: Conventional Artifacts in the Digital Era | Gianni G Lorenzoni, U. of Bologna; Alessandro Narduzzo, Free U.

Bozen-Bolzano

- CM: An Exploration-Exploitation Model of Negotiation | Laurie R. Weingart, Carnegie Mellon U.; Michael Joseph Prietula, Emory U.
- OB: An Empirical Examination of Thriving at Work | Marlys K. Christianson, U. of Michigan, Ann Arbor; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Kathleen M. Sutcliffe, U. of Michigan, Ann Arbor; Adam Michael Grant, U. of Michigan, Ann Arbor
- → IM: A Longitudinal Examination of Goal Setting and Learning Orientation in Cross-Cultural Adjustment | Yaping Gong, Hong Kong U. of Science and Technology; Song Chang, Hong Kong U. of Science and Technology

1013: (Paper Session) - (IP) Longitudinal Perspectives on Organization Change

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A2 Facilitator: **Timothy Huerta**, U. of British Columbia

- OCIS: Compensation and Career Paths of IT Professionals: A Sequence and Longitudinal Economic Analysis | Damien Joseph, Nanyang Technological U.; Soon Ang, Nanyang Business School; Sandra Slaughter, Carnegie Mellon U.
- **OMT:** Rationality and Institutionalized Expectations: The Development of an Organizational Set of Rules | **Nikolaus Beck**, Erfurt U.
- **OMT:** Performance Sampling and Bimodal Duration Dependence | **Jerker C. Denrell**, Stanford U.; **Zur Shapira**, New York U.
- ■OMT: In Search of Fit: A Longitudinal Study on the Hollywood Film-making Industry, 1992-2003 | Gino Cattani, New York U.; Simone Ferriani, Bologna U.; Charles Baden-Fuller, City U.

1014: (Paper Session) - (IP) Managerial Perspectives on China

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A3 *Facilitator:* **Ayesha Malhotra**, St. Louis U.

- OMT: Imitation or Distinction? Strategic Responses to Social Reference Groups | Freek Vermeulen, London Business School; Tiemin Wang, London Business School
- → IM: Governance Mechanisms, Managerial Characteristics and Performance: Evidence from China | Yuan Li, Xian Jiaotong U.
- → TIM: Latecomer Strategies: Leveraging and Learning by China's Handset Makers | Wei Xie, Tsinghua U.; Steven White, INSEAD
- → IM: A Cross-Cultural Comparison of Ethical Business Practices: Canada and the People's Republic of China | Paul Dunn, Brock U.; Anamitra Shome, Brock U.

1015: (Paper Session) - (IP) Managing Networks and Alliances

10:30am - 11:50am Hilton Hawaiian Village: Tapa 1 - Table A4 *Facilitator:* **Barbara Carlin**, U. of Houston

ENT: Entrepreneurial Firms in Search of Established Partners: Review and Recommendations | T.K. Das, City U. of New York, Baruch College; Irene Y. He, City U. of New York, Baruch College

- **BPS:** Dynamics of Inter-Firm Networks. | **Maurits de Klepper**, Free U.; **Peter Groenewegen**, Free U.; **Gerhard Van de Bunt**, Free U.
- BPS: From Firm Strategy To Alliance Purpose: Does Strategy-Purpose Fit Matter? | Noushi Rahman, Pace U.; Helaine J Korn, Baruch College, CUNY
- **BPS:** Acquiring Social Capital | **Michelle A. Rogan**, London Business School; **Bjorn Lovas**, London Business School
- HR: The Impact of Structure, Practices and Processes on the Network Ties at Nokia | Lynda Gratton, London Business School

1016: (Paper Session) - (IP) Managing Alliances 10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B1 Facilitator: Jan Schapper, Monash U.

- → IM: Control and Trust as Organizing Principles of International Joint Ventures | Jonas Puck, U. of Erlangen, Nuremberg; Alexander Toni Mohr, Bradford U.
- → IM: The Compatriot Syndication Effect: Exercising Call Options in International Joint Ventures | Akie Iriyama, U. of Pittsburgh; Ravindranath Madhavan, U. of Pittsburgh; John E Prescott, U. of Pittsburgh
- OMT: Firms' Reactions to Evaluation of Inter-firm
 Relationships: The Impact of Efficiency and Fairness |
 Melanie Schreiner, U. of St. Gallen
- OMT: Ambidexterity in Strategic Alliance Formations: Empirical Investigation and Computer Simulation | Zhiang "John" Lin, U. of Texas, Dallas; Haibin Yang, U. of Texas, Dallas

1017: (Paper Session) - (IP) Organizational and Employee Reactions to Change

10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B2 Facilitator: Anat Lechner, New York U.

- → ODC: Empowerment Catalyst for or Impediment to Managing Transformational Change? An Explorative Study | Diether Gebert, Berlin Technical U.
- MOC: Organizational Identification in Times of Radical Organizational Change: A Theoretical Framework | Valter Moreno, IBMEC, Rio de Janeiro; Flavia Cavazotte, IBMEC, Rio de Janeiro

1018: (Paper Session) - (IP) Managing Organization Change 10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B3 Facilitator: Mary Lou Kotecki, Deere & Company

- HCM: The Effect of Exploration, Exploitation, and Process on Healthcare Organizational Change | Stephen L Walston, U. of Oklahoma Health Sciences Center; Ann F. Chou, NCQA
- CODC: Using Conceptual Frameworks to Inform Organisational Change Practice | Faye Charlotte Lambert, St. Michael's

- → IM: Calling all Cross-Cultural Enthusiasts: In Search of a Cultural Dimension for Change | Eric Lamm, Boston College
- 1019: (Paper Session) (IP) Managing the Value Chain 10:30am - 11:50am Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Murat Kristal, York U.
- **ODC:** Selecting Global Suppliers: Supplier Selection Decision Models and Strategic Intent | Daewoo Park, Xavier U.; Hema A Krishnan, Xavier U.
- □ → IM: Playing Football in a Soccer Field: Value Chain Structures, Modularity and Foreign Expansion | Michael G Jacobides, London Business School
- **ONE:** Middle Managers and the Environment: The Perspective of the Purchasing and Supply Function | Lutz Preuss, Royal Holloway College, U. of London
- **■OMT**: Professional Distance: Managing Client Relations in Knowledge-Based Service Organizations | Peter Mills, U. of Oregon; Michele L. Swift, U. of Colorado, Boulder
- **OM**: The Impact of Supply Chain Integration on Supply Chain Performance in China | Xiande Zhao, Chinese U. of Hong Kong; Winter Nie, Thunderbird, The Garvin School of International Management; Baofeng Huo, Chinese U. of Hong Kong; Jeff Hoi Yan Yeung, Chinese U. of Hong Kong

1020 : (Paper Session) - (IP) Networks and Knowledge Sharing

10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: Melissa S Cardon, Case Western Reserve U./ Pace U.

- **MOC:** How Networks of Practice and Organizational Identification Affect Inter-Group Knowledge Transfer Fabiola Bertolotti, U. of Modena and Reggio Emilia; Elisa Mattarelli, U. of Modena and Reggio Emilia; Maria Rita Tagliaventi, Bologna U.
- **HCM**: The Challenge of Knowledge Transfer in a Public Hospital | Peter Carswell, UNITEC New Zealand
- HR: Who You Know vs. What You Know: The Impact of Social Position and Knowledge on Team Performance | Michael J. Ashworth, Carnegie Mellon U.; Kathleen M. Carley, Carnegie
- ■HR: Knowledge Networks and Extended Internal Labour Markets: the Case of R&D Scientists | Alice Lam, Brunel U.
- 1021: (Paper Session) (IP) New Perspectives on Careers 10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C2 Facilitator: Peter A. Heslin, Southern Methodist U.
- OCIS: Did I Make All the Right Choices?: The Long Road to being an IS Professional | Michael T.K. Tan, National U. of Singapore: Hung-Pheng Tan, National U. of Singapore
- CAR: The Pleasure and Pain of Social Comparisons: The Effects of Social Comparisons on Managerial Careers Kimberly Eddleston, Northeastern U.
- **CAR:** Customized Careers | **P. Monique Valcour**, Boston College; Lotte Bailyn, Massachusetts Institute of Technology; Maria Alejandra Quijada, Massachusetts Institute of Technology
- → CAR: The Career Capital of Managers with Global Careers | Vesa Suutari, U. of Vaasa; Kristiina Makela, Helsinki School of **Economics**

- 1022: (Paper Session) (IP) New Ventures
- 10:30am 11:50am Hilton Hawaiian Village: Tapa 3 Table C3

Facilitator: Benson Honig, Wilfrid Laurier U.

- ENT: The Role of Relatedness: A Dynamic Model for Venturing | Steven Walter Bradley, Indiana U., Bloomington: Kimberly M Green, Indiana U., Bloomington
- **ENT**: Key Customers as Strategic Partners A Source of Competitive Advantage for Software New Ventures? Philipp Tuertscher, U. of St. Gallen
- **ENT**: The Effects of Entrepreneurial Human and Social Capital on the Survival of New Ventures | Ronit Yitshaki-Hagai, Bar llan U.; Susanna Khavul, London Business School
- ENT: Exploring Entrepreneurs' Attributions to Intuition as a Basis for the Venture Founding Decision | Brian D. Blume, Indiana U., Bloomington; Jeff Covin, Indiana U.
- 1023 : (Paper Session) (IP) New Ideas about Leadership 10:30am - 11:50am Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: Jacqueline N Hood, U. of New Mexico
- **HR**: Upwards Bullying: A theoretical analysis and findings from an interview study. | Sara Branch, Griffith U.; Sheryl Ramsay, Griffith U.; Michelle Barker, Griffith U.; Michael Sheehan, U. of Glamorgan
- **OB**: Doing Nothing as a Managerial Behavior: Development of Leader Omission and Extinction Scales | Timothy Hinkin, Cornell U.
- **OMT**: How Misfits Between Climate And Leadership Style Affect Performance | Dorthe Dojbak Haakonson, U. of Southern Denmark; Jorgen Lauridsen, U. of Southern Denmark; Richard M Burton, Duke U.; Borge Obel, Aarhus Business School
- **©CM**: Leaders as Internal Liaisons: Managing Groups that Include a Prima Donna | John M Oesch, U. of Toronto; Keith Murnighan, Northwestern U.; Rosemary Hannam, J.L. Rotman School of Management
- **②→ C:** Being Human: The Real Challenge for the 21st Century | Amanda Jane Martin, Leading Innovation Pty, Ltd.; Denise Ann Hagan, Queensland Public Service; Bernadette Anne Rutyna, Organisational Development Options; Raelea Stewart. -

1024 ©: (Paper Session) - (MC) Management Consulting and New Ways of Thinking About Change

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MC Presented on panels 37-40

- Management Consulting Interventions as Integrated Trianing Action for Intermediate Staff | Marc Bonnet, ISEOR, U. of Lyon
- Flows of Knowledge | Anne Bang, Copenhagen U. Winner of the Bentley College/HEC Outstanding Student Paper Award
- **□** → **□** Globalization, Homogeneity, and the Crisis of Change Management. | Tojo Thatchenkery, George Mason U.; Gopakumar MG, Tata Management Training Centre
- Innovation in Praxis | Per Kirkebak, Østfold U. College; Torbjoern Korsvold, Østfold Research Foundation

1025 ⊕JS: (MC, ODC) Appreciative Inquiry: A 21st Century Approach to Building Teams

10:30am - 11:50am Hawaii Convention Center: Room 314 Organizer: **Jeffery J. VanderWielen**, ZGroup, Inc.

Appreciative Inquiry & Teams |

Enter Title for this Symposium Presentation. |

Participants: Tracey Carsten Roll, Ph.D., T'NT Consulting Group;

Diana Whitney, Corporation for Positive Change

1026 (Paper Session) - (MED) **Multiple Modes of Managerial Learning**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MED Presented on panels 4-10

- Toward Learning & Knowledge Creation as a 21st C Vision: Operationalizing the Social Learning Cycle | Velma Lee, U. of Birmingham & Oregon
- Organizational Commitment Among Business School Faculty | JR Smith, Jackson State U.; Kristena Payne Gaylor, Belhaven College; Alisa Mosley, Jackson State U.
- ☐ Capture Learning Styles and the Acquisition of Managerial Tacit Knowledge | Steven Armstrong, U. of Hull; Anis Mahmud, U. of Hull
- Shared Leadership in a Learning Community | Sonya Brewster, Oklahoma State U.; Tim O Peterson, Oklahoma State U.; Martha L. Loudder, Texas A&M U.
- Measuring the Progress of Leaders as They Transition into New Roles | Steven M Rumery, Leadership Research Institute; Cathleen Swody, U. of Connecticut
- Service and Lifelong Learning in Organizations: A Conceptual overview of methods and application | Mark Okechukwu Ajuogu, Fed U. of Tech Owerri (FUTO); Gladys Chinyere Ajuogu, Federal Girls College, Owerri, Nigeria; Hezekiah Orji, U. of Phoenix Online
- Rethinking Organizational Learning: New Insights from Managerial Learning Practices | Elena P Antonacopoulou, U. of Liverpool

1027 □ : (Paper Session) - (MED) Research in the Teaching of Organizational Behavior

10:30am - 11:50am Hilton Hawaiian Village: Sea Pearl Suite 3-4 Chair: Matthew Donald Lynall, U. of Western Ontario

- The Economics and Challenges of Quality Undergraduate Organizational Behavior Education | Paige Wolf, George Mason U.; Alison S O'Brien, George Mason U.; Zachary Horn, George Mason U.; Laura Wheeler Poms, George Mason U.; Tiffany M. Bludau, George Mason U.; Michael Camburn, George Mason U.
- Guess Who You Are?: An Exercise for Teaching Personality | Marc H Anderson, U. of Waikato
- ☐ Teaching Work Motivation Theories: An Illustration of Why So Many Theories Are Needed | Marc H Anderson, U. of Waikato
- Enhancing Oral Communication Confidence, Skills, and Performance: An Experiment of Service-Learning | Brian McNatt, Old Dominion U.; Thomas Ng, U. of Georgia

1028 □: (Paper Session) - (MED) **Online Management** Education

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 2

Chair: J Goosby Smith, Pepperdine U.

- The Effect of Instructional Delivery Method on Student Achievement | Terrell G Manyak, Nova Southeastern U.; Bahaudin Mujtaba, Nova Southeastern U.
- ▶□A Confirmatory Study of "Teaching Presence" in Online MBA Courses | J. B. Arbaugh, U. of Wisconsin, Oshkosh; Alvin Hwang, Pace U.
- Professor And Student Roles In The Discussion-Based Online Classroom: Literature and Experience | Gregory R. Berry, Utah Valley State College
- □ Learning in e-Groups: The Shift from Groupware to Training Management Portals | L. Roger Yin, U. of Wisconsin, Whitewater; H. Nancy Lien, National Hualien Teachers College; Jon M Werner, U. of Wisconsin, Whitewater

1029 ŵ→ : (Paper Session) - (MH) History of Management Practice

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MH Presented on panels 1-3

- → Westernization behind the Curtain: The Expansion of Management Consulting in Estonia: 1960-2000 | Antti Ainamo, Helsinki School of Economics; Jaak Leimann, Tallinn Technical U.; Janne Tienari, Lappeenranta U. of Technology
- Viewing Work Historically through Art: Incorporating the Visual Arts into Organizational Studies | Elizabeth M Doherty, St. Joseph's U.

1030 →: (Paper Session) - (MH) International Dimensions of Management History

10:30am - 11:50am Sheraton Waikiki Beach: Kohala/Kona Room

Chair: Franz T Lohrke, U. of Alabama

Discussants: Chester S Spell, Rutgers U., Camden; Edward F Murphy Jr, Embry Riddle Aeronautical U.; Beverly J. Jones, Kettering U.; Sharon Topping, U. of Southern Mississippi

- Partick J. Murphy, DePaul U.; Jianwen Liao, Northeastern Illinois U.; Harold P. Welsch, DePaul U.
- Early Stages of São Paulo Brazil Industrialization Process in the First Half of the 20th Century | Isabela Baleeiro Curado, FGV-EAESP
- Managing Knowledge Work Medieval-Style: The Monks of the Early Medieval Irish Celtic Church. | Paul McGrath, U. College Dublin
- ➡A Historical Analysis of Ancient Chinese Negotiators Strategies | Hun-Joon Park, Yon Sei U.; Changdao Jin, -; Si Ahn Mehng, Yon Sei U.

1031 : (MOC) MOC Best Student Papers

10:30am - 11:50am Hawaii Convention Center: Room 317A

This session brings together the highest ranked student-authored papers in MOC. George Huber, this year's MOC Scholar, will serve as discussant.

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

- Organizational Identity Change: An Alliance Between Organizational Identity and Identification | Mirdita N. Elstak, Erasmus U.; Cees B.M. Van Riel, Erasmus U.
- How is Knowledge Present in Action? Exploring Three Knowledge Distinctions | Carlos Rodriguez Lluesma, Stanford U.; Diane E Bailey, Stanford U.
- Effects of Information Sharing on Belief Similarity and Performance in Teams | **Ece Tuncel**, U. of Illinois, Urbana-Champaign
- Managing Learning Climate as a Social Moderator of Techno-Structural Knowledge Management | Isabel M. Prieto, Valladolid U.; Elena Revilla, Instituto de Empresa

1032 (Paper Session) - (MSR) **Religious Aspects of Workplace Spirituality**

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - MSR Presented on panels 31-36

- Correlates of the Protestant Ethic of Hard Work: Results from a Diverse Ethno-Religious Sample | Gangaram Singh, San Diego State U.; Jai Ghorpade, San Diego State U.; Jim Lackritz, San Diego State U.
- Workplace Religious Expression, Religiosity and Job Satisfaction: Clarifying a Relationship | James Edward King, Samford U.
- Religious Denominations and Work Outcomes: A Focus on Buddhism, Christianity, Hinduism and Islam | K. Praveen Parboteeah, U. of Wisconsin, Whitewater; Yongsun Paik, Loyola Marymount U.; John B Cullen, Washington State U.
- Religion and Attitudes Toward Diversity: A Potential Workplace Conflict? | Judy Perkins Strauss, California State U., Long Beach; Olukemi O Sawyerr, California Polytechnic State U., Pomona
- Religion: A Multifacted Influence on Entrepreneurial Behavior | Alexa A Perryman, Florida State U.; Steven A Williamson, U. of North Florida

1033: (MSR) Social and Cultural Aspects of Workplace Spirituality

10:30am - 11:50am Sheraton Waikiki Beach: Puna Room

Chair: Elizabeth Douthitt, Stanford U.

Discussant: Thomas A Bausch, Marquette U.

- Zhuangzi's Exemplars of Spiritual Attainment: Artisans and Entreprenueurs | Alex Stewart, Marquette U.; Gregory N. P. Konz, Marquette U.
- Linking Spirituality to Workplace Performance: A Qualitatitive Study of the Brazilian Candomble | Angela Miles, North Carolina A&T State U.; Sally Sledge, Christopher Newport U.; Samuel Coppage, Old Dominion U.
- Belief Systems and Core Values in Emergent Management Styles in Africa and the Middle World | **David Thomas Weir**, Ceram Sophia Antipolis; **Mzamo P Mangaliso**, U. of Massachusetts, Amherst

Social Capital and Entrepreneurial Activity in Faith-based Communities: A Conceptual Model | **Joel Ryman**, East Tennessee State U.

1034 ③: (Paper Session) - (OB) Entrepreneurs, Boards, Stakeholders, and Firm Peformance

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - OB *Presented on panels 48-52*

- The Role of Goal Orientation in the Relationship Between Venture Capitalists and Entrepreneurs | Frits Wijbenga, U. of Durham
- Independent or Indifferent: Predicting Board Behavior When the Spotlight Falls on Them | Sayan Chatterjee, Case Western Reserve U.
- Empowerment and Performance in Mature Fast-Growth Entrepreneurial Firms | Joana L. Young, Baylor U.; Nancy Upton, Baylor U.
- The Companies We Keep: A New Vision of Shareholder-Firm Relations in the 21st Century | Brooke Harrington, Brown U.
- Stakeholder Management: The Effects of Resource Dependency on Trust and Control Strategies | Chee-Wee Tan, U. of British Columbia; Eric Tze Kuan Lim, National U. of Singapore

1035 : (Paper Session) - (OB) Emotion in the Workplace

10:30am - 11:50am Hawaii Convention Center: Room 325A

Chair: Anne Pisarski, U. of Queensland Discussant: J. Duane Hoover, Texas Tech U.

A Study of Emotion and Exchange in Team Member Relationships | Herman Tse, U. of Queensland; Marie Dasborough, U. of Queensland/Oklahoma State U.

- Towards a Dynamic Model of Collective Emotion Emergence in Work Groups | Frank Heiko Walter, U. of St. Gallen
- Alleviating Toxic Emotions: The Role of High Self-Monitoring and High Positive Affectivity Managers | **Ginka Toegel**, London School of Economics
- Emotional Fit in the Workplace: Its Psychological and Behavioral Outcomes | Hakan Ozcelik, California State U., Sacramento

Presenters: Herman Tse, U. of Queensland; Frank Heiko Walter, U. of St. Gallen; Ginka Toegel, London School of Economics; Hakan Ozcelik, California State U., Sacramento

1036 : (Paper Session) - (OB) Work Stress: The Influence of Justice, Abusive Supervision and Cyberloafing

10:30am - 11:50am Hawaii Convention Center: Room 327

Chair: Daniel C Ganster, U. of Arkansas

Discussant: Lois Tetrick, George Mason U.

- PaAttenuating Insomniac Reactions to Underpayment Inequity with Interactional Justice Training | **Jerald Greenberg**, Ohio State U.
- Flight from Unfairness: Longitudinal Effects of Injustice on Emotional Exhaustion and Withdrawal | Larry W. Howard, Middle Tennessee State U.; Cynthia Cordes, U. of Miami
- Abusive Supervision, Subordinate Alcohol Use, and Drinking Attributions: Performance Implications | Jolene L

Skinner, Northern Illinois U.; Jenny M. Hoobler, U. of Illinois, Chicago

Cyberloafing as a Coping Method: Relationship Between Work Stressors, Sanctions, and Cyberloafing | Chris A. Henle, U. of North Carolina, Charlotte; Anita Blanchard, U. of North Carolina, Charlotte

Presenters: Larry W. Howard, Middle Tennessee State U.; Jenny M. Hoobler, U. of Illinois, Chicago; Chris A. Henle, U. of North Carolina, Charlotte; Jerald Greenberg, Ohio State U.

1037: (Paper Session) - (OB) New Developments in Personality Research

10:30am - 11:50am Hawaii Convention Center: Room 328

Chair: Jennifer A Martin, York College of Pennsylvania Discussant: Tjai M. Nielsen, George Washington U.

The Big Five and Executive Success Factors: Moderating Effects of Derailing Traits. | Douglas J. Brown, U. of Waterloo; Chet Robie, Wilfrid Laurier U.; Paul Bly, Personnel Decisions International

- Direct and Moderated Effects of Emotional Intelligence on GPA and Assessment Center Task Performance | Joseph Charles Rode, Miami U., Ohio; Christine H Mooney, Indiana U.; Marne Lynn Arthaud-Day, Indiana U., Bloomington; Janet P Near, Indiana U.; Timothy Baldwin, Indiana U., Bloomington; William H Bommer, Cleveland State U.
- Leveraging Managers' Dispositions: Proactive Personality, Employee Outcomes and Access to Resources | Jeanne K.J. Enders, Portland State U.

The Effects of Employee Proactivity on Adjustment to Work and Interpersonal Relationship | **Tae-Yeol Kim**, City U. of Hong Kong; **Sang-Pyo Kim**, Jinju National U.

Presenters: Douglas J. Brown, U. of Waterloo; Joseph Charles Rode, Miami U., Ohio; Jeanne K.J. Enders, Portland State U.; Tae-Yeol Kim, City U. of Hong Kong

1038 JS: (OB, HR) New Directions in Workplace Aggression Research

10:30am - 11:50am Hawaii Convention Center: Room 323C

Chair: Kathryne Dupre, Memorial U. of Newfoundland
The Workplace Aggression Questionnaire: Construct
Validation of a Measure of Exposure to Aggression | Aaron
CH Schat, McMaster U.; Serge Desmarais, U. of Guelph; Kevin
Kelloway, St. Mary's U.

The Specificity of Predictors of Types II and III Workplace Aggression | Michelle Inness, Queen's U.; Manon Mireille LeBlanc, Queen's U.

Personal and Situational Predictors of Aggression: A Within-Person Analysis | Kathryne Dupre, Memorial U. of Newfoundland; Julian Barling, Queen's U.; Nick Turner, Queen's U.

Adding Insult to Injury: A Meta-Analysis on the Outcomes of Workplace Aggression | Sandy Hershcovis, Queen's U.

New Directions in Aggression Research: Assessing the Business Costs of Intimate Partner Violence | Carol Reeves, U. of Arkansas; Collette M. Arens Bates, U. of Arkansas; Emily Lean, U. of Arkansas Presenters: Aaron CH Schat, McMaster U.; Carol Reeves, U. of Arkansas; Michelle Inness, Queen's U.; Sandy Hershcovis, Queen's U.; Kathryne Dupre, Memorial U. of Newfoundland Participants: Serge Desmarais, U. of Guelph; Julian Barling, Queen's U.; Nick Turner, Queen's U.; Manon Mireille LeBlanc, Queen's U.; Emily Lean, U. of Arkansas; Collette M. Arens Bates, U. of Arkansas; Kevin Kelloway, St. Mary's U.

1039 ■JS: (OB, IM, TIM) Team Innovation: Effects of Leadership, Team Composition, Structure, and Processes

10:30am - 11:50am Hawaii Convention Center: Room 324

Organizers: Miriam Erez, Technion; Cynthia Lee, Northeastern U. Discussant: Gerben S. Van Der Vegt, Groningen U.

Same Leadership & Team Characteristics, Yet Different
Effects on Innovation in R&D vs. Manufacturing | Vered
Segal, Technion-Israel Institute of Technology; Miriam Erez,
Technion; Eitan Naveh, Technion-Israel Institute of Technology;
Ella Miron, Technion; Michael Boazon, RAFAEL - Armament
Development Authority; Uzi Melamed, RAFAEL - Armament
Development Authority; Nissim Mamane, RAFAEL - Armament
Development Authority

The Impact of Transformational Leadership and Employee WorkEngagement on Team Innovation | Yair Berson, U. of Haifa; Amy Wrzesniewski, New York U.

Effects of Team Composition and Team Processes on the ConceptualDesign of New Products | Iris Arbel, Technion-Israel Institute of Technology; Miriam Erez, Technion; Menachem WEiss, Technion-Israel Institute of Technology; Ehud Kroll, ORT Braude College

Project Team Innovation: Effects of Team Composition and Processes | Patty C.P. Farh, U. of South Australia; Gerben S. Van Der Vegt, Groningen U.

Presenters: Vered Segal, Technion-Israel Institute of Technology; Eitan Naveh, Technion-Israel Institute of Technology; Ella Miron, Technion; Michael Boazon, RAFAEL - Armament Development Authority; Uzi Melamed, RAFAEL - Armament Development Authority; Nissim Mamane, RAFAEL - Armament Development Authority; Yair Berson, U. of Haifa; Amy Wrzesniewski, New York U.; Iris Arbel, Technion-Israel Institute of Technology; Menachem WEiss, Technion-Israel Institute of Technology; Ehud Kroll, ORT Braude College; Patty C.P. Farh, U. of South Australia

1040 : (Paper Session) - (OCIS) Virtual Communities and Virtual Work

10:30am - 11:50am Hawaii Convention Center: Room 317B Chair: Suzanne P Weisband, U. of Arizona

Discussant: Anita D Bhappu, Southern Methodist U.

■Face-to-Face Interactions in Self-Organizing Distributed Teams | Kevin Crowston, Syracuse U.; James Howison, Syracuse U.; Chengetai Masango, Syracuse U.; U. Yeliz Eseryel, Syracuse U.

Hacking Alone? The Effects of Online and Offline Participation on Open Source Community Leadership | Siobhan O'Mahony, Harvard U.; Fabrizio Ferraro, IESE Business School

■Time Discipline in Virtual Organisations: from Rigid to Virtual Disciplines | Heejin Lee, U. of Melbourne; Sangjo Oh, U. of Melbourne Unpacking the Social Environment and Consequences of Dispersed Work | Kevin W. Rockmann, George Mason U.

1041: (Paper Session) - (OCIS) Finding The Balance: Trust & Control

10:30am - 11:50am Hawaii Convention Center: Room 318A *Chair:* **Siew Kien Sia**, Nanyang Technological U.

Discussant: Katherine J. Stewart, U. of Maryland, College Park

- Pu—An Extended Model of IS Project Control | Cecil Eng Huang Chua, Nanyang Technological U.; Christina Soh, Nanyang Technological U.; Harminder Singh, Nanyang Technological U.
- ₱Understanding and Mitigating Uncertainty in Online Environments: A Longitudinal Analysis of Trust | Paul A. Pavlou, U. of California, Riverside; Huigang Liang, Florida Atlantic U.; Yajiong Xue, U. of Rhode Island

Runner up to OCIS Division Best Paper Award

- Privacy Trade-Off Factors in E-Commerce A Study of Italy and the United States | Tamara Dinev, Florida Atlantic U.; Massimo Bellotto, U. of Verona; Paul Hart, Florida Atlantic U.; Christian Colautti, IULM U.; Vincenzo Russo, IULM U.; Ilaria Serra. Florida Atlantic U.
- Privacy, Psychological Contract Breach and Attitudes Toward Knowledge-Based Marketing | **David Zweig**, U. of Toronto; **Pankaj Aggarwal**, U. of Toronto

1042: (ODC) Positively M.A.D.: The Role of Appreciative Intelligence and High Quality Connections

10:30am - 11:50am Hawaii Convention Center: Room 321B

Chair: Tojo Thatchenkery, George Mason U.

Presenters: Steve Piersanti, Berrett-Koehler; Philip H Mirvis,
Independent Consultant; Carol Metzker, Independent Consultant;

Emily Dunham Heaphy, U. of Michigan, Ann Arbor; Robert P

Gephart, U. of Alberta; David L Cooperrider, Case Western

Reserve U.; Frank J Barrett, Naval Postgraduate School

1043 : (Paper Session) - (ODC) The Role of Time, Improvisation and Identity in Organizational Change

10:30am - 11:50am Hawaii Convention Center: Room 322B *Chair:* **Ronald E Purser**, San Francisco State U.

Discussant: Maria Vakola, Athens U. of Economics and Business

- ■Managing Change: Time for Change | Gerard F Farias, Fairleigh Dickinson U.
- Improvising within Management: Oxymoron, Paradox, or Legitimate Way of Achieving? | Stephen Leybourne, U. of Plymouth
- Change Now Because I Say So! Specialized Management Identity and Coercive Rapid Transformation | Leslie E. Sekerka, Naval Postgraduate School; Roxanne Zolin, Naval Postgraduate School; Cary Simon, Naval Postgraduate School

1044 : (Paper Session) - (OM) Strategic Issues in Operations

10:30am - 11:50am Hilton Hawaiian Village: South Pacific 3

Chair: Marta Sinclair, Griffith U.

The Effect of Manufacturing Proactivity on Environmental Proactivity: An Exploratory Analysis | Javier González-Benito, Salamanca U.; Oscar González-Benito, Salamanca U.
Competitive Priorities as Trade-Offs or Mutually Supportive: Can We Call the Question Yet? | Ravi Kathuria, Chapman U.

- Intrinsic Motivation in Lean Production? Contextual, Configurational, and Levels-of-Analysis Issues | Suzanne deTreville, U. de Lausanne; John Antonakis, HEC, U. of Lausanne
- Assessing Internal and External Alignment: A "Deep" Empirical Study | Steven Melnyk, Michigan State U.; Ken Boyer, Michigan State U.; Jinhui Wu, Michigan State U.

1045: (Paper Session) - (OMT) Power Corrupts: Authority and Resistance in Organizations

10:30am - 11:50am Hawaii Convention Center: Room 301A
 Chair: Kathleen Park, Massachusetts Institute of Technology
 Discussant: Kenneth Bettenhausen, U. of Colorado, Denver
 A Multidimensional Conceptualization of Organizational
 Corruption Control | Donald A. Lange, U. of Texas, Austin
 Too Good to Be True? Social Evaluations and the
 Sociopolitics of Corporate Illegality | Yuri Mishina, Michigan
 State U.; Bernadine D. Johnson, Michigan State U.; Emily S.
 Block, U. of Illinois, Urbana-Champaign

- Representational Predicaments in Hong Kong: Origins, Manifestations and Prognosis | Robin Stanley Snell, Lingnan U.; May M L Wong, Lingnan U.
- From Chaos to Tempered Radicalism: The Form and Content of Organizational Resistance | Michael B Elmes, Worcester Polytechnic Institute; Steven S Taylor, Worcester Polytechnic Institute

Winner of OMT Division Best Paper Award

1046 : (Paper Session) - (OMT) Who's in Charge Here? Accountability and Control in Organizations

10:30am - 11:50am Hawaii Convention Center: Room 302B Chair: **Robert W. Sosna**, Golden Gate U. Discussant: **Peer C. Fiss**, Queen's U., Canada

- ■Accountability of Agents: Beyond Incentives and Monitoring | Neal P Mero, U. of Central Florida; Rebecca Monette Guidice, U. of Nevada, Las Vegas
- ■Coming Forward: Institutional Influences on Voluntary Disclosure | Michael D. Pfarrer, U. of Maryland, College Park; Ken G. Smith, U. of Maryland; Dmitry Mikhail Khanin, U. of Maryland; Xiaomeng Zhang, U. of Maryland
- №The Impact of the Enron Accounting Scandal on Impressions of Managerial Control | Eric J. Neuman, U. of Michigan, Ann Arbor
- ■Managing the Control/Autonomy Dilemma: From Impossible Balance to Rhythmic Oscillation Dynamics | Catherine Thomas, -; Renata Kaminska-Labbe, -; Bill McKelvey, U. of California, Los Angeles

1047 ■JS: (OMT, BPS, TIM) Interdependence in Organizations, Circa 2005

10:30am - 11:50am Hawaii Convention Center: Room 302A Discussant: Andrew H. Van de Ven, U. of Minnesota Managing Coordination Networks in a Distributed R&D Unit | Jonathon N. Cummings, Massachusetts Institute of Technology Network Structure and Individual Effectiveness in a Global Securities Firm | Martin Gargiulo, INSEAD; Gokhan Ertug, INSEAD; Charles D. Galunic, INSEAD

Interdependence and Innovation: Management of Exploration and Exploitation at the Corporate Level | Adam M. Kleinbaum, Harvard U.; Michael L. Tushman, Harvard U. Inertia, Information and Interdependence: The Influence of

Coordination Structures on Firm Expansion | Charles Williams, U. of Illinois, Urbana-Champaign

Participants: Jonathon N. Cummings, Massachusetts Institute of Technology; Gokhan Ertug, INSEAD; Adam M. Kleinbaum, Harvard U.; Charles Williams, U. of Illinois, Urbana-Champaign

1048: (Paper Session) - (ONE) Business and Stakeholder Engagement: Conceptualization and Investigation 10:30am - 11:50am Sheraton Waikiki Beach: Kahuku Room

Chair: Dexter Dunphy, U. of Technology, Sydney

- Sustainable Organizational Innovation via Stakeholder Engagement | Sanjay Sharma, Wilfrid Laurier U.
- → Coke in Kerala: A Social Network Analysis | Sridevi Shivarajan, Temple U.; Terry Halbert, Temple U.
- → Business Networks and the Uptake of Sustainability Practices in Small and Medium-Sized Enterprises | Eva Marie Collins, U. of Waikato; Stewart Lawrence, U. of Waikato; Kathryn Pavlovich, U. of Waikato
- ₽ Firm Responses to Secondary Stakeholder Action | Chuck Eesily, Duke U.; Michael Lenox, Duke U.

1049 (Paper Session) - (PNP) Human Resources and Leadership in Public and Nonprofit Organizations

10:30am - 11:50am Hawaii Convention Center: Exhibit Hall III - PNP Presented on panels 61-68

Discussants: Robert C. Myrtle, U. of Southern California; Terrell G Manyak, Nova Southeastern U.; Emanuele Vendramini, Bocconi U.

- Individual and Organizational Factors Affecting Volunteers' Identification and Satisfaction | Robin Church, U. of Toronto; Kate Rowbotham, U. of Toronto; Janelle Enns, U. of Toronto
- Managing the Commons of Long-term Care:Measuring Successful Aging in Supportive Housing | R. Robertson Hilton, Case Western Reserve U.; Michel Avital, Case Western Reserve U.
- Conflict & Change in Nonprofit Organizational Identity & Culture Through Business Modes of Thought | Amy Klemm Verbos, U. of Wisconsin, Milwaukee
- The Influence of Top Executive Functional Experience on Nonprofit Organization Financial Performance | William J. Ritchie, Florida Gulf Coast U.; Karen Eastwood, Florida Gulf Coast U.
- The Leadership and Motivation effects in Public Agencies: The Empirical Study of Federal Employees | Sung Min Park, U. of Georgia

Sage Publications Best Conference Paper by a Public and NonProfit Division Doctoral Student

Why are age differences present in the work preferences of public employees? | Leonard Bright, U. of Louisville Understanding Political, Administrative, and Organizational Culture in Public Administration | Thomas Andrew Bryer, U. of Southern California

1050 ⊕→ •: (Paper Session) - (PNP) The Role of Values & Organizational Image in Public Sector Organizations

10:30am - 11:50am Sheraton Waikiki Beach: Waialua Room Chair: Christina Koennecke, Center on Philanthropy Discussant: John M Bryson, U. of Minnesota

- ■An Analysis of the Effectiveness of Public Service Award Schemes | Jean Hartley, Warwick U.; James Downe, Cardiff U.; Lyndsay Rashman, Warwick U.
- Organizational Image & Employee Identification: An Empirical Study Conducted in the Public Sector. | Julian Seymour Gould-Williams, Cardiff U.
- → Managing Employee Outcomes in Reformed Local Government | Andrew James Noblet, Deakin U.; John Hunter Mcwilliams, Deakin U.; Stephen T.T. Teo, U. of Technology, Sydney; John J. Rodwell, Macquarie U., Sydney
- Exploring Values Management and the Design and Implementation of a Personel System | Laurie E Paarlberg, San Francisco State U.; James L Perry, Indiana U./Purdue U.

1051: (Paper Session) - (RM) Multi-level Research 10:30am - 11:50am Hawaii Convention Center: Room 323A

Chair: Mark Griffin, Queensland U. of Technology Discussants: Anthony P. Ammeter, U. of Mississippi; Mark Gavin,

Oklahoma State U.

Paconceptual Framework and Statistical Procedures for Testing Multilevel Theories of Homology | Gilad Chen, Texas A&M U.; Paul Bliese, Walter Reed Army Institute of Research Winner of Sage Publications/RM Division Best Paper Award Pavariance of Means versus Mean of Variances: A Contrarian View on Operationalizing Group Dispersion | Hock-Peng Sin, Pennsylvania State U.; Daniel A. Newman, U. of Maryland

Group Size and Measure of Group-Level Properties: A
Different Perspective | Kyoungsu Kim, Chonnam National U.;
In Sook Kim, Yon Sei U.; Yong Hyun Cho, Chonnam National U.

The Use rwg as an Indicator of Interrater Agreement:
Problems, Practices, and Prescriptions | Troy Victor
Mumford, Utah State U.

1052 ♥→ ■: (Paper Session) - (SIM) Corporate Political Strategy in the 21st Century

10:30am - 11:50am Sheraton Waikiki Beach: Niihau Room

Chair: Virginia Gerde, Duquesne U.

Discussants: Victor Heller, U. of Texas, San Antonio; Gurneeta Vasudeva, George Washington U.

- Virtues of Politically Active Firms | Saku Mantere, Helsinki U. of Technology; Kalle Pajunen, Tampere U. of Technology; Juha-Antti Lamberg, Helsinki U. of Technology
- Constructing Corporate Social Responsibility: The Role of Industry Associations | **Anja Schaefer**, Open U., United Kingdom; **Finola Kerrigan**, King's College, U. of London

- ■Political Strategy, Access, And Influence: A Social Network Perspective | Jonathan P Doh. Villanova U.: Douglas A Schuler, Rice U.; Kathleen Rehbein, Marquette U.
- ■Integrating Corporate Social Performance and Political Strategy | Kathleen Rehbein, Marguette U.: Douglas A Schuler, Rice U.

1053 JS: (SIM, OMT) Law & Management: Towards an Understanding of the Intersection Between the Law and Management

10:30am - 11:50am Sheraton Waikiki Beach: Oahu Room Chair: Jeffrey B Kaufmann, Iowa State U.

Overview: What is Law and Management? | Jeffrey B Kaufmann, Iowa State U.

The Value of Managing the Legal Dimensions of Business: Legal Astuteness as a Competitive Advantage | Constance E. Bagley, Harvard Business School

Pay Secrecy/Confidentiality and the Law | Leonard Bierman, Texas A&M U.

Blunt Machetes in the Patent Thicket: 100 Years of Patent Pools and Antitrust Enforcement | Gavin Clarkson, U. of Michigan, Ann Arbor

1054 : (Paper Session) - (TIM) Radical Innovation

10:30am - 11:50am Hawaii Convention Center: Room 304B

Chair: Brian Wu, U. of Pennsylvania Discussant: Willow Sheremata, York U.

Screening vs Pyramiding: Efficient Identification of Leading-Edge Expertise | Reinhard Prügl, Vienna U. of Economics and **Business Administration**

The Impact of Leader Personality on New Product Teamwork and Performance: The Role of Uncertainty | Zvi H. Aronson, Stevens Institute of Technology; Richard R Reilly, Stevens Institute of Technology; Gary S. Lynn, Stevens Institute of Technology

™ Toward a Systematic Framework on Dominant Designs, Technological Innovations, & Industrial Change | Johann Peter Murmann, Northwestern U.; Koen Frenken, Utrecht U. Stephan Schrader Best Paper Award Finalist

The Effect of Interdivisional Knowledge Transfer on the Impact of Inventions | Douglas J. Miller, Tulane U.; Michael J. Fern, U. of North Carolina; Laura B. Cardinal, Tulane U.

1055 : (Paper Session) - (TIM) Creativity

10:30am - 11:50am Hawaii Convention Center: Room 307A Chair: Jim Fairbank, Pennsylvania State U., Erie

Discussant: Jennifer K. Whyte, Imperial College London

- ■The Structure of Serendipity | Mark de Rond, Cambridge U.; Raymond-Alain Thietart, Paris-Dauphine U.-Essec
- ■A Proper Lack of UnderstandingTowards a Theory of Creativity in Multidisciplinary Teams | Ben Dankbaar. Radboud U. Nijmegen; Geert Vissers, Radboud U. Nijmegen

Value Creation by Toolkits for User Innovation and Design: An Empirical Test | Martin Schreier, Wirtschafts U. Wien: Nikolaus Franke, Wirtschafts U. Wien

Generative Redundancy: Organizational Resilience as Innovation | Daniel Beunza Ibanez, Pompeu Fabra U.

1056 ⊕→ ■JS: (TIM, BPS, OM) Managing Distributed Innovation: Multiple Perspectives

10:30am - 11:50am Hawaii Convention Center: Room 306A Chair: Satish Nambisan, Rensselaer Polytechnic Institute Participants: Vish Krishnan, U. of Texas, Austin; Mohanbir Sawhney, Northwestern U.; Ralph Welborn, Unisys Corporation

Tuesday 12:00PM

1057: (AAA) Presidential Luncheon

12:00pm - 2:15pm Hilton Hawaiian Village: Coral Ballroom

President Denise M. Rousseau will address the Academy. Winners of the Distinguished Scholarly Contribution to Management Award. the Distinguished Service, Educator and Scholar Practitioner Awards, the George R. Terry Book Award, and the AOM Executive, Journal, Review, and Learning & Education 2005 Best Paper Awards will be announced by President-Elect Thomas G. Cumminas.

Distinguished Speaker: Denise M. Rousseau, Carnegie Mellon U. Chair: Thomas G. Cummings, U. of Southern California

Tuesday 2:15PM

1058: (AAA) Conference Exhibits

2:15pm - 5:00pm Hawaii Convention Center: Exhibit Hall III - Exhibits Organizer: George T Solomon, George Washington U.

1059 : (AAA) **Membership**

2:15pm - 5:00pm Hawaii Convention Center: HCC Lobby - Membership Stop by to meet members of the Membership Committee. Inquire about membership, update your information or sign up as an Academy volunteer.

Organizer: Regina Greenwood, Kettering U.

1060: (AAA) Conference Registration

2:15pm - 5:00pm Hawaii Convention Center: HCC Lobby - Registration On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor Registration

1061: (AAA) Placement Services

2:15pm - 4:00pm Hilton Hawaiian Village: Iolani Suite 1 Placement Services - Registration and Information Organizer: Scott C. Douglas, Binghamton U.

Tuesday 2:30PM

1062: (AAA) Membership Debriefing Meeting

2:30pm - 3:50pm Sheraton Waikiki Beach: Puna Room Organizer: Regina Greenwood, Kettering U.

1063: (AAS) New Vision of Transitional Economies in the 21st Century: Lessons from Chinese Reform

2:30pm - 3:50pm Hawaii Convention Center: Room 312

Chair: Justin Tan, Creighton U.

China and Emerging Markets: Restructuring of the Global Economy | Michael A. Hitt, Texas A&M U.

Chinese Expansion into the New Economy: A Matter of Convergence? | Max Boisot, U. Oberta de Catalunya; John Child, Birmingham U.

The Role of FDI (both inward and outward) in the Reform of China's Economy and Society | Rosalie L. Tung, Simon Fraser U.

Lessons for Russian Management from the Chinese Experience | **Sheila M. Puffer**, Northeastern U.

Chinese Transitional Economy as a Complex Adaptive System: Comparison and Contrast to the Russian Re | Justin Tan, Creighton U.

1064 •: (AAS) **Open Innovation: Empirical Research on Locating and Incorporating External Innovations**

2:30pm - 3:50pm Hawaii Convention Center: Room 313A

For more information see

http://www.cob.sjsu.edu/west_j/OpenInnovation/

Chair: Joel West, San Jose State U.

Discussant: Henry Chesbrough, U. of California, Berkeley

The Industrial Dynamics of Open Innovation – Evidence from the Transformation of Consumer Electron | Jens Frøslev Christensen, Copenhagen Business School; Michael Holm Olesen, Copenhagen Business School; Jonas Sorth Kjær, Copenhagen Business School

Exploitation of Public Science by Pharmaceutical and Biotechnology Firms | **Kira Fabrizio**, U. of California, Berkeley

Why Are Some Firms More "Open" Than Others? The Sources of Openness Among UK Manufacturing Firms | Keld Laursen, Copenhagen Business School; Ammon Salter, Imperial College London

1065: (AAS) A New Vision of Management Scholarship for the 21st Century

2:30pm - 3:50pm Hawaii Convention Center: Room 315

Chair: R. Duane Ireland, Texas A&M U.

Participants: Sara L Rynes, U. of Iowa; Jean M. Bartunek, Boston College; Stephen Barley, Stanford U.; Jane E Dutton, U. of Michigan, Ann Arbor

1066 : (ART) AcademyArts Exhibition and The Fringe Café (See Fringe Café program in registration packet)

2:30pm - 10:00pm Hawaii Convention Center: Room 311

Organizers: Hans Hansen, Victoria U. of Wellington; Pedro David Perez, Cornell U.; David A Cowan, Miami U.; Gail Whiteman, Erasmus U.; Matt Statler, Imagination Lab Foundation Program Chair: Chris Poulson, California Polytechnic State U., Pomona

1067: (Paper Session) - (BPS) Alternative Modes of Expansion: DeNovo Entry vs. Alliances vs. Acquisitions

2:30pm - 3:50pm Hawaii Convention Center: Room 306B

Chair: Thomas Hutzschenreuter, Otto Beisheim Graduate School of Management (WHU)

Placing Process in the Contingency Framework of Merger and Acquisition Performance | Taco Reus, Florida Atlantic U.; Kimberly M Ellis, Michigan State U.; Bruce T. Lamont, Florida State U

Do Pre-Acquisition Alliances Help in Post-Acquisition Coordination: An Experimental Approach | Rajshree Agarwal, U. of Illinois, Urbana-Champaign; Rachel Croson, U. of Pennsylvania; Jaideep Anand, Ohio State U. Alliances Entry into a New Line of Business:Evidence from the Global Aerospace Industry | Louis Mulotte, HEC Paris
When are Acquisitions and Alliances Effective Mechanisms for Acquiring New Resources? | Laurence Capron, INSEAD Interfirm Distances as Channels for External Resources:
The Choice between Alliances and M & A | Haibin Yang, U. of Texas, Dallas; Zhiang "John" Lin, U. of Texas, Dallas

1068 : (Paper Session) - (BPS) Resource Reconfiguration

2:30pm - 3:50pm Hawaii Convention Center: Room 307B Chair: Nicola C. Dragonetti, U. of Liverpool Discussant: Catherine Maritan, Syracuse U.

Research on Corporate Unbundling: A Synthesis | Caterina Moschieri, IESE, U. of Navarra; Johanna Mair, IESE, U. of Navarra

ԵCuring Indigestion: Organizational Restructuring and the Dynamics of Acquisition Performance | Mario Schijven, Tilburg U.

Retention of Resources and Units: Evidence of the Embedded Nature of Resources within Structure | Samina Karim, Boston U.

■Deregulation and Resource Reconfiguration in the Electric Utility Industry | Magali Delmas, U. of California, Santa Barbara; Michael V. Russo, U. of Oregon; Maria J. Montes-Sancho, U. of California, Santa Barbara

1069: (Paper Session) - (BPS) Institutional Context and the Firm's Relationships

2:30pm - 3:50pm Hawaii Convention Center: Room 308A Chair: Constance R James, Pepperdine U. Discussant: Michael A. Witt, INSEAD

Pa→ Integrating Multiple Theories of Corporate Governance: A Multi-Country Empirical Study | Krishna Udayasankar, National U. of Singapore; Shobha S Das, Nanyang Technological U.; Chandrasekhar Krishnamurti, Nanyang Technological U.

Pa→ The Deinstitutionalization of Coerced Reforms: The Case of Private Infrastructure Investments | WitoId Jerzy Henisz, Wharton School; Bennet Zelner, Georgetown U.

Towards a Complexity based View of the Firm | Sai Krishna Yayavaram, National U. of Singapore

Unpacking the Impact of Supplier Capabilities on Buyer Performance | Carmen Weigelt, Rice U.

1070: (Paper Session) - (BPS) Conceptual Questions About Drivers of Performance

2:30pm - 3:50pm Hawaii Convention Center: Room 308B

Chair: Tim Folta, Purdue U.

Discussant: Jan W. Rivkin. Harvard U.

■Integrating Resource- and Knowledge-based Views: Analysis of Unit Performance in Multimarket Firms | Mason A Carpenter, U. of Wisconsin, Madison; Stewart R Miller, U. of Texas, Austin; Anthony Ross, Michigan State U.

Firm and Industry Profits when Complementarities Drive Resource and Capability Heterogeneity | Michael Lenox, Duke U.; Scott Rockart, Duke U.; Arie Y. Lewin, Duke U.

Three Journeys into the Complexity and Dynamics underlying Firm Performance | **Sebastian Raisch**, U. of St. Gallen

● How Emotion Can Inform Strategy? | Quy Nguyen Huy, INSEAD

1071: (Paper Session) - (BPS) Information Capabilities in Alliances and Networks

2:30pm - 3:50pm Hawaii Convention Center: Room 309

Chair: Karen L. Ekstein, York U.

Discussant: Michael G Jacobides, London Business School

- ■Information Age Organization and Relational Governance | SungMin Kim, Cleveland State U.
- ⊕ Enhancing Strategic Outcomes of IT Adoption: The Role
 of Network Effects and Absorptive Capacity | Jay Hyuk
 Rhee, Korea U.
- A Process View of Instability in Cooperative Ventures: The Role of Reciprocity | Ariff Kachra, Pepperdine U.; Roderick E White, Ivey School of Business
- ■Information Technology and Organizational Performance: The Role of IT Adaptation | SungMin Kim, Cleveland State U.

1072 �→: (Paper Session) - (CAR) Career Assistance and Career Self Management in Different National Contexts

2:30pm - 3:50pm Hawaii Convention Center: Room 319A *Chair:* **Wolfgang Mayrhofer**, Wirtschafts U. Wien

Discussant: Christy Harris Weer, Drexel U.

- Career Counseling in the New Career Era: Career types and the Perceived Need for Career Counseling | Anneleen Forrier, Katholieke U. Leuven; Luc Sels, Katholieke U. Leuven; Marijke Verbruggen, Katholieke U. Leuven
- Testing the Generalizability of a Subjective Career Matrix: Framework of Career Mist and Drift | Ichiro Kato, Kushiro Public U. of Economics; Ryuta Suzuki, Kobe U.
- Antecedents and Consequences of Career Self-Management Behaviors | Babette Raabe, Siemens AG - US Filter; Terry A. Beehr, Central Michigan U.
- ■Making Sense & Making Choices: Constructing Institutional and Individualized Careers | Elizabeth Craig, Boston U.

1073 JS: *(CAR, GDO, OB)* The Under-Representation of Women in Information Technology: Four Theoretical Perspectives

2:30pm - 3:50pm Hawaii Convention Center: Room 322A

Chair: Debra A. Major, Old Dominion U.

 ${\it Discussant:} \ \textbf{Bernardo M. Ferdman}, \ \textbf{Alliant International U}.$

Men and Women's Experiences in IT: Differences in Perceptions of Climate and Workplace Relationships | Debra A. Major, Old Dominion U.; Donald D. Davis, Old Dominion U.; Lisa M. Germano, Old Dominion U.

Social Capital at Work: Gender, Social Exchange and Job Embeddedness | Kathryn M. Bartol, U. of Maryland; Ian O. Williamson, U. of Maryland, College Park; Gosia A. Langa, U. of Maryland

The Influence of Professional Identification on the Retention of Women and Minorities in IT | Anne M. O'Leary-Kelly, U. of Arkansas; Bill Hardgrave, U. of Arkansas; Vicki McKinney, U. of Arkansas; Darryl D. Wilson, U. of Arkansas; Nita Brooks, U. of Arkansas

Leaving the Force: Women and Men Dropping Out of IT | Mark Wardell, Pennsylvania State U.; Steven Sawyer, Pennsylvania State U.

Speakers: Debra A. Major, Old Dominion U.; Kathryn M. Bartol, U. of Maryland; Anne M. O'Leary-Kelly, U. of Arkansas; Mark Wardell, Pennsylvania State U.

Participants: Donald D. Davis, Old Dominion U.; Lisa M. Germano, Old Dominion U.; lan O. Williamson, U. of Maryland, College Park; Gosia A. Langa, U. of Maryland; Bill Hardgrave, U. of Arkansas; Vicki McKinney, U. of Arkansas; Darryl D. Wilson, U. of Arkansas; Nita Brooks, U. of Arkansas; Steven Sawyer, Pennsylvania State

1074 : (Paper Session) - (CM) Power and Conflict/Negotiation

2:30pm - 3:50pm Hawaii Convention Center: Room 318B

Chair: Margaret A. Neale, Stanford U.

Are Prime Movers More Powerful? Evidence from Experiments on Competitive Choice and Interaction | Joe Magee, New York U.; Adam Galinsky, Northwestern U.; Deborah Gruenfeld, Stanford U.

Powerful Perceivers, Powerless Objects: Flexibility of Powerholders' Social Attention | **Jennifer R. Overbeck**, U. of Southern California; **Bernadette Park**, U. of Colorado, Boulder

Soft versus Hard: Tactics for Low Power Negotiators to Secure Good Outcomes | Madan M Pillutla, London Business School; Jayanth Narayanan, London Business School

Knowing Your Place: Self-Perceptions of Status in Social Groups | Cameron Anderson, New York U.; Sandra Spataro, Yale U.; Jennifer Chatman, U. of California, Berkeley; Sanjay Srivastava, U. of Oregon

1075 → SHCS: (CM, OB, HR) Justice and Conflict: The Transformation of Injustice in the Workplace

2:30pm - 3:50pm Hawaii Convention Center: Room 313C

Chairs: Barry M Goldman, U. of Arizona; Russell Cropanzano, U. of Arizona; Jaewon Ko, U. of Arizona

Discussant: Robert Bies, Georgetown U.

Darwin Domination and Deonance: An Evolutionary
Perspective of Third Parties' Reactions to Injustice | Robert
Folger, U. of Central Florida; Daniel Skarlicki, U. of British
Columbia

The Fairness of a Need | Peter Carnevale, New York U.
Culture and Organizational Justice: A Meta-Analysis | Andrew Li, U. of Arizona; Russell Cropanzano, U. of Arizona

Process Fairness and Judgments of Accountability | Ariel Y. Fishman, Columbia U.; Joel Brockner, Columbia U.; Scott Spiegel, Columbia U.; Jochen Reb, Singapore Management U.; Barry M Goldman, U. of Arizona; Charlee Garden, Garden Consulting

Exposing Organizations' 'Dirty Laundary': Revisiting How, and Why, Employees Blow the Whistle | Debra L. Shapiro, U. of Maryland; Katherine A DeCelles, U. of Maryland

Participants: Daniel Skarlicki, U. of British Columbia; Robert Folger, U. of Central Florida; Peter Carnevale, New York U.; Andrew Li, U. of Arizona; Ariel Y. Fishman, Columbia U.; Joel Brockner, Columbia U.; Scott Spiegel, Columbia U.; Jochen Reb, Singapore Management U.; Charlee Garden, Garden Consulting;

Debra L. Shapiro, U. of Maryland; Katherine A DeCelles, U. of Marvland

1076 ©: (Paper Session) - (CMS) Gender, Discourse 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - CMS 1 Presented on panels 11-16

- Discourse | Tim P Finch-Lees, Birkbeck College, U. of London; Chris Mabey, Birkbeck College, U. of London; Andreas P D Liefooghe, Birkbeck College, U. of London
- Reinterpreting Goal-Setting as Socially Constructed Truth | D Christopher Kayes, George Washington U.; Jonathan Raelin, George Washington U.
- Different Forms of Gender Subtext in Organization Theory - a Literature Review | Regine Bendl, Vienna U. of Economics and Business Administration
- What's a Body to Do? Big and Little Boxes at Wal-Mart Honolulu I Hans Hansen, Victoria U. of Wellington
- Making Sense of Feminist Strategies of Organizational Change | Kelly Elizabeth Dye, Acadia U.; Jean Helms Mills, St. Mary's U.
- Stress in Organizations: Between Efficiency and the Institutionalization of Fear | Isabella Freitas Vasconcelos, U. Presbiteriana Mackenzie; Flavio Vasconcelos, FGV-EAESP; João Marcelo Crubellate, Maringá State U.

1077 ©: (Paper Session) - (CMS) Management Strategy, **Power**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - CMS 2 Presented on panels 31-36

- Uncoupling Professional Service Organizations from Individualistic & Economic Roots | Amy Klemm Verbos, U. of Wisconsin, Milwaukee
- The Ethical Implications of Power in Organizations | Sharon Green, California State U., Hayward; Judith White, U. of Redlands
- → © Economic Discourse & the Governance of Organisations: A Comparative Analysis of Research Strategies | Jakob Vestergaard Jorgensen, Copenhagen Business School
- Critique and Relevance of Marketing Strategy: A Perspective from a Developing Country | Alex Faria, EBAPE-**FGV**
- Towards General Theory of Strategic Management Theory - A Constructivist Reading of Penrose's Work Janne Petteri Kurtakko, U. of Lapland
- ₽→ Challenging Distinctions: Illusions of Precision Assessing Risks of Doing Buisness in Host Countries | Mikelle A. Calhoun, Valparaiso U.

1078 JS: (CMS, MH) A Roundtable on Sanford Jacoby's "The Embedded Corporation"

2:30pm - 3:50pm Sheraton Waikiki Beach: Honolulu Room

Presenters: Thomas A Kochan, Massachusetts Institute of Technology; Paul Adler, U. of Southern California; Ronald Applegate, Cornell U.; Sanford M Jacoby, U. of California, Los Angeles

1079 → ■JS: (CMS, OMT) Bringing Bourdieu (Back?) into **Organizational Analysis**

2:30pm - 3:50pm Hawaii Convention Center: Room 301A

Discussant: Yves Dezalay, Centre de Sociologie Européenne Bourdieu and Organizational Analysis | Mustafa Emirbayer, U. of Wisconsin, Madison; Victoria Stephens Johnson, U. of Michigan

Bourdieu and the New Institutionalists: Comparing Approaches to the Study of Institutional Fields | John Mohr. U. of California, Santa Barbara

Fields as Context and Methodology: The Organizational Field in Institutional Analysis | Marc Ventresca. U. of Oxford: Marvin Washington, Texas Tech U.; Roy R Suddaby, U. of

Strategy as a Game: A Bourdieusian Approach to 'Managerial' Strategies in an Organizational Field | Bernard Louis Leca, Essec & U. Lille 1; Marie-Leandre Gomez-Champey, ESSEC

Manifesto For a Critical « Bourdieusian » Perspective in Organisational and Management Theory | Damon Golsorkhi, Rouen School of Management

Participants: Marie-Leandre Gomez-Champey, ESSEC; Bernard Louis Leca, Essec & U. Lille 1; John Mohr, U. of California, Santa Barbara; Marc Ventresca, U. of Oxford; Damon Golsorkhi, Rouen School of Management; Mustafa Emirbayer, U. of Wisconsin, Madison; Victoria Stephens Johnson, U. of Michigan; Marvin Washington, Texas Tech U.; Roy R Suddaby, U. of Iowa

1080 €: (Paper Session) - (ENT) Effect of Family Business **Dynamics on Organizational Growth**

2:30pm - 3:50pm Hawaii Convention Center: Room 301B Chair: Sabine B. Klein, EBS International U.

- The Effects of Founding Family CEOs and Familiness on Risk and Performance in Family Businesses. | Peter Davis, U. of Memphis; Raj V Mahto, U. of Memphis; Richard B Robinson, U. of South Carolina
- ■The Moderating Role of Flexibility in Family and Non-Family Strategic Planning and Innovation | Clay Dibrell, Oregon State U.; Justin BL Craig, Oregon State U.

Distinctive Patterns of Organizing Within Entrepreneurial Family Firms | Lloyd P Steier, U. of Alberta

An Organizational Justice Based View of Moral Hazard Problems in Family Firms | Michael Lubatkin, U. of Connecticut; Yan Ling, George Mason U.; William S Schulze, Case Western Reserve U.

1081 : (Paper Session) - (ENT) Studying the Entrepreneurial **Process**

2:30pm - 3:50pm Hawaii Convention Center: Room 303A

Chair: Avi Fiegenbaum, Technion

The Past, Present, and Future of Entrepreneurship Research: Data Analytic Trends and Training | Michelle A. Dean, San Diego State U.; Christopher Shook, Auburn U; G Tyge Payne, U. of Texas, Arlington

New Ventures and Institutional Theory: The Legitimatization of Emerging Organizational Forms | Alton Al Stanley Lovvorn, U. of Memphis; Robert W Renn, U. of Memphis

Latent Class Analysis of Entrepreneurial Ventures Based on Economic Growth Theory | Charles K. Waterson, U. of Nebraska, Lincoln; Terrence C. Sebora, U. of Nebraska, Lincoln Who Enters, Where, and Why? Strategic Location Choices of New Enterprises | Aviad Pe'er, UBC; Ilan Vertinsky, UBC

1082: (Paper Session) - (ENT) Valuation of Entrepreneurial **Ventures**

2:30pm - 3:50pm Hawaii Convention Center: Room 303B Chair: Reddi Kotha, London Business School

→ "Signaling The Firm's Value": Information Disclosure. Corporate Governance and Performance of IPOs | Igor Filatotchev, King's College, U. of London; Salim Chahine,

American U. of Beirut

VC decision-making: Good judgment and organizational checks on cognitive bias and error. | Christopher I. Rider, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkelev

The Management of Risk through Information and Governance Capabilities in IPO Ventures | Lowell Busenitz, U. of Oklahoma: Jonathan D. Arthurs. Washington State U.

Management Team Restructuring in Pre-IPO Startups: The Influence of VC and Executive Characteristics | Jun Li, U. of **New Hampshire**

1083 SHCS: (ENT, BPS) Why Do Entrepreneurial Firms Exist?

2:30pm - 3:50pm Hawaii Convention Center: Room 316C

Chair: Doug Bosse, Ohio State U.

Discussant: Elaine Mosakowski, U. of Colorado, Boulder Resources, Capabilities, and Entrepreneurial Perceptions | Yasemin Y Kor, U. of Delaware; Joseph Mahoney, U. of Illinois, Urbana-Champaign; Steven C. Michael, U. of Illinois, Urbana-Champaign

How Do Entrepreneurs Organize Firms under Conditions of Uncertainty? | Sharon Alvarez, Ohio State U.

Testing the Knowledge Spillover Theory of Entrepreneurship I David Audretsch, Indiana U., Bloomington; Max Keilbach, Max-

A Problem-solving Perspective on the Entrepreneurial Firm | Jack A Nickerson, Washington U.; Chih-mao Hsieh, Washington U.

1084 : (Paper Session) - (GDO) Affirmative Action and Stereotype Threat: Truths, Lies, and Consequences

2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: Mary E Graham, Clarkson U.

Further Development of a Test of Knowledge of Workplace Affirmative Action Law and Regulations | **David A Kravitz**, George Mason U.; Gunna (Janet) Yun, George Mason U.

Does Social Inequity Increase Support for Affirmative Action? Depends on How You Look at It | Brian Lowery, Stanford U.; Eric David Knowles, Stanford U.; Rosalind M. Chow, Stanford

•Asian Americans, Stereotypes and Success Expectancy: Implications of Affirmative Action Programs | Faye K Cocchiara, U. of Texas, Arlington

PaA New Vision of Stereotype Threat: Testing Its Effects in a Field Setting | Beth G Chung-Herrera, San Diego State U.: Mark G. Ehrhart, San Diego State U.; Karen Holcombe Ehrhart, San Diego State U.; Keith Hattrup, San Diego State U.; Jerry Solamon, City of Atlanta

1085 ■JS: (GDO, OB, HR) **Demography and Performance**: New Perspectives on the "Black Box" and "Business Case"

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 1

Chair: Quinetta M Roberson, Cornell U.

Thanks for Nothing: The Effects of Sex and Agreeableness on the Evaluation of Helping Behavior | Frank Flynn, Columbia U.

A Multi-Level Study of Demographic Diversity, Group Heterogeneity and Performance | Rosemary Batt, Cornell U.: Sunghoon Kim, Cornell U.; Quinetta M Roberson, Cornell U.

Multi-Level Effects of Demographic Faultlines on Team Performance and Rewards | Yunhyung Chung, Rutgers U.: Susan E Jackson, Rutgers U.; James Shaw, Bond U.

Cultural Diversity in Human Capital, Performance and the Contingent Role of Formalized HR Structures | Amy Capehart, East Carolina U.; Orlando C Richard, U. of Texas, Dallas

Effects of Racial Composition and Manager Background on Managerial Team Assessments and Performance | Melissa C Thomas-Hunt, Cornell U.; Patrick Morris, The May Group; Stephen Sauer, Cornell U.

Presenters: Rosemary Batt, Cornell U.; Sunghoon Kim, Cornell U.; Frank Flynn, Columbia U.; Yunhyung Chung, Rutgers U.; Orlando C Richard, U. of Texas, Dallas; Melissa C Thomas-Hunt, Cornell U.; Stephen Sauer, Cornell U.

1086 : (Paper Session) - (HCM) Improving the Work **Environment for Health Care Employees & the Effects on Organizational Performance**

2:30pm - 3:50pm Sheraton Waikiki Beach: Hilo Room

Chair: Ann F. Chou, NCQA

Discussant: Valerie L. Myers, U. of Michigan

- Having fun while getting health care work done: Does personality make a difference? | Katherine A Karl, Marshall U.; Joy VanEck Peluchette, U. of Southern Indiana
- Work Environment Perceptions and Organizational Commitment: A Study of Hospital Nurses | I E Jernigan, U. of North Carolina, Charlotte; Joyce M Beggs, U. of North Carolina, Charlotte; Gary F Kohut, U. of North Carolina, Charlotte
- Hospital Settings. | Heather K. Spence Laschinger, U. of Western Ontario; Joan Finegan, U. of Western Ontario
- Patient Turnover and Nursing Staff Adequacy | Lynn Unruh, U. of Central Florida; Myron D Fottler, U. of Central Florida

1087 JS: (HCM, OMT) The Space Between: A Relational Approach to Understanding Quality of Care

2:30pm - 3:50pm Sheraton Waikiki Beach: Waianae Room

Organizers: Jacoba Marja Lilius, U. of Michigan, Ann Arbor; Karen Golden-Biddle. U. of Alberta

Discussants: Stacy Blake-Beard, Simmons College; Daria Crawley, Robert Morris U.

- How Organizational Practices Shape Relationships of Care | Jody Hoffer Gittell, Brandeis U.; Almas Dossa, Brandeis U.; Susan Pfefferle, Brandeis U.; Dana Beth Weinberg, Queens College; Rebekah Zincavage, Brandeis U.
- The Relational Fabric of High Quality Patient Care | **Timothy J. Vogus**, Vanderbilt U.
- Creating A "Good Place to Work" That is a "Good Place to Live": Relational Landscapes and the Naviga | Kathy GermAnn, U. of Alberta; Karen Golden-Biddle, U. of Alberta
- How Co-Worker Support Builds High-Quality Care in Alzheimer's SCUs: An Alternative Model | **Jacoba Marja Lilius**, U. of Michigan, Ann Arbor

Speakers: Jody Hoffer Gittell, Brandeis U.; Timothy J. Vogus, Vanderbilt U.; Kathy GermAnn, U. of Alberta

Participants: Almas Dossa, Brandeis U.; Susan Pfefferle, Brandeis U.; Dana Beth Weinberg, Queens College; Rebekah Zincavage, Brandeis U.

1088 : (Paper Session) - (HR) New Ideas on Employee Recruitment and Retention

2:30pm - 3:50pm Hawaii Convention Center: Room 319B

Chair: Aparna Joshi, U. of Illinois, Urbana-Champaign

- Applying Goal Setting and Expectancy Theories to Explain the Effects of RJPs on Performance | Stephanie Pane, Rensselaer Polytechnic Institute
- Role of Diversity Programs and Gender Discrimination in Organizational Attractiveness | Charles K Parsons, Georgia Institute of Technology; Luis L Martins, Georgia Institute of Technology
- Predicting Voluntary Turnover with Broad and Narrow Personality Traits | **Tom Alan Timmerman**, Tennessee Technological U.
- The Impact of Employee Voice and Control Mechanisms on Voluntary Turnover and Workplace Behaviors | Alexander Colvin, Pennsylvania State U.; Rosemary Batt, Cornell U.

1089: (Paper Session) - (HR) Perspectives on Employee Rewards and Pay Systems

2:30pm - 3:50pm Hawaii Convention Center: Room 323B

Chair: Joseph J Martocchio, U. of Illinois, Urbana-Champaign

- Riding the Roller Coaster:How Do Employee Attitudes and Behavior Track with Stock Options' Value? | Pamela Brandes, Syracuse U.; Michael Hadani, Syracuse U.
- Money Can't Buy Happiness (or Satisfaction) | Ronald F. Piccolo, U. of Florida; Timothy A Judge, U. of Florida; Nathan Philip Podsakoff, U. of Florida; Bruce Louis Rich, U. of Florida; John C. Shaw, Mississippi State U.

1090 (Paper Session) - (IM) **Operating in Emerging Economies**

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - IM 1 Presented on panels 41-46

- → ③ The Meaning of Difference: Responses to Culturally Sensitive Business Situations in Latin America | Patricia Marques Friedrich, Arizona State U.; Luiz F. Mesquita, Arizona State U.; Andres Hatum, Austral U.
- → ◆ The Impact of Trade Liberalization Policies on National Patterns of Corruption and Software Piracy | Chris Robertson, Northeastern U.; K Matthew Gilley, Oklahoma State U.; William F. Crittenden, Northeastern U.
- → → Managing Effectively in China: Strategic
 Convergence as a Management Model for the New Era |
 Usha C. V. Haley, U. of New Haven
- → International R&D Strategies in Companies from Developing Countries the Case of China | Maximilian von-Zedtwitz, Tsinghua U.
- → Directorship Interlock Networks in China: A Tale of Two Cities | Bing Ren, Chinese U. of Hong Kong; Kevin Au, Chinese U. of Hong Kong

1091 (Paper Session) - (IM) Internationalization and Performance

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - IM 2 Presented on panels 47-52

- → International Diversification and Performance: Universal or Context-Dependent Relationship? | Luis Vives De Prada, Massachusetts Institute of Technology
- → ③ Global Expansion of Retailers using an Organizational Ecological Approach: Amazon.com vs. Wal-Mart | Rajshekhar G. Javalgi, Cleveland State U.; Robert F Scherer, Cleveland State U.; Patricia R. Todd, Lubrizol Corporation
- Managing Supply Network Internationalization: A Study of Italian Apparel Firms in Romania | Arnaldo Camuffo, U. of Padova; Andrea Furlan, U. of Padova; Pietro Romano, U. of Udine; Andrea Vinelli, U. of Padova; Fabrizio Gerli, U. of Venice
- → New Venture Firm's Internationalization and Interorganizational Embededdness. | Andreas Al-Laham, Cass Business School
- → ③ The Influence of Foreign Ownership on the Performance of Japanese Firms (and vice versa) | KC O'Shaughnessy, Western Michigan U.; Patrick Reinmoeller, Erasmus U.; Maarten Wensveen, Erasmus U.

 $\textbf{1092}: (\textit{Paper Session}) - (\textit{IM}) \; \textbf{Knowledge Management in MNCs}$

2:30pm - 3:50pm Hawaii Convention Center: Room 304A

Chair: Robert Doktor, U. of Hawai'i

Discussant: Robert Salomon, U. of Southern California

- Designing Knowledge Management Systems in Multinational Corporations: A Managerial Framework | Bo
 B. Nielsen, Western Washington U.; Snejina Michailova, Copenhagen Business School
- Building and leveraging knowledge capabilities through crossborder acquisitions | Manuel Anibal Portugal Ferreira, U. of Utah; Stephen B Tallman, U. of Richmond
- Knowledge Stock Development in MNC
 Subsidiaries:Knowledge Sources & Headquarters Control
 Mechanisms | Riikka Sarala, Swedish School of Economics
 and Business Administration; Jennie Sumelius, Swedish School
 of Economics and Business Administration
- Finalist--IMD Best Paper from an Under-represented Country
- → Technology Sourcing in MNEs and the Roles of Subsidiaries: An Empirical Investigation | Marina Papanastassiou, Athens U. of Economics and Business

1093 : (Paper Session) - (IM) Institutional and Cultural Embeddedness of Firms

2:30pm - 3:50pm Hawaii Convention Center: Room 305A

Chair: Rae Andre, Northeastern U.

Discussant: Susan C Schneider, HEC U. of Geneva

- → Corporate Governance & Embeddedness: The Persistence of Country Specific Traits | Sandra Dow, U. du Québec à Montréal; Jean McGuire, Concordia U.
- → A Cross-National Study of Market Exchange Milieus and Consumer Loyalty Dynamics | Deepak Sirdeshmukh, North Carolina State U.; Patrick Lentz, U. of Dortmund; Edwin J. Nijssen, Radboud U. Nijmegen; Jagdip Singh, Case Western Reserve U.; Hartmut Holzmueller, U. of Dortmund
- International Technology Management: A Social Constructivist Perspective | Paul Leonardi, Stanford U.
- → Cultural Influences on Service Failure and Recovery: Implications for HRM | Lisa Hisae Nishii, Cornell U.; Karen Holcombe Ehrhart, San Diego State U.; Masako S. Taylor, Cornell U.; Tomoe Kono, San Diego State U.
- **1094**: (Paper Session) (IM) International HR Policies 2:30pm 3:50pm Hawaii Convention Center: Room 305B Chair: Sully Taylor, Portland State U. Discussant: Jian Han, Peking U.
- Employment Discrimination Law Exposures for International Employers: A Risk Assessment Model | Richard A. Posthuma, U. of Texas El Paso; Mark V Roehling, Michigan State U.; Michael A Campion, Purdue U.
- → Foreign Subsidiary Managerial Staffing Strategy: Agency Theory and Institutional Theory Perspectives | Chei Hwee Chua, U. of South Carolina
- Pu→ Institutional Environments, Staffing Strategies & Subsidiary Performance: Lessons from Japanese MNCs | Ajai Singh Gaur, National U. of Singapore; Andrew Delios, National U. of Singapore; Kulwant Singh, National U. of Singapore

Finalist--IMD Best Paper

- **1095**: (Paper Session) (IP) Research on Leadership 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: Janice R Joplin, U. of Texas, El Paso
- OB: Self-Monitoring and Leadership Emergence: Evidence from a High-Technology Firm | Ajay Mehra, U. of Cincinnati; Dennis A Gioia, Pennsylvania State U.
- □ → ■MC: A New Vision of Management Developing New Leadership to Unleash Human Potential to Innovate | Marilyn E. Harris, Central Michigan U/Human Systems Change Consulting,Inc.; Guilan Wang, Central Michigan U.; Long Peng, Beijing Foreign Studies U.
- MSR: Strange Bedfellows: What Academic Theories of Leadership Imply for the Organized Church | Alice C Stewart, North Carolina A&T State U.
- ™ MED: Leadership Development in Health Care: Results of Two Nationwide Studies | Ann Scheck McAlearney, Ohio State U.

Winner of MED Division Best Paper in Management Development

Pa → ■IM: Social Culture Intelligence, Top-Level Leadership and Innovation Influence: An International Study | Detelin S Elenkov, U. of Tennessee, Knoxville; Ivan Manev, U. of Maine

1096: (Paper Session) - (IP) **Organizational Change** 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A2 Facilitator: **Linda Sharkey**, GE Capital

- OB: The Impact of Group Norms on Implementing Strategic Organizational Change | David F Caldwell, Santa Clara U.; Jennifer Chatman, U. of California, Berkeley; Charles A O'Reilly, Stanford U.; Margaret Ormiston, U. of California, Berkeley
- PNP: The Dynamics of Accounting Change: Comparing the Cases of Two Local Governments | Laura Maria Caccia, Bocconi U. and U. of Valle d'Aosta
- **ODC:** Relational Perspectives on the Construction of Meaning: A Network Model of Change Interpretation | **Olympia Kyriakidou**, Aegean U.
- **ODC:** Inertia or Change? Empirical exploration of a firm | **Srikanth Paruchuri**, U. of Florida

1097: (Paper Session) - (IP) Organizational Justice and Trust

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A3 Facilitator: **Michael Wesson**, Texas A&M U.

- ➡HR: A Gift Exchange Perspective on Organizational Training | David B Balkin, U. of Colorado, Boulder; Nathalie Richebe, Audencia Nantes
- **HR:** Different Models of the Relationship Between Perceptions of HRM Practices and Employee Outcomes | **Bard Kuvaas**, Norwegian School of Management
- CAR: The Moderating Effect of POS on the Relationship Between Psychological Contract Breach and Outcomes | Thomas J. Zagenczyk, U. of Pittsburgh
- OMT: Trust, Institutions and Agency: Towards a Neoinstitutional Theory of Trust | Guido Möllering, Free U., Berlin

PacM: Managerial Action to Build Control, Trust, and Fairness in Organizations: The Effect of Conflict | Chris Long, Washington U.; Laura B. Cardinal, Tulane U.

1098 : (Paper Session) - (IP) Research on Strategy and Performance

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 1 - Table A4

Facilitator: Elaine S Potoker, -

- BPS: Relativity & Capabilities: Linking Strengths, Weaknesses & Centrality to Strategy to Value Creation | David G. Sirmon, Clemson U.; Michael A. Hitt, Texas A&M U.; Amy Hillman, Arizona State U.
- BPS: Ordinary Resources to Extraordinary Performance:
 Environmental Moderators of Competitive Advantage |
 Oana Branzei, Schulich School of Business; Stewart Thornhill,
 U. of Western Ontario
- OM: Armed Hospital's Balanced Scorecard With AHP For Environment Challenges in Taiwan | Feng Chuan Pan, Tajen Institute of Technology; ISU; Tsaubin Chen, Shih Chien U., Kaohsiung
- ■BPS: Research Capability, Productivity, and Firm Performance: A Look at the Chemical Products Industry | Annetta Fortune, Drexel U.; Lois Shelton, Chapman U.
- → ENT: Growth Orientation As Liability: Growth Strategy And Performance During Industry Slowdown | Erkko Autio, HEC, U. of Lausanne; Jussi Autere, Helsinki U. of Technology

1099 : (Paper Session) - (IP) Perspectives on Corporate Social Responsibility

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B1 Facilitator: Mary Ellen Boyle, Clark U.

- ■ONE: Carrots, Sticks and Values as Motivators for Environmental Initiatives: Evidence from the Vineyard | Tom E Thomas, San Francisco State U.; Murray Silverman, San Francisco State U.
- ■ENT: A Foray into the Realm of Entrepreneurs as Philanthropists: Identifying Characteristics and Stages | Marilyn L Taylor, U. of Missouri; Theresa Taylor-Coates, Marist College; Robert J. Strom, Kauffman Foundation; David O. Renz, U. of Missouri, Kansas City; Rhonda Holman, U. of Missouri, Kansas City
- → CMS: World Social Forum: Leveraging Spiritual Capital to Combat Global Domination by Financial Capital | Param Srikantia, Baldwin Wallace College; Sangeeta Parameshwar, U. of Illinois, Springfield; Peter J. Rea, Baldwin Wallace College
- SIM: A Multi-Dimensional Approach for Understanding how Corporate Social Performance Affects Employees | Tyler Earl Wry, U. of Alberta
- SIM: Global CSR: An Empirical Analysis of Transnational Management of Stakeholder Relations in MNCs | Anupama Mohan, U. of Warwick

1100: (Paper Session) - (IP) Research on Corporate Social Responsibility

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitators: Alketa Peci, EBAPE-FGV; Alketa Peci, EBAPE-FGV

- SIM: Institutional and Knowledge Factors: Drivers of the Tipping Point for Voluntary Societal Activities | Darrell G. Coleman, U. of Utah
- SIM: Influences on the Incidence of Employee Involvement in Corporate Social Responsibility: UK Evidence | Stephen Brammer, U. of Bath; Andrew I. Millington, U. of Bath
- → CMS: Unholy Affinity? Free Trade Theory, Postmodernism, and the Multinational Enterprise | Andreas Georg Scherer, U. of Zurich; William McKinley, Southern Illinois U., Carbondale

1101: (Paper Session) - (IP) **Perspectives on Quality** 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B3 Facilitator: **Winter Nie**, Thunderbird, The Garvin School of International Management

- OMT: Co-evolution in Management Fashion; One Pro and Many Cons. | Jos Benders, Radboud U. Nijmegen; Stefan Heusinkveld, Radboud U. Nijmegen; Jurriaan Nijholt, Radboud U. Nijmegen
- **HCM**: Human Resource Management Practices and Service Quality: The Mediation Role of Trust | **Shay Tzafrir**, U. of Haifa; **Amit Gur**, Technion
- OM: Service Quality in Multi-Channel Services Employing Virtual Channels | Rui Sousa, U. Catolica Portuguesa; Christopher A. Voss, London Business School
- OM: An Error Management System for Improved Patient Safety | Gregory N Stock, Northern Illinois U.; Kathleen McFadden, Northern Illinois U.; Charles R Gowen, Northern Illinois U.

1102: (Paper Session) - (IP) New Ideas About Social Identity 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Xin Yao, Wichita State U.

- **HCM:** Bounded knowledge and social identities in multidisciplinary work teams. | **Eivor Oborn-Barrett**, Cambridge U.; **Sandra Dawson**, Cambridge U.
- OB: "Can I Do It?" Feedback at Work as an Opportunity for Socially Embedded Identity Construction | Svenja Tams, U. of Bath
- **MSR:** Can We Agree on the Force?: Multi-disciplined Evidence and Organizational Implications | **Eric B. Dent**, U. of North Carolina, Pembroke
- **OB:** Working Harder with the Out-Group: The Impact of Coworker Similarity on Motivation Gains | **Robert B. Lount**, Northwestern U.; **Katherine W. Phillips**, Northwestern U.

1103 : (Paper Session) - (IP) Real Options 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 2 - Table B5 Facilitator: Alvaro Cuervo-Cazurra, U. of Minnesota

- BPS: Inter-team Coordination Routines as a Source of Competitive Advantage | Sarah Burton-Taylor, -; Veronique Ambrosini, Cranfield U.; Cliff Bowman, Cranfield U.
- **BPS**: Announcement Options: The Case of Prudential and Egg | **Anna M. Dempster**, Birkbeck College, U. of London
- BPS: Industry and Firm Influences on Valuable Growth
 Options | Tony W. Tong, State U. of New York, Buffalo; Jeffrey
 J. Reuer, U. of North Carolina, Chapel Hill

- TIM: Entrepreneurial Asymmetrical Alliances: Large Firm Options and Small Firm Liabilities | Margaret Dalziel, U. of Ottawa
- 1104: (Paper Session) (IP) Research on Social Identity 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C1

Facilitator: Lynne Andersson, Temple U.

- **SIM:** Who Boycotts Whom: A Social Identity Perspective on Consumer Boycotts | Naomi A Gardberg, Baruch College, CUNY; William Newburry, Rutgers U.
- **OB**: Organizational Newcomer Socialization: A Meta-Analysis and Summary Path Model | Talva N Bauer, Portland State U.: Todd Bodner, Portland State U.; Berrin Erdogan, Portland State U.; Donald M Truxillo, Portland State U.; Jennifer Sommers, U. S. Army Research Institute
- → ODC: Cultural Influences on Support for Organizational Change | Eric Lamm, Boston College
- **ONE**: Organizational Identity and Organizational Image: A Sustainability Perspective | Rumina Dhalla, York U.; David Wheeler. York U.

1105 : (Paper Session) - (IP) Recruiting and Attracting the Right People

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C2 Facilitator: Timothy M. Gardner, Brigham Young U.

- + HR: Justice Perceptions and Organizational Attractiveness as a Potential Employer | Ho-Beng Chia. National U. of Singapore; Wah Yue Chay, Nanyang Technological U.; Adrian Chuin Li Ng, Citibank N.A. Singapore
- HR: Effects of Ethnicity, Name and Immigration Status on Employment Short-listing | Marie Wilson, U. of Auckland; Suchi Mouly, U. of Auckland; Priyanka Gahlout, U. of Auckland; Lucia Liu, U. of Auckland
- **HR**: Exploring the Dimensionality of Corporate Image and Its Linkage to Organizational Attractiveness | Wei-Chi Tsai. National Chengchi U., Taiwan; Irene W. F. Yang, National Chiao Tung U.; Hung-Yue Suen, Shanghai Commercial and Savings Bank
- **HR**: Effects of Multiple Recruitment Activities on Applicant Attraction | Alan Saks, U. of Toronto, Krista Uggerslev, U. of Manitoba
- **■GDO**: Who Goes & Who Stays?: A Social Network Perspective on Head Coach Mobility within the NBA, 1946-2002 | Sharron Hunter-Rainey, North Carolina Central U.

1106: (Paper Session) - (IP) Regulatory and Political **Perspectives**

2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: Amy E. Smith, U. of Albany, SUNY

CMS: A Case of Therapeutic Government: Self-esteem and the Older Unemployed | Susan Ainsworth, Sydney U.

- → **CMS**: If You Can't Lick Em . . .: Financial Hypertrophy and American Labor's New Shareholder Offensive | Richard Marens, California State U., Sacramento
- **ONE**: Active & Passive Strategies Addressing Emerging Environmental Regulations: 21st Century Visions | Bruce Clemens, James Madison U.; Charles E. Bamford, Queen's U.

COMT: Furthering Interests: Industry Associations And The State | David Eduardo Cavazos, Texas Tech U.; Dara Szyliowicz, Texas Tech U.

1107: (Paper Session) - (IP) Research on Ethics 2:30pm - 3:50pm Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: Paul G Wilhelm, Virginia State U.

- **●MOC**: Linking Linear/Nonlinear Thinking Style Balance and Managerial Ethical Decision-Making | Kevin S. Groves, California State U., Los Angeles; Charles M Vance, Loyola Marymount U.; Yongsun Paik, Loyola Marymount U.; Herb Kindler, Kindler & Associates
- SIM: The Impact of Individual Values on Ethical Decision-Making and the Effect of an Ethical Culture | Daniel Rottig. Florida Atlantic U.
- SIM: Exploring Recent Business Scandals and Entrepreneurial Antecedents: Ethical Leadership Implications | John Todd, U. of Arkansas
- **SIM:** A Review of the Empirical Ethical Decision-Making Literature: 1996-2003 | Michael James O'Fallon, Washington State U.; Kenneth D Butterfield, Washington State U.

1108 ©: (Paper Session) - (MC) Consulting to Leaders: High **Impact Consultation**

2:30pm - 3:50pm Hawaii Convention Center: Room 314 Chair: Mary Wayne Bush, Pepperdine U.

Discussant: Joseph Weintraub, Babson College

- ₽© Enhancing Learning and Development Through Actionable Feedback | Mark D Cannon, Vanderbilt U.; Robert Witherspoon, Performance and Leadership, Ltd.
- Winner of the Graziadio Business School/Pepperdine Award for **Outstanding Practice Based Paper on Management Consulting**
- •Multisource Feedback, Coaching, and Leadership Development: Personality and Homophily Effects | Ginka Toegel, London School of Economics; Nigel Nicholson, London **Business School**
- Leadership, Organizational Culture and Performance: Exploring One Leader's Impact | Bryan Adkins, U. of San Francisco
- Organizations | Alan Goldman, Arizona State U.

1109: (Paper Session) - (MED) Knowledge Accumulation and Transfer

2:30pm - 3:50pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: Miguel R. Olivas-Lujan, Clarion U. of PA & Tecnológico de Monterrey

- ☐ Facilitating the Transfer of Learning: Participant Perspectives | Sarah Isabella Leberman, Massey U.
- ☐ A Technology Classification Process: Teaching Technology Managers Successful Technology Adoption | Andres Fortino, Marist College
- ™ The Relationship of Affect and Cognition Based Trust With Sharing and Use of Tacit Knowledge | J. Scott Holste, International Mission Board, SBC; Dail Fields, Regent U.
- "B to U": A New Model for Development | Dale Jasinski, Quinnipiac U.; Steve C Dunn, U. of Wisconsin, Oshkosh

1110 ☐ ● SIS: (MED, CAR, GDO) A New Vision of Faculty: Using Mentor Networks to Enhance Knowledge, Social Capital and Career

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 2

The Faculty Mentoring Imperative | Suzanne C. De Janasz, U. of Mary Washington; Sherry E. Sullivan, Bowling Green State U.

The Role of Learning in Mentoring Relationships | Veronica M. Godshalk, Pennsylvania State U., Great Valley; Melenie J. Lankau, U. of Georgia

Developmental Networks in Action | **Monica Higgins**, Harvard U.

Mechanisms and Strategies for Identifying and Connecting With Mentors | Vicki R. Whiting, Westminster College; Suzanne C. De Janasz, U. of Mary Washington; Carol A. Dickson, U. of Hawai'i, Manoa

Speaker: Carol A. Dickson, U. of Hawai'i, Manoa Participants: Suzanne C. De Janasz, U. of Mary Washington; Sherry E. Sullivan, Bowling Green State U.; Veronica M. Godshalk, Pennsylvania State U., Great Valley; Melenie J. Lankau, U. of Georgia; Monica Higgins, Harvard U.; Vicki R. Whiting, Westminster College

1111 ③: (Paper Session) - (MH) Historical Roots of Management Theory

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - MH Presented on panels 17-20

- Exploring the Roots of Porter's Activity-Based View: Where Did the Value Chain Originate? | Norman T. Sheehan, U. of Saskatchewan
- Tracing the Historical Roots of Career Theory | Celia Moore, U. of Toronto; Hugh P. Gunz, U. of Toronto
- Barnard and Customer-Involving HRM | Milorad Novicevic, U. of Mississippi; Allison Burgess Duke, U. of Mississippi; Erin R. Holmes, U. of Mississippi; Jacob W. Breland, U. of Mississippi
- The Diffusion of Diffusion: The Evolution of Managerial Discourse | Jennifer Ann Whitson, Northwestern U.; Paul M Hirsch, Northwestern U.

1112 : (Paper Session) - (MOC) Knowledge Sharing & Management: On Expertise, Team Effectiveness, Learning, and Innovation

2:30pm - 3:50pm Hawaii Convention Center: Room 317A
This session discusses how knowledge is retained, shared, and used in organizations.

Chair: Jeffrey B Kaufmann, Iowa State U.

Differences Between Expert and Non-expert Product
Developers' Use of Information During NPD | Devaki Rau,
Northern Illinois U.; Elisa Fredericks, Northern Illinois U.;
Thorvald Haerem, Norwegian School of Management

- ■Knowledge Sharing and Team Effectiveness in Challenging Organizational Environments | Martine Haas, Cornell U.
- Connecting Theories of Dynamic Capabilities and Knowledge Management: Learning as a Focal Concept | Isabel M. Prieto, Valladolid U.; Mark Easterby-Smith, Lancaster U.; Manuel Graca, Lancaster U.

■Innovation Amplified: The Staged Dynamics of Inter-Firm Collaboration in Satellite Radio | Chad Navis, Emory U.; Mary Ann Glynn, Emory U.

1113 : (MSR) The Role of Spirituality for Entrepreneurs and Managers: Empirical and Conceptual Results

2:30pm - 3:50pm Sheraton Waikiki Beach: Akaka Falls/lao Needle Room Chair: Sandra King Kauanui, California Polytechnic State U., Pomona

The Role of Spirituality for Entrepreneurs and Managers: empirical and conceptual results | Sandra King Kauanui, California Polytechnic State U., Pomona; Lee Robbins, Golden Gate U.; Gerald Biberman, U. of Scranton

Entrepreneurship and Spirituality: Is there a relationship? | Sandra King Kauanui, California Polytechnic State U., Pomona Spirituality in Recovery Organizations | Lee Robbins, Golden Gate U.

The Dark Side of Sprituality and Entrepreneurship | Gerald Biberman, U. of Scranton

Participants: Sandra King Kauanui, California Polytechnic State U., Pomona; Lee Robbins, Golden Gate U.; Gerald Biberman, U. of Scranton

1114 ③: (Paper Session) - (OB) **Teams and Social Networks** 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OB Presented on panels 21-29

- Individual Level Antecedents of Network Centrality: An Integration of Individualism & Structuralism | Arjun Bhardwaj, U. of Western Ontario
- From Self to Collective Efficacy: Effects of Cohesiveness and Trust Under a Conjunctive Task | Derek C. Man, U. of Hong Kong
- Antecedents and Consequences of Transactive Memory Systems in Work Teams from High-Technology Firms | Zhixue Zhang, Peking U.; Paul Hempel, City U. of Hong Kong; Yulan Han. Peking U.
- Team Innovation in China: Goal Interdependence for Potency and Initiation | Alfred Wong, Lingnan U.; Chun Hong Liu, Dong Hua U.; Dean Tjosvold, Lingnan U.; Yifeng Nancy Chen, Lingnan U.
- Person-Group Fit: A Dynamic Model | Tomoki Sekiguchi, Osaka U. of Economics; Chad Higgins, U. of Washington
- A Role-Based Model of Team Leader Selection and Development | Jay B. Carson, U. of Maryland, College Park
- The Influence of Team Goal Orientation and Self-Regulation on Team Effectiveness | Anju Mehta, Auburn U
- Where does a Team's Networks Come From?: Towards an Integrative Framework | Aparna Joshi, U. of Illinois, Urbana-Champaign; Niti Pandey, U. of Illinois, Urbana-Champaign; Guohong Han, U. of Illinois, Urbana-Champaign
- Learning from Errors in Groups: A Relational Perspective | Vijaya Venkataramani, Purdue U., West Lafayette

1115: (Paper Session) - (OB) **Organizational Justice: A Consideration of Social Comparisons, Affect and Teams**

2:30pm - 3:50pm Hawaii Convention Center: Room 325A

Chair: J. Craig Wallace, Tulane U.

Discussant: Gary A. Ballinger, Purdue U.

- Moderating Effect of Organizational Justice Climate on Individual Justice Perceptions and Outcomes | Maribeth Kuenzi, U. of Central Florida; Maureen L Ambrose, U. of Central Florida
- If You Feel Bad, It's Unfair: A Meta-Analysis of Affect and Organizational Justice Perceptions | Adam Barsky, U. of Melbourne; Seth A. Kaplan, Tulane U.
- The Dynamics of Anger and Negative Work Events | Karen Harlos, McGill U.
- When Must There Be Justice for All? A Multilevel
 Examination of Justice in Teams | David Mayer, U. of
 Maryland; Kirsten Keller, U. of Maryland; Paul Hanges, U. of
 Maryland; Lisa Michelle Leslie, U. of Maryland

 Proportors: Mariboth Kunnzi, U. of Control Florida: Adam Barsk

Presenters: Maribeth Kuenzi, U. of Central Florida; Adam Barsky, U. of Melbourne; Karen Harlos, McGill U.; David Mayer, U. of Maryland

1116: (Paper Session) - (OB) **Assumptions and Perceptions** of Psychological Contract and Psychological Contract Breach

2:30pm - 3:50pm Hawaii Convention Center: Room 327

Chair: Matthew Liao-Troth, Western Washington U.

Discussant: Elizabeth George, Australian Graduate School of Management

- Exploring the Role of Ideology in the Multidimensional Contract | John B. Bingham, Brigham Young U.
- Making Right the Wrong: Restoring Relationships After an Injustice Has Occurred | **Meena Andiappan**, Pennsylvania State U.
- №Psychological Contract Breach: Assessing Underlying Assumptions | Samantha D. Montes, Wilfrid Laurier U.; Greg Irving, Wilfrid Laurier U.
- The Impact of Psychological Contract Breach on Work-Related Outcomes: A Meta-Analysis | Hao Zhao, U. of Illinois, Chicago; Sandy J. Wayne, U. of Illinois, Chicago; Brian Christopher Glibkowski, U. of Illinois, Chicago; Jesus Bravo, U. of Illinois, Chicago

Presenters: John B. Bingham, Brigham Young U.; Meena Andiappan, Pennsylvania State U.; Samantha D. Montes, Wilfrid Laurier U.; Hao Zhao, U. of Illinois, Chicago

1117 **(**○B) Formal and Shared Leadership in Virtual Teams

2:30pm - 3:50pm Hawaii Convention Center: Room 328 *Chair:* **David A Waldman**, Arizona State U.

Leadership, Anonymity, and Opinion Change in Electronic Groups | Surinder Kahai, State U. of New York, Binghamton; Bruce Avolio, U. of Nebraska; John J. Sosik, Pennsylvania State U., Great Valley

The Effects of Leadership Style and Communication Medium on Team Interaction Styles and Outcomes | Laura Hambley, U. of Calgary; Theresa J B Kline, U. of Calgary; Thomas A. O'Neill, U. of Calgary

Is Shared Leadership the Panacea for E-leadership in Virtual Teams? | Craig L Pearce, Claremont Graduate U.; Youngjin Yoo, Case Western Reserve U.

Personality and Leadership in Virtual Contexts: Reconsidering Some Traditional Concepts | Pierre Balthazard, Arizona State U.: David A Waldman. Arizona State U.

Speakers: Surinder Kahai, State U. of New York, Binghamton; Thomas A. O'Neill, U. of Calgary; Craig L Pearce, Claremont Graduate U.; Pierre Balthazard, Arizona State U.

1118 JS: (OB, CM) When Trust is an Uphill Climb: Studying Trust in Contexts that Do Not Encourage It

2:30pm - 3:50pm Hawaii Convention Center: Room 323C

Chairs: Jason Colquitt, U. of Florida; Cindy Zapata, U. of Florida Discussant: Roy J. Lewicki, Ohio State U.

- Trust Under Repair: Regulation and Punishment as Methods for Rebuilding Trust | Kurt T Dirks, Washington U.; Peter H Kim, U. of Southern California; Cecily D Cooper, U. of Miami; Donald L Ferrin, Singapore Management U.
- Trust in Urgent and Routine Contexts: Building and Reacting to Trust Among Firefighters | Jason Colquitt, U. of Florida; Jeffrey LePine, U. of Florida; Cindy Zapata, U. of Florida; Eric Wild, U. of Florida
- Trust When Commitment is in Doubt: Unraveling the Cycle of Reciprocity in Buyer-Supplier Relations | Tony Simons, Cornell U.; James M Hagen, Cornell U.
- Trust from Near and Far: Commitment and Turnover in Franchise-Based Organizations | Aneil K Mishra, Wake Forest U.; Karen Mishra, U. of North Carolina, Chapel Hill Presenters: Kurt T Dirks, Washington U.; Cindy Zapata, U. of Florida; Tony Simons, Cornell U.; Aneil K Mishra, Wake Forest U. Participants: Peter H Kim, U. of Southern California; Cecily D Cooper, U. of Miami; Donald L Ferrin, Singapore Management U.; Jason Colquitt, U. of Florida; Jeffrey LePine, U. of Florida; Eric Wild, U. of Florida; James M Hagen, Cornell U.; Karen Mishra, U. of North Carolina, Chapel Hill

1119 ■JS: (OB, RM) Assessing CEOs from a Distance: An Examination and Comparison of Research Assessment Methods

2:30pm - 3:50pm Hawaii Convention Center: Room 324

Chair: Randall S Peterson, London Business School

Assessing CEOs from a Distance: The Group Dynamics Q-Sort and the California Adult Q-Set | Randall S Peterson, London Business School; Sarah Ronson, London Business School

Assessing CEOs from a Distance: CEO Charisma and Executive Attributes | Cynthia G Emrich, College of William and Mary; Holly H Brower, Butler U.; Kathryn Sherony, Purdue U.; Michael Cooper, Purdue U.

Assessing CEOs from a Distance: Comparing CEO Cognitive and Integrative Complexity | Margaret Ormiston, U. of California, Berkeley; Elaine M. Wong, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley

Participants: Sarah Ronson, London Business School; Cynthia G Emrich, College of William and Mary; Holly H Brower, Butler U.; Kathryn Sherony, Purdue U.; Michael Cooper, Purdue U.; Margaret Ormiston, U. of California, Berkeley; Elaine M. Wong, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley

1120 (Paper Session) - (OCIS) IT Implementation 2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - OCIS

Presented on panels 1-8

- Barriers to Post Mortem Evaluation of IT Projects: A Delphi Study | Vijay Kasi, Georgia State U.; Mark Keil, Georgia State U.; Lars Mathiassen, Georgia State U.; Keld Pedersen, Aalborg U.
- The Effect of Personality Traits on System Incorporation | Renee Michelle Elaine Pratt, Florida State U.
- The Need to Weave Sustainability into Information Systems: Examples from an Empirical Study | Nardia Haigh, U. of Queensland
- The Entwinement of Power/Knowledge and the Implementation of Configurable Technologies | Marlei Pozzebon, HEC Montreal; Charo Rodriguez, McGill U.
- The Impact of Knowledge on the Governance of Information Systems Projects | Raymond M. Henry, Clemson U.; Laurie Kirsch, U. of Pittsburgh; V Sambamurthy, Michigan State U.
- Management Support and the Implementation of Information Systems: A Review of the Construct | Rajeev Sharma, U. of Oklahoma; Traci Carte, U. of Oklahoma; Claudia C. Cogliser, Texas Tech U.; Aaron Becker, U. of Oklahoma
- IT Enabled Organizational Change: It Is Just Routine(s)! | Tanvi Gautam, U. of Pittsburgh
- User Participation in ERP Implementation: From a Knowledge Transfer Perspective | Nancy Deng, Carnegie Mellon U.
- **1121** ③: (Paper Session) (OCIS) Virtual Teams 2:30pm 3:50pm Hawaii Convention Center: Exhibit Hall III OCIS 2 Presented on panels 53-59
- A Template-Driven Messaging System for Supporting Online Communication | Herbert Remidez, U. of Arkansas, Little Rock; Antonie Stam, U. of Missouri; James M. Laffey, U. of Missouri
- Meet Me in Cyberspace: Meetings in the Distributed Work Environment | Katherine Chudoba, Florida State U.; Mary Beth Watson-Manheim, U. of Illinois, Chicago; Chei-Sian Lee, U. of Illinois, Chicago; Kevin Crowston, Syracuse U. Winner of OCIS Division Best Visual Presentation Award
- The Effect of Context on Computer-Mediated Learning in Boundary-Spanning Environments | Jiangfan (Jenny) Zhong, U. of Southern California
- Conducting Geographically Dispersed Knowledge Work

 Issues and Future Research Agenda | Rashmi H.
 Assudani, Xavier U.
- Group Potency: Are Virtual Teams at a Developmental Disadvantage? | M. Travis Maynard, U. of Connecticut
- Work Team Effectiveness Field Research: Progress and Prospects | Michael J. Ashworth, Carnegie Mellon U.

1122: (Paper Session) - (OCIS) Work Practice: Problems and Prospects for Organizations

2:30pm - 3:50pm Hawaii Convention Center: Room 317B

Chair: JoAnne Yates, Massachusetts Institute of Technology Discussant: Anca Metiu, INSEAD

Occupational Work Styles and Organizational Change:A Constitutive Perspective on Engineering Culture | Paul

- **Leonardi**, Stanford U.; **Michele Jackson**, U. of Colorado, Boulder; **William Waite**, U. of Colorado, Boulder; **Amer Diwan**, U. of Colorado, Boulder
- Situated Learning in and Among Distributed Communities: Evidence From ITuse in a Network of Practice | Emmanuelle Vaast, Long Island U.
- Organizational Presentations as Rites | **JoAnn M Brooks**, U. of Michigan
- "Reconstructing" Best Practices in Packaged Software | Siew Kien Sia, Nanyang Technological U.; Adrian Yeow, U. of Maryland, College Park

1123: (Paper Session) - (OCIS) It's About Time

2:30pm - 3:50pm Hawaii Convention Center: Room 318A

Chair: Janet Fulk, U. of Southern California

Discussant: Michael Boyer O'Leary, Boston College

- Temporal Effects of Relational Stocks on Technology-Enabled Group Performance | Shaila Miranda, U. of Oklahoma; Jeff Crawford, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma
- ■Do First Impressions Really Matter? A Comparison of the Cohesion-Performance Relationship in Teams | Rui Huang, U. of Oklahoma; Laku Chidambaram, U. of Oklahoma; Traci Carte, U. of Oklahoma
- Impact of Schedule and Budget Pressure on Software Development: A Behavioral Perspective | **Ning Nan**, U. of Michigan, Ann Arbor; **Donald Harter**, Syracuse U.; **Tara Thomas**, U. of Michigan, Ann Arbor
- → The Role of Emotion in Post-merger Integration: Time and Space Dependent Theory | Rosa Chun, Manchester Business School; Gary Davies, Manchester Business School

1124 ③: (Paper Session) - (ODC) Assessing, Validating and Simulating Change

2:30pm - 3:50pm Hawaii Convention Center: Exhibit Hall III - ODC 1 Presented on panels 37-40

De Susing Change Process Profiles to Study
Implementation: An Empirical demonstration | Matthew W
Ford, Northern Kentucky U.; Bertie M Greer, Northern Kentucky

II

Winner of ODC Best Visual Paper

- The Communication and Organizational Change Questionnaire: Development, Results, and Application | Kilian M. Bennebroek Gravenhorst, U. of Amsterdam; Wim Elving, U. of Amsterdam; Renate Werkman, Vrije U. Amsterdam
- A Construct Validation of a New Job Insecurity Measure (JIM): The Emerging Role of Management | Patrick Brennan O'Neill, Curtin U. of Technology
- Simulating Institutional Controls on Counsumption Patterns in the Commons | Timothy Huerta, U. of British Columbia

1125: (Paper Session) - (ODC) Sources and Processes of Transformational Change

2:30pm - 3:50pm Hawaii Convention Center: Room 321B

Chair: Lynda M Kilbourne, Xavier U.

Discussant: Jennifer Phillips Bott, Ball State U.

- Processes of Radical Organizational Change: Transformation Through Sedimentation | Namrata Malhotra, Imperial College London; C R Hinings, U. of Alberta

Winner of ODC Division Best Doctoral Student Paper

- Making The Herd Drink: The Role of Organizational Efficacy for Change in Innovation Implementation | N. Sharon Hill, U. of Maryland; Kathryn M. Bartol, U. of Maryland

1126 : (Paper Session) - (ODC) Organization development and change in the global context

2:30pm - 3:50pm Hawaii Convention Center: Room 322B

Chair: Julie Wolfram Cox, RMIT U.

Discussant: Melanie Bryant, Monash U.

- Societal Culture and Organization Design, A Tale of Two Oriental Cities | ji Li, Hong Kong Baptist U.
- → Industrial Change and Economic Development: A comparative case analysis | Thomas H. Forster, NZTE; Suchi Mouly, U. of Auckland; Jay Sankaran, U. of Auckland
- Organization Development in the Global Context: A Critique | Tojo Thatchenkery, George Mason U.; Gopakumar M.G., Tata Management Training Centre

1127 ■SHCS: (ODC, OMT) Corporate Social Responsibility and its Implications for Management Research and Education

2:30pm - 3:50pm Hawaii Convention Center: Room 316A Facilitators: **Mona Amodeo**, Benedictine U.; **Keith Cox**,

Benedictine U.; **Daniel Kenneth Saint**, Benedictine U. Speakers: **Ray Anderson**, Founder & Chairman, Interface, Inc.; **Scott Reed**, Former Group President, Donnelly Corp.; **Philip H Mirvis**, Independent Consultant

1128: (Paper Session) - (OM) **Project, Service, & Process Management**

2:30pm - 3:50pm Hilton Hawaiian Village: South Pacific 3

Chair: Mohan V. Tatikonda, Indiana U.

- What is Project Strategy | Aaron J. Shenhar, Stevens Institute of Technology; Dov Dvir, Ben-Gurion U., Negev; William Guth, Stevens Institute of Technology; Thomas Lechler, Stevens Institute of Technology; Peerasit Patanakul, Stevens Institute of Technology; Michael Poli, Stevens Institute of Technology; Joca Stefanovic, Stevens Institute of Technology
- ☐ The Process Management Triangle: An Empirical Investigation of Process Trade-Offs | Robert D Klassen, U. of Western Ontario; Larry Menor, U. of Western Ontario

- An Ethnographic Approach to Safety in Complex Continuous Service Operations | Ravi Behara, Florida Atlantic U.; Karen Chinander, Florida Atlantic U.; Robert Wears, U. of Florida; Shawna Perry, U. of Florida

1129: (Paper Session) - (OMT) Diversity and Trust Across Social Boundaries

2:30pm - 3:50pm Hawaii Convention Center: Room 302A

Chair: Bo B. Nielsen, Western Washington U.

Discussant: Antoinette Weibel, Zurich U.

- The Context of Group Faultlines: Diversity, Inequality and Conflict in Organizations | James A. Robins, City U. of Hong Kong; Steven S. Lui, City U. of Hong Kong
- Superordinate Social Identity, Knowledge Demonstrability, and Knowledge Transfer across Groups | Aimee Kane, New York U.
- → Doing Trust: The Practice of Trust in Multinational Cooperation under Political Conflict | Nissim Mizrachi, Tel Aviv U.; Israel Drori, College of Management, Israel
- Expectations and Satisfaction in Trust-Based Relationships | Ben M. Bensaou, INSEAD; Gokhan Ertug, INSEAD

1130: (Paper Session) - (OMT) Easy Come, Easy Go: Institutional Origins, Translation, and Decline

2:30pm - 3:50pm Hawaii Convention Center: Room 302B

Chair: Don Antunes, IMD

Discussant: W. Trexler Proffitt Jr., Franklin & Marshall College The Origins and Dynamics of Institutions: An Evolutionary Perspective on Institutionalization | John Weeks, INSEAD; Charles D. Galunic, INSEAD

- → The Innovative Capacity of Institutional Entrepreneurs: Mechanisms for Generating Alternative Ideas | Eva Boxenbaum, Copenhagen Business School; Julie Battilana, INSEAD
- Agency in Diffusion: Activism, Imitation and the Adoption of Domestic Partner Benefits | **Sean Safford**, London School of Economics; **Forrest Briscoe**, Pennsylvania State U.
- Ehronge in Institutions: The Decline of the No-Lateral-Hiring Norm among Large Law Firms, 1974-1990 | Nina Shah, U. of Illinois, Urbana-Champaign

Winner of the Louis R. Pondy Best Paper Based on a Dissertation Award

1131 ■JS: (OMT, TIM, ENT) Institutional Entrepreneurship 2:30pm - 3:50pm Hawaii Convention Center: Room 313B

Organizers: Raghu Garud, New York U.; Steve Maguire, McGill U.; Cynthia Hardy, Melbourne U.

Institutional Entrepreneurship | Raghu Garud, New York U.; Cynthia Hardy, Melbourne U.; Steve Maguire, McGill U.

Institutional Entrepreneurship, Dialectics, and Collective Action | Andrew H. Van de Ven, U. of Minnesota; Tim Hargrave, U. of Minnesota

Truces and Transformations in Institutional Logics | Mark Kennedy, U. of Southern California; Paul M Hirsch, Northwestern U.

Institutional Spaces and Markets in the Making | Peter Karnoe, Copenhagen Business School

Managing New Industry Creation | Mary Tripsas, Harvard Business School

Participants: Andrew H. Van de Ven, U. of Minnesota; Tim Hargrave, U. of Minnesota; Mark Kennedy, U. of Southern California; Paul M Hirsch, Northwestern U.; Peter Karnoe, Copenhagen Business School; Mary Tripsas, Harvard Business School

1132 **②**: (Paper Session) - (ONE) **Environmental**

Management Systems: Rationalities and Contradictions

2:30pm - 3:50pm Sheraton Waikiki Beach: Kahuku Room *Chair:* **Pratima Bansal**, U. of Western Ontario

Environmental Management Systems and Green Supply Chain Management: Complements or Contradictions? | Nicole Darnall, North Carolina State U.; Jason Jolley, North Carolina State U.; Robert Handfield, North Carolina State U.

- Adoption of Environmental Management System by Government Departments and Agencies | Dr Ambika Zutshi, Deakin U.; Amrik S Sohal, Monash U.
- Effect of Environmental Management Systems on Investor Reactions to Emission Information | Satish Vasudev Joshi, Michigan State U.; Madhu Khanna, U. of Illinois, Urbana-Champaign; Shaufique Sidique, Michigan State U.

1133 ⊕→ •: (Paper Session) - (PNP) Politics & Goal Ambiguity in Public & Nonprofit Organizations

2:30pm - 3:50pm Sheraton Waikiki Beach: Waialua Room Chair: Santo D Marabella, Moravian College Discussant: Laurie N DiPadova-Stocks. Park U.

The Power and Politics of Institutionalizing a Development Paradigm at the World Bank | Nilima Gulrajani, Cambridge U.

Connecting the Dots in Public Management: Political Environment, Goal Ambiguity and Role Ambiguity | Sanjay K Pandey, Rutgers U., Camden; Bradley E Wright, U. of North Carolina

Charles H. Levine Award for Best Conference Paper in the Public and NonProfit Division

Identifying and Making Use of Distinctive Competencies in Public and Nonprofit Organizations | John M Bryson, U. of Minnesota; Fran Ackermann, Strathclyde U.; Colin Eden, Strathclyde U.

Three Big Management Challenges in Nonprofit Human Services Agencies | Seok-Eun Kim, Kansas State U.

1134 → SHCS: (PNP, SIM) Institutional Perspectives on Accountability

2:30pm - 3:50pm Sheraton Waikiki Beach: Lanai Ballroom

Coordinators: Kirsten Gronbjerg, Indiana U.; Duane Windsor, Rice U.

NICC C.

Presenters: Walter Powell, Stanford U.; Gili S. Drori, Stanford U.; David Reingold, Indiana U., Bloomington

1135 : (Paper Session) - (RM) Simulation 2:30pm - 3:50pm Hawaii Convention Center: Room 323A Chair: Marcus M. Butts, U. of Georgia Discussant: Steve Scullen, Drake U.

How Correct is Corrected? Examining the Accuracy of Corrections for Common Method Variance | Hettie Richardson, Louisiana State U.; Marcia Simmering, Louisiana Tech U.; Michael Sturman, Cornell U.

Heterogeneity and Networks in Diffusion:Comparing Agent-Based and Differential Equation Models | Hazhir Rahmandad, Massachusetts Institute of Technology; John Sterman, Massachusetts Institute of Technology

Developing Theory Through Simulation Methods | Jason Davis, Stanford U.; Christopher B. Bingham, Stanford U.

1136 C: (Paper Session) - (SIM) Integrated Strategy

Theories: New Developments and Proposals

2:30pm - 3:50pm Sheraton Waikiki Beach: Kohala/Kona Room

Chair: David Wasieleski, Duquesne U.

Discussants: Jeffrey Lenn, George Washington U.; Alfred Allen Marcus, U. of Minnesota

□Integrating Political, Economic and Organizational Strategies | Jean J Boddewyn, Baruch College; Eugene Salorio, U. of Connecticut, Stamford; Nicolas Dahan, Marne-la-Vallée U. (France)

An Integrative Theory of Non-Market Strategy: Veto Points, Policy Scope, and Policy Durability | **John M de Figueiredo**, Princeton U.

Spillover Sources of Competitive Advantage in the Political and Economic Marketplaces | Amy Hillman, Arizona State U.; Gerald Keim, Arizona State U.

Creating Competitive Advantage Through Corporate Social Strategy | **Bryan W Husted**, Instituto de Empresa; **David B.**Allen, Instituto de Empresa

1137 → •: (Paper Session) - (SIM) Ethics Perspectives: Nietzsche, Habermas, Stakeholders, and Contractarianism

2:30pm - 3:50pm Sheraton Waikiki Beach: Niihau Room

Chair: Gerald F Cavanagh, U. of Detroit, Mercy

Discussants: Jamie R Hendry, Bucknell U.; Joseph A. Petrick,

Wright State U.

■Re-conceptualizing the 21st Century Strategic Self | David Weitzner, York U.

From Stakeholder Management to Stakeholder Accountability
- Applying Habermasian Discourse Ethics | Andreas
Rasche, European Business School

- → When Does National Identity Matter in Ethical Decision-Making?: An Empirical Extension of ISCT | Wendy Bailey, U. of California, Riverside; Andrew Spicer, U. of South Carolina
- → Contractarian Business Ethics: Promise and Application Conditions | Ben Wempe, Erasmus U.

1138 ♠ → ◀JS: (SIM, ONE) CSR: Stakeholder, Trust and Value. New Vision of Management and Research from a European Perspective

2:30pm - 3:50pm Sheraton Waikiki Beach: Oahu Room Organizer: Francesco Perrini, Bocconi U. Chair: Francesco Perrini, Bocconi U.

Discussant: Thomas J Donaldson, U. of Pennsylvania

Presenters: Craig Smith, London Business School; Josep M. Lozano, ESADE; Sandro Castaldo, Bocconi U.; Peter Neergaard, Copenhagen Business School; Mario Minoja, Bocconi U.

1139 : (Paper Session) - (TIM) Alliances & Joint Ventures

2:30pm - 3:50pm Hawaii Convention Center: Room 304B Chair: Michael J. Mannor, Michigan State U.

Discussant: Patricia M Norman, Baylor U.

- ₽→Do International Joint Ventures Foster or Inhibit Innovative Activities in Emerging Economies? | Ishtiag Pasha Mahmood, National U. of Singapore; Weiting Zheng, National U. of Singapore
- ■Technology Licensing Partners | YoungJun Kim, George Washington U.; Nicholas S Vonortas, George Washington U. Transferring and Creating Technological Knowledge in Interfirm R&D Relationships | Dries Faems, Catholic U. of Leuven; Maddy Janssens, Catholic U. of Leuven; Bart Van Looy, Catholic U. of Leuven

Modeling Relationships among Strategic Alliance Performance Measures: The Case of R&D Consortia | Paul M Olk, U. of Denver

1140 : (Paper Session) - (TIM) Learning

2:30pm - 3:50pm Hawaii Convention Center: Room 306A

Chair: Geraldine Wu, Columbia U.

Discussant: Robert S. Huckman, Harvard U.

Pu CLearning & Post-Project Competence and Status Enhancement in Fast Cycle and Regular Teams | Vadake Narayanan, Drexel U.

Stephan Schrader Best Paper Award Finalist Absorptive Capacity and Technology Sourcing | Hongwu Ouyang, Fordham U.

Gaining from Your Losses: The Backward Transfer of Knowledge through Mobility Ties | Rafael A. Corredoira, U. of Pennsylvania; Lori Rosenkopf, U. of Pennsylvania

Contributions of Know-What and Know-How to Performance Improvement in Complex Service Organizations | Anita L. Tucker, U. of Pennsylvania; Ingrid M. Nembhard, Harvard U.; Amy C. Edmondson, Harvard U.

1141: (Paper Session) - (TIM) Organizational /

Technological Evolution & Change

2:30pm - 3:50pm Hawaii Convention Center: Room 307A Chair: Mari W Buche, Michigan Technological U.

Discussant: Jeffrey Lee Funk, Hitotsubashi U.

₱Frequent Innovation and Mortality in High-Technology Competition | David McKendrick, U. of Durham; James Wade, U. of Wisconsin, Madison

- The sources of management innovation | Michael J. Mol. London Business School & U. of Reading; Julian Birkinshaw, London Business School
- ■Market Knowledge Contribution to Dynamic Capabilities: the Case of the Pharmaceutical Industry | Daniele Severi Bruni, Bocconi U.: Gianmario Verona, Bocconi U.
- Consumer-led Institutional Change: The case of SMS in Mobile Communications | Shahzad Ansari, Erasmus U.; Nelson Phillips, Imperial College London

Tuesday 3:15PM

1142: (AAA) Conference Break

3:15pm - 3:45pm Hawaii Convention Center: Exhibit Hall III - Break Area Organizer: George T Solomon, George Washington U.

Tuesday 3:30PM

1143 : (ICW) Peter Frost Commemorative Festival, Celebrating Emotions at Work: A U. of British Columbia 3-Year Gold Sponsorship Event

3:30pm - 5:00pm Sheraton Waikiki Beach: Kauai Ballroom This Festival, made possible through the University of British Columbia's 3 year AoM Gold Sponsorship, is held in honor of Peter Frost, celebrating his contributions to the study of emotion in organizations. Featuring a collection of innovative displays by many of the field's emotion researchers, the Festival captures participants' work, ideas, and feelings about emotion in organizations. Displays include photos, poems, music, sculpture, metaphor and pictures, as well as posters and laptop-style presentations. Attendees are encouraged to celebrate the memory of Peter by wandering through the Festival displays. To close the session, a group of scholars will discuss emerging directions in the field of emotions. Participants: Karl Aquino, U. of Delaware; Linda Babcock, Carnegie Mellon U.; Laurie J Barclay, U. of British Columbia; Sigal Barsade, U. of Pennsylvania; Brittany Boyd, Baruch College, CUNY; Kim Cameron, U. of Michigan; Yochi Cohen-Charash, City U. of New York, Baruch College; Jean-Francois Coget, HEC Paris; Lorna Doucet, U. of Illinois; Jane E Dutton, U. of Michigan, Ann Arbor: Hillary Anger Elfenbein, U. of California, Berkeley: Amir Erez, U. of Florida; Martha S. Feldman, U. of California, Irvine; Donald E Gibson, Fairfield U.; Jody Hoffer Gittell, Brandeis U.; Roxana Gonzales, Carnegie Mellon U.; Quy Nguyen Huy, INSEAD: Alice Isen. Cornell U.: Karen Jehn. Leiden U.: Jason Kanov, Seattle U.; Tina Kiefer, U. of London; Jennifer Lerner, Carnegie Mellon U.; Jacoba Marja Lilius, U. of Michigan, Ann Arbor; Sally Maitlis, U. of British Columbia; Martin L. Martens, Concordia U.; Don Moore, Carnegie Mellon U.; Jeremy Offenstein, City U. of New York Graduate Center; Hakan Ozcelik, California State U., Sacramento: David L. Patient, U. of British Columbia; Christine Pearson, Thunderbird, American Graduate School of International Mgmt.; Chris Poulson, California Polytechnic State U., Pomona; Sandra L. Robinson, U. of British Columbia; Pauline Schilpzand, U. of Florida; Martin Schulz, U. of British Columbia; Timothy J. Vogus, Vanderbilt U.; Michele Williams, Massachusetts Institute of Technology; Monica C. Worline, Emory U.

Tuesday 4:10PM

1144 **•**: (AAS) Women's Career Advancement: Reexamining Glass Ceiling Effects in the 21st Century 4:10pm - 5:20pm Hawaii Convention Center: Room 312

Chairs: Beverly C. Tyler, New York U.; Linda M. Dunn-Jensen,

New York U. Discussant: Mary Ann Von Glinow, Florida International U.

The Academic Glass Ceiling: Women Faculty in Science and Engineering | Diana Bilimoria, Case Western Reserve U.

Cultural Transformation: A Vision for Increasing Women's Representation at Executive Level | Isabel Metz, U. of Melbourne; Alan Simon, U. of Western Australia

Status as a Determinant of Network Choices of Managers in Work Organizations | **Beverly C. Tyler**, New York U.

Women's Attributional Rationalization of Their Own Successes in a Mixed-sex team | Michelle C. Haynes, New York U.; Madeline E Heilman, New York U.

1145: (AAS) Proposed: The Academy Should Ban Tests of Statistical Significance from Its Journals

4:10pm - 5:20pm Hawaii Convention Center: Room 313A Organizer: William H. Starbuck, New York U. Introduction | Mikelle A. Calhoun, Valparaiso U.

Croquet with the Queen of Hearts: What is wrong with NHST? | William H. Starbuck, New York U.

Effect Sizes, Confidence Intervals, and Especially Confidence Intervals for Effect Sizes | **Bruce Thompson**, Texas A&M U.

Is a ban necessary? What happened when other professional societies tried to ban NHST? | Fiona Fidler, U. of Melbourne Scientific Cynicism: The File-Drawer Problem in Management Research | Eric Abrahamson, Columbia U.

1146 : (Paper Session) - (BPS) Future of the Field of Strategic Management

4:10pm - 5:20pm Hawaii Convention Center: Room 306B Chair: Daniel Tzabbar, U. of Central Florida

Discussants: **Joseph Mahoney**, U. of Illinois, Urbana-Champaign; **Jay B Barney**, Ohio State U.

₽What is Strategic Management, Really? A Consensus View on the Essence of the Field | Rajiv Nag, Pennsylvania State U.; Donald C. Hambrick, Pennsylvania State U.; Ming-Jer Chen, U. of Virginia

New Academic Fields as Social Movements: The Case of Strategic Management | **Donald C. Hambrick**, Pennsylvania State U.; **Ming-Jer Chen**, U. of Virginia

■■Making Strategy Matter: The Advancement of Strategic Theory and Practice | Flora Stormer, U. of Alberta

1147: (Paper Session) - (BPS) Imitation, Reciprocity and Competitive Interaction

4:10pm - 5:20pm Hawaii Convention Center: Room 307B

Chair: Stephen A Drew, U. of Washington, Bothell

Discussant: Richard J Arend, U. of Nevada, Las Vegas

■Cross-functional Coopetition: The Simultaneous Role of Cooperation and Competition within Firms | Xueming Luo, U. of Texas, Arlington; Rebecca J. Slotegraaf, Indiana U.; Xing Pan, Indiana U.

Attack Defend Retreat | Douglas O'Bannon, -

Multimarket Competition in Exploration Activities | Jaideep
Anand, Ohio State U.; Roberto Vassolo, IAE Business School U. Austral

New Resources, Competitive Advantage, and Performance: The Impact of Value Creation and Imitation | Jovan Grahovac, Tulane U.; Douglas J. Miller, Tulane U.

1148: (Paper Session) - (BPS) **Strategic Change in Emerging Economies**

4:10pm - 5:20pm Hawaii Convention Center: Room 308A

Chair: Taieb Hafsi, HEC Montreal

Discussant: Witold Jerzy Henisz, Wharton School

- → Corporate Restructuring in Emerging Economies: Balancing Transaction and Organization Costs | Robert E. Hoskisson, Arizona State U.; Richard A Johnson, U. of Oklahoma; Laszlo Tihanyi, Texas A&M U.; Robert Ensign White, Arizona State U.
- → Creating Capabilities for New Market Entry | Ted London, U. of North Carolina

PaAntecedents and Outcome of Diversification-Control Alignment: Top 100 Business Groups in Taiwan | Mi Feng, Stanford U.; Chi-Nien Chung, National U. of Singapore

1149: (Paper Session) - (BPS) Strategic Continuity and Performance

4:10pm - 5:20pm Hawaii Convention Center: Room 308B

Chair: Dov Rothman, Columbia U.

Discussant: Al Douglas McCready, George Washington U.
Continuity, Signals, and Success | Thomas Hutzschenreuter,
Otto Beisheim Graduate School of Management (WHU); Fabian
Guenther, Otto Beisheim Graduate School of Management
(WHU); Johannes Christian Voll, Otto Beisheim Graduate
School of Management (WHU)

Antecedents of Executive Exit in Post-IPO Startups: Evidence From the U.S. Biotech Industry | Jun Li, U. of New Hampshire Family Involvement, Agency and Performance in the Fortune 1000 | Danny Miller, HEC Montreal; Isabelle Le Breton-Miller, U. of Alberta; Richard H. Lester, Louisiana Tech U.

1150 : (BPS) Doctoral Student Research by Finalists for the Best Dissertation Award

4:10pm - 5:20pm Hawaii Convention Center: Room 309 *Chair:* **James Westphal**, U. of Texas, Austin

1151 (CAR) Remembering Michael Driver: Friends, Colleagues and Students Pay Tribute to a Scholar and Pioneer

4:10pm - 5:20pm Hawaii Convention Center: Room 319A
The Careers Division is honored to celebrate the life and work of
Michael J. Driver with a Festschrift. This panel of individuals
includes those who worked with or followed in the footsteps of Dr.
Driver in his important and often ground-breaking work in several
areas, including cognitive psychology, careers, decision-making and
executive development. Please join us to honor this forefather of the
Careers Division.

Moderator: Suzanne C. De Janasz, U. of Mary Washington Presenters: Emmeline de Pillis, U. of Hawai'i, Hilo; C. Brooklyn Derr, Brigham Young U.; Phillip Hunsaker, U. of San Diego; Rikard Larsson, Lund U.; Najmedin Meshkati, U. of Southern California; Thomas H. Olson, U. of Southern California; J. Bruce Prince, Kansas State U.; Dianne Sundby, Private practice

1152 ③: (Paper Session) - (CM) Conflict Management 4:10pm - 5:20pm Hawaii Convention Center: Exhibit Hall III - CM Presented on panels 1-12

→ Conflict and Creativity over Project Life Cycles: A Study of Taiwanese Cases | Ming-Huei Chen, Yuan Ze U.; Yuan-Chieh Chang, National Tsing Hua U.

- The Impact of Contextual and Individual Variables on Employee Voice: An Integrated Framework | Erika E. Harden, Rutgers U.
- It Takes Two to Tango: An Interdependence Analysis of Trust and Cooperation Spirals | Donald L Ferrin, Singapore Management U.; Michelle C Bligh, Claremont Graduate U.; Jeffrey C Kohles, California State U., San Marcos
- Accounting Information in the Conflict between Regulator and Regulated Firms: Evidence from Brazil | Ricardo L. Cardoso, EBAPE-FGV; Eliseu Martins, FEA-USP
- Indecisiveness from a Nonconsequentialist Decisionmaking Perspective | Raed Elaydi, North Carolina U., Chapel Hill
- Toward an Integrated Process Model of Peer Reporting | Trevor E. Murray, Touro U. International; Debra Louis Connelley, Touro U. International
- The Relationship Between Intergroup Competition and Longitudinal Change in Group Effectiveness | Andreas W. Richter, Aston U.; Michael West, Aston U.; Claudia A. Sacramento, Aston U.; Giles Hirst, Aston U.
- Development and Empirical Exploration of a New Model of Intragroup Conflict | Kjell B Hjertø, Norwegian School of Management; Bard Kuvaas, Norwegian School of Management
- A Longitudinal Study on the Association between Task and Relationship Conflict | Kyoosang Choi, State U. of New York, Buffalo; Bongsoon Cho, Kookmin U.
- →
 When Power and Experience Moderate the Relationship Between Interpersonal Conflict and Consensus | Eman L. ElShenawy, Washington State U.
- The Motivating Effect of Emotions in Post-negotiation Contract Implementation | Alexandra A. Mislin, Washington U.
- ➡ → → How Bargaining Alters Outcomes: Bilateral Trade Negotiations and Bargaining Strategies | Deborah Elms, Institute for Defence & Strategic Studies, Singapore

1153: (Paper Session) - (CM) Justice and Negotiation 4:10pm - 5:30pm Hawaii Convention Center: Room 318B Chair: Tae-Yeol Kim, City U. of Hong Kong Discussant: **Donald E Conlon**, Michigan State U.

- From Egocentric to Socially Constructed Notions of Fairness in Negotiation | Mara I. Hernandez, Massachusetts Institute of Technology; Jared R. Curhan, Massachusetts Institute of Technology
- The Effects of Social and Normative Comparison on Justice Judgments | Tae-Yeol Kim, City U. of Hong Kong; Jeffrey R. Edwards, U. of North Carolina
- Predicting Negotiator Outcome Satisfaction: Interactional Justice and Social Comparison Perceptions | Edward E. Kass, St. Joseph's U.
- The Lingering Effects of Negotiation in Recruitment on the Long-Term Employment Relationship | Merideth Ferguson, Vanderbilt U.; Neta A Moye, Vanderbilt U.; Ray Friedman, Vanderbilt U.

1154 �→ ◆JS: (CMS, OCIS) European/US Cooperation in New Firm Formation Across Cultural Borders

4:10pm - 5:20pm Sheraton Waikiki Beach: Honolulu Room Organizers: Jan Ulijn (Eindhoven, Netherlands), Frank Lasch (Montpellier, France)

Organizers: Frank Lasch, CEROM Montpellier Business School; Jan Ulijn, Faculty of Technology Management Discussants: Howard Aldrich, U. of North Carolina; Jürgen Schmude, Regensburg U.

Presenters: Patricia G Greene, Babson College; Saïd Yami, ERFI/CEROM U. of Montpellier 1; Frank Lasch, CEROM Montpellier Business School; Janez Prašnikar, U. of Ljubljana

1155 �→: (ENT) New Contexts for Innovation and Entrepreneurship: International Perspective on University Spin-offs.

4:10pm - 5:20pm Hawaii Convention Center: Room 301B

Chair: Donald Siegel, Rensselaer Polytechnic Institute

Conceptualizing the Heterogeneity of Research-based Spinoffs: A Multi-dimensional Taxonomy | Andy Lockett, U. of Nottingham; Mike Wright, Nottingham U.

Institutional Determinants of Research Based Spin-offs: A Pan-European Study of Start-up and Growth | Bart Clarysse, Vlerick-Leuven-Gent Management School; Nathalie Moray, U. of Gent

Internal Determinants of University Spinoff Activity: A Longitudal Study of 141 U.S. Universities | Thomas J Allen, Massachusetts Institute of Technology; Rory O'Shea, U. of College Dublin; Frank Roche, U. of College Dublin

Entrepreneurial Activity at U.S. Research Universities: A Review and Research Agenda | Gideon D Markman, U. of Georgia; Peter T. Gianiodis, U. of Georgia

Proximity as a Resource Base for University-Industry Links and Technology Transfer - A Structural EQ | Peter Lindelof, U. of Nottingham

Presenter: Frank Roche, U. of College Dublin
Participants: Mike Wright, Nottingham U.; Andy Lockett, U. of
Nottingham; Bart Clarysse, Vlerick-Leuven-Gent Management
School; Nathalie Moray, U. of Gent; Thomas J Allen,
Massachusetts Institute of Technology; Rory O'Shea, U. of College
Dublin; Gideon D Markman, U. of Georgia; Peter T. Gianiodis, U. of Georgia; Peter Lindelof, U. of Nottingham

1156: (Paper Session) - (ENT) Corporate Entrepreneurship & Value Creation

4:10pm - 5:20pm Hawaii Convention Center: Room 303A *Chair:* **Benson Honig**, Wilfrid Laurier U.

- ■Innovation as a Corporate Entrepreneurial Outcome in Start-ups: a Human Resource-Based View | Johan Maes, Katholieke U. Leuven; Luc Sels, Katholieke U. Leuven; Sophie Anna De Winne, Katholieke U. Leuven
- ₱How Corporate Entrepreneurs Think: Cognition, Context, and Entrepreneurial Scripts | Andrew C. Corbett, Rensselaer Polytechnic Institute; Keith Hmieleski, TCU
- CEO Transformational Leadership and Corporate
 Entrepreneurship: Role of TMT Process and Perspective |
 Yan Ling, George Mason U.; Michael Lubatkin, U. of
 Connecticut; Zeki Simsek, U. of Connecticut; John F Veiga, U.
 of Connecticut

■Organizational Antecedents and Entrepreneurial Actions: The Moderating Role of Managerial Level | Jeffrey S Hornsby, Ball State U.; Donald F Kuratko, Indiana U.; Jennifer Phillips Bott, Ball State U.

1157 ➡: (Paper Session) - (ENT) Social Capital in the Entrepreneurial Process: Implications for Firm Performance

4:10pm - 5:20pm Hawaii Convention Center: Room 303B Chair: Helena Yli-Renko, U. of Southern California

₽ Spin-out Formation and Performance from the Lens of Dynamic Capabilities and Social Capital Theory | Arvin Sahaym, U. of Washington, Seattle

- Intrapreneurship and Trust: An Exploratory Field Study in For-Profit and Nonprofit Settings | Michael Gene Stull, California State U., San Bernardino; John D Aram, Case Western Reserve U.
- Forces, Constraints, and Professionalization of Chinese Family Business:A Theoretical Model | Jianjun Zhang, Peking U.; da yu, Peking U.
- Building a Business on Ethnic Ties: A Study of the Effects of EthnicNetworks | Neri Karra, U. of Cambridge; Nelson Phillips, Imperial College London; Paul Tracey, U. of Cambridge

1158: (Paper Session) - (GDO) **Sexual Harassment 25 Years** after the **EEOC Guidelines**

4:10pm - 5:20pm Hilton Hawaiian Village: Sea Pearl Suite 1-2

Chair: Karen L. Middleton, Texas A&M U., Corpus Christi Discussant: Robyn A. Berkley, Rensselaer Polytechnic Institute

- Determinants of Sexual Harassment Coping Strategies in Mexican American and Anglo women | Roxanne R Cox, New Mexico State U.; Peter W Dorfman, New Mexico State U.; Walter Stephan, New Mexico State U.
- A Model for Predicting Outcomes of Sexual Harassment Complaints by Race and Gender | Harsh K Luthar, Bryant U; Jasmine Tata, Loyola U. Chicago
- Sexual harassment: A desire for sex or for sex-based power? | Jennifer L. Berdahl, U. of Toronto
- Perceptions of Sexual Harassment Severity: Toward an Understanding of Molehills and Mountains | Bryan J. Pesta, Cleveland State U.; Kenneth J. Dunegan, Cleveland State U.; Mary W Hrivnak, Cleveland State U.

1159 : (Paper Session) - (GDO) Organization Theory Meets Diversity: Advancing the Field

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 1

Chair: Marcy Crary, Bentley College

Homosocial Reproduction At The Top: The Role Of Environmental Uncertainty | Rebecca M Butz, Tulane U.

Survival of the Fittest or Least Fit? Psychology meets Ecology in Organizational Demography | Aimee Dars Ellis, Arizona State U.; Anne S. Tsui, Arizona State U.

₱Feminist Analysis of Micro Research on Gender in Organizations: Suggestions for Advancing the Field | Robin Ely, Harvard U.; Irene Padavic, Florida State U.

Harlow Award Nominee

Competitive Advantage through Organizational Diversity within an Ambiguous Social Context | Cara Christina

Maurer, U. of Western Ontario; Lyn Purdy, U. of Western Ontario

1160 : (Paper Session) - (HCM) Learning to be Safe:

Theoretical and Methodological Approaches to Improving Patient Safety

4:10pm - 5:20pm Sheraton Waikiki Beach: Waianae Room

Chair: Manuela Brusoni, Bocconi U.

Discussant: Manuela Brusoni, Bocconi U.

- Studying Patient Safety in Health Care Organizations: Valuing a Range of Approaches | Timothy Hoff, State U. of New York, Albany
- Danger in the Guise of Safety: Near Miss as a System Failure? A Success? Or a Good Nurse at Work? | Michal Tamuz, U. of Tennessee Health Sciences Center; Eric J. Thomas, U. of Texas Houston Medical School
- Creating a Culture of Safety in Hospitals | Sara J. Singer, Harvard U.; Anita L. Tucker, U. of Pennsylvania
- Work Environments, Psychological Safety, and Positive Affect in Health Care: A Theoretical Framework | Cheryl Rathert, U. of Nebraska, Lincoln; Douglas R May, U. of Kansas

1161: (Paper Session) - (HR) Employee Integration, Adaptation, and Stress

4:10pm - 5:20pm Hawaii Convention Center: Room 319B

Chair: Donna L Wiley, California State U., Hayward

- ■The Immigrant Employee as a Component of a Diversified Workforce-Social Integration and Outcomes | Xiaoyun Wang, U. of Manitoba
- №Met Expectations: The Effects of Expected and Delivered Inducements on Attitudes and Intentions | Greg Irving, Wilfrid Laurier U.; Samantha D. Montes, Wilfrid Laurier U.
- The Good, The Bad, and The Ugly: Outcomes of Challenge and Hindrance Stressors | Jarrod M Haar, U. of Waikato
- ■Employees' Investment in Organizational Social Capital: The Role of High-Involvement Work Practices | Brenda E Ghitulescu, U. of Pittsburgh

1162 : (Paper Session) - (HR) Work Arrangements in Knowledge-Based Settings

4:10pm - 5:20pm Hawaii Convention Center: Room 323B

Chair: Arup Varma, Loyola U. Chicago

- → Individual's Global Mobility for Work | Phyllis Tharenou, U. of South Australia
- Work and Family Conflict: Can Home-based Teleworking Make a Difference? | Susan R. Madsen, Utah Valley State College
- → Knowledge Team Design and Conflict: Evidence from Chinese High Technology Companies | Paul Hempel, City U. of Hong Kong; Zhixue Zhang, Peking U.
- Managing the Psychological Contract for Knowledge Sharing: The Role of Human Resource Management | **Bonnie S O'Neill**, Marquette U.; **Monica Adya**, Marquette U.

1163: (Paper Session) - (IM) Barry Richman Dissertation Award Finalists Presentation

4:10pm - 5:20pm Hawaii Convention Center: Room 305A

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ← Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings

Finalists for the IM Division's prestigious Barry Richman Dissertation Award present their work. Open to all.

Division Chair: Schon Beechler, Columbia U.

- → Do Foreign Firms Crowd Out Domestic Firms? Evidence from the Czech Republic | Renata Kosova, George Washington U.
- Shared Mental Models in Negotiation | Leigh Anne Liu, U. of South Carolina
- Innovation and Knowledge Diffusion in the Global Economy | Jasjit Singh, INSEAD

1164: (Paper Session) - (IM) Social Networks and FDI 4:10pm - 5:20pm Hawaii Convention Center: Room 305B Chair: William John Lekse, Babson College Discussant: Elie Matta, HEC Paris

- → ■Investing in China: A Network Perspective on the Diffusion of FDI Entry Decisions across Countries | Jiatao Li, Hong Kong U. of Science and Technology; Jing Yu Yang, Hong Kong U. of Science and Technology; Deborah Rui Yue, Hong Kong U. of Science and Technology
- International SMEs Social Ties and FDI Decision. | Chin-Chun Hsu, U. of Nevada, Las Vegas
- → Networks and Financial Performance: The Role of Internal Ties in Accessing Opportunities | Marie Louise Mors, Massachusetts Institute of Technology; Bjorn Lovas, London Business School

1165 ⊕→ •: (IM) Executive Panel: Management Competencies for the 21st Century Global Manager

4:10pm - 5:20pm Hawaii Convention Center: Room 316B Organized by IMD's External Relations Committee, this panel will explore the relationship between value systems and managing change in a complex global environment. Session facilitated by A. Budde, M. Valdez, C. Suarez, V. Munuswamy, and K. Lo--all from U. of Hawaii.

Organizers: David C. Thomas, Simon Fraser U.; Martha L Maznevski, IMD; Colette A Frayne, Seattle U. Distinguished Speakers: Vaughn Vasconcellos, Akimeka LLC; Failautusi Avegalio, U. of Hawai'i; Chong-Moon Lee, AmBex Venture Capital; John Griffin, Former CEO, Caterpillar Discussants: Rosalie L. Tung, Simon Fraser U.; Robert Doktor, U. of Hawai'i; Allen Morrison, IMD

1166 → JS: (IM, HR) International Assignment Experience at the Top: Does It Make a Difference?

4:10pm - 5:20pm Hawaii Convention Center: Room 304A

Chair: Robert Hooijberg, IMD

International Assignment Experience at the Top: Does It Make a Difference? | Robert Hooijberg, IMD

- Director International Experience: The Case of the UK FTSE 100 | **Wm Gerard Sanders**, Brigham Young U.; **Elisabeth Marx**, Hanover Fox International
- The Role of International Assignment Experience in Top Teams and Firm Performance | Hal Gregersen, London Business School; J Stewart Black, INSEAD
- International Attention in Top Management Teams:
 Determinants and Performance Implications | Cyril Daniel
 Bouquet, York U.; Allen Morrison, IMD

1167: (Paper Session) - (IP) Perspectives on Social Identity 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: Rabi S Bhagat, U. of Memphis

- **HR:** Subjective P-O Fit: A Review of Existing Measures and Suggestions for Future Research | **Kelly A. Piasentin**, U. of Calgary; **Derek S. Chapman**, U. of Calgary
- ■OB: When We Disagree About Who We Are: Ideographic Identity and Firm Performance | Zannie Voss, Duke U.; Daniel M Cable, U. of North Carolina; Glenn Voss, North Carolina State U.
- → IM: Effects of Culture on Organizational Attribution Styles: A Study of Four Pacific-Rim Nations | Andre Anugerah Pekerti, U. of Queensland; Roger Kashlak, Loyola College; Aahad Osman-Gani, Nanyang Technological U.; Anugerah Pekerti, Institute for Management Education & Development
- →IM: Empowerment: Clarifying the Construct and Setting the Stage for Cross-Cultural Research | Anne Berthelot, U. of Texas, El Paso; Janice R Joplin, U. of Texas, El Paso
- **OB:** The Multi-Dimensional Nature of Psychological Contracts | **Joshua R. Knapp**, U. of Cincinnati
- **1168**: (Paper Session) (IP) **Perspectives on Groups** 4:10pm 5:20pm Hilton Hawaiian Village: Tapa 1 Table A2 Facilitator: **Steven Grover**, U. of Otago
- OB: Effects of Organizational Systems on Team Potency and Performance: Extending Guzzo et al.'s Model | Frances A. Kennedy, Clemson U.; Thomas P. Klammer, U. of North Texas; Misty L Loughry, Clemson U.; Michael M. Beyerlein, U. of North Texas
- OB: Solidarity Through Networks: The Effects of Task and Informal Interdependence | Ferry Koster, Amsterdam U.; Frans Stokman, Groningen U.; Randy Hodson, Ohio State U.
- MOC: Individual Decisions Following Group Choice: Mediating Roles of Risk Propensity and Risk Perception | David Lehman, Purdue U.; Rangaraj Ramanujam, Purdue U., West Lafayette
- OB: Process and Performance in Top Management Teams:
 The ContingentRole of Interdependence | Bret H. Bradley,
 U. of Iowa; Murray R. Barrick, U. of Iowa; Amy L. KristofBrown, U. of Iowa; Amy E. Colbert, U. of Notre Dame
- MOC: Power and Objectification: Seeing Others through a Lens of Self Interest | M. Ena Inesi, Stanford U.; Deborah Gruenfeld. Stanford U.
- 1169: (Paper Session) (IP) Research on Networks
 4:10pm 5:20pm Hilton Hawaiian Village: Tapa 1 Table A3
 Facilitator: Henrich Greve, Norwegian School of Management
 OMT: The Rise and Fall of Small Worlds | Arijit Chatterjee,
 Pennsylvania State U.
- Palm: Comparing Managers' Charisma, Social Networks, and Self-Set Career Goals in the US and China | Alexander Stajkovic, U. of Wisconsin, Madison; Mason A Carpenter, U. of Wisconsin, Madison; Scott D. Graffin, U. of Wisconsin, Madison
- → ◆IM: Managerial Ties in China: When Do They Bolster or Damage Firm Performance? | Julie Juan Li, Hong Kong U. of Science and Technology; Kevin Zheng Zhou, Hong Kong U. of Science and Technology; Laura Poppo, Virginia Tech

OMT: Interdependent Sampling and Social Contagion | Jerker C. Denrell, Stanford U.; Gael Le Mens, Stanford U.

1170: (Paper Session) - (IP) Research Over Long Time Frames

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: Michele A Govekar, Ohio Northern U.

- ■SIM: From Cost to Resource: The Transformation and Diffusion of Corporate Social Responsibility | Min-Dong Paul Lee, Cornell U.; Sunghoon Kim, Cornell U.
- **TIM:** A Survey of Contemporary Innovation Literature:A Rashomon Effect | **C.H. Tzeng**, McGill U.
- → MH: History, Ownership Forms and Corporate Governance Systems: A Study of the Indian Context | Kamala Gollakota, USD; Vipin Gupta, Simmons School of Management
- ENT: Family Business Research: A Bibliometric Assessment of Intellectual Roots and Structure | Juha T. Mattsson, Helsinki U. of Technology; Henri Schildt, Helsinki U. of Technology
- → ENT: MIT Entrepreneurs: An Empirical Examination | David Hsu, Wharton School; Edward B. Roberts, Massachusetts Institute of Technology
- **1171**: (Paper Session) (IP) Science and Economics 4:10pm 5:20pm Hilton Hawaiian Village: Tapa 2 Table B1 Facilitator: Anne D Smith, U. of Tennessee, Knoxville
- RM: Reconsidering the Desideratum of Representativeness | Murray Lindsay, U. of Western Ontario
- **OM**: Reflections on the Acquisition and Use of Innovative Data Sources in Empirical OM Research | **David Hollingworth**, U. of North Dakota; **Kimberly A Bates**, Trent U.
- ■RM: The Legitimacy of Messiness: Interdisciplinary
 Research and Interorganizational Relationships | Mark de
 Rond, Cambridge U.; Sonja Marjanovic, Cambridge U.
- → ENT: Identifying Trends in Entrepreneurship Research: Textual Analysis Revisited | David Watkins, Southampton Business School, U.K.; Diana M Reader, Bath Spa U., College

1172 : (Paper Session) - (IP) New Ideas about Signals and Status

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B2 *Facilitator:* **Marianne Miller**, Virginia Commonwealth U.

- CM: Why Use an Agent in Transactions? Signaling Competence and Overcoming the Self-Promotion Dilemma | Jeffrey Pfeffer, Stanford U.; Christina Fong, U. of Washington; Robert Cialdini, -; Rebecca Robin Portnoy, U. of Washington, Seattle
- **GDO**: Mitigating the Penalties for Women's Success: The Perceived Communality Deficiency | **Tyler G. Okimoto**, New York U.; **Madeline E Heilman**, New York U.
- ₱GDO: Withholding Accommodation Requests: The Role of Workgroup Supportiveness and Requester Attributes | David C. Baldridge, Oregon State U.

Harlow Award Recipient

GDO: Investigating the Validity of Stereotypes about
Overweight Employees | Mark V Roehling, Michigan State U.;
Patricia Vincent Roelhing, Hope College; Maureen Dunn,
Hope College

OCIS: IT Adoption, Image, & Firm Support: A Study of Customer Expectations and Social Meaning | Susan Winter, U. of North Carolina, Charlotte; Hari Krishna Rajagopalan, U. of North Carolina, Charlotte; Frances Sharer Vergara, U. of North Carolina, Charlotte; Pamela J. Jackson, Fayetteville State U.; Scott Hunsinger, Appalachian State U.

1173: (Paper Session) - (IP) Social Responsibility

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: Jennifer Susan Anne Leigh, Gettysburg College

- ONE: Entrepreneurialism and Embeddedness: A Model for Ecopreneurship | Anne Margaret Clifford, Kingston U.; Sarah Elizabeth Ann Dixon, Kingston U.
- **SIM:** Who's in the Business of Saving Lives? | **Pepe Lee** Chang, U. of Utah
- → PNP: Social Performance and Economic Dimensions of Microfinance NGOs | James C. Brau, Brigham Young U.; Shon R Hiatt, Cornell U.; Warner P. Woodworth, Brigham Young U.
- PNP: Cross-sector Partnerships Involving Social Enterprise: A Conceptual Framework | Paul Tracey, U. of Cambridge; Helen Haugh, U. of Cambridge
- SIM: Corporate Social Responsibilities: Theory and Evidence | Paul C Godfrey, Brigham Young U.; Nile W. Hatch, Brigham Young U.; Jared M. Hansen, Brigham Young U.

1174: (Paper Session) - (IP) Stakeholder Perspectives on Governance

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: Susan Key, U. of Alabama, Birmingham

- ■ OMT: Corporate Disclosure Strategies: an analysis of investor approach and institutional effects | Cynthia Clark Williams. Boston U.
- → SIM: Corporate Community Involvement Promoting a Multi-Stakeholder Commitment | Domenec Mele, U. of Navarra; Marcelo Paladino, IAE Business School - U. Austral
- ■SIM: A Governance Framework for Understanding Environmental Strategy. | Judith Walls, Rensselaer Polytechnic Institute; Phillip Phan, Rensselaer Polytechnic Institute
- **SIM:** Three-Sector Stakeholder Approach to Agriculture Biotechnology | **Stephen Luxmore**, Rochester Institute of Technology

1175 : (Paper Session) - (IP) Intangible Assets

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 2 - Table B5 Facilitator: **Nikhil Celly**, U. of Western Ontario

- ➡ BPS: Building Intangible Resources: The Stickiness of Reputation | Siah-Hwee Ang, U. of Auckland; Ana-Maria Wight, U. of Auckland
- ■BPS: Resource-Based View of Competitive Advantage in Two-Sided Markets | Mingchun Sun, Stanford U.; Edison Tse, Stanford U.
- ■BPS: Corporate Reputations: How Long Do They Last and Why? | Tony Wingler, U. of North Carolina, Greensboro; Sheldon Balbirer, U. of North Carolina, Greensboro; Moses Acquaah, U. of North Carolina, Greensboro

- **BPS**: Competitive Advantage Through People? | Henry Sauermann. Duke U.
- MC: No Time to Govern? The Impact of Multiple Directorships on Director and Corporate Performance | Geoffrey Kiel, U. of Queensland; Gavin John Nicholson, U. of Queensland; Kevin Patrick Hendry, U. of Queensland
- 1176: (Paper Session) (IP) Managing Stakeholders 4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C1 Facilitator: Dean Tiosvold, Lingnan U.
- SIM: Biting the Hand That Feeds You: Customer Concerns in the S&P 500 | Sara A Morris, Old Dominion U.; Barbara R Bartkus, Old Dominion U.
- **CM**: Giving Away Too Much: Extreme Relational Orientation and Self-sacrifice at the Bargaining Table | Emily T. Amanatullah, Columbia U.; Michael W. Morris, Columbia U.
- **BPS**: Competing Interests in Distressed Firms: A Comparison of Creditor and Shareholder Asset Preferences | William J Donoher, Bradley U.
- CM: What Do Unions Do New Publicly Traded Firms? Kyoung Won Park, U. of Minnesota

1177: (Paper Session) - (IP) Strategic Issues in Human Resource Management

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C2 Facilitator: Michelle Arthur, U. of New Mexico

- PNP: Training Effectiveness at the Israel Police Academy Hilla Peretz, U. of Haifa: Zehava Rosenblatt, U. of Haifa
- IM: Effects of Transactional Performance-Based Human Resource Management Practices on Firm Performance | Hyeon Jeong Park, Georgia State U.; Kweon-Taek Chung, Samsung Economic Research Institutue
- **©HR:** Managerial Participation in Human Resource Decision-Making: Testing a Knowledge-based View | Sheela Pandev. Temple U.; Tolulope Bewaji, Temple U.
- **HR:** Adoption of Work Practices: The Role of Strategy, Executive Values and Power | Emily M. Nason, U. of California, Los Angeles

1178 : (Paper Session) - (IP) Strategic Human Capital Management

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C3

Facilitator: Maria Rotundo, U. of Toronto

- ●HR: The Impact Of Benefit Value On Perceived Organizational Support, Employee Performance And Retention | Lori A. Muse, Western Michigan U.; Christina L. Stamper, Western Michigan U.
- CAR: Career System Practices: A Palliative or Strategic Approach to Managerial Labor Market Choices | Schalon Harrison Newton, Case Western Reserve U.
- **HR**: Contingencies in the Impact of Pay Dispersion on Perceptual and Objective Organizational Outcomes | Sven Kepes, U. of Arkansas; John E Delery, U. of Arkansas; Nina Gupta, U. of Arkansas
- HR: Rent Theories, Human Resources, and the Competitive Advantage of Firms | Adina Dabu, U. of Illinois, Urbana-Champaign; Clinton Chadwick, U. of Illinois, Urbana-Champaign

→ **CHR:** The "strength" of the HRM system: An Empirical Test of the Bowen & Ostroff model | Karin Sanders, U. of Twente; Luc W. Dorenbosch, Tilburg U.; Renee Dereuver, Utilburg; Marloes Vanengen, Utilburg

1179: (Paper Session) - (IP) Strategic Issues in Small **Business**

4:10pm - 5:20pm Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: Pramodita Sharma, Wilfrid Laurier U.

- → IM: International Orientations: Antecedents and Organizational Outcomes for SMEs | Anthony Robinson, Georgia State U.
- ENT: Family Councils and Governance Systems in Family Businesses: Agency Theory or Paternalistic Logic | Luca Gnan, Bocconi U.; Morten Huse, Norwegian School of Management; Daniela Montemerlo, Bocconi U.
- **ENT:** Selling Entrepreneurial Firms through IPOs and M&As | Ilgaz T Arikan, Georgia State U.
- SIM: The Board Advisory Role in Small-Medium Firms: A Contingency Perspectives on Organizational Crises | Alessandro Minichilli, Bocconi U.; Morten Huse, Norwegian School of Management; Cathrine Hansen, Norwegian School of Management

1180 € : (Paper Session) - (MC) Ethical and Fiduciary Responsibilities in Consulting

4:10pm - 5:20pm Hawaii Convention Center: Room 314

Chair: Nicolas Rolland, CERAM

Discussant: Miquel Caldas, Loyola U., New Orleans

- What Role Did Consultants Play in Enron? The Regulatory Origins of the Corporate Governance Crisis | Christopher McKenna, Oxford U.
- ■Internal Auditing and Consulting Practice in the 21st Century | Sally Ann Woodward, City U., London; Georges Michel Selim, City U., London
- □ → The Role of Financial and Legal Advisors throughout the Acquisition Process: Evidence from Europe | Angeloantonio Russo, Bocconi U.; Francesco Perrini, Bocconi
- Seeing the Forest for the Trees -A Critique of the Critical Theorists. | H. William Vroman, Morgan State U.

1181 □ • → ■JS: (MED. MSR) Stories about Management Teaching and Research: Making Sense of Management in the 21st Century

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 2 The four storytellers are Professors: (1) Brian Boyd, (2) Andre Delbecq, (3) Bill Judge and (4) Judi Neal.

Presenters: Brian Boyd, Arizona State U.; Andre L Delbecq, Santa Clara U.; William Q Judge, U. of Tennessee; Judith A. Neal, U. of New Haven

1182: (Paper Session) - (MOC) We Believe!: The Role of Mental Models, Team Models, and Shared Cognitions in Team Work

4:10pm - 5:20pm Hawaii Convention Center: Room 317A This session discusses issues regarding shared mental models, shared cognitions, and team knowledge. Chair: Ece Tuncel, U. of Illinois, Urbana-Champaign

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ◆ Theme-oriented | ◆ Visual Presentation | ☐ Selected for Best Paper Proceedings 307

- PaA Theory of the Effects of Cross Understanding and Mental Model Dissimilarity on Work Group Outcomes | Kyle Lewis. U. of Texas, Austin; George P Huber, U. of Texas, Austin
- The Interactive Effects of Shared Mental Models and Constructive Confrontation on Decision Quality | Franz W. Kellermanns, Mississippi State U.; Allison W Pearson, Mississippi State U.; Barbara Spencer, Mississippi State U.; Steven W Floyd, U. of Connecticut
- Mental Models and Performance in Complex Tasks | Michael Shayne Gary, Australian Graduate School of Management; Robert E Wood. U. of New South Wales
- A New Vision of Team Knowledge: Multidimensional Content & Structure | Mark A. Clark, American U.; J. Alberto Espinosa,
- Meeting Deadlines in Project Teams: A Longitudinal Study on the Effects of Shared Cognitions | Josette M.P. Gevers, Technische U. Eindhoven: Christel G. Rutte. Technische U. Eindhoven; Wendelien Van Eerde, Technische U. Eindhoven; Robert A Roe, Maastricht U.

1183 → ■JS: (MOC, OMT) Artifacts and Organization: Extending the Tip of the Cultural Iceberg

4:10pm - 5:20pm Hawaii Convention Center: Room 301A Extending the Tip of the Cultural Iceberg

Introduction: Artifacts and Organization: Extending the Tip of

the Cultural Iceberg | Anat Rafaeli, Technion-Israel Institute of Technology

Interpreting Physical Identity Markers in Office Settings I Kimberly D Elsbach, U. of California, Davis

Artifacts in the Autoproduction of Visual Humor in Organizations | Anand Narasimhan, London Business School Bodies in/and Space: An Interpretive Approach | Dvora Yanow, California State U.

How Brands Live in Symbols and Artifacts | Majken Schultz, Copenhagen Business School

Presenters: Anat Rafaeli, Technion-Israel Institute of Technology; Anand Narasimhan, London Business School; Kimberly D Elsbach, U. of California, Davis; Majken Schultz, Copenhagen Business School; Dvora Yanow, California State U.

1184: (Paper Session) - (OB) The Effects of Team Dynamics on Individual and Team-Level Performance

4:10pm - 5:20pm Hawaii Convention Center: Room 323C

Chair: Kenneth Bettenhausen, U. of Colorado, Denver Discussant: James M. Schmidtke, California State U., Fresno

- ■Individual Performance in Teams | Chi C. Dang, Michigan State U.; Daniel R Ilgen, Michigan State U.
- I Think We Can: Influence of Group Member Expectations on Group Processes and Performance | Chun Hui, Chinese U. of Hong Kong; Dong Tao Yang, Nanjing U.
- Demonstrating Teamwork's Value: Effects of Backing up Behaviors on Individual and Team Performance | Christopher O.L.H. Porter, Texas A&M U.; Chien-Feng Yu, Texas A&M U.; Celile Itir Gogus, Texas A&M U.; Jenny Keng, Texas A&M U.
- → Competence Level Diversity and Interpersonal Helping in Teams | Gerben S. Van Der Vegt, Groningen U.; J Stuart Bunderson, Washington U.

Presenters: Chi C. Dang, Michigan State U.; Christopher O.L.H. Porter, Texas A&M U.; Chun Hui, Chinese U. of Hong Kong; Gerben S. Van Der Vegt, Groningen U.

1185 : (Paper Session) - (OB) The Influence of Personality on Work Behaviors

4:10pm - 5:20pm Hawaii Convention Center: Room 324 Chair: Markus Vodosek. U. of Utah

Discussant: John Schaubroeck. Drexel U.

- → Antecedents & Outcomes of Perceived Locus of Causality: An Application of Self-Determination Theory | Daniel Turban, U. of Missouri, Columbia; Hwee-hoon Tan, National U. of Singapore; Kenneth G Brown, U. of Iowa; Kennon M Sheldon, U. of Missouri, Columbia
- Social Chameleons Balancing and Distancing: Moderating Effect of Self-Monitoring in Social Influence | Zuzana Sasovova, Vrije U. Amsterdam
- Proactive Personality, Taking Charge, and Performance: Analyzing Autonomy as a Moderator | Jerry Bryan Fuller, Jr., Louisiana Tech U.; Kim Hester, Arkansas State U.
- ■The Power Motive and Action-Orientation: U.S. Presidents and a Laboratory Study of Helping Behavior | Joe Magee, New York U.

Presenters: Hwee-hoon Tan, National U. of Singapore; Zuzana Sasovova, Vrije U. Amsterdam; Kim Hester, Arkansas State U.; Joe Magee, New York U.

1186 : (Paper Session) - (OB) Understanding the "Negatives" and "Positives" of Organizational Citizenship **Behavior**

4:10pm - 5:20pm Hawaii Convention Center: Room 325A Chair: Isabel C Botero, U. of Minnesota, Duluth Discussant: Brian P. Niehoff, Kansas State U.

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

Winner of OB Division Best Dissertation-Based Paper Award

- Processes Linking Perceived Leader-Subordinate Goal Similarity to Subordinate Performance | Zhen-Xiong Chen. U. of Canberra; Samuel Aryee, Hong Kong Baptist U.; Cynthia Lee, Northeastern U.; Chun Hui, Chinese U. of Hong Kong
- PaThe Impact of Empathy, Concern with Future Consequences, and Time Horizon on OCBs | Jeff Joireman, Washington State U.; Dishan Kamdar, Indian School of Business; Denise Daniels, Seattle Pacific U.; Blythe Duell, Washington State U.
- → Relationships Among Burnout, Job Involvement, and Organizational Citizenship Behavior | Su-Fen Chiu, National Taiwan U.: Miao-Ching Tsai. National Taiwan U.

Presenters: Zhen-Xiong Chen, U. of Canberra; Denise Daniels, Seattle Pacific U.; Su-Fen Chiu, National Taiwan U.; Diane Bergeron, Teachers College, Columbia U.

1187 : (Paper Session) - (OB) Individual and Social Predictors of Justice Perceptions and their Influence on **Employee Outcomes**

4:10pm - 5:20pm Hawaii Convention Center: Room 327 Chair: David A. Jones, U. of Vermont Discussant: James J Lavelle, U. of Texas, Arlington

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ■ Theme-oriented | ● Visual Presentation | Pa Selected for Best Paper Proceedings

- Personality as a Determinant of Employees' Response to Justice and Organizational Reward Perceptions | Meredith F. Burnett, U. of Maryland
- → Do Cultural Values and Justice Moderate the Relationship Between HRM Practices and Outcomes? | Pei-Chuan Wu, National U. of Singapore
- Social Influence Process in Organizational Justice Perceptions: The Role of Social Ties | Ruolian Fang, U. of Kentucky; Ho-Beng Chia, National U. of Singapore
- Mediating Effects of Cynicism on the Relationships Between Justice and Employee Outcome Variables | Jeong-Yeon Lee. Indiana U., Bloomington

Presenters: Meredith F. Burnett, U. of Maryland; Pei-Chuan Wu, National U. of Singapore; Ruolian Fang, U. of Kentucky; Jeong-Yeon Lee, Indiana U., Bloomington

1188: (Paper Session) - (OB) Moving the Creativity Construct into the 21st Century: Determinants and **Dimensions of Creativity**

4:10pm - 5:20pm Hawaii Convention Center: Room 328

Chair: Christine O'Connor, U. of Ballarat

Discussant: Richard S Blackburn, U. of North Carolina, Chapel Hill An Empirical Examination of Timelessness and Creativity. Babis Mainemelis, London Business School

- The Effects of Choice, Goal and Creative Self-Efficacy on Divergent Thinking and Creative Outcomes | Roy Yong Joo Chua, Columbia U.; Sheena S. Iyengar, Columbia U.
- Exploring the Complexity of Creativity in Organizations: A Multidimensional & Dynamic Perspective | Todd Dewett, Wright State U.
- Novelty and Value as Distinct Facets of Creativity: An Empirical Study of Assessments and Assessors | Diane McMeekin Sullivan, U. of Central Florida; Cameron M Ford, U. of Central Florida

Presenters: Babis Mainemelis, London Business School; Todd Dewett, Wright State U.; Diane McMeekin Sullivan, U. of Central Florida; Roy Yong Joo Chua, Columbia U.

1189 SHCS: (OB. HR) Time, Time, Time, See What's Become of Me: Management Research Through a New Temporal Vision

4:10pm - 5:20pm Hawaii Convention Center: Room 313C

Chairs: Abbie J. Shipp, U. of North Carolina, Chapel Hill; Allen Bluedorn, U. of Missouri, Columbia

Discussants: Hettie Richardson, Louisiana State U.; Gerardo Okhuysen, U. of Utah; Amy L. Kristof-Brown, U. of Iowa; Giuseppe Labianca, Emory U.

Time and Organizational Behavior: A Historical Overview Allen Bluedorn, U. of Missouri, Columbia

Temporal Aspects of Panic in Organizations | Mary J Waller, Tulane U.; Rommel O. Salvador, Tulane U.

Managerial Decision Making and Temporal Coordination Under Temporal Uncertainty | Sally Blount, New York U.; Sophie Leroy, New York U.

Recollected, Current, and Anticipated Person-Environment Fit Within the Present Moment | Abbie J. Shipp, U. of North Carolina, Chapel Hill; Jeffrey R. Edwards, U. of North Carolina

Time and Ties in Teams: Development and Determinants of Intra-Group Network Structures | Katherine Klein, U. of Pennsylvania: David A Harrison. Pennsylvania State U.: Andrew P. Knight, U. of Pennsylvania

1190 SHCS: (OB, HR, ODC) Accentuating the Positive at Work: Linking Positive Psychological Capacities with Valued Outcomes

4:10pm - 5:20pm Hawaii Convention Center: Room 316A

Chair: Cary L. Cooper, Lancaster U.

- Using a Positive Organizational Behavior (POB) Framework to Understand the Role of Job Satisfaction | Thomas A Wright, U. of Nevada, Reno; Douglas G. Bonett, Iowa State U.
- Capturing Positive Emotions in Mergers and Acquisitions | Verena Kusstatscher, Independent Researcher; Cary L. Cooper, Lancaster U.
- Interdependence and Political Skill: Exploring Positive Organizational Behavior Constructs | Marilyn Macik-Frey, U. of Texas, Arlington; Ana Maria Rossi, Clinica De Stress E Biofeedback; James Campbell Quick, U. of Texas, Arlington
- Extending the Case for Hope at Work as the Most Unique Positive Organizational Capacity | Bret Simmons, North Dakota State U.; Debra L Nelson, Oklahoma State U.

Presenters: Thomas A Wright, U. of Nevada, Reno; Verena Kusstatscher, Independent Researcher; Cary L. Cooper, Lancaster U.; Marilyn Macik-Frey, U. of Texas, Arlington; Bret Simmons. North Dakota State U.

Participants: Douglas G. Bonett, Iowa State U.; Ana Maria Rossi, Clinica De Stress E Biofeedback; James Campbell Quick, U. of Texas, Arlington; Debra L Nelson, Oklahoma State U.

1191: (Paper Session) - (OCIS) Perspectives on **Organizational Communication**

4:10pm - 5:30pm Hawaii Convention Center: Room 317B

Chair: Sue Currey, St. Edwards U.

Discussant: Shaila Miranda, U. of Oklahoma

- ■The Language of Leadership in the 21st Century: The Use of Influence Tactics in Email | Lindred Greer, Leiden U.
- ₽□ Supportive Supervisor Communication,LMX and Performance: The Test of a Theoretical Model | Daniel F. Michael, U. of Southern Mississippi; Stanley G Harris, Auburn U; William F Giles, Auburn U; Hubert Feild, Auburn U
- Employee Portals: A Field Study Examining Technology Mediated Organizational Communication | Malayka Klimchak, U. of South Carolina; Brian S Klaas, U. of South
- Crisis Management Through Strategic Communication: A Model of Effective Web-Based Messaging | Lisa M. Jones, U. of North Carolina, Chapel Hill; Al Segars, U. of North Carolina, Chapel Hill
- ₽ Building an Organizational Change Communication Theory Jennifer Frahm, U. of Melbourne; Kerry Brown, Queensland U. of Technology

1192 → •: (OC/S) Invited Symposium - Management in the 21st Century: Perspectives from Asia-Pacific

4:10pm - 5:20pm Hawaii Convention Center: Room 318A

Chair: Bernard Tan Cheng Yian, National U. of Singapore

Presenters: Christopher Earley, National U. of Singapore; Yuan Li, Xian Jiaotong U.; Felix Tan, Auckland U. of Technology

1193 **■**: (ODC) **ODC** Distinguished Speaker, Thomas Cummings"Evolution of ODC and its Future: A Personal Reflection"

4:10pm - 5:20pm Hawaii Convention Center: Room 321B Program Chair: Ram Tenkasi, Benedictine U. Distinguished Speaker: Thomas G. Cummings, U. of Southern California

1194: (Paper Session) - (ODC) The Politics of Organizational Change

4:10pm - 5:20pm Hawaii Convention Center: Room 322B Chair: Wayne Boss, U. of Colorado, Boulder Discussant: David Coghlan, U. of Dublin

- Street Generating and Acting on Demand for Public Reforms | Christine Benedichte Meyer, Norwegian School of Economics and Business Administration
- ■Dynamic Scheming: Middle Managers Striving for a Sustainable Future | Elizabeth M. Essex, Case Western Reserve U.; Esther Wyss-Flamm, Alliant International U.
- ■Middle Managers in Change | Sharyn Elizabeth Herzig, U. of Queensland; Nerina Jimmieson, U. of Queensland

Reducing Resistance to Change: The Role of Managerial Influence Tactics and Leader-Member Exchange | Stacie Furst. Louisiana State U.

1195 ➡: (OM) Project Management: An Interdisciplinary Approach to Managing in the 21st Century

4:10pm - 5:20pm Hilton Hawaiian Village: South Pacific 3 Organizer: Diane H. Parente, Pennsylvania State U., Erie Presenters: Jeffrey Pinto, Pennsylvania State U., Erie; Erik Larson, Oregon State U.; Karen Brown, U. of Washington, Bothell

1196: (OMT) Organizational Identity: Meanings, **Constraints, Sanctions and Consequences** 4:10pm - 5:20pm Hawaii Convention Center: Room 302A

Chair: Elizabeth G. Pontikes, Stanford U. Discussant: Hayagreeva Rao, Northwestern U.

Organizational Identities, Specialization, and Prominence | Greta Hsu, U. of California, Davis; Michael T Hannan, Stanford

- The Red Queen, Success Bias, and Organizational Inertia William P Barnett, Stanford U.; Elizabeth G. Pontikes, Stanford
- (Middle) Status Fragility: Labor Market Reactions to Identity Claims among Silicon Valley Law Firms | Damon J Phillips, U. of Chicago; Ezra Zuckerman, Massachusetts Institute of Technology
- Diverse Identities: An Empirical Study of Social-Political Outcomes in American Communities | Hongwei Xu, Stanford U.; Ozgecan Kocak, Columbia U.; Glenn R Carroll, Stanford U.

1197: (Paper Session) - (OMT) What Do We Know and When Do We Know It: Knowledge and Complexity

4:10pm - 5:20pm Hawaii Convention Center: Room 302B Chair: Charles Chowa, U. of Missouri, St. Louis

Discussant: Corinne A Coen, State U. of New York, Buffalo

- The Problem of Research Progress: A Cumulative Knowledge Perspective | Kevin Carlson, Virginia Polytechnic Institute: Donald Hatfield, Virginia Tech
- ■Power Law Phenomena in Organizations: Redirecting Organization Studies | Bill McKelvey, U. of California, Los Angeles
- Radical Change Accidentally: A Qualitative Analysis of Emergent Change | Donde Ashmos Plowman, U. of Texas, San Antonio; LaKami T. Baker, U. of Texas, San Antonio; Tammy E. Beck, U. of Texas, San Antonio; Mukta Kulkarni, U. of Texas, San Antonio; Stephanie DeAnn Thomas, U. of Texas, San Antonio; Deandra Travis, U. of Texas, San Antonio
- On the Structure and Dynamics of Organizational Complexity I Mihnea Calin Moldoveanu, U. of Toronto; Robert M. Bauer, U. of Toronto

1198 JS: (OMT, OB) Exploring Social Context: Emic and **Etic Perspectives**

4:10pm - 5:20pm Hawaii Convention Center: Room 313B

Organizer: Barbara S. Lawrence, U. of California, Los Angeles Social Context in Work Teams: The Role of Team Boundary Disagreement | Mark Mortensen, Massachusetts Institute of Technology

Organizational Reference Groups: How People Constitute the Human Component of Their Work Environment | Barbara S. Lawrence, U. of California, Los Angeles

Career Imprints and the Social Context of Careers | Monica Higgins, Harvard U.

The Architecture of Social Context: How Careers Link Individuals and Institutions | Candace Jones, Boston College Presenters: Mark Mortensen, Massachusetts Institute of Technology; Candace Jones, Boston College; Monica Higgins, Harvard U.; Barbara S. Lawrence, U. of California, Los Angeles

1199 SHCS: (OMT, RM, MH) Incorporating and Modeling Social Movements Within Organizations Research

4:10pm - 5:20pm Hawaii Convention Center: Room 316C

Organizers: Melissa Wooten, U. of Michigan; Marc Schneiberg, Reed College

Discussant: Andrew J. Hoffman, U. of Michigan

Social Movement Organizational Outcomes | Sarah A Soule. U. of Arizona; Anand Swaminathan, U. of California, Davis; Laszlo Tihanyi, Texas A&M U.

Social Movements and Organizational Form: Alternatives to Corporations in Three American Industries | Marc Schneiberg, Reed College

Institutional Theory, Social Movements, and the Emergence of Modernist Architecture | Mauro F Guillen, U. of Pennsylvania

On Law, Organizations, and Social Movements in the Civil Rights Context | Lauren B Edelman, U. of California, Berkeley Winner of OMT Division Best Symposium Proposal Award

1200 □ • (ONE) Greening University Supply Chains: **Challenges in Operations and Teaching**

4:10pm - 5:20pm Sheraton Waikiki Beach: Kahuku Room Dr. Kevin Lyons is the Associate Director/Research Scientist for Supply Chain Environmental Management and Policy at the Rutgers EcoComplex.

Distinguished Speaker: **Kevin L. Lyons**, Rutgers U.

1201 ⊕→ •: (PNP) Critical Managerial/Leadrshp Qualities for Internat'I, Military, NGO & Public Service **Professionals**

4:10pm - 5:20pm Sheraton Waikiki Beach: Waialua Room

Chairs: Kathleen Campbell, United States Military Academy; Joshua Conner, United States Military Academy; Tom Pae, United States Military Academy; Brian Tribus, United States Military Academy

Perceptual Bias Is Alive and Well: Training Managers/Leaders to Avoid It | Kathleen Campbell, United States Military Academy: Joshua Conner. United States Military Academy; **Tom Pae**, United States Military Academy

The Sensitivity Component of Self-Monitoring. | Kathleen Campbell, United States Military Academy; Brian Tribus, United States Military Academy

Orientations to Learning and Trusting Others: Key Characteristics for Int'l Managers & Officers | Donald J **Campbell**, United States Military Academy

Participant: Donald J Campbell, United States Military Academy

1202 : (Paper Session) - (RM) Innovative Research Design & Methodology

4:10pm - 5:20pm Hawaii Convention Center: Room 323A Chair: L Michele Issel, U. of Illinois, Chicago

Discussants: Margaret T. Orr, Columbia U.; Robert C Liden, U. of Illinois, Chicago

- Components and Constructive Choices | Patrice Braun, U. of Ballarat
- A Method for Checking the Vision: the Case of the Retail Automation Sector in Brazil | Joao Mauricio Gama Boaventura, Sao Paulo City U.; Adalberto A. Fischmann, Sao Paulo U.
- Prospective Case Study Design for Deductive Theory Testing | Alex B. Bitekhtine, McGill U.
- Controlling Nuisance Variables by Using a Matched-Groups Design | James A. Breaugh, U. of Missouri, St. Louis: Kathleen Frye, U. of Missouri, St. Louis

Performance: Empirical Studies

4:10pm - 5:20pm Sheraton Waikiki Beach: Kohala/Kona Room Chair: Jennifer A Martin, York College of Pennsylvania Discussants: Margaret Cording, Rice U.; Josetta S McLaughlin, Roosevelt U.

- ₱☐The Corporate Social and Financial Performance Relationship: What's the Ultimate Determinant? | Josep A. Tribó. U. of Carlos III Madrid: Jordi Surroca. U. of Carlos III Madrid
- → Dual Effect of Corporate Social Performance on Internationalization: Revisiting the CSP-CFP Link | Jijun Gao, U. of Western Ontario; Vanessa M. Strike, U. of Western
- A Behavioral Approach to the Link between Financial Performance on Airline Safety | Peter Micah Madsen, U. of California, Berkeley

■Path Dependence in Firm-Stakeholder Relations | Michael L. Barnett, U. of South Florida

1204 ■: (SIM) Organizational Identity through a POS Lens: Leveraging Identity for Positive Contributions

4:10pm - 5:20pm Sheraton Waikiki Beach: Niihau Room Chair: Shelley Brickson, London Business School

Positive Organizational Identity, Positive Organizational Orientation. | Kevin G. Corley, Arizona State U.; Dennis A Gioia, Pennsylvania State U.

Alexander's Story: Linking Organizational Identity to Organizational Vitality. | Monica C. Worline, Emory U.; Krysia A. Wrobel, Emory U.; F.K. Marsh, Concordia U.

Miracle: How Boundary Work and Cultural Practice Shape Organizational Integration. | Israel Drori, College of Management, Israel; Amy Wrzesniewski, New York U.; Shmuel Ellis, Tel Aviv U.

Organizational Identity Orientation and Positive Organizational Contributions to Stakeholders. | Shelley Brickson, London **Business School**

1205 JS: (SIM, OCIS, TIM) The Connected Home: Paradise or Poison

4:10pm - 5:20pm Sheraton Waikiki Beach: Oahu Room

Moderator: Sue Conger, U. of Dallas

Presenters: Florence Mason, F. Mason and Associates; Richard O Mason, Southern Methodist U.; Joanne H. Pratt, Joanne H. Pratt Associates; John Henderson, Boston U.; Sue Conger, U. of Dallas

1206 : (TIM) Organizational Learning from External **Sources: New Issues and Performance Implications**

4:10pm - 5:20pm Hawaii Convention Center: Room 304B Organizer: Michael D Santoro, Lehigh U.

External Organizational Learning and Dynamic Capabilities | Technological Knowledge and Governance in Alliances Among Competitors |

Outsourcing to OffShore Locations and Competitive Advantage: An Organization Centered View |

Perf. Implications of Organizational Structure and Knowledge Sharing in Multinational R&D Networks |

Thinking, Talking and Doing: How the Knowledge-Based View Might Clarify Techno's Relationship w/ Org. |

Participants: Paul Bierly, James Madison U.: Fariborz Damanpour, Rutgers U.; Shanthi Gopalakrishnan, New Jersev Institute of Technology; Chris W Grevesen, DeVry U.; Joseph P McGill, Kean U.; J. C. Spender, Open U.; Michael D Santoro, Lehigh U.

1207 : (Paper Session) - (TIM) Knowledge Management

4:10pm - 5:30pm Hawaii Convention Center: Room 306A

Chair: François Therin, Grenoble Ecole de Management Discussant: Deepak Somaya, U. of Maryland

When do Acquisitions facilitate Technological Exploration and Exploitation? | Paul Almeida, Georgetown U.; Anupama Phene, U. of Utah; Stephen B Tallman, U. of Richmond

Knowledge Generation in Virtual Communities of Practice I Thorsten Andreas Teichert, U. of Hamburg; Iwan Von Wartburg, U. of Hamburg; Katja Rost, U. of Bern

→ Informally Hierarchical: A Model of a Knowledge Hierarchy in Open Source Software Development | Petra Kugler, U. of St. Gallen

1208: (Paper Session) - (TIM) Simulation Studies

4:10pm - 5:20pm Hawaii Convention Center: Room 307A

Chair: Andrew King, Dartmouth College

Discussant: Charles Williams, U. of Illinois, Urbana-Champaign

Electronic Reverse Auction Configuration: Impact on Buyer Price and Perceived Buyer Opportunism | Craig R. Carter, U. of Nevada; Cynthia Kay Stevens, U. of Maryland

Strategic NPD Portfolio Management in Complex

Environments | Raul O. Chao, Georgia Institute of Technology; Stylianos Kavadias, Georgia Institute of Technology

Exploration and Exploitation with Interpersonal Learning and Tacit Knowledge | Kent Miller, Purdue U.; Meng Zhao, California State U., Dominguez Hills; Roger Calantone, Michigan State U.

On the Diffusion of Innovations in Evolving Social Networks: A Simulation Study | Michele Simoni, U. of Naples II; Adam Tatarynowicz, U. of St. Gallen; Gianluca Vagnani, U. of Rome

Tuesday 5:20PM

1209 : (MSR) MSR Administrative Meeting

5:20pm - 6:30pm Sheraton Waikiki Beach: Puna Room

Tuesday 5:30PM

1210 : (BPS) BPS Business Meeting

5:30pm - 6:30pm Hawaii Convention Center: Room 313B Division Chair: Margaret Peteraf, Dartmouth College

Division Chair-Elect.: James Westphal, U. of Texas, Austin

Program Chair: Anita McGahan, Boston U.

Professional Development Workshop Chair: Russell Coff, Emory U.

1211: (CAR) Careers Division Business Meeting

5:30pm - 6:30pm Hawaii Convention Center: Room 322A

The division will honor winners of The Best Paper Award, The Best Student Paper Award, The Best Applied Paper Award, and The Best Reviewer Awards.

Division Chair: Yehuda Baruch, U. of East Anglia Division Chair-Elect.: Kerr Inkson, U. of Otago

Program Chair: Cherlyn Skromme Granrose, Berry College Professional Development Workshop Chair: Mary Mallon, Massey U.

1212: (CM) Conflict Division Business Meeting

5:30pm - 6:30pm Hawaii Convention Center: Room 319B Division Chair: Sally Blount, New York U.

Division Chair-Elect.: Catherine Tinsley, Georgetown U. Program Chair: Michele J. Gelfand, U. of Maryland

Professional Development Workshop Chair: Susan E. Brodt, Queen's U.

1213 ■: (GDO) Mobilizing for the Future

5:30pm - 6:50pm Hilton Hawaiian Village: South Pacific 1

What "new vision of gender and diversity management" do members want? Let's strategize, organize, and mobilize in this session. Come get involved!

Organizer: Myrtle P. Bell, U. of Texas, Arlington Mobilizing GDO for the Future |

1214: (ICW) Nova Southeastern University Closing Meeting

5:30pm - 7:00pm Hilton Hawaiian Village: South Pacific 2

Organizer: Jane Whitney Gibson, Nova Southeastern U.

1215 : (ICW) Management Decision Reception and Workshop

5:30pm - 7:00pm Sheraton Waikiki Beach: Waimea Canyon Room Organizer: Anna Torrance, Emerald Group Publishing

1216: (IM) IM Division Members' Meeting

5:30pm - 7:00pm Hawaii Convention Center: Room 316B

Join us to review the past year, and to honor winners of Richman Award, three Best Paper awards, and Distinguished Reviewer Awards. Social follows.

Host: Sully Taylor, Portland State U.

Division Chair: Schon Beechler, Columbia U.

Division Chair-Elect.: Eleanor Westney, Massachusetts Institute of Technology

Program Chair: Ravi Ramamurti, Northeastern U.

Professional Development Workshop Chair: Timothy Michael **Devinney**, Australian Graduate School of Management

1217: (MED) MED Division Awards and Business Meeting

5:30pm - 6:30pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Division Chair: Carolyn Wiley, Mercer Human Resource Consulting

Division Chair-Elect.: Steven Armstrong, U. of Hull Program Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh

Professional Development Workshop Coordinator: Laurie Milton, U.

of Calgary, U. of Western Ontario

1218 : (MOC) Managerial and Organizational Cognition **Division Business Meeting**

5:30pm - 6:30pm Hawaii Convention Center: Room 317A

Division Chair: Stephen Mezias, New York U.

Program Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign Professional Development Workshop Chair: Mary J Waller, Tulane

1219: (ODC) ODC Awards and Business Meeting

5:30pm - 6:30pm Hawaii Convention Center: Room 322B

Division Chairs: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Ram Tenkasi. Benedictine U.

Division Chair-Elect.: George Roth, Massachusetts Institute of Technology

Professional Development Workshop Chair: Michael R Manning, New Mexico State U.

1220: (ONE) Organizations and the Natural Environment **Business Meeting**

5:30pm - 10:30pm Sheraton Waikiki Beach: Kahuku Room Division Chair: Michael V. Russo, U. of Oregon Division Chair-Elect.: Mark Cordano, Ithaca College Program Chair: Kate Kearins, Auckland U. of Technology Professional Development Workshop Chair: Alfred Allen Marcus, U. of Minnesota

Tuesday 5:45PM

1221 : (HR) HR Division Business Meeting

5:45pm - 6:45pm Hawaii Convention Center: Room 323B

Everyone is welcome to attend.

Division Chair: Diana L Deadrick. Old Dominion U. Division Chair-Elect.: K. Michele Kacmar, U. of Alabama Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-

Champaign

Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.

Tuesday 6:00PM

1222: (AAA) LAC Thank You Party

6:00pm - 8:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2 Local Arrangements Chairs: Mary J. Mallott, U. of Hawai'i, West Oahu; Jerry M Calton, U. of Hawai'i, Hilo

Tuesday 6:15PM

1223 : (OCIS) Pau Hana - OCIS Informal Social Event

6:15pm - 8:00pm Hawaii Convention Center: Room 317B Relax and unwind with fellow OCIS colleagues. All are welcome. We will meet at 6:15pm and walk together to a place for dinner and drinks.

Tuesday 6:30PM

1224: (BPS) BPS Social Hour

6:30pm - 7:30pm Hawaii Convention Center: Room 313C Division Chair: Margaret Peteraf, Dartmouth College Division Chair-Elect.: James Westphal, U. of Texas, Austin

Program Chair: Anita McGahan, Boston U.

Professional Development Workshop Chair: Russell Coff, Emory U.

1225 : (CAR) Careers Division Social

6:30pm - 8:30pm Hawaii Convention Center: Room 319A Please join us for relaxing, casual, fun. Note: Members may bring books published this year or forthcoming for display table. Program Chair: Cherlyn Skromme Granrose, Berry College

1226: (CM) Conflict Division Social Hour

6:30pm - 8:30pm Hawaii Convention Center: Room 318B

1227 : (MOC) Managerial and Organizational Cognition **Division Social Hour**

6:30pm - 7:30pm Hawaii Convention Center: Room 316C Division Chair: Stephen Mezias, New York U.

Program Chair: Michael G. Pratt, U. of Illinois, Urbana-Champaign Professional Development Workshop Chair: Mary J Waller, Tulane

1228 : (MSR) **MSR Social**

6:30pm - 10:30pm Sheraton Waikiki Beach: Waialua Room

1229 : (ODC) ODC Social

6:30pm - 9:00pm Hawaii Convention Center: Room 321B

Division Chair: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor Division Chair-Elect.: George Roth, Massachusetts Institute of Technology

Program Chair: Ram Tenkasi, Benedictine U.

Professional Development Workshop Chair: Michael R Manning.

New Mexico State U.

Tuesday 6:45PM

1230 : (HR) HR Division Reception

6:45pm - 7:45pm Hawaii Convention Center: Center Rooftop

Hosts: John C Dencker, U. of Illinois, Urbana-Champaign; Aparna

Joshi, U. of Illinois, Urbana-Champaign

Division Chair: Diana L Deadrick, Old Dominion U. Division Chair-Elect.: K. Michele Kacmar, U. of Alabama Program Chair: Joseph J Martocchio, U. of Illinois, Urbana-

Champaign

Professional Development Workshop Chair: John R Hollenbeck, Michigan State U.

Tuesday 7:00PM

1231 : (ICW) Texas Tech University Reception

7:00pm - 10:00pm Sheraton Waikiki Beach: Honolulu Room Organizer: Ritch L Sorenson, Texas Tech U.

1232: (IM) IM Division Social

7:00pm - 8:30pm Hawaii Convention Center: Room 315

Network with IMD members and nibble on some food. Restricted to IMD members. Partly sponsored by Booz Allen Hamilton strategy and business.

Host: Schon Beechler, Columbia U.

1233: (MED) MED and ONE Divisions' Joint Social

7:00pm - 10:00pm Hilton Hawaiian Village: Coral Ballroom 1 Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh Division Chair: Carolyn Wiley, Mercer Human Resource Consulting

Division Chair-Elect.: Steven Armstrong, U. of Hull Program Chair: J. B. Arbaugh, U. of Wisconsin, Oshkosh

Professional Development Workshop Coordinator: Laurie Milton, U. of Calgary, U. of Western Ontario

Wednesday 7:00AM

1234 → CAU: (CAU) The DNA of International Assignment Success and Global Employee Mobility

7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C1
Organizer: **Estelle Toomey**, Oxford U.

1235 CAU: *(CAU)* Behavioral Ethics and Organizations: New Initiatives

7:00am - 8:30am Sheraton Waikiki Beach: Hilo - Table C2 Organizer: **Robert Folger**, U. of Central Florida

1236 CAU: (CAU) Antecedents, Correlates and Consequences of Career Choice in Management: An Interdisciplinary View

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B1
Organizer: Ayala Malach Pines, Ben-Gurion U., Negev
Participants: Mustafa F Ozbilgin, Queen Mary U. of London; Fatma
Kusku, Istanbul Technical U.; Zahide Karakitapoglu Aygun,
Bilkent U.; Zeynep Kadire Girgin, Bilkent U.; Eran Vigoda-Gadot,
U. of Haifa; Olympia Kyriakidou, Aegean U.

1237 CAU: (CAU) Teams, Diversity and Fairness

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B2
Organizers: **Kenneth H Price**, U. of Texas, Arlington; **James J Lavelle**, U. of Texas, Arlington

1238 CAU: (CAU) It's Just a Dog ... Or, is it? New Visions of Family in the 21st Century

7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B3

Organizers: Teri Domagalski, Florida Institute of Technology;

Jenny M. Hoobler, U. of Illinois, Chicago

1239 CAU: *(CAU)* **A New Vision for Creativity Research** 7:00am - 8:30am Sheraton Waikiki Beach: Niihau - Table B4

Organizer: Tom Alan Timmerman, Tennessee Technological U.

1240 CAU: *(CAU)* The Many Faces of Entrepreneurial Women: Women's Entrepreneurship from Divergent Perspectives

7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D1
Organizers: Stacy Blake-Beard, Simmons College; Jeffrey A.
Robinson. New York U.

1241 ☐ CAU: (CAU) Shaping Tomorrow's Business Leaders Today: Changing Society by Changing Management Education

7:00am - 8:30am Sheraton Waikiki Beach: Puna - Table D2
Organizer: Lindsey Godwin, Case Western Reserve U.

1242 © → CAU: (CAU) Leadership and HR in a Scandinavian Context

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A1 Organizers: Bolette Christensen, Danish Industries; Lone Broberg, Aalborg Industries A/S; Tore Hakonsson, -; Agi Csonka, -

1243 □ CAU: (CAU) Business Ethics: An Oxymoron?What is the responsibility of the business educator?

7:00am - 8:30am Sheraton Waikiki Beach: Waimea Canyon - A2 Organizer: Larry Summers, U. of Missouri, Columbia

Wednesday 8:00AM

1244 : (AAA) Honolulu 2005. LAC

8:00am - 5:00pm Hawaii Convention Center: Room 326B Local Arrangements Chairs: Mary J. Mallott, U. of Hawai`i, West Oahu; Jerry M Calton, U. of Hawai`i, Hilo

1245 : (IM) IMD Members' Feedback Session

8:00am - 9:00am Hawaii Convention Center: Room 305A Stop by to offer feedback on IMD's 2005 program, and help make 2006 program even better. Leave any time for other sessions. Coffee/donuts provided.

Host: Sully Taylor, Portland State U.

Division Chair: Schon Beechler, Columbia U.

Division Chair-Elect.: **D Eleanor Westney**, Massachusetts Institute of Technology

Program Chair: Ravi Ramamurti, Northeastern U.

Professional Development Workshop Chair: **Timothy Michael Devinney**, Australian Graduate School of Management

Wednesday 8:20AM

1246 ■: (OB) Building a Safer Health System: Managing and Learning from Errors in Hospitals

8:20am - 10:20am Hawaii Convention Center: Room 327 *Chair:* **David A Hofmann**, U. of North Carolina *Discussant:* **Michael Frese**, Giessen U.

Error Communication Networks: Implications for Error Management and Organizational Learning | David A Hofmann, U. of North Carolina; Zhike Lei, U. of North Carolina, Chapel Hill

The Impact of Psychological Safety and Problem Solving Efficacy on Reporting Culture in 24 Hospital | Sara J. Singer, Harvard U.; Anita L. Tucker, U. of Pennsylvania

Error Persistence and Crisis Management in OR Crises: The Role of Exploration and Exploitation | **Jenny W Rudolph**, Veterans Administration Boston Medical Center

To Err Is Human, To Correct Mindful: Toward A Behavioral Theoryof High Reliability | **Timothy J. Vogus**, Vanderbilt U.; **Jason Stansbury**, Vanderbilt U.

Presenters: Anita L. Tucker, U. of Pennsylvania; Timothy J. Vogus, Vanderbilt U.; Jason Stansbury, Vanderbilt U.; Jenny W Rudolph, Veterans Administration Boston Medical Center; Sara J. Singer, Harvard U.; David A Hofmann, U. of North Carolina; Zhike Lei, U. of North Carolina, Chapel Hill

1247 JS: (OB, CAR) A New Vision for Unemployment Research: Looking at Job Loss Through the Eyes of the Individual

8:20am - 10:20am Hawaii Convention Center: Room 323C Chair: Frances M. McKee-Ryan, Oregon State U. Discussant: Connie Wanberg, U. of Minnesota

Making Sense of Job Loss: A Retrospective Analysis of the Ascribed Emotional Meaning of Job Loss | Meghna Virick, U. of Texas, Arlington; Mary A. Gowan, George Washington U.

The Match Between Coping Goals and Coping: The Missing Link in Coping with Job Loss Process Models | Angelo J. Kinicki, Arizona State U.; Frances M. McKee-Ryan, Oregon State U.; Meghna Virick, U. of Texas, Arlington

☐ Teaching-oriented | ©Management Practice-oriented | →International-oriented | ◆Theme-oriented | ◆ Visual Presentation | Pa Selected for Best Paper Proceedings

- A Dispositional Approach to Employability and Its Implications for Coping with Job Loss | Mel Fugate, Southern Methodist U.
- Exploring for Better Jobs: Job Search and Career Exploration During Involuntary Job Loss | Jelena Zikic, Instituto de Empresa
- Protean Career Attitude, Self-Esteem, and Job-Search Intensity During Unemployment | Lea Waters, U. of Melbourne; Jon P. Briscoe, Northern Illinois U.; Douglas T. Hall. Boston U.
- Testing a Job Search Model Within the Motivational and Self-Regulatory Framework in China | Zhaoli Song, National U. of Singapore; Connie Wanberg, U. of Minnesota; Xiongying Niu, Chinese U. of International Economics and Business; Yizhong Xie, Chinese Academy of Sciences

Participants: Meghna Virick, U. of Texas, Arlington; Mary A. Gowan, George Washington U.; Angelo J. Kinicki, Arizona State U.; Frances M. McKee-Ryan, Oregon State U.; Mel Fugate, Southern Methodist U.; Jelena Zikic, Instituto de Empresa: Lea Waters, U. of Melbourne; Jon P. Briscoe, Northern Illinois U.; Douglas T. Hall, Boston U.; Zhaoli Song, National U. of Singapore; Connie Wanberg, U. of Minnesota; Xiongying Niu, Chinese U. of International Economics and Business; Yizhong Xie, Chinese Academy of Sciences

1248 JS: (OB, OC/S, CM) Theories of Small Groups: **Interdisciplinary Perspectives**

8:20am - 10:20am Hawaii Convention Center: Room 324

Chairs: Marshall S. Poole, Texas A&M U.; Andrea Hollingshead, U. of Illinois, Urbana-Champaign

Groups from the Functional Perspective | Andrea Hollingshead, U. of Illinois, Urbana-Champaign

Understanding Groups from a Feminist Perspective | Jennifer L. Berdahl, U. of Toronto

Traces, Trajectories, and Timing: The Temporal Perspective on Groups. | Marshall S. Poole, Texas A&M U.

Touchstones: Interdisciplinary Perspectives | Janet Fulk, U. of Southern California

Participants: Jennifer L. Berdahl, U. of Toronto; Andrea Hollingshead, U. of Illinois, Urbana-Champaign; Marshall S. Poole, Texas A&M U.; Janet Fulk, U. of Southern California

Wednesday 8:30AM

1249 : (BPS) Hypercompetition: Are Performance **Differences Less Durable Now Than in the Past?**

8:30am - 10:20am Hawaii Convention Center: Room 306B

Has Dynamic Competition Increased? No and Yes | Gerry McNamara, Michigan State U.; Paul M Vaaler, Tufts U.

The Rise of Hypercompetition in the US Manufacturing Sector: 1950-2002 | Richard Anthony D'Aveni, Dartmouth

The Volatility of Corporate Performance | Panayiota Konstantina Kiousis, Ohio State U.

Peeking Under the Sheet of Schumpeter's Ghost: Further Investigations into Hypercompetition | Timothy Ruefli, U. of Texas, Austin; Robert R Wiggins, U. of Memphis Participants: Richard Anthony D'Aveni, Dartmouth College; Panayiota Konstantina Kiousis, Ohio State U.; Gerry McNamara, Michigan State U.; Timothy Ruefli, U. of Texas, Austin; Robert R Wiggins, U. of Memphis

1250 ■: (BPS) Creating Actionable Knowledge about Research Methods in Strategic Management

8:30am - 10:20am Hawaii Convention Center: Room 307B Improving methodology in strategy research

Chairs: David Ketchen, Florida State U.; Donald D Bergh, Purdue U.

The Dimensionality of Organizational Performance and Implications for Management Research | James G. Combs. Florida State U.; Thomas R. Crook, Florida State U.

Multi-Theoretical Mixed-level Research in Strategic Management | Caron H St John, Clemson U.

Mechanisms and Empirical Research | Scott G. Johnson, Oklahoma State U.

Cause Mapping in Strategic Management Research: Processes, Issues, and Observations | Devi R Gnyawali, Virginia Tech; Beverly B. Tyler, North Carolina State U.

The Problem of Method and the Practice of Management Research | Kent Miller, Purdue U.

Presenters: Philip Bromiley, U. of Minnesota; Kent Miller, Purdue U.; Scott G. Johnson, Oklahoma State U.; Caron H St John, Clemson U.; Beverly B. Tyler, North Carolina State U.; Jim Combs, Florida State U.; Thomas R. Crook, Florida State U.

1251: (Paper Session) - (BPS) Evolution of Alliances and **Partnerships**

8:30am - 10:20am Hawaii Convention Center: Room 308A Chair: Steven Boivie, U. of Texas, Austin Discussant: Lyubov A. Bogun, Odessa Institute of Entrepreneurship and Law

- → Strategic Choice between Dyadic and Multiparty Alliances: An Approach based on the RBT of Alliance | Jun Xia, Texas Tech U.
- Collaborative vs Autonomous Production in the Worldwide Aircraft Industry: A Utility-Based Approach | Bernard Garrette, HEC Paris; Xavier Castaner, HEC Paris; Pierre Dussauge, HEC Paris
- Cooperation Evolvement in Successful Networks in Peripheral Areas | Ossi Pesämaa, Lulea U.; Joakim Wincent, Lulea U. ₽ Co-Evolution of Social Capital and Knowledge: An Extension of Nahapeit and Ghoshal Framework | Hari Bapuji, U. of Western Ontario; Mary M Crossan, U. of Western Ontario

1252: (Paper Session) - (BPS) CEO Compensation and **Decision-Making**

8:30am - 10:20am Hawaii Convention Center: Room 308B Chair: Theodora Welch, U. of Massachusetts, Boston

Discussant: Michael L. Barnett, U. of South Florida

- A More Dynamic View of CEO Pay: The In-the-money Effect and Opportunity Cost of Stock Options | Mathias Arrfelt. Michigan State U.; Robert Wiseman, Michigan State U.; Cynthia E. Devers, Texas A&M U., College Station
- CEO Compensation Structure and Organizational Risk: A Longitudinal Analysis | Joseph E Coombs, U. of Richmond; K Matthew Gilley, Oklahoma State U.; Satyanarayana Parayitam, McNeese State U.

Team Incentive Pay on Firm Competitive Behavior | Evan Hayden Offstein, Frostburg State U.; Devi R Gnyawali, Virginia Tech

Insuring Opportunity Value: The Compensation of First Time Chief Executives. | Andrew Ward, U. of Georgia; Allen Amason, U. of Georgia; Peggy M. Lee, Arizona State U.

1253 JS: (BPS, TIM) Teaching Old Dogs New Tricks: Strategic and Organizational Transformation in the 21st

8:30am - 10:20am Hawaii Convention Center: Room 309

We invite academy members to come eager to listen & participate: this session will be split almost equally between discussions & paper presentations

Chair: Diana L. Day, Rutgers U., Camden

Discussant: Mary Tripsas, Harvard Business School

Corporate Leadership, Corporate Venture Capital and

Strategic Transformation. | Diana L. Day, Rutgers U., Camden Corporate Transformation Through Radical Innovation. | Lois

S. Peters, Rensselaer Polytechnic Institute; Gina O'Connor, Rensselaer Polytechnic Institute

Managing the 'Unmanageables' of Strategic Transformation. | Deborah J Dougherty, Rutgers U.

Framing Strategy and Innovation in a Business Ecosystem. Marco lansiti, Harvard Business School

Participants: Lois S. Peters, Rensselaer Polytechnic Institute; Deborah J Dougherty, Rutgers U.; Marco lansiti, Harvard Business School

1254 ● ■JS: (CAR, HR, MED) Creating New Visions of Mentoring:Building Bridges and Making Waves

8:30am - 10:20am Hawaii Convention Center: Room 319A Symposium uses an interactive research incubator design that involves small group work and audience participation.

Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Kathy E. Kram, Boston U.

Leadership and Mentoring: Standing at the Cross Roads of Theory, Research and Practice | Veronica M. Godshalk, Pennsylvania State U., Great Valley; John J. Sosik, Pennsylvania State U., Great Valley

Organizational Socialization and Mentoring | Georgia T. Chao, Michigan State U.

Virtual Mentoring | Ellen Ensher, Loyola Marymount U.; Susan E. Murphy, Claremont McKenna College

Mentoring and the Work-Family Interface | **Jeffrey H**. Greenhaus, Drexel U.; Romila Singh, U. of Wisconsin, Milwaukee

Mentoring for Intentional Behavioral Change | Richard E. Boyatzis, Case Western Reserve U.

Communication in Mentoring Relationships: Theory and Practice | Pamela Kalbfleish, U. of North Dakota

Mentoring Women Through the Glass Ceiling | Katherine Giscombe, Catalyst; Karen S. Lyness, Baruch College, CUNY

Designing Relationships for Learning into Leader Development Programs | Cynthia D. McCauley, Center for Creative Leadership; Victoria Guthrie, Center for Creative Leadership

Participants: Richard E. Boyatzis, Case Western Reserve U.; Georgia T. Chao, Michigan State U.; Ellen Ensher, Loyola Marymount U.; Katherine Giscombe, Catalyst; Veronica M. Godshalk, Pennsylvania State U., Great Valley; Jeffrey H. Greenhaus, Drexel U.; Victoria Guthrie, Center for Creative Leadership: Pamela Kalbfleish. U. of North Dakota: Karen S. Lyness, Baruch College, CUNY; Cynthia D. McCauley, Center for Creative Leadership; Susan E. Murphy, Claremont McKenna College; Romila Singh, U. of Wisconsin, Milwaukee; John J. Sosik, Pennsylvania State U., Great Valley

1255 JS: (CAR, IM) Careers across Cultures: Toward an **International Vision of Career Management**

8:30am - 10:20am Hawaii Convention Center: Room 322A

Chair: Kerr Inkson, U. of Otago

Discussant: David C. Thomas. Simon Fraser U.

Point of Departure: The Euro-American Model of Careers | Kerr Inkson, U. of Otago

Careers in Singapore: Politics, Collectivism, Kiasuism, and Change | Julia Richardson, York U.

Pacific Professionals: Career Experiences in New Zealand | Polly Parker, Griffith U.

Guanxi as Impetus? Career Exploration in China and the United States | Lynda Song, Hong Kong U. of Science and Technology; James Werbel, Iowa State U.

Russia: Careers on the Move, Culture in Transition | Svetlana Khapova, Twente U.; Konstantin Korotov, ESMT Participants: Julia Richardson, York U.; Polly Parker, Griffith U.; James Werbel, Iowa State U.; Lynda Song, Hong Kong U. of Science and Technology; Konstantin Korotov, ESMT; Svetlana Khapova, Twente U.

1256 ■JS: (CM, GDO, OB) Women and Work:

Perspectives for the 21st Century

8:30am - 10:20am Hawaii Convention Center: Room 316A

Chair: Hannah Riley Bowles, Harvard U.

Discussant: Barbara A Gutek, U. of Arizona

How Strong is that Glass Ceiling? Gender Effects for Mentoring | Paul Martorana, Northwestern U.; Catherine Tinsley, Georgetown U.

When the Customer Shouldn't Be King: Antecedents and Consequences of Sexual Harassment by Clients | Hilary J. Gettman, U. of Maryland; Michele J. Gelfand, U. of Maryland

An Offer You Should Refuse: Gender Differences in Job Candidate Counteroffers | Maura A Belliveau, Texas A&M U.

Claiming Authority: Negotiating the Path to Top Leadership Positions | Hannah Riley Bowles, Harvard U.; Kathleen L. McGinn, Harvard U.

Presenters: Catherine Tinsley, Georgetown U.; Hilary J. Gettman, U. of Maryland; Michele J. Gelfand, U. of Maryland; Maura A Belliveau, Texas A&M U.; Kathleen L. McGinn, Harvard U.

1257 ■JS: (CM, OMT) What New Visions of Trust Can the Mayer, Davis and Schoorman Model Provide in the 21st Century?

8:30am - 10:20am Hawaii Convention Center: Room 318B Panel: R. Mayer, K. Dirks, S. Sitkin, N. Gillespie, K. Bijlsma-Frankema, M. A. Korsgaard. Discussant: S. Robinson Facilitator: Roxanne Zolin, Naval Postgraduate School

Discussant: Sandra L. Robinson, U. of British Columbia Presenters: Roger C Mayer, U. of Akron; Nicole Gillespie, U. of Warwick

Participants: Kurt T Dirks. Washington U.: Katinka Monica Bijlsma-Frankema, Free U., Amsterdam; M Audrey Korsgaard, U. of South Carolina; Sim B. Sitkin, Duke U.

1258 JS: (CMS, GDO, ODC) Writing in Those "Others": **Practices for Reading and Writing Diversity into Organizational Studies**

8:30am - 10:20am Sheraton Waikiki Beach: Honolulu Room

Unveiling Europe's Civilized Face: Confrontations with Diversity in the Scandanavian Workplace | Pushkala Prasad, Skidmore College

Reflections on Amplifying "Others" Voices | Judith Pringle, U. of Auckland

Strategies of Displacement: Reading Workplace Diversity in "South-East Asia" from New Zealand | Deborah Jones. Victoria U. of Wellington

Images of African Management in Organization Studies: Is There an Alternative? | Stella M Nkomo, U. of South Africa Participants: Pushkala Prasad, Skidmore College; Judith Pringle, U. of Auckland; Deborah Jones, Victoria U. of Wellington; Stella M Nkomo, U. of South Africa

1259 ₹: (ENT) A New Vision Of Entrepreneurship: Traditional/Non-traditional Views Of The Entrepreneurial Domain

8:30am - 10:20am Hawaii Convention Center: Room 301B Organizer: Brian B. McKenzie, California State U., Hayward Chair: Brian B. McKenzie, California State U., Hayward Presenters: Sharon Alvarez. Ohio State U.: Richard J. Ash. College of William and Mary; Thomas A. Bryant, Nicholls State U; Andrew Cardow, Massey U.: Connie Marie Gaglio, San Francisco State U.; Marcos Hashimoto, Business School Sao Paulo; Norris F Krueger, Boise State U.; Brian B. McKenzie, California State U., Hayward

1260 : (Paper Session) - (ENT) Determinants of New Venture

8:30am - 10:20am Hawaii Convention Center: Room 303A

Chair: Lucia Naldi, Jonkoping U.

- → Demographic Structure and Entrepreneurial Activity | Moren Levesque, Case Western Reserve U.; Maria Minniti, Babson College
- Exploring Determinants of Organizational Emergence: Institutional Perspective | Erno Tapio Tornikoski, Seinäjoki Polytechnic
- → Nurturing Entrepreneurship: Does One Size Fit All? Sergey Anokhin, Case Western Reserve U.
- ₽ Entrepreneurial Capital and the Self-employment Decision | Evan Douglas, Queensland U. of Technology

Passion in Entrepreneurial Activities

8:30am - 10:20am Hawaii Convention Center: Room 303B

Chair: Alexander McKelvie, Jonkoping International Business School

- ■Entrepreneurial Vision: Its Nature and Effects | Barbara Jean Bird, American U.; Robert A Baron, Rensselaer Polytechnic Institute
- ₽Validation of Effective Entrepreneurship Behaviors | Travor C. Brown. Memorial U. of Newfoundland: Dennis Hanlon. Memorial U. of Newfoundland
- ₱Entrepreneurial Passion: The Nature and Influence of Emotions in Entrepreneurship | Melissa S Cardon, Case Western Reserve U./ Pace U.; Joakim Wincent, Lulea U.; Jagdip Singh, Case Western Reserve U.; Mateja Drnovsek, U. of Ljubljana
- Symbolic Emphasizing: How Entrepreneurs Use Symbolism to Acquire Resources | Christoph Zott, INSEAD

1262: (Paper Session) - (GDO) Gender, Racioethnicity, Networks, and Commitment: Questions, Answers, and Effects

8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 1-2 Chair: Gwendolyn M. Combs, U. of Nebraska, Lincoln Ethnic Citizenship Behaviors, Organizational Citizenship Behaviors, and Ethnic Identity | Patricia G Martinez, U. of Texas, San Antonio; Amy Randel, San Diego State U.; Raul Ramirez, U. of California, Irvine

- ■Gender Differences in the Relationship Between Network Participation and Career Satisfaction | Hetty Van Emmerik, Utrecht U.; Martin C. Euwema, Utrecht U.; Myrthe Geschiere, Utrecht U.; Marieke Schouten, Utrecht U.
- The Social Identity and Social Networks of Ethnic Minority Groups: A Test of Distinctiveness Theory | Ana S Leonard, Miami U.; Ajay Mehra, U. of Cincinnati; Ralph Katerberg, U. of Cincinnati
- An Exploration of Race/Ethnicity as a Boundary Condition to Social Capital-Job Performance Linkages | Ariun Bhardwai. U. of Western Ontario
- The Effects of Social Capital Resources on the Careers of Gender and Class Groups | Rochelle Parks-Yancv. Texas Southern U.; Nancy DiTomaso, Rutgers U.; Corinne Post, Pace

1263 ■: (GDO) Overcoming Barriers to Equality Among **Diverse Sexual Orientations at Work**

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 1

Chair: Michelle Hebl, Rice U.

Explaining the Paradox of Resistance to Gay Stigma in Organizations | W. E. Douglas Creed, U. of Rhode Island; Erica Foldy, New York U.

Strategies for Integrating Transgendered Employees Into the Workplace | Raymond N.C. Trau, Deakin U.

- Targeting the Subtleties: Strategies for Remediating Interpersonal Discrimination | Sarah Singletary, Rice U.; Michelle Hebl. Rice U.
- The Influence of Goal-Setting and Leader Support in Diversity Training:Integrating Gay and Lesbian | Eden King, Rice U.; Michelle Hebl, Rice U.; Stacey Turner, Rice U.; Kelly de Chermont, Rice U.

Using Organizational Justice to Explain the Relationship Between Workplace Policies and Sexual Ori | **Shaun Pichler**. Michigan State U.

Participants: W. E. Douglas Creed, U. of Rhode Island; Erica Foldy, New York U.; Shaun Pichler, Michigan State U.; Raymond N.C. Trau, Deakin U.; Kelly de Chermont, Rice U.; Stacey Turner, Rice U.; Sarah Singletary, Rice U.

1264: (Paper Session) - (HCM) Institutional & Resource Dependence Perspectives on Organizational Adaptation to External Pressures

 $8:\!30\text{am}$ - $10:\!20\text{am}$ Sheraton Waikiki Beach: Waianae Room Chair: Leonard H Friedman, Oregon State U.

Discussant: Jullet A. Davis, U. of Alabama, Tuscaloosa

- ■Organizational and Institutional Change in Health Care: Lessons from the Field | Jim Goes, Walden U.
- Downstream Integration and Competitive Strategies in the US Pharmaceutical Industry | Daniel Simonet, Nanyang Technological U.
- Congruence in the Assessment of Service Quality Between Organizations' Employees and Customers | Gary J Young, Boston U.; Mark Meterko, U.S. Department of Veterans Affairs; David Mohr, U.S. Department of Veterans Affairs

1265 : (HR) New Empirical Studies in the Field of Strategic Human Resource Management

8:30am - 10:20am Hawaii Convention Center: Room 315

Discussant: Patrick Wright, Cornell U.

High Involvement Work Systems: An Exploration of Internal Fit | Sven Kepes, U. of Arkansas; John E Delery, U. of Arkansas

Rational and Emotional Attributions of HR Practices | David P Lepak, Rutgers U.; Niclas Leif Erhardt, Rutgers U.; Saba Colakoglu, Rutgers U.

Human Resource Management Principles, Workforce Ambidexterity & Firm Performance | **Jeff Ericksen**, Cornell U.; **Matthew Allen**, Cornell U.

Quit Rate Functionality, HRM Investments,& Innovation: Development and Test of a Theory | Jason D. Shaw, U. of Kentucky; Atul Mitra, U. of Northern Iowa

Participants: David P Lepak, Rutgers U.; John E Delery, U. of Arkansas; Jason D. Shaw, U. of Kentucky; Christopher Collins, Cornell U.; Jeff Ericksen, Cornell U.

Authors: Atul Mitra, U. of Northern Iowa; Niclas Leif Erhardt, Rutgers U.; Matthew Allen, Cornell U.; Brian R. Dineen, U. of Kentucky

1266 **←**: (HR) Re-Visioning Organizational Politics

8:30am - 10:20am Hawaii Convention Center: Room 319B

Chair: Patricia J. Ohlott, Center for Creative Leadership

Discussant: Joel R. DeLuca, Evergreen Business Group

The Impact of Political Skill on the Effectiveness of Employee

Intimidation and Exemplification | Ken Harris, Bradley U.; K.

Michele Kacmar, U. of Alabama; Suzanne Zivnuska, Bond U.;

Ranida Boonthanom, Indiana U. Southeast

Investigating Computer Mediated Communication Media Choice and Political Skill in Virtual Team Dyads | **Anthony P. Ammeter**, U. of Mississippi; **Byron W. Eckols**, Field Asset Services; **Brian J. Reithel**, U. of Mississippi

Psychological Contract as a Mediator of Relationships
Between Politics, Justice, and Work Attitudes | Christopher
C. Rosen, U. of Akron; Chu-Hsiang Chang, U. of Akron;
Russell E. Johnson, U. of Akron; Paul E. Levy, U. of Akron

Organizational Politics and Leadership Effectiveness: Oil and Water? | Patricia J. Ohlott, Center for Creative Leadership; Jean Brittain Leslie, Center for Creative Leadership; Joan C. Tavares, Center for Creative Leadership

Discussant | Joel R. DeLuca, Evergreen Business Group Speakers: Ken Harris, Bradley U.; Anthony P. Ammeter, U. of Mississippi; Christopher C. Rosen, U. of Akron; Patricia J. Ohlott, Center for Creative Leadership; Jean Brittain Leslie, Center for Creative Leadership

Participants: K. Michele Kacmar, U. of Alabama; Suzanne Zivnuska, Bond U.; Ranida Boonthanom, Indiana U. Southeast; Byron W. Eckols, Field Asset Services; Brian J. Reithel, U. of Mississippi; Chu-Hsiang Chang, U. of Akron; Russell E. Johnson, U. of Akron; Paul E. Levy, U. of Akron; Joan C. Tavares, Center for Creative Leadership

1267 JS: (HR, MED) **Optimizing Individual and Team Training Effectiveness**

8:30am - 10:20am Hawaii Convention Center: Room 323B *Chair:* **Peter Cappelli**, U. of Pennsylvania *Discussant:* **Raymond A Noe**, Ohio State U.

Does Employer-Provided On-the-Job Training Pay Off? | Xiangmin Liu, Cornell U.; Rosemary Batt, Cornell U.

Reactions to Skill Assessment: The Forgotten Factor in Explaining Motivation to Learn. | **Bradford S. Bell**, Cornell U.; **J Kevin Ford**, Michigan State U.

Team Training Effects Over Time: Invest Now to Benefit Later.

| John Mathieu, U. of Connecticut; Tammy L. Woods, U. of Connecticut

Participants: Xiangmin Liu, Cornell U.; Rosemary Batt, Cornell U.; Bradford S. Bell, Cornell U.; J Kevin Ford, Michigan State U.; John Mathieu, U. of Connecticut; Tammy L. Woods, U. of Connecticut

1268: (Paper Session) - (IM) Implementing Strategy in MNCs

8:30am - 10:20am Hawaii Convention Center: Room 304A

Chair: Michael A. Witt, INSEAD

Discussant: **Eleanor Westney**, Massachusetts Institute of Technology

- → International Strategy Implementation: a Headquarter-Subsidiary Perspective | Birgitte Grogaard, Norwegian School of Management
- → The Transnational Solution Reconsidered | Glenn Morgan, U. of Warwick; Peer Hull Kristensen, Copenhagen Business School
- → International Experience and CEO Selection: An Empirical Study | Peter Magnusson, St. Louis U.; David Boggs, St. Louis U.

Performance: The Role of Organizational Justice | Ramon Paz-Vega, ITESM/EGADE

Finalist--IMD Best Paper from an Under-represented Country A Comparative Analysis of Strategies for Management of Values in TNCs. | Anupama Mohan, U. of Warwick

1269: (Paper Session) - (IM) Performance of Cross-border

8:30am - 10:20am Hawaii Convention Center: Room 305B

Chair: Sanjeev Agarwal, Iowa State U.

Discussant: Sumit Majumdar, U. of Texas, Dallas

- → Parent Multiplicity and International Joint Venture Performance: Agency and Resource Perspectives | Yaping Gong, Hong Kong U. of Science and Technology; Oded Shenkar, Ohio State U.; Yadong Luo, U. of Miami; Mee-Kau Nyaw, Lingnan U.
- → Contextually Defined Development of International Joint Ventures | Tuija Mainela, U. of Oulu; Vesa Johannes Puhakka, U. of Oulu
- Synergy, Learning, and IJV Evolution: Extending the Real Options Approach | Jing Li, Simon Fraser U.
- → International Joint Venture Termination: What Matters Most? | Shige Makino, Chinese U. of Hong Kong; Christine M. Chan, Hong Kong U. of Science and Technology; Takehiko Isobe, Kobe U.
- → Control and Autonomy in IJVs: Multiparty Performance Impacts | Dong Chen, Loyola Marymount U.; William Newburry, Rutgers U.; Seung Ho Park, Samsung Economic Research Institute & CEIBS

1270 → ■JS: (IM, HR) Transfer of HR Systems and Practices in MNCs

8:30am - 10:20am Hawaii Convention Center: Room 316B

Chair: Paula M Caligiuri, Rutgers U.

- When in Rome...? Human Resource Management and the Performance of Foreign Firms Operating in India | Ingmar Bjorkman, Swedish School of Economics and Business
- MNCs' Career Management Systems and Their Contribution to Organizational Success: Comparative View | Wolfgang Mayrhofer, Wirtschafts U. Wien
- The Forgotten Employees: Causes and Effects of Locals' Satisfaction with Local-Expatriate Pay | Jaime Alfonso Bonache, Carlos III U.
- An Institutional Perspective on the Role of Expatriates in Diffusing HRM across the MNC | Jean-Luc Cerdin, ESSEC Business School; Mark Fenton-O'Creevy, Open U.; Paul Gooderham, Norwegian School of Economics and Business Administration
- Transfer of International Executive Performance Management Systems in European and U.S. MNCs | Carlos Martin-Rios, Rutgers U., New Brunswick; Paula M Caligiuri, Rutgers U.

1271: (Paper Session) - (IP) Strategic Learning 8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A1 Facilitator: Eric Goodman, Kaplan U.

- **CM**: The Big Muddy: Behavioral and Affective Forecasting. Learning, Competitive Arousal, and Escalation | Gillian Ku, London Business School
- ENT: Corporate Entrepreneurship, Corporate Network, and Adversity: An Organizational Learning Perspective | Ping Kwong Yeung, Open U., Hong Kong; Steven S. Lui, City U. of Hong Kong; Chung-Ming Lau, Chinese U. of Hong Kong
- PODC: More Or Less Than Give And Take: Manifested Attitudes to Inter-Partner Learning in Collaboration | Paul Charles Hibbert, Strathclyde U.; Chris Huxham, Strathclyde U. Winner of ODC Division Rupert F. Chisholm Best Theory to **Practice Paper**
- OMT: Performance and Learning Implications of Partial Outsourcing | Andreas Schwab, Louisiana State U.; Yves Damoiseau, Louisiana State U.; James Harvey Moore, Louisiana State U.; Thongchai Srivardhana, Louisiana State U.

1272: (Paper Session) - (IP) Research on Strategic Learning 8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A2 Facilitator: Patrick Reinmoeller, Erasmus U.

- **● ■ODC**: Learning Organizations: Managerial Control Models? | Devi P Akella, Albany State U
- MOC: How do firms get to know their own capabilities? | Tali Shimoni, Tel Aviv U.; Moshe Farjoun, New York U.
- > MC: SMEs and Internationalisation: Planning, Manning and Scanning in Performance and Support Provision | Terry Mughan, Anglia Polytechnic U.; Lester Lloyd-Reason, Anglia Polytechnic U.
- TIM: Broad Search v.s. Focused Search: UK Evidence on Knowledge Sourcing Strategy for Product Innovation Ruiming Lin, London Business School

1273 : (Paper Session) - (IP) Strategies for Emerging Markets

8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A3 Facilitator: Johan Wiklund, Jonkoping International Business

- → IM: Comparative Social Capital: Networks of Entrepreneurs & Venture Capitalists in Transition Economies | Bat Batjargal, Harvard U.
- → ENT: Venture Capital Decisions in China and Russia: Network Transitivity and Social Referral | Bat Batjargal, Harvard U.
- → IM: Pitfalls and Promises of Transition: Understanding Managerial Social Capital in Emerging Economies | Wendi L. Adair, Cornell U.; Christopher Anderson, Syracuse U.
- → **RENT**: New Ventures in Emerging Markets: Comprehensive Review and Future Directions | Toyah L. Miller. Texas A&M U.

1274: (Paper Session) - (IP) Strategy and Health Care 8:30am - 10:20am Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: Robert C. Myrtle, U. of Southern California

©HCM: Human Resources Management, Organizational Culture, and Hospital Performance | S Robert Hernandez, U. of Alabama, Birmingham; Elena Platonova, U. of Alabama, Birmingham; Richard Shewchuk, U. of Alabama, Birmingham

- HCM: The Challenges for HRM and Performance in the Victorian (Australian) Public Health System. | Pauline Stanton, La Trobe U.; Timothy Bartram, La Trobe U.; Raymond Harbridge, La Trobe U.; Sandra Leggat, La Trobe U.; Benjamin Fraser, La Trobe U.; Terese Garreffa, La Trobe U.
- CHCM: Do Not-for-Profit and For-Profit Nursing Homes Employ Different Market Strategies? | Jullet A. Davis, U. of Alabama, Tuscaloosa; Louis Marino, U. of Alabama; Joshua Reece Aaron, U. of Alabama, Tuscaloosa
- 1275: (Paper Session) (IP) Strategy and Performance
 8:30am 10:20am Hilton Hawaiian Village: Tapa 2 Table B1
 Facilitator: Tony W. Tong, State U. of New York, Buffalo
 BPS: Organizational Change and Acquisition Activity from
 Performance Feedback | Dinesh Venkiteshwaran, Purdue U.,
 West Lafayette
- BPS: Financial Performance of Mergers and Acquisitions A
 Meta-Analysis | Andreas Bausch, International U. Bremen;
 Thomas Fritz, International U. Bremen
- → BPS: Diversification Patterns and Performance of Large Established Japanese Firms | Tatsuo Ushijima, Aoyama Gakuin U.; Yoshitaka Fukui, Aoyama Gakuin U.
- → ■IM: Radical Environmental Transformation, Corporate Diversification Strategy, and Firm Performance | William P Wan, Thunderbird, The Garvin School of International Management; Daphne Yiu, Chinese U. of Hong Kong

1276 : (Paper Session) - (IP) Acquisition Strategy and Performance

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B2

Facilitator: James Douglas Orton, Michigan Technological U.

BPS: Performance and Survival Implications of Exploration and Diversification Lamie P. Eggers U. of Pennsylvania.

and Diversification | **Jamie P. Eggers**, U. of Pennsylvania; **Nicolaj Siggelkow**, Wharton School

- → BPS: Exploring The Effect of Corporate Strategy on Variability in Performance | Joan D Penner-Hahn, Wayne State U.; Hans Van Kranenburg, Maastricht U.; John Hagedoorn, Maastricht U.; Richard N Osborn, Wayne State U.
- **BPS:** The Effects of Strategic and Locational Complementarity on Acquisition Performance | **Jay Kim**, U. of Southern California; **Sydney Finkelstein**, Dartmouth College
- **BPS:** Diseconomies of Managing in Acquisitions: Evidence from Civil Lawsuits | **John Mezias**, U. of Miami; **J Myles Shaver**, U. of Minnesota
- **1277**: (Paper Session) (IP) **Organizational Ethics and Trust** 8:30am 10:20am Hilton Hawaiian Village: Tapa 2 Table B3 Facilitator: **Greg S Young**, North Carolina State U.
- OMT: Simulating Trust Restoration Behavior And Its Consequences For Strategic Alliance Outcomes | Krishnan Srinivasan, Arizona State U.; Rekha Krishnan, Tilburg U.; Rajiv Krishnan, ICICI Bank
- OM: Impact of Fairness and Trust on Loyalty Under Varying Conditions of Supplier-Buyer Interdependence | Thani Jambulingam, St. Joseph's U.; Ravi Kathuria, Chapman U.; John R. Nevin, U. of Wisconsin, Madison

ODC: Conceptualizing Ethnicity, Justice, and Resistance during Organizational Change | **Ahmad Glover**, Touro U. International; **Eric B. Dent**, U. of North Carolina, Pembroke

1278: (Paper Session) - (IP) Collaboration and Sustainability

8:30am - 10:20am Hilton Hawaiian Village: Tapa 2 - Table B4 *Facilitator:* **Carolyn Gardner**, Radford U.

- ENT: Modeling SME Performance: Impact of Strategic Action & Firm Context on Product & Process Improvement | Timothy Pett, Wichita State U.; James A Wolff, Witchita State U.
- ■MSR: Wealth Maximization, Self Realization, and the Spiritually Sustainable Enterprise. | James R Barker, Air Force Academy; Ed Vos, U. of Waikato
- → OB: Motivation to Perform Organizational Citizenship Behaviors | Alvaro Espejo, U. Adolfo Ibanez; Pablo Cardona, IESE Business School
- MOC: Multimarket Contact Gets You Close: Additional Antecedents to Cooperation between Multimarket Firms | Richard C. Peters, Florida Atlantic U.; John Stephan, Florida Atlantic U.

1279: (Paper Session) - (IP) Technology Alliances
8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C1
Facilitator: Sheryl Winston Smith, Gustavus Aldolphus College
OCIS: Network Effects, Vertical Integration and Performance:
A Study of U.S. Video Game Publishers | Byunggon Yoo,
Boston U.

- **TIM:** Ambiguity and Knowledge Transfer in Alliances. | **Ricarda B. Bouncken**, Ernst-Moritz-Arndt U. Greifswald; **Suhaib Riaz**, U. of Western Ontario
- TIM: Organizing for Innovation: R&D Projects, Activities and Partners | Giovanni Valentini, IESE; Bruno Cassiman, IESE; Maria Chiara Di Guardo, Cagliari U.
- **OM:** Performance Measurement OfInter-Firm E-Partnerships: A Balanced Scorecard Approach | **Fang Zhao**, RMIT U.

1280: (Paper Session) - (IP) **Technology and Communication**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C2

Facilitator: Peter Groenewegen, Free U.

- PNP: Scientific Controversies as a PR Problem? Managing the relation between science and its publics | Maja Horst, Copenhagen Business School
- TIM: Harmonizing the Organizational System of Meanings:The Power of Stylistic Innovation | Rossella Cappetta, Bocconi U.; Paola Cillo, Bocconi U.
- CIS: E-mail at Work: A Cause for Concern? | Yochanan Altman, London Metropolitan U.; Frank Bournois, U. of Pantheon Assas Paris II; Jacques Rojot, U. of Paris II
- **RM**: Improving Factorial Survey Methods: A Multimedia Strategy | **David M Porter**, **Jr**., Howard U.

1281: (Paper Session) - (IP) **Technology and Human Capital** 8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: **Surinder Kahai**, State U. of New York, Binghamton

- **QOCIS:** Gender, Technology and Supplemental Work-athome: A Critical Review | Peggy Dwyer, U. of Central Florida; Carol Stoak Saunders. U. of Central Florida
- **OCIS:** An Empirical Study of Information Systems Sourcing Decisions from a Resource-Based Perspective | Emilio Alvarez, U. of Complutense De Madrid
- •HR: Source of IT Capabilities and HRM in Motivating Effective IT Usage | Chei-Sian Lee, U. of Illinois, Chicago: Chay Hoon Lee, Nanyang Business School
- **Q Q CIS**: Virtual Presence and Real Performance: Impact of Media Use on Performance Evaluations | Jeanine W. Turner, Georgetown U.; Jean A Grube, Medical College of Wisconsin

1282 : (Paper Session) - (IP) Technology and Inter-**Organizational Systems**

8:30am - 10:20am Hilton Hawaiian Village: Tapa 3 - Table C4 Facilitator: William John Lekse, Babson College

- **○ ○ ○ ONE**: An Empirical Study of the Link between Environmental Sustainability and Information Systems | Nardia Haigh, U. of Queensland; Andrew Griffiths, U. of Queensland
- **©OCIS:** Effective Management of Enterprise Architecture: Competencies, Maturity and Impacts | Wai Fong Boh. Nanyang Technological U.; Daniel Yellin, IBM Research
- TIM: Knowledge Integration and the Development of IT Capabilities: Configurations of ERP Adopters | Andrea Masini, London Business School; Luk N Van Wassenhove, **INSEAD**
- **OMT**: Interorganizational Monitoring: Processes, Choices and Outcomes | Giuseppe Labianca, Emory U.; Jim Fairbank, Pennsylvania State U., Erie
- **OCIS:** Strategic Groups, Resources Strategies, and Performance in B2B Electronic Marketplaces | Christina Soh, Nanyang Technological U.: Shobha S Das, Nanyang Technological U.; Kim Huat Goh, Nanyang Technological U.
- 1283 ©: (Paper Session) (MC) The Consulting Relationship 8:30am - 10:20am Hawaii Convention Center: Room 314

Chair: Donald D Warrick, U. of Colorado, Boulder Discussant: Tjai M. Nielsen, George Washington U.

- Purchasing Management Consultants From Personal Ties to Organizational Procedures | Andreas Werr, Stockholm School of Economics; Frida Pemer, Stockholm School of Economics
- > Establishing the Play Frame: Humor in the Client-Consultant Relationship | Timothy Clark, Durham U.; Andrew Sturdy, Imperial College London
- Partial Coopetition: Mutual Value Preservation in the Management Consulting Industry | Abhijit Mandal, U. of Warwick; Don Antunes, IMD
- Performance of Management Consultants | Sascha Leonard Schmidt, EBS/U.St. Gallen; Ansgar Richter, European **Business School**

1284 : (MED) MED Executive Committee Breakfast

8:30am - 10:20am Hilton Hawaiian Village: Sea Pearl Suite 3-4

MED Officers, Executive Committee members, country liaisons, and quests - please join us for a review of the program and future planning for the division!

Organizer: J. B. Arbaugh, U. of Wisconsin, Oshkosh Host: Steven Armstrong, U. of Hull

1285 : (Paper Session) - (MED) Managerial Knowledge and Skill Development

8:30am - 10:20am Hilton Hawaiian Village: South Pacific 2 Chair: Ann L Cunliffe, U. of New Mexico

- Forced Ranking: Who is Attracted to it? A Study of Performance Management System Preferences | Brian D. Blume, Indiana U., Bloomington; Timothy Baldwin, Indiana U., Bloomington; Robert S. Rubin, DePaul U.
- The Learning Conference | Ib Ravn, Learning Lab Denmark ₱ Four Levels of Learning: A Framework for Preparing Managers and Leaders | Donald L Adolphson, Brigham Young U.; William H Baker, Brigham Young U.
- A Prescription for Experiential Executive Skill Development in MBA Programs | J. Duane Hoover, Texas Tech U.

1286 ●: (Paper Session) - (MOC) **New Frontiers in Trust** Research: Online Groups, Boundary Spanners, and **Emotions**

8:30am - 10:20am Hawaii Convention Center: Room 316C Explores issues such as trust in online groups and among boundary spanners, as well as the role of affect and mood on trust. Chair: Heather C. Vough, U. of Illinois, Urbana-Champaign Online Communication and Social Dilemmas: How Media Influences Trust, Cooperation and Fairness | Liuba Belkin, Rutgers U.; Charles E Naguin, U. of Notre Dame; Terri R. Kurtzberg, Rutgers U.

- Cognitive Appraisal And Affective Reactions To Succession Events And Trust Judgments In New Leaders | Gary A. Ballinger, Purdue U.; David Schoorman, Purdue U.
- ₽©Trust and Control Mechanisms in Organizational Boundary Spanners' Cognitions and Behaviors, | Saniukta Kusari, Case Western Reserve U.; Daniel A. Cohen, Case Western Reserve U.; Jagdip Singh, Case Western Reserve U.; Detelina Marinova, Case Western Reserve U.
- The Role Of Mood And Target-Specific Information In The Formation Of Trust Judgments In Work Groups | Gary A. Ballinger, Purdue U.; David Lehman, Purdue U.; David Schoorman, Purdue U.

1287 : (Paper Session) - (MOC) Language & Metaphor in Organizational Life: Its Role in Community Identity, Strategy, & Coordination

8:30am - 10:20am Hawaii Convention Center: Room 317A This session explores the power of language in maintaining identity. understanding strategy and decision-making, and improving coordination.

Chair: Martin L. Martens, Concordia U.

Language as a Coordinating Mechanism: How Linguistic Memes Help Direct Appropriate Action | Chip Heath. Stanford U.; Victor Seidel, U. of Oxford

- → Linguistic Framing of CEO Succession in Large Japanese Firms: Rules, Identities, and Human Agency | Hyosun Kim, Chung Ang U.
- Strategy as metaphor. A critical analysis of the discursive construction of strategy talk | Saku Mantere, Helsinki U. of Technology; Eero Vaara, Swedish School of Economics and Business Administration
- Metaphor and the Stock Market: Price Trajectories, Media Commentary, and Investor Biases | Michael W. Morris, Columbia U.; Oliver Sheldon, Cornell U.; Daniel Ames, Columbia U.; Maia Young, U. of California, Los Angeles

1288 JS: (MOC, OMT, OB) Narratives of Life in Organizations: Bringing Organizations to Life in and Through Stories

8:30am - 10:20am Hawaii Convention Center: Room 301A

Organizers: Mary Ann Glynn, Emory U.; Jane E Dutton, U. of Michigan. Ann Arbor

Discussant: Lloyd Sandelands, U. of Michigan, Ann Arbor Welcome and Introduction to Narratives of Life in

Organizations | Jane E Dutton, U. of Michigan, Ann Arbor; Mary Ann Glynn, Emory U.

Narratives of Thriving | Scott Sonenshein, U. of Michigan, Ann Arbor; Jane E Dutton, U. of Michigan, Ann Arbor; Gretchen M. Spreitzer, U. of Michigan, Ann Arbor

Stories of Courage at Work | Monica C. Worline, Emory U.
Narratives of Impact in Doing Dirty Work | Adam Michael
Grant, U. of Michigan, Ann Arbor; Tim Pauling, U. of Michigan,
Ann Arbor; Ginelle Nagel, U. of Michigan, Ann Arbor; Claire
Kemerling, U. of Michigan, Ann Arbor

Revealing Moments: Narratives of Leadership | Krysia A. Wrobel, Emory U.; Mary Ann Glynn, Emory U.

Stories about Work: How Narratives Reveal Social Life | Amy Michelle Trahan, U. of Michigan, Ann Arbor

Speakers: Scott Sonenshein, U. of Michigan, Ann Arbor; Adam Michael Grant, U. of Michigan, Ann Arbor; Monica C. Worline, Emory U.; Krysia A. Wrobel, Emory U.; Amy Michelle Trahan, U. of Michigan, Ann Arbor

Participants: Gretchen M. Spreitzer, U. of Michigan, Ann Arbor; Tim Pauling, U. of Michigan, Ann Arbor; Ginelle Nagel, U. of Michigan, Ann Arbor; Claire Kemerling, U. of Michigan, Ann Arbor

1289 : (OB) Understanding the Antecedents and Motivational Processes Underlying Transformational Leadership

8:30am - 10:20am Hawaii Convention Center: Room 313A

Chair: Andreas W. Richter, Aston U.

An Evaluation of Transformational Leadership Theory: The Role of Self Concept | Giles Hirst, Aston U.; Rolf Van Dick, Aston U.

Do Transformational Leaders Diminish Self-Interest? A
Nonconscious Priming Approach | Douglas J. Brown, U. of
Waterloo; Shawn G. Komar, U. of Waterloo; Lisa M. Keeping,
Wilfrid Laurier U.; Heather Anne MacDonald, U. of Waterloo
Motivation to Lead, Motivation to Follow: The Role of SelfRegulatory Focus in Leadership Processes | Ronit Kark, Bar
Ilan U.; Dina Van Dijk, Ben-Gurion U., Negev

Presenters: Giles Hirst, Aston U.; Douglas J. Brown, U. of Waterloo; Ronit Kark, Bar Ilan U.

1290: (Paper Session) - (OB) New Developments in Leader-Member Exchange (LMX): The Influence of LMX on Work Outcomes

8:30am - 10:20am Hawaii Convention Center: Room 325A *Chair:* **Cam Caldwell**, U. of Houston, Victoria *Discussant:* **Mary Uhl-Bien**, U. of Central Florida

- → Upward Influence and Work Outcomes: The Mediating Role of LMX and Organizational Support | Magdalene Chooi Hwa Ang, -; Mahfooz Alam Ansari, U. Science Malaysia; Muhamad Jantan, -
- The Role of LMX in the Psychological Contract Breach -Subordinates' Performance Relationship | Simon Lloyd D. Restubog, U. of Queensland; Prashant Bordia, U. of South Australia; Scott A. Krebs, U. of Queensland; Robert L. Tang, De La Salle - College of Saint Benilde

The Impacts of Autonomy and Delegation on Job Satisfaction:
The Role of LMX | **Ziguang Chen**, City U. of Hong Kong

Leader-Member Exchange and the Conceptualization and Display of Organizational Citizenship Behavior | Changquan Jiao, McMaster U.; Rick D Hackett, McMaster U.

Presenters: **Mahfooz Alam Ansari**, U. Science Malaysia; **Simon Lloyd D. Restubog**, U. of Queensland; **Ziguang Chen**, City U. of Hong Kong; **Changquan Jiao**, McMaster U.

1291 JS: (OB, HR) Job Characteristics and Affective Events Theory

8:30am - 10:20am Hawaii Convention Center: Room 312

Chair: Ronald H Humphrey, Virginia Commonwealth U.

Discussant: Daniel J Brass, U. of Kentucky

Failure Feedback as an Affective Event: The Impact of Leader Affect, Goal Orientation, and Feedback | Shane Connelly, U. of Oklahoma; Michael D. Mumford, U. of Oklahoma; Blaine H. Gaddis, SkillsNET Corporation

Affect and Job Design: A Return to an Interactional Approach | Laura McAndrews Little, Oklahoma State U.; Timothy DeGroot, Oklahoma State U.

Merging Job Characteristics with Affective Events Theory | Ronald H Humphrey, Virginia Commonwealth U.

Affective Events Theory and Job Characteristics Model:
Interdependent and Independent Influences | Catherine
Daus, Southern Illinois U., Edwardsville; Tiffany Cage, Southern
Illinois U., Edwardsville

Speakers: Michael D. Mumford, U. of Oklahoma; Laura McAndrews Little, Oklahoma State U.; Ronald H Humphrey, Virginia Commonwealth U.; Tiffany Cage, Southern Illinois U., Edwardsville

Participants: Shane Connelly, U. of Oklahoma; Blaine H. Gaddis, SkillsNET Corporation; Timothy DeGroot, Oklahoma State U.; Catherine Daus, Southern Illinois U., Edwardsville

1292: (Paper Session) - (ODC) **Time**, **Mergers**, **Exits and Organizational After-life**

8:30am - 10:20am Hawaii Convention Center: Room 321B

Chair: Ronald Fry, Case Western Reserve U.

Discussant: George W. Hay, McDonald's Corp./Benedictine U.

- Conflict in Mergers: Integrating Psychological, Social and Cultural Perspectives on Merger Failure | Katty Marmenout, McGill U.
- What Do We Know About Business Exit? | Carolin Decker, U. of Paderborn
- Not Going Gentle into That Good Night: Pursuing Organizational Afterlife | Ian Walsh, Boston College
- ₽→Time To Change, Time For Change: How was Time Used to Change a Global Company? | Heejin Lee, U. of Melbourne; Ji-Hwan Lee, Ewha Women's U.; Jiman Lee, Yon Sei U.; Chong Ju Choi, City U.

1293 : (Paper Session) - (ODC) Strategic Issues in **Organizational Change**

8:30am - 10:20am Hawaii Convention Center: Room 322B

Chair: David Jamieson, Pepperdine U.

Discussant: Miriam Y Lacey, Pepperdine U.

- Managerial Attention and Firm Performance following an Environmental Shift | Theresa Cho, Rutgers U.
- Effects of Organizational Life Cycle and Organizational Slack on International Growth Strategies | Siah-Hwee Ang. U. of Auckland; Jason Huang, U. of Auckland
- Connectedness and Relatability of Strategic Change Processes | Florian Kappler, U. of St. Gallen
- → Emerging Credit Card Markets: A Comparison of Russia and the US | Alya Guseva, Boston U.
- 1294: (Paper Session) (OM) Total Quality Management 8:30am - 10:20am Hilton Hawaiian Village: South Pacific 3

Chair: Andrea McGee Prud'homme, Michigan State U.

- Operations | Rodney McAdam, U. of Ulster, Jordanstown Management Standards Adoption Benefits: Towards a Theory
- of Performance Attribution in Bandwagons | Gavin Dick, U. of Kent, Canterbury
- Method and Context Perspectives on Learning and Knowledge Creation in Quality | Adrian Choo, Rensselaer Polytechnic Institute: Kevin Linderman. Carlson School of Management; Roger Schroeder, Carlson School of Management
- Solidifying TQM Theory and Measures: A Replication and Extension | Hale Kaynak, U. of Texas, Pan American; Janet L. Hartley, Bowling Green State U.

1295: (Paper Session) - (OMT) Choose Your Friends Wisely: Governance and Interorganizational Relations

8:30am - 10:20am Hawaii Convention Center: Room 302A Chair: Stephanie Bertels, U. of Calgary

Discussant: Anne Parmigiani, U. of Oregon

- → Markets, Hierarchies, and Beyond: Configurations of Inter-Organizational Governance Mechanisms | Mark Ebers, U. zu Koeln; Leon A. G. Oerlemans, Tilburg U.
- Trust and Formal Contracts in Interorganizational Relationships - Substitutes and Complements | Thomas **Mellewigt**, U. of Paderborn; **Anoop Madhok**, U. of Utah; Antoinette Weibel, Zurich U.
- ₽A New Breed of Suppliers in the New Economy: A Longitudinal Case Study of the U.S. Computer Industry

- Charnchai Tangpong, U. of Pennsylvania; Michael D Michalisin, Southern Illinois U., Carbondale: Arlyn J Melcher. Southern Illinois U., Carbondale
- Firm Status, Partner Selection and Alliance Activities in the IPO Underwriting Syndicate | Guoli Chen, Pennsylvania State

1296: (Paper Session) - (OMT) Beyond the Routine:

Resources, Routines, and Reproduction

8:30am - 10:20am Hawaii Convention Center: Room 302B

Chair: Joseph P. Broschak, U. of Illinois, Urbana-Champaign Discussant: Sandra Rothenberg, Rochester Institute of Technology Applying Organizational Routines in Analyzing Organizations | Markus C Becker. Centre National de Recherche Scientifique: Francesco Zirpoli, Salerno U.; Pasquale Salvatore, Salerno U.

- The Dynamics of Routines and Capabilities in New Ventures | Yan Gong, U. of Wisconsin, Madison; Ted Baker, U. of Connecticut; Anne S Miner, U. of Wisconsin, Madison
- Dynamic Capabilities: Operational Flexibility, Organizational Design, and Information Sharing | Sharyn D Gardner, College of New Jersey
- Change in Large Organizations | M.V. Shyam Kumar, City U. of New York, Baruch College

1297 ■: (OMT) Organizations in the Local Context

8:30am - 10:20am Hawaii Convention Center: Room 313B Chair: Pino G. Audia. U. of California. Berkelev

Discussant: Howard Aldrich, U. of North Carolina

- Entrepreneurship in Local Context: Banks and Retail Firms in the United States | John Freeman, U. of California, Berkeley; Pino G. Audia, U. of California, Berkeley; Nydia MacGregor, U. of California, Berkeley
- Agglomeration Economies & Embeddedness in the Local Community: Evidence from US Footwear | Pino G. Audia, U. of California, Berkeley; Christopher I. Rider, U. of California,
- Kinship in the Shadow of the Corporation: Clyde River Shipbuilding Inter-Builder Network, 1711-1990 | Paul Ingram, Columbia U.; Arik Lifschitz, Columbia U.
- Corp. Demography & Wage Inequality: Vertical & Horizontal Sorting as Sources of Reg'l Wage Inequalit | Jesper B Sorensen, Massachusetts Institute of Technology; Olav Sorenson, London Business School

Participants: John Freeman, U. of California, Berkeley; Pino G. Audia, U. of California, Berkeley; Nydia MacGregor, U. of California, Berkeley; Christopher I. Rider, U. of California, Berkeley; Paul Ingram, Columbia U.; Arik Lifschitz, Columbia U.; Jesper B Sorensen, Massachusetts Institute of Technology; Olav Sorenson, London Business School

1298 □ • → •: (PNP) Challenges in Volunteer Management

8:30am - 10:20am Sheraton Waikiki Beach: Waialua Room Organizer: Matthew Liao-Troth, Western Washington U. Management Models for Engaging Volunteers in State Government Agencies: Challenges and Recommendatio Sarah Jane Rehnborg, U. of Texas, Austin; Tom McVey, U. of Texas, Austin

- Challenges of Volunteer Management in Kazakhstan | Tamara Nezhina, U. of Georgia; Jeffrey L. Brudney, U. of Georgia; Aigerim Ibrayeva, Kazakhstan Institute of Management
- Volunteer Management in Polish NGOs: Challenges of Formalization | **Angela L. Bies**, Texas A&M U.
- Fine Lines: Design and Implementation Challenges in Employee Volunteer Programs | Mary Tschirhart, Syracuse U.; Lynda St. Clair, Bryant U
- Corporate Involvement in Volunteering: The Business Impact of a National Day of Service | Robert K Christensen, Indiana U.; James L Perry, Indiana U./Purdue U.
- Streamlining Volunteer Management Through ICTs. The Case of Sidelines.org | Valentina Mele, Bocconi U.
- Managing the Psychological Contract of Volunteers | Joy Smith, Indiana U./Purdue U.; Matthew Liao-Troth, Western Washington U.
- No One Best Volunteer Administrator | Lucas C.P.M. Meijs, Erasmus U.

Participants: Sarah Jane Rehnborg, U. of Texas, Austin; Tom McVey, U. of Texas, Austin; Tamara Nezhina, U. of Georgia; Jeffrey L. Brudney, U. of Georgia; Aigerim Ibrayeva, Kazakhstan Institute of Management; Angela L. Bies, Texas A&M U.; Mary Tschirhart, Syracuse U.; Lynda St. Clair, Bryant U; Robert K Christensen, Indiana U.; James L Perry, Indiana U./Purdue U.; Valentina Mele, Bocconi U.; Joy Smith, Indiana U./Purdue U.; Matthew Liao-Troth, Western Washington U.; Lucas C.P.M. Meijs, Erasmus U.

1299 ■JS: (PNP, SIM) Boards of Directors/Boards of Trustees: Common Ground? Governance Structures and Performance

8:30am - 10:20am Sheraton Waikiki Beach: Kahuku Room

Chair: J. Richard Harrison, U. of Texas, Dallas

Theories, Models, and Roles of Directors and Trustees | Alix Valenti, U. of Houston, Clear Lake

- Institutional and Legal Environment Influences on Governance Practices at Nonprofit Organizations | **Patrice Luoma**, Quinnipiac U.
- Governance Structures, Performance, and Boards of Trustees in Private Higher Education | Nancy R. Kucinski, Hardin Simmons U.
- Social Entrepreneurship: Bridging the Governance Gap between Entrepreneurial and Nonprofit Ventures | Rebecca Luce, TCU

1300 ⊕→ <a> (Paper Session) - (SIM) MNEs and Cross-Cultural Issues: International Business Ethics and Cross-Cultural Issues

8:30am - 10:20am Sheraton Waikiki Beach: Akaka Falls/lao Needle Room Chair: William A Sodeman, Hawai`i Pacific U.

Discussants: **Eleanor O'Higgins**, U. of College Dublin; **Daniel Rottig**, Florida Atlantic U.

→ ■Global Rules and Private Actors: Towards a New Role of the TNC in the Global Governance | Andreas Georg Scherer, U. of Zurich; Guido Palazzo, U. of Lausanne; Dorothée Baumann, U. of Zurich

- ➡ Business Ethics in MNCs: Integrating Compliance and Integrity through Discourse Ethics | Dirk Ulrich Gilbert, U. of New South Wales; Michael Behnam, Suffolk U.
- → Moral Philosophy and Generational Subculture Theory: A Cross-Cultural Perspective | Chris Robertson, Northeastern U.; David A Ralston, U. of Oklahoma
- → Toward a Culture-specific Approach to International Business Ethics | Jiyun Wu, Virginia Tech; Richard E Wokutch, Virginia Tech

1301 ■: (Paper Session) - (SIM) Corporate Social Responsibility: Theory Building and Testing

8:30am - 10:20am Sheraton Waikiki Beach: Kohala/Kona Room

Chair: Garry L. Adams, Auburn U.

Discussants: Anthony F Buono, Bentley College; Julius H Johnson Jr., U. of Missouri, St. Louis

Traditional, Managerial, and Relational Theories of Corporate Social Responsibility | **Davide Secchi**, Insubria U.

- Pase An Inductive Typology of Corporate Social Responsibility | Kunal Basu, Templeton College, Oxford U.; Guido Palazzo, U. of Lausanne
- ☼ Shaping Activism Agendas: Institutional Investors and Global Corporate Social Responsibility | W. Trexler Proffitt Jr., Franklin & Marshall College; Andrew Spicer, U. of South Carolina
- Congruent Societal Strategies and Corporate Performance | Darrell G. Coleman, U. of Utah

1302 **•** : (Paper Session) - (SIM) Corporate Social Performance: Empirical Studies

8:30am - 10:20am Sheraton Waikiki Beach: Oahu Room

Chair: Jennifer Mencl, U. of Minnesota, Duluth

Discussants: Marc Bonnet, ISEOR, U. of Lyon; Karen E. Schnietz,

Pepperdine U.

- ■Does Being Good Pay Off?: The Effect of TMTs on Firm Social Responsibility and Financial Performance | Elaine M. Wong, U. of California, Berkeley; Margaret Ormiston, U. of California, Berkeley; Philip E. Tetlock, U. of California, Berkeley
- An Empirical Study of the Impact of Corporate Governance and Risk on Corporate Social Performance | Paul Dunn, Brock U.; Barbara Sainty, Brock U.
- Social Performance and the Costs of Capital: The Reward for Increasing Legitimacy | Mark P Sharfman, U. of Oklahoma, Norman
- ■Corporate Social Performance and Firm Financial Performance: An Examination of the Role of Time | Jeremy Collin Short, Portland State U.

1303: (Paper Session) - (TIM) Qualitative Studies of Technology

8:30am - 10:20am Hawaii Convention Center: Room 304B *Chair:* **Stefan Haefliger**, U. of St. Gallen

Discussant: Steven White, INSEAD

 Coordination Processes for Multi-supplier Collaborative Design Integration | Alan O'Sullivan, U. of Ottawa

Electronic Networks: Identifying a Constant Source of Structural Holes Prior to Entry | **Jenny Gibb**, U. of Waikato

- ■The Development of a Market: Insights from Mobile Communications | Shahzad Ansari, Erasmus U.; Kamal Munir, U. of Cambridge
- ₽ Business Value of IT: The Case of e-Justice in Singapore | Hung-Pheng Tan, National U. of Singapore; Michael T.K. Tan, National U. of Singapore; K S Raman, National U. of Singapore

1304: (Paper Session) - (TIM) Modular Product Design 8:30am - 10:20am Hawaii Convention Center: Room 306A Chair: Ranjita Majumder Singh, U. of Toronto Discussant: Sebastian Fixson, U. of Michigan Modularity as an Entry Strategy: The invasion of new niches in the LAN equipment industry | Stefano Brusoni, Bocconi U.; Roberto Fontana, Bocconi U.

- Knowledge Organization In the Semiconductor Industry Ludovic Dibiaggio, Ceram Sophia Antipolis
- Modular Design and Tech. Innovation | R Balachandra, Northeastern U.
- Making Variety: An Empirical Study on the Role of Component Status and Organizational Constraints | Fabrizio Perretti, Bocconi University / SDA Bocconi; Giacomo Negro, Bocconi University / SDA Bocconi

1305 : (Paper Session) - (TIM) Strategy, Technology, & Innovation

8:30am - 10:20am Hawaii Convention Center: Room 307A

Chair: Bettina Lynda Bastian, Ecole Polytechnique Fédérale de

Discussant: Tomi MM Laamanen, Helsinki U. of Technology ₽□• The Impact of Acquisitions on the Innovation Performance of Inventors at Semiconductor Companies Rahul Kapoor, INSEAD; Kwanghui Lim, National U. of Singapore

- A Combinative & Human Capital Perspective on Knowledge Creation: Evidence from Inventor Mobility | Sharon F. Matusik, U. of Colorado, Boulder; Michael B. Heeley, Colorado School of Mines; Lawrence A. Plummer, U. of Colorado, Boulder
- ■Exploring Interaction among Factors Influencing Information Systems Investment | Yajiong Xue, U. of Rhode Island; Huigang Liang, Florida Atlantic U.; William R. Boulton, Auburn U

Does Vertical Integration Impact Technological Search? Evidence from the Semiconductor Industry | Nandini Lahiri, Indian School of Business; Gautam Ahuja, U. of Michigan

1306 ©: (TIM) Entrepreneurial Universities: Constituents, **Consequences and Concerns**

8:30am - 10:20am Hawaii Convention Center: Room 313C

Chair: Carl Schramm, Ewing Marion Kauffman Foundation

Discussant: Aldo Geuna, SPRU/ U. of Sussex

Creating the entrepreneurial university: the case of MIT | Rory O'Shea, U. of College Dublin; Thomas J Allen, Massachusetts Institute of Technology; Kenneth Morse, Massachusetts Institute of Technology

Scientific and Entrepreneurial Effectiveness of European Universities: An Empirical Assessment | Bart Van Looy,

Catholic U. of Leuven; Bruno J, M, T van Pottelsberghe, U. Libre de Bruxelles; Koenraad Debackere, Leuven U.; Paolo Landoni, Politecnico di Milano; Eléftherios Sapsalis, U. Libre Bruxelles; Julie Callaert, Catholic U. of Leuven

Analyzing the Effectiveness of University Technology Transfer: Implications for Entrepreneurship | **Donald Siegel**, Rensselaer Polytechnic Institute

Shifting governance practices and interactions: Recent developments at universities in Japan | Tomohiro ljichi, Hitotsubashi U.

Are Co-active Researchers on Top of Their Class? | Martin Mever. SPRU/ U. of Sussex

Participants: Rory O'Shea, U. of College Dublin; Bruno J, M, T van Pottelsberghe, U. Libre de Bruxelles; Donald Siegel, Rensselaer Polytechnic Institute; Thomas J Allen, Massachusetts Institute of Technology; Koenraad Debackere, Leuven U.; Tomohiro Ijichi, Hitotsubashi U.; Martin Meyer, SPRU/ U. of Sussex; Kenneth Morse, Massachusetts Institute of Technology; Paolo Landoni, Politecnico di Milano; Julie Callaert, Catholic U. of Leuven; Eléftherios Sapsalis, U. Libre Bruxelles

Wednesday 8:40AM

1307 **Q** ■ JS: (OB, PNP) Defense Finance & Accounting Service & U.S. Postal Service: Building a Quality Performance & Culture

8:40am - 10:20am Hawaii Convention Center: Room 328

Chairs: Nicholas Mathys, DePaul U.; Kenneth R Thompson,

Presenters: Edward Kufeldt, Dept. of Defense - Defense Finance & Accounting Service; Ann C. Wright, United States Postal Service; Mark A. Abramson, IBM Center for the Business of Government

Wednesday 8:45AM

1308 CAU: (CAU) The Spices of Diversity: Does Instructor Race or Gender Impact the Dynamics of **Diversity of Courses?**

8:45am - 10:15am Sheraton Waikiki Beach: Puna Room Organizers: Carol P Harvey, Assumption College; Carole Gwendolyn Parker, Seton Hill U.; M. June Allard, Worcester State College

1309 CAU: (CAU) Emonet: The Network for the Study of **Emotion in Organizations**

8:45am - 10:15am Sheraton Waikiki Beach: Waimea Canyon Room Organizer: Neal M. Ashkanasy, U. of Queensland

Wednesday 8:50AM

1310 JS: (OC/S, CMS) Critical Insights into the Organizational Implications of Enterprise Resource **Planning Systems**

8:50am - 10:20am Hawaii Convention Center: Room 318A

Chairs: David Stephen Grant, U. of Sydney; Bill Harley, U. of Melbourne; Christopher Wright, U. of New South Wales Discussant: JoAnne Yates, Massachusetts Institute of Technology Critical Insights into the Organizational Implications of Enterprise Resource Planning Systems | David Stephen

- **Grant**, U. of Sydney; **Bill Harley**, U. of Melbourne; **Christopher Wright**, U. of New South Wales
- The Social Construction of ERPs: A Critical Discursive Perspective | Kristine Dery, U. of Sydney; Richard Hall, U. of Sydney; Nick Wailes, U. of Sydney
- Creating a Working Information System by Embracing the Liminal Space of ERP Projects | Erica L Wagner, Cornell U.
- A Manufacturing Dinosaur Learning to Play Scrabble: ERP in the Knowledge Economy | **Christian Koch**, Technical U. of Denmark
- Surveillance Practice across the Supply Chain | Michael Barrett, U. of Cambridge
- A Sociotechnical View on ERP-systems and Job Design | Jos Benders, Radboud U. Nijmegen; Ronald S. Batenburg, Utrecht U.; Roel Schouteten, Radboud U. Nijmegen

Participants: Kristine Dery, U. of Sydney; Michael Barrett, U. of Cambridge; Jos Benders, Radboud U. Nijmegen; Richard Hall, U. of Sydney; Christian Koch, Technical U. of Denmark; Erica L Wagner, Cornell U.; Nick Wailes, U. of Sydney

Wednesday 9:00AM

1311: (AAA) Conference Registration

9:00am - 12:00pm Hawaii Convention Center: HCC Lobby - Registration
On-site Registration, Pre-Registration Badge Pick-up, and Exhibitor
Registration

1312: (Paper Session) - (OCIS) Knowledge Networks

9:00am - 10:20am Hawaii Convention Center: Room 317B *Chair:* **Fabrizio Ferraro**, IESE Business School

Discussant: J. Alberto Espinosa, American U.

- Reciprocity or Generalized Exchange? Structuring of Electronic Knowledge Networks | Samer Faraj, U. of Maryland; Steven L. Johnson, U. of Maryland
- Computer-Mediated Communication and Knowledge Networks: A Relational View | Klarissa Chang, Carnegie Mellon U.; Denise M. Rousseau, Carnegie Mellon U.
- → Teams as Networks in a Connected Organization: The Critical Role of Geographic Distance | Jonathon N. Cummings, Massachusetts Institute of Technology; Tanu Ghosh, Massachusetts Institute of Technology
- Understanding the Ties that Bind: A Longitudinal Investigation of Communication Network Evolution | Noshir Contractor, U. of Illinois, Urbana-Champaign; Fabio Fonti, Boston College; Christian Steglich, U. of Groningen; Chunke Su, U. of Illinois, Urbana-Champaign; Robert Whitbred, U. of Pittsburgh, Johnstown

Wednesday 10:40AM

1313 : (Paper Session) - (BPS) Start-Ups, IPOs and Venture Capitalists

10:40am - 12:00pm Hawaii Convention Center: Room 307B

Chair: Roberto Vassolo, IAE Business School - U. Austral

Discussant: Isin Guler, Boston U.

IPOs versus M&A in Strategic Factor Markets for Private Firms | Ilgaz T Arikan, Georgia State U.

- Post-IPO Performance of Internet Startups | Sea Jin Chang, Korea U.
- The Flip Side of The Coin: Nascent Technology Ventures and Corporate Venture Funding | **Jeff Rosenberger**, Stanford U.; **Riitta Katila**. Stanford U.
- → VC Firms' Diversification into New Markets; An Integration of Institutional and Network Perspectives | Jane Lu, Singapore Management U.; Pek-hooi Soh, National U. of Singapore

1314 : (Paper Session) - (BPS) Geographic Clusters

10:40am - 12:00pm Hawaii Convention Center: Room 308A

Chair: Lalit Manral, Columbia U.

Discussant: Andreas Bausch, International U. Bremen

- → The Impact of Geographical Proximity in the Market on the Quality of Organizational Structure | Akiko Kamimura, U. of Michigan, Ann Arbor; Jane Banaszak-Holl, U. of Michigan, Ann Arbor
- → Asian Business is Regional, not Global | Alan M Rugman, Indiana U.; Simon Collinson, Warwick Business School
- Evolution of Industry Clusters Through Spin-offs and the Role of Flagship Firms | Manuel Anibal Portugal Ferreira, U. of Utah; Ana Teresa Tavares, U. de Porto
- The Effects of Resource Availability and Local Density on Firm Founding, Performance, and Failure | Pamsy Hui, Nanyang Business School; Alison Davis-Blake, U. of Texas, Austin

1315 **○ (***BPS*) Organizational Context and Performance: Perspectives from the Health Care Industry

10:40am - 12:00pm Hawaii Convention Center: Room 308B

Organizers: Daniel Snow, Harvard U.; Robert S. Huckman, Harvard U.

Doing More Versus Doing Less in a Portfolio of Improvement Projects: The Effect of Focus on Project | Ingrid M. Nembhard, Harvard U.; Richard Bohmer, Harvard U.

Does Focus Really Improve Operational Performance?

Lessons from the Management of Clinical Trials | Robert S.

Huckman, Harvard U.; Darren Zinner, Harvard U.

Ownership Structure and Reputation in Professional Services: Evidence from the Healthcare Industry | **Dov Rothman**, Columbia U.

Does Status Drive Performance? Evidence from Cardiac Surgery | Robert S. Huckman, Harvard U.; Daniel Snow, Harvard U.

Speakers: Darren Zinner, Harvard U.; Ingrid M. Nembhard, Harvard U.; Dov Rothman, Columbia U.

1316: (Paper Session) - (BPS) **Behavioral Controls and Organization Design**

10:40am - 12:00pm Hawaii Convention Center: Room 309

Chair: Karynne L. Turner, Georgia State U.

Discussant: Karynne L. Turner, Georgia State U.

Control of Business Units: The Downside of Differentiation | Eric Dooms, Tilburg U.; Aswin Van Oijen, Tilburg U.

 Exploring the Interdependence of Profitability and Control in US Banking | Kenneth J. Hatten, Boston U.; William L. James, Hofstra U.; James P. Keeler, Kenyon College Limits to Control? Faculty Participation in University Governance | Peter Lotz, Copenhagen Business School

1317 ■JS: (BPS, OMT) The Inter-Organizational Communities of Practice(IOCoPs): New Insights and **Knowledge Strategies**

10:40am - 12:00pm Hawaii Convention Center: Room 306B

Coordinators: Bertrand V Quelin, HEC Paris; Frederic Dalsace.

HEC Paris; Bertrand Moingeon, HEC Paris

Interorganizational Communities of Practice: Connecting and Collaborating Across Boundaries | Janine Nahapiet. Templeton College, Oxford U.

Communities of Creation: Managing Collaborative Innovation Across Boundaries | Mohanbir Sawhney, Northwestern U.; Emanuela Prandelli, Bocconi U.; Gianmario Verona, Bocconi

Realizing the Potential of Formalized Communities of Practice in a Knowledge Economy | Cynthia Odom, George Washington U.; John Starns, George Washington U.

Network Structure of IOCOPs & Effectiveness of de jure Standards Setting in Technical Communities | Gwendolyn Kuo-fang Lee, U. of Florida

Presenters: Cynthia Odom, George Washington U.; John Starns, George Washington U.

Participants: Janine Nahapiet, Templeton College, Oxford U.; Mohanbir Sawhney, Northwestern U.; Gwendolyn Kuo-fang Lee, U. of Florida

1318 ■: (Paper Session) - (CAR) **Diversity**, **Identity and Occupational Choice**

10:40am - 12:00pm Hawaii Convention Center: Room 322A

Chair: Samuel Rabinowitz, Rutgers Business School--Newark and New Brunswick

Discussant: Peter A. Heslin, Southern Methodist U.

- Complex Occupational Identities: Integrating Multiple Distinct Occupational Identities | Naomi B. Rothman, New York U.
- Relationships Among Ethnicity, Gender, and Beliefs, Attitudes and Intentions to Seek IT careers | Richard D. Johnson, U. of Central Florida: Dianna L. Stone, U. of Central Florida; Tangela Nichole Phillips, U. of Central Florida
- ■A New Vision of Management in the 21st Century: Diversity and Career Choice Issues for Young Workers | Myrtle P. Bell, U. of Texas, Arlington
- ■A Career Typology for the 21st Century Entrepreneurial Woman | Dorothy Perrin Moore, Citadel School of Business Administration

1319 ■JS: (CAR, OB, OMT) Building Bridges: Multiple Levels of Identity and Identification

10:40am - 12:00pm Hawaii Convention Center: Room 319A

Chair: David Sluss. Arizona State U.

Discussant: Blake E. Ashforth, Arizona State U.

Organizational Identity Orientation as a Determinant of Organizational Identification | Shelley Brickson, London **Business School**

Understanding Patterns of Professional and Organizational Identification: A Multi-Method Study | Teresa Cardador, U. of

Illinois, Urbana-Champaign; Erik Ian Dane, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign Generalizing Relational Identification to and from

Organizational Identification | David Sluss, Arizona State U. Participants: Teresa Cardador, U. of Illinois, Urbana-Champaign; Erik Ian Dane, U. of Illinois, Urbana-Champaign; Michael G. Pratt, U. of Illinois, Urbana-Champaign; Shelley Brickson, London **Business School**

1320 : (Paper Session) - (CM) Counterproductive Work **Behaviors**

10:40am - 12:00pm Hawaii Convention Center: Room 318B Chair: Jennifer Dunn, U. of Pennsylvania

Discussant: Chris Bell, York U.

Invidious Comparisons and Insidious Behaviors: Envy and Social Undermining at Work | Jennifer Dunn, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania

- Workplace Aggression Revisited: Prevalence, Outcomes, and Antecedents | Laurela Burnazi, Wayne State U.; Loraleigh Keashly, Wayne State U.; Joel H Neuman, State U. of New York. New Paltz
- Incivility: Development of a Measurement Scale | Robert M. Crocker, Stephen F. Austin State U.; Stanley G Harris, Auburn U; Phil E Stetz, Stephen F. Austin State U.
- The Effects of Incivility on Performance, Motivation, Creativity, Helpfulness & Dysfunctional Behavior | Christine L. Porath, U. of Southern California; Amir Erez, U. of Florida

1321 ♥→ ■JS: (CM, SIM) Restorative Justice: A New Vision for Workplace Justice

10:40am - 12:00pm Hawaii Convention Center: Room 316A

Chairs: Deborah Kidder, Towson U.; Michael A. Gross, Colorado

Discussant: Robert Bies, Georgetown U.

Victim Offender Mediation in the United States | Michael A. Gross, Colorado State U.

Restorative Justice in the Workplace: Hawai'i's Experience Lorenn Walker, -

Restorative Justice in Japan | Hidemasa Yamamoto, Dokkyo U. Restorative Justice in New Zealand | Helen Bowen, Restorative Justice Trust

Culture, Shame, and Revenge | Michele J. Gelfand, U. of Maryland; Chris Bell, York U.; Gary Shteynberg, U. of Maryland

1322 : (Paper Session) - (CMS) Foucauldian Perspectives on Identity Formation and Organizational Control

10:40am - 12:00pm Sheraton Waikiki Beach: Honolulu Room

Chair: Ann L Cunliffe, U. of New Mexico

Fighting over Knowledge Management, A Foucauldian Perspective | Irene Lammers, Vrije U.

Pulnstitutionalizing Identities: Communication Skills and the Making of Doctors and Patients | Gazi Islam, Tulane U.: Michael James Zyphur, Tulane U.

Bildentification vs. Dis-identification: What Does it Mean to be a "Professional"? | Olivier Herrbach, U. Sciences Sociales; Katarzyna Kosmala, Heriot-Watt U.

■From Organisational Object to Self-Managed Subject: Some Implications for Organisational Control | Hannele Merja Johanna Huhtala, London School of Economics

1323 : (Paper Session) - (ENT) Performance Differences between New Ventures and Established Companies

10:40am - 12:00pm Hawaii Convention Center: Room 301B

Chair: Stanley Ross, Bridgewater State U.

- David vs. Goliath Round 2: Entry and the Persistence of Incumbent Profitability | Thomas J Dean, U. of Colorado, Boulder; Lawrence A. Plummer, U. of Colorado, Boulder
- When two Words Collide: The Role of Corporate Envy in Corporate Venturing Activities | Marina Biniari, Strathclyde U. Firm Valuation Effects of High-Tech M&A: A Comparison of

New Ventures and Established Acquirers | Roberto Ragozzino. U. of Central Florida

→ Venture Capital Syndication in Europe: Does Firm Size Matter? | Hans Bruining, Erasmus U.

1324 (Paper Session) - (ENT) University, Academic **Entrepreneurs & Careers**

10:40am - 12:00pm Hawaii Convention Center: Room 303A

Chair: Zelimir William Todorovic, Indiana U./Purdue U.

- Academic Entrepreneurship: Entrepreneurial Intent and the Disclosure of University Inventions | Gerard George, U. of Wisconsin, Madison; Mark Maltarich, U. of Wisconsin, Madison; Saniav Jain, U. of Wisconsin, Madison
- → Institutional Origin and Resource Endowments to Science-Based Entrepreneurial Firms | Nathalie Moray, U. of Gent; Johan Bruneel, Vlerick-Leuven-Gent Management School; Iris Vanaelst, Vrije U. Brussel
- Endowed Chairs in Entrepreneurship: A Survey of Deans' Preferences | Gary J. Castrogiovanni, U. of Tulsa; George S Vozikis, U. of Tulsa; Timothy S Mescon, Kennesaw State U.
- → Investigation of Factors Associated with Women's Selfemployment Preference in Nordic Countries | Pia Maria Arenius, U. of Lausanne: Anne Kovalainen, Turku School of **Economics and Business Administration**

1325: (Paper Session) - (ENT) Relational Capital & **Entrepreneurial Rents**

10:40am - 12:00pm Hawaii Convention Center: Room 303B

Chair: Louis Marino, U. of Alabama

The Role of Perceived Relational Support in Entrepreneur -Customer Dyads | Dirk De Clercq, Brock U.; Deva Rangarajan, Vlerick-Leuven-Gent Management School

- Explaining the Foreign Development of start-ups: Social Networks and Knowledge Acquisition | Manuela Presutti, Bologna U.; Cristina Boari, Bologna U.; Luciano Fratocchi, L'Aguila U.
- ₱Entrepreneur Social Competence and Capital: The Social Networks of Politically Skilled Entrepreneurs | Sean Lux. Florida State U.
- Where Do Entrepreneurial Orientations Come From? An Investigation on Their Social Origin | Haibin Yang, U. of Texas, Dallas

1326 →: (Paper Session) - (GDO) Gender, Race, and Psychology: Attitudinal and Behavioral Differences

10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 1-2 Chair: David L Ford, Jr., U. of Texas, Dallas

- + Gender and Race Differences in Leader Behavior Preferences in South Africa | Romie Frederick Littrell, Auckland U. of Technology; Stella M Nkomo, U. of South Africa
- Exploring Gender and Racial Integration in the South African Military with Psychological Empowerment | Sanjay T Menon, Louisiana State U., Shreveport; Elize Kotze, Stellenbosch U.
- Commitment of Cultural Minorities in Organizations: Effects of Leadership and Pressure to Conform | Joyce Rupert, Leiden U.; Karen Jehn, Leiden U.; Marloes van Engen, Tilburg U.; Renee de Reuver, Tilburg U.
- Gender Differences in White Racial Attitudes Towards Blacks Brenda Kathleen Johnson, Columbia U.
- Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals. | Robert Gregory DelCampo, U. of New Mexico

1327: (Paper Session) - (GDO) Anger, Emotion, and

Influence: What's Gender to do with it? 10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 1

Chair: Susan M. Burroughs, U. of Puget Sound

- Differences in Workplace Anger Expression on the Basis of Gender and Hierarchical Status | Theresa Domagalski, Florida Institute of Technology; Lisa Steelman, Florida Tech
- □ → Gender. Emotion and Aggression in the Workplace: The Role of Emotional Intelligence | Alberto Ramirez, RMIT U.; Clive Morley, RMIT U.; Julie Wolfram Cox, RMIT U.
- → The Contextual Dimension of Emotional Labour and Working women in Pakistan | Jawad Syed, Macquarie U., Sydney; Faiza Ali, Macquarie U., Sydney

1328 : (Paper Session) - (HCM) The Health Care Workplace As A Setting For Collaboration: Factors Affecting **Employee Interactions**

10:40am - 12:00pm Sheraton Waikiki Beach: Waianae Room

Chair: Amer Kaissi, Trinity U.

Discussant: Amer Kaissi, Trinity U.

- Sense-making in Difficult Times: Experiences of Employees in Asia-Pacific Hospitals | **Stewart Arnold**, U. of Queensland; Maree Veronica Boyle, Griffith U.; Victor J. Callan, U. of Queensland
- Pisarski, U. of Queensland; Sandra A. Lawrence, U. of Queensland/Griffith U.; Philip Bohle, U. of NSW; Cynthia Gallois, U. of Queensland; Bernadette Maria Watson, U. of Queensland
- Face-to-face with AIDS in the workplace: Concern for face, Fear of AIDS and its Consequences | Vivien KG Lim, National U. of Singapore

Winner of HCM Division Best Paper Award

Organizational Trust in Hospital Nursing Staffs | Christina L. Lafferty, National Defense U.

1329 ←: (HR) **A** New Vision of Human Resource Management in the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 312 Chair: Wavne F. Cascio. U. of Colorado. Denver

From Business Partner to Driving Business Success: The Next Step in the Evolution of HR Management. | Wayne F. Cascio. U. of Colorado. Denver

The Four Cs of the HR Profession | Susan R. Meisinger, SPHR, Society for Human Resource Management

Will There Really Be a Labor Shortage? | Peter Cappelli, U. of Pennsylvania

From Human Resources Management to Organizational Effectiveness | Edward E. Lawler, U. of Southern California Participants: Susan R. Meisinger, SPHR, Society for Human Resource Management; Peter Cappelli, U. of Pennsylvania; Edward E. Lawler, U. of Southern California

1330 →: (HR) HR and Performance in Europe: A Context **Based View**

10:40am - 12:00pm Hawaii Convention Center: Room 315

Chair: Henrik Holt Larsen, Copenhagen Business School Discussant: Wolfgang Mayrhofer, Wirtschafts U. Wien From Collectivism to Individualism – What Does it Mean for

HRM? | Erling Rasmussen, U. of Auckland; Torben Andersen, Southern Denmark U.

The Relationship Between Culture and HRM Across a Broad Range of Countries | Lisa Hisae Nishii, Cornell U.

Towards the Nordic Model of HR? A Comparison Between Estonian and Nordic HR Strategies and Practice | Ruth Alas, Estonian Business School; Sinikka Vanhala, Helsinki School of Economics; Tonu Kaarelson, Estonian Business

HRM-Performance Link in Europe – A General Model | Rita Campos Cunha, U. Nova de Lisboa

Linking Strategic Human Resource Management Bundles with Business Performance: Toward an EU Framework | Eleni Stavrou, U. of Cyprus

HRM and Firm Performance: The Context Matters! | Irene Nikandrou. Athens U. of Economics and Business: Eleni Apospori, Athens U. of Economics and Business

Human Resource Outsourcing and Human Resource Excellence: Opponents or Fellows? | Ruediger Kabst. U. of Giessen; Wenzel Matiaske, U. of Flensburg; Thomas Mellewigt, U. of Paderborn

A Comparative Study of the Determinants of HR Outsourcing in Turkey and the European Union | Cem Tanova, Eastern Mediterranean U.

1331 ⊕→ •: (HR) Leadership Development in the 21st Century: Visions from Around the Globe

10:40am - 12:00pm Hawaii Convention Center: Room 319B

Chairs: Jon P. Briscoe, Northern Illinois U.; C. Brooklyn Derr, Brigham Young U.

Presenters: Roger R. Collins, Australian Graduate School of Management; Mami Taniguchi, Waseda U.; Juan-Carlos Pastor, Instituto de Empresa; Eduardo Guzman Saenz, ITESM, Campus Monterrey; Sylvie Roussillon, EM Lyon

1332 ♥→: (HR) Organisational Learning and HRM Challenges in Professional Services Firms

10:40am - 12:00pm Hawaii Convention Center: Room 323B

Chairs: Scott A Snell, Cornell U.: Juani Swart, U. of Bath Effects of HR Systems on Organizational Intellectual Capital in Software & IT Consulting Firms | Christopher Collins, Cornell U.

Evolution of Exploitative and Exploratory Learning in a Marketing Agency | Nick Kinnie, U. of Bath; Mark Lund, U. of Bath

Managing Intellectual Capital Architectures: HRM and Bilateral Learning in Law Firms | Sung-Choon Kang, Cornell U.: Scott A Snell. Cornell U.

Developing Inter-organisational Intellectual Capital in a Management Consultancy Network | Juani Swart, U. of Bath; Jason Rabinowitz, McKinsey & Company

Participants: Christopher Collins, Cornell U.; Sung-Choon Kang, Cornell U.; Nick Kinnie, U. of Bath; Mark Lund, U. of Bath; Jason Rabinowitz, McKinsey & Company

1333 : (Paper Session) - (IM) Emerging Market Institutions and Strategy

10:40am - 12:00pm Hawaii Convention Center: Room 304A Chair: Paul Miesing, State U. of New York, Albany Discussant: Richard Kum-Yew Lai, Harvard U.

- → The Separate and Unequal Influence of Institutional Pillars on Foreign Investment | Jamie D. Collins, Texas A&M U.; Dan Li, Indiana U.; Purva Kansal, Panjab U.
- → The Antecedents and Consequences of Emerging Market Divestitures | Pablo Martin De Holan, Instituto de Empresa; Omar Toulan, McGill U.
- → Seguential Purchases of Large Shares: Acquisition Strategy in an Emerging Market Context | Dean Xu, Peking U.; Changhui Zhou, Peking U.

Flight to Quality in Corporate Governance During Crisis | Yi Jiang, Ohio State U.

1334: (Paper Session) - (IM) Expatriate Adjustment Issues 10:40am - 12:00pm Hawaii Convention Center: Room 305B Chair: Richard A. Posthuma. U. of Texas El Paso Discussant: Robert J Taormina, U. of Macau

- → The Effects of P-O Fit on Cross-Cultural Adjustment of Expatriate Managers and Its Consequences | Riki Takeuchi, Hong Kong U. of Science and Technology; Jeffrey Shay, U. of Montana
- → Expatriate Adjustment and Performance: The Mediating Roleof Managerial Practices | Jeffrey Shay, U. of Montana; J Bruce Tracey, Cornell U.; Jingyan Liu, Zhongshan U
- + Engineering Your Own Adjustment: Expatriate Adjustment through Sensemaking A Process Model | Gitanjali Sharma, U. of Manitoba
- → Social Capital and Performance Among Host Nationals and Expatriates: Does Nationality Matter? | Stuart M Schmidt, Temple U.; Unnikammu Moideenkutty, Sultan Qaboos U.

1335 : (Paper Session) - (IP) Technology and Strategy in International Settings

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A1

Facilitator: Yinghong (Susan) Wei, Oklahoma State U.

- → **TIM**: The Impact of Manufacturing Offshore on Technology Choice Incentives in the Optoelectronics Industry | **Erica Renee Fuchs**, Massachusetts Institute of Technology; **Randolph E Kirchain**, Massachusetts Institute of Technology
- → TIM: Effect of National Attributes to Takeoff Time of Technology Adoption: An International Study | Saku Juhani Makinen, Tampere U. of Technology; Tomi Haapaniemi, Tampere U. of Technology
- → ■TIM: Examining the Challenge of Innovation in a Global Economy: One Size Does Not Fit All | Sheryl Winston Smith, Gustavus Aldolphus College
- → TIM: Formation and Linkages of Networks of High-Technology Industrial Clusters in the Asia Pacific Region | Chung-Shing Lee, Pacific Lutheran U.; Kuei-Hsien Niu, U. of North Texas
- → OM: A Taxonomy of Information Technology Strategy and its Impact on the Performance of 3PLs in China | Xiande Zhao, Chinese U. of Hong Kong; Fujun Lai, U. of Southern Mississippi; Qiang Wang, U. of International Business and Economics

1336 : (Paper Session) - (IP) The Influence of CEOs and Top Management Teams

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A2 *Facilitator:* **Patrick Christopher Flood**, U. of Limerick

- HCM: Barriers to CEO Succession Planning: A Comparison of CEO and Board Chair Perspectives | Andrew N. Garman, Rush U
- → HR: An Exploratory Study of the Performance
 Consequences of CEO Succession: A Singapore
 Perspective | Irene K-H Chew, Nanyang Technological U.;
 Amit Das, Nanyang Technological U.
- **ODC:** Corporate Level Management's Role in the Divestment Process: Dynamos or Dinosaurs? | **Matthias F. Brauer**, U. of St. Gallen
- ☐ ☐ HR: Leadership Development and Succession Planning: The New Challenge for Managers | Kevin S. Groves, California State U., Los Angeles
- ☐ BPS: The TMT Consensus-Performance Link: Integrating An Organization Culture Perspective | Vinay K Garg, Southwest Missouri State

1337: (Paper Session) - (IP) **The Management Education Industry**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A3 *Facilitator:* **Constance R James**, Pepperdine U.

- ■MSR: Language is the First Issue: Discussing Spirituality in the Management Classroom | Karen Manz, Hartford Seminary; Robert Marx, U. of Massachusetts, Amherst; Judith A. Neal, U. of New Haven; Charles C Manz, U. of Massachusetts, Amherst

- ☐ MED: Ethics in Management Education: Perspectives
 From the United States Military Academy at West Point |
 Ronald L. Dufresne, Boston College; Evan Hayden Offstein,
 Frostburg State U.
- △→ MED: Educating the Global Manager: Cultural Diversity and Cross Cultural Training in IB Education | Prem Ramburuth, U. of New South Wales; Catherine Welch, U. of New South Wales
- ■MED: Curriculum development focusing on student learning | Claus Nygaard, Copenhagen Business School; Thomas Højlt, Copenhagen Business School

1338: (Paper Session) - (IP) Management Education and Actionable Knowledge

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 1 - Table A4 Facilitator: **Karen Moustafa**, Indiana U./Purdue U.

- ☑IM: What do Students of International Business Need to Know? Views from Educators and Practitioners | Jyh-Liang Guan, De Lin Institute of Technology, Taiwan; Yu-Ching Chiao, National Changhua U. of Education; Kuo-Pin Yang, National Dong Hwa U.
- ENT: Entrepreneurial Orientation of Business Schools: Strategic Perspectives | Susan Kuznik, Baldwin Wallace College; Rajshekhar G. Javalgi, Cleveland State U.; Robert F Scherer, Cleveland State U.
- MED: Critical Debates in Management Education The Import of New Approaches to Strategy | Susan Miller, U. of Hull
- ■MED: Integrating American Indian Business Into Contemporary Management Education | Helen Juliette Muller, U. of New Mexico
- MED: The Multifaceted Nature of Online MBA Student Satisfaction and Impacts on Behavioral Intentions | Megan Lee Endres, Eastern Michigan U.; Cheryl Hurtubis-Sahlen, Westwood College; Sanjib Chowdhury, Eastern Michigan U.; Crissie M Frye, Eastern Michigan U.

1339 : (Paper Session) - (IP) The Process of Decision Making

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B1 *Host:* **Ramon J. Aldag**, U. of Wisconsin, Madison

- **BPS:** The Development and Testing of a Nonconsequentialist Decision-Making Model | **Raed Elaydi**, North Carolina U., Chapel Hill; **Richard W Woodman**, Texas A&M U.
- MOC: Antecedents of Overconfidence: Evidence from a Field Study Examining Product Introduction Decisions | Mark Simon, Oakland U.; Catherine L. Tyler, Oakland U.
- **MOC:** Accommodative Patterns of Decision-Making: The Garage Model. | **Dale Cyphert**, U. of Northern Iowa
- HR: Facilitating the Utilization of Human Capital Metrics | Bernd Erhard Irmer, InfoHRM; Anastasia Ellerby, InfoHRM
- OCIS: Software Project Escalation: An Embedded Options Model | Amrit Tiwana, Iowa State U.; Mark Keil, Georgia State U.; Robert G. Fichman, Boston College

1340: (Paper Session) - (IP) **Transfering Knowledge Across Borders**

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B2

☐ Teaching-oriented | © Management Practice-oriented | → International-oriented | ◆ Theme-oriented | ◆ Visual Presentation | Pa Selected for Best Paper Proceedings

Facilitator: Thomas M Begley, U. of College Dublin

- → **IM**: Institutional and Personal Forms of Power and Trust Reinhard Bachmann, Birkbeck College, U. of London; Arjen Van Witteloostuijn, U. of Groningen
- → CAR: Cross-Cultural Mentoring in International Joint Ventures | Aimin Yan, Boston U.; Yan Shen, Boston U.
- → IM: Knowledge Flows in Multinational Corporations: The Role of Inpatriate Assignees Social Capital | Sebastian Reiche, Melbourne U.; Anne-Wil Harzing, U. of Melbourne
- → **•IM**: Exploring the Mode of Knowledge Transfer in MNCs: The Role of Direct and Indirect Linkages | Kazuhiro Asakawa, Keio U.; Mary Krome Hamilton, U. of Rhode Island
- **OMT:** Signification and Hegemony: Studying Knowledge Transfer Across International Boundaries | Raza A Mir. William Paterson U.

1341: (Paper Session) - (IP) Emotions in Organizations 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B3

Facilitator: Scott Jeffrey, U. of Waterloo

- **TIM:** Role of Emotions in Emerging Technologies Management | Malavika Sundararajan, Rensselaer Polytechnic Institute; Lois S. Peters, Rensselaer Polytechnic Institute
- **OB:** Linking Regret to Escalation of Commitment: The Roles of Outcome Visibility and Anticipated Regret | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Y. Y. Kwong, Chinese U. of Hong Kong
- **OB**: Affective States and Forms of Commitment: An Empirical Analysis. | Olivier Herrbach, U. Sciences Sociales; Karim Mignonac, U. Sciences Sociales
- **©ODC**: Models of emotion management for change | NeII Kimberley, Monash U.; Charmine Hartel, Deakin U.

1342 : (Paper Session) - (IP) Trust and Satisfaction in the Workplace

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 2 - Table B4 Facilitator: S Douglas Pugh, U. of North Carolina, Charlotte

- **PNP**: An Examination of Public and Nonprofit Employee Attitudes Toward Workplace Fun | Katherine A Karl, Marshall U.; Joy VanEck Peluchette, U. of Southern Indiana; Leda McIntyre Hall, Indiana U., South Bend; Lynn Harland, U. of Nebraska, Omaha
- → HR: Formation of Organizational Commitment in a New Venture: A longitudinal analysis | Sumita Raghuram, Fordham U.
- **OB**: Individual Difference and Contextual Predictors of Work-Nonwork Spillover | Jennifer K Lee, George Mason U.; Laura Wheeler Poms, George Mason U.
- **OB**: The Impact of Relational Demography on Perceived Trustworthiness: Similarity or Norms | Dora C. Lau, Chinese U. of Hong Kong; Long Wai Lam, U. of Macau; Sabrina Deutsch Salamon, York U.
- **OB:** What Happens When You Expect Unfairness, and When You Don't? The Role of Negative Surprise | Subrahmaniam Tangirala, Purdue U., West Lafayette; Vijaya Venkataramani, Purdue U., West Lafayette; Deidra J Schleicher, Purdue U., West Lafayette

1343: (Paper Session) - (IP) Building Workplace Trust and Satisfaction

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C1 Facilitator: Kira Kristal Reed. Syracuse U.

- **QOB:** Values Diversity and Teammember's Effectiveness: The Mediation of Trustfulness and Trustworthiness | Bor-Shiuan Cheng, National Taiwan U.: Li-Fang Chou, National Taiwan U.; Tin-Yu Wang, National Taiwan U.; Min-ping Huang, Yuan Ze U.
- **©OB**: A Social Exchange-Driven Structural Equation Model Analysis of Psychological Empowerment | Yuen Hung Chan, U. of Central Arkansas; Robert R Taylor, U. of Memphis; Dan L. Sherrell, U. of Memphis; Emin Babakus, U. of Memphis
- **OCIS**: Clarifying the Effects of Internet Monitoring on Job Attitudes: The Mediating Role of Employee Trust | G. Stoney Alder, U. of Nevada, Las Vegas; Terry W Noel, California State U., Chico; Maureen L Ambrose, U. of Central
- **OB**: Multiple Climates and Their Effect on Business Performance Through Staff and Customer Outcomes | Judith Sylvia MacCormick, U. of New South Wales; Sharon Parker, U. of New South Wales
- **OB**: Service Recovery Performance: Construct Validation and Test of a Mediated-Moderated Model | **Hui Liao**, Rutgers U.

1344 : (Paper Session) - (IP) Coping with Uncertainty and Complexity

10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C2 Facilitator: Alessia Contu, Lancaster U.

- **ENT:** An Empirical Study Of Environmental Uncertainty, Internal Variety, And Firm Performance in SMEs | Zhi Tang, U. of Alabama, Tuscaloosa
- **RENT:** How Do Entrepreneurs Organize Firms Under Conditions of Uncertainty? | Sharon Alvarez, Ohio State U.
- **CMS**: A Process Thought Perspective on Critical Management Inquiry | Clive Smallman, Lincoln U., New
- **BPS**: Decision References under Uncertainty: Real Options Reasoning versus Escalating Commitment | Shu-Jou Lin, National Taiwan U. / Kainan U.; Ming-Je Tang, National Taiwan U.
- 1345 : (Paper Session) (IP) Uncertainty and Complexity 10:40am - 12:00pm Hilton Hawaiian Village: Tapa 3 - Table C3 Facilitator: Jerry Hunt, Texas Tech U.
- → TIM: Exploring academic start-up entrepreneurs' ability to obtain venture capital funding | Rosa Grimaldi, U. of Bologna; Allan N Afuah, U. of Michigan
- MC: Sail or Sink: Implementing Vision and Strategy in Times of Turbulence and Uncertainty | Rickie Moore, ISEOR, U. of Lyon
- **Common Common Strategy | Mark de** Rond, Cambridge U.; Raymond-Alain Thietart, Paris-Dauphine U.-Essec
- **OMT**: Conceptually Close Cousins: Chaos Theory and Dialectical Analysis in Organization Theory | Thomas E Will, U. of Georgia

- 1346 : (Paper Session) (IP) Women in Management
- 10:40am 12:00pm Hilton Hawaiian Village: Tapa 3 Table C4

Facilitator: Diana Reed, Drake U.

- **CAR:** Transitioning from Working Woman to Working Mother: Resocialization Following Maternity Leave | **Jamie J. Ladge**, Boston College
- Recognition of Entrepreneurs | Yvonne O Brunetto, Griffith U.; Rodney S Farr-Wharton, U. of the Sunshine Coast
- HR: Remedy-Seeking Responses to Wrongful Dismissal |
 Cynthia L Gramm, U. of Alabama, Huntsville; John F Schnell,
 U. of Alabama, Huntsville; Elizabeth Weatherly, U. of Alabama,
 Huntsville
- GDO: Perceptions of Justice in Employment Selection Decisions: The Role of Applicant Gender | Jeremy Bernerth, Auburn U; Harvell Jackson Walker, Auburn U
- **GDO:** Seeing Only Shadows: A Theory of Gender-Blindness Among Executive Women | Lindsey Godwin, Case Western Reserve U.; Nurete Leor Brenner, Case Western Reserve U.

1347 ♥ ■JS: (MC, ODC) More Client-Centered Consulting as a New Vision of Management Consulting in the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 314

Chairs: Jeffrey N. Hicks, IBM Business Consulting Services & U. of Twente; Natalia Nikolova, U. of Technology, Sydney; Celeste P.M. Wilderom, U. of Twente

Discussant: David J Cooper, U. of Alberta

Inside Out? Identity and Ambiguities of the Internal Consultant | Christopher Wright, U. of New South Wales

- Designing and Implementing Performance Indicators with Horizontal Client-advisor Interaction | Marc Wouters, U. of Twente; Celeste P.M. Wilderom, U. of Twente
- Humour in the client-consultant relationship: No laughing matter | **Timothy Clark**, Durham U.
- An Interpretive Model of Client-Consultant Interaction: Concept and Measurement | Natalia Nikolova, U. of Technology, Sydney; Timothy Michael Devinney, Australian Graduate School of Management
- Constructivist Consulting: An Alternative to the Expert Model | Jeffrey N. Hicks, IBM Business Consulting Services & U. of Twente; Padmakumar Nair, U. of Twente and U. of Texas at Dallas

Participants: Timothy Clark, Durham U.; Padmakumar Nair, U. of Twente and U. of Texas at Dallas; Marc Wouters, U. of Twente; Christopher Wright, U. of New South Wales

1348 □: (Paper Session) - (MED) Student Perceptions of Management Education

10:40am - 12:00pm Hilton Hawaiian Village: Sea Pearl Suite 3-4

Chair: C Ken Weidner, St. Joseph's U.

- ☐ Four Empirical Studies in Search of Respect for Students |

 Tim O Peterson, Oklahoma State U.; Dennis L. Mott, Oklahoma

 State U.; David D Van Fleet, Arizona State U., West
- □ Influence Tactics in the Business Classroom and Their Relationship to Student Satisfaction | Stephen S Standifird, U. of San Diego; Frank Pons, U. of San Diego; Dan Moshavi, Montana State U.

- ☐ Factors Related to Performance on the ETS Major Field Achievement Test in Business | Peter Bycio, Xavier U.; Joyce S. Allen, Xavier U.
- Pa Can You Spare Some Time? The Role of Casual Meetings on Student Evaluations of Instructors | Robert L Holbrook, Ohio U.

1349 □: (Paper Session) - (MED) Knowledge and Skills for Management Education Providers and Practitioners

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 2

Chair: Michael J Provitera, Barry U.

- Developing Strategic Thinkers: Implications of Learning Theory in Setting a Research Agenda | Ellen F. Goldman, George Washington U.; Andrea Casey, George Washington U.
- △ Management Education and M&As: Are Managers Acquiring Critical HR Knowledge? | Ted K Dass, U. of Cincinnati; Philip K Way, U. of Cincinnati
- △ Academic Qualification, Professional Qualification, and Participating Faculty for AACSB | Daniel J Koys, DePaul U.
- ☐→ Team Dynamics And Learning in Multidisciplinary Teams | Vijaya L Narapareddy, Denver U.

1350 : (Paper Session) - (MOC) Decision-Making and Prospect Theory

10:40am - 12:00pm Hawaii Convention Center: Room 317A

This session examines the role of locus of control and maximizing tendencies on decision-making; also emphasizes prospect theory.

Chair: Arran Caza, U. of Michigan, Ann Arbor

- ☐ ➡ Understanding the Role of Locus of Control in Consultative Decision Making | Marcus Selart, Norwegian School of Economics and Business Administration; Svein Tvedt Johansen, Norwegian School of Economics and Business Administration
- Doing Better but Feeling Worse: Looking for the "Best" Job Undermines Satisfaction | Sheena S. Iyengar, Columbia U.; Rachael F. Elwork, Columbia U.; Barry Schwartz, Swarthmore College
- ■ A Field Test of Prospect Theory: Risk Taking in Major League Baseball, 1985-1992 | Asghar Zardkoohi, Texas A&M U.; Michael W Pustay, Texas A&M U.; Robert Michael Holmes Jr, Texas A&M U.
- → Between Hope and Despair: Effects of Sunk Costs, Self-Efficacy and Risk Propensity on Prospecting | N Rao Kowtha, National U. of Singapore

1351 : (Paper Session) - (OB) Research in International and Cross-Cultural Issues

10:40am - 12:00pm Hawaii Convention Center: Room 313A

Chair: Romie Frederick Littrell, Auckland U. of Technology Discussant: Joseph E Champoux, U. of New Mexico

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

OB Division Dexter Award

Language Challenges in International Work: The Impact of Uneven Proficiency in the Lingua Franca. | Tsedal Beyene, Stanford U.; Pamela Hinds, Stanford U.; Catherine Cramton, George Mason U.

- → OCB Through Cultural Lenses: Exploring the Relations Among Personality, OCB and Cultural Values | Xian Xu, U. of South Florida
- ■Understanding Values-Based Leadership and Transformation in Firms: A Study of CEOs in 16 Countries | Mary F. Sully De Luque, Thunderbird, The Garvin School of International Management; David A Waldman, Arizona State U.; Robert J House, U. of Pennsylvania; Nathan Thomas Washburn, Arizona State U.

Presenters: **Tsedal Beyene**, Stanford U.; **Xian Xu**, U. of South Florida; **Mary F. Sully De Luque**, Thunderbird, The Garvin School of International Management; **Michael S. Cole**, U. of St. Gallen

1352: (OB) Exploring the Team Boundary: New Directions and Extensions of Team Boundary Management Research

10:40am - 12:00pm Hawaii Convention Center: Room 323C Chair: Jennifer Ann Marrone, Seattle U. Discussant: Paul E Tesluk, U. of Maryland

From Knowledge Gathering to Project Quality: The Role of Team Autonomy | Martine Haas, Cornell U.

Leveraging Member Expertise in Groups: The Importance of Group Climate | J Stuart Bunderson, Washington U.;
Alexandra A. Mislin, Washington U.

Effective Boundary Management Activities in Cross-Functional Decision-Making Teams | Vanessa Urch Druskat, U. of New Hampshire; Steven B Wolff, Hay Group

Cutting Across Team Boundaries: Antecedents and Implications of Individual Boundary Spanning Actions | **Jennifer Ann Marrone**, Seattle U.

Participants: Martine Haas, Cornell U.; Vanessa Urch Druskat, U. of New Hampshire; Steven B Wolff, Hay Group; J Stuart Bunderson, Washington U.; Alexandra A. Mislin, Washington U.

1353 : (Paper Session) - (OB) I Quit! Antecedents and Consequences of Employee Turnover

10:40am - 12:00pm Hawaii Convention Center: Room 324

Chair: Marta Sinclair, Griffith U.

Discussant: Eric J. Romero, U. of Texas, Pan American When Do They Leave? Exploring Some Triggering Moderators in the Commitment-Turnover Relationship | Yitzhak Fried, Wayne State U.; Diya Das, Syracuse U.; Ravi Dharwadkar, Syracuse U.

- Organizational Learning and Employee Turnover: A Curvilinear Relationship | Joyce Heames, Ole Miss U.; Rebecca Monette Guidice, U. of Nevada, Las Vegas
- ©Justice and Trust as Moderators of the Satisfaction Turnover Relationship | Christiane Spitzmueller, U. of Houston; Matthias Spitzmueller, Kienbaum Management Consultants; Sally Chee, U. of Houston; Ingwer Borg, ZUMA Mannheim / U. of Giessen
- The Impact of Membership Change on Task and Social Knowledge in Research Groups | Sungu Armagan, U. of Utah; Gerardo Okhuysen, U. of Utah; Harris Sondak, U. of Utah

Presenters: **Diya Das**, Syracuse U.; **Joyce Heames**, Ole Miss U.; **Christiane Spitzmueller**, U. of Houston; **Sungu Armagan**, U. of Utah

1354: (Paper Session) - (OB) Trust and Trustworthiness
10:40am - 12:00pm Hawaii Convention Center: Room 325A
Chair: Roxanne Zolin, Naval Postgraduate School
Discussant: Jon M Werner, U. of Wisconsin, Whitewater
See You, Trust You? The Impact of Sources of Information on
Perceptions of Trustworthiness | Bennett W Cherry,
California State U., San Marcos

Respect and Trust in Teams: The Relational Basis for Proper Team Functioning | Matthew A. Cronin, George Mason U.

- A Multilevel Test of Managerial Trustworthiness: Antecedents and Consequences | Janaki Gooty, Oklahoma State U.; James M. Pappas, Oklahoma State U.
- → Trust in the Face of Competitive and Cooperative Rewards | Kok Yee Ng, Nanyang Technological U.; Roy Yong Joo Chua, Columbia U.; Meow Lan Chan, Nanyang Technological U. Presenters: Bennett W Cherry, California State U., San Marcos; Matthew A. Cronin, George Mason U.; James M. Pappas, Oklahoma State U.; Kok Yee Ng, Nanyang Technological U.

1355 : (Paper Session) - (OB) The Influence of Team Diversity on Organizational Outcomes

10:40am - 12:00pm Hawaii Convention Center: Room 327

Chair: Molly Pepper, Gonzaga U.

Discussant: Elizabeth C Ravlin, U. of South Carolina

- A Longitudinal Examination of Within- and Between-Member Functional Diversity on Team Performance | **John Mathieu**, U. of Connecticut; **Tammy L. Woods**, U. of Connecticut
- The Empirical Investigation of How Our Peers' Personality Composition Influences Our Satisfaction. | Pauline Schilpzand, U. of Florida; Amir Erez, U. of Florida; Timothy A Judge, U. of Florida
- What Happens When Individual and Team Goals Compete? | Deborah Faith Crown Core, Ohio U.
- "It's the Thought that Counts": Outcomes as Affirmation of Membership Value | Tyler G. Okimoto, New York U.; Tom Tyler, New York U.

Presenters: Pauline Schilpzand, U. of Florida; John Mathieu, U. of Connecticut; Deborah Faith Crown Core, Ohio U.; Tyler G. Okimoto, New York U.

1356: (Paper Session) - (OB) Explorations of the Influence of Leadership on Organizational Outcomes

10:40am - 12:00pm Hawaii Convention Center: Room 328

Chair: Margaret T. Orr, Columbia U.

Discussant: Rajnandini Pillai, California State U., San Marcos Leading in a Highly Competitive Environment: Effects of Confident Leadership on Follower Commitment | Jun Liu, Chinese U. of Hong Kong; Ping Ping Fu, Chinese U. of Hong Kong; Wei Ku Wu, Tsinghua U.; An Li Wang, Fudan U.; Rong Xian Wu, Suzhou U.; Xiao Li Ji, Chongqing U.; Su Zhong, Chongqing U.; Yong Gang Fu, Dalian U. of Technology; Yong Kang Yang, Fudan U.

- Does Participative Leadership Lead to Empowerment or Trust? The Moderating Role of Self-Esteem | **Xu Huang**, Hong Kong Polytechnic U.
- Do Leaders Reap What They Sow? Outcomes of Leader Organizational Cynicism About Change | Robert S. Rubin, DePaul U.; William H Bommer, Cleveland State U.

Impact of Emotional Intelligence on Leadership Emergence, Leadership Behaviors, and Group Outcomes | **Thomas Sy**, California State U., Long Beach

Presenters: Jun Liu, Chinese U. of Hong Kong; Xu Huang, Hong Kong Polytechnic U.; Thomas Sy, California State U., Long Beach; Robert S. Rubin, DePaul U.

1357 : (Paper Session) - (OCIS) IT as a Bridge Between Businesses

10:40am - 12:00pm Hawaii Convention Center: Room 318A Chair: **Peter R Monge**, U. of Southern California Discussant: **Kevin P Gallagher**, Florida State U.

- Joint Action Between Buyers And Suppliers: Informations Systems As A Coordinating Mechanism | Ananda Mukherji, Texas A&M International U.; John D. Francis, San Diego State U.; Jyotsna Mukherji, Texas A&M International U.
- Institutional Influences on Organizational Adoption of Business-to-Consumer E-Business Systems | Anand Jeyaraj, U. of Missouri, St. Louis; Deborah Balser, U. of Missouri, St. Louis; Gary Griggs, U. of Missouri, St. Louis; Charles Chowa, U. of Missouri, St. Louis
- ■Governance & Use of B2B Platform:Firm Relationship, Transaction Environment & Capability Effects | Dipanjan Chatterjee, Rensselaer Polytechnic Institute; T Ravichandran, Rensselaer Polytechnic Institute
- Communities for Co-Design: Customer Collaboration as an Enabler of Mass Customization | Frank T. Piller, Massachusetts Institute of Technology; Kathrin Moeslein, Advanced Institute of Management Research, London Business School; Petra Schubert, U. of Applied Sciences Basel; Michael Koch, Bremen U.

1358 ■JS: (OCIS, TIM) The Role of Technology in Acquiring Human Capital in the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 317B

Chair: David G Allen, U. of Memphis

- The Impact of Web Sites on Attraction to Organizations: A Multi-level Approach | Robert F Otondo, U. of Memphis; James R Van Scotter, Louisiana State U.; Mitzi G Pitts, U. of Memphis
- Negativity and Contrast Effects Related to Web-Based Customization of Recruitment Material | **Brian R. Dineen**, U. of Kentucky
- What a Tangled Web We Weave: The Intersection of Technology and Diversity on Applicant Attraction | Karen Holcombe Ehrhart, San Diego State U.; David Mayer, U. of Maryland; Jonathan C. Ziegert, Drexel U.
- Demographics as Moderators of Relationships Between Web Site Characteristics and Applicant Attractio | Caren Goldberg, George Washington U.; David G Allen, U. of Memphis

1359 € ◀JS: (ODC, MOC) Reflections on Affective Events Theory

10:40am - 12:00pm Hawaii Convention Center: Room 316C

Chair: Charmine Hartel. Deakin U.

Discussants: Jacob Eisenberg, U. of College Dublin; Suzy Fox, Loyola U. Chicago

- Applications of AET to Research on Emotions in the Workplace: Advantages and Limitations | Michelle K Pizer, Deakin U.
- Development of a Theory of Workplace Events | Charmine Hartel, Deakin U.; Rebekah Bennett, Queensland U. of Technology
- A CEO's Perspective On The Relevance And Usefulness Of AET For Leading And Managing In Organizations | Kay Russell, S.J.P. Group; Debra Panipucci, Deakin U.

Participants: Charmine Hartel, Deakin U.; Michelle K Pizer, Deakin U.; Kay Russell, S.J.P. Group; Debra Panipucci, Deakin U.

1360: (Paper Session) - (OM) **Technology Management & Social Systems**

10:40am - 12:00pm Hilton Hawaiian Village: South Pacific 3

Chair: Elliot Bendoly, Emory U.

- Resonant Dissonance: Investigating Lagged Operational Variance Following Centralized IT Deployment | Elliot Bendoly, Emory U.; Mark Cotteleer, Marquette U.
- A Framework for Social Systems Modeling and Simulation | Ralitza Patrashkova, U. of Massachusetts, Amherst; Sara McComb, U. of Massachusetts
- A Large-Scale Smartcard-Based Electronic Payment System and Service Operations Management | **Ziqi Liao**, Hong Kong Baptist U.; **Wing-Keung Wong**, National U. of Singapore

1361: (Paper Session) - (OMT) System of Games, Gaming the System

10:40am - 12:00pm Hawaii Convention Center: Room 302A Chair: **Tjai M. Nielsen**, George Washington U. Discussant: **Maria Ferrara**, Parthenope U. of Naples

- Swinging for the Fences: Stock Options, Aggressive Strategic Investments, and Extreme Performance | Wm Gerard Sanders, Brigham Young U.
- Rivalry Theory: The Motivational Effects and Organizational Consequences of CEO Rivalry | Gavin James Kilduff, U. of California, Berkeley
- æ"Work the System": Employee Creativity in the Shadows | Feirong Yuan, Texas A&M U., College Station; Celile Itir Gogus, Texas A&M U.; Richard W Woodman, Texas A&M U.
- Quality of Design and Quality of Conformance: Contingency and Synergistic Approach | Gavriel Meirovich, Sapir Academic College

1362: (Paper Session) - (OMT) Does Leadership Matter?
10:40am - 12:00pm Hawaii Convention Center: Room 302B
Chair: Titus Oshagbemi, Queen's U., Belfast
Discussant: James G Hunt, Texas Tech U.
How Much Do Executives Influence Firm Performance--

Really? | Alison Mackey, Ohio State U.

Leadership, Organizational Capabilities & Sustainability:
The Leadership & Capabilities Model (LCM) Lames K

The Leadership & Capabilities Model (LCM) | James K. Hazy, George Washington U.

PaThe Use of Organizational Learning Mechanisms: Environmental, Managerial, and Cultural Correlates. | Idan -Barkai, IDF; Yitzhak - Samuel, U. of Haifa

Immanence and Transcendence: the "Consumption" of Charismatic Leadership in the US | Angelo Fanelli, HEC Paris

1363 ■JS: (OMT, BPS) New Approaches to Tackle Knowledge into Networks: Research Implications and **New Research Avenues**

10:40am - 12:00pm Hawaii Convention Center: Room 313B

The Paradoxical Combination of Inter-organizational knowledge governance logics | Emmanuel Josserand, Paris Dauphine U.

A Knowledge-Based View Of Networks And Networking | J C Spender, Open U.

Knowledge and Stakeholders in Networks: Investigating the Governance of Knowledge | Thomas Clarke, U. of Technology, Sydney

Social Networks and Knowledge Resources in the Sport Events and SME's High Tech Industry | Lionel Maltese, IAE U., Aix en Provence; Vincent Chauvet, IAE U., Aix en Provence Knowledge Sharing in the Telecommunication Industry: An "Iron Cage" Perspective | Philippe Baumard, U. of California, Berkeley

Participants: Philippe Baumard, U. of California, Berkeley; Thomas Clarke, U. of Technology, Sydney; J C Spender, Open U.; Vincent Chauvet, IAE U., Aix en Provence; Lionel Maltese, IAE U., Aix en Provence; Emmanuel Josserand, Paris Dauphine U.

1364 ■JS: (OMT, ONE) Terrorism, Climate Change and Managing in the 21st Century

10:40am - 12:00pm Hawaii Convention Center: Room 301A Chair: Andrew H. Van de Ven, U. of Minnesota

Relationship between Economic, Ecological and Management Paradigms | Monika Winn, U. of Victoria; Manfred Kirchgeorg, Leipzig Graduate School of Management

International Terrorism. Uncertainty and the Firm I John T Steen, U. of Queensland; Peter W. Liesch, U. of Queensland; Michael Czinkota, Georgetown U.; Gary Knight, Florida State

Facing the Future: How business is Responding to Climate Change | Bruce Sampson, BC Hydro

Slack and Sustainability | Monika Winn, U. of Victoria; Andrew Griffiths, U. of Queensland

Participants: Andrew Griffiths, U. of Queensland; Monika Winn, U. of Victoria; John T Steen, U. of Queensland; Peter W. Liesch, U. of Queensland; Manfred Kirchgeorg, Leipzig Graduate School of Management; Bruce Sampson, BC Hydro; Gary Knight, Florida State U.; Michael Czinkota, Georgetown U.

1365 : (PNP) New Public Management in the 21st Century: Evidence of Effective Implementation in Privatization

10:40am - 12:00pm Sheraton Waikiki Beach: Kahuku Room

Chairs: Kathleen Voges, Texas A&M U., Kingsville; Leslie Tworoger, Nova Southeastern U.

Participants: Dan Bowman, -; Joaquin Herranz, U. of Washington, Seattle; Timothy S. Reed, U.S. Air Force Academy; Klaus Uhlenbruck, U. of Montana

1366 ⊕→ •: (Paper Session) - (PNP) Interorganizational Relations: Networking, Contracting & Procurement

10:40am - 12:00pm Sheraton Waikiki Beach: Waialua Room Chair: Lisa M. Prosser, U. of Southern California Discussant: Herman L. Boschken. San Jose State U. Interorganizational Relations: The Case of U.S. Securities Regulation | Amy E. Smith, U. of Albany, SUNY

- Managing by and through Networks: Network Management, Policy Networks, and the Internet | R. Karl Rethemeyer, U. of Albany, SUNY
- Contracting Public Library Management to Private Vendors: The New Public Management Model | Robert C. Ward, Louisiana State U.; Michael Carpenter, Louisiana State U.
- The Potential Role of Public Procurement in Influencing Markets | Helen Walker, U. of Bath; Christine Harland, U. of Bath; Nigel Caldwell, U. of Bath; Louise Knight, U. of Bath

1367 : (RM) Visual Representation in the Research **Process**

10:40am - 12:00pm Hawaii Convention Center: Room 323A

Visual Representations in Presenting Research, I Paul S. Goodman, Carnegie Mellon U.

Videography as Visual Representation in Research Design and Measurement | Laurie R. Weingart, Carnegie Mellon U. Participants: Laurie R. Weingart, Carnegie Mellon U.; Paul S Goodman, Carnegie Mellon U.

Management: Social Responsibility, Technology, and **Accounting Examples**

10:40am - 12:00pm Sheraton Waikiki Beach: Kohala/Kona Room Chair: Patricia C Kelley, U. of Washington, Bothell Discussants: Marilyn L Taylor, U. of Missouri; Harry J Van Buren III, U. of New Mexico

■CSR and the CEO: Determinants of a Strategic Intention towards Corporate Social Responsibility | Richard C. Peters, Florida Atlantic U.; Xenophon Koufteros, Florida Atlantic U.

Reactions to a Crisis: Leader Explanations and Audience Responses | Jaclyn M. Nowakowski, Michigan State U.; Donald E Conlon, Michigan State U.

Shocks and Ethical Behavior in Organizations: Authentic Leadership in the Accounting Profession | Claudia C. Cogliser, Texas Tech U.; Anne M. Magro, U. of Oklahoma

The Role of Senior Managers in Preventing Technological Accidents and Disasters | Judith Ann Chapman, U. of Western Sydney

1369 → •: (Paper Session) - (SIM) Corporate Philanthropy in the 21st Century

10:40am - 12:00pm Sheraton Waikiki Beach: Niihau Room

Chair: Risa Morimoto, Groupe ESC Toulouse Business School Discussants: Lynne Andersson, Temple U.; Enrique M Perez, Florida Atlantic U.

- The Nature of Giving: A Theory of Planned Behavior Examination of Corporate Philanthropy | **Bryan Dennis**, Idaho State U.
- Some People Give but Do not Care: Reneging in Economic Games | **Daylian M. Cain**, Carnegie Mellon U.; **Jason Dana**, Carnegie Mellon U.; **Robyn Dawes**, Carnegie Mellon U.
- Strategic Corporate Social Responsibility | Brent D Beal, Louisiana State U.; Yves Damoiseau, Louisiana State U.; Douglas E. Thomas, U. of New Mexico
- ₱ Too Little or Too Much? Reexamining the Relationship between Charitable Giving and Performance | Heli Wang, Hong Kong U. of Science and Technology; Jaepil Choi, Hong Kong U. of Science and Technology; Jiatao Li, Hong Kong U. of Science and Technology
- 1370 → (SIM) Indigenous Development: the Role of the Community, State, Civil Sector and Corporations

10:40am - 12:00pm Sheraton Waikiki Beach: Oahu Room Organizer: **Robert Brent Anderson**, U. of Regina

Presenters: Robert Brent Anderson, U. of Regina; Ronald D. Camp, U. of Regina; Leo Paul Dana, U. of Canterbury; Ella Henry, UNITEC Institute of Technology; Ana Maria Peredo, U. of Victoria

1371 : (Paper Session) - (TIM) Service, Technology, and Innovation

10:40am - 12:00pm Hawaii Convention Center: Room 304B Chair: Sylvie Blanco, Grenoble Ecole de Management

Discussant: Ashley Braganza, Cranfield U.

Intellectual Property Protection in Collaborative Innovation Activities within Services | Christiane Bettina Hipp, Hamburg-Harburg U.; Ricarda B. Bouncken, Ernst-Moritz-Arndt U. Greifswald

- Toward a Dual-motive Model of Individual Innovation in the Workplace | Feirong Yuan, Texas A&M U., College Station
- Guided and Pioneering User Ideation: Exploring End-User Ideation of New Mobile Telecomm Services | Peter R. Magnusson, Karlstad U.
- Influencing Factors on the Innovation in Logistics Technologies | Chieh-Yu Lin, Chang Jung Christian U.; Yi-Hui Ho, Chang Jung Christian U.

1372 : (Paper Session) - (TIM) Interorganizational Networks

10:40am - 12:00pm Hawaii Convention Center: Room 306A

Chair: Peter Galvin, Curtin U. of Technology

Discussant: Dries Faems, Catholic U. of Leuven

Network LifeCycle and Actors Centrality: The

Biopharmaceutical Industry faced with Biotech Rupture. | David Daniel Catherine, UMR GAEL INRA U.

- → In the Shadow of the Dragon and the Tiger: Production Relocation and Innovativeness Reconsidered | Poul Houman Andersen, Aarhus Business School
- → Aligning Innovations to Networks: The Global Challenge | John E. Taylor, Stanford U.; Raymond Levitt, Stanford U.

1373 : (Paper Session) - (TIM) Knowledge Creation & Exploitation

10:40am - 12:00pm Hawaii Convention Center: Room 313C

Chair: Henry Sauermann, Duke U. Discussant: Tom Wamalwa, Capella U.

- Rival Interpretations of Balancing Exploration and Exploitation: Simultaneous or Sequential? | Eric L. Chen, Stanford U.
- Part Optimal Cognitive Distance and Absorptive Capcity | Wim Vanhaverbeke, Eindhoven U. of Technology; Bart Nooteboom, Tilburg U.; Geert Duysters, Eindhoven U. of Technology; Victor Gilsing, Eindhoven U. of Technology; Ad Van den Oord, Eindhoven U. of Technology
- Absorptive Capacity: An Empirical Analysis of Innovation Productivity in the Pharmaceutical Industry | Louise Anne Nemanich, U. of Houston; Robert T Keller, U. of Houston
- Desorptive Capacity and Its Impact on the External
 Commercialization of Knowledge | Ulrich Lichtenthaler, Otto
 Beisheim Graduate School of Management (WHU); Holger
 Ernst, Otto Beisheim Graduate School of Management (WHU);
 Eckhard R.V. Lichtenthaler, Swiss Federal Institute of
 Technology

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